

# Office of Adolescent Health Workforce Development to Support & Engage Young Fathers

**Conference Number: 888-989-5217**

June 14<sup>th</sup>, 2016



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**Deborah Chilcoat**



**Yasi Mazloomdoost**



# Presenters

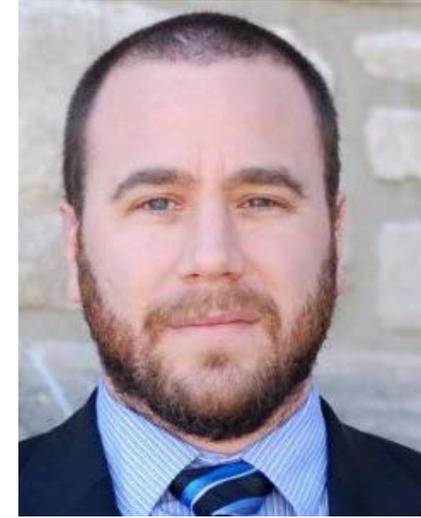


**Dina Israel**

mdrc

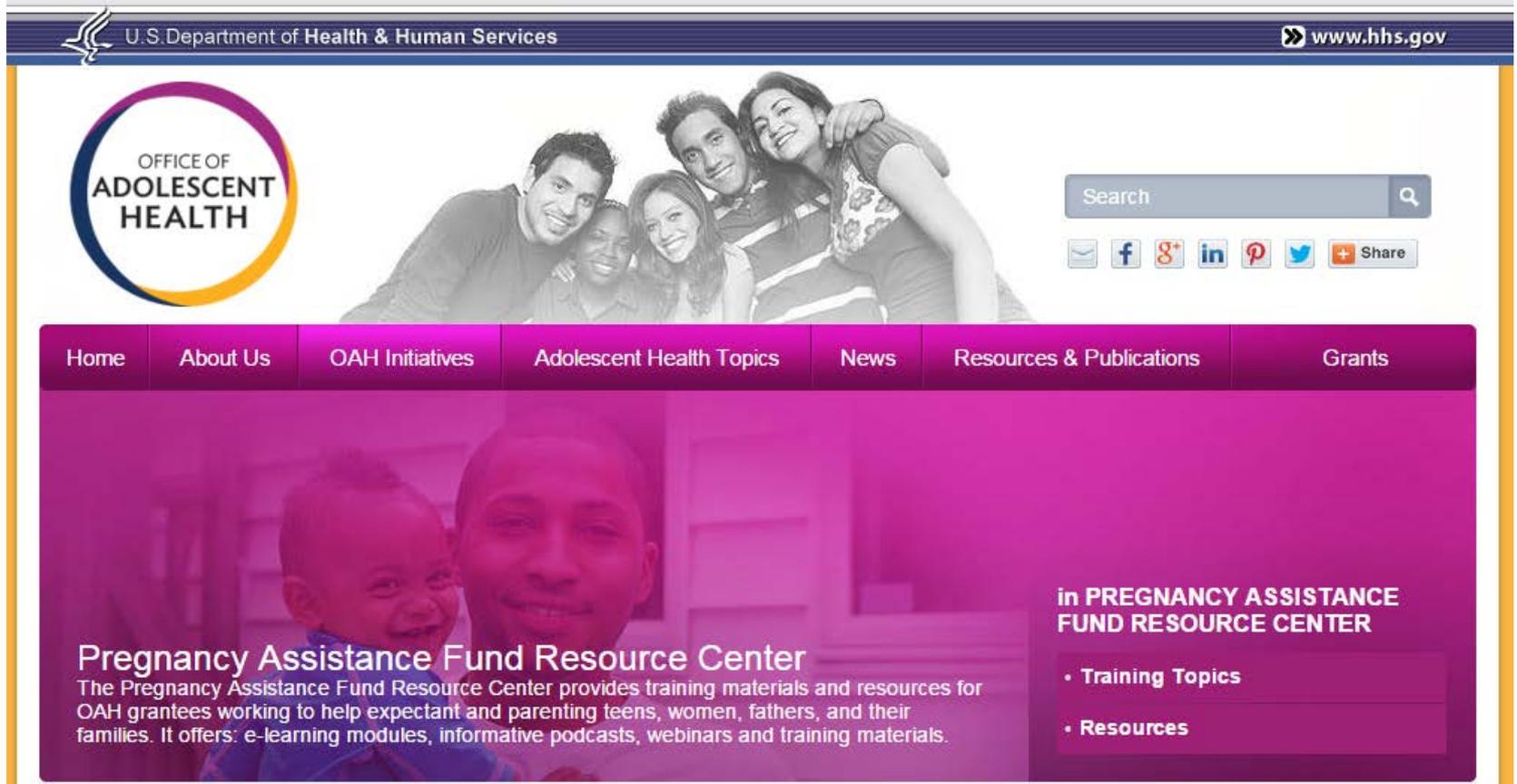


**Dr. Susan Radway**



**Dr. Richard Feistman**





The screenshot shows the homepage of the Office of Adolescent Health's Pregnancy Assistance Fund Resource Center. At the top, the U.S. Department of Health & Human Services logo and the URL www.hhs.gov are visible. The main header features the Office of Adolescent Health logo on the left and a search bar with social media sharing icons on the right. A navigation menu includes links for Home, About Us, OAH Initiatives, Adolescent Health Topics, News, Resources & Publications, and Grants. The main content area has a purple background with a photo of a man and a child. The text reads: "Pregnancy Assistance Fund Resource Center" followed by a description of the center's mission. To the right, there are two bullet points: "Training Topics" and "Resources".

