



**The ECE Business
Collaboratory**



Activating New Partners and Innovations in Employer-Sponsored Care

Charles Aull, Senior Policy Analyst, Kentucky
Chamber of Commerce

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Initiatives, Colorado Executives Partnering to
Invest in Children (EPIC)

EXECUTIVES PARTNERING TO
INVEST IN CHILDREN



Innovative Child Care Solutions:

Employer Investment & Community Partnerships



**Alethea Gomez, Director of
Programs and Initiatives**

About EPIC



➤ Our Mission

As the business community's nonpartisan voice for early childhood, EPIC leads efforts to build infrastructure and advance policies that support the workforce of today while developing the workforce of tomorrow.



Nicole Riehl,
President and CEO

Programs



Workforce

Helping employers attract and retain the best workforce, while supporting environments that enable families and children to thrive

- Supporting businesses and communities in improving access to quality, affordable child care through tailored consulting and advising
- Offering resources and technical expertise that lead to implementation of family friendly policies that work for both employers and employees



Policy

Shaping and advancing policies that support EPIC's strategic priorities and programs

- Engaging business leaders for testimony, op-eds, and legislation advocacy
- Informing regulation (rule) and public funding



Leadership & Education

Increasing the business community's awareness of the importance of early care and education and engagement efforts

- Guiding public will efforts through leadership, idea generation, and solution implementation
- Collaborating with EPIC Members and business organizations through events and communications to promote education and action



Child Care Infrastructure

Engaging employers in solutions that meet the infrastructure, capital, and workforce needs for sustainability and the provision of child care and early education services

- Promoting access to affordable child care real estate and facilities
- Fostering public/private partnerships that support investments in early childhood and infrastructure

Community Need & Economic Impact



79% of parents reported adverse impacts on their efforts or commitments at work due to child care problems

45,981 CO parents are making career sacrifices due to issues with child care

Colorado ranks as the 8th most expensive state for the cost of child care

A typical family in Colorado would have to spend 37.9% of its income on child care for an infant and a 4-year-old.

\$2.2 billion
Colorado's annual loss due to the infant-toddler child care crisis

[US Chamber of Commerce Data \(2020\)](#)

Employers Can Help

US Chamber of Commerce Data Points

- **20%** of employers are currently willing to increase their investment in childcare needs. However, **49%** of employers would be likely to provide additional child care assistance if the government offered supplementary incentives
- **89%** of employers are looking for solutions to child care for their frontline workers but don't feel equipped to take the next steps
- Employers have financial and real estate resources

Senate Bill 21-236: Employer Based Child Care Grant Program



- \$8.8 Million (+\$10 Million in '22) for the creation of onsite or near-site child care facilities to support employees (Private, Government, Non-Profit)
- Priorities Include:
 - High percentage of employees with wages below the area's median income
 - Plans to meet the level four standard of the Colorado Shines quality rating and improvement system
 - Stated commitment to and a business plan for a well-compensated child care staff
 - A plan for innovative models, such as co-ops, hubs, or microcenters
 - A plan to serve children in child care deserts or in regions with low child care capacity
 - Staff that represent or reflect the linguistic and cultural diversity of the families living or working in their community, including dual language learners
 - Primary industry and area of business is other than child care

Why A Design Lab?

- Employers want and need guidance - this is not their primary industry or business they typically operate in
- Child care is heavily regulated and there are many unknowns with cost, risk, and operations
- Concept to Completion Road Map
 - What do they build and how do they know what is needed?
 - Where do they build?
 - How do they plan for real estate, design, operations, quality, staffing, tuition expenses, financial modeling, etc.?

Design Lab Vision and Goals




Employer-Based Child Care Design Lab

All Data Sourced from 2021-2022 Design Lab Participants



The Design Lab serves to create **sustainable, quality, and affordable employer-based child care** models. Using tailored support within a cohort, the Design Lab guides employers through the process of defining and launching a child care center tailored to the needs of employees.



FINANCIAL MODELING

EPIC breaks down the child care business model so key decisions are informed and well supported with real data.



TAILORED TECHNICAL SUPPORT

Every project is unique. EPIC considers the priorities and gaps, connecting employers with resources, knowledge, and confidence to move forward.



