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

Erica Walker Maltby
Candidate for B.A. Degree
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 to 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. You 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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Appendix IV-C..............................................................................Open-Ended Responses
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.

<table>
<thead>
<tr>
<th>Age</th>
<th>Sample Size n=24</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-17</td>
<td>0</td>
</tr>
<tr>
<td>18-25</td>
<td>3</td>
</tr>
<tr>
<td>26-40</td>
<td>18</td>
</tr>
<tr>
<td>41-64</td>
<td>3</td>
</tr>
<tr>
<td>65+</td>
<td>0</td>
</tr>
</tbody>
</table>

Figure 2

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

<table>
<thead>
<tr>
<th>Race</th>
<th>Sample size n=24</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>20</td>
</tr>
<tr>
<td>Asian</td>
<td>1</td>
</tr>
<tr>
<td>Caucasian/White</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
</tbody>
</table>

Figure 3

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

<table>
<thead>
<tr>
<th>Marital status</th>
<th>Sample size n=24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>3</td>
</tr>
<tr>
<td>Single</td>
<td>21</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Medium</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Court Order</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Family Member</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Online</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Probation Officer</td>
<td>6</td>
<td>24%</td>
</tr>
<tr>
<td>TV/Radio</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Word of Mouth</strong></td>
<td><strong>14</strong></td>
<td><strong>56%</strong></td>
</tr>
</tbody>
</table>
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%
<table>
<thead>
<tr>
<th>Hope to Gain</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Become Active in the Community</td>
<td>9</td>
<td>38%</td>
</tr>
<tr>
<td>GED Preparation</td>
<td>6</td>
<td>24%</td>
</tr>
<tr>
<td>Job Search</td>
<td>19</td>
<td>76%</td>
</tr>
<tr>
<td>Legal Services</td>
<td>4</td>
<td>16%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Professional Development</td>
<td>13</td>
<td>52%</td>
</tr>
<tr>
<td>To Become a Responsible Father</td>
<td>15</td>
<td>60%</td>
</tr>
</tbody>
</table>
3. All but one respondent are currently unemployed.

![Employment Chart]

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.

<table>
<thead>
<tr>
<th>Employed</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>24</td>
<td>96%</td>
</tr>
<tr>
<td>Yes</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>
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.*

<table>
<thead>
<tr>
<th># Children</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>10</td>
<td>42%</td>
</tr>
<tr>
<td>2</td>
<td>6</td>
<td>25%</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
<td>17%</td>
</tr>
<tr>
<td>4</td>
<td>3</td>
<td>13%</td>
</tr>
<tr>
<td>5</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>
5. 79% of respondents are not involved in the community.

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.

<table>
<thead>
<tr>
<th>Volunteer Sites</th>
<th># of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boys and Girls Club</td>
<td>2</td>
</tr>
<tr>
<td>Local Church</td>
<td>1</td>
</tr>
<tr>
<td>Orange Recreation</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Barriers to Employment:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Criminal Record</td>
<td>7</td>
</tr>
<tr>
<td>Lack of Job Training</td>
<td>5</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associates Degree</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Bachelors Degree</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>GED</td>
<td>8</td>
<td>33%</td>
</tr>
<tr>
<td>High School Diploma</td>
<td>4</td>
<td>17%</td>
</tr>
<tr>
<td>Some College</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Some High School</td>
<td>8</td>
<td>33%</td>
</tr>
</tbody>
</table>
8. 72% of respondents indicated that they have a good or excellent relationship with their children.

Relationship with their Children
N=25

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>4</td>
<td>16%</td>
</tr>
<tr>
<td>Fair</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Good</td>
<td>12</td>
<td>48%</td>
</tr>
<tr>
<td>Excellent</td>
<td>6</td>
<td>24%</td>
</tr>
</tbody>
</table>

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

Question 8: Please rate your relationship with your children?
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?

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Fair</td>
<td>9</td>
<td>36%</td>
</tr>
<tr>
<td>Good</td>
<td>12</td>
<td>48%</td>
</tr>
<tr>
<td>Excellent</td>
<td>3</td>
<td>12%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>5</td>
<td>20%</td>
</tr>
<tr>
<td>Good</td>
<td>13</td>
<td>52%</td>
</tr>
<tr>
<td>Excellent</td>
<td>7</td>
<td>28%</td>
</tr>
</tbody>
</table>
11. 58% of respondents say their fathers were not involved in their lives.

