

2023



MCAP 2G Pilot Report



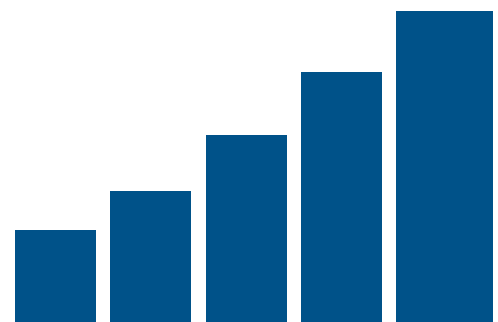
Prepared by
Maryland Community
Action Partnership

Reporting Period
January - June 2023



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MCAP 2Gen Pilot Overview

"The two-generation approach works. We don't need to see any more reports to understand that the best way to help our children is to raise them in a strong and supportive environment. The best way to create those environments is to have not only strong and supportive communities but also figure out ways to support parents as parents. We know this works. We don't need any more statistics. I know this works not only because we know the numbers but because I know my own story."

- **Governor Wes Moore**, *Ascend Fellow* (Publication: DYNAMIC VOICES: The Power of Expectations)

The **Maryland Community Action Partnership (MCAP)** began moving towards state-wide implementation of the Two-Generation Approach (2Gen) in 2019 and has been steadily working on increasing the network's capacity to fully adopt this holistic approach to supporting families. In 2020, the Aspen Institute released a case study on Maryland's 2Gen Model, including MCAP's role in state-wide implementation. ([Click here to read](#))

The **2023 MCAP Two-Generation Approach (2Gen) Pilot Program** is designed to illustrate the impact of utilizing the 2Gen approach across the state by identifying, serving, and tracking data for a specific cohort of families. Through this pilot, MCAP is working to realize the vision of a future where the 2Gen approach is the standard method for supporting families and where all Marylanders can attain economic security and improve their overall well-being, equipped with the tools needed to set and achieve their own goals.



Pilot Design

The first step in launching the pilot was developing and deploying a framework and a robust data collection tool to ensure that MCAP was collecting data on all participating families in a way that could be easily aggregated and evaluated.

Pilot Framework

1. A checklist was created and distributed to agencies to provide direction for the project and track completion of each step of the pilot process.
2. Agencies were asked to complete an MOU, provide a workplan, and submit an updated readiness assessment to determine their current status related to the key elements of implementation of 2Gen approach.
3. 11 Agencies have hired or designated 2G staff/coaches to implement the 2Gen Approach.
4. To holistically serve families, Agencies have developed partnerships with agencies and organizations, including Department of Social Services, Workforce, Head Start providers, Judy Centers, Continuum of Care (CoC) Programs, faith-based organizations, housing agencies, community colleges, healthcare centers, and many more.
5. Agencies were tasked with identifying between 10 and 30 families to participate in the pilot and were then asked to assign family identification numbers and collect demographic information on each participating family.
 - a. It is understood that families may enter or exit the pilot throughout the year, so this document is to be updated as participants are added to or removed from the pilot.
6. Using the family identification number assigned to each family, agencies are charged with submitting data during each assessment period using the **MCAP 2Gen Family Assessment Reporting Google Form**.
 - a. The focus of the first assessment period (January - June 2023) was collecting demographic information and baseline data.
7. Agencies have also selected representatives to engage with MCAP's Whole Family Learning Community to report on pilot progress, address barriers to implementation, and share best practices. Meetings are held the first Thursday of each month, at 1:00pm.

Participant Recruitment

Agencies are using various approaches to recruiting families for pilot participation, ranging from working with Head Start families to engaging with parents enrolled in adult education programs. The following criteria was provided to assist agencies in selecting between 10 and 30 families to participate in the pilot:

Participants must:

- a. Have an Identified Risk Factor
- b. Be in Need of More Than One Service
- c. Be Receiving Services from DHS

Measuring Outcomes

In order to collect and track outcomes consistently throughout the State, Agencies are using the Two-Generation/Whole Family Approach Self-Sufficiency Matrix to identify the status of participants across the Aspen Institutes' six domains. [Click here](#) to view the **Self-Sufficiency Matrix and Scoring Tool**.

