



UTAH'S PLAN FOR A STRONGER FUTURE:

FIVE- AND TEN-YEAR PLAN TO ADDRESS

INTERGENERATIONAL POVERTY

*Submitted by the Members of the Intergenerational
Welfare Reform Commission*





State of Utah

GARY R. HERBERT
Governor

SPENCER J. COX
Lieutenant Governor

**Department of
Workforce Services**

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Executive Director

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March 31, 2015

Dear Governor Herbert and Members of the Utah Legislature:

We are pleased to provide Utah's Plan for a Stronger Future, the five- and ten-year plan to address intergenerational poverty. This plan is a requirement of the Intergenerational Poverty Mitigation Act, unanimously adopted by the Legislature based on the strong belief that not only does intergenerational poverty jeopardize the futures of the children experiencing it, but also jeopardizes our state's economic growth and sustainability.

The Intergenerational Welfare Reform Commission has been meeting since 2013 to develop these plans to achieve its goal to "measurably reduce the incidence of children in Utah who remain in the cycle of poverty and welfare dependency as they become adults." (UT CODE 35A-9-303). Given this clear goal, the Commission focuses on four primary areas of child well-being: early childhood development, education, family economic stability and family health.

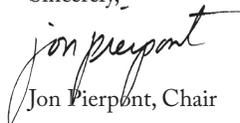
Fortunately, Utah is well positioned to address this issue. Not only is our state's economy diverse and thriving, we have incredibly robust faith-based, non-profit and business communities that recognize the need to address this issue.

Throughout our work, the Commission has focused on the data and research provided in the annual reports on intergenerational poverty produced by the Department of Workforce Services, in collaboration with all Commission member agencies. The data reveals that poverty is a symptom of a complex web of challenges and barriers including childhood abuse and neglect, poor academic outcomes and economic instability. Given the barriers and challenges children in intergenerational poverty are experiencing, as well as children who are at risk of remaining in poverty as they become adults, solutions must be as broad as the challenges these children are confronting in their young lives. This five- and ten-year plan provides the first roadmap for improving the outcomes for Utah's most vulnerable children. It represents a shared vision that focuses on utilizing our state's strengths to build solutions across systems. This plan is not a roadmap for government, rather a roadmap for everyone responsible for the healthy development of our children, including parents, teachers, policymakers and businesses. Moreover, the plan closely aligns with the goal of ensuring that 66 percent of all working-age Utahns will hold a post-secondary degree or certificate by 2020.

The enclosed plan incorporates goals and benchmarks categorized within the four areas of child well-being, recognizing that this structure will keep the work of the Commission and State focused and measurable. This will allow Utah to assess progress and make adjustments to ensure the goals are achieved. It should be noted that this plan was developed in consultation with the Intergenerational Poverty Advisory Committee and through evaluation of plans developed in other states also working toward reducing poverty, although Utah is unique in its focus on intergenerational poverty.

Given the complexity of intergenerational poverty, success of this plan depends on the involvement of all communities and systems throughout our state, as we are stronger and more prosperous when everyone contributes. We look forward to working with you, local leaders, faith-based communities, non-profits, business and academic institutions to address this issue.

Sincerely,


Jon Pierpont, Chair

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801-526-9211 • jobs.utah.gov • Equal Opportunity Employer/Programs

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Department of Workforce Services



Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities by calling 801-526-9240. Individuals with speech or hearing impairments may call the Relay Utah by dialing 711. Spanish Relay Utah: 1-888-346-3162.



EXECUTIVE SUMMARY

Utah's *Third Annual Report on Intergenerational Poverty, Welfare Dependency and the Use of Public Assistance* revealed that 33 percent of its child population is at risk of remaining in poverty into adulthood.¹ This alarming statistic demonstrates the urgency not to simply study intergenerational poverty but actually act to address it. As these young children grow, failure to provide the interventions necessary to improve their lives threatens their future, Utah's economy and its communities.

The Intergenerational Poverty Mitigation Act ("Act") requires the effort to end the cycle of poverty through the use of data and research, as well as the establishment of evidence-based policies, programs and procedures across systems. These systems include government at the state and local level, faith-based communities, businesses, non-profits and academic researchers.

