

SOLVING REGION 8'S CHILD CARE CRISIS



When Early Childhood Works, We All Work

When Early Childhood Works, We All Work

NAME | ORGANIZATION | SECTOR

WHAT OPPORTUNITIES DO YOU SEE TO ADDRESS CURRENT GAPS?

KEY TAKEAWAYS

WHAT ASSETS DO YOU BRING TO THIS ISSUE?

7/26/23

When Early Childhood Works, We All Work

WHAT ACTIONS AM I WILLING TO TAKE IMMEDIATELY?
(LEVERAGING EXISTING RESOURCES & POWER)

WHAT ACTIONS CAN WE TAKE COLLECTIVELY?

WHAT DO WE NEED OUR POLICY MAKERS TO KNOW?
WHAT ARE YOU WILLING TO ADVOCATE FOR?

7/26/23



GUIDED WORK

WAYS TO PARTICIPATE

When Early Childhood Works, We All Work

We want to hear from you!

Scan this QR code to tell us about your experience



I liked...

I wished...

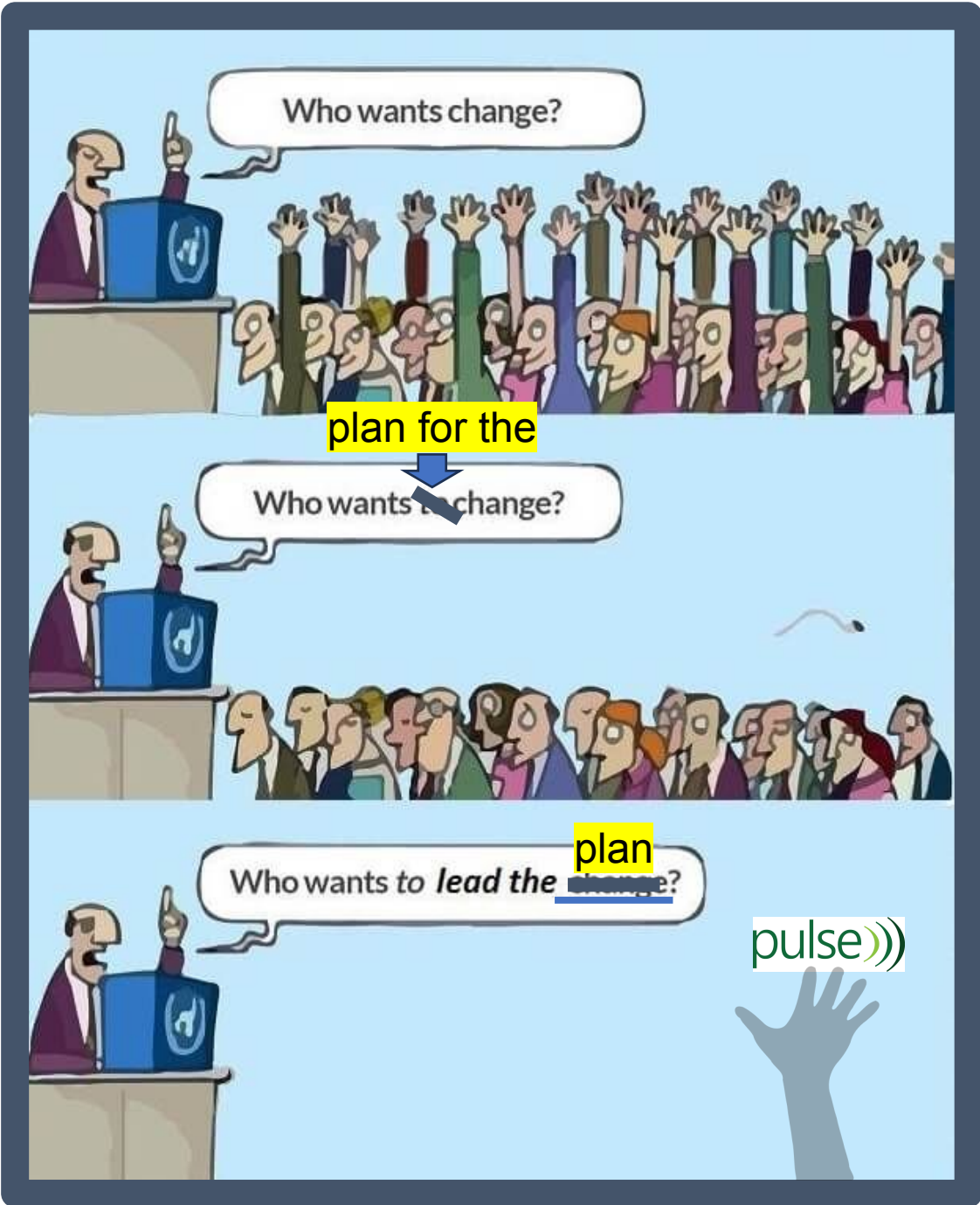
I wonder...

ONLINE



OURS IS NOT THE TASK OF
FIXING THE ENTIRE **WORLD**
ALL AT ONCE, BUT OF
STRETCHING OUT TO MEND
THE PART OF THE WORLD
THAT IS WITHIN OUR
REACH.

Clarissa Pinkola Estes



The pulse))) Team

@ the W.E. Upjohn Institute for Employment Research

KATHY SZENDA WILSON

Co-Director | szenda1969@gmail.com

MARIA ORTIZ BORDEN

Co-Director | mariaortizborden@gmail.com

ANGIE LAYNE

Project Coordinator | adlaynebcpe@gmail.com

CHARLES RHAMES

Project Coordinator | charlesrhames96@gmail.com

LIS TOBIA

consultant | lis.tobia@gmail.com

+ steering committee

Kelli Adams

Employer Resource Network | Upjohn Institute

Erika Burkhardt

Early Childhood Support Network

Bronwyn Drost

Southwest Michigan First

Marcie Gillette

City of Battle Creek

Heather Ignash

Battle Creek Unlimited

Ashley Iovenio

Michigan Works! | Upjohn Institute

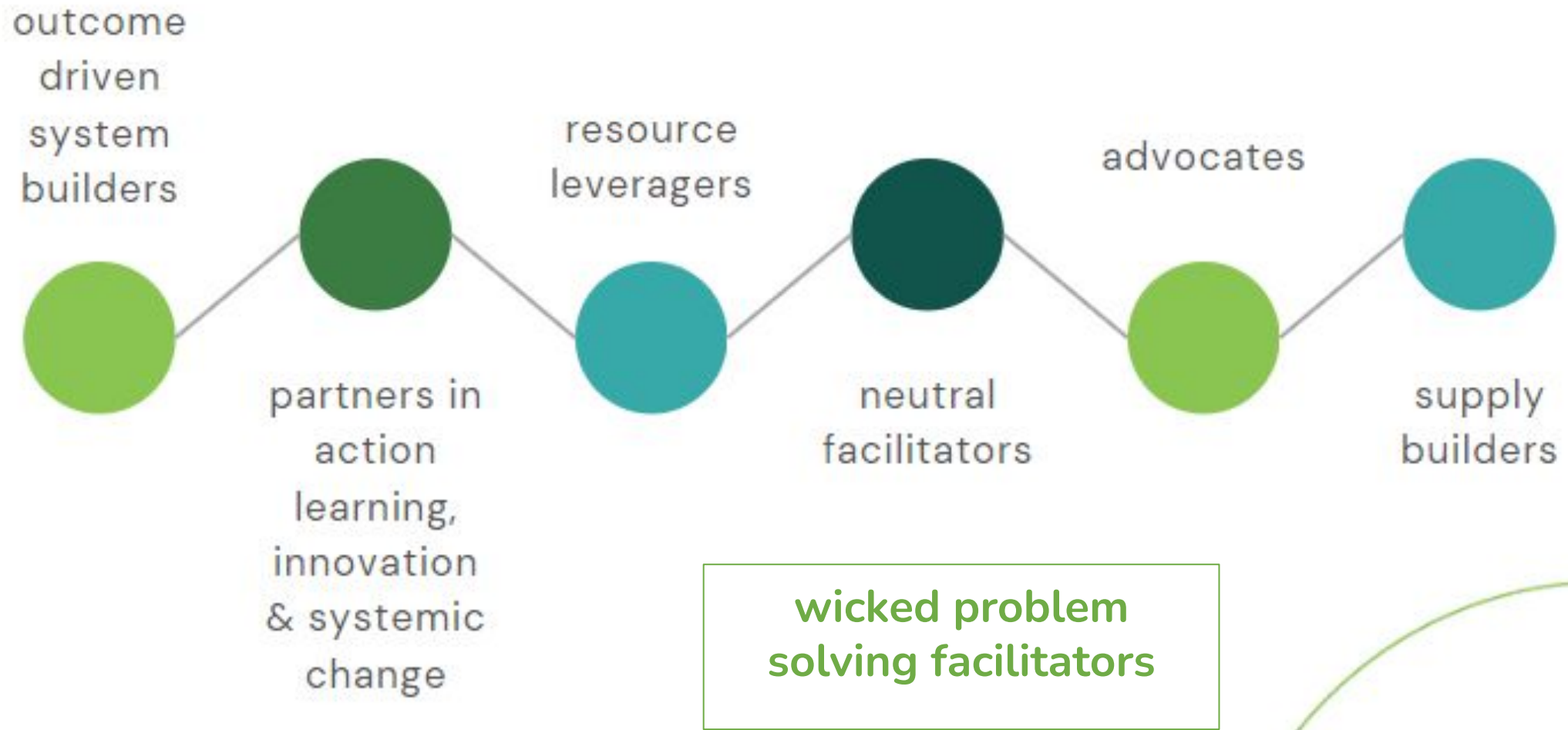
Megan Russell Johnson

WK Kellogg Foundation

Andrew Robinson

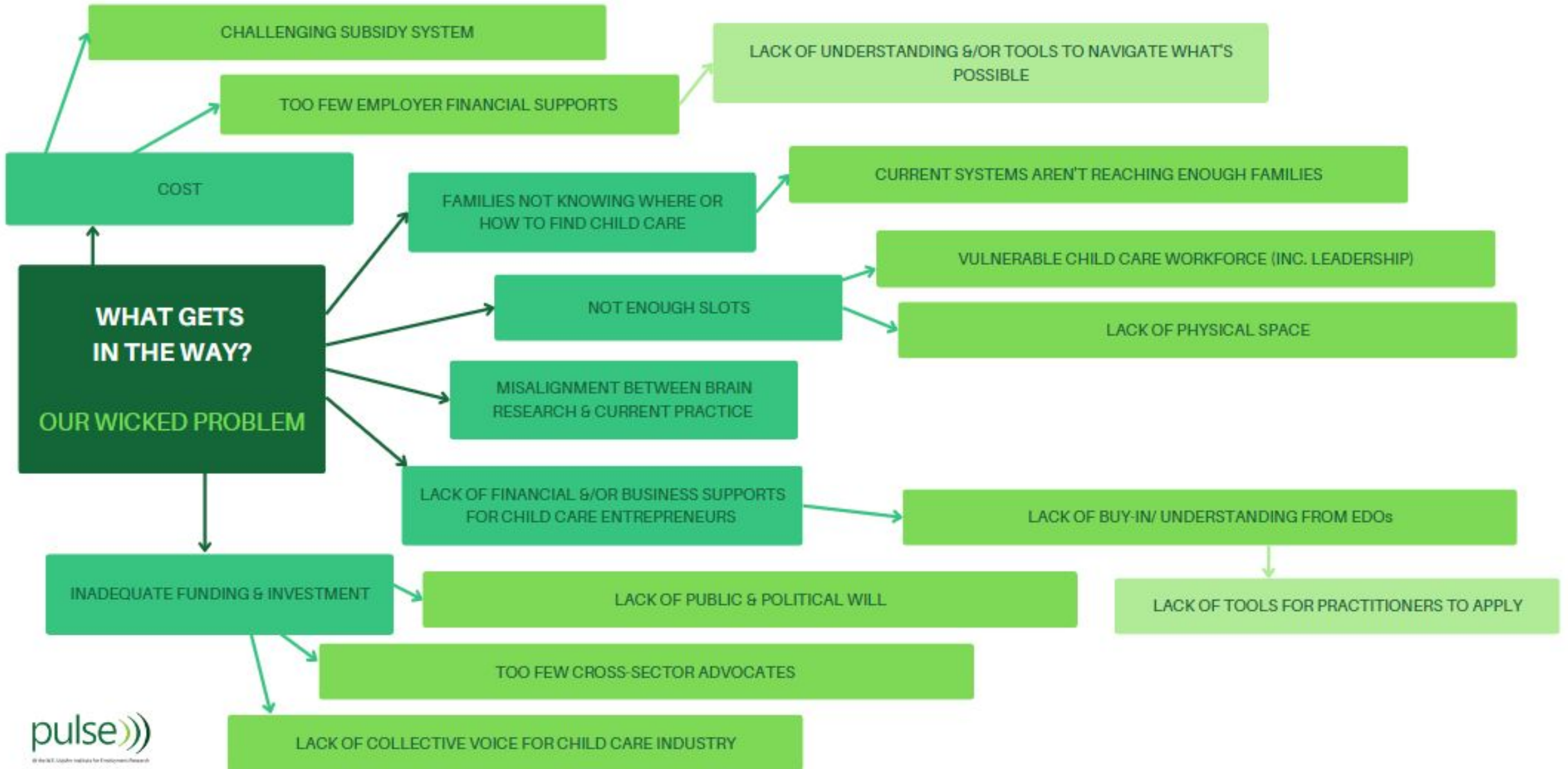
Mosaic CCDA

WHO IS PULSE?



OUR GOAL:

REGION 8 FAMILIES HAVE EQUITABLE ACCESS TO CHILD CARE THAT IS QUALITY, AFFORDABLE & ALIGNED WITH THEIR NEEDS.



**When
Early
Childhood
Works,
We All
Work**

REGIONAL CHILD CARE PLAN

OUR CHARGE:

Build & support a coalition committed to collectively developing a plan that is reflective of family voice. A coalition whose goal is to accelerate community-level, cross-sector efforts to address the child care crisis. Ultimately our collective efforts will expand access to quality, affordable child care for working families in MEDC's Region 8.

MEDC's Region 8 includes: Berrien, Branch, Calhoun, Cass,
Kalamazoo, St. Joseph & Van Buren Counties



**When
Early
Childhood
Works,
We All
Work**

REGION 8 ANSWERING THE CALL: WHAT'S NECESSARY TO BUILD A STRONG CHILD CARE SYSTEM?

a good plan always begins with the right questions

- What is the current state of child care in the region?
- What existing resources, policies & practices support a child care friendly region?
- What existing resources, policies & practices can we realign to improve regional conditions?
- What new resources are needed to innovate, fill gaps & create systemic change?
- What change do we need to collectively advocate for?

our timeline: plan submission by 12/31/23

REGION 8 CHILD CARE PLAN ELEMENTS



child care
landscape



gap
identification



regional best
practices



opportunities

PROGRAMMING
FUNDING
ADVOCACY



@ the W.E. Upjohn Institute for Employment Research

Creating Region 8's Child Care Landscape:

critical perspectives in
understanding the
landscape

FAMILIES

Stanford University RAPID-EC
Surveys (May 2023)

**CHILD CARE
BUSINESS OWNERS**

Childcare Survey, conducted by Lis
Tobia (May 2023)

**ECONOMIC
DEVELOPERS**

EDO Assessment (developed by
Pulse, TA workshop or self-directed)

**MUNICIPAL
LEADERS**

Municipal Assessment (customized
by Pulse from NLC workbook, TA
workshop or self-directed)

INTERMEDIARIES

Intermediary Survey (developed by
Pulse in partnership w/ Erika
Burkhardt & Lis Tobia (conducted
June 2023)

\$14,000/year



\$500/year



U.S. Other Countries

AVERAGE COUNTRY'S INVESTMENT IN KIDS UNDER 5

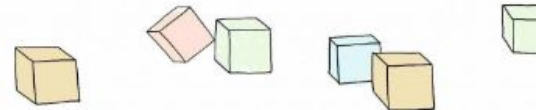


BEFORE THE PANDEMIC, U.S. CHILD CARE WAS ALREADY CONSIDERED BROKEN.

