

## STEP-UP

### OVERVIEW

The STEP-UP program was launched in 1990 to address the challenges faced by young fathers in Phoenix, Arizona through case management and counseling services. In 1992, STEP-UP received a two-year grant by the Demonstration Partnership Program of HHS's Office of Community Services to design and implement a new mentoring and educational support component. An experimental evaluation of the impact of this new component found evidence to suggest that being mentored by successful men, either professional case workers or volunteers, can have a positive impact on young fathers.

See [\*Promising Practices in Self-Sufficiency & Employment Programs for Fathers: Evidence-Based and Evidence-Informed Research Findings\*](#) for more information.

### Focus

Responsible Fatherhood

### PROGRAM DESCRIPTION

#### Target Population

Low-income fathers between the ages of 16 and 22

#### Service Delivery Unit

Individuals

#### Curriculum

STEP-UP seeks to help young fathers achieve self-sufficiency, provider incomes, and healthy relationships. Program components include counseling, case management, mentoring, and educational support

#### Dosage

Not available

#### Setting

Community-based Organizations

#### Location

Phoenix, Arizona

#### Adapted and/or Created for Hispanic Population

No

## Demographics of Population Served

- 86% were “minorities”
- Educational attainment ranged from 6<sup>th</sup>-12<sup>th</sup> grade
- Almost all displayed multiple risk factors for substance abuse

## PROGRAM EVALUATION

### Evaluated Population

120 low-income fathers between the ages of 16 and 22

### Study Design

- Randomized Control Trial (RCT) experimental evaluation
- Participants were randomly assigned to one of four experimental groups of equal size:
  - 1) Services as usual (i.e., case management and counseling),
  - 2) Services plus mentoring,
  - 3) Services plus educational stipends, or
  - 4) Services plus mentoring and educational stipends

### Outcomes

Employment/occupation improvements; Income improvements; Educational improvements; Family relationship improvements; other relationship improvements; Health improvements; Motivation

### Results

- *Employment/Occupation Improvements*
  - Mentored fathers more likely than non-mentored fathers to obtain jobs during the project period and to be employed at the end of the project period.
- *Income Improvements*
  - Average hourly income of the mentored fathers rose by \$2.67 compared to \$2.36 for non-mentored fathers.
- *Educational Improvements*
  - Few young fathers completed job training courses, additional schooling, or GED courses during the project period.
- *Family Relationship Improvements*
  - Case workers and mentors reported that 53% of the mentored fathers and 42% of the non-mentored fathers strengthened family relationships with their spouse or significant other.
  - About 11% of mentored fathers versus 2% of non-mentored fathers became engaged or married during the project period.

### Results for Hispanic Subgroups

None reported



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