



**A world without Family
Friends and Neighbors
(FFN)—is this possible?**



Let's Reflect

- What impact do FFN have in the lives of the children they care for their families, the community, and the world around them?
- What would you do without someone trustworthy to care for your children while you do your daily activities like work, school, or when you are sick?
- Can our society really function without childcare providers?



Let's Talk About the Impact of Child Care in the World

Having affordable childcare allows communities to have:

- Healthy child development
- Woman empowerment to incorporate themselves into the workforce
- Economic growth



Some Statistics

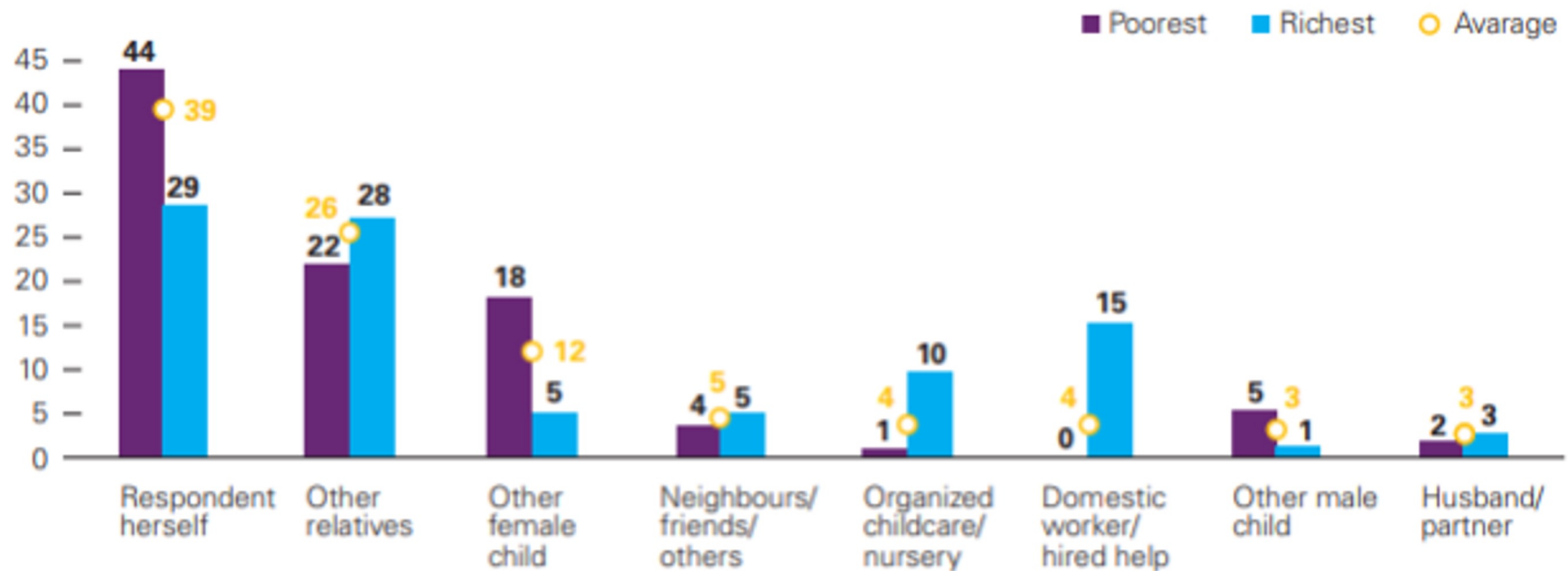
In the world at least

- 45 million children are without adult supervision for at least 1 hour in a given week.
- 57 million children don't attend preschool.
- In 2018 48% percent of women were part of the workforce vs. 75% of men due to the lack of affordable childcare.



Some Statistics

Typical childcare arrangements for employed women with children under 6 in developing countries.



Source: Unweighted averages calculated by UN Women using data from ICF International 2015.

Note: N=31 developing countries. Surveys were conducted between 1995 and 2002. This indicator corresponds to the percentage of respondents answering the question "Who looks after your child(ren) while you are at work?"

Let's Talk About Child Care in the U.S.

