

STRENGTHENING MONTANA'S WORKFORCE THROUGH CHILD CARE SOLUTIONS

Presentation to the Financial Modernization and Risk Analysis
(MARA) Legislative Committee

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**Our promise is to stabilize, innovate and
build the early childhood system in Montana
so families and communities can thrive.**





LONG-RANGE WORKFORCE STRATEGIES START TODAY



Stabilize: Stability in the child care system is foundational to parents, employers and economic prosperity



Innovate: Solutions are in communities, and multiple strategies at the state and local levels are needed to address our workforce challenges



Build: Building to last requires a solid plan and committed partners. It also includes surveying the landscape and making informed decisions.



ACCESS TO QUALITY CHILD CARE IMPACTS CHILDREN, FAMILIES, AND EMPLOYERS

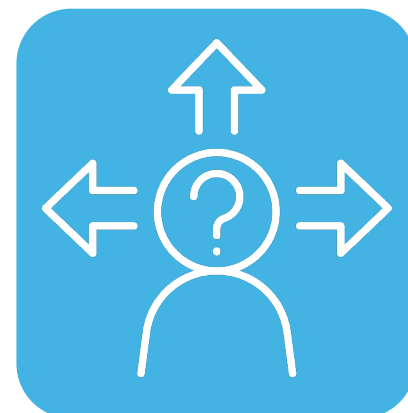


Child Care Workforce

Current child care wages contribute to turnover and instability in the child care workforce.

Recruiting and retaining a qualified workforce is a barrier for many employers.

One facility or one new child care provider can open the door for many families.



Options for Parents

When child care is not available, parents make difficult decisions.

Access to quality child care gives families options.

Quality child care ensures children are not only safe, but are supported in school readiness and later success in life.



Workforce Stability

Inadequate child care contributes to parent participation in the workforce.

Labor force participation can increase if parents who want to work are able to access more affordable child care.



