



**ERICSA 62ND ANNUAL
TRAINING CONFERENCE & EXPOSITION**

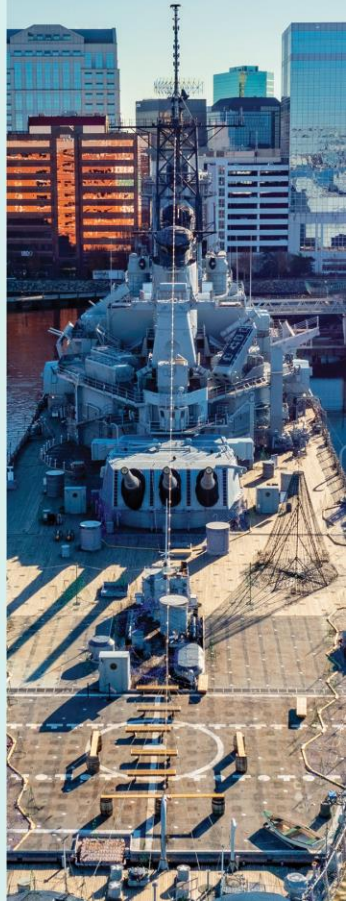
MAY 18-22, 2025

NORFOLK

VIRGINIA



Empowering Families Through Fatherhood Support



Today's Speakers



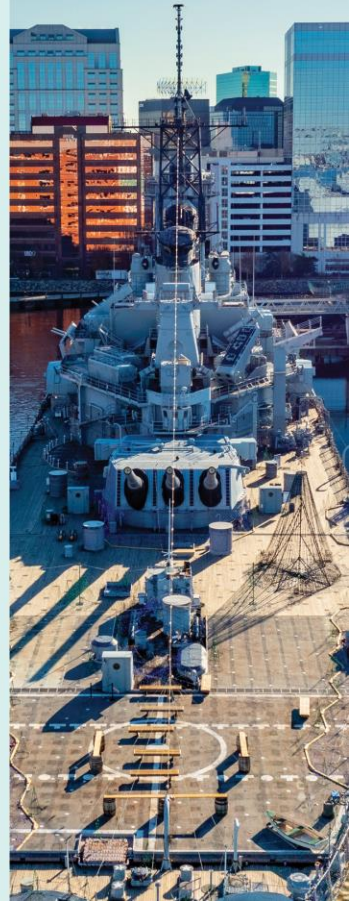
Joyce Match
Child Support Specialist
Deloitte Consulting, LLP



Dr. Antiqua Weaver
Statewide Family Engagement
Supervisor
Virginia Department of Social
Services

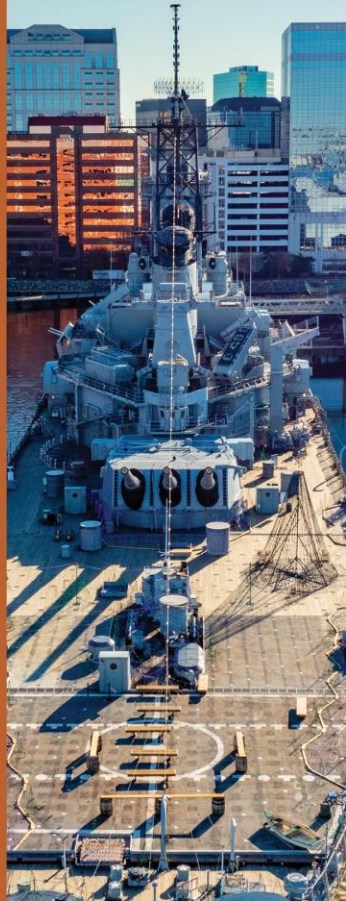


James M. Younge
Manager
Philadelphia Family Court
Networking for Jobs & Ex-
Offenders Re-Entry Program



Introduction to Fatherhood

Presented by:
Joyce Match



National Fatherhood Trends & Impacts

75%

OF THE POPULATION

Or 54.5M of the country's 72.3M children, count a resident father as a housemate. This is the highest since 1989.

5.3M

BLACK CHILDREN

Live without a resident father—the lowest number since 1984 and for the first time since 1976, more than half of U.S. Black children are growing up with a resident father.

However, while we celebrate these positive shifts, we must continue to increase the awareness of the impact of father involvement.

18M

AMERICAN CHILDREN

Still live without a father present—enough children to fill New York City twice.

Source: U.S. Census Bureau's 2023 [Current Population Survey](#) (CPS)

Children born in fatherless homes are:

4X

greater risk of
infant mortality

4X

greater risk of
living in poverty

2X

more likely to
go to jail



6 in 10
youth
suicides...



9 in 10
homeless &
runaway
children...



7 in 10 high
school
dropouts...

...come
from
fatherless
homes.

