



Fuller Center

Tomorrow begins today.

MISSION

is to embrace, educate, and empower hardworking under-resourced families and children to achieve their full potential.

We believe everyone deserves to learn, grow and experience success in school and in life, regardless of their life circumstances.



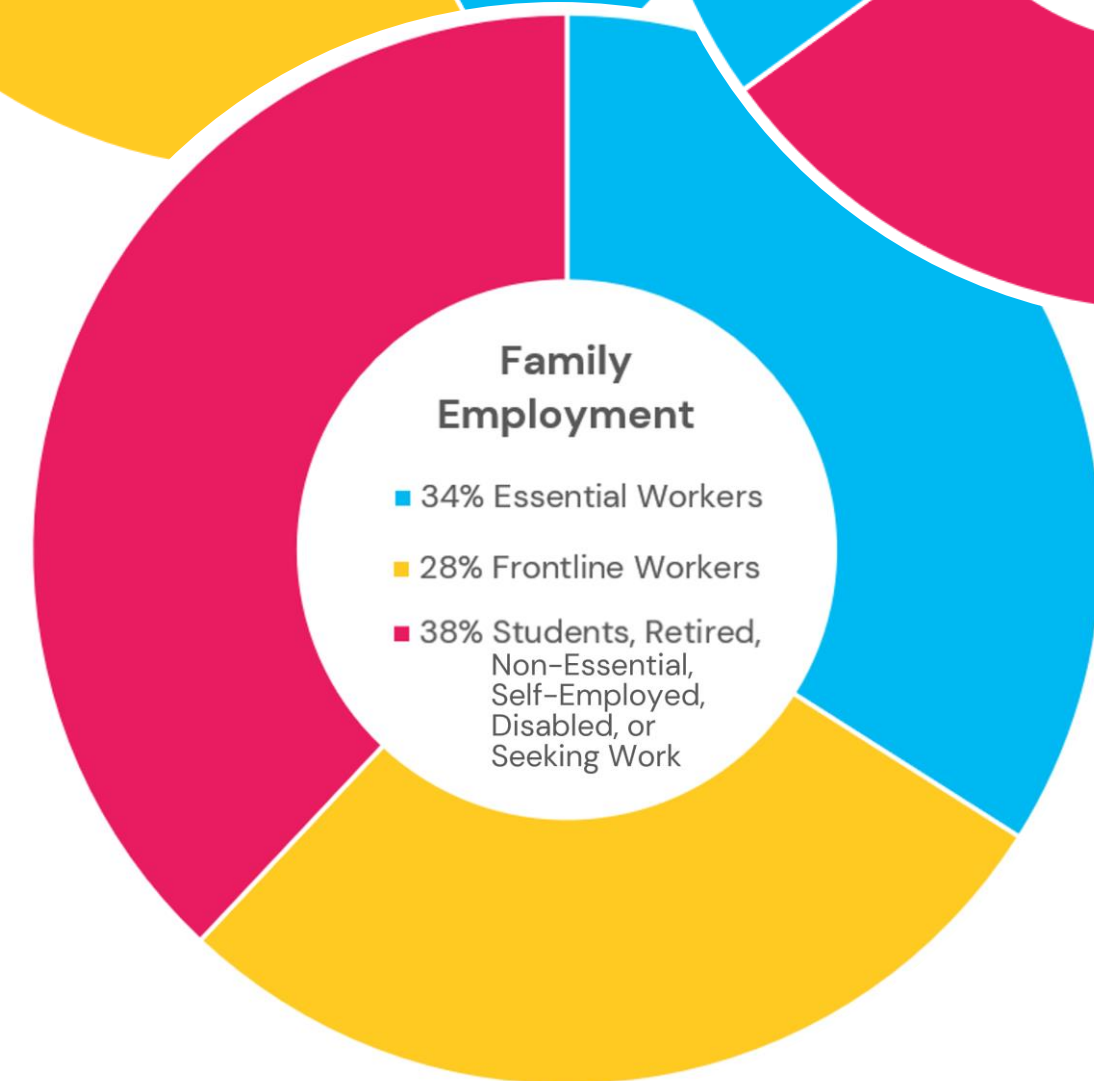
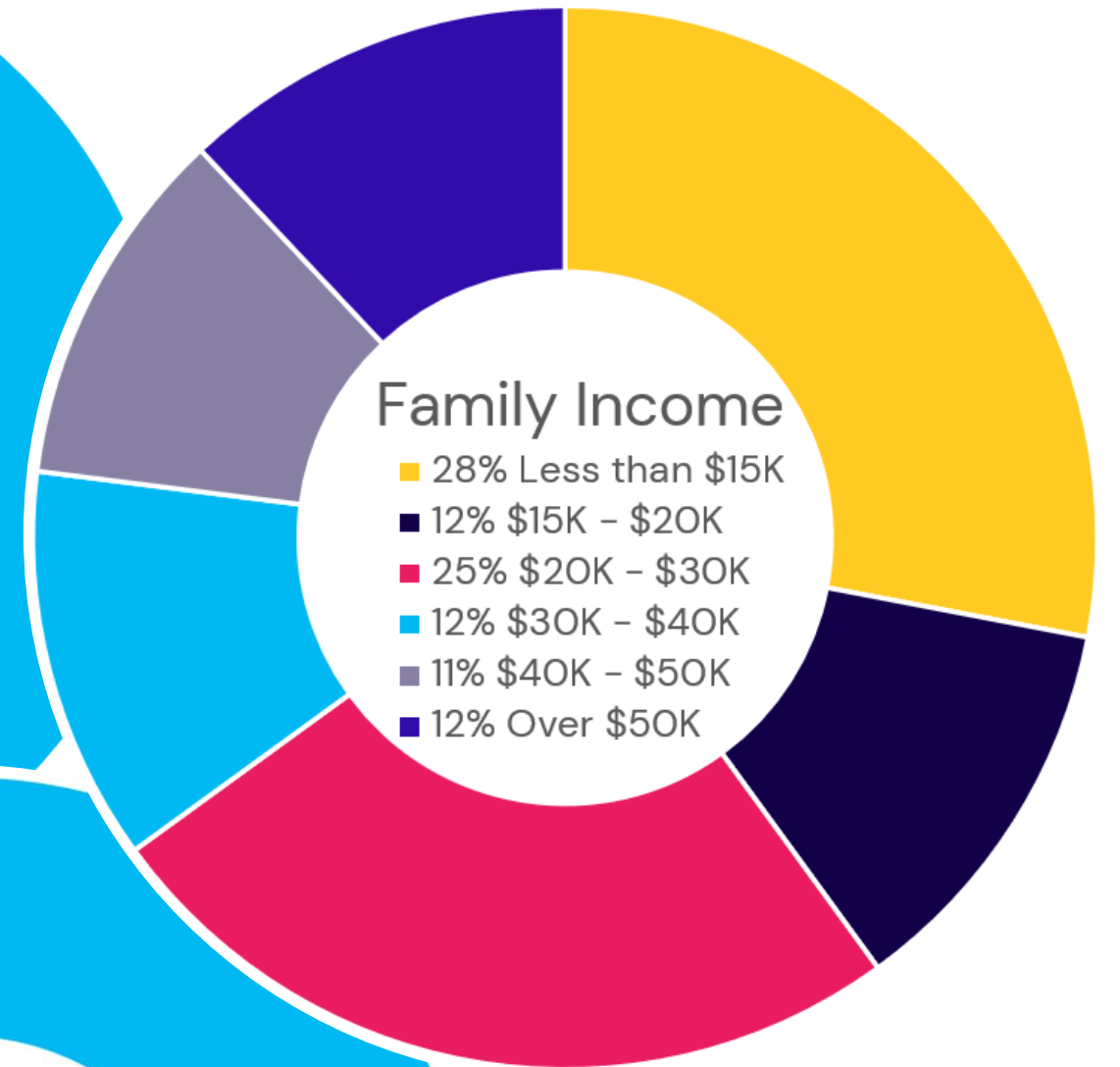
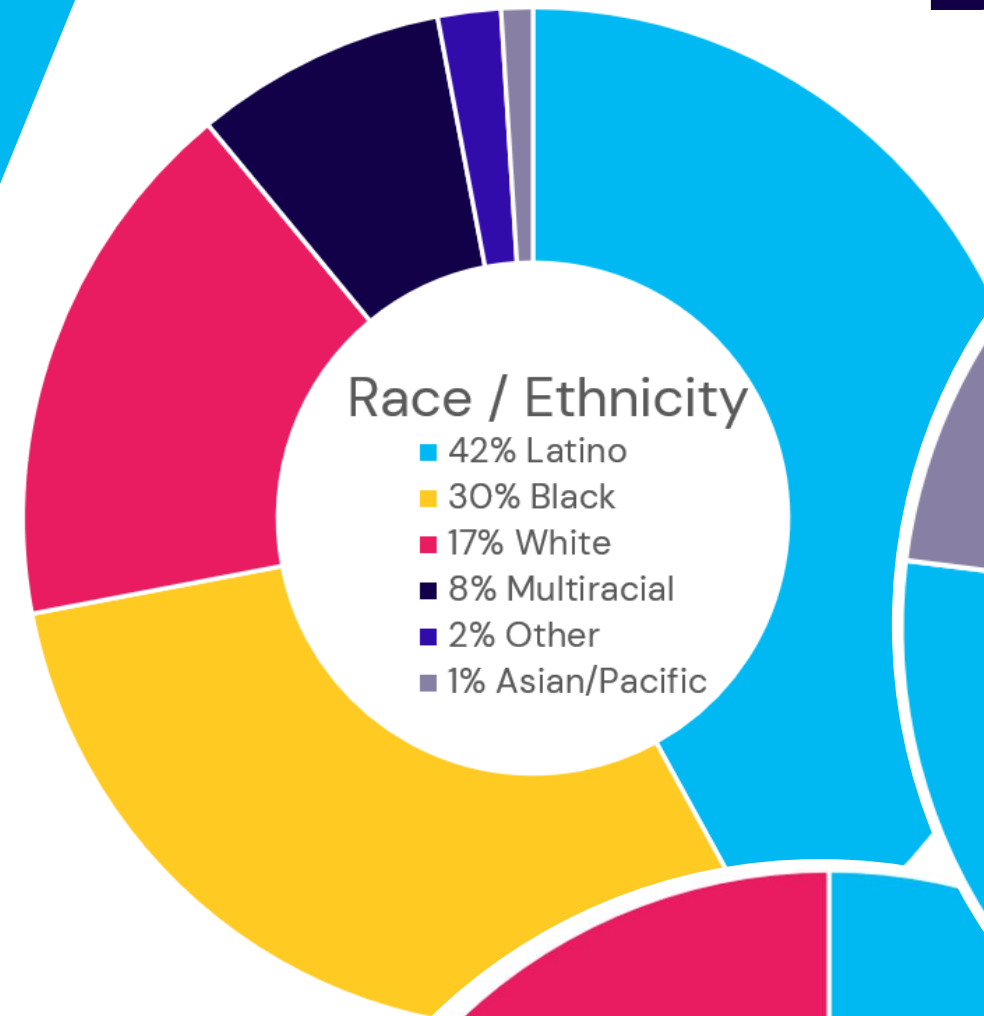
Who We Serve