CURRENT STRATEGIES FOR EMPLOYER AND COMMUNITY-LED SOLUTIONS

**Child Care Solutions for
Your Workforce Summit**

**Community/Employer
Innovations Pilot**



**Family Forward
Montana Initiative**

**ARPA Child Care:
Supplemental Funding**



EMPLOYER AND COMMUNITY WORKFORCE CHALLENGES

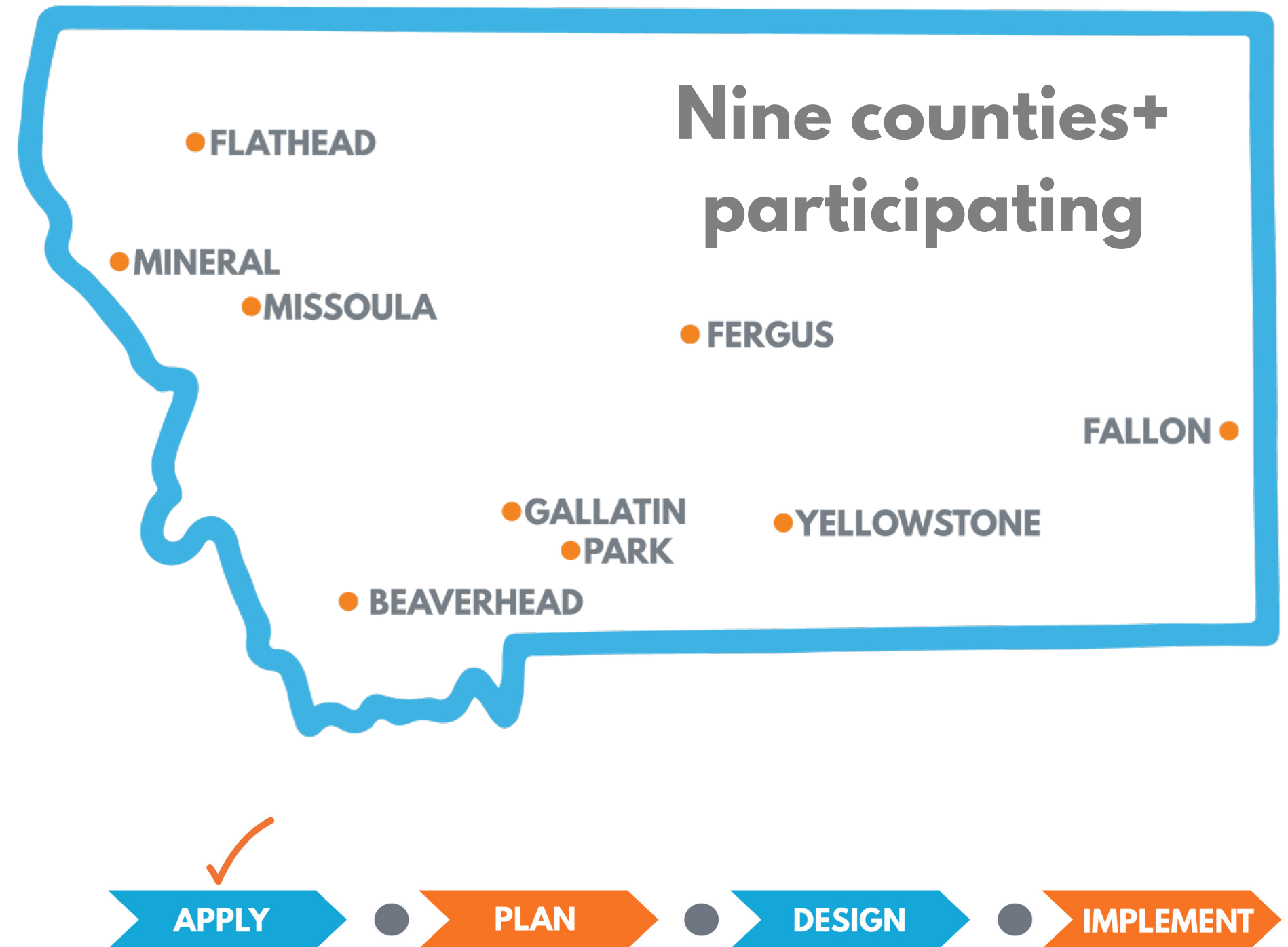
“It is a common refrain to hear about local service businesses (restaurants, grocery store, etc.) who can’t stay staffed during peak child care hours, and families moving out of Fallon County because of the lack of child care. The problem has especially hit our local hospital and schools hard, because recruiting qualified teachers or medical personnel becomes an almost insurmountable task when there is no available, affordable child care.”

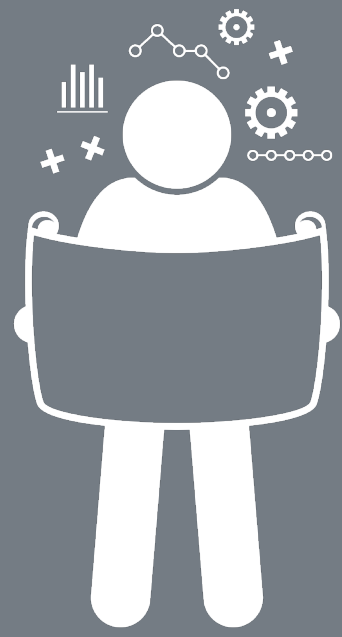
- Vaughn Z., Eastern Montana Economic Development Authority, Fallon County

“In Mineral County, child care is a complex problem to solve. It’s not just that we don’t have enough high-quality care, but also that when we do have new child care facilities open, they often are not able to sustain their business. With many of our families working non-traditional hours and not knowing if a facility will stay open long term, we run into a lot of families not utilizing what we do have. In order to improve the child care system, we first need understand what families really need and identify solutions to improve the current patch-work system we have. We need to build a system that can actually meet the needs of children, families, and our community.” - Jessica S., Mineral County Health Department

- Communities exploring the feasibility of a variety of child care business models, including cooperative child care, employer partnership models to hold slots, on-site child care, co-located child care, HUB models.
- Budgeting tools to help aid in business model and facility types.
- Access to partner organizations and services to support planning, design and implementation.
- Developing case studies and readily available resources.
- Underscore the importance of employer, parent and provider participation in child care expansion planning and identification of revenue or in-kind facility contributions.
- Collective identification of funding needs and strategies to promote business growth locally.