The U.S. spent less on child care than any other developed country. Demand for infant care - the costliest care with the lowest teacher ratios - remained high, and spots were in short supply.

A BRIEF EXPLAINER

Text by Rebecca Gale / Illustration by Dianne Kirsch





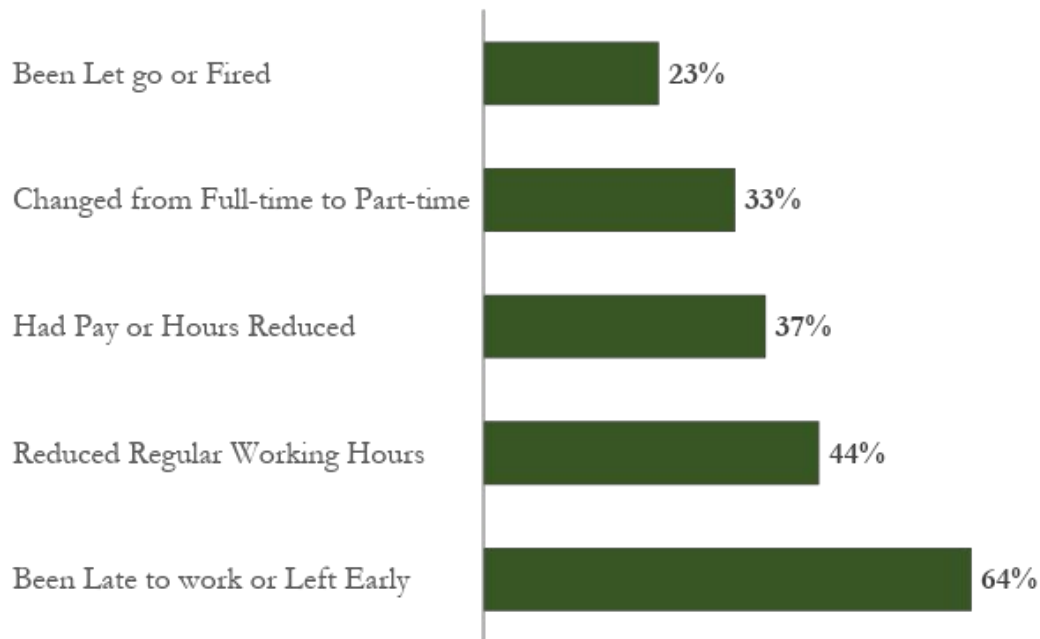
THEN CAME COVID...

SO WHERE DO WE STAND?

UNDERSTANDING SUPPLY & DEMAND

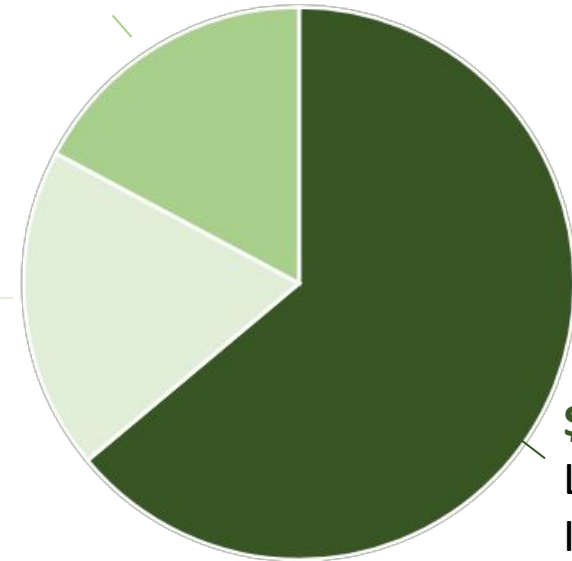
THE **\$122 BILLION** ELEPHANT IN THE ROOM For Infant-Toddler Child Care

PERCENTAGE OF POLL RESPONDS' IMPACT OF INSUFFICIENT AND COSTLY CHILDCARE



\$23 BILLION Lost Business Revenue
...because of hiring costs associated with parents leaving the workforce and lower working hours

\$21 BILLION Lost Income and Sales Tax
...because parents without enough child care earn less and consume less in their communities



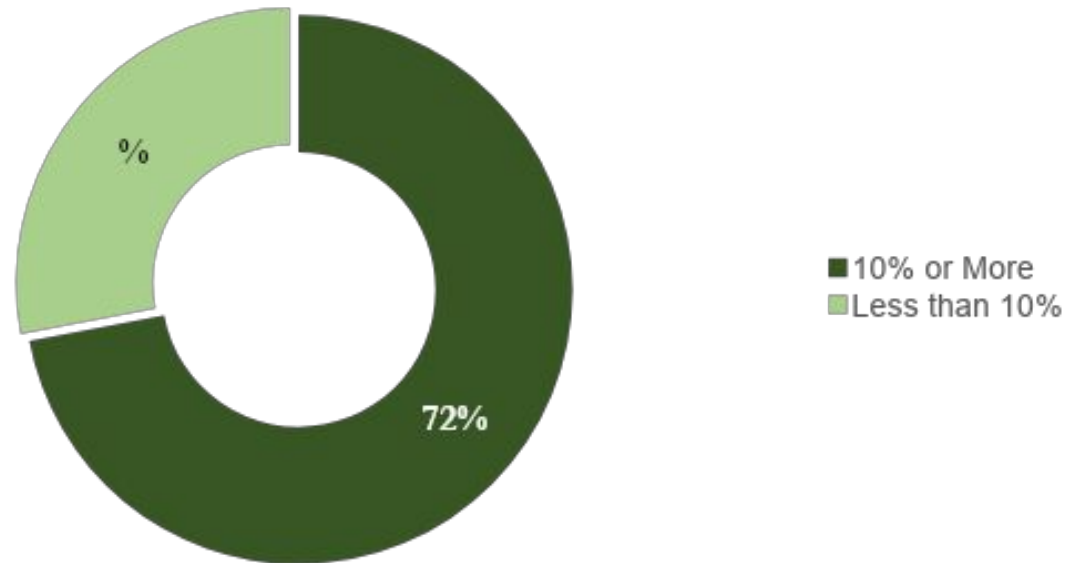
\$78 BILLION Lost Household Income
...because earnings are foregone after reducing hours or pay to care for children

Although wages are low in the child care industry, that does not mean child care is affordable to families in the United States.

7%

of Household Income Spent on Child Care is deemed affordable by the Department of Health and Human Services (DHHS),
However:

72% of Families spend more than 10% of their income on child care

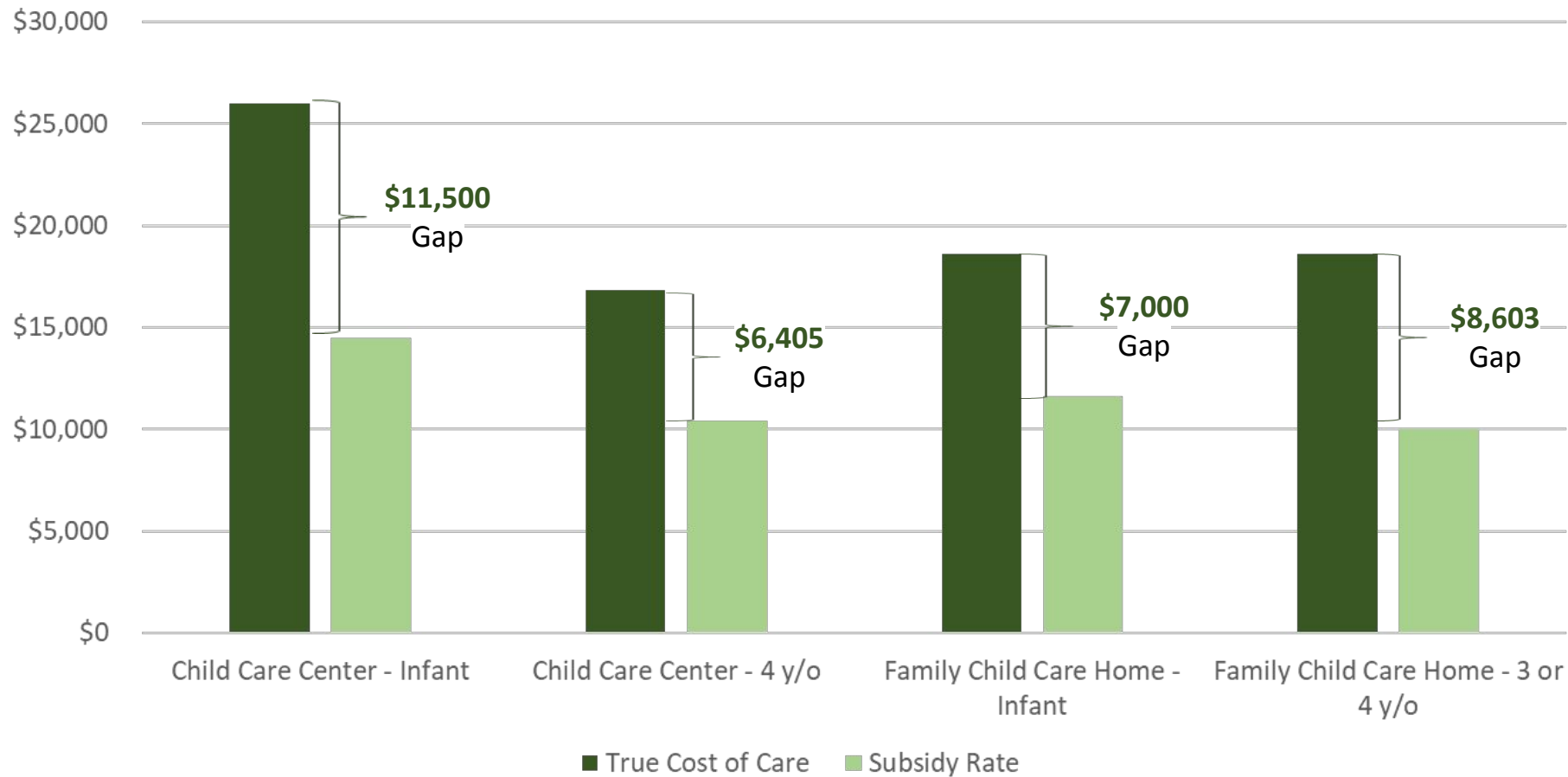


THE TRUE COST OF CARE IN MICHIGAN



When accounting for living wages for early childhood education (ECE) workers in centers that meet minimum state licensing standards, the gap between costs and subsidy rates grow.

True Cost of Care in Michigan against Subsidy Rate



CONTEXTUALIZING THE STATE CHILD CARE PROBLEM



The State of Michigan, on many indicators, is worse off than the national average for child care costs and overall child well-being...

\$3 BILLION

In lost State Economic Activity as a result of the Child Care Crisis

32%

of Michigan children have parents who **lack secure employment**

44%

of Michiganders live in a **Child Care Desert**

55%

of Michigan children age 3 and 4 are **not in school**

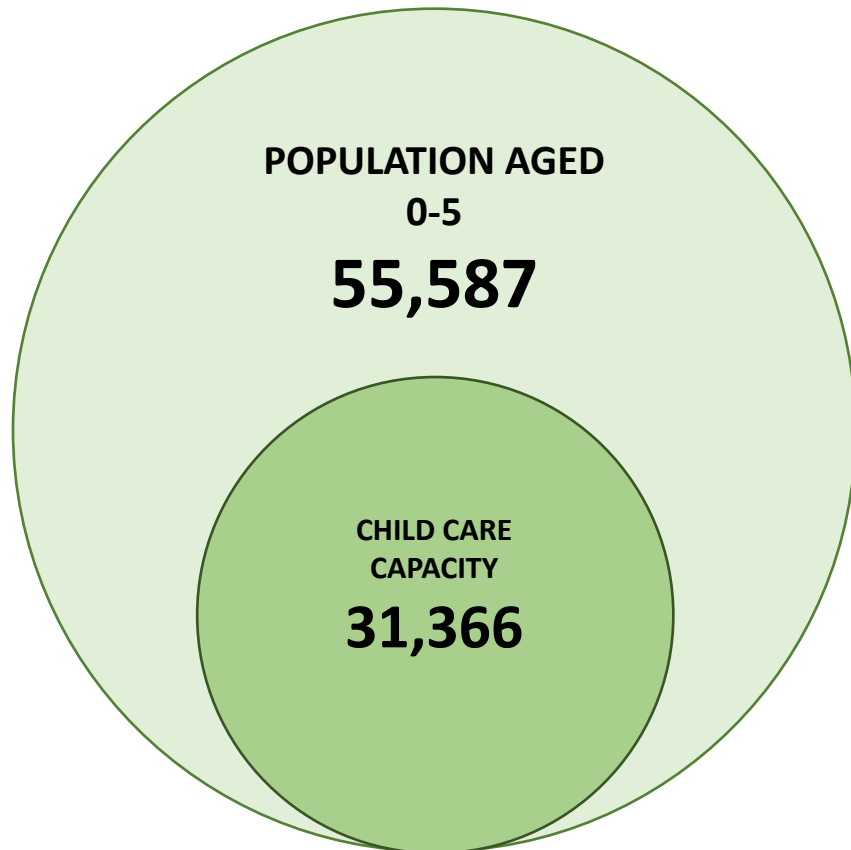
18%

of Michigan children **live in poverty**

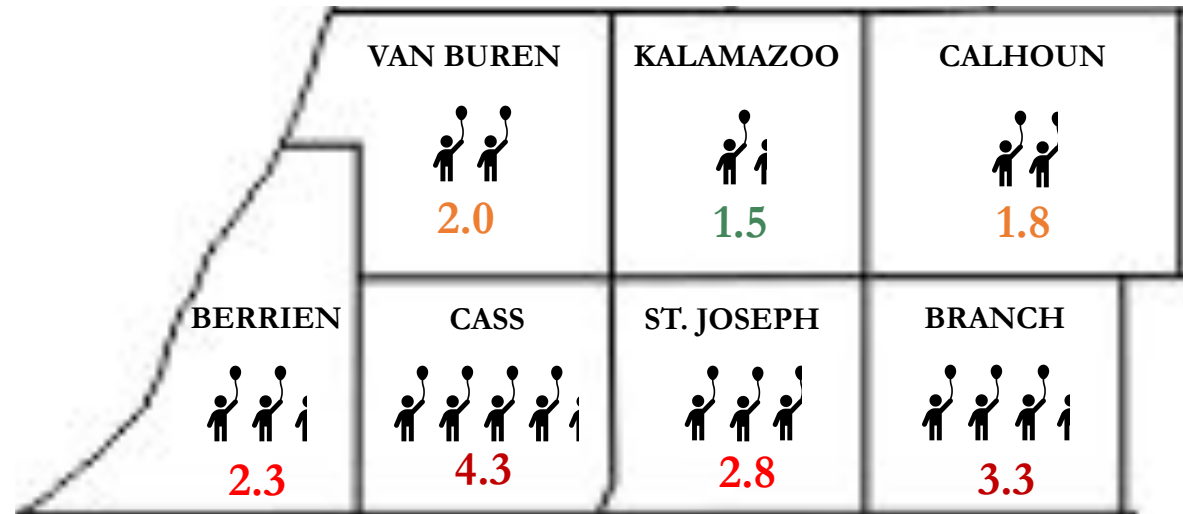
Southwest Michigan is not Immune to the same problems...

