



NORTHSIDE
ACHIEVEMENT
ZONE

RESULTS NAZ

Career and Finance

Oct 15, 2015

ONE
NAZ

GENERAL OUTLINE

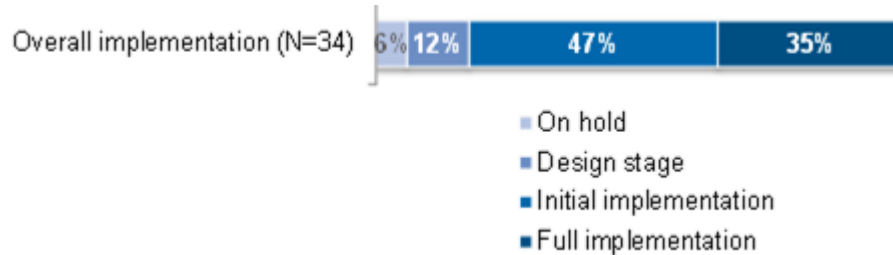
- **Career and Finance**
- **How are families better off?**
- **Targeted solutions**
- **Key Questions**

CAREER AND FINANCE SOLUTION PLAN RESULTS

- **Career and Finance**

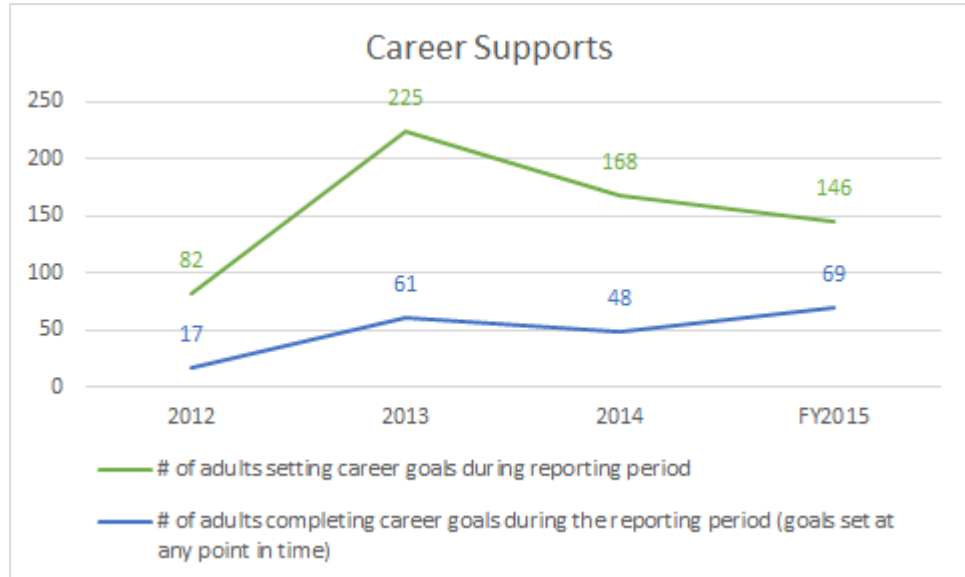
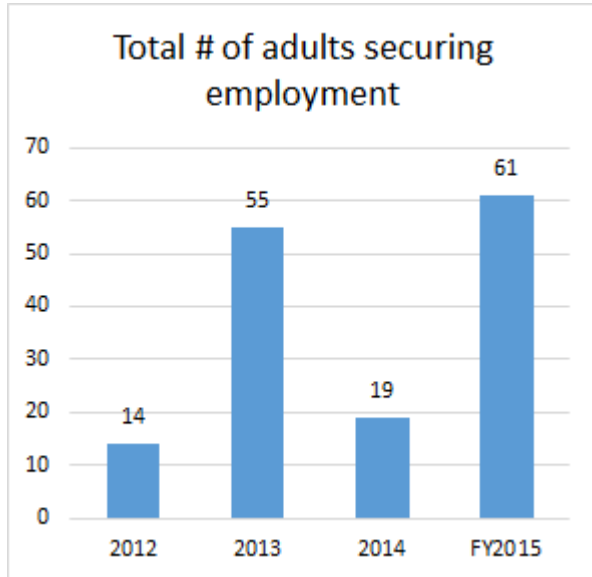
Parents will have the economic ability to provide a healthy and financially stable environment at home, so children can succeed academically

- **Implementation**



How are families better off in
relation to this goal?