Community/Employer Innovations Pilot





Build: Building to last requires a solid plan and committed partners. It also includes surveying the landscape and making informed decisions.

1. Fiscal Mapping: Targeted fiscal analysis of the current investment:
How much money, if any, is currently being invested in the child care system?

2. Cost Modeling and Gaps Analysis:
What's the cost to fill the gap?

3. Revenue options research and stakeholder deliberation to identify new innovative strategies to address the gap through state/local funding (i.e. specific fund for child care, like NE, WI, LA).

ESSENTIAL ELEMENTS NECESSARY FOR A STRONG CHILD CARE SYSTEM

This grid identifies the Essential Elements for sustainable child care supply:

- An effective assessment and planning tool (map, analyze, plan, implement, improve)
- Informed by 30 years of work from FCF at all three levels of business, community & systems
- Framework for reform



MONTANA MAPPING PROCESS

Category	Activity	Frequency	Priority	Owner	Responsible	Notes	Comments	Additional Information	Other
Montana Mapping Process	Activity 1	Frequency 1	Priority 1	Owner 1	Responsible 1	Notes 1	Comments 1	Additional Information 1	Other 1
	Activity 2	Frequency 2	Priority 2	Owner 2	Responsible 2	Notes 2	Comments 2	Additional Information 2	Other 2
	Activity 3	Frequency 3	Priority 3	Owner 3	Responsible 3	Notes 3	Comments 3	Additional Information 3	Other 3
	Activity 4	Frequency 4	Priority 4	Owner 4	Responsible 4	Notes 4	Comments 4	Additional Information 4	Other 4
	Activity 5	Frequency 5	Priority 5	Owner 5	Responsible 5	Notes 5	Comments 5	Additional Information 5	Other 5
	Activity 6	Frequency 6	Priority 6	Owner 6	Responsible 6	Notes 6	Comments 6	Additional Information 6	Other 6
	Activity 7	Frequency 7	Priority 7	Owner 7	Responsible 7	Notes 7	Comments 7	Additional Information 7	Other 7
	Activity 8	Frequency 8	Priority 8	Owner 8	Responsible 8	Notes 8	Comments 8	Additional Information 8	Other 8
	Activity 9	Frequency 9	Priority 9	Owner 9	Responsible 9	Notes 9	Comments 9	Additional Information 9	Other 9
	Activity 10	Frequency 10	Priority 10	Owner 10	Responsible 10	Notes 10	Comments 10	Additional Information 10	Other 10
Montana Mapping Process	Activity 11	Frequency 11	Priority 11	Owner 11	Responsible 11	Notes 11	Comments 11	Additional Information 11	Other 11
	Activity 12	Frequency 12	Priority 12	Owner 12	Responsible 12	Notes 12	Comments 12	Additional Information 12	Other 12
	Activity 13	Frequency 13	Priority 13	Owner 13	Responsible 13	Notes 13	Comments 13	Additional Information 13	Other 13
	Activity 14	Frequency 14	Priority 14	Owner 14	Responsible 14	Notes 14	Comments 14	Additional Information 14	Other 14
	Activity 15	Frequency 15	Priority 15	Owner 15	Responsible 15	Notes 15	Comments 15	Additional Information 15	Other 15
	Activity 16	Frequency 16	Priority 16	Owner 16	Responsible 16	Notes 16	Comments 16	Additional Information 16	Other 16
