



PROMISING PRACTICE

Career Pathways Partnership

CareerAdvance at Community Action Project
(CAP) of Tulsa County



Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE

Children perform better behaviorally and academically in families with stable employment and rising incomes.

CareerAdvance, operated by the Community Action Project (CAP) of Tulsa County, Oklahoma as an HPOG program that utilizes a multi-generational approach to address this dual disadvantage by serving the educational and income needs of parents and children at the same time.

It represents an HPOG promising practice that can not only increase employment opportunities in the healthcare field, but also serve as a model anti-poverty strategy.

CAP Tulsa, an anti-poverty agency funded by the Office of Family Assistance's HPOG program with a highly successful record of developing pilot programs, began operating CareerAdvance in Tulsa in 2009. It was the parent training portion of a two-generation strategy to end the cycle of poverty in families with a child enrolled in Head Start or Early Head Start. After a year as a pilot program CareerAdvance began receiving funding from HPOG, enabling the program to expand and scale-up. The program prepares parents for high-demand careers in nursing, healthcare technologies, and medical assisting, among others, and supports them with intensive and high-quality social and financial supports. These include: career coaching, family support, small peer cohorts, tuition coverage for college coursework, and incentives for school attendance and performance.

In order to improve the job placement rate for CareerAdvance, CAP Tulsa found a workforce development service provider to partner with for HPOG 2.0. Tulsa Community WorkAdvance (TCW) is a career advancement program with a history of job placement success in the healthcare sector. Together with CAP Tulsa, TCW worked to implement an employer engagement and placement strategy. TCW has utilized a "selling" strategy to make the case

for employers partnering with the CareerAdvance program. TCW used a focused screening process to identify the CareerAdvance training candidates who were most likely to succeed.

Throughout this job-selection process, CAP Tulsa never lost its focus on the whole family. CAP Tulsa and TCW decided to include staff persons from both agencies in all selection interviews. This allows selection decisions to be based on both employability and family impact factors.

There is ample evidence that children perform better behaviorally and academically in families with stable employment and rising income. Educational disadvantage is a trap that can snare multiple generations at a time. Parents and children can both fall prey to increased economic hardship and limited life opportunities when educational opportunities don't exist. CAP Tulsa's two-generation approach and partnership with TCW ensures the enrollment of families with young children who will benefit most from their parents gaining family-sustaining wage careers through the program.

The partnership between CAP Tulsa and TCW represents a promising HPOG practice that can lift up families and break the cycle of poverty.

Building Pathways to a Brighter Future