2Gen Pilot Self-Sufficiency Scale:

1. In - Crisis
2. Vulnerable
3. Stable
4. Safe
5. Thriving

As outlined in the **Pilot Design** on page 2. Agencies were asked to identify 10-30 families, assign unique identification numbers, and submit demographic data on each family.

After identifying families to include in the pilot, agencies are using the MCAP 2Gen Family Assessment Reporting Form to submit baseline and follow-up data, rating each family's status in the six domains using the Self-Sufficiency Matrix.

MCAP 2Gen Family Assessment Reporting Form

Data regarding a family's status will be collected using the Family Matrix and Scoring Tool, and the results of the initial assessment will be entered into the MCAP 2Gen Family Assessment Reporting Form. One form submission must be completed for **each** family during each assessment and upon exit from the project. It is understood that not all agencies will assess on all of the domain areas but everyone will assess on 6 basic domains.

For each question you will be entering the score that corresponds to the benchmark definition from the Family Matrix. The data for the Family Matrix assessment is typically gathered from the adult family member designated as "head of household" but includes information about the whole family.

Scores in Domain Areas – 1 = Crisis, 5 = Thriving

In cases where there are multiple adults and children that are included in the score, **be sure to enter a score that reflects the lowest status of any family member**. For instance, if an adult family member has a health concern that would produce a score of "2" but all other family members are "4" you would enter the lower score. Accompany this with a comment that identifies the area of need and family member.

[Click here to view the MCAP 2Gen Family Assessment Reporting Google Form.](#)



#2GEN

Ascend at Aspen Institute's Six Domains:

Key Components of Two-Generation Approaches

1. Early Childhood Education
2. K-12
3. Postsecondary & Employment Pathways
4. Social Capital
5. Health, Including Mental Health
6. Economic Assets

The 2023 MCAP 2Gen Pilot uses the Self-Sufficiency Matrix and scoring tool linked above to track outcomes across these domains on a "Crisis to Thriving" scale.

Allegany County

Allegany County Human Resources
Development Commission, Inc. (HRDC)

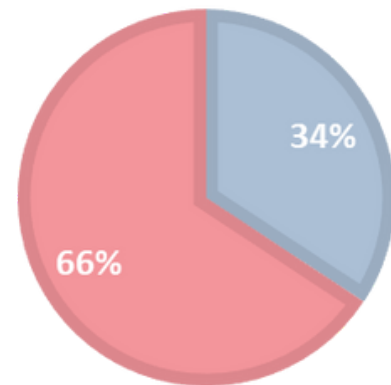
In Allegany County, Allegany County Human Resources Development Commission has enrolled **10 families** in their 2023 MCAP 2Gen Pilot Cohort. Their pilot families are comprised of **12 adult caregivers**, including parents and grandparents, ages 22 to 74, and **23 children**, ranging in age from 1 to 13.

The primary risk factors for the families identified were homelessness and/or Child Protective Services involvement.

The Agency is working with families in Head Start and Early Head Start to secure childcare, education, job training, employment, housing, and other services to ensure family well-being and self-sufficiency as illustrated with the **client success story that can be found on page 15.**

FAMILY COMPOSITION 10 FAMILIES

■ 12 Adults/Caregivers ■ 23 Children



Meet Client B

"As a single mother, Client B realized that she would need to further her education in order to provide her son with the best life possible. She enrolled in HRDC's apprenticeship program which would allow her to work full-time while the agency would pay for her degree to further her education."

You can read Client B's full story on page 15.



Anne Arundel County

Anne Arundel County Community Action Agency, Inc.

In Anne Arundel County, Anne Arundel Community Action Agency has identified **9 families**, comprised of 39 individuals, including **10 adults**, ages 19-46, and **29 children**, ages 2-17.

