Fuller Center Apprenticeship and Employment Program

Gayle Harrell

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Childcare is in crisis! Funding will allow us to scale-up and formalize our program with vocational development, paid apprenticeships and employment placement for up to 12 childcare apprentices, 8 food service and 8 maintenance workers per year. Fuller Center serves 600 families and educates over 900 children annually from 40 zip codes throughout South Palm Beach County, serves 1,800 meals/day, and manages two, 6-acre campuses. Informally, we have operated an apprenticeship program for decades- helping individuals enter or return to the workplace through volunteering or employment. Almost 1/3 of Fuller Center’s staff are our parents; 10% are alumni, and for 17% of them, Fuller Center is their first job.

Department of Education

No

Operations 398,428
Fixed Capital Outlay 0
Total State Funds Requested 398,428

Total State Funds Requested (from question #6) 398,428 100%

Matching Funds
Federal 0 0%
State (excluding the amount of this request) 0 0%
Local 0 0%
Other 0 0%
Total Project Costs for Fiscal Year 2021-2022 398,428 100%

Yes

2020-21 0 250,000 129 Yes

Yes

398,428

Local and Foundation Grants
Fundraising and Special Event Revenue (*If Pre-COVID levels resume)
11. Details on how the requested state funds will be expended

<table>
<thead>
<tr>
<th>Spending Category</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Costs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Director/Project Head Salary and Benefits</td>
<td>Hire and supervise Apprenticeship Program Manager (APM)</td>
<td>50,170</td>
</tr>
<tr>
<td>Other Salary and Benefits</td>
<td>The Apprenticeship Program Manager (APM) provides direct supervision for the</td>
<td>81,536</td>
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<tr>
<td></td>
<td>Apprenticeship Program Coordinators ($18,375.00). APM salary is allocated at</td>
<td></td>
</tr>
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<td></td>
<td>0.33 FTE plus FICA and benefits @ 22.5%.</td>
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<tr>
<td></td>
<td>Two FT Apprenticeship Program Coordinators (APCs), one on each campus ($81,536)</td>
<td></td>
</tr>
<tr>
<td>Expense/Equipment/Travel/Supplies/Other</td>
<td>Apprenticeship wages ($183,389); Professional fees ($1,500); Staff Travel Expenses ($5,625); Background checks ($1,820); Supplies ($8,887); Staff Development, to include credentialing ($16,000); Occupancy ($13,280); Administrative Expenses ($36,221)</td>
<td>266,722</td>
</tr>
<tr>
<td>Consultants/Contracted Services/Study</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Operational Costs: Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary and Benefits</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Expense/Equipment/Travel/Supplies/Other</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Consultants/Contracted Services/Study</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Fixed Capital Construction/Major Renovation:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction/Renovation/Land/Planning Engineering</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Total State Funds Requested (must equal total from question #6)</td>
<td></td>
<td>398,428</td>
</tr>
</tbody>
</table>

12. Program Performance

a. What specific purpose or goal will be achieved by the funds requested?

Train and employ currently un/underemployed individuals to become childcare professionals, food service and maintenance workers. Program supports participants' economic mobility and creates a pipeline of experienced, qualified childcare workers, addressing industry-wide critical staff shortages disruptive to operations, the children we serve and undermines the stability of early education - the foundation for a thriving & stable economy. Parents are unable to work without quality childcare staffed by credentialed employees. Childcare is in crisis. The economy depends on it to recover from COVID. This initiative reduces turn-over & retraining costs, increases stability of childcare essential workers, and puts our community on a path to prosperity.

b. What activities and services will be provided to meet the intended purpose of these funds?

One-on-one vocational training, pre-employment skills, coaching, 30 hours/week paid apprenticeship, job placement & retention support, ongoing case management and wrap-around family services. Paid apprentices will be directly supervised by credentialed staff until ready for placement, making room for new apprentices.

c. What direct services will be provided to citizens by the appropriation project?
This program transitions people from being a public charge to becoming a public contribution. It trains individuals for essential jobs in our community in fields with advancement opportunities. It helps people redirect after COVID job losses and helps secure essential childcare services with stable staffing of highly qualified, caring and competent childcare staff entrusted to care for our community's children. It will also improve the quality of early learning and the educational foundation of hundreds of children.

d. Who is the target population served by this project? How many individuals are expected to be served?

This project will serve up to 28 un/underemployed individuals in Palm Beach and Broward Counties. Initially drawing from the 600 or more families we are already serving, as well as others in the community. 98% of our families struggle financially living at or below the Federal Poverty Level or designated by United Way as A.L.I.C.E (Asset Limited Income Constrained Employed) families- one paycheck, flat tire or illness away from crisis. Unemployment among our families jumped by over 18% since the start of the pandemic and over 90% of those who are employed are frontline or essential workers. It will also benefit the 400+ children in the center's care now and the more then 900+ children we serve annually in normal times.

e. What is the expected benefit or outcome of this project? What is the methodology by which this outcome will be measured?

75% or 21/28 individuals will gain employment upon program completion.
75% or 15/21 of them will maintain employment for at least one year.
75% or 21/28 of the program participants will experience an increase in income within 12 months of program completion. Methodology used includes tracking income and employment data upon entrance into the program. Upon completion of apprenticeship, at time of employment placement and approximately 12 months after program completion.
90% of children served will be school-ready or promoted to the next year, determined by FL State assessments or report cards.

f. What are the suggested penalties that the contracting agency may consider in addition to its standard penalties for failing to meet deliverables or performance measures provided for the contract?

The contracting agency may consider a reduction in award/return of unused funds.

13. The owners of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owners of the facility and the entity.

Florence Fuller Child Development Center owns both childcare facilities.
14. Requestor Contact Information
   a. First Name | Ellyn
   b. Organization | Florence Fuller Child Development Centers, Inc.
   c. E-mail Address | eokrent@ffcdc.org
   d. Phone Number | (954)298-8534

15. Recipient Contact Information
   a. Organization | Florence Fuller Child Development Centers, Inc.
   b. Municipality and County | Palm Beach
   c. Organization Type
      - □ For Profit Entity
      - ☑ Non Profit 501(c)(3)
      - □ Non Profit 501(c)(4)
      - □ Local Entity
      - □ University or College
      - □ Other (please specify)
   d. First Name | Ellyn
   e. E-mail Address | eokrent@ffcdc.org
   f. Phone Number | (954)298-8534

16. Lobbyist Contact Information
   a. Name | Matt Sacco
   b. Firm Name | Rubin Turnbull & Associates
   c. E-mail Address | matthew@rubinturnbull.com
   d. Phone Number | (954)448-0134