

**Fiscal Year 2017**

# **FAMILY DEVELOPMENT AND SELF-SUFFICIENCY PROGRAM ANNUAL REPORT**



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# Family Development and Self-Sufficiency Council

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# Iowa Family and Self-Sufficiency Program (FaDSS)

**Strengthening Iowa's families. Strengthening Iowa's Economy.**

## INTRODUCTION

Iowa's Family Development and Self-Sufficiency Program (FaDSS) was created by the 1988 General Assembly to assist Family Investment Program (FIP) families with significant or multiple barriers reach self-sufficiency. FaDSS provides services that promote, empower, and nurture families toward economic self-sufficiency and family stability.

Participation in FaDSS is a voluntary option for families receiving FIP benefits. Eligible families are identified and referred to the program primarily by Iowa Workforce Development's PROMISE JOBS program. However, referrals to FaDSS may also originate with the Department of Human Services, other social service providers, or as self-referrals. The program is provided to families in all 99 Iowa counties through a network of 17 community action and non-profit social services agencies.



Utilizing a strengths-based approach, the program is delivered to families through home visits with certified Family Development Specialists. Core services include assessment and screening, family-driven goal setting, referrals to community resources and supports, and advocacy and self-empowerment.

## FADSS ADMINISTRATION

The FaDSS program is administered by the Iowa Department of Human Rights, Division of Community Action Agencies via a memorandum of understanding with the Iowa Department of Human Services. Funds from federal Temporary Assistance for Needy Families (TANF) legislation along with state appropriations support the provision of FaDSS services.

The Family Development and Self-Sufficiency Council, established to study, fund, and evaluate programs which provide developmental services to families at risk of long-term welfare dependency, is tasked with issuing a grant renewal application, reviewing proposals, and approving funding decisions every three years.

# FaDSS Overview

*Families that participate in FaDSS receive in-home services that support:*

- ✓ Increased employment
- ✓ Increased income
- ✓ Decreased Family Investment Program (FIP) payments
- ✓ Achievement of educational goals
- ✓ Increased access to services and treatment for identified domestic violence
- ✓ Increased access to services and treatment for identified mental health concerns
- ✓ Increased access to treatment for identified substance abuse

*Services are tailored to each family, using identified strengths to address barriers to self-sufficiency through six core program components:*

- 1) Assessment
- 2) Goal Setting
- 3) Home Visiting
- 4) Referrals and Collaboration
- 5) Support
- 6) Advocacy and Self-Empowerment

## HOW SERVICES ARE PROVIDED

The FaDSS program is provided to families in partnership with 17 community action and non-profit, social service agencies. The program employs a total of 82 home visitors; over 90% of all FaDSS staff (home visitors and supervisors) have achieved at least a Bachelor's degree. All specialists complete an eight-day Family Development Certification program with the University of Iowa's National Resource Center for Family Centered Practice. All FaDSS staff are mandatory child abuse reports and are required to complete criminal and child abuse background check at hire and every two years.

Home visits serve as the foundation for all FaDSS services. The family development specialist with input from the family and supervisor determine the level of services the family will receive throughout services. Families are provided a minimum of two home visits and one additional contact per month during the first three months and at least one home visit and two additional per month after that. If the family needs are determined to be greater than the minimum the level of home visits and contacts will be adjusted. Families may receive FaDSS services while receiving FIP benefits and for six-months post FIP.

## NUMBER OF FAMILIES SERVED

At any point in time, the FaDSS program may serve 1,530 families. In fiscal year 2017, a total of 3,027 families received services. A total of 5,252 individuals completed the program during the reporting period, including 2,813 children (under the age of 18). Most families (82%) are referred for FaDSS services by the PROMISE JOBS program.

## FAMILY WAGES AND FIP SAVINGS

During FY 2017, FaDSS families earned total **wages of \$5,748,936** resulting in a **FIP savings of \$1,026,832**.

## Fiscal Year 2017 – Selected Outcomes

### Increased Employment

- In FY 2017, 14% of FaDSS households had at least one adult employed at program entry. At exit, 47% of households had at least one adult employed.
- 928 families were involved in activities designed to increase work preparedness skills. These activities, provided by FaDSS, include resume writing, mock interviews, and assistance with completing job applications.

