

STRENGTHENING MONTANA'S WORKFORCE THROUGH CHILD CARE SOLUTIONS

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

January 27th, 2022

Caitlin Jensen, Executive Director



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

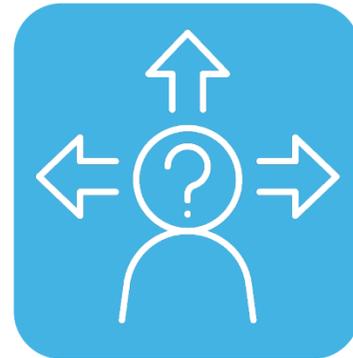
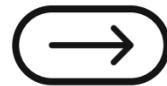


Child Care Workforce

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.

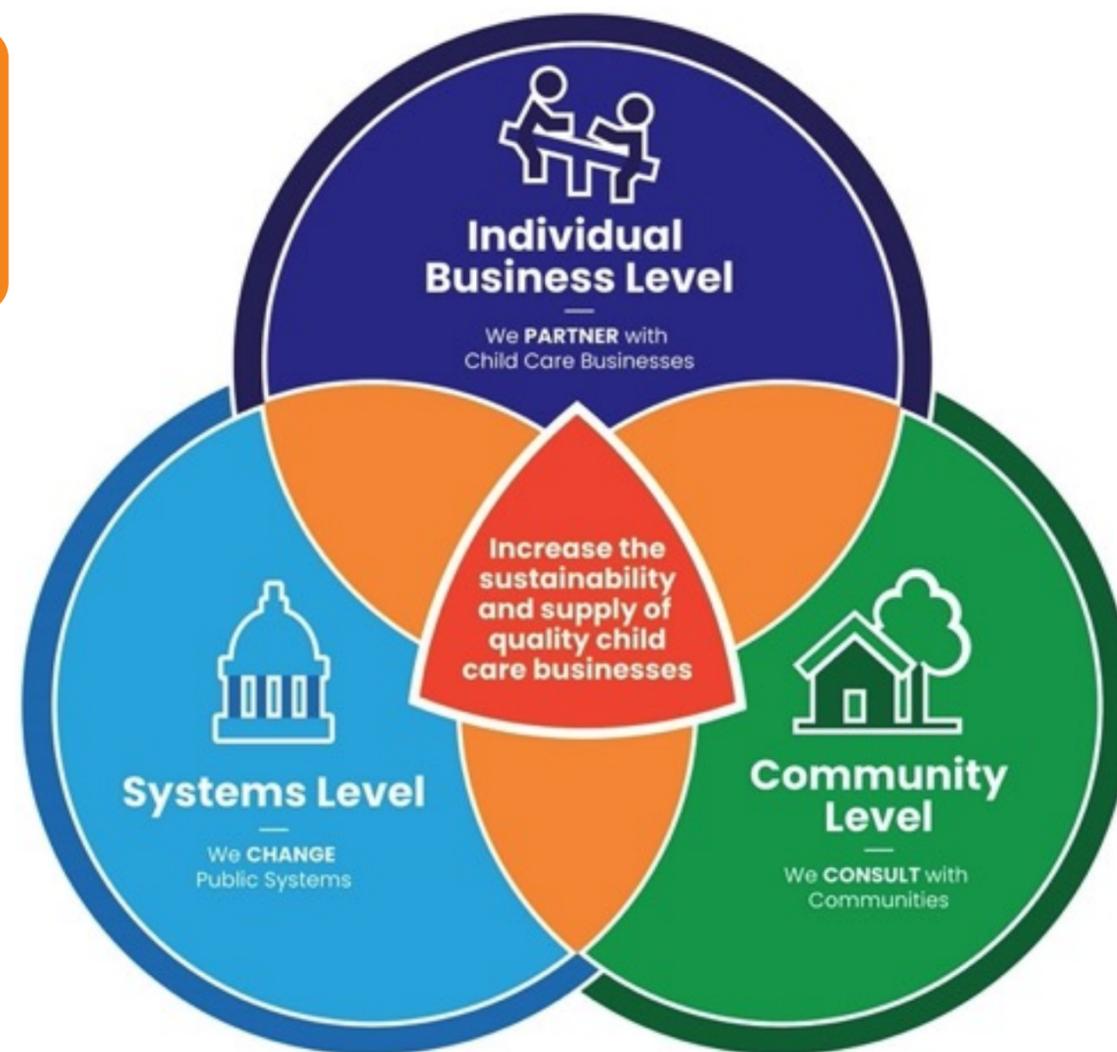
Labor force participation can increase if parents who want to work are able to access more affordable child care.