REGIONAL CHILD CARE CAPACITY REMAINS INADEQUATE

Regionally, there is child care capacity for only **56%** of the population aged 0-5. The gap in capacity is far more persistent in Southwest Michigan's rural counties.



CHILDREN PER SEAT, BY COUNTY



CHILD CARE CAPACITY BY COUNTY

The number of child care seats by county based on their population aged 0-5 does not meet demand, particularly in counties such as Cass with seats for only **23%** of their children.

Childcare Seats as a Proportion of Population Aged 0-5 by County

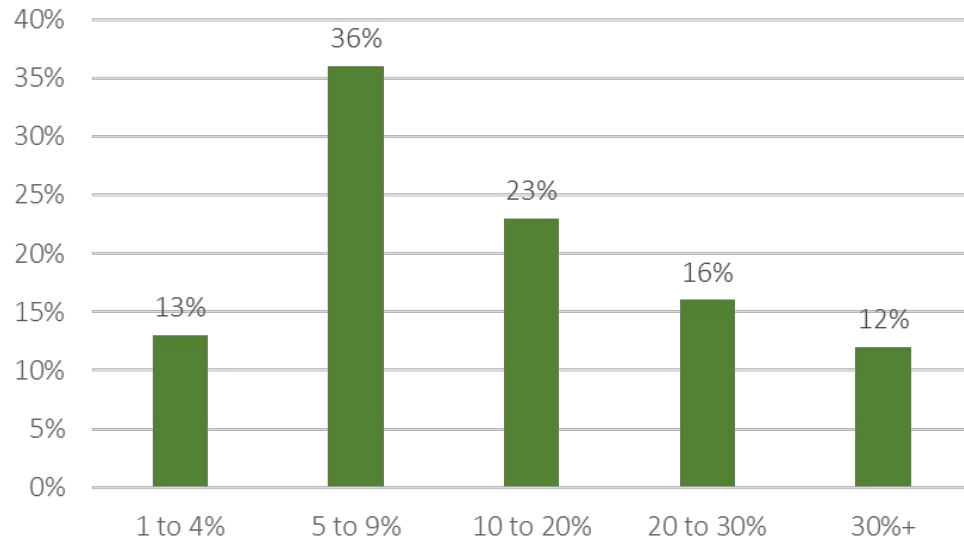


KALAMAZOO COUNTY PROFILE



The distribution of child care facilities in Kalamazoo County aligns relatively well with the distribution of the workforce throughout the county, and facility distribution is close to being adequate.

Percent of household income spent on Child Care in Kalamazoo County

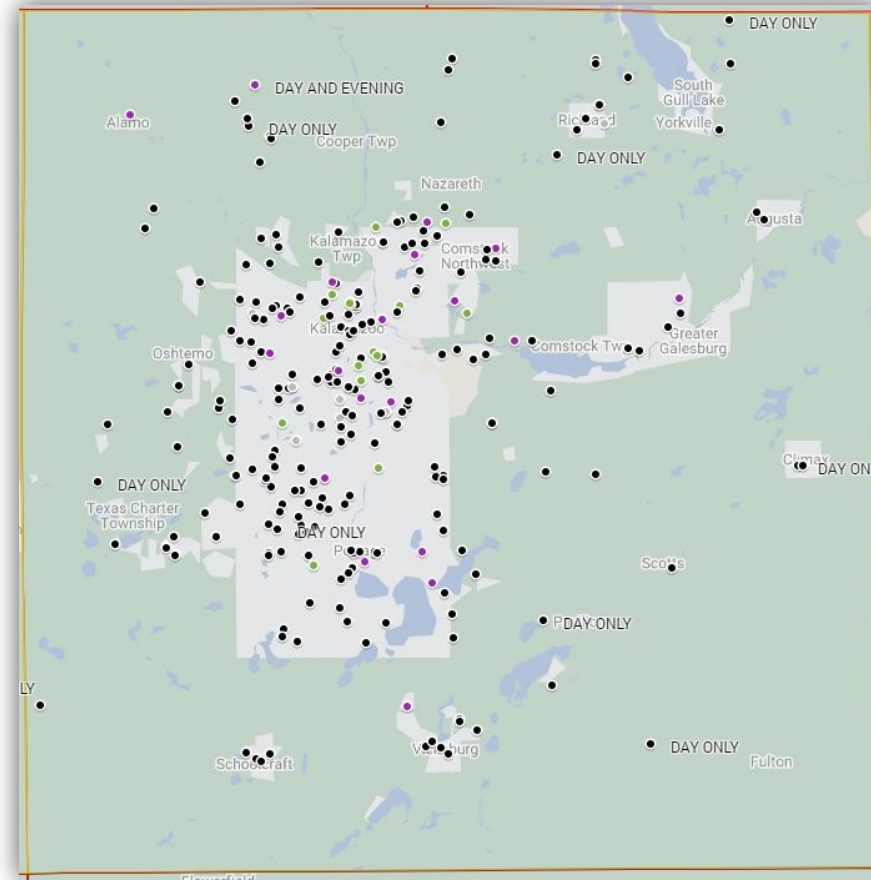


54%

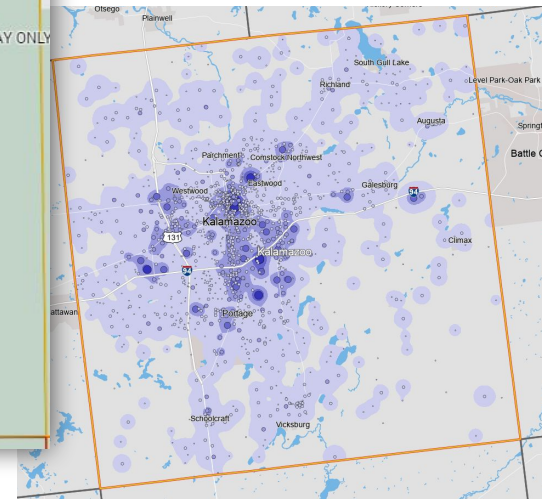
of respondents pay more than 10% of Household Income on Child Care

18%

of respondents had difficulty finding a provider accepting state subsidies



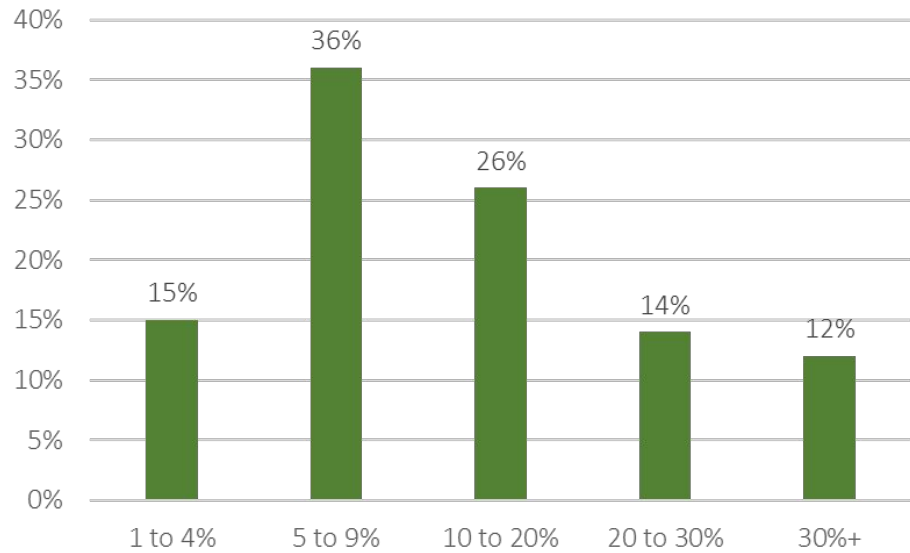
278
Facilities





The distribution of child care facilities in St. Joseph County roughly aligns with the distribution of the workforce throughout the county, however facility distribution is still inadequate.

Percent of household income spent on Child Care in St. Joseph County

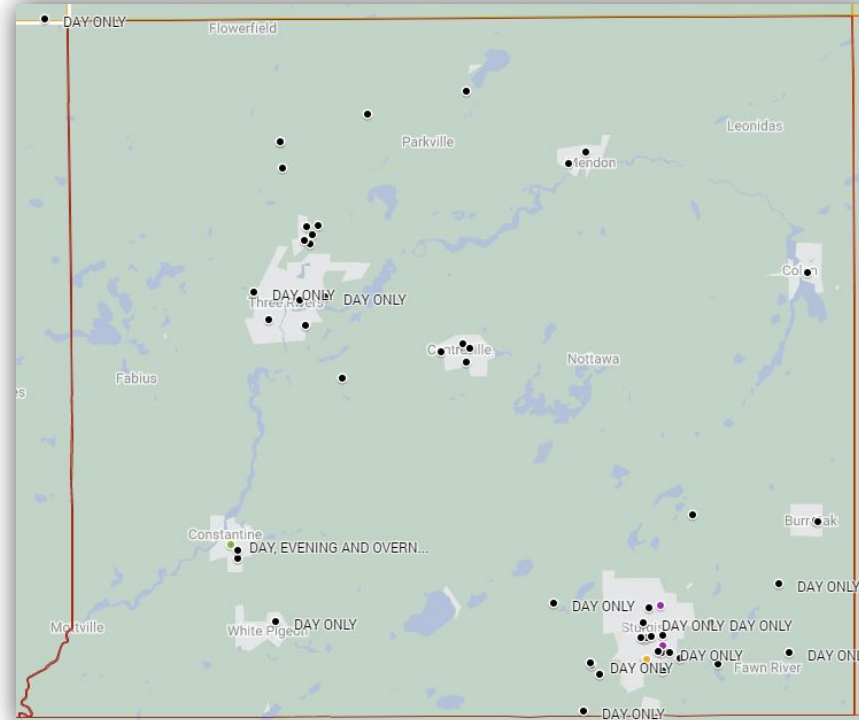


52%

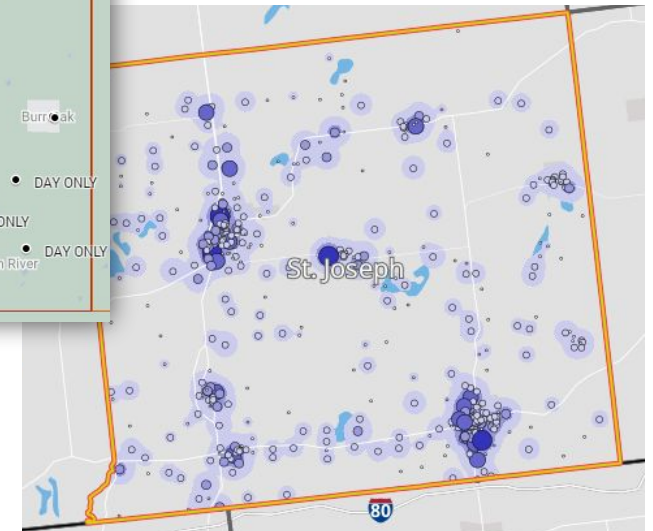
of respondents pay more than 10% of Household Income on Child Care

15%

of respondents had difficulty finding a provider accepting state subsidies



57
Facilities

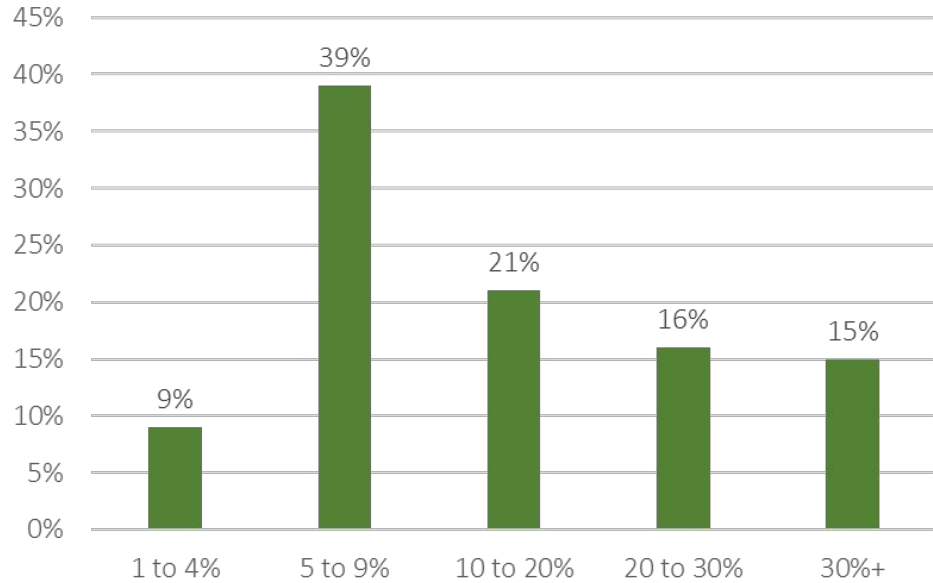


CASS COUNTY PROFILE



The distribution of child care facilities in Cass County sparsely aligns with the distribution of the workforce throughout the county, and the number of facilities is woefully inadequate.

Percent of household income spent on Child Care in Cass County

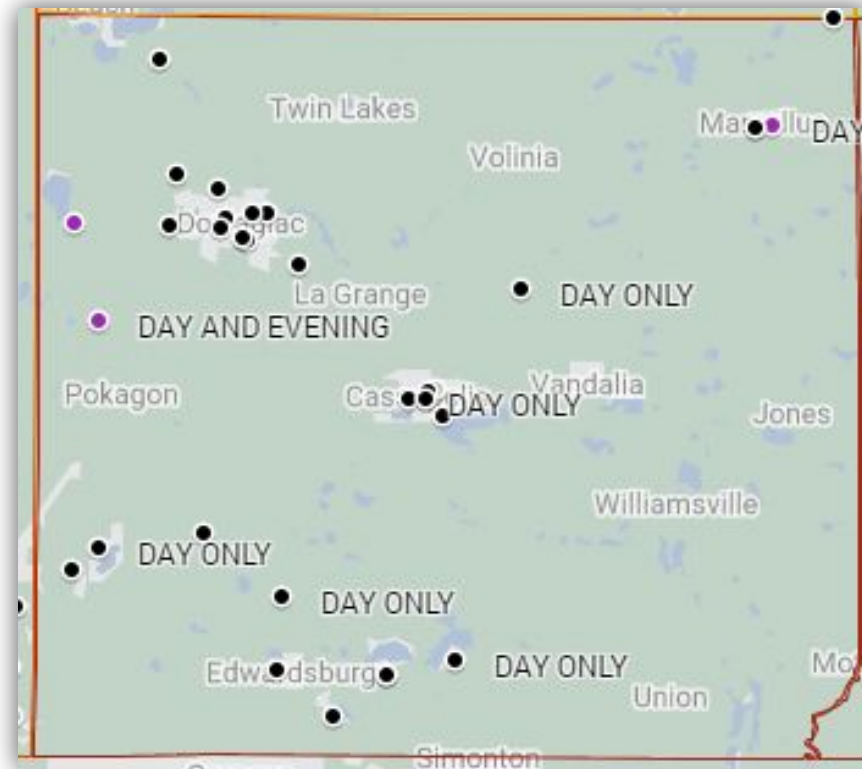


52%

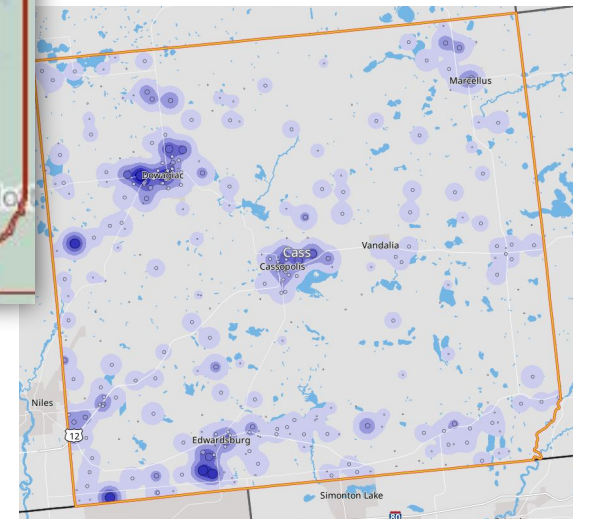
of respondents pay more than 10% of Household Income on Child Care