### Increased Income

- In FY 2017, families that improved their level of employment at exit had an average monthly family income of \$1,670, an increase of \$1,052.

### Decreased Family Investment Program (FIP) Payments

- At entry, families averaged \$323 in FIP payments. At exit, the average FIP payment for families was \$122, a decrease of \$201.

### Achievement of Educational Goals

- 87 adults that exited the FaDSS program in FY 2017 achieved a change in their education status.
- FaDSS assisted families in achieving major educational goals:
  - 48 families completed a GED/HS Diploma
  - 31 families completed a certification program
  - 7 families completed an Associate's Degree
  - 2 families completed Bachelor's Degree

### Increased Access to Services and Treatment - Domestic Violence

- In FY 2017, 205 FaDSS families that exited the program had experienced domestic violence.
- 91% of those families accessed necessary and appropriate assistance. The FaDSS program assisted 68% of families with accessing domestic violence assistance.

### Increased Access to Services and Treatment - Mental Health

- In FY2017, 618 adults that exited the program had a substantiated mental health issue.
- 91% of those adults with a mental health barrier accessed treatment. The FaDSS program assisted 70% of adults gaining access to treatment.

### Increased Access to Treatment - Substance Abuse

- In FY 2017, 269 adults that exited the program had a substantiated substance abuse issue.
- 91% of those adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 41% with gaining access to treatment.

## The Self-Sufficiency Matrix

Families participating in the FaDSS program often face multiple barriers to self-sufficiency. Through an in-depth assessment process (including both formal and informal assessment), Family Development Specialists work with families to identify areas of strength that are then used to address barriers. The Self-Sufficiency Matrix provides a mechanism for program staff to measure changes in a family's situation from entry (within 60 days of enrollment) to program exit. The Self-Sufficiency Matrix measures family stability across 14 life domains. Answering a series of questions for each family domain, Family Development Specialists rate stability on a scale of 1 through 5 based on his/her observation and assessment.

### Self-Sufficiency Matrix – Domains

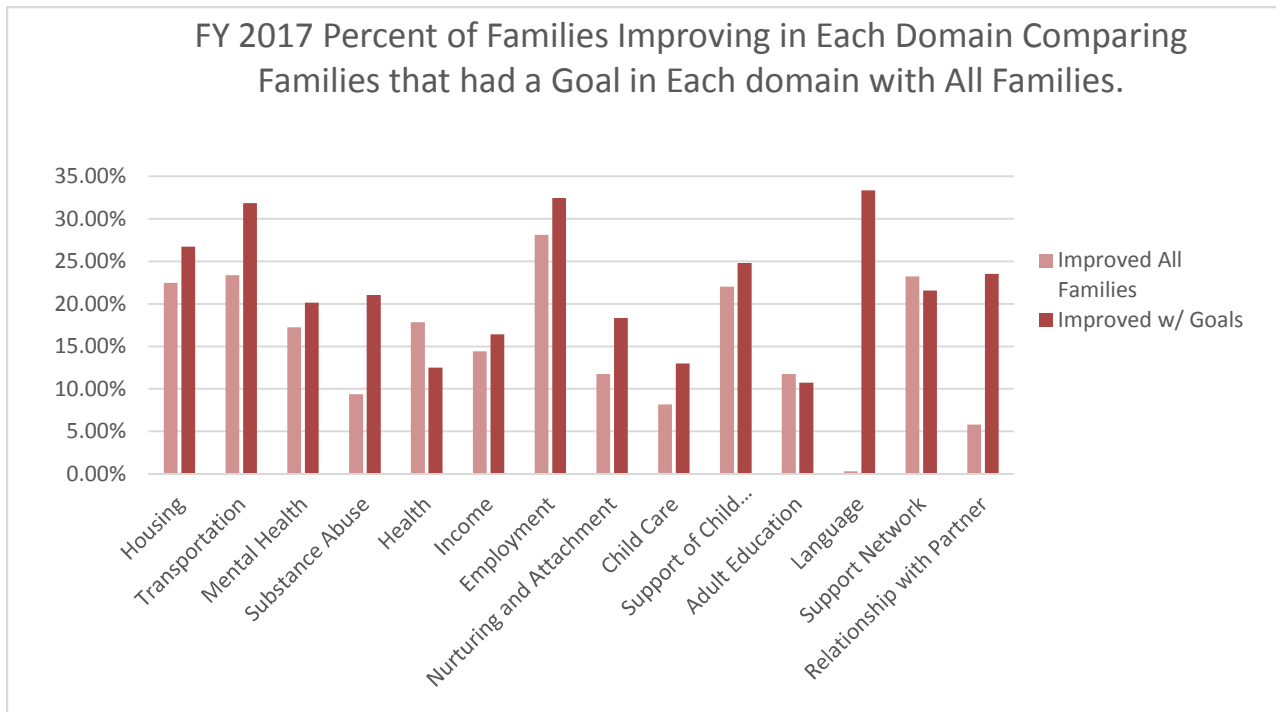
|                    |  |
|--------------------|--|
| 1. Housing         | 8. Parenting, Nurturing and Attachment |
| 2. Transportation  | 9. Child Care                          |
| 3. Mental Health   | 10. Support of Child Development       |
| 4. Substance Abuse | 11. Adult Education                    |
| 5. Health          | 12. Language                           |
| 6. Income          | 13. Support Network                    |
| 7. Employment      | 14. Relationship with Partner          |

