



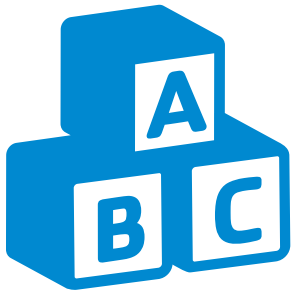
CHILD CARE NETWORK

YMCA of Greater Michiana

GENERAL OVERVIEW

The YMCA of Greater Michiana is committed to supporting the community by taking care of our children. This will be done by providing an opportunity for early care in an environment fostering care, honesty, respect and responsibility. These four values will only be made possible by the collective efforts of our community.

For our community to realize the potential of quality care our work to enhance the comprehensive deficit requires us to collectively attend to challenges such as:



Youth Development

- Drives success in school and life; cognitive and character
- Early access for families
- Sensory & Language (first year)



Healthy Living

- Reduce “stresses”
- Cross-generational
- Family and business well-being



Social Responsibility

- Strengthens economy
- Investment in human capital
- Interrupt poverty
- Reduces social cost



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FAMILY CHILD CARE

Who It Benefits

Families

Children and families should have strong relationships, strong minds, and strong bodies.¹ They will enter school ready to meet the demands of rigorous standards. It is our desire to provide high quality early care in order to support families in their desires and goals for themselves and their children.

Children

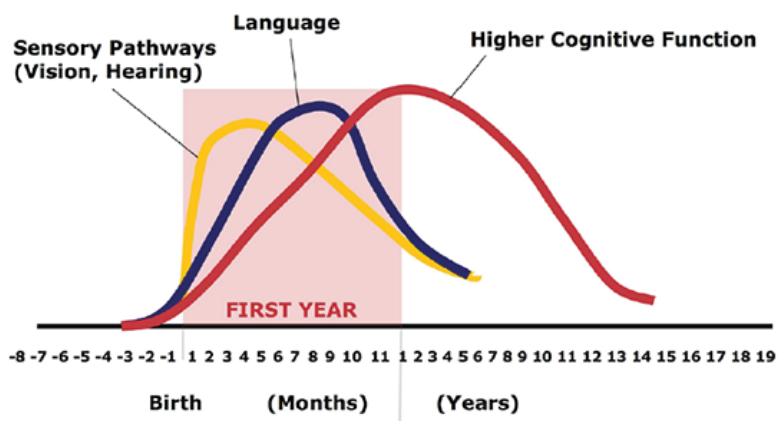
The first year of life is where vision, hearing and language are strongly developed and by year five is where higher cognitive functioning is developed.

Readiness Includes:

- Social/Emotional
- Physical/Health
- Cognitive
- Language

Human Brain Development

Neural Connections for Different Functions Develop Sequentially



Parents

Should have the confidence and well-being their children are taken care of while contributing to our community in their parenting and working roles. Ready families have adults who understand they are the most important people in their child's life. They take responsibility for their child's school readiness by playing and interacting with their child in a positive way every single day; equally important is their choice in the care of their child while working.

¹ www.greatstartberrien.org



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EDUCATIONAL CHILD CARE

Educational Community

Children and families will have strong relationships, strong minds, and strong bodies.¹ They will enter school ready to meet the demands of rigorous standards. For this to become a reality alignment efforts will be made to develop a strong workforce in the early childhood sector through multiple partnerships.

