



Follow up Study of Families Exiting in 2012

During the spring of 2014 Project Self-Sufficiency (PS-S) staff members and volunteers conducted a secondary data analysis and a follow up survey of participants who exited the program during 2012. A total of 63 families left the program that year. Due to limited resources and a desire to collect the most helpful information, PS-S elected to study 55 participants who completed the three month trial period. Data was collected on all 55 program participants when entering and exiting the program. Self-administered electronic surveys were sent to the 52 participants with emails on file. The other three past participants were contacted via telephone to gain current email addresses. Of this sample of 55, 38% (20) completed the survey.

Introduction

The mission of Project Self-Sufficiency is to assist low-income, single parents in their efforts to achieve economic independence and become free from community and government assistance while building and maintaining strong healthy families. Each parent accepted into the program is assigned an advisor who assists in setting career and personal goals, developing a self-sufficiency action plan, identifying resources, resolving problems, providing emotional support, and guiding participants through the job search process. PS-S also provides a wide range of supportive services that includes financial assistance in various forms: child care and scholarship assistance, emergency funds, donated cars and car repair, subsidized housing through local partnerships, math tutors, self-esteem classes, and children's programs.

To be eligible for PS-S an applicant must be a single parent with at least one child aged 13 or younger living in the household at least 60% of the time. Applicants for Project Self-Sufficiency are most often women between the ages of 18 and 45. Single fathers are also enrolled in the program. A large percentage of program participants are recovering from trauma/domestic abuse that was experienced as an adult and/ or as a child. Participants need help with career development, goal setting, financial assistance, and emotional support as they prepare for living wage employment. Most return to school to complete an Associate's degree or a Bachelor's degree in order to build capacity for a career. Removing barriers to self-sufficiency is also a key component of the Project Self-Sufficiency program. Project Self-Sufficiency has many services but the core services of PS-S are: support from a caring advisor, career research and assistance with education, along with others mentioned above.

Self-Sufficiency Matrix

The Self-Sufficiency Matrix (SSM) was introduced in 2012 as a way to collect data and measure progress for program participants. The Self Sufficiency Matrix (SSM) is a set of domains that attempt to measure movement from poverty to self-sufficiency. Poverty is a complex social problem and looks different for every family. For example, a single parent headed household with one child, may interact with poverty and self-sufficiency very differently than a two parent headed household. While the ultimate goal of Project Self-Sufficiency is economic self-sufficiency, it is important to gather data regarding the incremental movement from crisis to self-sufficiency.

The SSM collects numerical scores across 14 domains: adult education, income, housing, transportation, child care, children's education, health coverage, social support, mental health, legal, substance use, domestic violence and food. A participant's current situation is described on a scale of 1-5. The scale breaks down as follows: 1-in Crisis; 2-at risk; 3-stable; 4-approaching self-sufficiency; 5-self-sufficient. In 2012, advisors began collecting current data on the self-sufficiency scores of individual program participants. Then as participants exited Project Self-Sufficiency, they were measured using an exit matrix. All new participants entering the program in 2012 were assessed with an entry matrix. Participants that were in the program before 2012 had no entry matrix.

Methodology

Project Self-Sufficiency sampled 55 participants that left the program in 2012. A SSM had not been collected on those participants that entered the program before 2012. Staff used original interview sheets, applications, and pre-assessments to come up with entry matrix scores for those participants that had not been assessed. A SSM was already conducted for those families that entered and left the program in 2012. Entry and Exit Matrix scores are included in this report for all 14 domains.

An electronic survey was constructed to gather follow up data that matched the SSM. The survey was self-administered and anonymous. 52 participants received one phone call and two emails to ask them to participate in the follow up survey. 3 participants had no email address and were contacted by phone.

Limitations

Limitations are factors outside of the researcher's control. It is important to understand that all research has limitations. Limitations specific to this study include:

- Past participants may have changed email addresses.
- Past participants may have changed telephone numbers.
- Past participants may have chosen to not complete the survey.
- We cannot control factors after participants leave the program for example: mental health, relationships, and economic factors.
- Past participants ranked themselves on this self-administered follow up survey so content is subject to their opinion, willingness to share, and view of the world rather than advisor observation.

Delimitations

Delimitations are choices that the researcher can control. It is important to highlight the delimitations to give an accurate description of how the research was conducted.

Project Self-Sufficiency has been gathering data on participants for many years. Some data collection methods include:

- The Application
- The Interview Form
- The Pre-assessment
- Cost Benefit Analysis
- Case Notes
- Exit Forms
- Self-Sufficiency Matrix (2012)

The PS-S self-sufficiency matrix is currently being utilized for all families entering the program. For families in this survey, however, the SSM was not conducted for those entering the program prior to 2012 because it did not exist prior to that time. A secondary data analysis was performed on all survey subjects. A review of the aforementioned documents was conducted and scores were recorded for each subject. A subsequent interview was conducted with the advisors who worked with the participant to review the matrix score for accuracy and deeper understanding of the participants entry score. Two advisors had transitioned out of the program. They were not part of the interviews.

Due to the nature of survey research, it is important to understand that the return rate on surveys is typically low. At the beginning of this survey telephone surveys were attempted and only one person agreed to a phone survey. Others did not return phone calls. It was therefore decided that a self-administered electronic survey may yield better results. Past participants were asked to complete an anonymous electronic survey.

Another delimitation of the self-administered survey was around questions related to sensitive subjects like mental health, legal issues, substance abuse, and domestic violence. All other survey questions were given with detailed descriptions of 1-5 matrix scenarios. For the sensitive subject questions a 1-5 scale was given, 1 being the most severe, and 5 being no problems. This was done intentionally to give people the option to rate themselves.

Results

Matrix scores were created for all participants at entry, and all participants at exit. An attempt was made to gain matrix scores for all participants during the follow up study. The follow up study yielded 20 responses. A true comparison cannot be made between the original sample size versus the follow up study sample size. None the less, the results are compelling.

Adult Education

The primary goal of Project Self-Sufficiency participants is to secure living wage employment which will allow them to support their children and secure a better life for their family. Increased education has been linked to indicators such as earning potential and job security. Participants come to PS-S with the goal of increasing their education. Some parents have no GED, others are currently enrolled in post-secondary academic or training programs, and some may have finished a degree but need help securing living wage employment.

The results for adult education are as follows:

Adult Education		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	11%	80%	9%
N=55	Exit	2%	59%	39%
N=20	Follow Up	0%	70%	30%

Discussion:

The follow up study indicated that six of the 20 former participants went on to gain further education in Nursing, Masters of Social Work, Insurance Licensing, Qmap, Vet Assistant, LPN and AA degree. One participant indicated that she was beginning nursing school in July of 2014.

One can deduce that adult education matrix scores increase while participants are in the program, and continue to improve after leaving the program. At entry only 9% of participants were self-sufficient in the area of adult education, while at exit 39% were self-sufficient. This means they have completed a degree. Conversely, at entry 11% were in crisis, meaning they had no high school education or equivalency, while at exit only 2% did not have a high school diploma. Of the 20 people that responded to the follow up study, 0% reported that they were in crisis in the adult education category, while 70% reported either being enrolled in an academic or training program beyond a high school education, and 30% reported having completed education beyond high school.

Income

As mentioned previously, earning a self-sufficient wage for a participant's family is the primary goal of Project Self-Sufficiency. Our goal is to help participants with their career plans, so that they are able to secure jobs that pay a living wage. Each family's self-sufficiency goals are related to their family's personal budget and the earnings they would need to be free from community and government assistance. The results for Income category are as follows:

Income		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	75%	25%	0%
N=55	Exit	52%	44%	4%
N=20	Follow Up	40%	20%	40%

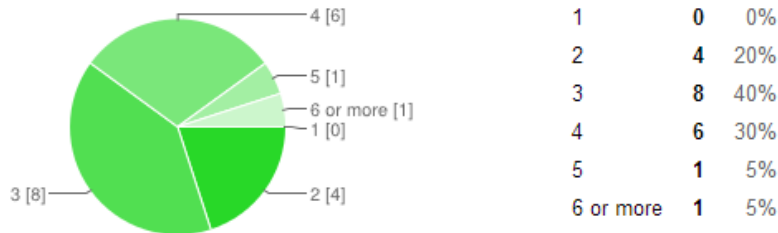
Discussion:

The results for the income category suggest that participants come into PS-S in crisis or at risk, and leave the program with better income matrix scores. At entry, 75% were in crisis, while at exit 52% were in crisis. At entry only 25% were stable or approaching self-sufficiency, and at exit 44% were stable or approaching self-sufficiency. When they began the program, 0% fell into the self-sufficient category, while at exit 4% were self-sufficient. 40% of those that responded to the follow up survey reported that they were self-sufficient. If further data was available it would likely show that those enrolled in the program for longer periods of time experienced more movement toward goal accomplishment and self-sufficiency.

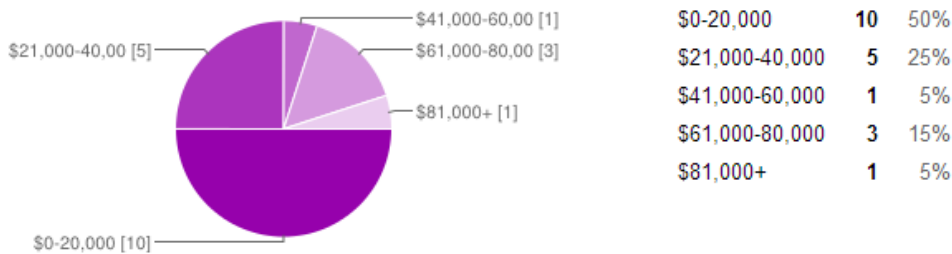
We know that not all participants finish the program with living wage career related employment. Some leave PS-S before reaching their goals. However, the follow up study suggests that with time some participants do go on to gain living wage career related employment.

The follow up survey also asked about income. These graphs highlight the answers:

Family Size



Family Income



Employment

From the day a single parent becomes a participant in Project Self-Sufficiency, all efforts and goals are made with the intention that participants will gain living wage employment. Many families start out with menial jobs, with little opportunity for advancement, and lack a skill set that will provide a living wage. Participants go through an extensive career exploration process to determine the education and career that will be a fit for them and pay them a living wage. The results for employment are as follows:

Employment		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	79%	21%	0%
N=55	Exit	62%	34%	4%
N=20	Follow Up	25%	45%	30%

Discussion:

The results suggest that while many families come into the program with employment, they are largely under employed, do not get enough hours, or have a skill set to gain meaningful well-paying employment. At entry, 0% had self-sufficient employment, only 21% had stable employment. Largely families were at risk, or in crisis, with no employment for a total of 79%. When looking at the exit matrix scores the percentages of families considered self-sufficient increases to 4% and families in the stable and approaching category increases to 34%.

Further results from the follow up study suggest that of the 20 respondents, 40% went on to secure employment in the career they identified while in PS-S.

While some participants do not gain career related employment while still in PS-S, the follow up study results suggest that some participants do gain self-sufficient employment over time. Many barriers exist to securing employment. Some are systemic and economic in nature. Others are personal. In January of 2014 Project Self-Sufficiency implemented a job search policy to help address the challenges related to the barriers that participants face when transitioning from student to working professional.

