



Employer-Sponsored Child Care Fund



Office of Early Childhood &
Out-of-School Learning

August 2023

The Opportunity

Economic studies show investments in early care and education not only benefit employees and the broader community, but also yield positive returns for employers.

- Strengthened recruitment and retention
- Increased productivity
- Growth in workforce diversity
- Improved employee relations and satisfaction
- Enhanced corporate reputation



Indiana's Response

- The state announced a \$25M innovative grant program for employer-sponsored child care using a portion of the state's remaining federal relief funds.
- The effort, which Gov. Holcomb detailed in his 2023 Next Level Agenda, launches next month and aims to mobilize Indiana's business community to support the state's growing child care needs.
- The grant program is part of the state's broader efforts to strengthen the early care and education sector, providing support for today's workforce and investing in tomorrow's.



Eligibility Criteria

To be eligible for the grant opportunity, employers must:

- Be an Indiana business or corporation by the start of the grant application period
- Be in good standing with the State of Indiana
- Have 20 or more employees

Individual or collaborative employer applicants must be willing to meet the terms and conditions of the grant which include:

- Implementing project plans within the grant period (e.g., within one year of receiving funds)
- Contributing a minimum share of the total project cost (e.g., 10% of total project cost)
- Sustaining the program after the grant period



Do these terms create barriers for participation?
Where do you see concerns?



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Funding Uses

Eligible organizations may request funding to expand or create new child care benefits. Requests can be made in one or more of the following categories:

 **Sponsoring Dependent Care Assistance Plans (DCAPs)**

 **Providing On-site or Near-Site Child Care**

 **Establishing Priority Waitlist Partnerships**

 **Offering Tuition Benefits**

 **Reserving Seats in Local Child Care Programs**

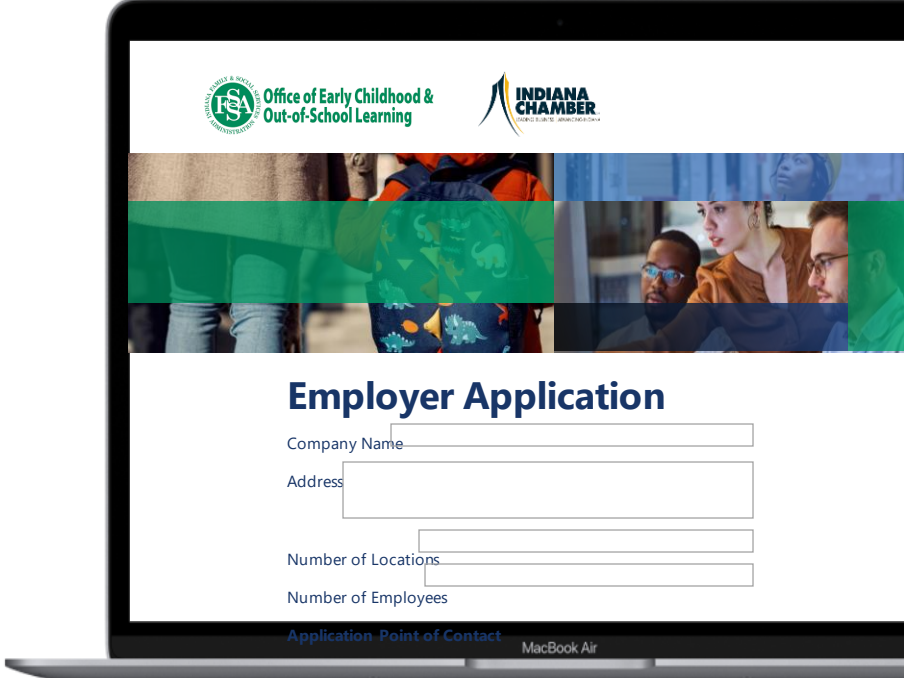
 **Providing Backup Care Options**



Grant Application

The application will be hosted on a digital platform in partnership with the Indiana Chamber. It will balance obtaining key information with applicant ease and accessibility. The application will require:

- Organizational information
- Employee population and related child care needs
- Request for funding
- Budget
- Sustainability plan
- Letters of support
- Terms and conditions



The image shows a laptop screen displaying a web application. At the top, there are two logos: the Office of Early Childhood & Out-of-School Learning logo on the left and the Indiana Chamber logo on the right. Below the logos is a horizontal banner image showing a group of people. The main content area is titled "Employer Application" in bold. Below the title are four input fields: "Company Name", "Address", "Number of Locations", and "Number of Employees". At the bottom of the page, there is a link for "Application Point of Contact" and the text "MacBook Air".

Funding Formula

Applications will be evaluated and awarded based on the extent to which proposals:

- Align to grant priorities and requirements
- Are feasible
- Address unmet child care needs within the applicant's employee population
- Prioritize vulnerable family populations
- Can be sustained after the grant period

The formula will also account for family choice, racial equity and geographic representation considerations.

Each category will include an overall award cap. Award caps consider the size of employers' workforce, the percentage of employees expected to have child care (birth to 12 years) needs and estimated costs to implement benefits.

Award Categories

20-100 employees
Small Business

101-499 employees
Mid-Size Business

500+ employees
Large Business

Promotion and Outreach

The Chamber of Commerce and local chamber associations will play a leadership role in announcing and promoting the Fund within statewide communities.

- Dedicated webpage featuring fund information, application link, support resources and other informational supports
- Coordinated public relations efforts, including toolkits for local communities and partners
- Hosted informational webinars for employers to learn, receive support and ask questions
- Targeted email marketing to eligible businesses and corporations to ensure awareness
- Targeted social media advertisements
- Local and statewide business and economic event engagements
- Dedicated technical assistance and support channels/resources



How else could/should we be reaching and activating eligible employers?

Proposed Timeline

September: Fund announced and applications open

September – November: Ongoing promotion, support and resources made available to eligible employers. Technical assistance provided at both state and local levels **Applications will be reviewed upon receipt*

November 30: Application period closes

December: Application review and awardee determinations

December & January: Award announcements made **1st and 2nd rounds*

January/Early February 2024: Funds are distributed

February 2024 – February 2025: Grant period for awardees to complete projects and expend funds. Mid-project and final project reports required



Does this give employers sufficient time to consider and engage with the grant opportunity, and to implement if awarded?



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Questions?
Comments?



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