

COVER SHEET

Employment and Workforce Development Needs Survey

The Office of Family Assistance (OFA), part of the Administration for Children & Families (ACF), is gathering information about Employment and Workforce Development (EWD) activities and the training and technical assistance (TTA) strategies desired by Healthy Marriage & Responsible Fatherhood (HMRF) grantees. The purpose of this information is to find out what kinds of EWD activities grantees are conducting and what EWD TTA strategies and information would be most helpful to grantees throughout the contract period.

PAPERWORK REDUCTION ACT OF 1995 (Pub. L. 104-13) STATEMENT OF PUBLIC BURDEN: Through this information collection, ACF is gathering information about the Employment and Workforce Development (EWD) activities and the training and technical assistance (TTA) strategies desired by HMRF grantees in preparation for employment-focused TTA engagement strategies over the contract period. The purpose of this information is to find out what kinds of EWD activities grantees are conducting and what EWD TTA strategies and information would be most helpful to grantees over the contract period. Public reporting burden for this collection of information is estimated to average 18 minutes per respondent, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. This is a voluntary collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information subject to the requirements of the Paperwork Reduction Act of 1995, unless it displays a currently valid OMB control number. The OMB # is 0970-0401 and the expiration date is 6/30/2024. If you have any comments on this collection of information, please contact Meghan Heffron, Family Assistance Program Specialist, Office of Family Assistance, Administration for Children and Families. (202) 401-6619, meghan.heffron@acf.hhs.gov.

Survey Respondent:

One (1) response per organization

Project Director* from each HMRF grantee organization

*(If PD is <50% on grant include Program Manager in response, but do not submit two surveys.)

Survey Duration:

- ~4 minutes for grantees who are not interested in employment topics
- ~18 minutes to complete the full survey

Part 1: Grantee Information

1. Please select your grant type(s):
 - Fatherhood FIRE
 - FRAMEWorks
 - READY4Life
- 1a. What population(s) do you serve? Check all that apply.
 - If they selected FRAMEWorks to Q1, display:*
 - Adult couples
 - Adult individuals
 - If they selected Fatherhood FIRE to Q1, display:*
 - Community individuals
 - Community couples
 - Reentering individuals
 - If they selected READY4Life to Q1, display:*
 - High school-aged youth, 18 years old or younger, in high school settings
 - High school-aged youth outside of high school settings
 - Young adults no longer in high school, aged 18+
2. Is your organization a first-time recipient of a federal HMRF grant?
 - a. Yes
 - b. No
3. What is your role on this grant?
 - a. Project Director (PD)
 - b. Project Manager (PM)
 - c. Both PD and PM (if completing survey together)
4. Your name:
Or check this box if you prefer to remain anonymous

[SCREEN BREAK]

Part 2: Employment Services

1. Do you provide any of these employment services to your participants?

[PROGRAMMER: randomize list]

Employment Service	Provided	NOT Provided
Job readiness, search, and placement		
Partnering with employers (to identify their talent needs, develop/refine education and training that program participants can take to meet these needs, and help participants be hired by these employers; often called "job development")		

Occupational skills training toward a certificate or certification		
Adult Basic Education, high school diploma or equivalency		
Support in obtaining a higher education degree (Associate's, Bachelor's, etc.)		
Job retention, advancement, or mentoring to enter a new career		
Subsidized employment		
Work-based learning (such as apprenticeship or internship)		

Other employment services not mentioned on this list

Yes

No

[SCREEN BREAK: Filter of display categories where person said "yes" in question 1]

Filter: If yes, allow box for participant to describe other employment services

1a. For all of their "yes" responses, respondents will be asked to specify how they provide these services.

How do you offer these services to your participants? Mark all that apply.

