



Leadership Council on Early Years (LCEY)

Virtual Meeting

Schedule and Meeting Materials

September 16, 2020

10:00a.m. -12:00 p.m.

Zoom Meeting Details (only for LCEY members and participants):

<https://dcfwi.zoom.us/j/94327532476?pwd=dWpoM2q2ZXV3ZXo4VURFYTcrQi9ldz09>

Dial-In Number: (470) 250-9358

Meeting ID: 943 2753 2476

Passcode: 811758

YouTube link (for the public):

<https://youtu.be/C5omk9kXWIA>

10:00 a.m. Welcome and Introduction

Emilie Amundson, Secretary, Department of Children and Families

10:15 a.m. Child Care Landscape

Erin Arango Escalante, Administrator, Division of Early Care and Education, Department of Children and Families

10:20 a.m. Preschool Development Grant Update

Andrea Cammilleri, Strategic Initiatives Advisor, Preschool Development Grant, Department of Children and Families

10:30 a.m. Workforce Development and Child Care

Caleb Frostman, Secretary, Department of Workforce Development

10:35 a.m. Economic Development and Child Care

Missy Hughes, Secretary and CEO, Wisconsin Economic Development Corporation

10:45 a.m. Input on OCMH's Environmental Scan for Lifespan of a Child Agenda

Linda Hall, Director, Office of Children's Mental Health

10:55 a.m. Discussion

LCEY Members

11:55 a.m. Wrap Up and Next Steps

12:00 p.m. Adjournment

If LCEY members or participants are experiencing technical difficulties with Zoom and need assistance, please contact Kristjan Carson at (608) 422-6509.

Enclosed Meeting Materials

1. 9.16.20 LCEY Meeting Slides (DCF and Office of Children's Mental Health)
2. LCEY Overview
3. "America's First Recession," <https://19thnews.org/2020/08/americas-first-female-recession/>
4. Early Care and Education: The Workforce Behind the Workforce
5. Snapshots of the Early Care and Education Landscape (Pre-COVID-19)
6. 9.16.20 LCEY Public Meeting Notice

Leadership Council on Early Years (LCEY)

September 16, 2020 | 10:00am – noon



Wisconsin Department of Children and Families

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Agenda

- Welcome & Introduction
- Child Care Landscape
- Preschool Development Grant Update
- Workforce Development and Child Care
- Economic Development and Child Care
- Office of Children's Mental Health Lifespan of a Child Agenda
- Discussion

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Welcome & Introduction

Emilie Amundson, Secretary
Department of Children and Families



Wisconsin Department of Children and Families

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Our Purpose

All Wisconsin families will have access to high-quality, affordable, local early care and education opportunities



2023



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PDG Steps



- Step One: Shared mission, vision, and goals
- Step Two: Needs assessment and data collection
- Step Three: Review needs assessment results
- Step Four: Create strategic plan
- Step Five: Implement strategic plan and ongoing progress monitoring



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LCEY's Roles in our Current Steps

- **Step Three:** Review needs assessment results
 - LCEY role: Review needs assessment results, identify any gaps/additional information needed, agree on problem/challenges to be addressed
- **Step Four:** Create strategic plan
 - LCEY role: Articulate common goals/strategies/action steps through completion of draft plan in Fall 2020; identify measures against which success will be measured



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Child Care Landscape

Erin Arango-Escalante, Administrator,
Division of Early Care and Education



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PDG Framework for Transforming Early Care and Education



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Preschool Development Grant Update

Andrea Cammilleri,
Strategic Initiatives Advisor



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Needs Assessment: Come play in the PDG Sandbox!

- Currently includes:
 - Interactive county and regional data on health, employment, education, and poverty
 - Interactive county data on PDG framework
 - Regional Snapshots of the ECE Landscape
 - Toolkit PowerPoint slides
- Find answers to questions, notice trends, encounter new information and dream up opportunities to grow.




