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Fathers Now: Participant Evaluation

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Fathers Now: Participant Evaluation

A Capstone Project Submitted in Partial Fulfillment of the Requirements of the
Renée Crown University Honors Program at Syracuse University

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And Renée Crown University Honors
May 2013

Honors Capstone Project in Policy Studies

Capstone Project Advisor: _____

Carol Dwyer, Community Benchmarks Program Director

Capstone Project Reader: _____

William Coplin, Director, Public Affairs Program

Honors Director: _____

Date: April 24, 2013

Introduction: This study reports the findings based on the results of three surveys implemented to determine the effectiveness of the Fathers Now program. The aim of the report is the gauge if the program is meeting its goals for current and past participants.

Methods: The data provided in the report was collected from both in-person surveys as well as phone surveys. 25 participants were surveyed in the pre-survey, 16 in the post-survey, and 25 in alumni phone interviews.

Findings:

Pre-Survey

1. 56% of respondents heard about Fathers Now by word of mouth. (N=25)
2. 76% of participants say job search assistance is the support they are most interested in receiving from Fathers Now. (N=25)
3. All but one respondent are currently unemployed. (N=25)
4. 42% of respondents have 1 child. (n=24)
5. 79% of respondents are not involved in the community. (n=24)
6. 54% of respondents say they have encountered barriers to their employment. (n=24)
7. 66% of respondents' highest level of education is some high school or a GED. (n=24)
8. 72% of respondents indicated that they have a good or excellent relationship with their children. (N=25)
9. 60% of respondents say that their personal relationships are good or excellent. (N=25)
10. 80% of respondents say that they have good or excellent self-confidence. (N=25)
11. 58% of respondents have fathers that were not involved in their lives. (n=24)
12. 39% of respondents have joint custody of their child or children. (n=23)
13. 46% of respondents say that their idea of fatherhood is to provide general support. (n=24)
14. 42% of respondents say that their household role is to lead the household. (n=24)
15. 92% of respondents participated in Fathers Now to either better themselves or to become a better father. (n=24)

Post-Survey

1. 30% of respondents gained knowledge about how to become a more responsible father by participating in Fathers Now, which is more than any other benefit gained. (n=16)
2. 53% of respondents say they are not involved in the community. This is an improvement from the 79% who were not involved in the community at the time of the pre-survey. (n=15)
3. 95% of respondents found the program to be good or excellent. (n=16)
4. 88% of respondents found the courses offered to be good or excellent. (n=16)
5. All but one respondent found the instructors to be good or excellent. (n=16)
6. 69% of respondents found the career services to be good or excellent. (n=16)

7. 88% of respondents found the support from staff to be good or excellent. (n=16)
8. All but one respondent found the support from fellow participants to be good or excellent. (n=16)
9. 81% of respondents have a good or excellent relationship with their children. (n=15)
10. 94% of respondents claim their self- confidence is good or excellent. (n=16)
11. All respondents say that attending Fathers Now was a priority or high priority in their lives. (n=16)
12. No respondents found the program to be too long, and 69% found it to be the appropriate length. (n=16)
13. Helping participants find job is the top improvement that Fathers Now can make. (n=15)
14. 38% of participants mentioned self-improvement to enhance their parenting skills more than any other ideas when asked how their idea of fatherhood had changed. (n=16)
15. 40% of participants say that being more involved in their children's lives is now their most important role in their households. (n=15)
16. 50% of respondents say that they gained life skills from Fathers Now. (n=16)
17. 37% of respondents cite a new outlook as their most valuable learning they gained from participating in Fathers Now. (n=16)

Alumni Phone Survey

1. 92% of respondents say the program had a great impact on their lives. (n=25)
2. 64% of program alumni are unemployed. (n=25)
3. 46% of respondents have joint custody for their children.
4. 87% of alumni are involved in the community. This is a 66% increase from participants beginning the program. (n=24)
5. 56% of respondents say better parenting or responsibility are the most valuable lessons they learned from Fathers Now. (n=24)
6. 23% of respondents say learning basic parenting skills was the most significant change in their parenting since Fathers Now. (n=22)
7. 58% of respondents say bettering the career services and expanding the program are how Fathers Now can best improve. (n=24)
8. 88% of alumni have not been incarcerated since participating in Fathers Now. (n=25)

Conclusion: Fathers Now has positively impacted its participants, and that impact has a long-term effect on their lives. The program's most significant effect is helping participants become better fathers and community members. The area in need of improvement for Fathers Now is their career services.

ACKNOWLEDGEMENTS

First, I would like to thank Renée Crown Honors for their support over the past four years. Their guidance, flexibility and encouragement allowed me to work on this rewarding project. Beyond the Capstone project, the unique courses and opportunities afforded by Honors were some of the most interesting I have had here at Syracuse University. They allowed me to explore new fields of study and ways of thinking. Thank you for not only *allowing* students to push the envelope, but *encouraging* it.

Thank you to John Leslie and Abdul Muhammad, co-Directors of Fathers Now, for allowing me to speak with and survey participants. Your guidance when designing the survey was invaluable. Your expertise and dedication do not go unnoticed.

Thank you to LaVar Young, President of Newark Now, for allowing me to be a part of Newark Now. Two years ago, you took a chance on me- a young, inexperienced student- and accepted me into your world. My experiences with Newark have had a profound impact on me, both socially and professionally. I appreciate your assistance, guidance, expertise but most of all, your trust. I believe our projects have had a positive effect on the people of Newark, and for that I am most glad.

Thank you to Professor Coplin for agreeing to be my reader, and providing feedback to improve my Capstone.

I would like to thank my advisor, Carol Dwyer, Director of the Community Benchmarks Program. Two years ago, I was an average member of the Syracuse Community. Your faith in me helped me become a better student, leader and citizen. It has been a pleasure working with you for the past year, and I am thankful for all of the opportunities you have provided me with. Thank you for agreeing to work with me on this final Capstone, and giving so much of your time to help me. Finally, thank you for always treating me as not only a student, but also a partner.

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Fathers Now is an initiative of the Newark non-profit, Newark Now. Newark Now was founded in 2003 by Mayor Cory Booker. His goal was to “provide Newark residents with skills, tools and support to transform their neighborhoods” (“Our Start,” 2003). Newark Now became an umbrella for multiple grassroots organizations, including Fathers Now.

Established in 2008, Fathers Now seeks to assist fathers in transition. The more than 100 fathers that participate in the program each year are largely unemployed and have been incarcerated. They come to Fathers Now to find employment, gain skills, learn how to be better fathers and to escape the 65% national recidivism rate.

Programs like Fathers Now have sprouted up all around the country. Crime is a huge expense to our nation, and over the past 25 years, the prison population has quadrupled (Blow, 2010). Two-thirds of those imprisoned will return to jail within three years of their release. In comparison, participants of Fathers Now recidivate at the low rate of 6%, receive necessary job training, and are more likely to be involved family and community members. The average cost per prisoner per year in New Jersey is \$54,865 (“Price of Prisons,” 2012). By reducing the recidivism rate by 59%, as Fathers Now has done for participants, the state would save \$835MM annually.

Fathers Now also helps fathers become more involved in their children’s lives. They offer parenting classes that teach parental responsibility, to have a positive relationship with their children, the importance of child support and how to be a *participating* father. 58% of Fathers Now participants had fathers who were not involved in their lives. Studies show that regular contact between a father and child reduces behavioral problems and increases intelligence and reasoning. The effect is even more significant for children from disadvantaged backgrounds (“Children Who Have,” 2008). Bettering Fathers Now participants does not only help them as individuals, but also gives the children of Newark a greater chance for success.

The following report is divided into three parts: a pre-evaluation, post-evaluation, and an alumni evaluation. The surveys were administered to three groups in order to gauge both the short- and long-term effects of the program. The pre-evaluation is based on a survey given to participants during orientation. Those responses formed a base line for participants coming into the program. The post-evaluation is based on a survey given to participants during their last week in the program. Comparing the pre- and post-results show the changes participants went through during the eight- week program. The final part of the report is based on a phone survey of past participants. This is used to demonstrate the long-term effects of Fathers Now.

How Data Were Collected

Instrument Design: A paper survey was designed on behalf of Newark Now, which approved the instrument.

Data Collection Method: The survey was administered to members of Fathers Now on the third day of Fathers Now orientation (January 9, 2013). Everyone present in class that day completed a survey.

Target Population and Sample: The target population is 25, which matches the sample population. The response rate is 96%. This survey was completed by current Fathers Now participants.

Quality of Data

Representativeness: Figures 1-3 show the demographics of the sample population. The survey was administered to 25 participants, but some did not answer every question. Demographics of the target population:

Figure 1

Figure 1 refers to the age of the sample population.

Age	Sample Size n=24
0-17	0
18-25	3
26-40	18
41-64	3
65+	0

Figure 2

Figure 2 refers to the race/ ethnicity of the sample population.

Race	Sample size n=24
African American/ Black	20
Asian	1
Caucasian/ White	0
Hispanic	2
Other	1

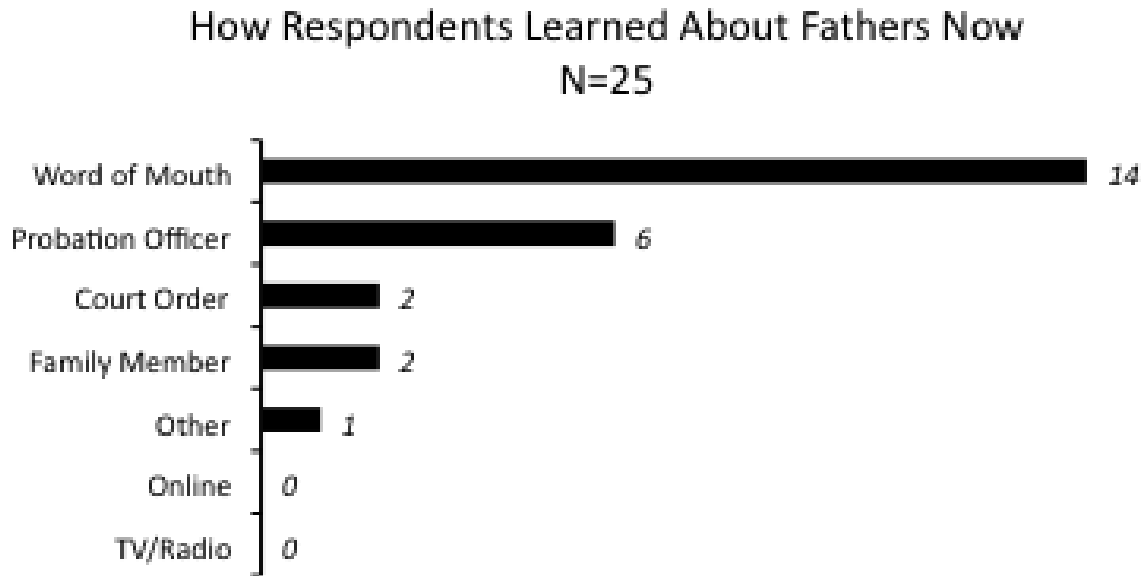
Figure 3

Figure 3 refers to the marital status of the sample population.

Marital status	Sample size n=24
Married	3
Single	21

FINDINGS

1. 56% of respondents heard about Fathers Now by word of mouth.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

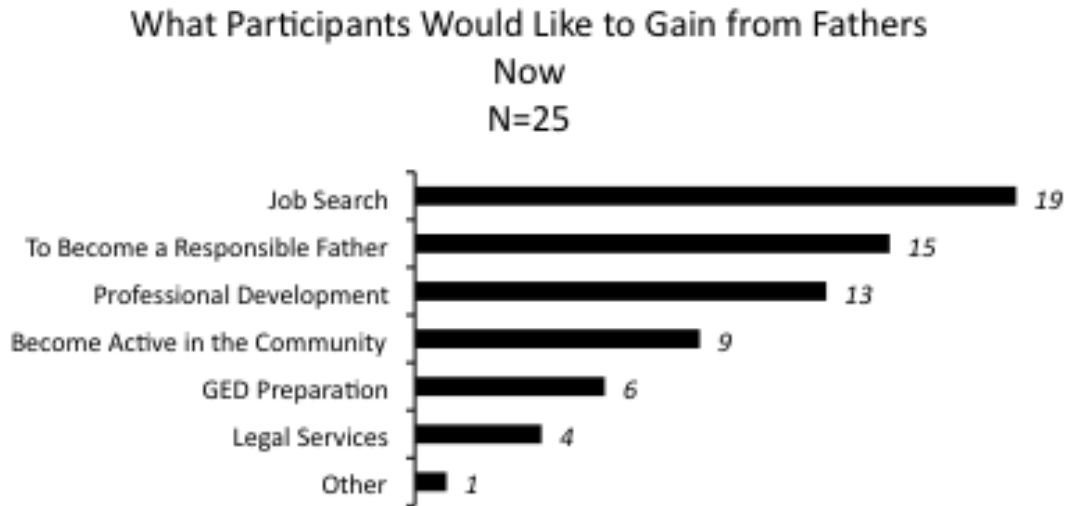
Question 1: How did you hear about Fathers Now?

Comments: The respondent who replied "Other" indicated that he learned about the program from a Job Fair

Medium	# of Respondents	% of Respondents
Court Order	2	8%
Family Member	2	8%
Online	1	4%
Other	0	0%
Probation Officer	6	24%
TV/Radio	0	0%
Word of Mouth	14	56%

FINDINGS

2. 76% of participants say job search assistance is the support they are most interested in receiving from Fathers Now.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 2: What do you hope to gain from your participation with Fathers Now?

