



The One Source

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## Adult Education

### Community College and Workforce Development Partnerships

Elements that make for successful collaborations between community colleges and workforce development partnerships to help student to transition from college to work are highlighted in the resource *Strong Students, Strong Workers: Models for Student Success Through Workforce Development and Community College Partnerships*. Promising practices include:

- Bridge programs and career pathways that specify steps for individuals' progress for upward career mobility, from remedial education to certificates and academic degrees;
- Alternative training and education, such as modular courses and stackable credentials that allow open-entry and exit to and from programs and policies that allow time and course flexibility for adult students;
- Integrated education, occupational, and vocational training rather than separate and disconnected strategies;
- Sectoral training to prepare workers and future workers for high demand occupations in growth industries; and
- Incorporation of supports and assistance specifically designed to guide low-income students.

Recommendations are made for increasing the results of these partnerships. Access the resource at [http://www.americanprogress.org/issues/2009/12/pdf/strong\\_students.pdf](http://www.americanprogress.org/issues/2009/12/pdf/strong_students.pdf).

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## Educational Funding for Veterans

Information about the Post-9/11 GI Bill, as well as U.S. Department of Veteran's Affairs' (VA) other educational benefit programs, is available at the VA's web site at <http://www.gibill.va.gov>. The VA can also be reached by calling 1.888.GIBILL.1 or 1.888.442.4551. Also reference <http://www1.va.gov/opa/pressrel/pressrelease.cfm?id=1854>.

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## Success for Youth: The Necessary Ingredients

According to the resource *Employers, Low-Income Young Adults, and Postsecondary Credentials: A Practical Typology for Business, Education, and Community Leaders*, the following criteria are necessary to help low-income youth transition through education to work: Getting low-income youth and young adults postsecondary credentials that will allow them to enter and advance in career track employment (credentials refer to credit and noncredit industry-recognized certifications, associate degrees, and bachelor's degrees); Working with employers in industry sectors important to the region's economy; Maximizing employer roles and commitment; and Demonstrating portability, scalability, and replicability.

The most prominent features for each group include:

- Students:
  - Support services;
  - Case manager;
  - Steady income;
  - Flexibility;
- Programs:
  - Direct connection to the labor market;
  - Accountability, using data;
  - Hands on curriculum, industry-certified;
  - Partnerships, multiple funding streams; and
- Employers:
  - A relationship that adds value;
  - An intermediary, liaison, or other go-between;
  - A menu of employer engagement options; and
  - An industry sector concentration.

Access this resource at

[http://www.workforcestrategy.org/publications/WSC\\_employer\\_involvement\\_2009.10.20.pdf](http://www.workforcestrategy.org/publications/WSC_employer_involvement_2009.10.20.pdf).

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## Applicable to Multiple Audiences

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### Child Care Promising Practices

Research evidence related to assessing the quality of child care is offered by the Promising Practices Network, RAND Corporation, and Grantmakers for Children, Youth and Families at [http://www.rand.org/multimedia/video/2010/01/25/promising\\_practices\\_related\\_to\\_child\\_care\\_quality.html](http://www.rand.org/multimedia/video/2010/01/25/promising_practices_related_to_child_care_quality.html). Additional information is available at [http://www.promisingpractices.net/experts/experts\\_childcare.asp](http://www.promisingpractices.net/experts/experts_childcare.asp).

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## Defining Your Organization's Strengths and Vision and Implementing Positive Change

*Tracks to Success: Using Appreciative Inquiry* is a four-part series offered through the U.S. Agency for International Development through the *GrantStation International Insider*. The series offers guidelines on how to integrate this approach into your grant seeking process. For more information, access [http://www.grantstation.com/Public/tracks\\_to\\_success/appreciative\\_inquiry/1.asp](http://www.grantstation.com/Public/tracks_to_success/appreciative_inquiry/1.asp).

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## GrantStation International Insider

The U.S. Agency for International Development, in partnership with GrantStation, provides the *GrantStation International Insider*. The monthly newsletter targeting international development issues provides:

- An e-newsletter with announcements about upcoming grant deadlines from U.S. Government agencies, such as USAID and the Department of State, as well as foundation and corporate grant makers; and
- Highlights of philanthropic news and conferences of interest to internationally-focused organizations.