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Listening Session Findings



Wisconsin Department of Children and Families

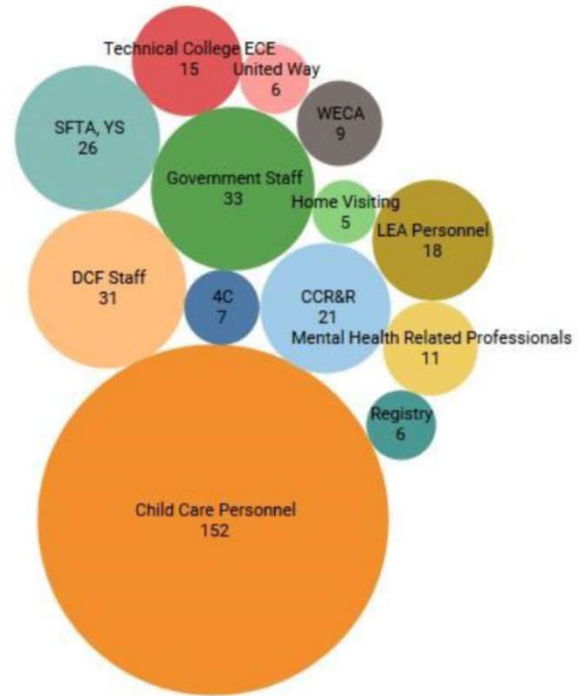
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Virtual Regional Listening Session Participation

420* unique participants
31* repeat participants

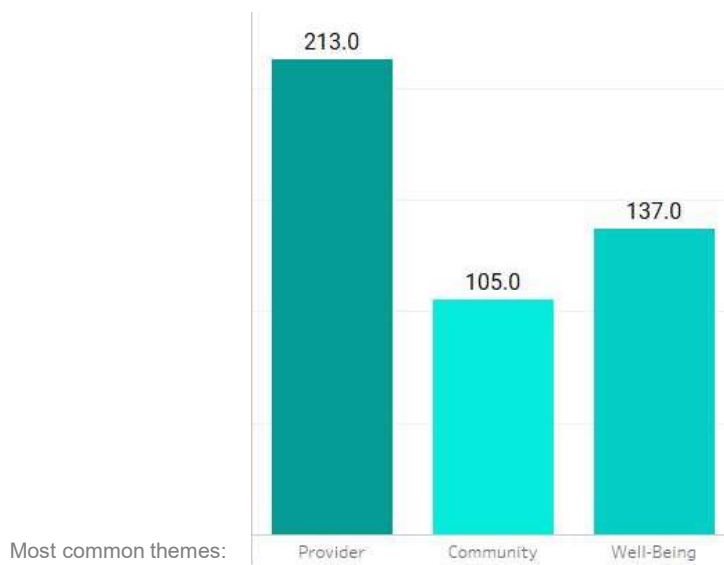
* does not include...

- 5 face-to-face sessions,
- 1 virtual Spanish language session
- 2 virtual tribal sessions



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Question 1: What does quality early care and education mean to you and members of your community?



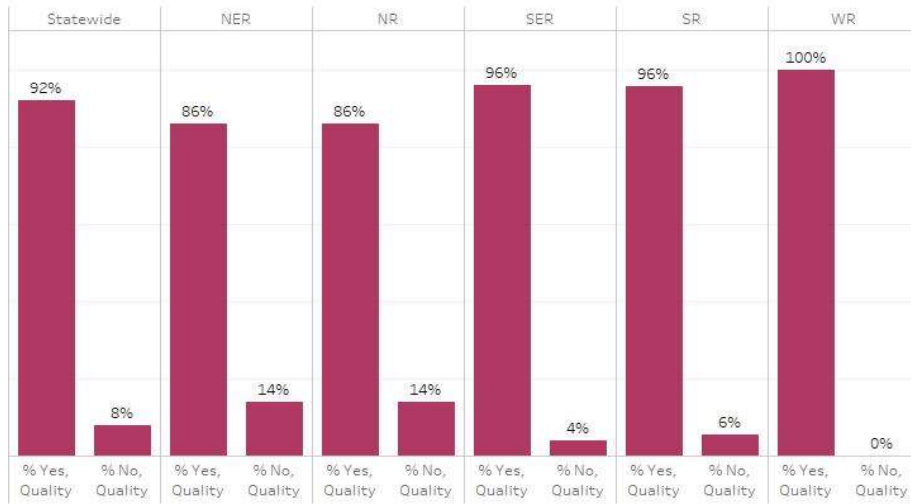
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Question 2: Do you think quality early care and education exists in your community?