Great Start Collaborative Partner¹

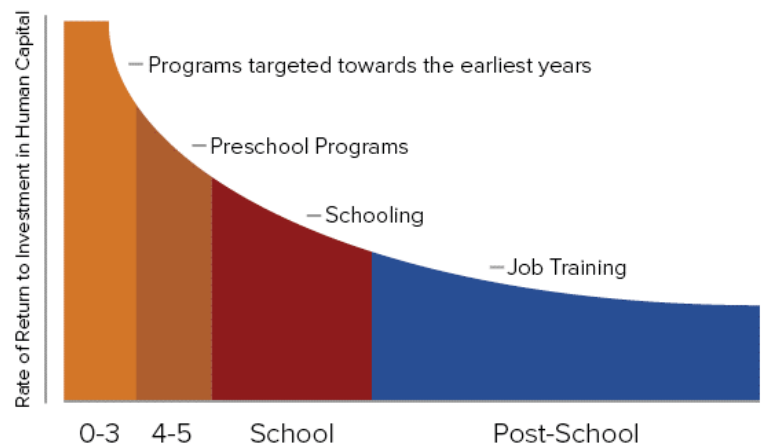
focusing on:

- Children born healthy
- Children are healthy, thriving, and developmentally on track from birth to 3rd grade
- Children are developmentally ready to succeed in school at the time of school entry
- Children are prepared to succeed in 4th grade and beyond by reading proficiently by the end of 3rd grade

YMCA Team

- Employee Benefits
- Access to quality trainings and programs
- Career Growth

Figure 2: Returns to a Unit Dollar Invested are Highest in Earliest Years



Source: Heckman and LaFontaine (2007)

Early Childhood Education Programs

Childhood Development Associates, Early Childhood Associates, and Teaching Degrees can be obtained through local community colleges while developing career skills.

- **Local High Schools** provide career technical education programs
- **Local Community Colleges** provide early childhood programs
- **T.E.A.C.H.** Grant funded program to improve talent and increase compensation skills

Licensed & Licensed Exempt Programs

Opportunities to network, train, and develop a workforce of quality.

- **Licensing LARA Standards** help raise the quality of care within our community
- **Child Care Resources (CCR)** supports quality training
 - Staff qualifications & professional development
 - Family and community partnerships
 - Administration and management
 - Environment
 - Curriculum and instruction

Child Care Resources (CCR) endorses quality through a Quality Rating and Improvement STAR system.

REDUCTION AND/OR IMPACT ON ADVERSE CHILDHOOD EXPERIENCES (ACES)²

Will develop resilience in our children through routine screening, evidence-based development, and collaboration across service systems and support staff from secondary trauma and burnout.



¹ www.greatstartberrien.org

² "Together We Are Trauma-Informed" by Gale Kelley, Ed.D. on 4-19-2018



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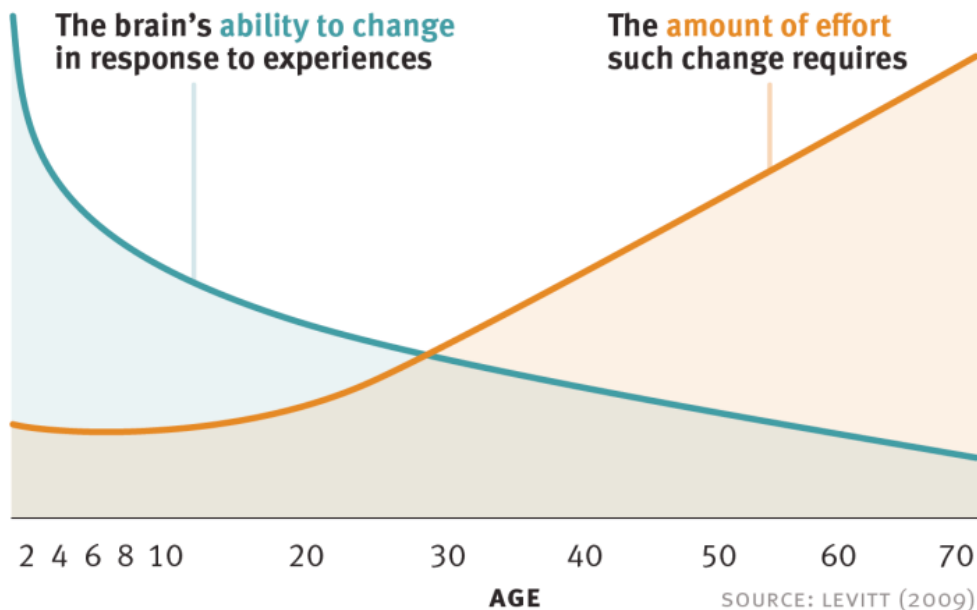
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COMMUNITY CHILD CARE

Skilled Volunteers

Healthy spirit, mind, and body for all is essential. Communities have skilled faith-based groups, retired educators, grandparents, and individuals with a passion for children. Volunteering makes an immeasurable difference in the lives of others.