### Self-Sufficiency Matrix - Stability Scale



## SELF-SUFFICIENCY MATRIX RESULTS

By comparing scores for each family domain at entry and at exit, we can gain insight into the cumulative impact of FaDSS services on self-sufficiency and stability measures. For the current reporting period, a total of 665 families had both entry and exit scores.



A key component in FaDSS is helping families learn to set goals to meet the needs of their families. The chart above shows the difference between the improvements of families in each domain compared to those who established goals within each domain. Below are examples of how goal setting has made marked improvement in families' lives.

### Transportation

Many families struggle to access reliable transportation for such things as work and appointments. Overall, 23% of families in FaDSS improved their transportation. Thirty-two percent of families who established goals to help meet their transportation needs improved.

### Employment

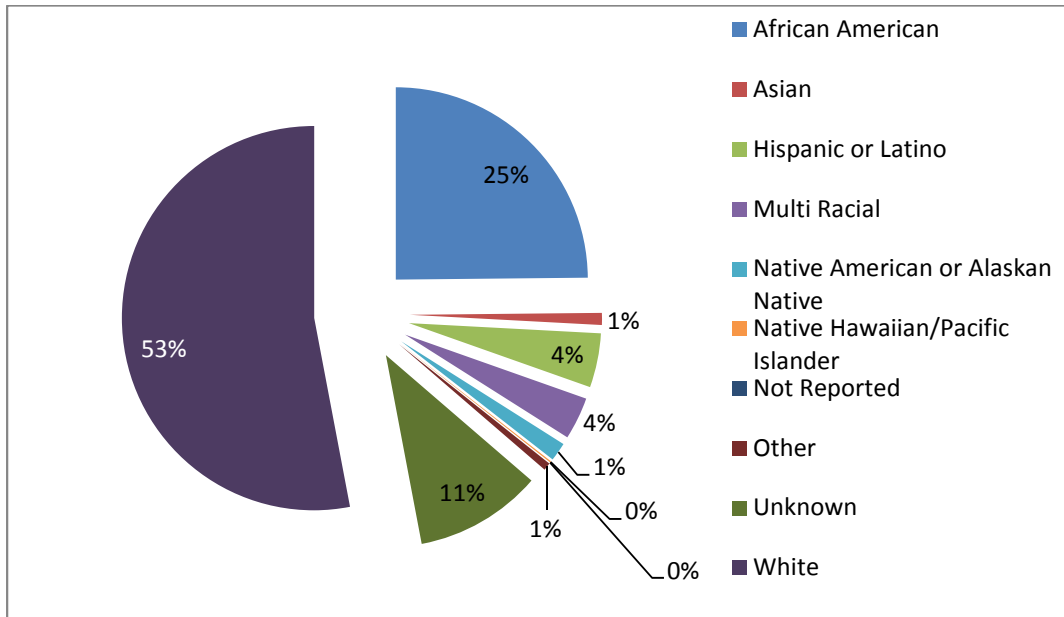
Most of the families in FaDSS struggle to secure employment. Twenty-eight percent of all families improved their employment in FY 2017. Thirty-two percent of families who established a formal goal for employment improved.

