

## **Work Responsibilities**

- **Recruitment process**
  - Receive list twice a month from Tiffany.
  - Place father's name, child's name, mother's name, case worker's name, date of removal, contact information, and contact in a tracking form.
  - Each case is reviewed in ICWIS.
  - Recruiter contacts case worker to verify/update information.
  - Fathers who have contact information are then contacted.
- **Responsibilities recruiter does not perform**
  - Complete ADI's

**What have we learned...**

## **Barriers**

### **Transient population**

- **Calendar year 2009:**
  - 569 fathers have been identified as non-resident fathers
    - Of those, 139, or 22%, had contact information
    - 65 men consented to participate in the research study
      - Average age – 29
      - Average education level – 10.4
      - Diploma/G.E.D. – 41 no  
24 yes
      - Race – 41 African American  
21 Caucasian  
2 Native American  
1 Hispanic
      - Employment – 41 Unemployed  
21 Employed  
3 Disabled
    - 138 fathers did not have contact information at removal
    - 96 fathers were incarcerated at the time of removal
    - 61 Fathers lived outside the Indianapolis metro area
    - 33 cases had unidentified biological fathers
    - 32 were ineligible for different reasons
    - 19 fathers were deceased
    - 19 cases were closed/dismissed before father was contacted
    - 18 fathers were non-English speaking
    - 6 cases had abandoned children/TPR

- At the onset of the case, because they are transient, non-resident fathers often have difficulty in meeting their own needs, let alone their children's.

### **Other barriers**

- Non-perpetrating, non-resident fathers enter the child welfare system very confused about the process.
  - Fathers may not understand why they need to do services.
- With the different divisions and the amount of case workers in the Marion County office, it has been difficult to keep everyone informed as to what we are trying to accomplish.
- Getting fathers to commit to the 20-week program can prove to be rather difficult.

### **Strengths**

- Case workers are beginning to look to our program as a way to get fathers involved with the child welfare system.
- Fathers are learning their rights as a parent who has children involved with the child welfare system.
- Fathers who are informed about the system have had success in getting their child's case closed, either with them as a placement or back with the mother.
- Fathers are finding support in the group setting.

### **Engaging Fathers: What Does Not Work**

- Holding the fathers criminal record against him.
- Looking at the father as a secondary placement.
- Belief that the father can only be a good babysitter.
- Choice of language/tone of voice used with fathers.
- Seemingly working with the mother more than the father

## **Engaging Fathers: What Works**

- Embracing the father as a viable option as placement of the child.
- Allow the father to have the opportunity to be heard and respect his story.
- Using the father's strengths as a positive aspect in his ability to parent.
  - Channel energy in a positive direction
- Resist the human temptation to read the book by its cover.
- Stick by your word.