We serve nearly 2000 children & family members yearly

- 96% of Fuller families struggle with poverty, defined as A.L.I.C.E. (Asset-Limited, Income-Constrained, Employed) – one paycheck, flat tire, or illness away from crisis, unable to manage a \$400 emergency
- Babies 6 weeks to Pre-k
- Step-Up Scholarship funded K-4th grade choice elementary school
- Afterschool and Out-of-School-Time programs, including mentoring, tutoring, and enrichment for K-8th grade
- Leadership skills development and paid on-the-job experience building education to employment pathways for under-resourced youth ages 16-22
- Intergenerational Program providing a unique collaboration between childcare and adult day care in an integrated setting



Demographics

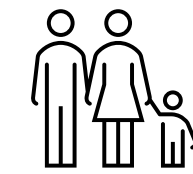


35% of enrolled children have special needs

914 children enrolled



51% boys 49% girls



Over 600 families served

Quality childcare is a socioeconomic issue.

Quality childcare is the first step to a vibrant and thriving community.



1. Low pay and lack of benefits are fueling the nationwide shortage, as providers scramble to retain workers
2. The median hourly wage for child care workers is \$11.43, according to May 2021 figures from the Bureau of Labor Statistics. Starbucks, Target, and Amazon offer a minimum wage of \$15 an hour for entry-level positions with no certification requirements. Providers are struggling to match those wages in a tight post-pandemic labor market.
3. Paying higher, well deserved wages means higher parent fees or need for increased government funding: \$1,600 a month for full time infant care, topping \$19,000 for a year, is unaffordable.
4. With inflation at a 40-year high, most parents are facing dilemma – they can't find child care, but they can't afford to stay home.

5. Early childhood education in Florida for infants costs more than 4-year state university tuition!
6. Costs are even higher in South Florida, where we are experiencing the highest rates of inflation in the country, yet Florida ranked 40th of 50 US states for early education quality in a study conducted by WalletHub.
7. All-day, center-based care for a toddler in Florida costs, on average, 10% of a couple's income, and 26% of single mothers', according to Annie E. Casey Foundation & Florida Policy Institute.
8. 62% of our children live in single-parent families (nearly all with single moms and grandmothers). 45% of our Teen Leaders also live with single moms.
9. Women are more likely to cut back on work or leave work entirely to care for children, further impacting the childcare crisis.

Quality childcare is a socioeconomic issue.

Quality childcare is the first step to a vibrant and thriving community.

Here at Fuller Center, we have a history of helping people enter or return to the workforce



33.3%

Of our staff were/are parents of Fuller kids



17%

Of our staff, Fuller Center is their 1st job!



90%

Of our workforce is women, and many single moms





Workforce Development Program

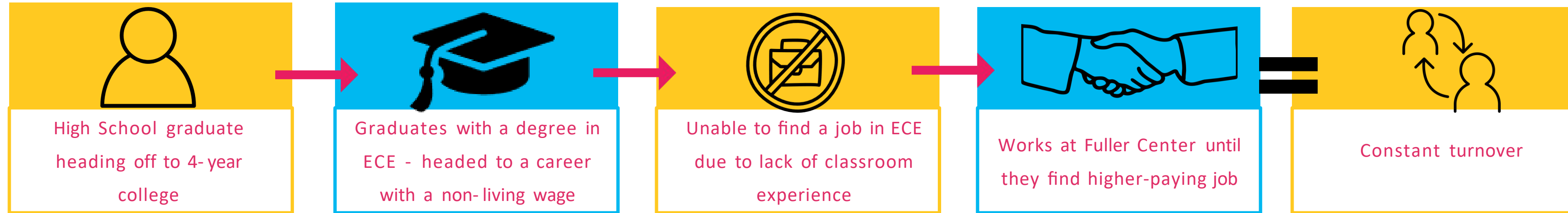
- Explores a scalable model providing a substitute pool of certified child care workers for other centers struggling with staffing shortages – similar to a temp agency for child care centers
- Creates pathways to employment for under- and unemployed individuals
- Improves income and household stability
- Increases the stability of childcare
- Reduces turnover and retraining costs; builds a staff that understands our children’s reality and relates to them from an informed and empathetic perspective
- Promotes inclusivity and equity by hiring from within, reflects the diversity of our clients



Childcare is in crisis.

