



FCC Challenges/Solutions List

September 20, 2016

Challenges:

- shortage of infant care (parents calling 60+ providers, just to get an interview)
- steady decrease in number of family child care providers (610 in county 10 years ago, 385 active licenses today)
- frequent changes and increases in state regulations, leading to confusion amongst providers, fear of not knowing or understanding new changes, leading to provider stress/overwhelm
 - Fear of correction orders, fines, and the publicity of them harming our business reputation
 - Difficulty finding clear information regarding changes, forms, etc. via DHS website.
 - Licensors uninformed regarding changes, or unclear about new changes
 - Inconsistency amongst licensing rules licensor to licensor and county to county
- Frequent turnover in local licensing staff
- Concern over meeting all the regulations and that the focus has shifted from providing, nurturing, high-quality care to meeting regulations and keeping up with paperwork
- “This is a personal business compared to a center which is a corporate name - this is us as an individual that is at risk with name and reputation. To have very high level child care providers who strive to meet or exceed licensing regulations feel that we're unsure of licensing any longer and not have trust in the information we're given or the process - that should speak volumes”
- Increased unlicensed care with little to no consequences for offenders
- Parent Aware focus on at risk children/families VS providers who already prepare children for school success
- FCC typically requires long hours, many business needs beyond direct care hours - at some point this is all simply too much
- Lack of inspirational/positive trainings, since focus is on many hours of “required” topics.
- Changes in and lack of support for FCC (turnover in licensing staff, food programs closing)
- Liability insurance costs (some homeowner's insurance companies not accepting providers)
- Health insurance costs for self-employed providers
- DEVELOP may not be workable for all providers - not everyone is computer savvy or has access
- Limitations on acceptable professional development - we've lost "the fun" for motivation
- loss of local food program / lack of support for FCC

- Parent Aware website has a program search function that does not work well to locate all available child care programs
- While valuable training, Parent Aware does not translate into a college degree for employment elsewhere. Providers with many years of experience and college degrees, certificates, and diplomas in early childhood education, child development, etc. feel that their degrees/experiences are obsolete in child care because PA doesn't acknowledge them.

Potential challenges:

- lack of child care opportunities with increase in workforce growth/demands in Olmsted County (DMC growth highlighted)
- affordability for lower income families
- access to quality programs for all income level families
- Universal Preschool threat
- Union threat – Eliminates options for families
 - Many providers do not accept CCAP due to the link to union dues

Causes:

- increased regulations / more to come with the Federal Child Care Block Grant
- increased business expenses i.e. liability insurance, licensing fees, potential background check/fingerprinting fees
- increased training requirements and additional costs associated
- Parent Aware - FCC is being pushed beyond what most families need/want and providers are capable of or interested in

Suggestions:

- DHS needs to educate and support local county staff
- DHS can improve connections with FCC
- Support for families that are NOT low income, they are lost among Head Start, The Place, Families First (CCRR)
- Business training for FCC
- Increased access for homeowner's insurance
- Mentor program for FCC (credentialed mentors are available, funding is needed)
- Recruitment for FCC - get and keep providers in business