

## FATES

The FATES model uniquely highlights the mitigation of fiscal cliffs as a critical relief valve for families. Broadly, the resulting reduction of toxic stress positively impacts parental motivation and capacity to improve their economic positions as well as parenting skills. The FATES project seeks to demonstrate and evaluate new systems level policies that would blend early learning and workforce delivery more coherently. Families eligible for child care subsidy would commit to participating in workforce development services. Individual workforce plans include assessment and supports on needed workforce supports, but also help identify what the family and child care needs are to ensure success for the family. In addition, local partners, such as the Early Learning Coalitions and the Children's Services Councils, operating collaboratively to implement a model of system integration, will strengthen supports for families and provide a roadmap for the long-term state policy alignment on poverty. Accordingly, the implementation model features six key components in each of four communities: Broward County, Martin County, Palm Beach County, and St. Lucie County:

1. Sector strategies focus on selective occupations in a specific industry sector that offer family supporting wages and opportunities for wage growth and advancement.
2. Career lattice (sector) alignment (i.e., preparation and training) is organized for FATES clients as a sequence of stackable series of trainings and education, each step resulting in a credential valued by employers, designed to facilitate the progression of participants' wages.
3. Career readiness and advancement counseling are recommended, but optional functions in the FATES model. Career coaches help FATES clients prepare for and succeed in their career selection and advancement.
4. Fiscal cliff offsets or "phase-out payments" are the most unique aspect of FATES in its design to address the disincentive manifest in the immediate financial penalty realized when support benefits are abruptly terminated upon achieving the maximum allowable income.
5. Service alignment and utilization management is a central element in the FATES model designed to ensure the continuity of child care and available wrap-around services that work to mitigate families' toxic stress.
6. Child-care program quality serves as the key mechanism impacting short-term early learning outcomes.

In support of project management, the UF Lastinger Center will establish and facilitate the collaboration and ongoing participation of the partners in each community, including but not limited to, the roles and responsibilities detailed below. The UF Lastinger Center agrees to support the Florida Children's Council by:

- A. Providing leadership to the project by serving as the direct liaison with the Kellogg Foundation and other funding sources that may be secured.
- B. Providing project management and technical assistance necessary to adapt the implementation model to local partner contexts, including, but not limited to providing on-site process mapping, gap analysis, solution development, and related management consulting services.
- C. Participating in joint calls with project management and technical assistance team, as needed.
- D. Providing resources sufficient to implement modifications deemed necessary to fulfill obligations for the project.
- E. Pursuing additional funding sources as may be available to augment the current budget, specifically to support local implementation.