



Achieving Economic Stability: Strategies for Successfully Connecting Dads to Jobs

April 2012 - Webinar

National Responsible Fatherhood Clearinghouse



Fathers Incorporated | ICF International | Childfind of America | Mathematica | BLH Technologies

National Responsible Fatherhood Clearinghouse Overview

- The **National Responsible Fatherhood Clearinghouse** is an Office of Family Assistance (OFA) funded national resource for fathers, practitioners, programs/Federal grantees, states, and the public at-large who are serving or interested in supporting strong fathers and families.
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National Responsible Fatherhood Clearinghouse



National Responsible Fatherhood Clearinghouse Overview

- Our goals are to provide, facilitate, and disseminate current research , proven and innovative strategies that will encourage and strengthen fathers and families, and providers of services via the following priorities:
 - Robust NRFC Website – www.Fatherhood.gov
 - Annual Media Campaign that will the promote Responsible Fatherhood field and efforts of local programs
 - Social media engagement

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NRFC Priorities Continued:

- Development and dissemination of written products that will advance the responsible fatherhood research and practice national agendas
- Outreach and presentations at conferences and events
- National Call Center for Dads and Practitioners (**1-877-4DAD411**)
- Virtual Trainings (like today's Webinar)

Presenters for this Webinar:

- **Ben Seigel**

Deputy Director of the Center for Faith-based and Neighborhood Partnerships in the Office of the Secretary at the U.S. Department of Labor, Washington, DC

- **Dr. Ronald Mincy**

Columbia University School of Social Work, New York, NY

- **Brad and Kathy Lambert**

Co-Founder and Co-Executive Director, Connections to Success, St. Louis, MO

Webinar Objectives

Our objectives for this Webinar are to share and increase attendees understanding of:

- Federal Department of Labor priorities and program.
- Employment partnering opportunities for Responsible Fatherhood programs.
- Practical ideas from research to help fathers find and keep jobs; and
- Promising Practices and Lessons Learned from a program that has successfully helped fathers identify and secure employment.



U.S. Department of Labor Priorities

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Department of Labor Priorities

- Secretary Solis's Vision: **Good Jobs for Everyone**
 - **Worker Protection**
 - Wage & Hour Division – misclassification init., work-life balance
 - Occupational Safety and Health Admin – alliances
 - Office of Federal Contract Compliance Programs – 1 in 4 workers
 - **Workforce Development**
 - *Employment and Training Administration*
 - *Veterans Employment and Training Service*
 - **Labor Market Information**
 - *Bureau of Labor Statistics*

Employment and Training Priorities

- Evidence-based programs/policies
- Systems reform and integration
- Community college/employer partnerships
- Use of technology
- Sector-focus: healthcare, manufacturing, renewable industries
- Population-focus: formerly incarcerated, returning veterans, at-risk youth

Employment and Training Web Sites

- Career One Stop
 - <http://www.careeronestop.org>
- Local One-Stop System
 - <http://servicelocator.org>
- mySkills myFuture
 - <http://www.myskillsmyfuture.org>
- My Next Move
 - <http://www.mynextmove.org>
- Workforce 3 One
 - <https://www.workforce3one.org>
- Social Jobs Partnership
 - <http://www.facebook.com/socialjobspartnership#!/socialjobs>

Employment and Training Programs

- Reintegration of Ex-Offenders (RExO)
 - <http://www.doleta.gov/RExO>
- Enhanced Transitional Jobs Demonstration
 - <http://www.doleta.gov/reports/etjd.cfm>
- Trade Adjustment Assistance Community College & Career Training
 - <http://www.doleta.gov/taaccct>
- Workforce Innovation Fund
 - http://www.doleta.gov/workforce_innovation
- Veterans Programs
 - <http://www.dol.gov/vets/programs/main.htm>
- **Funding Opportunities**
 - <http://www.dol.gov/dol/grants/funding-ops.htm>

Employment and Training Programs

- Work Opportunity Tax Credit
 - <http://www.doleta.gov/business/Incentives/opptax>
- Federal Bonding Program
 - <http://www.doleta.gov/usworkforce/onestop/FBPContact.cfm>
 - <http://bonds4jobs.com>
- Summer Jobs+
 - <http://www.dol.gov/summerjobs>

Job Clubs Initiative

- Support group of unemployed people who meet regularly at a church, public library, or community center to share networks and job resources
 1. Networking: expand professional contacts
 2. Training: LinkedIn, video résumés, self-marketing
 3. Counseling: grief, motivational, spiritual



“Networking Table” at McLean Bible Church Career Network Ministry, which meets Tuesday evenings from 6-9pm in Virginia.

