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Macomb County
Child Care Coalition

TODAYS Agenda

- ✦ Welcome
- ✦ Road So Far
- ✦ The Road Ahead
- ✦ Responses to Data Inquiries
- ✦ Working Lunch
- ✦ What is Economic Development?
- ✦ Parents and Families Deep Dive
- ✦ Next Steps

Surveys will close
on November 1st
at 5:00 PM

The Road So Far...

- ✦ Mission & Vision
- ✦ Child Care Deserts & Closures
- ✦ Population Deep Dive & Workforce
- ✦ Child Care Provider Basics
- ✦ Marketing & Social Media
- ✦ Parent/Provider Payment Process

The Road Ahead...

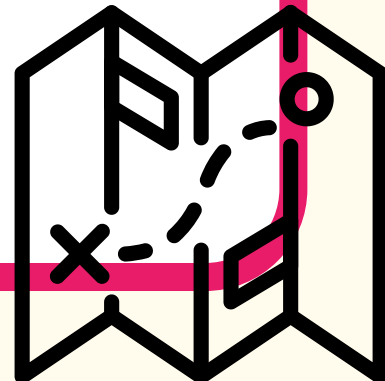
- ✦ Provider Data and Research
- ✦ Municipal Overview
- ✦ Employer Data
- ✦ Current Efforts in Child Care
- ✦ Focus Group Results
- ✦ Root Cause Analysis

Getting Grounded

What has been stuck in your mind since our last meeting?

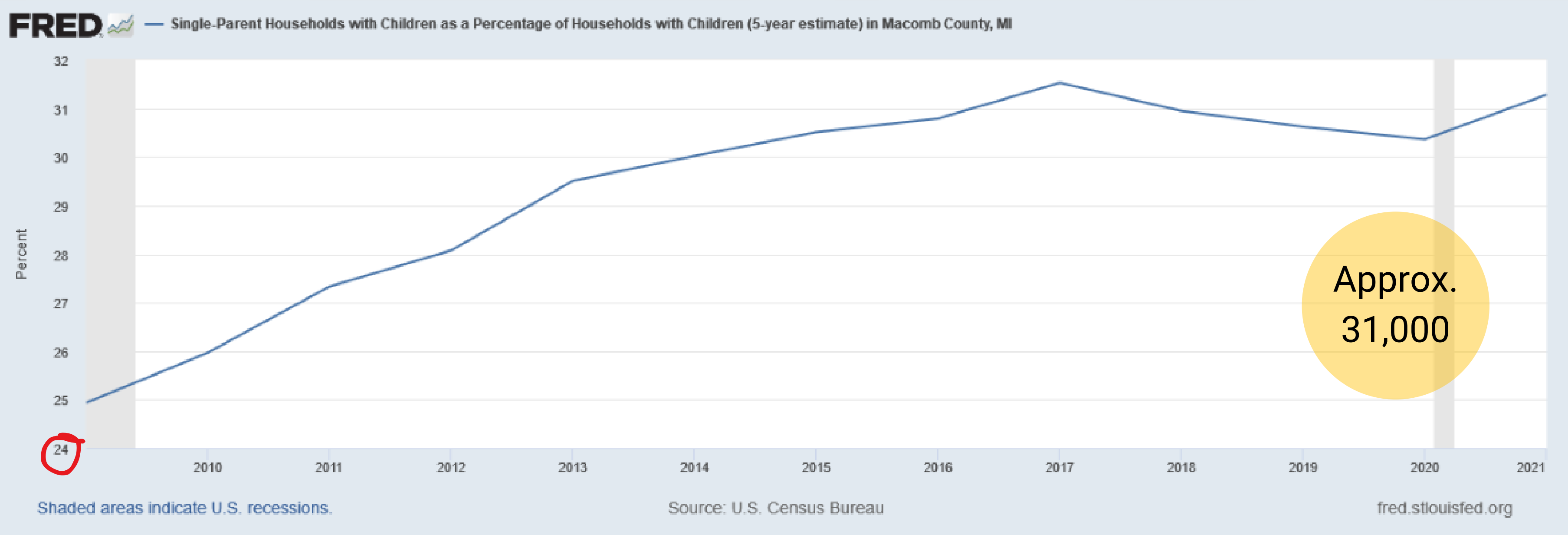


Based on the agenda, what are you hoping we will explore today?



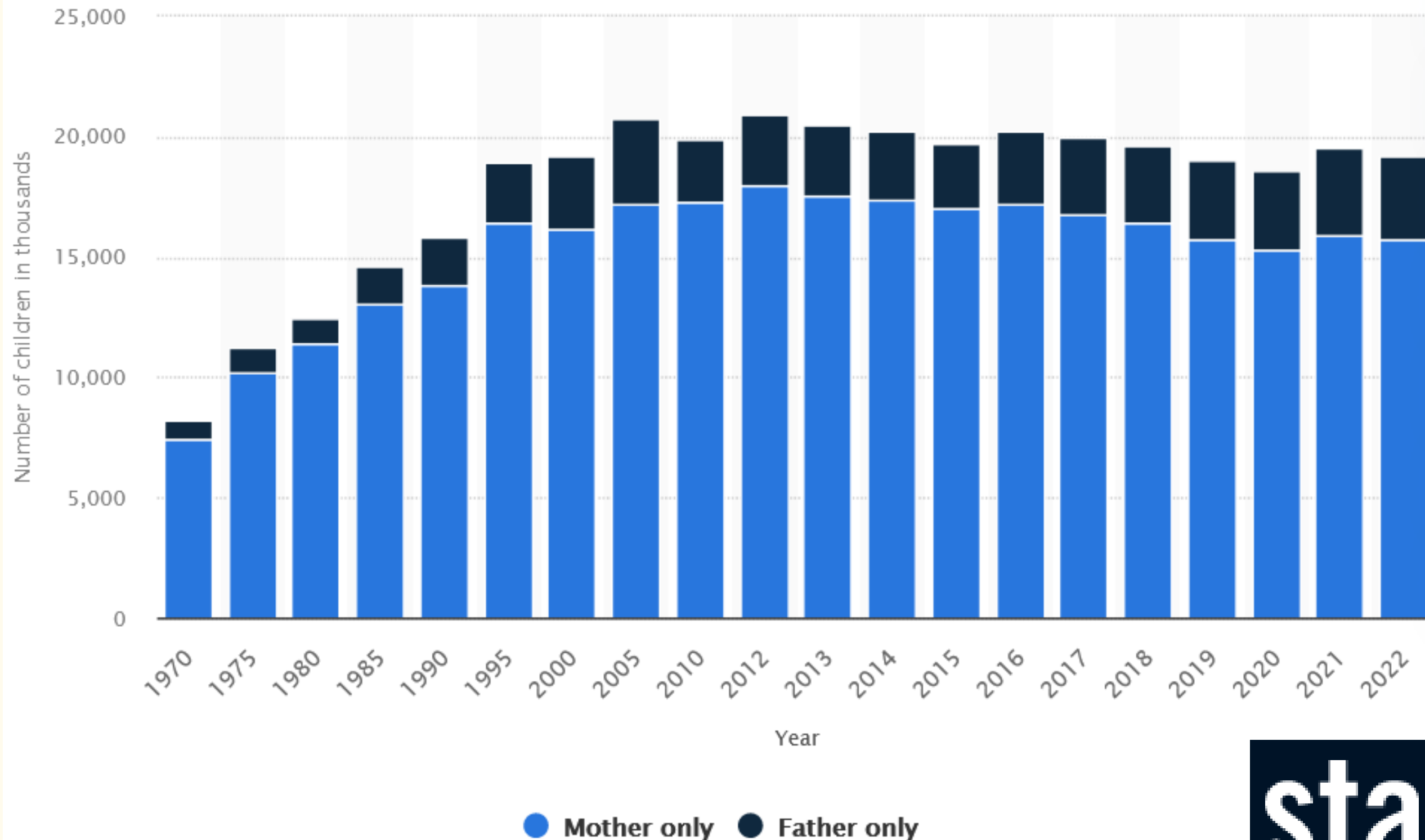
Your Questions, Answered*

What are single parent households doing to cover child care needs?



What are single parent households doing to cover child care needs?

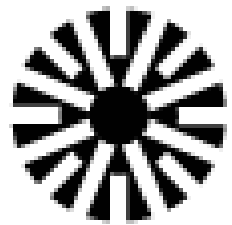
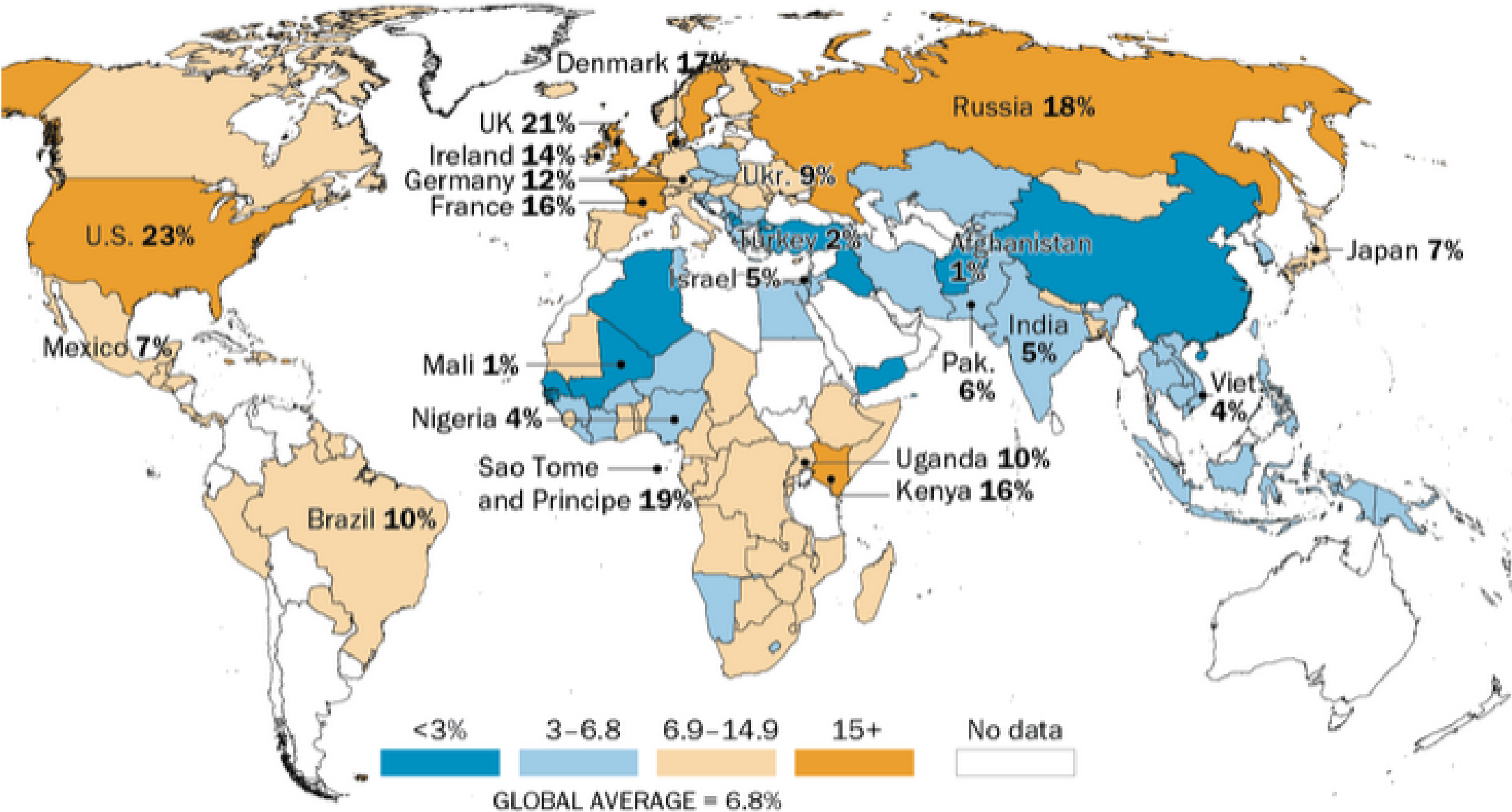
Number of children living with a single mother or a single father in the U.S. from 1970 to 2022



What are single parent households doing to cover child care needs?

U.S. has world's highest rate of children living in single-parent households

% of children under age 18 in single-parent households



Pew Research Center

December 12, 2019

Note: Single-parent households include one adult and at least one biological, step or foster child under 18. Adult children may be present, but no other relatives or non-relatives.

Source: Pew Research Center analysis of 2010-2018 census and survey data. See methodology for details.

Single Parent Experiences With and Perceptions of Child Care

- ✦ 59% said formal child care is unappealing, 41% said it is inaccessible
- ✦ 24% said they moved closer to family for care
- ✦ 72% provide care themselves or use relatives, of that only 39% pay anything towards this care

What are single parent households doing to cover child care needs?

37% report having a fixed work schedule

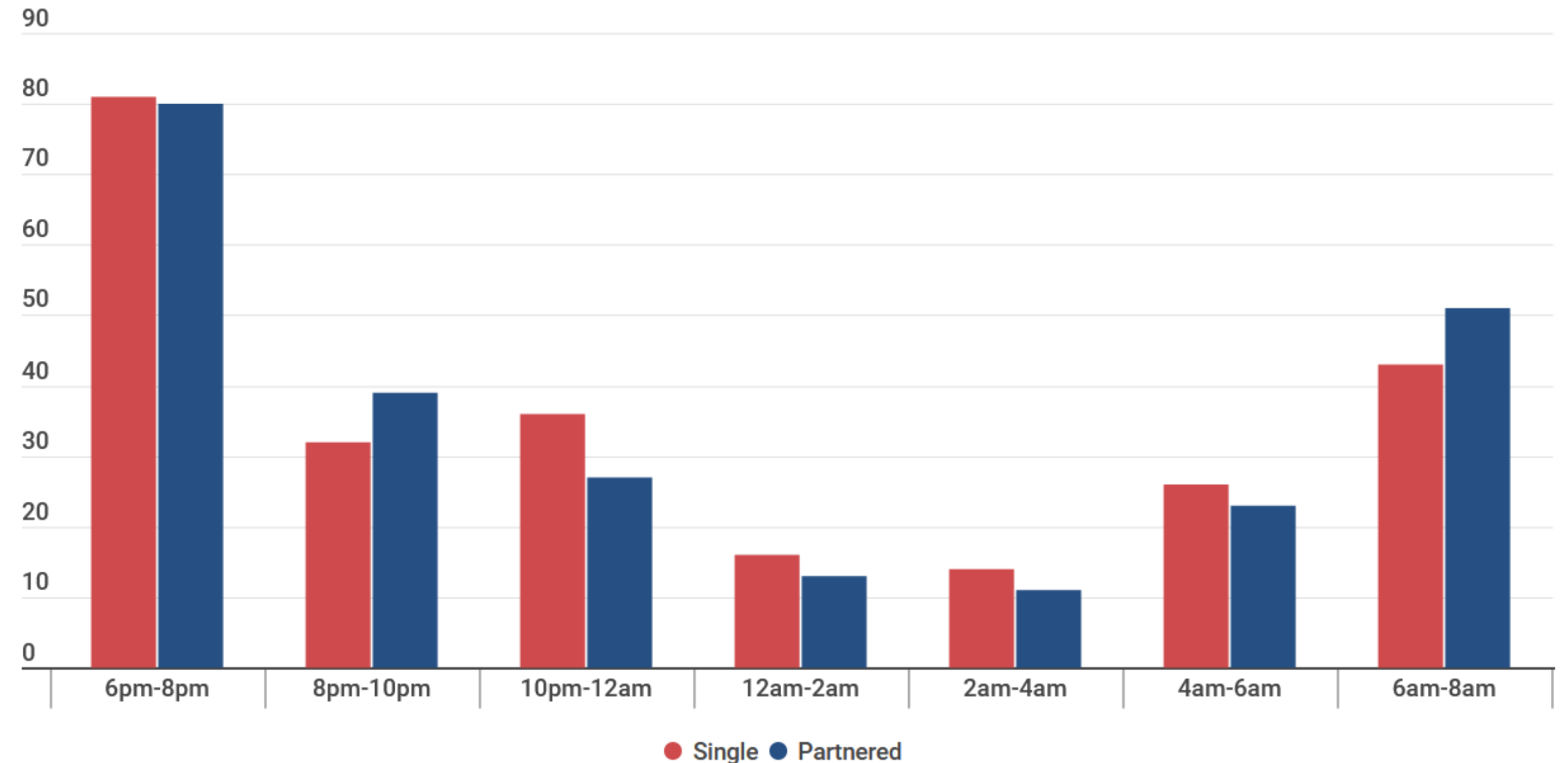
26% know their work schedule less than one week in advance