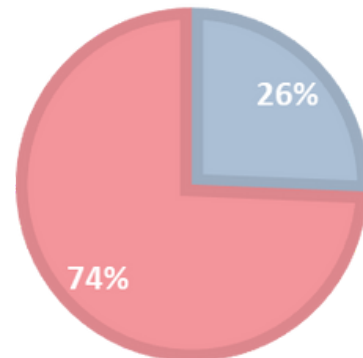
Families were identified through enrollment in the agency's Youth Development Services. The agency developed and utilizes a specialized intake form to identify the needs of the entire family.

Within the initial reporting period, the Agency reports that **1 family** avoided eviction, **2 families** avoided utility shutoff with utility assistance, **8 children** reported improved wellbeing and **12 youth** improved positive approaches to learning.

FAMILY COMPOSITION

9 FAMILIES

■ 10 Adults/Caregivers ■ 29 Children



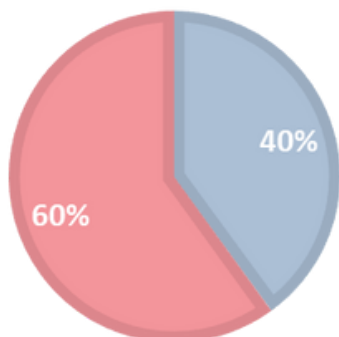
Calvert, Charles, & St. Mary's Counties

Southern Maryland Tri-County Community Action Committee, Inc. (SMTCCAC)

FAMILY COMPOSITION

7 FAMILIES

■ 8 Adults/Caregivers ■ 12 Children



SMTCCAC identified **7 pilot families**, including **8 adults/caregivers** and **12 children**. Families are identified through the Agency's Head Start, housing and CDL training programs. SMTCCAC revised their assessment and use a family strength and needs assessment at intake and to track progress across several domains with follow-ups every 90 days.

The Agency reports that as of June 2023, **2 children** have completed their school readiness goals, **2 households** have increased income by securing employment, and **1 family** has secured housing.

For this pilot, the agency is focused on supporting families as they age out of head start and into public school.

Caroline, Cecil, & Kent Counties

Maryland Rural Development Corporation, Inc. (MRDC)

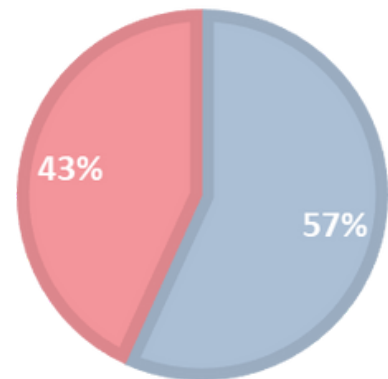
MRDC is currently serving **18 families** through their 2Gen Pilot in Caroline, Cecil, and Kent counties. Their pilot families are comprised of **25 adults/caregivers** and **19 children**, who are Early Head Start students transitioning to the Head Start program. To assist with that transition, these families are utilizing all available resources offered within the Family Education Center.

Pilot families are offered the opportunity to participate in adult education classes where wrap services are provided, there is a food pantry on-site for the families to utilize and both formal parenting classes (Circle of Security) and parent education with guest speakers are offered monthly.

MRDC has also developed a training plan for the staff around the Bridges Out of Poverty curriculum to offer Early Head Start, Head Start, and Pantry staff and volunteers the opportunity to expand their knowledge of working with families with low-income.

FAMILY COMPOSITION 18 FAMILIES

■ 25 Adults/Caregivers ■ 19 Children

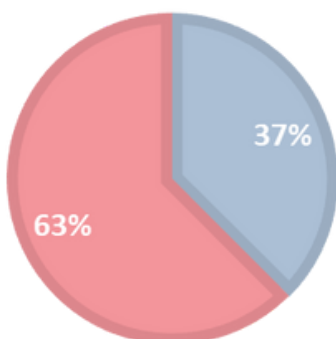


Carroll County

Human Services Programs of Carroll County, Inc. (HSP)

FAMILY COMPOSITION 7 FAMILIES

■ 9 Adults/Caregivers ■ 15 Children



HSP of Carroll County has enrolled **7 pilot families**, including **9 adults/caregivers** and **15 children**. The Agency identified families experiencing homelessness through coordinated entry in their Family Shelter.

