

Hendricks County Workforce Coalition Childcare Task Force Meeting

February 12, 2025

Attendees; Tracy Berens-Funk (HCN), Michelle Terry (CCA), Jackie Bond (INAEYC), Dana Query (The Weston School), Sylvia Harris (CCA), Alicia Turner (CCA), Jessica Hampton (Imagination Station Learning Centers), Mollie Smith (CCA), Krista Kramer (HCN), Rose Wilson (Ivy Tech), Lakesha Tarrance (OMWPK), Omotayo Adediran (Holyfield Cleaning Services)

Agenda

- 1) Introduction
- 2) Overview of task force and coalition work to date
- 3) Leadership structure and recruitment
 - a. President
 - b. Secretary
 - c. Treasurer
 - d. Task force leader/liaison – one from each task force
 - e. HCN representative

We need there to be a leadership team to own the coalition and move it forward. We are actively recruiting for the positions above (7 total). May have multiple people from the same task forces on the leadership team. After the three task forces have met, Tracy will provide an application form and a brief description of each role within the leadership team. We encourage you to apply and the application will consist of questions regarding skills and experience. The Leadership team will decide how often the coalition will meet and ensure the work of the coalition is being done and holding members accountable.

- 4) Time frame for Coalition development
 - a. Recruit and form leadership team
 - i. Feb- send application link
 - ii. March-vet and select leadership team. Team in place by March 31st.
 - b. Create logo for coalition
 - i. Feb-research and hire designer
 - ii. March-logo due by March 14th
 - c. Develop strategic print collateral
 - i. March-begin when logo is approved
 - ii. April-collateral due by April 15th
 - d. Hold Coalition Reveal Event
 - i. April-send invitations by April 20th including digital strategic plan
 - ii. May-hold event-proposed date is May 20th immediately following Plainfield Chamber meeting

- 5) Implementation plan
 - a. Review structure of calendar
 - i. Tracy will email a copy to everyone
 - b. Plan, schedule, and assign tactic activities
 - i. Place IEDA grant activities on tactics calendar – see information below

Information regarding the IEDA Childcare Innovation Grant application:

Strategy 1: Increase the number of providers accepting CCDF and OMWPK

- Survey providers to understand CCDF and OMWPK enrollment hesitancy.
- Develop provider communication and education plan to promote enrollment
- Collect and share stories highlighting providers who successfully engage in CCDF and OMWPK

Discussion Topics/Questions (Strategy 1)

- We are aware of the current implications of the CCDF waitlist. However, this strategy was created prior to the new administration. We may have to brainstorm how to make this work, and we WILL make this work!
- OMWPK will be waitlisted as well, not just CCDF.
- Is there data to show the need for childcare in Hendricks County? Yes, in the grant we applied for, we provided the data. The grant is for planning purposes, and we can't plan if we don't know what the need is.
- Lakesha (OMWPK)- gets called by families regularly and are unsure what programs are available with OMWPK and CCDF seats. Along with the need for high quality. Overall, there might be a lot of slots but are they high quality, are they easily accessible? OMWPK does not currently have a system to track these calls.
- More specific information is needed on the exact needs of families regarding child care. Plainfield currently has 23% of high-quality care available.
- We may need to ask non-regulated care programs what the barriers are to accepting CCDF/OMWPK. Mollie (CCA) will send out the data to Tracy to give out to the task force.

Strategy 2: Conduct a public education and engagement campaign to advocate for policies and innovative solutions that strengthen childcare access for families and ease the burden on providers

- Study the feasibility of innovative options not currently available in the county, such as community-employer partnerships to create a pool of childcare

professionals available for mobile/emergency/drop-in care, intergenerational care programs, or childcare co-working spaces.

- Inventory of small and rural employers to determine if childcare issues are universal across all businesses regardless of size, industry, or location within the county.
- Conduct research and document examples of employers with existing childcare-related programs that work to ease the strain on recruitment and retention efforts.
- Build support among employers for sponsored programs, employer-supported subsidies for childcare, or flexible work hours by creating a Childcare Champions recognition program that names and publicly rewards family-friendly employers.

Discussion Topics/Questions (Strategy 2)

- There are still issues with recruitment and retention of qualified staff as there is still the barrier for those not wanting to work
- What can we do as a task force to move this forward? Possible connections to high schools with ECE programs and then move on to the colleges.
- Job boards and Marketplace already exist—what can we do outside of this?
- Get a cohort of substitute teachers that can become qualified to become substitutes in the programs. (This is labor intensive-Jackie Bond, and happy to share what Morgan County did) 35 teachers, 12 programs in hub w/shared services model. It does work for some, but others are less inclined to have someone work for them they do not know.
- Implementation plan-maybe we start with Connecting with the high schools to promote the profession. The best time to contact is in May because they are prepping ECE students for next year. August would be too late. Internships are already in the works. Looking to start connecting in April. We need a plan (comprehensive plan). Want to start with the Career Center (Ben Davis), Lauren Jordan, do we expand outside of the ECE students in the high school? Guidance Counselors? New rule, do students have to come from the Career Center. Look into the at-risk schools (alternative schools), there are a lot of single moms, that could be interested.

Strategy 3: Expand access to level 3 and 4 quality of care with weekend and evening programming

- Research and document the number of providers open to seeking level 3 or 4 quality of care if resources were available to assist with training and operational upgrades.
- Research and document location/municipality and time gaps (first/second/third shift, weekends, and drop-in) to complete the overall childcare landscape

picture. This could include an expanded assessment of families with children aged 0-6 by location/municipality, collecting data at a more granular level than county or state; inventory of area employers operating second and third shifts, not offering childcare support to employees. Inventory of small and rural employers to determine if childcare issues are universal across all businesses regardless of size, industry, or location within the county.

Discussion Topics/Questions (Strategy 3)

- Open house style training nights offered as a suggestion to help qualify staff.
- Are there grants available to assist with qualifying teachers for level 3 and 4 programs?
- Need a program that attaches the trainings staff attend to the education (degrees)
- Non-formal CDA specific to Hendricks County that is fast paced. Programs in Hendricks County conduct the CDA in-house
- Rose-Trainings as PLA (Play Learning Assessment) credits run into the question of the quality of training/trainer? It makes it a little murky. Ivy tech does provide CDA which will convert to 9 credits. Towards a degree. Built in pathways for people to continue.
- Have we identified the need for weekend and evening programming? No, but we have it in the grant to have this research done. Whether we get the grant or not.
- CCA will talk to the Family Team to help track the hours (shift coverage) families are requesting child care
- We need to survey employers regarding the hours of the warehouses-we need to get in the door, who are the contacts?
- HCN will connect with chambers (contractors), connect with the Housing task force plans to get with contractors and developers. Tour of the town (2/27- Danville Chamber)- showing commercial spaces (Sylvia and Alicia)

Task Force Next Steps-

1. Jackie Bond suggested we connect with Jennifer Myers (Monroe County Smart Start) for more details regarding the (ELSE) cohort. She is possibly available during the last week of February (Jackie will connect)
**ELSE- Early Learning Substitute Educator
2. March-Create plan to connect with Career Center/high schools/alternative schools. Target audience for HCN Career Pathways fair on 2/27 are high school students. HCN, CCA, IVY Tech, TEACH will be in attendance.