Housing

Housing is a core service provided to some participants of the program. Advisors and participants work together to stabilize and obtain affordable housing. Having safe and affordable housing is important for participants while they are trying to move forward with goal accomplishment. Many families come to PS-S in housing crisis. The results of Housing for entry, exit and follow up are as follows:

Housing		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	39%	61%	0%
N=55	Exit	23%	63%	14%
N=20	Follow Up	15%	35%	50%

Discussion:

The numbers suggest that participants enter the program in crisis, or in unaffordable rentals. By the time participants leave the program, many have moved from crisis to affordable housing, or self-sufficient housing. The follow up study suggests that families continue to move into self-sufficient housing over time.

Transportation

Another core service at Project Self-Sufficiency and a necessity for many self-sufficiency activities is access to reliable transportation. Here are the results of transportation entry, exit and follow up matrix scores:

Transportation		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	15%	83%	2%
N=55	Exit	8%	82%	10%
N=20	Follow Up	0%	35%	65%

Discussion:

From the results of the entry and exit matrix one can conclude that our Cars for Families program, including donated vehicles and car repair, helps move participants from crisis to stability and moved some people from stable to self-sufficient. The follow up study suggests that former participants continue to enhance and sustain their transportation situation after leaving the program.

Food

One way to measure self-sufficiency is food security. Many PS-S families have issues with securing enough food for their families. Here are the results for Food entry, exit and follow up matrix scores:

Food		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	56%	44%	0%
N=55	Exit	15%	83%	2%
N=20	Follow Up	0%	55%	20%

Discussion:

While providing food is not a core service of PS-S, PS-S advisors to address this issue with participants and the ability to access adequate food is a strong indicator of how families are doing. Comparing entry matrix scores to exit matrix scores it is easy to see that families improved their nutrition situation. At exit 83% of families were stable or approaching self-sufficiency. The follow up study suggested that of the 20 respondents, 55% stayed stable, and 20% moved into the self-sufficient category.

Health Coverage

Health Coverage is important for self-sufficiency for two reasons: having access to medical care can promote health and prevent debt. When employed participants enter matrix categories of 4 and 5 many are reflecting access to health coverage through their employer. Here are the results of health coverage:

Health Coverage		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	22%	78%	0%
N=55	Exit	13%	87%	0%
N=20	Follow Up	15%	65%	20%

Discussion:

The results suggest that obtaining self-sufficient health care is a challenge. PS-S did have an impact on helping participants secure health care, through either employment or government programs like Medicaid and CHP+. While some participants obtained health care through work, copays and deductibles may strain budgets. The follow up study suggests that 20% of those who responded did gain self-sufficient health coverage and another 65% were self or approaching self-sufficiency.

Child Care

Having safe and affordable child care is very important to self-sufficiency and ability to work on self-sufficiency goals. Here are the entry, exit and follow up results:

Child Care		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	29%	71%	0%
N=55	Exit	15%	80%	5%
N=20	Follow Up	18%	53%	29%

Discussion:

The results suggest that participants come into PS-S in crisis and at risk when it comes to their child care situations. Matrix scores indicate that crisis is reduced by the time those participants leave the program with scores changing from from 29% to 15%. Participants that were approaching self-sufficiency or stability increased, from 71% at entry to 80% at exit with another 5% at the self-sufficient level. PS-S brings considerable resources to bear through internal child care funds and a partnership with WomenGive while participants are attending school. Child care subsidies are currently more difficult to obtain for working families due to a freeze on the Larimer County CCAP fund.

Support Systems

A strong support system plays a critical role in helping families move from poverty to self-sufficiency and sustain that self-sufficiency over time. The Matrix score is measured based on relational support systems. A support system includes: immediate family, extended family, in some cases the non-custodial parent, friends, church members, professional supports like counselors or nurses. Support systems also include co-workers, connections in the community, and a network. Some families that come into the program have strained relationships with immediate family or primary supports. Additionally domestic violence and mental health issues may cause isolation. Here are the entry, exit and follow up results:

Support Systems		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	33%	63%	4%
N=55	Exit	18%	69%	13%
N=20	Follow Up	20%	35%	45%

Discussion:

At entry, 33% were in crisis, or at risk, only 4% were considered self-sufficient. At exit, 18% were considered to be in crisis, while 13% were considered to be self-sufficient and many others were stable. At follow up, respondents indicated that 45% were self-sufficient and had healthy expanding support systems with another 35% in stable situations.

Children's Education

One goal of Project Self-Sufficiency is to help both generations leave poverty, parent and child. We do look at whether children are attending school regularly and doing well. Some participants had children that were not of school age at entry and/or at exit. Some families have teenagers that do not attend regularly. In addition chronic homelessness can affect children's ability to attend school on a consistent basis. Here are the entry, exit and follow up results:

Children's Education		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	0%	16%	84%
N=55	Exit	0%	12%	88%
N=20	Follow Up	0%	20%	80%

Discussion:

Most families reported that children were attending school regularly, and that they were either approaching self-sufficient or self-sufficient across the board. Surveyed participants were asked if any of the children had graduated from high school. Most answered no, or N/A, probably because their children were not old enough. One survey respondent did answer that a child graduated from High School. It is encouraging to see that none of the families appear to be in crisis.

Barriers that Interfere with Self-Sufficiency

It is important for Project Self-Sufficiency to measure extraneous factors related to self-sufficiency. The following results are barriers that either derail or interfere with self-sufficiency. It is important to note that at the beginning of the program, participants self-report issues such as substance abuse, legal issues, domestic violence, and mental health concerns. As advisors and participants work closely, some of the aforementioned barriers become more evident. Building trust is a crucial role to understanding PS-S participants' struggles. The beginning matrix score is likely a self-reported score, the ending matrix score is an observational score from the advisor, and the follow up score is a self-report. Due to the possible influence of shame and embarrassment often present with these circumstances, participants may not fully disclose or answer honestly. Despite the potential flaws, this data may be useful for planning and evaluation purposes.

Domestic Violence

Domestic Violence		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	0%	49%	66%
N=55	Exit	6%	19%	75%
N=20	Follow Up	0%	12%	88%

Discussion:

The results suggest that many participants in our program may come in with a history of domestic violence but have moved past the immediate danger of such situations. The results suggest that over time participants move into the self-sufficient category, meaning there was no domestic violence experienced within 12 months. Some participants may still be recovering from past abuse but safe and able to move forward with career and self-sufficiency goals.

Mental Health

Mental Health		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	25%	71%	4%
N=55	Exit	32%	60%	8%
N=20	Follow Up	0%	47%	50%

Discussion:

Mental health issues go hand in hand with chronic stress, trauma and lack of resources. Many participants face issues regarding anxiety, depression and Post Traumatic Stress Disorder. These matrix scores indicated that over time some families improved their mental health, while others regressed.

Untreated mental health issues impacts participant’s ability to move forward with career and self-sufficiency goals. It would be helpful to have data that links length of time in the PS-S program with improvement in the area of mental health. Those that are not in the program very long may not have had time to access or benefit from mental health supports.

Substance Abuse

Substance Use		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	0%	15%	85%
N=55	Exit	4%	9%	87%
N=20	Follow Up	6%	0%	94%

Discussion: At entry most participants reported being stable, approaching, or self-sufficient with regards to substance abuse. A few people went into crisis regarding substance abuse while enrolled in the program. Substance Abuse is often associated with mental health issues and trauma. These issues often impact participant’s abilities to complete career and education goals. It is encouraging to see an increase in self-sufficiency in the mental health area over time.

Legal/Child Protection:

Involvement with the justice system, and/or child protective services is a barrier to self-sufficiency. Interaction with the justice system requires time and money and may impact one’s ability to gain employment, either stop gap or self-sufficient career related employment. Additionally, being involved with child protection services may have some of the same consequences as being involved with the justice system.

Legal		At risk/In Crisis	Stable/Approaching Self-Sufficiency	Self-Sufficient
N=55	Entry	0%	29%	71%
N=55	Exit	8%	25%	67%
N=20	Follow Up	12%	6%	82%

Discussion: Most program participants come into the program already self-sufficient, but may have had legal issues in the past that have been resolved. Involvement with the justice system and child protection services are often the result of untreated mental health, substance abuse and domestic violence problems. In some cases it has been necessary for PS-S advisors to report cases of potential child neglect or abuse, increasing the number identified as having problems in the area of child protection. During the career development process some participants reveal a history with the criminal justice system that might impact their ability to secure career related employment. This history may or may not have been reported in the initial interview process.

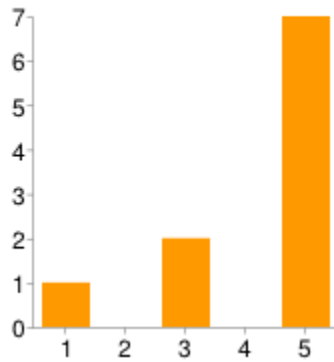
Other Survey Question Results

Survey recipients were asked to rate some of the classes that PS-S offers.

Self-Esteem Workshop

Survey participants were asked to rate the self-esteem workshop on its helpfulness using a scale of 1-5, 5 being the most helpful, and 1 being the least helpful. The results are as follows:

Self-Esteem Workshop



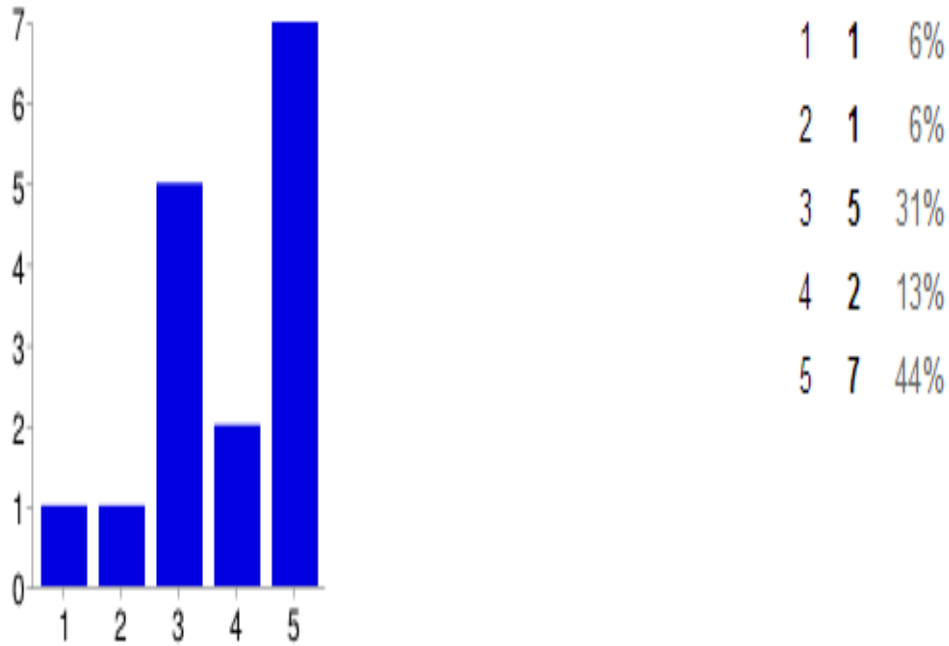
1	1	10%
2	0	0%
3	2	20%
4	0	0%
5	7	70%

Discussion: Not every participant that took the survey also took the self-esteem workshop. This question was also not required. Of those that did respond, 90% said that it was moderately helpful, to most helpful.