The Agency reports bundling services including, rapid housing, energy assistance, financial education, and working with partners including DSS, the Boys & Girls Club, and the Carroll County Youth Services Bureau for in-home services, mental health support, and other services.

Additionally families are involved in the volunteer Family Garden and the Family Center, where children are engaged with daily activities and learn life-skills.

Dorchester County

Delmarva Community Services, Inc. (DCS)



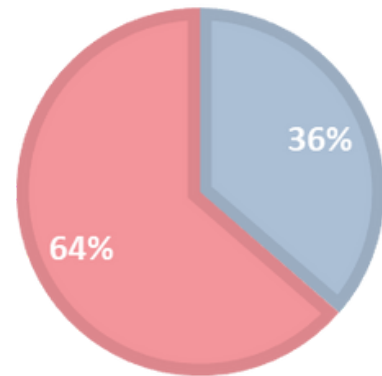
In Dorchester County, DCS has enrolled **2 families**, comprised of **4 adults**, ages 34-45 and **7 children**, ranging in age from 1 to 9. Both families have housing and/or homelessness as an identified risk factor, and the Agency is working to help them meet their housing, education, and employment goals.

Additionally, the children are being monitored to ensure that they are meeting their developmental milestones.

In July 2023, the Agency hired a new 2Gen Coordinator due to staff turnover. The 2Gen Coordinator will be working to identify and onboard additional families into the Pilot.

FAMILY COMPOSITION 2 FAMILIES

■ 4 Adults/Caregivers ■ 7 Children

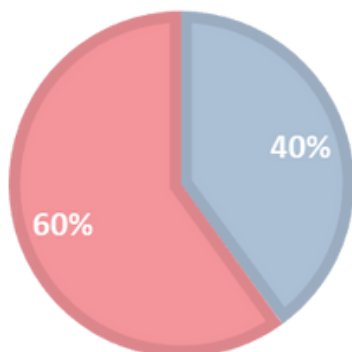


Frederick County

Frederick Community Action Agency

FAMILY COMPOSITION 10 FAMILIES

■ 14 Adults/Caregivers ■ 21 Children



Frederick Community Action Agency has on-boarded **10 families** into their 2Gen Pilot, including **14 adults** and **21 children**.

Many of the referrals to the Agency's 2Gen Pilot have been inter-agency. Pilot families are receiving many services, including health services and intensive case management.

Many of the Agency's 2Gen Pilot families are working towards becoming U.S. Citizens.

Garrett County

Garrett County Community Action Committee, Inc.

In Garrett County, the Garrett County Community Action Committee (GCCAC) is recognized as a national leader in the implementation of the 2Gen Approach. GCCAC utilizes the Approach agency-wide, a process they began in 2012. For the purpose of the 2023 MCAP 2Gen Pilot, they are tracking and reporting data for a cohort of **103 families**.

The families being tracked for the 2023 MCAP 2Gen Pilot are those with children enrolled in their Head Start and Early Head Start programs.

The Agency is tracking outcomes across the dimensions of their Life Scale, and is tracking progress related to each family's Pathway Goals.

The families are receiving bundled services, including Head Start, energy assistance, rental assistance, First Time Home Buyers assistance, and more, related to their specific needs.

Garrett County is working with MCAP to align their well-established data collection systems with the 2023 MCAP 2Gen Pilot.

