



QUAD COUNTY

**CHILDCARE
COALITION**

Alcona, Arenac, Ogemaw and Iosco Counties

**EMPLOYERS CEO
ROUNDTABLE**

THURSDAY, FEBRUARY 29, 2024

5:30 – 7:30 PM



Welcome & Introductions

Gloria Brooks, Co-Chair, Quad County Childcare Coalition

Lisa Bolen, Co-Chair, Quad County Childcare Coalition

Businesses Joining Us Tonight

Thanks for taking the time to learn more about solutions to address the impact of childcare services on workforce recruitment and retention

Company/Organization

Bay-Arenac ISD

Creative Pathways Counseling PLLC

Develop Iosco, Inc.

Employment Services, Inc.

Hale Area Schools

Huron Community Bank

Iosco County

Kalitta Air

Michigan Works! Region 7B

Mid-Michigan Grant Writers

Miller & Associates

Mint

MSU Extension

NEMCOG

NEMCSA

Oscoda Area Schools

PKL Cares

Pulse @ the W.E. Upjohn Institute

Star Cutter/Tawas Tool

Tawas Area Chamber of Commerce

Tawas Bay Insurance Agency

Tri-County Agency Insurance

Trillium Staffing

Walmart

**QUAD
COUNTY**



ALCONA ARENAC

**CHILDCARE
COALITION**

IOSCO OGEMAW

Our Goals:

Accelerate community-level efforts to develop new partnerships and implement action plans to address the childcare crisis

Address workforce recruitment and retention barriers to economic development in the four counties

TONIGHT, we will:



LEARN

Get to know each other and your business needs
Set the Stage
Learn about the state of childcare in our communities

ACT

Engage in prioritizing solutions
Consider an invitation to take action at your business
Commit to future communication



QCCC Initiative



Gloria Brooks, Co-Chair, QCCC

Quad County Childcare Coalition

How We Started

In March 2023, Develop Iosco (DI) was awarded a \$203,000 regional childcare planning grant from the Early Childhood Investment Corporation (ECIC).

A four-county Regional Child Care Planning Coalition which includes Alcona, Arenac, Iosco and Ogemaw Counties was formed

Members

- Parent and grandparent primary caregivers
- Childcare Business Owners
- Units of Government
- Community Action Agencies
- School Districts
- Workforce Development Organizations

QCCC is part of:

Sixteen (16) Regional Child Care Planning Grants across the State of Michigan provided by the Early Childhood Investment Corporation (ECIC)'s Child Care Innovation Fund

Purpose: ECIC's Child Care Innovation Fund collaborates with national, state, regional and community partners to design, pilot, and scale common-sense business, workforce, and financing solutions that expand equitable access to high quality, affordable child care for working families.

QCCC's Accomplishments to Date

Met quarterly in 2023 and plans for the same in 2024

Funded surveys and interviews with businesses and parents throughout the region

Released the “Childcare Innovation Report” in January 2024

Partnered with NEMCSA and NEMCOG to create Expanding Childcare Capacity Grants



**EXPANDING CHILDCARE
CAPACITY GRANTS**

Funding Now Available!



Childcare Innovation Report



Frances Ommani, NEMCSA

Iosco County

Child Care Need Analysis



Iosco County

4

Licensed
Family Child
Care
Providers

11

Licensed
Group
Home
Providers

3

Licensed
Child Care
Centers

Selected Zip Codes

48730-E. Tawas

48737-Glennie

48739-Hale

48743-Long Lake

48748-National City

48750-Oscoda

48761-South Branch

48763-Tawas City

48765-Turner

48770-Whittemore



759

Birth to 5 spots needed

FCF Calculation



78%

**Children under 5 with
all parents in the
workforce**

Estimate based on the 2021 ACS

202

**Current child care
capacity**

FCF Calculation



961

**Children under 5 with all
parents working**

Estimate based on the 2021 ACS



\$683

per month/preschool

Cost of family child care

Michigan 2021 Market Rate Child Care
Study Survey 75 percentile -Iosco County



\$759







per month/preschool

Cost of center child care

Michigan 2021 Market Rate Child Care
Study Survey 75 percentile-Iosco County

Employers

Here's what employers had to say when interviewed...

-  **Biggest challenge for employees is lack of childcare, hours of operation, and the cost**
-  **Employees missed work monthly/weekly and even daily due to lack of childcare**
-  **On-site daycares not probable**
-  **Would provide support and partner with local childcare providers**
-  **Tri-Share model sounds interesting, need more information**
-  **Lack of childcare affects staff recruitment and retention**