Children with present & positive father relationships:

1/2

as likely to show
signs of
depression

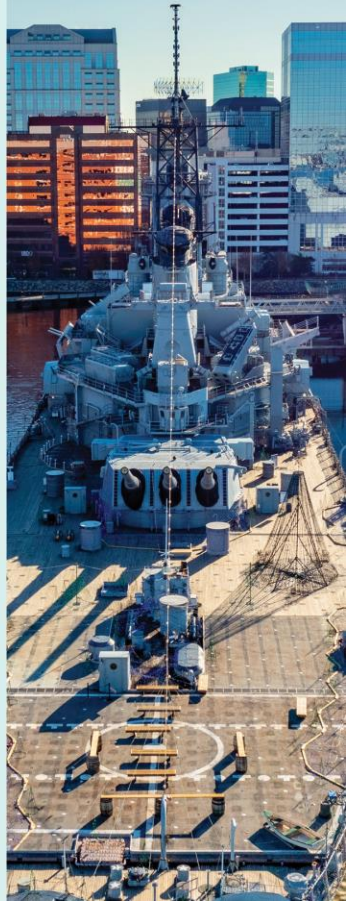
2X

as likely to go to
college & find a stable
job after school

80%

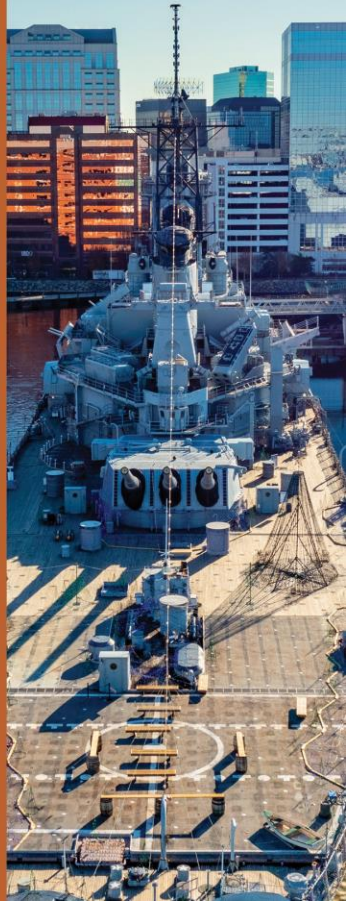
less likely to
spend time in
jail

Source: National Fatherhood Initiative Father Facts
<http://www.fatherhood.gov/research-and-resources/father-facts-8th-edition>;
Florida House of Representatives [The Father Crisis](#)



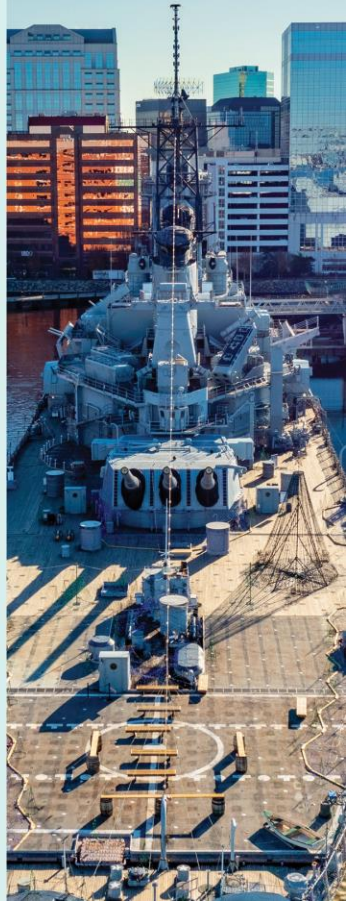
Empowering Families Through Fatherhood Services

Presented by:
Dr. Antiqua Weaver



What is Family Engagement Services?

- Family-centered
- Forward-thinking strategies that support families
- Helping parents overcome challenges to provide financial and emotional support



FES Participants

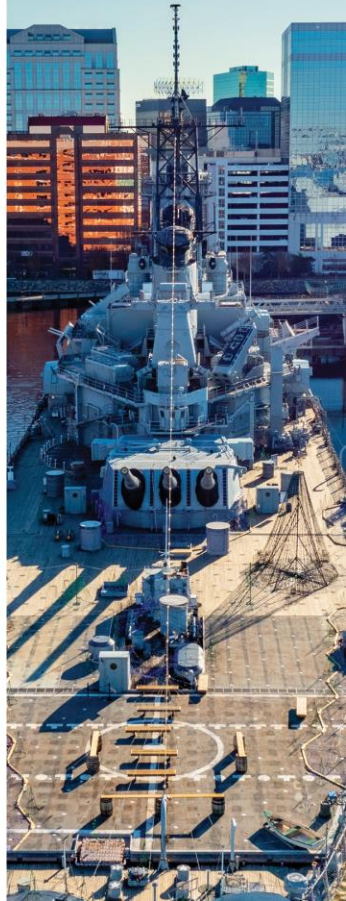


Target Audience:

- Noncustodial parents who have an active child support case
- Parents facing barriers such as housing, justice involved, employment, etc.

