

EARLY CHILDHOOD EDUCATION TASK FORCE

1. Framing the Conversation: Why child care matters to Kentucky's economy and the business community
2. Examples of Employer-led Solutions
3. The Federal Landscape for Child Care Policy
4. State Efforts throughout the Nation
5. Policy Recommendations

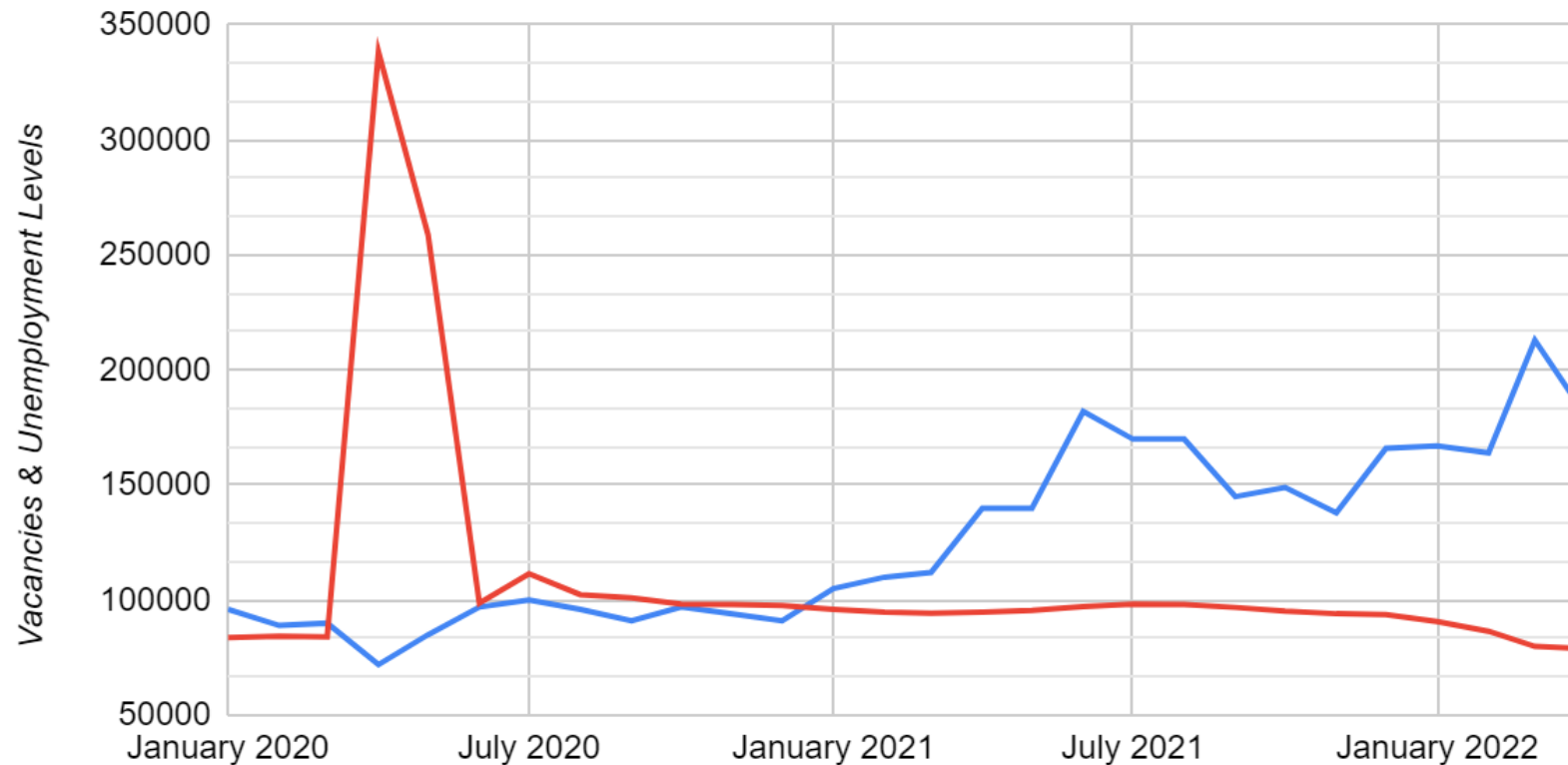


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KENTUCKY'S WORKFORCE CRISIS

KY Job Vacancies (blue) vs. Unemployment (red)



