

1 **333-022024**

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3 **RESOLUTION: Approving \$350,000 from the Spirit Fund's Government Identified Community Projects**  
4 **Category for Child Care Resource and Referral To Support Child Care Providers with Training and**  
5 **Mentoring and In Turn Provide Increased Available Child Care Openings in Winnebago County**  
6

7 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

8  
9 **WHEREAS**, Child Care Resource and Referral is a community-based non-profit agency offering services  
10 to parents, child care providers, employers, and the community that improve the quality and accessibility  
11 of early childhood education and care; and  
12

13 **WHEREAS**, Child Care Resource and Referral supports child care providers with training and mentoring  
14 and enhances services provided by Public Health and Human Services.  
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16 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of Supervisors that \$350,000  
17 from the Spirit Fund's Government Identified Community Project category be approved for Child Care  
18 Resource and Referral to support child care providers with training and mentoring to increase available  
19 childcare openings in Winnebago County.  
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21 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that upon completion of  
22 the project, Child Care Resource and Referral will submit supporting documentation to the Winnebago  
23 County Finance Director outlining the expenditures. The documentation will be submitted within 6 months  
24 of the completion of the project but not to exceed 5 years from date of disbursement.  
25

26 **BE IT FURTHER RESOLVED** by the Winnebago County Board of Supervisors that Child Care Resource  
27 and Referral shall be responsible for reimbursement to Winnebago County for any disbursed funds which  
28 are determined by Winnebago County to have been misused or misappropriated. Any reimbursement of  
29 funds which is required by Winnebago County shall be due within 45 days after giving written notice to  
30 recipient of such misuse or misappropriation.  
31  
32

Respectfully submitted by:  
ARPA Strategy and Outcomes Commission  
Committee Vote: 8-0

33  
Fiscal Note: *\$350,000 will be authorized for use from the Spirit Fund.*

34 Vote Required for Passage: **Two-thirds of Membership**  
35

36 Approved by the Winnebago County Executive on \_\_\_\_\_.  
37

38 \_\_\_\_\_  
39 Jonathan D. Doemel  
40 Winnebago County Executive  
41

# County Board Report



DATE: March 19, 2024  
FROM: Office of the County Executive  
AGENDA ITEM: Resolution 333-022024: Approving \$350,000 from the Spirit Fund's Government Identified Community Projects Category for Child Care Resource and Referral To Support Child Care Providers with Training and Mentoring and In Turn Provide Increased Available Child Care Openings in Winnebago County

## **General Description:**

This item has been referred back to the commission by the county board.

## **Action Requested:**

Staff is asking the commission to discuss the concerns from the county board and determine the best course of action.

## **Procedural Steps:**

Committee of Jurisdiction:	ARPA Commission	Meeting Date:	1/31/2024
Action taken:	Recommend Passage at \$350,000	Vote:	8-0
County Board:	_____	Meeting Date:	_____

## **Background:**

Child Care Resource and Referral receives \$3,200.00 total from all 5 Counties to provide certification services and receives limited funds as a base contract from DCF. CCR&R is a community-based non-profit agency offering services to parents, child care providers, employers, and the community that improve the quality and accessibility of early childhood education and care.

The county board referred this back to the commission largely due to the perceived lack of concrete outcomes or deliverables articulated in the resolution. There were also concerns regarding the nature of the expense as program-related rather than one-time improvements.

## **Policy Discussion:**

This request could be considered program/operational and not one-time capital funds. The ARPA Strategy and Outcomes Commission has previously stated projects should be one-time funds. The commission should discuss whether this is a programming or a one-time capital funds based on the document passed in May of 2023, which is included in your packet.

The commission could also add specific expected outcomes to the resolution, which could also relieve concerns articulated by county board members.

The commission has recognized Government Identified Community Projects that support or enhance county services:

- 1) Child Care Resource and Referral supports child care providers with training and mentoring and enhances services provided by Public Health and Human Services, as well as county-wide economic development.
- 2) \$350,000 Spirit Fund Grant would provide Winnebago County residents with access to quality childcare providers with the resources they need to continue providing services or expand services.

**Committee Discussion and Recommendation:**

Grant administration (reports, budget, alignment) was offered by Oshkosh Area United Way to ensure programmatic outcomes and mission are followed.

