



FATHERS CORPS PARTICIPANT FINAL SURVEY RESULTS

Fathers Corps

The Fathers Corps is a learning community, jointly facilitated by F5AC and ACPHD, for male providers working with families with young children in Alameda County. The Fathers Corps began in August 2013 with the intention of strengthening families by training and supporting male providers to engage fathers and support their involvement in children's lives.

The goals of the Fathers Corps are:

- Fathers Corps participants will have an increased knowledge of environmental, nutritional, and social and emotional factors affecting the healthy development of children birth to 5 years and an increased awareness of father specific services
- Fathers Corps participants will identify and adopt a set of father friendly principles and support their integration into existing family service programs and community based agencies
- The Fathers Corps will advocate for governmental and community-based programs/agencies to be more father friendly
- The Fathers Corps will create a pool of male Father Engagement Specialists to serve as resources for F5AC and ACPHD Home Visiting programs and other service programs targeting families in the County

June 2014 Final Survey

To gather information about the impact of Fathers Corps participation on male service providers and to support continuous program improvement efforts and planning for year 2, Fathers Corps participants were asked to complete a final online survey in June 2014. When drafting the survey questions, the following were considered:

- Participants' reasons for the joining the Fathers Corps, gathered through a Fall 2013 survey
- Key Fathers Corps training topics (e.g., developmental screening, temperament, trauma)
- Feedback received from Fathers Corps participants during the January 2014 midpoint discussion about their experiences to date with the Fathers Corps, and what was working and what could be improved
- Strengthening Families protective factors, applied to providers (e.g., providers' presumed need for social/peer support, connection to community resources, self-care/resiliency, etc.)

Twenty-six participants out of a total of 35 (74%) completed the survey. The results are summarized here.

Results

The first set of questions used a retrospective pre/post design. Average “post” ratings were higher for every item. The item with the lowest average “pre” rating was: “How connected you feel to other male providers in the community.” This was also the item with the largest positive change from “pre” to “post” (increased over 3 points). The items with the next largest changes were: “Your knowledge of the purpose and uses of developmental screenings like the ASQ” (increased 2.80 points) and “How supported you feel in your work with fathers of young children” (increased 2.72 points).

The item with the highest average “pre” rating was: “Your knowledge of the impact of trauma on child development, and the role of fathers in keeping children safe and helping them heal.” It was also the item with the highest average “post” rating.

Item	N	Before Scale: 1=low 7 = high	Now Scale: 1=low 7 = high	Difference	NA
1. Your awareness of the development of infants and children under 5 years	26	4.35	6.04	+1.69	
2. Your knowledge of community resources that support your work with fathers	26	3.35	5.77	+2.42	
3. How connected you feel to other male providers in the community	26	2.92	5.96	+3.04	
4. Your exposure to different perspectives and viewpoints about a father’s role	26	3.92	6.15	+2.23	
5. Your awareness of the importance of having father-friendly principles for programs and agencies	26	3.85	6.23	+2.38	
6. How supported you feel in your work with fathers of young children	22	3.05	5.77	+2.72	I did/do not work with fathers n=4
7. Your awareness of young children’s social-emotional development	25	4.24	6.28	+2.04	Did not attend training n=1
8. Your knowledge of temperament and how it impacts parenting	24	4.04	6.13	+2.09	Did not attend training n=2
9. Your knowledge of the impact of trauma on child development, and the role of fathers in keeping children safe and helping them heal	22	4.36	6.32	+1.96	Did not attend training n=4
10. Your knowledge of the purpose and uses of developmental screenings like the ASQ (Ages and Stages Questionnaires)	21	3.10	5.90	+2.80	I did not attend the training n=5

11. Your ability to engage and retain fathers, or to support staff to do so	21	4.14	5.81	+1.67	I did not attend the training n=5
--	----	------	------	-------	--------------------------------------

The second set of questions asked providers to rate the effect of Fathers Corps participation on various aspects of their professional and personal lives. On the high end, 69% of providers reported that Fathers Corps participation strengthened “a lot” their commitment to advocating on behalf of fathers/male caregivers and 58% reported that the Fathers Corps had helped them “a lot” to be a more knowledgeable, skillful, and/or engaged provider or supervisor. At the low end, 35% reported that Fathers Corps participation helped “a lot” to reduce the stress in their work life.

