

CHILD CARE COMMUNITY SOLUTIONS ACTION PLAN EAST RANGE, MINNESOTA

Prepared by Northspan
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CHILD CARE WORKING GROUP – EAST RANGE

HISTORY:

- Laura Ackman and Cynthia Loe of Essentia had been organizing meetings when Essentia Northern Pines Clinic was considering building their own facility.
- ERJPB had meeting early 2019 to understand past efforts and start anew – need to re-engage with previous group and consider who should be included as we move forward.
- Attendees at first meeting: Laura Ackman, Roxi Jensen, Jodi Knaus, Ed Kippley, Ashley Berquist (Aurora Chamber), Jim Weikum, Chrissy Carlson (BCBS), Doug Gregor, Shawntel Gruba (Iron Range Tykes), Patricia Welsch
- Current Group Members:
 - Angela Santa – potential provider
 - Anna Halliday – potential provider
 - Mary Rasmussen – potential provider
 - Tara – interested potential provider (Hoyt Lakes)
 - Ashley Berquist – Aurora Chamber
 - Heather Seppala – Mesabi East Early Childhood
 - Gregg Allen – ISD2711 Superintendent
 - Dawn Olson – Mesabi Range College Early Childhood Program
 - Dave Lislegard – State Representative
 - Laura Ackman – Essentia Health, Northern Pines
 - Roxi Jensen -- Embarrass Vermilion Federal Credit Union
 - Lydia Nygaard – New Journey Residence
 - Brenda Skelton – Ahrens Thompson Real Estate
 - Merle Sampson – Spectrum
 - Christine Carlson – Blue Cross
 - Jacie Cherro, Caring for Kids Community
 - Susie Parkhurst, Caring for Kids Community
 - Shawn Herhusky – CareerForce, State of Minnesota
 - Chris Ismil – Department of Iron Range Resources & Rehabilitation
 - Whitney Ridlon – Department of Iron Range Resources & Rehabilitation
 - Jim Weikum – Mayor, City of Biwabik
 - Doug Gregor – Mayor, City of Aurora
 - Chris Vreeland – Mayor, City of Hoyt Lakes
 - Jodi Knaus – Town of White
 - Jeff Jacobson – City of Biwabik
 - Becky Burich – City of Hoyt Lakes
 - Cherie Grams – East Range Joint Powers Board
 - Karl Schuettler – East Range Joint Powers Board
 - Amanda Vuicich – East Range Joint Powers Board
 - Elissa Hansen – East Range Joint Powers Board



DETERMINE DEMAND

CHILD CARE DATA UPDATE – OCTOBER 2019

These tables show updated data using the same methods employed in the 2018 Northland Foundation study titled “The Economic Impact of the Child Care Shortage in Northeastern Minnesota.” In addition to analyzing the number of child care slots needed to meet demand in each county, it also includes data on demand in communities and several regions.

In collecting this data, it quickly became evident that measuring data at a city level has significant limitations. Many people do not use child care facilities in the communities in which they live. Communities such as Aitkin, Virginia, and Cloquet appear to have more than enough child care slots but are surrounded by other towns or outlying rural areas that often have significant child care shortages, leading the areas to have a net deficit of child care slots. In order to capture these larger markets, this update uses census tract data to collect information on larger geographies. While not always ideal, it provides a more accurate picture of demand in various communities. Given the size of tracts due to a very rural population, this method is least effective in Aitkin, Lake, and Cook Counties.

This data also faces some limitations due to its reliance on mailing addresses. For example, the “Duluth Proper” figure includes facilities in outlying areas that have Duluth mailing addresses, which consists of a large geographical area that includes numerous neighboring townships. Larger-scale census tract data once again provides a more accurate depiction of the actual demand.

The data shows the intensity of the child care crisis in deeply rural communities. While all larger-scale areas fail to meet their demonstrated demand, the percentage growth needed is lowest in the Duluth area, and relatively low around larger communities such as Cloquet and Grand Rapids. The seven communities with highest demand in this table all consist of municipalities of around 2,000 residents or less.

COUNTY	CHILDREN	CC SLOTS	% GROWTH NEEDED
Lake Co.	400	188	112.8%
Koochiching Co.	581	280	107.5%
Cook Co.	223	118	89.0%
Carlton Co.	1,743	1,012	72.2%
Aitkin Co.	492	299	64.5%
St. Louis Co.	8,196	5,571	47.1%
Itasca Co.	2,667	2,123	25.6%
Northland	13,314	8,809	51.1%