The Act also establishes the Intergenerational Welfare Reform Commission, as well as outlines the purpose of the Commission (see Appendix II). The Commission guides the effort to end the cycle of poverty and welfare dependency among Utah children. Members of the Commission include the following leaders of state agencies responsible for serving the needs of Utah children:

- Executive Director of the Department of Workforce Services
- Executive Director of the Department of Human Services
- Executive Director of the Department of Health
- Superintendent of Public Instruction for the Utah State Office of Education
- Juvenile Court Administrator for the Utah Juvenile Courts

Since 2013, the Commission has been meeting to fulfill its responsibilities and the activities have been reported annually to the Governor and the Utah Legislature in its annual reports.² The primary goal of the Commission is to reduce the incidence of Utah children living in poverty and welfare dependency as they become adults. The following provides the Commission's five- and ten-year plan to achieve this goal. It is only the first step in addressing this issue and represents the Commission's first plan since it began its work.

Although the Utah intergenerational poverty database is well established and tracking a comprehensive set of indicators, the Commission's research is not done. Additional research is required to fully understand best practices being employed in other states to tackle similar issues. The Commission also recognizes that efforts must continue to engage a broader network of stakeholders engaged in this issue, including input from families living in intergenerational poverty. Throughout the upcoming six months, prior to the release of the 2015 Intergenerational Welfare Reform Commission Report, community meetings will be held and additional research will be gathered to develop the evidence-based strategies needed to be employed. Through comprehensive engagement will evolve comprehensive strategies to meet the goals of the Act.

INTRODUCTION

This comprehensive plan provides a roadmap for addressing this issue. The roadmap provides the structure necessary to maintain focus and develop the goals necessary to allow all partners to develop evidence-based strategies and begin implementation to end the cycle of poverty for Utah children. Moreover, the plan not only establishes goals to address intergenerational poverty, it also aligns with the goal of ensuring that 66 percent of Utah's working-age population will hold a post-secondary degree or certificate by 2020.

In order to develop its plan, the Commission needed to understand intergenerational poverty. It did this through analyzing data, evaluating research and collaborating with the Intergenerational Advisory Committee ("Advisory Committee") and the Intergenerational Poverty Research Subcommittee. It conducted public meetings and sought input from experts in Utah working on this issue including researchers from Utah's academic institutions, social service providers and local communities impacted by intergenerational poverty. Additionally, staff from each agency has been working together to evaluate the research and guide the Commission and the Advisory Committee in the establishment of these goals.

There is little argument that Utah continues to rank incredibly high compared to other states in its economic health. However, failure to address intergenerational poverty threatens Utah's economic future and jeopardizes the state's attractiveness to businesses moving to Utah for its high quality of life and well-trained workforce. As a result, the state must address the following key challenges intergenerational poverty presents:

- CHALLENGE 1:** Young children experiencing poverty are not developmentally, socially or cognitively ready to start kindergarten which often leads to poor educational outcomes, jeopardizing their ability to obtain and maintain employment sufficient to provide for themselves and their families as they become adults.
- CHALLENGE 2:** Families experiencing intergenerational poverty face economic challenges in large part due to the low educational attainment of the adults and limited availability of low-skilled employment opportunities.
- CHALLENGE 3:** Children are not only caught in a cycle of poverty, but in many cases, caught in a cycle of abuse and neglect and poor health outcomes that continues from one generation to the next.
- CHALLENGE 4:** Failure to intervene in the lives of children at risk of remaining in poverty risks imposing high societal costs on Utah which may include incarceration, unemployment and drug and alcohol abuse.
- CHALLENGE 5:** Many children experiencing intergenerational poverty receive assistance through government programs across multiple agencies. Often, there is lack of coordination and alignment across agencies to effectively serve children experiencing intergenerational poverty.
- CHALLENGE 6:** Reducing the incidence of Utah children remaining in poverty and welfare dependency as they become adults requires a long-term commitment from the state and its communities. Whether programs, policies and procedures are effective in reducing poverty will require focus for at least ten years, and the building and maintaining of a monitoring system to track efforts so that interventions can be evaluated for effectiveness.

DEVELOPMENT OF THE GOALS INCLUDED IN THE PLAN

The Intergenerational Poverty Mitigation Act “encourages participation and input from the Intergenerational Poverty Advisory Committee . . . and other community resources . . . in exploring strategies and solutions to help children . . . escape the cycle of poverty and welfare dependency” (UT CODE 35A-9-303). This requirement, to collaborate with a variety of partners, brought together academic researchers, non-profit organizations, government experts and members of the Advisory Committee to develop the goals that form the foundation for this plan.