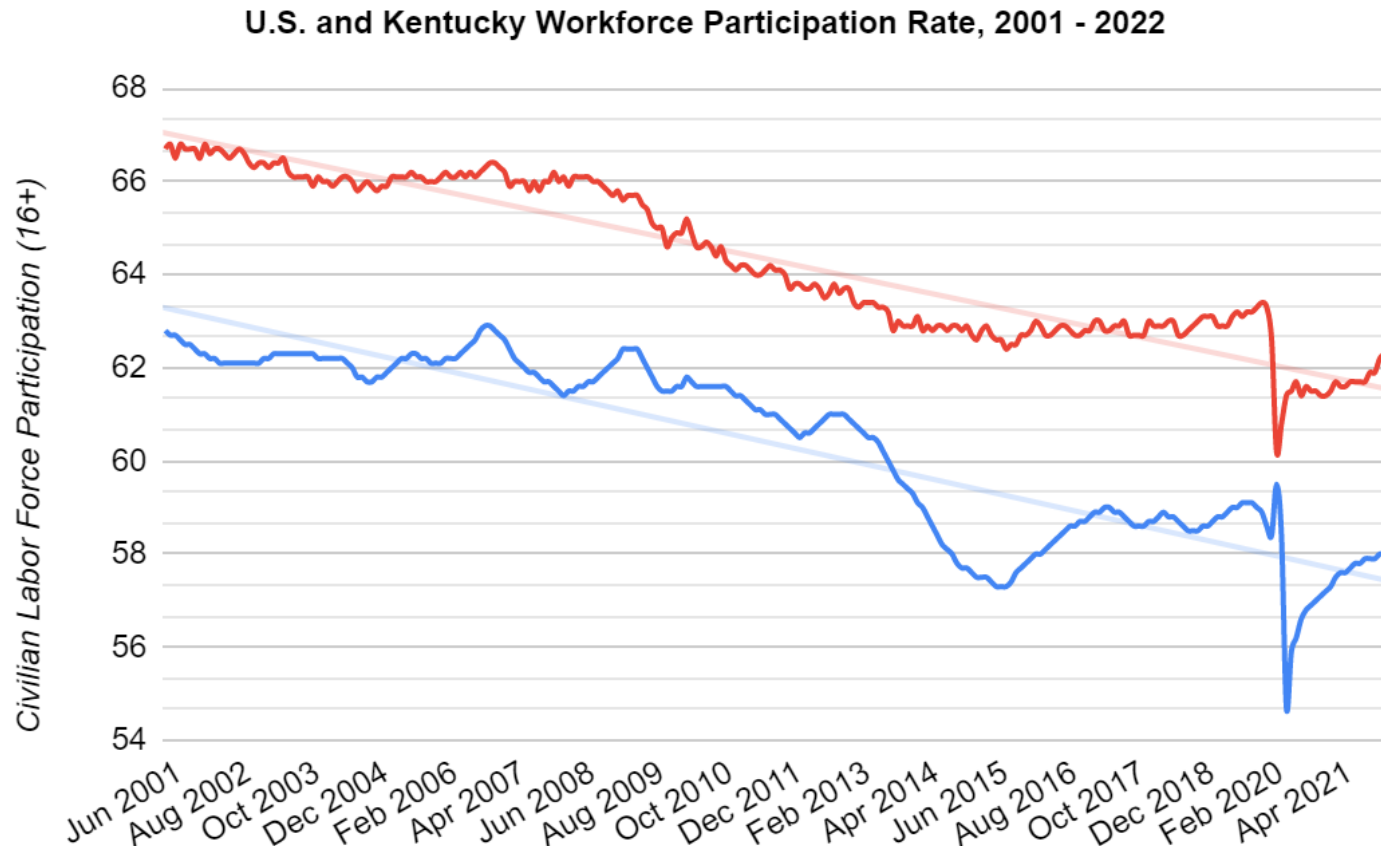
Source: Bureau of Labor Statistics



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KENTUCKY'S WORKFORCE CRISIS



Source: Bureau of Labor Statistics



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ROOT CAUSES OF KY'S WORKFORCE CRISIS

