Employer-Based Child Care Design Lab Webinar
March 16, 2023

Agenda

- Welcome and Introductions
- Vision and Goals
- Timeline and Core Elements
- Lab Session Topics and Approach
- Participant Expectations and Selection
- Design Lab 1.0 Impact
- Next Steps
- Q&A

EPIC Overview

> **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.

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

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

Introductions

Nicole Riehl, President and CEO, EPIC

Alethea Gomez, Director of Programs & Initiatives, EPIC

Alyssa Pappas, Employer-Based Child Care Program Manager, CO Department of Early Childhood

Steph Itelman, Principal Consultant, 5280 Impact Partners

Leah Weatherman, Project Support Consultant

What is SB21-236?

Senate Bill 21-236 authorized $8.8M worth of state funding to support employer-based child care facility grant development. In 2022, SB22-213 expanded the program with an additional $10M of federal funding to be spent through 2024.

"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 and the tools they need to apply for the Employer-Based Child Care Facility Grant Program authorized by SB22-213.

Goals:

- Participants will understand the opportunities and challenges associated with employer-sponsored child care programs
- Participants will have the tools to support design, decision-making, and launch of an employer-sponsored 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 SB-213.
- Participants will have a cohort of peers to share their child care planning wins and challenges with for thought partnership and support
- CDEC will have a better understanding of the interest level of employers in launching employer-based child care programs and the roadblocks associated with such endeavors

Lab Timeline

Recruitment & Design
(Now through April 7)

Execution
(April 10 - August 11)

Recap & Recommendations
(August - September)

- Design participant experience
- Recruit participants
- Select participants through application and interviews

- Engage participants in 8 bi-weekly Lab sessions
- Provide 4 tailored technical assistance sessions
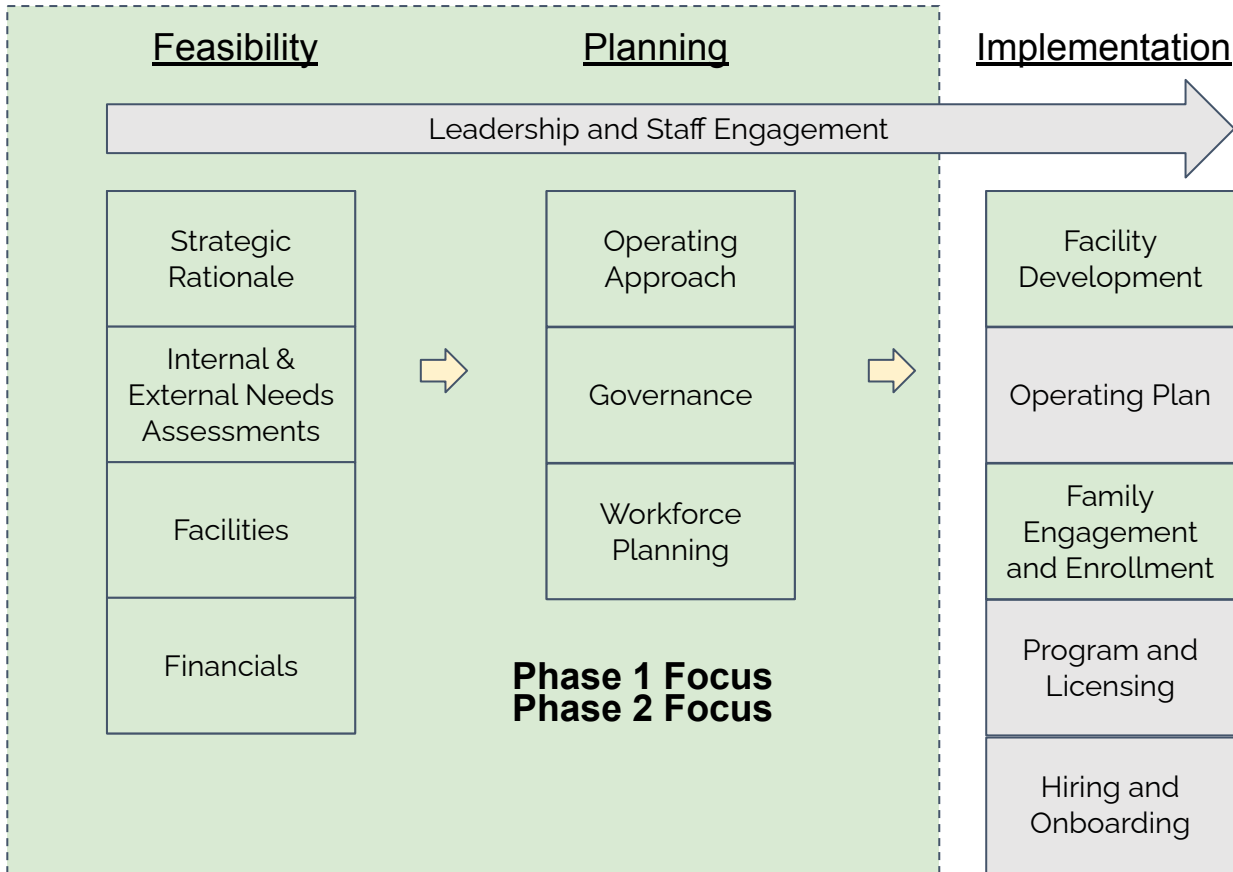- Conduct employer experience panel

