Welcome!

CHILD CARE SOLUTIONS

SUMMIT

2018

Community Foundation of Greater Dubuque

Iowa Child Care Resource & Referral

IOWA WOMEN'S FOUNDATION

Greater Dubuque Development Corp.

Dyersville Area Community Foundation
WHAT IF...
Video: Childcare voices from our region
What we learned

- Strengthen collaboration among childcare stakeholders
- Expand professional development opportunities
- Increase childcare capacity
- Create awareness of barriers to childcare faced by low-income families
• Attracting and retaining childcare workers: living wage, benefits, professional development

• Keep childcare affordable for all families while maintaining quality

• Raise awareness about childcare issues among employers, elected officials, economic development staff

• Address other issues facing at-risk families: housing, transportation, medical care, safety, etc.
“We need to re-conceptualize childcare as critical infrastructure that supports working families and drives economic growth.”
WORKFORCE

Childcare access is a primary barrier to workforce participation, especially for low-income households and women.

For each 10% increase in childcare expenses, employment rate of married mothers decreases by 5-6%
Childcare boosts productivity and firm performance.

After providing childcare, 85% of employers report improved recruitment and 2/3 report reduced turnover.
ACCESS

Since 2012, the number of childcare businesses listed with Iowa Child Care Resource & Referral (CCR&R) has dropped by 40%.

The total number of childcare spaces has fallen by 6%, between 2012 and 2017.

Average hourly wages in Eastern Iowa

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Salesperson</td>
<td>$12.25</td>
</tr>
<tr>
<td>Cashier</td>
<td>$9.26</td>
</tr>
<tr>
<td>Fast Food Cook</td>
<td>$8.79</td>
</tr>
<tr>
<td>Child Care Worker</td>
<td>$8.68</td>
</tr>
</tbody>
</table>

COST

Average annual cost: college tuition at a Regents university $7,839

Annual cost for infant care $8,975

Childcare Costs in Iowa

23% of the median household income

89% of the income of someone making minimum wage
SOLUTION: Identify high-impact opportunities
Increase **SUPPLY** in higher income – low availability communities:

- Establish Professional Employee Organization (PEO)
- Incentivize creation of more in-home centers – entrepreneurship
- Create new centers: employer-based, intergenerational, co-ops
Increase **AFFORDABILITY** in lower income – high availability communities:

- Advocate for greater public investment in affordability programs
- Make the business case for greater investment by employers
CASE STUDY: Lee Container
Centerville, Iowa
SOLUTION: Coordinate advocacy toward employers, government, and public
EMPLOYER ADVOCACY

The benefits – financial and otherwise – pay for themselves every year. As a CEO, it’s not even a question in my mind.
Rose Marcario, Patagonia CEO

I was so worried about how I was going to find care for my kids while my regular caregiver was out of town. This is such a stress-free benefit for a working and worrying mom!
Children’s Healthcare employee

Children’s Healthcare of Atlanta
Early childhood education is the most cost-effective investment for business and society. Studies in Chicago and Michigan show 16-18% annual returns to quality early childhood programs, through increased earnings and tax revenues, more efficient K-12 education, and decreased crime and welfare payments.
SOLUTION: Galvanize resources for investment in key opportunities
A strategy to address workforce needs through addressing childcare industry needs, recognizing that education is the driver to move families from poverty to self-sufficiency.

We have an effective model to build from: Opportunity Dubuque
FOUR OUTCOMES:

1) Increased qualified childcare workforce.
2) Increased successful launch of in-home providers.
3) Increased female participation in Opportunity Dubuque by providing childcare while in training and off-setting cost for up to 12 months after hired.
4) Dubuque can promote itself as a community of choice for offering quality, affordable and available childcare for workforce.
COMPLETE/IN PROGRESS:

- Curriculum design with Northeast Iowa Community College.
- Meeting with center providers to vet the curriculum and discuss benefits and pathways for those hired.
- Identify child care provider/s for Opportunity Dubuque students while in training.
- Identify sustainable funding stream to support childcare as a wraparound service for students and newly trained employees to moderate the cliff effect.
- Explore private sector PEO models.
FUTURE STEPS:

• Give employers information and support to engage in childcare issues in a way appropriate to their business and workforce needs.

• Help consumers find daycare via technology solutions.

• Raise awareness that quality daycare for children is a precursor to success in education and workforce.

• Recognize the role of quality childcare as part of a comprehensive poverty reduction plan.
Collaboration and innovation start HERE!
Take action!

• What can you do as an individual?
• What can your organization or business do?
• Write it down! Take it with you!
• Contact us for follow-up (on the back of your sheet)
Our community thanks you for your work today!