

EXECUTIVES PARTNERING TO
INVEST IN CHILDREN



COLORADO
Office of Early Childhood
Department of Human Services



EPICTM

Employer-Based Child Care Design Lab Webinar September 17, 2021

Agenda

- Welcome and Introductions
- Vision and Goals
- Participant Eligibility, Expectations, and Selection
- Phases and Timeline
- Lab Session Topics and Approach
- Next Steps
- Q&A

Introductions



Nicole Riehl, President and CEO, EPIC



Steph Itelman, Principal Consultant, 5280 Impact Partners



Marianne Hodge, Administration and Operations Manager, EPIC



Mary Alice Cohen, Director, Office of Early Childhood, CO Department of Human Services



Angela Ben-Zekry, Early Childhood Workforce Manager, Office of Early Childhood



Meghan Leclerc, Program Access Coordinator, Office of Early Childhood



Scott Groginsky, Senior Advisor for Early Childhood, Office of Governor Jared Polis

What is SB21-236?

Senate Bill 21-236 authorized \$8.8M worth of funding to support employer-based child care facility grant development.

“The purpose of the grant program is to provide eligible entities with money to **construct, remodel, renovate, or retrofit a child care center on the site or near to the site of the eligible entity's property to provide licensed child care services to the eligible entity's employees**, thus supporting the eligible entity's workforce participation and providing safe, stable, and quality care for the eligible entity's employees' children.”

Design Lab Vision and Goals

Vision:

The Design Lab will equip employers throughout the state with the knowledge to create sustainable, quality, and affordable employer-based child care models responsive to the needs of their workers, along with the tools they need to apply for the Employer-Based Child Care Facility Grant Program authorized by SB21-236.

Goals:

- Participants will understand the opportunities and challenges associated with employer-based child care programs
- Participants will have the tools to support design, decision-making, and launch of an employer-based child care program so they can complete the Lab with a business plan that enables them to apply for funding through the Employer-Based Child Care Facility Grant Program authorized by SB21-236.
- Participants will have a cohort of peers to share their child care planning wins and challenges with for thought partnership and support
- CDHS will have a better understanding of the interest level of employers in launching employer-based child care programs and any roadblocks associated with such endeavors

Participant Eligibility, Expectations, and Selection



Participant Eligibility

- All employers wishing to provide employer-based care for their employees are eligible, including for-profit, non-profit, and government. This includes K-12 and higher education.
- Plan to operate a center licensed in CO
- Partnerships among employers are welcome

Participant Expectations

- There is **no** expectation of existing knowledge about early childhood or launching an early childhood program
- There is **no** financial contribution required for the Lab
- Each participating “team” (single employer or group) has one point person who will attend all Lab sessions and share information with the group as needed, though other participants are welcome
- Participants engage with other Lab participants during Lab sessions to support mutual learning and decision-making
- Point person has access to personnel data and organizational decision-makers and can commit 5 hrs/wk to this work

Participant Selection

- Applicants or “teams” must submit an application through Google Forms ([here](#)) by 5pm on Wednesday, September 22nd
- We will conduct mutual fit interviews to learn about applicants and their projects
- Preference will be given to teams whose plan intends meet one or more of the following criteria:
 - 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

Lab Phases & Timeline

Recruitment & Design

(5 weeks - Aug 30-Oct 1)

- Recruit participants
- Host webinar to share information about Lab
- Conduct interviews and finalize selection
- Finalize materials and plans for Lab

Execution

(21 weeks - Oct 4-Feb 25)



- With participants, co-define detailed objectives for Lab and individual organizations
- Plan for interactive sessions targeted to meet participant needs
- Engage participants in bi-weekly Lab sessions
- Provide targeted technical assistance (2 hrs/wk total)
- Conduct mid-point check-ins with participants to inform adjustments to approach for second half of Lab

Recap & Recommendations

(3 weeks - Feb 28-Mar 18)

- Provide targeted technical assistance to participants as they complete their business plans to submit for facility funding
- Collect feedback from participants re: Lab process and outcomes
- Collect feedback from participants re: hurdles and additional needs
- Share recap of process and insights with State partners



Design Lab Topics

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- Defining the “why” and starting anchor points
 - Employee/Community Needs & Program Characteristics
 - Real Estate (Sites & Facilities)
 - Child Care Regulations (Local & State) and Quality Ratings
 - Governance, Oversight & Risk
 - Contracted Operators
 - Financing & Funding (public funding, start-up grants, tax credits, etc.)
 - Financial/Pro Forma Modeling
 - Tuition and Subsidies
 - Child Care Employee Benefits, Salary Scales
 - Workforce Requirements
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Design Lab Approach

- Sessions are designed to be interactive, with participants receiving information/tools and spending time working independently or workshoping with EPIC and other participants
- Subject matter experts will be brought in to discuss key topics and answer questions of the group
- Meghan Leclerc from the Office of Early Childhood will join lab sessions to observe and identify needs and tools for the development of a future toolkit
- Time will be required outside of Lab sessions to advance participant work

Next Steps

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- A decorative graphic on the left side of the slide, consisting of several overlapping, curved, colorful shapes in shades of yellow, green, and blue, resembling a stylized human figure or a path.
- Submit application by September 22
 - Plan for an interview on September 27 or 28 (you will be contacted by EPIC to schedule on September 23rd or 24th)
 - Hold time on your calendar for the first Design Lab on Friday, October 8 from 3-4:30pm
 - Notification of participation will happen on October 1
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Q&A



If you have any questions after today, or that you prefer to ask privately, feel free to contact us at

employerdesignlab@coloradoepic.org