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.”

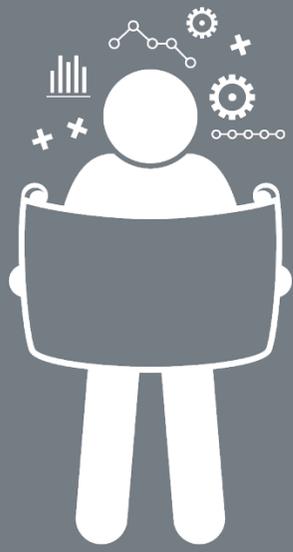
- Vaughn Z., Eastern Montana Economic Development Authority, Fallon County

“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

Project Name	Project Number	Project Description	Project Status	Project Phase	Project Location	Project Start Date	Project End Date	Project Manager	Project Budget	Project Notes
Project Group 1	001	Project 1 Description	Active	Phase 1	Location 1	2023-01-01	2023-03-31	Manager 1	\$100,000	Notes for Project 1
	002	Project 2 Description	Active	Phase 2	Location 2	2023-02-01	2023-04-30	Manager 2	\$150,000	Notes for Project 2
	003	Project 3 Description	Active	Phase 3	Location 3	2023-03-01	2023-05-31	Manager 3	\$200,000	Notes for Project 3
	004	Project 4 Description	Active	Phase 4	Location 4	2023-04-01	2023-06-30	Manager 4	\$250,000	Notes for Project 4
	005	Project 5 Description	Active	Phase 5	Location 5	2023-05-01	2023-07-31	Manager 5	\$300,000	Notes for Project 5
	006	Project 6 Description	Active	Phase 6	Location 6	2023-06-01	2023-08-31	Manager 6	\$350,000	Notes for Project 6
	007	Project 7 Description	Active	Phase 7	Location 7	2023-07-01	2023-09-30	Manager 7	\$400,000	Notes for Project 7
	008	Project 8 Description	Active	Phase 8	Location 8	2023-08-01	2023-10-31	Manager 8	\$450,000	Notes for Project 8
	009	Project 9 Description	Active	Phase 9	Location 9	2023-09-01	2023-11-30	Manager 9	\$500,000	Notes for Project 9
	010	Project 10 Description	Active	Phase 10	Location 10	2023-10-01	2023-12-31	Manager 10	\$550,000	Notes for Project 10
	011	Project 11 Description	Active	Phase 11	Location 11	2023-11-01	2024-01-31	Manager 11	\$600,000	Notes for Project 11
	012	Project 12 Description	Active	Phase 12	Location 12	2023-12-01	2024-02-28	Manager 12	\$650,000	Notes for Project 12
	013	Project 13 Description	Active	Phase 13	Location 13	2024-01-01	2024-03-31	Manager 13	\$700,000	Notes for Project 13
	014	Project 14 Description	Active	Phase 14	Location 14	2024-02-01	2024-04-30	Manager 14	\$750,000	Notes for Project 14
	015	Project 15 Description	Active	Phase 15	Location 15	2024-03-01	2024-05-31	Manager 15	\$800,000	Notes for Project 15
Project Group 2	016	Project 16 Description	Active	Phase 16	Location 16	2024-04-01	2024-06-30	Manager 16	\$850,000	Notes for Project 16
	017	Project 17 Description	Active	Phase 17	Location 17	2024-05-01	2024-07-31	Manager 17	\$900,000	Notes for Project 17
	018	Project 18 Description	Active	Phase 18	Location 18	2024-06-01	2024-08-31	Manager 18	\$950,000	Notes for Project 18
	019	Project 19 Description	Active	Phase 19	Location 19	2024-07-01	2024-09-30	Manager 19	\$1,000,000	Notes for Project 19
	020	Project 20 Description	Active	Phase 20	Location 20	2024-08-01	2024-10-31	Manager 20	\$1,050,000	Notes for Project 20
Project Group 3	021	Project 21 Description	Active	Phase 21	Location 21	2024-09-01	2024-11-30	Manager 21	\$1,100,000	Notes for Project 21
	022	Project 22 Description	Active	Phase 22	Location 22	2024-10-01	2024-12-31	Manager 22	\$1,150,000	Notes for Project 22
	023	Project 23 Description	Active	Phase 23	Location 23	2024-11-01	2025-01-31	Manager 23	\$1,200,000	Notes for Project 23
	024	Project 24 Description	Active	Phase 24	Location 24	2024-12-01	2025-02-28	Manager 24	\$1,250,000	Notes for Project 24
	025	Project 25 Description	Active	Phase 25	Location 25	2025-01-01	2025-03-31	Manager 25	\$1,300,000	Notes for Project 25
	026	Project 26 Description	Active	Phase 26	Location 26	2025-02-01	2025-04-30	Manager 26	\$1,350,000	Notes for Project 26
	027	Project 27 Description	Active	Phase 27	Location 27	2025-03-01	2025-05-31	Manager 27	\$1,400,000	Notes for Project 27
	028	Project 28 Description	Active	Phase 28	Location 28	2025-04-01	2025-06-30	Manager 28	\$1,450,000	Notes for Project 28
	029	Project 29 Description	Active	Phase 29	Location 29	2025-05-01	2025-07-31	Manager 29	\$1,500,000	Notes for Project 29
	030	Project 30 Description	Active	Phase 30	Location 30	2025-06-01	2025-08-31	Manager 30	\$1,550,000	Notes for Project 30