COMMUNITY CONNECTIONS

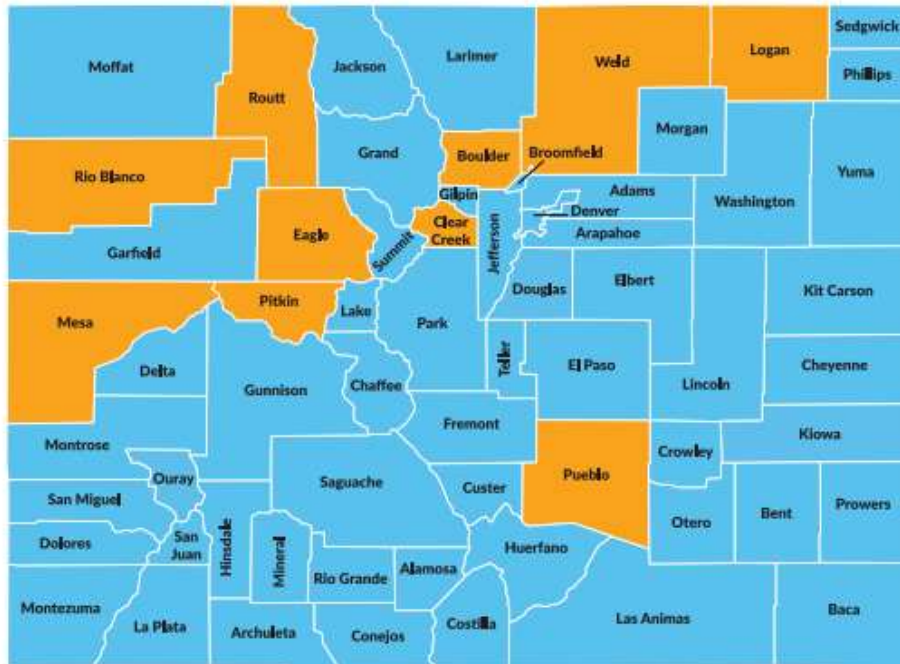
The Design Lab connects participants with other business leaders who have both led successful projects and are also engaged in a similar process, lending important partnerships and connections to the project.

Applicants came from all over Colorado

Diverse & high-impact participants

from across Colorado in every sector

- 9 employers that support more than 11,000 employees
- High focus in rural communities and child care deserts



Actionable Resources. Real Results.