- Support our children in changing Adverse Childhood Experiences into a positive learning experience
- Support staff from secondary trauma
- Helps decrease your risk of depression
- Enjoy a sense of purpose and fulfillment
- Keeps you physically active
- Reduces stress levels and increases your happiness



Philanthropy Groups

In order to provide equal access, to quality care, financial assistance is necessary.

Working Parents

- 40% of Michigan’s population is considered an Asset Limited Income Constrained Employee

Parents

- Single parents pay 48% of their income for infant center care
- Married parents of two children who live at the poverty line pay 92%

Example

Depending on the size of the gap, many families relying on subsidies may still be required to pay a significant amount out of pocket. For instance, suppose a single parent with a gross income of about \$1,700 per month is approved to receive Child Development and Care program CDC assistance to enroll her 3-year-old in child care at a center with a GSQ 3-star rating for 40 hours per week. At the market rate of \$5.25 per hour, after two weeks, the total bill comes to \$420. At the subsidy rate of \$3.50 per hour, the total CDC reimbursement for those two weeks comes to \$280, leaving a \$140 balance charged directly to the parent. For a parent earning \$1,700 per month, paying at least \$280 per month for child care is still 16% of her income.¹

After Hours Care

After Hours Care is difficult to come by and family and group homes are substantially more likely to offer it. Parents who work in the evening, overnight, and during the weekend will likely have a hard time finding a licensed provider that offers care when they need it. Only 16.1% of providers indicated that they provide care after 6:00 p.m., 8.6% provide care during the weekend, and 7.3% provide care overnight. Homes are significantly more likely to offer care outside of traditional hours than centers.¹

Child Care Workers

- The average child care worker in Michigan makes \$8.36 an hour¹

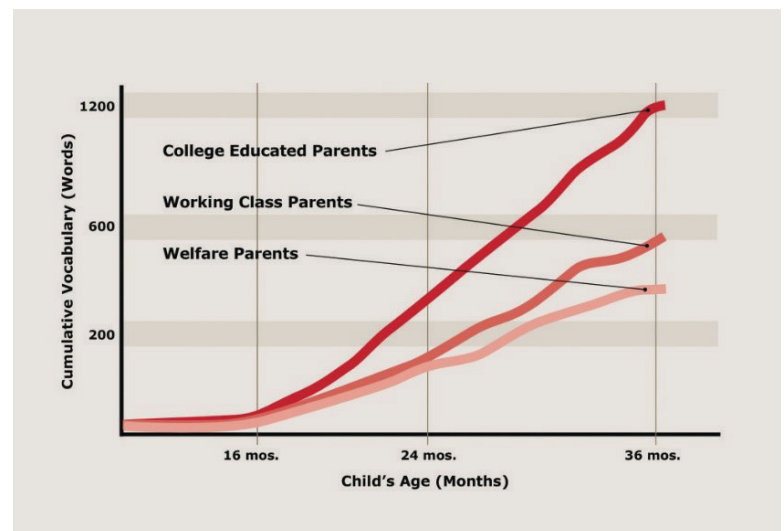
Child Care Centers

- The current CDC reimbursement rate is well below the 75th percentile market rate for most child care situations.¹
- Out of the 95,389 total child care slots filled across all age groups among the survey sample, child care centers are caring for 88.7% of those children, with group homes and family homes caring for 5.8% and 5.4%, respectively.¹
- Family and group homes provide a larger share of infant and toddler care than of preschool and school-aged care, accounting for 19.4% of the infant care and 18.9% of toddler care, but only 8.9% of care for preschoolers and school-aged children.