Item	N	Not at all	A little	Some	A lot	N.A.
12. Has participating in the Fathers Corps helped reduce the stress in your work life?	23	2 (9%)	4 (17%)	9 (39%)	8 (35%)	My work is not stressful n=3
13. Has participating in the Fathers Corps helped you to be a more knowledgeable, skillful, and/or engaged provider or supervisor?	26	0	3 (11%)	8 (31%)	15 (58%)	I am not working as a provider or supervisor n=0
14. Has participating in the Fathers Corps helped you plan for, or inspired you to start, a new program or service for fathers?*	22	3	2	6	11	I haven't started any new programs or services for fathers n=4
15. Has participating in the Fathers Corps helped you to be a better father, grandparent, or caregiver?	25	1 (4%)	0	11 (44%)	13 (52%)	I am not a father, grandparent, or primary caregiver. n=1
16. Has participating in the Fathers Corps strengthened your commitment to advocating on behalf of fathers/male caregivers?	26	0	3 (12%)	5 (19%)	18 (69%)	

**Percentages were not included for this question because of ambiguity in interpreting the responses. The most conservative approach would be to include the N.A. responses when calculating percentages.

14a. If you answered "a little," "some," or "a lot" to question 14, please describe the new program or service for fathers.¹

“A lot” (11 out of 11 responded)

All of the respondents who said that participation in the Fathers Corps had helped them “a lot” to plan for, or inspired them to start, a new program or service for fathers included additional comments describing the new program or service. New programs or services included a church-based program, agency-level changes to make services more father-friendly, expanding outreach to fathers, and Urban Fathers. Responses are presented below, grouped by theme.

Efforts Made to Initiate Agency-level Changes

- *My participation in the Fathers Corps inspired me to recruit 4 colleagues to participate in the Fathers Corps' trainings, to work with a colleague to develop a profile of male clients we serve, and to arrange a meeting with my agency director to present the profile and a list of some 12 recommendations to make our agency a more father/male friendly agency. The recommendations included launching orientations and ongoing information sessions/support groups specifically for and tailored to males/fathers.*
- *While a specific program is not yet contemplated, in July 2014, the Leadership Team is expected to brainstorm how to best integrate Father Friendly Principals into its service delivery and programmatic design. This commitment is a direct outcome of my participation and advocacy within CHSC.*

Working on Program Design Changes to Be More Inclusive of Fathers

- *Integrating in a more active manner the services offered to dyads in our agency to fathers and their kids*
- *It has raised my awareness of engaging fathers and I plan to implement strategies to increase the involvement of fathers in the program that I manage*

Starting Father-specific Programming/Increased Awareness of Need for Father-specific Programming

- *I am in the process of starting a program at my church*
- *I have been receiving multiple calls for services for fathers and NEED to start groups soon, but trouble filling position and due to funding, position has been reduced from 1.0 FTE in Oakland to 0.5 FTE in Oakland. Need to bring it back up to at least 1.0, ideally 2.0FTE*
- *We don't have funding for it, but before I found that out, I was talking about starting a father's group and was preparing to get more consultation around that by members of the fathers corps.*

Information Used to Strengthen Grant Proposal

- *At work, I am involved in writing a Grant for Boys and used knowledge gained to strengthen the RFP*

Other

- *Urban Fathers*
- *Still in the works*
- *I will keep that to myself. I don't want you to steal my idea.*

¹ On the Fall 2013 Fathers Corps Participant Survey, 5 providers said they joined the Fathers Corps because they were starting new services for fathers or parents.

“Some” (1 out of 6 responded)

One of the 6 respondents who said that participation in the Fathers Corps had helped them “some” to plan for, or inspired them to start, a new program or service for fathers included additional comments.

Working on Program Design Changes to Be More Inclusive of Fathers

- *Mainly we see mothers but now we are making a concerted effort to seek out fathers and to make our services ‘father friendly.’*

“A little” (2 out of 2 responded)

Both of the respondents who said that participation in the Fathers Corps had helped them “a little” to plan for, or inspired them to start, a new program or service for fathers included additional comments.

