

FATHERWORKS

RECRUITMENT & RETENTION BEST PRACTICES



May 2014

Presented by:

Keith Gaston

Linda Hawkins



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>

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

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

WE'RE
LOOKIN OUT!



 The
Village

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

FATHERWORKS

WE'RE
LOOKIN' OUT!

The
Village

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”

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

WHAT DO THEY GET AFTER ENROLLING?

| Program Components | FatherWorks (Intervention) | 24/7 Dad (Control) |
|------------------------------------|------------------------------|---------------------------------|
| <i>Parenting Education</i> | 15 two-hour sessions | 15 two-hour sessions |
| <i>Case Management</i> | 60 minutes biweekly | Problem-focused case management |
| <i>Behavioral Health</i> | Up to 20 hours over 6 months | / |
| <i>Education & Employment</i> | 27-hour training period | |
| Length of Active Engagement | 4-6 months | 3-4 months |
| Minimum Contact Hours | 85 | 30 |

Fathers in both conditions get access to referred services; difference is that 24/7 Dad (control) fathers can ONLY get other services via referrals.

FATHERWORKS

WE'RE
LOOKIN' OUT!



 The Village

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)

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

RECRUITMENT

- **Effective Strategies**
 - Personal relationships with providers
 - Dividing city into zones
 - Recruit in teams
 - Former participants
 - Social Media
 - Word of Mouth

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

Public Service Announcement

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

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

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

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

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

RETENTION

- **Biggest Challenges**
 - Keeping them coming to groups for 15 weeks
 - Personal and community influences
 - Transportation

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village

QUESTIONS

Keith Gaston

kgaston@villageforchildren.org

860-236-4511 x3479

Linda Hawkins

lhawkins@villageforchildren.org

860-236-4511 x3745

FATHERWORKS

WE'RE
LOOKIN OUT!



 The
Village