

Child Support and Fatherhood -- Making a Positive Connection!
Webinar Held August 5, 2010
Q's & A's

Background: On August 5, 2010, the Federal Office of Child Support Enforcement (OCSE) conducted a webinar on Child Support and Fatherhood collaboration. This webinar highlighted collaboration projects in Hennepin County, MN and Hamilton County (OH). Below is a summary of the participants' questions and the Counties' respective responses. The "Q's & A's" are divided into three parts: Part I (Hennepin County); Part II (Hamilton County) and Part III (both Counties).

Note: Please be aware that the responses to the questions are those of the speakers and do not necessarily reflect the official position of OCSE. If you would like more information, please feel free to contact the speakers directly. Their respective email addresses are provided below by county.

Part I. Questions to: Hennepin County (Minneapolis, MN)

Speakers:

Hennepin County Child Support: Barry Bloomgren, Area Manager and Karen Strandemo, Human Services Supervisor

Goodwill Easter Seals, FATHER Project: Andrew Freeberg, Program Director
Guy Bowling, Manager

Contact Information:

Barry.Bloomgren@co.hennepin.mn.us

Karen.A.Strandemo@co.hennepin.mn.us

AFreeberg@GoodwillEasterSeals.org

GBowling@GoodwillEasterSeals.org

1. Q: Please describe Hennepin County's "Debt Forgiveness" program.

A: Our Arrears Management Debt Forgiveness Program is a 12- month program for each qualifying participant. Qualifications include: being in compliance with their case plans, currently employed with a current charging order or arrears payment and arrears must be owed to the state (all arrears and interest up until the time of enrollment will be considered). A participant should have a reasonable order based on their current circumstance at time of enrollment. This program has 2 phases. Phase I: Participants must comply with their individual case plan. They are expected to pay 120% of their child support obligation for 6 consecutive months. If this condition is met, the participant will receive 50% forgiveness of their public assistance arrears balance. Phase II: much like phase I. Participants are expected to pay 120% of their child support obligations for 6 consecutive months. If this condition is met, the

participant will receive an additional 50% forgiveness of his/her public assistance arrears.

2. Q: Were any child support obligations modified when participants entered this program?

A: Of the 229 participants in the program in 2009, 31 modification orders were completed.

3. Q: It sounds like Hennepin CSE uses IV-D funds to assist the Goodwill Fatherhood Program. Did they need to obtain a waiver to use IV-D funds in this manner, or, if not, how did they justify using the funds to meet the establishment or enforcement efforts. Also, do they have a "sales" paper they may have created to convince their Director etc?

A: The County does not provide any direct funding for the Father Project (FP). Our contribution is the staff assigned to work with fathers at the project. We do not have a waiver for this work. As we view it, the work consists of routine IV-D case management activities, with the only difference being some flexibility for child support staff to be physically present to manage their cases in a community setting. We did not have any difficulty 'selling' the program because we have always communicated its value as the parallel to working with TANF clients to be self-sufficient. Our county leadership understands that value. Since the child support program is located in the Human Services Dept., we did not have any difficulty in getting the Dept. Director's support.

4. Q. Where does the funding for the project come from?

A. Funding for the FP is currently provided primarily by a Responsible Father/Healthy Marriage grant through the Federal Department of Health and Human Services, Administration for Children and Families, the Office of Family Assistance. We supplement that funding with private foundation sources and internally, by revenue generated from our Goodwill retail stores. We are hoping that the Responsible Father/Healthy Marriage program continues to receive funding, beyond the current demonstration grants which expire in September of 2011. In its FY 2011 budget, the Administration has proposed "The Fatherhood, Marriage, and Families Innovation Fund" which will be for three-year grants that would go to States; but it has not yet been approved by Congress.

5. Q. What is the caseload size of Hennepin County Child Support?

A. Average overall caseload size in Hennepin County is approx. 57,000; Average per worker caseload: Intake,124; Paternity,155;and Enforcement, 316. These are the numbers for cases that are being actively worked. We have many other cases in monitor status waiting for feedback from automated data matches for location, employment, wage match, etc.

6. Q. What is the case load size of the 2 workers?

A. Our FATHER Project (FP) caseloads currently have 59 FP Establishment/Paternity cases, 104 Regular Establishment cases and 70 FP Enforcement cases. We are anticipating with the two other grants (“Mind the Gap” and “Co-Parenting Court”) we are now working with, along with the FP, our caseloads will increase since noncustodial parents (fathers) from these grant programs will be referred to the FP.