33%

of respondents had difficulty finding a provider accepting state subsidies



35
Facilities



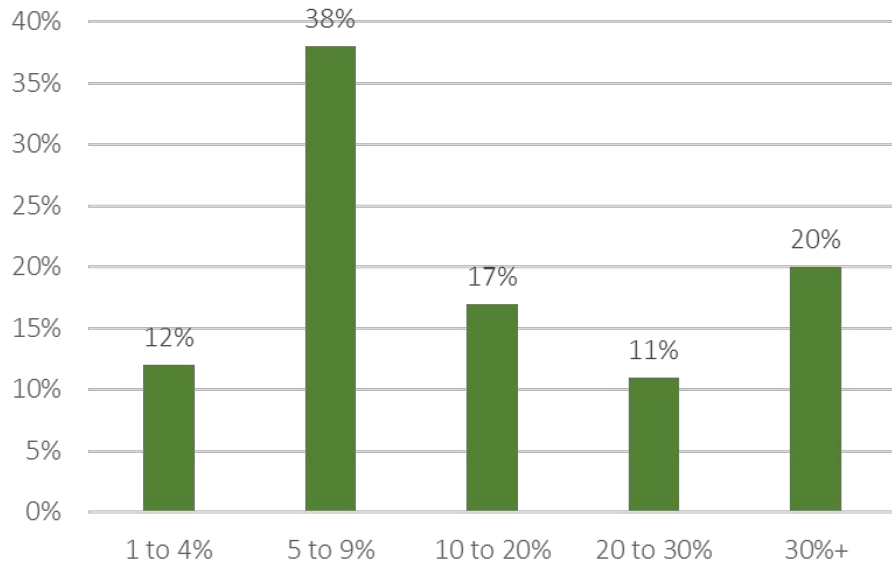
VAN BUREN COUNTY PROFILE



Van Buren County
MICHIGAN

The distribution of child care facilities in Van Buren County moderately aligns with the distribution of the workforce throughout the county, however the # of facilities is not sufficient.

Percent of household income spent on Child Care in Van Buren County

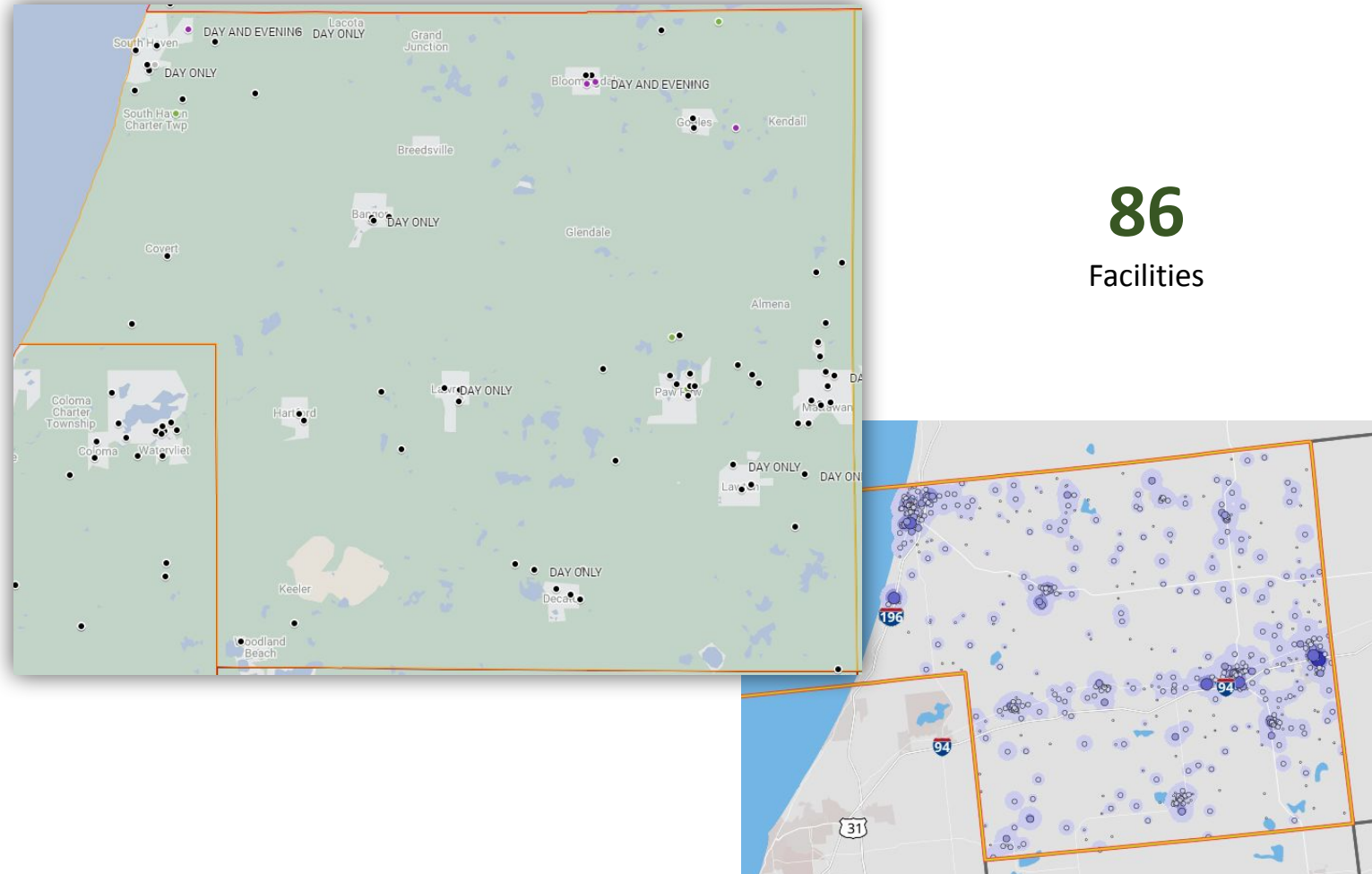


48%

of respondents pay more than 10% of Household Income on Child Care

20%

of respondents had difficulty finding a provider accepting state subsidies



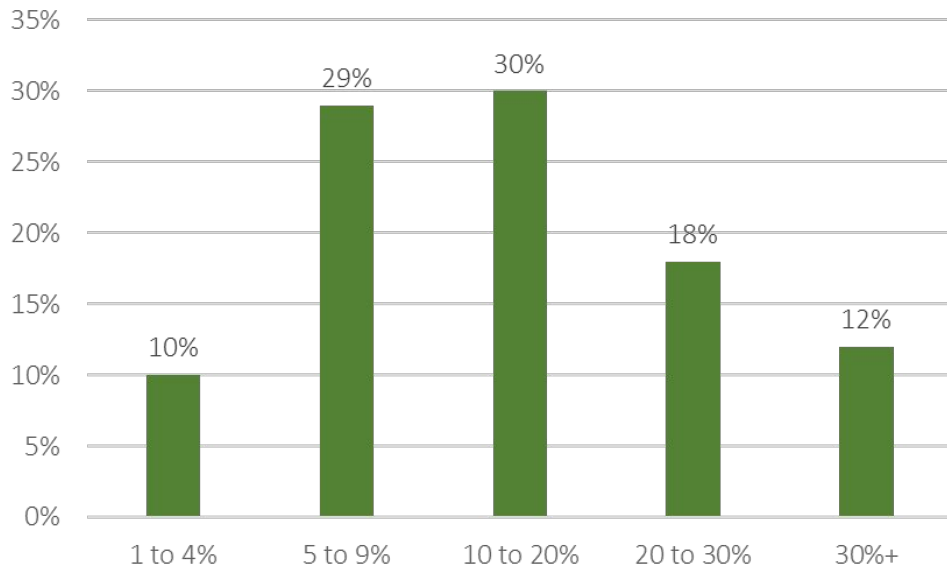
BERRIEN COUNTY PROFILE



BERRIEN COUNTY
MICHIGAN

The distribution of child care facilities in Berrien County moderately aligns with the distribution of the workforce throughout the county, but the number of facilities distribution is inadequate.

Percent of household income spent on Child Care in Berrien County

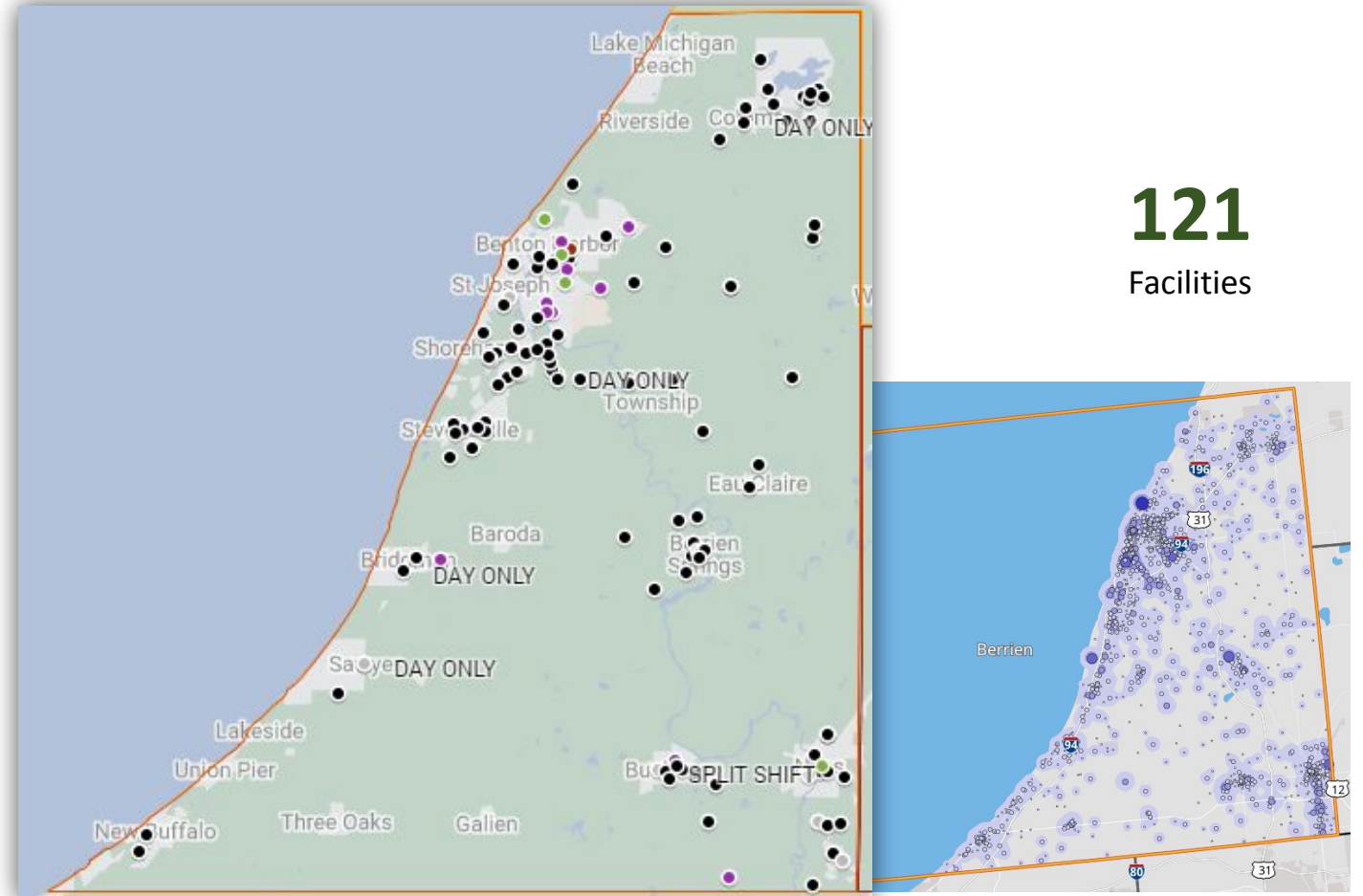


60%

of respondents pay more than 10% of Household Income on Child Care

34%

of respondents had difficulty finding a provider accepting state subsidies

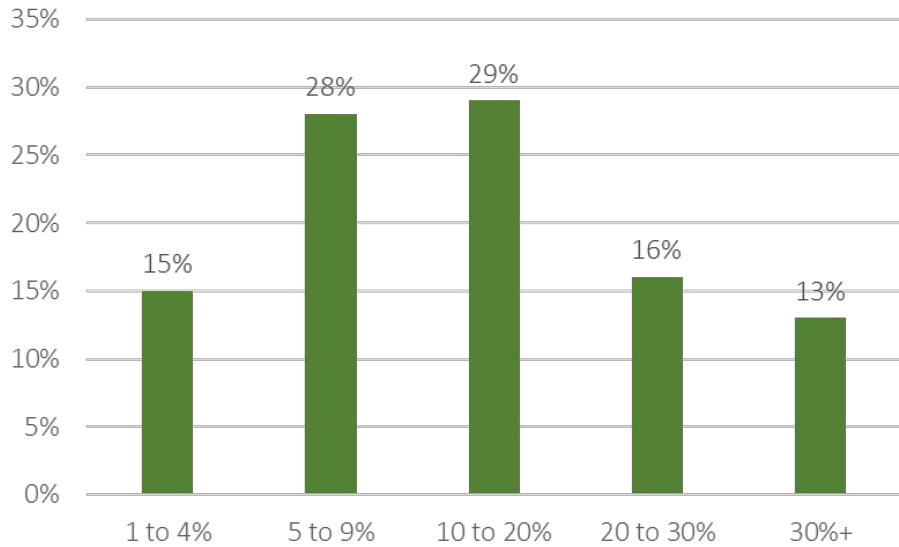


CALHOUN COUNTY



The distribution of child care facilities in Calhoun County aligns relatively well with the distribution of the workforce throughout the county, and the number of facilities is close to adequate.