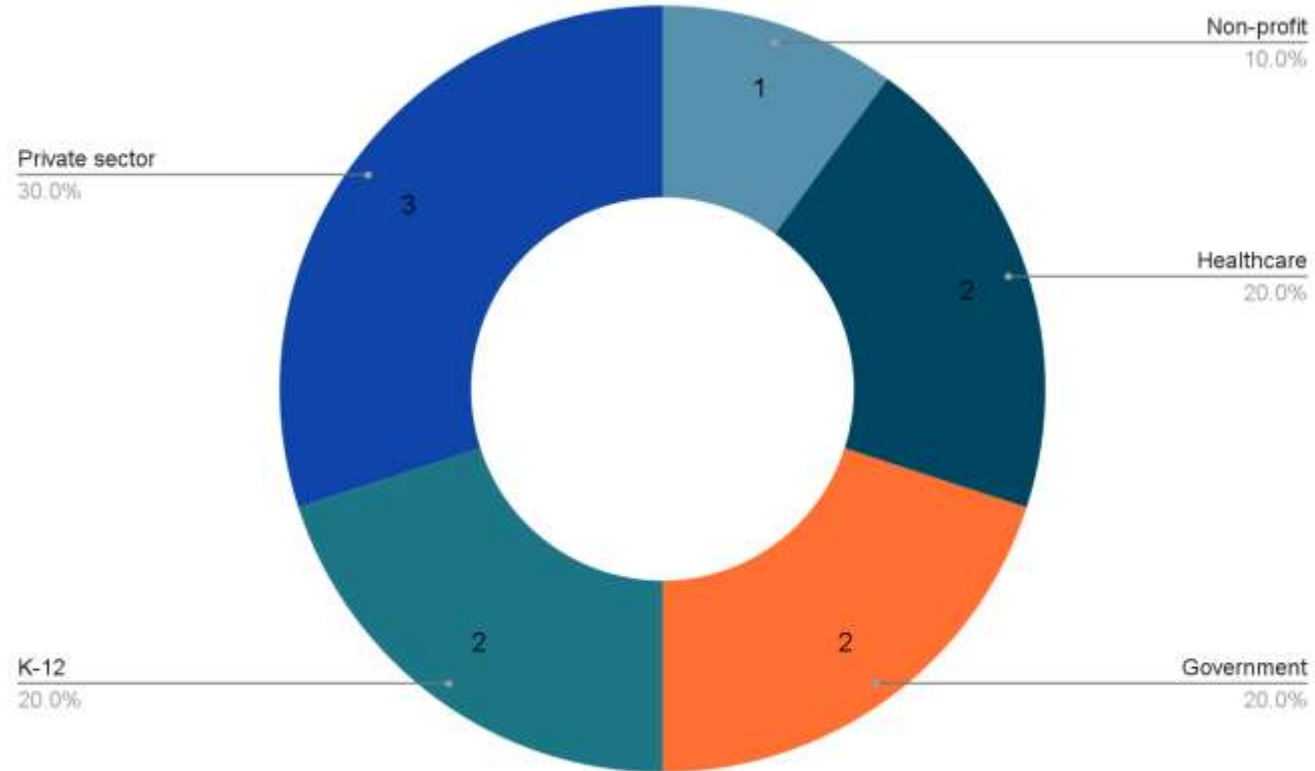


Projects from the inaugural Design Lab will:

- **CREATE** 495 new child care spots, including 275 for infants and toddlers
- **LEVERAGE** more than \$20.2 million in private and public funds
- **GENERATE** 140 new positions for early educators in high quality environments



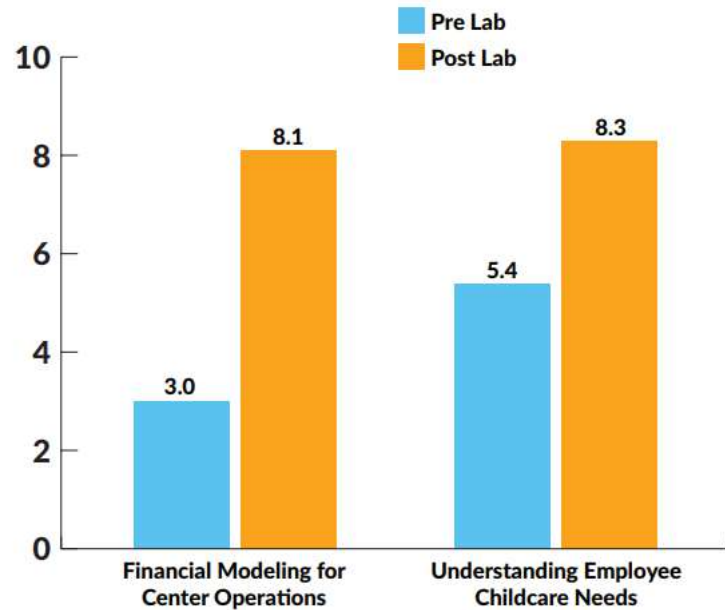
Design Lab participants operate in a variety of sectors and industries



Note: the lead applicant is the industry listed - some projects have cross-industry leadership

Key Takeaways & Commentary

Design Lab Impact on Participants

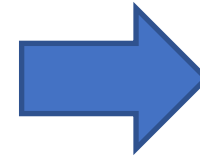


100% of participants who pursued projects cite the Design Lab as VITAL to their process.

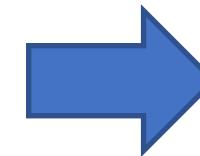
100% of participants feel they have the TOOLS to support design, decision making, and launch of an on-site or near-site child care center.



The amount of work the EPIC team put into creating the Design Lab is immeasurable. They covered every minute detail and **answered every imaginable question, before we even knew what questions to ask.** Their attention to detail, their incredible experience, and their unbelievable ability to share high-level information is the power behind the Design Lab.



High impact on project success and progress



Creative community endeavors and partnerships

Opportunities & Considerations

- The need for capital financing for child care facilities is significant, both with employer-led projects and community-based projects
- Employers are more willing to come to the table as partners with incentives...let's continue this work and how do we engage employers where onsite or near-site is not a feasible option?
- Demand for future Design Labs (and general technical assistance) exists and is likely to continue

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INVEST IN CHILDREN



Questions?
[ColoradoEPIC.org](https://www.ColoradoEPIC.org)

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Addressing Kentucky's Workforce and Child Care Challenges through Employer Engagement and Business Leadership