CITY/AREA	CHILDREN	CC SLOTS	% GROWTH NEEDED
W. Carlton Co.	131	14	836%
Silver Bay	112	12	833.3%
Isle	65	12	441.7%
East Range	140	40	250.0%
Saginaw, Culver	294	86	241.9%
Floodwood Area	113	34	232.4%
Bigfork Area	67	26	157.7%
NE Range (incl. Ely)	354	164	115.9%
International Falls Area	498	236	111.0%
N. St. Louis County	117	56	108.9%
Ely	221	106	108.5%
Greater S. Louis County	3,390	1,743	94.5%
Northome Area	83	44	88.6%
Greater Quad Cities	1,144	661	73.1%
Greater Hibbing	1,124	692	62.4%
S. Carlton Co.	223	144	54.9%
NE Itasca Co.	423	285	48.4%
Deer River Area	239	162	47.5%
Cloquet/Esko/Carlton Area	1,244	854	45.7%
Greater Grand Rapids	1,095	868	26.2%
Greater Duluth	4,806	3,828	25.5%
Hibbing	721	602	19.8%
Duluth Proper	3,738	3,161	18.3%
Grand Rapids	843	782	7.8%
Hermantown	427	443	-3.6%
Two Harbors	149	176	-15.3%
Cloquet	470	556	-15.5%
Virginia	357	432	-17.4%
McGregor	56	72	-22.2%
Aitkin	140	215	-34.9%
Proctor	97	204	-52.5%
Northland	13,314	8,809	51.1%

	CENTERS	FAMILY CHILD CARE
Infant	\$216.00/week	\$142.00/week
Toddler	\$196.00	\$136.00
Preschool	182.00	\$131.00
School-Age	\$156.00	\$118.00

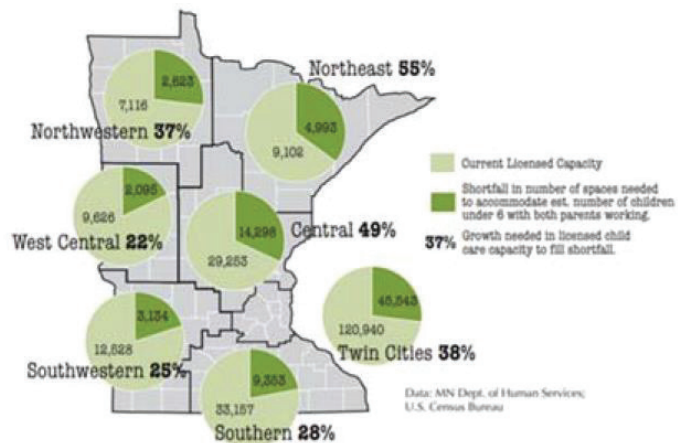
How available and affordable is childcare?

Costs:

Avg. monthly cost for 2 children in daycare 2018

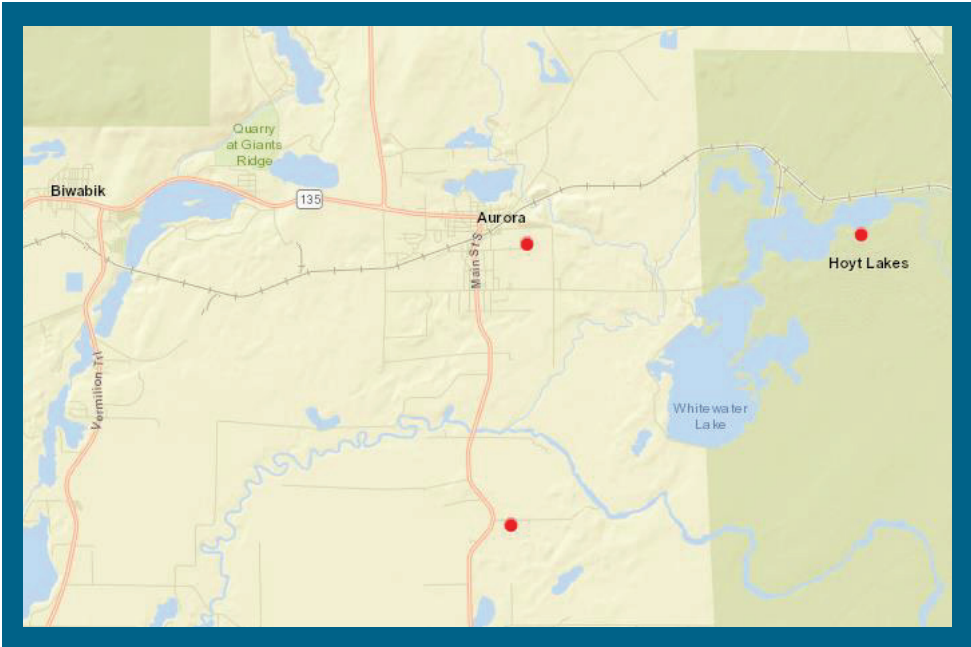
Northwest:	\$738
Northeast:	\$928
W. Central:	\$798
Central:	\$1,182
Southwest:	\$957
Southeast:	\$988

Shortfall:



According to Child Care Aware the average cost for a family needing child care in Greater Minnesota can range from \$118 - \$216 per week depending on the age of the child and the type of facility available. Per month child care costs can exceed the amount of other expenses and place a financial burden on families who are able to secure care.