*How affordable is
childcare in our
communities?*



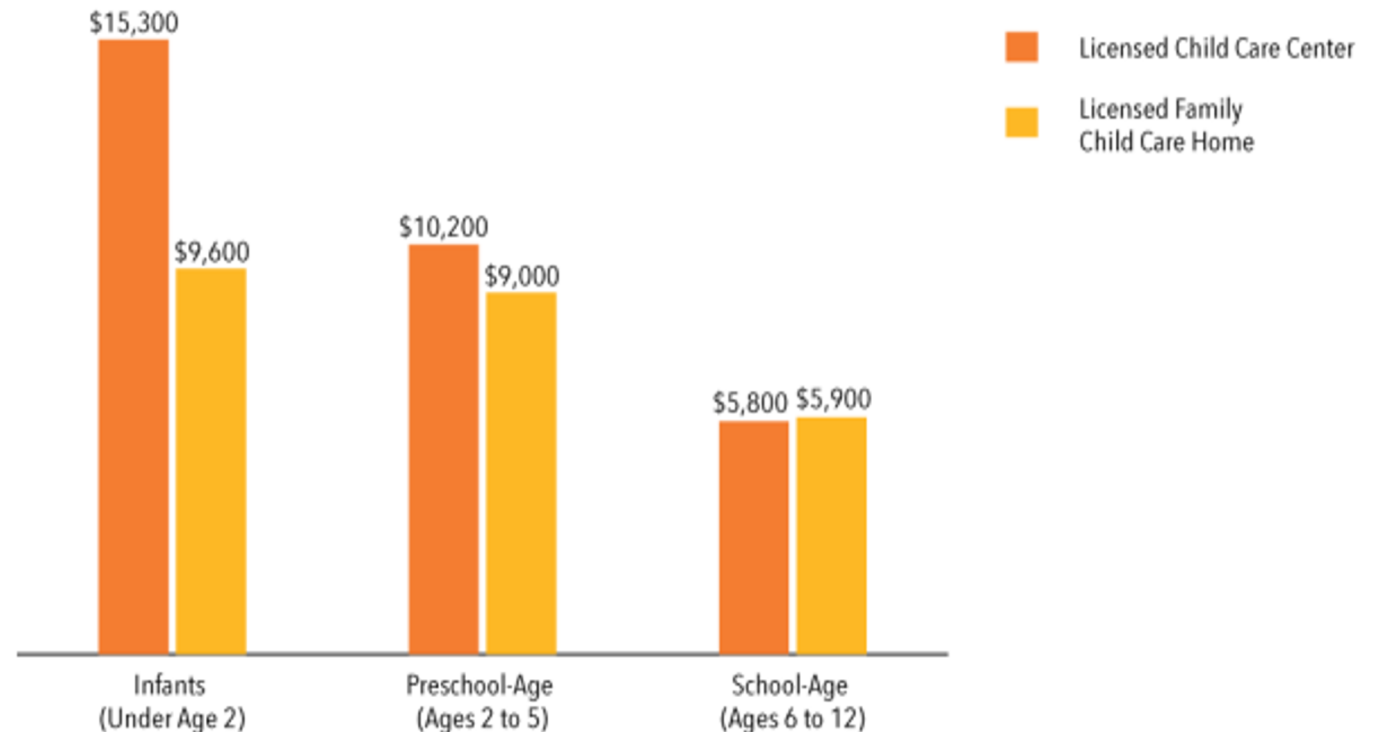
The 10 Most Expensive States for Child Care in the U.S.

Rank	State	Infant care as a % of income	Average cost of child care	Median household income*
1	District of Columbia	26.30%	\$21,678	\$92,266
2	Massachusetts	24.40%	\$18,004	\$85,843
3	Indiana	21.90%	\$14,210	\$57,603
4	Minnesota	21.60%	\$14,170	\$74,593
5	New York	21.30%	\$14,116	\$72,108
6	California	21.10%	\$13,876	\$80,440
7	Vermont	20.30%	\$13,858	\$63,001
8	Oregon	20.30%	\$12,803	\$67,058
9	Illinois	19.90%	\$12,795	\$69,187
10	Nebraska	19.90%	\$12,465	\$63,229

Statistics in California

The Cost of Child Care Is Prohibitively High in California Median Annual Cost of Care Statewide, 2017

In California, the estimated number of children eligible for subsidized childcare in 2017 was 2,032,000.



Note: Figures are rounded to the nearest hundred. Cost of care is full-time for infants and preschoolers and prorated according to the school year for a school-age child. Costs are based on counties' median cost of care weighted to reflect each county's child population and are adjusted for inflation to reflect 2017 dollars. Source: Budget Center analysis of California Department of Education, 2016 Regional Market Rate Survey



What Do Parents Think of Childcare Costs in America?

80%

believe that child care could be more affordable.

44%

of parents that left the workforce during the pandemic said it was because the cost of child care was too much.



