RECRUITMENT & RETENTION
BEST PRACTICES

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FATHER-ABSENT HOMES

• Over 24 million children live apart from their biological fathers (1 in 3 American children).
• Nearly 2 in 3 (64%) African American children
• 1 in 3 (34%) Hispanic children
• 1 in 4 (25%) white children

Source: U.S. Census Bureau data http://www.fatherhood.org/media/fatherhood-statistics#sthash.LgY8oC6k.dpuf
IMPLICATIONS

Father absenteeism is a RISK FACTOR!
• Children not living with their biological fathers are more likely to:
  – be poor
  – use drugs
  – experience educational, health, emotional and behavioral problems
  – be victims of child abuse
  – engage in criminal behavior

http://www.fatherhood.org/media/fatherhood-statistics#sthash.PqQGgiR1.dpuf
FATHERWORKS PROGRAM

“To reduce future unplanned pregnancies and to help our young fathers understand the joys of fatherhood and parenting.”

- First Enrollment started in 2010
- Funded through Fall 2015
- Randomized study funded by ACYF/FYS, US Dept of Health and Human Services
HOW ARE WE STUDYING IT?

Randomized controlled trial – we are testing two “conditions”:

– **Standard of care** (24/7 Dad) – an evidence-informed program with problem focused case management; also called the “Control” or the “Comparison”

  **versus**

– **Innovative new approach** (FatherWorks) which combines an evidence-informed program (SFI) with comprehensive case management, employment coaching and placement, and wrap-around services, including behavioral health services; also called the “Intervention”
## Program Components

<table>
<thead>
<tr>
<th>Program Components</th>
<th>FatherWorks (Intervention)</th>
<th>24/7 Dad (Control)</th>
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<tbody>
<tr>
<td><em>Parenting Education</em></td>
<td>15 two-hour sessions</td>
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<tr>
<td><em>Case Management</em></td>
<td>60 minutes biweekly</td>
<td>Problem-focused case management</td>
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<td><em>Behavioral Health</em></td>
<td>Up to 20 hours over 6 months</td>
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<td><em>Education &amp; Employment</em></td>
<td>27-hour training period</td>
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<td>Length of Active Engagement</td>
<td>4-6 months</td>
<td>3-4 months</td>
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<tr>
<td>Minimum Contact Hours</td>
<td>85</td>
<td>30</td>
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Fathers in both conditions get access to referred services; difference is that 24/7 Dad (control) fathers can ONLY get other services via referrals.
WHO IS ELIGIBLE?

• Fathers who:
  – Have a permanent address in the Greater Hartford area
  – Are between the ages of 15-24
  – Are currently a (biological) father of at least one child
  – Child’s mother is under the age of 21
  – Relationship with child’s mother is not in the statutory rape age range (and wasn’t at time of conception)
  – If a minor (under 18) must be able to provide parent/guardian consent (in person)
RECRUITMENT

• Effective Strategies
  – Personal relationships with providers
  – Dividing city into zones
  – Recruit in teams
  – Former participants
  – Social Media
  – Word of Mouth
Public Service Announcement
RECRUITMENT

• Specific Challenges
  – Age of Mom being under 21
  – Getting into schools - privacy for students who are under 18
  – Getting into churches - they like to take care of their own
  – Getting into hospitals - privacy
RETENTION

• **Effective Strategies**
  – Work incentive
  – Relationship with staff
  – Clients bonding with each other
  – Transportation – bus tokens, van
  – Getting mothers of children to participate in group
RETENTION

• Biggest Challenges
  – Keeping them coming to groups for 15 weeks
  – Personal and community influences
  – Transportation
QUESTIONS

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