If so, can families access and afford it?

Quality

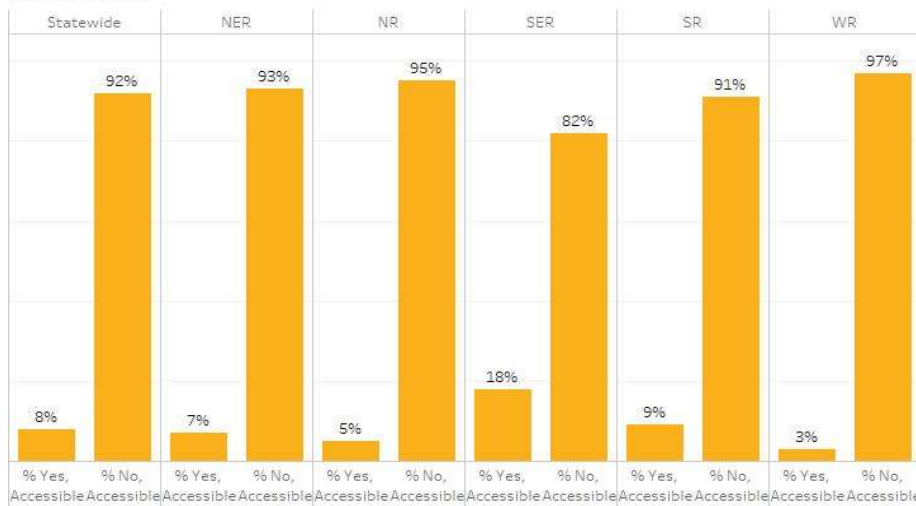


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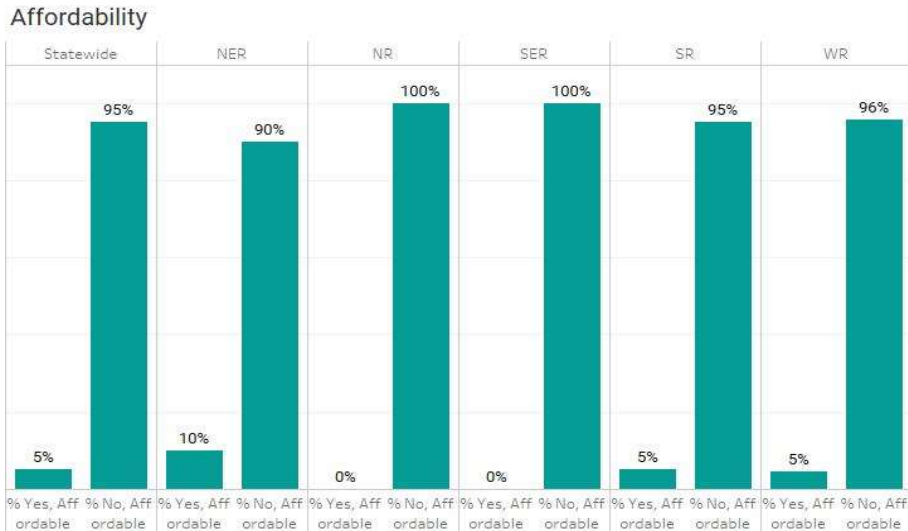
Accessibility