88% report a need for flexibility in days of care

86% report a need for flexibility in hours of care

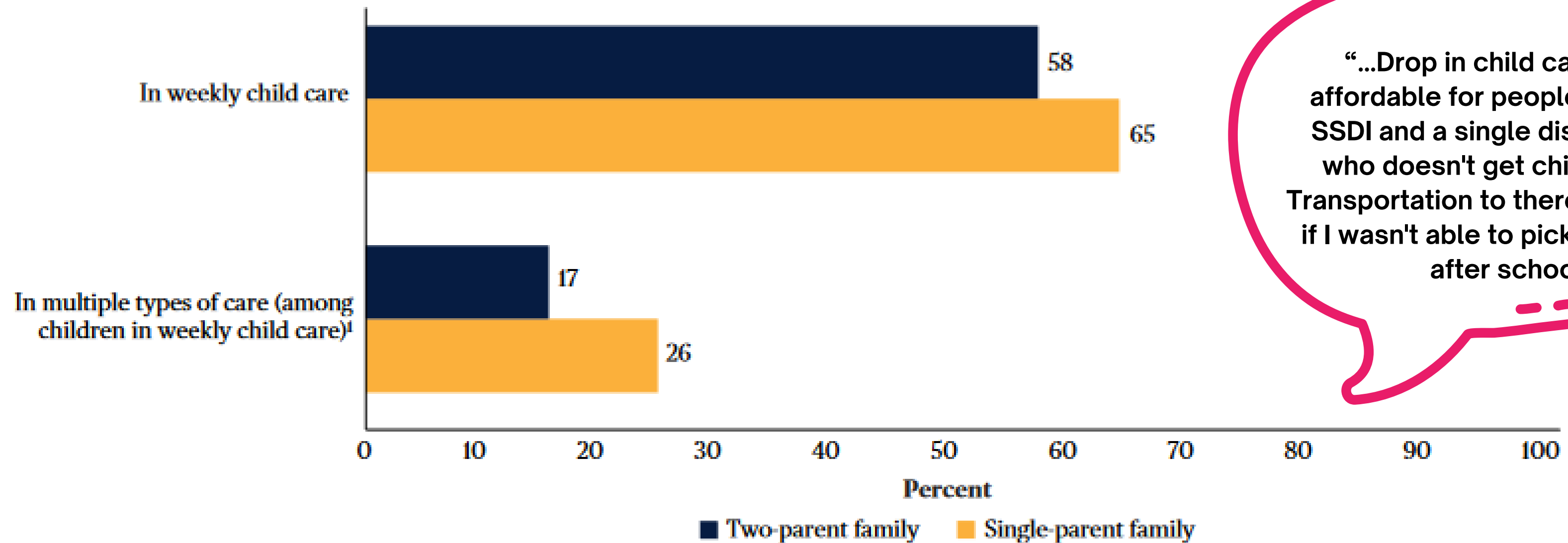
38% work in retail or service industries

Of Single Parents Who Need Informal Child Care, Most Need Care Between 6pm and 8pm



Do they rely on a system that is different from two-family households?

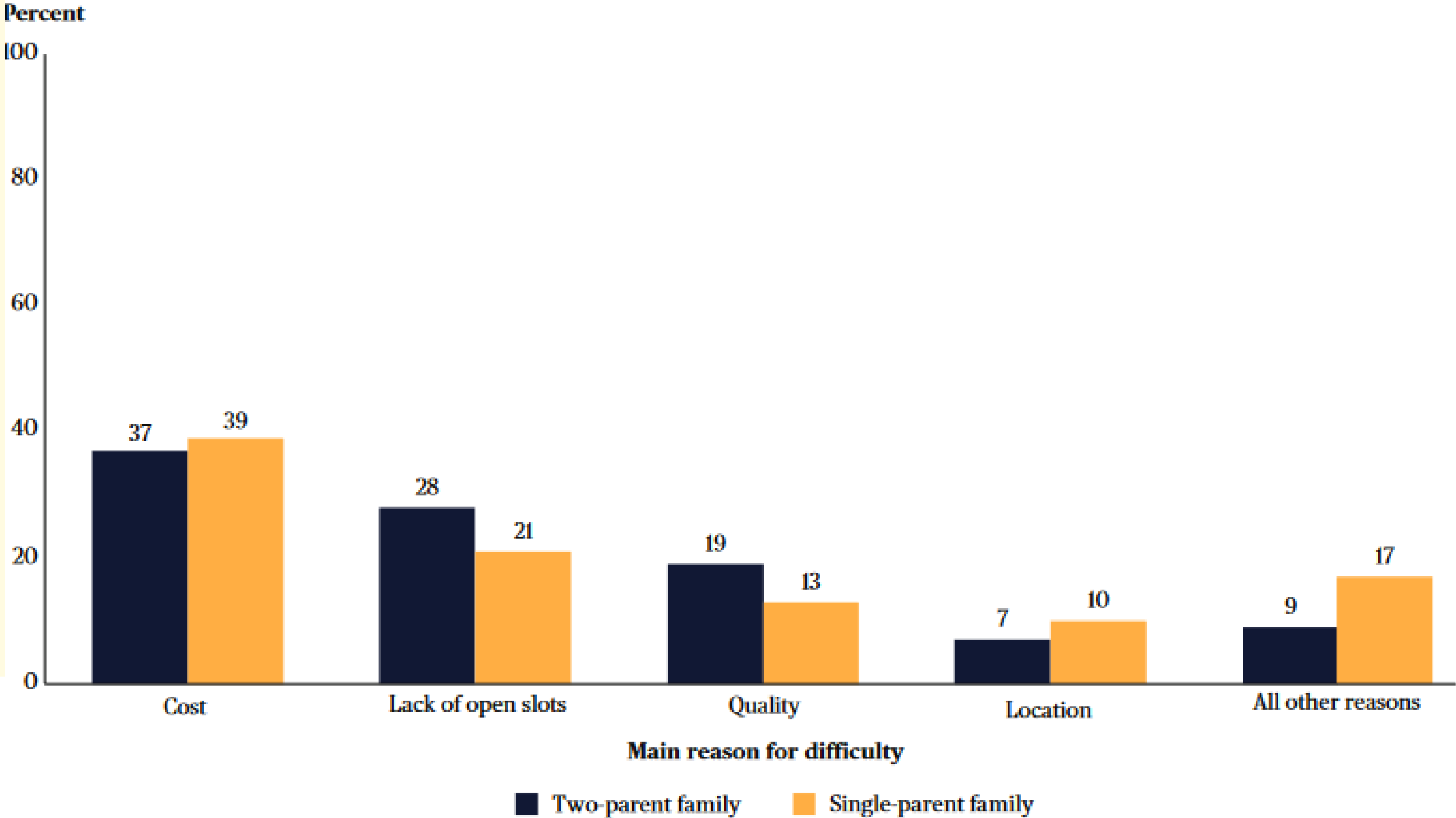
FIGURE 1. Child care in 2019: Percentage of children in at least one type of weekly child care, and among those in care, percentage in multiple types of weekly child care, by family structure



“...Drop in child care that is affordable for people like me on SSDI and a single disabled mom who doesn't get child support. Transportation to there after school if I wasn't able to pick her up right after school”

Do they rely on a system that is different from two-family households?

FIGURE 2. Main problem finding child care in 2019: Among families who had any difficulty finding child care, percentage of children whose parents reported each problem as the main reason they had difficulty finding child care, by family structure



Are people leaving the workforce to take care of grandchildren? Is this a problem?

I Z A

World of Labor

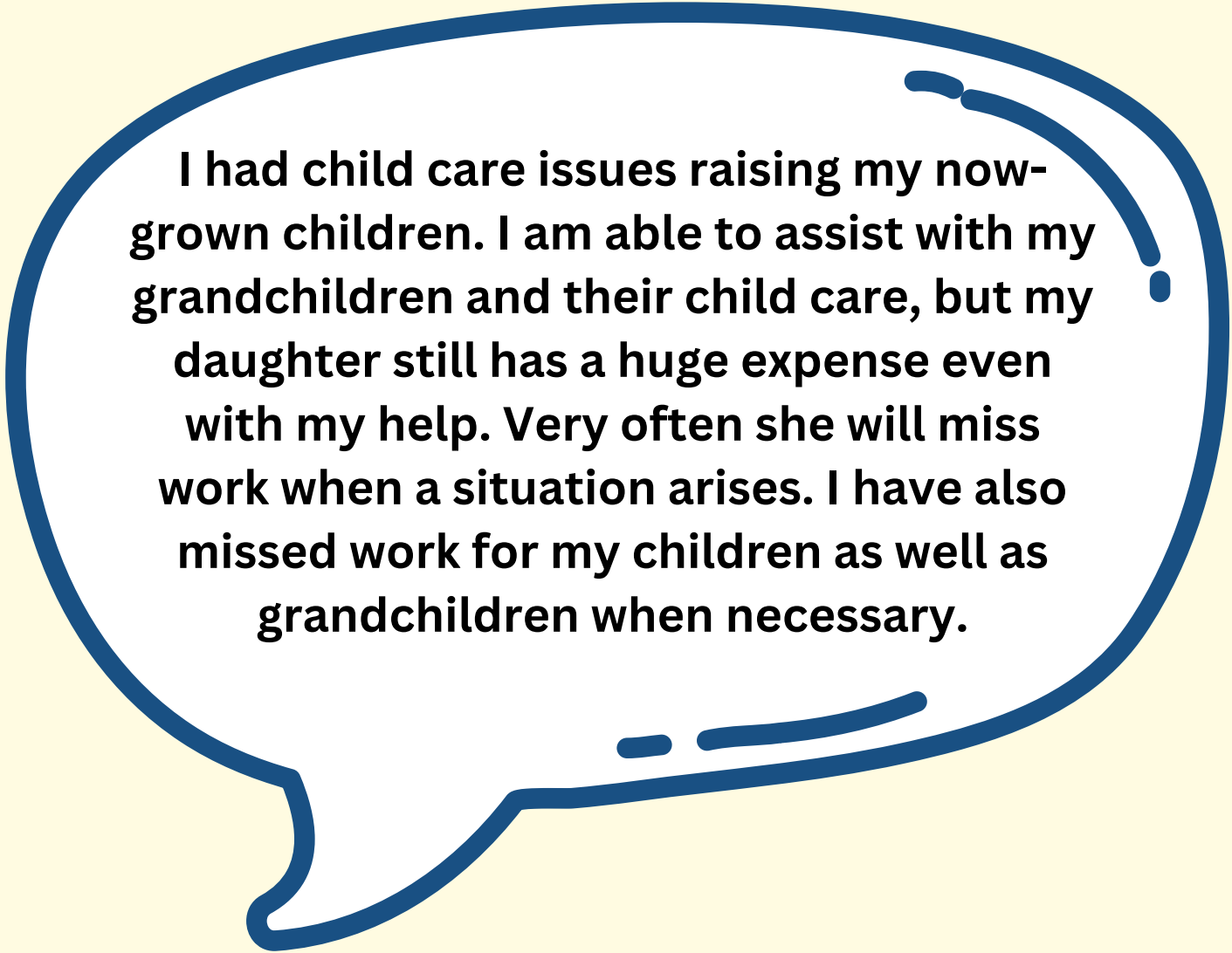
Evidence-based policy making

How does grandparent childcare affect labor supply?

Childcare provided by grandparents helps young working mothers, but reduces the labor supply of older women

Reduced mobility of younger workers

“The available evidence indicates that a quarter of the childcare time provided by grandparents is at the expense of labor supply for US grandmothers, while there is no statistically significant effect for grandfathers.”



I had child care issues raising my now-grown children. I am able to assist with my grandchildren and their child care, but my daughter still has a huge expense even with my help. Very often she will miss work when a situation arises. I have also missed work for my children as well as grandchildren when necessary.

Are people leaving the workforce to take care of grandchildren? Is this a problem?

Grandparents Can't Solve America's Child-Care Crisis *The Washington Post*

June 2023

“42% of parents rely on their own parents to help care for children”

“About half of grandmothers are employed”

“[Multigenerational family support is a beautiful thing [but] it would be far better if grandparents were able to provide this degree of help because they truly wanted to, not because life would fall apart without them.”

“Working grandparents would benefit from the same reforms as working parents: affordable, reliable, high-quality child care... and paid parental leave.”

Are people leaving the workforce to take care of grandchildren? Is this a problem?

Companies are trying a new kind of family leave—for grandparents

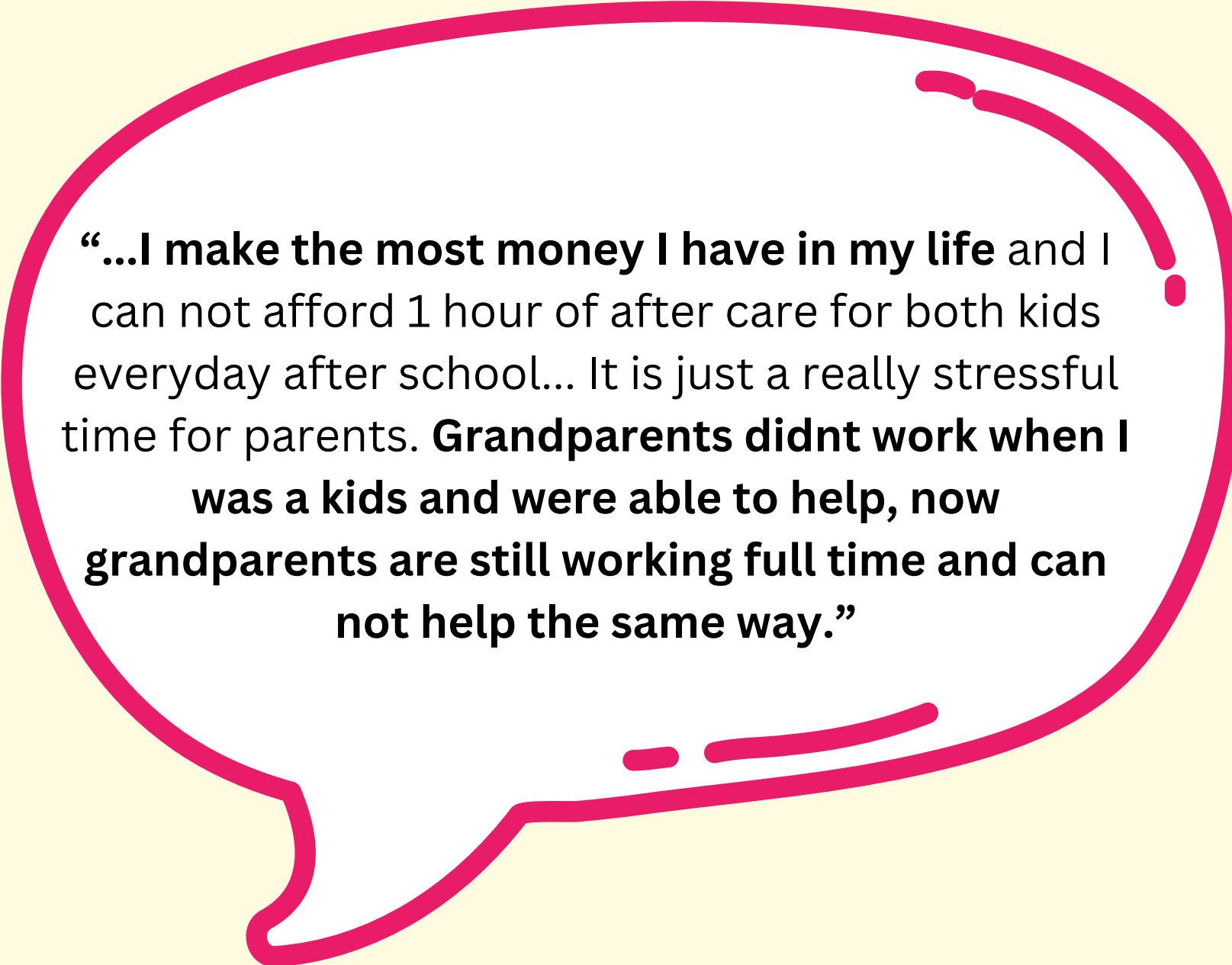
QUARTZ

August 2023

An older workforce and increasing childcare costs are making caregivers out of grandparents

Some employers are adding grandparent leave as an expansion of parental leave policies.