7. Q. How do the child support technicians who are providing fatherhood services keep their "neutral" stance and maintain confidentiality?

A. All employees with access to private or confidential data have a responsibility to safeguard that data as required by state and federal laws. A one-year release is signed by a participant at the time they enroll. This release allows us to share information with the FP. Our child support officers have a private office at the FP which allows them to talk privately and 1:1 with participants.

“Neutrality” comes with staff understanding that they’re performing their work on behalf of the child who is the ultimate beneficiary of efforts made, whether it’s to establish paternity, a court order for support, child support paid or a father’s involvement in their life.

8. Q. With this being focused on Fathering Programs what is your ratio of men and women staff within the program? Do you see women on staff being a barrier with these programs?

A. We do not see having women on staff as being a barrier—it is actually preferable to have a mix of staff comprised of both men and women. We think it would be difficult to have only women, but a mix is definitely preferable. Our current staffing at the FP consists of approximately 5 men and 4 women, including full-time and part-time staff. Partnering staff who work on-site at the FP (including child support officers) are comprised of 50% men and women as well.

9. Q. Would you consider male child support officers interacting with fathers as oppose to women child support officers?

A. We have had males in the past. It is based upon staff interest and availability.

10. Q. Do the child support officers who work directly with these fathers find it more rewarding than working a regular caseload?

A. The child support officers find it very rewarding to work more directly with their clients. They get to know their clients better than when you have a regular caseload. You may not see any of your clients when you are assigned to a regular caseload.

11. Q. When you say that the workers carry a child support caseload, do you mean that they do enforcement and establishment, and help these men with employment, etc.

A. Our child support officers handle all aspects of day-to-day child support case management. They establish paternity, establish, modify and enforce court orders, as needed. The FP has an Employment Counselor on staff to assist with employment and training needs. The Employment Consultant delivers an Employment Readiness Training Curriculum monthly, provides weekly job clubs, and provides individual job search support (everything from resume building to mock interviews, researching job leads and more).

12. Q. The commitment to collaboration is impressive; what have been some of the challenges you've faced in establishing such a positive collaborative partnership?

A. A big challenge we faced was getting the buy-in and support from the non-custodial father, community, county attorney's, district court, and our own staff. Changing the child support program's culture to recognize that we need to look at the long-term value of a father's involvement with his children...AND with the child support program was necessary. Fathers have at least an 18-year commitment in Minnesota until the age of majority, and the child support program will usually have their case for that entire period. It is a constant challenge to make sure that all the players are aware of the current child support requirements, processes, limitations and the potential results (good or bad.) It's particularly important to educate elected officials, i.e., county commissioners and respective state staff about your efforts.

Accountability, ongoing participation, and follow-through from all partnering agencies is also a challenge at times. We all have different needs and reasons to collaborate, but within this collaboration we've found that everyone still strives to meet the overall goals for fathers and families to be successful. Establishing an evaluation process has also been an ongoing challenge. Something we continue to discuss and review.

13. Q. Can you explain to us how the service collaboration works in practice?

A. The service collaboration works in practice due to the regular office hours our staff spends at the FP. Timely and ongoing communication has made it successful. In addition, it is important to recognize that some flexibility is needed for staff to attend FP functions.

Staff from child support and the FP work collaboratively in numerous ways. One important practice is our bi-weekly "coordinated case review sessions." Benchmark progress is shared, and situations where a participant is not in compliance are reviewed. The goal is to provide a consistent message to participants about what is needed to maintain compliance and then working together to make that happen (maintaining a balance between providing support and providing accountability.) We

do not want child support staff to be viewed as “enforcers” and case managers viewed as “supporters.” We want staff from both perspectives to provide a common, aligned message.

14. Q. I would like to know more about the local collaborations/programs the fathers come from in a wraparound manner?

A. Fathers come from Hennepin County’s caseload either via referrals from our child support officers or due to an outcome of a child support hearing to establish paternity or enforcing an order. Since it is a voluntary program, cases are referred, not court ordered. In addition, we are forecasting that we will receive more referrals and participants from the other two grants (mentioned in answer #6 above) we are working on together.

We inform all of our partners about the FP on an ongoing basis as part of our work together. We strive to make ongoing referrals, to and from our partnering agencies. We also do constant outreach in the community to establish and maintain referral relationships with numerous organizations.

