

How Child Care Impacts Businesses in Morgan County

Jen Palmer, The Growing Garden Learning Center

The Growing Garden Learning Center is a high-quality, early childhood education center in Mooresville, Indiana. We are a Paths to Quality Level 3 center along with being Morgan County's first approved On My Way PreK provider. In addition to providing a safe, enriching learning environment for children from 6 weeks to 6 years old, The Growing Garden Learning Center's mission is to help change the face of childcare. Jen has a bachelor's degree in Early Childhood Education and is currently working on her master's degree at Ball State University. She is a member of NAEYC, INAEYC, NAEYC 2023 Public Policy Forum, Early Learning Coalition of Morgan County and the work group lead for Communication and Awareness workgroup for the Better Communities Coalition.



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Morgan County Strategic Plan



Capacity, Access &
Quality

Workforce

Funding

Communication &
Awareness

COMMUNITY
FOUNDATION OF
MORGAN COUNTY

Overview

1. What is the Economic Impact?
2. The Child Care Need
3. The State of Childcare
4. Case Studies
5. Action Steps for Businesses

The Economic Impact

Local, State, National

Local Employment Data

- 15,874 total employed in Morgan County
- 17,757 live in Morgan County, employed outside the county
- 30,466 employed and live in Morgan County
- 3,759 employed in Morgan County, live outside the county
- Unemployment rate: 3.1%
- Population: 72,236
 - 18-24 years 5,682 (8%)
 - 25-44 years 17,142 (24%)
 - 45-64 years 20,423 (28%)
 - 65+ years 13,291 (18%)

Indiana Economic Impact

Annual Economic Impact of Lack of Access to Child Care in Indiana:

- \$1.8 billion in direct cost to employers
- \$1.1 billion lost in economic activity every year
- \$118.8 million lost in tax revenue

Overall State Broken Down Into Local Economic Impact

According to a study completed by Indiana's Early Learning Advisory Committee, Indiana is losing \$1.8 billion a year due to lack of stable childcare for employees.

Morgan County employers are losing an estimated \$16 million annually due to child care related costs.

Possible Positive National Economic Impact

ROI:

Economists have found that high quality early childhood education offers one of the highest returns of any public investment – **at least** \$4 for every dollar spent.

**Do you have problems recruiting
and retaining employees?**

**Are your employees unable to
focus on their work?**

**Do your employees want to work
more hours, but can't?**

Is child care an answer?

The Child Care Need

Morgan County

Meet the Morgan Family



Meet the Morgan Family



Monthly Income		\$6,358.00
Expenses:		
Mortgage		\$845.00
Child Care		\$1,031.00
Cars		\$1,242.00
College Loans		\$393.00
Utility costs		\$370.00
Food		\$1,166.00
	Total Expenses	\$5,047.00
	Total Income - Expenses	\$1,311.00

Meet Ms. Martinsville



Meet Ms. Martinsville



Monthly Income	1,812
Expenses:	
Rent	845
Child Care	0
Cars	280
College Loans	0
Utility costs	240
Food	400
Total Expenses	1765
Total Income - Expenses	47

Morgan County Childcare Need Stats

1. 4,027 Young children in Morgan County, ages 0-5
2. 2,909 (72%) need care because all parents are working
3. 1,252 (43%) enrolled in a known program that is licensed or registered with the state.
4. 1,311 child care seats in Morgan County
5. 150 (5%) enrolled in a high-quality rated program in Morgan County
6. 139 children in Morgan County receive CCDF
7. 19 children in Morgan County receive On My Way PreK
8. Cost of care per child: \$7,444/year

The State of Childcare

State of Childcare in Indiana

According to a report that CNBC released July 14, 2023, Indiana is the 7th worst state to live in. Our biggest weakness is CHILDCARE.