Step 1: Commission Recommendations

As noted earlier, the primary objective of the Commission is established in the Act and requires the Commission to measurably reduce the incidence of Utah children living in the cycle of poverty and welfare dependency as they become adults. Prior to the development of the goals included in this plan, the Commission adopted broad recommendations to achieve this primary goal. These recommendations, categorized by the areas of child well-being for which they apply, are as follows:

Recommendations for Early Childhood Development

- Support all parents to ensure the healthy and safe development of young children.
- Ensure young children are on the path to healthy development.
- Prioritize placement of young children in high quality, safe and developmentally appropriate settings.
- Prepare young children to enter kindergarten.

Recommendations for Education

- Connect children to kindergarten programs, including full-day and optional extended day, where needed.

- Develop systems of support to meet the educational needs of children experiencing persistent poverty.
- Engage families in promoting a culture of education and high academic expectations.

Recommendations for Family Economic Stability

- Connect families experiencing intergenerational poverty with community resources designed to assist them with employment, job training and education.
- Ensure working families are properly filing out tax returns to receive tax credits for which they are eligible.

Recommendations for Health

- Ensure the nutritional needs of children are met in the home and in school to support their healthy development and academic success.
- Ensure parents and children have access to, and receive, mental health care.
- Increase awareness among families of the importance of good oral health care, especially those with children five years old and younger.

In addition to the recommendations within the four areas of child well-being, the Commission developed recommendations to align with the other purposes in the Act for which the Commission was established. Those purposes and corresponding recommendations include the following:

(1) Collaborate in sharing and analyzing data and information regarding intergenerational poverty.

- Increase efforts among state agencies to coordinate case management of families in the cycle of poverty and welfare dependency.

(2) Improve cooperation between state agencies down to the case worker level to effectively assist children in poverty.

- Agencies shall continue to collaborate in the sharing and analyzing of data to fill gaps in the data relevant to the establishment and monitoring of the Commission goals.

(3) Encourage participation and input across a variety of communities including the academic, faith-based, non-profit and local governments.

- Develop a strategic communications plan to educate Utahns about poverty.

Step 2: Develop Goals Aligning with Recommendations

Rather than address the complex and multifaceted issue of poverty by starting with solutions, this plan begins with the goals the Commission intends to achieve in both five and ten years. By starting with the goals, the Commission opens the door to innovation in addressing the problem and avoids alienation of one viewpoint or the other.

This roadmap to ending the cycle of poverty and welfare dependency for Utah children is designed to ensure that progress on the Commission's recommendations can be measured through the establishment of specific goals. Each area of child well-being is addressed and provides an overview of the impact of intergenerational poverty and establishes the relevant goals. In some instances, supporting data from *Utah's Third Annual Report on Intergenerational Poverty, Welfare Dependency and the Use of Public Assistance* is included. The benchmarks and indicators are provided in *Benchmarks Measuring Progress*.

Of course, Utah's ability to meet the overall goal established in the Act is dependent on improvements across the four areas of child well-being. Given the complexity of intergenerational poverty, Utah will not be successful if it focuses on one area. For example, although achieving financial stability is necessary for moving families from dependency, it will not address mental health ramifications of abuse experienced by a child. As a result, while maintaining focus on the Act's primary goal, this plan recognizes that goals must be achieved across every area of a child's life in these five and ten years to be successful.

This plan begins with the primary goal established by the Act:

Measurably reduce the incidence of children in Utah who remain in the cycle of poverty and welfare dependency as they become adults.

This goal can only be achieved by focusing on the children and establishing additional goals in the areas of their lives that require serious attention, ensuring they have the support necessary to escape the cycle of poverty into which they have found themselves living.

Early Childhood Development

Researchers studying brain development continue to learn about the importance of early childhood development. In the past, many believed that child development began when children entered school.

Now, researchers are finding that child development begins in infancy and the most critical years of brain development occur in the first three years of a child's life.³

Unfortunately, children growing up in stressful home environments are more likely to experience cognitive, developmental and social impairments. As early as eighteen months of age, children in low-income homes are being exposed to significantly fewer vocabulary words, setting them on an academic path many steps behind their more affluent peers upon entry to elementary school.⁴ This gap tends to follow children experiencing economic hardship throughout their academic careers, often leading to frustration and higher dropout rates.

These findings have led to much greater interest in early childhood development, including in Utah where the Legislature recently began investing in high quality preschool after learning that such investments in early childhood lead to improvements in academic outcomes.⁵ The Commission recognizes the importance of early childhood development. As a result, the Commission's recommendations and corresponding goals in the area of early childhood development are focused on ensuring

children are surrounded by the necessary adults and supports to provide the best opportunity of overcoming the challenges they find themselves confronting in their young lives.