U.S. Department of Health & Human Services [www.hhs.gov](http://www.hhs.gov)

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**Pregnancy Assistance Fund Resource Center**

The Pregnancy Assistance Fund Resource Center provides training materials and resources for OAH grantees working to help expectant and parenting teens, women, fathers, and their families. It offers: e-learning modules, informative podcasts, webinars and training materials.

- Training Topics
- Resources

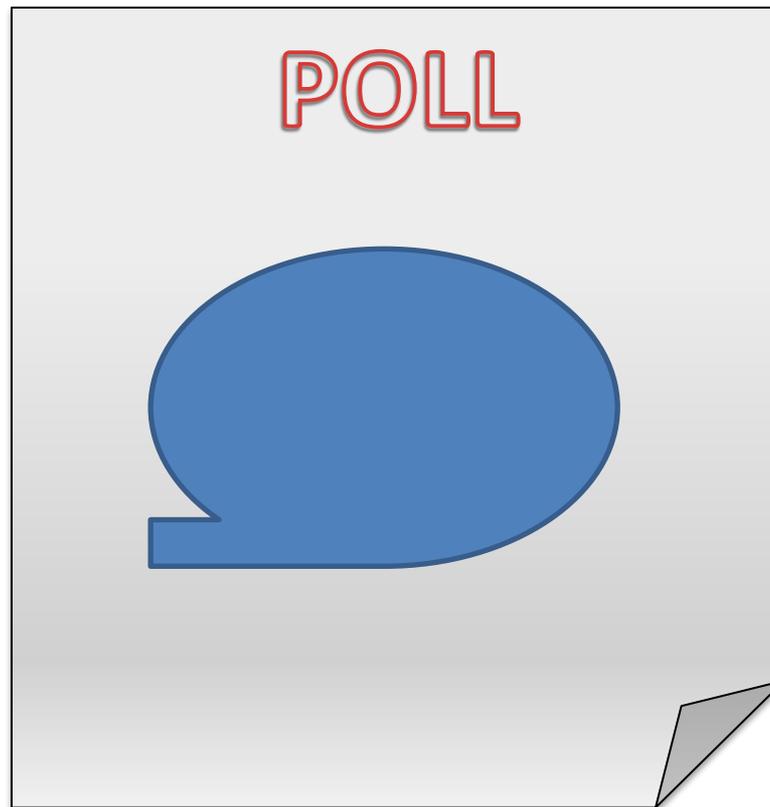


# Interact with Us!



- How does your program primarily engage with young dads? (Check all that apply.)
  - They attend group workshops we offer.
  - We refer them to other community partners.
  - We work with them one-on-one.
  - We tried to make connections with workforce partners, but have not had any success.

- If you feel like your program could do more to engage with young dads, what is preventing you?



- At the conclusion of this webinar, you will be able to:
  - Discuss challenges and assets of young fathers who may seek out employment services;
  - Describe research seeking new approaches to improve outcomes for low-income young fathers and children;
  - List four key strategies for engaging young fathers in programs that support expectant and parenting young families through workforce development and career readiness; and,
  - Analyze approaches designed specifically to connect young fathers to employment opportunities.



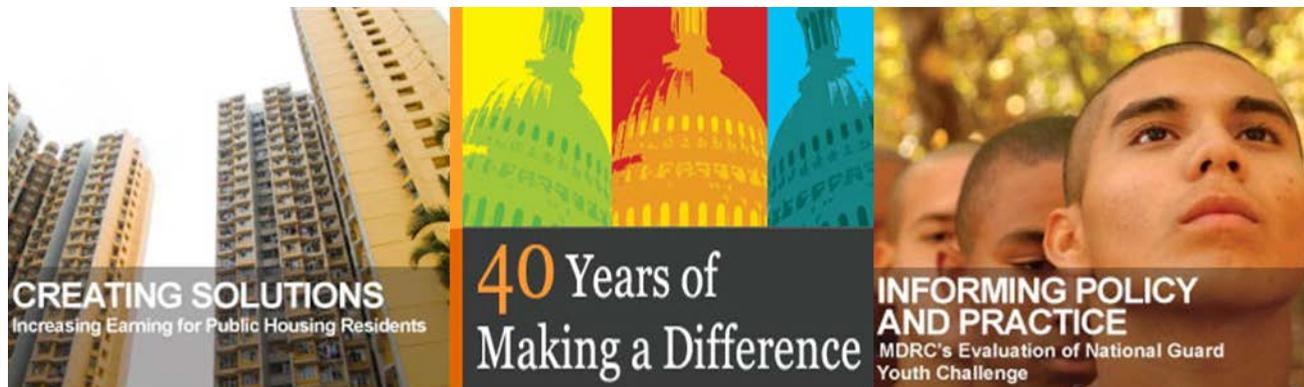
# Employment and Economic Stability for Young Fathers: A Research Overview

Dina Israel, M.P.P.  
MDRC



*“The driving force behind MDRC is a conviction that reliable evidence, well communicated, can make an important difference in social policy.”*