7. Indiana

- With fewer than 10 licensed childcare facilities per 100,000 residents, the Hoosier State is making it hard for some families to fully participate in the workforce. It is the **second-worst figure in the nation** (behind Louisiana), according to the advocacy group Child Care Aware. Protections against discrimination under state law are limited as well.
- 2023 Life, Health & Inclusion Score: 113 out of 350 points (Top States Grade: D-)
 - Strength: Crime Rate
 - Weaknesses: **Childcare**, Inclusiveness
- According to the Closing the Gap report by Early Learning Indiana, data from 2022 shows that out of 92 counties, **Morgan county is the 6th worst county for childcare.**

**Childcare is in Crisis.
Time for change is**

NOW

Childcare In Crisis Headlines

New Research Shows States Lose Billions in Annual Economic Opportunity Due to Childcare Gaps

Center for Education and Workforce November 30, 2021

The U.S. Chamber of Commerce Foundation studies found that state economies lost between \$100 million and \$10 billion this year because of childcare issues.

#EARLY CHILDHOOD EDUCATION



READYNATION JULY 6, 2021

Business Leaders Supporting Child Care

Business leaders explain the importance of child care

Video

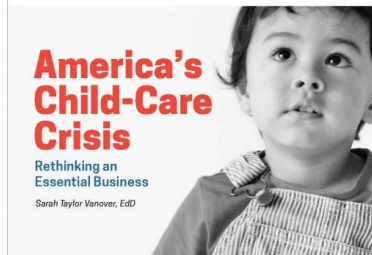
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Indiana Chamber's top legislative priorities for 2022 include child care, vaccine requirements

By Samantha Horton, IPB News | Published on November 18, 2021 in [Business](#) [Family Issues](#) [Government](#) [Politics](#)

National Headlines - Childcare Crisis



Why the Childcare Crisis in the U.S. Affects All of Us



The Jobs Recovery Forgot About Childcare

During the pandemic, 10% of childcare programs closed.



Those jobs have not returned.

57,600 fewer childcare workers



And childcare wages are falling behind.



Sources: Child Care Aware of America; US Bureau of Labor Statistics; Walmart; Target

Child Care Affects...



Discussion

What information stuck out to you?

Is the information new to you, or does it reaffirm what you already knew?

What do you want for Morgan County?

Case Studies

Case Studies



A small, family-owned manufacturing company's tuition assistance program yields an undeniable return on investment.

Indiana Stamp & Indiana Signworks, a small manufacturing company of around 60, in Fort Wayne offers an infant care tuition assistance program. The company pays for high-quality care for their employees babies, up to 12 months of age. "The average tenure at their company is 15 years - a decade more than the highest median tenure for the manufacturing industry," and the president credits this program as a factor in the longevity. The program now includes tuition assistance for up to age five. The president said they paid \$1,900 to last employee who used the tuition assistance, while onboarding a new employee costs at least \$4,000.

Case Studies



One of Indiana's largest healthcare providers is moving away from rigid schedules and one-size-fits-all benefits for its thousands of workers.

Parkview Health held employee focus groups to listen to employees needs, and it led to flexible paid time off, work-from-home options, and phased-in work hours for parents returning after having a baby. They also offer flexible spending accounts, and offers care near to their site.



Coalition encourages local businesses to invest in early childhood.

Instrumental Machine and Development (IMD) is blazing the trail in Kosciusko County for employer sponsored child care. They have a workforce of around 80 employees and the staff survey that they conducted showed a need for about 10 children (ages 0-5) who are in need of care. They will use this as a recruiting tool for additional staff they need to hire

Case Studies



Patagonia has offered subsidized child care to their employees for more than 30 years.

CEO Rose Marcario estimates they are able to recoup 91% of the costs to run the centers through tuition fees, tax breaks, and employee engagement and retention. Program tuition is determined by area market rates and subsidized by Patagonia based on household income.

Case Studies



A key takeaway from a study Home Depot did on Employer-Supported Child Care found, "Childcare benefits should be seen as an investment in your workforce and bottom line, not a cost."

The Home Depot benefits team believed that taking a look at the spectrum of care solutions was a no-brainer. Not only did the idea follow the vision of its founders, but the team also saw this as key to investing in the future of the company and as a mechanism to attract the very best and brightest talent.

