

Fiscal Year 2018

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



Prepared by:

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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 strength-based approach, the program is delivered to families through home visits by 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 approximately 80 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 reporters and are required to complete criminal and child abuse background checks 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. 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 contacts 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 2018, a total of 2,840 families received services. A total of 5,240 individuals completed the program during the reporting period, including 3,072 children (under the age of 18). Most families (83%) are referred for FaDSS services by the PROMISE JOBS program.

FAMILY WAGES AND FIP SAVINGS

During FY 2018, FaDSS families earned total **wages of \$6,767,880** resulting in a **FIP savings of \$1,110,222**.

Fiscal Year 2018 – Selected Outcomes

Increased Employment

- In FY 2018, 19% of FaDSS households had at least one adult employed at program entry. At exit, 51% of households had at least one adult employed.
- 1,072 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 2018, families that improved their level of employment at exit had an average monthly family income of \$1,622, an increase of \$1,041.

Decreased Family Investment Program (FIP) Payments

- At entry, families averaged \$429 in FIP payments. At exit, the average FIP payment for families was \$141, a decrease of \$288.

Achievement of Educational Goals

- 136 adults that exited the FaDSS program in FY 2018 achieved a change in their education status.
 - 35 families completed a GED/HS Diploma
 - 41 families completed some college courses
 - 46 families completed a certification program
 - 12 families completed an Associate's Degree
 - 2 families completed Bachelor's Degree

Increased Access to Services and Treatment - Domestic Violence

- In FY 2018, 244 FaDSS families that exited the program had experienced domestic violence.
- 81% of those families accessed necessary and appropriate assistance. The FaDSS program assisted 70% of families with accessing domestic violence assistance.

Increased Access to Services and Treatment - Mental Health

- In FY 2018, 649 adults that exited the program had a substantiated mental health issue.
- 85% of those adults with a mental health barrier accessed treatment. The FaDSS program assisted 82% of adults gaining access to treatment.

Increased Access to Treatment - Substance Abuse

- In FY 2018, 219 adults that exited the program had a substantiated substance abuse issue.
- 88% of those adults with a substance abuse barrier accessed treatment. The FaDSS program assisted 54% 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

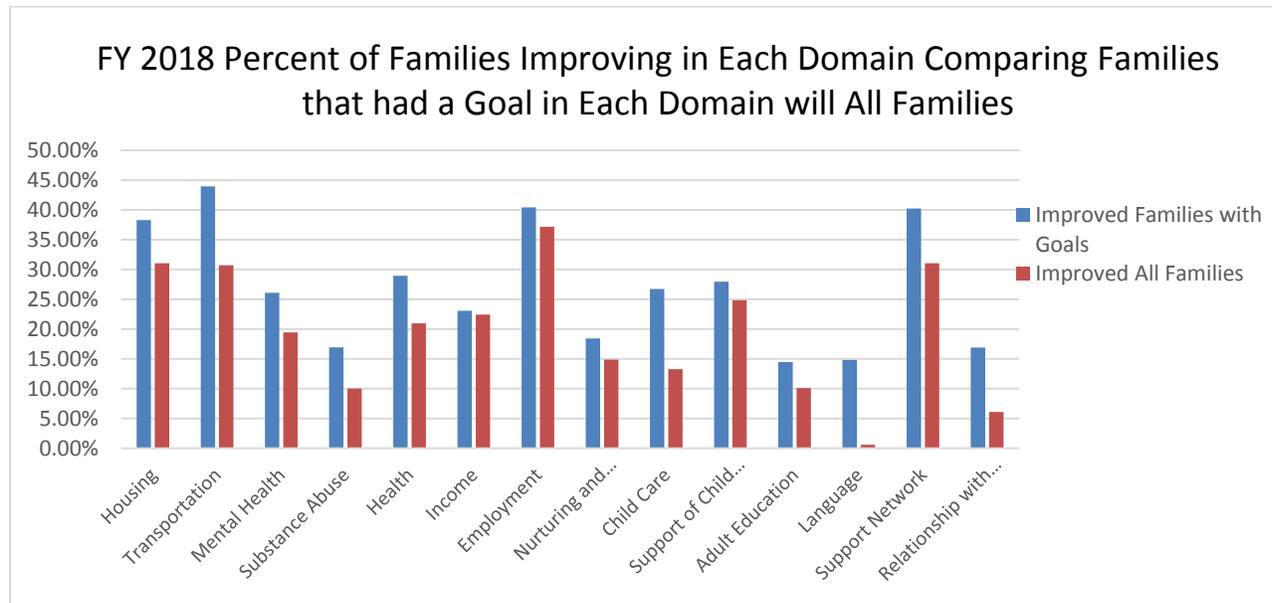
1. Housing	8. Parenting, Nurturing and Attachment
2. Transportation	9. Child Care
3. Mental Health	10. Support of Child Development
4. Substance Abuse	11. Adult Education
5. Health	12. Language
6. Income	13. Support Network
7. Employment	14. Relationship with Partner