**Father’s Involvement in Respondent’s Life**

<table>
<thead>
<tr>
<th>Father’s Involvement</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Involved</td>
<td>14</td>
<td>58%</td>
</tr>
<tr>
<td>Sometimes Involved</td>
<td>3</td>
<td>13%</td>
</tr>
<tr>
<td>Involved</td>
<td>7</td>
<td>29%</td>
</tr>
</tbody>
</table>

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

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.

<table>
<thead>
<tr>
<th>Custody Type</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Custody</td>
<td>7</td>
<td>30%</td>
</tr>
<tr>
<td>Joint Custody</td>
<td>9</td>
<td>39%</td>
</tr>
<tr>
<td>None</td>
<td>6</td>
<td>26%</td>
</tr>
<tr>
<td>Visitation</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>
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%

<table>
<thead>
<tr>
<th>Idea of Fatherhood</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don’t know</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Economic Support</td>
<td>10</td>
<td>42%</td>
</tr>
<tr>
<td>General Support</td>
<td>11</td>
<td>46%</td>
</tr>
<tr>
<td>Love</td>
<td>5</td>
<td>21%</td>
</tr>
<tr>
<td>Role Model</td>
<td>5</td>
<td>21%</td>
</tr>
<tr>
<td>Teach</td>
<td>9</td>
<td>38%</td>
</tr>
<tr>
<td>Time</td>
<td>5</td>
<td>21%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Household Role</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead Household</td>
<td>10</td>
<td>42%</td>
</tr>
<tr>
<td>Not Applicable</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Protector</td>
<td>4</td>
<td>17%</td>
</tr>
<tr>
<td>Provider</td>
<td>6</td>
<td>25%</td>
</tr>
</tbody>
</table>
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%

<table>
<thead>
<tr>
<th>Reason for Participating</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Ordered by PO</td>
<td>3</td>
<td>13%</td>
</tr>
<tr>
<td>Employment</td>
<td>5</td>
<td>21%</td>
</tr>
<tr>
<td>Better Self</td>
<td>11</td>
<td>46%</td>
</tr>
<tr>
<td>Become a Better Father</td>
<td>11</td>
<td>46%</td>
</tr>
</tbody>
</table>
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.
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.

**Benefits Gained from Fathers Now**

*n = 16*

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Pre-Survey # of Respondents</th>
<th>Post-Survey # of Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsible Fatherhood</td>
<td>13</td>
<td>12</td>
</tr>
<tr>
<td>Professional Development</td>
<td>19</td>
<td>1</td>
</tr>
<tr>
<td>Become Active in the Community</td>
<td>7</td>
<td>6</td>
</tr>
<tr>
<td>GED Preparation</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Legal Services</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Employment</td>
<td>13</td>
<td>12</td>
</tr>
<tr>
<td>Total Responses</td>
<td>67</td>
<td>43</td>
</tr>
</tbody>
</table>

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.
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

<table>
<thead>
<tr>
<th></th>
<th>Pre-Survey Responses</th>
<th>Pre-Survey Percent</th>
<th>Post-Survey Responses</th>
<th>Post-Survey Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involved</td>
<td>5</td>
<td>21%</td>
<td>7</td>
<td>47%</td>
</tr>
<tr>
<td>Not Involved</td>
<td>19</td>
<td>79%</td>
<td>8</td>
<td>53%</td>
</tr>
</tbody>
</table>
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?
<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>1</td>
<td>5%</td>
</tr>
<tr>
<td>Good</td>
<td>8</td>
<td>50%</td>
</tr>
<tr>
<td>Excellent</td>
<td>7</td>
<td>45%</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>Good</td>
<td>9</td>
<td>56%</td>
</tr>
<tr>
<td>Excellent</td>
<td>5</td>
<td>31%</td>
</tr>
</tbody>
</table>
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?

