

# Fanning the Fatherhood **FIRE**:

A National Fatherhood Summit  
June 4-6, 2019 | Nashville, Tennessee



Family-focused  Interconnected  
Resilient  Essential

## **W9** **Effective Workforce Development and Employment Strategies for High-Need Fathers**

### **Presenters:**

**Sandino L. Thompson, Vice President,  
Public Strategies,  
Oklahoma City, Oklahoma**

**Azaliah Israel, Project Specialist,  
Public Strategies,  
Oklahoma City, Oklahoma**

# Background

Why is employment important for fatherhood programs?

- Office of Child Support Enforcement (1975)
  - First explicit family policy targeted towards fathers to enforce financial support
- Family Support Act (1988)
  - Parent's Fair Share Demonstration Project was implemented from 1994 – 1996. Increased understanding around employment for high need fathers



# Background

## Temporary Assistance for Needy Families (1996)

- Responsible Fatherhood Programs – Operated in 8 sites from 1998 – 2000 with the goal of increasing employment outcomes, develop parenting skills, and motivate child support compliance
- Partners for Fragile Families – Implemented in 13 sites from 2000 – 2002. Collaborations between government and community agencies.



# Building the Employment Component of Your Program

- Building the Capacity of Case Managers
- Engaging Quality Employment Partners
- Assessing and Tracking Partnerships
- Utilizing Labor Market Information



# Building the Capacity of Case Managers

## Career Coaching as case management model

- Move away from comprehensive assessments of “barriers” as an early first step
- Flip the conversation: Focus on employment goals first
- Message retention and advancement from the beginning
- Identify achievable steps for customers
- Update goals and action plans frequently



# Engaging Quality Employment Partners

- Quality vs. Quantity
- What do your ideal employment partners look like?
- Who is already on board with your organization?
- What organizations in your community have similar interests?



# Assessing the Quality of Partners

- Do your current employment partners share your vision or are they partners because they need something you can offer?
- Do you have enough employers to reach your employment goals? If not, how can you add additional partners?
- Are your employers making every job in their organization available for your participants or just select jobs?
- How can you show employers the advantages of working with you?



# Tracking Employer Engagement

What should you be tracking?

- Information about each employer
- Information that identifies responsibility
- Information that assigns level of effort



## Employer Contact Weekly Tracking - HCDL

Business	Source	Benefits (Y/N)	Hiring (Y/N)	# of Job Orders	Contact Frequency	Last Contact	Contact Outcome	Next Scheduled Contact	Staff	Notes (Describe specific certifications/job orders/outcomes/activities)
Employer A	YB Contact	No	No	0	Prospective	12/4/2013	Phone - Voice Contact	1/7/2014	Staff A	CDL/ Tanker/Air Brakes-I spoke with Peggy fr. HR-slow
Employer B	Referral	No	No	0	Frequent		Site Visit	9/5/2013	Staff B	CDL HAZMAT/HAZWOPER-currently hiring w/2 positions open
Employer C	YB Contact	No	No	0	Inactive		Email		Staff A	Chris wants me to call back in Dec
Employer D	Internet	No	No	0	Infrequent		Phone - Left Message		Staff B	Truck driver- always hiring-

### What to Record / Track

- Business Name
- Source (Referral, Internet Search etc.)
- Benefits/Hiring - (Y/N)
- # of Job Orders
- Contact Frequency
- Last Contact
- Contact Outcome
- Next Scheduled Contact
- Notes

Benefits (Y/N)	Hiring (Y/N)	# of Job Orders	Contact Frequency	Last Contact	Contact Outcome
No	No	0	Prospective	12/4/2013	Phone Co
No	No	0	Frequent		Site
No	No	0	<div style="border: 1px solid black; padding: 2px;">                     Prospective                      Frequent                      Infrequent                      Inactive                 </div>		Er
No	No	0	Infrequent		Phon Me

