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

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Disclaimer

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Presenters

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Dr. Susan Radway

Dr. Richard Feistman
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.
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.
Poll

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

- 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
Sources of Evidence

- 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
<table>
<thead>
<tr>
<th>Method</th>
<th>Type of Service</th>
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<tbody>
<tr>
<td>Change the individual job seeker</td>
<td>Job readiness workshop</td>
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<td></td>
<td>Occupational training</td>
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<td>Basic education</td>
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<tr>
<td>Connect people with jobs</td>
<td>Job search or job placement assistance</td>
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<tr>
<td>Change employer hiring decisions</td>
<td>Job development</td>
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### Ways to Improve Employment

<table>
<thead>
<tr>
<th>Method</th>
<th>Type of Service</th>
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<tr>
<td>Make work pay</td>
<td>Earning supplements</td>
</tr>
<tr>
<td>Create (subsidized) jobs</td>
<td>Transitional jobs or on-the-job training programs</td>
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</tbody>
</table>
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
Snapshot of Some General Findings

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

**Post-Employment Support**

*Findings:*
Little evidence that it improves employment

*Issues:*
Need for rapid-reemployment?

**Earnings Supplements**

*Findings:*
Raises employment and income

*Issues:*
Cost, evidence mostly for women
Key Open Questions

- 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?
Important Studies Underway

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

- 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
Important Studies Underway

- **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
Important Studies Underway

- 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
Poll

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
Connecticut State Department of Education

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

- 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
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 Principles

Guiding Principle #6

- Adapt materials to culture and age of teen fathers
Guiding Principles

Guiding Principle #7
- Flexibility to design what works in the community

Guiding Principle #8
- Incentives
School-Based Programs

- School and a job makes everybody happy!
Dr. Radway’s Contact Information

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Program Manager
CT State Department of Education
CT Supports for Pregnant and Parenting Teen Program
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The E³ 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.

RATIONALE:
Of the 287,214 minors in New Hampshire, there are approximately 2,500 whose fathers were TEENAGERS when they were born. Approximately 20% of them (N=521) were born in the last five years (UN Vital Statistics, 2015).
**E³ Program Components and Partners**

**Program Components**

- Provide fathers with an individualized contract for HS graduation.
- Earn HS credit by working and attending E³ parenting classes.
- E³ 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.
E³ Logic Model - Outputs

### Activities

**Engagement**
- Monthly family education sessions
  - #/ % of fathers recruited
  - #/ % of fathers served
  - #/ % of fathers completing
  - # of hours spent providing family education

**E³ Warmline**
- #/ % of teen parents that utilize the Warmline
  - # of hours spent providing Warmline services

**Education**
- Guidance Counselor Toolkit
  - # of toolkits distributed
- IHE Bridge Program
  - # of IHE applications submitted
  - # of IHE acceptances
- Individualized graduation compact
  - # of compacts created
  - #/ % of fathers completing compact
  - # of diplomas earned
  - # of credits obtained

**Employment**
- Mentorship program
  - #/ % of fathers placed
  - # of hours worked
  - # of dollars earned

### Outputs

#### Short-Term Outcomes
- Increased positive attitudes about co-parenting
- Increased coparenting skills
- Improved communication and conflict resolution skills
- Increased knowledge of intergenerational patterns of parenting and relationships
- Increased parenting knowledge and skills
- Increased knowledge of child development and realistic expectations of children
- Increased knowledge of financial management
- Increased ability to manage stress and practice self-care
- Increased awareness of community resources (teen)
- Increased awareness of teen parents’ needs and available resources (counselor)
- Increased knowledge of IHE processes (e.g., application, institutional policies)
- Obtain credits toward HS diploma
- Obtain “living wage” work experience

#### Intermediate Outcomes
- Use coparenting skills
- Improved coparental relationship
- Increased satisfaction with coparent
- Increased awareness of personal parenting philosophy
- Use of parenting skills
- Improved ability to co-parent

#### Long-Term Outcomes
- Increased father well-being
- Increased family functioning
- Increased child well-being
Richard Feistman, Ph.D.
Bureau Coordinator of Family and Community Engagement
New Hampshire Department of Education
Richard.Feistman@doe.nh.gov
Additional Resources:

- HHS OAH Serving and Engaging Males and Young Fathers Resources

- OAH’s Fatherhood E-Learning Module

- OAH’s Archived Webinars and Webcasts
  - July 10th, 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](http://www.lacdcfs.org/katiea/docs/EPP.pdf)
Closure & Feedback

• Upcoming Webinars
  ▪ Trauma-Informed Approaches & Intergenerational Teen Pregnancy
    o August 30th, 2016 from 2:00 – 3:15 PM ET

• Young Fathers Products

• Twitter Chat

• Technical Assistance

• Feedback
OAH Young Fathers Products

SERVING YOUNG FATHERS
A Workbook of Program Activities

Introduction
Young fathers are often the first to report that they want to be a positive influence in the lives of their children. Yet they face many obstacles in that goal, particularly negative perceptions about their character or their situation. This workbook contains activities and exercises that can help young fathers, stakeholders, volunteers, community members, young mothers, and young fathers themselves move past those negative stereotypes and toward a greater understanding of young fathers.

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 young fathers in the area. Young fathers have to feel like they are wanted and supported. Being positive and active in the community is important. Spread the word and stay connected through testing, social media, online videos, and personal outreach.

2. Let young fathers lead the way
Research shows that young fathers are likely to trust the parent of their child. If they are given a community program, they will participate more and be more engaged. Encourage them to take a leadership role in the community and support their efforts.

3. Be flexible and make it worth their while
Be accommodating. Make sure to schedule activities at convenient times for young fathers, particularly evenings and weekends, and find out what other activities young fathers are already involved in. Encourage them to meet outside of the program or at community centers. Also, make transportation and meals a big help in motivating participation.

4. Provide resources for organizations
An Assessment and Checklist for Organizations

Assessing your organization's commitment toward young fathers
Organizations that are committed toward young fathers have welcomed and supported the role of young fathers in their programs, services, and activities. To better promote the best and strongest in the field of serving young fathers and their families.

5. Model respect and positivity
Be the source of the positive stereotypes young fathers live and the cultural context in which they live. Take the time to learn about young fathers, and constantly provide them with genuine, personalized encouragement, empathy, and support. Make sure your physical space accommodates them by designing spaces for fathers with their children and providing access to changing tables. Host events where messages about their potential while challenging the importance of walking them around.

Serve and provide consistency and support
Young fathers often have to perform many different roles, from student to romantic partner to job holder. It is critical to ensure that your program is free of stress and anxiety. Make sure your physical space accommodates them by designing spaces for fathers with their children and providing access to changing tables. Host events where messages about their potential while challenging the importance of walking them around.

Circulate young fathers with mentors
Mentorship provides support, life modeling, skills development, and advocacy. Community mentors and other role models can be a source of wisdom and inspiration for young fathers. Create opportunities for these groups to connect, as well as for young fathers to connect and model to other young fathers. This involves sharing information with others and sharing ideas. It also involves sharing ideas with others and sharing ideas with others.
#ServingYMOC Twitter Chat

- 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 16th
- **Time:** 1:00-2:00 pm EDT
Technical Assistance Requests

TA Request Link:
http://fluidsurveys.com/s/2015-2016TAResuestForm/
Feedback

https://fluidsurveys.com/s/Fathers_Workforce/
Connect With Us!

Use OAH’s Award Winning Website
www.hhs.gov/ash/oah/

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www.youtube.com/teenhealthgov