Comment:

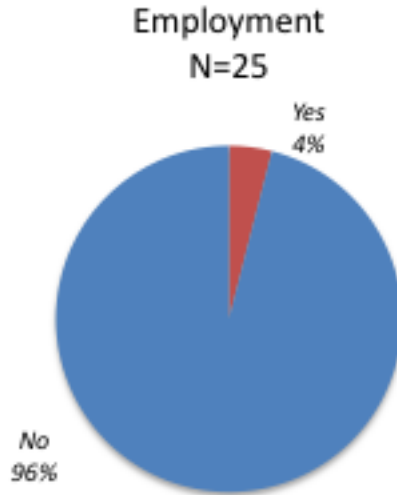
- Other= To better myself as a human being
- Respondents could select multiple responses for this question, causing the percentage to be over 100%

FINDINGS

Hope to Gain	# of Respondents	% of Respondents
Become Active in the Community	9	38%
GED Preparation	6	24%
Job Search	19	76%
Legal Services	4	16%
Other	1	4%
Professional Development	13	52%
To Become a Responsible Father	15	60%

FINDINGS

3. All but one respondent are currently unemployed.



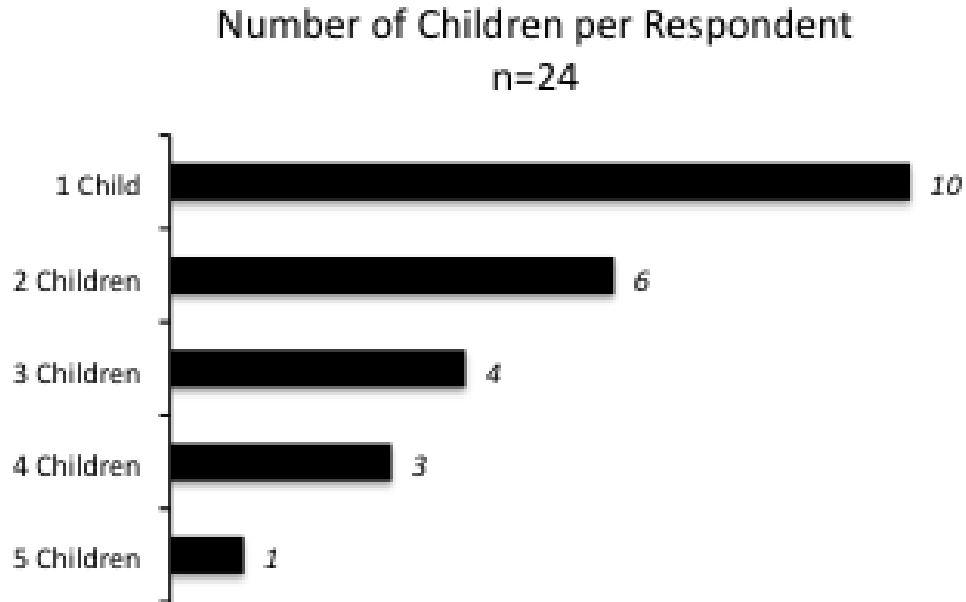
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 3: Are you currently employed?

Comment: The one employed respondent works as a security guard.

Employed	# of Respondents	% of Respondents
No	24	96%
Yes	1	4%

FINDINGS

4. 42% of respondents have 1 child.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 4: Do you have children?

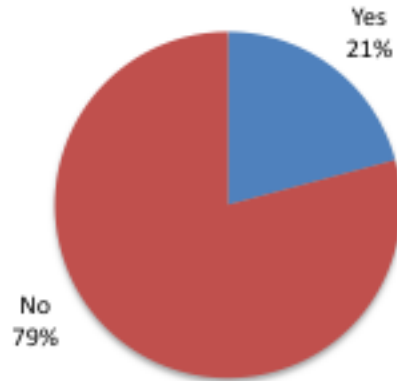
Comment: One respondent indicated that he had children, but did not state how many.

# Children	# of Respondents	% of Respondents
1	10	42%
2	6	25%
3	4	17%
4	3	13%
5	1	4%

FINDINGS

5. 79% of respondents are not involved in the community.

Involvement in the Community
n= 24



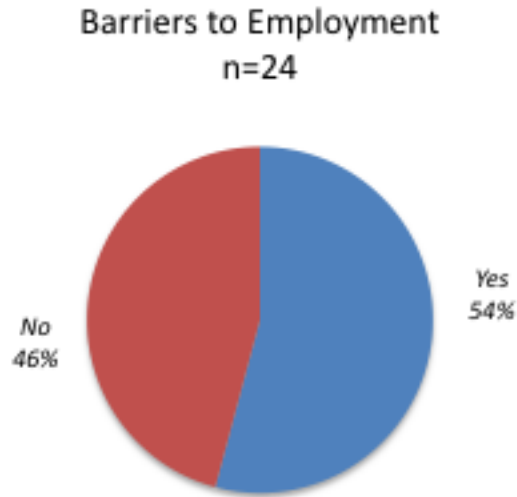
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 5: Are you involved in the community?

Comment: The respondents who are involved in the community are involved through community service. The table below indicates where the respondents volunteer.

Volunteer Sites	# of Respondents
Boys and Girls Club	2
Local Church	1
Orange Recreation	1
Other	1

FINDINGS

6. 54% of respondents say they have encountered barriers to their employment.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 6: Have you found barriers to employment?

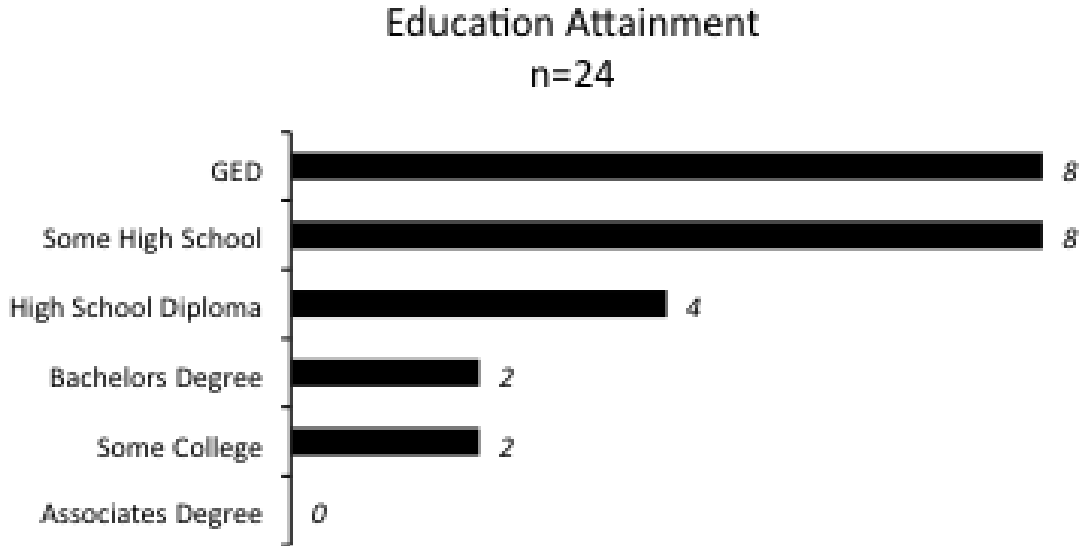
Comments:

- Complete responses can be found in Appendix IV-A
- While 11 respondents claim they face no barriers to employment, only one respondent is employed.

Barriers to Employment:	
Criminal Record	7
Lack of Job Training	5
Other	1

FINDINGS

7. 66% of respondents' highest level of education is some high school or a GED.

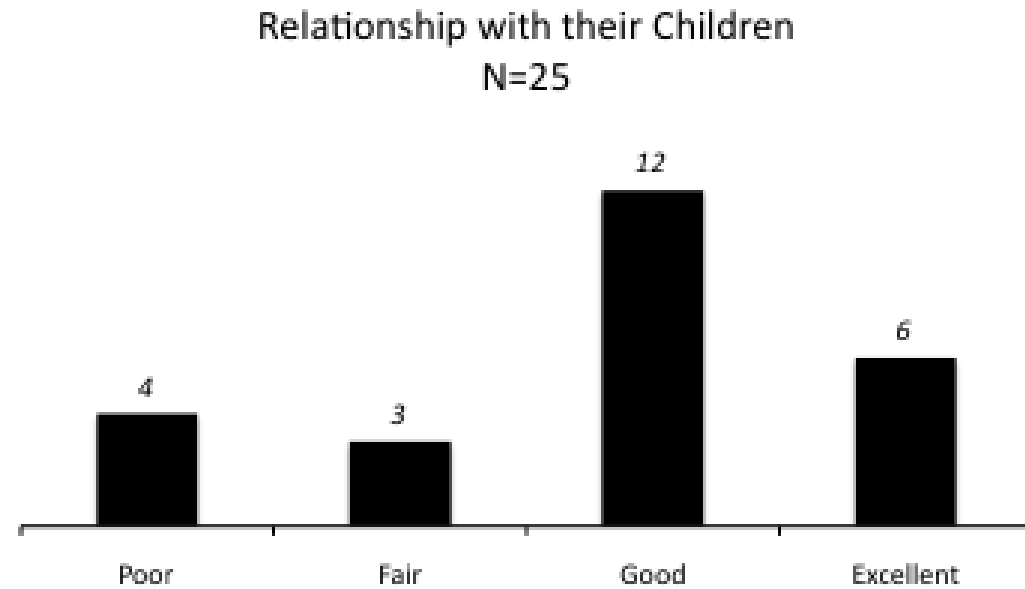


Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 7: What is your education level?

Educational Attainment	# of Respondents	% of Respondents
Associates Degree	0	0%
Bachelors Degree	2	8%
GED	8	33%
High School Diploma	4	17%
Some College	2	8%
Some High School	8	33%

FINDINGS

8. 72% of respondents indicated that they have a good or excellent relationship with their children.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 8: Please rate your relationship with your children?

	# of Respondents	% of Respondents
Poor	4	16%
Fair	3	12%
Good	12	48%
Excellent	6	24%

FINDINGS

9. 60% of respondents say that their personal relationships are good or excellent.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 9: How would you rate your personal relationships in general?

	# of Respondents	% of Respondents
Poor	1	4%
Fair	9	36%
Good	12	48%
Excellent	3	12%

FINDINGS

10. 80% of respondents say that they have good or excellent self-confidence.

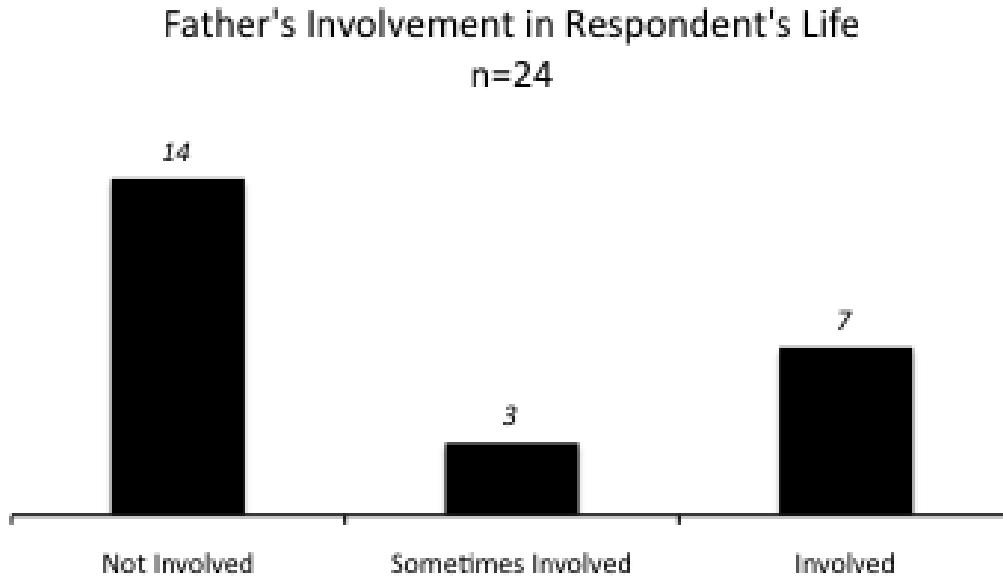


Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 10: How would you rate your self-confidence?

	# of Respondents	% of Respondents
Poor	0	0%
Fair	5	20%
Good	13	52%
Excellent	7	28%

FINDINGS

11. 58% of respondents say their fathers were not involved in their lives.



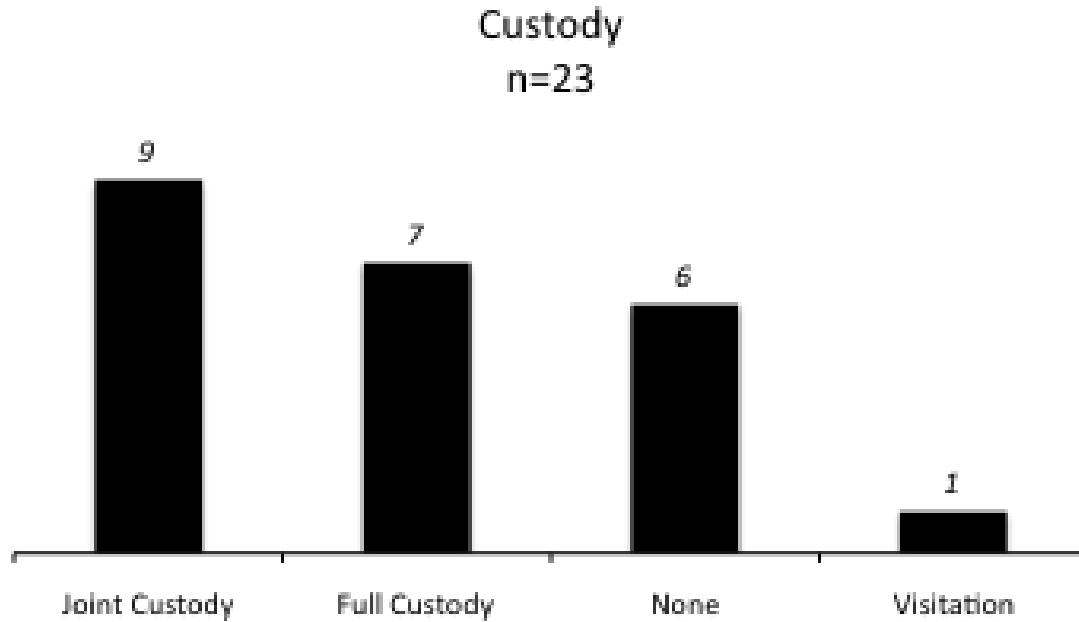
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 11: Please rate your father's involvement in your life.

Comment: Having an uninvolved father can lead to behavioral, developmental and learning problems for children.

Father's Involvement	# of Respondents	% of Respondents
Not Involved	14	58%
Sometimes Involved	3	13%
Involved	7	29%

FINDINGS

12. 39% of respondents have joint custody of their child or children.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 12: What type of custody do you have?

Comment: Two respondents have different types of custody for their children. For example, one respondent has visitation rights for two of his children, and full custody for two other children.

Custody Type	# of Respondents	% of Respondents
Full Custody	7	30%
Joint Custody	9	39%
None	6	26%
Visitation	1	4%

FINDINGS

13. 46% of respondents say that their idea of fatherhood is to provide general support.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 13: What is your idea of fatherhood?

Comment:

- Complete responses can be found in Appendix IV-A
- Respondents could write multiple responses for this question, causing the percentage to be over 100%

Idea of Fatherhood	# of Respondents	% of Respondents
Don't know	1	4%
Economic Support	10	42%
General Support	11	46%
Love	5	21%
Role Model	5	21%
Teach	9	38%
Time	5	21%

FINDINGS

14. 42% of respondents say that their household role is to lead the household.