Percent of household income spent on Child Care in Calhoun County

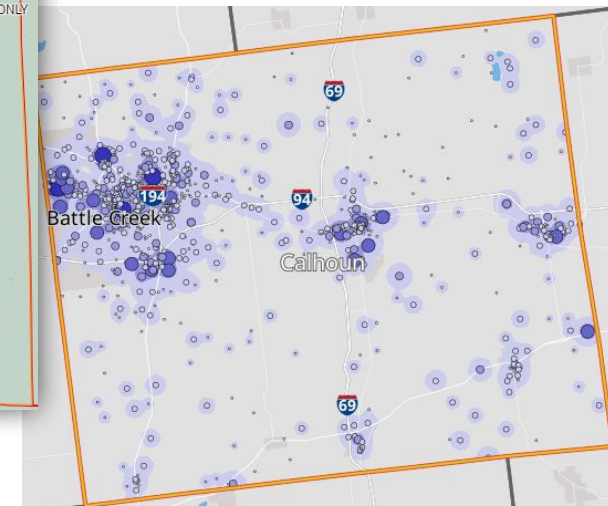
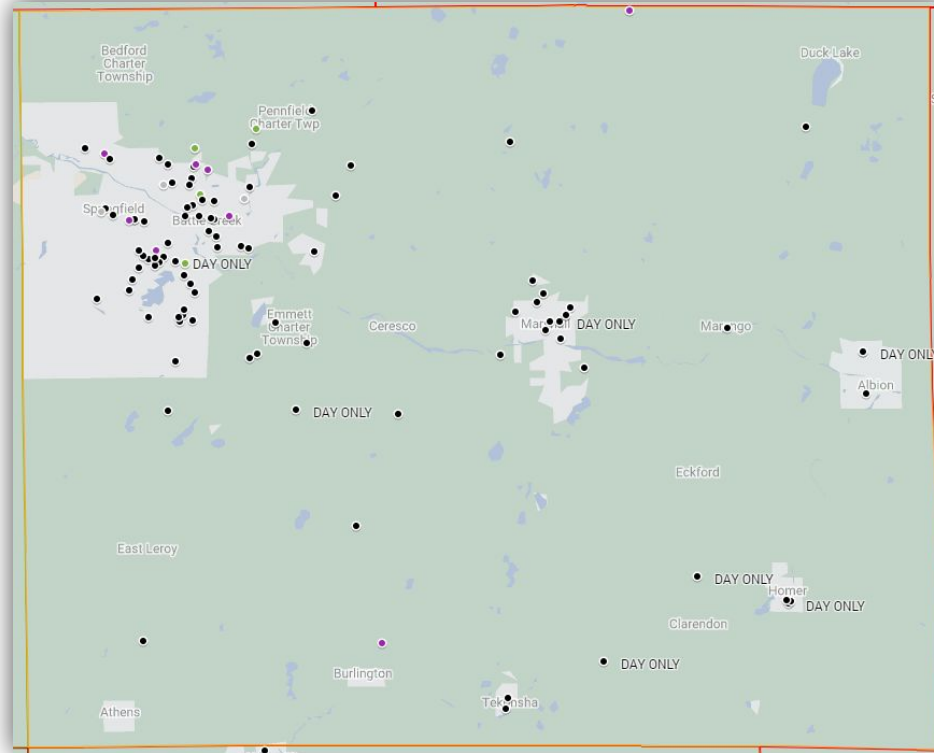


58%

of respondents pay more than 10% of Household Income on Child Care

21%

of respondents had difficulty finding a provider accepting state subsidies



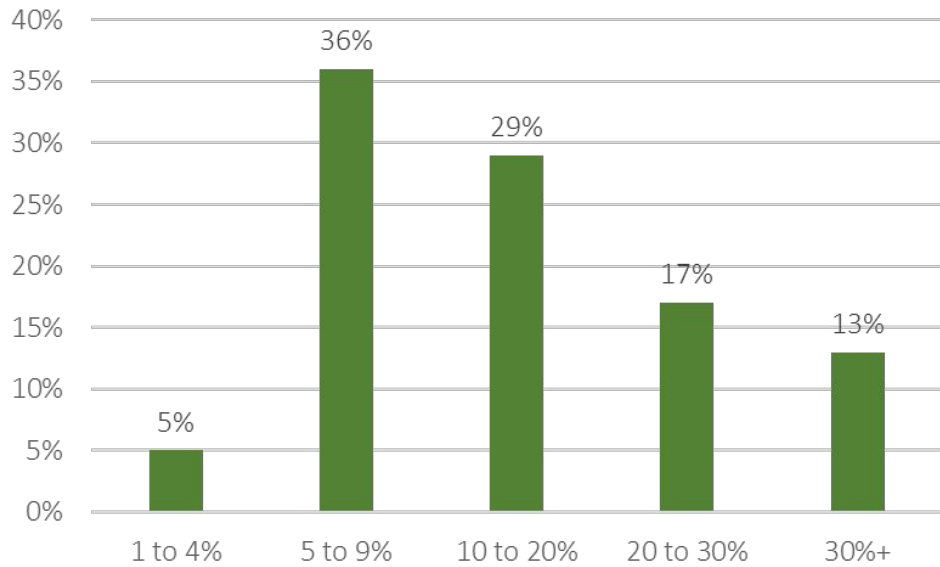
106
Facilities

BRANCH COUNTY PROFILE



The distribution of child care facilities in Branch county sparsely aligns with the distribution of the workforce throughout the county, and the number of facilities is woefully inadequate.

Percent of household income spent on Child Care in Branch County

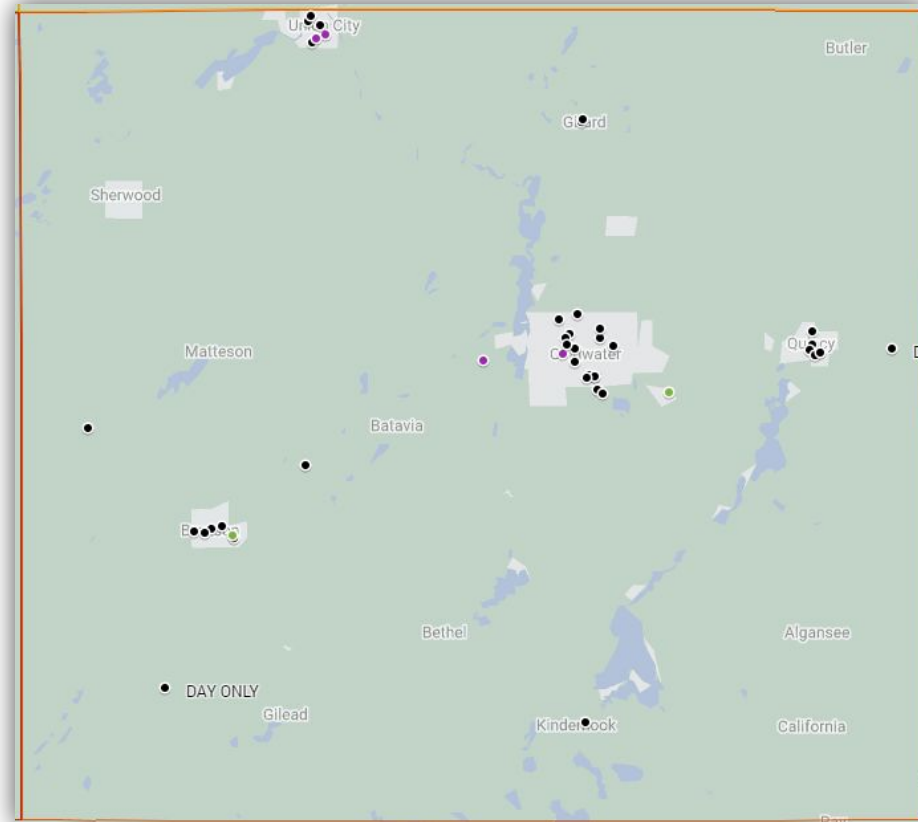


59%

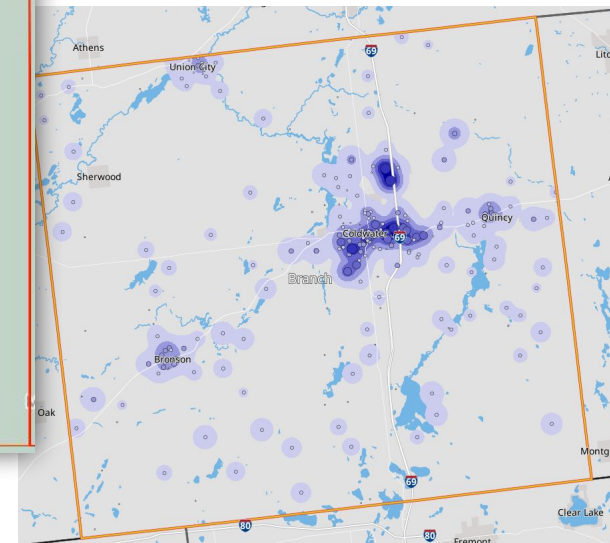
of respondents pay more than 10% of Household Income on Child Care

24%

of respondents had difficulty finding a provider accepting state subsidies



43
Facilities

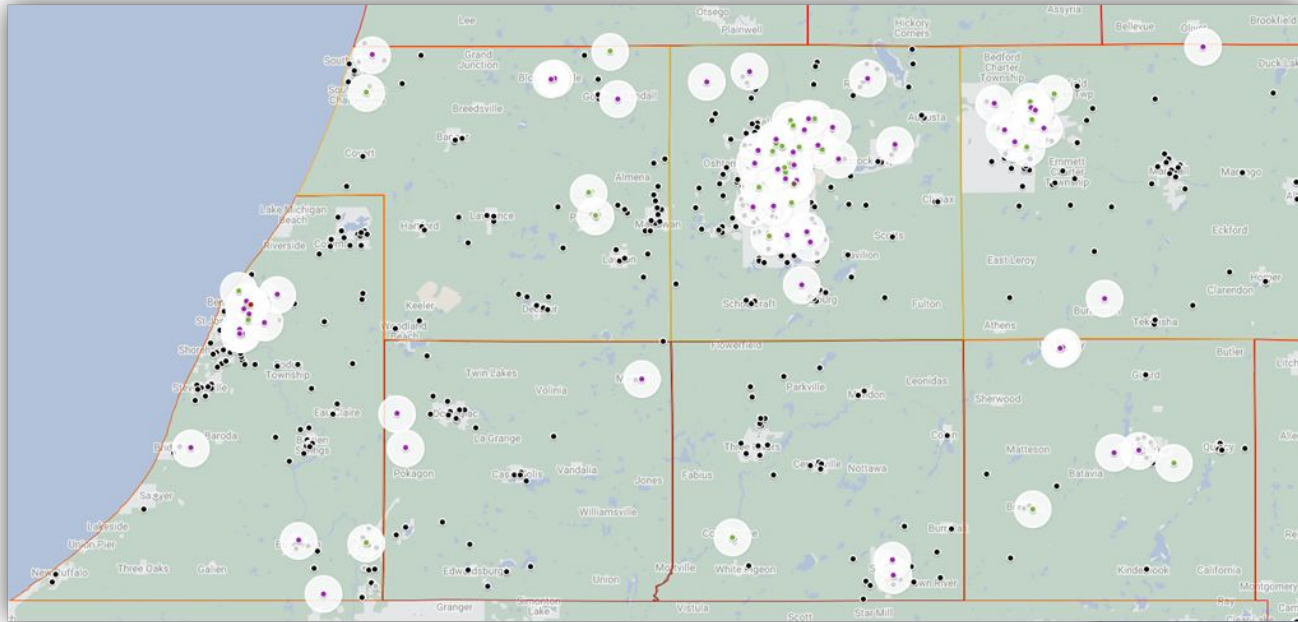


SOUTHWEST MICHIGAN CHILD CARE FACILITIES

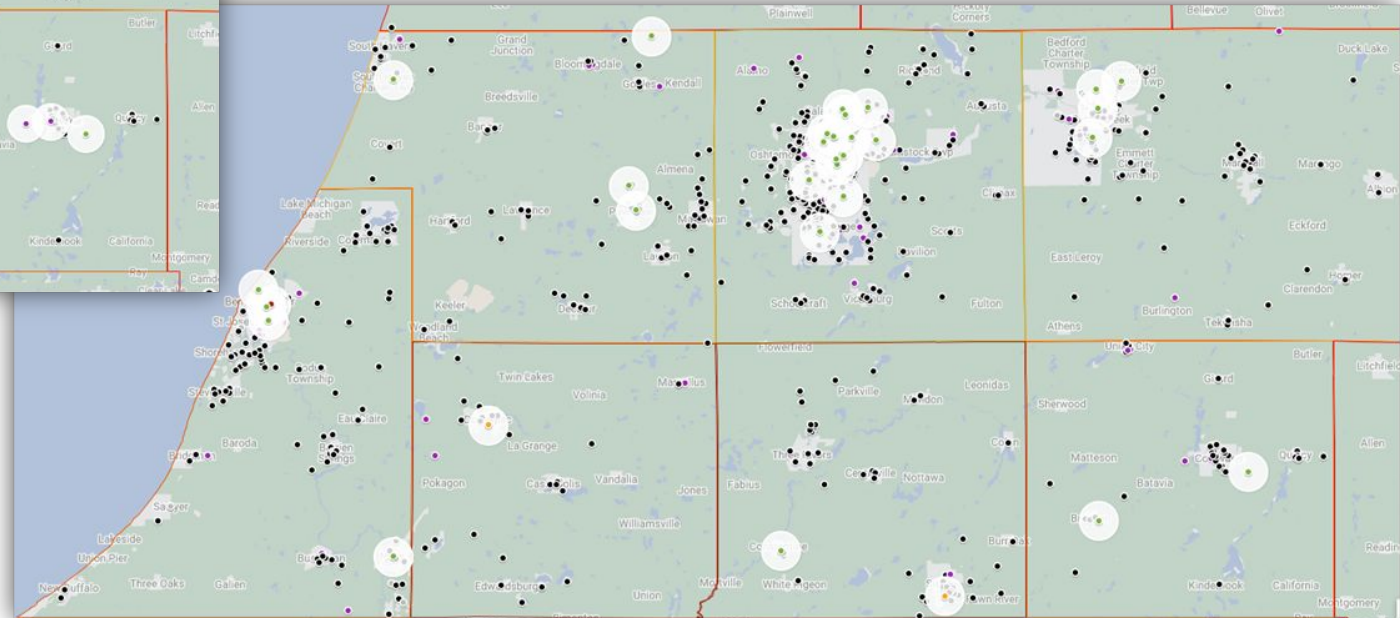


The availability of child care facilities during non-traditional hours in Southwest Michigan is insufficient for demand. 93% of Child Care Facilities in Southwest Michigan are not open on Sunday, and 95% are not open on Saturday.

Facilities Open in the Evening



Facilities Open at Night



Approximately **75,000** individuals in Southwest Michigan work on Saturday, and **50,000** work on Sundays. An additional estimated **63,000** work evenings, nights, and rotating shifts.



When Early Childhood Works, We All Work

NAME | ORGANIZATION | SECTOR

WHAT OPPORTUNITIES DO YOU SEE TO ADDRESS CURRENT GAPS?

KEY TAKEAWAYS

WHAT ASSETS DO YOU BRING TO THIS ISSUE?

7/26/23

When Early Childhood Works, We All Work

WHAT ACTIONS AM I WILLING TO TAKE IMMEDIATELY?
(LEVERAGING EXISTING RESOURCES & POWER)

WHAT ACTIONS CAN WE TAKE COLLECTIVELY?

WHAT DO WE NEED OUR POLICY MAKERS TO KNOW?
WHAT ARE YOU WILLING TO ADVOCATE FOR?

7/26/23



GUIDED WORK

WAYS TO PARTICIPATE

When Early Childhood Works, We All Work

We want to hear from you!

Scan this QR code to tell us about your experience



I liked...