**Attachments:**

1. CCR Application
2. CCR&R.initiative outline Winn Co Spirit Funds

**Name of Organization leading the project/looking for funding:** Child Care Resource and Referral

**Assigned Application Number:** 13

**Organization:** Child Care Resource and Referral

**CEO/Executive Director/Organization Leader:** Candy Hall

**Name of person completing survey:** Candy Hall

**Email:** candyh@ccrrfoxvalley.org

**Phone:** 9203768598

**Type of organization requesting funding:** Non-profit organization

**Organization's mission statement (if applicable):** CCR&R is a community-based non-profit agency offering services to parents, child care providers, employers, and the community that improve the quality and accessibility of early childhood education and care.

**Does the organization conduct a third-party financial audit?** Yes

**Describe the general scope of the project for which funding would be requested:** It supports child care providers with training and mentoring to assist with staff retention and recruiting family child care providers that could provide more child care slots in Winnebago County. This would be exceptionally helpful in the areas considered a child care desert.

**Who will lead the project (Internal, City, Winnebago County, State of WI...)?** Winnebago County Public Health

**Where is the primary location of the project?** Winnebago County

**How many total individuals would this project serve each year?** 92 child care providers

**What areas (cities/regions/school districts) of Winnebago County will the project serve?** all of Winnebago County

**Please describe the lasting impact of this project on the community:** The lasting impact would be to increase the number of quality child care slots in the County. This allows families to work and trust that their child is cared for safely. Families that have care for their children can provide for their family and contribute to the community, and children that are in safe care are better performers in school and as adults.

**In what stage is the project?** Ready to implement

**What is the estimated completion date?** Dec-26

**Estimated cost of the entire project:** \$915,000

**Requested amount (range) from Winnebago County Spirit Fund:** \$450,000

**Other than Spirit funds, how will the project be funded:** unrestricted funds and in kind

**Name of Organization leading the project/looking for funding:** Child Care Resource and Referral

**Assigned Application Number:** 13

**Is completion of the project dependent on receiving the full amount requested?** Yes

**Has the organization received any type of government (local, state, or federal) funding in the past 2 years? if so, please list**

Our agency receives \$37,200.00 total from all 5 Counties to provide certification services. We also receive limited funds as a base contract from DCF.

**What portion of the project will be or is anticipated to be funded by local, state or federal government funding?** A small percentage will be funded by certification contracts.

**List any ARPA funding received from other cities, counties or municipalities:** Calumet County  
\$689,782.50

Waupaca County \$1,202,700.00

**Who will be responsible for any ongoing maintenance of the project?** Child Care Resource and Referral

**Will this increase the organizations operating expenses, if so, please explain how that will be maintained?** Child Care Resource and Referral will continue to support the programs that benefit from the ARPA dollars by maintaining our continuous search for grant funding and continuing the relationships built with the agency to support child care in Winnebago County.

**Name of Organization leading the project/looking for funding:** Child Care Resource and Referral

**Assigned Application Number:** 13

**Project Information as Sorted by Citizen Panel as of 9/5/2023**

**R/Y/G and original Application number:** 13

**Request from:** Child Care Resource and Referral

**Type of project:** Childcare

**General Scope of Project:** To support child care providers with training and mentoring to assist with staff retention and recruiting family child care providers (to aid in opening additional child care slots)

**Project Lead:** Winnebago County Public Health

**Primary location:** Winnebago County

**# of individuals served by project:** 92 child care providers

**Areas served:** all of Winnebago County

**Lasting impact:** The lasting impact would be to increase the number of quality child care slots in the County. This allows families to work and trust that their child is cared for safely. Families that have care for their children can provide for their family and contribute to the community, and children that are in safe care are better performers in school and as adults.

**Completion Date:** Dec-26

**Project Stage:** Ready to implement

**Project Cost:** \$915,000

**Requested Amount:** 450,000

**Other Funding:** unrestricted funds and in kind

**Is full Amt Required:** Yes

**Other Govt. Funding:** Our agency receives \$37,200.00 total from all 5 Counties to provide certification services. We also receive limited funds as a base contract from DCF.

**Portion funded by local, state or federal government funding:**

A small percentage will be funded by certification contracts.