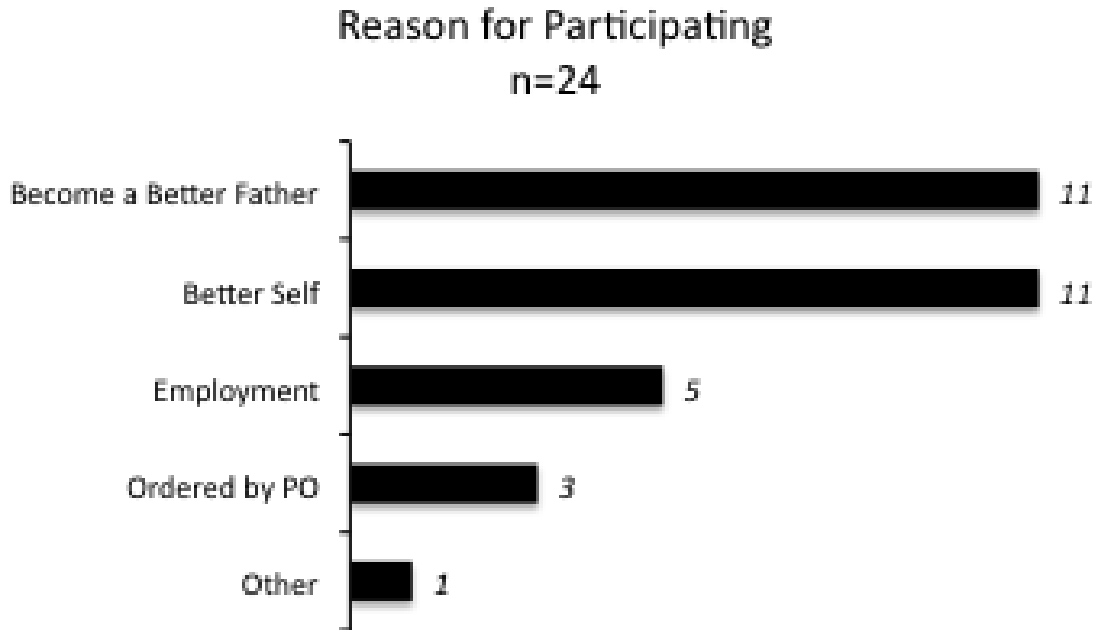
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 14: What is your role in the household?

Comment: Complete responses can be found in Appendix IV-A

Household Role	# of Respondents	% of Respondents
Lead Household	10	42%
Not Applicable	2	8%
Other	1	4%
Protector	4	17%
Provider	6	25%

FINDINGS

15. 92% of respondents participated in Fathers Now to either better themselves or to become a better father.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 15: Why did you decide to participate in Fathers Now?

Comment:

- Other= "To better my community." Complete responses can be found in Appendix IV-A.
- A PO is a parole officer
- Respondents could write multiple responses for this question, causing the percentage to be over 100%

Reason for Participating	# of Respondents	% of Respondents
Other	1	4%
Ordered by PO	3	13%
Employment	5	21%
Better Self	11	46%
Become a Better Father	11	46%

Conclusions

Fatherhood: Respondents do not have a clear idea of what their responsibilities should be as a father. 46% of respondents felt that their main job was to provide support, but could not define how support should be given. This could stem from the fact that 58% of respondent's grew up with an uninvolved father, showing the cyclical nature of poor parenting. 46% of respondents participated in Fathers Now to become a better father, which is a higher percentage than any other reason given. The men who are participating in Fathers Now appear eager to break this cycle for their children.

Employment: While 46% of respondents say that their top reason for participating in Fathers Now is to become a better father, when asked what they hoped to gain from Fathers Now, 76% of respondents say that they hoped to receive assistance with employment. With a 14.9% unemployment rate in Newark, NJ, respondents hoped that participating in Fathers Now would give them an advantage in the job market. Many of the participants have criminal backgrounds and limited education, which makes finding employment difficult. Out of 25 participants, only one came into the program with a job.

Fathers Now has the following goals for participants of their program:

- Enhance their education
- Increase their marketability in the workforce
- To be a responsible and participating father
- Spending more constructive and quality time with your children
- Teach the importance of giving back to the community

Fathers Now attempts to meet those goals through the following services:

- Assessment of educational and training needs
- Development of individual employment plans
- Intensive case management
- Adult basic skills
- GED preparation
- Professional development
- Parenting classes
- Job readiness, job search, workshops and placement services
- Job retention and advancement assistance

To understand whether the goals were met, the same participants who completed the pre-survey were administered a post-survey. The post-survey determined the progress achieved by participants during the eight-week program.

Methods

How Data Were Collected

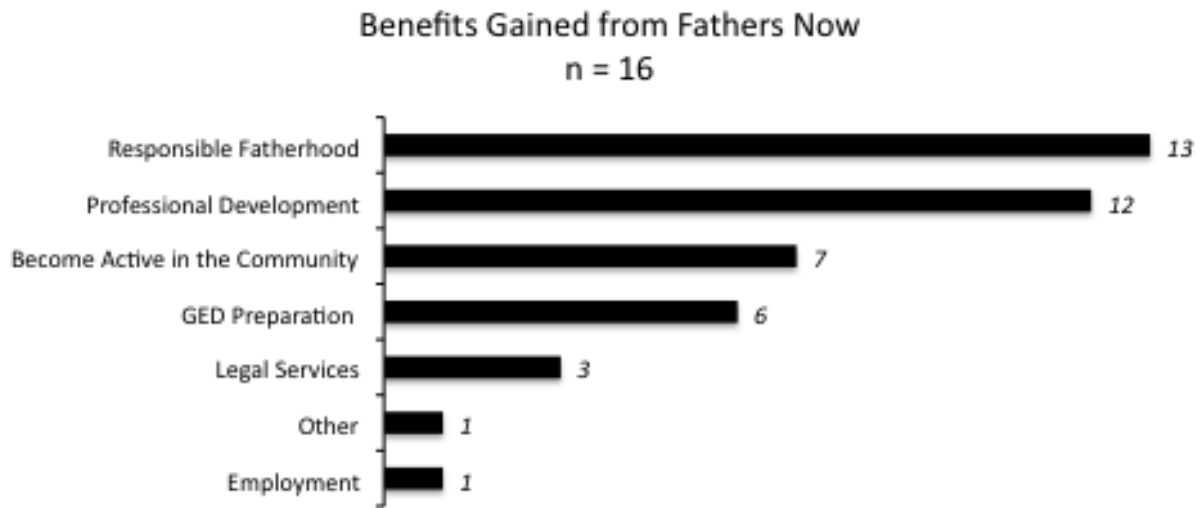
Instrument Design: A paper survey was designed on behalf of Newark Now, which approved the instrument.

Data Collection Method: The survey was administered to members of Fathers Now during class on their eighth week of the program (February 25, 2013). Everyone present in class that day completed a survey.

Target Population and Sample: The target population for the pre-survey was 25, but absences and dropouts resulted in a 36% decrease to 16 participants for the post-survey. This could be because they were dropped from the program due to lack of attendance or lateness, they could have been given a job, or in a few cases, they may have been incarcerated again.

FINDINGS

1. 30% of respondents gained knowledge about how to become a more responsible father by participating in Fathers Now, which is more than any other benefit gained.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 1: What did you gain from your participation with Fathers Now?

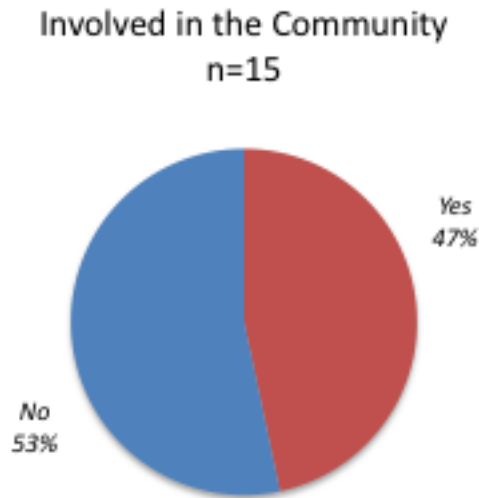
Comments:

- 'Other' = A good understanding of myself.
- In the pre-survey, respondents most hoped to gain assistance with employment. In the post-survey, only one respondent reported that was accomplished.
- The table below outlines the number of pre-survey responses versus the number of post-survey responses. Please note that respondents could select multiple responses, and 67 were selected in the pre-survey, and 43 were selected in the post-survey.

	Pre-Survey # of Respondents	Post-Survey # of Responses
Active in the Community	9	7
Employment Assistance	19	1
GED Preparation	6	6
Legal Services	4	3
Other	1	1
Professional Development	13	12
Responsible Fatherhood	15	13
Total Responses	67	43

FINDINGS

2. 53% of respondents say they are not involved in the community. This is an improvement from the 79% who were not involved in the community at the time of the pre-survey.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

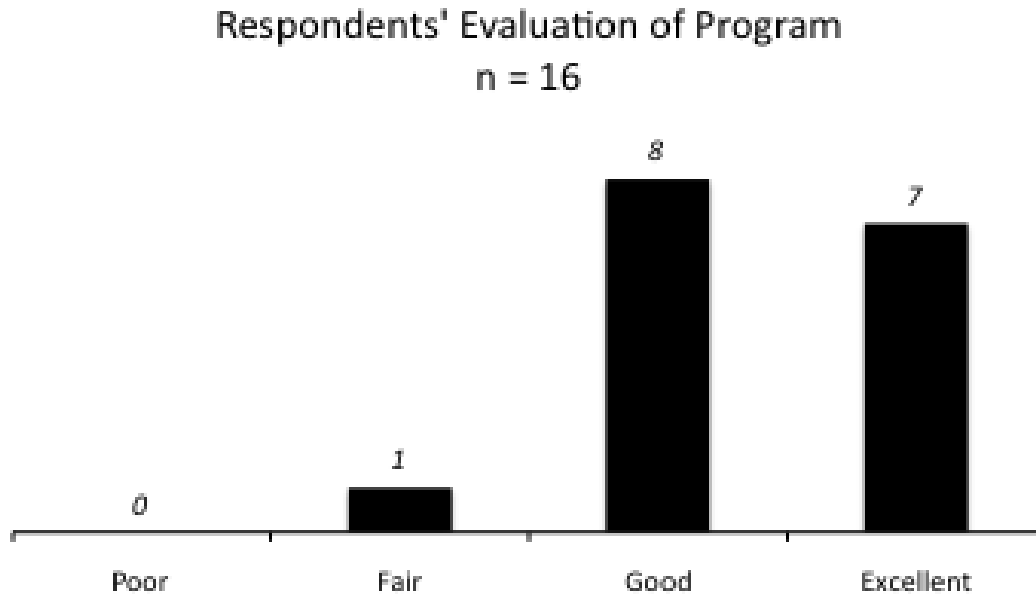
Question 2: Have you become involved in the community?

Comment: Yes includes taking family and other kids to the circus, park, coaching games, etc.; help cleaning up the streets; with the Big Bro program by mentoring; neighborly community service; assisting in activities at my local church

	Pre-Survey Responses	Pre-Survey Percent	Post-Survey Responses	Post-Survey Percent
Involved	5	21%	7	47%
Not Involved	19	79%	8	53%

FINDINGS

3. 95% of respondents found the program to be good or excellent.



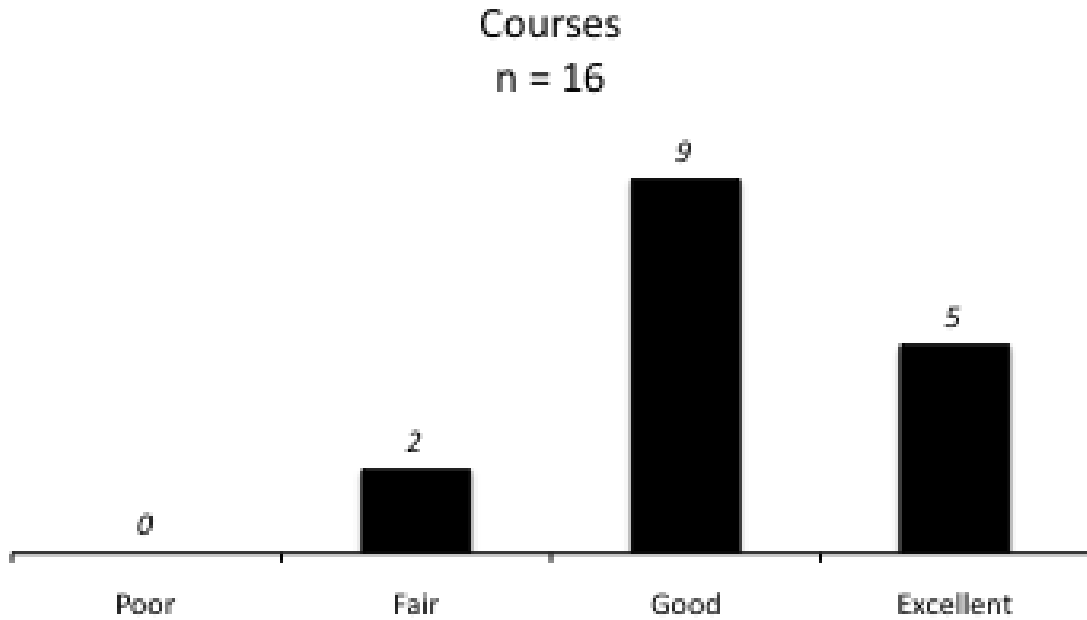
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 3: Overall, how would you rate Fathers Now?

FINDINGS

	# of Respondents	% of Respondents
Poor	0	0%
Fair	1	5%
Good	8	50%
Excellent	7	45%

FINDINGS

4. 88% of respondents found the courses offered to be good or excellent.



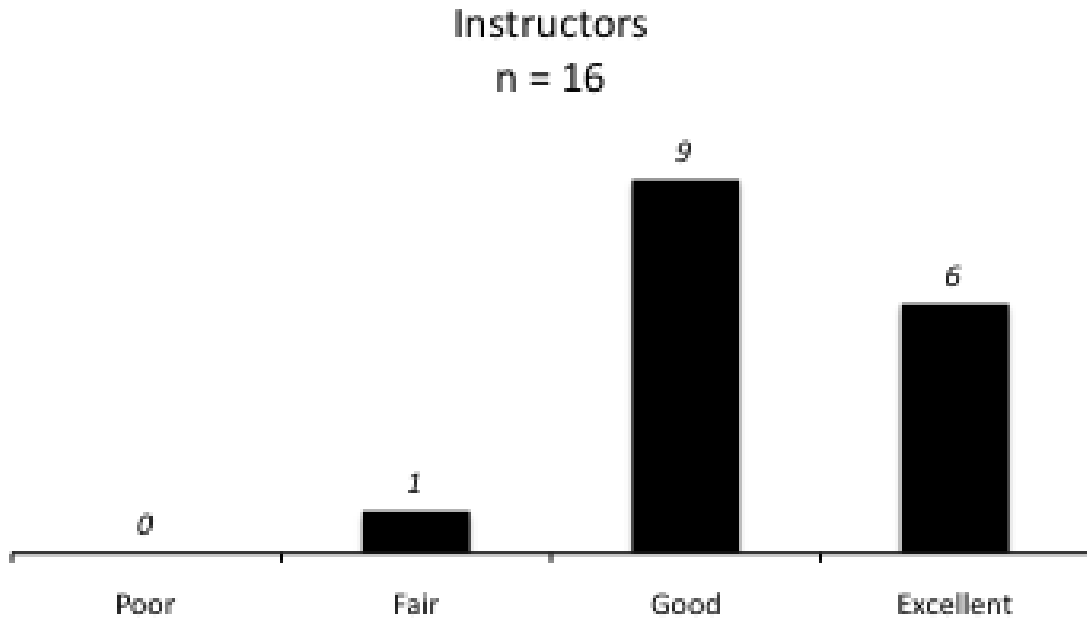
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 4: How would you rate the selection of courses offered?