Why 80% of providers report staff shortages...

The Typical Path

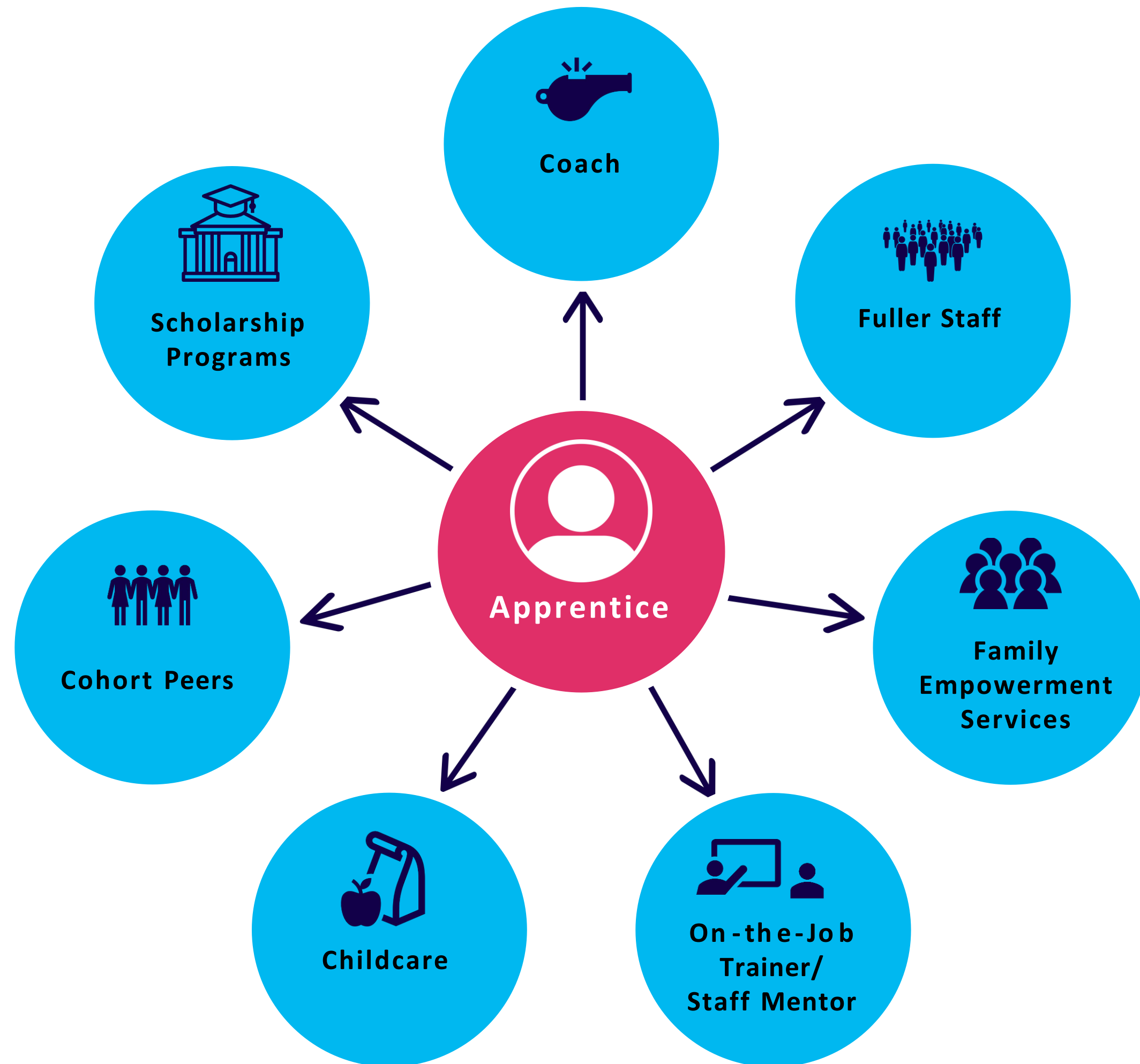


The Fuller Way



***Our initiative interrupts this cycle by offering paid on-the-job training opportunities for under- and unemployed individuals who are open to careers in child development**