Job Clubs Initiative

- Meetings: most groups meet 1x/week; meetings are structured while addressing needs of members; meeting size varies (10 to 250 people)
- Volunteers: most job clubs are run by volunteers, many of whom found their own jobs through the group
- Members: open to all people in the community; typically long-term unemployed
- Employer Engagement: especially through congregations and alumni



Secretary Solis meeting with Job Club/Career Ministry participants in Atlanta, GA on October 5, 2011.

Job Clubs Initiative

- **Field Building**: national Job Club directory; national/regional events; bi-weekly coordinators call; online community of practice: www.dol.gov/jobclubs
- **Partnership Development**: Training & Employment Notice to workforce investment system, One-Stops, community colleges, grantees, CNCS, SBA, HHS
- **Training & TA**: network of experts and models; individual consultations; group training sessions



Jay Williams, director of DOL's Office of Recovery for Auto Communities and Workers addresses the Kansas City Job Clubs Symposium on January 26, 2012.

Thank You

Ben Seigel

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Office of the Secretary

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Responsible Fatherhood Demonstrations: What's Next

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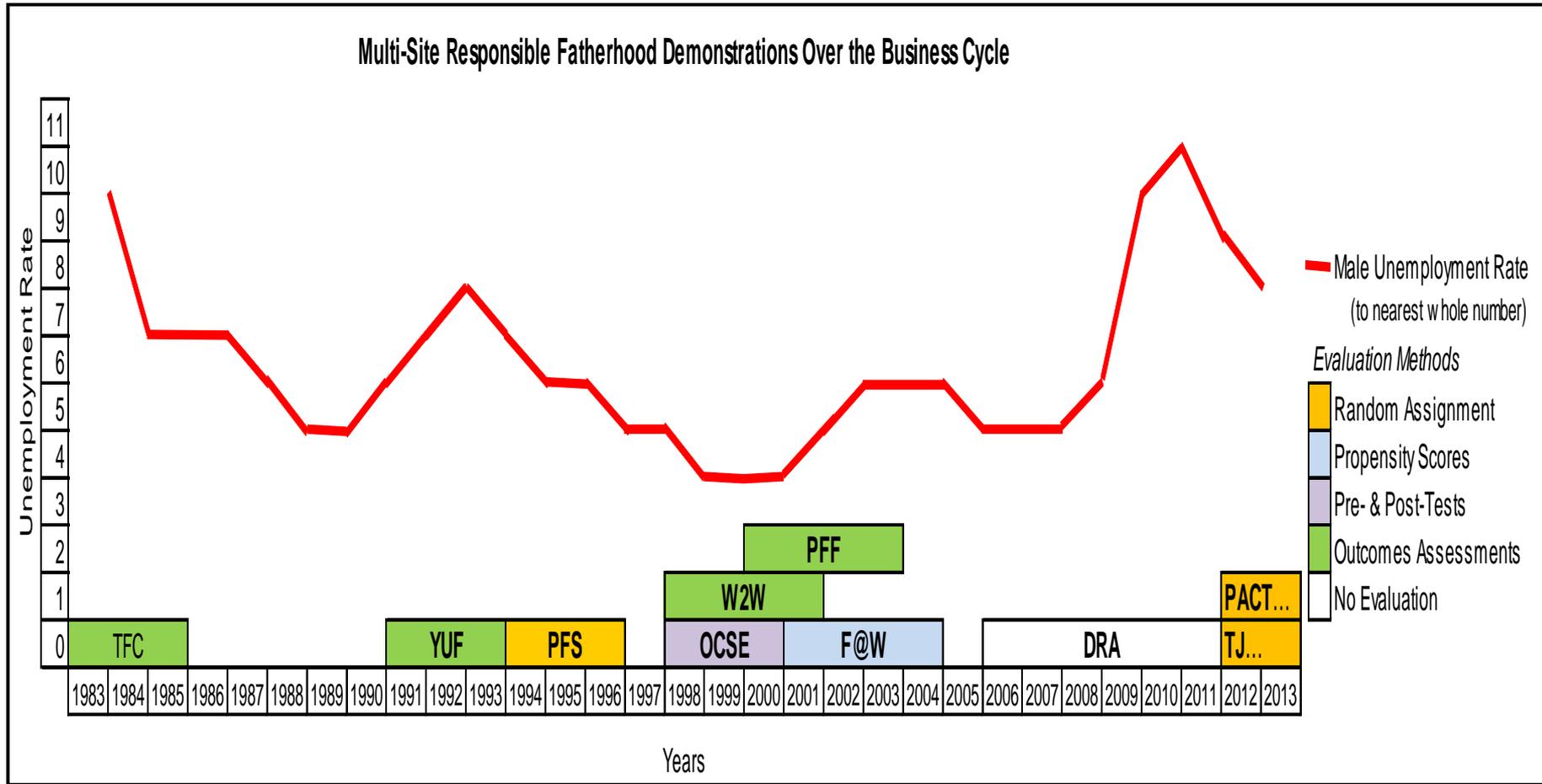
Introduction

- Trends in marriage, non-marital births, and the distribution of male fertility by education, all imply that an increasing portion of children will be born to unwed and disadvantaged fathers.
- Further, the adverse effects of the 2008-2009 recession on employment and earnings were especially severe for men, leading to increases in child support default rates of NCPs generally.
- Finding more effective ways to assist NCPs to meet their child support obligations is critical.