The policy gives paid time off to employees at the birth or adoption of a grandchild.



“...I make the most money I have in my life and I can not afford 1 hour of after care for both kids everyday after school... It is just a really stressful time for parents. Grandparents didnt work when I was a kids and were able to help, now grandparents are still working full time and can not help the same way.”

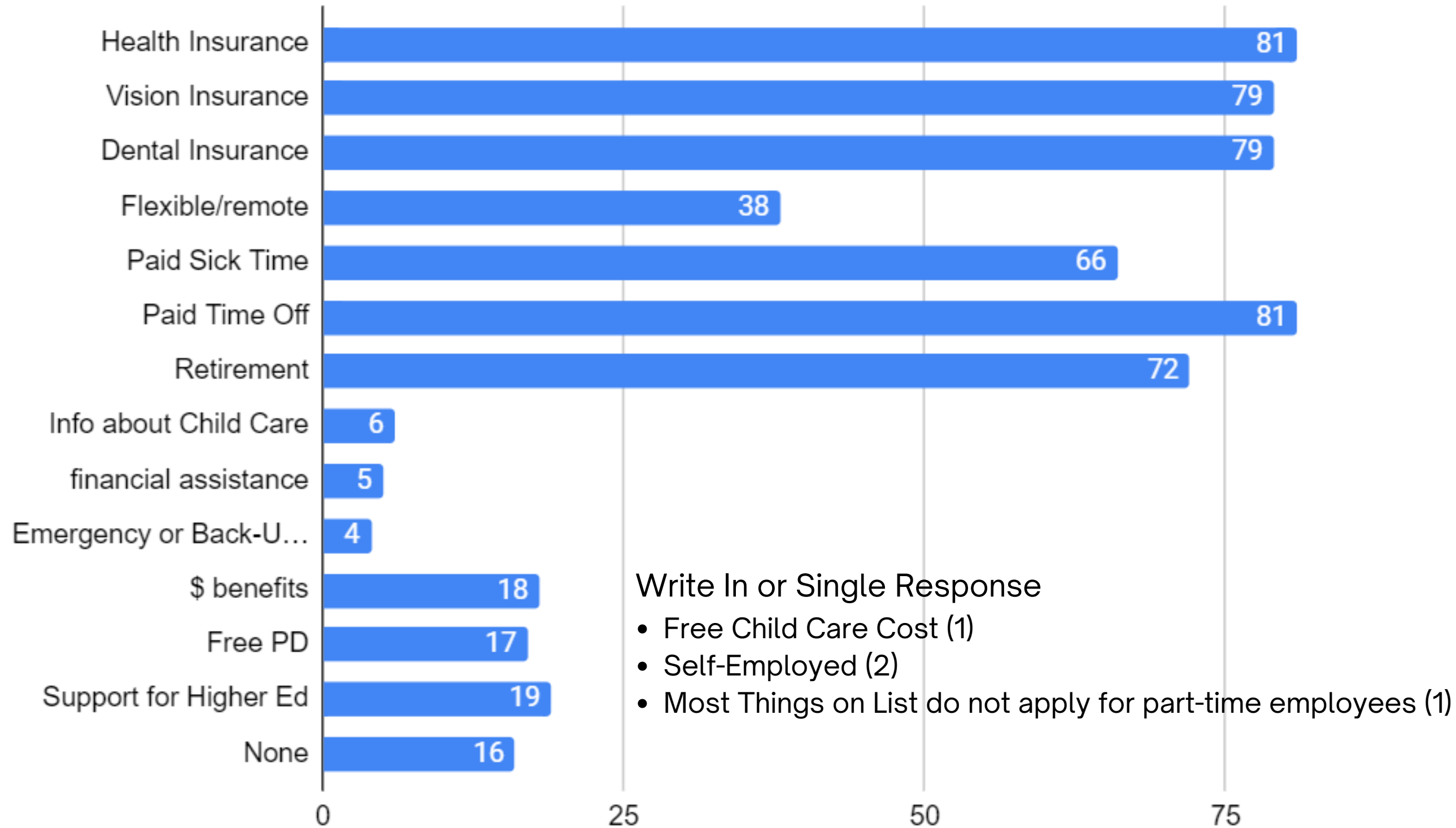
Who makes it necessary for an employer-based child care center to have employees on site?



Licensing and Regulatory Affairs

Employers in Macomb County that offer child care to their employees?

Please select all the benefits that are available through your employer.



"Two of my jobs offer 10% discount on care, but for only certain places. The care is untrustworthy and sub par and the cost is still unaffordable."

n = 32 employer survey responses

"On site child care for County workers would be the best thing for employees."

Would it be helpful for employers to survey employees?

Help Working Families Find Support

Many existing organizations and programs are designed to support working families looking for affordable, quality childcare. Employee Assistance Programs (EAPs) and Employer Resource Networks (ERN®) can be used to disseminate resources and information and create formal networks of working families to support each other and provide the organization with input and feedback. EAPs are an easy way to disseminate organization-vetted resources or vendors for working parents.

Using these resources is a great first step because it costs little to nothing. An ERN® can help working parents connect with one another, share resources, build community, and jointly suggest possible solutions for the organization.

TOOLS & RESOURCES

- ✂ Sample Employee Survey (Word, PDF)
- ✂ ERN® Program
- ✂ About EAPs

STORIES

- 📄 [ERN® Case Study](#)

PARTNERS

- 📄 [MI Employer Resource Network](#)

COMPLEXITY



IMPACT



CDC big issue



This is a link to Child Support policy – with all the details: [CHILD SUPPORT](#), Here is the current policy:

BEM 255 – page – page 14:

CDC Disqualification

CDC Income Eligible

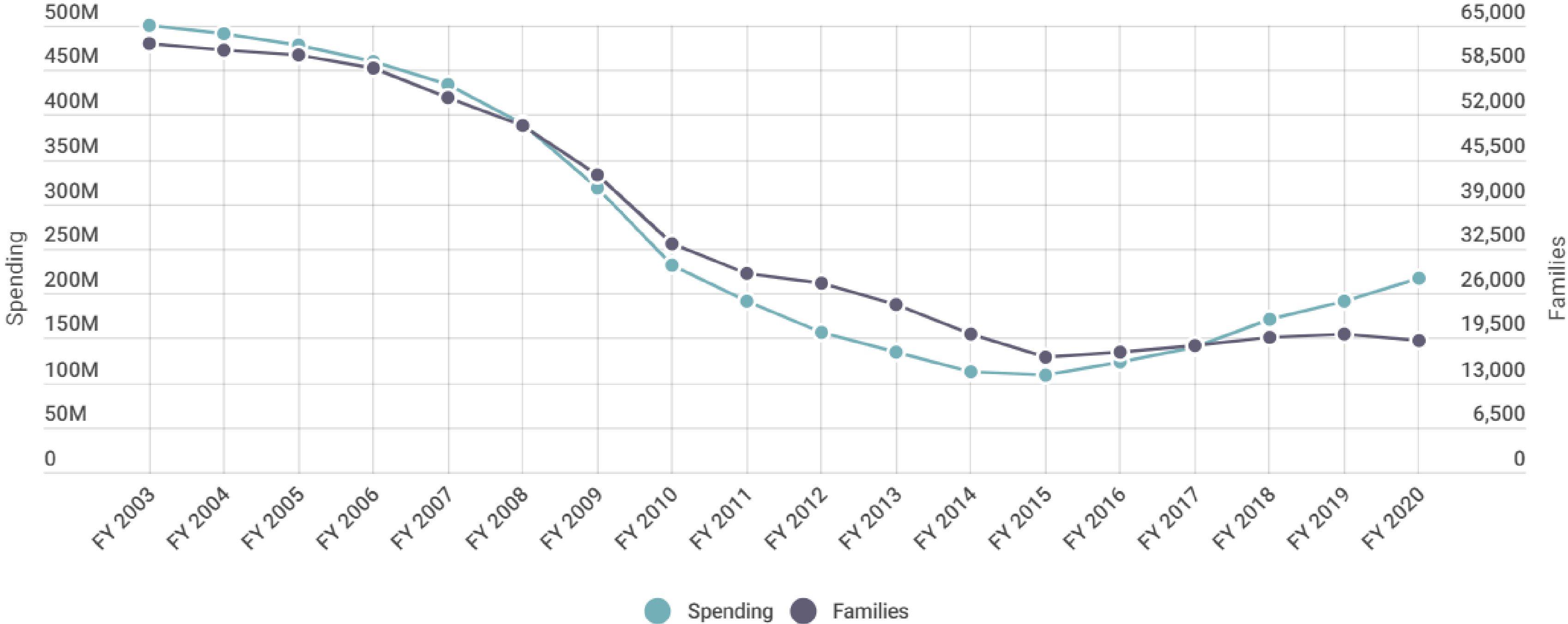
At application and redetermination, failure to cooperate without good cause, with OCS requirements for a child requesting or receiving benefits will result in group ineligibility for CDC. Bridges will close or deny the CDC EDG when a child support non-cooperation record exists and there is no corresponding comply date.

Failure to cooperate with OCS requirements should not cause the CDC EDG to close during the 12-month eligibility period. This policy is effective 7/30/2023

[CDC Website](#) [CDC Handbook](#)

[Informational CDC Flyer](#)

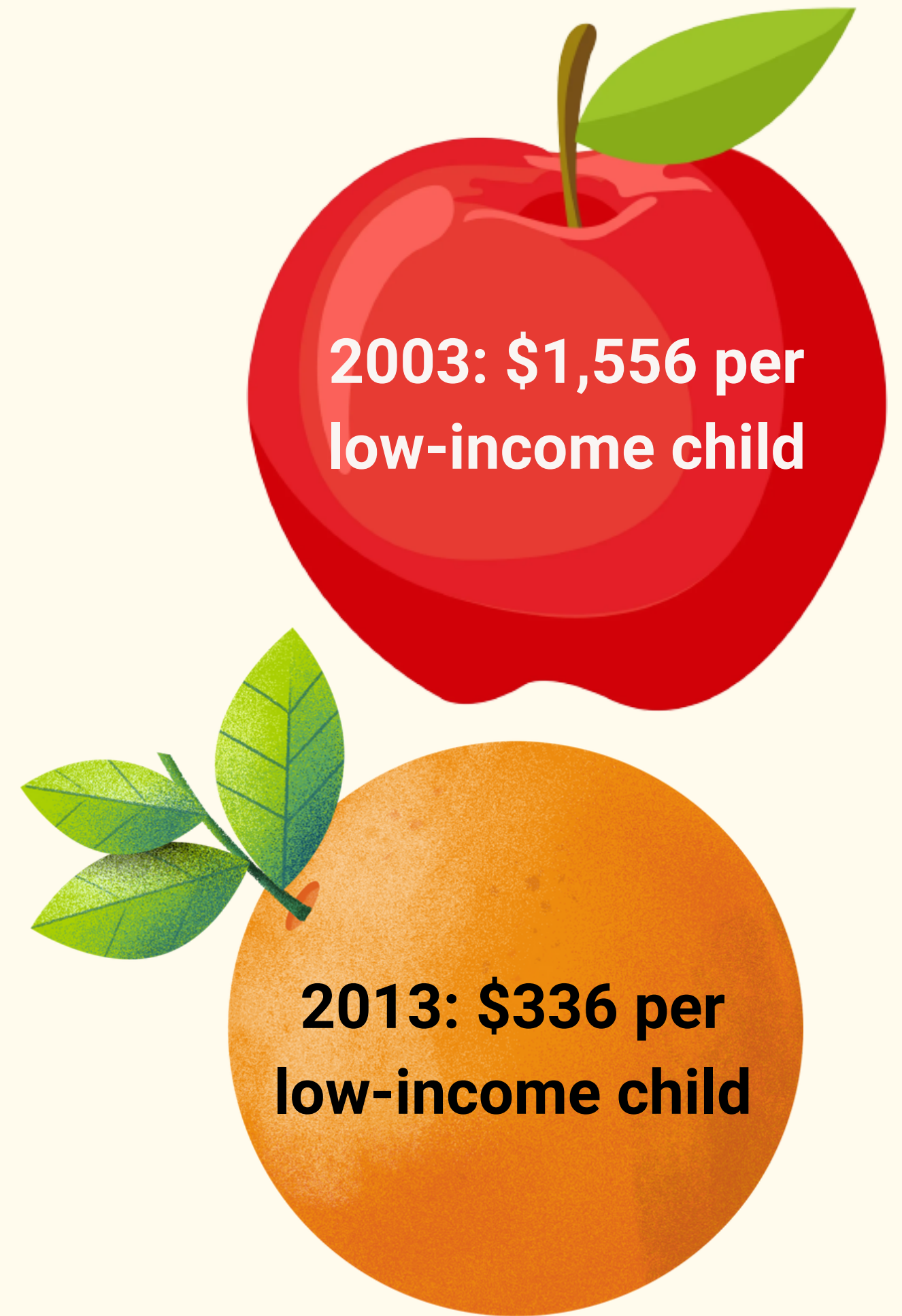
The number of families receiving child care subsidies has dropped along with spending.



Source: CDC Caseload and Spending Trends FU 2003-2020

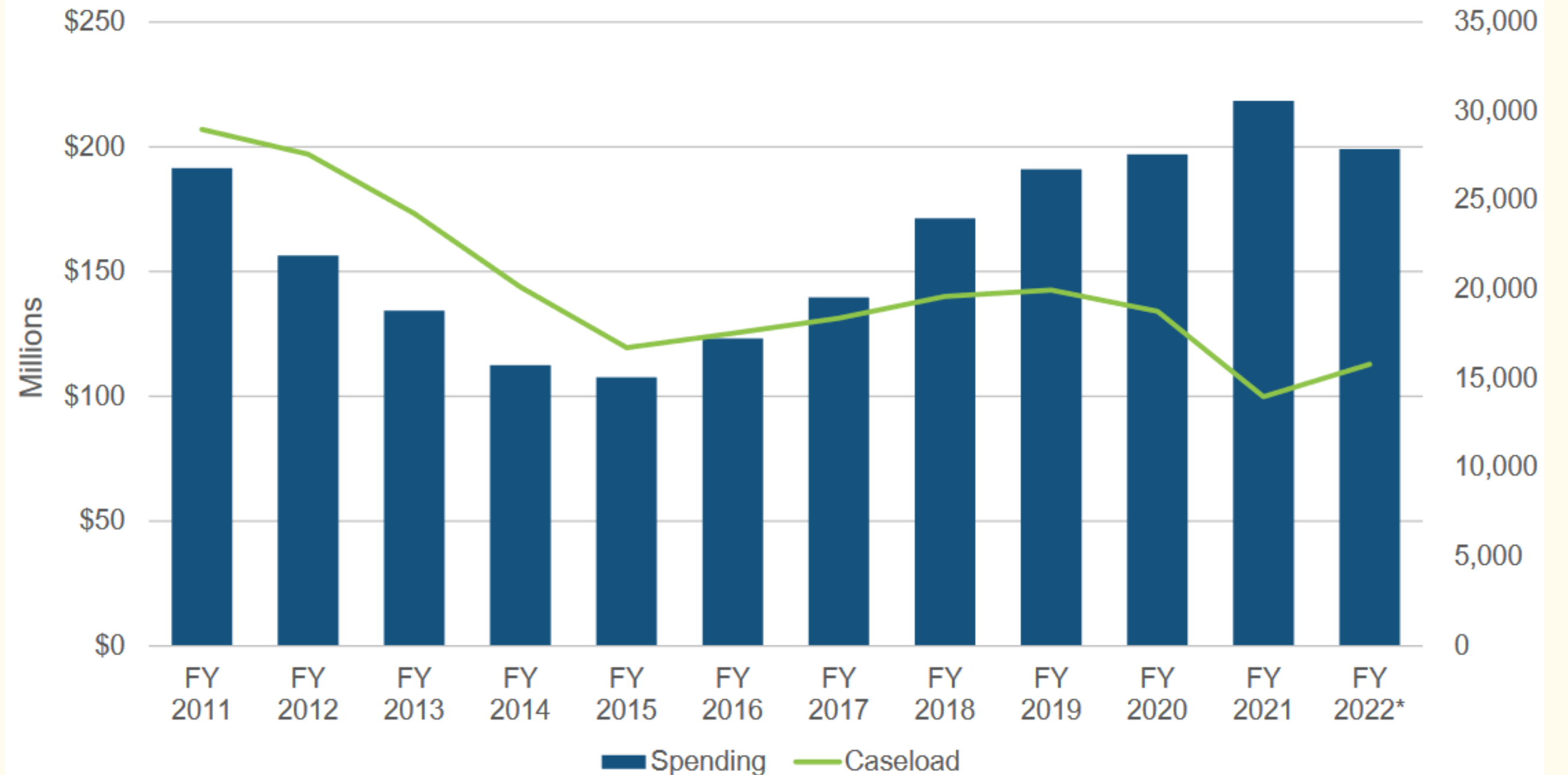
Declining Investment

- While there is an unmet need, Michigan's investment in the CDC program has declined since 2003.
- Michigan was a relatively high-spending state in FY 2003—11th highest nationally.
- By 2013, however, Michigan's per-child spending dropped to the 11th lowest, significantly below the year national average of \$679.
- Michigan's decline was the sharpest of any state.