Eligibility Requirements:

- Must have barriers to compliance.
- Must express interest in participating.



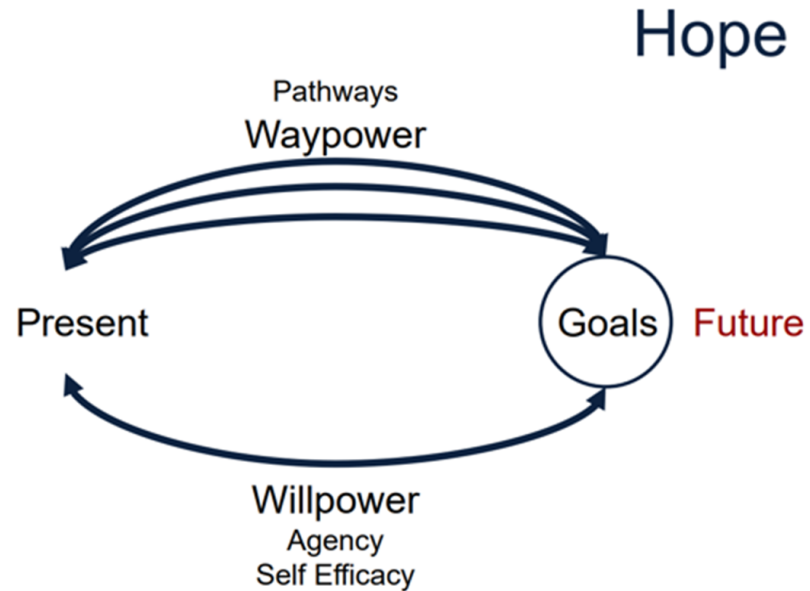
Family Engagement Services (FES) Impact in 2024



Key Metrics	FES Collections Overview
Average Monthly Cases Served:	Total Collections (Child Support & Arrears):
1680	\$2,110,580
Average Monthly Parents who owe support Served:	TANF Collections
1029	\$226,135.46



What is Hope Theory?



- Definition of Hope according to Dr. Chan Hellman:

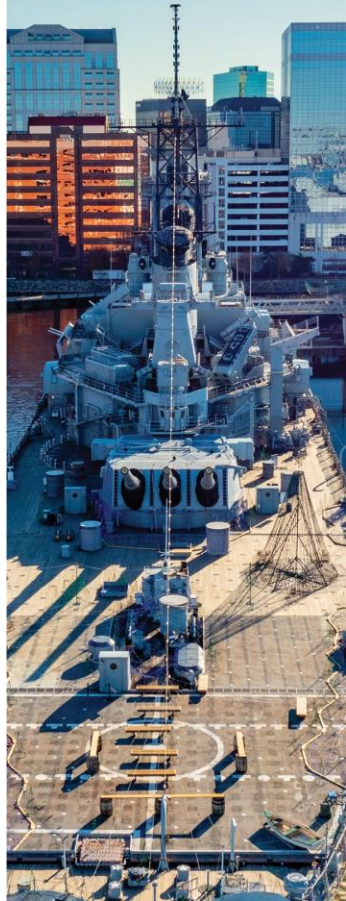
"The belief that the future will be better than today, and you have the power to make it so."

- **Three Components of Hope:**

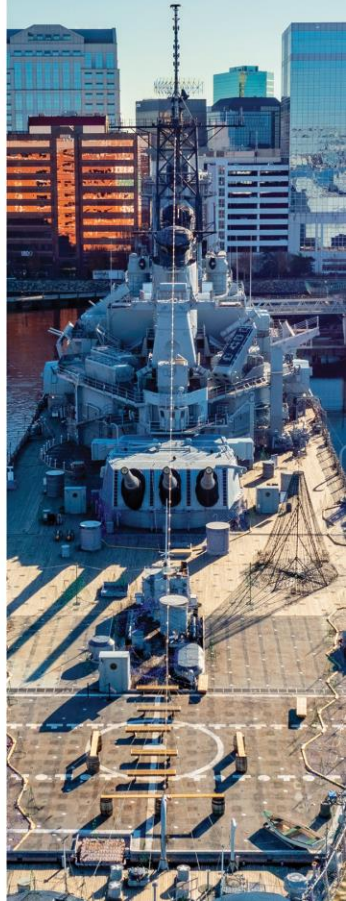
Goals: What you want to achieve.

Pathways: How you plan to achieve it.

Agency (Willpower): Belief in your ability to reach your goals.