Parenting Workshop

Survey participants were asked to rate the parenting workshop on its helpfulness using a scale of 1-5, 5 being the most helpful, and 1 being the least helpful. The results are as follows:

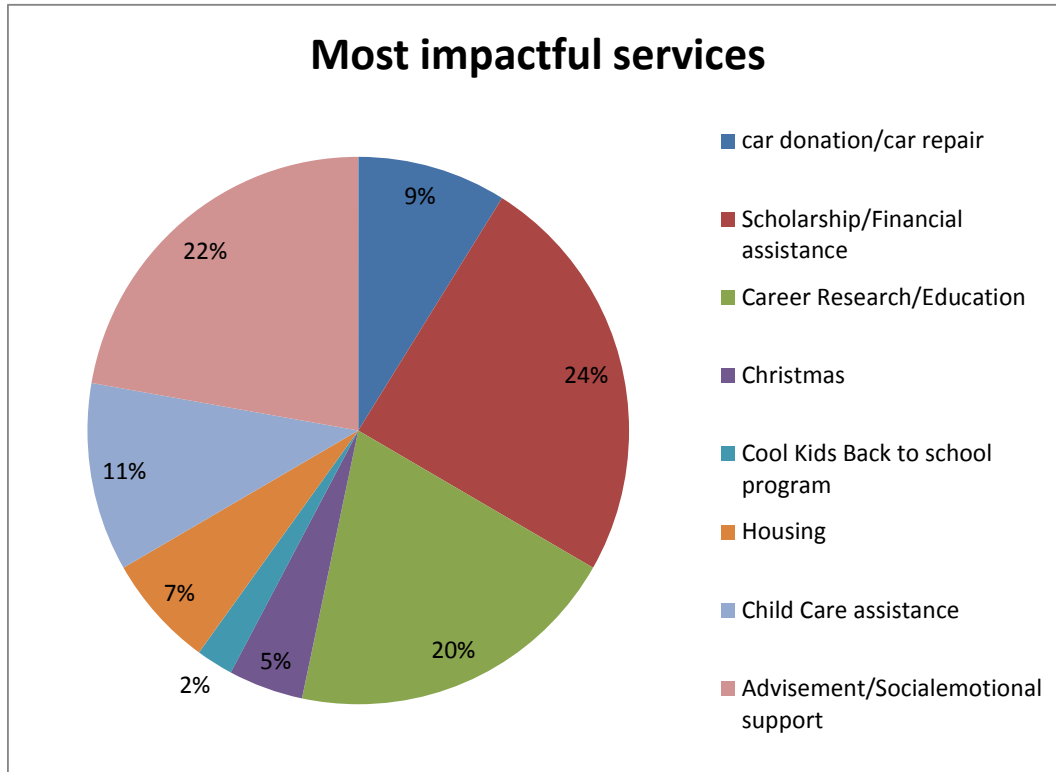
Parenting Classes



Discussion: Not everyone that took the survey attended a parenting class. This question was also not required to answer. 88% of respondents reported that the class was moderately helpful to the most helpful.

Other Follow up Survey Questions

Participants were asked to name the three most helpful services. Answers were organized into themes and categories. Here are the results:



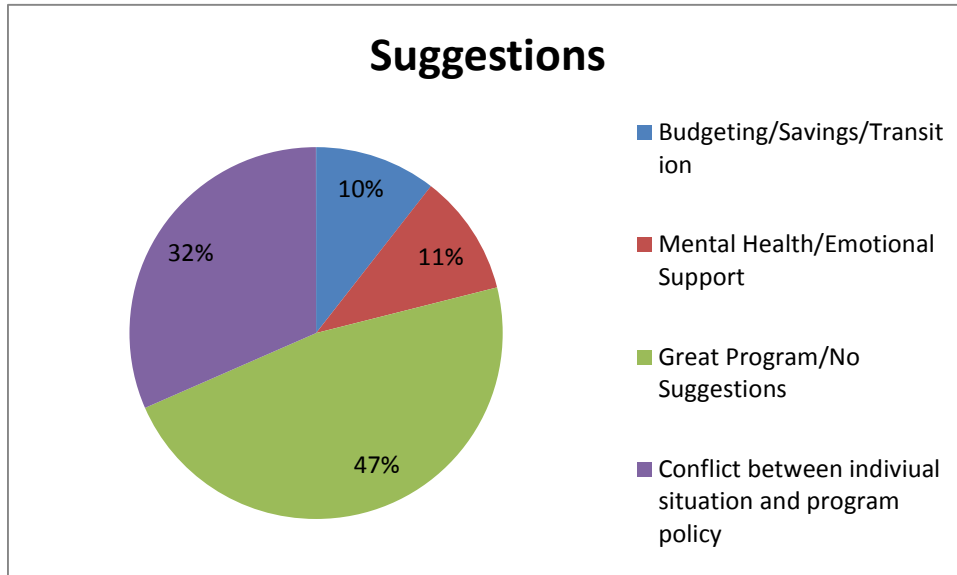
Discussion: Former participants identified Scholarship/Financial Support, Advisement/Socio-Emotional Support as the most helpful services they received while enrolled in PS-S. Career Research and Education, was the next strongest category. The top three identified helpful services are consistent with the mission and core services of Project Self-Sufficiency.

Quotes: “The support of my Advocate (advisor), Childcare assistance and scholarships grants and referral to outside resources for assistance to help me graduate college.”

1. “Care and direct concern about me and my children”. 2. “Helping set up a school plan and talking with correct contacts in field”. 3. “Financial assistance: school supplies, gift cards, gas vouchers, rent, birthday/ Christmas monies and presents”.

Constructive Criticism and Feedback for PS-S

Participants were asked to provide suggestions and feedback. Answers were organized into themes and categories. Here are the results:



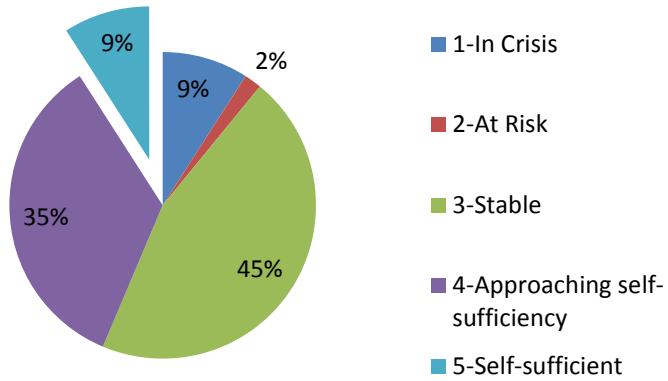
Discussion: While most survey respondents had no feedback and suggested that PS-S is a great program, a few suggestions were made.

- The first suggestion was that PS-S implement a transition and savings program to prepare participants for graduation and leaving the program.
- The second theme for feedback was individual situations conflicting with program policies. For example, some participants indicated that they needed more time to complete their degree due to personal circumstances. Some participants identified a conflict with the PS-S career and student policies and personal degree choice.
- Some surveyed participants indicated that they witnessed other families that needed more family and mental health support.

Quotes: "I understand funding is limited, but the length of time one is permitted to be involved with PSS should be determined on a case by case basis. According to individual circumstances, some need a longer time to earn a degree, or battle ongoing barriers that require help for a longer time in order to truly benefit the participant."

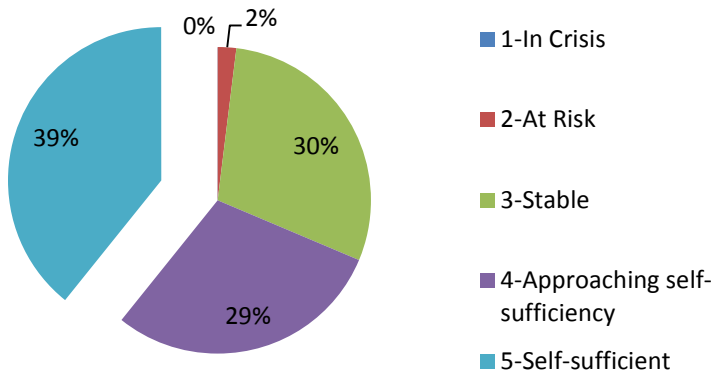
"It would be helpful to have a transitional program to help with financial awareness, saving, and budgeting when transferring into being self-sufficient."