**Other ARPA Funds:** Calumet County \$689,782.50

Waupaca County \$1,202,700.00

**Name of Organization leading the project/looking for funding:** Child Care Resource and Referral

**Assigned Application Number:** 13

**Ongoing Maint:** Child Care Resource and Referral

**Increase to Operational budget:** Child Care Resource and Referral will continue to support the programs that benefit from the ARPA dollars by maintaining our continuous search for grant funding and continuing the relationships built with the agency to support child care in Winnebago Coun

**Legacy:** N/A

**One-time funding:** request for operations? ongoing expenses.

**Geographic service area:** Winn. Co.

**Other funding:** unrestricted funds and in kind

**Notes:** \$450,000: funding for training, suplimenting wages

**GOVT: Debt Avoidance:** N/A

**Sustainability focused:** N/A

**ER Response:** N/A

**Water Quality:** N/A

**Quality of Life:** N/A

**Funding to assist private investor:** N/A

## **Winnebago County Spirit Fund**

### **Early Childhood Stabilization Program Proposal**

**June 13, 2023**

#### **Overview**

##### **Prioritized Population**

Decades of research continue to highlight the child care epidemic in our community, state, and country. Radical change must take place for our children to benefit from the positive early experiences created in child care programs during the first five years. Child Care Resource & Referral's (CCR&R) mission improves the quality and accessibility of early childhood education and care has never been more imperative. Through this funding, CCR&R will provide critical outreach and support to unregulated child care providers to increase the number of regulated child care slots in Winnebago County.

"Quality child care helps children develop to their full potential and allows parents to work, which is crucial to the economy. However, many families lack access to care because there are not enough slots in regulated child care programs." (Source: Child Care Aware of America, "America, It's Time to Talk About Child Care", October 2019). The growing shortage of regulated child care slots has been a concerning trend for many years. Child care businesses throughout Wisconsin have drastically dropped in numbers in the last decade due to lack of qualified child care staff, slim profit margins, and increased regulations and COVID-related issues. There are more unregulated child care providers caring for children than there are certified and licensed child care programs. The lack of regulated, quality child care programs and shortage of qualified early childhood staff is at a crisis level.

Finding child care is a daunting task for any family regardless of location searched, income, hours of care needed, etc. Families look for child care programs that are affordable and convenient for commuting and scheduling needs. The process of finding a child care program with available spots for children (especially for multiple children) under five involves stress, waiting lists, high costs, and compromises for the whole family. Having regulated quality child care options helps families obtain and sustain employment or pursue higher education opportunities without the worry of who will care for their child(ren). Many families report to CCR&R referral specialists that they fear losing their job if they are not able to find child care in the immediate future. While other parents are forced to take days off work in order to find child care to ensure they can keep their job. When there are not enough regulated child care slots available in our community to meet the demand for families everyone is affected.

#### **Initiative I.**

##### **Recruitment and Retention**

This proposal outlines the need to expand our recruitment efforts to reach unregulated child care providers in Winnebago County, as well as work to reduce or eliminate barriers unregulated child care providers face. CCR&R believes by providing start-up incentives to unregulated child care providers, more individuals will show interest and pursue becoming a certified or licensed family child care home. The proposed funds will support up to 12 prospective providers in completing the entry level training courses including one or more of the following: Introduction to the Child Care Profession, Fundamentals of Family Child Care, Fundamentals of Infant and Toddler Care, and/or a CPR with AED course. Additionally, the start-up incentives will include up to three background checks for individuals in the home 18 years and older,

CCR&R is requesting funding to expand our recruitment efforts by creating a "Registered Family Child Care Provider Program". The Registered Family Child Care Provider Program will focus on having a CCR&R recruitment specialist work with unregulated child care providers in Winnebago County.



The goals of the Recruitment and Retention program include:

1. Offer free monthly Build Your Business (BYB) information sessions to individuals interested in providing child care. The BYB sessions give an overview of starting and operating a child care business.
2. Provide support to new group child care programs with start-ups.
3. Free physicals and TB tests as required for new family providers and new group program staff when not covered by providers' health insurance.
4. Upgraded software for family providers for complete recordkeeping.
5. Subbing in family child care programs to allow providers to attend appointments without having to close the program for the day.
6. EAP Mental Health services for group and family providers
7. Start-up grants in the amount of \$2,000 for family and \$5,000 for group

CCR&R will hire a full-time Child Care Outreach Specialist to work in Winnebago County. The outreach specialist will provide quality support to Regulated and Unregulated child care providers while reducing or eliminating barriers unregulated child care providers face. Support includes start-up incentives as listed above.

CCR&R receives inquiries from unregulated child care providers and community members who have questions regarding child care. The recruitment specialist will use these points of contact to identify unregulated child care providers through phone calls, emails, website inquiries, and social media outreach. By utilizing social media platforms such as Facebook and Craigslist, CCR&R will also search for unregulated child care providers who can benefit from start-up incentives. Technical assistance will be offered via phone calls, email, walk-ins, community events, and social media outreach.