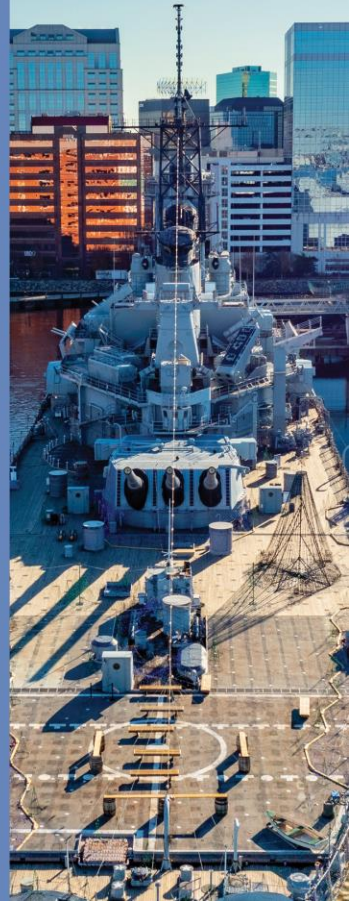
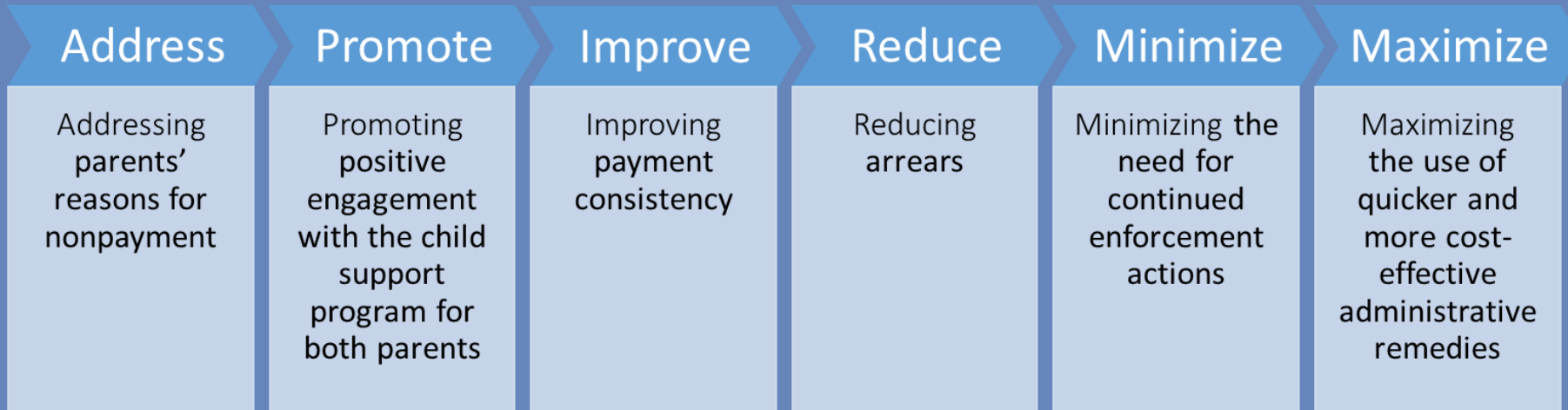


Science of Hope



FES Goals and Objectives

Connecting parents to employment by.....



5 Elements of Procedural Justice

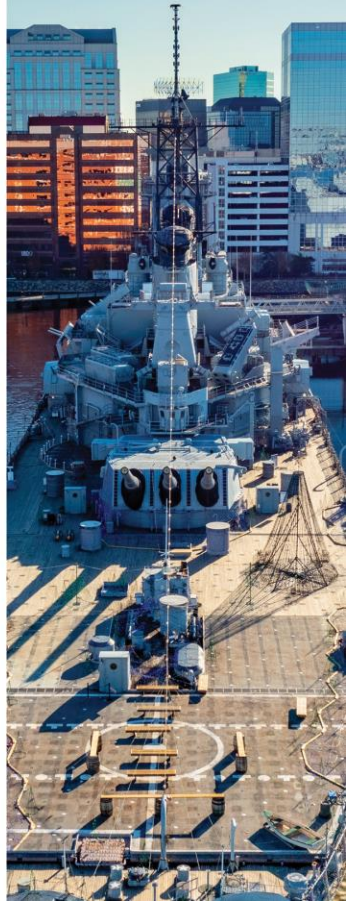
Respect - Parents should believe they were treated with **dignity** and respect and their concerns taken seriously.

Understanding - Parents should understand the child support process and have their **questions** answered.

Neutrality - Parents should perceive the decision-making process to be **impartial**.

Helpfulness - Parents should feel that the child support agency was helpful and *interested* in addressing their situations.

Voice - Parents should have a chance to be ***heard*** by sharing their perspective and expressing their concerns.