Adult Education



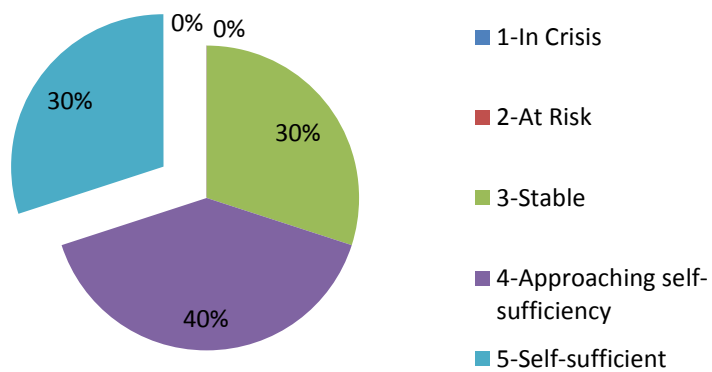
Entry N=55

Adult Education

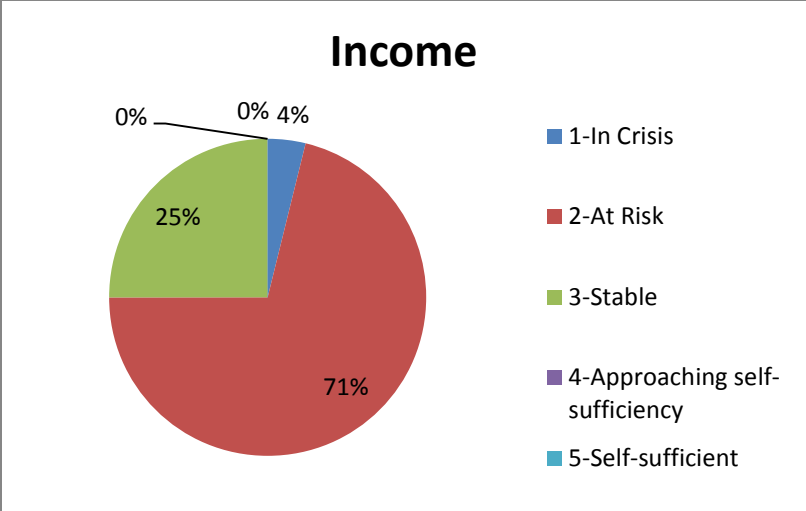


Exit N=55

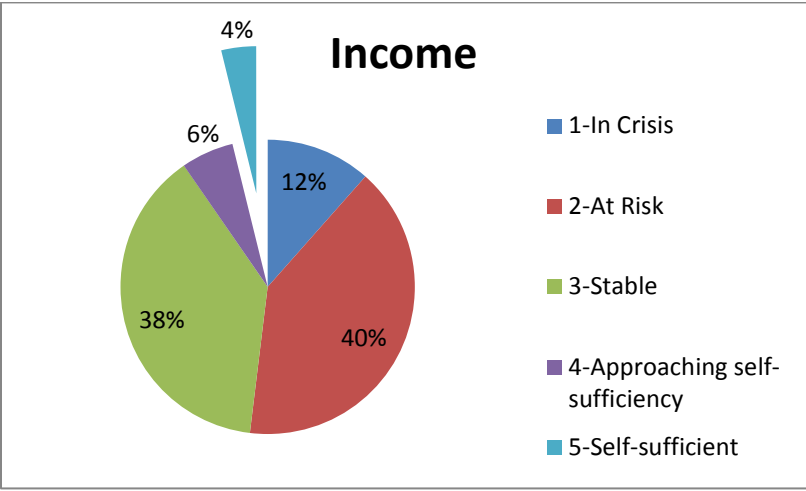
Adult Education



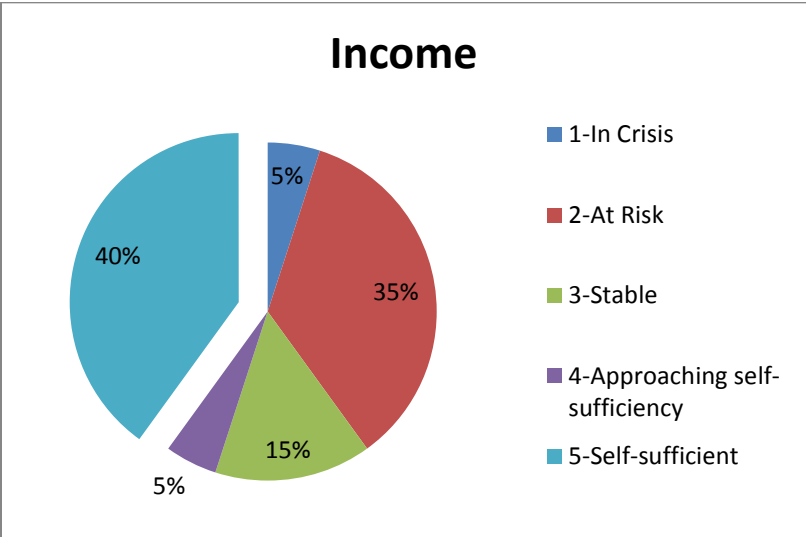
Follow up N=20



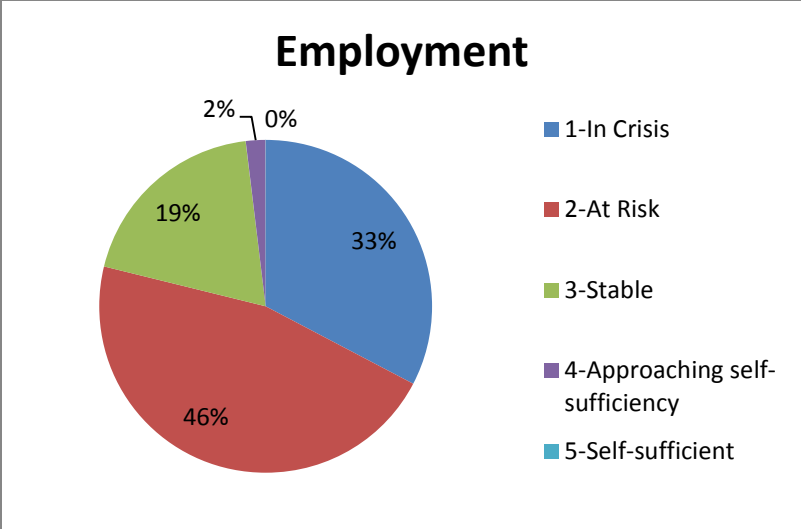
Entry N=55



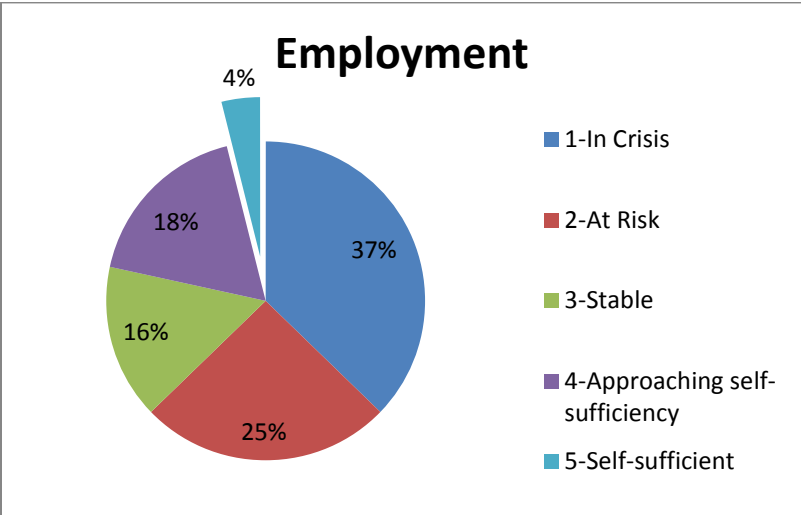
Exit N=55



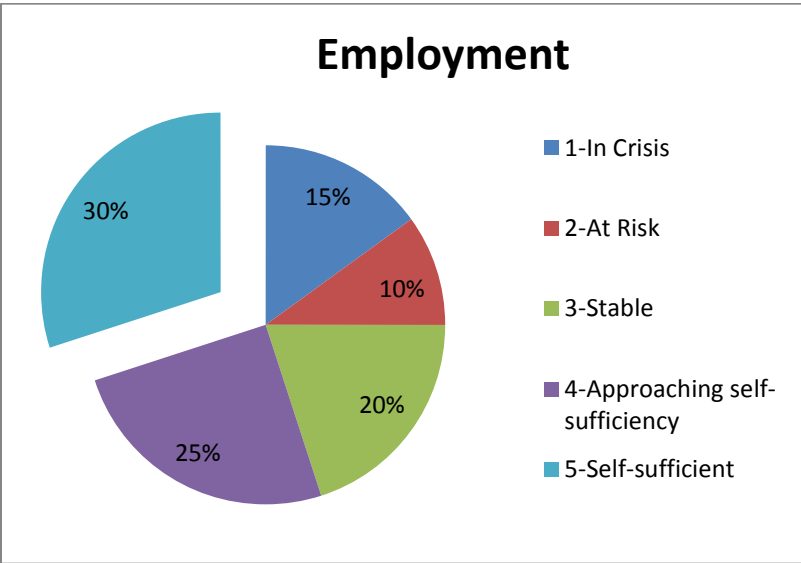
Follow Up N=20



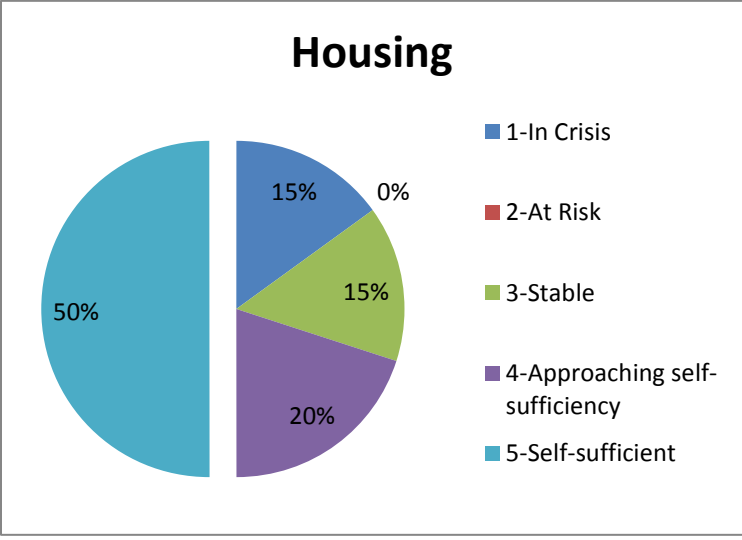
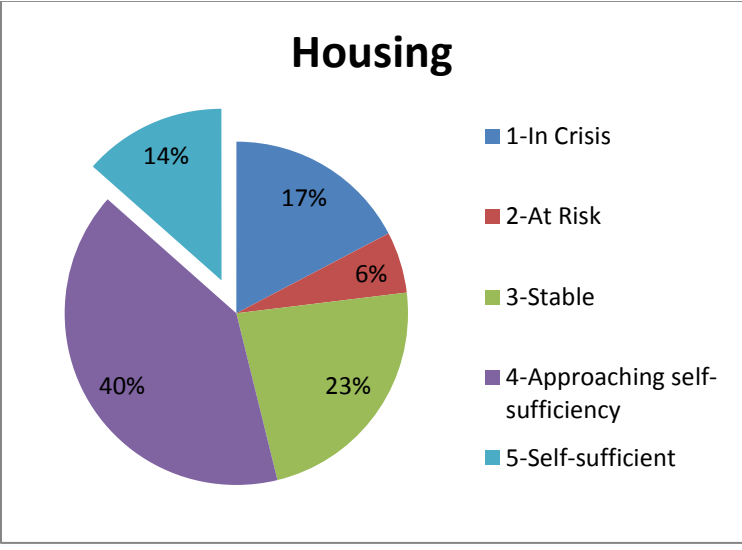
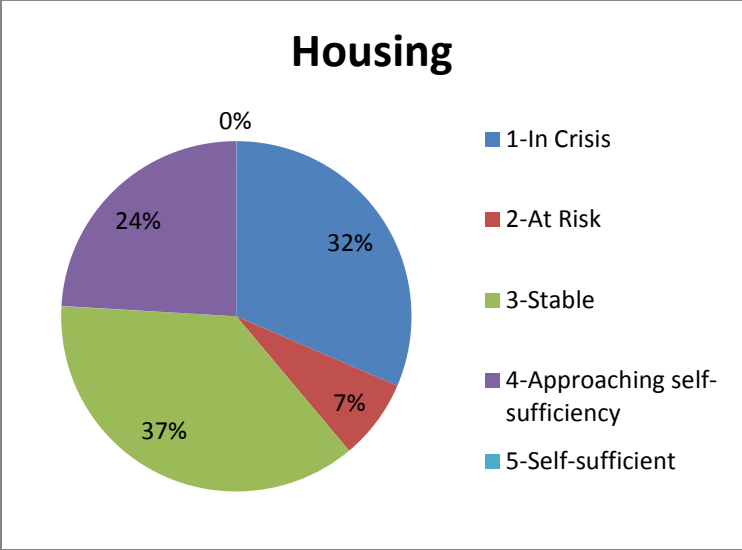
Entry N=55