- Poor Health Outcomes
- Demographic Change
- Addiction
- Benefits Cliffs
- Transportation
- Re-entry
- Educational Attainment
- **Child Care**



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CHILD CARE & THE WORKFORCE CRISIS

- Bipartisan Policy Center Polling
 - **68 percent:** child care affected my ability to stay in the workforce
 - **66 percent:** child care affected my ability to work more hours
 - **20 percent:** quit a job to stay at home with a child
- Census Bureau Household Pulse Survey
 - Not working because of care “for children not in school or daycare” in Kentucky
 - 45,981
 - 58.2 <> 59.5 Labor Force Participation
- \$573 million in lost productivity, revenues, and earnings
- Cumulative Economic Impact: \$2.12 to \$3.23b in Kentucky



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EMPLOYER-LED SOLUTIONS

- **Sandy Nott**, Vice President of Administration, Toyota Motor Manufacturing Kentucky, Inc.
- **Twila Burdette**, Director, Rockcastle Hospital Child Development Center
- **Kuna Tavalin**, Senior Advisor, U.S. Chamber of Commerce Foundation



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TOYOTA MOTOR MANUFACTURING, KY (TMMK) - CHILDCARE CENTER OVERVIEW



Toyota Child Development Center

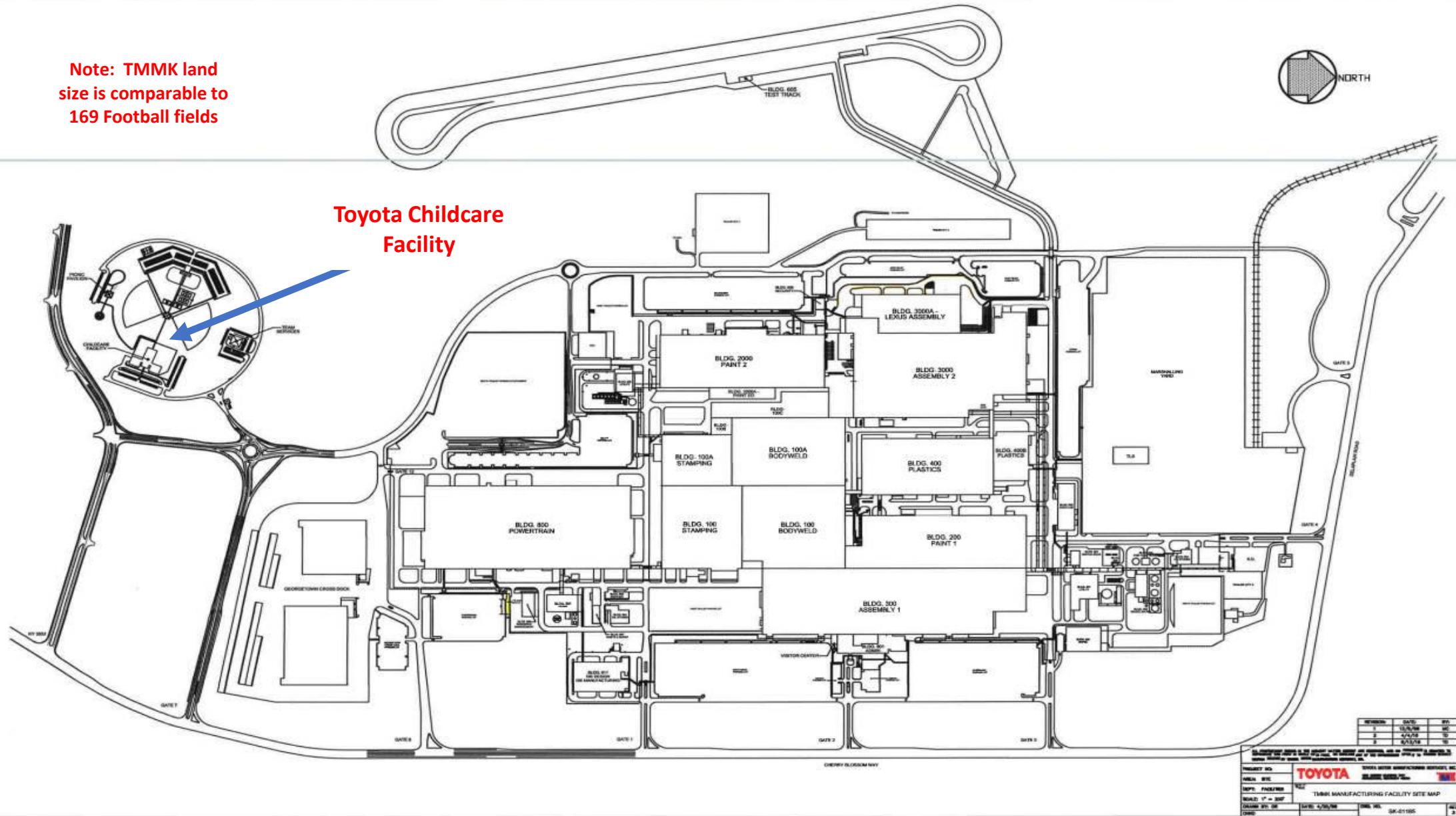
• ***Est. January 1993***



TMMK MANUFACTURING FACILITY SITE MAP

Note: TMMK land size is comparable to 169 Football fields

Toyota Childcare Facility

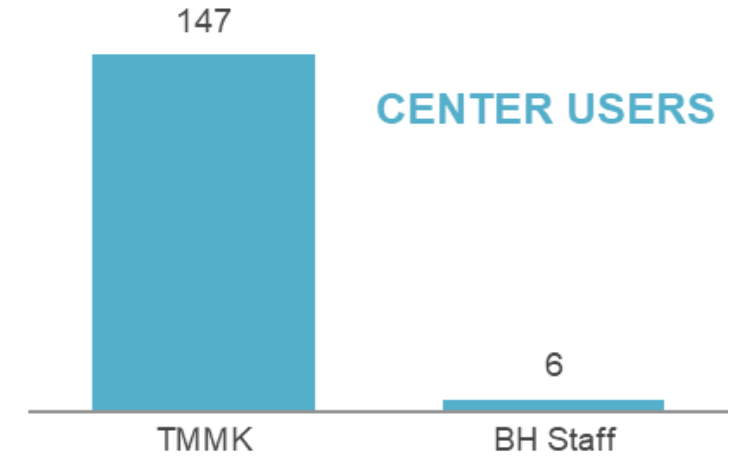
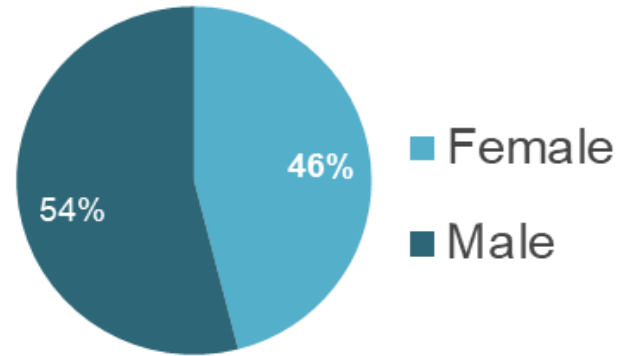


REVISION	DATE	BY
1	12/8/98	WJ
2	4/4/99	WJ
3	8/13/98	WJ

PROJECT NO.		TOYOTA		TOYOTA MOTOR MANUFACTURING (INDONESIA), INC.	
HARIN SITE				20,000 TON/HR.	
DEPT. FACILITY		TMM			
SCALE: 1" = 300'		TOYOTA MANUFACTURING FACILITY SITE MAP			
CHANG BY: DR		DATE: 4/20/94		CHG. NO.	
CHANG				SK-01105	
CHANG				REV. 3	

Toyota Child Development Center

Current Enrollment		
Group	1st	2nd
Infants	20	8
Toddlers	14	9
Twos	19	6
Preschool	60	11
School Age	25	7
Shift Totals	138	41
	179	