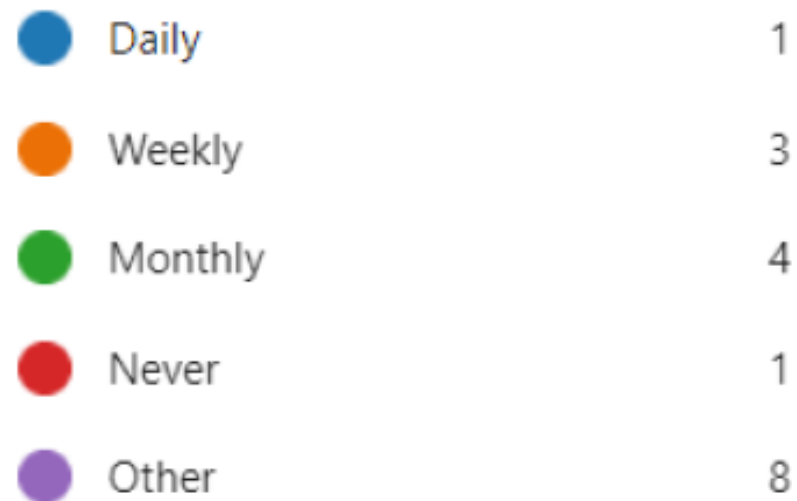
Survey Responses

About what percentage of employees at your company have children younger than 13?

● 0 percent	2
● 25 percent or fewer	8
● 26 to 75 percent	7
● More than 75 percent	0



How often have employees missed work, arrived late, left early or had to quit due to childcare?



Report



The Coalition's extensive research and study included interviews with 7 childcare business owners, 29 families and 25 employers representing 1,395 employees from manufacturers, school systems, non-profits, government, and for-profit retail agencies.

Recommendations

In culmination of their work, the QCCC has recommended the following solutions:

1. *Unified Advocacy Voice:* Create a unified advocacy voice for childcare business owners to facilitate communication and support when interacting with Michigan's Department of Licensing and Regulatory Affairs representatives.
2. *Community Liaison:* Appoint a community liaison for prospective and current childcare business owners to provide information, education and assistance in childcare startup and operation.
3. *Childcare Capacity Expansion:* Offer funding to support startup and expansion efforts to increase the number of available childcare seats at businesses

Recommendations

4. Streamlined Zoning: Make recommendations to local units of government to streamline and define zoning regulations to make childcare startup and operation more accessible.

5. Employer Engagement: Encourage employers to view the lack of childcare as a shared problem, potentially supporting childcare services for their employees.

6. Explore creation of a joint venture Management Services Organization: The MSO would function as one-stop shop for back-office administrative services such as billing, finance, regulatory and compliance, as well as a staffing company for childcare business owners to recruit, train, certify and provide healthcare benefits (which could be a step toward dealing with equity in pay for childcare workers).



Engage with Possible Solutions

Mentimeter Virtual Survey

What Are Your Options?

Each option available to you comes with its own pay-off and reward. In most cases, the most complex options result in the greatest level of impact. However, you can also rely on the quick-wins in order to positively impact working families in the shortest amount of time.

QUICK WINS

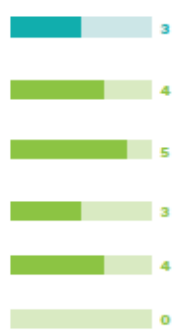
Working Family Support

Help working families find support.



Flexible Scheduling

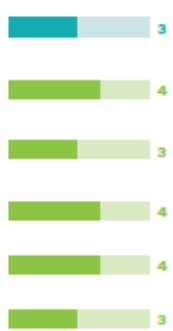
Maximizing work/life balance.



INTERNAL INVESTMENTS

Backup Care

Calling for backup.



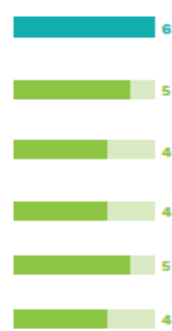
Childcare Vouchers & Subsidies

Financial support for your working parents.



Onsite Care

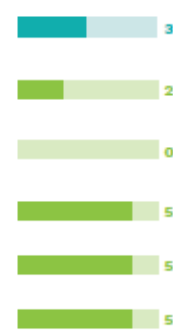
Bring your child to work day. Every day.



COMMUNITY INVESTMENTS

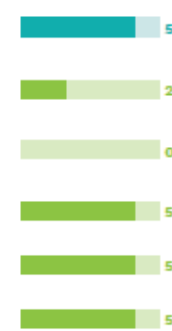
Public Advocacy

Become working families' most vocal supporter.



Expand Community Capacity

Expanding childcare resources within your community.



KEY EASY ——— HARD Program Complexity
LOW ——— HIGH Program Impact



Wrap Up

Gloria Brooks

Share your thoughts

Did tonight's program address workforce recruitment and retention issues at your company?

Given your influence at your company, what role do feel you're best positioned to play to support our collective early learning & care initiatives? What support would you need to do this?

What action(s) do you think you are best positioned to take immediately as an employer? What support would you need to do this?

What more would you want/need to know?





Call to Action

Sign up to learn more about possible solutions for your business

THANK YOU

*Follow our progress
at [www.develop-
iosco.org/initiatives/
childcare](http://www.develop-
iosco.org/initiatives/
childcare)*

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