



DADS MAKING A DIFFERENCE

Graduates of the Dads Making a Difference program will have the necessary job skills, life skills, and emotional health to qualify for jobs that provide self-sufficient wages, ultimately leading to financial and emotional stability for their children and families.

<u>Performance Metric</u>	PY 2012	PY 2013	PY 2014	PY 2015 (To Date)
Number of Dads Served	26	45	39	25
Program Completion Rate	100%	58%	85%	74%
Job Placement Rate	100%	94%	100%	100%
Average Hourly Wage (Pre-Program)	N/A	N/A	\$9.96	\$9.23
Average Starting Hourly Wage (Post-Program)	\$14.50	\$14.98	\$16.66	\$19.46
Average Quarterly Wage (1 year following job placement date)	\$6,334.86	\$10,116.552	\$11,523.54 (To Date)	N/A

OUTPUTS AND EFFICIENCIES

(Resources and activities that produce outcomes)

<u>Performance Metric</u>	PY 2011	PY 2012	PY 2013	PY 2014	PY 2015 (To Date)
<u>OUTPUTS</u>					
Number of DADS Groups Enrolled	3	2	4	2	1
% of Offenders Served	68%	58%	82%	82%	60%
% of Applicants Enrolled	N/A	29%	25%	33%	31%
Wage Increase Pre and Post	N/A	N/A	N/A	67%	111%
<u>EFFICIENCIES</u>					
Cost Per Participant (TANF Funds)	N/A	N/A	N/A	\$8,688.59	\$4,374.02
Average Cost Per Participant (WIA)	N/A	\$1,790.80	\$1,644.29	\$1,628.02	\$1,164.94
Child Support Compliance within 1 year of graduation	N/A	N/A	N/A	N/A	100%
Recidivism Rate (within 1 year of enrollment date)	N/A	N/A	8%	11%	14%

STORY BEHIND THE PERFORMANCE

Mission - Empowering Wyoming Dads, Strengthening Wyoming Families

Vision - We envision a culture in Wyoming where fatherhood roles are valued, and an active presence in the lives of their children is encouraged; physically, emotionally, financially, and spiritually. We will inspire and equip fathers with the learning opportunities necessary to improve the quality of their lives, and the lives of their families.

Core Values

Human Dignity

We believe that every human being has an innate right to be valued and to receive ethical treatment.

Mutual Respect

We believe in the proper regard for an individual's dignity by treating others with respect. We expect that same respect to be reciprocated by our participants.

Honesty and Integrity

We believe in doing the right thing, even when no one is watching. We believe in being honest with ourselves and others, and owning our mistakes.

Volunteerism

We believe in giving back and paying it forward. We take pride in ourselves and our community by offering our time and effort to individuals and organizations in need.

- **Self-Sufficiency:** 50% of the program addresses vocational training, job readiness, job retention, work ethic, career development, and career advancement.
- **Quality of Life:** 50% of the program addresses the acquisition of life skills, problem solving skills, contingency planning abilities, personal and family wellness, healthy personal relationships, personal and child advocacy, and community involvement.
- **It Takes Two:** Effective co-parenting means putting your children's best interests above your own. Forming amicable relationships with the mother of your children.
- **Alumni Pride:** Successful graduates serve as ambassadors and mentors for the program well past their graduation date.
- **Volunteerism:** Community service is cultivated and participants develop a personal investment in the success of their community.
- **Systems Advocacy:** Learning how to navigate numerous systems and garnering appropriate community supports.
- **Brother's Keeper:** The program's group model is designed to promote bonding, accountability, and support among the participants.
- **The Law of Attraction:** Participants develop a "DADS" culture that promotes an environment of success; attracting motivated applicants, encouraging networking and job sourcing, and inspiring employers to seek out program graduates.
- **Best Practices:** Nationally recognized life skills curriculum includes: Getting Ahead in a Just Gettin' By World (resource development training), PAIRS (healthy relationship training), Love & Logic Parenting, Financial Football (financial literacy), Bring You're A Game to Work (Eric Chester), The Secret (positive thinking and gratitude), and 12-Step treatment programs.
- **Power of the Mind:** Cognitive-Behavioral therapy is provided for individual counseling, family therapy, group sessions, recovery, and relapse prevention.
- **Community Support and Partnerships:** Strong community partnerships from Wyoming Department of Family Services, Wyoming Department of Workforce Services, Wyoming Department of Corrections, Child Support Enforcement, Cheyenne Chamber of Commerce, YMCA, Strong Families Strong Wyoming, many local businesses, and more.