	# of Respondents	% of Respondents
Poor	0	0%
Fair	2	13%
Good	9	56%
Excellent	5	31%

FINDINGS

5. All but one respondent found the instructors to be good or excellent.

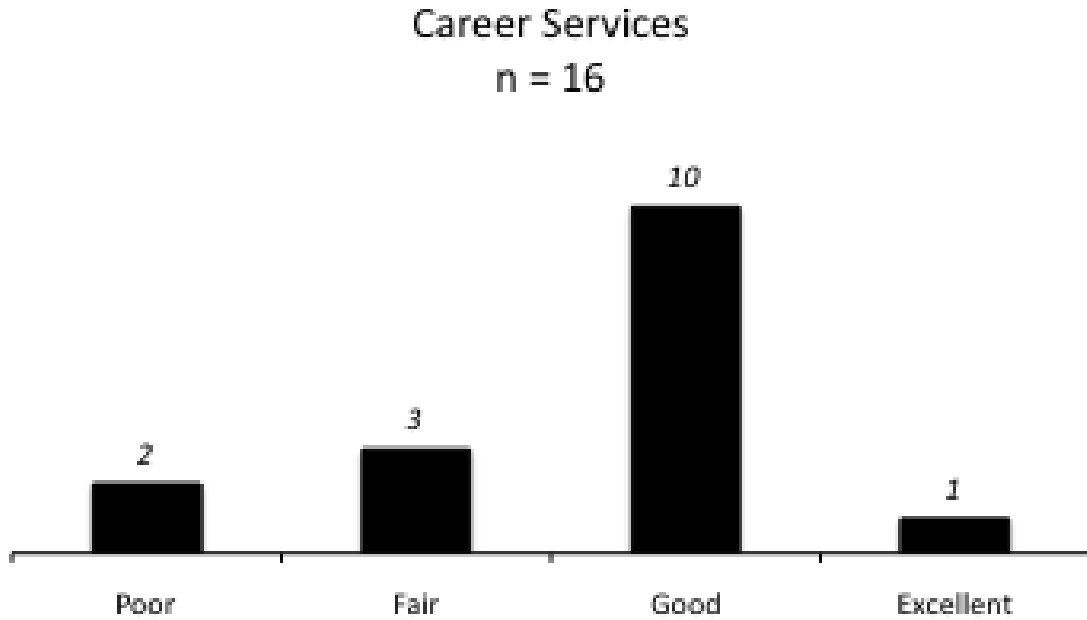


Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 5: How would you rate your instructors?

	# of Respondents	% of Respondents
Poor	0	0%
Fair	1	6%
Good	9	56%
Excellent	6	38%

FINDINGS

6. 69% of respondents found the career services to be good or excellent.



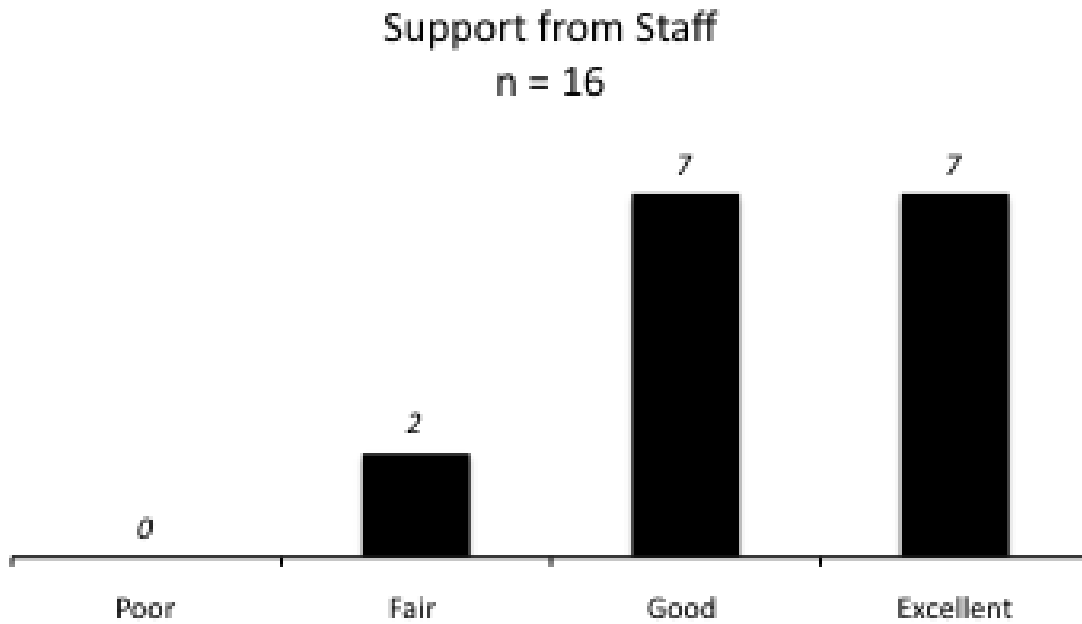
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 6: How would you rate the career services?

	# of Respondents	% of Respondents
Poor	2	13%
Fair	3	19%
Good	10	63%
Excellent	1	6%

FINDINGS

7. 88% of respondents found the support from staff to be good or excellent.

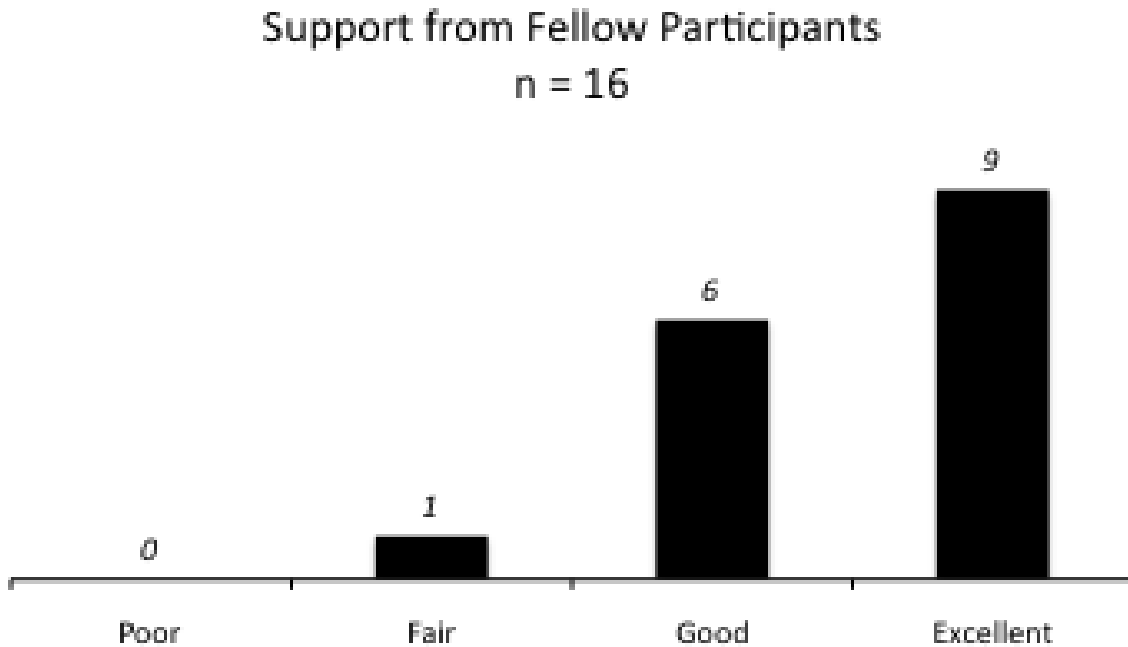


Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 7: How would you rate the support from Fathers Now staff?

	# of Respondents	% of Respondents
Poor	0	0%
Fair	2	12%
Good	7	44%
Excellent	7	44%

FINDINGS

8. All but one respondent found the support from fellow participants to be good or excellent.

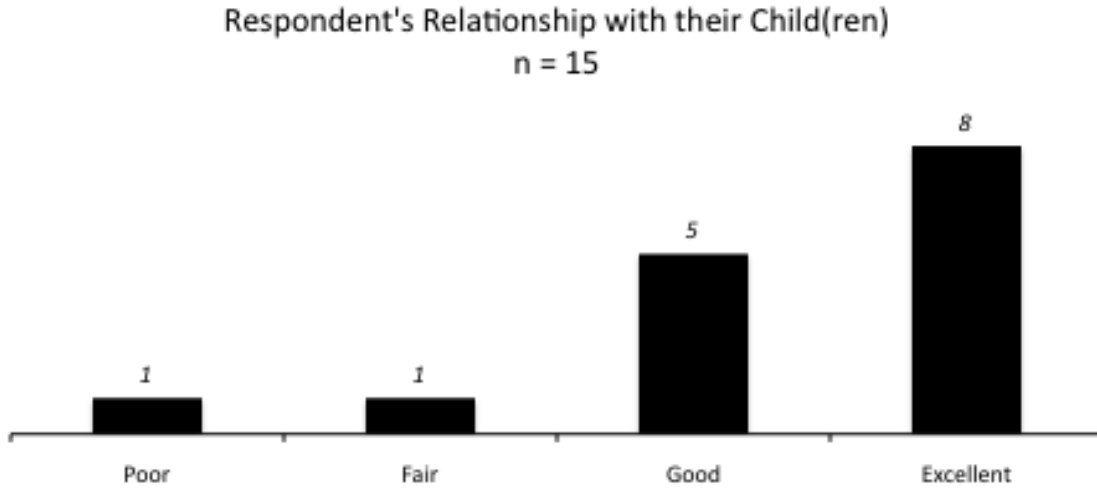


Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 8: How would you rate the support from fellow class members?

	# of Respondents	% of Respondents
Poor	0	0%
Fair	1	6%
Good	6	38%
Excellent	9	56%

FINDINGS

9. 81% of respondents have a good or excellent relationship with their children.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 9: How would you rate your relationship with your child(ren)?

Comment: The table below illustrates the change in respondents' relationships with their child(ren) throughout the course of the program. There was a 14% increase in 'good' or 'excellent' relationships with their child(ren).

	Pre-Survey Responses	Pre-Survey Percent	Post-Survey Responses	Post-Survey Percent
Poor	4	16%	1	7%
Fair	3	12%	1	7%
Good	12	48%	5	33%
Excellent	6	24%	8	53%

FINDINGS

10. 94% of respondents claim their self- confidence is good or excellent. This is a 14% improvement from the self-confidence of participants just beginning Fathers Now.



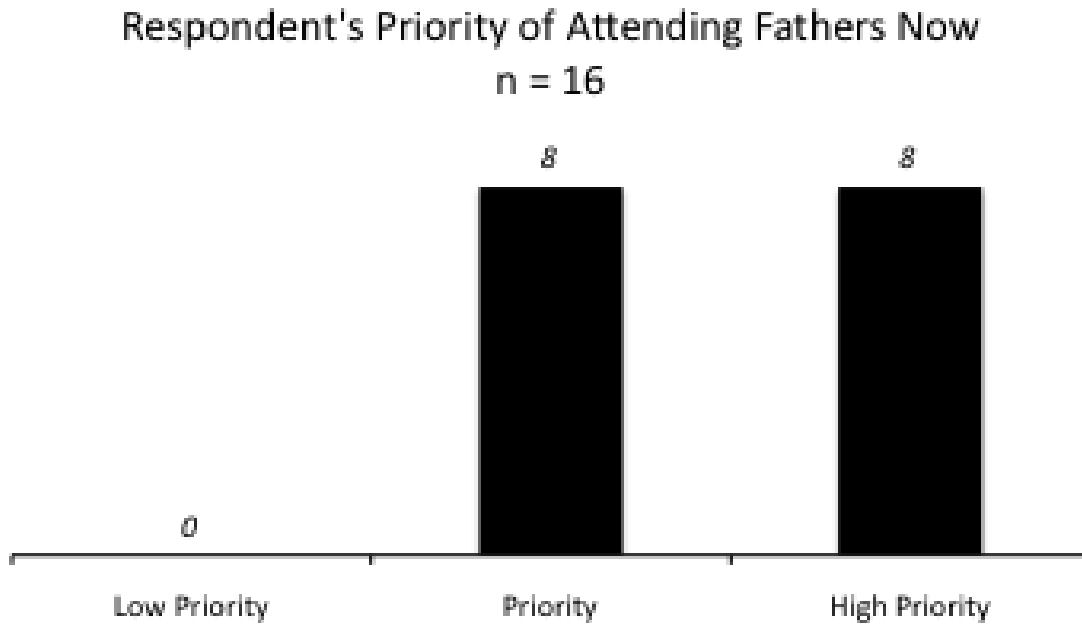
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 10: How would you rate your self-confidence?

	Pre-Survey Responses	Pre-Survey Percent	Post-Survey Responses	Post-Survey Percent
Poor	0	0%	0	0%
Fair	5	20%	1	6%
Good	13	52%	8	50%
Excellent	7	28%	7	44%

FINDINGS

11. All respondents say that attending Fathers Now was a priority or high priority in their lives.



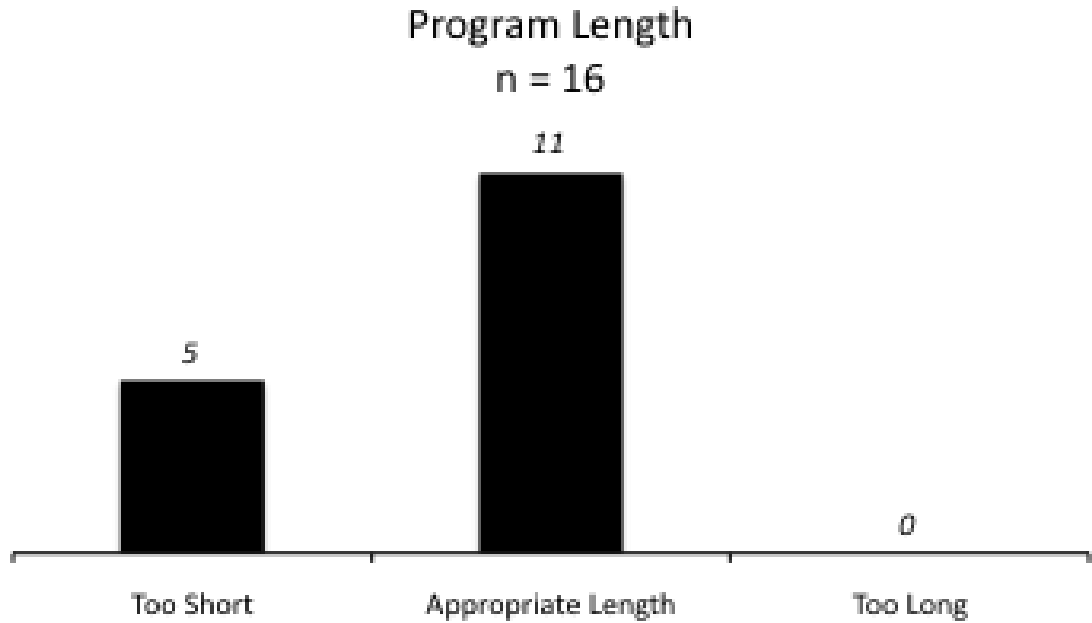
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 11: What was the priority of Fathers Now in your life over the past month?