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 1,378 families had both entry and exit scores.



A key component of 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, 31% of families in FaDSS improved their transportation. Forty-four percent of families who established goals to help meet their transportation needs improved.

Support Network

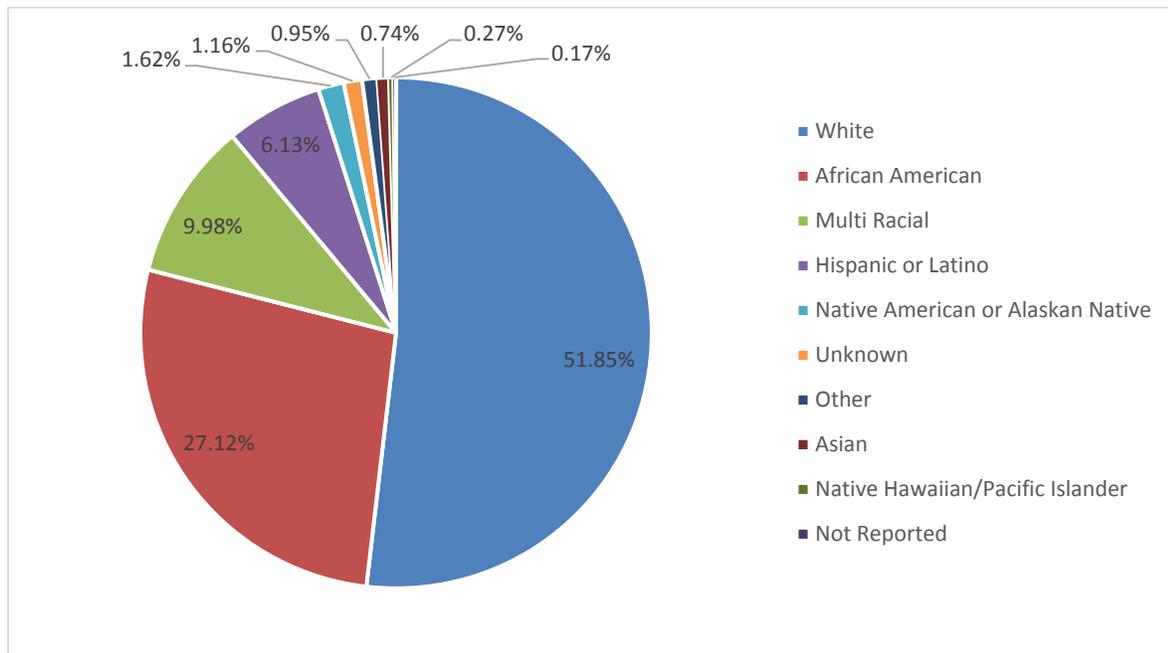
FaDSS assists families in identifying support networks. Thirty-one percent of all families improved their support networks while in FaDSS in FY 2018. Forty percent of families who established a formal goal for support networks improved.

Fiscal Year 2018 – 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, 92% of families are headed by a female; 54% 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 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



