

**Project assessment report**

***Entre Toits : Bâtir un réseau de Maisons Oxygène (Between roofs: building a Maisons Oxygène network)***



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## A WORD FROM THE RESEARCH TEAM

It may seem strange to talk about human qualities and methodological rigor in the same breath. However, these two concepts can go hand in hand, as demonstrated by the assessment of the implementation and perceived effects of the *Entre toits : Bâtir un réseau de Maisons Oxygène* (Between roofs: building a Maisons Oxygène network) project. As the individuals in charge of the assessment component, we would like to start by shedding light on the human concerns that influenced and shaped the assessment of the project's various components. Some people find it hard to digest the methodological rigor required to assess programs. Past negative experiences with assessment processes can cause people to be resistant or distrustful. That being said, the openness, availability, and enthusiasm of the many people we met throughout the assessment process were key to helping us conduct a thorough assessment that was consistent, respectful, and useful.

The report is designed to reinforce and align with the human aspects that came to light during the assessment. It also aims to illustrate the journey Maison Oxygène caseworkers and directors set out on when they agreed to be part of this exciting project undertaken by Réseau Maisons Oxygène (Réseau MO). This report divides that journey into four main stages. Based on a brief literature review, this introduction outlines the importance of and challenges associated with providing housing for fathers and their children. The first section of the report provides an overview of the origins and objectives of the *Entre toits : Bâtir un réseau de Maisons Oxygène* project. It also explains why and how the training topics were chosen. The second section identifies and examines the main methodological parameters used for the assessment. The extensive third section of the report describes the main results, grouped according to the project's objectives. It also discusses the results of implementing the project and the perceived effects. The final section of the report is not a conclusion but rather a reflection on possible next steps for developing Réseau MO based on the results obtained. We hope this report conveys how much we enjoyed carrying out the project and its assessment.

## INTRODUCTION

The major social changes that have occurred over a relatively short time have transformed parenting norms in today's Western societies (Edin & Nelson, 2013). Fathers are more involved in raising their children and more interested in sharing family responsibilities with mothers (Doherty, Kounesky & Erikson, 1998). As Lamb (1975) notes, they are no longer "eternally forgotten by the scientific community." Today, we have data that shows fathers are more involved with their children in a variety of activities (Cabrera & Tamis-LeMonda, 2013; Lamb, 2010), that many determinants factor into this (Turcotte & Gaudet, 2009), and that it has positive impacts on the children (Blouri & Buchinan, 2003; Lamb, 2010) as well as on the mothers and fathers themselves (Forget & Ranou, 2005). They have a lot of support to help them perform their roles as fathers.

However, research on fathers in vulnerable situations that weaken their bond with their children is relatively recent and sparse (Rostad, Self-Brown, Boyd Jr., Osborne & Patterson, 2017). According to Castel (1991, 1994, 2009), vulnerability is part of a given situation and goes beyond individual characteristics. Furthermore, it is multidimensional and part of a process along a continuum ranging from integration to disaffiliation, where the intermediate zone (vulnerability) is a combination of socio-economic insecurity and fragile social ties. Four observations about fathers in vulnerable situations emerge from the literature: 1) They are often experience several vulnerability factors at once; 2) They have trouble making or maintaining contact with their children; 3) Not many specific health and social services are available to them; and 4) Many fathers have been socialized in a traditionally male fashion and are reluctant to seek help (Silverstein, Auerback & Levant, 2002). It is interesting to note, however, that the results of the latest survey on the health and well-being of Quebec men indicate that the main reason fathers seek help is their child (Houle et al., 2018). Parenthood is therefore an extremely powerful driver for adaptation and social reintegration for many fathers in vulnerable situations. In recent years, a number of programs have added a parenting component, such as *Grandir sainement avec un père détenu* (Dubeau, Barrette, Lafortune, 2009) and socio-professional reintegration for fathers (Devault et al., 2009). In that vein and in response to concrete needs, *Maison Oxygène*, the first father-child housing facility in Montreal, was created in 1989. The increase in marital separation, more diverse childcare arrangements between parents, and the greater desire of fathers themselves to maintain or reestablish bonds with their children are all recent social phenomena that are at the root of father-child housing needs.

The qualitative study conducted by Schindler and Coley (2006) is one of the few studies to document the experience of fathers living in family housing facilities in the United States. According to the authors, homelessness affects nearly 3.5 million people per year in the U.S., nearly 36% of whom are families with children, and that percentage continues to increase (U.S. Conference of Mayors, 2002). While the majority of these families are composed of mothers and their children, 16% include the father (Urban Institute, 1999), which justifies the desire of better understand fathers' experience. Schindler and Coley's findings highlight four main aspects of fathers' experience in housing facilities. First, the fathers noted that the physical environment placed more constraints on their parenting (limited space, more

rules to follow, less privacy, etc.). While acknowledging the impact on the sense of freedom, the facility directors interviewed—as well as some of the fathers—spoke about the importance of a more supportive structure to stabilize the living conditions of these families. Fathers also noted that they viewed the time they spent in the housing facility as a transition period for them to reflect on their identity as men and think about what fatherhood means to them. The role of men as providers was challenged: *“I am a man and I have to take care of my family and my children, but I no longer have a job or a place to live.”* The time spent in the housing facility also challenged fathers to really understand what it means to look after their children full time. They also noted that there aren’t enough services designed specifically for fathers to meet their emotional and material needs. Finally, the results showed that the long-term goal of fathers was primarily to find a job that would give them the economic stability to improve their child’s quality of life. Economic and relational stability (maintaining ties) was also identified as one of the fathers’ primary needs in the joint initiative to assess “the effect of preventive services available to fathers in difficulty accompanied by their children” carried out in partnership with Quebec’s Ministère de la Santé et des Services sociaux (MSSS) and Fonds de recherche du Québec – Société et Culture (FRQSC) (Dubeau, de Montigny, Devault, and Lacharité, 2013).

This brief literature review showed us how important it is to integrate fathers into the parental component and better support them in their role as fathers. There is still an issue with fathers in vulnerable situations, since they are more likely to be single fathers who want to maintain their bond with their children or have access to them. These fathers need more intensive support. In more extreme situations, father-child housing is essential to meet the many needs of these fathers and to ensure the safety, protection, and well-being of children.

## PROJECT BACKGROUND

### ***Entre Toits : Bâtir un réseau de Maisons Oxygène (Between roofs: building a Maisons Oxygène network)***

The founding of Maisons Oxygène is a touching story. It all began one evening when a father and his children needed somewhere to stay in the Hochelaga Maisonneuve Borough of Montreal. With nowhere to go, the father's only hope was to keep his family together. At that time, there were no father-child housing facilities available, so we found the family somewhere they could stay. In response to the concrete needs of fathers in highly vulnerable situations, the first *Maison Oxygène* opened its doors in Montreal in 1989. The founders' work to raise awareness, their rigorous clinical approach, and the growing demand for housing led to the recognition of this type of facility for fathers, which, as a number of evaluative studies show, is a promising initiative. It is therefore not surprising that *Maison Oxygène* Montreal paved the way for many more father-child housing facilities throughout Quebec over a short period of time. In 2012, at the time of the study on "*the effect of preventive services available to fathers in difficulty accompanied by their children,*" only one *Maison Oxygène* was listed among the services available to fathers. Seven years later, eleven *Maisons Oxygène* (MOs) have been established in various regions of Quebec, with another three currently under development.