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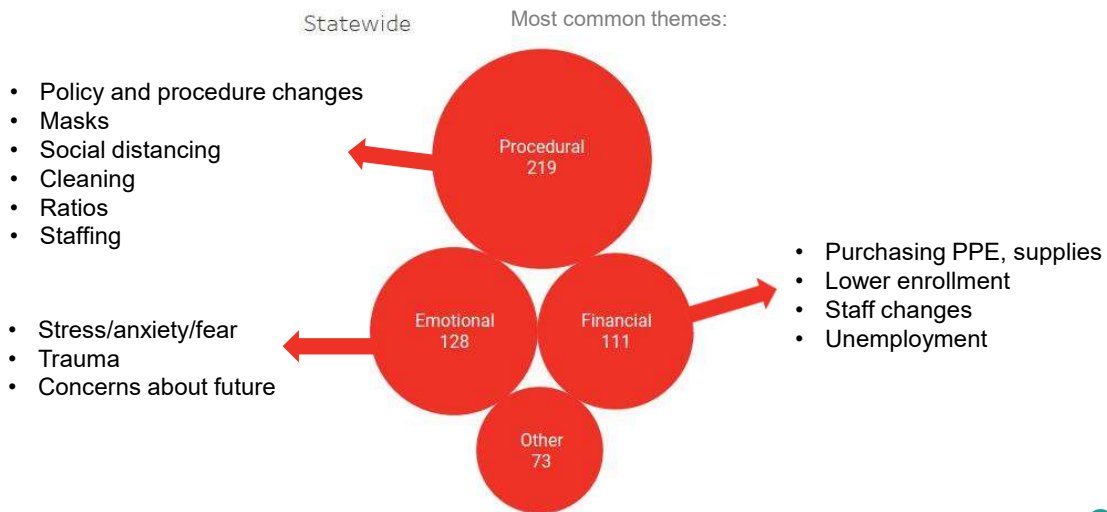
Question 2: Do you think quality early care and education exists in your community?

If so, can families access and afford it?



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Question 3: What has been the impact of COVID-19 on early care and education in your community? What are the challenges of reopening or returning to early care and education since the pandemic?



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Question 4: What ideas do you have to improve the early care and education system in your community and across Wisconsin?

Question 5: What supports would benefit the early care and education workforce in your community?

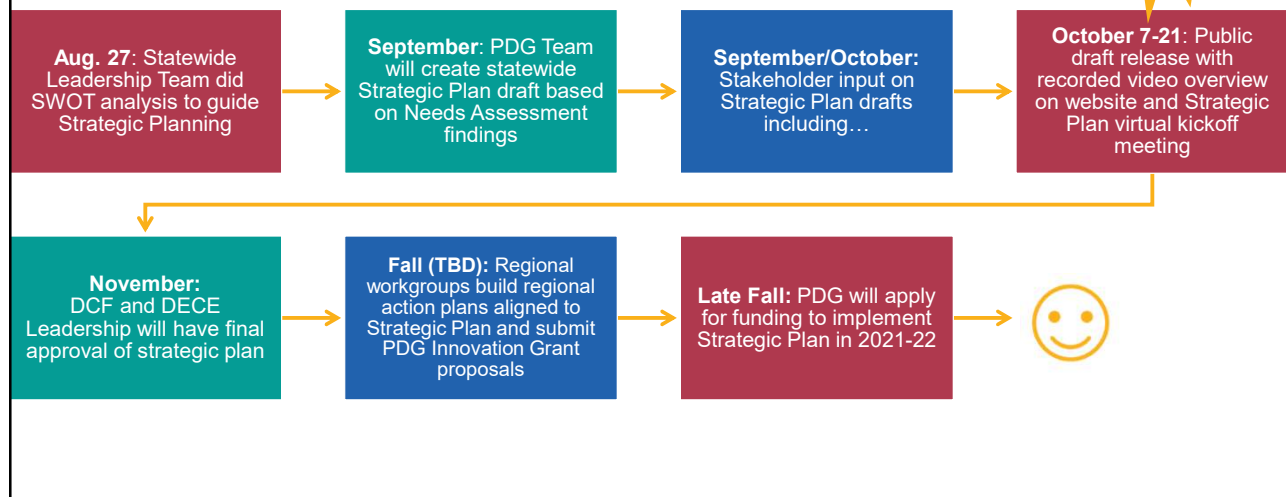
Responses by Framework Focus Areas

- Workforce: 219
- Community*: 200
- Equity & Inclusion: 42
- Affordability: 28
- Access: 24
- Quality: 22



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Strategic Planning Process



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Workforce Development & Child Care

Caleb Frostman, Secretary
Department of Workforce Development



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Economic Development & Child Care

Missy Hughes, Secretary and CEO
Wisconsin Economic Development Corporation



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OCMH Invites LCEY Input on the Environmental Scan for its Lifespan of a Child Agenda

Linda Hall, Director
Office of Children's Mental Health



Wisconsin Department of Children and Families

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Office of Children's Mental Health



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Environmental Scan *of Children's Mental Health Programs*

A 5-section, 29 page Power Point document highlighting collaborative efforts between state and child serving agencies on children's mental health.