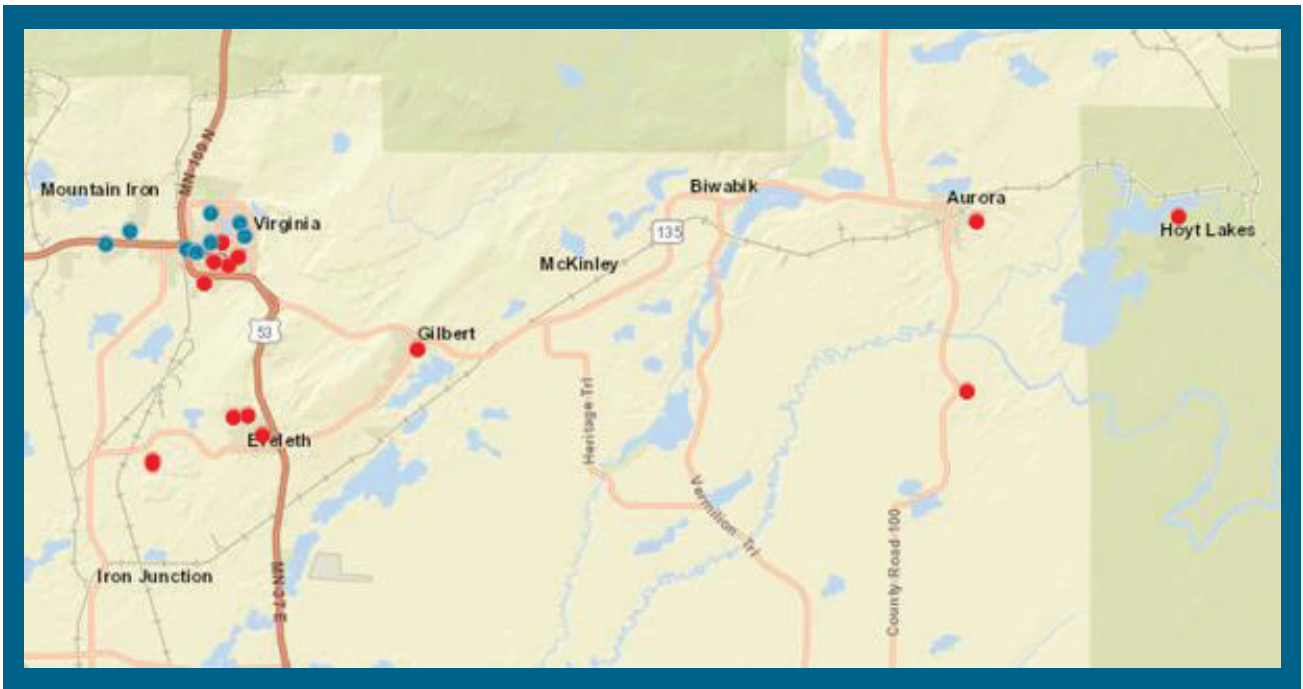
EXISTING COMMUNITY CHILD CARE SERVICES



Aurora:
2 family providers, 28 slots

Hoyt Lakes:
1 family provider, 12 slots

There are no licensed centers located within the East Range communities.



● Child Care Centers

● Family/In-home Providers

Due to the lack of providers on the East Range, many families travel to Virginia for child care.

24 miles (approximately 35 minutes) travel one-way from Hoyt Lakes to Virginia.

EXISTING COMMUNITY CHILD CARE, CONT.

- Early childhood programming at Mesabi East (Heather Seppala):
www.isd2711.org/index.php/elementary
- Three-and-a half-year-old program
- Two days/week - \$18/day
- Have to be 3.5 years old by September 1st (registration in March)
- Licensed for 20 children, typically take 15-17 based on needs of individuals in program
- One licensed teacher, one general education paraprofessional staff, and special ed paraprofessionals
- Four-year-old program
- 3 day and 5-day program options – 5 day program is an extra \$18 day for the additional 2 days (\$36 total)
- 4 years old by September 1st
- Enrollment availability changes yearly based upon the number of staff and classroom space available, as well as the ages of the children in the program. By combining the 3 & 4 year old programs, the current staff and space capacity could accommodate approximately 80 children, but typically enrollment is closer to 60.
- Each program has staff of one licensed teacher, one paraprofessional staff, and additional support as needed.
- Scholarship opportunities are available for qualifying families through State of Minnesota.
- Occasionally will have high school students volunteer in the center as part of a class (not child care/education based), but is sporadic
- Other Preschool Availability:
 - The closest preschool beyond the Mesabi East programming in the area is in Virginia.