Information Used to Strengthen Existing Programming with Fathers

- *I bring some of the material back to the Fatherhood Circle meeting I facilitate*
- *I've thought on how to educate our young fathers more in existing programs*

17. Describe some ways you have benefitted from participating in the Fathers Corps. (26 responses)

Respondents noted a variety of ways they have benefitted from participation in the Fathers Corps including increased networking and support, increased motivation and inspiration, increased knowledge of parenting and child development, greater awareness of best practices and successful approaches for working with fathers, connection to resources, and deeper appreciation for the importance of fathers to child development and of the need to support fathers in caring for their children.

- *I feel empowered because I see other men working as well as myself*
- *Increase motivation and inspiration in my work with families*
- *Working side by side with like hearted men who have a passion to serve fathers and to change society*
- *Started some new relationships with fellow providers*
- *Connecting with other providers and working with them*
- *I have a new network of great men to call on*
- *Male provider support and feedback*
- *Becoming aboe (sic) to share with other males about our experience being parents as well as providing services for fathers*
- *Networking / ASQ training*
- *Learned new strategies. Also was great for networking.*
- *The networking opportunities and substantive lecture/discussions have generated a greater awareness of parenting best practices, early childhood developmental concerns, and a deeper appreciation for the need to support fathers in caring for their young children. Some of the collateral trainings (i.e. cultural differences in approaching discipline) have been helpful in getting outside of limited perspectives.*
- *Ideal time because I just finished my first year at agency in this position, so it is helping me launch and expand our fatherhood services while also completing internal agency training for other staff in each of our sites.*

- *I learn new things to bring to bring back to the fathers I work with*
- *I teach parenting classes and have used materials from Father Corps to strengthen my classes.*
- *Resources*
- *I have acquired new information/knowledge about child development and being a responsible father that has already helped me and is useful for sharing with other fathers and fathers-to-be, and those I know who work with male youth and fathers. The Fathers Corps has also given me new insight into successful strategies and approaches being used in Alameda County, statewide and nationally, by those regularly working with fathers and young males, to help them achieve their goals and strengthen their families. The Fathers Corps has also enabled me to meet and get to know other men in Alameda County who are committed to and compassionate about working with male youth and fathers to make a positive difference in their lives and to help strengthen their families. I have also learned about additional Alameda County resources and service providers targeting male youth and fathers and their needs.*
- *A lot of background and knowledge that pertains to children and the importance of a father in a household*
- *Importance of the presence of the Fathers in children's lives*
- *Just re enforcing to men their importance to the development of children*
- *Learning the value of the role of the father*
- *More compassion for fathers*
- *Open my mind heart to the importance of Father's in the wellness of Family structure and Child development*
- *Fathers Corps reminds you to think about your services from a father's perspective. Also as a father it helps me to be a role model and take meaningful participation in my children's lives*
- *I've been more aware of my significance in not only my son's development but also that of the young men who look up to me*
- *Provided perspective*
- *A lot*

18. What, if anything, is different about the way you approach your work now, as a consequence of participating in the Fathers Corps? (17 responses)

Fourteen of the 17 respondents reported a change in how they approach their work. Respondents reported feeling more confident, more knowledgeable, more supported, more inspired, more sensitive to the needs of fathers, and more aware of the importance of fathers in the lives of children.

How Their Approach Has Changed

- *MORE CONFIDENCE as a Latino Male in an agency and field dominated by females who haven't yet grasped how to engage fathers. Definitely more confidence and potential partnerships with members in Fathers Corps!! I see it coming*
- *More confident*
- *I am more knowledgeable and passionate about the urgent need to engage and help our male youth and fathers, and now have new resources/tools at my disposal to use and share with others. I'm also more inspired to take action and make things happen, and to*

try to make them happen quickly.