Primary Goals for Early Childhood Development

10-YEAR GOAL: Children at risk of remaining in poverty as they become adults are emotionally, cognitively and developmentally prepared for kindergarten.

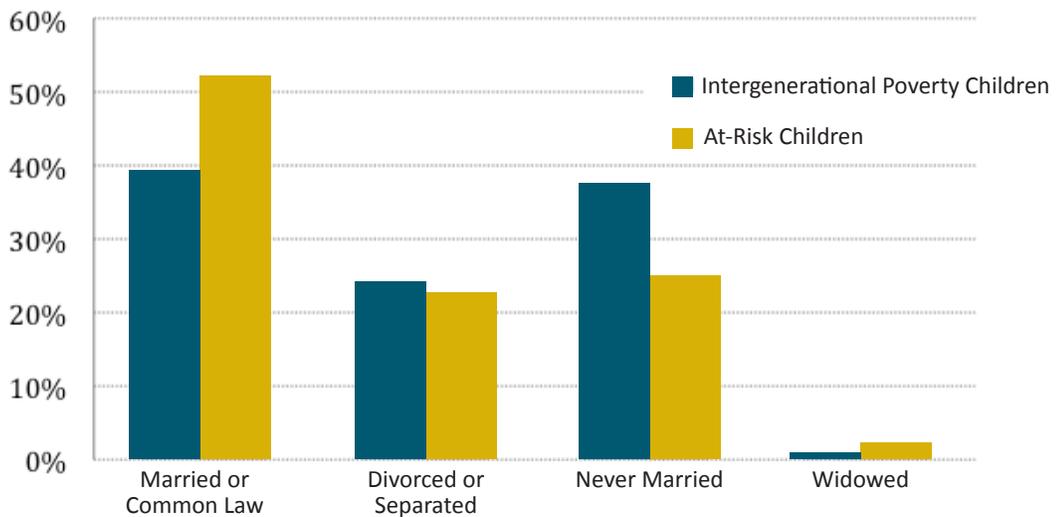
5-YEAR GOAL: Align all systems involved in early childhood development to ensure Utah has the capacity to prepare children at risk of remaining in poverty for kindergarten.



Additional 5-Year Goals:

- Where appropriate, involve all positive parental relations in the lives of children to ensure children have the support needed to achieve the best outcomes. Although there may be situations in which the involvement of a parent would jeopardize the safety of the child, where that is not the case, parents should be encouraged to create a positive relationship with their child and foster efforts to generate cooperation among both parents to achieve the best outcomes for the child.

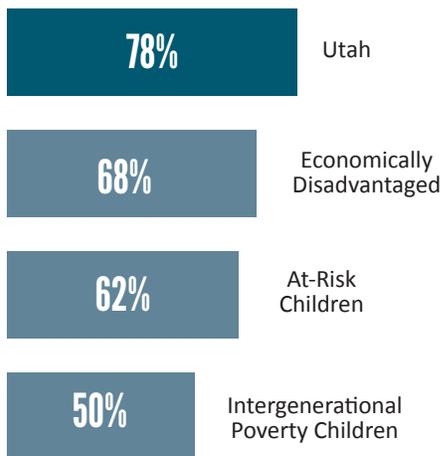
Children in Households by Marital Status of Adults



Education

Obtaining a quality education increases employment opportunities, lifetime earnings and supports economic stability for parents and their children. For children living in poverty, access to quality education is a critical component of emerging from the cycle of poverty. Unfortunately, the incredibly low graduation rate among these children will make emerging from the cycle of poverty extremely difficult, especially considering the importance of obtaining an education beyond high school to maintain family economic stability.

High School Graduation Rates SY2012



Source: Utah Data Alliance, USOE 2012 Cohort Graduation and Dropout Rate Report.

Although a quality education is important, continuing improvements to curriculum and increased teacher training cannot meet all of the educational needs of children in poverty. These improvements do little if a child arrives at school hungry, stressed or unable to make it to school at all due to lack of transportation. As a result, children need the support of the adults in their lives including parents, teachers, coaches, counselors and religious leaders.

The following goals reflect the importance of the multiple supports needed in a child's life to ensure they have successful academic careers.

Primary Goals for Education

10-YEAR GOAL: Children at risk of remaining in poverty as they become adults graduate from high school at the rate equal to the statewide rate.