Fuller Center Provides Built-in Support



Training Pathway



DCF 45 Hours

Introductory Courses with Competency Exams (up to 1 year*)

- Early Learning Option (0-5)
- School-Age (5-17)



Staff Credential

Minimum 120 training hours, 480 hours work experience in field, portfolio and formal observation

- **Birth-Through-Five Child Care Credential**- Associate degree or higher with at least 6 college credit hours in early childhood ed/child development and 480 hour work experience serving birth to 8 qualifies for formal education credit towards Staff Credential
- **School-Age Child Care Credential**



Director's Credential

Child Care Management Course and staff credential or equivalent

- **Director Level 1**
- **Director Level 2** must have Level 1 Credential and at least 1 year employment at a licensed facility
- **Director Advanced Level** must have Level 2 Credential and at least 2 years employment at a licensed facility, have higher than an associate degree or specific college courses



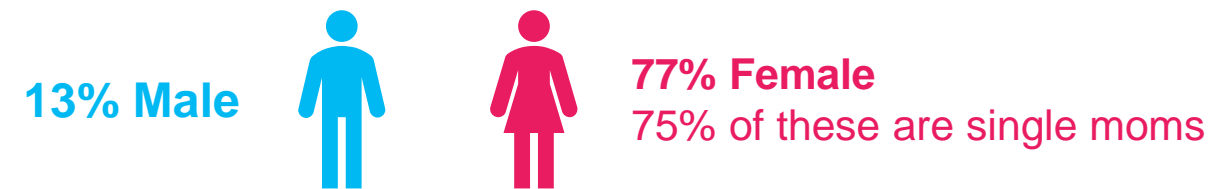
Bachelor or Higher Degree

- Connect them with **SEEK** scholarships
- Assist with other **private** scholarships
- **Coach** through academic process

We follow required Florida regulations, and provide assistance and coaching.

Fuller Center Workforce Initiative Snapshot of last 8 months

Apprentices Served



GOAL

RESULTS

Entry-level apprentices will complete the 45 hours required to earn staff credential

Entry-Level Apprentices

31



In Progress

22



Achieved Goal

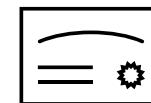
9



Participants pursuing/eligible for staff credential will complete certification within 12 months

Pursuing Credential

8



In Progress

4



Achieved Goal

4



Participants will obtain employment in a child care facility at their new certification level

Completed, Renewed, and Leveled Up Certification

11



Obtained Employment

10



Participants will experience an increase in income after 12 months of participation

Every employee who has achieved a credential or certification has received an increase in pay



Ultimate Goal

To be a feeder for early education and child care programs

Fast Facts

Over 90% of Apprentices remain employed at Fuller Center. 2 went to Bezos Academy, and 4 went to college.

Funding Strategy

Funding needs for 40 apprentices/year

- Program Coordinator: \$61K salary + benefits
- Proctor: \$37K salary + benefits
- Family Empowerment: \$41K salary + benefits
- OTJ Trainers/Mentors: \$108K salary + benefits
- Apprentices: \$811K wages + benefits
- Recruitment & Screening: \$19K
- Credentialing Fees: \$18K
- Materials & Supplies: \$10K

Total = \$1.105 million



Community Impact

- Already, we have trained **12 new early childhood educators**
- 12 educators = **120 more children** with access to child care
- **Over 100 parents** able to work, be reliable employees, and support their families
- **\$9,617 per child served**





Tomorrow begins today.

Thank You

For Your Attention

Partners

