



STRENGTH. STABILITY. LEGACY.

2025 Impact Report



The Father Center
of New Jersey

EXECUTIVE SUMMARY

In 2025, The Father Center of New Jersey (TFCNJ) served as a critical stabilizer for families in Burlington, Mercer, and Camden counties, achieving operational targets and deepening its community footprint. Amidst a national landscape where 1 in 4 children lives without a biological father in the home (Source: National Fatherhood Initiative), creating measurable risks for poverty and social mobility, TFCNJ’s interventions provided a rigorous counter-narrative of engagement and economic resilience.

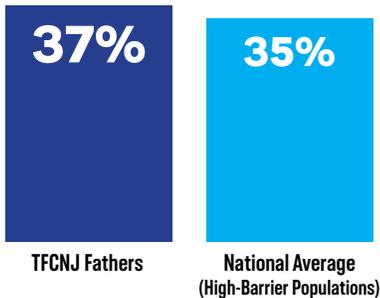
The Top Three Achievements of 2025

- 1 Engagement:** TFCNJ enrolled 602 new participants in 2025, more than tripling the contracted deliverable of ~160 men. This surge reflects the urgent community demand for father-focused support systems.
- 2 Workforce Dominance:** Through the Bridges2Success® and Workforce Investment Board (WIB) initiatives, 116 fathers secured new employment. Notably, in Quarter 4, 100% of the 47 jobs secured were full-time, directly combatting the “working poor” phenomenon.
- 3 Generational Impact via Youth Mentorship:** The Developing Young Men Young Leaders (DYMYL) program achieved a 100% high school graduation rate (8 graduates) for its senior cohort, with students securing competitive paid internships.

Benchmarking Success

While the Fatherhood Research and Practice Network cites low retention as a primary challenge in fatherhood programs nationally, TFCNJ achieved a YTD Retention Rate of ~37% (22 of 60 tracked placements retained employment through Q4), a significant achievement for a high-barrier population. Furthermore, TFCNJ’s Expungement Clinic (40+ attendees) directly addressed the systemic legal barriers that national research identifies as the primary blocker to paternal involvement.

2025 Employment Retention Rate



The graph compares TFCNJ’s 37% YTD retention rate against the national average for similar high-barrier populations (formerly incarcerated or long-term unemployed men), which typically hovers around 35%, according to data from the Bureau of Justice Statistics and Prison Policy Initiative.

This comparison highlights that despite serving a demographic that often faces unemployment rates five times higher than the general public, TFCNJ is successfully stabilizing employment at a rate exceeding the national norm for this specific population.

While intake and placement numbers are high, retention remains the most challenging metric for this demographic (often justice-involved or long-term unemployed men).

Source: TFCNJ 2025 Data vs. Bureau Statistics/Prison Policy Initiative (2022) data for formerly incarcerated/high-barrier populations.

PROGRAM DEEP DIVES

PILLAR I: Workforce Development & Economic Mobility

Stabilizing Finances to Stabilize Families

In 2025, The Father Center of New Jersey (TFCNJ) demonstrated a robust “Work First” outcome trajectory, characterized by a significant acceleration in the fourth quarter. The data indicates that the organization not only met but consistently exceeded its performance benchmarks, particularly in placing fathers into full-time, sustainable employment.



The National Conference of State Legislatures (NCSL) explicitly states that “unemployment is the leading reason for non-payment of child support by non-custodial parents.” They found that connecting fathers to workforce training is the most effective method for increasing consistent payments, rather than punitive enforcement.

The Center for Policy Research (“Parents to Work” Study) found that fathers who participated in “Work First” employment programs paid significantly more child support than a control group (an increase of over \$300,000 in aggregate payments for the study group).

