

## Father Engagement in Human Services

Father engagement is the purposeful inclusion of fathers in human services programs, with the goal of improving outcomes for fathers, children, and families. Programs, organizations, and systems all play a role in promoting father engagement.



### Program



### Organization



### System



#### Tailor recruitment and intake methods

- Go into community places where men gather
- Highlight fathers' impact on children's outcomes
- Use current/former participants to recruit
- Adjust intake procedures



#### Demonstrate organizational commitment

- Align father engagement with the organization's mission
- Secure diverse funding
- Collect data for continuous quality improvement



#### Identify and break down systemic barriers

- Review internal policies to overcome historical barriers for father
- Align policies across programs
- Include fathers' voices in policy, technical assistance (TA), and research



#### Make the service environment inclusive

- Increase male staff representation
- Create a father-friendly environment
- Provide father-to-father learning



#### Enhance staffing and supervision

- Train all staff to engage fathers
- Create supervisory practice to support and monitor father engagement



#### Provide TA, funding, and other resources

- Help organizations identify and access resources
- Encourage and develop statewide fatherhood commissions
- Provide TA on data collection



#### Meet fathers' needs and their desire to be good parents

- Design flexible programs
- Recognize fathers' individual differences and shared desire to be good parents



#### Identify and collaborate with partner organizations

- Partner to identify new fathers and complement existing services