Case Management Model

Pathways – The Routes to Success

Case Assessment

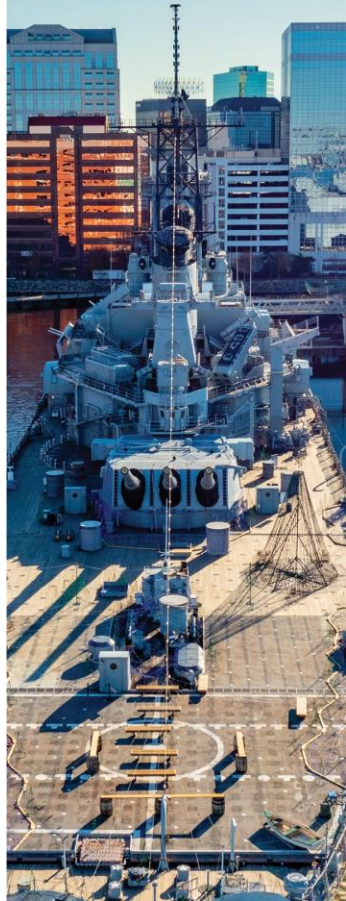
- Intensive review of the parent's background and case history

Outreach and Engagement

- Assessment (Both parents who pay support and receive support)
- Joint or shuttle case conferencing
- Individualized case action plan

Case Management and Services

- Connections to community resources
- Regular check in with parents
- Enhances child support services



Employment Partners Providing Services to Parents



Unite Us
Goodwill Industries
IEC
Shine Solar
Hampton Roads
Community Action
Program



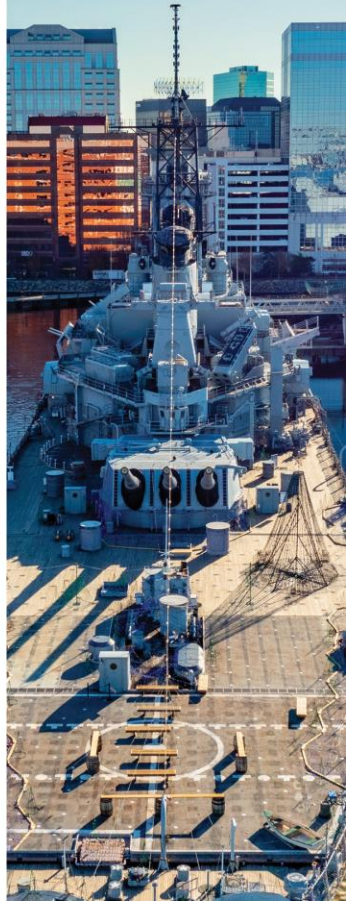
Workforce Innovation and
Opportunity Act (WIOA)
Program
Dept. of Labor & Industry
(apprenticeship program)
Re-entry councils
Hampton Roads Workforce
Council



Virginia Career Works
employment centers
Virginia Employment
Commission
Staffing agencies (local &
statewide)
Dept. of Labor & Industry
(apprenticeship program)
Career Support Systems



Workforce and Continuing
Education
Office of Career & Technical
Education (in VA Dept. of
Education)
Virginia's Community
College Systems (23 in
Virginia)
Local non-profits
Workforce Development
Boards (15 in Virginia)



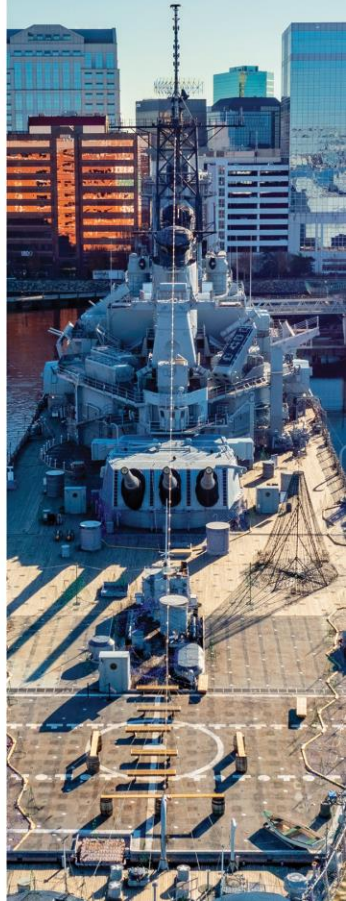
Other Supportive Services

TANF Debt Compromise Program

TDC is available to all non-parents who pay support and owe TANF debt under a Virginia Court Order or Administrative Support Order. It encourages consistent payments by offering a reduction in TANF debt when the parent signs an agreement to participate.

Early Intervention Services (Bridge)

Early intervention is a proactive approach to child support that focuses on child support cases at initial stages of case processing and involves contacting the parent receiving support and custodial parents to build a positive working relationship.