Gordon L. Berlin, President, MDRC

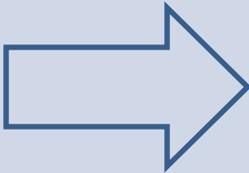
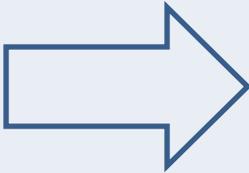
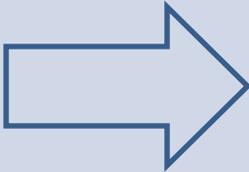


## ■ **Programs that served:**

- Youth
- Fathers, often in the child support system
- Disadvantaged men among other groups
- Mostly women (e.g. welfare-to-work)

## Key Points to Remember

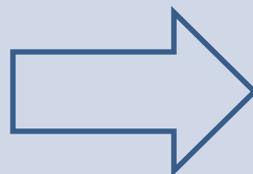
- Fathers play a distinct role in children's lives
- They are a diverse group in terms of employability
- Economic and policy context matters a lot
- For many, employment retention is a bigger problem than job-finding

Method	Type of Service
Change the individual job seeker	 Job readiness workshop Occupational training Basic education
Connect people with jobs	 Job search or job placement assistance
Change employer hiring decisions	 Job development

## Method

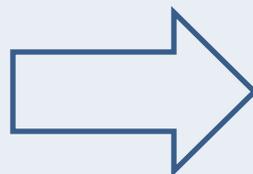
## Type of Service

Make work pay



Earning supplements

Create (subsidized)  
jobs



Transitional jobs or on-  
the-job training programs

- Does your program provide any of these workforce services directly to fathers? (Check all that apply.)
  - Job search assistance
  - Basic education (GED class)
  - Work directly with employers
  - Sectoral training
  - Subsidized jobs
  - Earnings supplement or bonus

## Job Search Assistance

**Findings:**  
Can increase  
employment

**Issues:**

Job quality,  
job  
retention,  
staff skills

## Basic Education

**Findings:**  
Can increase  
GED receipt

**Issues:**

GED does not improve  
employment, though it can  
be a gateway to  
postsecondary education  
and training

# Snapshot of Some General Findings

## Sectoral Training

**Findings:**  
Can raise  
employment and  
wages

**Issues:**

Employer involvement,  
selective, need income  
during training

## Transitional Jobs

**Findings:**  
Can put people  
to work and  
reduce recidivism

**Issues:**

Cost, little evidence of  
long-term impact

## On-the-Job Training

**Findings:**  
Can increase  
employment

**Issues:**  
Small,  
selective

# Snapshot of Some General Findings



- Do findings differ by population (e.g. young fathers)?
- What is the best way to match participants with appropriate employment services?
- How should employment services fit in with other services (e.g., parenting, life skills)?
- Which ancillary services or supports are most important?
- Can employment be bolstered by addressing cognitive-behavioral issues?

## ■ Responsible Fatherhood

- Parents and Children Together (PACT) project evaluating fatherhood programs
- Building Bridges and Bonds (B3) looking at service enhancements for fathers

## ■ Young Adults

- YouthBuild Evaluation testing employment and education program for youth
- Project Rise offers education, a paid internship, and case management to young adults who lack a high school credential and have been out of work and school for at least six months

## ■ Child Support

- National Child Support Noncustodial Parent Employment Demonstration (CSPED) and Family Forwards demonstration evaluating employment services integrated with child support
- Behavioral Interventions for Child Support Services (BICS) testing behavioral interventions

- Promising Employment Approaches
  - Enhanced Transitional Jobs Demonstration (ETJD) and Subsidized and Transitional Employment Demonstration (STED) projects evaluating transitional jobs programs for noncustodial parents, people recently released from prison, and other groups
  - Paycheck Plus testing an expanded EITC
  - PACE and WorkAdvance projects evaluating career pathways programs

## Ms. Israel's Contact Information

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# Workforce Development for Young Fathers in Connecticut

Susan Radway, Ed.D.

Connecticut State Department of Education



- What services do you offer for young dads? (Check all that apply.)
  - Academic supports
  - Case management
  - Parenting education and life skills
  - Links to higher education and/or workforce development
  - Family engagement
  - Access to health services
  - Child care support
  - Transportation



“I want to be the best dad I can be. I need to support my family.”



CT Supports for Pregnant  
& Parenting Teens



CONNECTICUT STATE  
DEPARTMENT OF EDUCATION

- Guiding principles gleaned from a review of evidence-based and evidence-informed teen father programs
  - *Elements of Promising Practice in Teen Fatherhood Programs: Evidence-Based and Evidence-Informed Research Findings on What Works* by Bronte-Tinkew, Burkhauser, and Metz (2008)

## Guiding Principle #1

- Use needs assessments and participant feedback in designing the program

**NEEDS  
ASSESSMENT**

**FEEDBACK**

## Guiding Principle #2

- Hire staff that is experienced, empathic, enthusiastic, and well-connected to the school community, who will view their role as a mentor



## Guiding Principle #3

- Partner with community-based organizations



## Guiding Principle #4

- Develop relationships through one-on-one meetings
  - No Relationship = No Engagement



## Guiding Principle #5

- Offer a comprehensive array of services
  - Flexible, academic supports
  - Case management and family support, including home visits
  - Parenting education and life skills development
  - Links to high education and workforce development
  - Family engagement
  - Access to health services, childcare and transportation

## Guiding Principle #6

- Adapt materials to culture and age of teen fathers



## Guiding Principle #7

- Flexibility to design what works in the community

## Guiding Principle #8

- Incentives



# School-Based Programs



# School-Based Programs

- School and a job makes everybody happy!