SURVEY

Silver Bay has one that we can adapt for East Range, distribute via school/chamber/ mailing

A survey for the East Range communities has been drafted.

COMPARISON OF FACILITY TYPES

CHILD CARE CENTER:

- A significant challenge for opening a center on the East Range is the lack of licensure north of the Twin Cities.
- Current providers in the Northland have voiced frustrations with this as it slows progress of projects and does not allow for as much, if any, face to face meetings beyond inspections or incident reporting.
- Drop in daycare model allows for more flexibility with teacher/staffing requirements – you don't have to separate age cohorts until you hit a certain number of children. Additionally, with the drop in model the outdoor area requirements are not applicable.

FAMILY/IN-HOME FACILITY:

- St. Louis County has family child care licensors on staff. They also offer trainings on starting a child care business.

CO-OP/POD MODEL:

- Allows multiple licensees to operate out of a shared space (ie a community center) to reduce overhead costs for the individuals providing care. Each provider would be responsible for a room of children, but would have shared access to kitchen, bathroom, and outdoor space.

IDENTIFYING POSSIBLE PARTNERSHIPS

- Exploring potential for another party to handle the admin/financial piece of the business if provider needs that skill set. For example, a child care center housed within a church could partner to have the church handle the business aspects for the provider.
- Large employers that may purchase slots at an existing provider for employees or create their own in-house facility.
 - Example from New York Mills, Brunswick:

Brunswick has agreed to cover three seats. Those seats will be set aside for the children of Brunswick employees, who will pay for them, but if they go unfilled – if a child gets sick and misses several days, or parents move from the area – the company will pay for the seats while they are not being used.
 - Example from Thief River Falls, Digi-Key:

**CHILDCARE AVAILABLE FOR
TRF LOCATION DIGI-KEY
EVENING SHIFT EMPLOYEES!**

We have great news to share!

Digi-Key has partnered with two Thief River Falls-based childcare providers to provide residential afternoon/evening childcare for employees who work on weekday shifts that end at 10:00 p.m. Digi-Key provides a subsidy payment to these childcare providers in exchange for them to provide services to children of these Digi-Key employees. In addition, these providers are required by Digi-Key to charge a specified attractive rate (based on our subsidies) for childcare services.

Please contact Digi-Key Human Resources (ext. 7930) if you have any questions about this childcare subsidy program. If you're interested in acquiring childcare services, please contact one of the two partnered providers, whose contact information is provided below.

- Schools – Partnering with a high school or higher education institution can potentially offer both staff training pipeline and facility space, or simply lowering the child to staff ratio, so more children can have care.
 - Creation Station Child Care, Lake Superior College:

This child care facility is licensed by the Minnesota Department of Human Services to care for children ages 33 months to nine years. We provide child care for faculty, staff, and students of Lake Superior College as well as the general public.
 - Li'l Thunder, Fond du Lac Tribal and Community College:

Li'l Thunder Learning Center provides opportunities for nursing students and elementary education students to study more children. Parents applying to the college can receive free daycare from the learning center through the financial aid process. We also partner with the Foster Grandparent program. Our foster grandma comes in daily to read, play, and interact with our children. There is also the Intern program for college students to earn credit toward graduation by volunteering in our center. This also lowers the ratio of children per adult and provides extra help when needed.
 - Li'l Lumberjacks, Cloquet High School facility:

We also partner with the Foster Grandparent program. Our foster grandma comes in daily to read, play, and interact with our children. There is also the Cadet program for high school students to earn credit toward graduation by volunteering in our center. This also lowers the ratio of children per adult and provides extra help when needed.

- Local Government

- Otter Tail County, New York Mills

“Plans call for the day care center to be located in rooms in the county building that are not currently being used. Some of the partners in the project, besides the city and county and Brunswick, include the Mahube-Otwa Community Action Partnership, the local school district, Tri-County Hospital, and KLN Family Brands, a food processor in Perham.” – Aamot, Gregg “How one small town is trying to solve Greater Minnesota’s day care crisis” MinnPost 12/11/2017

