



# CHILDCARE

## FOR STATE TEAM MEMBERS



*Building a Stronger State Workforce*

# Meet the Team



**Alicia  
Erickson**  
Higher  
Education  
and  
Workforce  
Development



**Jessica  
Feldmann**  
Corrections



**Richard  
Ferrari**  
Social  
Services



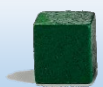
**Chase  
Lindley**  
Economic  
Development



**Deborah  
"Lynn"  
Mantle**  
Labor and  
Industrial  
Relations



**Jamie  
Sanning**  
Commerce  
and  
Insurance



# Problem Statement

How can the State of Missouri **better attract and retain state team members** through policy changes or by offering additional benefits to **make childcare more affordable and accessible** by Fiscal Year 2025?



# A National Crisis

**\$122B**

annual revenue lost  
nationally due to  
childcare issues

**51%**

of U.S. residents  
live in a  
childcare desert

**\$1,230**

average monthly  
cost of childcare

# A National Crisis

**59%**

struggle to pay for  
childcare monthly

**44%**

quit a job to  
care for an infant

**79%**

wish employers  
were more supportive

**80%**

wish childcare  
was cheaper



# Childcare in Missouri

**\$1.35B**

annual revenue lost in  
Missouri due to childcare  
issues

**\$280M**

lost in tax revenue

**\$1.07B**

lost due to employee  
absence and turnover



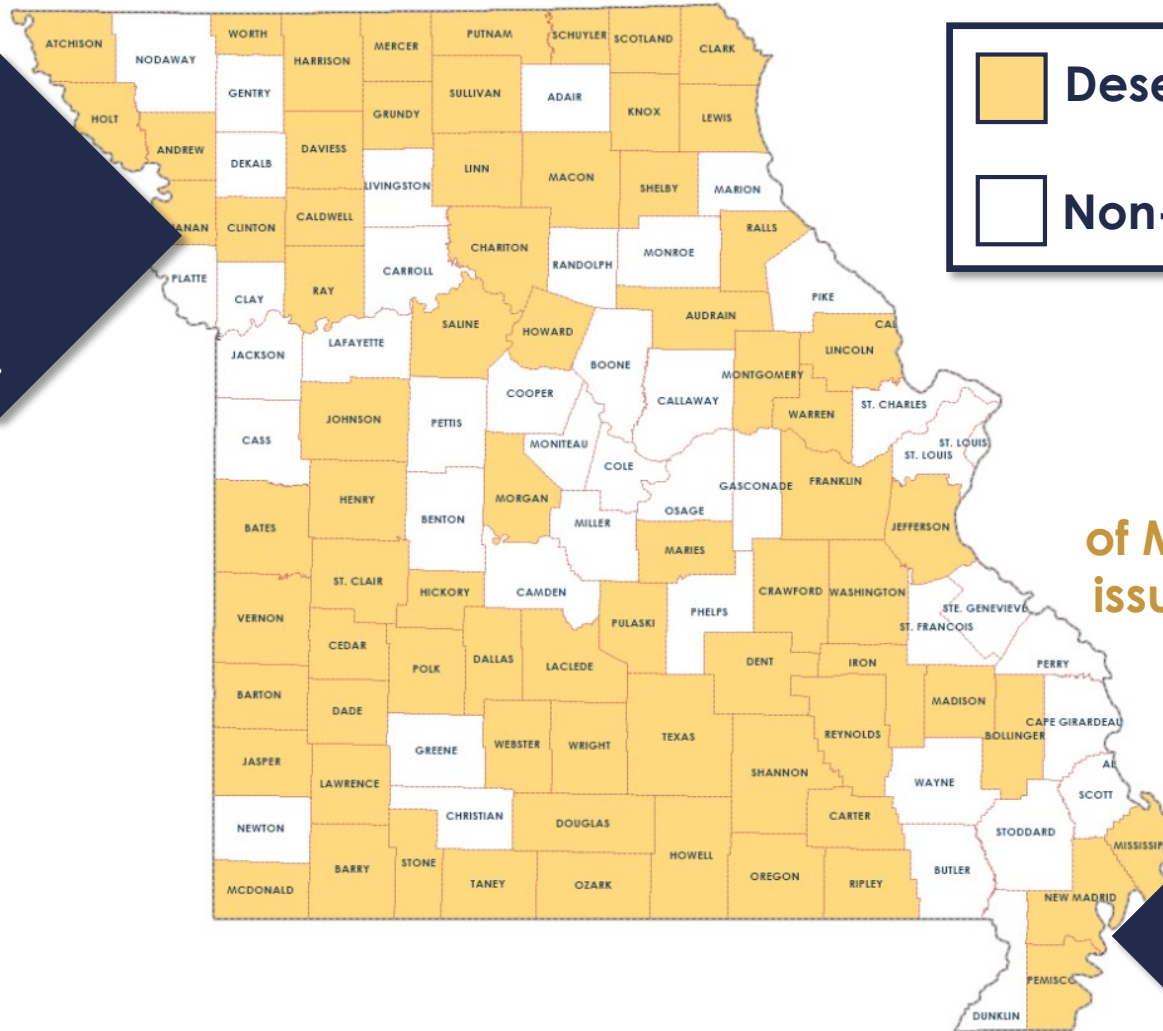
# Childcare in Missouri

## Childcare Deserts

Areas where there are more than three children ages 5 and under for every licensed childcare slot - or no slots at all.

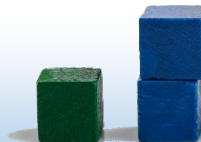
**33%**

fewer providers  
after the pandemic

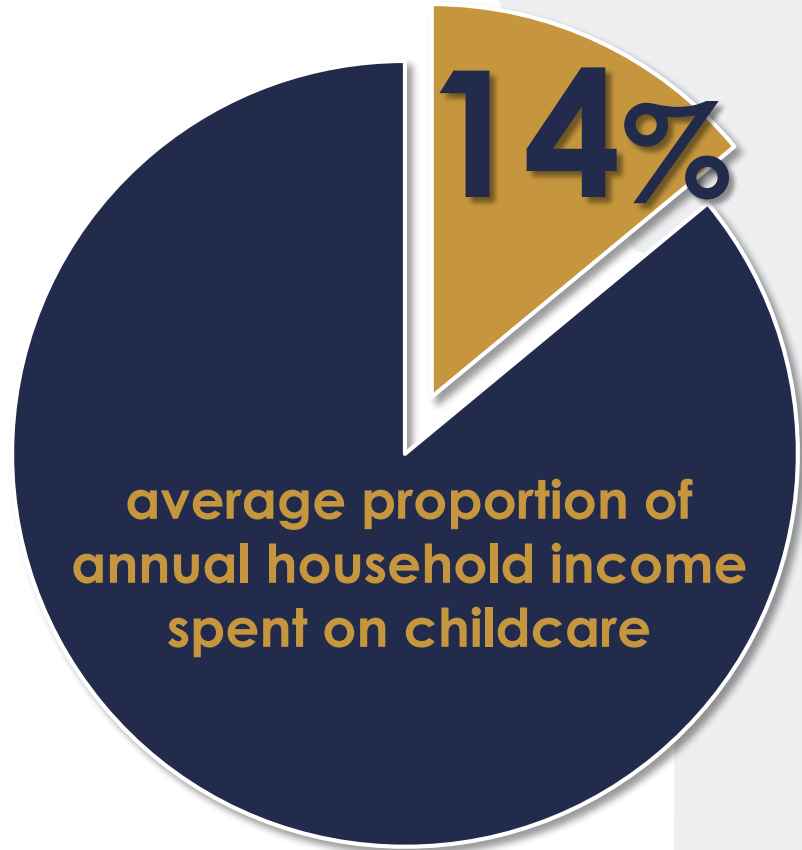


## Accessibility

Accessibility is a challenge regardless of economic status.



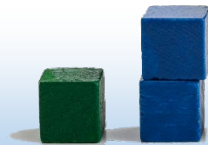
# Childcare in Missouri



**\$656**  
average monthly cost

## Affordability

The largest barrier to childcare in Missouri.



