



## ALAMEDA COUNTY FATHERS CORPS FATHERHOOD PARTNERSHIP (FP)

### PROGRAM OVERVIEW AND REQUIREMENTS

The Fatherhood Partnership (FP) uses First 5's successful partnership model that contracts to not only provide services but also build participants' capacity to deliver and sustain best practices. To operationalize the FP, public partners will identify 2-3 community based organizations to modify and/or expand their scopes of work to include providing fatherhood support/education groups. FP participants will also be required to participate in intensive capacity building activities throughout the contract period. Capacity building activities will enhance staff's ability to offer best practice fatherhood services by engaging them in training and technical assistance, and create agency level systems change in order to create a "new normal" for how participating agencies serve fathers. The ACFC surveyed service providers and interviewed fathers to gain insight into barriers that prevent fathers from being engaged in the lives of their children and to understand what fathers need to be fully engaged parents. The lack of easily accessible support services was identified by both parents and providers. Fathers felt that they were tackling the work of being a good father alone. To address this identified barrier, the FP will engage programs and agencies who are currently offering services such as crisis support, family reunification, manhood development groups, workforce development, parent education, healthcare, and support groups to system involved men and families.

**Ideally, the FP and capacity building activities will extend for 4 years in order to incubate, develop, and ultimately sustain father specific services in participating agencies.**

#### FP Program Learning Objectives

FP Participants will:

- Demonstrate proficiency in providing father centered services and programs
- Demonstrate proficiency in the implementation of the Father Friendly Principles (FFP), and acknowledgment and understanding of the unique and critical role fathers play in the optimal development of their children
- Have a basic understanding and the tools to facilitate small group discussion on relevant father-specific topics

#### Eligibility Requirements

FP participants must:

- Be current contractor of First 5 Alameda County (Neighborhoods Ready for School, Parent Engagement and Support) or of one or more of the following Alameda County Public Systems: Health Care Services Agency, Social Services Agency, Department of Child Support Services, Probation Department

- Serve Alameda County families, including but not limited to fathers and father-figures
- Agree to full participation (outlined below) in capacity building activities, the development and delivery of father-specific support/education groups, and all evaluation activities related to the FP

### **Ideal Participants**

- 2-3 participants per agency; participants should be current staff members
  - Minimum: 1 program manager level staff person
    - Program manager will support and initiate the implementation of the FFP into agency practice and policy
    - Program manager will ensure the fatherhood support/education programs are launched within the designated timeline (timeline is below)
    - Program manager is required to attend four of the nine fatherhood trainings; trainings are identified below
  - Minimum: 1 preferably 2 direct line service staff; staff will attend all fatherhood trainings and facilitate father-specific support/education groups

### **Capacity Building Activities**

#### Fatherhood Training Series:

- 9-month training series (trainings will occur once per month)
  - The following topics are the core trainings that set the context for the FP; these are the trainings that management staff are required to attend:
    - Introduction to the FFP and Strategies for Implementation
    - A Father's Role in Supporting the Optimal Development of Children
    - Best Practices for Facilitating Fathers Groups
    - Understanding the Landscape of Evidence Based Fatherhood Curricula
  - The remaining 5 topics for the fatherhood training series will build the capacity of participants to facilitate father-specific parent education/support groups that focus on the basics of the following topics:
    - Parenting/fathering youth and adolescents
    - Trauma and depression in men, fathers and children
    - Working with fathers reentering the lives of their families and community
    - Best practices for facilitating co-parenting discussion
    - Fatherhood Navigation 101 (not limited to the list below)
      - Child Support Services
      - Family Court
      - Child Protective Services
      - Housing

#### Ongoing Capacity Building Activities:

- Site visits and technical assistance throughout FP
- Quarterly fatherhood trainings (following 9-month training series)

#### **Father-Specific Parent Education/Support Groups**

With support from the Fathers Corps, FP participants will:

- Offer father-specific parent education/support groups; beginning in month six of the fatherhood training series
- Offer groups a minimum of twice per month, 10 months out of the year (January – October)
- Facilitate Father-Specific Parent Education/Support Group that include but are not limited to the topics covered in the fatherhood training series
- Provide stipends and incentives to participating fathers who attend a designated number of workshops/meetings

#### **Evaluation and Reporting Activities**

FP participants will:

- Participate in all data collection activities which will include but are not limited to:
  - Provider demographic survey
  - Parent demographic survey (collected from participating fathers)
  - Child demographic survey (collected from participating fathers on children)
  - Consent forms (consent to share data with partners)
  - Utilize RBA methodology to measure impact and outcomes

#### **Defining Full Participation**

- At least one staff attends each training or discusses options for make up with FP leadership
- Program manager attends all four FP core trainings (identified above)
- Participating agency launches father-specific parent education/support groups in line with FP timeline
- Participating agency makes good faith effort to participate in all capacity building activities
- Participating agency makes good faith effort to participate in all data collection and evaluation activities
- Participating agency commits to 2 years of participation with the option of continued participation up to 4 years

## **Timeline and Logistics**

### Timeline

- Launch Fatherhood Training Series – *August/September 2019*
- Launch Father-Specific Parent Education/Support Groups – *January/February 2019*
- Conclude Fatherhood Training Series – *April/May 2019*
- Quarterly Trainings begin – *July/August 2019*

Fatherhood Training Series Logistics – will confirm logistics when contractors have been identified in order to get their input before schedule is final

- Trainings will take place on Wednesday, Thursday, or Friday
- Trainings will be 3 – 3.5 hours in length

### **For more information contact:**

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