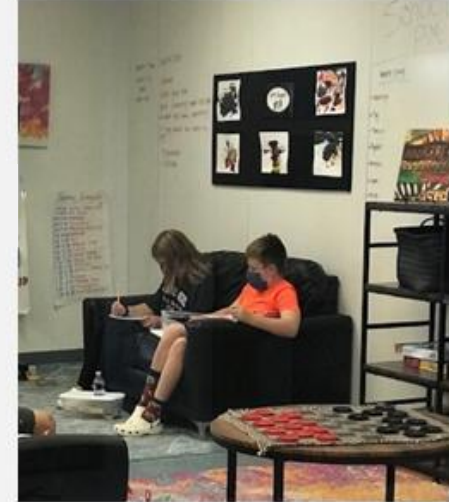
Waitlist					
Shift	Room Capacity	In Process	Not Born	Future List	Total
1st	37	3	15	16	71
2nd	0	4	3	10	17

Open Position		
Shift	Teacher	Associate
1st	6	0
2nd	3	0

Toyota Child Development Center

Center Highlights

- Center opened January 1993
- Angie Looney is the Center Director and has been at the Toyota site for 25 yrs!
- 5 Star Rating since 2017 (KY Rated)
- Created first School Age Sleep Room – 2015 (Nighttime care/Weekend Care)
- 5 staff obtained Early Childhood Credentials in the last 12 months
- 24 hrs/day – 5 days a week (6 days/week if Production Saturday)
- First childcare center to reopen during pandemic closures (Benchmark)
- Offered onsite virtual learning for School Age children during the pandemic
- Buses bring school age kids to and from school
- Field trips for school age kids
- Community outreach projects



Toyota Family Support Services

Bright Horizons Back-Up Care*

Toyota Makes the Work-Family Balancing Act Easier

What will you do when family care is up in the air and you need to work? Count on your program during school breaks, child or adult caregiver vacations, and more. Plus, get the reassurance you need from health and safety policies that set the standard for the industry.

Use your benefit for:

- ▶ Your child under age 12 in high-quality centers across the country or your home
- ▶ Your child ages 12 - 17 and adult/elder loved ones ages 18+ in your home or theirs, nationwide
- ▶ Yourself – post-surgery, when recovering from an illness, or after the birth of your child
- ▶ Virtual tutoring for your child (ages 5 - 18) in a variety of subjects – each back-up care day you exchange provides 4 hours of virtual tutoring

Toyota gives you:

- ▶ 15 back-up care days per calendar year
- ▶ Affordable care options – copays are as follows:
 - ▶ Child care center: \$15/child/day; \$25/family/day*
 - ▶ In-home: \$6/hour*
 - ▶ Virtual tutoring: \$15/day exchanged

How does it work? Scan this QR Code to watch a 2 minute video:



*A family is considered up to 3 people, and

Bright Horizons EdAssist Solutions*

Make Your Own Education a Priority

Build new skills or get the degree you've always wanted. Save money and get ahead faster with your benefit.

- ▶ Get free, personalized guidance from education and financial wellness coaches
- ▶ Choose a program – online or in person – that matches your goals
- ▶ Get exclusive discounts on tuition and fees at 200+ network schools
- ▶ Access webinars for adult learners, school details, and policy information
- ▶ Apply online through a user-friendly platform and simple process

Start making your life easier. Your new

My Bright Horizons platform gives you access to all programs in one place, as well as personalized recommendations for you and your family. Toyota employees must be registered to access all Bright Horizons services, and registration is free.

Get Started Today

<https://clients.brighthorizons.com/toyota>



Toyota Family Support Services

Managed by
Corporate Shared Services



Family care, academic support for you and your child, and help with your many responsibilities – that's what you get with your Bright Horizons* programs, provided by Toyota.

<https://clients.brighthorizons.com/toyota>



Bright Horizons Enhanced Family Supports™

More Support for Your Whole Family

Ongoing child care, occasional sitters, care for the family pet, fun and educational activities for your child, and more – you've got it all.