- Senior living

- www.gu.org/ Generations United – *intergenerational care model*

SITE & BUILDING ANALYSIS



Buildings Previously Toured

BUILDING	PROS	CONS	NOTES
Former Wells Fargo Building - Hoyt Lakes	<ul style="list-style-type: none"> • Occupied by 1st National Bank of Gilbert – supportive of sharing space with child care • Green space nearby 	<ul style="list-style-type: none"> • Only one bathroom in facility, not child friendly, and located in child care area, so bank employees currently use • Location – in a strip mall • Hoyt Lakes location at the far east side 	<ul style="list-style-type: none"> • Would need major renovations to meet licensing standards, including addition of playground, new windows and exterior improvements
Loon Lake Community Center	<ul style="list-style-type: none"> • Kitchen, classroom and gym space • Lots of surrounding green space 	<ul style="list-style-type: none"> • Functions as an active community center • Location 	<ul style="list-style-type: none"> • Could support a pod model • Would have to examine how child care would function when the community center has active events (ie Health Fair, etc)
North Main Business Center - Aurora	<ul style="list-style-type: none"> • Owned by city • Centrally located 	<ul style="list-style-type: none"> • No windows • No commercial kitchen • Has current tenants – dog groomer 	<ul style="list-style-type: none"> • Would need major renovations
Former Dentist Office - Aurora	<ul style="list-style-type: none"> • Many small rooms, unique layout • Proximity to school for outdoor/playground • Centrally located on the East Range 	<ul style="list-style-type: none"> • No commercial kitchen • No green space • Dated, quirky building • Owner wants to maintain access to garage located on property 	
Former Jehovah’s Witness Church - Aurora	<ul style="list-style-type: none"> • Newer construction with good bathrooms • Ample green space • Large former sanctuary could be subdivided 	<ul style="list-style-type: none"> • No kitchen currently, but space to add • Would need more windows 	<ul style="list-style-type: none"> • Top location choice from prospective providers
Grace & Truth Bible Church - Aurora (404 W. 3rd Ave)	<ul style="list-style-type: none"> • Central location • Close to school • Green space • Large sanctuary • Kitchen (not commercial) 	<ul style="list-style-type: none"> • Multiple story building • Partially finished basement 	<ul style="list-style-type: none"> • Received positive response when touring with potential providers
Spectrum Facility - Hoyt Lakes	<ul style="list-style-type: none"> • Former nursing home – two wings • Large kitchen • Potential for mixed use – senior & child care • Engaged owners 	<ul style="list-style-type: none"> • Location – east side of Hoyt Lakes • Owners’ priority is a senior-focused facility 	<ul style="list-style-type: none"> • Owners: Merle Sampson & Ryan Anderson

Other Potential Buildings/Sites			
BUILDING/SITE	PROS	CONS	NOTES
Former Blue Cross Building	<ul style="list-style-type: none"> • Vacant, existing large building 	<ul style="list-style-type: none"> • Out of state owner 	ERJPB Staff toured the building in January 2020.
Biwabik Depot Site	<ul style="list-style-type: none"> • Available land • 20 acres available • City owned property 	<ul style="list-style-type: none"> • Site – cost of new build 	
Aurora Development Site 2	<ul style="list-style-type: none"> • Available land 	<ul style="list-style-type: none"> • Site – cost of new build 	<ul style="list-style-type: none"> • Owner: Hayden Clark Jr (Biwabik) 
Aurora Development Site 6	<ul style="list-style-type: none"> • Available land • City owned property • Centrally located • Former tennis court 		
Aurora Development Site 7	<ul style="list-style-type: none"> • 2.03 acres centrally located in Aurora • Near park • City owned property 	<ul style="list-style-type: none"> • Cost of new build 	
Former Biwabik School Property		<ul style="list-style-type: none"> • Owned by One Fifteen, LLC out of Minneapolis – unsure of their plans for property 	
Mesabi East High School	<ul style="list-style-type: none"> • Potential for expansion – has land space available 	<ul style="list-style-type: none"> • Would it compete with existing school offerings? • Low enrollment currently for Head Start programs - shelved until they have more students. 	

SITE AND BUILDING ANALYSIS, CONT.

Other Potential Buildings/Sites, cont.

BUILDING/SITE	PROS	CONS	NOTES
Gilbert Site – across from Anthem campus	<ul style="list-style-type: none"> Proximity to large employer 	<ul style="list-style-type: none"> Not in official ERJPB area 	<ul style="list-style-type: none"> City owns property – across street IRRR owns property adjacent to Anthem campus 
Essentia Land – behind Northern Pines Clinic	<ul style="list-style-type: none"> Proximity to clinic – benefit for employees Ample green space 	<ul style="list-style-type: none"> Essentia decided against expanding child care earlier this year – unsure of company plans for property Cost of new build 	

Exploring Potential with Area Churches

CHURCH NAME	NOTES
Community United Church of Christ – Biwabik	Biwabik has no Child care options
Catholic Parish (Biwabik/Aurora/Hoyt Lakes)	Multiple facilities across 3 communities
Biwabik Covenant Church	Offers kids programs in the afternoons
United Methodist Church – Aurora	Currently partners with Mesabi East schools to host release time for K-6 grade on Wednesdays
Redeemer Lutheran Church – Aurora	
Our Saviors Lutheran Church – Aurora	
Assembly of God Church - Aurora	
First Baptist Church - Aurora	
Faith Lutheran Church – Hoyt Lakes	
Trinity United Methodist Church – Hoyt Lakes	