- 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 CDEC

Core Elements of Design Lab Experience

- **8 labs** conducted from April to August
  - Two phases of 4 labs each. The first phase is for feasibility assessment and understanding of what this work consists of, and the 2nd is for planning for implementation. There will be a mutual decision to move participants to the 2nd phase of the Design Lab.
- **4 total technical assistance** sessions
  - 2 required TA sessions during phase 1
  - 1 required TA session at the end of phase 2 (for all participants of both Phase 1 and 2)
  - 1 additional "floating" TA session to be booked between April and September by participants as desired
- **1 employer experience panel** to learn from folks who have been through this process and have launched or are further along in the process of launching on-site care
- An **optional in-person experience** to connect live with other Design Lab participants and see employer-based child care possibilities (to be confirmed based on geography and participant interest)

Key topics covered in Design Lab

EPIC™

This slide contains animation - see webinar recording to understand elements and phases

Feasibility	Planning	Implementation

Leadership and Staff Engagement →

Feasibility	Planning	Implementation
Strategic Rationale	Operating Approach	Facility Development
Internal & External Needs Assessments	Governance	Operating Plan
Facilities	Workforce Planning	Family Engagement and Enrollment
Financials		Program and Licensing
		Hiring and Onboarding

Phase 1 Focus
Phase 2 Focus

Design Lab Approach

- Sessions are designed to be interactive, with participants receiving information/tools and spending time working independently or workshopping with EPIC and other participants
- Subject matter experts will be brought in to discuss key topics and answer questions of the group
- Kristi Resler from the Department of Early Childhood will join lab sessions to observe; there is a firewall between Kristi and the facility grant application process
- Time will be required outside of Lab sessions to advance participant work

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
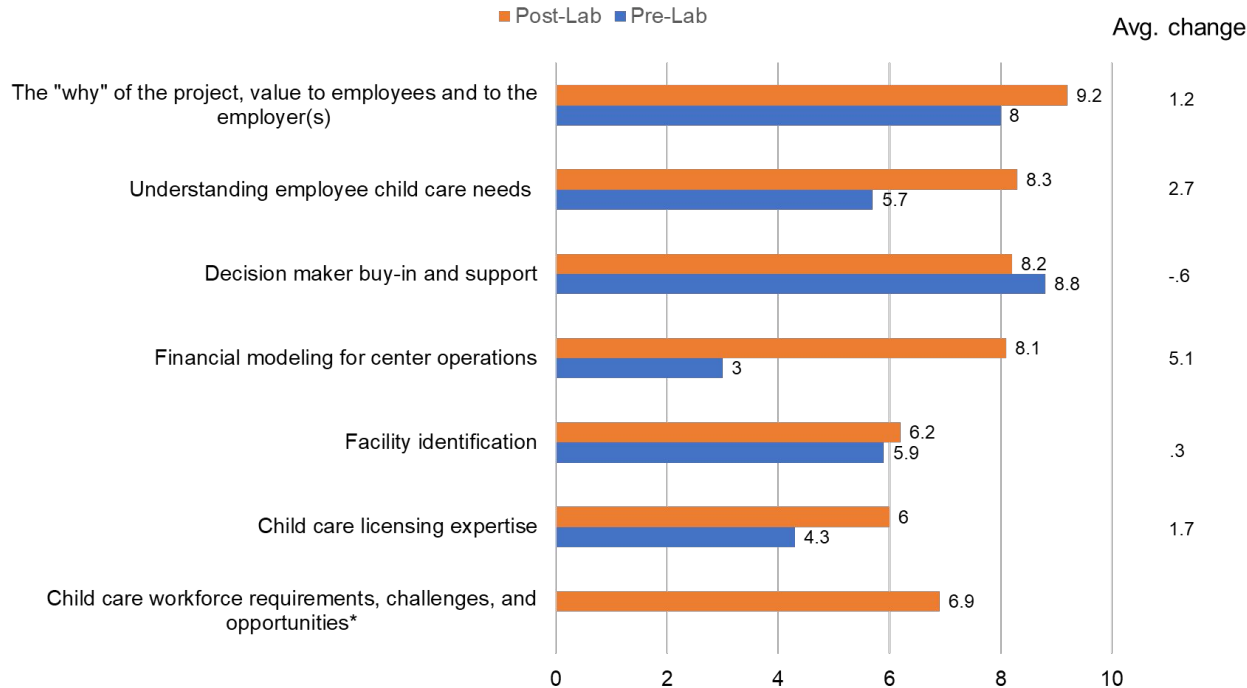- Partnerships among employers are welcome