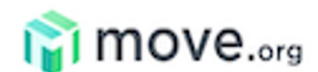
What do parents think about the **cost of child care?**

65%

agree that if child care was more affordable they would have more career options/prospects.

59%

have struggled to pay for child care.



**Due to the statistics and the information presented, we can say that the
WORLD CAN NOT FUNCTION EFFECTIVELY WITHOUT FFNS.**



What Is FFN Care?

- FFN care is the most common form of non-parental care in the U.S.
- Estimates say that the proportion of children with employed parents using this care ranges from one-third to one-half
- About 33-53% of the children under FFN care are under the age of 5
- About 48-59% under FFN care are school-age children



Who Are FFN?



- FFN caregivers tend to share several characteristics. They are most commonly relatives and most often grandmothers.
- FFN caregivers are usually geographically close to the children they care for (in both urban and rural settings).
- FFN caregivers are often of the same ethnic group as the children they care for, and FFN caregivers often have similar incomes to the families of the children they care for.

How Can We Support FFNs?

Due to the importance of FFNs and their contribution to the healthy development of children in the physical, emotional, cognitive and social areas, we recognize the importance of providing the FFNs with tools and structure that can be implemented when caring for our children.



Visión y Compromiso

Visión y Compromiso is a pioneer and innovator in the movement of and for promotores. We provide training, leadership building, workforce development, peer networking, advocacy, and ongoing support to strengthen the skills of resident leaders to apply the community transformational model to their work in the community.