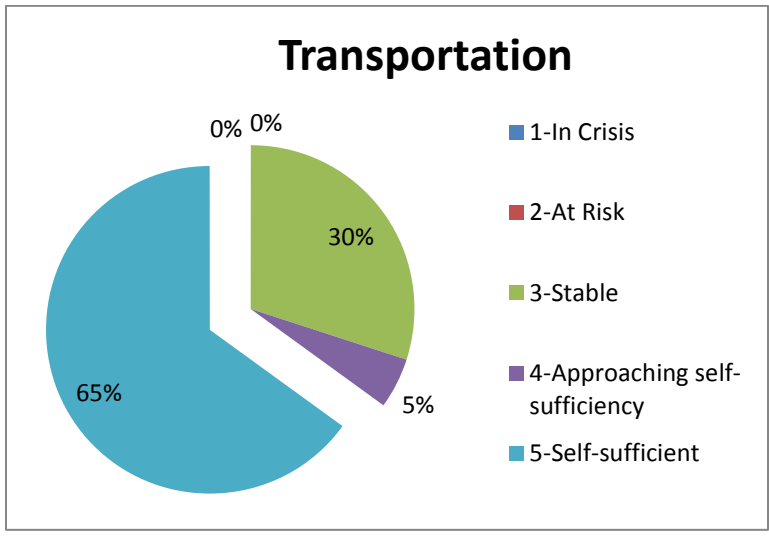
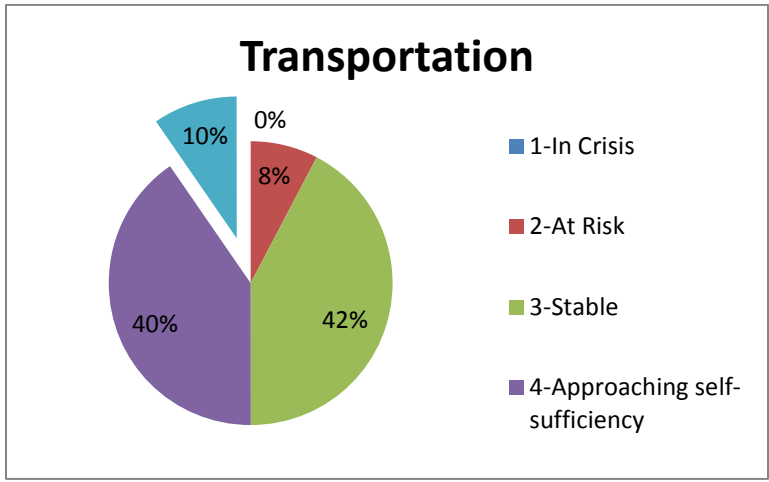
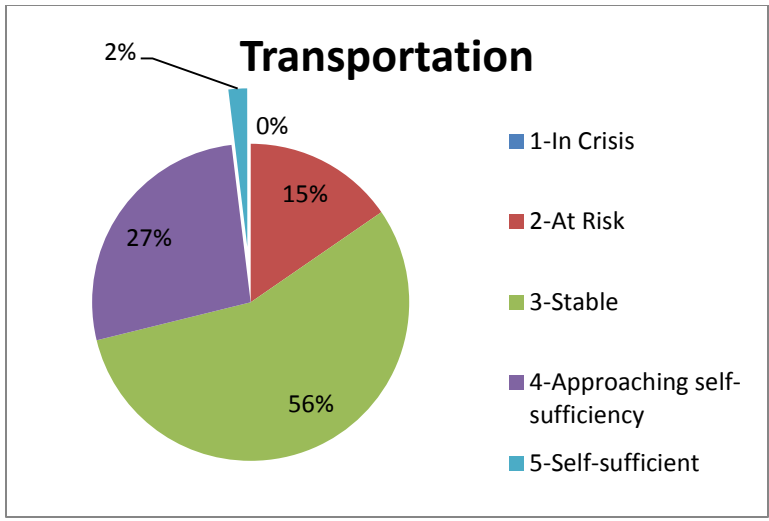