	Activity 17	Frequency 17	Priority 17	Owner 17	Responsible 17	Notes 17	Comments 17	Additional Information 17	Other 17
	Activity 18	Frequency 18	Priority 18	Owner 18	Responsible 18	Notes 18	Comments 18	Additional Information 18	Other 18
	Activity 19	Frequency 19	Priority 19	Owner 19	Responsible 19	Notes 19	Comments 19	Additional Information 19	Other 19
	Activity 20	Frequency 20	Priority 20	Owner 20	Responsible 20	Notes 20	Comments 20	Additional Information 20	Other 20
Montana Mapping Process	Activity 21	Frequency 21	Priority 21	Owner 21	Responsible 21	Notes 21	Comments 21	Additional Information 21	Other 21
	Activity 22	Frequency 22	Priority 22	Owner 22	Responsible 22	Notes 22	Comments 22	Additional Information 22	Other 22
	Activity 23	Frequency 23	Priority 23	Owner 23	Responsible 23	Notes 23	Comments 23	Additional Information 23	Other 23
	Activity 24	Frequency 24	Priority 24	Owner 24	Responsible 24	Notes 24	Comments 24	Additional Information 24	Other 24
	Activity 25	Frequency 25	Priority 25	Owner 25	Responsible 25	Notes 25	Comments 25	Additional Information 25	Other 25
	Activity 26	Frequency 26	Priority 26	Owner 26	Responsible 26	Notes 26	Comments 26	Additional Information 26	Other 26
	Activity 27	Frequency 27	Priority 27	Owner 27	Responsible 27	Notes 27	Comments 27	Additional Information 27	Other 27
	Activity 28	Frequency 28	Priority 28	Owner 28	Responsible 28	Notes 28	Comments 28	Additional Information 28	Other 28
	Activity 29	Frequency 29	Priority 29	Owner 29	Responsible 29	Notes 29	Comments 29	Additional Information 29	Other 29
	Activity 30	Frequency 30	Priority 30	Owner 30	Responsible 30	Notes 30	Comments 30	Additional Information 30	Other 30
Montana Mapping Process	Activity 31	Frequency 31	Priority 31	Owner 31	Responsible 31	Notes 31	Comments 31	Additional Information 31	Other 31
	Activity 32	Frequency 32	Priority 32	Owner 32	Responsible 32	Notes 32	Comments 32	Additional Information 32	Other 32
	Activity 33	Frequency 33	Priority 33	Owner 33	Responsible 33	Notes 33	Comments 33	Additional Information 33	Other 33
	Activity 34	Frequency 34	Priority 34	Owner 34	Responsible 34	Notes 34	Comments 34	Additional Information 34	Other 34
	Activity 35	Frequency 35	Priority 35	Owner 35	Responsible 35	Notes 35	Comments 35	Additional Information 35	Other 35
	Activity 36	Frequency 36	Priority 36	Owner 36	Responsible 36	Notes 36	Comments 36	Additional Information 36	Other 36
	Activity 37	Frequency 37	Priority 37	Owner 37	Responsible 37	Notes 37	Comments 37	Additional Information 37	Other 37
	Activity 38	Frequency 38	Priority 38	Owner 38	Responsible 38	Notes 38	Comments 38	Additional Information 38	Other 38
	Activity 39	Frequency 39	Priority 39	Owner 39	Responsible 39	Notes 39	Comments 39	Additional Information 39	Other 39
	Activity 40	Frequency 40	Priority 40	Owner 40	Responsible 40	Notes 40	Comments 40	Additional Information 40	Other 40