We must note how rapidly these father-child housing facilities were developed. This was largely in response to the real needs of families, but it was also thanks to the work of *Maison Oxygène* Montreal in creating a solid foundation for a network of MOs starting in 2013. We should also mention the fact that the first ministerial action plan on men's health and well-being, released in August 2017, helped fund some of these facilities. Given this rapid growth, one of the challenges for Réseau MO was how to maintain and support the quality of the services provided. This gave rise to the *Entre toits: Bâtir un réseau de Maisons Oxygène* project. The project—funded by the Government of Canada through Innovative Solutions to Homelessness, part of the Homelessness Partnering Strategy—aims to:

**Standardize practices and knowledge among *Maison Oxygène* facilities to better meet the housing and support needs of fathers who are in highly vulnerable situations, at risk, or experiencing homelessness and who are accompanied by their children.**

The project's **main objectives** are to:

1. Develop the skills of caseworkers at the network's member facilities through training
2. Standardize practices among the various network facilities, in accordance with Réseau Maisons Oxygène criteria and requirements
3. Develop tools to support caseworkers as they provide housing (temporary, transitional), psychosocial and community support, and father and father-child workshops
4. Encourage all network members to share knowledge and expertise on ways to help fathers in highly vulnerable situations who are accompanied their children by developing shared tools such as an information database, a caseworker's handbook, and a shared server

5. Develop an operating model that can be used across the country to standardize the practices of what is currently a provincial network of service providers offering housing facilities and psychosocial and community support services

To achieve the first three objectives, Réseau MO organized a series of training courses adapted to the realities of Maisons Oxygène facilities. These courses were offered between October 2017 and October 2018. The four training courses (see *Appendix 1*) build on one another and will be part of a basket of services to help MOs standardize their practices and better meet the multiple needs of fathers.

- A. *Basic training in father-child intervention as part of the Avec papa c'est différent (With Dad It's Different) early learning program*
- B. *Support process and supervision tools*
- C. *Relais-Pères support workers*
- D. *Fatherhood and marital breakdown*

**A word about the choice of topics for the training courses:** Topics were chosen based on a review of relevant literature regarding the realities and specifics of fatherhood and on practices that have been assessed and recognized as promising. To help fathers and their children improve their relationship and interactions, the *Avec papa c'est différent!* program offers hands-on workshops adapted to paternal realities that focus on action and physical activity. Numerous studies highlight the importance of physicality for fathers (Paquette, Eugène, Dubeau, and Gagnon, 2004). The program's implementation and its effects were also assessed. In a 2006 study on the experiences of fathers in housing facilities, Schindler and Coley found that support is a key factor that must be adapted to the father's degree of self-sufficiency in order to provide proper guidance while respecting his personal freedom. That is why training on the support process and follow-up tools is important. The tools were developed and implemented in the two MOs in Montreal. It is valuable to provide a service that takes a local approach and includes personalized support during and after the father's stay at the facility (McGinnis, Lee, Kirkland, Smith, Miranda-Julian, and Greene, 2018). Framing support as a two-way relationship between the caseworker and the client is a strategy that works well with men. Relais-Pères is one of the most documented support-based approaches in terms of implementation and effects (Turcotte, Forget, Dubeau, and Ouellet, 2011; Turcotte, Forget, Ouellet, and Sanchez, 2009). The final training course is about fathers and marital separation. This vulnerable situation affects one-third of families, far more than those affected by other vulnerable situations such as teen fathers, fathers in prison, and fathers reintegrating into professional life. According to Réseau MO data, marital separation affects virtually all fathers in housing facilities. To properly support these fathers, caseworkers must have a deep understanding of certain socio-legal matters. *Separated Fathers Inc.* has developed valuable expertise in this area and provides psychosocial and legal support (Deslauriers and Dubeau, 2018). The organization receives nearly 2,000 calls each year. The *Entre toits: Bâtir un réseau de Maisons Oxygène* project prioritized these four training courses as a first step towards creating a basket of quality services. The courses will help caseworkers develop their expertise and skills (Objective 1), standardize practices among the eight MOs targeted by the project (Objective 2), and develop tools to support caseworkers in their work (Objective 3).

The tools discussed in the training sessions were also included in an information guide for caseworkers, an essential hands-on clinical tool for any new housing facility. This will help achieve Objective 4 of the project, i.e., to encourage all network members to share knowledge and expertise on ways to help fathers in highly vulnerable situations who are accompanied their children through the development of shared tools. In addition to these tools, a shared server and information database have

been created. The database will provide an overview of fathers who have benefited from the services of various MOs, the types of interventions carried out, and the associated effects, while also serving as a clinical follow-up tool for caseworkers.

## METHODOLOGICAL BENCHMARKS FOR ASSESSING THE PROJECT

Throughout the project, evaluative data was collected by the project researcher and her research staff. They used a variety of methods, including questionnaires, individual and group interviews, participant observation, and document analysis (minutes, reports, etc.). The data helped document: 1) the implementation of various project activities and 2) their perceived effects in the short, medium, and long term for each training course and the entire *Entre toits : Batir un réseau de Maisons Oxygène* project. Table 1 provides a summary of the aspects assessed, the methods used, and the associated respondents (See Appendix 2).

**Table 1: Summary of methodological parameters used to assess the project**

Aspects assessed	Method	Respondents
<b>1. Implementation of training activities</b>		
Participation rate Number of training sessions attended	Attendance sheet	Réseau MO director
Activity consistency	Participant observation Logbook	Research assistants Facilitators
Atmosphere and group dynamics	Participant observation	Research assistants
Satisfaction	Questionnaire*	Participants
<b>2. Perceived effects of the project and each training course</b>		
Short term (after training)	Questionnaire	Participants
Medium term (follow-up winter 2019)	Group interviews	MO directors
Medium term (each training)	One-on-one interviews	MO directors
<b>Perceived effects of the entire project</b>		
Medium term (Sept. 2018)	Group interviews	Directors and caseworkers
Long term (Jan. 2019)	Group interviews Document analysis	MO directors

\* The form for the *Avec papa c'est différent* training course is slightly different than the one used for the other training courses because the program is part of a broader assessment.

In terms of implementation, various angles of analysis will be discussed that are specific to the different training courses provided. These angles of analysis, such as consistency (training provided as planned), dose/intensity (number of training courses taken), and specificity (what makes the training courses different) will make it possible to better interpret the perceived effects (Damschroder et al. 1999). Interestingly, the strategy used to document the perceived effects provides a linear view of the project over the short (end of training), medium (four months after training), and relatively long term (approximately six months to one year after training).

## WHAT WE LEARNED – MAIN RESULTS

To make it easier to read, the main results have been grouped into four major sections according to the project objectives. Initially, the results will tie into the different training components the participants took part in (objectives 1, 2, and 3). Specific attention will be paid to each of the training courses, followed by a broader summary of all four training components. To shed more light on the perceived effects of these training courses, we will also discuss how the project was implemented. The results will then cover the shared tools developed (information guide, shared server, and database) to increase the sharing of knowledge and expertise among all network members on ways to help fathers in highly vulnerable situations accompanied by their children (Objective 4).

### COMPONENT: TRAINING

Four training sessions were organized as part of the *Entre toits : Bâtir un réseau de Maisons Oxygène* project for Maison Oxygène (MO) directors and staff. Table 2 summarizes the training provided.

- A. *Avec Papa c'est différent!* (With Dad It's Different!)
- B. Support process and supervision tools
- C. Relais-Pères support workers
- D. Fatherhood and marital breakdown

### Implementation of the training component

**Table 2: Summary of training provided**

	A	B	C	D	Total
Hours of training	3 days 21 hours	1 day 7 hours	1.5 days 10 hours	1.5 days 10 hours	7 days 48 hours
Training date	Oct. 18–20, 2017	Feb. 19 2018	Feb. 20–21 2018	June 13–14, 2018	
No. participants	19/23*	28/29*	22/34*	29/32*	102/118
No. MOs reached	7	10	7	11	
No. regions reached	6	10	9	11	
Supportive care or clinical follow-ups	Follow-ups (10 wks.)	Follow-ups by MO and in groups	Follow-up by phone and in groups	Upon request	

\* Number of Réseau MO participants/total number of participants

#### General remarks:

- All training courses planned for the project were carried out over the year.

- Scope of the project: Seven days and a total of 48 hours of training were offered over a period of nine months. This was a major challenge because the training sessions took place in person and the MOs are spread throughout Quebec.
- In addition to the training, support care and clinical follow-ups were planned to help people absorb the content and implement the new services. Methods were adapted to the specifics of the different environments and the implementation stage of the services.