5-YEAR GOAL: Align systems assisting with educational outcomes to ensure efforts are focused in schools disproportionately impacted by intergenerational poverty. These systems include all levels of government, local schools, communities, business and non-profits.

Additional 5-Year Goals:

- Ensure communities disproportionately impacted by intergenerational poverty provide access to high-quality afterschool programs on a sliding fee scale.
- Ensure children's education is supported by adults in their lives including teachers, parents, caseworkers, judges, coaches and agencies serving their needs.

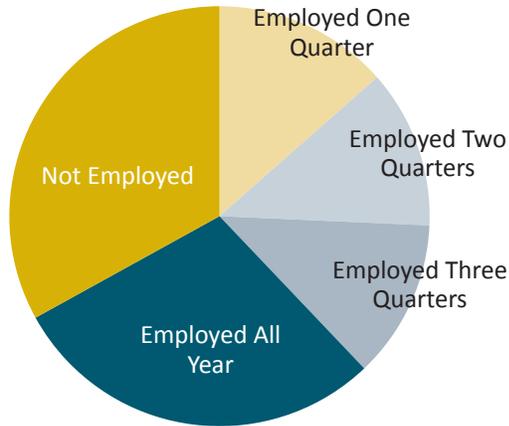
Family Economic Stability

It is indisputable that children are not poor; rather, it is the families and households in which they live that are poor. Despite this fact, the effect of economic stability in a child's home has profound impact on their development and often leads to poor outcomes for that child.

Families experiencing intergenerational poverty lack economic stability. Although there are periods in which these parents are employed and need little public assistance, these parents only have tenuous and sporadic attachment to the labor force. Moreover, low educational attainment and limited job skills often lead to wages insufficient to meet the economic needs of a family. The goals around family economic stability emphasize the need to ensure the basic needs of children are met.

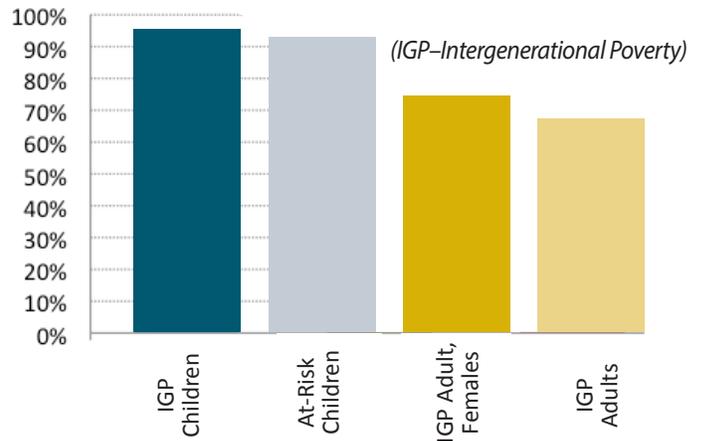
67% of IGP Adults Worked in 2013

(IGP–Intergenerational Poverty)



Public Health Insurance Largely Covers Vulnerable Children

Medicaid Recipients, CY2013



Primary Goals for Family Economic Stability

10-YEAR GOAL: Children at risk of remaining in poverty are living in families that are self-sufficient.

5-YEAR GOAL: Children at risk of remaining in poverty are living in stable families, able to meet their basic needs (i.e. food, housing, health, safety and transportation)

Health

Access to medical care for both physical and mental health treatment for all family members increases the odds that parents can maintain employment, children can consistently attend school and parents have the capacity to care for their children. Fortunately, children at risk of remaining in poverty as they become adults have access to medical care through either Medicaid or the Children’s Health Insurance Program (CHIP). Although access is not a problem, children are not always receiving the medical care they need, especially mental health care and dental care. In fact, only 16 percent of children experiencing intergenerational poverty received mental health services in 2013. Similarly,

only 45 percent of those children received dental care compared to 79 percent of all children in Utah.

Failure to address disparities in these areas of health are additional factors jeopardizing these children’s healthy development, academic performance and adulthood.

Primary Goals for Health

10-YEAR GOAL: Children experiencing intergenerational poverty are receiving physical, mental and dental care at the same rates as the statewide rates in each of those areas, regardless of where their family resides in Utah.

5-YEAR GOAL: Children experiencing intergenerational poverty have access to quality physical health, mental health and dental care, regardless of where their family resides in Utah.