Declining Utilization (Declining Access?)

CDC Caseload and Spending Trends



*Reflects est. costs based on Consensus Revenue Estimating Conference (CREC) adjustments and enacted policy changes.



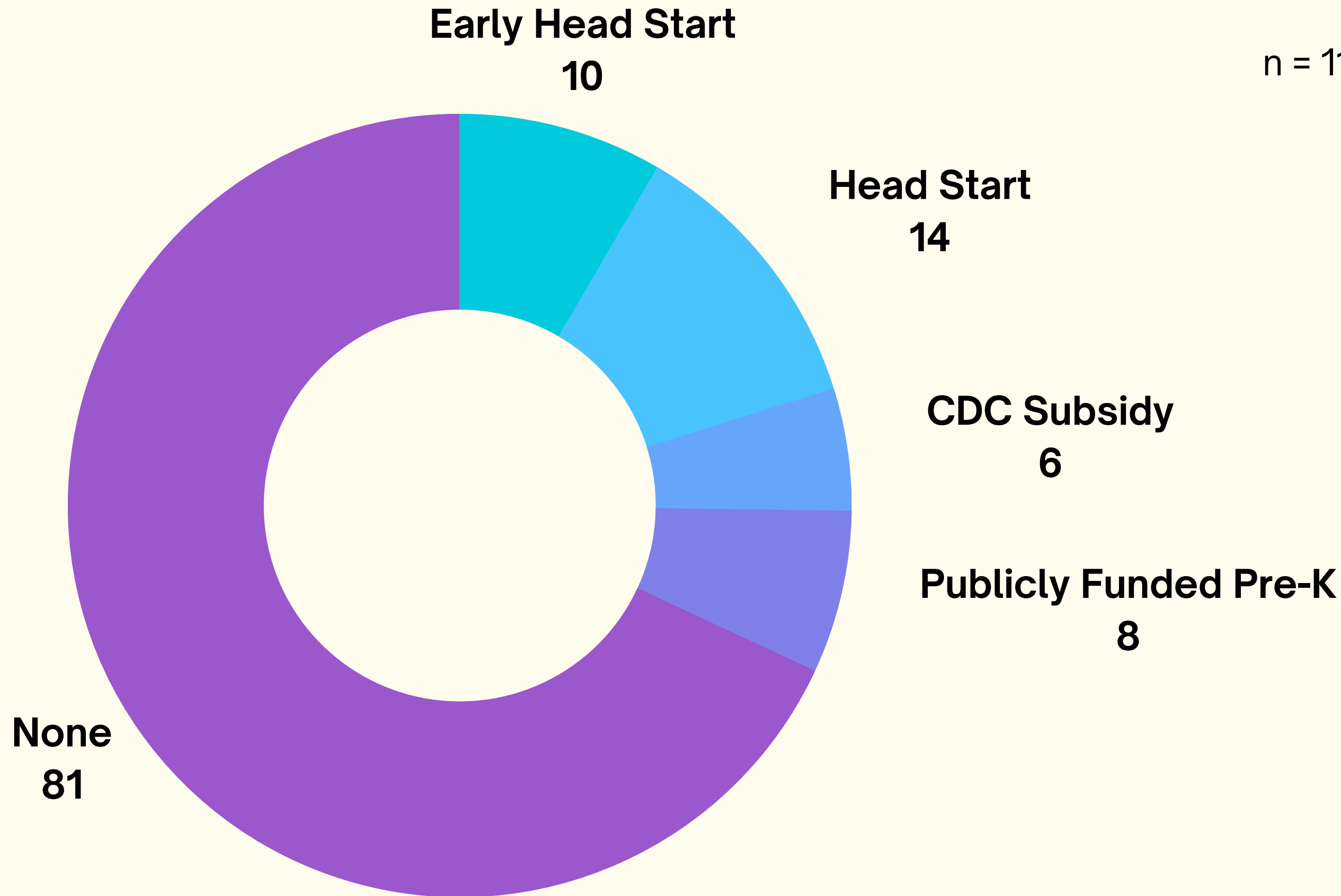
On June 23, 2022, Gov. Gretchen Whitmer expanded the income eligibility for CDC subsidies to 185% of the federal poverty level. The change means that up to 105,000 additional children in Michigan will be eligible for the subsidy. However, the proportion of families eligible for the subsidy who actually enroll remains low. **Currently, only about 10% of children aged 0 to 11 years in households with incomes below the new eligibility threshold receive subsidies.**

“So one big [barrier] that comes up a lot for our families is the connection between the CDC subsidy and ... child support. **Essentially [the CDC subsidy application] requires that both parents be listed, and that anytime a parent applies, if there’s no formal support order in place, it automatically boots over to the other system to try to resolve the child support issue.** And then they’re in limbo for the CDC subsidy until that gets resolved.”

October 2022: The Child Development and Care Subsidy: Challenges and Opportunities (University of Michigan)

Is your family currently using any of these programs?

n = 110 parent/family responses



Write - In Responses

- Ross Preschool(1)
- Don't qualify(1)
- Montessori(1)
- Trying to get into headstart(1)
- Children are too young(1)
- Tuition based preschool(1)
- EBT and WIC (1)
- Have used GRSP in the past(1)

MICHIGAN CHILD CARE SUBSIDY POLICY CHANGES 2021

Awareness Gaps, Support for Increased Access, and the Implications of Temporary Policies

September 2022



“Few parents were aware of the threshold increase, and eligibility specialists said better information was needed.”

“Most eligibility specialists felt the rate increase was not communicated well to them or to clients.”

Recommendation: “Through state partner discussion and coordination, carefully prepare for the end to the temporary policies to reduce negative impacts for families, providers, and specialists.”

Would it help to help FFNs to become license - exempt caregivers so that subsidies can be paid to them? FFN currently considered “illegal”

- Application Process must be mailed or faxed with hard copies
- Must be submitted within 30 days of training date or will auto-deny
- **Fingerprint/Background check \$64.25**
- **Mandatory Training: \$10**
- Parent must submit 4025 Form to DHHS Caseworker
- Provider must complete mandatory ongoing training annually
- Provider must Bill Online
- Payment Rates are **very low** and are paid to the **family not the provider**
- Providers and families must consent to an annual visit in the care environment (both announced and unannounced)

Update Letter to Families
September 2023

License Exempt Related and Unrelated Providers		
Child Type	Level 1	Level 2
Infant/Toddler (Birth up to age 2 ½)	Hours billed X \$2.55	Hours billed X \$4.30
Preschool (Age 2 ½ up to Age 5)	Hours billed X \$2.55	Hours billed X \$3.80
School Age (Age 5 and older)	Hours billed X \$2.55	Hours billed X \$3.80

As related to pop trends does it make sense to support more family care providers?

Childcare sustainability vs. financial implication

***How long have centers been open vs. how much they're charging vs. paying staff and offering insurance?**



✦ Use the note cards to write down data you'd like to have or learn more about.



Workforce Resources

March 2022: Michigan women 'struggling' as they leave workforce. So are their employers (Bridge Magazine)

REPORT MAR 29, 2023

3 Ways States Can Expand and Sustain the Infrastructure Workforce by Meeting Child Care Needs

To improve recruitment, training, and retention in the construction industry, states should utilize infrastructure funds to address workers' child care needs.

The logo for CAP (Construction Industry Training and Education Fund) is a dark blue square with the letters "CAP" in white, bold, sans-serif font.

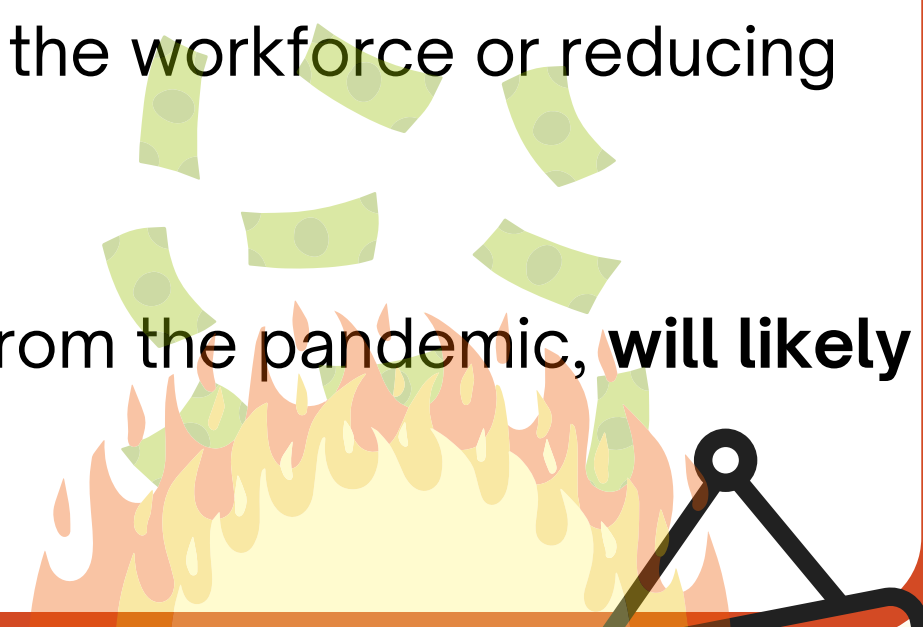
Parents and Families

Research and
Survey Data

According to the Century Foundation in September:

More than 1,200 child care programs are projected to close in Michigan, leaving more than 56,000 kids with no place to go.

- More than **70,000 child care programs**—one-third of those supported by American Rescue Plan stabilization funding—**will likely close**, and approximately 3.2 million children could lose their child care spots.
- The loss in tax and business revenue will **likely cost states \$10.6 billion in economic activity per year**.
- In addition, we project that millions of parents will be impacted, with many leaving the workforce or reducing their hours, **costing families \$9 billion each year in lost earnings**.
- The child care workforce, which has been one of the slowest sectors to recover from the pandemic, **will likely lose another 232,000 jobs**.

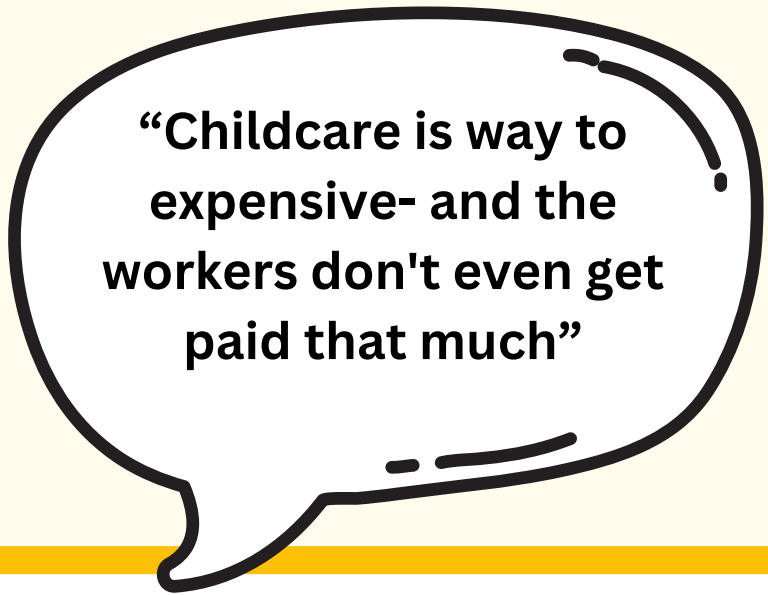


August 2023: Child Care Cliff: 3.2 Million Children Likely to Lose Spots with End of Federal Funds

August 2023: Michigan child care crisis: Over 1,200 centers at risk of closure due to federal funding cuts

CLOSED

Michigan Family Impact Seminars: Child Care Briefing (March 2000)



“Childcare is way to expensive- and the workers don't even get paid that much”

The median wage for Michigan child care professionals is \$6.85 per hour.

Michigan has approximately 4,800 licensed child care centers and 15,800 licensed/registered family child care providers. Together, these programs are able to provide care for 80% of the more than 430,000 children who need it. Shortages of care are particularly pronounced in the areas of infant care, care for children with special needs, and care in the evening or at odd hours. The average cost of full time child care in Michigan is \$5,005 per year, a cost that exceeds the budgets of many families; yet, more than 40% of the 163,000 Michigan families eligible for child care subsidies are not using them.

Families with dependable child care are more likely to have stable employment experiences.

Furthermore, families with dependable child care are more likely to have stable employment experiences. Disturbances in child care can cause parents to miss work or leave their jobs [45]. Brandon [5], who combined the results of several large surveys, found that about half of parents reported that an absence of child care had reduced their job performance. Brandon also found that 30 percent of parents were “very worried” and 15 percent were “somewhat worried” about having adequate child care when they went to work.

Parent & Family Preferences



Safe



Affordable



Nurturing



Educational



**Culturally
Responsive**



Throughout this engagement effort, parents reported that they want quality, affordable child care where their child is safe, happy, healthy, and learning.

Parents regularly said they want to trust their providers.

Parents wanted their children to be happy.

Parents want providers that support their child's health and development.

These goals, however, all needed to be balanced with cost.

As one person succinctly put it, “You have to go with what’s in your budget.”

Parents also reported **that finding care at all is challenging**, regardless of cost.

“The **hardest thing I’ve dealt with is knowing where to go to look for child care**. Our friends have older kids so we didn’t have word-of-mouth for the area where we live. **I ended up at home** after [my baby’s] birth and in a panic.”