Service & Program Agencies

Adverse Childhood Experiences ACEs in childhood can cause toxic stress which upsets the brain and body balance. Difficult family and generational experiences can cause increase risks on brain development, social integration, and health problems. Child neglect has an estimated cost of \$24 billion a year.

- There is an estimated 157 children in Berrien County on our waiting list for Early Headstart



¹ MDE Market Rate Study 2017-18



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PARTNERSHIP CHILD CARE

Businesses

Employees' well-being is enhanced, they are more productive, childcare is an appealing recruitment strategy, and retention rates are improved. Millennials are the largest generation in the workforce, are we considering their needs?

On-site child care attracts and retains employees

Employees who have work-site child care are more committed to their employer, and 84% less likely to leave.⁶

Business Benefits

- YMCA will coordinate, manage, and educate in the process
- Access to YMCA services
- Cost reduction
- Flex payment - payroll deduction
- Reserve spots for recruitment
- Personnel support
- Navigating the compliance of licensing and STAR Rating
- Employer of choice

Benefits to Care

Productivity

- 95% of the respondents said on-site child care enabled them to concentrate on their jobs⁷
- Companies with on-site child care get back 50-200% of the cost of operation through reduced turnover and absenteeism, as well as increased engagement and productivity⁸
- Child care issues directly contribute to absenteeism and late arrivals in 90% of companies⁹

Recruitment

- 93% of parents cite on-site child care as important when choosing an employer, and 42% of all employees said it was a significant factor in choosing their current employer⁷
- More than half of employees of businesses that provide on-site child care say the availability of child care was important in their decision to join a company, even if they did not have children⁷

Retention

- A retention study conducted for Union Bank found a 2.2% turnover rate for employees using on-site child care versus 9.5% for parents using other arrangements¹⁰
- 90% of employees with access to employer-sponsors child care say this benefit makes them more likely to continue to work for their company⁷
- 62% of Michigan jobs pay less than \$20 an hour and 2/3 of those jobs pay less than \$15 an hour. Asset Limited Income Constrained Employees pay 24% of their salaries for child care.¹²

Well-Being

- Employees who used on-site child care have a deeper commitment to the company and felt better able to balance work and life responsibilities¹¹
- Workers who have on-site child care feel more positive with their relationships with their supervisors and are much more positive in general than non-users¹¹

Partnering

- Literature shared
- Hold care fairs
- Flexible scheduling
- Policy review
- Dependant care flexible spending account
- Subsidize care
 - Reserve slots for a fee
 - Additional stipend/scholarship for care
- Capital support

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¹ Millennials surpass Gen Xers as the largest generation in U.S. labor force, Pew Research Center, 2015

² Why You Can't Ignore Millennials, Dan Schwbel, Forbes, 2013

³ Millennials overtake Baby Boomers as America's largest generation, Pew Research Center, 2016

⁴ New Research: "The Millennial Generation Becomes Parents", Barkley, 2013

⁵ Study: work-life challenges across generations, Ernest and Young, 2015

⁶ The Lasting Impact of Employer Sponsored Child Care Centers, Horizons Workforce Consulting, 2013

⁷ The Lasting Impact of Employer-Sponsored Child Care Centers, Horizons Workforce Consulting, 2013

⁸ Kids at Work: The Value of Employer-Sponsored On-site Child Care Centers, Upjohn Institute for Employer Research, 2004

⁹ Parents and the High Cost of Child Care, National Conference of State Legislatures, 2014

¹⁰ Benefits of Employer Sponsored Child Care, Horizon Workforce Consulting, 2013

¹¹ The Business Case of On-Site Child Care, Oregon.gov, 2014

¹² www.uwmich.org/alice