Additional 5-Year Goals:

- Ensure schools serving a high percentage of children at risk of remaining in poverty develop a program to meet the mental health needs of students. For example, implementing the Department of Human Services’ Mental Health Early Intervention and Prevention in Schools Program.

Goals in Practice

THIS A PERSONAL STORY (right) about a participant in the Department of Workforce Services' "Next Generation Kids" (NGK) pilot program. The program's goal is to ensure that the basic needs of children experiencing intergenerational poverty are being met through a case management model that addresses the four areas of child well-being. It does this through engagement of all of the adults in the lives of the children and ensuring their parents are on a path to stable employment paying a wage sufficient to provide for the family.



Jane entered the "Next Generation Kids" program with the sole objective of becoming a stabilizing influence in her young son's life. Previously, she had participated in the Family Employment program unsuccessfully. The NGK pilot provided her the chance to address a number of issues impacting the stability of her son's life.

When Jane entered the pilot, she was struggling with stable housing, debt and legal issues. Jane's coach helped her establish goals that would help address these issues. The coach coordinated communication with Ogden Housing Authority to ensure Jane and her son had a safe place to live. Before Jane could access housing, she needed to pay off debts. Jane's coach helped her navigate the proper resources to process her tax return and then utilize that return to pay off her debts so Jane could obtain housing. Jane's coach also helped her navigate the legal system to ensure that an old criminal record could be expunged to ensure Jane could access employment without the burden of a criminal record.

Jane's story is not unique among participants in the NGK pilot. Many of the participants confront significant barriers and challenges that must be navigated to ensure these parents can meet their basic needs of their children. Often these barriers cross a variety of systems from state government, local government and legal systems. The coaches in the pilot are working with these families to ensure their kids emerge from the cycle of poverty and welfare dependency.

Goals Related to Commission Purpose

In addition to the goals designed to ensure child well-being among the children at risk of remaining in poverty as adults, the Commission established goals to achieve its other purposes. These purposes include coordination across agencies to serve the needs of children and continuing development of data and research on the issue of intergenerational poverty.

Primary Goals Related to Commission Purpose

10-YEAR GOAL: Eliminate duplication of services across state agencies and ensure case managers serving the same families collaborate on the best services necessary to serve the needs of the children.

5-YEAR GOAL: Agencies serving same families coordinate case management of these families ensuring alignment of case management plans and reducing burden on families.

Additional 5-Year Goals:

- Social service providers, state agencies, local governments and faith-based organizations will learn what each is doing to end poverty and develop best practices from all entities fighting to end poverty to ensure coordination and alignment across systems and levels of government.
- Determine the data needed to develop measurable indicators to monitor the progress on the established goals.
- Educate Utah's public of the impact intergenerational poverty has not only on the children experiencing it but on Utah's economy and quality of life.

Step 3: Benchmarks Measuring Progress

Although a critical step, establishment of the goals are insufficient to maintain focus on the issue of intergenerational poverty. Rather, the goals must be

combined with measurable benchmarks to ensure progress is being made toward the ultimate goal of measurably reducing intergenerational poverty and welfare dependency among Utah children.

As a result, each goal included in this five- and ten-year plan, includes corresponding benchmarks needed to be tracked to monitor progress. At this point, a monitoring system has not been developed. The following lists the indicators to each corresponding goal.

Benchmarks for the Overall Goal:

- Currently, 24 percent of children between the ages of twelve and seventeen are at risk of remaining in poverty as they become adults. In ten years, (i) 50 percent of these adults will have year round employment; and (ii) high school graduation rate among these adults will be equal to the statewide rate of the Utah population of the same age.⁶
- Currently, 33 percent of Utah children are at risk of remaining in poverty as they become adults. In 10 years, this rate should be reduced to be no greater than the statewide child poverty rate.

Benchmarks for Early Childhood Development:

- Rate of abuse and neglect among children at risk of remaining in poverty as they become adults does not exceed Utah's statewide rate.
- 55 percent of children between the ages of 0–5 years old are being read to daily by their parents, as recommended by the American Academy of Pediatrics.
- 100 percent of children between the ages of 0–3 years old who are experiencing developmental delays receive an assessment from the Department of Health's Baby Watch Early Intervention program ("Baby Watch").
- 100 percent of children between the ages of 0–3 years old assessed by Baby Watch with a developmental delay enroll in the program.
- 100 percent of children between the ages of 0–3 years old with a developmental delay complete the Baby Watch Program.