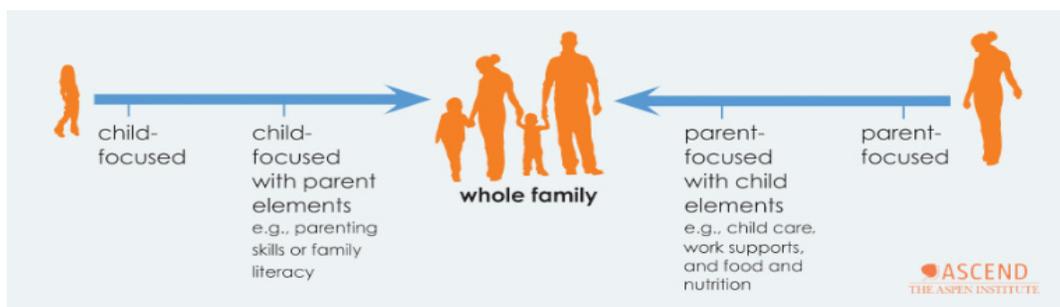
Educational levels, heads of household

Head of Household Education Level at Enrollment	Individuals	Percent
Less than High School	315	23%
High School Diploma / HI Set	527	38%
Some College	368	26%
Trade/vocational Training	105	8%
Two year college degree (Associate)	51	4%
Four year college degree (Bachelor)	27	2%
Master degree or above	2	<1%
TOTAL	1,395	100%*

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

Two-Generation Initiative

A 2-Generation approach seeks to ensure that programs and policies are designed and implemented with a mindset that seeks to understand the intersecting needs of parents and their children. Applying a “2-Gen lens” facilitates the strategic alignment of existing systems and services, allowing for a whole family approach to moving families out of poverty. This approach does not require development of new programs or services, but it does require a shift in thinking about how existing services and programs are provided.



Iowa's 2-Gen Vision

Iowa's families thrive, empowered through integrated, comprehensive services that support adult and child success.

Iowa began its TANF 2-Gen initiative to improve the lives of families in poverty who are enrolled in the Family Investment Program (FIP), specifically families participating in the Family Development and Self-Sufficiency (FaDSS) Program and PROMISE JOBS (PJ).

Iowa seeks to implement promising 2-Gen strategies, policies, and practices to help break the cycle of poverty and improve the overall well-being for Iowa families. To this end, the Steering Committee and Core Team developed a plan that included gathering input and feedback from a variety of stakeholders. This information is to be formulated into strategies and corresponding outcomes to be tested as part of a pilot project.

Pilot Development

A major contribution to Iowa's plan for a more integrated system was to gather input from families participating in PROMISE JOBS and FaDSS. Family focus groups were designed to gather feedback from those who know the system best. Also, PROMISE JOBS and FaDSS staff provided input through surveys and a focus group. This information and other feedback from additional stakeholders will be used to develop specific strategies for a pilot.

The feedback received will help determine the pilot site(s). Once the pilot site(s) has been determined, a staff working group will be formed to prioritize program improvements and pilot options enabling co-creation of the final pilot program. The working group will include local staff from PROMISE JOBS and FaDSS with support from state agency staff from those programs.

The 2-Gen pilot project includes continual input through each step: design, development, implementation, maintenance and improvement. We anticipate beginning a pilot in early 2019. As we develop the pilot, we will seek the input of families, frontline and pilot staff, and other stakeholders.

Fiscal Year 2018 Capacity and Funding

For more information on Iowa’s 2-Gen initiative go to this [link](#).

During FY 2018, FaDSS was funded with an appropriation of \$6,192,834 in TANF and state general funds. In addition, other supports of \$1,523,323 were provided to supplement FaDSS services.

Grantee	Family Capacity	Total Grant	Other Support	Total FaDSS
Community Action Agency of Siouxland	40	\$159,513	\$8,870	\$168,383
Community Action of Eastern Iowa	98	\$374,591	\$0	\$374,591
Community Action of SE Iowa	90	\$344,012	\$0	\$344,012
Four Oaks	222	\$855,763	\$19,286	\$875,049
Lutheran Services of Iowa	39	\$159,264	\$3,138	\$162,402
MATURA Action Corporation	29	\$121,755	\$6,951	\$128,706
Mid Iowa Community Action	134	\$512,196	\$100	\$512,296
Mid-Sioux Opportunity	35	\$142,105	\$7,294	\$149,399
Northeast Iowa Community Action Corporation	77	\$293,293	\$18,427	\$311,720
North Iowa Community Action Organization	72	\$275,210	\$0	\$275,210
Operation Threshold	79	\$286,677	\$23,150	\$309,827
Polk Family Enrichment Center	189	\$722,425	\$1,389,144	\$2,111,569
South Central Iowa Community Action Program	53	\$202,585	\$2,950	\$205,535
Sieda Community Action	105	\$394,147	\$0	\$394,147
Upper Des Moines Opportunity	75	\$289,446	\$7,278	\$296,724
West Central Community Action	105	\$401,347	\$36,732	\$438,079
Youth and Shelter Services	88	\$336,367	\$34,905	\$371,272
Total	1530	\$5,870,696	\$1,558,225	\$7,428,921
DHR Admin @5%	-	\$309,642	-	-
Technology	-	\$ 12,496	-	-
Total Appropriations	-	\$6,192,834	-	-

Selected program features, FY2018

Staffing

FaDSS grantees employed 79 FaDSS specialists .