Access this resource at [http://www.grantstation.com/insider\\_cobrand/USAID\\_International.asp](http://www.grantstation.com/insider_cobrand/USAID_International.asp).

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## Motivating High Performers

Author Mark Murphy looks at four types of performers and what “tugs” at them to perform higher and “shoves” them away from higher performance. Foci include:

- Driving Need for Achievement,
- Driving Need for Power, and
- Driving Need for Adventure.

Access more information at

<http://community.icontact.com/p/leadershipiq/newsletters/leadership/posts/article-what-motivates-your-high-performers>.

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## Reducing Substance Abuse and Recovery: New Resource

The Office of National Drug Control Policy will be releasing a monthly newsletter featuring: News about the implementation of the 2010 *National Drug Control Strategy*, Information about other initiatives being coordinated with agency partners, and Promising developments in the field.

The purpose of the newsletter is to build partnerships with state, local, and tribal government leaders; law enforcement officials; substance abuse professionals; and state and national organizations: “Our goal is to keep you informed and engaged as we change the way we think, talk, and act in the effort to reduce substance abuse, help those recovering from addiction, and disrupt the illegal drug trade.”

Access the first newsletter at <http://www.whitehousedrugpolicy.gov/update/update-jan2010.pdf>.

Visit the Office of National Drug Control Policy at <http://www.whitehousedrugpolicy.gov>. The site includes:

- State and local resources (<http://www.whitehousedrugpolicy.gov/statelocal/index.html>);
- Information on policy, prevention, and treatment;

- Drug facts;
- Publications; and
- Press room.

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## **Savings of \$54 Million Through Accountability**

The U.S. Department of Veterans Affairs (VA) has a system that requires information technology (IT) projects to deliver new functionality within six months and keeps projects tied to established milestones. The VA is using this system and other rigorous management techniques to reform its IT management practices and provide better value, efficiency, and effectiveness for taxpayers' dollars.

The result was a halt of 45 of its most problematic computer projects last summer so they could be fixed. The VA restarted 32 of these projects, stopped 12, and continued the review of one. These actions resulted in cost avoidance of \$54 million for the VA during Fiscal Year 2010. "Holding each project accountable for regularly delivering value is [the] key to getting the most out of our IT budget."

The IT Dashboard web site (<http://www.usaspending.gov>) was launched in June 2009 and is a one-stop clearinghouse of information. It allows the American people to track Federal IT initiatives and hold the Government accountable for progress and results.

For more information, access <http://www1.va.gov/opa/pressrel/pressrelease.cfm?id=1855>.

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## **Faith-Based and Neighborhood Partnerships**

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### **A Vision for Faith-based and Neighborhood Partnerships**

Joshua DuBois, Director of the White House Office of Faith-Based and Neighborhood Partnerships, delivered a speech on the broad vision of the White House Office of Faith-based and Neighborhood Partnerships, as well as their work over their first year. Access the speech at <http://www.whitehouse.gov/blog/2010/02/18/a-vision-faith-based-and-neighborhood-partnerships>.

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### **Community Colleges Impact Local Workforce and Economy**

According to the resource *Counting the Hidden Assets: First Steps in Assessing the Impact of Community College Noncredit Education Programs on the Workforce and Local Economies*, noncredit education is an important component of community college program offerings, but very often colleges cannot document their success and impact: "In this age of accountability, community colleges need to demonstrate that they are meeting or exceeding performance goals using measures that allow accurate, apples-to-apples evaluation of programs based on nationally recognized standards. Currently, however, there is no standard national measurement of the direct educational and economic benefits of noncredit courses to their communities, so they are not systematically evaluated. The lack of relevant and appropriate measures leaves vast holes in policymakers' understanding of the scope, impact and effectiveness of the work of community colleges."

This paper demonstrated the need for identifying the training hour as the basic unit of measurement and proposes taxonomy to classify and describe the range of noncredit activities

delivered by community colleges that would help them document their impact on the local workforce and economy:

- First Level: Focus of Outcomes:
  - Differentiating between goals of economic or personal advancement.
- Second Level: Who Benefits from the Outcomes:
  - Identifying who benefits from the outcomes, whether the intended beneficiaries are individual students or sponsoring organizations.
- Third Level: Application of Outcomes:
  - Classifying skills by how they will be used in academic or general settings or to meet a company's specific training goals.