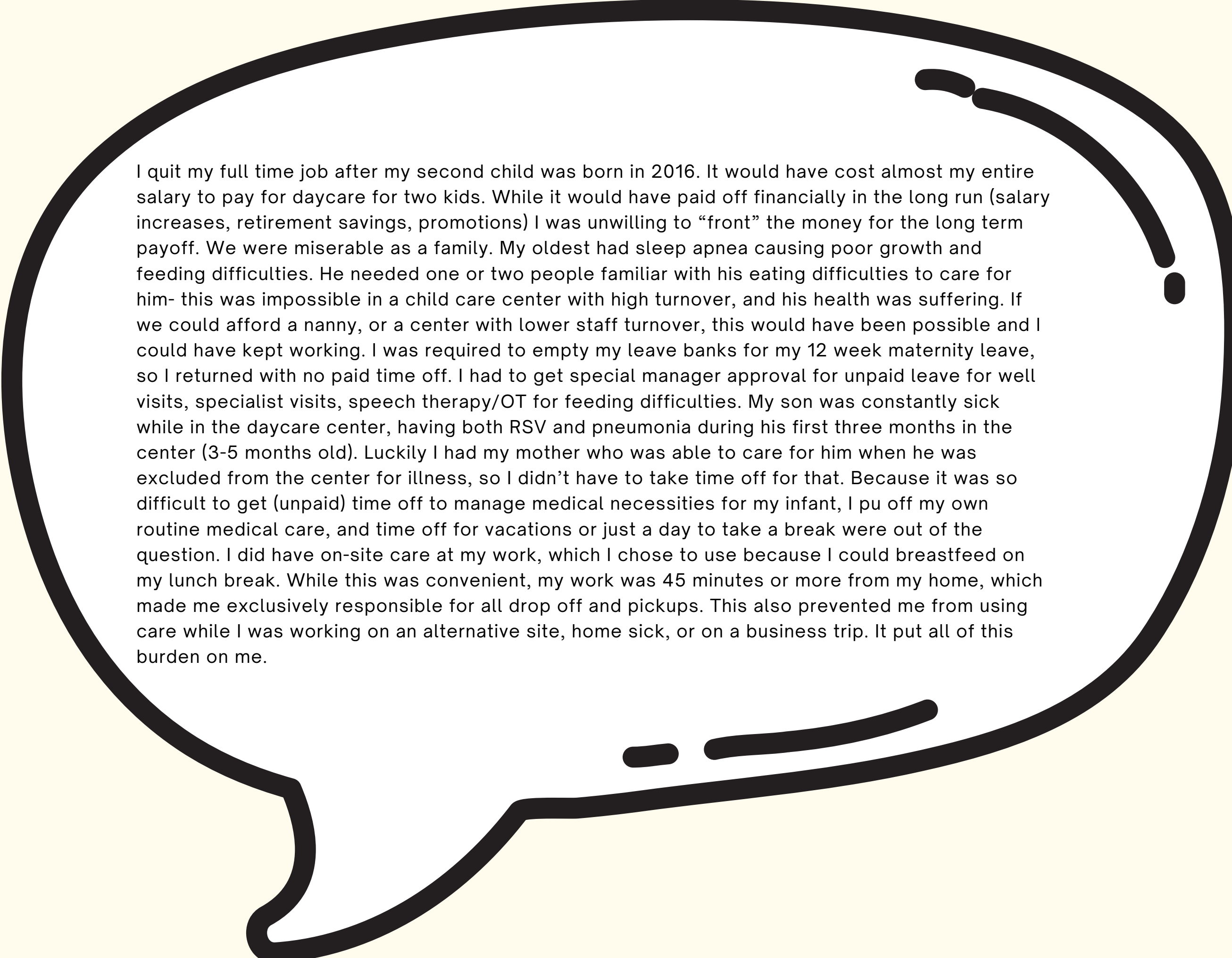
“I work at a factory going from third, second, and weekend crew 12-hour shifts. I’ve run across young parents and grandparents who have no daycare options. I know a young couple who couldn’t find daycare, **so the wife quit her job**. In other families, grandparents are raising grandkids because there is no other option. It’s the same story in every single plant.”

There's too few trusted and licensed facilities in Macomb County. And those that are an option, are too restrictive. A KinderCare recently opened but is only taking full time children and costs thousands a month. After school care and summer camp through the schools is easier, but they close early and aren't open every day in the summer, leaving parents scrambling during the week of July 4 and the last two weeks of summer.

As a middle class family, we make too much to be approved for any type of child care assistance, but barely enough to pay for child care. It has been a huge stressor in our lives and is something we struggle with daily as we have no family that lives close by.

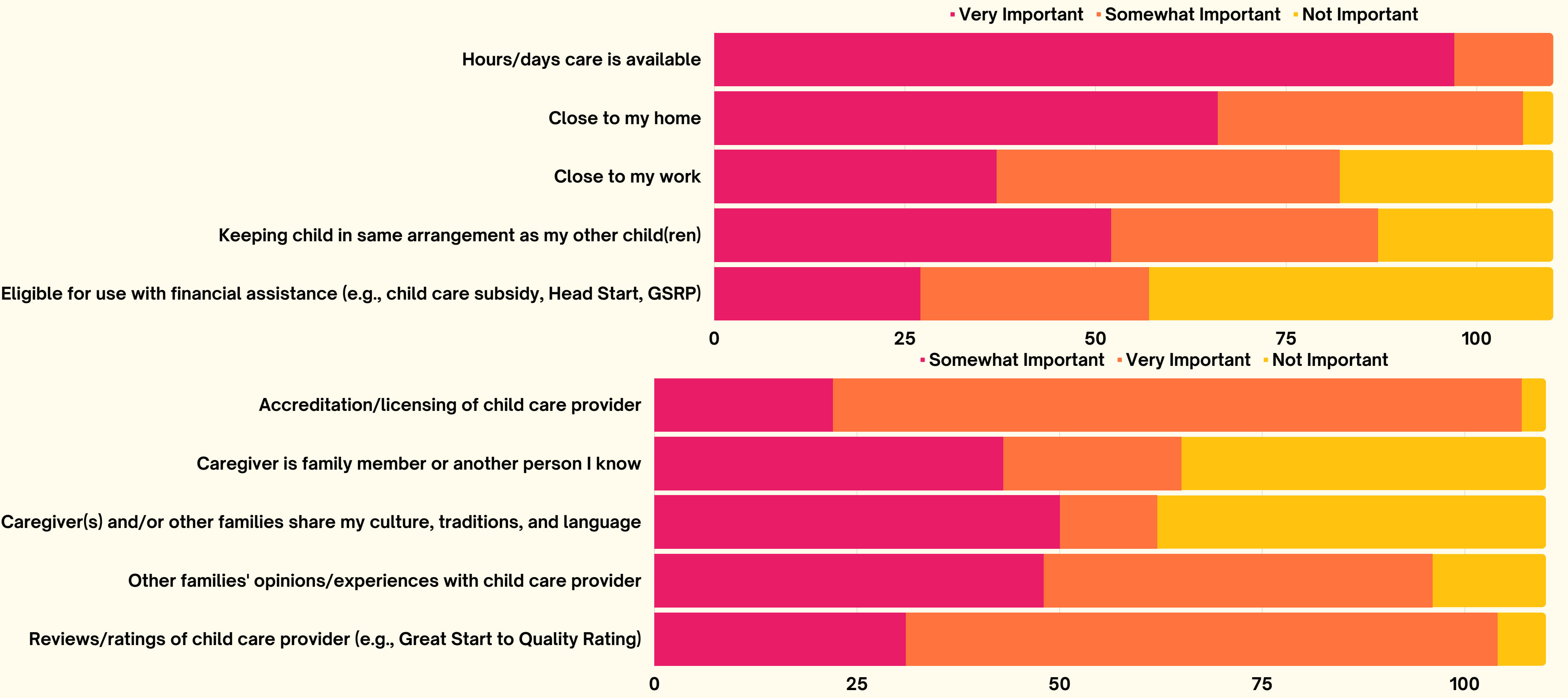
overall the cost and inconsistency of childcare is the most stressful. Once kids are in school there is some ease, but half days, and days off including summer are very hard to navigate for parents and the cost is just not realistic. I make the most money I have in my life and I can not afford 1 hour of after care for both kids everyday after school. It is just too much. Finding someone to watch them in the summer is impossible and even the school program is outrageously expensive. All "camps" are for like a week at at time and cost hundreds of dollars. It is just a really stressful time for parents. Grandparents didnt work when I was a kids and were able to help, now grandparents are still working full time and can not help the same way.

I am a county employee at the health department. We have hybrid schedules, but the hours are 8:30-5 without flexibility. This has been a very big barrier for me when it comes to childcare and maintaining a work life balance. Most of my PTO/Sick time is used for my children.



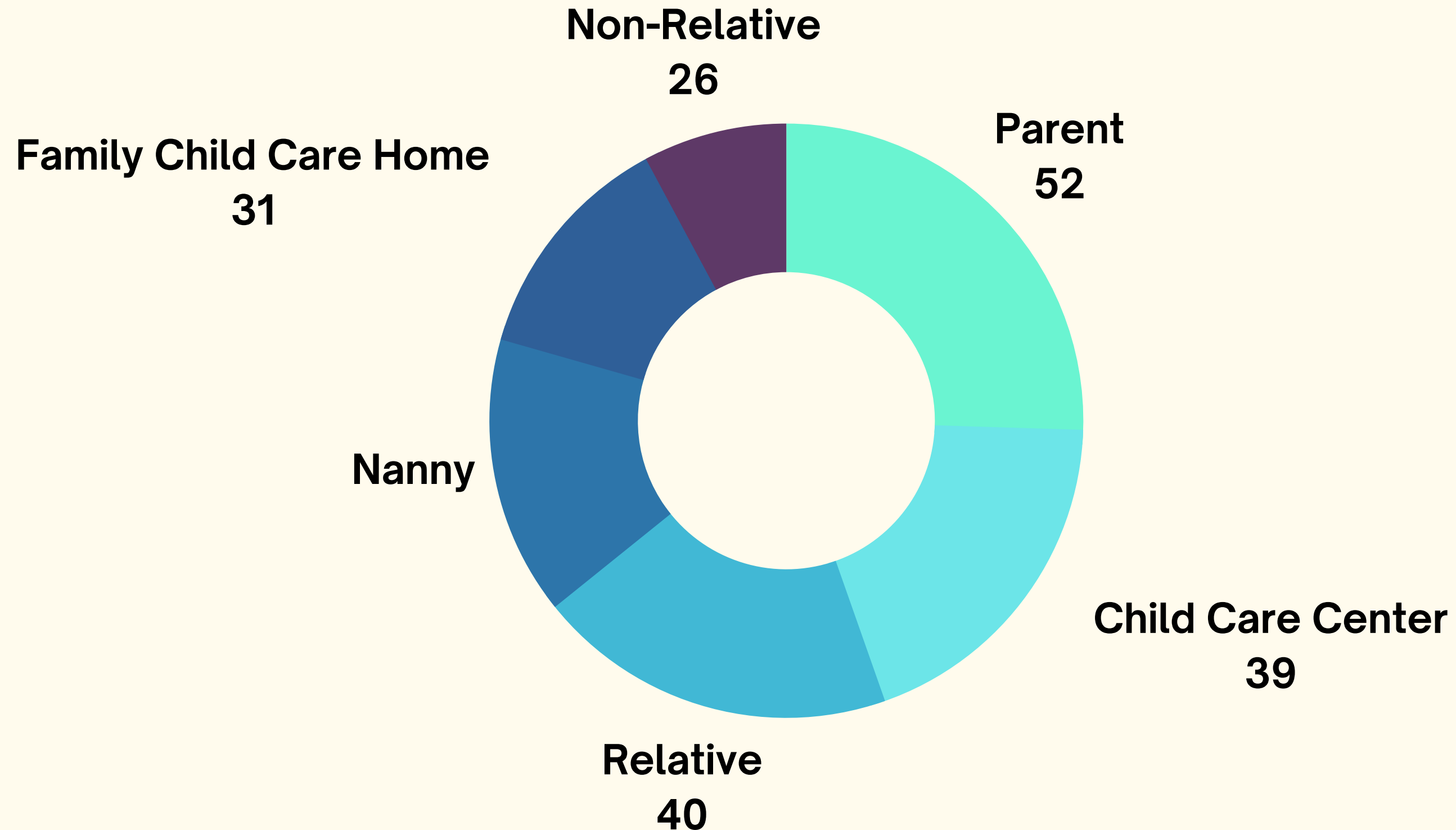
I quit my full time job after my second child was born in 2016. It would have cost almost my entire salary to pay for daycare for two kids. While it would have paid off financially in the long run (salary increases, retirement savings, promotions) I was unwilling to “front” the money for the long term payoff. We were miserable as a family. My oldest had sleep apnea causing poor growth and feeding difficulties. He needed one or two people familiar with his eating difficulties to care for him- this was impossible in a child care center with high turnover, and his health was suffering. If we could afford a nanny, or a center with lower staff turnover, this would have been possible and I could have kept working. I was required to empty my leave banks for my 12 week maternity leave, so I returned with no paid time off. I had to get special manager approval for unpaid leave for well visits, specialist visits, speech therapy/OT for feeding difficulties. My son was constantly sick while in the daycare center, having both RSV and pneumonia during his first three months in the center (3-5 months old). Luckily I had my mother who was able to care for him when he was excluded from the center for illness, so I didn't have to take time off for that. Because it was so difficult to get (unpaid) time off to manage medical necessities for my infant, I put off my own routine medical care, and time off for vacations or just a day to take a break were out of the question. I did have on-site care at my work, which I chose to use because I could breastfeed on my lunch break. While this was convenient, my work was 45 minutes or more from my home, which made me exclusively responsible for all drop off and pickups. This also prevented me from using care while I was working on an alternative site, home sick, or on a business trip. It put all of this burden on me.

How important to you are each of the following aspects of a child care arrangement?



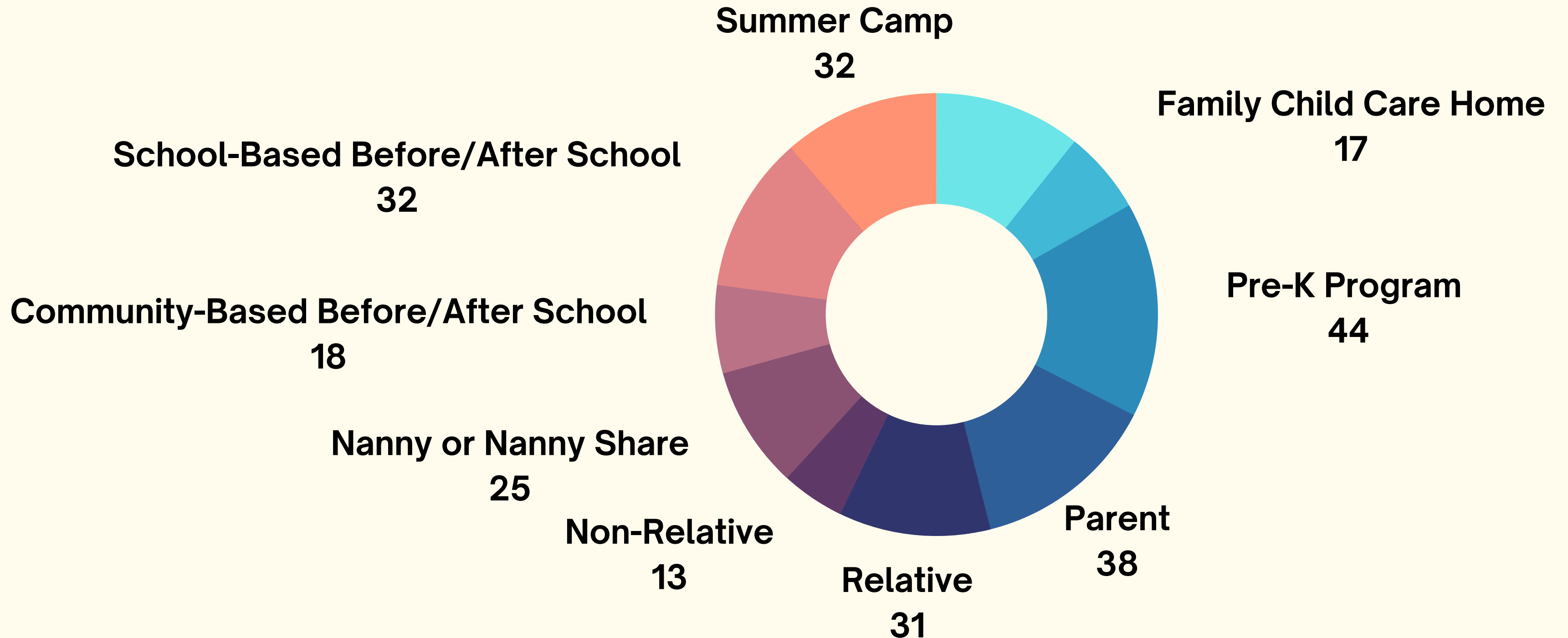
In your ideal scenario (e.g., finances were not a concern, location/hours were convenient) what type of child care arrangement(s) would you have chosen?