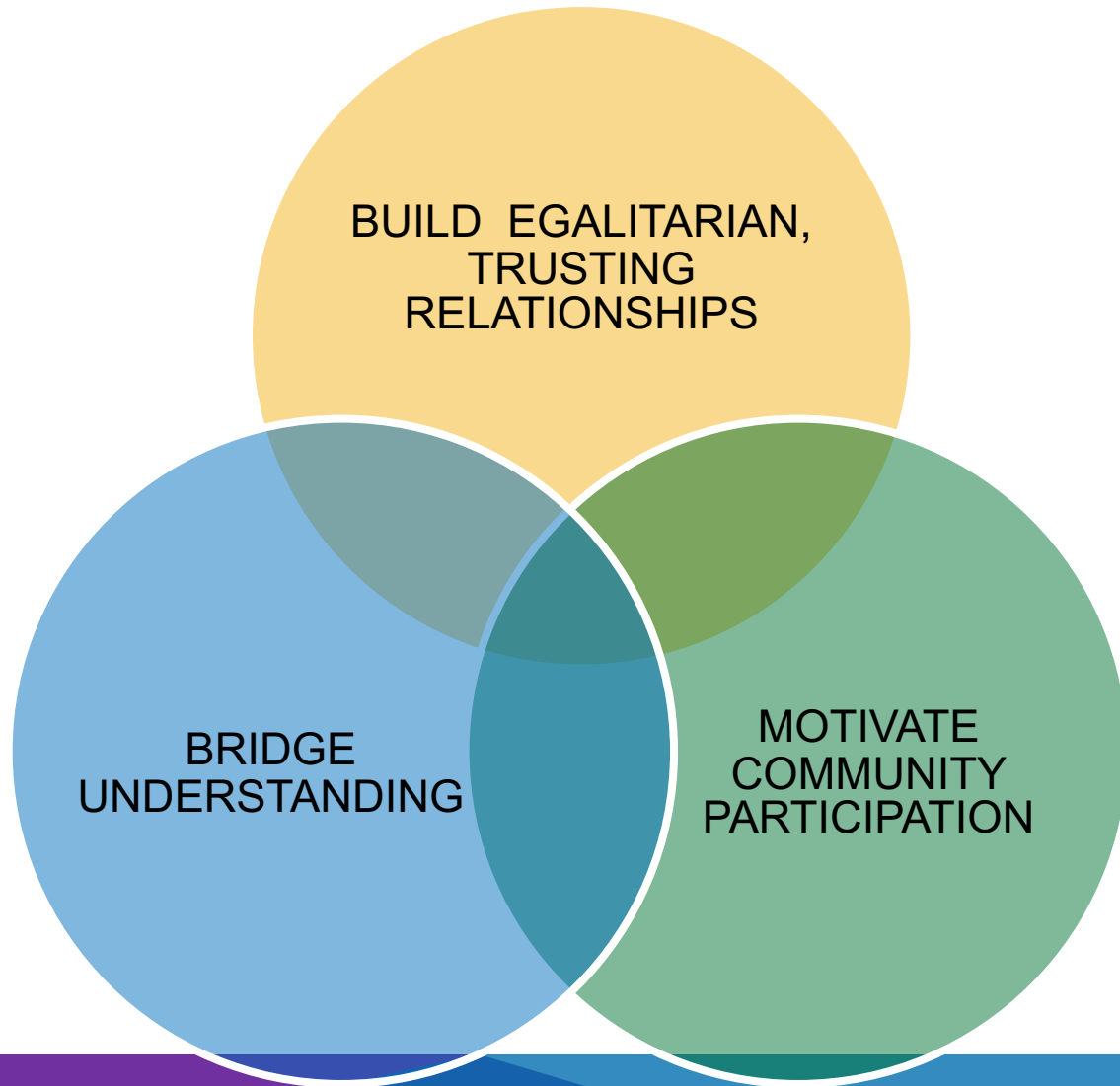


Who Are Promotores?

- Promotores are **trusted members of the communities** where they live and work.
- They **share lived experiences with the residents** they serve, speak the same language, shop in the same stores, worship in the same faith communities, and send their children to the same schools.
- **Skilled relationship builders** and experts on local issues facing their community, promotores use **peer-to-peer approaches, listen non-judgmentally** to people's experiences, and **increase awareness** about health topics, local systems, and community resources.



The Community Transformation Model



Also called the promotor model, this social change model begins with the identity, development and leadership of each promotor. As promotores participate in the community, visit people in their homes, and spend time sharing information and listening to people's experiences, they build mutual relationships and community trust. This process is the foundation of the promotor model which has the potential to create community change.

How We Developed the Curriculum

Promotores were involved at all stages of curriculum design, implementation, and evaluation.

Visión y Compromiso Promotores:

- Contacted and invited FFNs to attend focus groups to gather understanding and suggestions.
- Found opportunities to engage with FFNs to gather insight in their daily life as childcare providers.
- Presented the pilot curriculum to FFN and promotores in Spanish. Included promotores that speak Mixteco so they could address language and cultural barriers.
- Facilitate the FFN trainings and helped with the interviews for the evaluation process.

FFN Project Highlights

- **Curriculum developed with promotores**
- **Curriculum facilitated in Spanish and Mixteco languages**
- **Curricula tested with a pilot group of promotores/FFNs**
- **Evaluation interviews conducted by promotores/FFNs**

Visión y Compromiso's FFN Project

YEAR 1:

Developed 48-hour core curriculum for FFNs in Spanish and Mixteco

- Validate and strengthen the work of this hidden FFN population
- Capacity building to run their own peer-led support groups



the David &
Lucile Packard
FOUNDATION

Visión y Compromiso's FFN Project

YEAR 2:

Added 8-hour

PARENT COMPONENT

- Strengthen support for the child through more congruent approach between FFN and parent

YEAR 3:

- Domestic Violence Prevention in Second Generation (FFNs and Parents)

YEAR 4:

- Nutrition
- COVID Prevention

Visión y Compromiso's FFN Project

64-hour curriculum includes:

- Self-validation and self-care strategies for FFNs
- Activities for children for the physical, cognitive, and emotional development
- CPR and First Aid certification, emergency, and disaster preparedness
- Engaging with services in the community/ FFN Support Group
- Communication skills between caregivers and parents



FFN Training Santa Maria Ca 2019

Module 1:

In this module, we will explore our roles in training the children we provide care for as well as reflect on the complexity and impact on children and their families.

First Section: How do I see myself in my role as a caregiver, what do I offer as a caregiver in the various area of child development: emotional, physical, mental and cognitive.

Second Section: (Healthy Latina) How to effectively and respectfully coordinate parents in the development and care of their children.

Third Section: Create an open communication plan and effective coordination with parents.



FFN Training Kern, CA 2019

Module 2:

This module will touch on positive discipline and how to set limits effectively. As child care providers, we will devote some time to self-control and our care.

First Section: Discipline and conflict resolution.

Second Section: Activity (We Can Discipline Without Punishment)

Third Section: Self-discipline and how to deal with stress. Relaxation, meditation, and breathing techniques.



FFN Training Kern, CA 2019

Module 3:

In this module, we will learn the characteristics and needs of the various stages of children's physical, emotional, and cognitive development, with particular emphasis on brain development.

First Section: The development of the brain and its stages

Second Section: Cognitive development of children

Third Section: Emotional development of children

Fourth Section: Physical development of children



FFN Training Santa Barbara 2019

Module 4:

In this module, we will cover several types of activities that can expand the knowledge of children, taking into account our cultural roots. We will also explore the resources available in the area of child care.