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
- "Team" or organization can be at any stage of exploration, with an emphasis on those who will be ready to apply for funding by Summer 2023
- Each participating "team" (single employer or group of folks) has one point person who will share information with the group as needed and will attend all Lab sessions
- Point person has access to personnel data and organizational decision-makers and can commit 3 hrs/wk to this work
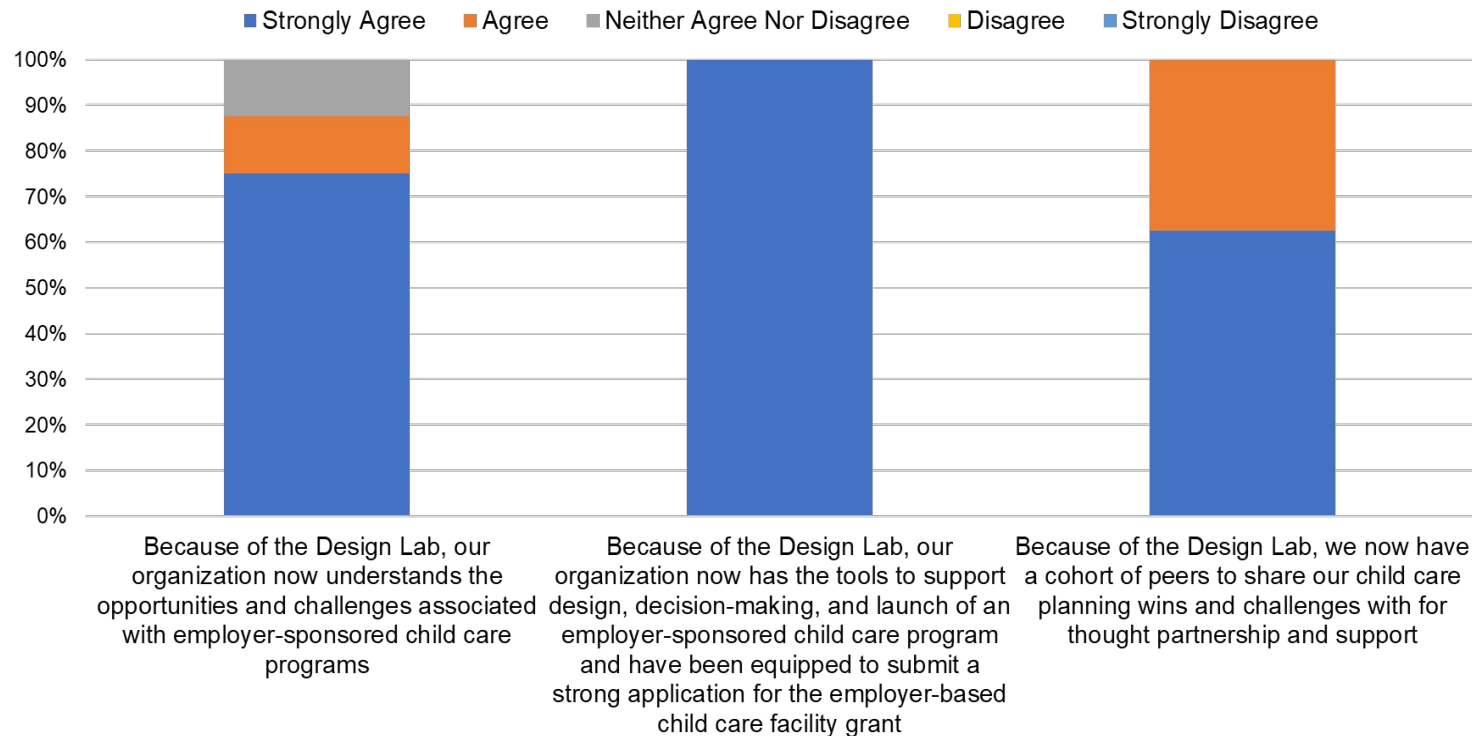
Participant Selection