- Section 1: DCF, DHS and DPI current or ongoing initiatives specific to children's mental health
- Section 2: Grants over 100K to child serving agencies
- Section 3: State required councils
- Section 4: Cross-agency collaborative efforts (not cross-division within state departments)
- Section 5: Wisconsin Associations

Wisconsin Office of
Children's
Mental Health


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Initiative	Division	Other State Agency Involvement	Implementation Sites	Description	Funding	For more information
Family and Schools Together Initiative	Division of Early Care and Education	N/A	46 counties, for map click here: https://wisconsinidea.wisc.edu/projects/517	An evidence-based prevention/early intervention program that connects schools, families and communities to enhance family functioning, promote scholastic success, and prevent substance abuse, delinquency and child maltreatment.	Funder: State Amount: \$250,000 Years: 2019-2020	https://www.familiesandschools.org/what-we-do/fast-program/fast-partners/

Grants >100K to Child Serving Agencies in Wisconsin

Initiative	Lead Agency	Implementation Sites	Description	Funding	For more information
In-Home Services	Penfield Children's Center	Milwaukee County	Penfield Children's Center, in collaboration with Marquette University provides evidence-based, home-based and trauma-focused treatment in Milwaukee County for children ages 0 to 6, who have experienced traumatic events and live in poverty.	Funder: SAMSHA Amount: \$400,000 Years: 2016-2021	https://penfieldchildren.org/programs-services/



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FEELINGS THERMOMETER

	How do you feel?	What can you do about it?	
	ANGRY, FURIOUS, EXPLOSIVE ▶ Yelling, Stomping, Meltdown	<ul style="list-style-type: none"> • Vigorous physical exercise • Breathe deep breaths • Take a warm shower or bath 	 <div style="background-color: #ccc; padding: 5px; text-align: center;"> A Message from First Lady Kathy Evers </div>
	FRUSTRATED, ANNOYED, IRRITABLE ▶ Arguing, Refusing, Shutting down	<ul style="list-style-type: none"> • Meditate/pray • Listen to favorite music • Take a fast-paced walk 	
	ANXIOUS, WORRIED, UNSETTLED ▶ Pacing, Avoiding, Clingy	<ul style="list-style-type: none"> • Talk to a family member/friend • Pay attention to each of your 5 senses • Focus on what you <i>can</i> control 	
	SAD, NEGATIVE, LONELY ▶ Crying, Withdrawn, Slowed/Disengaged	<ul style="list-style-type: none"> • Set a positive goal for the day • Call a friend or relative • Journal about your feelings 	
	HAPPY, CALM, CONTENT ▶ Smiling, Laughing, Engaged	<ul style="list-style-type: none"> • Help someone else • Notice and enjoy your positive mood • Engage in an enjoyable activity 	


Wisconsin Office of Children's Mental Health

children.wi.gov



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Youth Listening Session

What Is The Youth Listening Session?

It is a Zoom call designed to hear about the experiences and opinions of youth. (ages 13 to 26)

When Is It?
Thursday, August 27
5:30pm to 7:30pm
Theme: Mental Health
in the Educational Environment
How Can I Join?
Click the RSVP below.

Guess What? Attendees get a \$10 gift card!

Wanna Help More? Post about us on social media! (Materials for posting)

Link to RSVP: <https://www.surveygizmo.com/s3/5740638/OCMH-Youth-Listening-Session-Registration-Form>

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Facebook	Instagram	Snapchat
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<p>Download</p>	<p>Download</p>	<p>Download</p>

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Discussion

LCEY Members



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Wrap Up & Next Steps

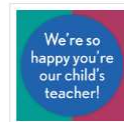
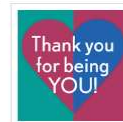
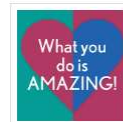
Emilie Amundson, Secretary
Department of Children and Families



Wisconsin Department of Children and Families

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Celebrate Early Care & Education



Thank an early childhood educator today - they are essential and amazing!

Wisconsin's early childhood educators have a tremendous impact on our children, families, and communities. You can make sure they feel the love and appreciation we have for them by sending a personal note. It can be a message from you, from your little ones or from your entire family.