Action Steps

How can you help?

Step 1:

- **Assess your workforce needs using this survey**
- **Share the results with the BCC Child Care Work Group**



Step 2

**Collaborate with us by
joining a Childcare
Workgroup through the
Better Communities
Coalition**



**Better
Communities
Coalition**



COLLABORATE

BCC Task Force

- Mental Health
- Transportation
- Long Term Housing
- Short Term Housing
- Child Care

Our mission is to engage the Morgan County community in partnership and collaboration that identifies key issues facing our residents, develops actionable solutions around those issues, and results in an improved quality of life for all.



**Better
Communities
Coalition**

The Child Care Task Force is a group of community stakeholders working together to improve child care access and quality in our community. The task force is committed to developing and implementing a comprehensive plan to address the challenges facing child care providers, families and businesses.

Capacity, Access & Quality

By improving capacity, access, and quality in early childhood education, this group will help to ensure that all children have access to high-quality early learning experiences.

Workforce

This workgroup will help early childhood programs provide better services to children by providing professional development opportunities for teachers, improving the quality of teaching, and growing and retaining the workforce.

Funding

This group will explore ways to generate more money to support early childhood education programs and services at the local level

Communication & Awareness

This group will develop and implement a communication plan to raise awareness of the importance of early childhood education among parents, employees, and employers. They will also partner with organizations that can help spread the word and host an event to educate employers about the importance of child care for their workforce.

Step 3

**Be on the lookout for an
employer grant**

Indiana's Response

- The state announced a \$25M innovative grant program for employer-sponsored child care using a portion of the state's remaining federal relief funds.
- The effort, which Gov. Holcomb detailed in his 2023 Next Level Agenda, launches next month and aims to mobilize Indiana's business community to support the state's growing child care needs.
- The grant program is part of the state's broader efforts to strengthen the early care and education sector, providing support for today's workforce and investing in tomorrow's.



Eligibility Criteria

To be eligible for the grant opportunity, employers must:

- Be an Indiana business or corporation by the start of the grant application period
- Be in good standing with the State of Indiana
- Have 20 or more employees Individual or collaborative employer applicants must be willing to meet the terms and conditions of the grant which include:
 - Implementing project plans within the grant period (e.g., within one year of receiving funds)
 - Contributing a minimum share of the total project cost (e.g., 10% of total project cost)
 - Sustaining the program after the grant period

Funding Uses

Eligible organizations may request funding to expand or create new child care benefits. Requests can be made in one or more of the following categories:

Sponsoring Dependent Care Assistance Plans (DCAPs)

Providing On-site or Near-Site Child Care

Establishing Priority Waitlist Partnerships

Offering Tuition Benefits

Reserving Seats in Local Child Care Programs

Providing Backup Care Options

Promotion and Outreach

The Chamber of Commerce and local chamber associations will play a leadership role in announcing and promoting the Fund within statewide communities.

- Dedicated webpage featuring fund information, application link, support resources and other informational supports
- Coordinated public relations efforts, including toolkits for local communities and partners
- Hosted informational webinars for employers to learn, receive support and ask questions
- Targeted email marketing to eligible businesses and corporations to ensure awareness
- Targeted social media advertisements
- Local and statewide business and economic event engagements
- Dedicated technical assistance and support channels/resources

Proposed Timeline

September: Fund announced and applications open

September – November: Ongoing promotion, support and resources made available to eligible employers. Technical assistance provided at both state and local levels
*Applications will be reviewed upon receipt

November 30: Application period closes

December: Application review and awardee determinations

December & January: Award announcements made *1st and 2nd rounds

January/Early February 2024: Funds are distributed

February 2024 – February 2025: Grant period for awardees to complete projects and expend funds. Mid-project and final project reports required



Next Step for Businesses Recap



1. Assess your workforce using the child care survey
2. Join a Childcare Workgroup through the BCC
3. Learn more about the Employer-Sponsored Child Care Grants to be launched in 2024



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Thank You!

**Coming together is a beginning;
keeping together is progress;
working together is success**

- Henry Ford