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

<table>
<thead>
<tr>
<th>Instructor Level</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Good</td>
<td>9</td>
<td>56%</td>
</tr>
<tr>
<td>Excellent</td>
<td>6</td>
<td>38%</td>
</tr>
</tbody>
</table>
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?*

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>Fair</td>
<td>3</td>
<td>19%</td>
</tr>
<tr>
<td>Good</td>
<td>10</td>
<td>63%</td>
</tr>
<tr>
<td>Excellent</td>
<td>1</td>
<td>6%</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>2</td>
<td>12%</td>
</tr>
<tr>
<td>Good</td>
<td>7</td>
<td>44%</td>
</tr>
<tr>
<td>Excellent</td>
<td>7</td>
<td>44%</td>
</tr>
</tbody>
</table>
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?**

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Good</td>
<td>6</td>
<td>38%</td>
</tr>
<tr>
<td>Excellent</td>
<td>9</td>
<td>56%</td>
</tr>
</tbody>
</table>
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).

<table>
<thead>
<tr>
<th></th>
<th>Pre-Survey Responses</th>
<th>Pre-Survey Percent</th>
<th>Post-Survey Responses</th>
<th>Post-Survey Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>4</td>
<td>16%</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Fair</td>
<td>3</td>
<td>12%</td>
<td>1</td>
<td>7%</td>
</tr>
<tr>
<td>Good</td>
<td>12</td>
<td>48%</td>
<td>5</td>
<td>33%</td>
</tr>
<tr>
<td>Excellent</td>
<td>6</td>
<td>24%</td>
<td>8</td>
<td>53%</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th></th>
<th>Pre-Survey Responses</th>
<th>Pre-Survey Percent</th>
<th>Post-Survey Responses</th>
<th>Post-Survey Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor</td>
<td>0</td>
<td>0%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fair</td>
<td>5</td>
<td>20%</td>
<td>1</td>
<td>6%</td>
</tr>
<tr>
<td>Good</td>
<td>13</td>
<td>52%</td>
<td>8</td>
<td>50%</td>
</tr>
<tr>
<td>Excellent</td>
<td>7</td>
<td>28%</td>
<td>7</td>
<td>44%</td>
</tr>
</tbody>
</table>

Source: Data collected for Fathers Now by Erica Maltby, Fathers Now Evaluation, 2013
11. All respondents say that attending Fathers Now was a priority or high priority in their lives.

**FINDINGS**

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?*

<table>
<thead>
<tr>
<th>Priority Level</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Priority</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Priority</td>
<td>8</td>
<td>50%</td>
</tr>
<tr>
<td>High Priority</td>
<td>8</td>
<td>50%</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Too short</td>
<td>5</td>
<td>31%</td>
</tr>
<tr>
<td>Appropriate length</td>
<td>11</td>
<td>69%</td>
</tr>
<tr>
<td>Too long</td>
<td>0</td>
<td>0%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Improvement</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Help finding jobs</td>
<td>6</td>
<td>40%</td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>27%</td>
</tr>
<tr>
<td>No improvements needed</td>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>Make program longer</td>
<td>3</td>
<td>13%</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Pre-Survey Responses</th>
<th>Post-Survey Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>General support</td>
<td>Improve self to improve parenting</td>
</tr>
<tr>
<td>Economic support</td>
<td>Redefined responsibilities</td>
</tr>
<tr>
<td>Teach</td>
<td>Taught importance of fatherhood</td>
</tr>
<tr>
<td>Love</td>
<td>Other</td>
</tr>
<tr>
<td>Role model</td>
<td></td>
</tr>
<tr>
<td>Spend time</td>
<td></td>
</tr>
<tr>
<td>Don't know</td>
<td></td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Pre-Survey Responses</th>
<th>Post-Survey Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead Household</td>
<td>More involved in children's lives</td>
</tr>
<tr>
<td>Not Applicable</td>
<td>Increased responsibility</td>
</tr>
<tr>
<td>Other</td>
<td>Don't know</td>
</tr>
<tr>
<td>Protector</td>
<td>Communicate more</td>
</tr>
<tr>
<td>Provider</td>
<td></td>
</tr>
</tbody>
</table>
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%