Simply fill out the information below to send a fun image and personal message to an amazing early childhood educator in your life.

Send a Thank You!

Recipient's First Name

Recipient's Last Name



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Thank you!

Questions/Comments:
wipdg@wisconsin.gov



Wisconsin Department of Children and Families

Leadership Council on Early Years

An Overview

Mission: What's best for our kids is best for our state.

Vision: State agencies collaborate to improve the well-being, healthy development, and kindergarten readiness outcomes among all children ages birth to 5 (B-5). They contribute to an equitable B-5 state system that meets the needs of families and prepares Wisconsin children to succeed and thrive.

Purpose: As illustrated in Wisconsin's Preschool Development Grant (PDG) application, Wisconsin has a proud history of investing in children and families as a strategy to ensure our state's long-term prosperity. Yet, significant access, opportunity, and achievement gaps persist for too many children, and much more must be done for all children to reach their full potential. A foundational element of Wisconsin's successful PDG application includes the formation of the Governor's **Leadership Council on Early Years (LCEY)**, an effort to make strategic connections across state government agencies to better serve and improve outcomes for all of Wisconsin's children and their families, particularly those who are most vulnerable and underserved.

Membership: Cabinet Secretaries, State Superintendent of Public Instruction, Executive Directors of the Office of Children's Mental Health and the Child Abuse and Neglect Prevention Board. Department of Children and Families (DCF) Secretary-designee Emilie Amundsen will chair the Council, and the Governor, First Lady, and Governor's office staff will participate as available.

Charge: Leaders of state agencies will work together to harness collective strengths and resources; make strategic connections; streamline programs and services; and align best practices. The LCEY will develop the vision around, and provide direction for, implementing systems changes at the state level that can have a lasting benefit for children and families, and the state. They will also contribute to the development of a statewide needs assessment and strategic plan grounded in equity and inclusion, and focused on access, affordability, quality and workforce, as part of Wisconsin's B-5 Preschool Development Grant (PDG).

Timeline and Staffing Needs:

- February 26, 2020: Kickoff Meeting in Milwaukee.
- 4 meetings in 2020 to focus on inter-agency coordination; help develop and refine needs assessment/strategic plan. Ongoing meetings as needed.
- Secretaries/Agency leaders should attend meetings themselves and identify a point of contact on their executive teams who can help support the work.
- Secretaries/Agency leaders should plan to incorporate strategic visits aligned to the work of the LCEY into their schedule on an ongoing basis.
- Subgroups/working groups comprised of state agency staff will be convened as appropriate to develop and implement collaborative action plans.

Leadership Council on Early Years

An Overview

Details on First Meeting: The first meeting will be held at the United Community Center (UCC) in Milwaukee from 3:00 – 4:30pm.

DCF is excited to launch the LCEY at the UCC as it exemplifies Governor Evers' motto of "connecting the dots." Since 1970, UCC has served the Hispanic community on the south side of Milwaukee. UCC serves more than 18,000 individuals of all ages each year with a focus on celebrating cultural heritage to promote personal and academic development. UCC's programs include early care and education, college transition programs, adult day center, substance abuse counseling, a community fitness center, and more. UCC also operates two public charter schools.

Business & Economy

Orabeli Carrazana
Economy Reporter

America's first female recession



Published

August 2, 2020

It was weighing on her — the prospect of starting a dream job in the middle of a pandemic, alone, her husband away 100 hours of the week helping fight COVID-19 inside a hospital infected by it. Her two boys were at home, without a teacher, with assignments, walking in on her work calls, interrupting her, passing her sticky notes, requesting — no, demanding — her attention every hour they were awake.

“If you come in, I will lose my job,” she told her 6-year-old in desperation, trying to keep him away.

Her husband was the hero. He was saving lives. She was the terrible mom — “the *worst mom ever*,” her sons told her — and the terrible worker.

In three months, Ellu Nasser watched as her white-knuckled grip on the labor force slackened. She drank more, before giving it up altogether in March. She told the dream job at a major consulting firm that her family responsibilities would get in the way of her work performance, so she couldn't begin June 1, their agreed start date. She slinked back to the part-time gig she had consulting on climate change. And then in June, she gave that up, too.

For exactly one day, the relief was overwhelming. Then, worry.