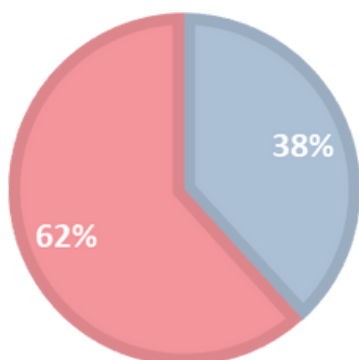


Harford County

Harford Community Action Agency, Inc.

FAMILY COMPOSITION 11 FAMILIES

■ 13 Adults/Caregivers ■ 21 Children



Harford County Action Agency is currently engaged with **11 families** through their 2Gen Pilot, including **13 adults** and **21 children**.

The families currently being served through the 2Gen Approach were connected through coordinated access doors (due to experiencing homelessness) as well as through Agency outreach efforts.

Participating families receive bundled services, including rapid rehousing, SNAP, energy assistance, and linkages to healthcare navigation.

Howard County

Community Action Council of Howard County, Maryland, Inc.

In Howard County, The CAC of Howard County has enrolled **15 families** in their 2023 MCAP 2Gen Pilot Cohort. Their pilot families are comprised of **19 adult caregivers**, and **49 children**.

The Agency is targeting families enrolled in Head Start and is bundling services, including energy assistance, housing, weatherization, Food Bank, and early childhood education.

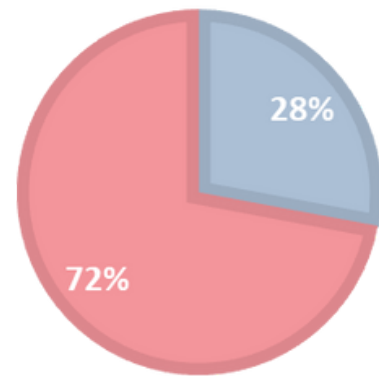
CAC has formed external partnerships to offer financial counseling, education at the local community college, and workforce development.

Each family sets different goals with their caseworkers and work towards achieving those goals on the pathway to economic security.

By enrolling children in Head Start and securing childcare for younger siblings, the Agency has worked with several parents to secure employment.

FAMILY COMPOSITION 15 FAMILIES

■ 19 Adults/Caregivers ■ 49 Children



Meet Tara

"When I first met Ms. Tara, she was enrolling her child into our Headstart program, she was a single, stay at home mom of 2. She was unable to find stable employment due to lack of childcare. After enrolling her oldest in HS, FSW was able to assist in obtaining vouchers for youngest child. Mom then was able to find employment. "



Montgomery County

Montgomery County Community Action Agency



In Montgomery County, the Montgomery County Community Action Agency is currently serving **16 families**, comprised of **24 adults** and **32 children** in their 2Gen Pilot. Families are identified and served through the Agency's TESS Walk-In Community Site.

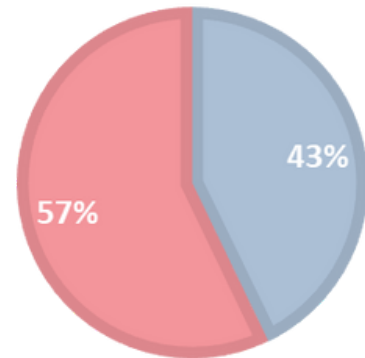
Clients complete an intake process, including a needs assessment checklist. The caseworker then assists in completing applications for services.

As of June 2023, **16 families** have graduated, having met their individualized goals. As families graduate, new families are enrolled. Most families are identified through having been displaced due to fires, community referrals, or Agency outreach.

The Agency reports that most of the families in their pilot are headed by single mothers.

FAMILY COMPOSITION 16 FAMILIES

■ 24 Adults/Caregivers ■ 32 Children

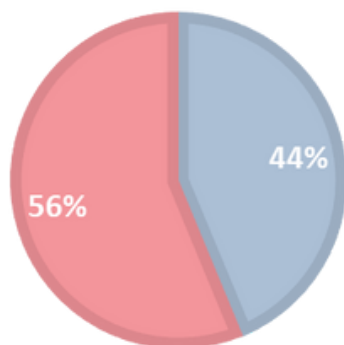


Prince George's County

United Communities Against Poverty, Inc. (UCAP)

FAMILY COMPOSITION 12 FAMILIES

■ 14 Adults/Caregivers ■ 18 Children



UCAP has identified and enrolled **12 families** in Prince George's County's 2Gen Pilot. The families are comprised of **14 adults** and **18 children**.