15. Q. If our community does not currently have a program such as this one – how would you suggest we approach our community; who would be the appropriate person/agency?

A. From the Child Support perspective, employment is very important. We recommend that you get in touch with the agency or service provider for TANF clients to see if they are interested and have the capacity to work with you. Your Human Services Department would be a good place to start.

From the fatherhood perspective, it is important to find a local community “champion” preferably someone with a high level of trust within the community who has a particular interest in supporting fathers. Some of the initial evaluation findings from the National Responsible Fatherhood Initiative support this notion. We can provide some examples if you’d like to contact us directly. However, champions in the community can come from a variety of organizations: employment agencies, family service organizations, or other community providers. The most important thing is to find a champion within an organization whose leadership will also support the work.

16. Q. Is it possible to get a copy of your pre- and post-tests?

A. We certainly can provide copies as well as the results of from our pre- and post-evaluation instruments. Please email Guy Bowling, GBowling@GoodwillEasterSeals.org to request this information.

17. Q. How are participants recruited for the FP?

A. There are a variety of different methods that has been used that we have found to be effective. The partnerships that we have developed through our collaboration has been highly successful as a feeder system for ongoing referrals. Child Support has been very effective as our top referral partner.

18. Q. Does the program do anything to address the quality of relationship between the parents?

A. We provide Early Childhood Family Education Classes to parents who have children age 5 and under. These lead to increase family engagement and increase the level of participation in our parenting groups in which co-parenting and healthy relationship topics are discussed as part of the curriculum.

19. Q. How many total participants are in the program each year; how many complete the process and how do the numbers enrolled and completed compared to previous years? How long does it take to complete the program--is it 12 weeks (the curriculum reference in your presentation)?

A. Enrollment is a several step process that involves eligibility determination, orientation completion (over 3 days), and then establishing a case plan with a Father Advocate/Case Manager. In 2009, we had 490 fathers who applied for services (eligibility determination). Of those, 229 were deemed eligible and completed the remaining enrollment steps. In 2008, we had 313 fathers who applied for services (eligibility determination), with 175 of those completing the remaining enrollment steps. Of course, even after enrollment, we do have many participants who “drop out” prior to completing various components of the program.

With regard to program completion, this is a highly individualized process. We require that all participants attend our 12-week parenting class. We also offer a range of holistic services (GED, child support, employment, early childhood classes, and life skills/empowerment) to all participants on an “as-needed” basis. We closely track completion of all program areas. With regard to parenting classes, we had 83 participants complete the 12- week parenting class in 2009. That compares to 52 participants in 2008. We have seen similar increases in completions of other program components during that time, such as GED, early childhood classes, and father-child activities.

20. Q. What incentives and recruitment tools were used for this project?

A. The primary incentives include: meals/refreshments, bus cards, gift cards, tokens, recognition certificates, interview clothes, tools, work boots, driver license fees paid, haircuts, etc.

21. Q. Can you tell us more about the jobs program?

A. Our employment services consist of employment readiness training, job support, job placement and job retention services. We also offer skills training services focusing on bank skills, automotive, retail and bank reconciliation.

19. Q. Can we have more details about the MOA? Does it include the number of noncustodial parents (NCPs) referred? What are the requirements for referral?

A. Actually the agreement, or contract, is something we call a “Letter of Agreement” (LOA.) These agreements outline the specific services that each contracted partner provides as part of their relationship with the FP. These do not include a specific number of referrals. Referrals are tracked internally, and all partners contribute to the overall number; but the LOA does not dictate the number. Requirements for referrals are quite basic — low-income parents can all be referred. We do have some exclusionary criteria that are mainly related to children and custodial parents’ (mothers’) safety issues based on the fathers’ criminal history. We refer interested fathers not immediately eligible for the program to our domestic violence partner, according to the domestic violence protocol.

20. Q. Have you formed any partnerships with local employers to have your program participants directly linked to jobs and if so, how did you pitch the program to them? Who provides the employment services?

A. We constantly work with participants to prepare them to effectively search and apply for job openings. We offer monthly Employment Readiness Trainings (based on Goodwill/Easter Seals’ curriculum) that culminates in mock interviews. Participants work directly with our Employment Consultant to develop resumes and cover letters and to find appropriate job leads. We pull job leads through internal organizational resources, working with local workforce centers, and using other web-based means. To date, we have not formed specific partnerships with local employers for direct job links. We have had instances of successful participants who have obtained jobs and then have helped us build connections with those employers. Our goal is to build on that model and eventually develop a business advisory council comprised of local community business leaders to forge those direct job link connections.