### **Participation and dose:**

- Between seven and eleven Maison Oxygène facilities participated in the training courses out of a total of eleven MOs in operation at the time. Two participants from an organization in the process of becoming an MO were also present (Lac-Saint-Jean and Haute Gaspésie).
- The attendance records show that all eleven MOs attended at least one training activity, ten MOs attended at least two training courses, and seven MOs attended all of the training courses.
- Forty-two members from MO teams attended the courses, meaning at least 13 people attended each activity.
- A number of MO directors and some caseworkers were also present.
- The following statistics on participants (see *Appendix 3*) are worth noting: 1) There were equal numbers of men and women; 2) Participants were generally young (under 35 years of age) even though one-third of caseworkers are 46 years of age or older; 3) Most participants had a college education (55%); 4) Nearly 25% had over 10 years' experience with male clients and families. As expected given the recent expansion of MOs, 62% of respondents had less than one year of experience in an MO.

### **Training course consistency**

Training facilitators completed a logbook and an observer took notes during the training courses to document implementation, including the content, the activities, whether or not facilitators were able to stick to the time allotted, their answers to questions, and the amount time left for discussion.

The data collected indicates that the training courses generally adhered to the planned schedule, with the following changes:

- A few adjustments are needed to respect the times allotted for training B and D.
- For Training B, participants were to fill out a chart beforehand and bring it with them to discuss during the course. The majority of the MOs did not do this, so the facilitators adapted this portion of the course by working in large groups on real-life cases.

### **Appreciation – satisfaction**

Table 3 presents a summary of participant satisfaction with the training courses. The averages are listed for each respective training activity. Readers are invited to consult *Appendix 4* for a detailed description including qualitative comments on each training course.

**Table 3: Participant satisfaction with training courses**

Strongly disagree	Disagree	Agree	Completely agree		
1	2	3	4		
Statements		A*	B	C	D
1. The content was interesting.		3.84	3.31	3.90	3.96
2. The content was relevant.		3.94	3.76	3.94	3.83
3. The content was presented clearly.		3.72	3.31	3.92	3.79
4. The facilitators were engaging.		3.72	3.46	3.94	3.79
5. The content was presented in a way that made it easy to understand.		3.78	3.65	3.84	3.83
6. The content was divided up in a reasonable and effective way.		3.72	3.65	3.74	3.75
7. The facilitators were able to answer my questions.		3.94	3.85	3.90	3.75
8. I was satisfied with how the training course progressed.		3.61	3.65	3.87	3.71
9. The facilitators captured and held my interest.		--	3.57	3.87	3.71
10. The activity was an appropriate length.		--	3.35	3.81	3.67
11. The time of year when the activity was held was appropriate.		--	3.54	3.77	3.67
12. The location (city) where the activity was held was suitable.		--	3.54	3.71	3.58
13. The physical environment (classroom) was suitable for the training.		--	3.54	3.77	3.35
14. The meal and snacks were satisfactory.		--	3.73	3.77	3.46
— Overall satisfaction with the training course		3.78	--	--	--
TOTAL					

\*Different form than for the other training courses

#### General observations:

- Satisfaction ratings for the training courses were very high (all above 3 out of 4 for duration, facilitation, relevance, etc.).
- The qualitative comments highlighted things that participants liked about the training, such as the relevance of the content, the facilitators' expertise, and the hands-on activities.
- Suggestions were made on how to improve the courses, such as adding role-play scenarios and spending less time on certain content. Some of these aspects are logistical: place, time, lunch, etc.

## Perceived effects of the training component

### Perceived short-term effects

The form participants filled out at the end of the courses was used to assess the perceived short-term effects of the training. Table 4 summarizes this data for each training course.

**Table 4: Perceived short-term effects after each training course**

Strongly disagree	Disagree	Agree	Completely agree		
1	2	3	4		
This activity:		A*	B	C	D
15. Helped me acquire new expertise		3.89	3.65	3.81	3.75
16. Provided me with new clinical tools		--	3.65	3.68	3.67
17. Will help me with my future practice		3.86	3.77	3.71	3.75
18. Made me think about my personal beliefs and values		--	3.00	3.69	3.25
19. Will change my professional practice with fathers		--	3.54	3.73	3.75
20. May lead to changes within our organization		--	3.54	3.81	3.67
This training taught me:					
a) The importance of the father-child bond		3.72			
b) The objectives of the intervention program		4.00			
c) The intervention philosophy		3.72	---	---	---
d) The program content		3.94			
e) What intervention strategies to prioritize		3.72			

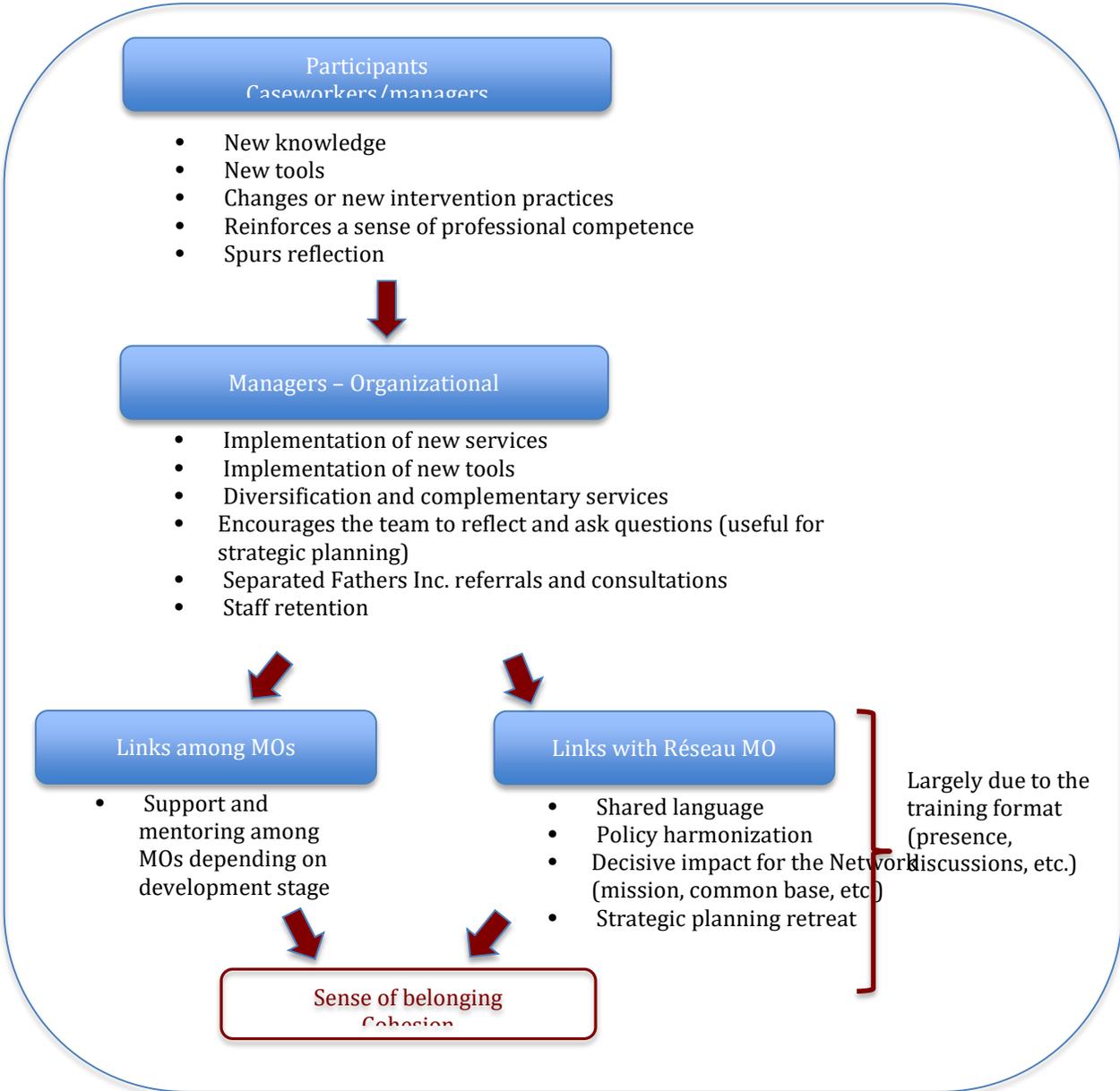
\* Slightly different form used for Training A than the other training courses

### General observations:

- The high scores obtained (3.5 and above, except for two scores) reflect the perceived short-term effects of acquiring new knowledge and clinical tools. Participants believed the training would help them in their professional practice and could lead to changes within the organization. The aspect that scored slightly lower for two of the courses—although still higher than 3—was the statement “*this activity made me think about my personal beliefs and values,*” which was to be expected given the training topics.