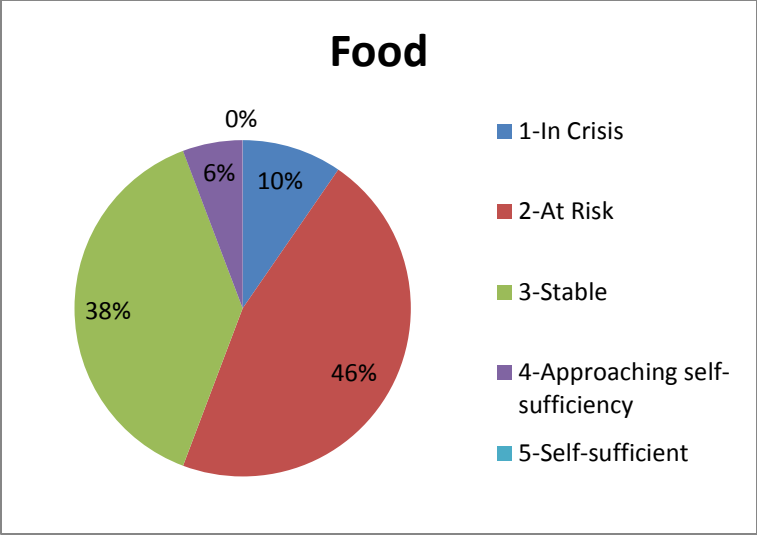
Exit N=55



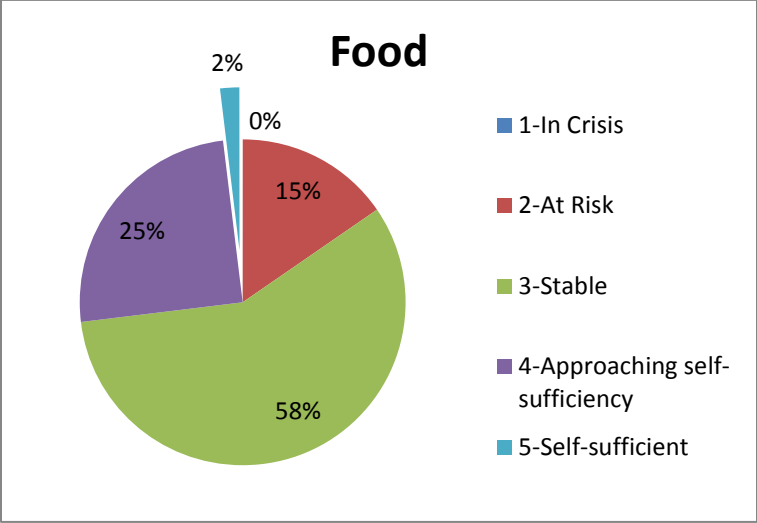
Follow up N=20



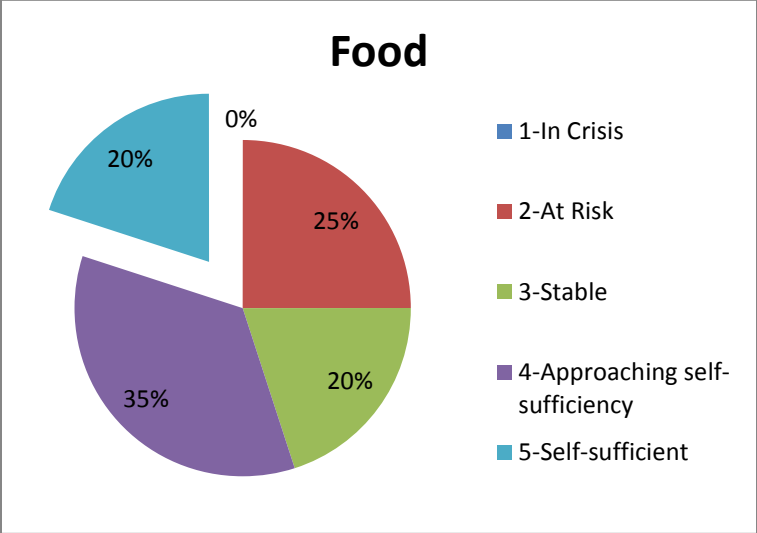




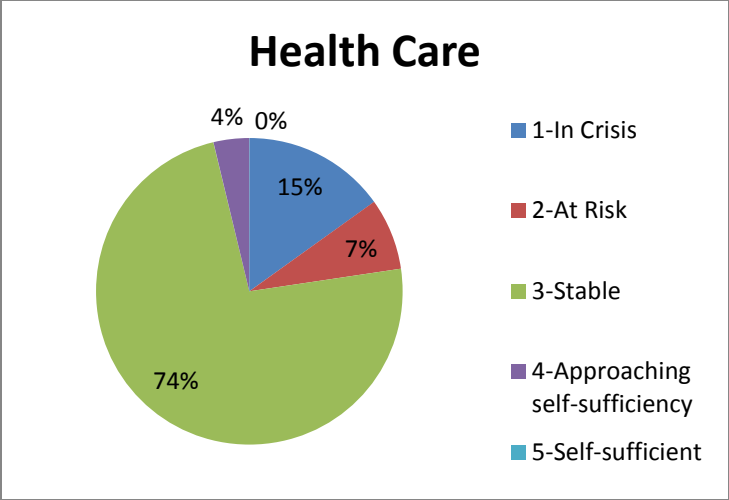
Entry N=55



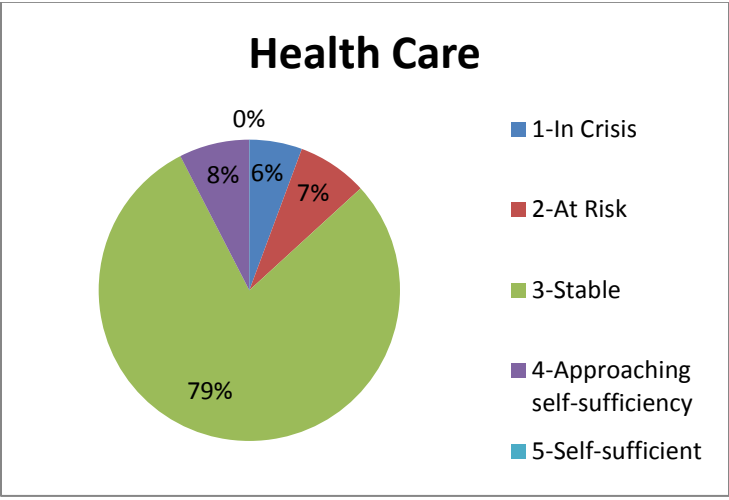
Exit N=55



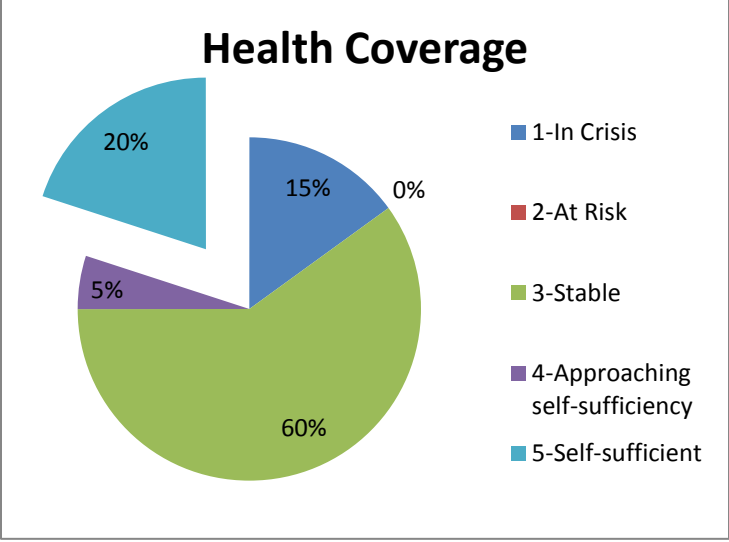
Follow Up N=20



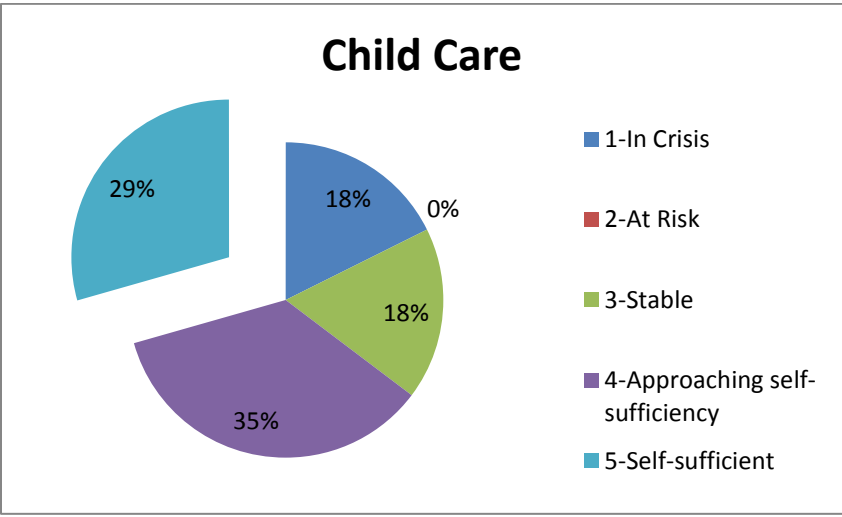
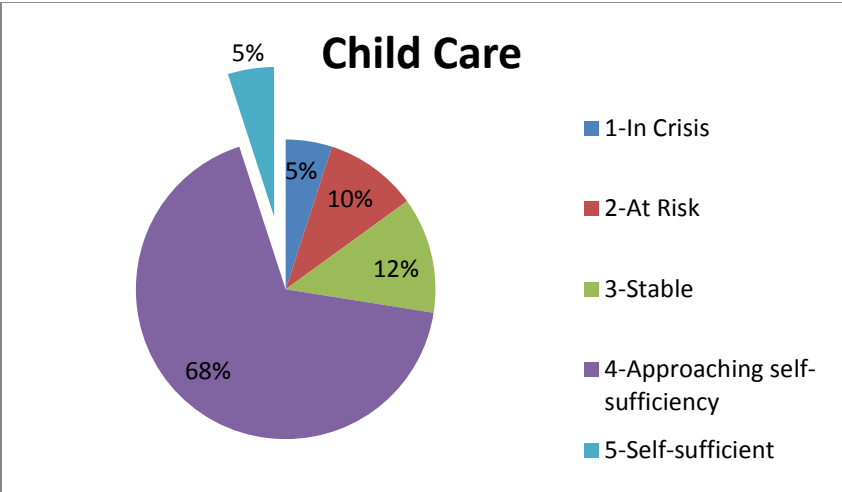
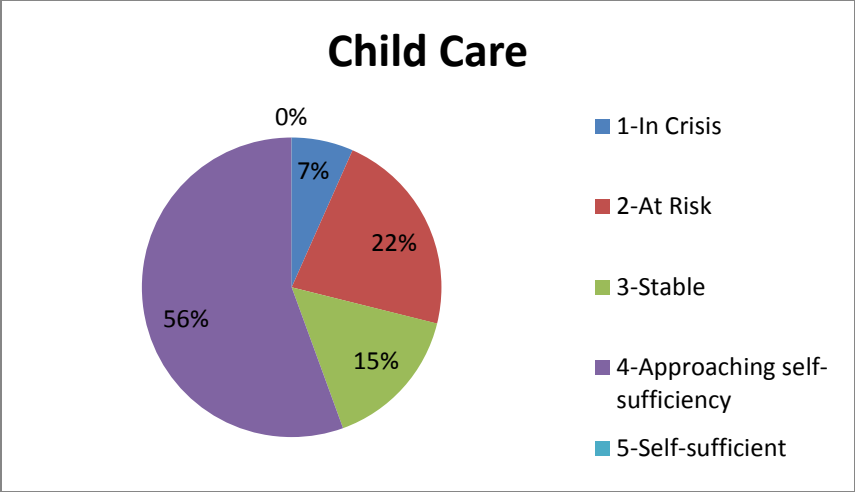
Entry N=55