- *I have long been an advocate for father specific initiatives in the Public Health arena, but now I have a platform and a mandate upon which to support the work as well as a structural framework within which I can advocate for systemic change that will benefit AA fathers and their children, and hence their communities.*
- *I have greater knowledge and support within my community about programs and strategies to include fathers in the services we do with children and their families*
- *I often ask myself, are the services pushing fathers away? Can we change something to be inclusive to both mothers and fathers?*
- *Being more sensitive*
- *I feel like there is more awareness of the lack of services for Fathers and there is hope that more programs will be created to support fathers*
- *More awareness of the importance of fathers and giving them attention*
- *I have become more committed in the work I do to pursuing involvement by fathers in the lives of their children. I value, to a greater degree, the importance of the father to his child(ren).*
- *I know the importance of a father in a family and can explain the reason a lot better*
- *Provide direct services to the fathers on my caseload*
- *Not doing it alone, utilize the resources available.*
- *A lot*

No Change in Approach

- *None or N/A (3 responses)*

19. Is your agency doing anything new or different as a result of your participation in the Fathers Corps? (24 responses)

Twelve of the 24 respondents said there had not (yet) been any changes at their agency. Nine indicated that their agency had made some changes, including increasing staff training, making additional efforts to reach and engage fathers, and working on a way to measure and track male involvement. Three said that changes were being considered.

Agency Changes

- *The Social Services Agency is distributing printed materials targeting males/fathers that I and fellow Fathers Corps' colleagues have provided for distribution to clients in waiting/reception areas and one-on-one meetings. I'm also hoping the 12 recommendations for making the SSA a more male/father friendly that were presented to the agency director, will soon be implemented/adopted.*
- *Yes being more open and working toward being more responsive*
- *Engaging male figures*
- *Our approach is now more hands on*
- *We are participating in more training to ensure our services supports fathers*
- *Agency wide trainings for staff by site. Agency wide RBA process to include Male Involvement measure*
- *We are involved in RFP for Boys for city of Oakland and Hayward. Participating at Camp Sweeney, to work young men*
- *Yes (2 responses)*

Working on Changes

- They are in the discussion stage of having a fatherhood resource fair
- That is our intention. More to follow.
- Working on it

No Change/Not Yet/Not Sure

- No (4 responses)
- Not yet (5 responses)
- Not yet, but hopefully it will in the future
- No, though they considered our doing a father's group
- Not sure, but we do have a male involvement department working on new initiatives

20. Describe any new networking or collaborations that have resulted from your participation in the Fathers Corps. (22 responses)

Seventeen of the 22 respondents indicated that they had new networking or collaborative relationships. Examples of networking and collaboration included connecting clients to services, engaging in leadership work, and securing or applying for funding for services.

- As noted above, thanks to my Fathers Corps' participation, I have had the opportunity to meet and get to know several Alameda County providers who specialize in working with male youth and fathers. The experience has been mutually beneficial and I have passed on information about these providers to clients, prospective volunteers and others.
- I am now serving on the Program Committee for next year's Father's Corps with Alameda County First 5 and ACPHD FHS representatives.
- I've connected with a new source to assist my young men with completing their community service hours
- We are collaborating with other Father Corps CBO's on RFP and assisted in getting a Father Corps CBO [to] receive funds for male program
- Speaking with a current participant who is a nurse helped get medical services to a client
- The use of resources in First Five and Black Infant Mental Health to support fathers
- Boot Camp for New Dads partnership with ACPHD in December and potential upcoming training to implement
- Some have approached me to partner in starting a Daddy Boot Camp
- Some opportunities to get involved with other agencies to impact father's presence in the family
- Center force I have worked with, also Village Connect. Also Tim Roberts from Social Services.
- I have now networked with Centerforce
- Center force and re-entry has grown stronger
- Was able to partner with three members of the Fathers Corps
- Working with other service providers
- Will be work[ing] with a new program dealing fathers and boys
- I met a lot of new friends who work with fathers
- A lot

No/Not yet

- No new ones
- None
- N/A
- N/A. Too early to tell at this point.
- Nothing active as of yet

21. How could the Fathers Corps be improved? (18 responses)

Thirteen of the 18 respondents offered various suggestions for improvement including having more male presenters, providing more opportunities for networking and sharing, taking a more prominent leadership role in the community, and offering training on working with teen fathers, inviting non-provider fathers to participate, and having facilitators who work in local communities.