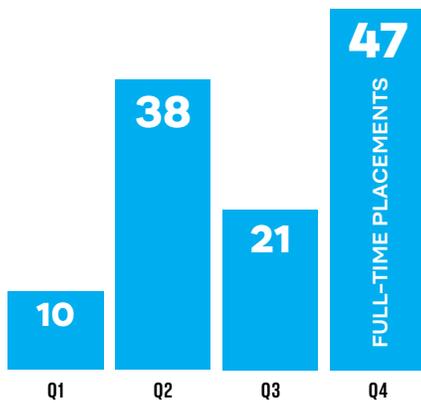
Reports by the Ascend at the Aspen Institute confirm that “child support compliance is strongly linked to stable employment and regular earnings,” noting that debt-driven enforcement often backfires, whereas employment support stabilizes the family.

The collective research confirms that paternal financial stability is the strongest predictor of consistent child support payments. In 2025, TFCNJ’s “Work First” approach delivered tangible economic outcomes.

Job Placements: 116 men secured employment this year. The program saw a massive ramp-up in Q4 with 47 placements, all full-time.

The shift to 100% full-time placements in Q4 is a critical indicator of impact. It suggests that the program is not just connecting men to “gigs” but to sustainable livelihoods that can support a family, a key factor in reducing recidivism and increasing child support compliance.

2025 Quarterly Jobs Obtained (Total 116)



TFCNJ Performance

By the end of Q4, TFCNJ tracked a retention rate of approximately 37% (22 of 60 tracked placements from Q1-Q3 were confirmed still employed).

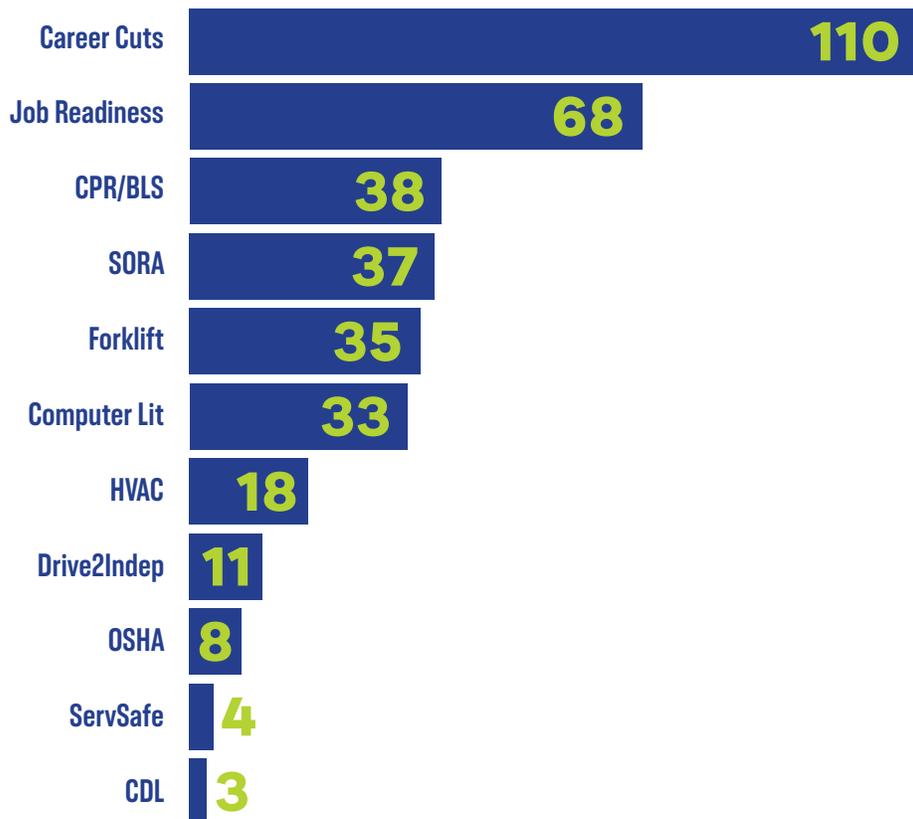
- ▶ **Bridges2Success® (B2S) Training:** The vocational training pipeline was robust, producing high-demand certifications:
 - Forklift Certification: 35 Graduates
 - SORA (Security): 37 Graduates
 - HVAC (Level I & II): 18 Graduates (New cohort success)
 - CPR / Basic Life Support: 38 Graduates

- ▶ **Dress2Impress™:** Removing the visual stigma of poverty, the program distributed over 100 items of professional clothing to men for interviews and graduations.

