

A photograph of a modern office desk. In the foreground, a wooden desk holds a laptop, a mouse, and some papers. In the background, there are several potted plants and a window looking out onto greenery. A semi-transparent blue overlay covers the middle part of the image, containing the title and subtitle.

FCC Program Integration Guide

**A Guide for Community-Based
Agencies Integrating Family-Centered
Coaching into Federally Funded
Programs**

The Prosperity Agenda

**THE
PROSPERITY
AGENDA**

Introduction

Community-based agencies that have completed the Family-Centered Coaching (FCC) Learning Journey have an opportunity to integrate FCC principles into federally funded programs such as Temporary Assistance for Needy Families (TANF), Head Start, Housing, and Workforce Development services. This guide provides practical strategies for embedding FCC into these programs to enhance service delivery and improve outcomes for families.



Understanding Family-Centered Coaching

Family-Centered Coaching is a holistic approach that respects families as the experts in their own lives. It focuses on building trusting relationships, addressing systemic barriers, and fostering family-led goal setting and decision-making. The core principles of FCC include:

- Strength-based and trauma-informed practices
- Whole-family engagement
- Equity and inclusion
- Collaboration across sectors

Strategies for Integration

TANF Programs

- **Embed FCC Principles in Case Management:** Train caseworkers to use the Family-Centered Coaching approach in assessments and goal-setting conversations.



- **Shift from Compliance to Engagement:** Use coaching techniques to encourage family participation in employment and education programs. See [Tool: Coaching on Employment, Education, and Career Areas of Life](#)
- **Enhance Cross-Agency Coordination:** Partner with childcare, transportation, and mental health services to create a supportive ecosystem for TANF participants. See [Assessment: What Are Your Organization's Need for Family-Centered Partnerships?](#)

- **Processes & Tools:** Use family goal-setting tools and multi-generational assessments to ensure a full-family focus. See [Tool: Wheel of Life](#) and Tool: [Plan-Do-Review](#).

- **Logistics & Policies:** Adapt case management structures to ensure flexibility, allowing families to set their own pace and determine their support level.



Head Start Programs

- **Empower Parents as Leaders:**

Implement parent coaching sessions that support family-led decision-making and self-empowerment.

- **Strengthen Family Partnerships:**

Train Head Start staff in FCC practices to build stronger relationships with families and align services to their needs.

- **Integrate Economic Mobility**

Supports: Connect families with workforce and financial literacy resources to support long-term stability. See [Tool: Coaching on Financial Areas of Life](#).

- **Processes & Tools:** Incorporate family visioning exercises and leadership development workshops for parents.

See [Tool: Who Is In My Family?](#) and [Tool: My Hopes and Dreams](#)

- **Logistics & Policies:** Ensure policies encourage family-led decision-making, allowing parents to have a say in their child's education and holistic family support planning.

Housing Services

- **Adopt a Coaching Model in Housing Navigation:** Support families in identifying long-term housing goals and developing personalized action plans. See Tool: [Coaching on Basic Needs: Food, Housing, Transportation, Safety](#).
- **Expand Wraparound Support Services:** Coordinate with financial counseling, job training, and childcare assistance to ensure holistic support.
- **Promote Resident Leadership:** Engage residents in program development and advocacy efforts to influence housing policies and services.
- **Processes & Tools:** Use FCC mapping tools to identify systemic barriers and create individualized housing stability plans. See [Coaching Up Close: Shifting Power to the Participant Through Family-Centered Coaching](#)



- **Logistics & Policies:** Adjust intake policies to capture multi-generational and holistic family needs rather than focusing solely on the head of household.

Workforce Development Services

- **Personalize Career Pathways:** Use FCC to help participants identify strengths, career aspirations, and pathways to sustainable employment. See [Tool: Coaching on Employment, Education, and Career Areas of Life](#)



- **Provide Holistic Employment Supports:** Integrate services such as mental health counseling, childcare, and transportation into workforce programs.
- **Foster Employer Engagement:** Work with employers to create family-friendly workplaces and support employees in balancing work and family responsibilities.
- **Processes & Tools:** Implement career coaching frameworks that emphasize strengths-based assessments and racial equity in job placements. See [Tool: Family-focused Powerful Questions](#)
- **Logistics & Policies:** Shift workforce program structures to allow more flexible training and job placement timelines based on family needs.

Implementation Steps

1. **Staff Training & Capacity Building:** Provide ongoing FCC training for all staff members to ensure alignment with coaching principles.
2. **Policy & Process Alignment:** Review and modify policies to reflect FCC values, such as flexible service delivery and family-driven goal setting.
3. **Data Collection & Evaluation:** Develop metrics to measure the impact of FCC on family outcomes and program effectiveness.
4. **Community Partnerships:** Strengthen collaborations with other service providers, businesses, and educational institutions to expand support networks.
5. **Continuous Learning & Improvement:** Create feedback loops with families and staff to refine FCC implementation strategies.





Conclusion

Integrating Family-Centered Coaching into federally funded programs enhances the ability of community-based agencies to support families holistically. Agencies can foster greater self-empowerment, resilience, and economic mobility for the families they serve by adopting a coaching mindset. This guide provides a foundation for successful FCC implementation, leading to more inclusive and effective service delivery.