Part II. Questions to: Hamilton County (Cincinnati, OH)

Speakers:

Hamilton County Job and Family Services (Child Support Enforcement Agency (CSEA): Tim McCartney, Chief Operating Officer, Al Howard, Team Leader and Allen Clay, Child Support Technician

Lighthouse Youth Services, REAL Dads, (LRD): Calvin Williams, Program Director

Contact Information:

MCCART04@jfs.hamilton-co.org

howara@jfs.hamilton-co.org

claya@jfs.hamilton-co.org

CLwilliams@lys.org

1. Q. How did Hamilton CSEA identify Lighthouse as the organization with which to establish this program? We have many different "fatherhood" organizations offering different distinct services and are trying to identify proper partner(s).

A. We had executive level support from Lighthouse REAL Dads (LRD) President and CEO, Bob Mecum, and former Assistant Director, Jeff Startzman. We had collaborated on other initiatives with them, and they felt this merger would be beneficial to each organization. Being able to connect the right personnel at the program level and having strong backing from executive management are essential elements. An outside fatherhood organization needs to understand that a key component for the child support agency is enforcing/collecting support. The collaboration and education of both organizations regarding their visions and missions should be shared.

2. Q. What is considered an acceptable level of participation in order to suspend enforcement actions while in the LRD program?

A. Our initial Memorandum of Understanding stated we would be reviewing cases after a 6-month period. Having said that, our Child Support Enforcement Agency Technician (CSEA Tech) meets two times a week with the LRD Life Coaches regarding participant issues. The participation of the fathers is acceptable based on the feedback from the LRD staff. This is why the interaction between the LRD Life Coach and CSEA Tech is very critical. Participant issues are also addressed at the monthly "team meetings" consisting of the LRD Manager and Supervisor and the CSEA Manager and the CSEA Tech.

3. Q. It was mentioned that you learned the importance of getting the cooperation and participation of the obligee. What occurs if the obligee does not agree with the suspension of enforcement actions and is not willing to participate?

A. The obligee's buy-in is a critical component and we try to engage her in a monthly or even weekly review, so she is more aware of the father's progress in the program. However, if the obligee persists, we may "have to" file a contempt action. If this happens, we ensure that the LRD Life Coach and the CSEA Tech communicate and that the LRD Life Coach is prepared to attend court with the father. Based on our experience, if the case does go to court, the judge or magistrate will more likely continue the case for further review, because of the father's participation in LRD. It is important to note that there are many fathers who are paying and/or begin to pay because of their participation in the program.

4. Q. How has Hamilton County engaged the obligee for her buy-in of this REAL Dads program?

A. We try to keep the obligee up to-date on any information we receive. We also reiterate the facts of the case, such as the noncustodial parent now may not be paying, or is not a part of the child's life. We explain that this program is an innovative approach and we are partnering with an outside organization (LRD) which has been successful in engaging fathers to become more concerned about their social, intellectual and financial relationships and being a part of their children's and families' lives.

5. Q. What about the resistant mom who makes it difficult for the father regardless?

A. We understand that there will be a percentage of moms who will make things difficult for the fathers. This is why the partnership with LRD and the job of the LRD Life Coach are critical. The LRD class allows men to share the same concerns and the LRD network, as needed, refers fathers to other professionals, such as psychologists, attorneys, financial analysts, etc. Also, important is the father hearing the same consistent message from the LRD Life Coaches and the CSEA Tech emphasizing that they still have a support order to pay and still have to provide for their children in spite of their relationship with the child's mother.

6. Q. For fathers referred to the programs by child support or the courts, what is/can be done to modify support orders while in the program (e.g., a minimum order, some recognition of not able to pay existing support order amount, etc.)?

A. We cannot arbitrarily modify the support order; but we do offer the LRD participants the ability to make the request. By meeting with the LRD participant and the LRD Life Coach as the final phase of the intake process, issues such as modification and possible arrears forgiveness are discussed. Once the intake is complete and the case is transferred to the CSEA Tech's caseload, the participant can discuss issues regarding their case with someone with whom they have developed a relationship.

7. Q. How do you suspend enforcement activities and still meet Federal mandates?

A. The only items we suspend for LRD participants are referrals for contempt, drivers' license suspension and Multistate Financial Institute Data Match (FIDM) actions (e.g., bank account seizures). All other enforcement actions are still in effect. If a participant has a court date which was set prior to entry into the program, the LRD Life Coach will typically attend. This tends to be a benefit to the participant because our Juvenile and Domestic Relations Courts have become more father friendly when dealing with fathers who are participating in fatherhood programs.