	# of Respondents	% of Respondents
Low Priority	0	0%
Priority	8	50%
High Priority	8	50%

FINDINGS

12. No respondents found the program to be too long, and 69% found it to be the appropriate length.



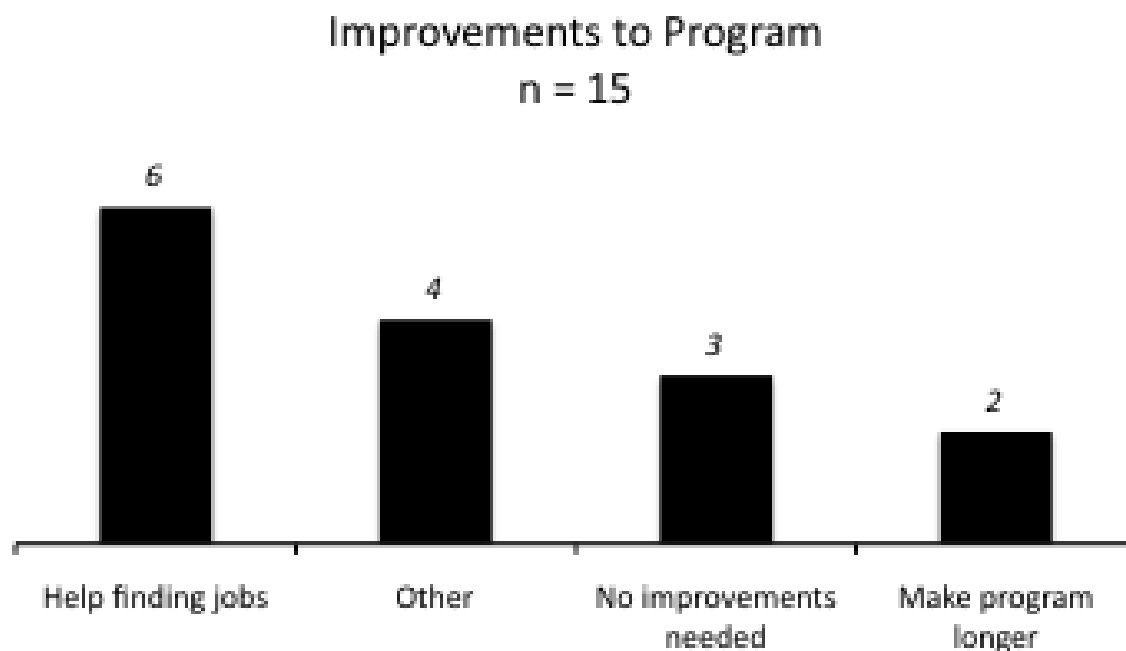
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 12: How would you rate the length of the program?

	# of Respondents	% of Respondents
Too short	5	31%
Appropriate length	11	69%
Too long	0	0%

FINDINGS

13. Helping participants find job is the top improvement that Fathers Now can make.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 13: What improvements can Fathers Now make?

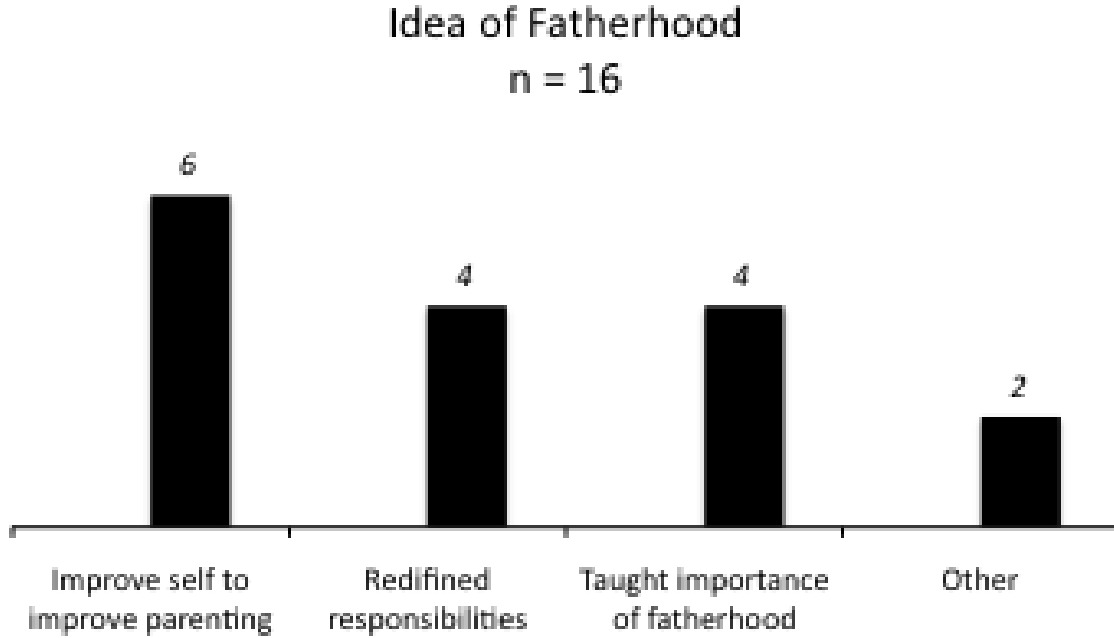
Comments:

- Full responses can be found in Appendix IV-B
- One respondent noted that there needs to be more drug counseling sessions with a more experienced drug counselor

	# of Respondents	% of Respondents
Help finding jobs	6	40%
Other	4	27%
No improvements needed	3	20%
Make program longer	3	13%

FINDINGS

14. 38% of participants mentioned self-improvement as enhancing their parenting skills more than any other ideas when asked how their idea of fatherhood had changed.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 14: How has your idea of fatherhood changed after participating in Fathers Now?

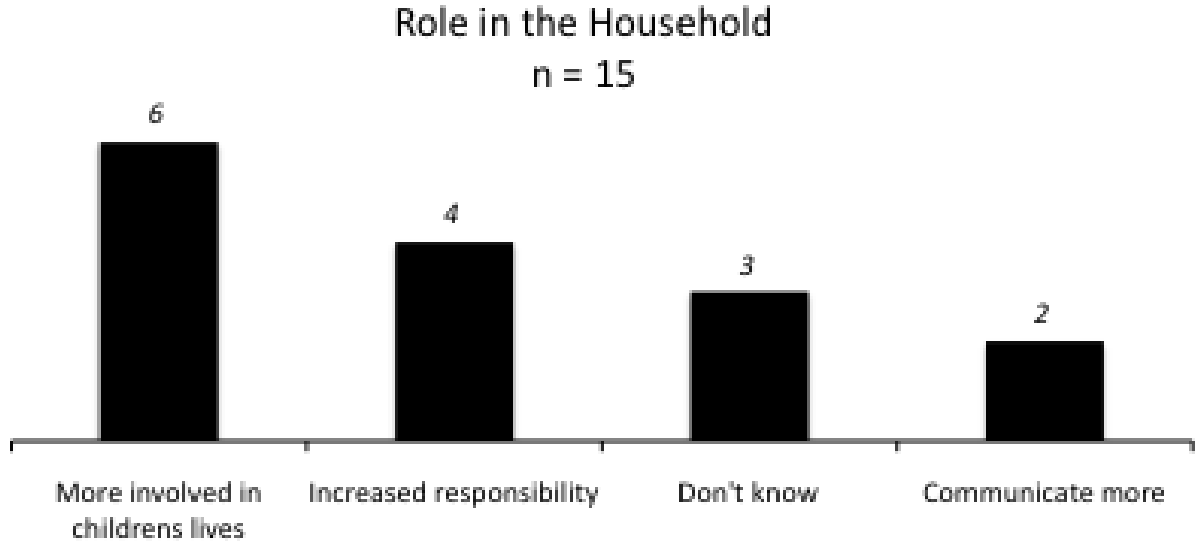
Comments:

- Full responses can be found in Appendix IV-B
- Responses changed vastly from the pre- and post-survey. A list of responses can be found below:

Pre-Survey Responses	Post-Survey Responses
General support	Improve self to improve parenting
Economic support	Redefined responsibilities
Teach	Taught importance of fatherhood
Love	Other
Role model	
Spend time	
Don't know	

FINDINGS

15. 40% of participants say that being more involved in their children’s lives is becoming their most important role in their households.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 15: In what ways will your role in the household change now that you completed Fathers Now?

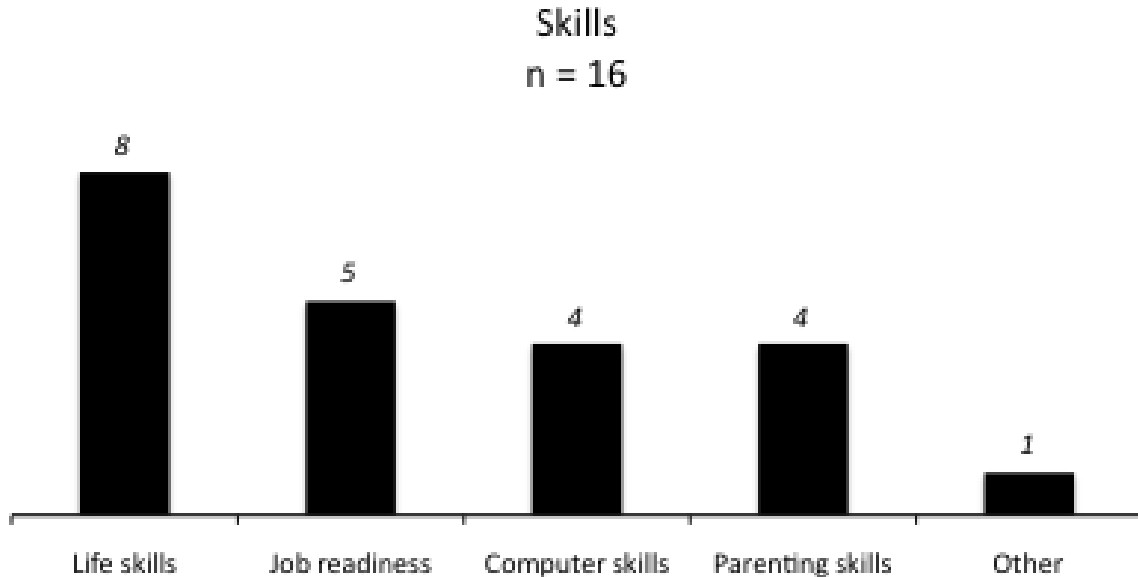
Comments:

- Complete responses can be found in Appendix IV-B
- Responses changed vastly from the pre- and post-survey. A list of responses can be found below:

Pre-Survey Responses	Post-Survey Responses
Lead Household	More involved in childrens lives
Not Applicable	Increased responsibility
Other	Don't know
Protector	Communicate more
Provider	

FINDINGS

16. 50% of respondents say that they gained life skills from Fathers Now.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 16: What skills did you gain from participating in Fathers Now?

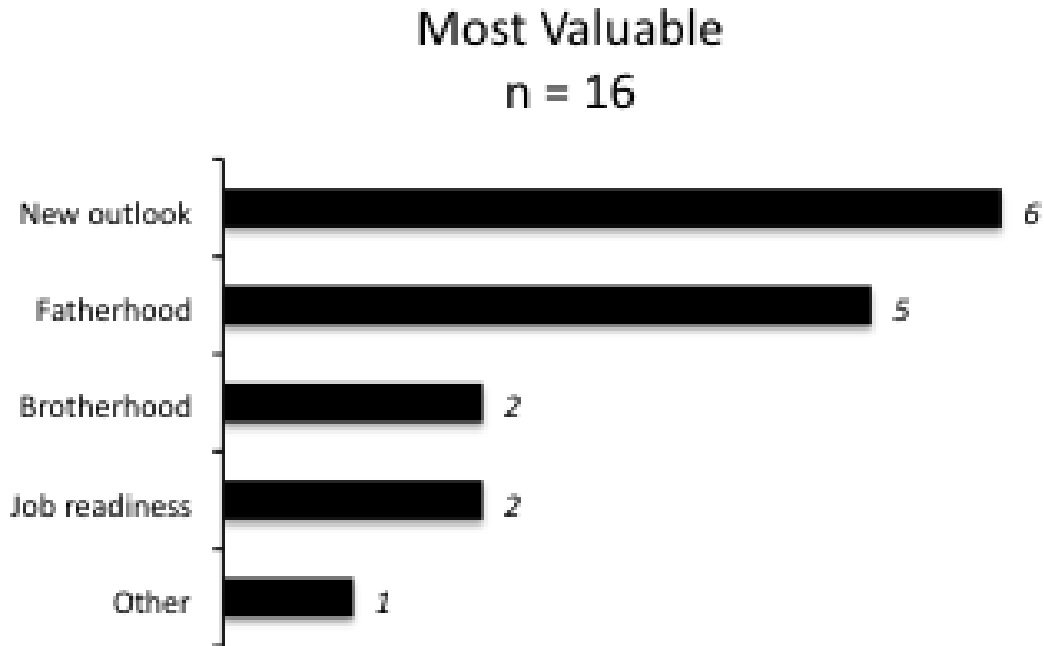
Comments:

- Complete responses can be found in Appendix IV-B
- Respondents may have written multiple responses for this question, causing the percentage to be over 100%

Skills	# of Respondents	% of Respondents
Life skills	8	50%
Job readiness	5	31%
Computer skills	4	25%
Parenting skills	4	25%
Other	1	6%

FINDINGS

17. 37% of respondents cite a new outlook as the most valuable learning they gained from participating in Fathers Now.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 17: What is the most valuable lesson you learned from Fathers Now?

Comment: Full responses can be found in Appendix IV-B

Response	# of Respondents	% of Respondents
Brotherhood	2	13%
Fatherhood	5	31%
Job readiness	2	13%
New outlook	6	37%
Other	1	6%

Conclusions

Strengths of the Program: The most significant strength of the program is redefining fatherhood for the participants. They leave with a clearer picture of their roles and responsibilities. Fathers Now helps participants rededicate themselves to their families. Another strength of the program is their job preparation. Participants are provided with the necessary skills and training that are needed in the workforce. While not highlighted in the report, an unexpected benefit of the program is the formation of a brotherhood among participants. “Before the program, if I saw most of these guys on the street, we would have had problems,” said one participant. “But now we look out for each other.” This is illustrated by participants giving back to the program through projects such as community cleanups. Between the pre- and post-survey, there was a 26% increase in community involvement.