Infant and Toddler



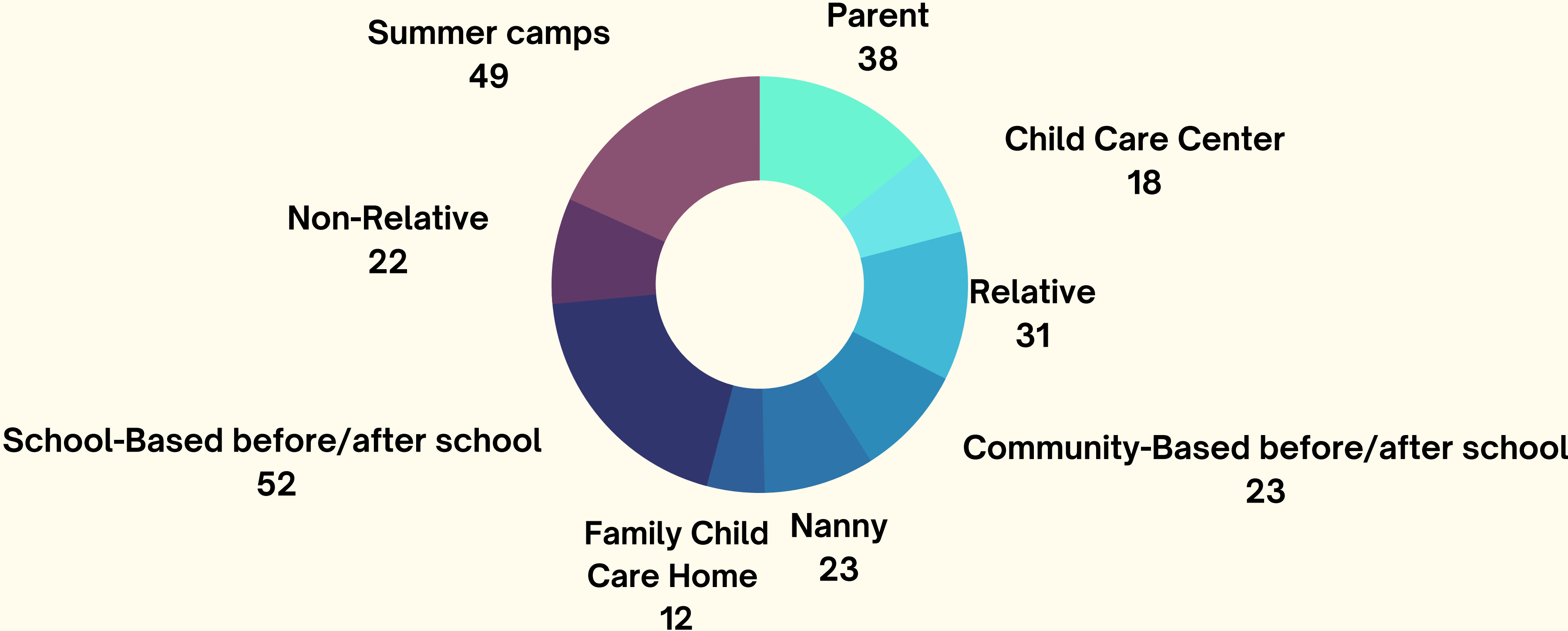
In your ideal scenario (e.g., finances were not a concern, location/hours were convenient) what type of child care arrangement(s) would you have chosen?

Preschooler

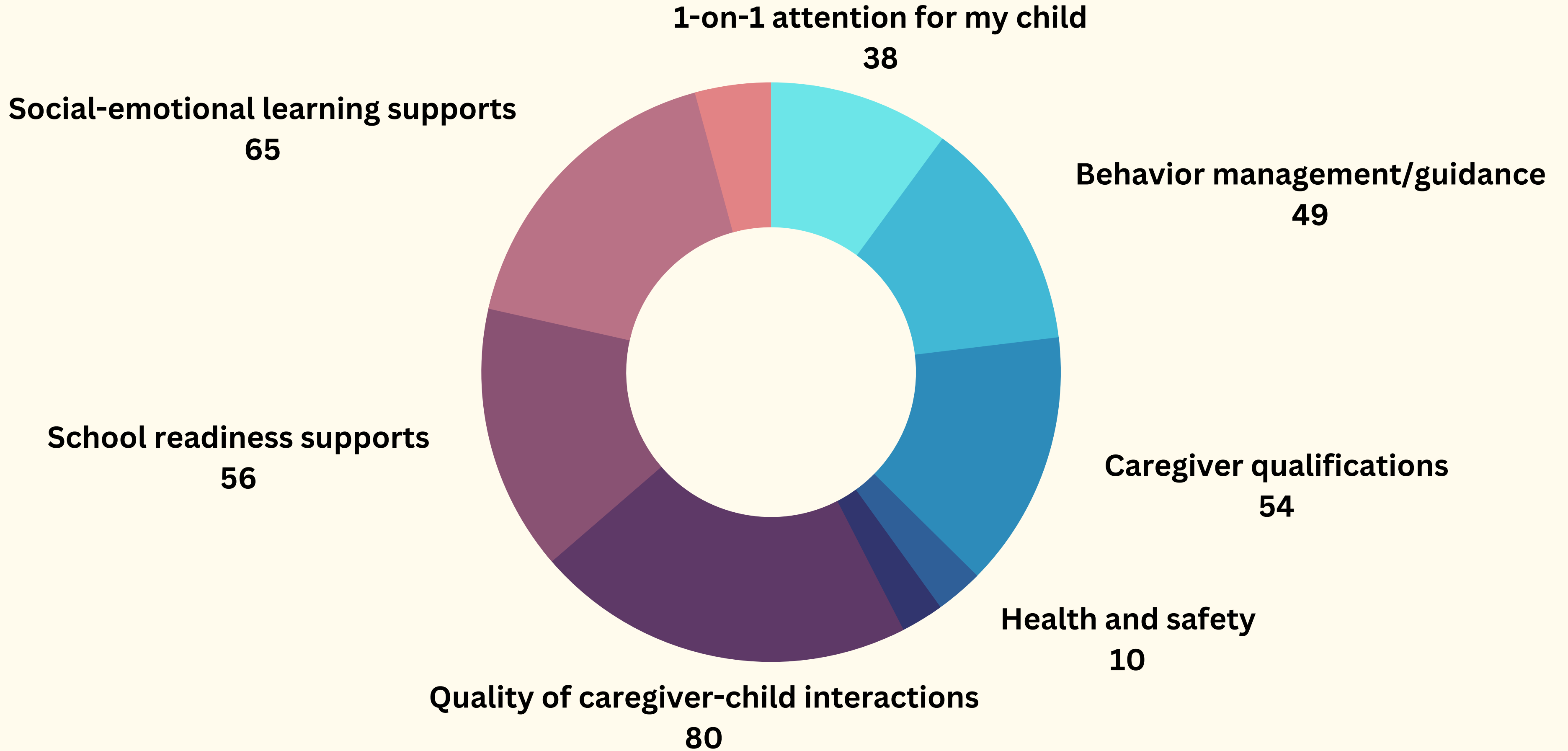


In your ideal scenario (e.g., finances were not a concern, location/hours were convenient) what type of child care arrangement(s) would you have chosen?

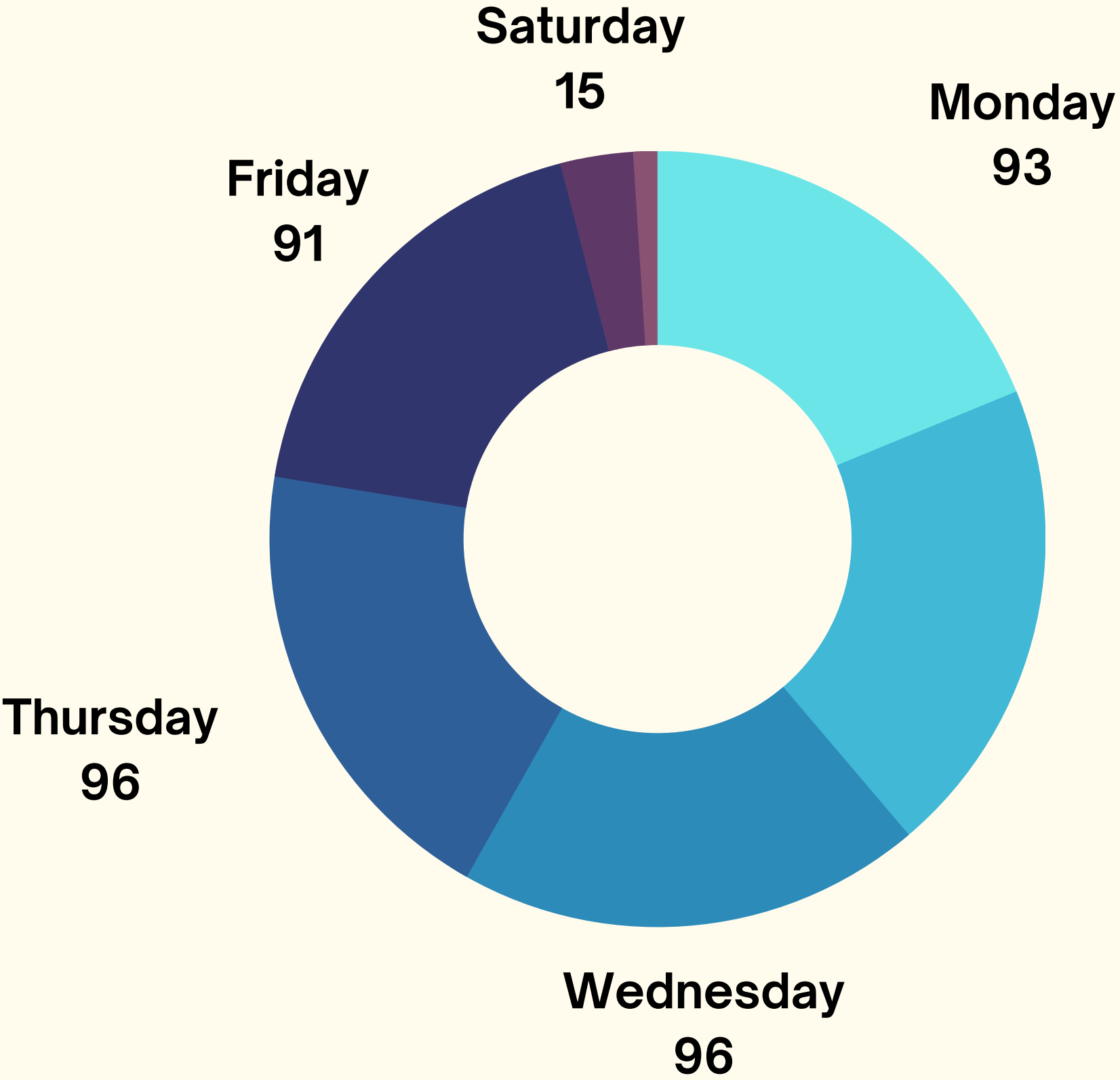
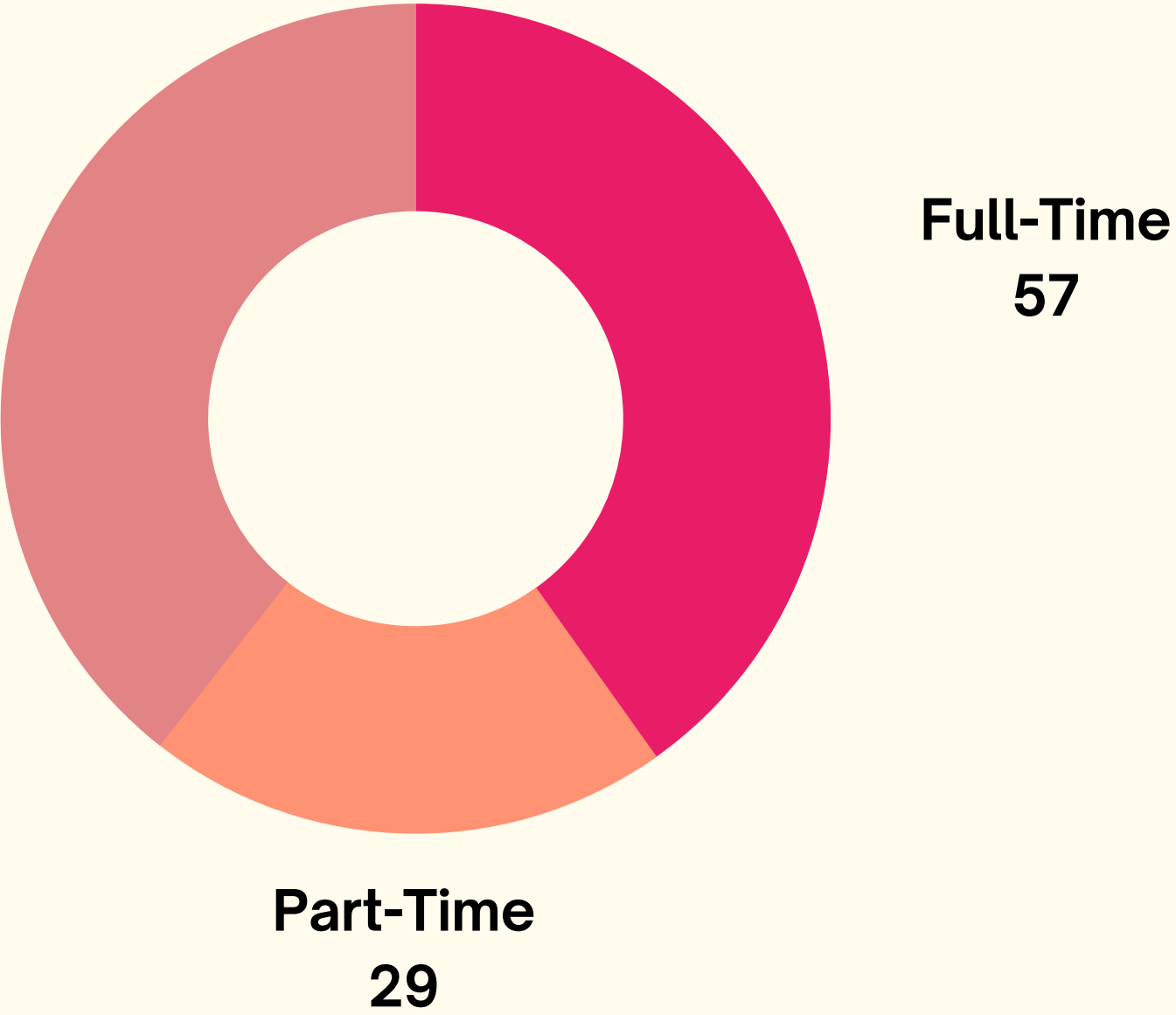
Schoolagers



Which are most important to you in selecting child care? (select 3)



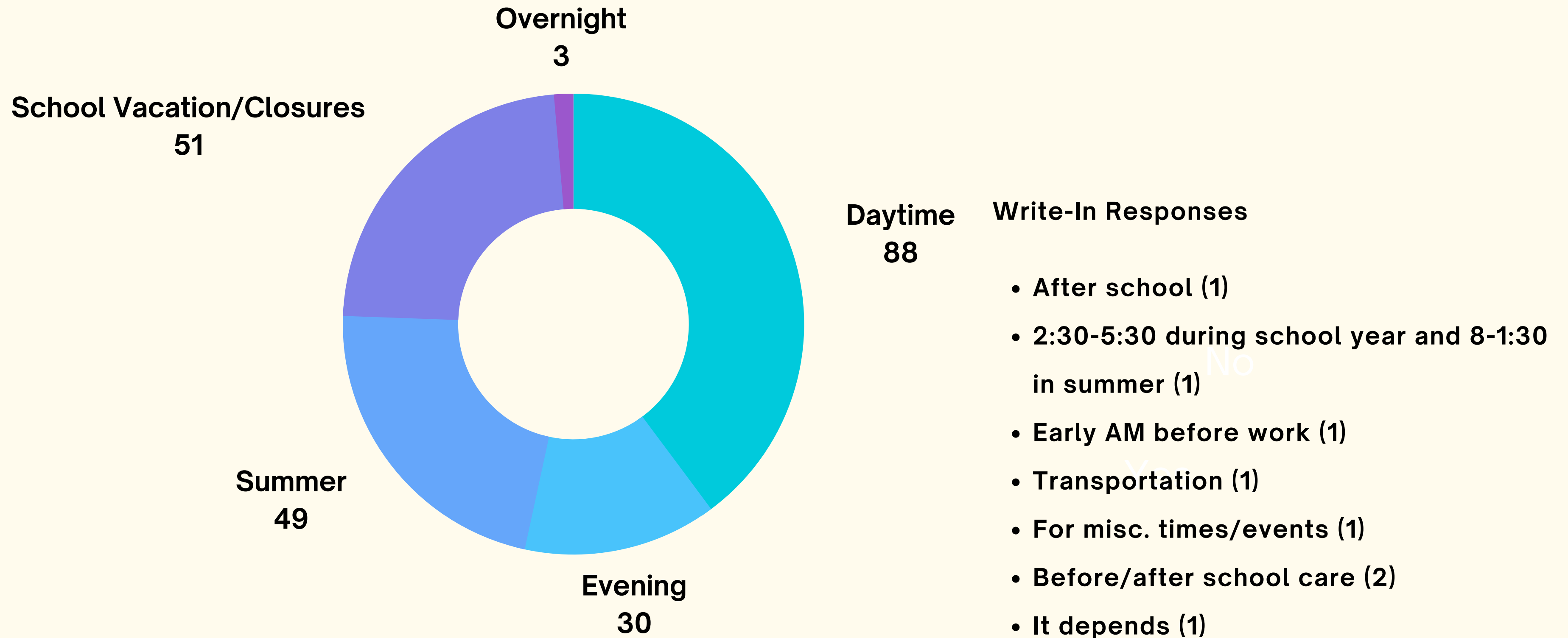
How often do you need child care?