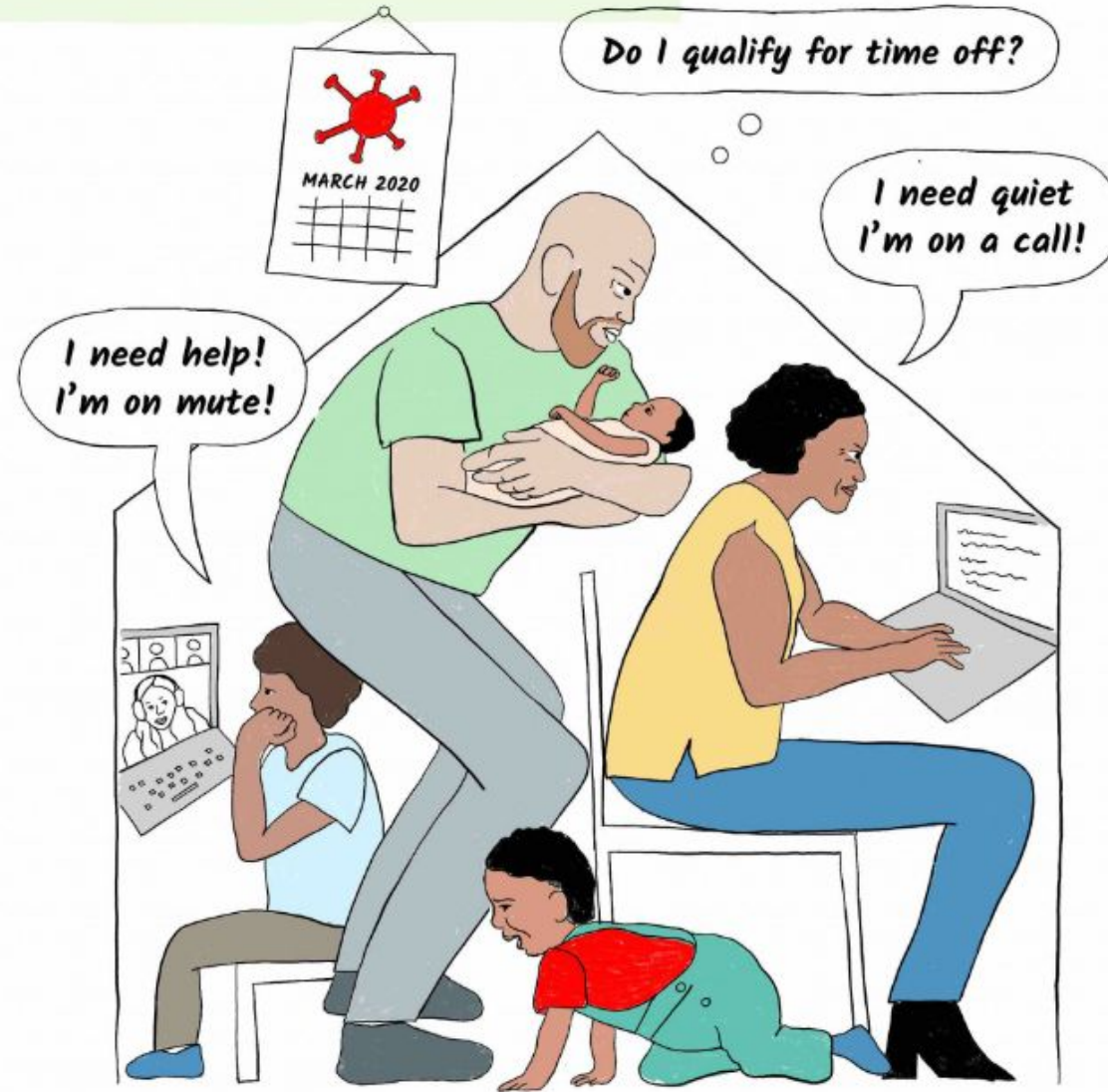
I wished...

I wonder...

ONLINE

Can we all agree that in
2018 not a single person
got the answer correct to
“where do you see
yourself in five years?”

...AND WORKPLACES, SCHOOLS AND CHILD CARES CLOSED THEIR DOORS.



The lockdown phase of the COVID-19 pandemic shifted child care burdens back home.

BUT NOT FOR EVERYONE

WOMEN BORE THE BRUNT OF UNEMPLOYMENT.

The losses for women without college degrees was especially staggering. Women of color fared even worse, exacerbating wage and gender inequalities.



**TWO YEARS AFTER THE
PANDEMIC, ALMOST 2 MILLION
HAD LEFT THEIR JOBS.**

**CHILD CARE, IT TURNS OUT,
IS AN ECONOMIC ISSUE.**

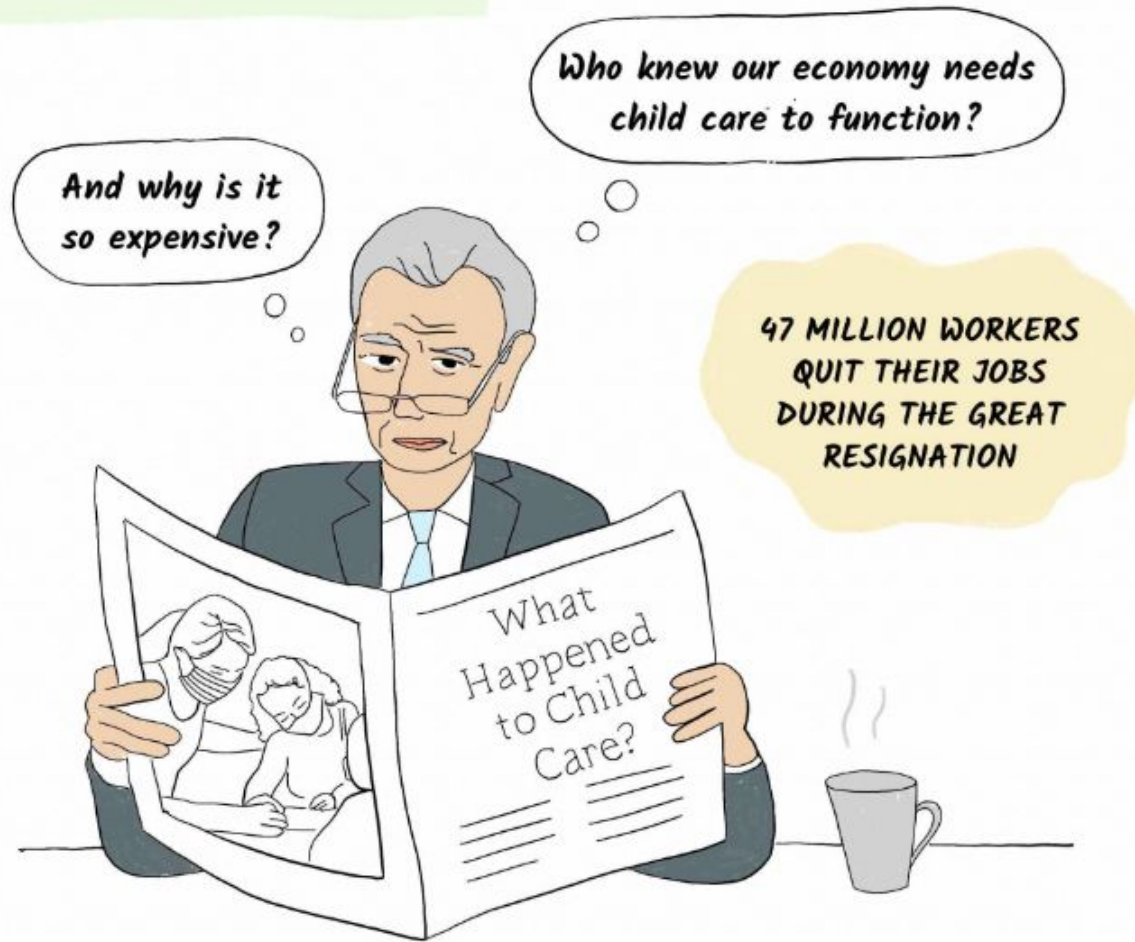


Child care needs forced a life-defining decision: my pay would not cover child care and my other needs, so I had to do what was best for my child and leave the workforce.

Taneka Thomas
Parent and Aspiring Childcare Business Owner

FAMILIES ARE MAKING TOUGH CHOICES EVERY DAY

EMPLOYERS SCRAMBLED
TO FILL WORKERS' SPOTS.



Child care became a front and center issue. Some newsrooms were covering this issue in-depth for the first time.

BUT CHILD CARE, TOO, FACED
A WORKER SHORTAGE

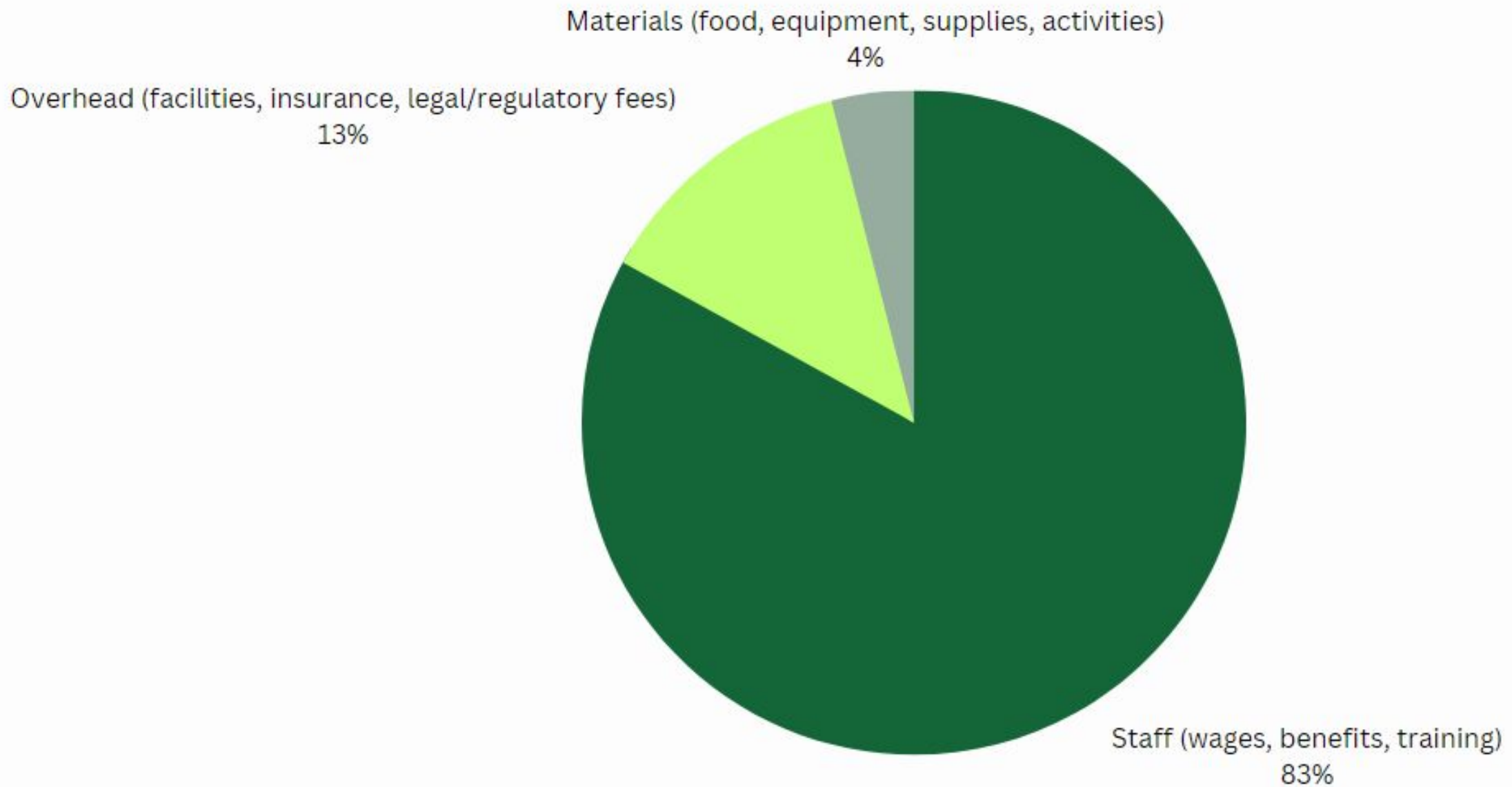


**We are
falling 40%
short of
meeting the
need of
childcare
resources**

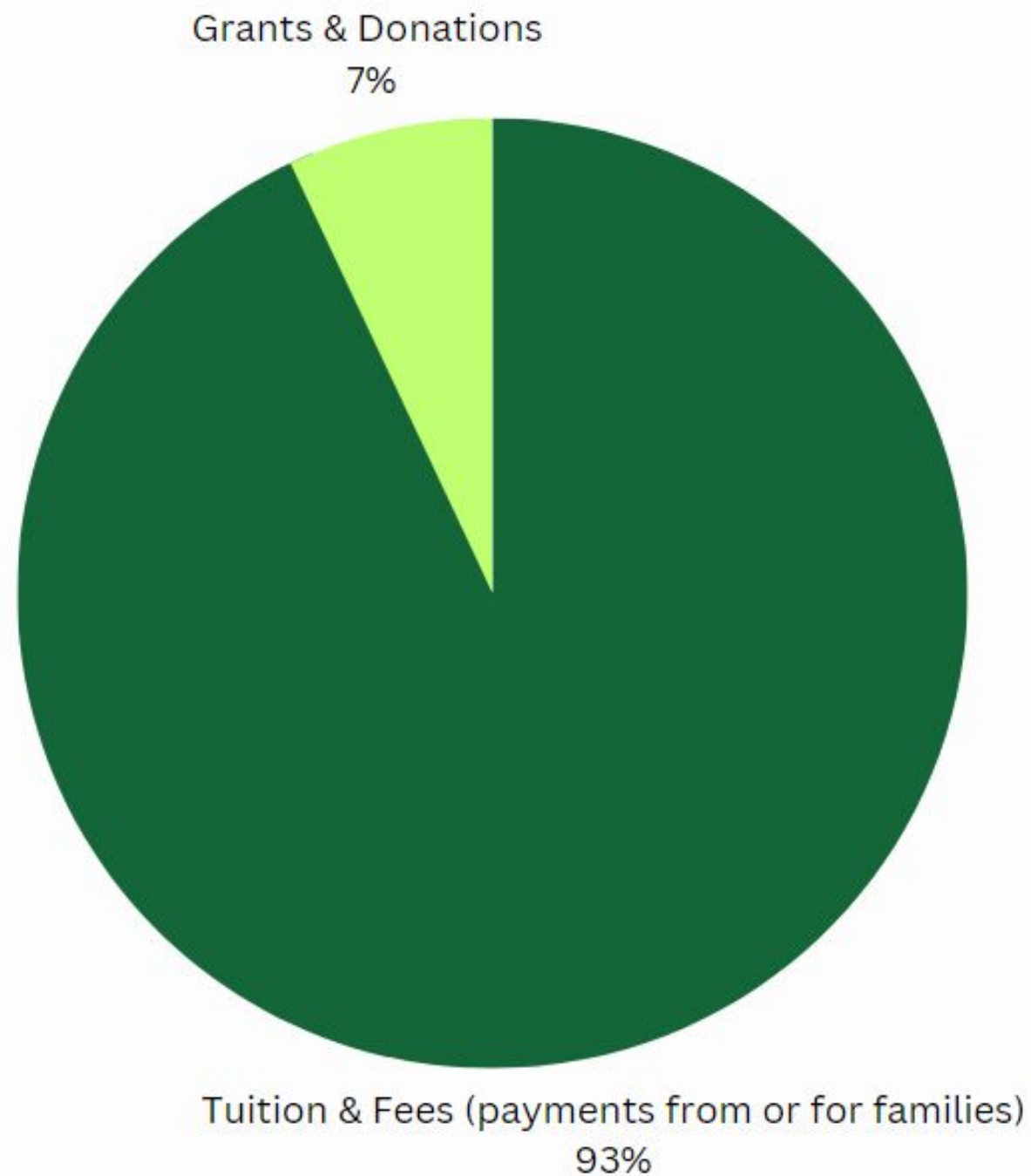
EMPLOYERS TAKING NOTICE AND TAKING ACTION

ANDY RICHARDS, COO
DUNCAN AVIATION
MEMBER OF PULSE'S CHILD CARE CHAMPIONS ACTION GROUP

THE COST OF CARING FOR CHILDREN



THE BUSINESS OF CHILD CARE: SOURCES OF REVENUE



State Subsidy for Child Care

Benefits and Burdens

The state's child care subsidy is designed to benefit both families and providers, yet

- Only half of eligible families sign up for it
- Only half of child care providers accept it

Exploring Child Care Subsidy Usage

FAMILY BENEFITS:

- Makes child care affordable

FAMILY BURDENS:

- Families must find a provider who accepts the subsidy
- The process to sign up for the subsidy is arduous
- There is stigma associated with applying for government assistance

PROVIDER BENEFITS:

- Assures enrollment of at-risk children

PROVIDER BURDENS:

- Subsidy amounts don't always cover the entire cost of care
- The process for receiving reimbursement is tedious and time-consuming
- With less competition from other providers, there is already an abundance of families willing and able to pay the full rate

Could the Subsidy Program Ease the Crisis?

