**Child Care Landscape for Employees**

Total licensed child care slots

* Lenawee: **3,817**
* Hillsdale: **1,184**
* Monroe: **4,736**

A significant percentage of families have all parents in the labor force

* Lenawee: **64%**
* Hillsdale: **56%**
* Monroe: **65%**

Licensed child care providers are over capacity with the number of children they serve, leaving less spots available for families

* Care Availability (Children [0-5] per licensed slot)
	+ Lenawee: **2:1**
	+ Hillsdale: **3:1**
	+ Monroe: **2:1**

Paying for child care takes up a significant portion of employee wages

* % of full-time minimum wage used to pay for child care
	+ Lenawee: **33%**
	+ Hillsdale: **29%**
	+ Monroe: **40%**

**91%** of businesses struggle to recruit and retain employees due to lack of child care

**57%** of survey respondents stated that unmet child care needs negatively impact their businesses

**Child Care Options**

**Center-Based Care:** Community-based organizations who employ a group of providers. Usually more children per provider.

* Pros: Usually offered on a full-time basis (works well for employees with 9-5 jobs), consistent hours of operation
* Cons: Expensive tuition, long waitlists, do not operate during second or third work shifts, very few centers offer infant/toddler care

**Home-Based Care:** Providers care for a small group of children in their homes. Usually less children per provider.

* Pros: Providers may offer flexible hours (i.e. evenings and weekends), may cost less than center-based care, provides strong care for children with disabilities, care is more individualized to child’s needs, strong relationships between provider and family
* Cons: Less spots available per provider than center-based or GSRP care, long waitlists

**Family, Friend, and Neighbor Care:** A family member, friend, neighbor, babysitter or nanny provides care for a small group of children. They can be licensed exempt if families qualify for CDC scholarship.

* Pros: Strong relationships between provider and family, providers may offer flexible hours (i.e. evenings and weekends), low cost, can fill in if center and home-based care are not available
* Cons: Inconsistent hours of operation and availability of providers

**GSRP Classrooms:** Michigan’s classroom-based Pre-K program for 4-year-old children. Administered through intermediate school districts. Varies depending on availability in a community. Usually more children per provider.

* Pros: key piece of Michigan’s Pre-K for All plan, free or low cost, consistent hours of operation
* Cons: Some programs operate 4 days a week, programs only operate during the school day (not feasible for employees who work second or third shifts), only available for 4-year-olds

**Solutions for Employers**

**MI Tri Share:** Child care costs are split between the employer, employee, and the state.

* To qualify, employees’ household monthly income must be between 200-325% of the Federal Poverty Level.
* Employers can set additional eligibility parameters for their employees

**Child Development and Care (CDC) Scholarship:** The state assists financially eligible, employed parents in paying for child care

* The state covers the cost of care based on family income and size. Families contribute the rest.
* Income entry level is 160% of the Federal Poverty Level.
* To make the scholarship more accessible for families, we recommend that the application process be more streamlined.

Child Care Network’s **Family Support Program (FSP):** Provides eligible families with scholarships (up to $2,750 per scholarship) to help them pay for child care.

* Employers are welcome to donate to the FSP program to support their employees who participate.
	+ Since Child Care Network is a 501c3, donations will be tax deductible.

**Support Child Care Expansion**: Employers are welcome to take further actions to make child care more accessible to employees. The following are some ideas that have been used in the past and can be used as discussion points in further child care conversations.

* **On-site child care**: Employers can partner with multisite child care centers to open a child care site on their property.
	+ May be an attractive option if an employer does not want to go through zoning and/or provider licensing processes.
* **Supporting external child care programs:** Employers can financially support child care programs to facilitate expansion.
	+ By supporting existing programs, employers can ensure slots for employee families