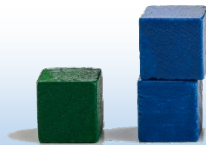


# Childcare in Missouri

**“We know childcare remains a struggle for many parents and businesses. Childcare providers often have to limit their hours due to staffing shortages or increase their prices... this poses a real challenge to parents as they weigh the decision to work or stay home.”**

**– Governor Parson**

*State of the State Address, January 2023*



# Private and Public Sector Solutions



**BANK OF AMERICA**



**Microsoft**



*Unilever*



# Private and Public Sector Solutions

## Ways other employers are addressing childcare needs

- On-site childcare centers
- Partnering or contracting with private childcare providers
- Offering flexible work scheduling
- Offering childcare during non-traditional hours
- Partnering with companies to use smartphone apps to find emergency, vetted, back-up childcare
- Offering monthly financial benefits to offset the high costs of childcare





## State of Vermont

- Addresses affordability
- Reimburses team members for childcare costs up to \$300 per month



## State of Kentucky

- Addresses accessibility
- Partners with external organizations to provide childcare services



## U.S. Department of State

- Addresses affordability
- Pays up to \$416 a month in childcare costs for eligible team members



## Missouri Department of Corrections

- Pilot program to provide childcare for custody staff working nontraditional hours
- Will pay 100% of childcare costs