Purpose

- For these reasons the recently announced PACT and NCP Transitional Jobs Program demonstrations are timely.
- But what can we hope to learn from them?
- What are their prospects for success?
- To answer these questions, this presentation will examine the findings of past multi-site responsible fatherhood program (RFP) demonstrations.

Fatherhood Demonstrations and the Business Cycle



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Key Points

- Past multi-site demonstration projects have occurred at different points in the business cycle and have been evaluated using different methodologies.
- The best evidence we have about the effectiveness of RFPs comes from Parents' Fair Share, which occurred during the early years of the 1990's economic boom and was evaluated using random assignment.
 - The economic climate was favorable.
 - The methodology used to assess program impacts was the most reliable.

Employment

- Although the majority of programs reported increases in employment , the increases tended to be small, and overall employment rates remained low.
 - Parents' Fair Share (PFS) did significantly increase employment for a sub-sample of the most disadvantaged men (those lacking a high school diploma / GED or with little work experience) but not for the full sample.
 - Men with high school diplomas had higher employment rates overall, but men without diplomas saw a more significant increase in employment rates.
 - Overall, however, employment rates did not change significantly for the full sample.
 - Office of Child Support Enforcement (OCSE) Responsible Fatherhood Programs reported the most consistent increases in employment.
 - The sites with the most significant increases in employment were also the sites with the lowest pre-program employment rates.

Earnings

- Although driven by different factors at different programs, earnings tended to increase more substantially than employment.
- Parents' Fair Share increased average earnings for the full sample:
 - But the increase was largely driven by greater numbers of the more disadvantaged men becoming employed rather than by higher earnings among the more employable men.
 - Increases in earnings for the more disadvantaged men were particularly striking among a subgroup of fathers who participated in a random survey towards the end of the demonstration.
- OSCE saw an increase in average earnings that was also driven by previously unemployed fathers becoming employed. Significant pre- and post-enrollment differences were seen in four of the seven sites evaluated.

Employment and Earnings Impacts of Fathers at Work

- Fathers at Work participants earned more than similar young fathers who did not participate in the program.
- For example, the average Fathers at Work participant earned \$5,371 more in the 12 months prior to follow-up than the average father in the comparison group.
 - These differences were seen because Fathers at Work participants were more likely to be employed and worked more hours.
 - They were approximately twice as likely to be employed full-time, and they worked more months per year (5.3 months more) and more hours per week (3.2 hours more).

Child Support

- Despite relatively small gains in employment and earnings, most programs saw some increases in child support compliance.
- Increased compliance largely came in the form of increased numbers of fathers paying child support rather than increased payment amounts.

Impact of PFF and OCSE demos

- Parents' Fair Share participants were more likely than control group fathers to pay child support, with significant differences observed in 5 of the 6 quarters for which follow up data are available.
 - Even so, over 50% did not pay any child support.
 - Additionally, the increased percentage was largely driven by significant increases from just three of the seven sites.
 - Furthermore, the increased percentage of fathers paying support was not accompanied by an increase in the amount paid.
- The seven OCSE sites saw fairly substantial increases in the percent of fathers paying child support, ranging from a 4% to a 31% increase six months after enrollment.
- However, most still paid less than the full amount, with across-site averages ranging from 36% to 73% of the total amount due.

Impact of PFF and Fathers at Work

- Child support outcomes for Partners for Fragile Families were generally positive, particularly given the modest gains in employment and earnings.
- Partners for Fragile Families was also targeting a specific subset of low-income noncustodial fathers – young fathers who had not yet established paternity and who had had little or no involvement with the child support enforcement system – and so identified slightly different outcomes.
- One key outcome was the percentage of fathers who established a child support order.
 - At the time of enrollment this figure was very low – around 14%.
 - By the eighth quarter after enrollment, this percentage had more than doubled to 35%.
 - Despite this gain, the majority of fathers did not establish a child support order and a significant percentage were not making any payments.
- The number of Fathers at Work participants with formal child support orders in place changed relatively little during the 12 months.
- However, there were other changes between baseline and follow-up:
 - Payments tripled from \$32 per month before entering the program to \$90 in the month prior to the follow-up interview.
 - Furthermore, at follow-up, among fathers with formal support orders, Fathers at Work participants were more likely to make a payment and typically paid more than Comparison Group 2.
 - Fathers at Work participants were 53% more likely to make a formal payment than comparison group fathers.
 - Further they paid \$52 more per month on their orders than comparison group fathers.
 - The increase in earnings accounted for all of the increase in child support payments over comparison group fathers.

