

Appendix D

Fatherhood Initiative

Program Summary

DYCD's Fatherhood Initiative helps noncustodial fathers reconnect with their children and develop essential parenting skills by helping each participant (1) increase engagement and responsibility in his relationship with his child/children; and (2) provide material and financial support to his child/children. The program also assists fathers in gaining needed benefits and services. Two program options are offered: (1) fathers aged 18 and over; and (2) fathers aged 18 and over with prior involvement in the criminal justice system. Programs address five core areas: parenting skills development, effective coparenting with the child's guardian, employment/education, child support, and child visitation/placement. Both options include a sequential series of parenting classes.

Case Manager Requirements

- Each program includes three full-time case managers.
- The case managers have at least five years of successful experience within the past ten years providing services to families and at least five years of successful experience within the last ten years providing parenting services to males 18 years of age and older.
- Case managers have experience in providing counseling and advocacy, utilizing appropriate resources, and working with City systems such as child support, child welfare, public assistance, education, and housing.
- Case managers have a history of successful collaboration with other community-based agencies and organizations to enhance services for families or parenting services to males 18 years of age and older.
- At least one of the key staff (director, case managers, outreach and retention specialists) has an LMSW credential and is skilled in providing counseling on serious issues such as anger management, conflict resolution, and domestic violence.
- Case managers participate in training to increase their capacity to effectively serve participants in a manner that incorporates DYCD's core competencies for youth workers [\[See the Core Competencies document in the Resource Section of the CMS Toolkit.\]](#)
- Case managers are linguistically and culturally competent and provide services that are sensitive to the participants' cultures, life experiences, sexual orientations, and gender identities.

Case Management Standards

- The contractors employ a case management model, which includes the following components: (1) holistic assessment of the participant's strengths and needs and development of an Individual Service Plan (ISP); (2) implementation of the ISP, i.e., coordinating community resources and working with the participant to meet identified goals; (3) regular review of the ISP to assess whether goals have been met or need to be

changed; and (4) follow-up to ensure that the participant has received requested services.

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- Each participant is assigned to a primary case manager responsible for working with the father on achieving the goals indicated in his ISP and meeting at least two of the required program outcomes.
- Case managers also connect participants to services that address immediate needs related to housing, substance abuse, physical and mental well-being, violent or risky behavior, and other areas that inhibit full participation and ability to achieve personal and program goals.
- Assessment includes a review of the father's current child support order and visitation/ placement arrangements and determination whether either or both need to be modified.
- During assessment, fathers are also screened for a history of domestic violence, using a screening tool identified by the contractor.
- When applicable, case managers utilize ACCESS NYC, the City's tool to facilitate applications for various benefit programs.
- The three case managers each have an active caseload of 20-24 fathers for each three-month cycle of the program, not including those fathers receiving follow-up services.
- Case managers meet with each assigned participant at least once every two weeks.
- Each meeting is documented with written progress notes. Progress notes present an assessment of strengths and challenges, an objective account of the interaction, and a plan for meeting the specific goals listed in the ISP.
- Upon completion of the program, fathers are offered three months of follow-up services. Follow-up is related to goals identified in the ISP and focuses on those fathers who have not achieved their goals. Follow-up services are also available to other fathers who request certain supports.