<table>
<thead>
<tr>
<th>Skills</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life skills</td>
<td>8</td>
<td>50%</td>
</tr>
<tr>
<td>Job readiness</td>
<td>5</td>
<td>31%</td>
</tr>
<tr>
<td>Computer skills</td>
<td>4</td>
<td>25%</td>
</tr>
<tr>
<td>Parenting skills</td>
<td>4</td>
<td>25%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>6%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Response</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brotherhood</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>Fatherhood</td>
<td>5</td>
<td>31%</td>
</tr>
<tr>
<td>Job readiness</td>
<td>2</td>
<td>13%</td>
</tr>
<tr>
<td>New outlook</td>
<td>6</td>
<td>37%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>6%</td>
</tr>
</tbody>
</table>

Fathers Now Survey, Spring 2013, Page 41
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.

<table>
<thead>
<tr>
<th># of Calls</th>
<th># of Respondents</th>
<th># of Non-Working Numbers</th>
<th># Unanswered</th>
</tr>
</thead>
<tbody>
<tr>
<td>50</td>
<td>25</td>
<td>8</td>
<td>17</td>
</tr>
</tbody>
</table>

**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.
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?

<table>
<thead>
<tr>
<th>Impact on Life</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Impact</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Little Impact</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Some Impact</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Great Impact</td>
<td>23</td>
<td>92%</td>
</tr>
</tbody>
</table>
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?*

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>9</td>
<td>36%</td>
</tr>
<tr>
<td>No</td>
<td>16</td>
<td>64%</td>
</tr>
</tbody>
</table>

**Jobs**

- Supervisor
- Sanitation Department
- Parking Enforcement Officer
- City of Newark
- Old Navy Salesman
- Self-Employed
- Cook
- Halfway House Alumni Coordinator
3. 46% of respondents have joint custody of their 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.
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.
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

<table>
<thead>
<tr>
<th>Lesson</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better Parenting</td>
<td>9</td>
<td>36%</td>
</tr>
<tr>
<td>Job Skills</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>Responsibility</td>
<td>5</td>
<td>20%</td>
</tr>
<tr>
<td>Self Worth</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>Sense of Community</td>
<td>3</td>
<td>12%</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th>Category</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Already Good Father</td>
<td>3</td>
<td>14%</td>
</tr>
<tr>
<td>Basic Skills</td>
<td>5</td>
<td>23%</td>
</tr>
<tr>
<td>Being a Teacher</td>
<td>2</td>
<td>9%</td>
</tr>
<tr>
<td>More Responsibility</td>
<td>4</td>
<td>18%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>4%</td>
</tr>
<tr>
<td>Prioritize Parenting</td>
<td>3</td>
<td>14%</td>
</tr>
<tr>
<td>Spend More Time</td>
<td>4</td>
<td>18%</td>
</tr>
</tbody>
</table>
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*

<table>
<thead>
<tr>
<th>Suggestion</th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Expand Program</td>
<td>7</td>
<td>29%</td>
</tr>
<tr>
<td>Improved Career Services</td>
<td>7</td>
<td>29%</td>
</tr>
<tr>
<td>More Alumni Involvement</td>
<td>2</td>
<td>8%</td>
</tr>
<tr>
<td>No Improvements Necessary</td>
<td>7</td>
<td>29%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>4%</td>
</tr>
</tbody>
</table>
8. 88% of alumni have not been incarcerated since participating in Fathers Now.

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.

<table>
<thead>
<tr>
<th></th>
<th># of Respondents</th>
<th>% of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>3</td>
<td>12%</td>
</tr>
<tr>
<td>No</td>
<td>22</td>
<td>88%</td>
</tr>
</tbody>
</table>
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:

<table>
<thead>
<tr>
<th>Child Custody</th>
<th>Community Involvement</th>
<th>Employment</th>
<th>Incarceration</th>
</tr>
</thead>
</table>

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.
References


Works Referenced


APPENDICES

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Appendix II-B.......................................................................................................Data Frequencies
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Appendix IV-B......................................................................................................Open-Ended Responses
Appendix I-C.......................................................................................................Alumni Phone Survey Blank Survey
Appendix II-C.......................................................................................................Data Frequencies
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Appendix IV-C......................................................................................................Open-Ended Responses
Appendix V-C......................................................................................................Conclusions
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.