Participation in this program is considered an enforcement action. If the father does not have satisfactory participation, they will be transferred from the program back to the regular enforcement caseload to resume full enforcement activity.

8. Q. How did you deal with the confidentiality issue in having the Life Coach involved in child support related meetings and the court? I understand the NCP may have signed a waiver; however, in similar instances here, our legal team is of the opinion that the custodial parent (CP) must also sign such a waiver since they are a party to the case.

A. The release of information the NCP signs only gives them information regarding the case that we would share with the NCP anyhow. We cannot and will not share custodial parent information such as address, SSN# of the CP or SSN# of the child or anything of that sort. The release of information allows the LRD Life Coach to request information regarding specific case information involving the father only.

9. Q. You indicated that one outcome of the program was that over \$433,550 was paid in child support since the program's inception. How much was spent since the program's inception?

A. We have not done a cost-effectiveness assessment of the program. However, we do know that the program has increased child support collections from men who otherwise would not have been able to pay their child support.

10. Q. This program is funded completely through a grant. How could the states take on something like this and make it cost effective?

A. Funding for LRD project is currently provided by a Responsible Father/Healthy Marriage grant (which ends September 2011) through the Federal Department of Health and Human Services, Administration for Children and Families, the Office of Family Assistance. In its FY 2011 budget, the Administration has proposed "The Fatherhood, Marriage, and Families Innovation Fund" which will be for three-year grants that would go to States; however, it has not yet been approved by Congress.

Funding for the Child Support Tech assigned to LRD to work with the LRD Coaches is provided by regular child support (IV-D) funding. The child support related services the Child Support Tech provides such as paternity establishment and enforcement actions for noncustodial parents in this program are considered routine.

11. Q. Does the program have a large number of dads with felony backgrounds? How do you overcome this barrier?

A. About 55-65 % of the fathers have felony convictions in their background. The LRD Life Coaches tap into community resources that support employment opportunities for former felons. Often, Life Coaches develop relationships with certain employers on a case-by-case basis to get jobs for those with felony

backgrounds. We also work with the CSEA Tech who refers the LRD fathers to the Super Jobs Center Orientation, which is a part of the Workforce Development Department (WIA). Through the Super Jobs Center the fathers are given information and tools such as resume writing, interview coaching and a job coach to help them in their employment search.

12. Q. What resources are available for the children, especially teens, while dads are going through the program?

A. We offer family assistance such as gift cards for the local grocery superstores, and use petty cash to support fathers' needs that may involve or include their children. Also, Lighthouse has a very generous volunteer and donation program that allows us to offer things like tickets to local events (Reds baseball games, zoo, theatre, etc.). The LRD program has a children's recreation area that includes books and computers with internet access. We encourage fathers to bring their children to class nights. Our program completion ceremonies are family events and we give fathers gift bags with items for their children.

13. Q. What is the average age of the fathers who you work with?

A. The fathers range from early 20's to late 30's. An average age range would be 28 - 32.

14. Q. Do you refer clients to all pro dad as a support feature?

A. No, we don't.

15. Q. I would like the email address for the video shown by LRD program?

A. The web link is www.youtube.com/hcjfs#p/u/41/POjltgs.DFM

16. Q. Are there specific credentials you require your staff to have who work one-on-one with the dads?

A. All Case Managers are required to have a bachelor's degree in social work or a related field. That requirement is based largely on the Council for Accreditation of Rehabilitation Facilities (CARF) accreditation that Lighthouse receives every three years, but it is also a good practice for securing quality people to do this work.

17. Q. With this being focused on Fathering Programs what is the ratio of men and women staff within the program? Do you see women on staff being a barrier with these programs?

A. We don't seek a specific ratio of men and women staff. We understand the value of a diverse staff as a best practice to effect client progress toward goals and desired outcomes. Among the six Life Coaches (case managers), one is a woman. Our

experience is that women are not a barrier to a successful program, but we do recognize that not every woman can do the work effectively. The one woman on our staff did have to overcome some commonly held false beliefs/prejudices about these men to get to where she is now; however, she is one of the most effective Life Coaches on our staff.