CCR&R will submit reports as requested including the number of unregulated providers reached and how they achieved success through the support provided. By recruiting new regulated child care providers with business start-up support and guidance, CCR&R is creating more child care slots in Winnebago County.

## **INITIATIVE II.**

### **Quality Support Specialist**

Many Child Care workers report the onset of astounding compassion fatigue which is directly linked to the staffing shortage and the inability to effectively manage challenging behaviors. Having successful strategies, child care staff will be more equipped to support children developing skills which will lead to an engaging and caring classroom community, minimizing challenging behavior and ultimately provider burnout.

CCR&R is requesting funding to support Child Care providers and Directors by employing 2 Quality Support specialists. These specialists would support programs using reflective coaching and mentoring practices to develop skills in teachers and children regarding challenging behaviors as well as support Directors with training and onboarding of new staff.

Children's outcomes are drastically affected by continuity of care. It is vital to support Early Childhood educators in any way possible. Keeping a skilled, engaged, and passionate workforce will benefit Winnebago County for generations to come.

### **INITIATIVE III.**

#### **Entry-Level Training Opportunities**

In the child care field, required courses are needed to become an assistant or lead child care teacher. This grant will offer the following required courses for child care staff at no cost for up to 150 staff each year of the grant.

- 1) Introduction to the Child Care Profession
- 2) Skills and Strategies
- 3) Fundamentals of Family Child Care
- 4) Fundamentals of Infant/Toddler Care
- 5) CPR and AED

The funds allocated would be used to provide virtual and in-person training for Winnebago County providers. CCR&R will look to partner with organizations serving low-income and homeless populations to remove barriers for those interested in the field. Participating in the courses will allow families to find a career, child care for their children as well as learn additional parenting techniques that will guide their families along the path of success.

### **INITIATIVE IV.**

#### **Rental/Down Payment Assistance for Early Childcare Teachers**

The average wage of a Lead Child Care Teacher is \$13.46 per hour/27, 996.80 per year in Winnebago County. On average a single person working in child care as a lead would bring home after taxes \$1816 per month. With the average rent in Wisconsin being \$1069, that leaves a lead child care teacher, most of whom have some formal education, many with a bachelor's degree, having \$747 for all other expenses. It is easy to see how they can get behind on rent, if we add children to the equation, it becomes an even bleaker outcome as they are more likely to miss work for sickness as well as additional expenses. As a family making these amounts, even if they can make ends meet, it is impossible to save for a down payment on a home. Having a safe place to raise a family is important to everyone.

CCR&R is requesting funding to assist child care workers with rental assistance if necessary as well as being able to offer down payment assistance to those that intend to stay in the field for a minimum of 5 years after receiving funding.

### **Winnebago County Spirit Fund Budget**

#### **Initiative I. Recruitment and Retention**

1 Full-time Recruitment Specialist = Salary/Fringe = \$54,600; additional expenses – computer/printer, travel, phone, printing, supplies, and advertising = \$12,220

Year 1 = \$66,820

Year 2 = \$66,820

Year 3 = \$66,820

TOTAL 3-Year COST: \$200,460

#### **Start-Grants:**

Year 1 Anticipate 5 family and 1 group=\$15,000

Year 2 anticipate 5 family and 1 group=\$15,000

Year 3 anticipates 5 family=\$10,000

Physical and TB tests: Over 3 years at \$130 per participant, anticipating 150 over 3 years=\$19,500

EAP services are \$35.00 per family anticipating 100 families participating=\$3500

### **Initiative II. Quality Support Specialist (2)**

Salary/Fringe = \$54,600; additional expenses – computer/printer, travel, phone, printing, supplies, and advertising = \$12,220

Year 1 = \$66,820

Year 2 = \$66,820

Year 3 = \$66,820

TOTAL 3-Year COST: \$200,460 X 2 QSS=400,920

### **Initiative III.**

#### **Entry Level Courses**

Year 1 anticipates 150 courses= \$33,000

Year 2 anticipates 150 courses= \$33,000

Year 3 anticipates 150 courses= \$33,000

TOTAL 3-Year COST: \$99,000

### **Initiative IV. Rental and Down Payment Assistance**

\$150,000 over a 3-year period.

**Total cost of proposal \$913,380**