### Perceived medium- and long-term effects after the training

To better assess the perceived medium- and long-term effects, qualitative and quantitative data was collected through individual and group interviews with MO directors, a review of the minutes of various meetings, and a questionnaire sent out at the end of the project in March 2019. Figure 1 summarizes the perceived effects following content analysis of all qualitative data.



**MO partners**

- Potential new partners
- Credibility with MOs

**Training partners**

- Decisive impact for Relais-Pères (RP) support workers/Separated Fathers
- Network members included in the RP steering committee
- Adaptation of programs/services

**Figure 1: Summary of perceived effects**

*“The Entre toit : Bâtir un réseau de Maisons Oxygène project created space for us to recharge, discuss, and learn together.”*

In just a few words, this participant summed up the unique features of the project, which had a variety of effects on the various stakeholders. At a time of rapid development, creating “space” to stop and think is something precious that we often fail to do. Paradoxically, taking the time to look back at where we’ve been to get a better idea of where we’re going saves time. By adding the word “together,” we make it a space for collective intelligence that encourages the co-construction of knowledge rooted in action. Right from the beginning, the *Entre toit : Bâtir un réseau de Maisons Oxygène* project was designed to produce effects.

The first group of perceived effects relates to changes observed in participating caseworkers and managers alike. The short-term effects mentioned also came up in meetings and interviews. The new knowledge and tools spurred to personal and professional thinking. *“I would say it’s more about the depth of the interventions; not just the number, but understanding the approach, how to reach fathers, better assess their needs and degree of self-sufficiency, professionalization...”* – *“We were already doing this, but now I can do it much better.”* Several participants also noted that the content covered in the training courses validated and reassured them in their own practices: *“We’re more confident in our capabilities.”* – *“It showed me that I wasn’t so in the weeds and gave me a solid foundation”* – *“It reassured me that I know what I’m doing.”*

These changes noted by individuals also had impacts on organizations. The fact that managers also attended the training sessions likely contributed to these effects. Having also completed the training, MO directors are better positioned to support and enforce the implementation of new practices within their organizations. For example, three new MOs implemented the *Avec Papa c’est différent* program in the winter of 2018. A total of 40 workshops were held, reaching 47 families (59 children). In addition to the workshops, there were 30 individual follow-ups (10 x 3 locations) as well as two group ones. It’s also noteworthy that the staff at MO Gens du Nord, who have already implemented the program, helped lead the training, fostering program sustainability within the Network. This is also true for the Relais-Pères (RP) service, where the director of MO Gens du Nord co-facilitated the training course. Three other MOs also identified potential Relais-Pères support workers who could provide this service in the future. Some noted, *“RP allows us to get out of the clinical intervention paradigm”* and *“go further into the region.”* Currently, nearly all MOs use the tools provided at the support process training course when they follow up with fathers who were in housing. Once again, a caseworker for MO Montreal co-facilitated the training. After the training on marital breakdown, there were referrals to and consultations with *Separated Fathers Inc.* *“The Separated Fathers training encouraged us to go further, to do remote consultations, and to adapt our services.”* More generally, an MO director had this to say about all the training courses:

*“Expertise is what has led us to review our practices or introduce new ones. We’re an organization that was already here for men, but we needed to review how we do things,*

*such as the intake process, the way we support men, and how we get them involved. When you think of fathers and children, it's different than just men, more expansive. It's a more holistic view of the situation, and not just on issues like violence. You learn to play to your strengths. It makes for a more rewarding job. The training reassured and motivated the caseworkers."*

Among the perceived organizational effects, respondents noted that the number of training courses offered and attended helped the organization diversify its services and helped caseworkers get a better idea of how services complement each other. Some respondents also noted how helpful Relais-Pères support workers are in recruiting fathers to join the *Avec Papa c'est différent* program and that it could be useful for fathers to have access to a Relais-Pères support worker between program workshops. A third effect the training had on the organization was that it encouraged the team to reflect and ask questions, which is particularly useful for strategic planning. The announcement of the first ministerial action plan on men's health and well-being in August 2017 had a positive impact on the funding for several MOs, justifying strategic planning on the best way to develop their services. The final effect MO directors mentioned was staff retention. This can be explained by access to the training itself but also by the quality of the informal bonds the staff formed with each other when traveling to attend the training courses.

The perceived effects go beyond what each organization observed. The training took place in person, brought together individuals from all MOs, and used interactive teaching methods, which helped create links between the MOs. Some people highlighted the support and mentoring certain MOs have systematically provided in recent months to organizations in the early stages of development. The project also had an impact on the Network itself. For example, creating a basket of services led to the adoption of a shared language and the harmonization of policies. During a group interview, participants were asked what one word summed up the *Entre toit : Bâtir un réseau de Maison Oxygène* project. The responses included "harmonizing, consolidating, improving, and sharing our practices." These words are a testament to the decisive impact of Réseau Maisons Oxygène. The closer working relationship among the MOs that the training helped foster and the rapid development of new MOs led to a number of questions. Réseau MO therefore organized a strategic planning retreat in the fall of 2018 under the theme "*Our shared vision helps us grow together in keeping with our local realities.*" The bonds created among the MOs and with the Network have created a strong sense of belonging that should not be ignored. This was crystal clear in the interviews and analysis of the documents from the strategic planning retreat, which can be summarized as follows: "*You feel you belong to something that's more than the sum of its parts but is flexible, so each facility can be independent and adapt to local realities.*" The Network seems to have met this major challenge, given the sense of cohesion that runs through the participants' comments.

Lastly, it is important to point out the effects on MO partners and those regarding training activities. In that respect, we would highlight the decisive impact of the the Relais-Pères training for Réseau MO on the Relais-Pères steering committee. The committee needed to formalize the Relais-Pères accreditation process, the name, and the basic principles. Similarly, the content of the *Avec Papa c'est différent* program had to be adapted to the clientele based on the children's age and the environment. The training and tools were also adapted along the way.

For further insight into the effects generated by the project, we wanted to document these effects in a more quantitative way. Table 5 summarizes the results obtained for each MO for the various training courses.