Education

Over 90% of specialists and supervisors have post secondary degrees.

Training

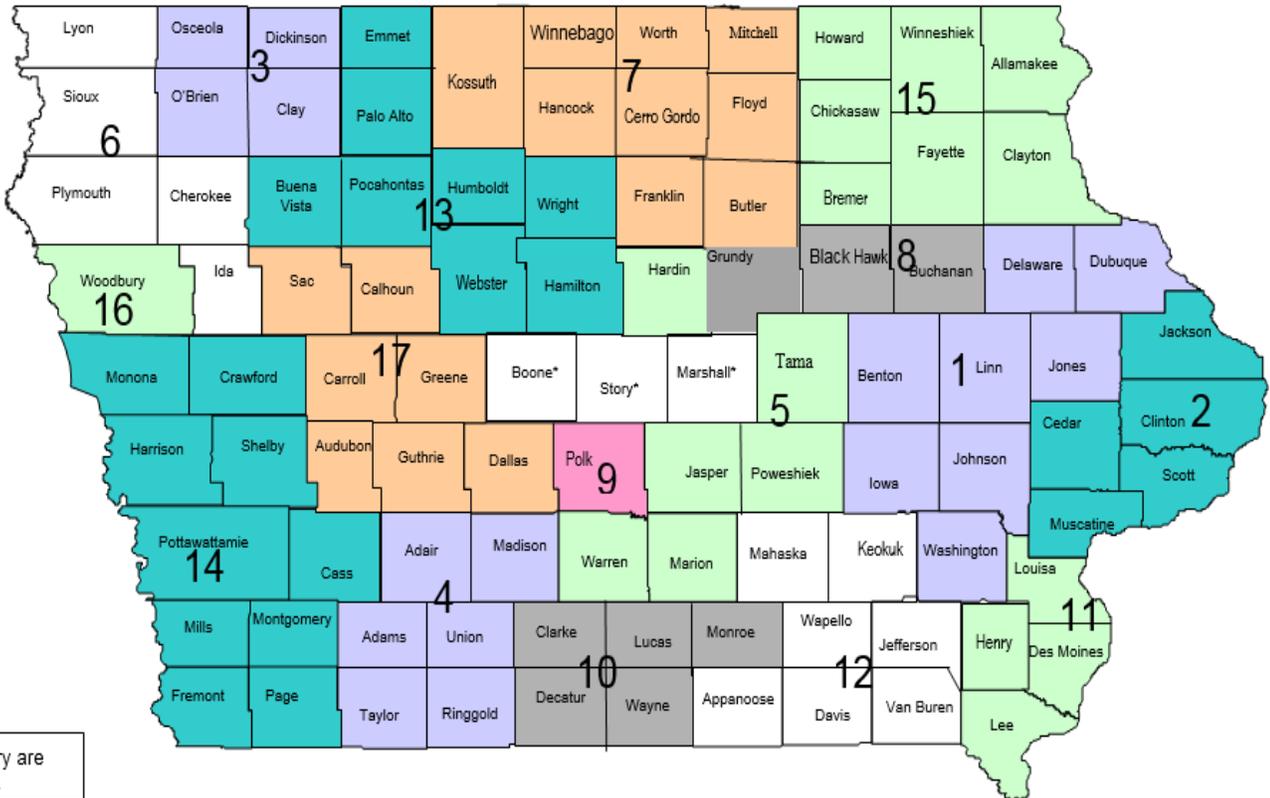
FaDSS staff are required to complete Family Development Certification and 10 hours of additional training each year.

Safety

FaDSS staff are mandatory child abuse reporters. Staff are required to complete criminal and child abuse background checks at hire and every two years.