- ▶ Free Sittercity membership (\$150 value) to find and background-check babysitters, nannies, elder caregivers, pet sitters, and household help
- ▶ Online enrichment courses for your child, all with exclusive discounts
- ▶ Preferred enrollment for full- and part-time child care and waived registration fees at most Bright Horizons centers
- ▶ High-touch, discounted nanny placement service
- ▶ Elder care companions, free online needs assessments, & senior housing search and evaluation tools



Bright Horizons College Coach*

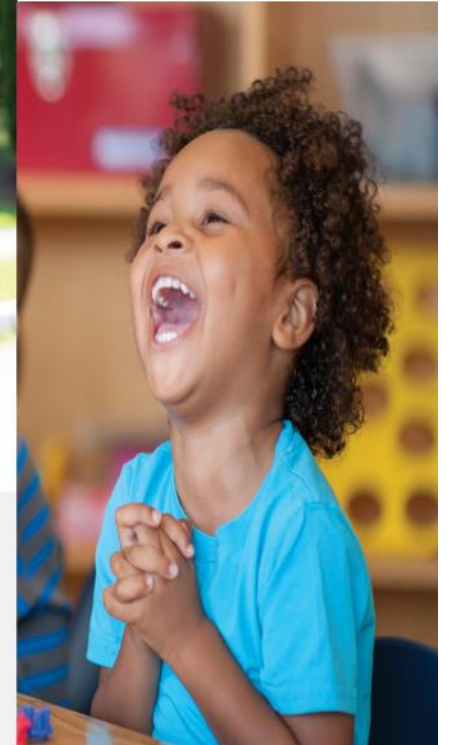
Planning Your Child's Path to College

Navigating the path to college with your child? We'll make it less stressful. Paid for by Toyota and free to you, you have access to:

- ▶ One-on-one guidance from former college admissions and financial aid officers
- ▶ Expert strategies for saving, applying, and paying for college
- ▶ Advice on building a college list
- ▶ Reviews and specific feedback on up to 15 versions of your child's college admissions essay

Bright Horizons Special Needs™

Be Your Child's Biggest Advocate



Questions about your child's development? Is your child facing challenges or overwhelming stress at home or in the classroom? Bright Horizons Special Needs™ is paid for by Toyota and free for your family. Take advantage of:

- ▶ Free one-on-one guidance from education experts
- ▶ Help advocating for your child (infant – young

Toyota Child Development Center

April 19, 2022

Lt. Governor Jacqueline Coleman Visit





Thank You!

Rockcastle Hospital Child Development Center



“As a preemie mama, having onsite childcare for our family has been the biggest blessing of my job. I commute 45 minutes one way to work. Being able to have my children across the street is amazing. If they need medication, or they get hurt, I can be with them within a few minutes. I don't have to go out of my way to drop my children off or pick them up, which saves so much time and gas. It is a perk that I have never seen at any other place of employment- but is really the best perk.

Also, can I just again tell you how thankful I am for you and your staff. The things they teach the girls and the involvement in their day. It is so refreshing being able to drop the girls off and not worry about them- even if sometimes they would rather stay with ya'll than come home with me. I can not say enough about you all and how very grateful I am. Thank you for loving the girls and me as an extension of them.”

“Rockcastle Regional Child Development Center has accommodated my son's disability enabling me to work. This is invaluable to me and my family. I also love that I can come over and nurse my baby whenever my schedule allows.”

“As a parent of a child with special needs it has always been reassuring having a consistent, dependable place for my children. Knowing my child can get off the school bus, have a snack, and be provided with top notch care, is worth more than anything as a parent. The family-like environment always let me rest knowing my child was taken care of.”

“It's super hard being a working mom, but knowing my babies are well taken care of and that I can come visit when on a break, call to check on how they are doing, or being able to immediately get to them if an emergency occurs is a game changer for me and always have been. My children have been at RHCDL for almost 7 years now, and I would never have them anywhere else.”

“Being a working mom is hard. I feel like the days pass quickly and I'm not able to spend the time I'd like with my son. However, by having childcare at my work, I am able to maximize that time as I am able to see him as soon as I clock in and as soon as I clock out. Knowing my child is only so many feet away from me, also calms my fears as a first time mother as I can go to him at any point during my work day if needed.”

“As a parent of young children, there is no greater convenience than being able to take your kids to work with you. Knowing you are able to physically check in on them is without a doubt the greatest benefit we have here. It's perhaps the sole reason I chose to work here.”

Parent Testimonials

“Beyond the fact that it is a great child care center, I cannot imagine leaving my children at a daycare away from me, with people I don't know. I'm from out of state, so I don't know too many people in the area. Having a safe place for my children, near me is wonderful. Not having a second stop in the morning getting to work allows me to conveniently get to them and miss less work.”