# Fiscal Year 2017 – Selected Demographics

## CHARACTERISTICS OF FAMILIES SERVED

Demographic information about FaDSS participants is collected at the family (rather than individual) level, though the program often narrows in on characteristics of the designated “Head of Household” to identify and understand trends related to family structure and progress toward self-sufficiency. Overall, 91% of families are headed by a female; 51% are headed by an individual aged 24-34. The chart below provides insight into the racial and ethnic composition of FaDSS families. Overall, families of color are disproportionately represented in the FaDSS program when compared to the Iowa’s general population, but reflective of the disproportionate representation of families of color in the FIP program.

### Race and ethnicity of family heads of household



### Educational levels, heads of household

| Head of Household Education Level at Enrollment | Individuals | Percent      |
|---|-------------|--------------|
| Less than High School                           | 192         | 27%          |
| High School Diploma / HI Set                    | 257         | 36%          |
| Some College                                    | 162         | 29%          |
| Trade/vocational Training                       | 52          | 7%           |
| Two year college degree(Associates)             | 26          | 4%           |
| Four year college degree(Bachelors)             | 17          | 2%           |
| Master degree or above                          | 2           | <1%          |
| <b>TOTAL</b>                                    | <b>708</b>  | <b>100%*</b> |

\*Percentages may not add to 100% due to rounding.



## Two-Generation Initiative

The Family Development and Self-Sufficiency (FaDSS) program was selected by the U.S. Department of Health and Human Services Administration for Children and Families to participate in a national Community of Learning on Two-Generation Strategies.

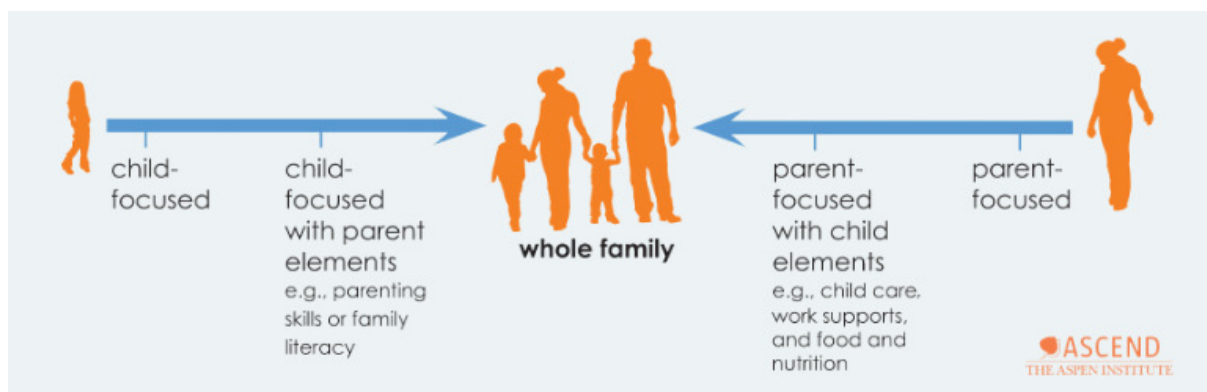
This year-long initiative is designed to assist states in developing innovative and effective strategies for serving families that consider the needs of parents and children together. Recent research confirms the critical role parents play in their children's healthy development, and that a child's success is closely tied to the parents' capacity to overcome barriers. The aim of Two-Generation approaches is to improve both family stability and self-sufficiency, while ensuring their children high quality education, child care and health services.

Iowa's Two-Generation initiative involves the strategic alignment of the core state agencies that partner to provide services to families participating in the FaDSS program to identify systems changes that will result in improved outcomes for Iowa families. A Two-Generation Core Team of DHR, Department of Human Services, and Iowa Workforce Development staff has been established, along with a steering committee of a wider set of stakeholders, both public and private, to help guide the initiative.

The initiative has identified strategic goals that include building awareness of Two-Generation concepts with key partners, developing a pilot project to test new integrated 2Gen strategies through the FaDSS program, and ultimately, policy and legislative recommendations for the adoption of proven Two-Generation approaches for serving families.