# Why Provide Solutions for Childcare Needs?

**Saves Money**



**Recruiting, Retention,  
and Diversity**



**Overall Productivity**



***Lead Self, Lead Others, Lead Change!***



# Needs of State Team Members

**27%**

average turnover rate among approximately 45,000 full-time equivalents

**70%**

turnover rate among some positions

**19%**

cited “caregiver responsibility” as reason for leaving the State

**40%**

said childcare is not affordable



# Feedback from State Team Members

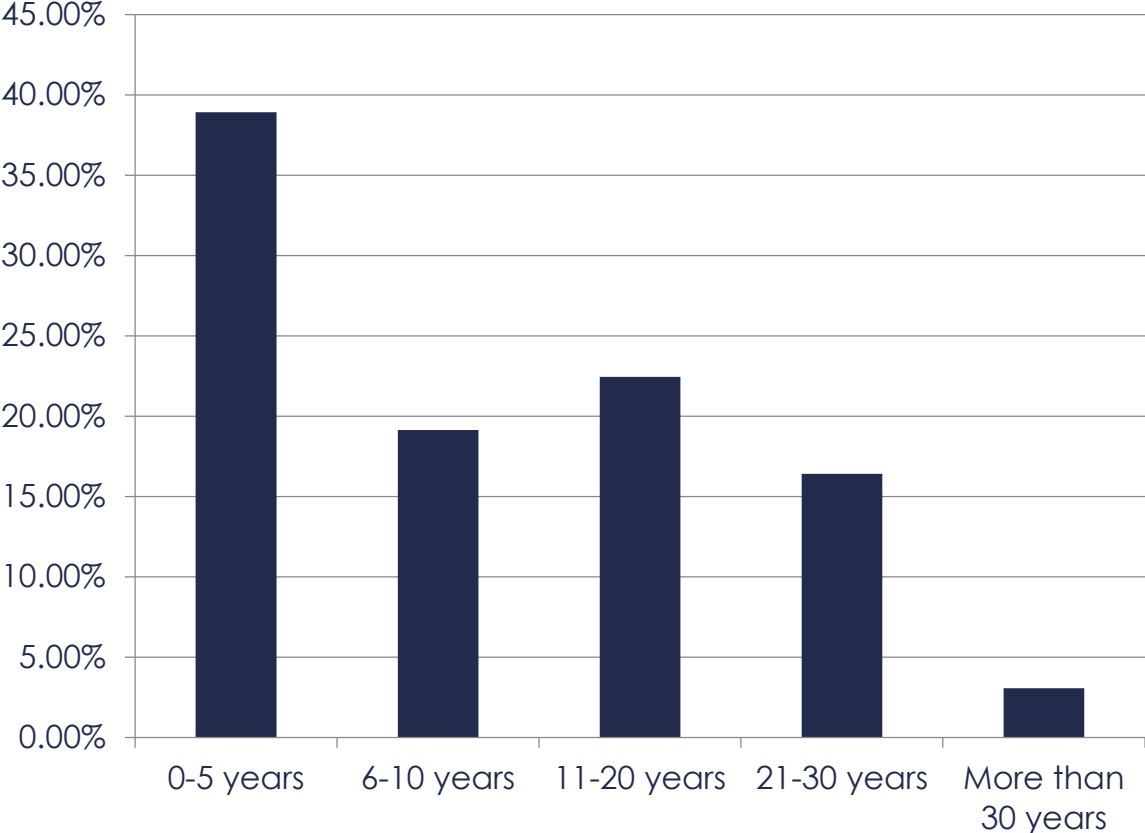
5,324

total responses to our childcare survey

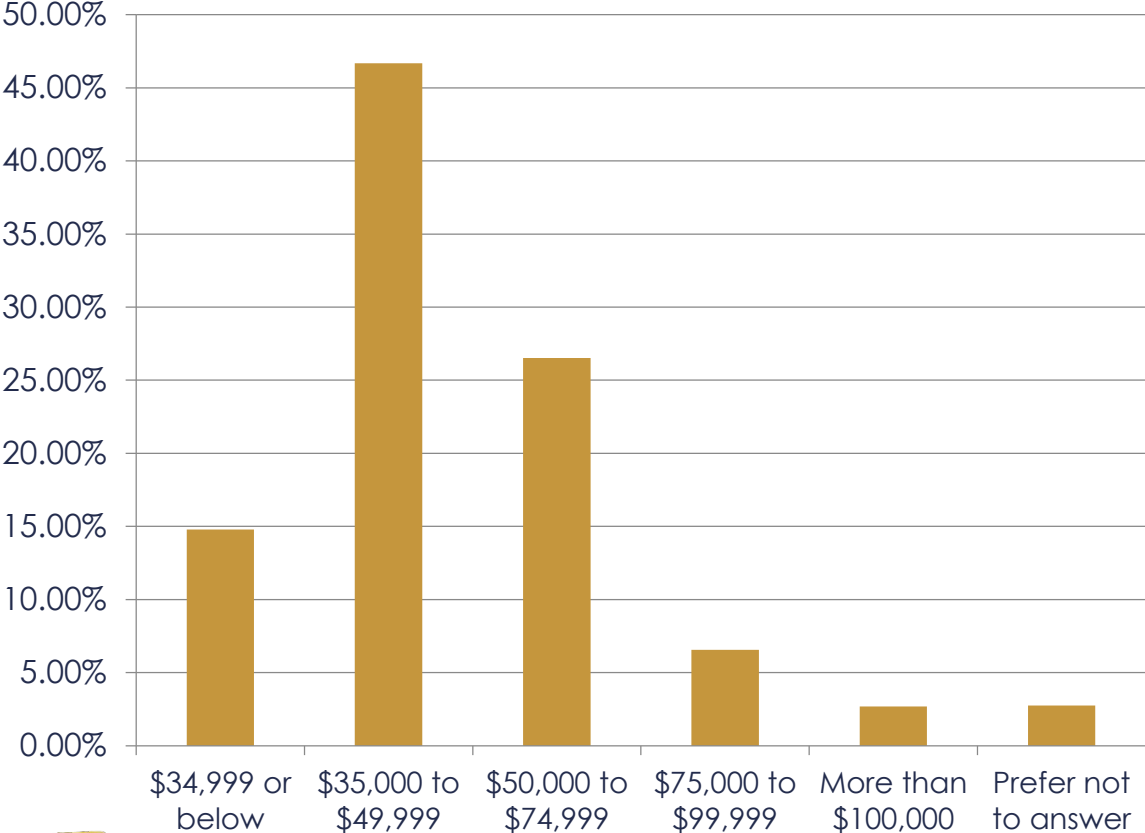


# Feedback from State Team Members

### Years with the State



### Annual Salary



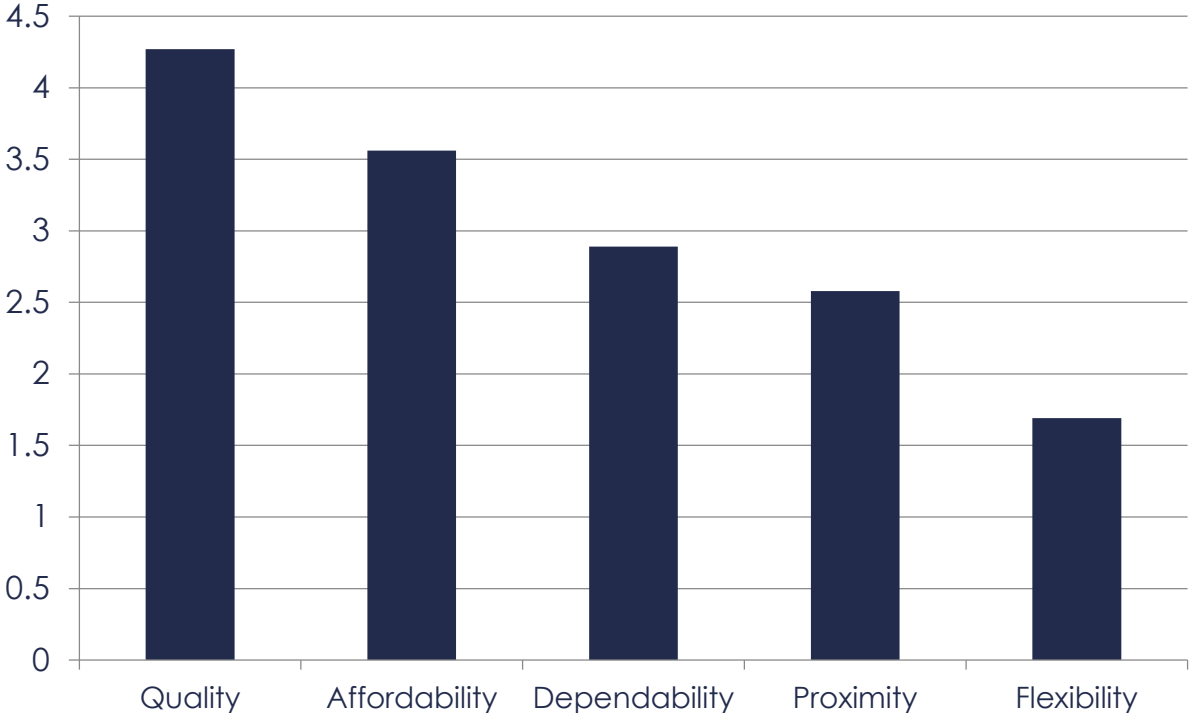
Source: Survey of 5,324 state team members, 2023