WORKFORCE AVAILABILITY

Data is available from the BLS for childcare workers for two geographies in northeast Minnesota: the Duluth MSA (St. Louis and Carlton Counties, plus Douglas County, Wisconsin) and the Northeast Minnesota nonmetropolitan area (Aitkin, Cook, Itasca, Kanabec, Koochiching, Lake, and Pine Counties). While the East Range is officially part of the Duluth MSA, numbers are skewed by the vast land area of St. Louis County, all of which is included in the MSA regardless of distance from Duluth proper. As the East Range communities likely have more in common with the nonmetropolitan geographies, we include both sets of data.

AREA	TOTAL WORKERS	LOCATION	MEDIAN	MEAN	ANNUAL MEAN WAGE
Duluth MSA	340	0.68	\$11.98	\$12.57	\$26,140
NE MN non-metro	160	0.96	\$11.47	\$12.06	\$25,080

Source: US Bureau of Labor Statistics, 2018

The Minnesota Department of Employment and Economic Development (DEED) has updated 2019 statistics for the same geographies. DEED estimates that the labor force has not changed since 2018, while wages have risen noticeably both in the Duluth MSA and in the Northeast Minnesota nonmetropolitan area. (Note that DEED's definition of this area differs from that of the BLS and does not include Kanabec and Pine Counties.) This wage growth outpaces inflation and suggests unmet demand. DEED calls the demand for child care workers "high" and projects 2,105 job openings in the field across the seven counties of northeast Minnesota over the next ten years.

AREA	TOTAL WORKERS	MEDIAN HOURLY WAGE
Duluth MSA	340	\$12.36
NE MN non-metro	160	\$11.84

Source: DEED Occupational Employment Statistics (OES), 2019

TRAINING PIPELINES

- A major challenge with child care licensing requirements is that of needing a full staff hired at the time of licensing. This is a challenge because it does not allow the business to scale staffing as they grow. If your goal is to be licensed for 20 slots, you must have the staff for that capacity to be licensed for it, despite the actual number of children utilizing your facility.
- Mesabi Range Community College potential partnership opportunity with the Early Childhood Education program.
 - Program Director – Dawn Olson (d.olson@mesabirange.edu)
- **State of Minnesota Department of Employment & Economic Development Job Training Grants**
 - **JOB TRAINING INCENTIVE PROGRAM:** Grants up to \$200,000 are awarded to eligible businesses to provide training for new jobs. Businesses must be located outside of the seven-county metropolitan area and are adding at least three new jobs. The new jobs must pay wages at least equal to the median weekly wage for the county in which they are located. The new jobs must also provide at least 32 hours of work per week for a minimum of nine months per year. Businesses are required to match the grant on a .5:1 basis. Funds may be used to pay direct training costs for workers in new jobs including trainee wages for on-the-job training, curriculum development, delivery of training, materials and supplies, training equipment and facilities, and trainer travel and lodging costs. Funds may also be used for assessment, testing and certification costs. Training may be provided in-house, by institutions of higher education, by federal, state, or local agencies, by consultants, or equipment vendors.
 - **LOW INCOME WORKER TRAINING PROGRAM:** The program provides grants of up to \$200,000 to Minnesota public, private, or nonprofit entities that provide employment services to low-income individuals. No match from grant recipients is required. Grant funds may be used to pay for job-specific skills training through existing training programs. Grant funds may also be used for training-related materials and supplies and for training-related certification or test fees. When a need is adequately demonstrated, up to 10% of the direct training costs may be requested for operating costs directly related to project coordination. Allowable operating costs include costs associated with recruitment, screening, referral of program participants and job placement, along with costs for completing program reporting requirements.
 - **PARTNERSHIP PROGRAM:** Minnesota participating businesses must partner with an accredited Minnesota educational institution. Grants of up to \$400,000 are awarded to the educational institution to develop and deliver custom training specific to business needs. A cash or in-kind contribution from the participating business must match the grant funds on at least a one-to-one basis. Funds may be used for training-related costs such as curriculum development, instruction, training materials and supplies, training equipment, and instructor travel. Requests for wage subsidies and tuition reimbursement are not eligible. However, wages paid to employees during training may be counted towards the required matching contribution.
- **US Department of Education Loan Forgiveness Program**
 - **CHILD CARE PROVIDER LOAN DEMONSTRATION PROGRAM:** The program was created to attract and retain more highly trained individuals in the early childcare profession. Borrowers who meet the criteria for this program can have 20 percent of their total loans forgiven after two years of service. (For any year in which a portion of a loan is forgiven, the proportionate amount of interest on that loan accruing in that year is also forgiven.) An additional 20 percent is forgiven after a borrower completes a third consecutive year of qualifying service; this amount rises to an additional 30 percent after each of the fourth and fifth consecutive years of service.
- Note that University of Minnesota Duluth may be losing part/all of early childhood programming due to budget cuts – UMD staff has been working with Lake Superior College to get their CDA/Trauma Education training program running by summer 2020.