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

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

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 ad be there when they need me
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.
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.

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

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>FIELD NAME</th>
<th>QUESTION</th>
<th>CODE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>GAIN</td>
<td>What did you gain from your participation with Fathers Now?</td>
<td>1 = GED Preparation, 2 = Employment, 3 = Professional Development, 4 = Become a Responsible Father, 5 = Become Active in the Community, 6 = Other</td>
</tr>
<tr>
<td>2</td>
<td>RECOMMEND</td>
<td>Would you recommend Fathers Now to others</td>
<td>1 = Yes, 2 = No</td>
</tr>
<tr>
<td>3</td>
<td>EMPLOYED</td>
<td>Are you employed?</td>
<td>1 = Yes, 2 = No</td>
</tr>
<tr>
<td>4</td>
<td>INVOLVED</td>
<td>Have you become involved in the community?</td>
<td>1 = Yes, 2 = No</td>
</tr>
<tr>
<td>5</td>
<td>OVERALL</td>
<td>Overall, how would you rate Fathers Now?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
</tr>
<tr>
<td>6</td>
<td>COURSES</td>
<td>How would you rate the selection of courses offered?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
</tr>
<tr>
<td>7</td>
<td>INSTRUCTORS</td>
<td>How would you rate your instructors?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
</tr>
<tr>
<td>8</td>
<td>CAREER</td>
<td>How would you rate the career services?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
</tr>
<tr>
<td>9</td>
<td>STAFF SUPPORT</td>
<td>How would you rate the support from Fathers Now staff?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
</tr>
<tr>
<td></td>
<td>Question</td>
<td>Options</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>--------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td><strong>CLASS SUPPORT</strong> How would you rate the support from fellow class members?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td><strong>RELATIONSHIPS</strong> How would you rate your relationship with your child(ren)?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td><strong>SELF CONFIDENCE</strong> How would you rate your self-confidence?</td>
<td>1 = Poor, 2 = Fair, 3 = Good, 4 = Excellent</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td><strong>PRIORITY</strong> What was the priority of Fathers Now in your life over the past month?</td>
<td>1 = Low Priority, 2 = Priority, 3 = High Priority</td>
<td></td>
</tr>
<tr>
<td>14</td>
<td><strong>LENGTH</strong> How would you rate the length of the program?</td>
<td>1 = Too Short, 2 = Appropriate Length, 3 = Too Long</td>
<td></td>
</tr>
<tr>
<td>15</td>
<td><strong>IMPROVEMENTS</strong> What improvements can Fathers Now make?</td>
<td>1 = Help Finding Jobs, 2 = Make Program Longer, 3 = No Improvements Needed, 4 = Other</td>
<td></td>
</tr>
<tr>
<td>16</td>
<td><strong>FATHERHOOD</strong> How has your idea of fatherhood changed after participating in Fathers Now?</td>
<td>1 = Redefined Responsibilities, 2 = Taught Importance of Fatherhood, 3 = Improve Self to Improve Parenting, 4 = Other</td>
<td></td>
</tr>
<tr>
<td>17</td>
<td><strong>ROLE</strong> In what ways will your role in the household change now that you completed Fathers Now?</td>
<td>1 = More Involved in Childrens Lives, 2 = Increased Responsibility, 3 = Communicate More, 4 = Don't Know</td>
<td></td>
</tr>
<tr>
<td>18</td>
<td><strong>SKILLS</strong> What skills did you gain from participating in Fathers Now?</td>
<td>1 = Job Readiness, 2 = Computer Skills, 3 = Life Skills, 4 = Parenting Skills, 5 = Other</td>
<td></td>
</tr>
<tr>
<td>19</td>
<td><strong>VALUABLE</strong> What is the most valuable thing you learned from Fathers Now?</td>
<td>1 = Fatherhood, 2 = Job Readiness, 3 = Brotherhood, 4 = New Outlook, 5 = Others</td>
<td></td>
</tr>
</tbody>
</table>

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
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%
## Codebook

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

Fathers Now Survey, Spring 2013
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 baseline 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
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.
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.