Once the families complete an intake and their needs are assessed, services are provided through the Agency and through partnerships, including food pantry, vouchers, SNAP, childcare assistance, budgeting classes, job seeking, resume writing, mental health referrals, and summer camps.

In addition, the Agency also assesses families diapering needs and provides diapers when needed.

Queen Anne's, Somerset, Wicomico & Worcester Counties

SHORE UP! Inc.

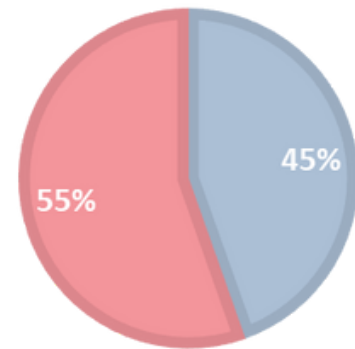
On the Eastern Shore, SHORE UP! has identified and is working with **26 families**, comprised of **33 adults** and **41 children**.

The Agency reports that the most significant need amongst participants is assistance in obtaining vocational degrees to improve employment opportunities and secure living-wage employment.

In addition to supporting the adult caregivers in enrolling in and completing vocational degrees, the Agency enrolls children in Head Start and conducts regular assessments and follow-ups to identify and meet the families' needs for additional services.

FAMILY COMPOSITION 26 FAMILIES

■ 33 Adults/Caregivers ■ 41 Children



Talbot County

Neighborhood Services Center, Inc. (NSC)

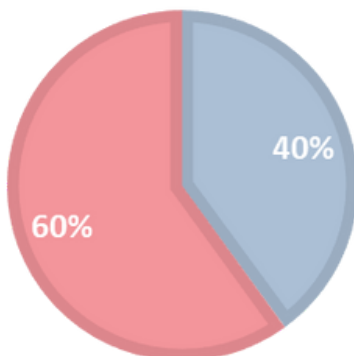
In Talbot County, NSC has identified and is serving **7 families** through their 2Gen Pilot, including **10 adults** and **15 children**.

The Agency is bundling services including, energy assistance, food pantry, emergency services, rental assistance, access to digital services, workforce training, and intensive case management. Eligible participants are also engaged in their Teen and Adult Dads program.

As of June 2023, the Agency reports that **2 families** have been rapid rehoused and **1 client** has found improved employment. Additionally the Agency is working towards housing 2Gen Pilot families in affordable housing, owned by the Agency to ensure stable housing.

FAMILY COMPOSITION 7 FAMILIES

■ 10 Adults/Caregivers ■ 15 Children



Washington County

Washington County Community Action Council, Inc.



In Washington County, the Washington County CAC has enrolled **8 families**, including **10 adults (Circle Leaders)** and **18 children**. They are implementing the 2Gen approach through their Circles Program.

The requirements for participation in the program include a commitment to weekly meetings, being housed, being 6-months out of active addiction, and a desire to reach an income above 200% of the Federal Poverty Level.

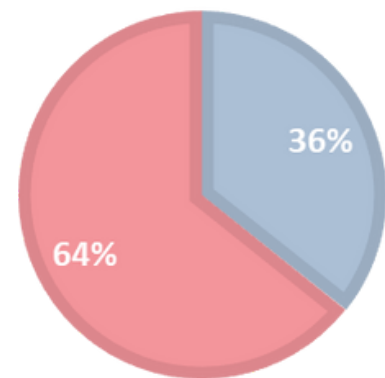
The Agency utilizes 40 volunteers and countless community partnerships to support and coach participants in achieving their goals. Participants in Washington County CAC's program have achieved several outcomes, including an increase in Social Capital through the community developed in their groups.