**Table 5 : Quantitative data collected further to training courses since January 2018**

Items	Score	Maison Oxygène						
		1	2	3	4	5	6	7
<b>General information</b>								
No. accomodations	Real no. Estimated no.	8	25	4	0	54	5	0
No. external follow-ups	Real no. Estimated no.	228	45	14	104	5	142	48
No. caseworkers	Real no.+ night supervisors	9	7	1	5	2 2	7	4
<b><i>Avec papa c'est différent i (With Dad it's Different!)</i></b>								
No. programs offered		2					2	1
No. fathers	Real no. Estimated no.	16					33	10
No. children	Real no. Estimated no.	22					33	13
No. caseworkers facilitating	Real no.	5					4	3
<b>Support process and clinical tools</b>								
Caseworkers who mastered the tools	None of them		X		X			X
	Some of them			X			X	
	Half of them	X				X		
	Most of them							
Fathers assessed using the tools	None of them			X				X
	Some of them		X		X			
	Half of them	X				X	X	
	Most of them							
Caseworkers plans that integrate tool results	None of them		X	X	X			X
	Some of them							
	Half of them	X						
	Most of them					X	X	
All of them								

**Table 5 (cont.) : Quantitative data collected further to training courses since January 2018**

Items	Score	Maison Oxygène						
		1	2	3	4	5	6	7
Tools used multiple times with the same father	None of them							X
	Some of them		X	X	X			
	Half of them	X						
	Most of them					X	X	
All of them								
<b>Relais-Pères (RP)</b>								
No. RP support workers (Male)	Real no. Estimated no.	2	1				3	0
No. RP support workers (Female)	Real no. Estimated no.	2	1				5	0
No. fathers receiving in-housing support	Real no. Estimated no.	8	6				5	0
No. fathers receiving post-housing support	Real no. Estimated no.	12	0				4	0
No. fathers not in housing receiving external support	Real no. Estimated no.	228	4				84	0
<b>Support for fathers experiencing marital separation (MS)</b>								
No. fathers in housing experiencing MS (%)	Real no. Estimated no.	100%	95	100	--	56	60	100
No. fathers receiving external support experiencing MS (%)	Real no. Estimated no.	89	100	95	25	60	28	85
No. fathers referred to Separated Fathers inc.	Real no. Estimated no.	2	4	0	--	25	12	13
No. calls or consultations with Separated Fathers inc.	Real no. Estimated no.	1	6	0	--	25	18	10

1 MO Gens du Nord – 2 MO Joliette – 3 MO MOVA – 4 MO Gaspésie – 5 MO Montréal – 6 MO Jack Monoloy – 7 MO Haut-Richelieu

The results in Table 5 must be interpreted with caution, taking into account the distinct local realities of each MO and their stage of development. Nevertheless, they help paint a picture of the follow-ups carried out with fathers and the various services they currently have access to. As the table shows, all the training sessions had concrete benefits in at least one MO, which is why it is so important to offer these programs, services, and tools at father-child housing facilities. The data also shows how important it is to oversee implementation of these policies to ensure their longevity.

## Training component summary

The training and follow-up activities that took place from October 2017 to October 2018 were highly successful in terms of participation rates, satisfaction ratings, and perceived effects. We also noted that each training course generated a lot of interest and met the concrete needs of people in the field. Feedback from facilitators who conducted the follow-ups as well as the participants themselves reflect this.

Follow-up activities for each of the training courses were carried out differently depending on the organization and its specific issues and challenges. Services such as the *Avec Papa c'est différent!* and *Relais-Pères support workers* workshops can create internal organization challenges and cannot be implemented exactly the same way everywhere.

Although these are perceived effects, they are confirmed by the similar results obtained by triangulating the various data collection methods. In addition to knowledge acquisition, we observed changes in practices after the *Avec Papa c'est différent!* program was implemented and through *Relais-Pères support*, the use of supervision tools, and referrals or consultations with *Separated Fathers Inc.* Training also spurred teams to reflect on their practices and strengthened ties among team members, between MOs, and with Réseau MO. One major success of the project has been the sense of belonging created within Réseau MO, which has helped us to standardize policies and adopt a shared language. The challenge now is to maintain those achievements over the long term.

### Component: shared tools developed

In addition to the training activities, a lot of work was done to develop shared tools to encourage network members to share knowledge and expertise on ways to help fathers in highly vulnerable situations who are accompanied their children. This is the fourth objective of the *Entre-toits : Bâtir un réseau de Maisons Oxygène* project.

Following is a brief description of the implementation steps and deliverables for the four shared tools: 1) the logbook and follow-up mechanisms; 2) the database; 3) the shared server; and 4) the information guide.

### The logbook, agreement processes, and follow-up tools updated and validated by members

Réseau MO used the project to review and clarify the criteria for granting permission to use the name, as well as the conditions and procedures for monitoring compliance. With these clarifications, we are now able to:

- Conduct thorough assessments of accreditation applications and provide support and assistance to organizations applying for the Maison Oxygène name
- Provide support and follow-up with organizations to ensure compliance with the name

## **A comprehensive database shared with members of Réseau Maisons Oxygène**

We underestimated the time it would take to create the database. Fortunately, we benefitted from work that had been done previously. Three meetings were held to determine what data would be collected (to optimize information and avoid duplication): one with researcher Diane Dubeau to validate the ethical aspects of the tool, one with representatives from three MOs to determine what variables to include, and one with the director to review certain aspects of the tool's usability.

Work was also done on possible requests to analyze the data to provide a general overview of fathers who stay in MOs, the types of interventions used, and the external follow-ups.

After beta testing, minor adjustments were made to the database to eliminate certain irritants. To date, eight (8) Maison Oxygène facilities have been trained to use the database, which is double the amount of MOs targeted by the project. The facilities plan to start using the tool on April 1, 2019. Three other Maison Oxygène facilities will be trained on the tool by the summer.

By 2020, most members will be using this shared clinical and statistical tool, which will make it easier to have a detailed picture of MO clients and the impact of work done on the ground in all regions that use the tool.

## **A shared server that is functional and accessible at all maison oxygène facilities**

Work on the new Réseau Maisons Oxygène website is almost complete. The website should go live in April and will include a tab where members can access many useful resources and clinical tools.

There is also a Dropbox that is updated daily and available to all members. We are working to expand the topics to offer even more practical information to our members (how to get zoning approval for your housing facility, anti-bedbug procedures, etc.).

## **Information guide**

Given the many developments observed within Réseau MO in recent years and the interest in integrating the new tools introduced in the training courses, we have updated the caseworker's handbook. Now called the Information Guide, it is available in English and French. It is an essential practical clinical tool for any new facility, as it summarizes 30 years of field experience.

## TESTING AN EXPORTABLE MODEL

We will conclude this section of the report by discussing the project's fifth objective and taking a comprehensive look at the process and the results obtained. The fifth objective is to develop an operating model that can be used across the country to standardize the practices of what is currently a provincial network of service providers offering housing facilities and psychosocial and community support services.

The *Entre toits : Bâtir un réseau des MO* project clearly had a decisive impact on Réseau MO. It helped the Network strengthen its foundations, harmonize its policies by creating a basket of services, and develop shared tools for the sharing of expertise among housing facilities. A sense of belonging and cohesion were the main perceived effects identified by participants. This key result shows that the model developed here in Quebec could be exported to other regions of Canada and even internationally. Additional evidence of this is the support provided to new Maison Oxygène facilities in 2018, despite the challenges posed by accelerated growth. The degree of maturity the Network has achieved bodes well for the model's exportability. The translated version of the information guide is also an important tool for implementing the model in English-speaking communities. We are currently building relationships and working to open an English-speaking Maison Oxygène in the Montreal area this year and another in Ontario within the next three years.

## NEXT STEPS

Paradoxically, the end of a project is when we look towards the future. We will conduct a critical analysis of the actions taken and come up with guidelines for pursuing new objectives. The *Bâtir un réseau de Maisons Oxygène* project paved the way for Réseau MO to explore various avenues for future actions.

### **This provided the perfect momentum for the project and helped optimize the benefits.**

The project's financing period coincided with the announcement of the first ministerial action plan on men's health and well-being in August 2017. The financing the MOs received under this action plan removed a major development obstacle. New MOs have been established, requiring the Network to strengthen its foundations and develop tools to better support them. The *Entre toits : Bâtir un réseau de Maisons Oxygène* project could not have come at a better time. The Network had to develop a shared vision so that it could grow in the same direction while respecting local realities, and the MOs had to spend time on strategic planning to better define the services they would offer. In implementing the *Entre Toits : Bâtir un réseau de Maisons Oxygène* project, we experienced the motivation of a team working towards a shared goal. The scope of the project could have been an obstacle, but it wasn't. *"It was busy but I would have taken on even more. I loved my year."* *"It was intense but energizing. It wasn't a burden."* The project has shed light on needs that must be met.