Potential Improvements: A common problem among all participants is employment. At the time of the post-survey, no participants were employed. Respondents felt that while Fathers Now was helpful in preparing them for a job, they did not do enough to help them gain employment. 76% of respondents joined Fathers Now to hoping to get a job, meaning the program has not met their needs in that aspect. Another area for improvement is the length of the program. While no respondents indicated that the program is too long, 31% found it to be too short.

Evaluation of Program at Large: 100% of respondents said that they would recommend Fathers Now to others. This, along with 95% of respondents rating the program as ‘good’ or ‘excellent,’ shows that participants value the program and feel as though they are gaining important skills.

Methods

How Data Were Collected

Instrument Design: A phone survey was designed on behalf of Newark Now, which approved the instrument.

Data Collection Method: A list of 50 alumni was provided to contact for phone surveys. All were contacted between the months of February and March between the hours of 6:00 and 8:00 PM. They were asked to answer the 12 questions via phone.

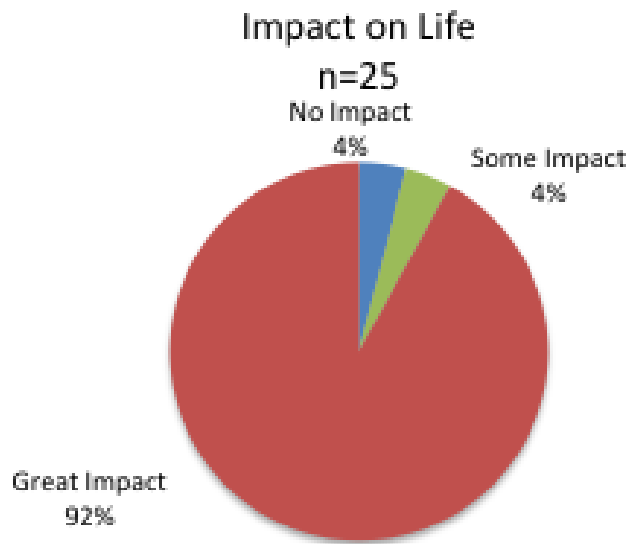
Target Population and Sample: While 487 men have gone through the Fathers Now program, only 50 were provided by Fathers Now. The 50 provided are alumni that the program has remained in contact with. They graduated from the program anywhere between 2008-2012. The target population for the phone survey was 50, with the sample population totaling 25. Many of the phone numbers provided were no longer active, and other alumni were unavailable despite multiple phone call attempts.

# of Calls	# of Respondents	# of Non-Working Numbers	# Unanswered
50	25	8	17

Accuracy: The sample may not be representative of the target population. The 50 alumni provided had maintained contact with Fathers Now post-graduation, and are therefore more likely to have found the program impactful.

FINDINGS

1. 92% of respondents say the program had a great impact on their lives.

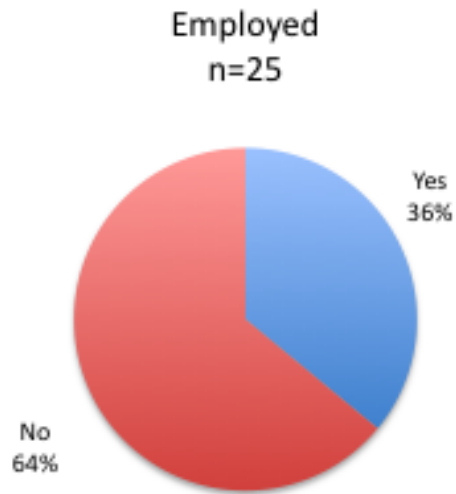


Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 1: What is the impact of Fathers Now on your life?

	# of Respondents	% of Respondents
No Impact	1	4%
Little Impact	0	0%
Some Impact	1	4%
Great Impact	23	92%

FINDINGS

2. 64% of program alumni are unemployed.



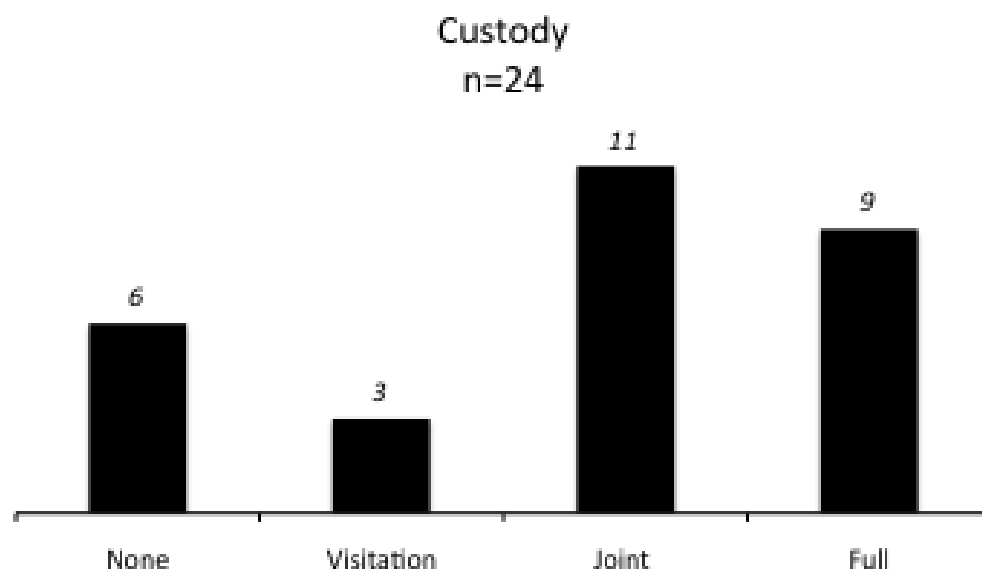
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 2: Are you currently employed?

	# of Respondents	% of Respondents
Yes	9	36%
No	16	64%

Jobs
Supervisor
Sanitation Department
Parking Enforcement Officer
City of Newark
Old Navy Salesman
Self-Employed
Cook
Halfway House Alumni Coordinator

FINDINGS

3. 46% of respondents have joint custody of their children.



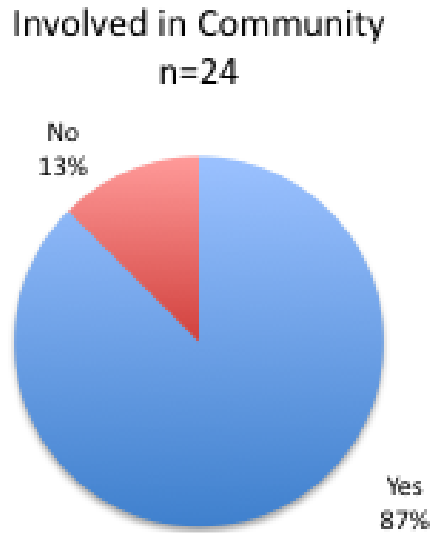
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 3: What type of custody do you have for your child/children?

Comment: Some respondents have different types of custody for each of their children. For example, one respondent has full custody of his oldest child, but visitation rights for his youngest. This causes the percentage to be more than 100%, because some respondents may have multiple types of custody.

	Pre-Survey Responses	Pre-Survey Percent	Alumni Responses	Alumni Percent
Full Custody	7	30%	9	38%
Joint Custody	9	39%	11	46%
None	6	26%	6	25%
Visitation	1	4%	3	13%

FINDINGS

4. 87% of alumni are involved in the community. This is a 66% increase from participants beginning the program.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 4: Are you involved in the community?

Comment: Fathers Now alumni are involved in the community through volunteering (mostly through Newark Now) and activity in their religious communities.

	Pre-Survey Responses	Pre-Survey Percent	Post-Survey Responses	Post-Survey Percent	Alumni Survey Responses	Alumni Surve
Involved	5	21%	7	47%	21	
Not Involved	19	79%	8	53%	3	

FINDINGS

5. 56% of respondents say that better parenting or learning how to be responsible are the most valuable lessons they learned from Fathers Now.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 5: What is the most valuable thing you learned from Fathers Now?

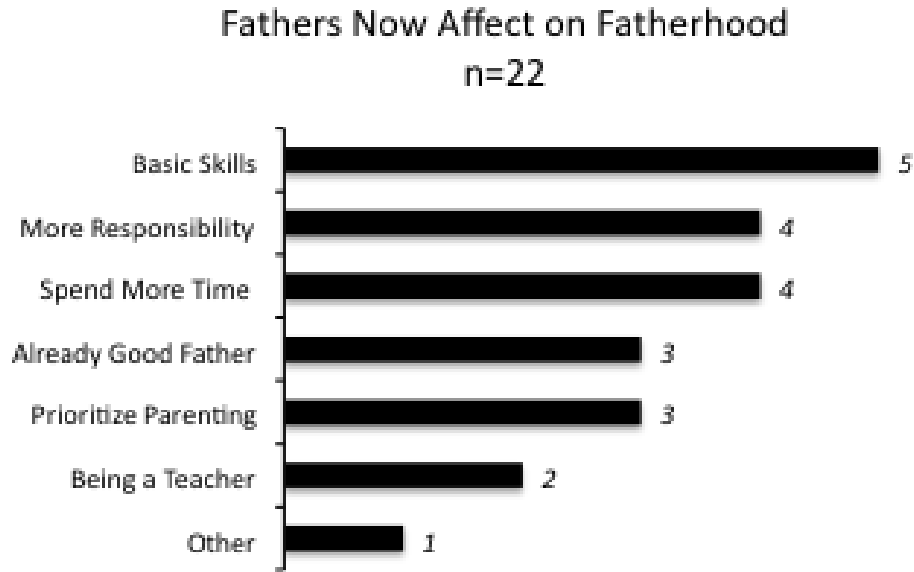
Comments:

- Complete responses can be found in Appendix IV-C
- Respondents could say multiple responses for this question

	# of Respondents	% of Respondents
Better Parenting	9	36%
Job Skills	3	12%
Other	2	8%
Responsibility	5	20%
Self Worth	3	12%
Sense of Community	3	12%

FINDINGS

6. 23% of respondents say learning basic parenting skills was the most significant change in their parenting since Fathers Now.



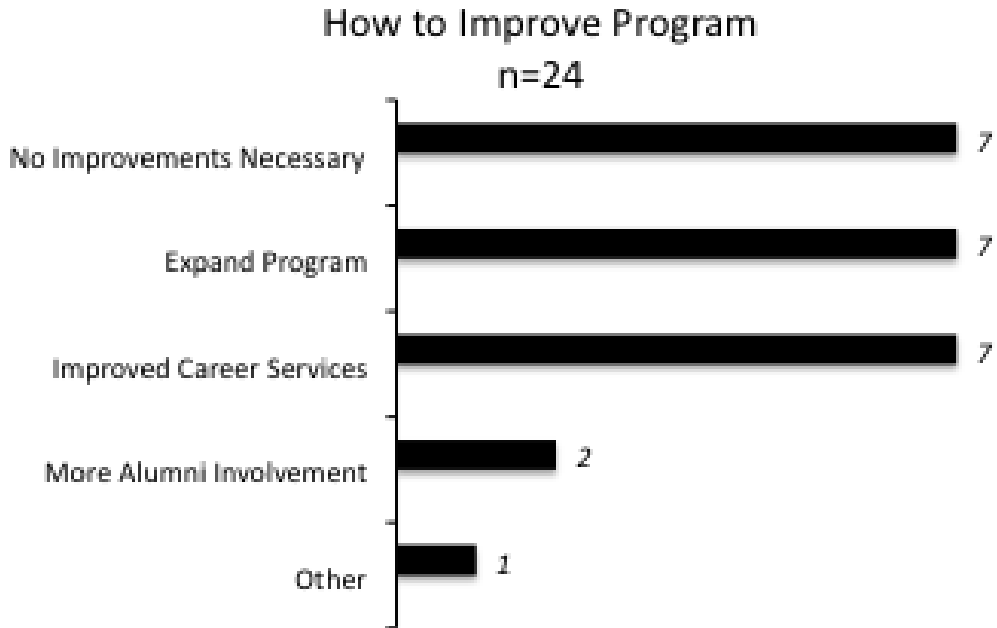
Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 6: How has Fathers Now changed how you are as a father?

Comment: Complete responses can be found in Appendix IV-C

	# of Respondents	% of Respondents
Already Good Father	3	14%
Basic Skills	5	23%
Being a Teacher	2	9%
More Responsibility	4	18%
Other	1	4%
Prioritize Parenting	3	14%
Spend More Time	4	18%

FINDINGS

7. 58% of respondents say improving career services and expanding the program are how Fathers Now can best improve.



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
Question 7: What suggestions would you make for improvements to Fathers Now?

Comment: Complete responses can be found in Appendix IV-C

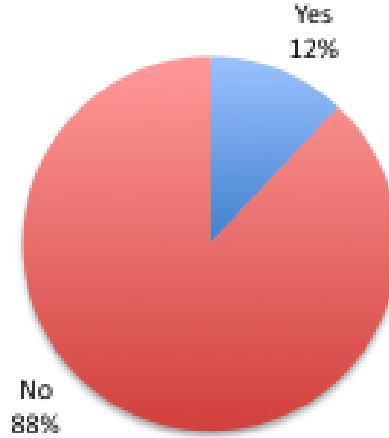
	# of Respondents	% of Respondents
Expand Program	7	29%
Improved Career Services	7	29%
More Alumni Involvement	2	8%
No Improvements Necessary	7	29%
Other	1	4%

FINDINGS

8. 88% of alumni have not been incarcerated since participating in Fathers Now.

Incarcerated After Program

n=25



Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013

Question 8: Have you been incarcerated since the program ended?

Comment: One respondent went back to jail for violating parole, while another went back to jail for two new crimes.

	# of Respondents	% of Respondents
Yes	3	12%
No	22	88%

Conclusions

Alumni Survey Conclusions

Fathers Now has a long-term positive impact on participants. 100% of respondents say they would participate in the program again, which indicates a positive view of Fathers Now. The program helped them become more responsible, making them better men, fathers and community members. However, 64% of respondents are unemployed, and many said Fathers Now did not do enough to help them find a job. They would like to see career services and job placements extended to alumni. Fathers Now should strengthen their relationship with alumni, to continue to have a positive impact on the lives of participants, and assist them should a problem arise. Please note that these responses are based on a small number of alumni, and not a representative of all alumni.

Recommendations

Maintain an up-to-date database of all past participants. Meet with them on a yearly basis to evaluate their progress in the following key areas:

Child Custody
Community Involvement
Employment
Incarceration

To incentivize the meeting, offer an alumni pin or token indicating their year as an alumnus. If they stay in touch with the program, and have not returned to jail, they can earn a pin each year. In return, encourage alumni to volunteer through Newark Now, and to promote the program to others in Newark. In essence, by making sure alumni stay committed to what they learned at Fathers Now, they will give back to the program and help it grow.

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APPENDIX I

Blank Survey

Fathers Now Pre- Program Survey

Fathers Now is gathering information from program participants for evaluation. This survey is confidential and anonymous.