- Find application questions on the EPIC website
- Applicants or "teams" must submit an application through Google Forms (here) by 5pm on Friday, March 24
- 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

Design Lab 1.0 participants rated their knowledge across content areas as increasing
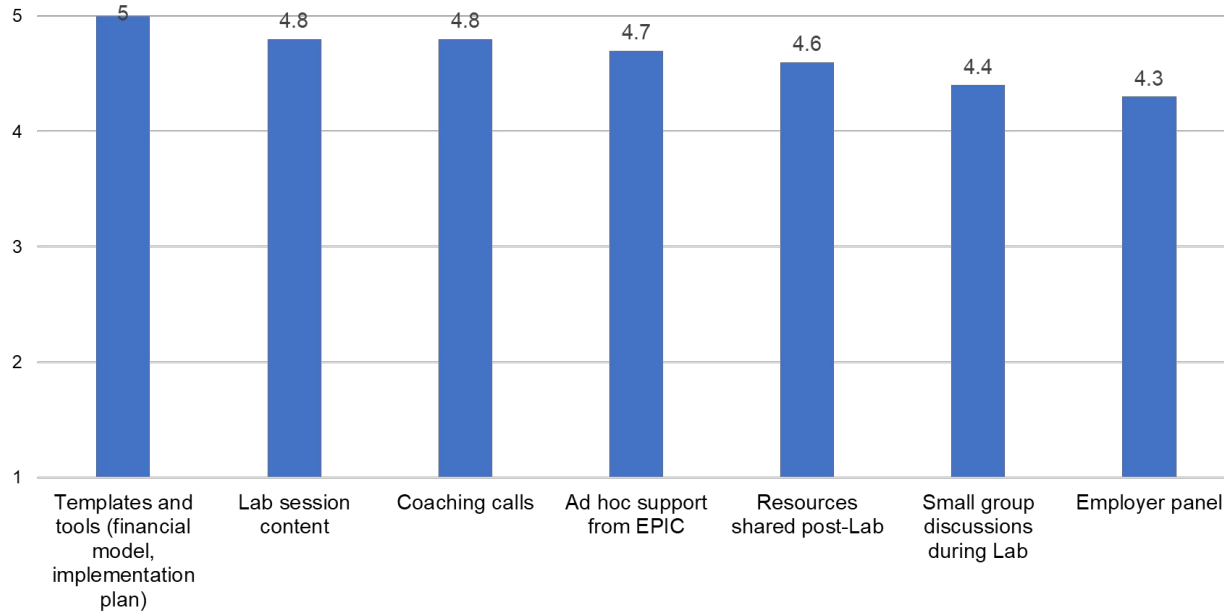

Post-Lab ■ Pre-Lab   Avg. change

The "why" of the project, value to employees and to the employer(s)
- Post-Lab: 9.2
- Pre-Lab: 8
- Avg. change: 1.2

Understanding employee child care needs
- Post-Lab: 8.3
- Pre-Lab: 5.7
- Avg. change: 2.7

Decision maker buy-in and support
- Post-Lab: 8.2
- Pre-Lab: 8.8
- Avg. change: -.6

Financial modeling for center operations
- Post-Lab: 8.1
- Pre-Lab: 3
- Avg. change: 5.1

Facility identification
- Post-Lab: 6.2
- Pre-Lab: 5.9
- Avg. change: .3

Child care licensing expertise
- Post-Lab: 6
- Pre-Lab: 4.3
- Avg. change: 1.7

Child care workforce requirements, challenges, and opportunities*
- Post-Lab: 6.9

*Due to an oversight in development of the pre-Lab survey there was no pre-Lab question about workforce, but based on participant questions prior to the Lab, this was a significant area of growth and confidence

Design Lab 1.0 prepared participants effectively to launch employer-sponsored care

Legend: Strongly Agree, Agree, Neither Agree Nor Disagree, Disagree, Strongly Disagree

Category 1: Because of the Design Lab, our organization now understands the opportunities and challenges associated with employer-sponsored child care programs

Category 2: Because of the Design Lab, our organization now has the tools to support design, decision-making, and launch of an employer-sponsored child care program and have been equipped to submit a strong application for the employer-based child care facility grant

Category 3: Because of the Design Lab, we now have a cohort of peers to share our child care planning wins and challenges with for thought partnership and support

Design Lab 1.0 participants rated all elements of the experience >4 on 1-5 scale

Next Steps

- Submit application by March 24 (see EPIC Colorado website)

- Plan for a 25 minute interview with your project team on April 4-6 (you will be contacted by EPIC to schedule the week of March 27)

- Notification of participation will happen by April 10

- Hold time on your calendar for the first Design Lab on Wednesday, April 12 from 11-12:30

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