The federal Community of Learning provides technical assistance and support for Iowa's initiative for one year.

Two-Generation approaches can be found along a continuum. This graphic illustrates the starting point (parent or child) and the relative emphasis. Whole-family approaches focus equally and intentionally on services and opportunities for the parent and the child. Child-parent approaches focus first or primarily on the child but are moving toward a two-generation approach and also include services and opportunities for the parent. Parent-child approaches focus first or primarily on the parent but are moving toward a



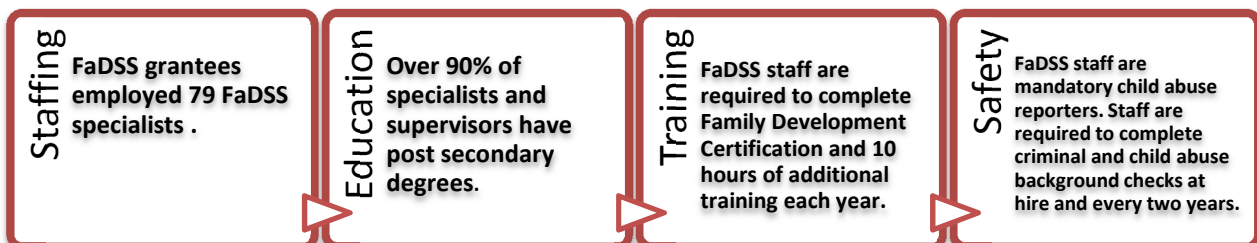
## Fiscal Year 2017 Capacity and Funding

two-generation approach and also include services and opportunities for children.

During FY 2017, FaDSS was funded with an appropriation of \$6,192,834 in TANF and state general funds. In addition, other supporting funds of \$1,296,481 were provided to supplement FaDSS services.