Level of engagement – drop down menus allow for consistency

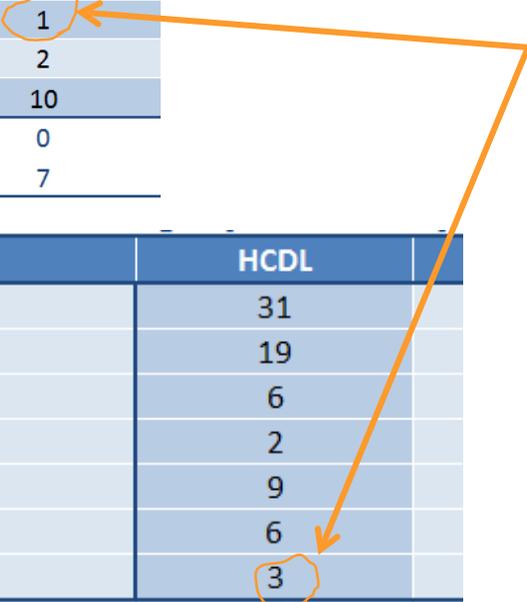


# Now that you are tracking all of this information, how do you use it?

Outcomes	Cycle 1 8/13/12 - 10/5/12
Total Participants Enrolled	20
Total # Completed	18
Verified Initial Job Placement	7
Initial Job Placement - <i>Pending Verification</i>	0
Active Clients (Awaiting Initial Job Placement)	1
Engaged but On Hold	2
Non-Active / Non-Responsive	10
Awaiting Job Re-Placement	0
30 Day Verified Job Placement	7

Summary Category	HCDL
Total # of Employers	31
# of Prospective Employers	19
# of Frequent Contacts	6
# of Infrequent Contacts	2
# of Inactive Contacts	9
# Hiring	6
# of Job Orders	3

Smart tracking and outreach allows you to match your supply (participants) to your demand (job orders)