**Susan Radway, Ed.D.**

Program Manager

CT State Department of Education

CT Supports for Pregnant and Parenting Teen Program

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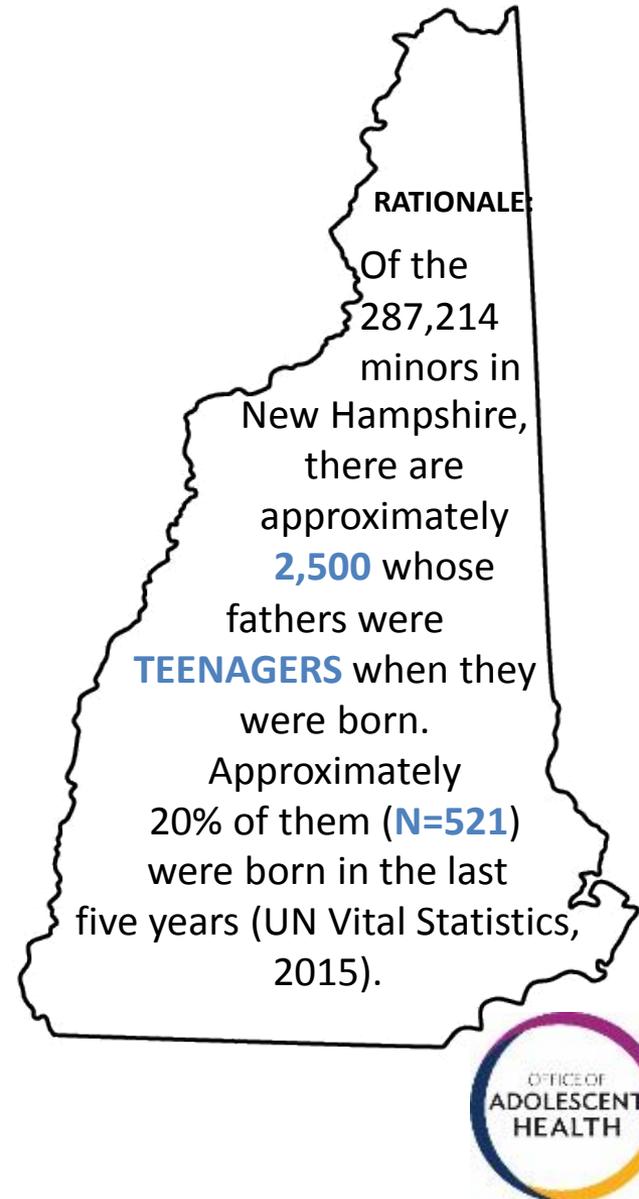
# The E<sup>3</sup> Teen Fatherhood Program: Early implementation and background

Richard Feistman, Ph.D.  
New Hampshire Department of Education

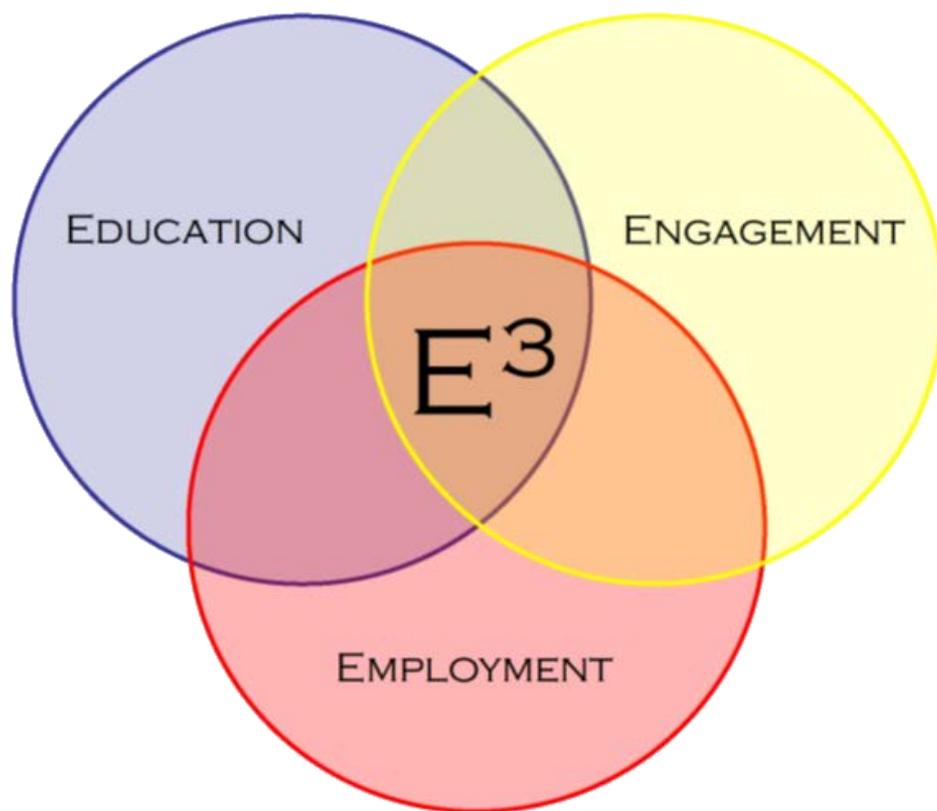


## Goals

1. To improve the graduation rate of New Hampshire's teen fathers.
2. To increase the "living wage" work experience of New Hampshire's teen fathers.
3. To increase positive father involvement in New Hampshire families that include teen fathers.
4. To establish procedures between New Hampshire agencies to better serve teen fathers and their families.