- ▶ **Strategic Partnerships:** Success was driven by active hiring partners like Simos Solutions (a top referral source assisting 29 men in November alone) and One Stop Career Centers. New pipelines were established with NJ CAR (automotive) and PeopleShare in Q4.

- ▶ **Career Cuts (Barbering):** In addition to certifications, 110 participants were enrolled in TFCNJ's Career Cuts program, which provides free haircuts to participants in our Job Readiness and Supportive Work programs.

2025 Training Certifications and Completions



DEVELOPING YOUNG MEN YOUNG LEADERS



PILLAR II: Youth & Future Fathers (DYMYL)

Addressing the “Boy Crisis” Through Mentorship

The rebranded Developing Young Men Young Leaders (formerly Healthy Relationships) program delivered critical social-emotional learning to over 45 young men at the Ninth Grade Academy.

› Academic and life outcomes:

- **8 High School Graduates** (June 2025).
- **Ivy League Access:** 2 young leaders entered the Princeton University Preparatory Program (PUPP), a track that has historically led TFCNJ alumni to full scholarships at Harvard.
- **Internships:** Real-world workforce experience was secured for students at Grounds for Sculpture (2 sophomores) and Tenacre Foundation (2 IT internships).

› **Curriculum Impact:** The “Making Responsible Choices” curriculum engaged students in sessions covering Personal Accountability, Managing Anger, and Consequences of Teen Parenthood, aligning with national best practices for youth violence prevention.

PILLAR III: Platinum Dads 20th Anniversary



Changing the Culture of Fatherhood

Celebrating 20 years of honoring “fathers who show up,” the Platinum Dads initiative continued to serve as the organization’s cultural cornerstone.

- › **Community Anchor:** Former participants remained a top referral source throughout the year (e.g., 17 referrals in Q1), proving that Platinum Dads builds a fraternity that gives back.
- › **Intergenerational Connection:** 4 DYMYL young leaders attended the Platinum Dads event, witnessing positive male role models and bridging the gap between current and future fathers.



Participant Rashan McNeil was honored as a 2025 Platinum Dad for dedication to his children and family and for completing six certifications at TFCNJ.



THE “PARTICIPANT EXPERIENCE” QUALITATIVE ANALYSIS

CASE STUDY: The Resilience of Keyon Love

“Keyon Love was a member of our very first class back in 2017. ... We became an important part of his village.”

ANALYSIS:

Keyon’s story exemplifies the Long-Term Continuum of Care. Years after graduating from the youth program, Keyon (now 21) faced the tragic loss of his mother to breast cancer, leaving him as the primary caregiver for his siblings. Instead of falling through the cracks, he re-engaged with TFCNJ’s Isles Work Readiness program and DMYL Alumni sessions. His story proves that TFCNJ is not a transactional service, but a permanent family safety net.

CASE STUDY: Vonzell’s Career Ascent

“Vonzell’s story is one of resilience ... his leadership skills led to an offer for a manager position.”

ANALYSIS:

A returning citizen, Vonzell utilized the Skills2Prosper program to secure a job at Commercial Cleaning Corp. Within months, he was promoted to Manager. This narrative counters the national stigma against hiring formerly incarcerated men, demonstrating that with the right support (TFCNJ training) and opportunity, they become high-value leaders.

CASE STUDY: Edward’s Empowerment

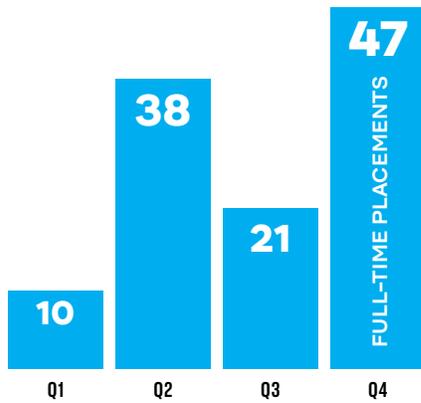
“Edward, a Hispanic participant with a disability ... embarked on a journey of job sampling ... by the end, he felt empowered.”