Additionally, through a partnership with Frostburg University, the children of the Circle Leaders are receiving kindergarten readiness services through a curriculum that matches the adult curriculum.

The Agency is working with Circle Leaders to develop a taskforce with the Department of Social Services to address barriers and improve access to services.

FAMILY COMPOSITION 8 FAMILIES

■ 10 Adults/Caregivers ■ 18 Children



Meet Manny & Cherish

"Circles is not only a program, it is a family for me and my daughter. Circles at CAC has helped me strive to meet my goals...it is a life changer for Cherish and me. The Circles approach, my allies, and everyone at Circles is helping me better myself in all aspects of my life."

Read their story on page 16.

Agencies in Pilot Development

The following Agencies are working to finalize development of their 2Gen Pilot models and begin recruiting families. A lack of funding has created staffing challenges which have caused barriers to implementation.

- **Baltimore City Community Action Agency** - Serving Baltimore City
Anticipated launch in August 2023
- **Community Assistance Network, Inc. (CAN)** - Serving Baltimore County

Both Agencies continue to engage with the MCAP Whole Family Learning Community and are working with MCAP for Training and Technical Assistance around 2Gen Implementation.



Client Success Stories

The Faces of Maryland's 2Gen Approach

FROM CLIENT TO CAA STAFF ...CONTINUED FROM PAGE 5 ALLEGANY COUNTY HRDC

Client B is currently participating in HRDC's Apprenticeship program. Her inspiring story is that of great achievement as well as triumphant success. Although she came from a loving home, she grew up witnessing her biological father's life crumble from drug addiction which ultimately led to his death. Throughout her teen years, stress and anxiety led her to begin using illicit substances herself; overdosing at the age of 17 years old.

Over the next five years, client B would continue to struggle with addiction. She spent a great deal of time in and out of long term rehabilitation programs, she was unable to hold a job due to substance abuse and was spiraling out of control.

In 2021, while participating in a non-local rehabilitation program, client B found out she was expecting a child. Having been substance-free for 3 months, client B chose to return home to her family to prepare for the birth of her child. Client B realized that this unexpected pregnancy would be the event that would save her life. She vowed to herself from this moment on her life would be devoted to her child and providing him the best life possible.

Client B has hired by HRDC in January of 2022. She enrolled herself into the Early Head Start pregnant mothers program in hopes of gaining a center-based Early Head Start slot upon the birth of her child so she could continue working after her maternity leave ended. Her son was born in the summer of 2022. As a single mother, client B realized that she would need to further her education in order to provide her son with the best life possible. She enrolled in HRDC's apprenticeship program which would allow her to work full-time while the agency would pay for her degree to further her education. Being enrolled in a college program qualified client B to take a promotion in her program which came with a salary increase.

Client B is a full-time employee, single mother who is completing her college degree. She is now 2 years clean with a one year old son and was just pre-qualified to purchase her first home.

She remains employed in her new position at HRDC and holds a 3.8 grade point average in her degree program. She is an amazing mother and a valuable asset to HRDC's staff. The agency is proud to present this client and employee as a Client/Apprenticeship Success.



Client Success Stories

The Faces of Maryland's 2Gen Approach



MANNY AND CHERISH

WASHINGTON COUNTY COMMUNITY ACTION COUNCIL, INC.

Manny is 35 years old and came to Hagerstown to attend the Wells House (a recovery house) 7 years ago as a recovering addict from Baltimore. Manny was raised by his aunt and did not have a relationship with his mother or father. Manny did not graduate from high school. Manny has remained clean since he came to Hagerstown but got involved with a woman who was an addict.

Manny tried for years to help his girlfriend get clean but was never successful, even when she became pregnant. At one point, he even had to have her arrested when she was pregnant so he could protect his unborn daughter.

Manny has always taken care of his daughter, Cherish, since her birth in January 2021, but didn't live with her mother. In 2022, Cherish's mother passed away from a drug overdose. Manny became the sole caretaker of Cherish following her mother's death and until attending Circles, Manny didn't have a single reliable support person in his life.