### **Consolidating acquired knowledge and skills to ensure sustainability**

The Network was successful in its efforts to create a basket of services to harmonize its policies. The assessment results show that people got a lot out of the training and were satisfied with the programs, services, and tools in father-child housing facilities as well as the perceived positive effects on their practices. Some facilities have implemented these new programs and tools to varying degrees.

However, the Network still needs support as it rolls out these changes in order to consolidate the acquired knowledge and skills and ensure their sustainability. In this period of rapid growth—which is leading to new MOs and additional staff in existing facilities—there is still a need for the four training courses. We therefore need to discuss how to update the courses and how to continue supporting services and programs that require more effort to implement.

To ensure training continues over the long term, we need to come up with strategies to meet specific training needs (e.g., responsibility, webinars, distance learning, video capsules). For example, we have decided that given how useful the supervision tools from Training Course B are in clinical settings, the Network will be responsible for sharing them with its members. With the arrival of new teams at various facilities, we have organized a second training session for the fall of 2019 and will put a team member in charge of sharing their knowledge. We are also considering creating a video capsule for the courses. We are planning a similar handoff for the Relais-Pères support service, where Réseau MO would be the organization tasked with providing this training by the Relais-Pères steering committee. Despite the coherence and value of such strategies, they are unrealistic for the Network's current structure, given its limited funding and staff.

It also takes a lot of work to update, improve, and deliver the shared tools developed as part of the project (logbook, facilitator guide, website, digital library, and database).

### **Implementation of a community of practice within Réseau MO**

A sense of belonging and cohesion are important outcomes identified by project participants. An analysis of the content from the strategic planning retreat shows that people want to maintain those outcomes. This is a significant challenge given the Network's rapid growth, which could create a gap between new MOs and facilities that have been in operation for a number of years. As the director of Réseau MO put it, "*We need to make sure that everyone is on board and that we're all in the same boat.*" Implementing a regular community of practice (annual or biannual) within the Network would support the space for teamwork created by the *Entre Toits : Bâtir un réseau de Maisons Oxygène* project. The reflective approach adopted for these communities of practice draws on experiential knowledge and collective co-construction in line with local realities.

**IN CONCLUSION**, we can only hope that as the Network grows, it becomes better meet the needs of the growing number of Maison Oxygène facilities in Quebec so that they in turn can meet the needs of fathers and their children by providing quality services. The project results point to possible avenues for further Network development: 1) policy harmonization (training, support, communities of practice), 2) policy sharing (updating and delivery of shared tools: database, website, digital library), and 3) Network consolidation (accreditation, follow-up, support for new MOs, etc.).

The main takeaway is that the Network must be developed in line with its mission of opening a Maison Oxygène facility wherever one is needed "*so that each father knows there is somewhere in his region he and his children can go for housing and support when needed.*"

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## APPENDIX 1: TRAINING AND CALENDAR

2017–2018 TRAINING CALENDAR		
Course title	Details	Date
<i>AVEC PAPA C'EST DIFFÉRENT!</i> <i>Facilitators:</i> <i>Université de Sherbrooke:</i> <i>Guadalupe Puentes N. and</i> <i>Stéphanie Breton</i> <i>Homme Aide Manicouagan:</i> <i>Patrick D., Meggie J., Marie-Hélène</i> <i>L.</i>	3 days of training	Wed./Thurs./Fri. October 18–20, 2017
	Starting groups	Late January 2018
	Follow-up every two weeks (in person or video call)	February–June 2018
<i>SUPPORT PROCESS AND</i> <i>SUPERVISION TOOLS</i> <i>Facilitator:</i> <i>Pierre L'Heureux</i>	1 day of training	Monday, February 19, 2018: 7 hours
	4 follow-up periods (in person or video call)	Video follow-up: March, April, June Follow-up meeting: May 30 (p.m.) (day before the SBEH - Men Health and Well Being - conference)
<i>RELAIS-PÈRES SUPPORT WORKERS</i> <i>Facilitators:</i> <i>Université du Québec en Outaouais:</i> <i>Diane Dubeau</i> <i>CIUSSS du Centre-Sud-de l'Île-de-</i> <i>Montréal: Genevieve Turcotte</i> <i>Homme Aide Manicouagan</i> <i>Patrick Desbiens</i>	1.5 days of training	Tuesday/Wednesday February 20 and 21, 2018 (a.m.)
	3 follow-up periods (video call)	Video follow-up: March, April, June
<i>FATHERHOOD AND MARITAL</i> <i>BREAKDOWN</i> <i>Facilitators:</i> <i>Separated Fathers Inc.</i> <i>René Bouffard and Patrick Cavalier</i> <i>and Pierre L'Heureux</i>	1.5 days of training	Wednesday/Thursday June 13–14, 2018 (a.m.)
	Follow-up and periodic support (in person or video call)	To be determined

Training courses are designed for approximately 15 people.

Training is free and participants will be partially reimbursed for travel and accommodation expenses.

## APPENDIX 2: METHODOLOGICAL PARAMETERS OF THE TRAINING ASSESSMENT

DATA COLLECTION		
<b>IMPLEMENTATION</b>		
	Training attendance and minutes	
	B. Support tools	February 19, 2018
	C. Relais-Pères	February 20 and 21, 2018 (a.m.)
	D. Fatherhood and marital breakdown	June 13–14, 2018
	Assessment of participant satisfaction with training courses A, B, C, and D	Survey completed by participants
<b>PERCEIVED EFFECTS</b>		
Short term	For training courses: survey B. Support tools C. Relais-Pères D. Fatherhood and marital breakdown	Survey completed by participants after each course
Medium term	Minutes from the support tools follow-up meeting (B)	May 30 (p.m.)
	Individual interviews about Relais-Pères	May 2018 7 Maison Oxygène facilities
	Minutes from the Réseau MO strategic planning retreat	September 13–14, 2018
Long term	Group interview about Relais-Pères	December 17: Réseau MO board of directors (n=5)
	Group interview for the entire training component	1) January – Réseau MO board of directors (n=5) 2) February 7 – 4 MOs
	Individual interviews with facilitators <i>A. Avec Papa c'est différent!</i>	April 3, 2018
	B. Supervision tools	March 25, 2018
	D. Fatherhood and marital breakdown	March 25, 2018
	Minutes from the strategic planning retreat follow-up meeting	February 20, 2018
	Quantitative data on service use	March 2018

CALENDAR OF COLLECTED DATA							
Sept. 2017	February 2018	May	June	Sept.	Dec.	Jan. 2019	Feb.
Training A <i>Avec Papa c'est différent!</i> (With Dad It's Different!)	Implementation in 3 new MOs + 1 that had already implemented the program → Follow-up					Group interview (effects of all training)	
	Training B Tools	→ Follow- up					
	Training C Relais- Pères	→Indiv. interviews			→ Group interview		
			Training D Separated Fathers				
				Strategic planning retreat			Feedback on strategic planning retreat

PARTICIPATION IN DATA COLLECTION												
Training and data collection	Maison Oxygène											
	1	2	3	4	5	6	7	8	9	10	11	12
Training A: <i>Avec Papa c'est différent!</i>		X	X	X		X	X					
Training B. Supervision tools	X	X	X	X	X	X	X	X	X	X	X	
Follow-up meeting (May 30)		X	X	X		X			X	X	X	
Training C. Relais-Pères		X	X	X	X	X	X			X	X	
Individual interview (spring)		X	X	X	X	X	X			X		
Group interview (Dec. 2018)		X	X	X		X						
Training D. Fatherhood and marital breakdown	X	X	X	X	X	X	X	X	X	X	X	X
Strategic planning retreat (Sept. 13–14)	X	X	X	X	X	X	X		X		X	X
Follow-up meeting (Feb. 20)	X	X	X	X	X	X	X	X	X	X	X	
Group interview (Network board of directors – Jan. 19)	X	X	X	X		X						
Group interview (Feb. 19)					X				X	X		X

