

Executive Summary

Santa Clara County All Staff Training

Course Title: Engaging Fathers: Foundation of Fatherhood

Outline of Training:

The course provides the participant with an overview of the issues facing fathers in contemporary society and in the Child Welfare System. We will discuss “roles” of men as fathers (who they are and what they do); barriers to fathers’ involvement with their children; probable solutions to these barriers and models of successful fathers. We will address custodial and non-custodial fathers; fathers impact on their children’s behaviors and the psychological implications of engaged fathers. An interactive-experiential format will be utilized so as to include as much input from the attendees as possible. There will be small group problem solving and skill building, role playing, open discussion.

Target Audience:

This training is for Child Welfare line staff, supervisors and program managers.

Outcome Objectives:

As a result of training, participants will:

- recognize barriers impacting positive involvement of fathers with their children
- define what fathers are, what they do and how they do it
- identify models of successful fathers/fathering;
- understand the importance of fathers on their sons’ and/or daughters’ development
- identify daily activities to engage dads
- identify components for psychologically healthy fathers
- recognize the impact racism-oppression has on fathers’ abilities to fulfill their roles

Before the training

Supervisors can share and review the executive summary with CWS staff in an effort to support and encourage the training; acknowledge the importance of the training; discuss biases towards fathers in general and African American fathers in particular within CWS which may impact the provision of competent and relevant professional services; identify specific programmatic needs which might be addressed at the training; and request staff present an overview to those who could not attend.

After the training

Supervisors can meet with staffs to discuss ideas, concepts and materials that were covered during the training and how these relate to the populations being served; they can review materials used and provide feedback as to how to implement them into the daily interactions with clients; support the workers in their efforts to share the training with other staff; share the information with other unit supervisors and encourage their involvement with any future training efforts.