Fatherhood Engagement Toolkit

5 Toolkit Features



Identification
& Location



Engagement



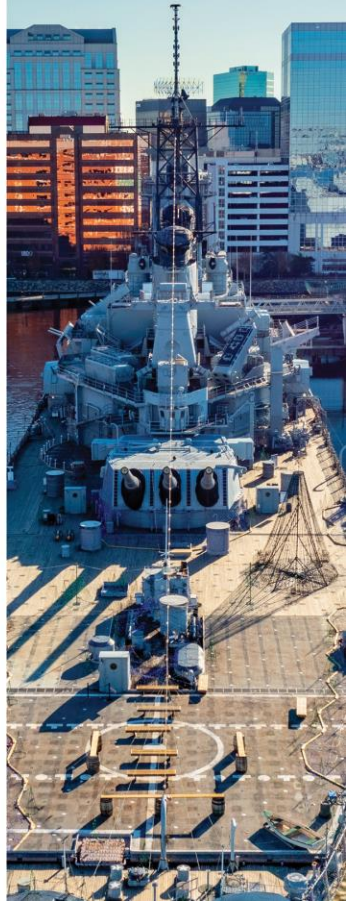
Reducing
Barriers



Cultural
Considerations



Additional
Resources



Providing Holistic Support

Agency - Willpower

Building Confidence:

Celebrating small successes.

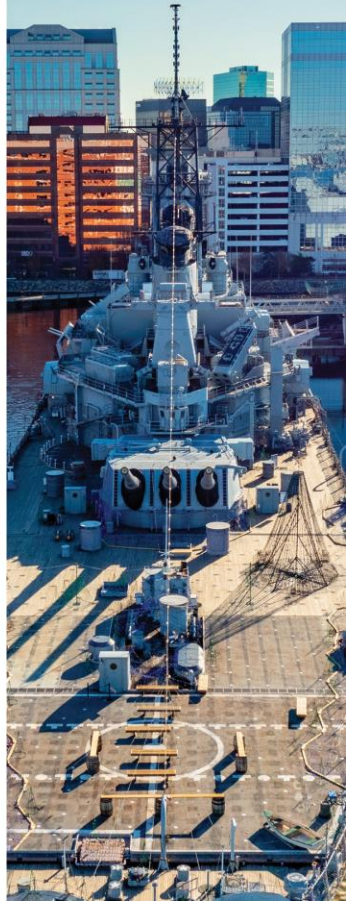
Recognizing personal strengths.

Motivational Support:

Encouraging persistence despite challenges.

Skill-Building:

Providing training and resources for advocacy and self-reliance.



Success

Why Family Engagement Services is Critical

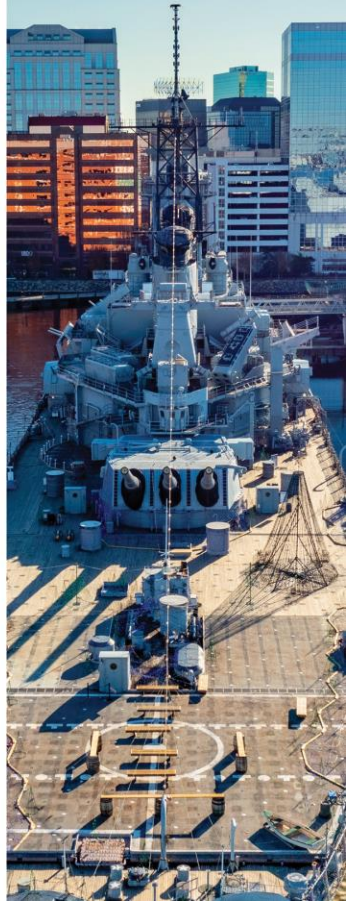
In this world, non-custodial parent are villainized and criminalized seemingly without thought or care. We are continuously called things like dead-beat dads and our struggles are quickly dismissed by our communities. It is easy to develop an opinion of opposition and disconnect. Worse yet, it is easy to begin to identify as the image that is thrown upon us.

Honestly, DCSE is the enemy in the minds of most non-custodial parents and if someone is unable to find work or cannot come up with a way to pay, it seems like a heartless beast ready to destroy your entire life.

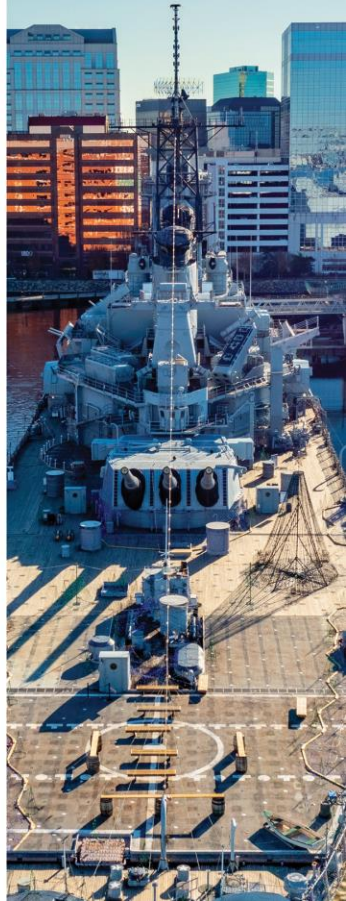
Family Engagement is critical because it fights for the rights and dignity that non-custodial parents deserve. It strives to help individuals not feel like villains or criminals and it helps to encourage them to get their lives together. They even help provide tools to help get you back on your feet. Honestly, I wish this program was around 10 years ago because then I probably wouldn't be in this mess right now.