REGIONAL RESOURCES

- **Department of Iron Range Resources & Rehabilitation**

- Grant opportunities
 - Development Infrastructure
- Lending opportunities

- **St. Louis County**

- Community Development Block Grant (CDBG)

- **Blue Cross Blue Shield Foundation**

- BCBS 2019–2022 funding focuses on increasing access to quality early childhood education, creating and fostering safe and welcoming communities, and expanding enrollment in public insurance programs.
- Has to be a 501c3 or fiscal sponsor.

- **Northland Foundation**

- Grant opportunities
 - Available in partnership with a qualifying 501c3
 - Existing programs or expansion of programs, as well as time-limited projects.
 - Start-up costs for promising new programs or nonprofit organizations that demonstrate sound management and clear goals relevant to community needs.
 - Support for organizations that seek to build their capacity and strengthen their organizational management or infrastructure.
 - General operating support for organizations with which the Northland Foundation has successfully partnered with in the past, with a solid track record of high performance, and that provide programs and services that fit within our priority areas.

- **Lending opportunities**

- **EMERGING ENTREPRENEUR LOANS:** The Northland Foundation offers these loans in partnership with the Minnesota Department of Employment and Economic Development (DEED). Some of the goals of the Emerging Entrepreneur Loan tool are to promote economic development in low-income areas and help start and strengthen businesses owned by minorities, women, veterans, people with disabilities and people with low incomes. Beginning microenterprises, including retail businesses, may apply for up to \$50,000 with no matching funds required.
- **BUSINESS LOANS:** Direct loans, in which the Northland Foundation is the originator of the note, and participation loans, in which the Foundation purchases a part of a loan from another lender such as a bank or credit union are available and can range from \$50,000 - \$500,000.
- **QUICK TURN LOANS:** Quick Turn Loans offer financing up to \$150,000 matched or exceeded by additional bank financing and secured by fixed assets. Foundation staff members typically make approval decisions within 3-5 business days of receiving project information from the bank. This is a bank-driven program; applicants must work with their bank to initiate a loan.

- **United Way of Northeast Minnesota**

- Grant Opportunity
 - Must be licensed child care provider (center, home, faith, or employer based facilities eligible) who is also Parent Aware rated or in process of obtaining rating
 - Additional preference given to expanding infant care, or offering extended/flexible hours accommodate shift work
 - Required to provide services for 5 years after grant awarded
 - Eligible items for proceeds: capital improvements, construction, program materials
- Entrepreneur Fund
 - Financing opportunities and business consulting services
- ARDC's Revolving Loan Fund
 - Financing opportunity for businesses that support job creation in the Arrowhead region in collaboration with traditional financing

STATE RESOURCES

- **Child Care Aware Minnesota**

- Northeast Region services based out of Pine Technical & Community College - pine.edu/grants
 - Grants Coordinator – Sam Sterling, sam.sterling@pine.edu
 - Support for providers – Jennifer Peterson, petersonj@pine.edu
- REGIONAL GRANTS provide funds to help cover the cost of supplies, equipment, technology, and training. Grant funds are offered annually and are awarded on a competitive basis to qualified child care programs.
- REETAIN BONUSES: R.E.E.T.A.I.N. Bonuses reward child care professionals who have demonstrated a commitment to the field by continuing their education and professional development. R.E.E.T.A.I.N Bonuses can be used for program supplies, training, or personal expenses.
- TEACH SCHOLARSHIPS: T.E.A.C.H. Early Childhood® MINNESOTA is a scholarship program that helps early childhood and school-age care providers increase their levels of education, compensation, and commitment to the field by earning college credits and degrees.
- CDA AWARDS: CDA Awards help providers pay for the required training, application, and renewal of the nationally recognized Child Development Associate Credential (CDA).
- FOREIGN CREDENTIAL EVALUATION: Foreign Credential Evaluation Scholarships help early childhood professionals who have completed their higher education coursework outside of the United States pay for the evaluation process, so they can have their education and professionalism recognized.

- **First Children's Finance**

- First Children's Finance provides loans and business-development assistance to high-quality child care businesses serving low- and moderate-income families
- Resources offered: Financial Assistance, Business Training & Consulting, Business Development Programs, Community Consulting Projects, Online Resources
- Patricia Welsch – patriciaw@firstchildrensfinance.org
- Mark Hanson – mark@firstchildrensfinance.org

- **State of Minnesota Department of Human Services**

- Early Childhood Facilities Grants: The Office of Economic Opportunity manages early childhood facilities grants, assisting with the construction, purchase or renovation of needed facilities. Funds are awarded by the state through a competitive request for proposal process.