18. Q. What's the typical age of the children impacted by your program?

A. Most of the LRD fathers have children ranging from toddlers to 14 year-olds.

Part III. Questions for Both Programs:

1. Q. Who initiated the grant applications for these programs? Private vendor, IV-D, or a partnership of both? (I am presuming Minnesota is also grant funded.)

A. Both programs received a Responsible Fatherhood grant from the Federal Department of Health and Human Services, Administration for Children and Families, the Office of Family Assistance. Lighthouse Youth Services was the applicant in Hamilton County and Goodwill Easter Seals in Hennepin County.

2. Q. Have you faced any resistance from the mothers or custodial parties because of the programs' advocacy for fathers?

A. **Hennepin** --Custodial Parents (CPs) are anxious for payments. This can be viewed as a program for dads only; however, we need to do our best to explain the program and how it offers long-term benefits to the family.

Hamilton CSEA - We have received some resistance from moms or custodial parties regarding advocacy for the fathers. What we try to do is reinforce the fact that we are trying a different and innovative approach to enforcing their child support case.

Hamilton LRD – We have had little to no resistance from moms. LRD staff and the Hamilton County CSEA staff communicate very well together to respond to inquiries or complaints from CPs that the NCP is in LRD. Most CP's are somewhat pleased that the father is getting some type of help since the program will support their goal of seeing more consistent child support payments or help him to be a better father.

3. Q. How do you cut the ties with dads after they complete the program (or maybe you don't)? Is there a need for long-term case management and "alumni/graduate" involvement? Does either program track long-term outcomes and performance after a client completes a program?

A. **Hennepin:** Cases get transferred out to general population/caseloads. We use the monthly compliance letters received from the FP advocates, along with our own

transfer criteria, as to when they can be transferred out. Our child support officers work with the FP advocates reviewing a participant's compliance.

Hamilton: The cases are transferred back to regular caseloads but LRD stills continue to work with them in some capacity. The relationship with the CSEA Tech will cease; but the CSEA Tech will still answer questions regarding the participant if sent by the LRD Life Coach.

LRD offers an ongoing support group for those who've completed the program. We provide, as needed, case management activities, on a case-by-case basis, to those fathers who request it, post-completion. Regarding tracking long-term outcomes, we are trying to figure that out with the Hamilton County CSEA, as fathers are transferred back into the general CSEA caseload (from the specialized LRD caseload) upon program completion.

4. Q. In both programs, what percentage of participants get jobs, how long do they stay in the jobs, and what is the average income or wage?

A. Hennepin County, the FP reported 70 job placements with an average wage of \$10.38 per hour of the 229 enrolled fathers in the program.

Hamilton-LRD -- Our latest data shows the average hourly wage is \$11.62. About 45% of the fathers come to the program already employed, albeit under-employed in a lot of cases, especially relative to their child support order amount. Our Federal grant does not allow us to provide direct services in the area of employment. We refer fathers who need job readiness or job search supports to other community-based agencies or programs.

5. Q. Please let me know how and if the programs offer anything related to the health needs of the men, including psycho-social health?

A. Hennepin- FP: We partner with Parents as Teachers/Meld, a national parenting organization which provides our 12-week parenting curriculum. Curriculum topics focus on: healthy lifestyles, goals for nutrition and fitness, and dealing with stress, etc.

Hamilton-LRD -- We have a relationship with a community-based, private mental health services provider who agrees to accept our referrals regardless of the fathers' ability to pay. Our curriculum emphasizes emotional and psychological well-being as a part of being a better father. We have fathers who desire to stop using drugs or abusing alcohol and, at their preference, make that a part of their Individualized Service Plan.

6. Q. Great programs. Not sure how a small county would implement these programs with fathers? My county has a population of about 22,000 and a child support caseload of 750.

A. **Hennepin** - Even if you can not work directly with a fatherhood agency, you can always make sure you are getting the word out about Child Support by holding information sessions out in your community. We hold separate quarterly sessions for custodial parents and noncustodial parents at local libraries and community centers. Presentations are also held for partnering agencies. Another suggestion is to look at who is providing job search sessions for your public assistance clients. There may be the possibility to establish a partnership with them.

Hamilton -As we see it, the issue is stepping out to develop a relationship with the County CSEA and fatherhood and community groups. We have a Child Support Planning Commission which meets quarterly and we discuss many issues that affect fathers and share information with each other.

7. What are the population sizes of Hennepin Co. and Hamilton Co.?

A. Hennepin County - 1,122,000 (2006)
Hamilton County – 851,000 (2008)