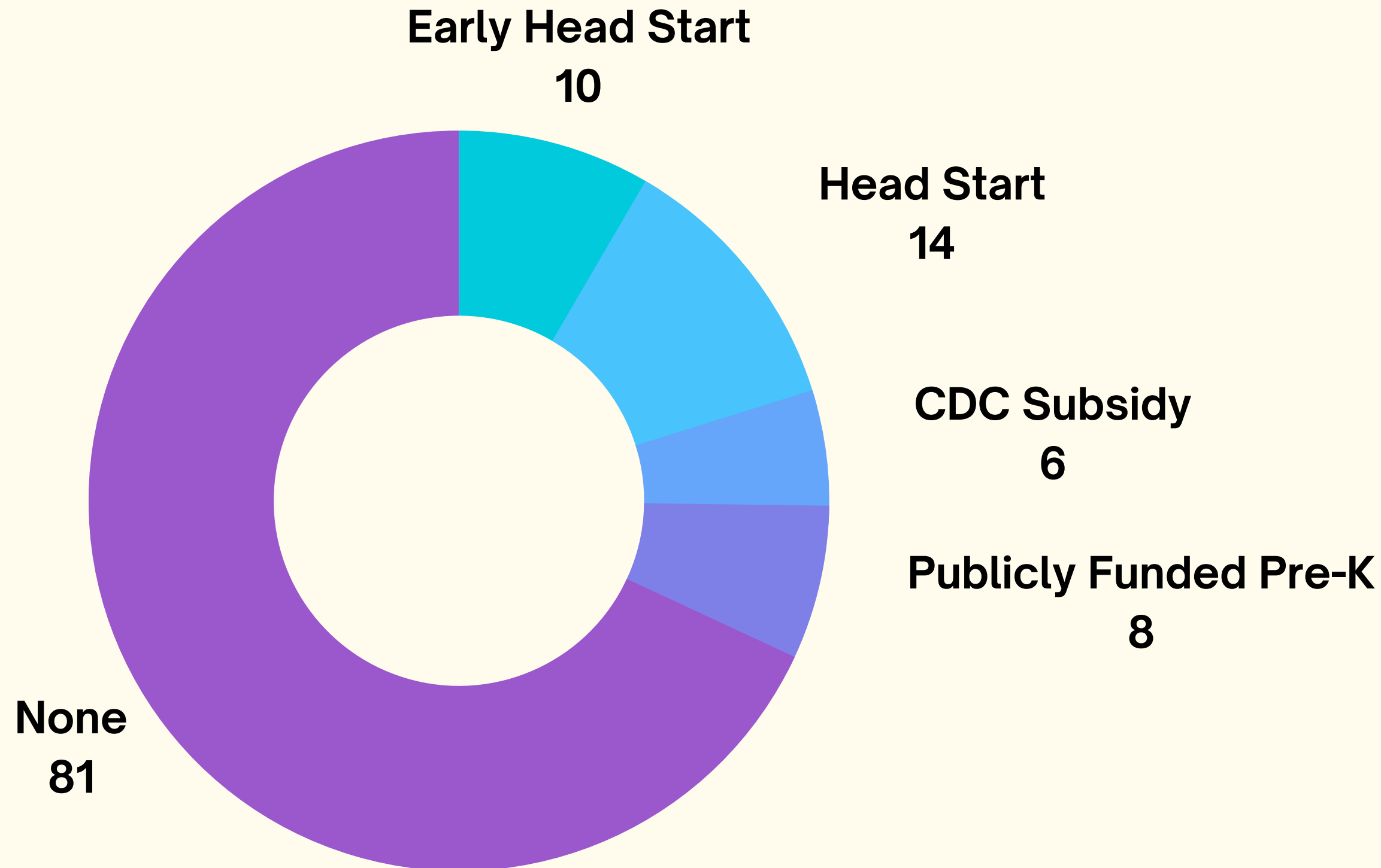
What days do you typically need care?

40.9% of respondents do not have a consistent care schedule.

When do you need care?



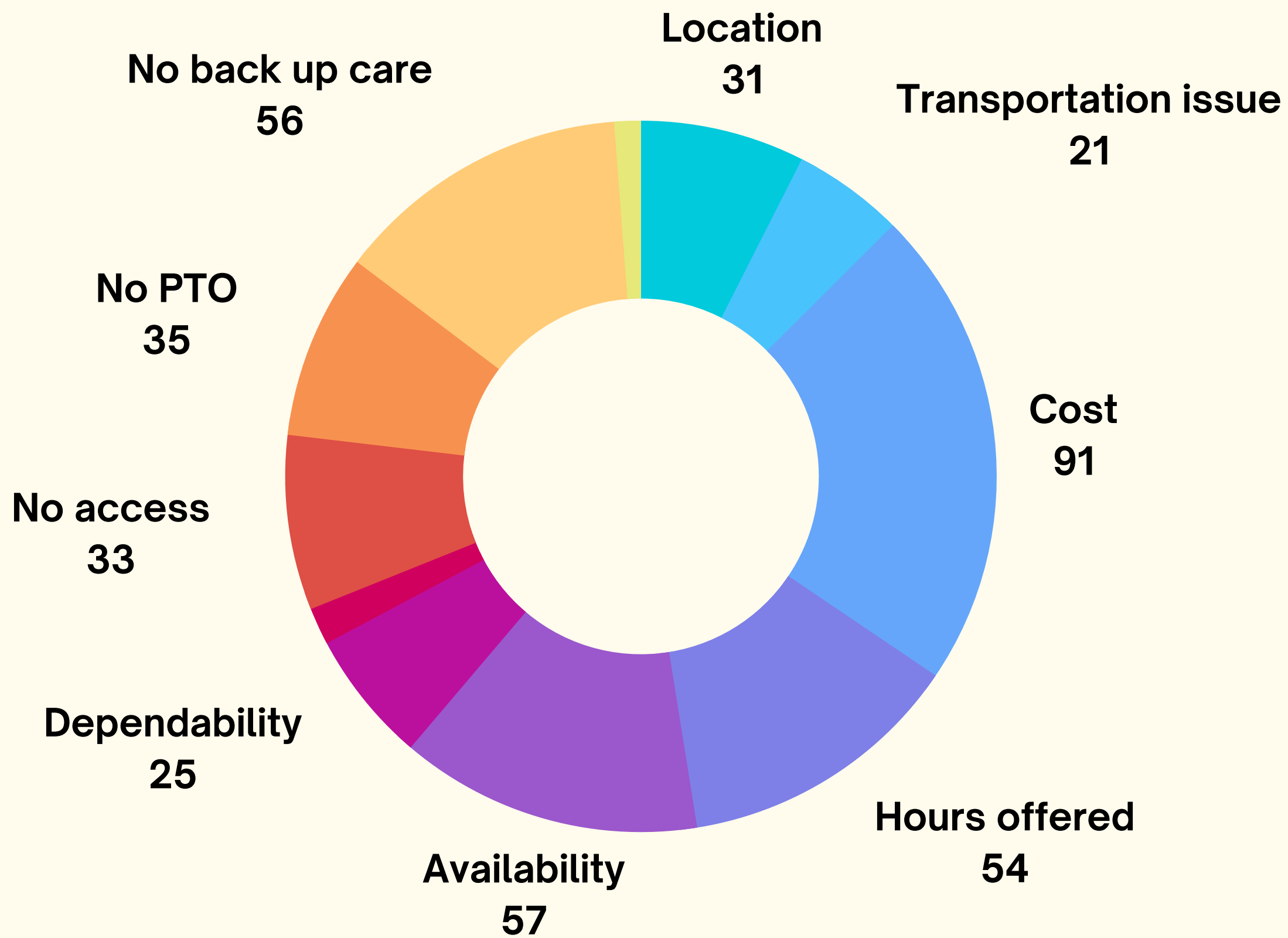
Is your family currently using any of these programs?



Write - In Responses

- Ross Preschool (1)
- Don't qualify (1)
- Montessori (1)
- Trying to get into headstart (1)
- Children are too young (1)
- Tuition based preschool (1)
- EBT and WIC (1)
- Have used GRSP in the past (1)

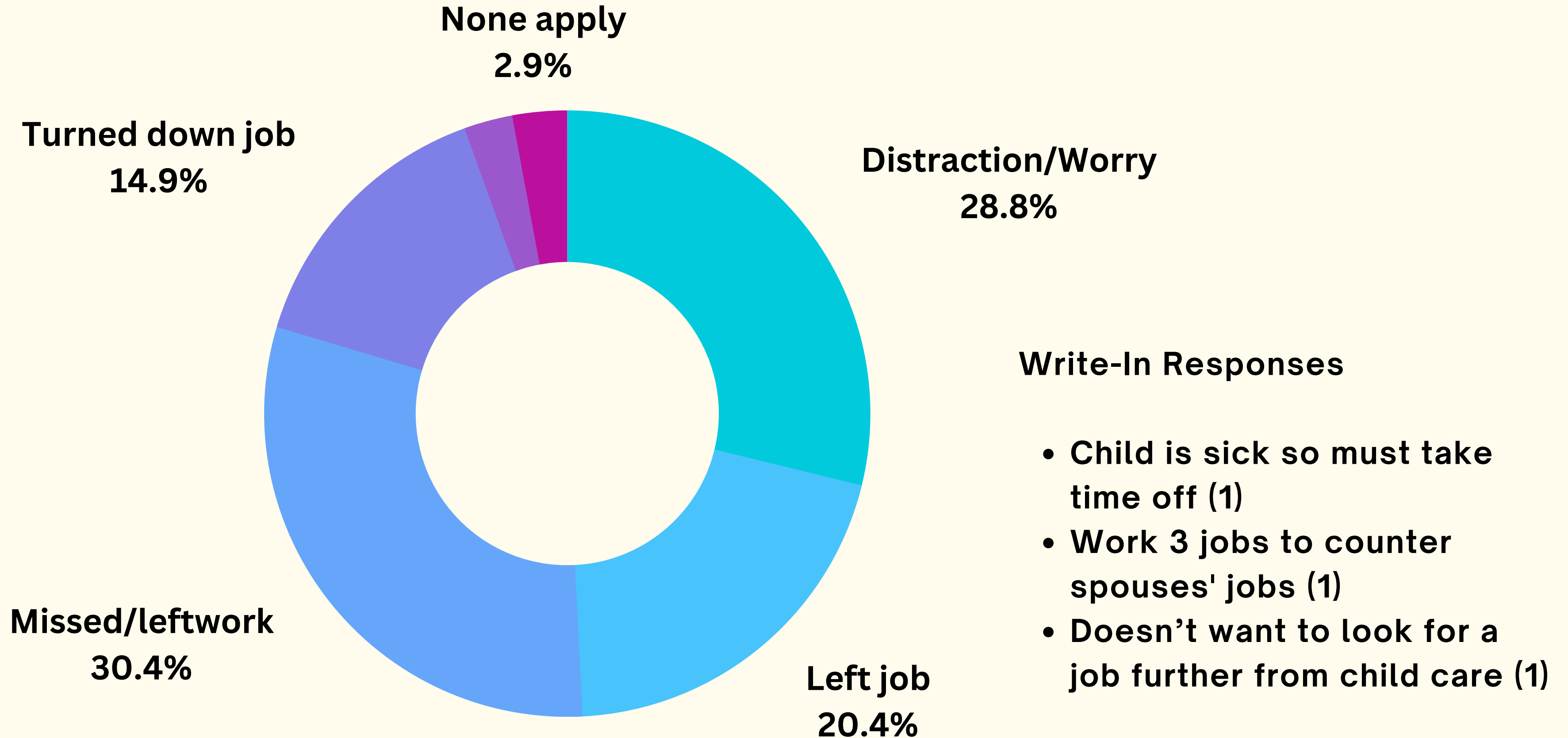
What has prevented you from accessing the child care that you need or want?



Write - In Responses

- Care for my Older Children (1)
- Spouses job not flexible(1)
- Lack of child care workers(1)
- The need to apply for dates early
- when schedules are unknown(1)
- Child Support(1)

Which of the following have you experienced because of child care issues?



October 2022: Child care costs in the United States

Economic Policy Institute

Annual cost in Michigan

College: \$11,295

Housing: \$9,317

4-year-old care: \$6,764

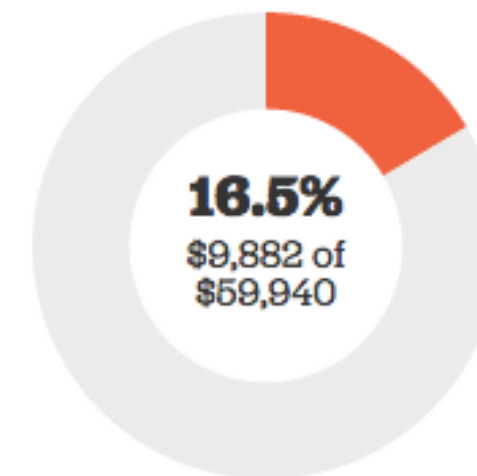
Infant care: \$9,882

Source: Economic Policy Institute: *The cost of child care in the United States*

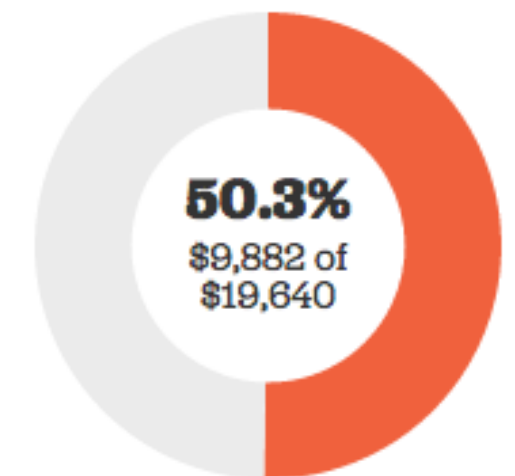
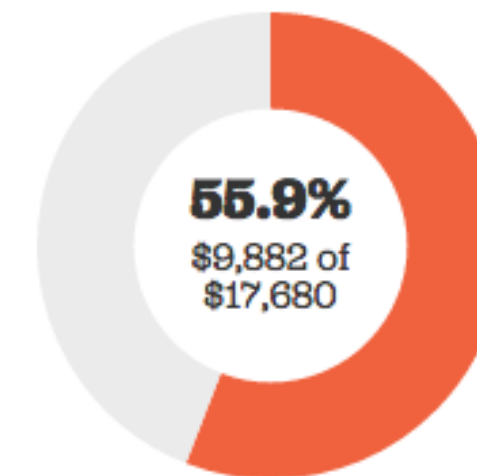
How big a bite does child care take?