1. Montreal – 2. Gens du Nord – 3. Groupe Image – 4. Jack Monoloy – 5. Joliette-Lanaudière – 6. Haut-Richelieu – 7. Raymond Ross – 8. Estrie – 9. Outaouais – 10. MOVA – 11. Lac-Saint-Jean – 12. Haute-Gaspésie

Maison Oxygène (MO)	No. of participants	Training course
1. MO Montreal	4	B, C
2. MO Gens du Nord	5	A, B, C, D
3. MO Groupe Image	4	A, B, C, D
4. MO Jack Monoly	8	A, B, C, D
5. MO Joliette-Lanaudière	3	B, C, D
6. MO Haut-Richelieu	4	A, B, C, D
7. MO Raymond Ross	2	B, C, D
8. MO Estrie	4	B, D
9. MO Outaouais	3	B, D
10. MO MOVA	2	B, C, D
11. MO Lac-Saint-Jean	1	B, C, D
12. MO Haute-Gaspésie	1	D

### APPENDIX 3: CHARACTERISTICS OF TRAINING PARTICIPANTS

Characteristics	Categories	Frequency (%)
Sex (n=32)*	Male	16 (50%)
	Female	16 (50%)
Age (n=32)	Under 20	1 (3.1%)
	21-25	7 (22.0%)
	26-30	6 (18.8%)
	31-35	5 (15.6%)
	36-40	1 (3.1%)
	41-45	2 (6.2%)
	46-50	4 (12.5%)
	50-60	4 (12.5%)
	60 and over	2 (6.2%)
No. years' experience (men) (n=31)	0	2 (6%)
	1-6 months	
	7 months – 1 year	5 (16.1%)
	1.1-2 years	6 (19.4%)
	2.1-5 years	6 (19.4%)
	5.1-10 years	5 (16.1%)
	+ 10 years	7 (22.6%)
No. years' experience (families) (n=30)	0	6 (20%)
	1-6 months	1 (3.3%)
	7 months – 1 year	3 (10%)
	1.1-2 years	4 (13.3%)
	2.1-5 years	4 (13.3%)
	5.1-10 years	5 (16.7%)
	+ 10 years	7 (23.3%)
No. years' experience (MOs) (n=32)	0	7 (22.0%)
	1-6 months	3 (9.0%)
	7 months – 1 year	10 (31.0%)
	1.1-2 years	4 (12.5%)
	2.1-5 years	8 (25.0%)
Job title (n=31)	Caseworker	17 (55.0%)
	Clinical supervisor	3 (10.0%)
	Coordinator/program agent	2 (6.0%)
	Director	8 (26.0%)
	Intern	1 (3.0%)
Education (n=31) (highest degree obtained)	High school	0
	College diploma	17 (55.0%)
	Bachelor's degree	11 (35.0%)
	Master's degree	3 (10.0%)

\* Data missing for some categories, which explains the varying number of respondents.

**APPENDIX 4: SATISFACTION AND PERCEIVED SHORT-TERM EFFECTS FOR EACH TRAINING COURSE**

**Training A – Avec Papa c’est différent! (n=18)**

\*Slightly different form used for Training A than for other training courses

Strongly disagree	Disagree	Agree	Completely agree
1	2	3	4

Statements	Average /4
1. The content was interesting.	3.83
2. The content was relevant.	3.92
3. The content was presented clearly.	3.72
4. The facilitators were engaging.	3.72
5. The content was presented in a way that made it easy to understand.	3.78
6. The content was divided up in a reasonable and effective way.	3.72
7. The facilitators were able to answer my questions.	3.94
8. I was satisfied with how the training course progressed.	3.61
<b>This activity:</b>	
9. Helped me acquire new expertise	3.89
10. Will help me with my future practice	3.86
<b>This training taught me:</b>	
11. The importance of the father-child bond	3.28
12. The objectives of the intervention program	4.00
13. The intervention philosophy	3.72
14. The program content	3.94
15. What intervention strategies to prioritize	3.72
16. My overall satisfaction with the program	3.78
TOTAL	

### Comments and suggestions

- Well done, ladies.
- I really appreciated it. Thank you.
- Thank you for being available to support us. I think it's essential.
- G. You gave concrete examples that really helped us to better understand the theory. The realistic examples helped us see ourselves intervening in the same way. You also explained the content very well from the point of view of the child, the father, and the mother. Thank you.
- G. I loved your examples—they helped me understand the material. The training was comprehensive and interesting.
- The MO was very interested in learning about the father-child activation relationship and attachment bond.
- Super interesting. The content was shared in a way that was clear and easy to understand. You're very approachable.
- Very interesting, relevant, and valid. I have nothing but good things to say. I hope I can be part of the adventure in one way or another.
- Excellent course, very professional, very relevant, much appreciated. In addition to coming away with a wonderful and innovative program on fatherhood, I'm taking tools I can apply to my daily work. Thank you so much.
- The training was very interesting. I don't regret my choice to attend even if I won't be using the program at my organization.
- The facilitators and co-facilitators worked well together. They were good listeners.
- Great work.
- I really liked it. Thank you, thank you, thank you!
- The training was good. There was a lot of content and it was great. I look forward to offering this workshop at my organization.

### In your opinion, what is the main area we could improve on?

#### Suggestions

- Plan a meal on site – get a caterer for the next time (2x)
- More case studies
- + more role-play activities that teach us how to adapt our interventions to be more flexible
- The only thing I would work on is the quality of the videos during the analysis.
- Presenting the material is unnecessary because it's very well described in the workbook. You only need one or two reviews to get the big picture.
- Consider creating a training webinar for caseworkers who are far away, like some of my teammates.

**Training B - Support process (n=26)**

<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Completely agree</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>

<b>Statements</b>	<b>Average /4</b>
1. The content was interesting.	<b>3.31</b>
2. The content was relevant.	<b>3.76</b>
3. The content was presented clearly.	<b>3.31</b>
4. The facilitators were engaging.	<b>3.46</b>
5. The content was presented in a way that made it easy to understand.	<b>3.65</b>
6. The content was divided up in a reasonable and effective way.	<b>3.65</b>
7. The facilitators were able to answer my questions.	<b>3.85</b>
8. I was satisfied with how the training course progressed.	<b>3.65</b>
9. The facilitators captured and held my interest.	<b>3.57</b>
10. The activity was an appropriate length.	<b>3.35</b>
11. The time of year when the activity was held was appropriate.	<b>3.54</b>
12. The location (city) where the activity was held was suitable.	<b>3.54</b>
13. The physical environment (classroom) was suitable for the training.	<b>3.54</b>
14. The meal and snacks were satisfactory.	<b>3.73</b>
TOTAL	
<b>This activity:</b>	
15. Helped me acquire new expertise	<b>3.65</b>
16. Provided me with new clinical tools	<b>3.65</b>
17. Will help me with my future practice	<b>3.77</b>
18. Made me think about my personal beliefs and values	<b>3.00</b>
19. Will change my professional practice with fathers	<b>3.54</b>
20. May lead to changes within our organization	<b>3.54</b>
TOTAL	

**In your opinion, what was the highlight of this training?**

- Teamwork, meeting people face-to-face
- Tables (well integrated)
- Case study
- Hands-on activities
- The important reminder that we should refer more to the self-sufficiency assessment table
- Clinical tools and the facilitator, the possibility of practices
- Knowledge application
- Role-play activities
- Tools, role-play activities (the second one was perfect)
- Clear, easy-to-use tools
- Highly relevant content and solid facilitators who have experience in what they're talking about
- The experience of the facilitators. Thank you for being open and honest when sharing your experiences.
- Interesting and relevant content – practical application
- Everything – we were reassured about maintaining our values
- Running through the model was great and helped us to master the tool
- The clinical tool
- The energy
- The tools discussed will help us in our practice
- The presentation of the clinical tool – great discussions
- The tables
- A hands on, easy-to-use tool, the possibility to standardize intakes/assessments
- The facilitators and the content

**In your opinion, what is the main area we could improve on?**

- Discussion of a case from our own facility in a working team (with something concrete we could learn from it)
- Go from self-sufficient (table) to not self-sufficient (get rid of partially self-sufficient to avoid confusion)
- Time (duration) and cold room temperature
- The room was cold
- The degree of self-sufficiency table is not as useful as identifying specific aspects of self-sufficiency or a lack of self-sufficiency and how to create a case plan as a result.
- The tools
- Fewer case studies one after the other, alternate between theory/tools and case studies
- More practical scenarios and less theory using the table
- Location, city that is more central
- Logistics: projection size, slide printouts, audio, poorly divided groups (one group was all from the same organization)
- We didn't go deep enough with the content – weakness in conceptual/theoretical density
- Ways to be less subjective as caseworkers when conducting assessments
- One example would have been enough to master the tool. The group seemed tired at the end of the day
- Used the tool too much (for too long)
- The repetition of exercises

- Having already seen the tool, it was good to review it but became repetitive by the end of the training
- A more engaging presentation, but it was already quite good. The facilitator was very good.
- Two case studies would have been enough. The third one was too much.