- At time of birth, 100 percent of children enrolled in Medicaid or the Children’s Health Insurance Program have a primary care provider.
- 100 percent of children covered by Medicaid or the Children’s Health Insurance Program receive health care, as recommended by the American Academy of Pediatrics.
- 100 percent of child care providers serving over ten percent of children receiving child care subsidy are working toward enhancing child care programs.

Benchmarks for Education

- Increase enrollment in full-day kindergarten or optional extended-day kindergarten among children experiencing intergenerational poverty to 95 percent.
- 100 percent of schools with high concentrations of children at risk of remaining in poverty as they become adults offer at least one classroom of full-day kindergarten or optional extended-day kindergarten.
- Ensure all children at risk of remaining in poverty as they become adults are achieving language arts proficiency scores that are equal or better than the statewide proficiency rates.
- Ensure all children at risk of remaining in poverty as they become adults are achieving math proficiency scores that are equal or better than the statewide proficiency rates.
- 75 percent of teachers are “highly qualified” in schools with high rates of students experiencing intergenerational poverty.
- 100 percent of schools with high rates of student mobility develop plans to address the needs of students who enter and leave schools frequently.
- Reduce all chronic absence rates in kindergarten through third grade among children at risk of remaining in poverty as they become adults to the statewide chronic absence rates.

Benchmarks for Family Economic Stability

- 50 percent of the adults experiencing intergenerational poverty obtain and maintain year-round employment

in occupations providing a wage sufficient to meet the economic needs of their families.

- 50 percent of adults experiencing intergenerational poverty are on the pathway to enhancing job skills that will lead to employment in occupations providing a wage sufficient to meet the economic needs of their families.
- 100 percent of families with earned income and children at risk of remaining in poverty as they become adults are filing annual income tax returns and applying for available credits through a reputable tax preparation service.
- Determine the percent of uninsured adults experiencing intergenerational poverty with children.⁷
- Parents receiving public assistance for at least 12 months as an adult receive mental health services equal to the statewide rate, where those services are required.
- Parents receiving public assistance for at least 12 months as an adult visit a health care provider equal to the statewide rate.

Benchmarks for Health

- 100 percent of schools serving high percentages of children at risk of remaining in poverty as they become adults establish policies ensuring children participating in the Free Lunch Program receive breakfast and lunch daily.
- Ensure that children at risk of remaining in poverty as they become adults and requiring mental health services receive mental health services at the same rate as the statewide rate, as reported in the National Survey of Children’s Health.
- 100 percent of children at risk of remaining in poverty have access to health care.
- Raise the rate of children who see a dentist in a year to equal the statewide rate, as reported in the National Survey of Children’s Health.

Step 4: Looking Ahead

In establishing this plan, the Commission provides a roadmap for rescuing children from the cycle of poverty and welfare dependency. The complex and comprehensive nature of this plan requires the involvement of those interested in addressing this issue to ensure this roadmap is properly implemented and monitored over the next ten years. It is a daunting task but one Utah is uniquely situated to address. In the next twelve months, the Commission will take the following actions to ensure implementation of this plan begins effectively:

1. Communicate the plan to the following audiences so each can begin engaging its constituencies:
 - Members of the Utah Legislature and Utah Congressional Delegation
 - Local Government Officials
 - Advocacy Organizations
 - Social Service Providers
 - Business Leader
 - Faith-based Organizations
 - Academic Institutions
2. Solicit involvement from the entities listed above to build the strategies necessary to reach the established benchmarks contained in this report.
3. Commission agency leadership and staff will develop internal plans to work toward addressing the goals in this plan.
4. Develop a short-term agenda for 2016 that will include a list of legislative actions needed to advance the goals contained in the report.
5. Broaden involvement of constituencies that have not yet been engaged in addressing this issue, including families experiencing intergenerational poverty and communities disproportionately impacted by intergenerational poverty.
6. Begin discussing the establishment of a system to monitor the progress on the goals so annual progress can be provided in the annual research and data report.



CONCLUSION

The decision by the Utah Legislature to address intergenerational poverty among Utah children recognizes the high societal and economic costs of allowing children to remain in the cycle of poverty and welfare dependency. As the agencies primarily responsible for ensuring that families are able to meet the basic needs of their children, the Commission developed this plan to begin working on this daunting task.

By establishing the framework for addressing this complex issue, Utah can begin the necessary work of ensuring that the barriers and challenges confronting children experiencing intergenerational poverty are removed so they can realize their dreams and the state can build a better future for its residents.