ANALYSIS OF THE CHILD CARE ESSENTIAL ELEMENTS

Business

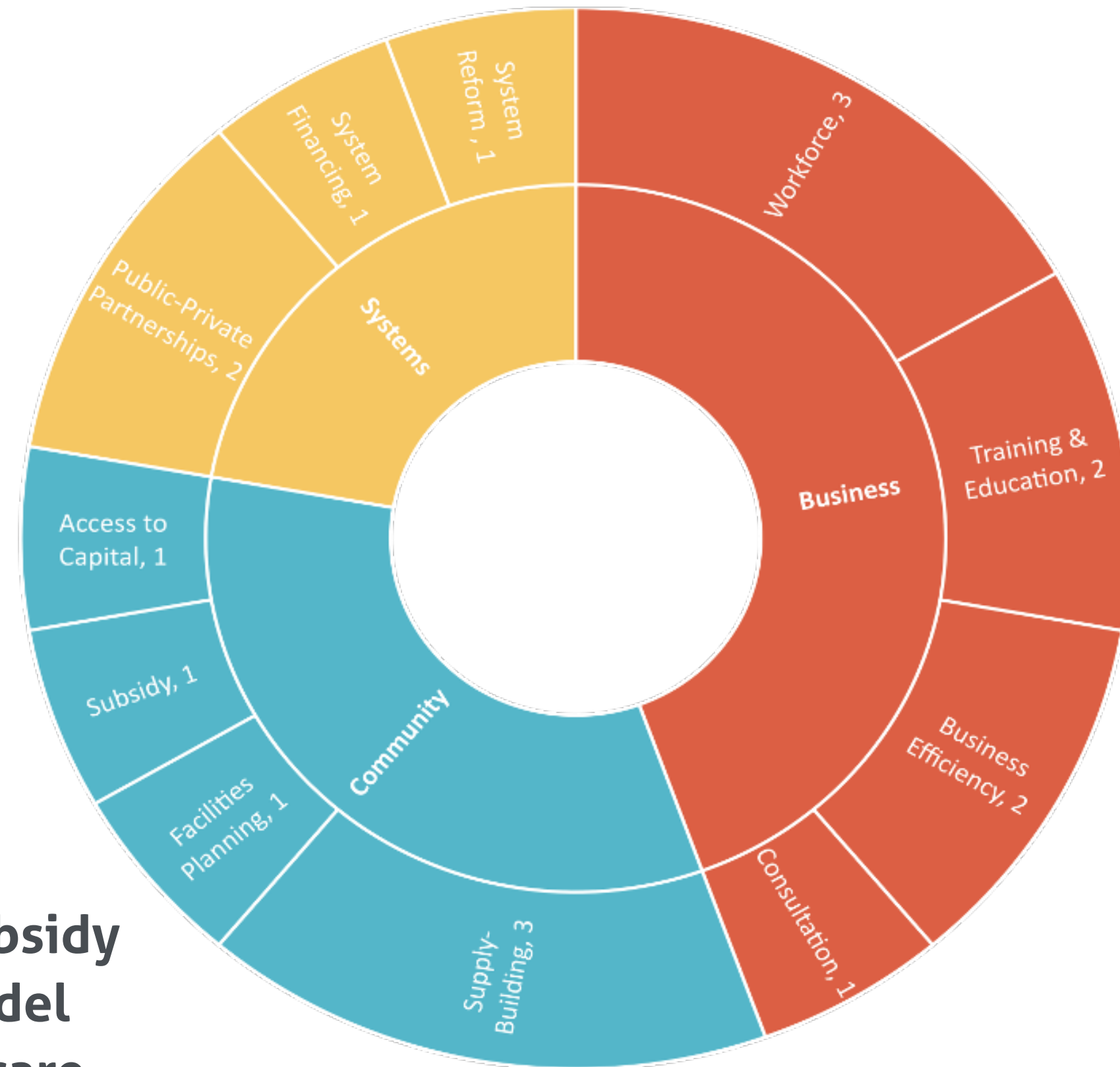
- + : Training, practitioner registry, incentives
- ▲ : Consultation, small business supports and resources, shared services, workforce pathways

Community

- + : Workforce, higher education
- ▲ : Supply-building through business models (i.e. child care cooperatives, hub models, facilities planning, access to capital, subsidy increases)