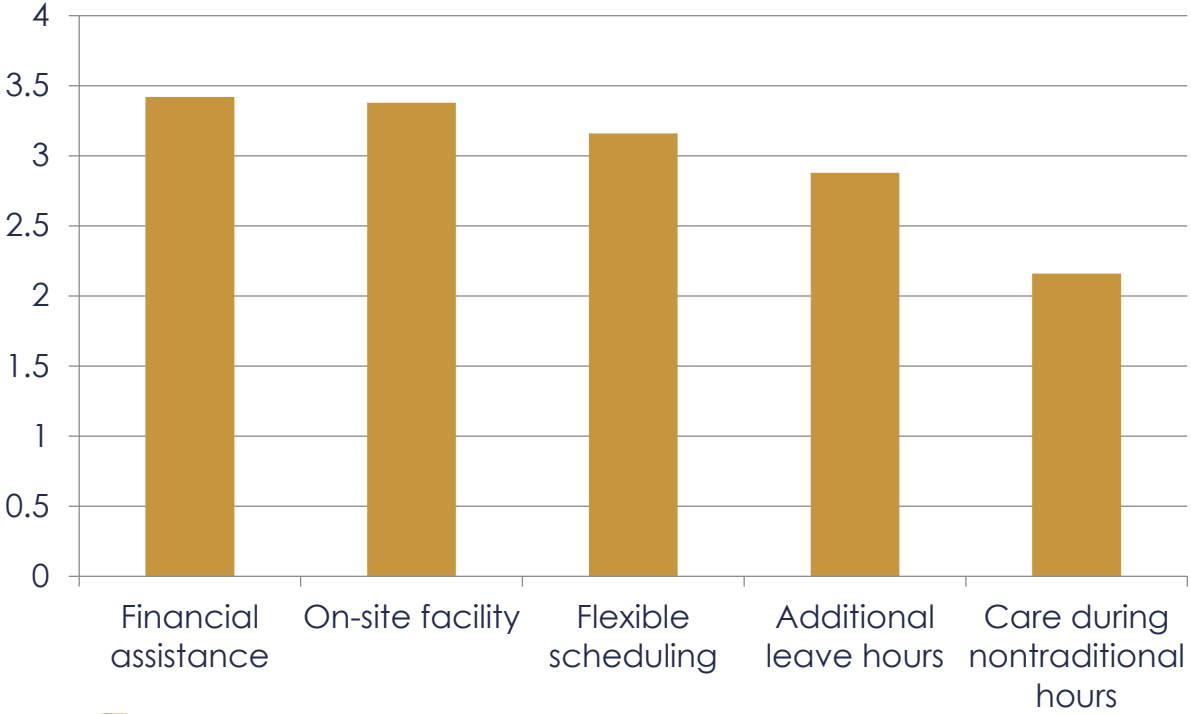


# Feedback from State Team Members

### Childcare Factors Considered Most Important



### Childcare Solutions Considered Most Helpful



Source: Survey of 5,324 state team members, 2023



# Feedback from State Team Members

5/6

average importance rating for childcare

52%

have considered leaving the State in the last two years due to childcare issues

66%

know someone who left or considered leaving due to childcare issues

80%

would consider leaving the State for better childcare

20%

have missed 10 or more full days of work due to a lack of childcare



# What Do We Know?

Research conducted shows the need to address childcare **affordability** and **accessibility**.

It's important for Missouri's state government to **set the tone to follow for childcare needs**.

The following **recommendations** are suggested by our team...



# Recommendation #1 - Affordability

We recommend developing a **childcare financial benefit program** to provide immediate help to state team members.

## Childcare Reimbursement Program

- \$250/month for children ages 0-5, per family
- \$100/month for children ages 6-12, per family
- Salary cap of \$75,000
- Children must be enrolled in licensed facilities



# Recommendation #2 - Accessibility

We recommend the **development of a team** comprised of subject matter experts across departments to complete a **comprehensive review** that identifies **targeted solutions** for childcare accessibility that meet **team members' needs** across the state.

## Potential Targeted Solutions:

- Flexible scheduling
- On-site or near-site childcare centers
- App-based childcare services
- Piloting partnerships with existing childcare providers
- Reexamining childcare regulations



# Questions?



# Survey Responses

*“Have had three different facilities close in a two year period and have to scramble to find care and placement and it's like a race with the other parents to find a spot at another center.”*



# Survey Responses

*“In my experience working with agencies that help people gain employment, the lack of childcare for children under 2 is a major problem statewide and even worse in rural areas.”*





# Survey Responses

*“As a mother of two young children, I have found it difficult to maintain expected attendance with employers because of issues relating to not having child care, sick children, and not being able to afford childcare. I have also found that many higher level management members do not necessarily understand this, especially if they do not have children.”*



# Survey Responses

*“There are so many new regulations with daycare that involve me having to leave work, such as diaper rash, fever needing a doctor’s note, etc.”*



# Survey Responses

*“When I was a foster parent, I had to take off many days to even find childcare for the child.”*



# Survey Responses

*“Not being able to pay childcare was a hardship for me. Also, not having affordable childcare was a major hardship, and lastly, being able to take off when the childcare center was closed. Childcare is an essential need for working parents.”*

