

# Growing Child Care ND

## ND House Bill 1418 Progress Report

January through October 2010

## Child Care in North Dakota's Growing Economy

As North Dakota's economy continues to grow, communities struggle to build a child care supply that supports their expanding workforce.

North Dakota's child care supply shortage permeates the state. The most significant shortages are in western North Dakota counties experiencing economic growth due to oil and energy development.

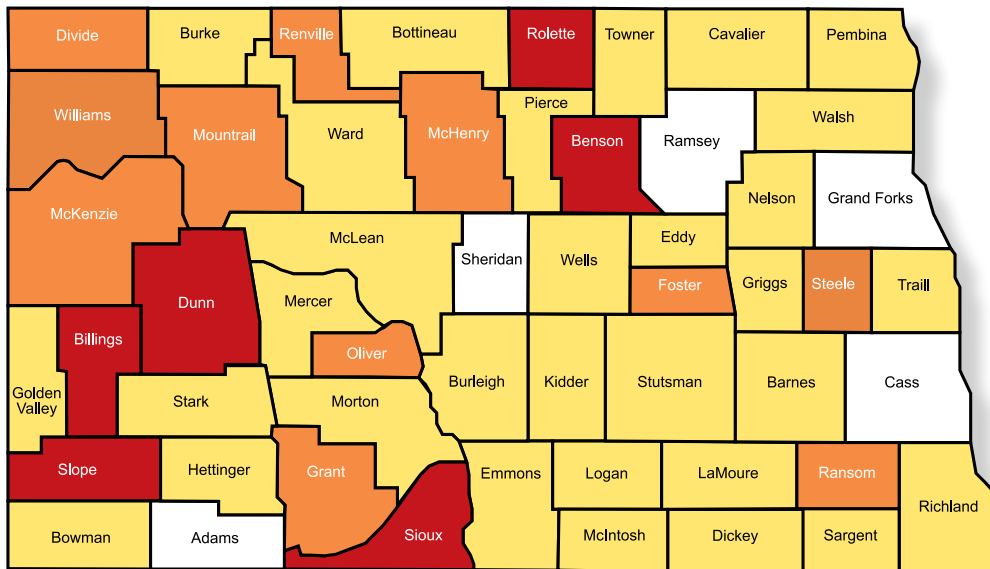
Child care industry standards suggest that the supply of child care in a community should meet at least 50% of the local demand. Only five counties (Adams, Cass, Grand Forks, Ramsey, and Sheridan) meet this standard. Even when a community does meet 50% of demand, they still may have inadequate capacity for infant care.

To address North Dakota's child care shortage, the 2009 North Dakota Legislature passed House Bill 1418 that

appropriated \$3.6 million to establish a statewide child care recruitment, training, and retention initiative.

Child Care Resource & Referral was contracted to develop and implement the child care initiative. This report identifies Growing Child Care ND's projected outcomes and provides an update on child care recruitment, training and retention activities to date.

The current Growing Child Care ND contract of \$3.6 million for 18 months impacts 5% of licensed providers. A two-year investment of \$4.8 million would be needed to maintain Growing Child Care ND at its current level of service. A \$12 million investment per biennium would be needed to expand the Growing Child Care ND effort to serve 20% of child care providers.



### How counties are meeting the need for child care

- 0 to 10%
- 11 to 25%
- 26 to 49%
- 50% or more

**Figure 1:**  
 Extent licensed care meets demand

Source: CCR&R Parent Services Database

*“Child Care Resource and Referral has been a valuable asset for the community of Wishek. Not only have they done a child care needs assessment in our community, but they even came to put on a Child Care Provider Recruitment Fair. Out of these efforts, we have already gained one new provider. This will make daycare available for seven more children in our community and in a town our size, seven children having quality child care makes a huge difference. I would highly recommend CCR&R’s services to anyone interested in becoming a licensed provider. They are able to guide individuals and communities step by step to make quality child care available to all children in North Dakota.”*

- Katie LaBree, Economic Development Coordinator  
 Wishek Job Development Authority



## Child Care Recruitment

North Dakota currently has 1,422 child care providers who can care for up to 33,100 children. To move North Dakota's child care supply to 50% of demand, 8,000 new spaces must be generated. This will require the recruitment of approximately 1,300 small home-based child care businesses, 135 centers or a combination of both totaling 8,000 new spaces.