**Do you have any suggestions for the training (a specific action or activity)?**

- Bring in one current case per facility and go through it the same way
- Continue to use the tools
- It might be interesting to look at a real case study from our organization with our daily working team
- Develop the ethical reflection portion more
- Role play an intake interview to make the assessment and data collection easier
- Adapt the model to all our clients
- Have each MO caseworker work together on a case rather than discussing the case in a large group
- Work in small teams on cases from each organization
- Use the tables that I wasn't using

**Training C – Relais-Pères (n=31)**

<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Completely agree</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>

<b>Statements</b>	<b>Average /4</b>
1. The content was interesting.	<b>3.90</b>
2. The content was relevant.	<b>3.94</b>
3. The content was presented clearly.	<b>3.92</b>
4. The facilitators were engaging.	<b>3.94</b>
5. The content was presented in a way that made it easy to understand.	<b>3.84</b>
6. The content was divided up in a reasonable and effective way.	<b>3.74</b>
7. The facilitators were able to answer my questions.	<b>3.90</b>
8. I was satisfied with how the training course progressed.	<b>3.87</b>
9. The facilitators captured and held my interest.	<b>3.87</b>
10. The activity was an appropriate length.	<b>3.81</b>
11. The time of year when the activity was held was appropriate.	<b>3.77</b>
12. The location (city) where the activity was held was suitable.	<b>3.71</b>
13. The physical environment (classroom) was suitable for the training.	<b>3.77</b>
14. The meal and snacks were satisfactory.	<b>3.77</b>
TOTAL	
<b>This activity:</b>	
15. Helped me acquire new expertise	<b>3.81</b>
16. Provided me with new clinical tools	<b>3.68</b>
17. Will help me with my future practice	<b>3.71</b>
18. Made me think about my personal beliefs and values	<b>3.69</b>
19. Will change my professional practice with fathers	<b>3.73</b>
20. May lead to changes within our organization	<b>3.81</b>
TOTAL	

**In your opinion, what was the highlight of this training?**

- Support vs. intervention
- Information was concrete, applicable to our organization
- Very engaging and made space to exchange ideas
- Sharing experiences
- The discussions we had and the presence of support worker fathers (3x) provided us with several different points of view and experiences informed by different environments, resources, and support workers
- The people who shared their experiences
- Accessible, clear, and motivating
- The openness of each of the participants and facilitators
- All the sharing (videos, support workers' stories, people's personal experiences). I loved it!
- The energy and the number of people involved
- Creating a dream
- Activity with the ball of yarn and the round table with the RP support workers
- The videos
- The openness, another point of view
- The energy of the workshop and the rich discussions
- Discussions between Maison Oxygène facilities
- The world café

**In your opinion, what is the main area we could improve on?**

- More time to meet with the visiting fathers (2x)
- Explain the accreditation process better
- More time for people to share their experiences
- The tools
- The sound in the video
- I still have a question that may or may not have an answer: How do we get fathers to talk about domestic violence when they themselves have been violent and abusive to their partner?
- Could be condensed into a single day

**Do you have any suggestions for the training (a specific action or activity)?**

- I think the RP service is beneficial to our organization. Each RP support worker has their own personality and way of doing things.
- Add RP as a service
- "Infiltrate" Integrated Health and Social Services Centres (CISSSs)
- Bring in fathers and discuss their experiences with different types of professional support
- Visit organizations that have RP support workers
- Bond of trust
- Manage the intervention limits of the RP approach
- *Avec Papa c'est différent*: talk with the father about my limitations right from the start Be available but maintain a distance from fathers
- Really offer Relais-Pères services

**Training D – Fatherhood and marital breakdown (n=24)**

<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Completely agree</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>

<b>Statements</b>	<b>Average /4</b>
1. The content was interesting.	<b>3.96</b>
2. The content was relevant.	<b>3.83</b>
3. The content was presented clearly.	<b>3.79</b>
4. The facilitators were engaging.	<b>3.79</b>
5. The content was presented in a way that made it easy to understand.	<b>3.83</b>
6. The content was divided up in a reasonable and effective way.	<b>3.75</b>
7. The facilitators were able to answer my questions.	<b>3.79</b>
8. I was satisfied with how the training course progressed.	<b>3.71</b>
9. The facilitators captured and held my interest.	<b>3.71</b>
10. The activity was an appropriate length.	<b>3.67</b>
11. The time of year when the activity was held was appropriate.	<b>3.67</b>
12. The location (city) where the activity was held was suitable.	<b>3.58</b>
13. The physical environment (classroom) was suitable for the training.	<b>3.35</b>
14. The meal and snacks were satisfactory.	<b>3.46</b>
<b>TOTAL</b>	
<b>This activity:</b>	
15. Helped me acquire new expertise	<b>3.75</b>
16. Provided me with new clinical tools	<b>3.67</b>
17. Will help me with my future practice	<b>3.75</b>
18. Made me think about my personal beliefs and values	<b>3.25</b>
19. Will change my professional practice with fathers	<b>3.75</b>
20. May lead to changes within our organization	<b>3.67</b>
<b>TOTAL</b>	

**In your opinion, what was the highlight of this training?**

- Rich content, tools (workbook, PPT, illustrations, tables)
- The practice with the four cases from the Separated Fathers Inc. perspective
- Role-play activities, workshops related to different clients (2x)
- Relevant information and documents provided
- The case studies
- All the information about legal issues
- The facilitators were engaging. I liked the case studies.
- The human aspect
- Case studies, examples, taking the time to decode legal language, wonderful training
- The scenarios and tools presented/practiced (e.g., 5 dimensions) were super relevant
- The generosity of the facilitators
- The facilitators' field experience
- The scenarios were incredibly enriching, as were the tools and information
- The documents, PPT, and guide
- The content and the facilitators' expertise
- +++ relevant case studies
- It was practical. I feel well-equipped
- The personal experiences of the facilitators
- The progressive teaching
- Legal aspects, experiences, and the facilitators' mastery of the subject
- Case studies, follow-up in real time, and group discussions
- Shared expertise and the real case studies were well presented Clear and engaging presentation

**In your opinion, what is the main area we could improve on?**

- More explanation of the Separated Fathers Inc. model
- More activities that require course participants to get involved
- Let us leave for lunch
- A lot of information in a short time
- I would be useful to have a more comprehensive course (mediation with lawyer Lorraine Fillion) and go deeper into the motivational interview
- Hold the activity elsewhere if at all possible
- The meal
- Time management and room setup
- Get the group much more involved in the case studies
- The location could have been quieter with fewer distractions

**Do you have any suggestions for the training (a specific action or activity)?**

- Take steps to engage the services of a pro bono lawyer
- Establish support groups
- Some "true or false" questions, an icebreaker activity
- In my follow-ups (legal questions) with fathers
- Keep the five dimensions sheet on hand so you can refer to it if necessary
- Review our code of ethics, integrate the hands-on tools to better prepare fathers for their legal proceedings



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