In the end, I believe Family Engagement provides the most critical support tool there is. It provides HOPE and COMPASSION. These things alone are indispensable.

Thank you very much,
H.W.

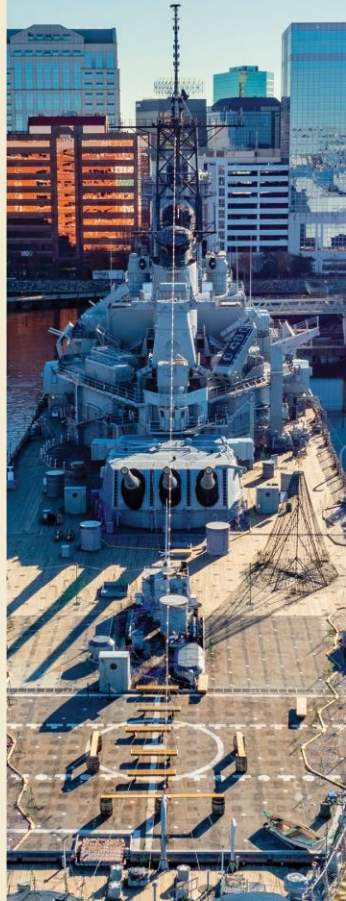


Why FES Matters: In their own words....



Conclusion

- FES is committed to continue integrating hope into our approach to support parents facing barriers.
- FES will remain steadfast in our commitment to building positive relationships with parents, achieving remarkable outcomes, providing support services to multiple barriers while transforming lives and empower families to overcome challenges and thrive.
- Together, we can build a community where every family has the opportunity to flourish – if we instill **HOPE**, if we share the **HOPE**, we become the **HOPE**.



Networking for Jobs: Philadelphia County, PA

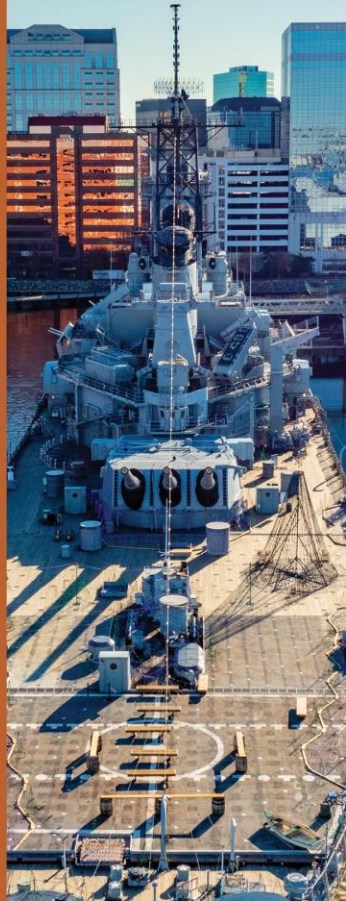
James M. Younge (Manger)





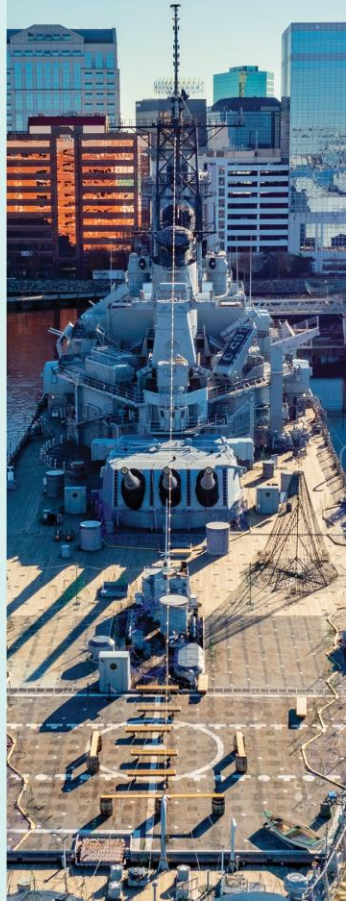
Overview of Networking For Jobs

- Established in 2004 in Philadelphia County to assist non-custodial parents (NCPs) in finding employment.
- 80% employment rate for NCPs within three years of program inception.
- Collaborated with Pennsylvania's Bureau of Child Support Enforcement (BCSE) to monitor placements and payments.
- Total support payments reached \$2.8 million, with current monthly contributions from enrolled payors around \$500,000.
- Average starting pay rate is \$20.00 per hour, with 75% of jobs offering full-time hours and healthcare benefits.