Suggestions for Improvement:

Include Facilitators with Experience Working in the Community

- *Facilitators who work in local communities*

Invite Non-provider Fathers to Participate

- *Recruit father[s] who do not work in the field*

Provide More Community-wide Leadership, Offer Community Education Events

- *I would like to see the Fathers Corps take more of a leadership role in educating others about this work, its importance and how the community can and must join the movement. We can do this by using every opportunity we have, to communicate our story. The who, what, when, where, why and how of the Fathers Corps and most importantly, its target population--male youths and fathers. The timing couldn't be better given President Obama's Fatherhood and My Brother's Keeper initiatives. This effort could begin as a countywide effort incorporating the Board of Sups., Public Health, First 5 and the 35 participants of the first Fathers Corps' training. We could secure funding to host a series of events that would allow us to educate the community about why our male youth and fathers need our help/support now, how the Fathers Corps is working to meet that need but emphasizing FC can't do it alone--the community's help is needed and why. The effort would require a lot of planning but I believe the return on our investment would be well worth it. I will stop there but would be happy to discuss this further with the FC Leadership Team.*

Select Male Presenters for Trainings, Use Fewer Slideshows, More Focus on Teen Fathers

- *By having more male presenters for the workshops*
- *Use more males to teach classes. If you can't find them - throw your net out further...get out of your comfort zone...otherwise we are NO different than the programs that don't hire males... Because they can't find them. Bullshit!*
- *Doing well, sometimes the lectures could be less slide show presentations*
- *More training that would provide skills to work direct with teen fathers*

Provide Time for Providers to Share their Experiences with One Another, Focus on Agency/Community Changes

- *Maintaining the space and time for providers to share their experience and reflect about how to do the work with fathers*
- *Of the three hours, more time for networking and learning about what others are doing*

and challenges facing within our organizations/institutions and how we can help shift this field so that fathers are NOT an afterthought when it comes to parenting or child development

Hold More Frequent Trainings, Hold Some Evening/Weekend Sessions

- *More frequent trainings*
- *Some evening and weekend sessions*

Create Additional Ways for Sharing Information, Share “Real” Information

- *Establishing a lending library, video bank or distributing information between meetings to regular participants. Sharing real live fact patterns with FC participants might also stimulate additional, and real, discussions. So that the learning cohort can recognize potential problems before they arise.*

Offer Follow-up Meetings for Those Who Have Completed the Fathers Corps Trainings

- *Have regular meetings just to support those who have gone through Fathers Corps and those that want to be supportive*

Continue Offering the Fathers Corps Trainings/Meetings

- *Continue to have the courses for Father Corp*
- *Just keep it going. Such a great group. Still feels like the Father Corp is getting off the ground and gaining some momentum. It acts so much like a support network and we need it in this field of working with children and families. I can see new projects/programs/services being created if this group continues on.*
- *Keep it going*

Other

- *I think since it is a new idea and program, the beginning has been great and I know that they will find ways to improve the Father Corps*
- *Not sure*

22. Do you plan to participate in the Fathers Corps next year? (26 responses)

Response	Number
No	0
Maybe	9 (35%)
Yes	17 (65%)

22a. If you answered, “no,” why not?

- NA
- My job duties may change and it may become more difficult for me to participate.

23. One goal of the Fathers Corps is to increase the number of programs/services for fathers listed in the online Early Childhood Resource Directory. Have you entered information into the Directory? (26 responses)

Response	Number
No	11 (42%)

Not sure	5 (19 %)
Yes	10 (38 %)

23a. If you answered, “no,” why not? (11 responses)

Seven of the 11 respondents said they have not entered information into the Directory because they do not currently offer services focused on fatherhood.

Do Not Offer Programs/Services for Fathers (or Not Yet)

- *We have to adjust our services first and then we can be ready to work with fathers. It's coming.*
- *I don't feel confident yet because we have not filled the position which has also been reduced in FTE - I don't want to advertise services that we can't follow through with.*
- *CHSC will discuss how best to integrate the Father's Corp initiative into its work. However, it is premature to list services as father friendly. An update will be forthcoming following our planning initiative.*
- *We do not have an established fatherhood services program yet*
- *Not appropriate for the Father's Corp directory*
- *I have yet to have any programs or services to note as of yet*
- *As I'm sure you know, the Social Services Agency provides services to both males and females, however, most of our clients are women and children and very little (if any) of the materials are tailored specifically to males/fathers. I have recommended to our agency director that new materials be developed to address that issue and was waiting for development and release of the new materials before posting anything to the directory. If you believe it would be helpful, however, I would be happy to at least post the agency's website address with an introductory paragraph giving an overview of the services we provide. Please let me know.*

Other

- *Procrastination*
- *Will explore with Agency*
- *Another staff in my org. has been assigned to do so*
- *Don't know*

24. Do you have any other comments? (18 responses)

Participants expressed appreciation for the leadership provided by the Fathers Corps, the learning that occurred, the focus on fathers, having a safe place for provider self-care, and the commitment to effecting change.