# E<sup>3</sup> Program Components and Partners



## PROGRAM COMPONENTS

Provide fathers with an individualized contract for HS graduation.

Earn HS credit by working and attending E<sup>3</sup> parenting classes.

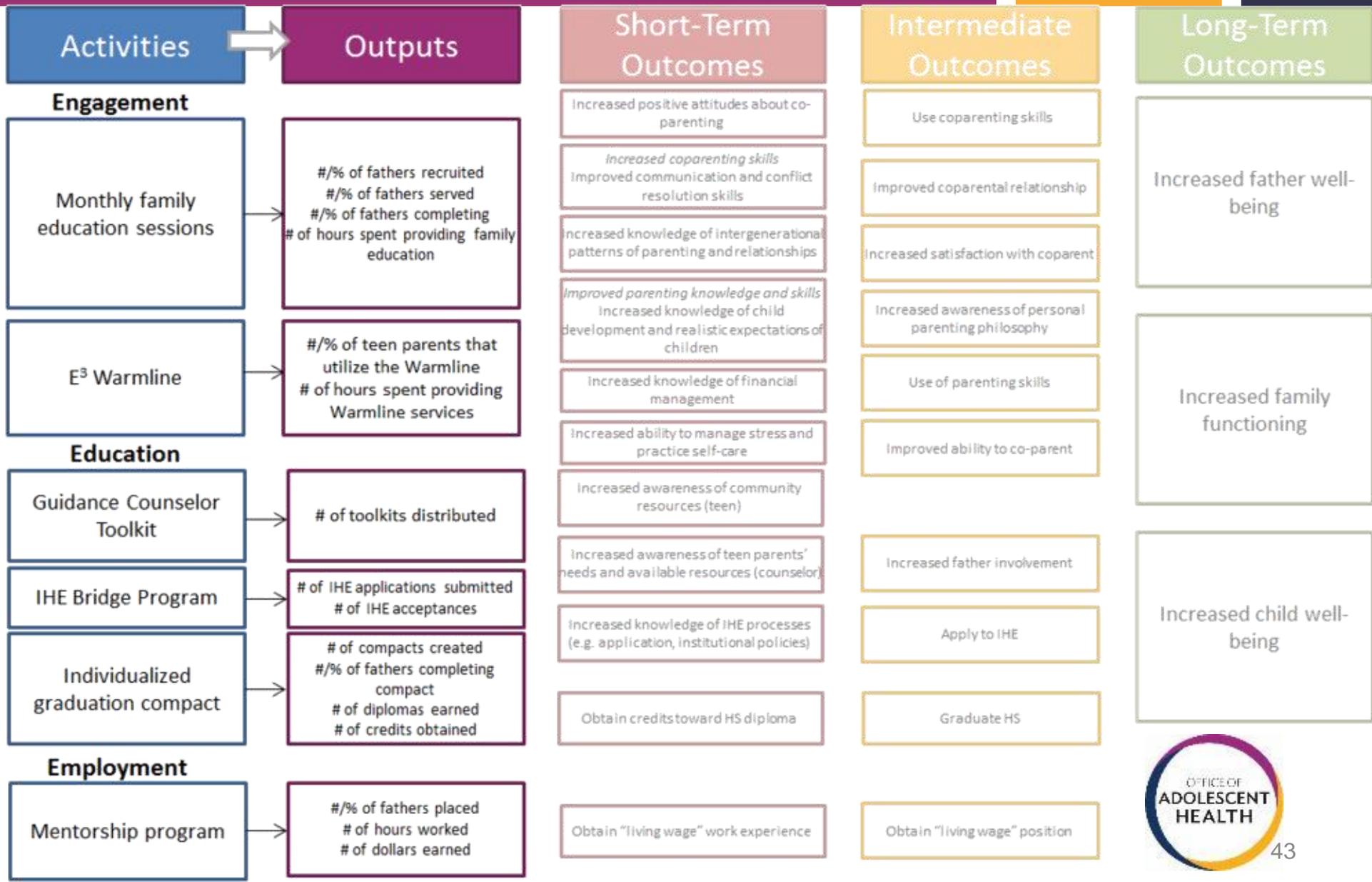
E<sup>3</sup> Warmline

Family classes that facilitate meaningful contact between fathers and children.

