



Employment and Economic Stability Services for Fathers

January 20, 2016



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Strengthening Literacy and Father-Child Relationships through Reading

July 15, 2015

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Presenter Bios July 2015.pdf	539 KB

Web Links

- www.fatherhood.gov
- Strongfathers.com

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National Responsible Fatherhood Clearinghouse

- DHHS/ACF Office of Family Assistance funded national resource to support fathers and families.
- Resources are available for dads, fatherhood programs, researchers, and policy makers.
- Visit the NRFC: www.fatherhood.gov
 - www.fatherhood.gov/toolkit for *Responsible Fatherhood Toolkit*.
 - www.fatherhood.gov/webinars for archives of all our webinars.
- Contact any of our staff: info@fatherhood.gov or enzo.ferroggiaro@icfi.com
- Encourage fathers or practitioners to contact our national call center toll-free at **1-877-4DAD411 (877-432-3411)**.
- Engage with us via social media:
Facebook: [Fatherhoodgov](https://www.facebook.com/Fatherhoodgov) Twitter: [@Fatherhoodgov](https://twitter.com/Fatherhoodgov)



Our Goals Today

Share information about:

- Lessons learned from previous employment and training initiatives.
- Job training and employment services that can be used in work with low-income fathers.
- The benefits of coordinating with other local employment and training programs.
- Supportive services to help overcome employment barriers.
- Resources for more information.



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Today's Presenters

- Dan Bloom, MDRC, New York, NY.
- Halbert Sullivan, Fathers' Support Center, St. Louis, MO.
- Carl Chadband, Kanawha Institute for Social Research & Action, Inc. (KISRA), Dunbar, WV.



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Dan Bloom
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Sources of Evidence

- Practitioner wisdom.
- Descriptive studies.
- Rigorous evaluations using random assignment:
 - Programs that mostly served fathers, often in the child support system.
 - Programs that served many fathers but didn't target them (e.g., programs for justice-involved populations).
 - Programs that served disadvantaged men among other groups.
 - Programs that served mostly women (e.g., welfare-to-work).
 - Programs for youth.





Key points to remember

- Economic and policy context matters a lot.
 - E.g., decline in manufacturing jobs, criminal justice policy, child support policy, employment discrimination.
- Low-income fathers are a diverse group in terms of employability.
- Many of the fathers served by employment programs would work with or without the programs.
- But, for many, low wages and employment retention are bigger problems than job-finding.
 - May be related to characteristics of jobs, people, and support systems.





Ways to improve employment

- Change the individual job seeker.
 - Improve skills (hard and/or soft).
 - Build motivation.
- Connect people with jobs.
- Change employer hiring decisions.
- Make work pay.
- Create (subsidized) jobs.



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Types of employment services

- Job readiness/ job search/job placement assistance.
- Basic education.
- Occupational training.
- Subsidized employment.
 - Transitional jobs.
 - On-the-job training.
- Earnings supplements.



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Some general findings

- Job search assistance can increase employment.
 - Issues: Job quality, job retention, staff skills.
- Sectoral training programs can raise employment and wages.
 - Issues: Employer involvement is critical, heavy screening for literacy and motivation, need for income during training.
- Transitional jobs programs can put people to work and (in some cases) reduce recidivism.
 - Issues: Cost, little evidence of long-term impact on employment outcomes.
- OJT programs can increase employment.
 - Issues: Small programs, selective targeting.





Some general findings (cont.)

- Earnings supplements consistently raise employment and income.
 - Issues: Cost, evidence mostly for women.
- Basic education can increase GED receipt
 - Issues: GED does not seem to pay off much in the labor market, though it can be a gateway to postsecondary education and training.
- There is little evidence that post-employment case management coaching/case management improves employment retention.
 - May be more effective to focus on rapid re-employment than to try to prevent job loss.





Key open questions

- 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 the impact of employment services be bolstered by addressing cognitive-behavioral issues?



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Important studies underway

- PACT project evaluating Responsible Fatherhood programs.
- CSPED project evaluating child support led employment programs.
- ETJD and STED projects evaluating transitional jobs programs for noncustodial parents, people recently released from prison, and other groups.
- Building Bridges and Bonds (B3) testing components of Responsible Fatherhood programs.
- Paycheck Plus testing an expanded EITC for childless workers.
- PACE and WorkAdvance projects evaluating career pathways programs.