FaDSS Grantee Service Areas

- | | |
|--|--|
| <ol style="list-style-type: none"> 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 | <ol style="list-style-type: none"> 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. |
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FaDSS Grantee Service Areas

Service Area #	FaDSS Grantees	Service Area #	FaDSS Grantees
1	Four Oaks Family and Children's Services Dubuque- Julie Weber– 563-557-3100 QCJweber@fouroaks.org or Cedar Rapids- Michelle Mercil amercil@fouroaks.org 319-247-4834	10	South Central Iowa Community Action Program Jamie Swearingin 641-3441045 jswearingin@scicap.org
2	Community Action of Eastern Iowa Vickie Sible 563-324-3236 vsible@iacommunityaction.org	11	Community Action of Southeast Iowa Rita Luder 319-753-0193 rita.luder@caofseia.org
3	Lutheran Services in Iowa Jennifer Dykshoorn 712-262-4083 jennifer.dykshoorn@lsiowa.org	12	Southern Iowa Economic Development Association Rebecca Falck 641-682-8741 bfalck@sieda.org
4	MATURA Action Corp. Katie Christensen 641-782-8431 kchristensen@maturaact.org	13	Upper Des Moines Opportunity, Inc. Alisa Schlieff 515-576-7774 aschlieff@udmo.com
5	Mid-Iowa Community Action Mindy Clayton 641-236-3923 Mindy.Clayton@micaonline.org	14	West Central Community Action Molly Cummings 712-322-5966 mhoran@westcca.org
6	Mid-Sioux Opportunity Laura Benson 712-786-3483 lbenson@midsioux.org	15	Northeast Iowa Community Action Corp. Karli Schmelzer 563-382-8436 lmathews@neicac.org
7	North Iowa Community Action Organization Lori Brandt 641.423.7766 lbrandt@nicao-online.org	16	Community Action of Siouxland LaRae Lyons 712-274-1610 llyons@caasiouxland.org
8	Operation Threshold Mindy Dolan 319-291-2065 MDolan@operationthreshold.org	17	Youth and Shelter Services, Inc. Peg Ragner 515-233-3141 x4405 PRagner@yss.org
9	Polk County Family Enrichment Center Doug Stodgel 515-286-3406 doug.stodgel@polkcountyiowa.gov		

FaDSS Success Stories

Northeast Iowa Community Action Corporation

When Michelle enrolled in FaDSS, she was going through a divorce. She and her husband had recently separated and she had not worked in nearly 8 years as she stayed home with her three young children. Michelle began working one and then two part time jobs while going through the divorce proceeding.

Through regular home visits with her FaDSS specialist she established both long and short term goals to empower her to gain stability and to strive to become economically self-sufficient. She applied for and was approved for SSI for her son, Kole. She enrolled in online classes through Salem University to pursue a Bachelor's Degree in accounting. She worked to address her migraine issues. She accessed therapy services for sons Kole and Kael. Her youngest son, Ruger attended Head Start and all three children had dental needs which were addressed during their enrollment in the FaDSS program.



The FaDSS specialist provided the family with many referrals to programs within NEICAC including, NEICAC Scholarship, LiHEAP, Crisis Funding, Head Start, and Embrace Iowa. She was also referred to programs outside of NEICAC such as, PROMISE JOB -FSSG, CARE Program, Transportation Assistance, Helping Services Parenting classes, Free Clothing Drive, Representative Services, Dental providers accepting Medicaid, and Free Movie Night.

At her time of exit from FaDSS, she is employed full time with US Cellular. She continues to pursue her BA online with plans to graduate in August 2019. She is working to secure permanent housing by purchasing the rental home she is currently living in.

Operation Threshold

Mary is a single mother of two young boys. She enrolled in FaDSS in October of 2016. At the time of her enrollment, Mary and her two boys were living with her father in a rural area, she was unemployed, she had no transportation of her own (relied on borrowing her dad's car), and had recently left an unhealthy relationship with the boys' father. Soon after enrolling in FaDSS, Mary experienced a severe domestic violence (DV) situation. Her ex came to her home and caused injury to Mary, resulting in his arrest and a DHS investigation. Her FaDSS Specialist was able to advocate for Mary and help her become temporarily excused from the required Promise Jobs activities. This allowed Mary the time needed to focus on issues

surrounding the DV situation, such as cooperating with DHS to get her case closed, and arranging counseling for her sons.