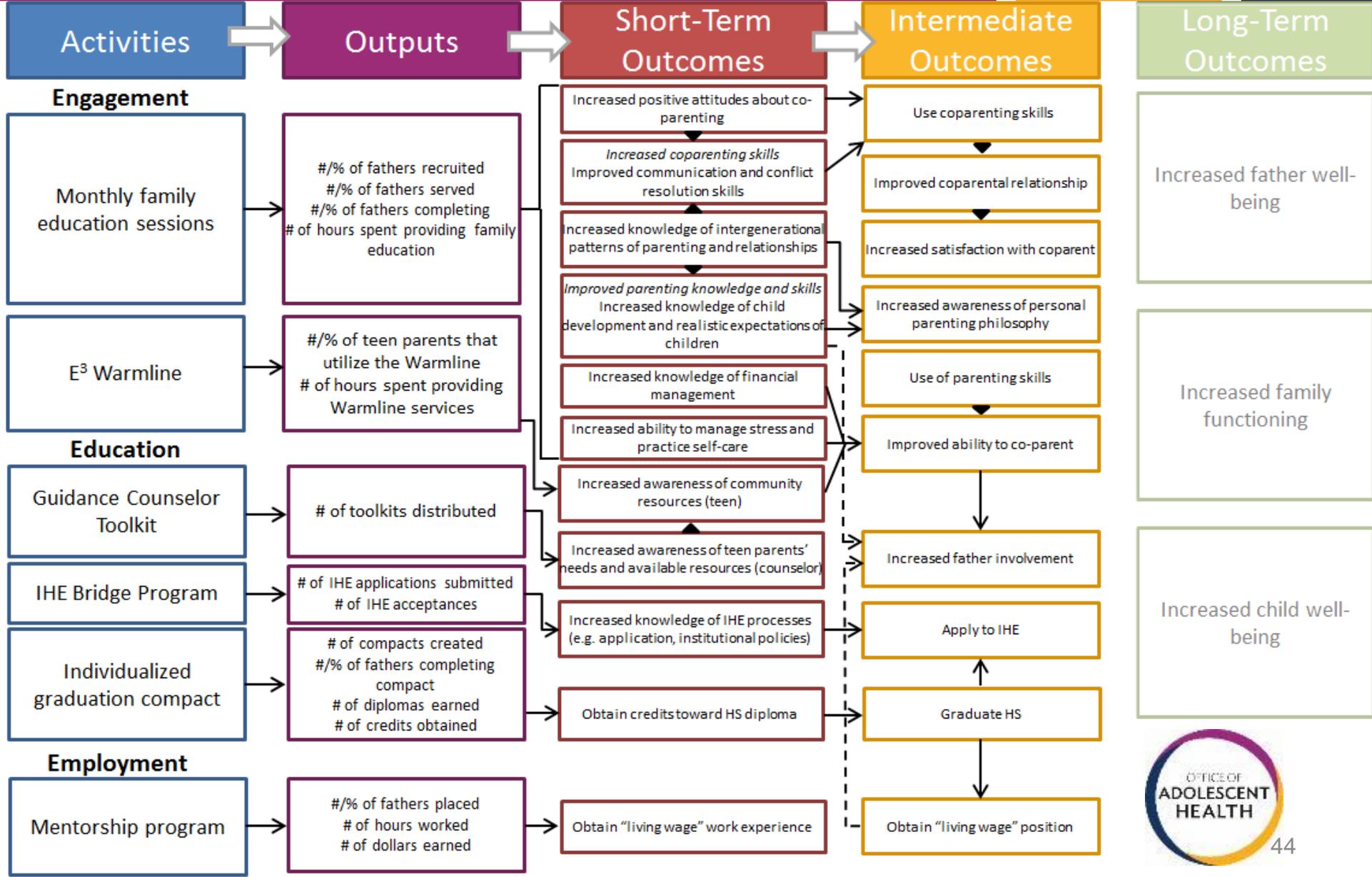
Mentorship program

Experience in a skilled job and subsidized pay up to \$10/hour.

