**COST/BENEFIT**

**ANALYSIS**

*Parents as Teachers Implementing Father Involvement*

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**COST/BENEFIT ANALYSIS**

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# GENERAL INFORMATION

## 1.1 Purpose

The Parents as Teachers fatherhood involvement program training is needed for Parent Educators to be successful in the recruitment and enrollment of fathers into the program.

## 1.2 Scope

This Cost Benefit Analysis review is set out to collect and evaluate the cost and benefits to providing and implementing a successful father involvement program. This review will relate to the effectiveness of fatherhood interventions as well as training of Parents as Teachers staff. Training is very beneficial for companies as long as we ensure that transfer of the information has occurred. There are many different cost effective methods for training that include On-the-Job experiences that include cross training, conferences and forums, job rotation, shadowing, peer-assistant learning, networking, coaching and mentoring to name a few. However, with the age of technology there are new resources being used such as webinars, virtual training, emails, simulated activities, e-learning, emailing, and teleconferences and much more designed to maximize training and eliminate travel wasted time and more flexibility. Ultimately there is an increased value place on intangible assets and human capital.

## 1.3 Background/Overview

Fatherhood involvement is a critical factor in child development as it provides a buffer against cognitive and academic performance issues, mental illness, and the development of adverse personality, psychological maladjustment, delinquency, substance abuse, depression, and conduct problems. Fatherhood involvement is very important to improve the well-being of children by increasing the proportion of children growing up with involved, responsible, and committed fathers in their lives. Research shows that children who grow up in the homes with father involvement have greater potential for achieving a more stable and positive future. Palm and Fagan (2008) state, “The research litera­ture strongly suggests those fathers who are highly in­volved with their young children are also more involved in early childhood programs” (p. 745). It has been reported that boys who grow up with their father’s involvement are more responsible, assertive, independent, achieve more in life than those who grew up without father involvement. Girls who grow up with father involvement learn heterosexual trust, intimacy, love worthiness, and are prepared for this male dominated world.

## 1.4 Project References

* The national Fatherhood Initiative
* Leading the Fatherhood Brigade. (1996). Policy Review, (75),19. Retrieved from <http://search.proquest.com.library.capella.edu/docview/216369027?accountid=27965>
* May. J. (2012). Sources of Information on Involved Fatherhood Research. Retrieved form <http://www.fipp.org/Collateral/casemakers/casemakers_vol6_no2.pdf>
* National Center for Fathering, [www.fathers.com](http://www.fathers.com)
* National Fatherhood Initiative, [www.fatherhood.org](http://www.fatherhood.org)
* U.S. Department of Health and Human Services fatherhood initiative, [www.fatherhood.hhs.gov](http://www.fatherhood.hhs.gov)

## 1.5 Points of Contact

Georgina Rivera (program director/state leader of PAT program)

3108 W. Azeele Street

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Dr. Brian McEwen (Executive Director of Champions for Children)

3108 W. Azeele Street

Tampa FL 33609

Reynald Latortue (Chief Financial Officer)

3108 W. Azeele Street

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John Roth (Program Director of the Fathers Resource and Networking Center (FRANC) program)

3108 W. Azeele Street

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# ANALYSIS SUMMARY

## 2.1 Assumptions and Constraints

State the assumptions and constraints under which the Cost/Benefit Analysis was conducted.

## 2.2 Methodology

During the planning stages of implementing father involvement into the PAT program, it was anticipated on hiring two new employees to train. Employee training and development would need to coincide with the organization’s value and mission statement, job description, regulatory and accreditations along with other collective agreements. When a training program is created it is imperative to rationalize the return on investment for managers, CEO’s and stakeholders. Getting successful employee training is the responsibility of the organization and is shared among the management and the individual employee. The PAT program sends new hire trainees off to the National PAT organization to be trained for a week. They are trained in the foundational curriculum for three days and the model implementation for the last two days of the week. The training itself is 900 dollars. The training course includes your foundation curriculum guide and model implementation guide. You also receive a PAT bag.

## 2.3 Recommendations

Summarize the recommendations from the Cost/Benefit Analysis.

# DESCRIPTION OF ALTERNATIVES

## 3.1 Current Policy/Practice

The PAT program mainly has the involvement of mothers only. PAT is a home visit program that goes into the home and teaches child development. We facilitate child developmental activities between the parent and the child. We also conduct developmental assessments and if we see that there is a developmental concern the parent educator refers the child for to an outside agency for further evaluation. The focus has mainly been with focusing on the mother/child bond, and fathers are at work during the day or just assume that the program is for the mothers and children.