Current funding of the Growing Child Care North Dakota Initiative supports the recruitment of 110 new small businesses and 10 new centers with a total enrollment capacity of 1,370 children.

### Projected outcomes by June 2011

- 110 new Family Child Care Programs recruited with capacity of seven children each
- Ten new centers recruited with approximate capacity for 60 children each

### Eligibility and incentives

- Complete six hours child care business training available via ND CCR&R on-line training
- Work with county social services to become licensed
- Remain licensed for 12 months
- Work with CCR&R consultants to review business plan, indoor and outdoor program space, materials and learning activities, and health and safety practices
- \$750 non-cash incentive will be applied to family child care program start-up
- \$9,500 non-cash incentives will be applied to center program start-up aligned with their business plan

County	Family /Group Providers Enrolled	Child Care Centers Enrolled	Potential Increase in Licensed Capacity
Barnes	1		7
Burke	1		18
Burleigh	10	2	190
Cass	22	4	451
Dickey		1	49
Foster	1		7
Grand Forks	1		7
Griggs	2		14
Logan	1		7
McHenry	1		7
McKenzie	1		7
McLean	1		10
Mercer	3		14
Morton	4		28
Mountrail	1	1	57
Nelson	1		7
Ramsey	1		7
Ransom	3		21
Rolette	1		18
Sargent	1		7
Stark	5		35
Stutsman	4		38
Towner	1		7
Ward	13	4	331
Williams	4		28
<b>Total</b>	<b>84</b>	<b>12</b>	<b>1372</b>

Figure 2: Child Care Recruitment Data through October 2010  
Source: ND CCR&R Child Care Program Tracking System

# Child Care Workforce Training

North Dakota's child care workforce (approximately 4,800) must have easy access to high-quality, affordable training that supports North Dakota's child care licensing standards and leads to a child care credential.

Funding through the Growing Childcare ND Initiative made it possible for ND CCR&R to significantly expand the number of child care training courses available online. State funding support also made it possible for ND CCR&R to offer a majority of these online courses at no charge.

ND CCR&R developed and launched 60 hours of new online training during the first ten months of 2010. An additional 60 hours will be developed and launched by June 30, 2011. Participation in ND CCR&R's online training courses has doubled this past year with the roll-out of these new courses.

Those seeking early childhood training can now choose their topics of interest, take the course when it fits their schedule and review content as needed to enhance learning. Barriers such as distance, weather and schedule conflicts have been reduced.

Child care providers who have difficulty using technology have the option to work one-on-one with ND CCR&R trainers and consultants. Child care providers get the help they need to get online and acquire technology skills as they build their child care skills.

## Projected outcomes

- Create and post 120 hours on-line training specifically designed for child care providers in North Dakota
- Award 190 scholarships to providers pursuing their Child Development Associate Credential, a national credential requiring 120 hours training, an exam and on-site observation of candidate

## During the last six months, ND CCR&R has

- Created and posted 60 hours of training
- Awarded 189 scholarships to providers pursuing their Child Development Associates Credential
- Doubled training participation with the introduction of no-cost online training