For more information

MDRC website: www.mdrc.org

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Employment and Economic Stability Services for Fathers



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Fathers' Support Center

- Our Mission: To foster healthy relationships by strengthening families and communities.
- Our Vision: Every father is a responsible father committed to a cohesive family relationship.
- Our Goals:
 - Prepare fathers to become financially and emotionally involved and spiritually sensitive parents.
 - Help fathers to obtain the skills necessary to gain and maintain steady employment.
 - Help both parents develop skills and behaviors that foster the well being of their children.
 - Set the foundation for youth to develop into responsible adults.
 - Help both parents develop the skills and behaviors necessary to cooperate in the rearing of their children, regardless of the character of their personal relationship.





A Client Centered Approach

- Cohort Approach
 - Gather your data. Data, data and data (for reporting and to analyze the fathers needs).
 - Weave in content from other programs and services.
 - Encourage ongoing peer support and provide incentives.
- Repetitive Learning (6-week intervention, 12 month intervention)
 - The number of hours of services received improves learning and changes for the fathers.
 - The increased interaction with the project, increases the likelihood of success for the fathers.





Our Population

- Custodial and non-custodial fathers.
- Fathers of all ages.
- Many are faced with Child Support Enforcement issues.
- Reentering citizens.



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Changing the Mindset

- Reality Therapy:
 - Developed by Dr. William Glasser.
 - Psychotherapy based on choice theory.
 - Problem solving strategies with a distinct focus on the here-and-now and future, not the past.
 - Underlying key is the establishment of healthy, positive relationships.
 - Understand total behavior, including action and thought, not feelings.
 - Three basic R's:
 - Reality, Right, and Responsibility.
 - Requires a need-satisfying counseling environment.





Employment & Economic Stability Services for Fathers

- Career Pathways Planning.
- Mentoring.
- Case Management.
- Job Coaching.
- Employment Readiness Training:
 - Literacy Assessments.
 - Adult Basic Ed. Assessments/Referrals.
 - Vocational Training.





Overview: Employment Readiness Training (ERT)

I. Personal Development

- Focus on personal attitudes and behaviors.

II. Job Readiness

- Understand responsibility to meet expectations of employers (e.g., punctuality, attendance, personal appearance, completing work assignments, interactions with supervisors and peers).

III. Employment Relationships

- Learn and practice ways of managing conflict; identify support systems; manage relationships with supervisors and co-workers.

IV. Healthy Lifestyles, Communication & Mentoring

- Knowledge and skills for effective communication; developing a healthy lifestyle; effects of lifestyle on employment relations.





Employment Readiness Training (ERT)

- **Section I - Personal Development**
 - Brainstorming - List Strengths And Weaknesses.
 - What Strengths Are Most Important To Succeed On The Job?
 - Values Voting - What Makes A Valued Employer/Employee?
 - Barriers To Being A Valued And Quality Employee.
- **Section II - Job Readiness**
 - Work Culture & Work Ethic.
 - Mutually Beneficial Employment Relationships & Expectations.
 - Employment Challenges & Barriers.
 - Dressing For Success.





Employment Readiness Training (ERT)

- **Section III - Employment Relationships**
 - Anger Clues.
 - Maintaining your cool.
 - The Price of Losing Control.
 - Strategies for Managing Anger and Stress in the Workplace.
- **Section IV - Healthy Lifestyles, Communication Review, Mentoring**
 - What is Communication?
 - Active Listening.
 - Checking Out Your Health.
 - Substance Abuse/Time Management/Family Management
 - Mentoring - Investing in Someone Else, Quality Coaching.





Employment & Economic Stability Services for Fathers - Supportive Services

- Substance Abuse Assessments/Referrals.
- Mental Health Assessments/Referrals.
- Housing Referrals.
- Emergency Family Assistance.
- Family Reunification Planning.
- Child Support Enforcement Interventions.
- Transportation Assistance.



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Our Employment Team

- Six Employment Career Advisors.
- Six Account Managers.
- GED/HiSet Instructor.
- Financial Education Instruction.
- Social Service Case Managers.
- Data Specialist.



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Importance of Maintaining a Network of Employers

- Our account managers each develop and maintain relationships with a network of 50-60 employers.
- This helps us anticipate employment needs, prepare participants for available jobs, and build a network of “satisfied customers.”
- Benefits for employers include:
 - Guaranteed pool of job-ready applicants.
 - Reduced costs of advertising for new workers.
 - Confidence that they and our participants will receive ongoing support from FSC staff.