Access the report at <http://ccrc.tc.columbia.edu/Publication.asp?UID=744>.

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### **Faith-Based Initiatives**

The Rural Assistance Center offers a variety of information on faith-based initiatives:

- Documents,
- Frequently asked questions,
- Funding,
- News and events,
- Success stories
- Terms and acronyms, and
- Tools.

Access the site at [http://www.raconline.org/info\\_guides/faith](http://www.raconline.org/info_guides/faith).

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### **Partnering With the One-Stop Career Center System**

For information on how faith-based and community organizations can partner with the Federal One-Stop Career Center System, access:

*Grassroots Organizations Partnering with the One-Stop Career Center System: Lessons Learned from the Grantees, Part 1: For Grassroots Faith-Based and Community Organizations* at <http://www.dol.gov/cfbci/20090115.pdf> and

*Grassroots Organizations Partnering with the One-Stop Career Center System: Lessons Learned from the Grantees, Part 2: For Workforce Development Professionals* <http://www.dol.gov/cfbci/20090115b.pdf>.

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### **President's Advisory Council on Faith-Based and Neighborhood Partnerships**

An update on the President's Advisory Council on Faith-based and Neighborhood Partnerships can be accessed at <http://www.whitehouse.gov/blog/2010/02/17/update-advisory-councils-activities>. Replays of conference calls can also be referenced at this site.

A copy of the draft recommendations can be requested by emailing [whpartnerships@who.eop.gov](mailto:whpartnerships@who.eop.gov).

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### **The Economy and Your Nonprofit**

The Nonprofit Quarterly has released *The State We're In: How Bad Is It Out There?* *The State We're In* is a series of reports that provide snapshots of how different economic factors have the potential to impact nonprofits in each state. The series includes first-hand information from direct service providers who have seen the impact of the recession within their state. Access the

resource at

[http://www.nonprofitquarterly.org/index.php?option=com\\_content&view=article&id=1669&Itemid=162](http://www.nonprofitquarterly.org/index.php?option=com_content&view=article&id=1669&Itemid=162).

The Associated Press Stress Index can be located at

[http://hosted.ap.org/specials/interactives/\\_national/stress\\_index/index.html](http://hosted.ap.org/specials/interactives/_national/stress_index/index.html). The index includes information on:

- Bankruptcy,
- Foreclosure, and
- Unemployment.

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## **Volunteering in America: 2009**

According to the new report:

Volunteering rates held steady at 26.4 percent compared to last year's 26.2 percent.

More Americans are engaging in their community in less formal ways (e.g., 2008 saw a 31 percent increase in the number of people who reported that they worked with their neighbors to solve a community problem, and 17 percent more people attended community meetings).

About 61.8 million Americans volunteered through organizations, giving 8.1 billion hours of service worth approximately \$162 billion to America's communities.

Access the report at <http://www.volunteeringinamerica.gov>. Key findings from the report can be referenced at

<http://www.volunteeringinamerica.gov/assets/resources/VolunteeringInAmericaResearchHighlights.pdf>.

For a visual representation of the data, reference <http://www.volunteeringinamerica.gov>. You will find that following information:

- Data,
- Press room,
- Rankings, and
- Related research.

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## **Welfare/TANF**

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### **Food Stamp Participation Grows**

The number of people receiving Supplemental Nutrition Assistance Program benefits (formerly called Food Stamps) grew by 24 percent between August 2008 and August 2009. This increase represents 7 million Americans, nearly half of whom are children. Nationwide, nearly one in five children below the age of 18 were living in poverty as of September 2009, according to a report published by the Brookings Institute and available at

[http://www.brookings.edu/papers/2010/0104\\_child\\_poverty\\_isaacs.aspx](http://www.brookings.edu/papers/2010/0104_child_poverty_isaacs.aspx).

Additional information can be accessed at:

[http://www.promisingpractices.net/research\\_topic.asp?topicid=17](http://www.promisingpractices.net/research_topic.asp?topicid=17) and  
[http://www.promisingpractices.net/programs\\_topic\\_list.asp?topicid=20](http://www.promisingpractices.net/programs_topic_list.asp?topicid=20).