**3.2 Proposed Project, Policy or Initiative**

Men who are involved fathers in family life extend this involvement into the child’s education at all levels, especially early childhood education (May, J. 2012). PAT feels strongly about father involvement and knows the benefits of implementing and training a couple of employees who will focus on this aspect of involving fathers into their children development. May (2012), reports programs intended to increase involvement and promote responsibility in men are being formed throughout the county. The PAT program will work with Fathers Resource and Networking Center (FRANC) program to recruit more fathers into the PAT home visiting child development program. May (2012) reports these programs work on areas ranging from job skills, child support, transportation issues, parent education, and child development. In an attempt to accomplish the many goals associated with increasing father involvement, these programs take shape in many forms and styles, adapting to the size, scope, and needs of the group (May, J. 2012).

# COSTS

|  |
| --- |
| **Direct Costs** |
| Training (5 days @ 900 a week x 2) $1800.00 |
| PER Diem ( per day 35 dollars x 5 days x 2trainees) $350.00 |
| Travel expenses (2 roundtrip air $250 avg. ticket) $500.00 |
| Hotel and meal reimbursements (2 per room 1 rooms @ $100 per night) $500.00 |
| Total direct cost $3150.00 |
| **Indirect Costs** |
| Pre and Post training learning materials ($30 x 2 trainees) $60 |
| Clerical and administrative salaries $350 |
| Training Management $750 |
| Total indirect costs $1160 |
| **Development Costs** |
| Salary (new employee salary 35000 x 2) $70,000 yr |
| Total development costs $70,000 yr |
| **Overhead Added Costs to program** |
| Total overhead costs $144310.00 |

# BENEFITS

|  |  |
| --- | --- |
| **Evaluation Outcomes** | **Operational Results Measures** |
| Rewarding employees for performance improvement | Measure work output levels and errors before and after each reward during various timeframes. |
| Motivating workers | Measure productivity and engagement before and after training. |
| Helping employees to reach full potential in the workplace | Set short term goals, collaborate in sorting out problem areas for employee and set up training and mentoring and track outcomes before and after. |
| Effectively encourage competition and growth | Set up inspiring challenges and add additional task that are in-line with employees growth opportunities within the organization. Rate productivity and additional task being done outside normal job duties. |

## 5.1 Non-Recurring Benefits

### 5.1.1 Cost Reduction

The PAT National training will not be needed unless an employee leaves the program.

### 5.1.2 Value Enhancement

Describe benefits that enhance the value as a result of the project, policy or initiative, such as: improved administrative and operational effectiveness; reduced error rates, etc.

### 5.1.3 Other

Describe other benefits.

## 5.2 Recurring Benefits

Office Rental $6000.00 a yr.

Personnel salaries and fringe benefits $35,000 yr. per employee

Continued Travel and training $100,000 yr. for all employees

Materials, supplies and utilities $

Annual PAT Affiliation fees $

Cost avoidance.

**5.3 Non-Quantifiable Benefits/Non-Tangible Benefits**

Describe benefits that cannot be quantified in terms of direct dollar values (e.g., improved service, improved information handling, enhanced organizational image) for the project, policy or initiative. Intangible benefits can sometimes be assigned values in terms of estimates and tradeoffs.

# COMPARATIVE COST/BENEFIT SUMMARY

*This is a summarization of the cost and benefits identified in detail in the previous chapters. Present the elements below in a manner to facilitate comparison. Tables and/or charts are helpful with this.*

## 6.1 Cost of Each Alternative

For each alternative described in sections 3.0, present costs in the period (year, quarter, month) in which they will be incurred.

### 6.1.1 Non-Recurring Costs

### The PAT National training will not be needed unless an employee leaves the program.

### 6.1.2 Recurring Costs

Include recurring costs such as rental, maintenance, utilities, telecommunications and personnel. Total the recurring costs.

### 6.1.3 Total Cost

Total the non-recurring and recurring costs subtotals for the project, policy or initiative over the life of the project, policy or initiative. Include the present value cost over the life of the project, policy or initiative using appropriate discount methods based on your research.

## 6.2 Benefits

Identify the period of benefits. Enter the quantifiable dollar benefits for the period in which they are accrued, and make present value calculations.

## 6.3 Net Present Value

Calculate the net present value by subtracting the adjusted cost from the total present value of benefits.

## 6.4 Payback Period

Calculate the year or month in which the sum of benefits first exceeds the sum of the costs expressed in current dollars.

## 6.5 Conclusions/Recommendations

Share your conclusions in terms of net cost or net gain and make recommendations based on this finding. You should also address the areas of ethics, providing equitable services for diverse populations and the impact of using this tool as a decision making tool.