

Executive Summary

Course Title: “Foundations of Fatherhood”

Outline of Training:

This two-hour training serves as a starting point for examining the importance of fathers in the lives of their children, and setting a foundation for further engaging fathers in a meaningful way in their children’s lives. This includes a review of the known data and demographic trends, interactive exercises about the positive roles of involved fathers and the range of reasons for fathers’ non-involvement, the topic of permanency, and some introduction to next steps for staff and agencies to move forward with engagement of fathers.

Target Audience:

Child Welfare agency social workers, supervisors, administrators, staff from colleague agencies, service providers, support staff and parent partners can all benefit from this material. Fathers and male social workers often find this topic to be of particular interest.

Outcome Objectives for Participants:

Participants will become versed in the basic roles of fathers, able to identify common reasons for fathers’ non-involvement in their children’s lives, and communicate about the concept of “fatherlessness” and the reasons for better engaging fathers. Participants will be able to understand working with fathers as part of fairness and equity, with significant benefits to children and as an increased avenue towards permanency. Participants will re-evaluate their practices with an increased consciousness about assessing fathers’ situations and involvement.

Ways that Supervisors can support the Transfer of Learning from the classroom to the job...

BEFORE the training

Completion of the tool assessing the father-friendliness of the agency with the involvement of staff and sharing of that information can be a very useful exercise to set the stage for this training and establish some traction for moving into this topic and discussion.

AFTER the training

Supervisors can ensure that fathers get a similar degree of attention as mothers do, and that reasons for non-involvement or limiting fathers’ involvement are fact-checked, valid and clearly documented. All participants can interact and communicate with fathers in a way that facilitates engagement and validates the important role of fathers in children’s lives.