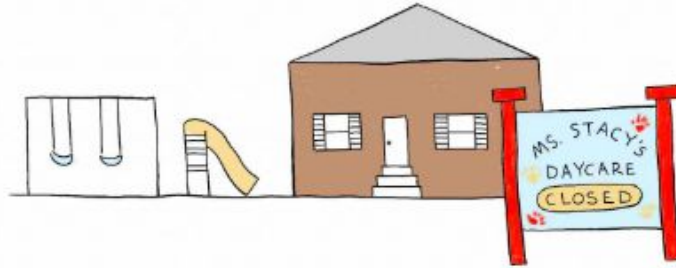
FOR FAMILIES:

- Eliminate stigma by giving the subsidy to all families?
- Remove application barriers by using income tax return and local supply data to determine subsidy levels?

FOR PROVIDERS:

- Distribute subsidy to providers based on enrollment capacity and program offerings?
- Simplify the reimbursement claim process by verifying a child's enrollment instead of entering each child's daily times in and out?

WITHOUT PUBLIC INVESTMENT IN CHILD CARE, JOB QUALITY IS POOR.



- LOW WAGES
- NO BENEFITS
- HIGH TURNOVER
- NO STABILITY



I can't make a living on \$12/hour, but I love what I do and parents can't afford more.

CHILD CARE LOST ABOUT 100K WORKERS AND IS STILL RECOVERING.

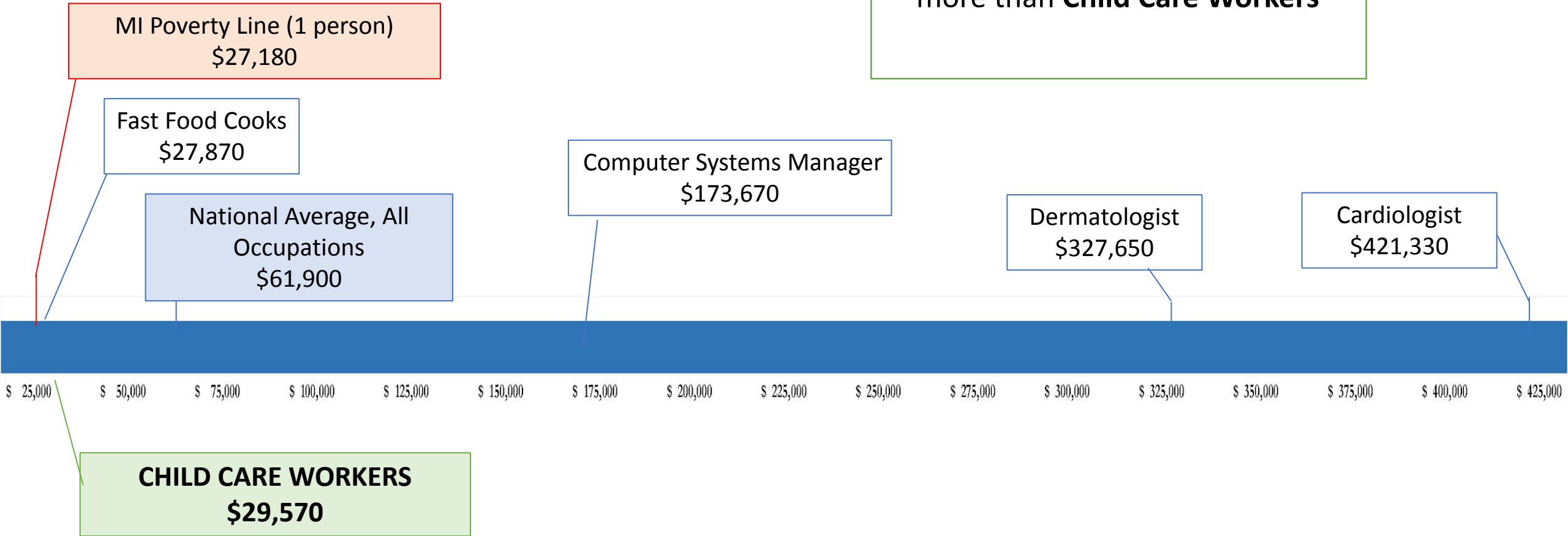


THE CHILD CARE WORKFORCE



THE CHILD CARE CRISIS = A WORKFORCE CRISIS

98%
of all occupations are compensated more than **Child Care Workers**



THE NATIONAL LANDSCAPE

53%

more than half of child care workers are enrolled in at least one public benefit program
(Medicaid, CHIP, EITC, SNAP, or TANF)

For comparison: 21% of the U.S. population, despite 60% of the child care workforce working full-time

29%

of Child Care workers experience **FOOD INSECURITY**

10%

of Child Care Workers never returned to the sector post-pandemic from February 2020 employment levels

44% OF REGIONAL CHILD CARE BUSINESSES REPORT HAVING CURRENT STAFFING NEEDS

Most of the need is in centers, followed by group homes;
the need is lower in family homes.

HOW DO WE KNOW IF WE HAVE ENOUGH HOME PROVIDERS
AVAILABLE FOR NEED?

79% OF REGIONAL CHILD CARE BUSINESSES ARE NOT AWARE OF COMMUNITY BUSINESS SUPPORTS

Child care businesses are not connected to local chambers of commerce, EDOs, or other intermediaries who provide business supports and opportunities.

HOW CAN CHILD CARE PROVIDERS GET MORE OF THE SUPPORT THEY NEED?

ONLY 27% OF CHILD CARE BUSINESS OWNERS SERVE ON A BOARD, COUNCIL, OR COMMITTEE OF A LOCAL BUSINESS OR ASSOCIATION

A common way for business networks to form and grow is when owners and operators serve on the boards, councils, and committees of other businesses.

HOW CAN LOCAL BUSINESSES LEARN MORE ABOUT AND
ENGAGE WITH CHILD CARE BUSINESSES?

CALHOUN COUNTY

Join a growing industry.

Early Educators Needed.



We seek community members who are out-going, patient, have a great rapport with young kids (0-5) and who are open to exploring new career opportunities, who want to enjoy what they do and feel like they're making a real difference.

**Join A Growing
Career**

**View Our
Community
Partners**

**Attend
Upcoming
Events**

**Check Out
Helpful
Resources**

PARTNERS MAKE IT POSSIBLE



Community Action



Kellogg Community College



Calhoun Intermediate
School District



Battle Creek Public Schools



BC Pulse



Battle Creek Community
Foundation



Battle Creek Shared Services
Alliance



Southwest Child Care
Resources



Michigan Works! Southwest



Kalamazoo Resa

KALAMAZOO

kalamazooliteracycouncil

About Volunteer Services Community Fundraising Contact Us News & Events Tutor Portal Donate Now



EDISON EARLY CHILDHOOD EDUCATION CAREER PATHWAY

An Innovative Approach To Developing An Effective Workforce

Get paid to make a difference in the lives of children!



\$15 per hour starting wage.

Full, part-time, and multiple shifts available.



EDISON
EARLY CHILDHOOD EDUCATION
CAREER PATHWAY

- Get a job working in a child care classroom.
- Get **FREE** training in child development, equity, and social emotional development.
- Earn a Child Development Associate (CDA) Credential and a Department of Labor Early Childhood Apprenticeship Certificate from Southwest Child Care Resources.

Apply TODAY — Jobs and Work Experience Available NOW!

- The Dreamery at Edison and Downtown—YWCA Kalamazoo
- Jennings Development Interplex
- La Escuelita Nuevo Horizonte—El Concilio
- Little Scholars Child Development Center at Goodwill
- Pre K International
- S.E.E.D.S.—Mt. Zion Baptist Church
- Home Providers



Supported in part by



LISC KALAMAZOO

Questions ? Katy at klaws@kalamazooliteracy.org Y.O.U. at careernow@kresa.org
(269) 382-0490 ext. 253 (269) 775-1660



IMPROVING CHILD CARE JOB QUALITY



JOB QUALITY ACADEMY

OUR PRIORITIES:

- DIVERSITY, EQUITY, INCLUSION & ACCESSIBILITY
- EMPOWERMENT & REPRESENTATION
- PAY & BENEFITS

WHAT WILL WE DO AND WHAT DIFFERENCE WILL IT MAKE?

Review existing information and research. Identify additional resources.

- Gather employer/employee data on job quality in childcare positions

Build a cross sector regional coalition of key stakeholders. This Coalition will guide:

- Career pathway development (advancement)
- Develop technical assistance/tool kit
- Co-creation of a comprehensive strategic action plan that includes:
 - collective advocacy for public funding
 - expanding a robust child care pathway program

Longer term

- Increase number of employers investing in their employees' child care needs
- Increase public investment in child care
- Improve job quality for child care workers (pay/benefits, empowerment, DEIA)

ENGAGED
PARTNERS

BATTLE CREEK
UNLIMITED

EDISON
EARLY CHILDHOOD EDUCATION
CAREER PATHWAY

Lighting a Path
for Your
Success
SOUTHWEST MICHIGAN
EMPLOYER RESOURCE NETWORK

GREAT
START
to
Quality
Southwest Resource Center

MICHIGAN
WORKS!
Southwest
Branch, Calhoun, Kalamazoo & St. Joseph Counties

pulse

southwest michigan first
THE GREATEST FORCE FOR CHANGE IS A JOB

WE UPJOHN
INSTITUTE
FOR EMPLOYMENT RESEARCH

ACT

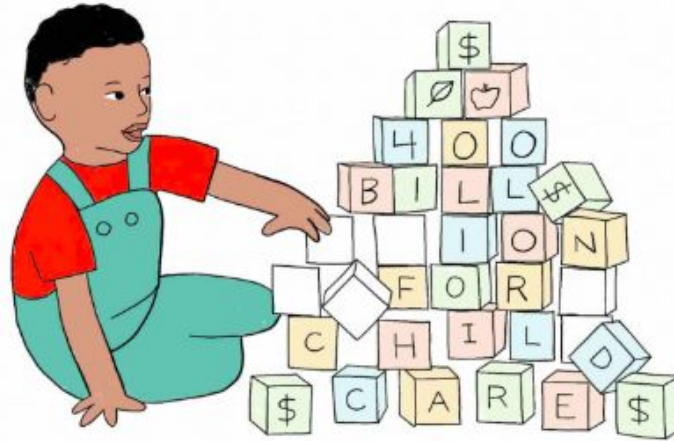
creating & implementing pipelines, pathways & apprenticeship opportunities



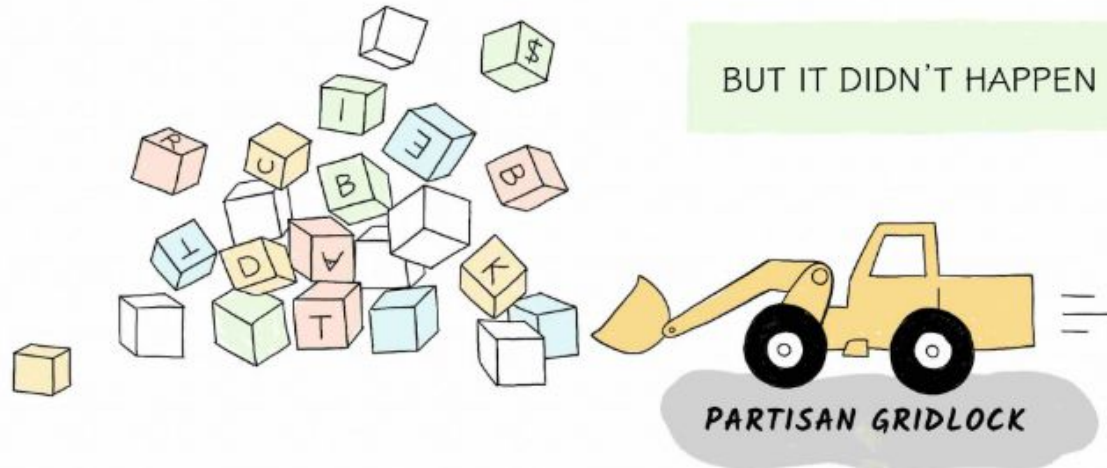
collectively build the public & political will for increased investments

ADVOCATE

THERE WAS A MOMENT WHEN IT SEEMED CONGRESS
WOULD FIX OUR BROKEN CHILD CARE SYSTEM.



Such attention helped catapult child care funding in President Biden's Build Back Better package - which includes \$400 billion to support childcare and early education: raising wages of child care workers, increasing subsidies for families, shoring up struggling daycare centers, and expanding eligibility.



PARENTS CONTINUE TO ASK FOR HELP.

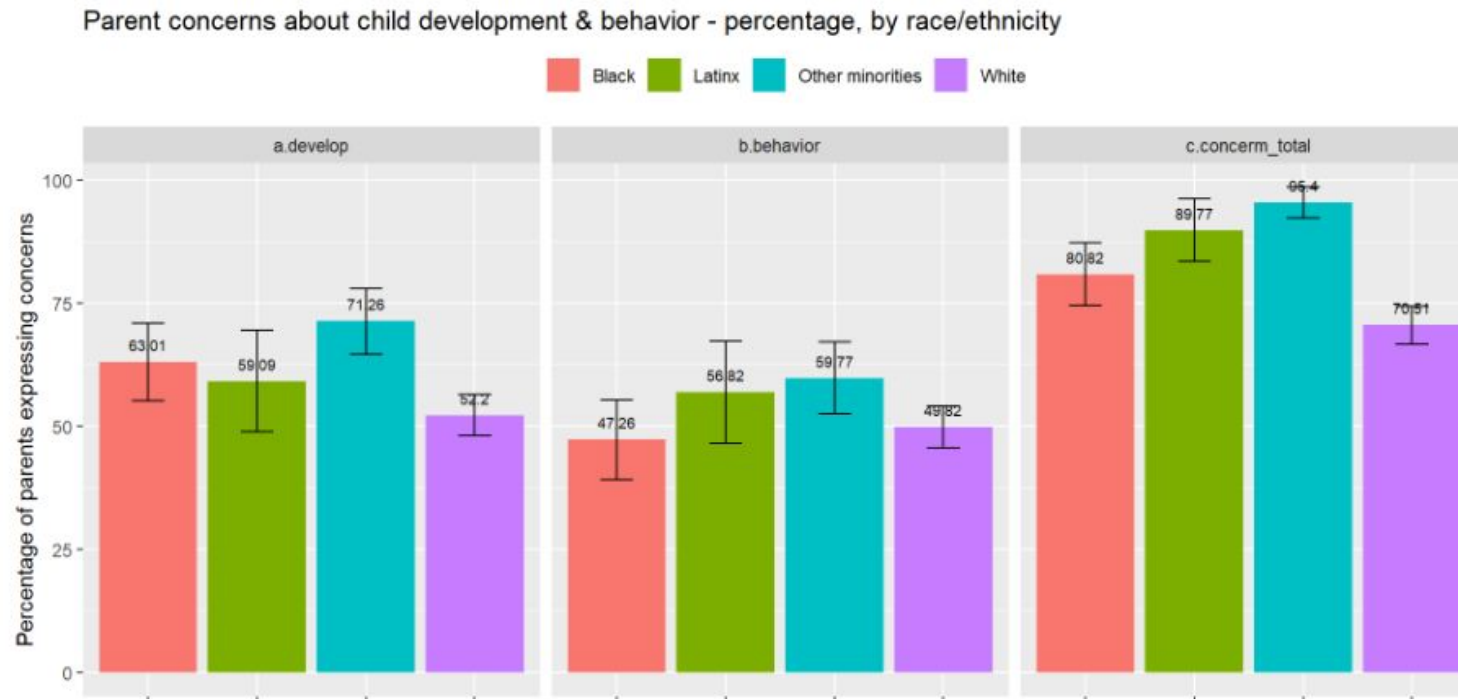


THE U.S. CHILD CARE SYSTEM ISN'T WORKING FOR ANYONE. WITHOUT SUSTAINED FEDERAL INVESTMENT, IT WILL REMAIN BROKEN.