Infant care costs as a share of income in Michigan

For a median family with children



For a minimum-wage worker For a typical child care worker

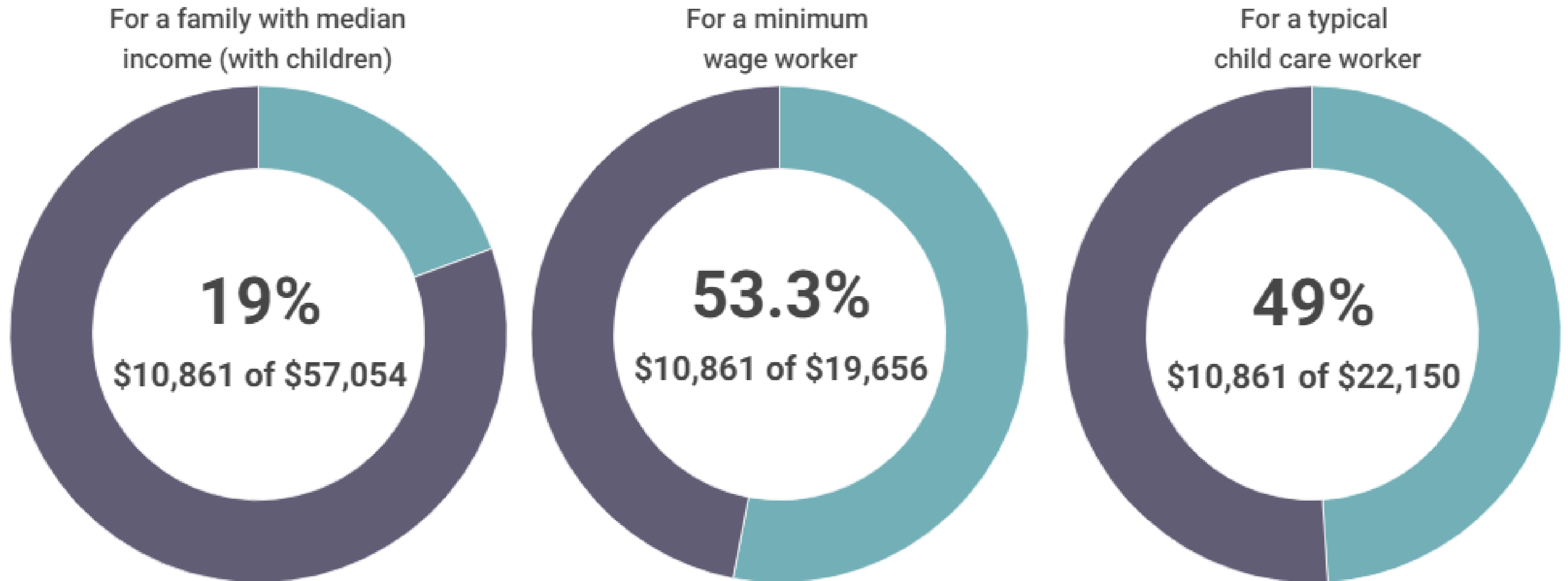


Average cost of infant care in Michigan: \$9,882/year (\$824/month)

According to the U.S. Department of Health and Human Services, child care is affordable if it costs no more than 10% of a family's income. By this standard, only **26.0%** of Michigan families can afford infant care.

Source: Economic Policy Institute: *The cost of child care in the United States*

Putting it in Perspective: **What are Families Actually Paying?**



Source: The Cost of Child Care in Michigan, Economic Policy Institute (Updated July 2019)

Putting it in Perspective: **What are Families Actually Paying?**

Average Annual Child Care Costs Rival University Tuition and Average Annual Mortgage Payments in Michigan	
Center care for one infant	\$10,603
Center care for an infant and a 4-year-old	\$19,281
Home-based care for an infant and a 4-year-old	\$14,363
Public university tuition	\$12,935
Average annual mortgage payment	\$14,904

Source: Michigan Cost of Child Care, Child Care Aware

MICHIGAN LEAGUE FOR PUBLIC POLICY | WWW.MLPP.ORG

June 2019: Baby steps: More investments needed to make child care work for Michigan families and children

Annual household income versus total child care expenses

Child Care Budget

n = 51 complete responses

Income \$4,500 to \$250,000

Expense \$1,800 to \$30,000

Percent Income 2% to 40%

15 / 51 = 7% or less

17 / 51 = 8% to 14%

19 / 51 = 15% to 40%

Talk it **Out**

Reflecting on this data, look at the proposed questions for the parent interviews. What would you add or change?

What is most essential for us to learn from parents in OUR region that we don't already know?

Family Forum Questions

Why did you decide to participate in this interview/forum what brought you here?

When you think of quality child care, what does that mean to you?

Tell me about your child care arrangement, how do you make it work?

What positive experiences have you had using child care?

Have you ever had any negative experiences using child care?

Are you able to find care that honors and celebrates the culture of your family?

Would you use benefits at work that helped to pay for your cost of child care?

Would you use onsite child care at your job or school if offered?

Would you use recommended home providers from your employer?

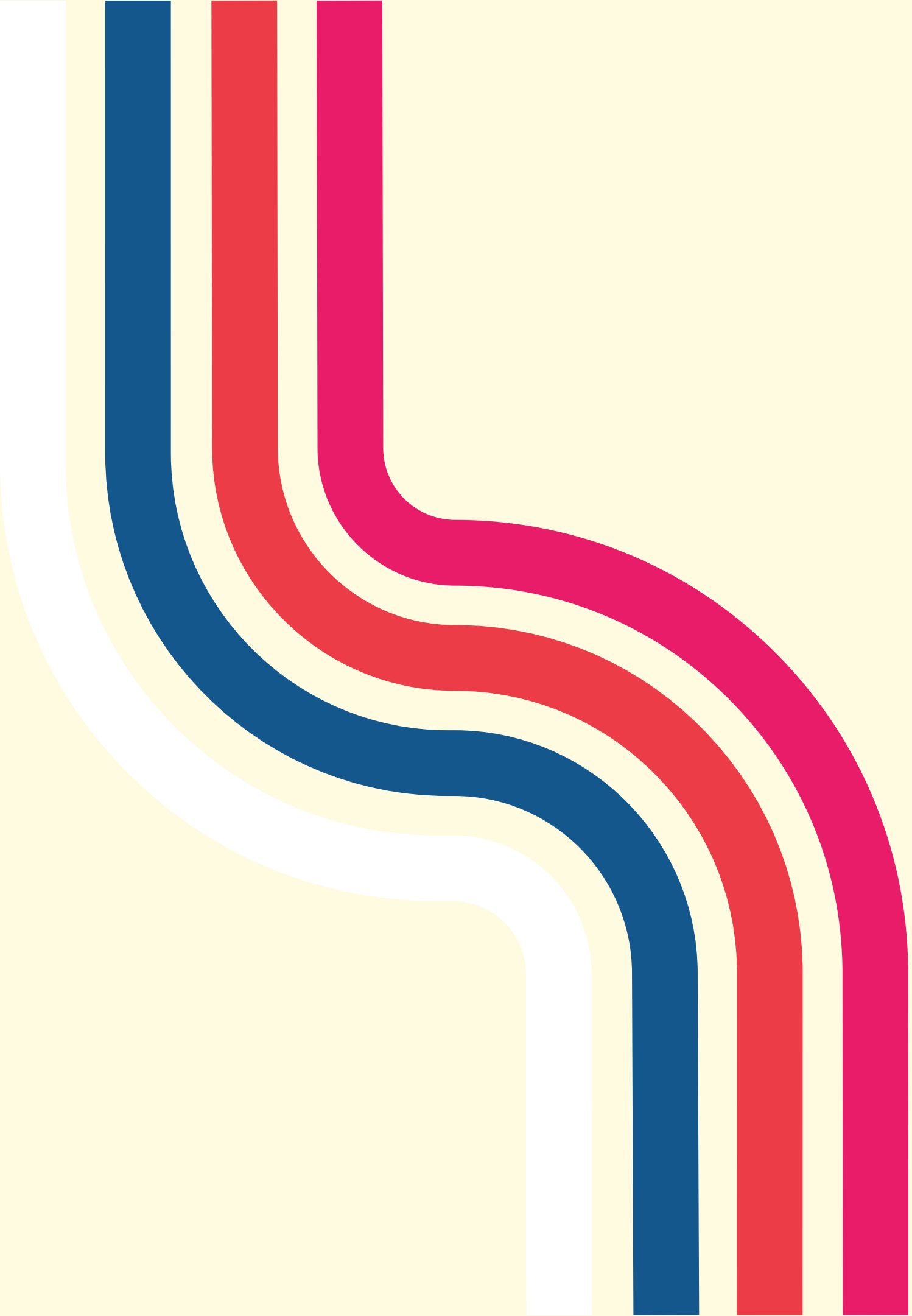
If you could wave a magic wand, what would your ideal child care arrangement look like?

What keeps you from being able to have this arrangement?

Do you feel that your community is welcoming and supportive of families?

What would you change about your neighborhood/community to make it better for families?

What do you wish your community offered you for support with child care?



Additional Resource

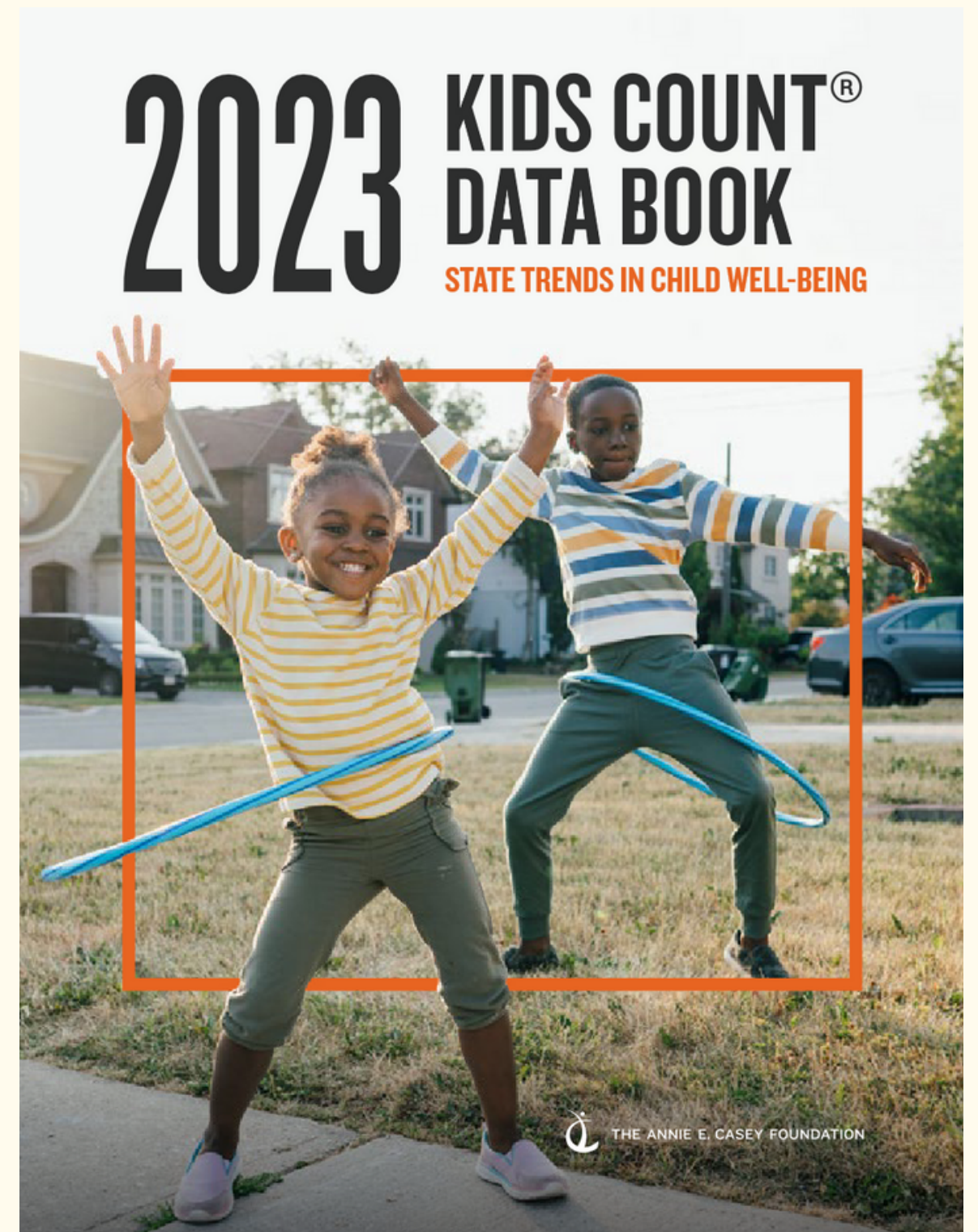
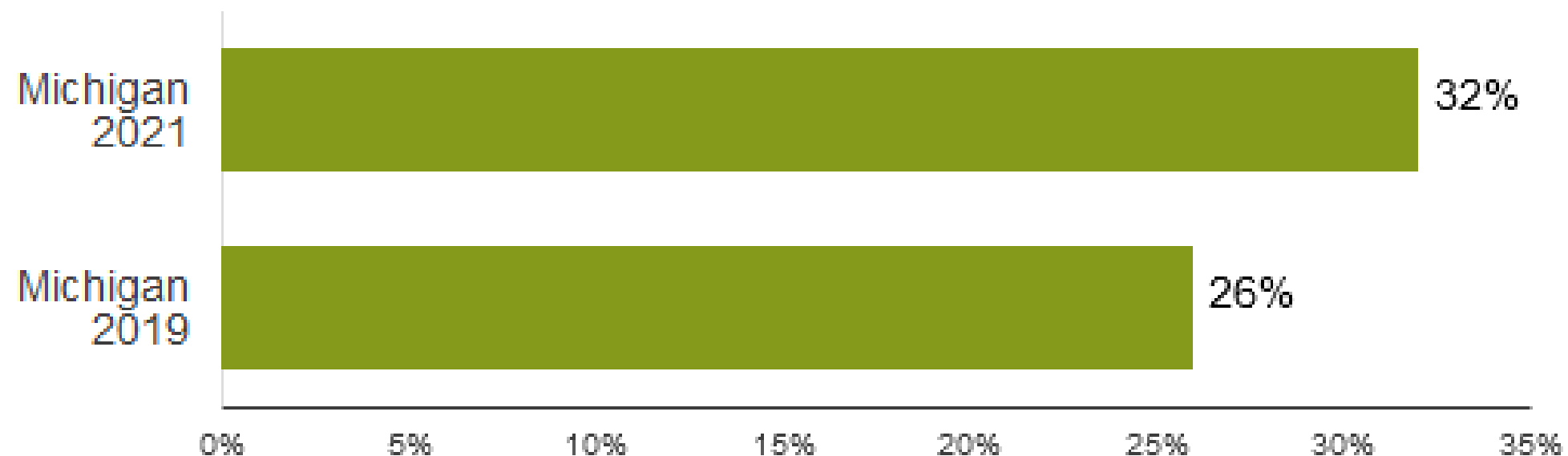
Michigan lags in child well-being. Investing in accessible childcare could be key to fixing it.

Michigan Advance  June 15, 2023

ECONOMIC WELL-BEING IN MICHIGAN

RANK
32

CHILDREN WHOSE PARENTS LACK SECURE EMPLOYMENT





Tell Congress: It's Time to Fix Child Care




Share



It's Time to Fix Child Care

PAID FOR BY THE CENTURY FOUNDATION

Watch on  YouTube



Why Does Child Care Cost So Much But Providers Make So Little?





5:15
82°



Child care teacher shortage plague Michigan families

YouTube / 3:09

The current child care system was never a sustainable model

According to the Economic Policy Institute, the average cost of caring for one child in Michigan is \$10,861 per year, or \$905 a month. That's 19% of a family's median household income of \$57,054. Nationally, the growth in childcare expenses exceeded the 2020 and 2019 annual rate of inflation, according to a new report from Child Care Aware. In 2020, inflation was 1.8% and childcare increased 1.92% from \$9,687 to \$10,174. For 2019, inflation was 1.2% and childcare increased 5.03% from \$9,504 to \$9,687. Michigan families with two children will see their average costs increase to \$19,751, which is 48.7% more than the average rent in Michigan and 34.6% of the median family income.

For example, a minimum wage Michigan worker making \$20,072 a year would need to work full time for 28 weeks just to pay for care for one child, according to the organization's analysis.

Currently in Michigan, there is almost a 20% vacancy rate for full-time child care staff as well as a 34% vacancy rate for part-time child care staff," according to the Michigan Office of Child Care

According to the Economic Policy Institute, the average child care worker in Michigan makes \$22,150 per year, among the lowest wage earners in the state. They would have to spend 49% of their annual salary to put their own child in daycare.

February 2022: '30 percent of my income': Parents burdened by costs as child care providers struggle to survive (The Oakland Press)

‘A constant battle’: The number of parents missing work because of child care is higher than before the pandemic—and it’s not improving-

Fortune.com

The Child Care Crisis Is Keeping Women Out of the Workforce Center for

American Progress

Thank You!

Our next meeting is **October 21st, 2023 from 9 till 11.**

To reach us use **info@data-driven-decisions.org**

Parents and Providers every Tuesday from 6-7 we are available and we can book other times too!