

Executive Summary

Course Title: Promoting Father Involvement for the Well Being of children in the Child Welfare System.

Outline of Training:

The Father Involvement training is design to engage the participants through a discussion and education process to increase their awareness and knowledge about the importance of father engagement and involvement while building and equipping them with tools and strategies to promote a positive father involvement and father friendly environment. The training will draw on the individual, group and personal and professional experiences of participants (value, culture and mission) to nurture the peer-to -peer education, learning environment and learning by doing method.

Outline the agenda for the day.

- *Warm-Up*
- *Overview on the training on the **Foundations of Fatherhood***
- ***break***
- *“Knock knock” or “Show your love” video*
- *Explore and discuss the bias and barriers men face*
 - *In society in general*
 - *In the community*
 - *Within system such as Child Welfare*
 - *In their family*
 - *In couple relationship*
 - *As individual*
- ***lunch***
- *Organizational self assessment(individual and group activity)*
- *Self-reflective activities(group activity)*
- ***break***
- *how to engage fathers in Child Welfare System and support co-parenting*
- *Summarize the training*
- *Exploring ways to promoting and strengthening the role of fathers in Child Welfare*
- *How to incorporate newly find knowledge and awareness toward daily practices by identifying action steps to promote father involvement and father friendliness.*
- *Closing video*

Target Audience:

The target audience for the training will be child welfare agency staff(managers, senior staff, supervisors and line staff) both new and veteran that have contact, interaction, influence and/or impact on the promotion of father involvement and engagement within Child Welfare System.

Outcome Objectives for Participants:

- Will demonstrate knowledge and awareness about the impact of absent father in children lives
- Will demonstrate why dads matter in their children's lives by creating a list of positive outcomes for children.
- Will list the bias against fathers in the Child Welfare System
- Will list common barriers men face when working with Child Welfare
- Will identify the importance of changing an organization's "overall culture" to promote father involvement and create a father friendliness space
- will practices a Self-reflective activities to raise self awareness and nurture father friendliness environment
- Will identify five tips on how to engage fathers in Child Welfare System
- Will list three ways to promoting and strengthening the role of fathers in Child Welfare
- Will demonstrate renewed understanding and commitment to engage fathers by identifying two tasks he/she will do after the training to promote father involvement.
- Will identify ways to engage fathers in Family-Centered Child Welfare practices

Transfer of Learning from the training to the job...

BEFORE the training

The training participants will be given a short baseline questionnaire to gage their level of the knowledge and awareness about the topic discussed in the training.

AFTER the training

After the training the participants will be given the same short questionnaire as a post to measure their increase in knowledge and awareness about the topic discussed in the training. Since this is topic requires organizational culture shift and individual behavior change it is encouraged that supervisor engage staff on ongoing discussion in supervision, staff meeting and training to nurture and support the possible transformation and change with staff behavior and agencies culture.