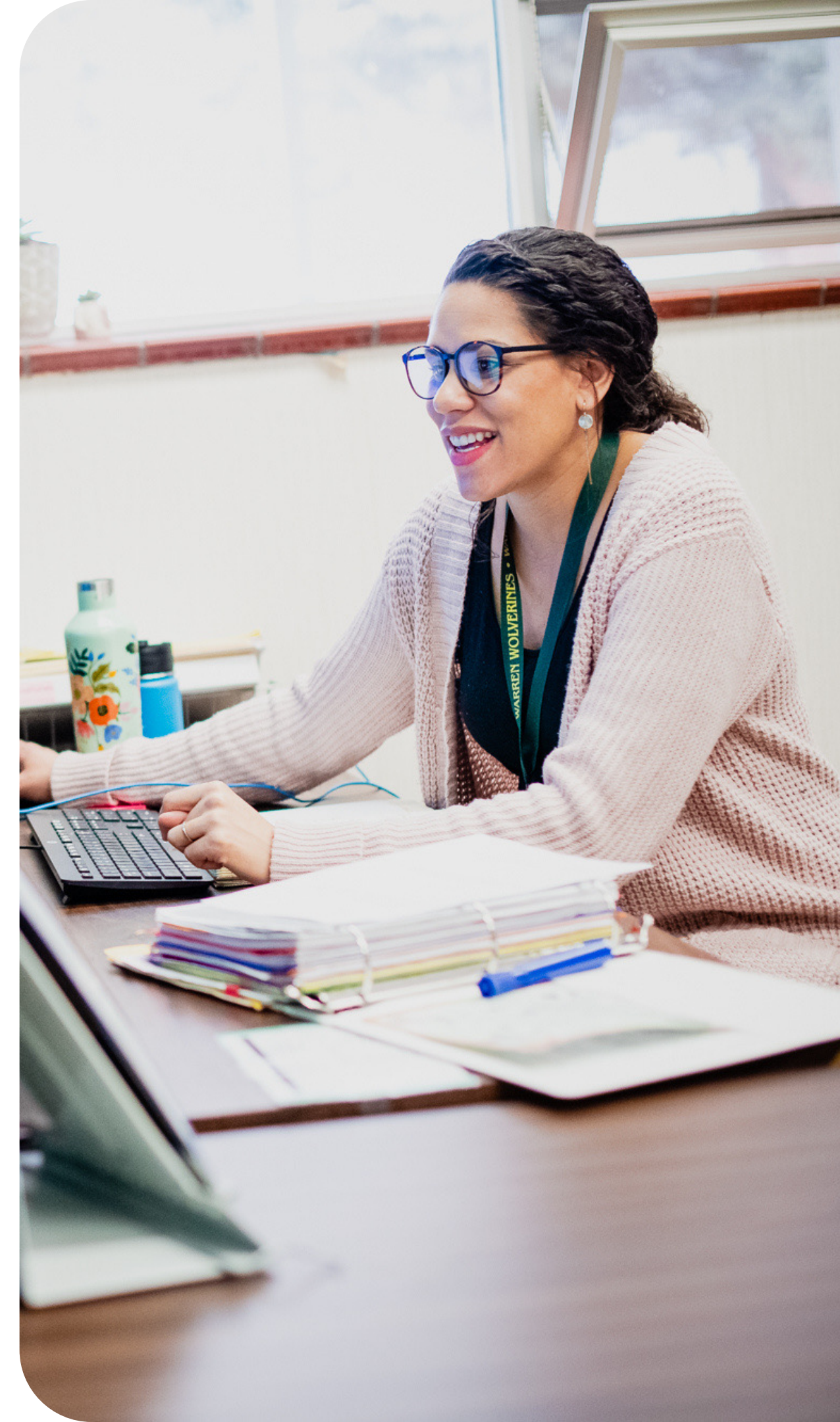
Systems

- + : Private-public partnerships and data collection
- ▲ : Licensing system review, quality expansion, subsidy expansion, centralized hub for resources and model expertise (agency/organization), cost of quality care and financial modeling




STRATEGIES TO CONSIDER FOR LONG-RANGE CHILD CARE PLANNING

- Identifying the funding gap through a Cost of Quality Child Care Analysis
- Conduct a Fiscal Mapping study
- Identify a variety of revenue options at the local and state level
- Create mechanisms to spur local and statewide innovations (i.e. funding match, tax credits, etc.)
- Expand supply through workforce incentives to eliminate child care deserts
- Increase eligibility for child care subsidy so more families can access care



 **Good for Montana's economic growth**

 **Supports businesses and families to stay and invest in Montana, remain competitive**

 **Quality child care helps support children today in being the leaders and innovators of tomorrow**

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