## Training attendance has more than doubled over the past year.

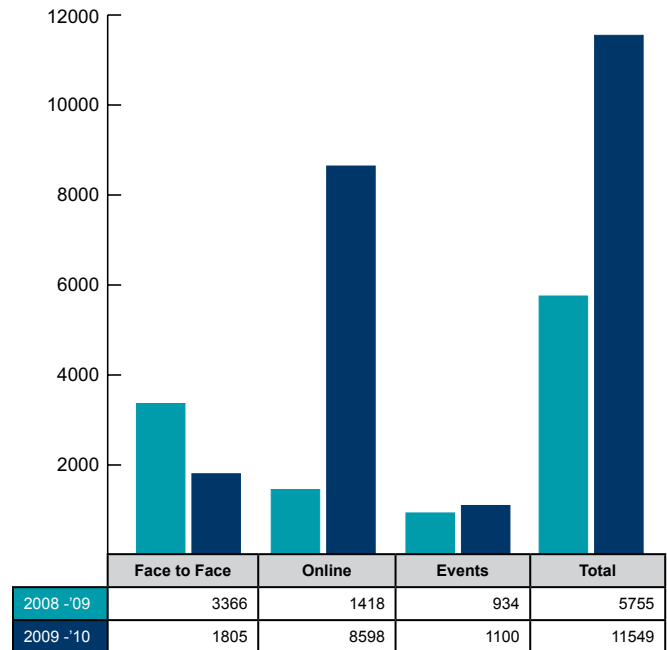


Figure 3: Total Training July 1, 2009 - June 30, 2010  
Source: ND CCR&R Child Care Training Database



# Child Care Retention and Training

Annually, 17% of licensed child care programs (approximately 238 programs) close throughout the state. Providing support resources, quality training and consultation will reduce program closings and secure the state's investment in child care recruitment and workforce training.

## Projected outcomes by June 2011

- 90 Family Child Care Programs with capacity to serve 7-18 children each
- 20 centers with an average capacity of 60 children each

## Eligibility and incentives

- Licensed and remain licensed for 24 months

- Complete 40 to 120 hours of child care training available via ND CCR&R on-line training
- Work with ND CCR&R consultants to review business plan, indoor and outdoor program space, materials and learning activities, and health and safety practices
- Receive monthly on-site consultations by ND CCR&R consulting team.
- \$500-\$800 in non-cash incentives for Family Child Care Program completing each 40 hours of training (max \$2,400)
- \$9,500 in non-cash incentives for Center Programs upon enrolling in center director credential training and completing business plan.

# Child Care Retention and Training

County	Programs Enrolled in Retention	40 Hours of Training Completed	80 Hours of Training Completed	120 Hours of Training Completed	Potential Capacity Retained
Barnes	1		1		12
Bottineau	1	1			18
Burke	2	1			36
Burleigh	16	4	17		176
Cass	33	31	4		869
Dickey	3	1	1		43
Eddy	1	1			18
Grand Forks	15	12	4		519
Hettinger	1	1			18
Kidder	1	1			18
LaMoure	3	1			54
McIntosh	1				18
Mercer	1				18
Morton	4	3	1		61
Mountrail	1	1			18
Nelson	1				7
Ransom	1				15
Ramsey	1		1		18
Richland	2	2			32
Stark	6	2	2		86
Steele	1				18
Stutsman	7	6			79
Towner	1	1			15
Traill	1	1			18
Walsh	2	1	1		42
Ward	18	7	2	2	524
Wells	1				18
Williams	1		1		60
<b>Total</b>	<b>127</b>	<b>78</b>	<b>35</b>	<b>2</b>	<b>2828</b>

Figure 4: 2010 Retention Project Participation Source: ND CCR&R Tracking System

## About Us

North Dakota Child Care Resource & Referral was established by the North Dakota State Legislature in 1991. Today, through a contract with the North Dakota Department of Human Services, we help parents connect to child care, plus work to recruit, train and retain a child care workforce that serves the needs of communities, employers and working families.

### CCR&R office locations in western North Dakota

- Bismarck: 888-223-1510
- Minot: 800-450-7801

### CCR&R office locations in eastern North Dakota

- Fargo/Moorhead: 800-452-3646
- Grand Forks: 888-778-3435
- Jamestown: 888-767-0350

[www.ndchildcare.org](http://www.ndchildcare.org)