Prior to attending Circles Washington County, MD (Washington County Community Action Council's Whole Family Pilot Program) as a Circle Leader, Manny had not been able to work since obtaining full custody of his daughter. He relied on Temporary Cash Assistance, SNAP benefits, and Medicaid for both himself and his daughter.

Since attending Circles, Manny has received his GED and is currently taking an HVAC course through the Western MD Consortium...part of which is paid for by a scholarship for which he applied. Cherish is now enrolled in a Head Start Program in Hagerstown and receives other supportive services to help her to be school-ready.

Manny has the goals of completing the HVAC course successfully, attending the Driver's Ed class, and is working on obtaining his driver's license by January 2024. He would then like to gain employment and start the coursework for his Bachelor's degree. Manny would eventually like to open a recovery house to help those who are struggling with addiction.

Manny has three allies who meet and talk with him weekly to support him as he leads himself out of poverty, as well as a community of support through Circles. When asked what Circles Washington County, MD at CAC means to him, Manny stated, ***"Circles is not only a program, it is a family for me and my daughter. Circles at CAC has helped me strive to meet my goals...it is a life changer for Cherish and me. The Circles approach, my allies, and everyone at Circles is helping me better myself in all aspects of my life."***

MCAP 2Gen Pilot Challenges

Agencies have continued to work diligently to implement the 2Gen approach throughout Maryland. As they are doing this work and reporting back monthly, they are identifying similar barriers to implementation. The primary barrier to implementation continues to be a lack of funding, causing challenges with hiring and retaining well-qualified staff. This barrier impacts the capacity of agencies to implement the pilot and collect and report data.

Reported barriers include:

- Dedicating a specific staff person to manage an agency's 2Gen approach has proven to be successful for the agencies who have been able to do so. For some agencies, funding has been a barrier to hiring and retaining this dedicated position.
- Agencies who do not have Head Start programs are working to find the best way to identify and engage with families who are interested in committing to full participation in the 2Gen model. Some agencies have found greater success with engaging adults who are involved in adult education classes, as opposed to trying to engage the parents of children involved in after school programs, etc. This continues to be a barrier that is discussed during the Whole Family Learning Community meetings and is an example of the benefit of sharing best practices amongst peers.
- Agencies have reported encountering challenges with family motivation and engagement. Historically they have found success with providing incentives for ongoing participation and meeting goals, however funding is a barrier to consistently providing incentives.



Accomplishments & Next Steps



To date, participation of well over **150 families** has been reported across the state. Agencies are still actively enrolling and engaging participants and are collecting and submitting their demographic information and baseline data with MCAP's standardized data collection tools.

Data: Baseline data has captured the status of pilot families upon initial assessment using the Family Matrix and Scoring Tool referenced on page 4. This initial assessment data will be compared with follow-up assessment data throughout the course of the pilot and upon families' exit from the project.

Agencies have reported that outcomes are expected in the following domains:

- | | |
|--|---------------------|
| 1.) Post-Secondary and Employment Pathways | 2.) K-12 |
| 3.) Early Childhood Education | 4.) Economic Assets |
| 5.) Health and Well Being | 6.) Social Capital |

Agencies have identified and reported on next steps for participating families, including:

- 1.) Continued Case Management and Coaching
- 2.) Further Service Integration
- 3.) Referrals to More Intensive Services or an External Agency
- 4.) Exiting – If exiting, agencies have reported on the reason for exit

Best Practice Sharing: In 2023, MCAP has hosted seven Whole Family Learning Community Meetings (six virtually and one in-person). These two-hour meetings provide an opportunity for agencies to report on pilot progress and connect to discuss barriers to implementation and share best practices.

Next Steps: MCAP will continue to provide training and technical assistance to agencies and facilitate data collection and reporting as the pilot moves beyond family onboarding and the initial assessment period into active engagement and follow-up assessment periods.