In this section, please check all that apply:

1. How did you hear about Fathers Now? Word of Mouth ___ Family Member ___ TV/Radio ___ Online ___ Court Order ___ Probation Officer ___
2. What do you hope to gain from your participation with Fathers Now?
GED Preparation ___ Job Search ___ Professional Development ___
To Become a Responsible Father ___ Become Active in the Community ___ Legal Services ___
Other: _____

In this section, please circle your answer.

3. Are you currently employed? Yes No
If yes, what is your job? _____
4. Do you have children? Yes No
If yes, how many? _____
5. Are you involved in the community? Yes No
If yes, how are you involved in the community? _____
6. Have you found barriers to employment? Yes No
If yes, what have they been? _____

In this section, please circle your answer.

7. What is your education level?	Some High School	GED	High School Diploma	Some College	Associates Degree	Bachelors Degree
8. Please rate your relationship with your children.	Poor	Fair	Good	Excellent		
9. How would you rate your personal relationships in general?	Poor	Fair	Good	Excellent		
10. How would you rate your self confidence?	Poor	Fair	Good	Excellent		
11. How would you rate the effect of drugs and/or alcohol on your life?	Poor	Fair	Good	Excellent		
12. Please rate your father's involvement in your life	Not Involved	Sometimes Involved	Involved			

APPENDIX I

13. If you have children, what type of custody do you have? _____

14. What is your idea of fatherhood? _____

15. What is your role in the household? _____

16. Why did you decide to participate in Fathers Now? _____

7. Your age: 0-17 18-25 26-40 41-64 65+

18. What is the zip code where you live? _____

19. Your Race/Ethnicity: (check all that apply)

Caucasian, White African American, Black
 Asian Hispanic Other _____

20. What is your marital status? Single Married

Data Frequencies

1. How did you hear about Fathers Now? N=25

Word of Mouth = 56%, Probation Officer = 24%, Court Order = 8%, Family Member = 8%, Other = 1%

2. What do you hope to gain from your participation in Fathers Now? n = 24

Job Search = 76%, To Become a Responsible Father = 60%, Professional Development = 52%, Become Active in the Community = 38%, GED Preparation = 24%, Legal Services = 16%, Other = 4%

3. Are you currently employed? N = 25

No = 96%, Yes = 4%

4. How many children do you have? n = 24

1 = 42%, 2 = 25%, 3 = 17%, 4 = 13%, 5 = 4%

5. Are you involved in the community? n = 24

No = 79%, Yes = 21%

6. Have you found barriers to employment? n = 24

Yes = 54%, No = 46%

7. What is your education level? n = 24

Some High School = 33%, GED = 33%, High School Diploma = 17%, Bachelor's Degree = 8%, Some College = 8%

8. Please rate your relationship with your child. N = 25

Good = 48%, Excellent = 24%, Poor = 16%, Fair = 12%

9. How would you rate your personal relationships in general? N = 25

Good = 48%, Fair = 36%, Excellent = 12%, Poor = 4%

10. How would you rate your self- confidence? N = 25

Good = 52%, Excellent = 28%, Fair = 20%

11. How would you rate your father's involvement in your life? n = 24

Not Involved = 58%, Sometimes Involved = 29%, Involved = 13%

12. If you have children, what type of custody do you have? n = 23

Joint Custody = 39%, Full Custody = 30%, None = 26%, Visitation Rights = 4%

13. What is your idea of fatherhood? n = 24

General Support = 46%, Economic Support = 42%, To Teach = 38%, Spend Time = 21%, To Love = 21%, Be a Role Model = 21%, Don't Know = 4%

14. What is your role in the household? n = 24

Lead Household = 42%, Provider = 25%, Protector = 17%, Not Applicable = 8%. Other = 4%

15. Why did you decide to participate in Fathers Now? n = 24

Better Self = 46%, Become a Better Father = 46%, Employment = 21%, Ordered by PO = 13%, Other = 4%

APPENDIX III

Codebook

NUMBER	FIELD NAME	QUESTION	CODE
1	HEAR	How did you hear about Fathers Now?	1= Word of Mouth, 2= Family Member, 3= TV/Radio, 4= Online, 5= Court Order, 6= Probation Officer
2	GAIN	What do you hope to gain from your participation with Fathers Now?	1= GED Preparation, 2= Job Search, 3= Professional Development, 4= To Become a Responsible Father, 5= Become Active in the Community, 6= Legal Services, 7= Other
7	EDUCATION	What is your education level?	1=Some High School, 2=GED, 3= High School Diploma, 4= Some College, 5= Associates Degree, 6= Bachelors Degree
8	CHILDREN	Please rate your relationship with your children.	1= Poor, 2= Fair, 3= Good, 4= Excellent
9	RELATIONSHIPS	How would you rate your personal relationships in general?	1= Poor, 2= Fair, 3= Good, 4= Excellent
10	CONFIDENCE	How would you rate your self confidence?	1= Poor, 2= Fair, 3= Good, 4= Excellent
12	INVOLVEMENT	Please rate your father's involvement in your life.	1= Not Involved, 2= Sometimes Involved, 3= Involved
17	AGE	Your age:	1= 0-17, 2= 18-25, 3= 26-40, 4= 41-64, 5= 65+
19	RACE	Your race:	1= Caucasian, White, 2= African American, 3= Asian 4= Hispanic, 5= Other

Comment: Raw data available upon request.

Open- Ended Responses

Respondents' Barriers to Employment

My criminal background

Being locked up before

Just doing things the wrong way and not being prepared

A lack of education, unemployment, disease of addiction

My background

Tattoo on my face

I have a record

Not enough job training

I have FRO at my name it makes it hard for an employer to hire me

I have to been able to find employment in the business field in a management role since graduating from college, except a store manager position at an Edible Arrangements franchise. In more clear terms, I have not found employment in the corporate world, that is in the management field.

I fail doing my resume. I need to improve my English. I need support to look for a job in the right place.

Improvement in my skill set. Like increasing my certifications and training.

Respondents' Idea of Fatherhood

Spending time with my kids, buying stuff they need and loving them

Really don't know yet

Someone who provided emotional, spiritual, social support to the kids. A teacher and a mentor. A positive role model.

To be there for your kid no matter what

Spending time with your kids, providing what your kids need in life overall, and just make sure that you teach them right from wrong.

To raise and instill good morals in your children so they can grow up to be honest, respectful, well- mannered people.

To provide, protect, emotional, physical and spiritually to be consistent and be honest

Helping your children grow up to be what they want to be in life

My idea of fatherhood is showing your little one's the right way to live life, also encourage them to do great things

A provider to care for and nurture as well as to protect

Being a responsible positive role model for my son

A father who spends quality time, live moral support

Being there for them, taking them places, spending time with them. Just giving them that unconditional love

A provider, mentally, physically, emotionally, doing your best to never let them down, always be there for them. Being the best teacher/ role model you can be

Being a good role model for my girls and show them right from wrong and how to learn from other's mistakes ad be there when they need me

To pay the bills and nurture my family

To love and care, to discipline and teach. To protect and bring a sense of security to my family

Be there for your kids anyway you can

My idea of fatherhood is to be the best father to my son so that he can be someone in life

My idea of fatherhood is to be able to provide my children with a place to live, food, clothing, their education, and be able to facilitate for them to participate in activities that will contribute to their progressive development

Since you have a child you get a responsibility for the rest of the life. Fatherhood is the best thing that can be a man. Is a duty of love. It mea to be present in the life of your son or daughter, protect them, educate them, and love them over any barrier or circumstances.

My idea is doing what I do being there for my kids financially, physically, and emotionally and all

Providing mental and financial stability. Also being someone that the child can depend upon. Talking about the rough times as well as the good. Spending quality time in the child life

To be a provider and maintain the household

Respondents' Role in the Household

Head of household

Providing

I don't live with my child

To be the best man I could be

The protector

As the man the protector, and to help out with major and/or minor problems

I provide, listen, give advice, clean, cook and pray

My role in the household is to put things in order

I'm the man of the house. If I don't make sure its done then it won't get done. All I need to do now is get a good job

I am the backbone of my household

I am the man of the house

Have been addictive for last 20 years with 6 months clean. Me and my wife are working on trust and communication in our marriage

The provider and protector

To make sure everybody's safe and in order

The man of the house

Maintainer and provider

To provide shelter, clothing etc. to my family

I'm the strong hand for mother and grandparents

I currently do not have my own household

I am a father and husband. I try to be responsible and honest. I am the head of my family. Love, protect, and work for them

My role is to provide for my family, do what I have to do to make sure everybody good as far as my kids in all

Willing to take on leadership role in the household. Providing a stable financial secure.

One is a home they can call their own

My role is to put food n the table and shelter etc!

Why Respondent Participated in Fathers Now

Trying to better myself and find a full time job

To find a job

To help me be a better father. To help me become a real man because I never had anyone to show me how a man should act like

To better my life in becoming a man

Probation officer

Probation

To better myself and to learn more about being a father. To help myself so I will be able to help my family more

To become a better person first, then to become a good father, to learn as much as possible and to meet positive guys

The participate of the Father Now is to help us and father now

I'm tired of living the wrong way it affects my kids the most, this and everything I do is for them

To become a better father to my daughter- to learn how to live life on life terms- to stay away from the drug and criminal lifestyle

I believe it is a positive stepping stone for me and others

To learn how to be a dad

To become a better brother, father, son and spouse my family deserves

To change my life for the better

To keep myself away from a bad environment and help my community

To become a better father

I heard of the program and knew they could help me with being a better father and gaining life skills

So that I can be a father to my son and not make mistakes like this in my life again

I decided to participate in the Fathers Now program because I am in need of whatever additional help I can receive to become the productive individual that I am capable of becoming

I decided it because I am unemployed, and Fathers Now program offered me tools and support to find a job in the correct way in the best way, with the knowledge that I

need. I am a foreign person and this organization has the generosity to support me to find what I need to provide a safe life to my family

Because I had to take parenting classes and also my brother was a graduate of Fathers

Now and he wanted me to participate because he said it's good

In order to become an all around better man

It was an order from my probation officer. She made me aware of the program, and

I'm glad she did. It's really a great program

APPENDIX I-B

Blank Survey

Fathers Now Post- Program Survey

Fathers Now is gathering information from program participants for evaluation. This survey is confidential and anonymous.

In this section, please check all that apply:

1. What did you gain from your participation with Fathers Now?
 GED Preparation ___ Employment ___ Professional Development ___
 Become a Responsible Father ___ Become Active in the Community ___ Legal Services ___
 Other: _____

In this section, please circle your answer.

2. Would you recommend Fathers Now to others? Yes No
If no, why not? _____
3. Are you employed? Yes No
If yes, where? _____
4. Have you become involved in the community? Yes No
If yes, how are you involved in the community? _____

In this section, please circle your answer.

Overall, how would you rate Fathers Now?	Poor	Fair	Good	Excellent
How would you rate the selection of courses offered?	Poor	Fair	Good	Excellent
How would you rate your instructors?	Poor	Fair	Good	Excellent
How would you rate the career services?	Poor	Fair	Good	Excellent
How would you rate the support from Fathers Now staff?	Poor	Fair	Good	Excellent
How would you rate the support from fellow class members?	Poor	Fair	Good	Excellent
How would you rate your relationship with your child(ren)?	Poor	Fair	Good	Excellent
How would you rate your self confidence?	Poor	Fair	Good	Excellent
What was the priority of Fathers Now in your life over the past month?	Low Priority	Priority	High Priority	
How would you rate the length of the program?	Too short	Appropriate Length	Too long	

APPENDIX I-B

15. What improvements can Fathers Now make? _____

16. How has your idea of fatherhood changed after participating in Fathers Now? _____

17. In what ways will your role in the household change now that you completed Fathers Now? _____

18. What skills did you gain from participating in Fathers Now? _____

19. What is the most valuable thing you learned from Fathers Now? _____

Data Frequencies

1. What did you gain from your participation with Fathers Now? n = 16

Responsible fatherhood = 30%, Professional development = 30%, Became active in the community = 16%, GED preparation = 14%, Legal services = 7%, Other = 2%, Employment = 2%

2. Would you recommend Fathers Now to others? n = 16

Yes = 100%, No = 0%

3. Are you currently employed? n = 16

Yes = 0%, No = 100%

4. Have you become involved in the community? n = 15

Involved = 47%, Not involved = 53%

5. Overall, how would you rate Fathers Now?

Poor = 0%, Fair = 5%, Good = 50%, Excellent = 45%

6. How would you rate the selection of courses offered? n = 16

Poor = 0%, Fair = 13%, Good = 56%, Excellent = 31%

7. How would you rate your instructors? n = 16

Poor = 0%, Fair = 6%, Good = 56%, Excellent = 38%

8. How would you rate the career services? n = 16

Poor = 13%, Fair = 19%, Good = 63%, Excellent = 6%

9. How would you rate the support from Fathers Now staff? n = 16

Poor = 0%, Fair = 12%, Good = 44%, Excellent = 44%

10. How would you rate the support from fellow class members? n = 16

Poor = 0%, Fair = 6%, Good = 38%, Excellent = 56%

11. How would you rate your relationship with your child(ren)? n = 15

Poor = 7%, Fair = 7%, Good = 33%, Excellent = 53%

12. How would you rate your self- confidence? n = 16

Poor = 0%, Fair = 20%, Good = 52%, Excellent = 28%

13. How would you rate the priority of Fathers Now in your life over the past month? n = 16

Low priority = 0%, Priority = 50%, High Priority = 50%

14. How would you rate the length of the program? n = 16

Too short = 31%, Appropriate length = 69%, Too long = 0%

15. What improvements can Fathers Now make? n = 15

Help finding jobs = 40%, No improvements needed = 27%, Other = 20%, Make program longer = 13%

16. How has your idea of fatherhood changed after participating in Fathers Now?
n = 16

Improve self to improve parenting = 37%, Redefined responsibilities = 25%,

Learned importance of fatherhood = 25%, Other = 13%

17. In what ways will your role in the household change now that you completed Fathers Now? n = 15

Be more involved in children's lives = 40%, Increased responsibility = 27%, Don't know = 30%, Communicate more = 13%

18. What skills did you gain from participating in Fathers Now? n = 16

Life skills = 50%, Job readiness = 31%, Computer skills = 25%, Parenting skills = 25%, Other = 6%

19. What is the most valuable thing you learned from Fathers Now?

New outlook = 37%, Fatherhood = 31%, Brotherhood = 13%, Job readiness = 13%, Other = 6%

APPENDIX III-B

Codebook

NUMBER	FIELD NAME	QUESTION	CODE
1	GAIN	What did you gain from your participation with Fathers Now?	1 = GED Preparation, 2 = Employment, 3 = Professional Development, 4 = Become a Responsible Father, 5 = Become Active in the Community, 6 = Other
2	RECOMMEND	Would you recommend Fathers Now to others	1 = Yes, 2 = No
3	EMPLOYED	Are you employed?	1 = Yes, 2 = No
4	INVOLVED	Have you become involved in the community?	1 = Yes, 2 = No
5	OVERALL	Overall, how would you rate Fathers Now?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
6	COURSES	How would you rate the selection of courses offered?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
7	INSTRUCTORS	How would you rate your instructors?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
8	CAREER	How would you rate the career services?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
9	STAFF SUPPORT	How would you rate the support from Fathers Now staff?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent

APPENDIX III-B

10	CLASS SUPPORT	How would you rate the support from fellow class members?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
11	RELATIONSHIPS	How would you rate your relationship with your child(ren)?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
12	SELF CONFIDENCE	How would you rate your self-confidence?	1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent
13	PRIORITY	What was the priority of Fathers Now in your life over the past month?	1 = Low Priority, 2 = Priority, 3 = High Priority
14	LENGTH	How would you rate the length of the program?	1 = Too Short, 2 = Appropriate Length, 3 = Too Long
15	IMPROVEMENTS	What improvements can Fathers Now make?	1 = Help Finding Jobs, 2 = Make Program Longer, 3 = No Improvements Needed, 4 = Other
16	FATHERHOOD	How has your idea of fatherhood changed after participating in Fathers Now?	1 = Redefined Responsibilities, 2 = Taught Importance of Fatherhood, 3 = Improve Self to Improve Parenting, 4 = Other
17	ROLE	In what ways will your role in the household change now that you completed Fathers Now?	1 = More Involved in Childrens Lives, 2 = Increased Responsibility, 3 = Communicate More, 4 = Don't Know
18	SKILLS	What skills did you gain from participating in Fathers Now?	1 = Job Readiness, 2 = Computer Skills, 3 = Life Skills, 4 = Parenting Skills, 5 = Other
19	VALUABLE	What is the most valuable thing you learned from Fathers Now?	1 = Fatherhood, 2 = Job Readiness, 3 = Brotherhood, 4 = New Outlook, 5 = Others

Comment: Raw data available upon request

Open Ended Responses

Improvements Fathers Now can Make

More Help Finding Jobs

More help with finding jobs

More job searching

Working more on getting us jobs

By helping the s/m to have a job when the program is over

Job readiness

Other

Start giving the GED test in the program

Classrooms bigger

Spending more time on activities

Learn how to communicate and participate with the children. Better myself in interviews

No Improvements Needed

It is an excellent program as is

Gave me good job readiness skills to help me for preparing for going on job interviews as far as my resume and the dos/don'ts

They ok with me

Make Course Longer

They can make the class at least a month longer

Make course longer, don't wait so long to graduate

How Respondents Idea of Fatherhood has Changed Since Fathers Now

Improve Self to Improve Parenting

My decision making has changed and also more patient

My mind is at ease, better attitude

Encourage me to be an overall productive person

I'm spending more time with my kids and I'm starting to become a better person

It helped me get back on track as far as furthering myself. Be ready and willing to take on tasks to better myself for my kids.

Confidence

My way of thinking has to change

Redefined Responsibilities

Fatherhoods very important to me now instead of just giving money

I look at my overall responsibility in my family as the man

Learned more about what support is

I'm spending more time with my kids and I'm starting to become a better person

Taught Importance of Fatherhood

To become a better father

I used to take fatherhood for granted but now I realize its very important

I realize that my kids need me as well as I need them

I feel the need to show the importance of being a father

Other

Yes

It has not changed... always excellent

How Respondents' Role in the Household has Changed Since Fathers Now

More Involved in Children's' Lives

Interact more

Becoming more hands on father

Be more involved in kids life, school, etc.

I'm cleaning a lot more, I'm getting my kids dressed for school

I am more determined now, ready to be more active with my kid's life

I talked more with my kids and their mother more so than telling them what I want done

Increased Responsibility

Be a leader inside the household. Learning how to provide for myself/others. Really know how to cope with my relationship and others.

I can now be a better role model and a better provider.

More responsible

My role is important on being responsible

Don't Know

It wont change it gets better after this

It will not

I don't know

Communicate More

Be more vocal and listen more

More understanding to my children, more understanding to my children's mothers

Skills Respondents Gained from Participating in Fathers Now

Life Skills

Computer skills, patience, communication

Thinking more positive

Patience, soft skills, hard skills and life skills

Life skills

Staying focused in my life

How to be a better person in life and parenting

Parenting skills, life skills

Job readiness skills and life skills

Job Readiness

Job readiness

Job readiness

I learned how to use a computer and I learned how to get a job

Resume skills, job readiness, child support skills

Job readiness skills and life skills

Computer Skills

Computer skills, patience, and communication

Computer skills

Computer; verbal

I learned how to use a computer and I learned how to get a job

Parenting Skills

I have a better understanding of my role as a father

Resume skills, job readiness, child support skills

How to be a better person in life and parenting

Parenting skills and life skills

Other

Little math

Most Valuable Lesson Learned from Fathers Now

New Outlook

No matter how things look never give up

How to handle situations when they arise

Be responsible for your actions

Staying focused

Leaving my past behind and looking into the future

Be confident in ones self. The ability to adapt with the life skills I have obtained here.

Fatherhood

Being a better father because while we are living we have to make the best of it

That fathers should be positive role models

Fathers are important in their kids lives, and every kid needs their father

How to become a better father

How to be a good father

Brotherhood

Unity

Brotherhood

Job Readiness

Job skills/resume

ABE, child support class, professionalism in the work place, reforming and becoming a productive citizen

Other

Networking is a great way to meet people who can help us

Blank Phone Survey

- 1) What is the impact of Fathers Now on your life? Select one: No Impact/Little Impact/Some/ Impact/Great Impact
- 2) Are you currently employed? Select one: Yes/No
If yes, what is your job?
- 2) What type of custody do you have?
- 3) Are you involved in the community? Select one: Yes/No
If yes, how are you involved in the community?
- 4) What was the most valuable thing you learned from Fathers Now?
- 5) How has Fathers Now changed how you are as a father?
- 6) What suggestions would you make for improvements to Fathers Now?
- 7) Have you been incarcerated since the program ended? Select one: Yes/No
If so, was it for a new crime or for violating parole?
- 8) Would you participate in Fathers Now again if you could? Select one: Yes/No

Data Frequencies

1. What is the impact of Fathers Now on your life? n = 25

No Impact = 4%, Little Impact = 0%, Some Impact = 4%, Great Impact = 92%

2. Are you currently employed? n = 25

Yes = 36%, No = 64%

3. What type of custody do you have? n = 24

4. Are you involved in the community? n = 24

Yes = 87%, No = 13%

5. What was the most valuable thing you learned from Fathers Now? n = 24

Better Parenting = 36%, Job Skills = 12%, Other = 8%, Responsibility = 20%, Self Worth = 12%, Sense of Community = 12%

6. How has Fathers Now changed how you are as a father? n = 22

Already a Good Father = 14%, Basic Skills = 23%, Being a Teacher = 9%, More Responsibility = 18%, Other = 4%, Prioritize Parenting = 14%, Spend More Time = 18%

7. What suggestions would you more for improvements to Fathers Now? n = 24

Expand Program = 29%, Improved Career Services = 29%, More Alumni Involvement = 8%, No Improvements Necessary = 29%, Other = 4%

8. Have you been incarcerated since the program ended? n = 25

Yes = 12%, No = 88%

9. Would you participate in Fathers Now again? n = 24

Yes = 100%, No = 0%

APPENDIX III-C

Codebook

NUMBER	FIELD NAME	QUESTION	CODE
1	IMPACT	What is the impact of Fathers Now on your life?	1 = Yes, 2 = No
2	EMPLOYMENT	Are you currently employed?	1 = Yes, 2 = No
3	CUSTODY	What type of custody do you have?	1 = Full, 2 = Joint, 3 = Visitation, 4 = None
4	COMMUNITY	Are you involved in the community?	1 = Yes, 2 = No
5	VALUABLE	What was the most valuable thing you learned from Fathers Now?	1 = Better Parenting, 2 = Job Skills, 3 = Responsibility, 4 = Sense of Community, 5 = Self Worth, 6 = Other
6	FATHERHOOD	How has Fathers Now changed how you are as a father?	1 = Spend More Time, 2 = More Responsibility, 3 = Prioritize Parenting, 4 = Being a Teacher, 5 = Basic Skills, 6 = Already Good Father, 7 = Other
7	IMPROVEMENT	What suggestions would you make for improvement to Fathers Now?	1 = Improved Career Services, 2 = Expand Program, 3 = More Alumni Involvement, 4 = No Improvements Necessary, 5 = Other
8	INCARCERATED	Have you been incarcerated since the program ended?	1 = Yes, 2 = No
9	PARTICIPATE	Would you participate in Fathers Now again if you could?	1 = Yes, 2 = No

Open-Ended Responses

The Most Valuable Lesson Participants Learned at Fathers Now

Better Parenting

How to stand on own feet, be a better man, be there for kids. 12 years no charges.

Better man, father leader.

Reconnect with daughter

Don't stop fighting for your kids

How to be a better father and man

Community- it needs us, good fathers.

How to be a better father; interview skills

Put children first

How to stay out of jail, be a better father

How to become a better father

Job Skills

Networking

How to be a better father; interview skills

They have good connections, networking

Responsibility

Take responsibility for own actions

Respect from family, because they saw me trying and staying away from old life.

Responsibility, motivation

Stand up for your responsibilities. Be wise, stay away from trouble

Man of my word

Sense of Community

Talented and good people in community, just have to come together for a common goal. Realize that there's good in people. Changed being aggressive and angry towards people.

Community- it needs us, good fathers

Giving back to the community. Be humble, appreciate life

Self Worth

Gave me integrity. Variety of courses for everyone
How to be more positive. Don't let anything hold you down.
Look at self as being valuable, have self worth

Other

Etiquette
A lot

Affect Fathers Now had on Respondents Parenting

Spend More Time with Children

Spend more time
Spending more time and teaching morals and values
Open eyes about parenting skills. Spending time with kids.
Taught to spend more time with kids and provide

More Responsibility

More knowledge about the court system. Being a father isn't just paying child support
Watch them
More responsibility
Responsibility, anger management, child support

Prioritize Parenting

Changed a lot, used to be really selfish
Appreciate kids more
It's not about my selfishness

Being a Teacher

Spending more time and teaching morals and values
More understanding and problem solving with kids. Leading by example

Basic Parenting Skills

Now married with custody. How to be a man
How to be more patient and understanding. Showing love

How to be a father and be there for kids

Better father

Better father

Already a Good Father

Always been a great father. Better man, not better father

Already great

Already great

Other

Look towards the future and be prepared

Suggestions for Improvements to Fathers Now

Improved Career Services

Helping alumni with jobs

More job placements

More jobs for people who don't have a HS diploma

More employment opportunities

More employment opportunities

Employment

Better career services. Jobs for graduates. Fathers Now should own companies that can hire Fathers Now alumni

Expand Program

Pass on knowledge, see more brothers

Make it nationwide

More guys need to get involved

Bigger office space, get more people involved

Bigger program

More advertising of program

Expand to other cities

More Alumni Involvement

Alumni, some fall back on their old ways. Stay in touch. Create a network for those who don't get jobs, some sort of assistance for people who fall back and don't have a way out. The aftermath.

Help fathers after the program

No Improvements Necessary

None (7)

Other

Larger classroom, more teachers, teacher with a child who understands

SUMMARY

This study reports the findings based on the results of three surveys implemented to determine the effectiveness of the Fathers Now program. The aim of the report is the gauge if the program is meeting its goals for current and past participants.

Fathers Now is an initiative of the Newark non-profit, Newark Now. Newark Now was founded in 2003 by Mayor Cory Booker. His goal was to “provide Newark residents with skills, tools and support to transform their neighborhoods” (“Our Start,” 2003). Newark Now became an umbrella for multiple grassroots organizations, including Fathers Now.

Established in 2008, Fathers Now seeks to assist fathers in transition. The more than 100 fathers that participate in the program each year are largely unemployed and have been incarcerated. They come to Fathers Now to find employment, gain skills, learn how to be better fathers and to escape the 65% national recidivism rate.

Programs like Fathers Now have sprouted up all around the country. Crime is a huge expense to our nation, and over the past 25 years, the prison population has quadrupled (Blow, 2010). Two-thirds of those imprisoned will return to jail within three years of their release. In comparison, participants of Fathers Now recidivate at the low rate of 6%, receive necessary job training, and are more likely to be involved family and community members. The average cost per prisoner per year in New Jersey is \$54,865 (“Price of Prisons,” 2012). By reducing the recidivism rate by 59%, as Fathers Now has done for participants, the state would save \$835MM annually.

SUMMARY

Fathers Now also helps fathers become more involved in their children's lives. 58% of Fathers Now participants had fathers who were not involved in their lives.

Studies show that regular contact between a father and child reduces behavioral problems and increases intelligence and reasoning. The effect is even more significant for children from disadvantaged backgrounds ("Children who Have," 2008). Bettering Fathers Now participants does not only help them as individuals, but also gives the children of Newark a greater chance for success.

The Capstone report is divided into three parts: a pre-evaluation, post-evaluation, and an alumni evaluation. The surveys were administered to three groups in order to gauge both the short- and long-term effects of the program. The pre-evaluation is based on a survey given to participants during orientation. Those responses formed a base line for participants coming into the program. The post-evaluation is based on a survey given to participants during their last week in the program. Comparing the pre- and post-results show the changes participants went through during the eight- week program. The final part of the report is based on a phone survey of past participants. This is used to demonstrate the long-term effects of Fathers Now.

This study found that men coming into the program do not have an understanding of their responsibilities as a father. Many equated fatherhood to providing for children, but did not have a holistic idea of their role. 46% of respondents joined Fathers Now to become a better father, which is a higher percentage than any other

SUMMARY

reason given. After the eight week program, participants largely felt that they improved as fathers, or at least had the resources to begin to change. They found themselves rededicated to their families and with a clearer picture of their significant role in the household.

All but one participant entered the program unemployed. They hoped that Fathers Now would make them prepared for a job, and that they could obtain one through the program. 76% of respondents hoped to gain employment through Fathers Now. While participants acknowledge that job preparation is a strength of the program, none had a job as of the last week. Similarly, 64% of alumni are unemployed. Many alumni feel as though the program does not do enough to help participants gain employment.

A recommendation for improving the program is to maintain an up-to-date database of all past participants. Meet with them on a yearly basis to evaluate their progress in the following key areas: child custody, community involvement, employment and incarceration. To incentivize the meeting, offer an alumni pin or token indicating their year as an alumnus. If they stay in touch with the program, and have not returned to jail, they can earn a pin each year. In return, encourage alumni to volunteer through Newark Now, and to promote the program to others in Newark. In essence, by making sure alumni stay committed to what they learned at Fathers Now, they will give back to the program and help it grow.

SUMMARY

Despite there being areas for improvement, 100% of respondents said that they would recommend Fathers Now to others. This, along with 95% of respondents rating the program as 'good' or 'excellent,' shows that participants value the program and feel as though they are gaining important skills.