ANALYSIS OF THE CHILD CARE ESSENTIAL ELEMENTS

Business

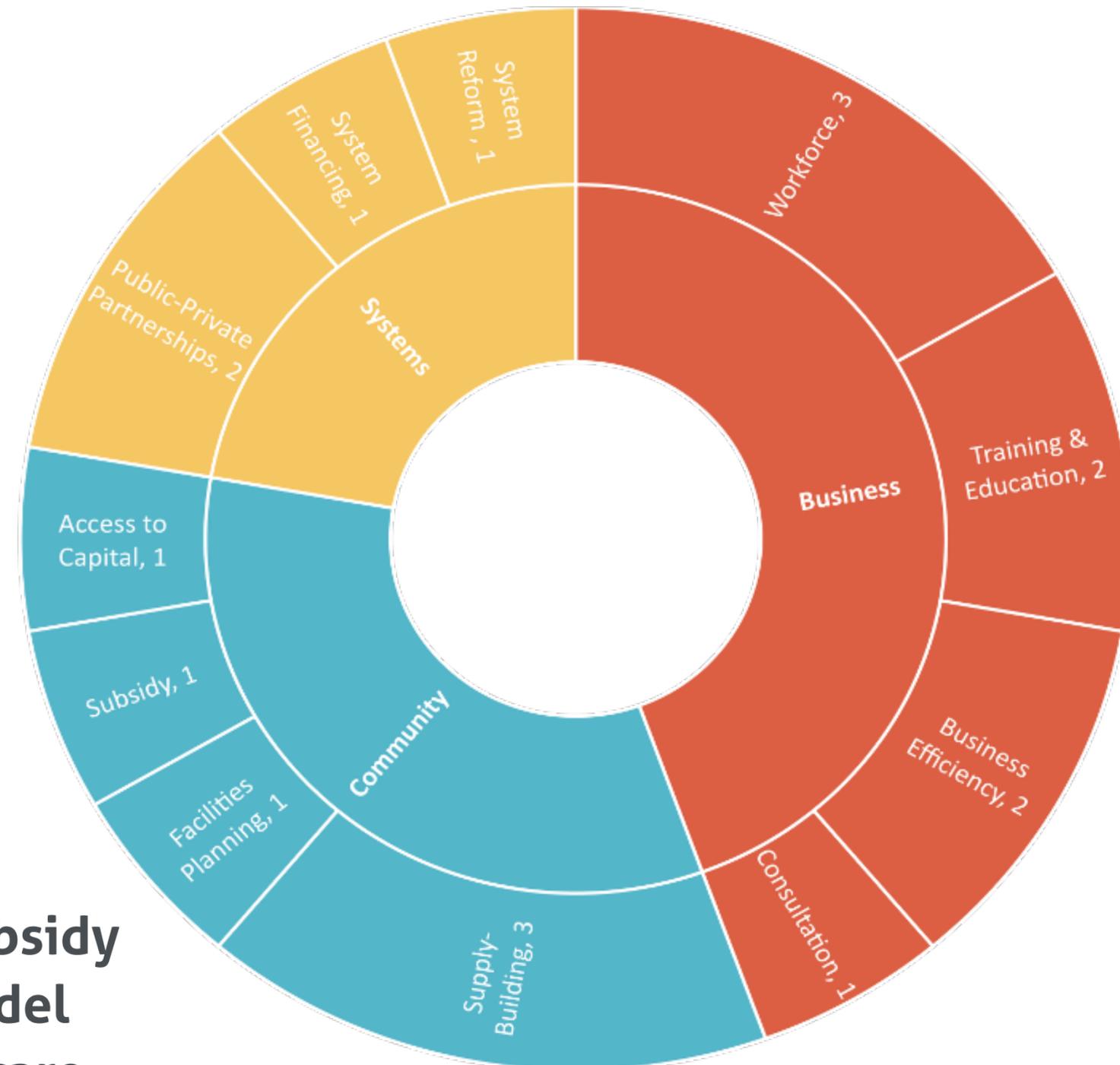
- + : Training, practitioner registry, incentives
- ▲ : Consultation, small business supports and resources, shared services, workforce pathways