APPENDIX I

Intergenerational Welfare Reform Commission Members

Name	Title
Jon Pierpont, Chair	Executive Director, Department of Workforce Services
David Patton	Executive Director, Department of Health
Ann Silverberg-Williamson	Executive Director, Department of Human Services
Brad Smith	State Superintendent of Public Instruction, Utah State Office of Education
Dawn Marie Rubio	Juvenile Court Administrator
David Burton	Intergenerational Poverty Advisory Committee Chair

Intergenerational Poverty Advisory Committee Members

Representative	Name	Organization
Committee Chair	Bishop H. David Burton	
Advocacy Group that Focuses on Childhood Poverty	VACANT	
Advocacy Group that Focuses on Education	Bill Crim	United Way of Salt Lake
Academic Expert in Childhood Poverty or Education	D. Ray Reutzell, Ph. D.	Utah State University Emma Eccles Jones Early Childhood Education Research Center
Faith-based Organization that Addresses Childhood Poverty or Education	Rabbi Ilana Schwartzman	Congregation Kol Ami
Local Government Representative that Addresses Childhood Poverty or Education	Joe Piccolo	Mayor of Price, Utah
Child Mental Health	Dr. Doug Goldsmith	The Children's Center
Child Health	Dr. Renee E. Olesen	Intermountain Kearns Clinic
Additional Member Option	William Duncan	Sutherland Institute Center for Family and Society
Additional Member Option	The Honorable Paul Lyman	Presiding Juvenile Court Judge, Sixth Judicial District
Additional Member	Liz Zentner	Utah PTA

APPENDIX II

Purpose of the Intergenerational Welfare Reform Commission

The Commission was created by the Intergenerational Poverty Mitigation Act (“Act”), Utah Code §§35A-9-101-306. The primary purpose of the Act is to reduce the incidence of Utah children living in poverty and welfare dependency as they become adults.

The purpose and duties of the Commission are described in Utah Code §35A-9-303 and paraphrased below to include the following:

1. Collaborate in sharing and analyzing data and information regarding the cycle of poverty and welfare dependency.
2. Examine and analyze shared data and information regarding intergenerational poverty to identify and develop effective and efficient plans, programs and recommendations to help at-risk children in the state escape the cycle of poverty and welfare dependency.
3. Implement data-driven policies and programs addressing poverty, public assistance, education and other areas to reduce the number of children who remain in the cycle of poverty and welfare dependency as they become adults.
4. Establish and facilitate improved cooperation between state agencies down to the case work level in rescuing children from intergenerational poverty and welfare dependency.
5. Encourage participation and input from the Intergenerational Poverty Advisory Committee and other community resources to help children escape the cycle of poverty and welfare dependency.
6. Report annually on its progress.

FOOTNOTES

¹ Utah's Third Annual Report on Intergenerational Poverty, Welfare Dependency and the Use of Public Assistance, September 2014, <http://jobs.utah.gov/edo/intergenerational/igp14.pdf>.

² Utah's Intergenerational Welfare Reform Commission Annual Report, September 2014, <http://jobs.utah.gov/edo/intergenerational/igp14.pdf>.

³ The Urban Child Institute, "Baby's Brain Begins Now: Conception to Age 3," <http://www.urbanchildinstitute.org/why-0-3/baby-and-brain>, last visited February 22, 2015; Motoko Rich, "Pediatrics Group to Recommend Reading Aloud to Children from Birth," New York Times, June 24, 2014, http://www.nytimes.com/2014/06/24/us/pediatrics-group-to-recommend-reading-aloud-to-children-from-birth.html?_r=0.

⁴ Betty Hart & Todd R. Risley, "The Early Catastrophe: The 30 Million Word Gap by Age 3," American Educator, Spring 2003, <https://www.aft.org/pdfs/americaneducator/spring2003/TheEarlyCatastrophe.pdf>.

⁵ See School Readiness Initiative, UT CODE §53A-1b.

⁶ In 2013, the graduation rate among all Utah students was 78 percent.

⁷ Utah's Third Annual Report on Intergenerational Poverty revealed that 44 percent of adults experiencing intergenerational poverty are not enrolled in Medicaid. However, the data evaluated does not capture data to determine whether these adults are receiving private health insurance.

UTAH'S PLAN FOR A STRONGER FUTURE:

FIVE- AND TEN-YEAR PLAN TO ADDRESS

INTERGENERATIONAL POVERTY

*Submitted by the Members of the Intergenerational
Welfare Reform Commission*



Department of Workforce Services