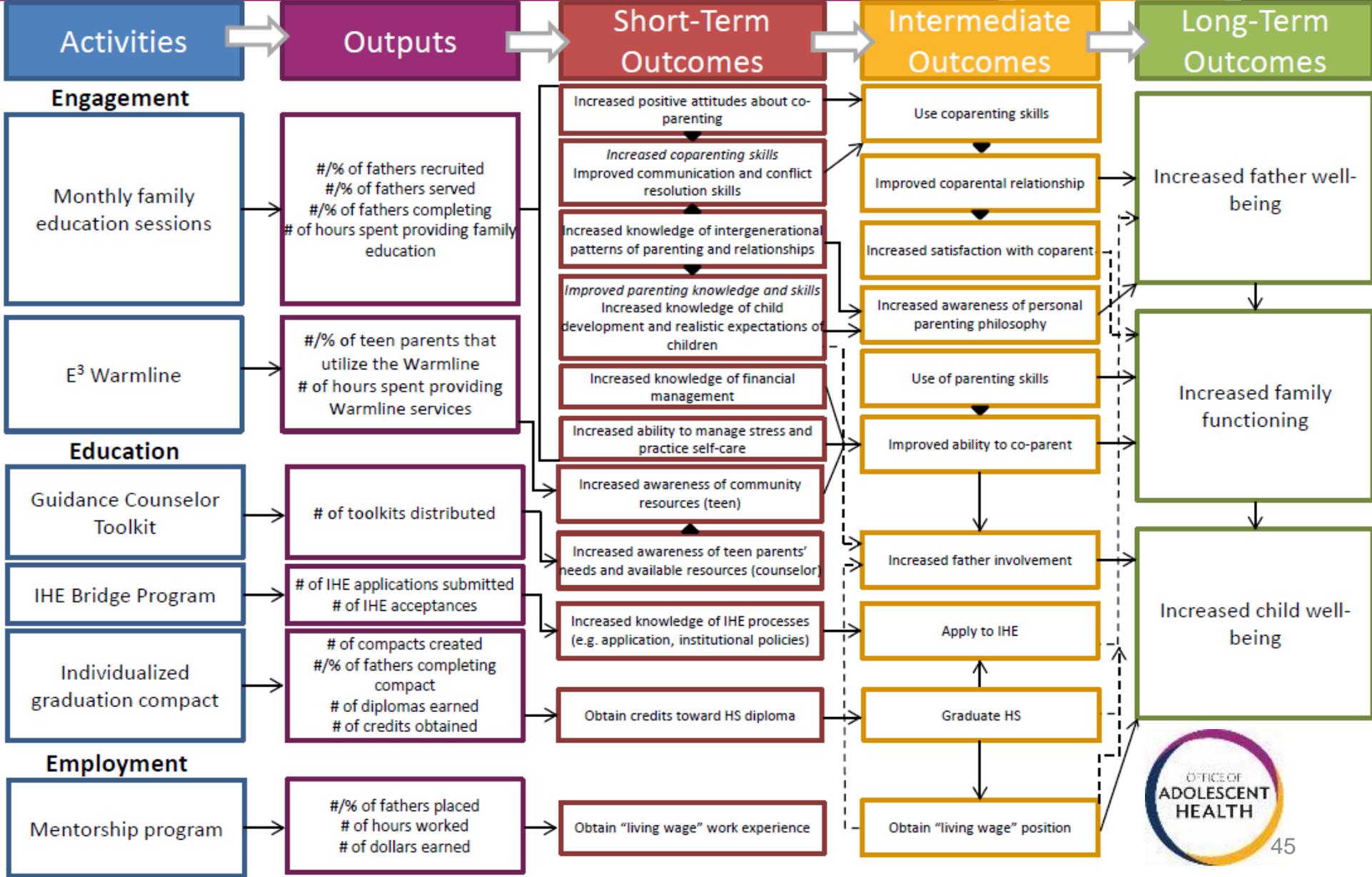
# E<sup>3</sup> Logic Model - Outputs



# E<sup>3</sup> Logic Model – Intermediate Outcomes



# E<sup>3</sup> Logic Model – Long-Term Outcomes



**Richard Feistman, Ph.D.**

Bureau Coordinator of Family and Community  
Engagement

New Hampshire Department of Education

[Richard.Feistman@doe.nh.gov](mailto:Richard.Feistman@doe.nh.gov)

## Additional Resources:

- HHS OAH Serving and Engaging Males and Young Fathers Resources  
[http://www.hhs.gov/ash/oah/oah-initiatives/paf\\_rc/training/young-fathers.html](http://www.hhs.gov/ash/oah/oah-initiatives/paf_rc/training/young-fathers.html)
- OAH's Fatherhood E-Learning Module  
<http://http://www.hhs.gov/ash/oah/resources-and-publications/learning/fatherhood/index.html>
- OAH's Archived Webinars and Webcasts  
<http://www.hhs.gov/ash/oah/resources-and-publications/webinars.html>
  - June 23<sup>rd</sup>, 2015: A Spotlight on Fathers: Adding New Tools to Your Toolbox to Help Recruit, Retain, and Engage Young Fathers in Programs
  - July 10<sup>th</sup>, 2013: Engaging Young Fathers: Strategies for Achieving Success
- Elements of Promising Practice in Teen Fatherhood Programs: Evidence-Based and Evidence-Informed Research Findings on What Works <http://www.lacdcfs.org/katiea/docs/EPP.pdf>





- Upcoming Webinars
  - Trauma-Informed Approaches & Intergenerational Teen Pregnancy
    - August 30<sup>th</sup>, 2016 from 2:00 – 3:15 PM ET
- Young Fathers Products
- Twitter Chat
- Technical Assistance
- Feedback



# OAH Young Fathers Products

## SERVING YOUNG FATHERS

### Important Things to Know and How They Make a Difference

**Introduction**  
More and more programs that serve families are working to target and engage young fathers. This guide serves as a "cheat sheet" to help practitioners understand what current research says about fathers in their teens and early twenties (young fathers). This information can be used to identify fathers most in need of services, update statistics presented in program curricula, and inform policy decisions about gaps in services.

**Important Things to Know About Young Fathers**  
**Men are more likely to become fathers between the ages of 20 and 24 than in their teens.**

- About 2% of male teens (age 15-19) have fathered a child, compared to 14% of young men in their early twenties (age 20-24).<sup>1</sup>
- Hispanic and black teens are more than twice as likely to be fathers compared to their white peers (Figure 1). About 22% of Hispanic men and 20% of black men between the ages of 20 and 24 are fathers, compared to roughly 10% of their white counterparts (Figure 1).<sup>1</sup>

**Figure 1. Percent of Young Men who Have Fathered a Child**

Source: National Survey of Family Growth, 2006-2010

1 | Office of Adolescent Health | <https://www.adolescenthealth.gov/adolescenthealth> • [adolescenthealth@hhs.gov](mailto:adolescenthealth@hhs.gov) • <https://www.adolescenthealth.gov/>

## RECRUITING YOUNG FATHERS

### Five Things to Know

- 1 Be visible**  
Hold regular, fun events for dads and kids, and partner with other local businesses to promote the events in the places where young fathers hang out. Young fathers might still be standoffish about fully embracing a fatherhood program, so frequent and varied promotion is important. Spread the word and stay connected through texting, social media, online videos, and personal outreach.
- 2 Let young fathers lead the way**  
Research shows that young fathers are likely to trust the views of fellow dads when it comes to joining a community program. So let participants advocate on your behalf. Encourage them to invite friends to events and hire young fathers, particularly graduates of your program, as staff. Make sure that participants are involved in planning and promoting new initiatives—the more valued they feel, the more likely they'll continue to stay involved.
- 3 Be flexible and make it worth their while**  
Be accessible. Make sure to schedule activities at convenient times for young fathers, particularly evenings and weekends, and find out where participants hang out. Some young fathers may find it intimidating or uncomfortable at school or clinic, so invite them to meet somewhere they visit such as a skateboard park or community center. Also, money, transportation, and meals can be a big help in motivating your program to try.