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## **Green Jobs: Reaching TANF and Low-Income Populations**

The U.S. Department of Health and Human Services, through the Welfare Peer TA Network, is hosting a webinar entitled “Green Jobs: Reaching TANF and Low-Income Populations” on March 10, 2010 from 2:00 PM to 3:30 PM EST. The Webinar will include information on:

- Green jobs,
- Job placement,
- Workforce development,
- Economic recovery,
- Training, and
- Job creation, specifically for low-income populations.

To register for this webinar, access

<http://peerta.acf.hhs.gov/index.cfm?event=viewWebinarList&nav=19>.

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## **Support for Low-Income Individuals and Families**

The U.S. Government Accountability Office has issued a publication that summarizes strategies for supporting low-income individuals and families through:

- Income supports,
- Worker training,
- Programs involving fathers, and
- Care and protection of children.

Strategies explore:

- Child care availability,
- Child welfare,
- Coordination between TANF and the Workforce Investment Act,
- Domestic violence provisions,
- Drug offenders and denial of benefits
- Earned Income Tax Credit (overpayments and access),
- Eliminating Food Stamp categorical eligibility,
- Food Stamp access through waivers,
- Healthy Marriage and Responsible Fatherhood Initiative,
- Increasing Temporary Assistance for Needy Families recipient income,
- License suspensions,
- Using emergency contingency funds, and
- Worker training for low-wage workers.

The publication can be accessed at <http://www.gao.gov/new.items/d10342r.pdf>. The reference section indicates where you can find more information on specific topics.

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## **Federal Agencies Encouraged Field to Work Together**

The U.S. Department of Health and Human Services (USHHS) and the Employment and Training Administration (ETA) at the U.S. Department of Labor (DOL) have urged workforce and human services agencies to work together to explore all funds available for the creation and expansion of subsidized summer employment programs for low-income youth. The joint guidance document is available at <http://www.acf.hhs.gov/programs/ofa/policy/jointeta.html>.

Contact information for the USHHS can be accessed at

[http://www.acf.hhs.gov/programs/oro/regions/regional\\_contacts.html](http://www.acf.hhs.gov/programs/oro/regions/regional_contacts.html).

Contact information for the USDOL can be accessed at [http://www.doleta.gov/regions/regoffices/Pages/eta\\_default.cfm?CFID=43007100&CFTOKEN=96962824](http://www.doleta.gov/regions/regoffices/Pages/eta_default.cfm?CFID=43007100&CFTOKEN=96962824).

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### **Text4Baby**

Text4Baby is a mobile health information service that will provide free, health-related text messages to pregnant women and new mothers who voluntarily enroll in the service provided through public and private partnerships that includes the U.S. Department of Health and Human Services, Administration for Children and Families and the National Healthy Mothers and Healthy Babies Coalition. Brief text messages will be sent to new and expectant mothers three times a week providing widely accepted and highly vetted scientific guidelines to promote healthy births, especially among traditionally underserved populations.

They are sponsoring a webinar on March 17, 2010 to provide more detailed information on the initiative and to answer questions. The webinar will take place from 2:00 PM to 3:00 PM EST. The call-in number is 1-866-894-2320, participant code 8374792#.

To join, go to [https://admin.acrobat.com/\\_a1018966324/r14598678/](https://admin.acrobat.com/_a1018966324/r14598678/).

For more information, access

<http://peerta.acf.hhs.gov/index.cfm?event=viewWhatsNew&sectionId=6&sectionTopicId=24&nav=N#announcements> and <http://www.text4baby.org/about.html>.

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### **2008 Work Participation Rates Available**

The 2008 Work Participation Rates are available from the U.S. Department of Health and Human Services at <http://www.acf.hhs.gov/programs/ofa/particip/2008/index2008.htm>. Eighteen categories of focus are demonstrated for each state.

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## **Workforce Development**

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### **Fathers at Work**

*Working Dads: Final Report on the Fathers at Work Initiative* presents findings from a national demonstration funded by the Charles Stewart Mott Foundation. The demonstration was designed to help low-income noncustodial fathers increase their employment and earnings, become more involved in their children's lives, and provide them with more consistent financial support. The Fathers at Work program offered a combination of:

- Job training and placement,
- Child support, and
- Fatherhood services.

Findings include:

- Employment:
  - Fathers at Work participants earned \$11,025 per year at follow-up, about twice as much as comparison group fathers earned at a comparable point in time. These earnings were also \$4,602 more than Fathers at Work participants made during the year prior to enrollment in the program.