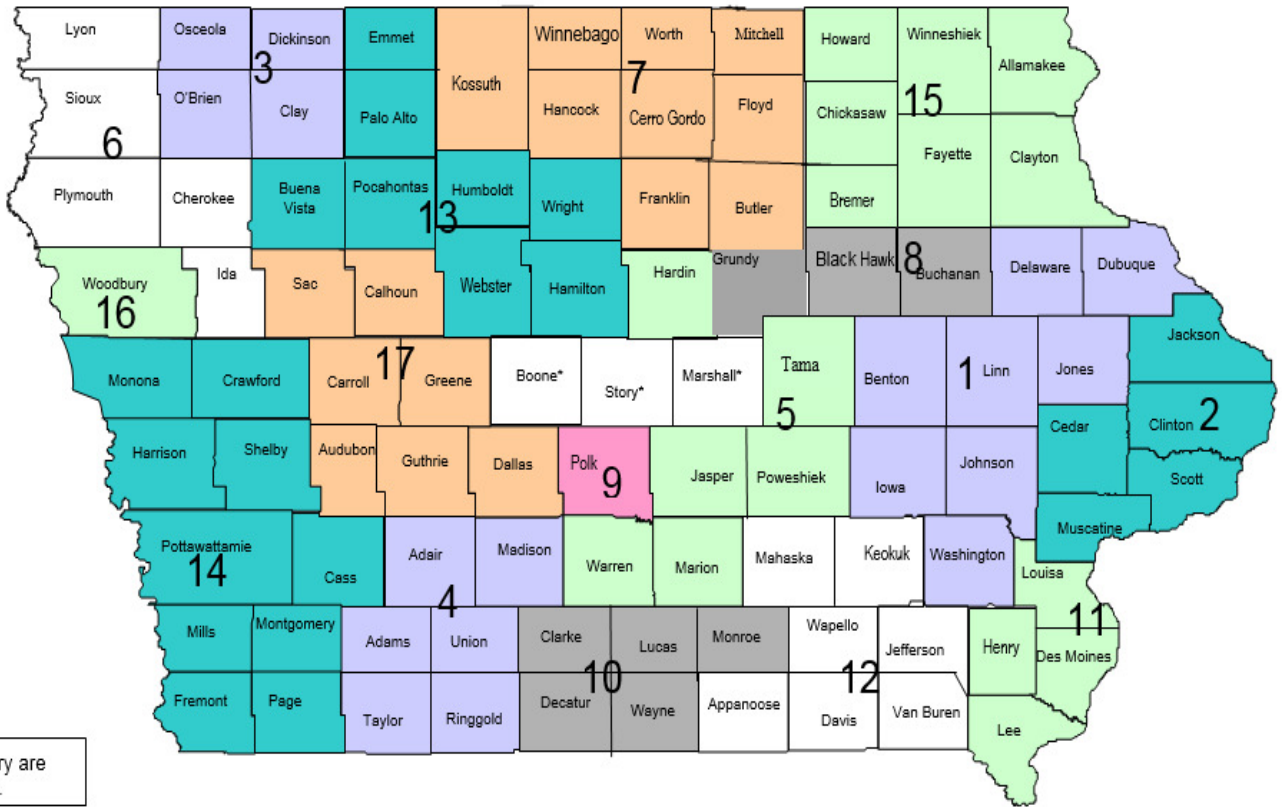
| Grantee                                      | Family Capacity | Total Grant        | Other Support      | Total FaDSS        |
|--|-----------------|--------------------|--------------------|--------------------|
| Community Action Agency of Siouxland         | 40              | \$159,513          | \$8,877            | \$168,390          |
| Community Action of Eastern Iowa             | 98              | \$374,591          | \$0                | \$374,591          |
| Community Action of SE Iowa                  | 90              | \$344,012          | \$6,797            | \$350,809          |
| Four Oaks                                    | 222             | \$848,563          | \$49,387           | \$897,950          |
| Lutheran Services of Iowa                    | 39              | \$159,264          | \$682              | \$159,946          |
| MATURA Action Corporation                    | 29              | \$121,755          | \$14,303           | \$136,058          |
| Mid Iowa Community Action                    | 134             | \$512,196          | \$0                | \$512,196          |
| Mid-Sioux Opportunity                        | 35              | \$142,105          | \$11,807           | \$153,912          |
| North East Iowa Community Action Corporation | 77              | \$294,221          | \$1,198            | \$295,419          |
| North Iowa Community Action Organization     | 72              | \$275,210          | \$0                | \$275,210          |
| Operation Threshold                          | 79              | \$286,677          | \$3,500            | \$290,177          |
| Polk Family Enrichment Center                | 189             | \$722,425          | \$1,246,979        | \$1,969,404        |
| South Central Iowa Community Action Program  | 53              | \$202,585          | \$4,044            | \$206,629          |
| Sieda Community Action                       | 108             | \$412,814          | \$0                | \$412,814          |
| Upper Des Moines Opportunity                 | 75              | \$289,446          | \$10,684           | \$300,130          |
| West Central Community Action                | 105             | \$401,347          | \$32,393           | \$433,740          |
| Youth and Shelter Services                   | 88              | \$336,367          | \$29,370           | \$365,737          |
| <b>Total</b>                                 | <b>1533</b>     | <b>\$5,883,192</b> | <b>\$1,420,021</b> | <b>\$7,333,213</b> |
| DHR Admin @5%                                |                 | \$309,642          |                    |                    |
| Total Appropriation                          |                 | <b>\$6,192,834</b> |                    |                    |

### Selected program features, FY2017



# FaDSS Grantee Service Areas

- 1.. Four Oaks
2. Community Action of Eastern Iowa
3. Lutheran Service in Iowa
4. MATURA Action Corp.
5. Mid-Iowa Community Action
6. Mid-Sioux Opportunity
7. North Iowa Community Action Org.
8. Operation Threshold
9. Polk County Family Enrichment Center
10. South Central Iowa Community Action Program
11. Southeast Iowa Community Action Org.
12. Southern Iowa Economic Development Association
13. Upper Des Moines Opportunity, Inc.
14. West Central Community Action
15. Northeast Iowa Community Action Corp.
16. Community Action of Siouxland
17. Youth and Shelter Services, Inc.