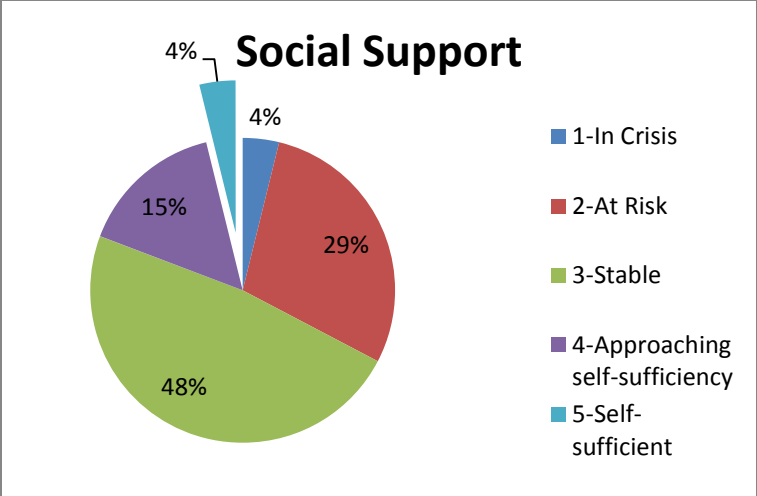


Exit N=55

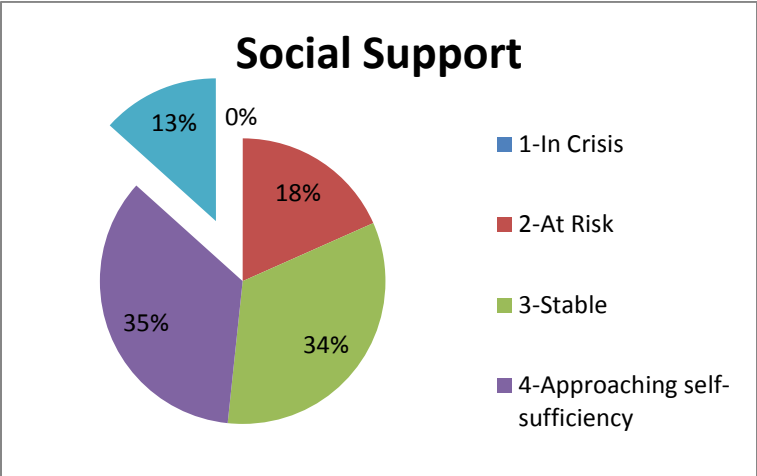


Follow Up N=20

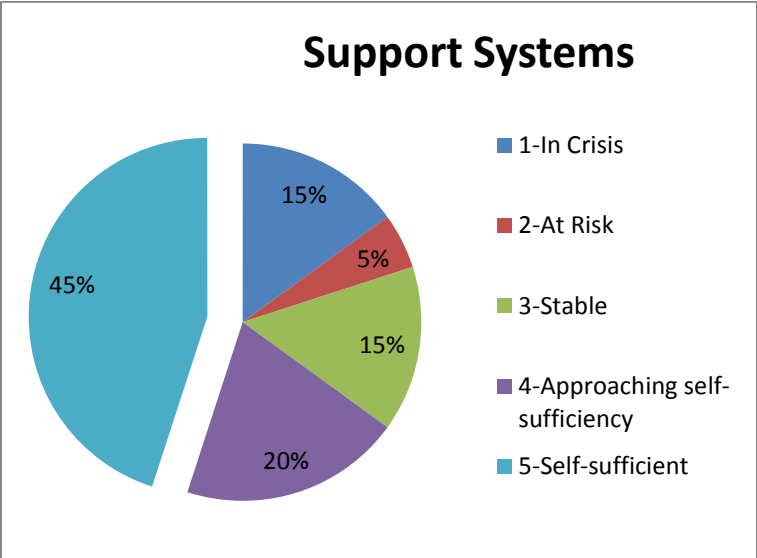




Entry N=55

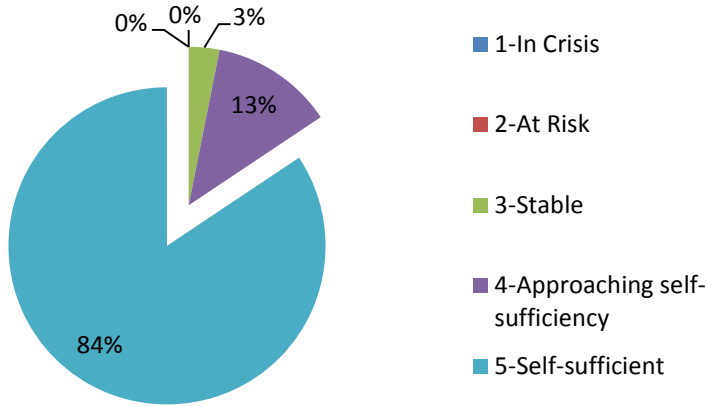


Exit N=55



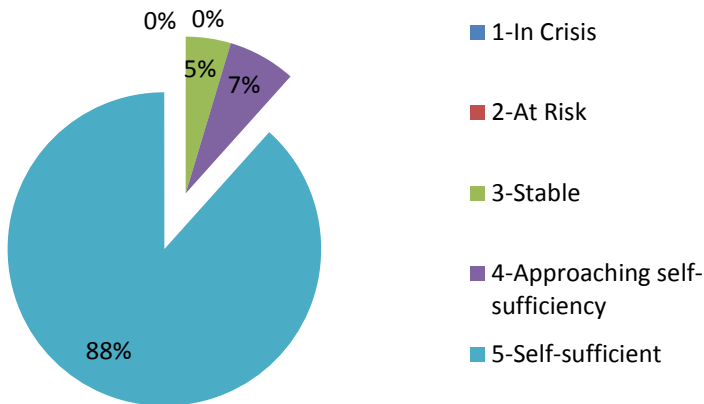
Follow Up N=20

Children's Education



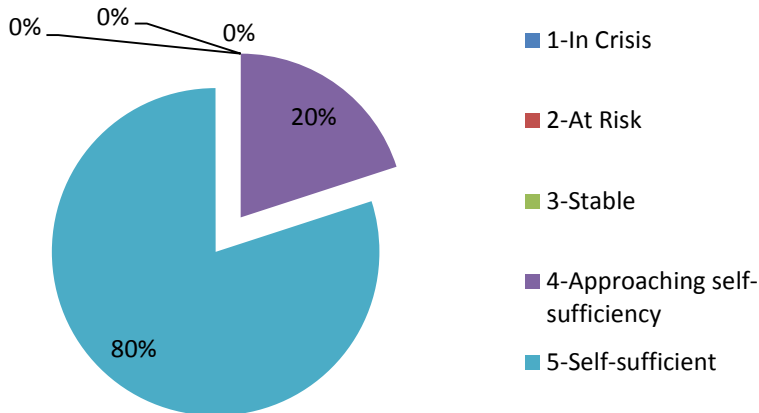
Entry N=55

Childrens Education

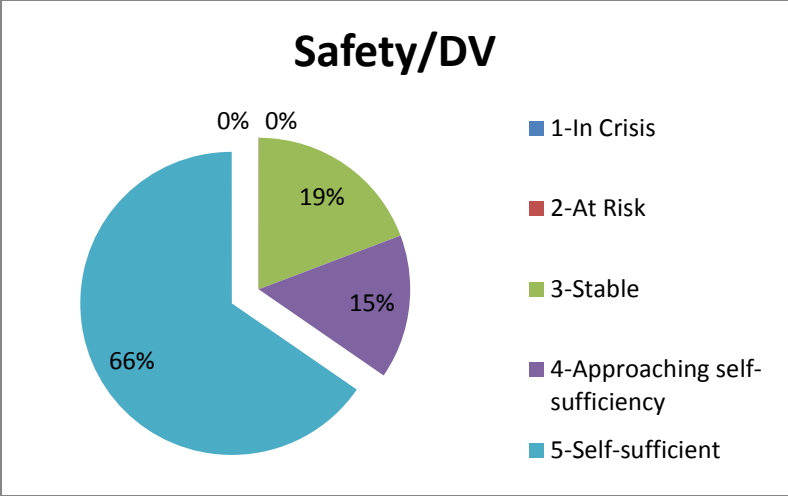


Exit N=55

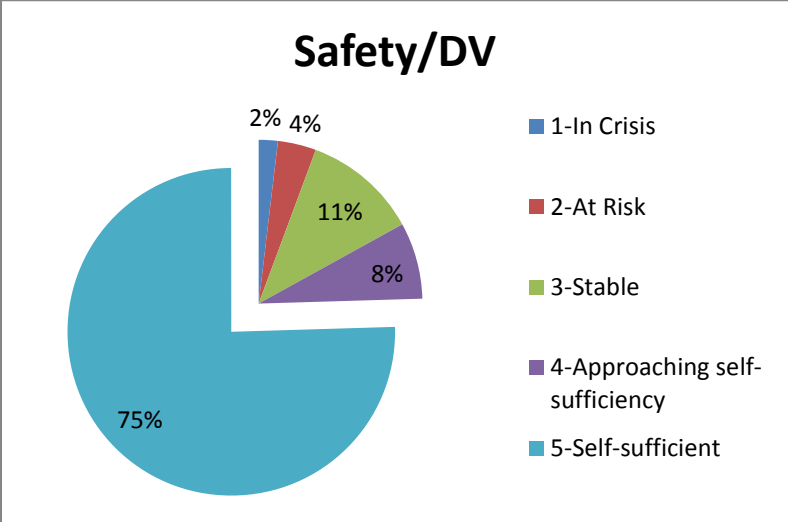
Childrens Education



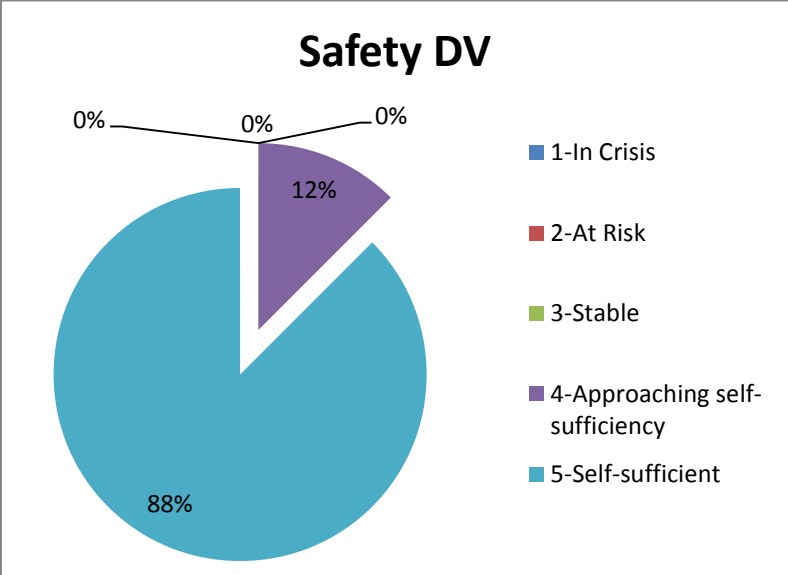
Follow up N=20



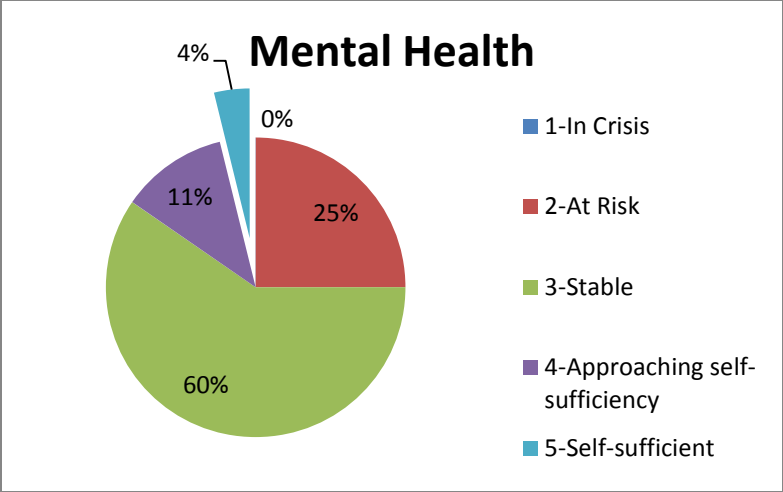
Entry N=55



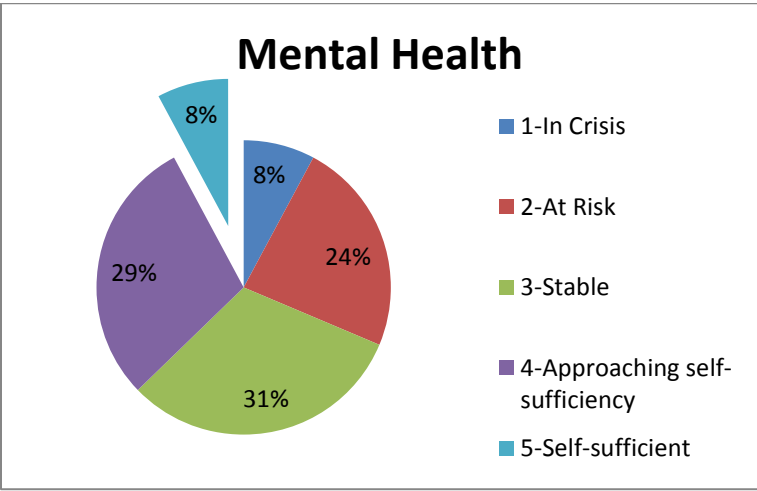
Exit N=55



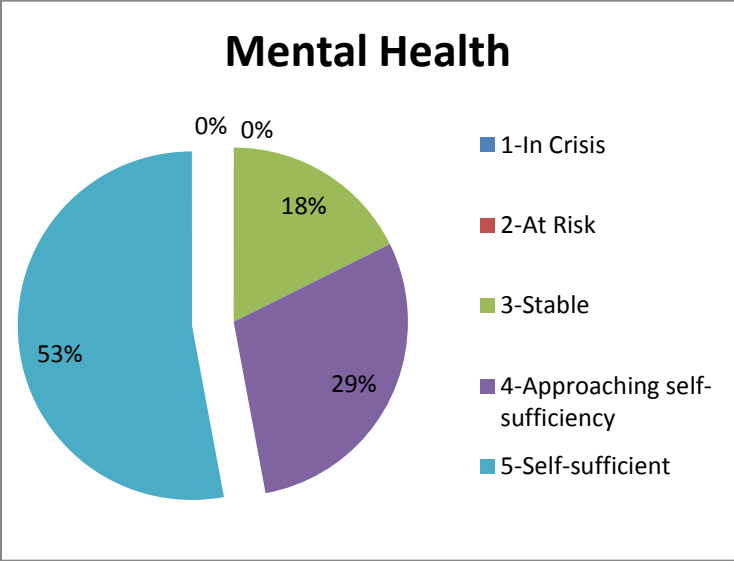
Follow up N=20



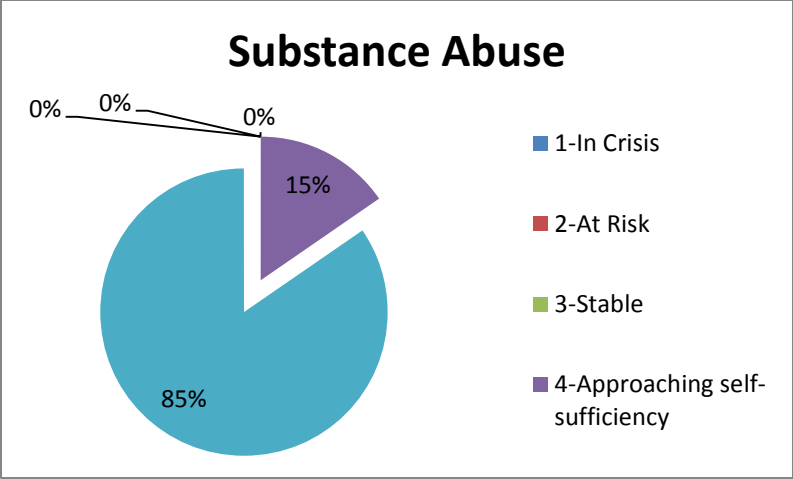
Entry N=55



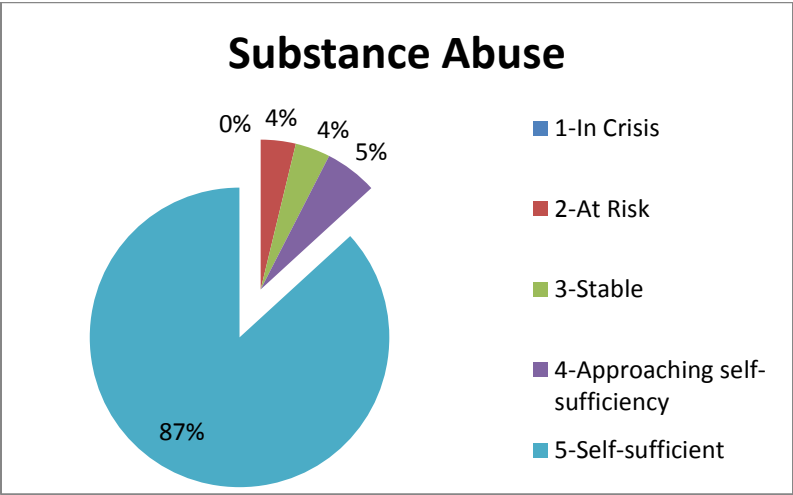
Exit N=55



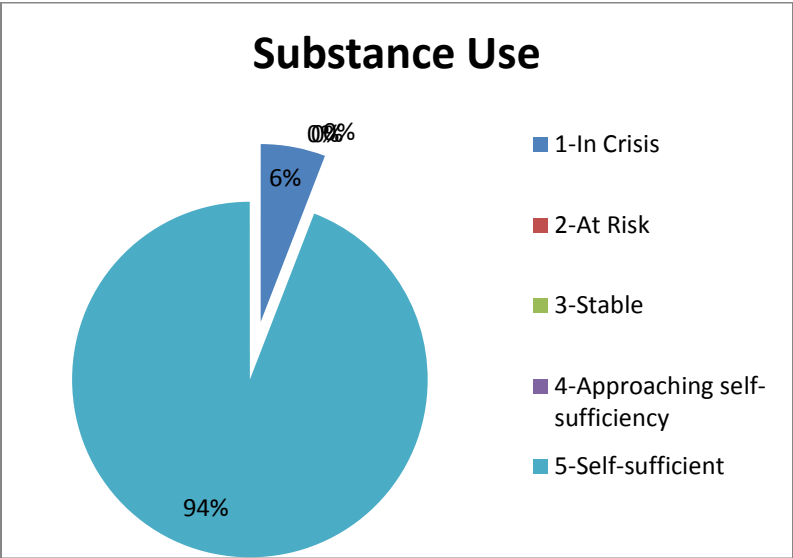
Follow Up N=20



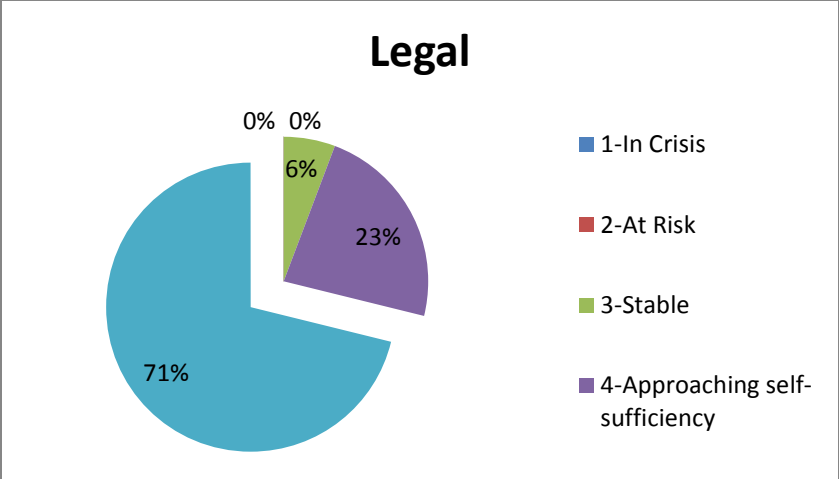
Entry N=55



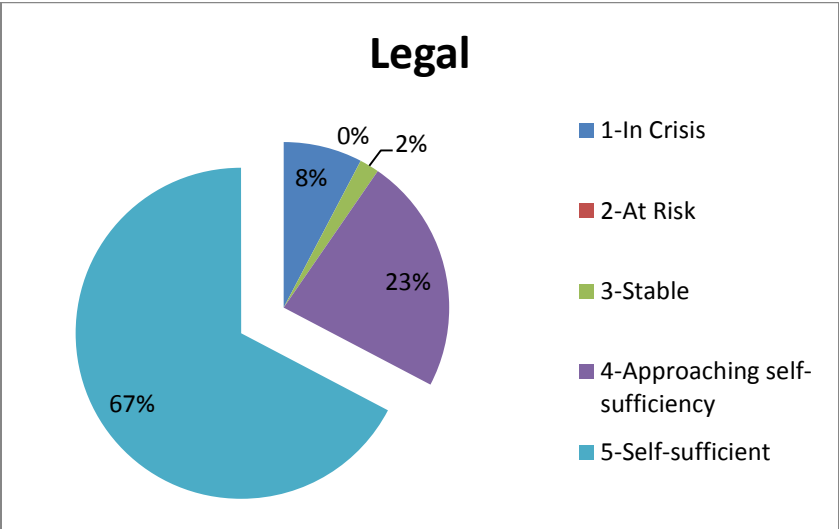
Exit N=55



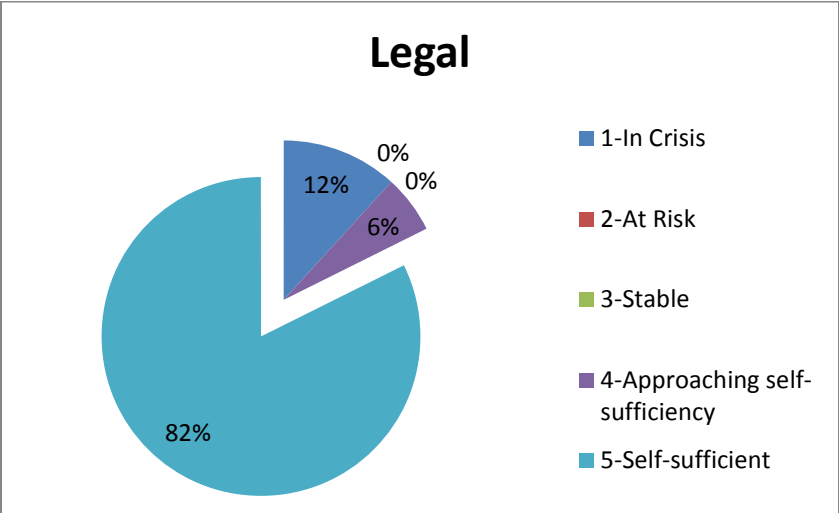
Follow up N=20



Entry N=55



Exit N=55



Follow Up N=20

Self-Sufficiency Matrix-Measurement Tool

PROJECT SELF-SUFFICIENCY MATRIX

	In Crisis	At Risk	Stable	Approaching Self-Sufficiency	Self-Sufficient
<i>DOMAIN</i>	1	2	3	4	5
Income	No income (includes TANF, CS, SSI/D, scholarships/loans/grants or earned income); no debt management or savings.	Inadequate income (including TANF, CS, SSI/D, scholarships/loans/grants or earned income), but can't meet living expenses; no debt management or savings.	Inadequate income, but can meet basic needs with subsidy.	Transitioning into self-sufficiency; can meet basic needs without subsidy; may still have housing subsidy; managing debt.	Self-sufficient; can meet basic needs without subsidy and is able to manage debt and save.
Employment	No job; job searching.	Temporary, part-time or seasonal; inadequate pay; no benefits.	Employed full-time; inadequate pay; no benefits.	Employed full-time with adequate pay; may or may not have benefits.	Maintains employment with adequate income and benefits.
Housing	Homeless or emergency shelter program; doubled-up housing	in transitional or substandard housing	Current rent/mortgage payment is unaffordable (over 30% of income)	Household is in safe, adequate, subsidized housing	Household is in safe, adequate, unsubsidized housing
Food	No food resources OR means to prepare AND depends on other sources for free meals.	Household is on foodstamps but inadequate to meet family needs.	Household is on foodstamps; adequate to meet family needs.	Can meet basic food needs without assistance.	Can choose to purchase any food household desires without assistance.
Childcare	Needs childcare but none is available/affordable, and/or child is not eligible.	Childcare is unreliable; inadequate supervision is a problem.	Has reliable, adequate childcare, but not affordable.	Reliable, affordable childcare is available and subsidized.	Able to select quality childcare of choice; no need for subsidies or children are school aged and do not need care.
Children's Education	One or more eligible children not enrolled in school.	One or more eligible children enrolled in school but not attending classes.	Enrolled in school, but one or more children only occasionally attending classes.	Enrolled in school and attending classes most of the time.	All eligible children enrolled, attending and passing classes on a regular basis.
Adult Education	No HS diploma/GED OR lacks basic literacy/language proficiency; not enrolled in remediation.	Enrolled in GED/ESL remediation or non-certificate educational programs to improve job skills; career planning.	Has HS/GED and proficient literacy and language; may have some post-secondary ed credits, but additional training needed to improve employment situation (not currently enrolled).	Enrolled in additional education/training to improve employment situation.	Has completed education/training needed to become employable; or pursuing advanced degree.
