

2019 PROGRAM SPECIFICATION
YMCA

PROGRAM #: 633

STANDARD PROGRAM: Focus on Fathers

TARGET POP: Racine County fathers

YEAR: 2019

UNITS: Actuals

CLIENTS: N/A

ALLOCATION: TBD

UNIT DEFINITION:

Actual Expenses

GEOGRAPHICAL AREA TO BE SERVED:

Racine County

DAYS/HRS OF SERVICE AVAILABILITY:

2.5 hours per workday across 13 weeks

MINIMUM STANDARDS:

Provider must agree to comply with the following terms and conditions:

- Standard contract language
- Certification standards where applicable
- Fiscal and program reporting criteria
- Allowable Cost Policy
- Audit criteria
- Policies and procedures as defined in Racine County Human Services Department Contract Administration Manual
- Maintain adequate liability coverage
- Recognize that authorization for services is approved by Racine County Human Services Department.
- All informational materials (program descriptions, brochures, posters, etc.) must identify it as a RCHSD program through the use of a standardized RCHSD format provided by Racine County.
- The program must be identified as a RCHSD program in all public presentations and media contacts/interviews.

PROGRAM DESCRIPTION:

The YMCA of Racine will provide Focus on Father's programming at the George Bray Neighborhood YMCA, located at 924 Center Street in Racine. The overall program provides a holistic approach to developing parenting skills. The fathers will also receive programming that can position them to earn a livable wage, become employed and gain financial literacy.

Programming will consist of the following:

Through financial literacy workshops, education, quarterly conferences and counseling, fathers will enhance their knowledge and skills in areas such as money management, credit, savings, home ownership, etc. The East Baltimore Pipeline Job Readiness Training Curriculum and its standards are used as the model for the job readiness and financial literacy components of Focus on Fathers. (Measured and reported in Outcome 1)

The Father Friendly Employment component includes activities such as job readiness and soft skills workshops, training, job search assistance and one-on-one case management. The Y works closely with the Racine County Human Services Workforce Solutions program in the area of employment readiness, soft skills training, and referrals to education and training programs and assistance obtaining employment.

The East Baltimore Pipeline Job Readiness Training Curriculum, developed by Karen Harvey, was created to build a pipeline of qualified workers to fill Baltimore, Maryland's entry-level jobs, aiming to meet the needs of under qualified and/or low educated workers and the employers needing skilled workers. This curriculum and its standards are used as the model for the job readiness component of Focus on Fathers.

The Nurturing Fathers Program™ is an evidence based, 13-week training course designed to teach parenting and nurturing skills to men. Each 2 1/2 hour class provides research supported, effective skills for building healthy family relationships and supporting child development.

The Within My Reach™ curriculum offers a skills based program that provides participants with concrete tools to help them manage their personal relationships in a way that will lead to more enriching, more satisfying interactions with the people that matter in their lives. (Measured and reported in Outcome 2)

Program staff work in conjunction with local employment recruiters to identify job openings and other employment opportunities for participating fathers. Current connections include RAMAC, Modine, A & E Tools, among others. The program also coordinates short-term opportunities with local temporary staffing agencies.

Fathers engage in four monthly employment readiness workshops; job search assistance; employment referrals; and four to six months of case management and job vouching services for those considered unemployable.

Counseling, case management and training improve fathers' job readiness and soft skills. Job search assistance and referrals support unemployed fathers in becoming employed and underemployed fathers in improving job status. We found those who complete the fatherhood and couples programs tended to hold jobs longer than those who don't. Similarly, fathers who score higher on the pre-and post-participation surveys tend to have a better attitude towards parenting, which translates to their attitudes towards work. (Measured and reported in Outcome 3)

EVALUATION OUTCOMES:

1. Participants who increase their credit score by 50 points or more. Participants who lower debt below 40% of income. Measurable outcomes will include participants with a checking or savings account and participants with at least 3 months of their current living expenses saved.
2. Residents have the education and skills needed to advance their careers. Indicators: 70% of participants will successfully earn a new degree or certification to advance their careers. 70% of participants will gain measurable life skills to advance their careers. Focus on Fathers will provide the necessary tracking of progress towards General Educational Development (GED) trade certification or advance degree.
3. Participants who improve their job classification and/or benefits. 70% of participants will obtain full-time employment above the ALICE (Asset Limited Income Constrained Employed) threshold and retain it for at least 90 days. 70% of participants served will improve their job classification and/or benefits.

An Evaluation Outcome Report must be submitted to Racine County HSD Contract Compliance Monitor on a monthly basis, with an annual report due by 2/1/20.