## FaDSS Grantee Service Areas

| Service Area # | FaDSS Grantees  | Service Area # | FaDSS Grantees  |
|----------------|---|----------------|---|
| 1              | Four Oaks Family and Children's Services<br>Dubuque- Julie Weber– 563-557-3100<br><a href="mailto:QCJweber@fouroaks.org">QCJweber@fouroaks.org</a><br>or Cedar Rapids- Amber Mercil<br><a href="mailto:amercil@fouroaks.org">amercil@fouroaks.org</a><br>319-247-4834 | 10             | South Central Iowa Community Action Program<br>Brenda Fry<br>641-774-8133<br><a href="mailto:scifadss@scicap.org">scifadss@scicap.org</a> |
| 2              | Community Action of Eastern Iowa<br>Vickie Sible<br>563-324-3236<br><a href="mailto:vsible@iacommunityaction.org">vsible@iacommunityaction.org</a>  | 11             | Community Action of Southeast Iowa<br>Rita Luder<br>319-753-0193<br><a href="mailto:rita.luder@caofseia.org">rita.luder@caofseia.org</a>  |
| 3              | Lutheran Services in Iowa<br>Heather Bartz<br>712-262-4083<br><a href="mailto:heather.bartz@lsiowa.org">heather.bartz@lsiowa.org</a>  | 12             | Southern Iowa Economic Development Association<br>Rebecca Falck<br>641-682-8741<br><a href="mailto:bfalck@sieda.org">bfalck@sieda.org</a> |
| 4              | MATURA Action Corp.<br>Kristie Davidson<br>641-782-3346<br><a href="mailto:kdavidson@maturaact.org">kdavidson@maturaact.org</a>   | 13             | Upper Des Moines Opportunity, Inc.<br>Alisa Schlieff<br>515-576-7774<br><a href="mailto:aschlieff@udmo.com">aschlieff@udmo.com</a>        |
| 5              | Mid-Iowa Community Action<br>Mindy Clayton<br>641-236-3923<br><a href="mailto:Mindy.Clayton@micaonline.org">Mindy.Clayton@micaonline.org</a>  | 14             | West Central Community Action<br>Molly Cummings<br>712-322-5966<br><a href="mailto:mhoran@westcca.org">mhoran@westcca.org</a>             |
| 6              | Mid-Sioux Opportunity<br>Laura Benson<br>712-786-3483<br><a href="mailto:lbenson@midsioux.org">lbenson@midsioux.org</a>   | 15             | Northeast Iowa Community Action Corp.<br>Karli Schmelzer<br>563-382-8436<br><a href="mailto:lmathews@neicac.org">lmathews@neicac.org</a>  |
| 7              | North Iowa Community Action Organization<br>Lori Brandt<br>641.423.7766<br><a href="mailto:lbrandt@nicao-online.org">lbrandt@nicao-online.org</a>   | 16             | Community Action of Siouxland<br>LaRae Lyons<br>712-274-1610<br><a href="mailto:llyons@caasiouxland.org">llyons@caasiouxland.org</a>      |
| 8              | Operation Threshold<br>Mindy Dolan<br>319-291-2065<br><a href="mailto:MDolan@operationthreshold.org">MDolan@operationthreshold.org</a>  | 17             | Youth and Shelter Services, Inc.<br>Sheila Paul<br>641-752-2300<br><a href="mailto:SPaul@yss.org">SPaul@yss.org</a>                       |
| 9              | Polk County Family Enrichment Center<br>Doug Stodgel<br>515-286-3406<br><a href="mailto:doug.stodgel@polkcountyiowa.gov">doug.stodgel@polkcountyiowa.gov</a>  |                |   |

## FaDSS Success Stories

Participating in the FaDSS program is a life changing experience for families. Here are examples taken from several FaDSS grantees that illustrate how families benefit from FaDSS services. The names in the following stories have been altered.



### Eastern Iowa

Karen enrolled in FaDSS just a couple months after relocating from South Carolina. She has an aunt and uncle living in the area, and they helped her find housing. She was under the impression that it would be subsidized housing but quickly learned that she would have to apply for Section 8 and wait for a voucher to become available. This meant that she would have to

pay full rent until her name came up on the wait list. She applied for FIP and met with a PROMISE JOBS worker who referred her to FaDSS. Karen's PROMISE JOBS participation was to complete her HiSet. She lived in a small community outside of the metro area, so public transportation was not available and she did not have a car. Karen has two small children and needed child care.