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## RETAINING YOUNG FATHERS

### Five Things to Know

- 1 Model respect and positivity**  
Be aware of the negative stereotypes young fathers face and the cultural contexts in which they live. Take the time to learn about their personal circumstances so you can provide them with genuine, personalized encouragement, empathy, and support. Make sure your physical space accommodates them by displaying images of fathers with their children and providing access to changing tables. Present positive messages about their potential while emphasizing the importance of seeking help when needed.
- 2 Promote and provide consistency and support**  
Young fathers often have to perform many roles—parent, student, son, romantic partner—so your program should be free of extra stress and surprises. Holding meetings at the same time, same day, and same place means that there is something in their life that is consistent and dependable. That consistency can empower them to focus on their own goals. Work with young fathers to develop personal plans for achieving those goals, and connect them with local resources, such as employment agencies or tutoring groups, to support continued progress.
- 3 Connect young fathers with mentors**  
Mentors provide social support, role modeling, skills development, and advocacy. Community members and older or more experienced fathers can be a source of wisdom and inspiration for younger ones. Create opportunities for these groups to connect as well as for young fathers to support and mentor one another. These relationships take time to foster as trust must be earned. Make sure there is adequate time for them to spend together in both formal (classes, workshops) and informal settings (athletic events, family-oriented recreational activities). It's also important to ensure mentors have the necessary training and skills to build strong relationships with young fathers.

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## SERVING YOUNG FATHERS

### A Workbook of Program Activities

**Introduction**  
Young fathers consistently report that they want to be a positive influence in the lives of their children. Yet they face many obstacles to that goal, particularly negative perceptions about their character or life situation. This workbook contains activities and lessons that can help staff, stakeholders, volunteers, community members, young mothers, and young fathers themselves move past negative stereotypes and toward a greater understanding of young fathers' unique challenges and potential. These activities were developed by an OAH-contracted researcher trained in social work and were informed by research and practice.

Most of the activities are interactive and do not require many materials. They can be facilitated by professional program staff and typically take between 30 and 60 minutes to complete. Activities will work best when your audience feels that the information is relevant to them, so feel free to include examples or topics that you think are most appropriate to the audience at hand. These activities are merely examples to get you started. It is important to draw on the unique strengths of service providers, young fathers, and their support systems and develop activities that are tailored to your community.

**Target Audiences**  
These activities can be adapted or modified to work with a number of different audiences but were designed with three in mind: fathers, mothers and other caregivers, and program staff. These groups can be extremely influential when it comes to how involved young fathers are with their children. Young fathers themselves may feel hopeless about their chances for making a meaningful contribution to their child's life. Young mothers and other caregivers often make decisions about when a father can see his child if the young couple is not living together. Finally, it is important to recognize that the staff working with young parents may hold misperceptions of young fathers that might influence their own behavior.

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## SERVING YOUNG FATHERS

### An Assessment and Checklist for Organizations

**Assessing your organization's friendliness toward young fathers**  
Organizations that are "young father-friendly" ensure that young fathers feel welcomed and supported while receiving services. Using this assessment and checklist, along with the information provided in the other tools in this series, you can begin to tailor your programs, services, and facilities to better improve the lives and outcomes of young fathers and their children.

For each of the five key categories of a young-father-friendly organization, the checklist includes a series of statements, which can be answered by "Describes us well," "Almost there," "Getting started," or "Does not describe us." These answer options are inclusive of organizations at different stages of serving young fathers.

Depending on your staff's schedule and time, it may be helpful to go through the list together as a team effort, answering each statement aloud. If you are unable to complete the assessment as a group, encourage staff to review the tool together at a later staff meeting. In this process, you may find, for example, that if you are in a clinic setting, the receptionist may have some great ideas about how young fathers feel in the waiting room. If you are in a school setting, teachers, counselors, and school nurses may be able to tell you how the program is perceived by young fathers at the school. Case workers who work exclusively with young mothers may have heard from their clients about the needs and concerns of their children's fathers. The discussions included in this assessment and checklist can help you initiate any of these conversations.

**Assessment Areas**  
This assessment identifies five key categories for consideration in being young-father-friendly:

- Environment/atmosphere
- Staff practices
- Programming
- Messaging
- Policies

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- OAH (@TeenHealthGov) is hosting a Twitter chat to discuss:
  - Ways to help young men of color engage as leaders and contributors within their communities
  - How providing opportunities for this engagement can support programs' recruitment and retention efforts among young men
- **Hashtag:** #ServingYMOC
- **Date:** Thursday, June 16<sup>th</sup>
- **Time:** 1:00-2:00 pm EDT



## TA Request Link:

<http://fluidsurveys.com/s/2015-2016TARequestForm/>



[https://fluidsurveys.com/s/Fathers\\_Workforce/](https://fluidsurveys.com/s/Fathers_Workforce/)



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