“The main reason I came to Rockcastle to work is because of the day care. I never had to use daycare with my older children but have to with my youngest. After working in the social work field for so long including with OIG investigating/licensing child care facilities it was a very hard thing for me to accept that I would have to trust my baby with strangers. I could work about anywhere else besides here and make more money but I would not be able to randomly check on my daughter throughout my work day. One of my favorite things is being able to take a minute to watch her playing on the playground with her friends and know she is happy and safe.

- The Chamber & Childcare
- 2017 released the business case for high-quality childcare:
- Strengthens our workforce & local economies
- Supports children to grow and learn their fullest potential



U.S. Chamber of Commerce



- June & Oct 2020

- Parents who cited childcare as a reason for not returning to work:
 - 50%
- Employers expressing concern their employees may not fully return to work
 - 40%



U.S. Chamber of Commerce

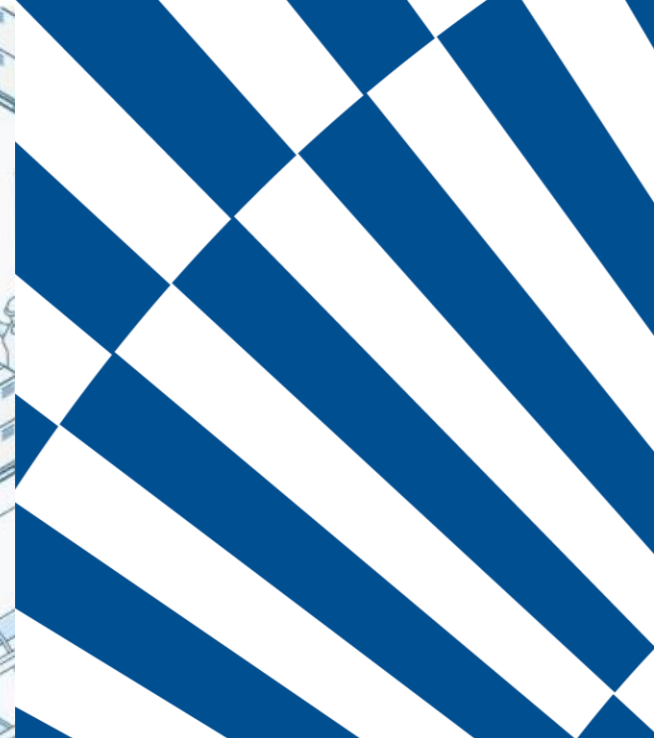
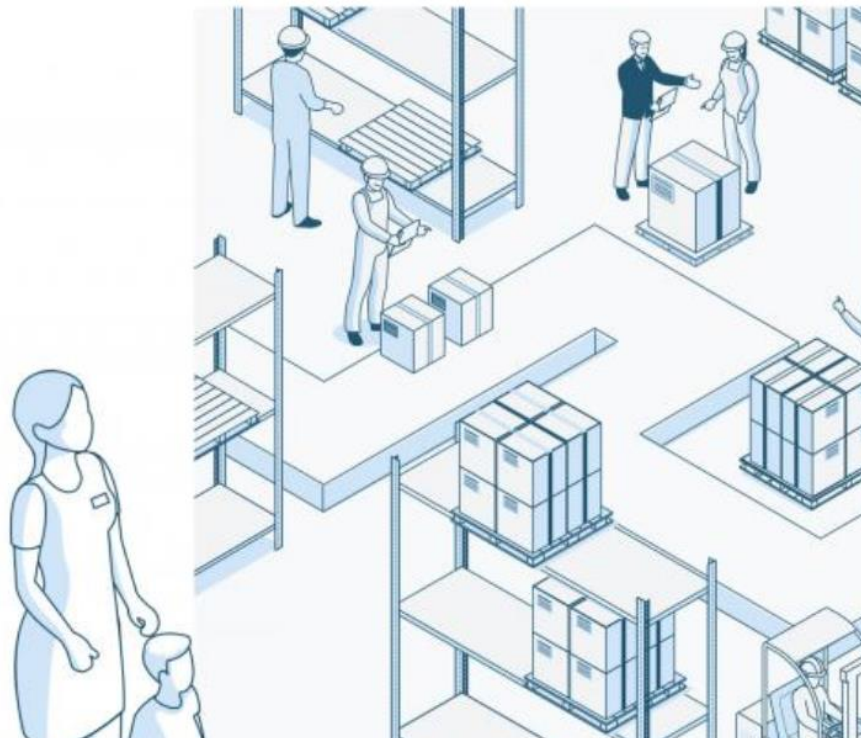
PIECING TOGETHER SOLUTIONS:

The Importance of Childcare to U.S. Families and Businesses

Working parents, employers, and childcare providers need long-term, cross-sector solutions to recover from COVID-19.