After the DV incident, her FaDSS Specialist referred Mary to Iowa Legal Aid so she could work with an attorney and pursue full custody of the boys. Her FaDSS Specialist also provided her with a referral to Waypoint Services, and Mary began working with a domestic violence advocate. Mary built up her wall of formal supports to help get her through this tough time- not only was she working with FaDSS, Promise Jobs, DHS, an advocate from Waypoint Services, and an attorney from Iowa Legal Aid, she also started working with a Community Care worker, Cedar Valley Friends of the Family, and a teacher from her son's school who took extra interest in supporting Mary and her boys.



A few short months after enrollment, Mary met her goal of obtaining her own vehicle. Her FaDSS Specialist connected Mary with Child Care Resource and Referral and with their help, Mary found and arranged childcare and after school care for the boys so she could dedicate her time to job searching/PJ job readiness workshops. When Mary began to job search, her FaDSS Specialist would help by sending job searches weekly and informing Mary of any local job fairs. Within a few months she was hired and began working part-time

washing dishes at a local nursing home. She utilized financial help from Promise Jobs to purchase work uniforms. Her FIP was reduced to \$80 per month since she was working. Mary cancelled her FIP in May 2017 and began receiving child support from the boy's father. After a few months of working as a dish washer, Mary's friendly personality and strong work ethic landed her a full time position working at the nursing home's front desk as a receptionist!

Mary exited the FaDSS program after 6 months of transition, in November 2017. Before her exit, the FaDSS program provided the family with a Thanksgiving meal basket. Mary has successfully continued her employment, taken an interest in her sons' education, actively helped them excel in their learning, and maintained self-sufficiency!

Polk County Family Enrichment Center

Susan enrolled in FaDSS in November 2017. She had arrived to Des Moines from North Carolina, was homeless, doubled-up with family, and precariously close to being asked to leave by her relatives as it would have endangered the relatives' own housing. Fortunately, she was about to receive a Section 8 voucher and this opened up her housing options.

She had a heart condition that required her to monitor and attend medical appointments for this condition. It affected her employment in housekeeping though she had an understanding employer who worked with her. Susan did a great job following through with doctor's recommendations regarding her health. She needed to transfer her driver's license to Iowa to not risk facing a sanction. She made this a high priority and resolved to take care of it.

She had an older son in junior high who helped her out with her younger children. Susan's FaDSS Specialist helped Susan with her childcare search and she was able to attain a reliable provider to allow her avoid any disruptions in employment.



The FaDSS Specialist assisted her with various housing options and she was eventually able to secure affordable housing, using her Section 8 voucher. The FaDSS Specialist assisted her financially with funds available to enable her to rent a house. In addition to the assistance to get her into housing, the FaDSS program assisted with furniture with a voucher at the Free Store and expressed a lot of gratitude after receiving that.

One of the keys in Susan's success was her positive outlook and demeanor. Eventually, she became self-sufficient and left the FaDSS program in a stable situation.

MATURA

When the family enrolled in the FaDSS program Beth was a stay at home mom on FMLA due to having a newborn. Beth's significant other was arrested and sentenced to prison shortly after enrolling in the FaDSS program. Beth and her children were living in a housing unit that was not energy efficient or affordable. Beth was faced with overdue bills and an eviction notice. The daily struggles left Beth feeling alone, worried about her children and their safety.

With the help of her FaDSS Specialist Beth was able to gain part-time employment, which eventually she advocated with the employer to become full time; however along with that came issues with child care. Beth utilized the list that was provided by her FaDSS Specialist and was able to find a registered day care provider.

Along Beth's journey through the FaDSS program she was able to utilize resources and referrals that her FaDSS specialist provided to her. Her FaDSS specialist assisted with referrals that enabled her to secure subsidized housing. FaDSS provided the family with budgeting assistance, understanding healthy relationships and safety for herself and her children.

At FaDSS exit Beth is in a healthy relationship. Her family is living in safe, affordable housing. They are both working full time jobs with no public assistance. Her children are attending school and day care on a regular basis. The family has been able to budget and achieve a goal of buying a reliable car. Their hope is to purchase their own home soon.

Beth stated that her worker was always there to support her, teach her some very important skills and assist her through some of the toughest challenges. Beth and her children are very grateful for the program and she does not know where they would be today without FaDSS.