# Utilizing Labor Market Information

SECTOR	MANUFACTURING 484 New Jobs Annually (9% of WRO Placements)	CONSTRUCTION 539 New Jobs Annually (36% of WRO Placements)	TRANSPORTATION/ WAREHOUSING 4260 New Jobs Annually (13% of WRO Placements)	ACCOMMODATION & FOOD SERVICES 901 New Jobs Annually (41% of WRO Placements)
<b>SKILLED LEVEL (Certifications and/or 2 Yr. Degree + 2-3 Yrs. Industry Experience)</b>				
JOB	Managers, Engineering Techs, Production Techs, CNC Programmers \$19-\$38 / HR	Job-site Foremen, Managers, Cost Estimators, Inspectors, Operating Engineers (Advanced Heavy Equipment) \$18-\$34 / HR	Managers, Truck Mechanics, Diesel Engine Specialists, Aircraft Mechanics, Quality Control Techs \$17-\$28 / HR	Managers, Office Services, Inventory Controllers, Occupational Health & Safety Specialists (QA) \$15-\$24 / HR
COMPETENCIES	Programming Design/ Modeling Software Leadership & Operations, Adv. Technical & Product	Leadership, Communication, Design, Safety, Logistics QA, Risk Assessment, Civil Structures, Traffic Control	Logistics, Adv. Mechanical & Equipment Aptitude, Intermed. Math, Software	Operations & Logistics, Monitoring & Controlling Leadership, Safety, Math, Communication
	<b>TRAINING / CREDENTIALS</b> SME Cert., ASQC, PMMI-Mechatronics, CCST/CAP	<b>TRAINING / CREDENTIALS</b> LPAS, LPAW, LPRA, ASQC, CMAA, CAD, HBI	<b>TRAINING / CREDENTIALS</b> CNG Cert, LP Gas Cert., ASQC, NIMS, AWS, ASTL	<b>TRAINING / CREDENTIALS</b> OSHA-30, QSR, ASQC
<b>SEMI-SKILLED LEVEL (Certifications and/or Moderate OJT/Experience)</b>				
JOB	CNC Operators, Welders, Machine Techs, Machinery Mechanics \$14-\$22 / HR	Carpenters, Plumbers, Electricians, Sheet Metal, HVAC, Masons/Finishers, Heavy Equip. \$15-\$22 / HR	Service Techs, Crane & Rigging, Heavy & Tractor-Trailer Drivers \$11-\$20 / HR	Shift Leaders, Chef/Head Cooks, Bakers, Event Coordinators, Office Clerks, Repair Techs \$10-\$17 / HR
COMPETENCIES	CNC Aptitude, Troubleshooting Mechanical & Electrical Intermed. Technical & Product	Craftsmanship, Materials & Equipment Aptitude, Site Prep Math, Troubleshooting, Safety	Intermed. Equipment & Technical Aptitude, Troubleshooting	Customer Service, Quality, Intermed. Product Knowledge & Aptitude, Problem-Solving
	<b>TRAINING / CREDENTIALS</b> CNC, AWS, NIMS, CAD, CAM, Journeyman Licensing, PMMI	<b>TRAINING / CREDENTIALS</b> Const. Trades, AWS, HVAC & Refrigeration, Journeyman Lic.	<b>TRAINING / CREDENTIALS</b> OSHA-30, Crane & Rigging Cert, Class A CDL, NIMS, AWS	<b>TRAINING / CREDENTIALS</b> Culinary or Bakers Asst. Cert. Basic Technician Cert.
<b>ENTRY LEVEL (HS Diploma/GED + Short-Term OJT/Experience)</b>				
JOB	Assembly & Repair Technicians, Industrial Tool Operators, Production Workers \$10-\$15 / HR	Construction Maintenance, Carpentry & Roofing Assistants, Drywall & Tile Assistants \$10-\$15 / HR	Delivery Drivers, Assemblers, Forklift, Inventory Clerks \$9-\$12 / HR	Servers, Grill/Line/Prep Cooks, Cashiers, Front Desk Agents, Waitstaff \$9-\$11 / HR
COMPETENCIES	Math, Mechanical Aptitude, Problem-Solving, Machine & Electrical	Basic Installation & Repair, Equipment/Tool Aptitude, Problem-Solving	Problem-Solving, Tool Aptitude, Math, Driving, Safety	Food Handling & Preparation, Communication, Product/ Equipment Knowledge
	<b>TRAINING / CREDENTIALS</b> MSSC, NIMS, OSHA-30, Basic Electrical	<b>TRAINING / CREDENTIALS</b> OSHA-30, Basic Electrical, Industrial Forklift, NIMS	<b>TRAINING / CREDENTIALS</b> Industrial Forklift, 10-Key	<b>TRAINING / CREDENTIALS</b> ServSafe, Prep Cook Cert., Food Service Attendant Cert.
<b>STABILIZING JOBS (Personal Effectiveness Competency) // Progress to Entry Level with WRO assistance in Barrier Removal and Work Readiness Training</b>				
	Helpers, Laborers, Temp \$9-\$12 / HR		Packers, Loaders/Unloaders \$9-\$10 / HR	Janitorial, Fast Food \$9-\$10 / HR Cashiers, Stock Clerks \$9-\$10/ HR



# Ways to Integrate Employment Services

- Employment section(s) in core curriculum
- Soft skills/work readiness as a program component
- Referral to workforce partner
- Comprehensive employment component integrated in program or with workforce partner



# Fanning the Fatherhood **FIRE**:

A National Fatherhood Summit  
June 4-6, 2019 | Nashville, Tennessee



Family-focused  Interconnected  
Resilient  Essential

## Questions and Answers

### Contact Information:

[Sandino.Thompson@publicstrategies.com](mailto:Sandino.Thompson@publicstrategies.com)

[Azaliah.Israel@publicstrategies.com](mailto:Azaliah.Israel@publicstrategies.com)