For more information

Fathers' Support Center website:
www.fatherssupportcenter.org

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Employment and Economic Stability Services for Fathers



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The logo of the National Responsible Fatherhood Clearinghouse, featuring a stylized line drawing of a man, a woman, and a child.

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Kanawha Institute for Social Research & Action (KISRA)

Since 1993, KISRA has worked to **HEAL** and strengthen families through 4 program areas:

- **Health:** Community health center, support services for individuals in recovery from mental illness.
- **Employment:** Focus on jobs & economic self-sufficiency, encourage men to become better fathers and providers, and help ex-offenders to reenter the community.
- **Assets:** Programs that help people become more financially fit, buy homes, establish a pattern of saving, and open or expand small businesses.
- **Learning:** Early childhood development, safe after-school havens, programs for teens.



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Fatherhood work

- From 2003 - 2015, KISRA provided the Pathways to Responsible Fatherhood Initiative in locations around West Virginia.
- Through a new OFA grant, the West Virginia ReFORM Initiative will work with non-violent/non-sexual ex-offenders to provide:
 - Assistance with community re-entry.
 - Employment training and placement.
 - Cognitive behavioral skills training.
 - Help with challenges such as substance abuse, mental illness, housing, employment.



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Working with ex-offenders

- *“The new WV ReFORM Initiative will focus on providing the skills and resources needed to allow ex-offenders to build a ‘career’, not just get a job. Pushing ex-offenders to quickly get a low-wage, dead-end job increases the likelihood of them reverting back to previous criminal activities.”*

Dr. Michelle Foster, Chief Executive Officer, KISRA.



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ReFORM program elements

- Skill-building and hands-on training.
- Job development.
- Job placement and post-placement services.
- Transitional employment:
 - Paid work experiences that will lead to stable employment opportunities in demand occupations.
 - KISRA's social enterprises include urban agriculture, food aggregation, catering, and garment printing.
- Education: GED/TASC prep, entrepreneurship.
- Support services: mentoring, transportation assistance, housing location, childcare assistance, substance abuse and mental health treatment referrals, and legal assistance referrals.





Second Chance Mentoring Program

- **Goals -- help non-violent offenders:**
 - Reclaim their place in the community, .
 - Stabilize their lives.
 - Achieve self-sufficiency.
- **Prior to Release:**
 - Evaluate needs & develop a plan for success upon release.
 - Provide weekly curriculum-based training sessions.
 - Match participant with volunteer mentor.
- **Upon Release:**
 - Case management & curriculum-based training.
 - Group activities for mentors and participants
 - Ongoing support for participants and mentors.





Growing Jobs Project

- **Farm-to-table program** designed to create jobs and encourage entrepreneurship.
- **Subsidized employment strategy** with starting salaries of \$8 to \$15 per hour.
- **Key project components:**
 - Urban farm with greenhouses.
 - Commercial kitchen.
 - Farmers market.
 - Training for farming skills, culinary skills and business development.
 - Food truck.





Growing Jobs Project: Goals

- At least 20 jobs will be created.
- As measured by pre- and post-surveys:
 - At least 80% of participants will increase their knowledge about Farming skills.
 - At least 80% of participants will increase their knowledge about Culinary skills.
 - At least 80% of participants will increase their knowledge about Business skills.
- At least 32 participants will complete the Growing Jobs education component.





Urban Farm with Greenhouses

- Two greenhouses produce fresh, organic fruits and vegetables (No pesticides or other chemicals).
- Hydroponic system allows the growth of plants in levels throughout the greenhouses.



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Fresh Produce and Commercial Kitchen

- Fresh produce includes tomatoes, various greens, parsley, cilantro, scallions, assorted sweet peppers, etc.
- Produce is provided in bulk to area organizations and restaurants in need of fresh products and on a retail basis to local residents.
- Participants are taught culinary skills in the commercial kitchen.
- Culinary basics include serve safe, line cooking, culinary math, knife skills, prep cooking, recipe writing, portion sizes, ticket reading, etc.
- The kitchen provides wet prep, dry prep, and cooking space for entrepreneurs in need of a licensed and inspected kitchen facility for food preparation.





Farmers' Market and Food Truck

- A rotating farmers market is coordinated to facilitate the sale of organic items produced through the farm.
- The market includes items grown throughout the area and products prepared by individuals using the commercial kitchen.
- Participants learn about low cost sustainable farming methods, farm planning, values clarification, goal setting, and farm business development.
- Produce from the farm and kitchen is sold on the food truck.



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For more information

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- Comments, questions, suggestions for future webinar topics, information or resources that you recommend.
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