- *Yes. I would like to commend Public Health and First 5, the Fathers Corps' lead staff and their executive teams for recognizing the importance of this work and agreeing to partner to launch this effort. Please also convey to the executive teams of both agencies, the importance of securing and allocating additional funding to the Fathers Corps to support full-time and additional staff (from both agencies) to sustain this movement and allow it to grow. Through the work of those who comprise the Fathers Corps, many lives are and will continue to be touched and changed in a very positive way, and I firmly believe many lives will be saved. Kudos to the Fathers Corps for a job well done. But remember--this is*

only the beginning!

- *Wonderful training! Wish I didn't miss the few that I did, but honored to be part of it throughout the year!! Incredible, passionate, caring and humble men in this group of leaders*
- *Let's continue this great work of placing focus and energy on fathers in Alameda County. I envision needed services and new partnerships arising from the work of the Father Corp if given enough time and resources.*
- *This was a spiritual experience for me. The compassion and commitment of these men was extraordinary.*
- *Keep it up. It was truly amazing and I looked forward to going. Almost like a safe zone for me and other fellow men to come together in a mostly female dominated work place.*
- *This is an excellent program that not only provides me with great training modules and resources but also a peace of mind as I've included our Father Corps trainings/meetings on my self care safety plan.*
- *I thoroughly enjoyed the hanging with the fellas and gained much knowledge*
- *Great program I learned something new at every meeting*
- *Thank you for the opportunity. Overall, I thought it was a great experience and learned a lot.*
- *My first year and I enjoyed the process, and learned so much. Thank you.*
- *I'm glad fathers have finally gotten their time after many years of valuing early childhood and mothers. Fathers need some room, too.*
- *GREAT START! Made it clear we have a long ways to go.*
- *Great program I hope it continues thanks for the opportunity*
- *Thank you Kevin and Gary*
- *Just to reiterate my thanks to all of those who are supporting this effort*
- *I had a great time in all of the trainings that I went to*
- *No (2 responses)*

Summary

Survey results indicate that participants' level of satisfaction with the Father Corps is high. One participant commented: "It was truly amazing... Almost like a safe zone for me and...fellow men to come together in a mostly female dominated work place." Another commented: "Wonderful training! Wish I didn't miss the few that I did, but [I was] honored to be part of it throughout the year!!" Approximately two-thirds of the providers surveyed plan to participate next year.

Results also indicate that providers' sense of connection to other male providers in the community increased, along with how supported they feel in their work with young fathers, and their knowledge of child development (e.g., the purpose and uses of developmental screening). 69% of survey respondents reported that their commitment to advocating on behalf of fathers/male caregivers was strengthened "a lot" by their participation in the Fathers Corps, and 58% reported that it helped them "a lot" to be a more knowledgeable, skillful, and/or engaged provider or supervisor.

Approximately two-thirds of the respondents reported that they had new networking or collaborative relationships. Examples of networking and collaboration included connecting

clients to services, engaging in leadership work, and securing or applying for funding for services.

Approximately one-half of the respondents reported making changes in how they approach their work. Providers reported feeling more confident, more knowledgeable, more supported, more inspired, more sensitive to the needs of fathers, and more aware of the importance of fathers in the lives of children. Fewer providers--about one-third--reported changes at their agencies. Agency changes included increased staff training, additional efforts to reach and engage fathers, and efforts to identify ways of measuring and tracking male involvement. One participant reported that a list of 12 recommendations for making his agency more father/male friendly would be presented to his agency director.

Seven providers, in response to the question about listing services in the online directory, indicated that their agency does not provide services to fathers, or does not provide father specific services. The potential impact of the Fathers Corps trainings on provider practice may be limited for some providers because of the absence of fatherhood services at their agencies.

Participants' suggestions for improvement included having more male presenters, providing more opportunities for networking and sharing, taking a more prominent leadership role in the community, offering training on working with teen fathers, inviting non-provider fathers to participate, and having facilitators who work in local communities.