Charles Aull, Executive Director
Kentucky Chamber Center for Policy & Research

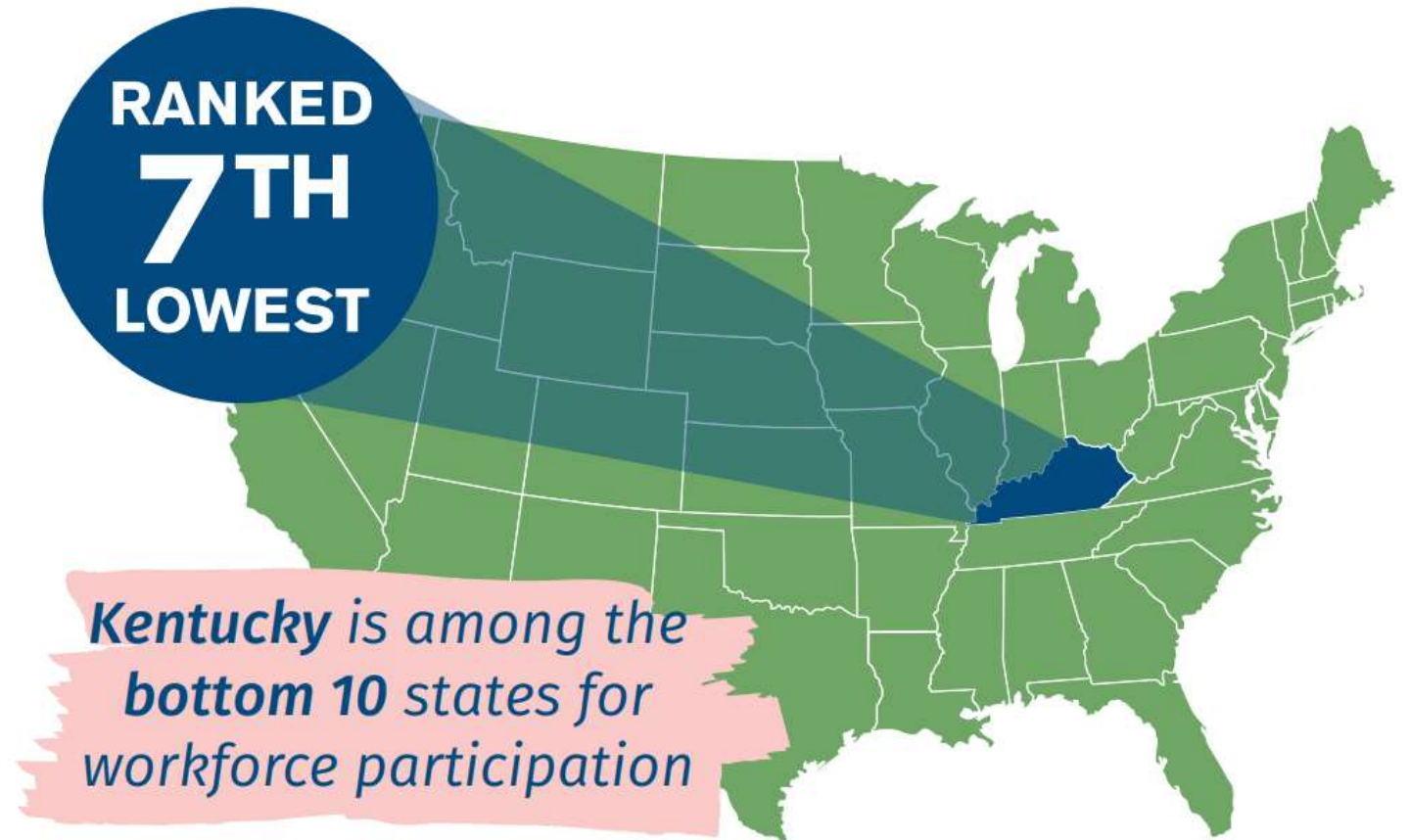


Kentucky Chamber
Uniting Business. Advancing Kentucky.



Kentucky has a workforce problem

- **KY workforce participation: 58.2%**
- **US workforce participation: 62.1%**
- **MN workforce participation: 68.4%**



The causes of Kentucky's workforce challenges are numerous and multifaceted

- Aging population
- Low inbound migration
- Substance use disorder
- Criminal justice
- Skills gaps
- Child Care

20 YEARS IN THE MAKING: KENTUCKY'S WORKFORCE CRISIS



SEPTEMBER 2021



Kentucky Chamber
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House Bill 499: The Employee Child Care Assistance Partnership



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