Community

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

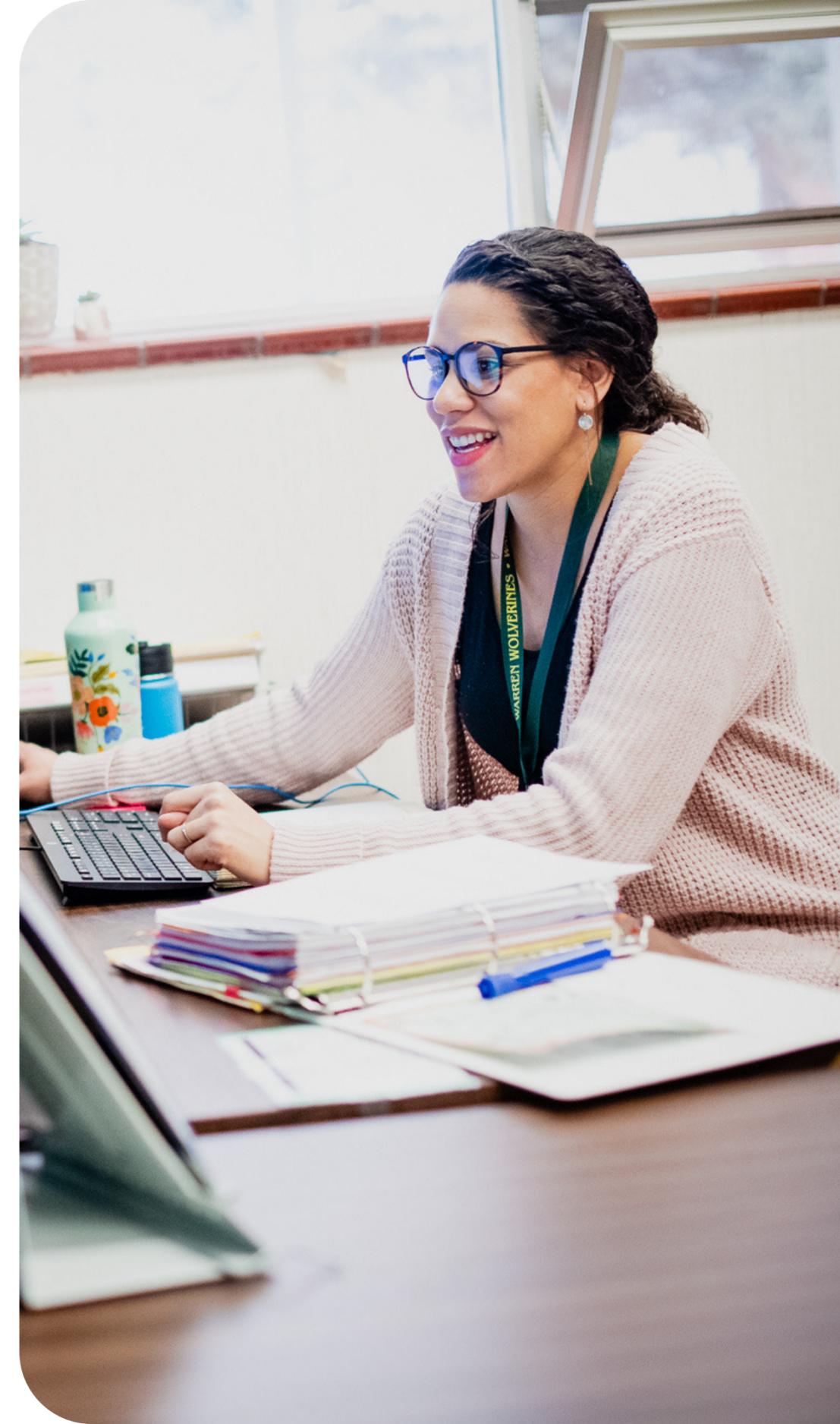
Systems

- + : 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

CONTACT:

Caitlin Jensen
Executive Director
Zero to Five Montana
caitlinj@zerotofive.org