First Section: Activities (music, art, literacy, science, etc.).

Second Section: Rescuing our roots (songs, rhymes, and stories from our countries of origin).

Third Section: Community and online resources that can enrich child development.



FFNs making cultural art activities as part of Module 4

SAMPLE ACTIVITY:

*Fireworks are known across
many cultures.*

Materials:

- White paper
- Paint (Tempera, Kool-Aid etc.)
- Toilet paper empty rolls
- Paper plates





FFN Training Santa Barbara, CA 2019

Module 5:

This module will be our preparation for emergency situations.

First Section: Emergency numbers for each child that we have under our care and for different government agencies such as 911, Poison Control, etc.).

Second Section: Preventative measures such as creating an emergency kit and creating emergency plans.

Third Section: Parents checklist, procedures, and resources in case of emergency.



FFN Training Santa Maria, CA 2019

Module 6:

FFNs get certified in
CPR, first aid and
AED for adults,
children and infants

Visión y Compromiso's FFN Project

- 350 + FFNs have graduated from this 64-hour training
- 250 parents have graduated from the 8-hour parent class added in the 2nd year.
- Expanded in 2020 to other regions of Visión y Compromiso's Network of Promotoras in California.
- Visión y Compromiso is currently conducting trainings in Ventura County and Kern County.

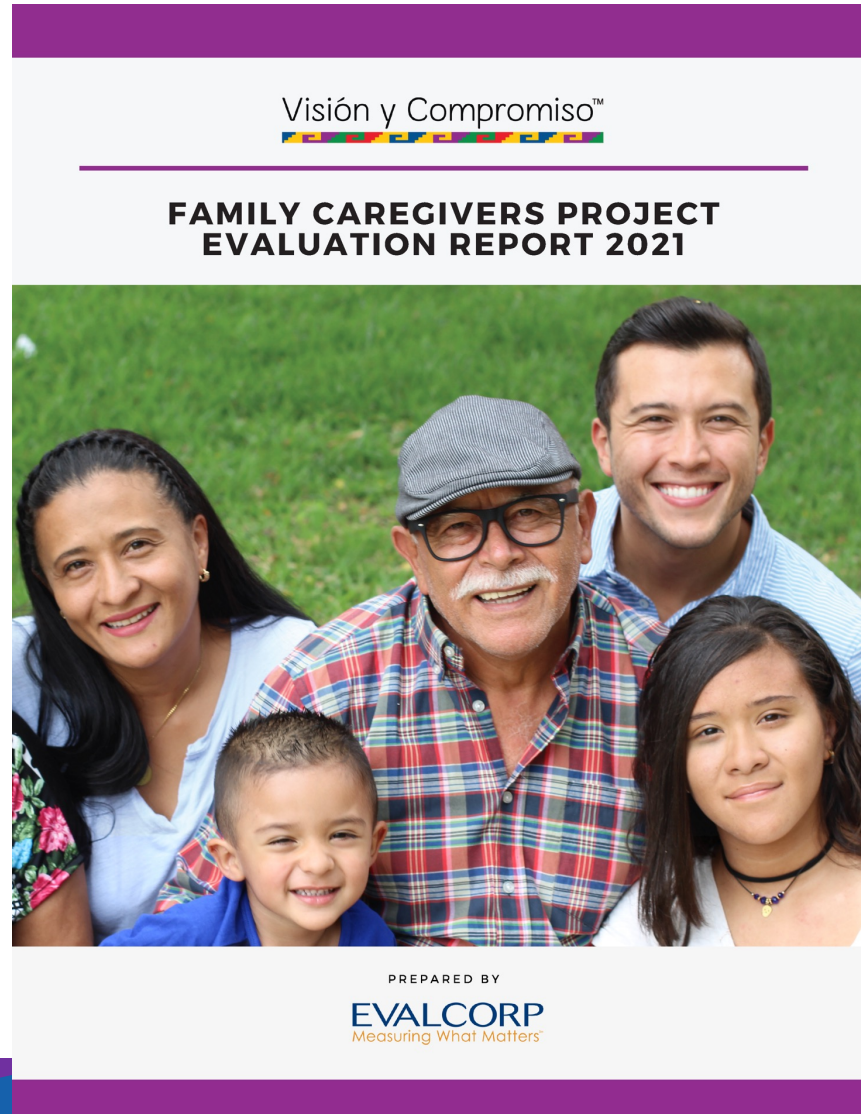


The Importance of Innovation in the FFN Project

Created a toolbox on Facebook for FFNs to continue receiving information and ideas after the training (suggested books, activities, etc.).