<i>[PROGRAMMER: only show items where Q1 = YES]</i>	In-house	Referred to a formal partner with whom you have a Memorandum of Understanding (MOU), agreement, or contract	Referred to another organization (no formal agreement)
Job readiness, search, and placement			
Partnering with employers (to identify their talent needs, develop/refine education and training that program participants can take to meet these			

needs, and help participants be hired by these employers; often called “job development”)			
Occupational skills training toward a certificate or certification			
Adult Basic Education, high school diploma or equivalency			
Support in obtaining a higher education degree (Associate’s, Bachelor’s, etc.)			
Job retention, advancement, or mentoring to enter a new career			
Subsidized employment			
Work-based learning (such as apprenticeship or internship)			
[PROGRAMMER: restore other/specify response]			

[SCREEN BREAK: Filter of display categories where person said "no" in question 1]

1b. For respondents that responded “no” to any services, they will be asked the following question.

Would you be interested in learning how to offer any of these services to participants?

[PROGRAMMER: only show items where Q1 = NO]	Interested	NOT interested
Job readiness, search, and placement		
Partnering with employers (to identify their talent needs, develop/refine education and training that program participants can take to meet these needs, and help participants be hired by these employers; often called “job development”)		
Occupational skills training toward a certificate or certification		

Adult Basic Education, high school diploma or equivalency		
Support in obtaining a higher education degree (Associate's, Bachelor's, etc.)		
Job retention, advancement, or mentoring to enter a new career		
Subsidized employment		
Work-based learning (such as apprenticeship)		

Filter: If NOT interested is selected for all in Q1b AND NOT provided is selected for all Q1, participant will see:

Those are all the questions we have for you today. Thank you for completing our survey.

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1c. How much of a priority is it that your organization receive training and technical assistance resources about the following employment services?

Employment Services	Essential	High priority	Medium priority	Low priority	Not a priority
Job readiness, search, and placement					
Partnering with employers (to identify their talent needs, develop/refine education and training that program participants can take to meet these needs, and help participants be hired by these employers; often called "job development")					
Occupational skills training toward certification or credential					
Adult Basic Education, high school diploma or equivalency					

Support in obtaining a higher education degree (Associate's, Bachelor's, etc.)					
Job retention, advancement, or mentoring to enter a new career					
Subsidized employment					
Work-based learning (such as apprenticeship)					
Other employment services not mentioned on this list					

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2. Do you offer participants financial incentives for employment or training-related milestones?

Yes

No

[SCREEN BREAK]

2a. *If yes*

What are your incentives? *If there is a dollar amount, please specify amount. [Long text response]*

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3. Do you provide program participants with any of these supports—either in-house or via referral? *More than one box in each row may be checked.*

	Yes, we offer this support in-house via HMRF funds	Yes, we refer participants to partners with whom we have a Memorandum of Understanding (MOU), agreement, or contract	Yes, we refer participants to another organization (no formal agreement)	No
Supports				
Transportation				
Child care and/or elder care				
Identification (driver's license or other form of identification)				
Work-related items (clothing, hygiene products, tools, or equipment; access to computers, high-speed internet)				
Domestic violence prevention/protection				

4. Do you provide program participants with any of these supports (for which HMRF funds cannot be used)—either in-house or via referral? *More than one box in each row may be checked.*

Supports	Yes, we refer participants to partners with whom we have a Memorandum of Understanding (MOU), agreement, or contract	Yes, we refer participants to another organization (no formal agreement)	No
Housing (including rent) and utilities (water, electricity, gas)			
Child support (connecting to services, reducing arrearages)			
Food			
Health care, including treatment or services for mental health and/or substance use			
Other, such as legal advice/counseling, financial coaching			

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3b. Respondents will be provided with the list of “no” responses

Would you be interested in learning how to offer any of these services to participants, either in-house (if able to be funded by HMRF) or via referral?