Current Situation

- Past responsible fatherhood demonstrations have occurred at various points in the business cycle, but never following unemployment rates as high as the recent experience.
- Recent projections by the Federal Reserve Board suggest the unemployment rate will remain above the full employment level (6.7-7.6%) until 2014.
- We know that the adverse effects of cyclical unemployment are most severe for less skilled workers, who are over-represented among NCPs.
 - For example , since June 2009, black men and men without a college degree have had higher unemployment rates and higher unemployment durations than white and college educated men.
- Young men who entered the labor market in 2008 had very little work experience, and therefore, their transition to stable employment will be particularly difficult as the unemployment rate falls.
- Studies show that it can take a decade or more young workers to recover the earnings losses they experience during a deep recession.

Likely Impacts

- For these reasons, we can expect the PACT and NCP NTJ demonstrations to have:
 - Modest, at best, impacts on employment and earnings;
 - More substantial impacts on the proportion of NCPs who pay some child support; and
 - Modest impacts on the amount of child support paid.

Implications

- Given the unfavorable economic climate, fatherhood programs (particularly those involved in PACT and NCP_NTJ) should devote considerable effort to the following:
- Employment Retention - the road to employment stability will be “bumpy” for many program participants.
 - Retention bonuses to encourage follow-up and employment re-placement
 - Intergradation with UI system
- Focus on more disadvantaged workers and workers w/ barriers because this group
 - Achieved larger employment and earnings impacts in prior demonstrations
 - Results in the past have been for this g
 - Was more likely to withdraw from the labor force during the recession and
 - More likely to experience longer spells of unemployment

Implications (Cont'd)

- Child Support Intermediation – historically the strongest component of past demonstrations, whatever the economic climate:
 - Help NCPs understand how the child support system operates.
 - Teach NCPs to be pro-active seeking downward modifications of child support orders, especially during subsidized employment periods
 - Simplify and provide assistance with down modifications of child support orders
 - Help fathers secure self-support reserves which can reduce child support orders in 39 states
 - Working with states on arrears abatement processes.
- Evaluations - make some effort to collect evidence on program outcomes other than employment, earnings, and child support, including:
 - Fathers' involvement with children
 - Co-parenting with custodial parents
 - Child well-being outcomes

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Connections to Success

Co-Executive Directors
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Integrating Pre-Employment Training & Relationship Skills

- 2 Week Work Readiness
 - Exposure (Tours)/Experiential Learning
 - Career Assessments (SDS, ONET)
 - Putting together a Life Plan with SMART Goals
 - Relationship Skills – Fatherhood training
- On-Going training 1 night/week – GED, Parenting, Healthy Relationships, Financial Lit.
- Mentoring



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Mock Interviews and Employer Events



"I was so impressed by the variety of skills and the enthusiasm that I saw today. The participants were well prepared and there wasn't one who I wouldn't hire. This whole event just touched my heart and I can't wait to find out how to do more."

Targeting Employers

- Identify Skill Gaps Across Industries – Local One Stop Centers
- Ask Employers what they need/want
- Build relationships with employers
 - Job Retention Specialist
 - Mock Interviews



Benefits to Employers

- Provide a qualified pool of talent
- Pre-screen applicants according to employer's specifications
- Reduces turnover cost
- Staff is available to provide troubleshooting assistance to the employer and employee
- Follow-up with employer and employee continues for at least one year.

Transitional Employment Models

- **Transitional Job Training**

Combine Skills Building & Employment

1. *Home Remodeling*
2. *Manufacturing*
3. *General Maintenance*

- **Subsidized Employment**

- **On The Job Training**



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Formal Partnerships

- Child Support Enforcement (ie. Arrears Reduction)
- Social Rehabilitation Services (Dept. of Soc. Serv.)
- Workforce Development/One Stop Center
 - Training Opportunities

Impact on Community and Family

- Earning Change from entry level wage to “Family Living Wage”
- Return on Investment (ROI)/Social Return on Investment (SROI)
- The CtS Difference: Outcomes & Measurements
 - “Evidence-Based” Holistic Service Model working with 750 ex-offenders
 - 74% Job Placement Rate
 - 71% Job Retention Rate at 9 months
 - 14% Recidivism Rate at 12 months*
 - 86% Had Earnings increase in 6 months of employment

*National average for recidivism is 44% at 12 months



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