Curriculum Independently Evaluated



In 2021 EVALCORP conducted an external evaluation of our FFN curriculum.

Impact of Training

FFN caregivers reported that they **gained additional knowledge in all topics taught** in the training including child development expertise, emergency preparedness, stress management, effective communication, and positive interactions with children.

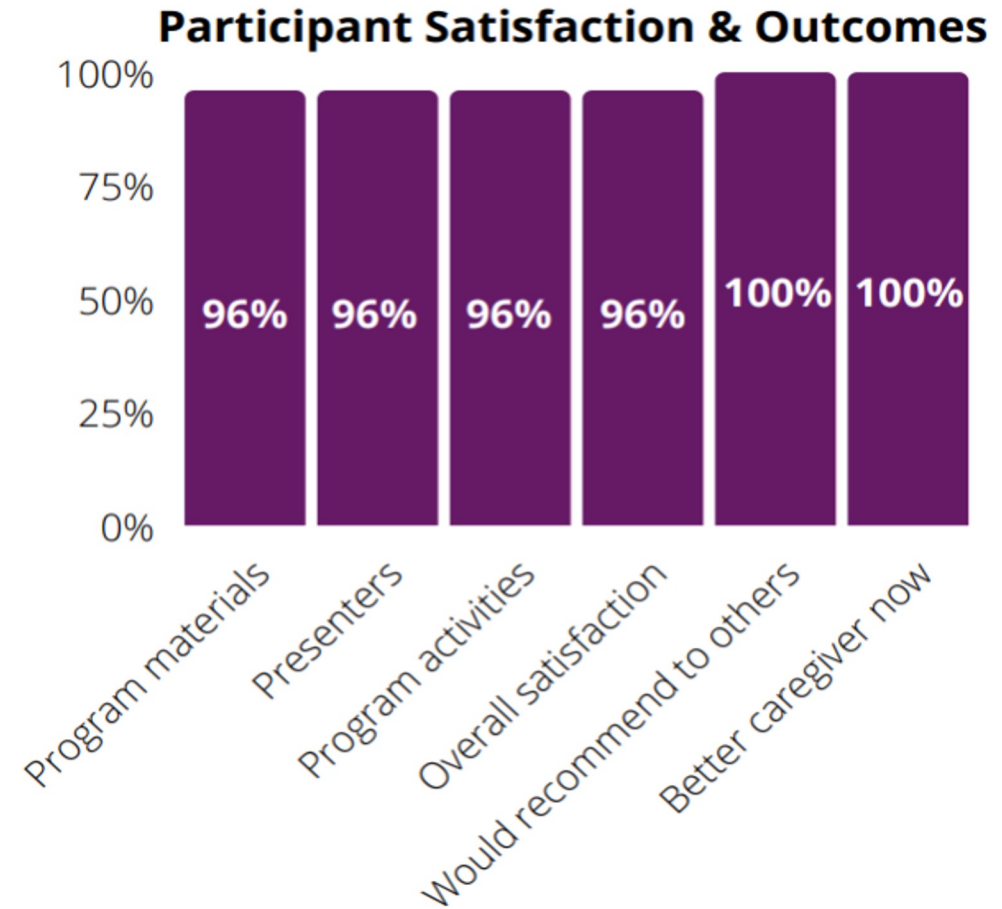
They also experienced **increased recognition of the importance of their role as caregivers** and the positive impact they have on the children in their care, the children's families, and the greater community.

The Long-Term Impact of the FFN Training



Strengths & Recommendations

- FFN caregiver trainees, alumni, staff, and promotores were satisfied with all aspects of the project.



Strengths & Recommendations



- It was evident that **Visión y Compromiso's FFN Caregivers Training** helps individuals become better caregivers—and much, much more.

Strengths & Recommendations

- FFN caregivers learned more about child development and methods of discipline, communication, engagement, safety, and overall care.



Strengths & Recommendations



- The FFN training also allowed caregivers to recognize their role's positive impact and importance to children, families, and their community.

Strengths & Recommendations

- The FFN Project successful engagement with the community in due to the promotor trainers skills and knowledge of how to build trusting relationships with caregivers.



Visión y Compromiso™



THANK YOU TO OUR PARTNERS!



A World Without FFNs Is Not Possible

**“It is easier to
build strong children
than to repair
broken men.”**

-Frederick Douglass



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