[PROGRAMMER: only show items where Q3 = NO]	Yes	No
Housing* (including rent) and utilities (water, electricity, gas)		
Transportation		
Child care and/or elder care		
Child support (connecting to services, reducing arrearages)		
Food*		

Identification (driver's license or other form of identification)		
Health care, including treatment or services for mental health and/or substance use*		
Work-related items (clothing, hygiene products, tools, or equipment; access to computers, high-speed internet)		
Domestic violence prevention/protection		
Other, such as legal advice/counseling, financial coaching*		
[PROGRAMMER: restore other/specify response]		

*These items are not fundable by HMRF dollars.

[SCREEN BREAK]

3c. How much of a priority is it that your organization receive training and technical assistance resources about the following services?

	Essential	High priority	Medium priority	Low priority	Not a priority
Housing (including rent) and utilities (water, electricity, gas)					
Transportation					
Child care and/or elder care					
Child support (connecting to services, reducing arrearages)					
Food					
Identification (driver's license or other form of identification)					
Health care, including treatment or services for mental health and/or substance use					

Work-related items (clothing, hygiene products, tools, or equipment; access to computers, high-speed internet)					
Domestic violence prevention/protection					
Other, such as legal advice/counseling, financial coaching					
[PROGRAMMER: restore other/specify response]					

[SCREEN BREAK]

5. Do you **tailor** your employment services to any of the following populations?

	Yes	No
Individuals who are undocumented		
Individuals who are incarcerated (work release)		
Individuals who are formerly incarcerated		
Individuals with a disability		
Young adults with child welfare/foster care experience		

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6. Do you have formal or informal partnerships with any of the following organizations to help meet your employment and workforce development goals?

	Yes	No
Agencies that receive or distribute Workforce Innovation and Opportunity Act (WIOA) funds		
Community colleges		
Four-year colleges and universities		
Public school systems (kindergarten through 12 th grade)		
Employer(s)		
Community-based/Grassroots/Nonprofit		

organizations		
Other _____		

Filter: If other is selected as yes, allow box for participant to describe other formal or informal partnerships

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5a. Respondents will be provided with the list of “no” responses.

Would you be interested in learning how to establish a formal or informal partnership with any of these organizations?

[PROGRAMMER: only show items where Q5 = NO]	Yes	No
Agencies that receive or distribute Workforce Innovation and Opportunity Act (WIOA) funds		
Community colleges		
Four-year colleges and universities		
Public school systems (kindergarten through 12 th grade)		
Employer(s)		
Community-based/Grassroots/Nonprofit organizations		
[PROGRAMMER: restore other/specify response]		

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7. To what extent does your staff need training or technical assistance in these areas?

Topic	High need	Moderately high need	Moderate need	Moderately low need	Low need
Federal infrastructure bill and employment opportunities					
Understanding the benefits cliff (when individuals lose public benefits—such as child care subsidies—when their wages					

exceed a certain amount)					
Better identifying your participants' current employment and workforce development needs					
Enhancing your current employment and workforce development services					
Identifying and addressing participant barriers to accessing your employment and workforce development services					
Building formal partnerships with WIOA-funded agencies, community colleges, employers, etc.					
Developing and improving your employment and workforce development outreach and messaging					
Apprenticeship opportunities now and in the future					
Engagement of participants' significant others (i.e., partner, wife, husband, boyfriend, girlfriend) within employment programming to promote shared goal alignment					
Integrating HMRF services into existing employment programming					
Other work-based learning opportunities now and in the future					

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Part 3: Potential Employment and Workforce Development-Related Events

8. Are you interested in participating in peer sharing events and activities to learn more about what other HMRF grantees are doing in the employment and workforce development field?

- Yes
- No

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7a. *If yes.* Please rank potential topics in order of most interest to least interest.

- Partnerships with employers (e.g., public-private-nonprofit partnerships, partnerships in which employers provide work-based learning opportunities like apprenticeships and internships, partnerships in which employers guarantee interviews and/or jobs to graduates of specific training programs)
- Working with federal employment programs
- Strengthening in-house employment services

- Understanding labor trends
- Technology innovation in employment services
- Other: (Please list a specific interest.)