- **Fatherhood:**
  - The likelihood that participating fathers visited their child in the month before the follow-up survey was similar to that seen in the comparison groups and unchanged from when Fathers at Work participants entered the programs. The quality of the fathers' relationships with their children was also similar to what was reported by the comparison groups.
  - Fathers at Work participants reported more arguments with the mothers of their children than did comparison group fathers. It is possible that the fatherhood workshops increased fathers' interest in and opinions about the well-being of their children, thus creating additional conflict about child-rearing issues.
- **Child Support:**
  - Participants with support orders in place paid an average of \$90.32 in child support in the month before the follow-up interview, significantly more than was paid by comparison group fathers with support orders in place (an average of \$38.13). Participants' payments grew significantly between baseline (about \$32 per month) and follow-up.
  - The average amount of informal support money given directly to the mother rather than through the formal child support system reported by the Fathers at Work participants was about the same as that reported by comparison group fathers at follow-up (\$113 compared with \$112), even though the participants were paying more formal support. The percentage of Fathers at Work participants who paid informally also did not differ from the comparison group.

Access the report at [http://www.ppv.org/ppv/publications/assets/310\\_publication.pdf](http://www.ppv.org/ppv/publications/assets/310_publication.pdf).

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### **Need for and Result of Mentoring Increase**

As an increasing number of employees plan to change jobs once the economy stabilizes (up to 24%) and the shortage of leaders grows, more companies will be relying on mentoring to transition new people into jobs, especially jobs of leadership, according to the findings recorded in *More Firms Paying Mind to Mentoring*. Up to 40 percent of the survey respondents in their study indicated they would be starting a mentoring program that will lead to direct, concrete, measurable business goals.

Workforce development professionals may want to investigate the value of increasing the results of their own mentoring efforts with job seeking customers during their work experiences and/or internships and as a support to their transition to the workplace once hired.

Access the article at <http://www.workforce.com/archive/feature/27/01/81/index.php>. For a related article on group mentoring, reference <http://www.workforce.com/archive/article/23/89/50.php>.

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### **Trade Adjustment Act Resources**

As part of the evaluation of the Trade Adjustment Act (TAA), the U.S. Department of Labor has released two resources:

*Assessment, Case Management, and Post-Training Assistance for TAA Participants*, available at [http://wdr.doleta.gov/research/FullText\\_Documents/Assessment%20Case%20Management%20and%20Post-Training%20Assistance%20for%20TAA%20Participants%20-%20Final%20Report.pdf](http://wdr.doleta.gov/research/FullText_Documents/Assessment%20Case%20Management%20and%20Post-Training%20Assistance%20for%20TAA%20Participants%20-%20Final%20Report.pdf) and

*Rapid Response and TAA*, accessible at [http://wdr.doleta.gov/research/FullText\\_Documents/Rapid%20Response%20and%20TAA%20-%20Final%20Report.pdf](http://wdr.doleta.gov/research/FullText_Documents/Rapid%20Response%20and%20TAA%20-%20Final%20Report.pdf).

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## **Workforce Managers' Success with Data**

*Using Data for Success: Five Activities for Workforce Managers to Use with Frontline Staff* includes:

- **Telling the Story Two Ways:**
  - Frontline staff members see connections between their work and major indicators of customer and program success by having them describe specific successful customers and identifying how they assisted them;
- **Activity 2: Lighting Up the Dashboard:**
  - Presents the concept of “dashboard indicators” as a tool for monitoring progress toward organizational goals and improving services for clients;
- **Activity 3: Analyzing Everyday Data:**
  - Demystifies the act of analysis by connecting a review of everyday data such as a utility bill to examining the organization’s outcomes and posing questions about unexpected results;
- **Activity 4: Fishing for Factors:**
  - Encourages staff to use a diagnostic tool to identify factors that could be contributing to unexpected outcomes and has staff explore some factors, adaptations/changes/additions to program services; and
- **Activity 5: Setting Out the Milestones:**
  - Offers a tool for setting short-term goals by taking action on factors they suspect are affecting program outcomes.

## **Calendar of Events**

**Updates are continually being added to the 2010 Calendar,  
to access new information please visit the  
[One Source Calendar](#).**