- **Minnesota Professional Development System**

FEDERAL RESOURCES

- USDA
 - CHILD AND ADULT CARE FOOD PROGRAM: CACFP provides nutritious meals and snacks to infants and children as a regular part of their day care. A variety of public or private nonprofit child care centers, Head Start programs, outside-school-hours care centers, and other institutions which are licensed or approved to provide day care services participate in CACFP. For-profit centers that serve lower income children may also be eligible. CACFP reimburses centers at free, reduced-price, or paid rates for eligible meals and snacks served to enrolled children, targeting benefits to those children most in need.
 - COMMUNITY FACILITIES PROGRAM: Essential community infrastructure is key in ensuring that rural areas enjoy the same basic quality of life and services enjoyed by those in urban areas. Community Facilities Programs offer direct loans, loan guarantees and grants to develop or improve essential public services and facilities in communities across rural America. Projects include fire and rescue stations, village and town halls, health care clinics, hospitals, adult and child care centers, assisted living facilities, rehabilitation centers, public buildings, schools, libraries, and many other community-based initiatives. Financing may also cover the costs for land acquisition, professional fees, and purchase of equipment.
- US Department of Education
 - CHILD CARE MEANS PARENTS IN SCHOOL PROGRAM: This program supports the participation of low-income parents in postsecondary education through the provision of campus-based child care services. Funds are used to support or establish campus-based child care programs primarily serving the needs of low-income students enrolled in IHEs. Grants may be used for before- and after-school services. In addition, grants may be used to serve the child care needs of the community served by the institution.
- Small Business Administration
 - Loan guarantee programs for small businesses in collaboration with a bank loan



APPENDIX

OTHER RESEARCH, SUCCESS STORIES & COMMUNITY INITIATIVES

MINNESOTA

International Falls:

- www.ifallsjournal.com/news/local/group-hopes-to-tackle-shortage/article_10e1c8e1-17b9-55b4-a03f-b2a2405f2f74.html

New York Mills/Otter Tail County, MN:

- www.minnpost.com/economic-vitality-in-greater-minnesota/2017/12/how-one-small-town-trying-solve-greater-minnesotas-day-care-crisis/

DigiKey, Thief River Falls, MN:

- www.duluthnewtribune.com/news/4308308-minn-based-digi-keys-success-began-breaking-mold
- file:///C:/Users/aevui/Downloads/daycare_partners.pdf
- www.minnpost.com/greater-minnesota/2019/04/no-place-like-home-looking-to-expand-electronic-parts-giant-digikey-scouts-the-midwest-but-stays-put-in-thief-river-falls

Clarkfield, MN:

- www.lmc.org/page/1/IdeasInActionSeptOct2018.jsp?ssl=true

Battle Lake, MN:

- www.fergusfallsjournal.com/2019/08/finishing-touches-battle-lake-area-child-care-center-unveils-donor-wall/
- www.wcif.org/news_resources/blog.html/article/2018/04/19/an-oasis-in-a-child-care-desert
- www.livewideopen.com/blog/2018/6/15/tiny-tykes-will-open-battle-lake-Child-care-center-this-fall

Licensing in State of MN:

- www.revisor.mn.gov/rules/9502/

Licensing Checklist:

- www.mn.gov/dhs/assets/ElectronicChecklistPDF_tcm1053-327239.pdf
- Starting and Operating a Child care Business

General Information/Reporting:

- www.startribune.com/did-minnesota-s-day-care-crackdown-go-too-far/560992592/

Iowa Women's Foundation:

- www.iawf.org/get-the-facts/child-care-solutions/
- www.iawf.org/wp-content/uploads/2019/05/2019-RFP-for-LOI-1.pdf

Montana:

- www.mthightech.org/companies-come-together-to-address-Child-care-shortages-for-montanas-high-tech-workforce/

MyVillage:

- <https://www.myvillage.com/>

RESEARCH & POLICY DOCUMENTS:

- www.americanprogress.org/issues/early-childhood/reports/2018/12/06/461643/americas-child-care-deserts-2018/
- www.northlandfdn.org/news/publications/Child-care-shortage-report-2018.pdf
- www.cdn.ymaws.com/www.edam.org/resource/resmgr/2018_summerconference/4b_breakout_180622_innovativ.pdf
- www.washingtonpost.com/us-policy/2019/03/04/day-care-is-one-most-important-economic-issues-our-time/
- www.elle.com/culture/career-politics/a27496656/3-women-on-what-its-actually-like-to-have-universal-Child-care/
- www.epi.org/publication/what-does-good-child-care-reform-look-like/