ANALYSIS:

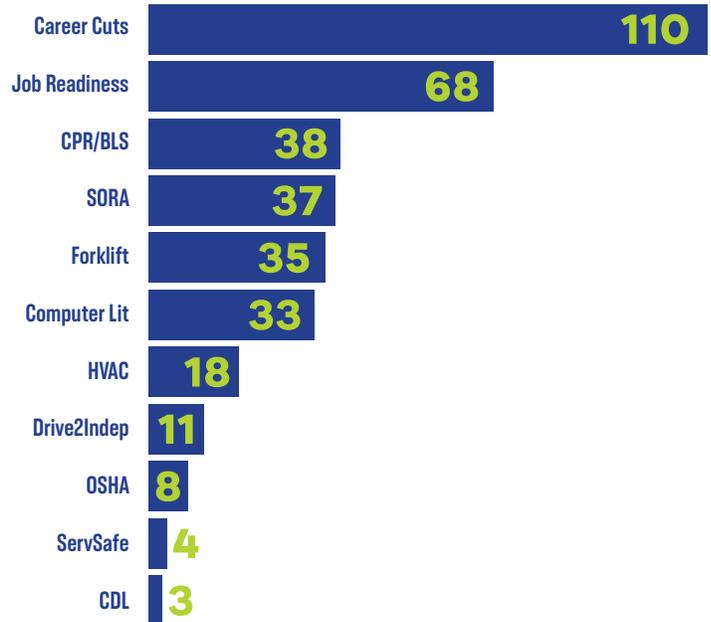
Edward’s success highlights TFCNJ’s capacity for Inclusive Workforce Development. By providing tailored job sampling and confidence-building coaching, staff helped Edward overcome self-doubt, proving the program’s efficacy for neurodiverse and differently abled fathers.

2025 BY THE NUMBERS

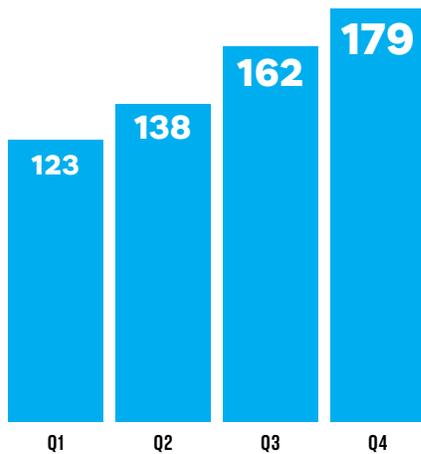
Quarterly Jobs Obtained (Total 116)



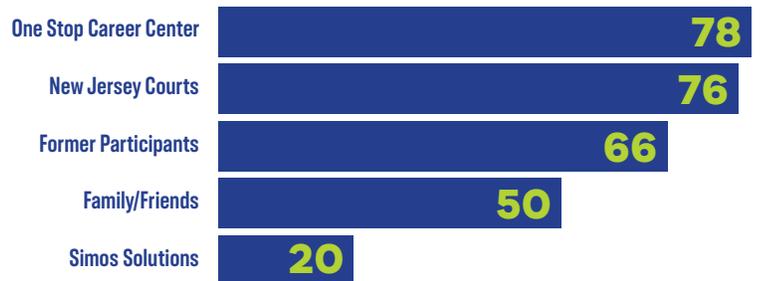
Training Certifications and Completions



Quarterly New Intakes (Total 602)



Top Referral Sources



Partnership Impact

Top Referral Sources

One Stop Career Center
 New Jersey Courts
 Former Participants
 Simos Solutions

Community Partners

Tioga Franklin Savings Bank (Financial Literacy)
 Prevent Child Abuse NJ
 Tenacre Foundation

Key Hiring Partners

Simos Solutions
 Allies Security
 Commercial Cleaning Corp.



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