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100 Women Strong Invests in Pilot Program Aimed at the Fiscal Benefits Cliff

[100 Women Strong](#), a strategic all-female giving circle at Central Florida Foundation, awarded \$70,000 to a new Career Development pilot program with local nonprofit, [Women on the Rise](#) (WOTR). This is part of the giving circle's continued focus on identifying innovative approaches to solving local issues affecting women.

This new program's holistic approach to women's career development addresses the fiscal benefits cliff, which is the phenomenon of someone losing eligibility for benefits when given job advancement opportunities. In practice, there is a fiscal benefits gap when someone goes off the fiscal cliff, which often results in women turning down job advancements due to financial insecurity.



“Career advancement can paradoxically lead families to lose public assistance due to exceeding income thresholds, resulting in either a financial loss, called the fiscal benefits cliff, or no financial gain, called a fiscal benefits plateau, despite higher wages,” explained Patricia Burlaud, Ph.D., 100WS Research and Grants Chair.

100WS' Research and Grants team spent months analyzing this topic and searching for new approaches to the problem, eventually learning about WOTR's data-driven program idea and the nonprofit's track record of making measurable change in the lives of women in Central Florida.



The WOTR Career Development Program is set to launch in spring of this year and include 2 cohorts of 30 women, with the hope of a third cohort if funding is secured*. Program participants will engage in 8 weeks of financial literacy education, resume and LinkedIn profile building, mentorship, and more. One of the program's critical components is that it is set to offer childcare during the weekly meetings required of participants. Having access to affordable, quality childcare is key to making this program inclusive for all women, a topic 100WS addressed with its [2023 grant](#). Participants will also receive mentorship beyond the 8 weeks of the program, enabling the nonprofit to track impact and to lend continued support and guidance.

Join 100 Women Strong and Central Florida Foundation at the Orlando Museum of Art in celebrating this investment in a better future for women at the Annual Grant Celebration on January 25, 2024, at 5:30pm. [Learn more here](#).

*Central Florida Foundation has added an additional \$35,000 matching grant to help WOTR secure the additional funding. If you'd like to help WOTR reach their funding goals for the 3rd Career Development Cohort, [donate here](#) and indicate the Career Development Program at the bottom of the form.

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100 Women Strong

100 Women Strong is a strategic giving circle at Central Florida Foundation dedicated to improving the lives of women and children. As the area's only philanthropic organization built on women-only leadership, collective giving and collaborative grant-making, 100 Women Strong harnesses its unique perspective and collective power to tackle the biggest challenges affecting women and children, identify their root causes and create innovative solutions in collaboration with community partners.

Central Florida Foundation

As our region's community foundation, [Central Florida Foundation](#) serves as a launchpad for high-impact philanthropy. Championing the collective power of head, heart and dollar, we coordinate the commitment and investment of philanthropists, nonprofits, and community partners to target today's most critical challenges and those on the horizon to truly transform our community. The Foundation also offers expert giving advice, a personalized approach to managing charitable funds, and the capacity to convene collaboration across sectors. Listen now to the Foundation's new podcast, [First You Talk](#).

Women on the Rise

[Women on the Rise International, Inc. \(WOTR\)](#), is a 501(c)(3) nonprofit organization formed with the purpose of providing educational and motivational events for women, with a focus on our four pillars: women's financial literacy, career development, entrepreneurship, and personal wellness. Featured speakers discuss real time issues affecting women in the community and share how they have overcome obstacles within their personal lives and/or careers to inspire other women to do the same.