Legal	Current outstanding tickets or warrants; open case with Child Protective Services.	Current charges/trial pending; noncompliance with probation/parole.	Fully compliant with probation/parole terms.	Has successfully completed probation/parole, including Child Protective Services. No new charges filed.	No criminal or CPS history or all legal issues resolved.

PROJECT SELF-SUFFICIENCY MATRIX

	In Crisis	At Risk	Stable	Approaching Self-Sufficiency	Self-Sufficient
<i>DOMAIN</i>	1	2	3	4	5
Health Care	At least one member of the household has no medical coverage.	At least one member of the household has limited medical coverage and great difficulty accessing care when needed.	All members of the household have adequate health care coverage/access through government/public programs (Medicaid/CHP+).	All members have private insurance; adequate coverage access, but may strain budget.	All members are covered by affordable, adequate health insurance (may be with employer).
Mental Health	Danger to self or others; recurring suicidal ideation; experiencing severe difficulty in day-to-day life due to psychological problems.	Recurrent mental health symptoms that may affect behavior, but not a danger to self/others; persistent problems with functioning due to mental health symptoms.	Mild symptoms may be present but are transient; only moderate or occasional difficulty in functioning due to mental health problems.	Minimal symptoms that are expectable responses to life stressors; only slight impairment in functioning.	Symptoms are absent or rare; good or superior functioning in wide range of activities; no more than everyday problems or concerns.
Substance Abuse	Meets criteria for severe abuse/dependence; resulting problems so severe that institutional living or hospitalization may be necessary.	Meets criteria for dependence; preoccupation with use and/or obtaining drugs/alcohol; withdrawal or withdrawal avoidance behaviors evident; use results in avoidance or neglect of essential life activities.	Use within last 12 months; evidence of persistent or recurrent social, occupational, emotional or physical problems related to use (such as disruptive behavior or housing problems).	Client has used during last 12 months, but no evidence of persistent or recurrent social, occupational, emotional or physical problems related to use; no evidence of recurrent dangerous use.	No drug use/alcohol abuse in last 12 months.
Support Network (Family/Friends/Co-parent)	No support from family/friends/co-parent.	Family members/friends/co-parent available but do not relate well with one another(stress/conflict).	Family/friends/co-parent may be supportive but lack ability or resources to help.	Adequate social support system.	Has healthy/expanding support system.
Transportation	No access to transportation.	Transportation is available, but unreliable, unpredictable, and/or inconvenient.	Private transportation is available, but operating expenses and needed repairs are unaffordable.	Public or private transportation is generally accessible to meet basic travel needs.	Private transportation is readily available and affordable.
Safety/ Domestic Violence	In immediate danger and not receiving support services.	In immediate danger and is working with appropriate agencies including law enforcement and domestic violence services.	History of domestic violence in past 12 months, currently safe but not receiving services.	History of domestic violence in past 12 months, receiving services.	No history of domestic violence within past 12 months.