Executive Briefing

ESSENTIAL CARE FOR ESSENTIAL WORKERS



QUICK WINS

WORKING PARENT SUPPORT

Complexity: +



Leverage existing organizational programs to support working parents.

FLEXIBLE SCHEDULING

Complexity: ++

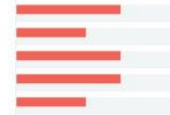


Accommodating work schedules that create stability and predictability for working parents.

INTERNAL INVESTMENTS

BACKUP CARE

Complexity: ++



Temporary childcare for unforeseen last-minute changes.

CHILDCARE VOUCHERS

Complexity: ++



Help working parents access or afford locally-available childcare.

SUBSIDIES

Complexity: +++



Help working parents access or afford locally-available childcare.

ONSITE CARE

Complexity: ++++



Provide quality childcare exactly where parents need it—at work.

COMMUNITY INVESTMENTS

PUBLIC ADVOCACY

Complexity: ++



Using your organization as a platform to address childcare quality, access and affordability at a local, state and/or national level.

EXPAND COMMUNITY CAPACITY

Complexity: +++



Ways to build community capacity and supply for childcare, benefitting your working parents in the process.



U.S. Chamber of Commerce

Federal Funding for CCDBG

Mandatory:

\$2,917,000,000 for Fiscal Years (FY) 2014-2020

\$3,550,000,000 for FY 2021-2022

Discretionary:

\$2,360,000,000 in FY 2014, with small bumps annually

Big step up to \$5,226,000,000 in FY 2018

Current funding level- \$6,165,000,000

Political state-of-play

- Democrats: sweeping reforms and significant \$ increases
- Republicans: build on existing structure, leave \$ to discretion of appropriators
- Inability to work together = inaction



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Build Back Better Act

Birth-5 Child Care and Early Learning Entitlement Program

- “Certificate” (voucher) program
- Families making up to 75% of SMI fully funded
- Creates sliding scale for co-payments at 75% of SMI, capped at 7% and 200% of SMI
- Child care wages align with elementary school

Universal Pre-K

- For all 3- and 4- year olds
- Initial programs must be established in state-assessed high-needs communities



Both years: state match; total: mandatory \$384b over 6

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Political state-of-play

- Partisan, Democrats only
- NOT united in the Senate
- Smaller package may be negotiated
- Childcare NOT on the table
- Champions renewing push

CCDBG Reauthorization Act of 2022

- Increases eligibility caps on families to 150% of SMI
- Creates a sliding scale for co-payments triggered at 75% of SMI and capped at 7%
- Places an emphasis on mixed delivery systems
- Supports more expansive education and professional development for child care workers
- Supports facility development and improvements
- Improves reimbursement rates to reflect real costs
- Leaves funding decisions to appropriators (discretionary)

Political state-of-play

- Partisan, Republican only
- Rebuttal to BBB proposal
- Will NOT be considered in this Congress



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SNAPSHOT: STATE-LED SOLUTIONS

- Missouri: Child care task-force; \$20 million in child care funding to promote innovative solutions
- Michigan: Tri-Share pilot- public/private partnership to share cost of childcare
- Colorado: Ballot initiative to fund universal preschool through tobacco tax; establishment of the Department of Early Childhood
- And of course, Kentucky! HB 499



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KY CHAMBER: POLICY CONSIDERATIONS

- Ensure the Success of House Bill 499
- Stabilize the Child Care Assistance Program (CCAP)
- Study Local Zoning Ordinances
- Ensure the Success of the Business Partnerships Grants Program
- The Employer-Provided Child Care Tax Credit (The Child Care Facilities Tax Credit)
- Fund the Early Childhood Development Scholarship



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