FY2015 NAZ DASHBOARD OUTCOMES



HOLISTIC SUPPORTS HELP

- **Parents seeking support from more areas of the NAZ Family Support team were more likely to complete goals and goal steps than those involved in only one area of the pipeline**

Active goals	N	Percent who completed a career or finance goal/step	Percent in C&F Navigation
Career/finance and housing	235	29%	29%
Career/finance only	124	11%	9%
Career/finance, housing, and adult behavioral health	42	26%	43%
Career/finance and adult behavioral health	20	0%	0%
Housing only	143	--	--
Adult behavioral health only	7	--	--
Housing and adult behavioral health	0	--	--
Total count	571		

MFIP SUPPORT

- **MFIP parents with active FY2015 career goals completed activities at a higher rate than non-MFIP parents**

Activity	MFIP (N=140)	Non- MFIP (N=158)	percentage points difference Δ	% difference Δ
Referred to Career Navigation	31%	32%	-1	-3%
Engaged in Career Navigation	29%	22%	7	32%
Completed Foundations	15%	10%	5	50%
Completed a career goal step or goal	30%	23%	7	30%
Completed a career goal	24%	18%	6	33%
Began a new job or received a promotion during FY2015	21%	13%	8	62%

FINANCIAL EDUCATION

- **14% of 71 individuals completed at least 1 finance goal step**

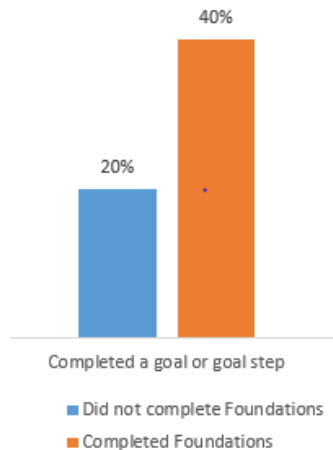
Active goal steps	N active goal steps	Percent of goal steps completed
Partner with a financial coach to plan for future milestones	26	12%
Build or improve credit	24	4%
Create and maintain a budget	19	16%
Boost income	11	27%
Participate in financial education classes	11	9%
Reduce debts	11	0%
Other “Financial Stability” goal steps	8	13%
Total	110	11%

Note: This chart shows the total number of goals set by all adults with an active career goal during FY2015; multiple goals may be set by one individual.

Solutions

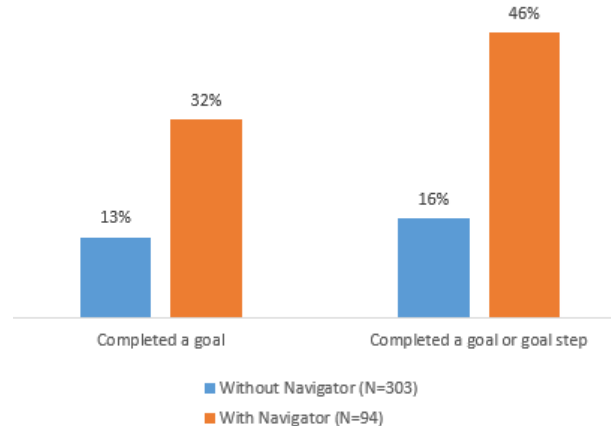
FOUNDATIONS AND GOAL COMPLETION

- Those who completed Foundations were more likely to have completed at least one career goal or step during FY2015



NAVIGATION IS HELPFUL

- **Those who participated in Navigation were more likely to complete a career goal and begin a new job in FY2015**



CAREER PATH PILOT: WIN

- **Most common outcome was ineligibility; flexibility is key**

7. WIN participation (N=90)

Enrollment Status	Percent
Ineligible	66%
Unable to engage	17%
Declined opportunity	8%
In process of enrollment	2%
Incomplete participation	3%
Actively enrolled	1%
Completed	3%

Key Questions

KEY QUESTION

- **How do we close the margin between those setting and those achieving career goals?**

Areas for dialogue

- Parents on MFIP?
- Parents not on MFIP?

KEY QUESTION

- **How do we increase job readiness services to 300 families by the end of 2017?**

Areas for dialogue

- Parents on MFIP?
- Parents not on MFIP?

KEY QUESTION

- **How does our collaborative process improve family linkages to financial supports?**