Karen's FaDSS Specialist began finding resources to assist her. She participated in Community Action of Eastern Iowa's parenting education service, called Baby Pantry. Families who complete the education receive diapers and wipes. Since she did not have transportation, we were able to bring the education to her. Karen was also referred to the Women's Choice Center for food and diapers, and the Agape Center for food and clothes. Her FaDSS Specialist connected her to a community resource that assisted her with transportation. She did not have a phone, so the FaDSS Specialist helped her complete the application for Safe link for a cell phone and service. Karen needed assistance with her utility bill for winter heat and FaDSS helped her access the LIHEAP program. Things were beginning to improve.

Simultaneously, FaDSS focused on Karen's PROMISE JOBS requirement to finish HiSet. She got connected with to Lutheran Social Services to receive instruction. They also assisted with child care and transportation. The class size was small, which was a perfect learning environment for Karen. She attended classes every day and was making good progress towards earning her HiSet. Through it all Karen kept a positive attitude. If she encountered a challenge while working on her goals, she would tell her FaDSS worker. The FaDSS worker would provide support. Karen earned her HiSet, and quickly obtained a full time job. She has child care for her children and since her job is within walking distance, transportation to work is not a concern. Karen continues to work on goals towards self-sufficiency. Her next goal is to get a car.

## Four Oaks

Anna enrolled into the FaDSS Program in March 2015 and was referred by Promise Jobs. When Anna enrolled she was just leaving domestic violence situation, FaDSS worked with her on healthy relationship and safety of her family. During the course of time within the program she was able to obtain subsidized housing for herself and children. During her time in the program FaDSS continuously worked on parenting skills and completed ASQ's with Anna and her kids to ensure that they were developing on track. We were able to connect Angie with AEA to provide speech services for her son. Anna was also able to successfully enroll them in full time day care at a child care center while she obtained full time employment working with individuals with disabilities. She successfully exited the program in July of 2017 due to the increase of income. Anna recently started a vocational training to further her education. She is currently working and off FIP and stayed with the FaDSS Program for the full 6 month transition.



## Siouxland

Susan enrolled in FaDSS to help overcome employment barriers. She was living at a transitional housing complex with her youngest son, addressing substance use and mental health issues, and was in need of child care. She also struggled with self-confidence. She had a lengthy history of drug use that had taken its toll on her teeth and she was in need of finding a dentist. She asked for FaDSS to help her with accomplishing this goal so she could find employment and become self-sufficient.

FaDSS helped Susan obtain childcare that she could take her son to by using public transportation. FaDSS found a dentist who accepted her insurance and completed multiple root canals. This dentist also referred her to an oral surgeon who removed her wisdom teeth. FaDSS provided transportation and moral support to each of these appointments.

After each dental appointment Susan's smile became bigger and bigger and her confidence grew. After all of her dental surgeries were complete, Susan began using public transportation for job interviews and found employment. She continued to use childcare and maintained contact with FaDSS for support after closing her FIP. She also maintained her sobriety and mental health well enough to be able to move out of the transitional housing complex and into her own place.

## South Central Iowa Community Action Program

Todd and Connie were a two parent household referred to the FaDSS Program by their Promise Jobs worker. The couple had three teenage children with the oldest having autism. They were both attending the local community college to earn their two year degrees. The family was nearing the end of their 60 month lifetime limit for FIP and would lose benefits before completing their degrees. Connie had a history of severe emotional, physical, and sexual abuse. She was battling some health issues which doctors were having difficulty diagnosing. Connie had various surgical procedures that resulted in her missing a lot of class. Todd was struggling with classes due to a learning disability. Their specialist assisted them with finding an online support group for parents with an autistic child; locating food pantries; energy assistance; applying for FAFSA and student loans; contacting Vocational Rehabilitation; and requesting tutoring services.

Todd had difficulty with reading and paperwork but had a talent for hands on work. He had been experimenting with hydro graphics in his spare time and was able to build his own hydro tank. The specialist was able to see his strengths and encouraged him to consider starting a small business. Connie was good with computer programs and could take care of the office duties. The specialist told the family about a small business program at the college and gave them contact information for the Community Development Director in their county. They found a location for their business and started doing small jobs for friends. Connie created a web page to promote the business and they contacted numerous businesses to promote their product. The business is currently expanding with the possibility of hiring employees. Connie and Todd were able to become successful once they quit focusing on their barriers and became aware of their strengths.