

Employer Child Care Focus Group Meeting: November 1, 2022

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How does childcare effect your workforce?

- NTW is a young company with a lot of staff with young children.
- If daycare isn't an option, parents are having to start to bring children to work or not be able to cover their shift.
- Parents aren't sure if they will be able to come back from maternity leave because they don't have childcare lined up for their child.
- Not every department can work from home.
- It is a significant stressor for families.
- You feel like you are choosing your job on your family.
- Leadership team wants to do something but doesn't know where to start.
- Lacks a facility that would accommodate child care and cannot handle the insurance costs for liability purposes.
- Would be interested in a pay-to-play option.
  - Consider paying for partial salary and providing benefits for the provider – the provider would need to identify what costs they would need to cover to still take home their livable wage while acquiring benefits
  - Business operation classes for providers to know how to run their own books (child care provider business center for curriculum development and classes)NTW would be interested in helping sponsor something like that.
  - It is not on the radar for MWE because of the age of staff there – just under 300 employees – flexibility is key
- Create a one-pager document to show efforts of task force and how businesses can get involved.