Rebecca Gale & Dianne Kirsch (Illustrator)
Child Care Crisis | June 21, 2023
Support provided by Better Life Lab @ New America

CHILDREN'S EARLIEST EXPERIENCES HAVE FAR-REACHING IMPACT

CHILDREN WHO LIVE IN CHILD CARE DESERTS WITH ECONOMICALLY VULNERABLE FAMILIES
STRUGGLE THE MOST WITH THEIR BEHAVIORS



There are not enough options for quality child care in Southwest Michigan that are affordable and safe for children. Parents have to work to provide for the family, and child care should not be cost prohibitive for families to have peace of mind.

~ Saint Joseph family

Complicated ratios for daycares make them difficult to staff. Because of the daycare shortage, when a family doesn't have daycare it forces parents to stay home and makes life difficult.

~ Three Rivers family

Incentives for daycares, programs, pay for (child care) workers, food programs, insurance for daycare workers.

~ Paw Paw family

What would you like to tell elected officials & policy makers right now?

Although our family is privileged with decent jobs, we do not have the extra income to afford full-time child care in this area for \$900/month. My husband & I both have student loans & have been impacted negatively by inflation. More options for affordable child care for low middle-class individuals would be very helpful.

~ Battle Creek family



“Because of my current financial situation, my 88 year old mother in law watches my daughter. A 3 year old is a lot on an elderly woman. They are days she is too tired and can’t watch her for a full day because it is too much.”

a Kalamazoo parent



Thankfully *Michigan* is stepping up



Space

Child care businesses need access to affordable, licensable spaces to care for kids. \$50 million in grant funding is available for minor renovations and improvements to facilities (both indoor and outdoor) to meet licensing and quality standards.

Facility Improvement Grants

 **GSRP Community Based Organization Start Up Grants**



Start Up Funding

Cashflow is an ongoing challenge for child care businesses, especially new sites that must incur costs well before they have revenue. These investments will provide funds to assist with these gaps.

Pre-Licensure Grants

Start Up Grants



Staff

Entrepreneurs can't open and expand their businesses if they can't hire staff. These funds will continue our statewide effort to recruit, train, and retain talented early educators that live and work in the communities they serve.

Apprenticeship Grants

CDA Community College Cohorts

CDA Professional Development Specialist Supports

Scholarships for Temporary Licensing Variances

High School CTE Scholarships



Business Support

Many new businesses benefit from support from the state and their community to assess market demands, identify space, comply with health and safety rules and to create a sustainable business plan. These funds will align resources to make the startup and licensing process clearer and faster for providers.

Our Strong Start

Family Child Care Networks

Regional Planning Grants

SO HOW CAN WE FIX IT?



WE NEED TO INVEST PUBLIC DOLLARS INTO CREATING A UNIVERSAL CHILD CARE SYSTEM.

Rebecca Gale & Dianne Kirsch (Illustrator)
Child Care Crisis | June 21, 2023
Support provided by Better Life Lab @ New America

We are the ones
we've been waiting
for





EVERYONE
has a role
TO PLAY

WE'RE GOING TO HELP YOU FIND YOURS

**CHILD CARE
PROVIDERS**

**COMMUNITY
PARTNERS**

**ECONOMIC
DEVELOPERS**

EMPLOYERS

FAMILIES

INTERMEDIARIES

MUNICIPALITIES

**POLICY
MAKERS**

EMPLOYER ROADMAP

When Early Childhood Works, We All Work

IN ADDITION TO OUR EMPLOYER ROADMAP,
WE'RE ADDING ROADMAPS FOR:

ECONOMIC DEVELOPERS

MUNICIPALITIES

ELECTED OFFICIALS (TENTATIVE)

A MUNICIPAL ROADMAP

PROVIDE INFORMATION ABOUT AVAILABLE CHILD CARE

BUILD THE SUPPLY OF CHILD CARE

REVIEW & RE-EVALUATE ZONING REGULATIONS FOR CHILD CARE

DEVELOP CREATIVE PARTNERSHIPS TO FILL SERVICE GAPS

ADDRESS TRANSPORTATION BARRIERS

MAKE CHILD CARE MORE AFFORDABLE

ADDRESS EARLY CHILDHOOD WORKFORCE CHALLENGES



BATTLE CREEK

A MUNICIPALITY
TAKING ACTION

BATTLE CREEK: an active partner

ALIGNMENT

Incorporated child care into org goals & Priority-Based Budgeting

INVESTING

CDBG & ARPA funds to support construction of new child care center
\$1,737,000 total investment

POLICY

Zoning ordinance amended to eliminate Special Land Use for child care
Saving folks cost & time

SUPPORT

BC Transit offers no cost transportation for children
Offers DHHS fare passes at discount prices for eligible individuals

BATTLE CREEK: exploring possibilities

INCREASE ACCESS

Create & include a map of all licensed child care & where it is allowed per zoning (on City website)

INCENTIVIZING CHILD CARE

Explore possible incentives (i.e. reduce permit fees, designate space in public bldg., repurpose City-owned properties, abatements, ID potential land for new facilities)

EXPAND TRANSPORTATION

Create & market a map of public transportation routes that includes licensed child care providers

FUNDING & ADVOCACY

Consider proposing an increase to the millage rate to create a set-aside revenue stream for child care subsidies

Consider utilizing a lobbyist to support & advocate for child care

The shortfalls in supplying sufficient child care in Southwest Michigan needs to be addressed with intentional policy and targeted support.

Lauren Hood, MCD
Chairperson
Donovan Smith
Vice Chair/Secretary

Marcell R. Todd, Jr.
Director

City of Detroit
CITY PLANNING COMMISSION
208 Coleman A. Young Municipal Center
Detroit, Michigan 48226
Phone: (313) 224-6225 Fax: (313) 224-4336
e-mail: cpc@detroitmi.gov

Kenneth R. Daniels
David Esparza, AIA, LEED
Ritchie Harrison
Gwen Lewis
Melanie Markowicz
Frederick E. Russell, Jr.
Rachel M. Udabe

NOTICE OF PUBLIC HEARING

A public hearing will be held by the Detroit City Planning Commission in the Committee of the Whole Room, 13th Floor, Coleman A. Young Municipal Center, 2 Woodward Avenue, Detroit, Michigan 48226 at the date and time listed below. Virtual attendance is strongly encouraged as, pursuant to public health guidelines, the meeting room may be subject to space limitations. To attend the meeting virtually, please use the link toward the end of this notice.

THURSDAY, JUNE 29, 2023 AT 6:00 PM

to consider a text amendment that would amend Chapter 50 of the 2019 Detroit City Code, *Zoning*, with respect to Childcare facilities:

Adoption of Child Care Facility friendly zoning policies:

- Allow child care centers in new zoning districts, such as R1 and R2
- Change requirements for outdoor play areas from a flat 2,000-SF for all centers to 100-SF per child or 1,000-SF, whichever is larger.
- Allow consideration of suitable outdoor play areas that are not immediately adjacent to the center
- Base parking requirements on number of employees at the facility, not capacity of the center

AN ECONOMIC DEVELOPER'S ROADMAP

INTEGRATE CHILD CARE INTO THE DEVELOPMENT REVIEW PROCESS

CO-LOCATE WITH OTHER INFRASTRUCTURE PRIORITIES SUCH AS AFFORDABLE HOUSING

NEGOTIATE FOR CHILD CARE IN LARGE DEVELOPMENT PROJECTS

RE-EVALUATE & REVISE CHILD CARE REGULATIONS

SUPPORT THE CHILD CARE INDUSTRY THROUGH PROGRAMMING & FUNDING

DESIGN HUMAN-CENTRIC, USER-FRIENDLY PROCESSES TO SIMPLIFY ONLINE COMMUNICATIONS

ADDRESS EARLY CHILDHOOD WORKFORCE CHALLENGES



**BATTLE CREEK
UNLIMITED**

**ECONOMIC DEVELOPERS
TAKING ACTION**

BATTLE CREEK UNLIMITED – AN ACTIVE PARTNER

PARTNERS

- PULSE & LOCAL CHILD CARE CHAMPIONS
- RPG STEERING COMMITTEE

IMPLEMENTORS

- EMPLOYEE SURVEYS
- INTEGRATION INTO CURRENT PRACTICE (RETENTION VISITS)

CONNECTORS

- EMPLOYERS WITH CHILD CARE BUSINESS OWNERS
- LAND & RESOURCES

INSPIRATION



RRC Certified Communities

RRC certified communities offer a transparent, predictable, and efficient development experience. Check out opportunities in our certified communities by clicking the logo.

INNOVATION



CCRC Certified Communities

CCRC certified communities offer a transparent, predictable, and efficient child care business development experience.



INSPIRATION FROM OUR NEIGHBORS TO THE NORTH

**QUEBEC'S GDP RAISED BY 1.7% AND LED TO
THE HIGHEST LABOR PARTICIPATION RATE
AMONG WOMEN OF ANY PROVINCE.**

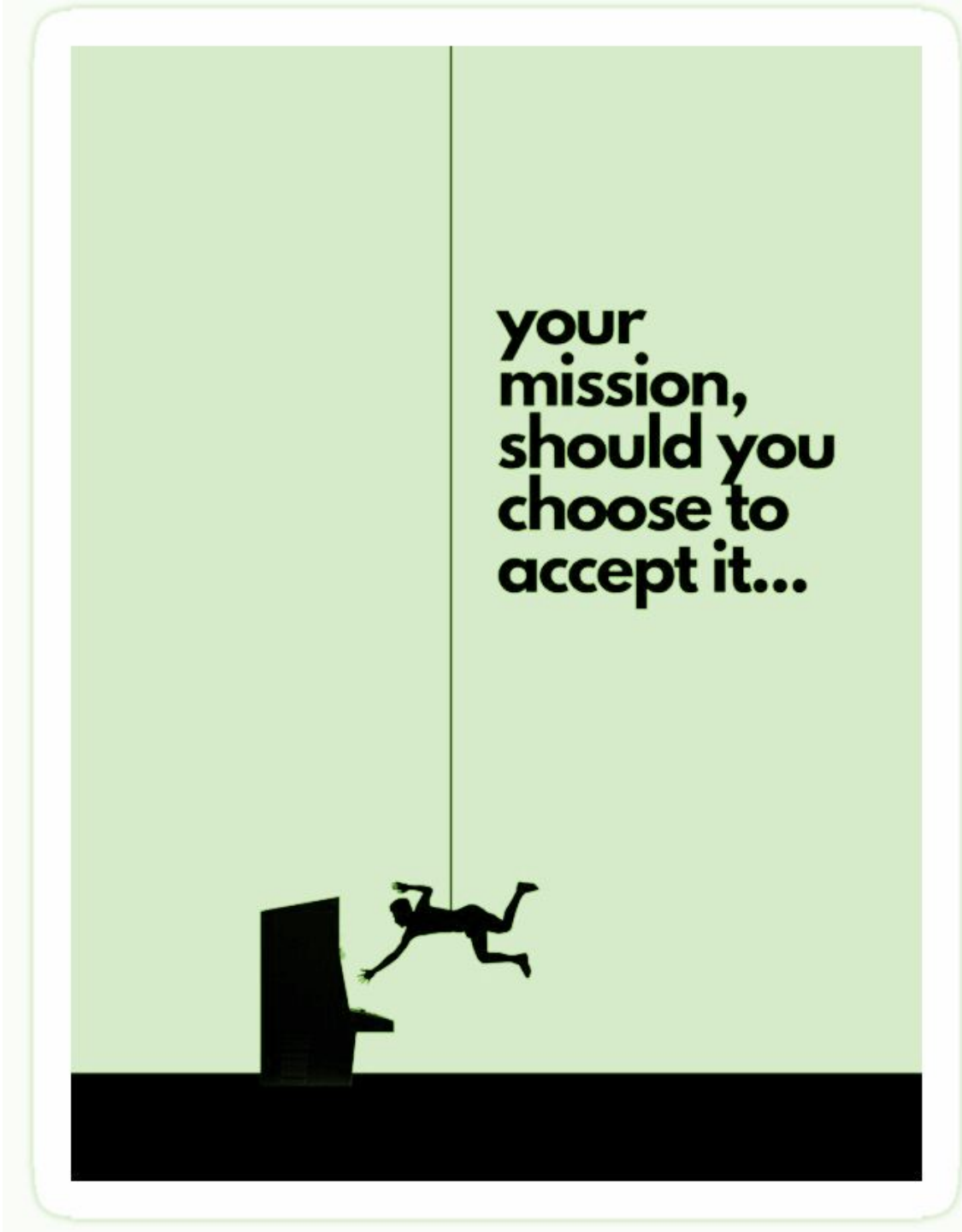


0.44 % increase in the State's payroll tax

75% covered by employer
25% by employee

increasing the eligibility threshold to 575% of FPL

HERE WE
GO...



When Early Childhood Works, We All Work

NAME | ORGANIZATION | SECTOR

WHAT OPPORTUNITIES DO YOU SEE TO ADDRESS CURRENT GAPS?

KEY TAKEAWAYS

WHAT ASSETS DO YOU BRING TO THIS ISSUE?

7/26/23

When Early Childhood Works, We All Work

WHAT ACTIONS AM I WILLING TO TAKE IMMEDIATELY?
(LEVERAGING EXISTING RESOURCES & POWER)

WHAT ACTIONS CAN WE TAKE COLLECTIVELY?

WHAT DO WE NEED OUR POLICY MAKERS TO KNOW?
WHAT ARE YOU WILLING TO ADVOCATE FOR?

7/26/23



GUIDED WORK

WAYS TO PARTICIPATE

When Early Childhood Works, We All Work

We want to hear from you!

Scan this QR code to tell us about your experience



I liked...

I wished...

I wonder...

ONLINE

INSTRUCTIONS

FIND YOUR COUNTY'S TABLE

ENSURE CROSS-SECTOR REPRESENTATION

FOLLOW YOUR FACILITATORS LEAD

ENGAGE!!!!

STAY CURIOUS

BE BOLD

TAKE NOTES

STAY UNTIL THE END

(THAT'S WHEN THE GOOD STUFF HAPPENS)

ALLOW EVERYONE A CHANCE TO SPEAK

LISTEN RESPECTFULLY, WITHOUT
INTERRUPTING

COMMIT TO LEARNING, NOT DEBATING

LISTEN ACTIVELY WITH AN EAR TO
UNDERSTAND

CRITICIZE IDEAS, NOT PEOPLE

A FEW GROUND RULES