Program Functionality

- Serves as both an establishment and enforcement tool for child support obligations
- NCPs can be referred during the pre-trial process if unemployed or under-employed.
- NCPs receive “Work Search orders to ensure accountability in seeking employment.
- Referrals are made at the discretion of caseworkers or judges, leading to scheduled reviews within 90 days.



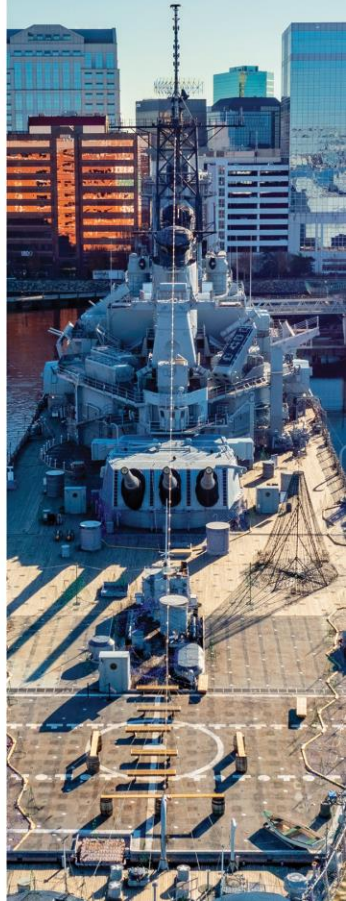
Service Providers

For Profit

- EDSI
- EQUUS

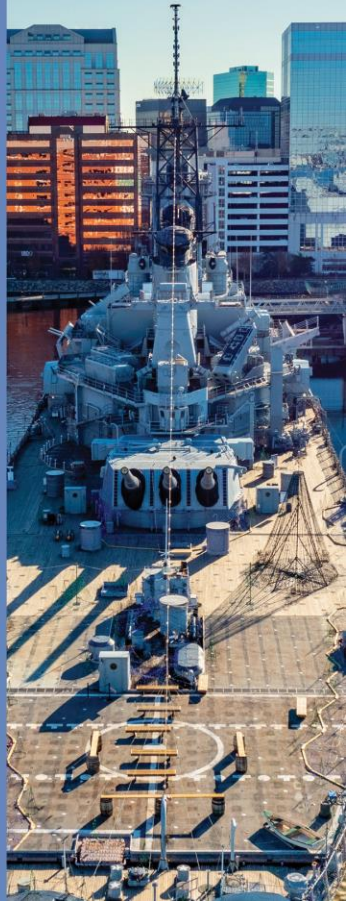
Non-Profit

- Mayor's Office of Re-Entry Partnerships
- Department of Behavior Health



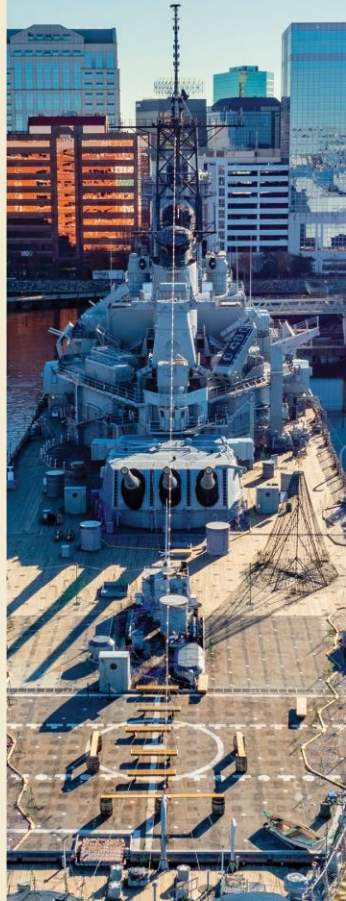
Results Within 3 Years

- 80% of NCP's employed after completion
- \$2.8M in support collected
- 75% of jobs acquired included full-time hours and medical benefits



Current Totals

- 16 Counties within PA
- \$66,868,297.70 collected total by Philadelphia County (Verified by BCSE)
- An average of nearly \$500,000 per month in collections
- Average starting salary of \$20.00 per hour



Q&A

- 1. Can you share an example of a father's perspective you've encountered in your work? What do they need?
- 2. What practices or resources do you use to include fathers' voices in your programs and services?
- 3. What additional practices or resources would help you better incorporate fathers' voices, perspectives, and experiences into your work?
- 4. Beyond services for fathers, what common needs have you heard from families regarding child support services? Have you been able to address these needs in your programs or other processes within your child support offices?
- 5. How is your program funded? Have you considered using the new federal rule that allows child support funds to support Employment and Training programs for non-custodial parents?
- 6. Is there something you've always wished someone would ask you about your professional or personal experience in the child support program that you'd like to share?