“I kept wondering, ‘How long will the personal choices I made around COVID-19 hurt me permanently?’” said Nasser, 42. “I would like to be working for 25 more years. That's a joy for me. My work is not separate from who I am as a person.”

Nasser was a stay-at-home mom for the first time in her life. She was collateral damage in what has become America's first female recession.

For the first time since they began a consistent upward climb in the labor force in the 1970s, women are now suffering the repercussions of a system that still treats them unequally. Men are still the primary breadwinners. Women are still the primary low-income workers, the ones whose jobs disappeared when coronavirus spread. Mothers in 2020's pandemic have reduced their work hours four to five times more than fathers to care for children in a nation that hasn't created a strong caregiving foundation.

When the economy crumbled, women fell — hard.

This year, female unemployment reached double digits for the first time since 1948, when the Bureau of Labor Statistics started tracking women's joblessness. White women haven't been such a small share of the population with a job since the late 1970s. And women of color, who are more likely to be sole breadwinners and low-income workers, are suffering acutely. The unemployment rate for Latinas was 15.3 percent in June. For Black women, it was 14 percent. For White men: 9 percent.

All the while, women continue to earn less than men, with White women making 79 cents on the White male dollar, Black women making 62 cents, Native American women making 57 cents and Latinas making 54 cents.

What women in America are living now is the consequence of years of occupational segregation that kept them out of managerial positions, stuck in low-paying jobs with few safeguards like paid sick leave. When a third of the female workforce — the grocery clerks, home health aides and social workers — became "essential workers" this year, they were faced with difficult decisions about preserving their health or keeping their jobs. The rest found themselves more likely to be in positions that vanished overnight, like the housekeepers and the retail clerks, or on the margins, in the jobs at risk of never coming back.

Together, the losses threaten decades of steady, hard-won progress.

Nasser felt her loss most on the days when the constant run of doing dishes and cleaning up meals made it feel like her life was on hold. For the fall, she's patched together some homeschooling with a retired teacher for her kindergartener and a handful of other kids from her Austin neighborhood. Her 9-year-old will return to private school.

Having a child care option is what helped her say "yes" when the call came in late July re-offering the position she passed up in June. She acknowledges again and again that she is luckier than most. She was able to make the difficult decision to leave the workplace — and then return — because her husband earns more than she does and they could afford to send their kids somewhere. Many women won't have that this year.

"It's a simultaneous feeling of guilt that we are able to do it," she said, "and sadness that this is the situation we were in."

The fall-out

In 1958, women made up less than a third of the U.S. labor force. It took them 30 more years to reach 45 percent, a pace of growth through the late 20th century that helped usher in the "most significant change in labor markets during the past century," [wrote Harvard economist Claudia Goldin](#).

Women's gains in the labor market helped create an economy that, [according to some estimates](#), is \$2 trillion larger than it would have been if women's participation levels remained where they were in 1970, when it really started to skyrocket.

For the past several decades, though, the gender split in the labor force has largely evened out. Then came 2009, a recession that hurt predominantly male-dominated jobs such as construction and manufacturing. Women overtook men as more than half of the labor force for the first time in history. It has happened again only one other time: In December 2019, when coronavirus was still but a distant headline in China, women surpassed men at 50.04 percent of the labor force.

It was a fleeting breakthrough.

Nearly 11 million jobs held by women disappeared from February to May, erasing a decade of job gains by women in the labor force.

In June, women regained 2.9 million positions, but those jobs, which are largely in the hospitality field, remain insecure as coronavirus' continued spread forces new closures.

We don't recognize women's roles and so we never ask, 'Do women benefit?'

— Heather McCulloch, founder and executive director of Closing the Women's Wealth Gap

Depending on the length of this recession and when an effective treatment or vaccine for COVID-19 is developed, there is a real possibility many jobs lost by women will never come back, said Heidi Shierholz, senior economist and director of policy at the Economic Policy Institute (EPI).

As it stands, about 8 percent of women who have been laid off have zero chance of being called back to the workforce compared to 6.4 percent of men, according to an analysis by EPI. Another 4 percent expect to be called back but likely will not.

Those jobs at risk are anticipated to be in fields vulnerable to social distancing, positions like the one Cristina Aguirre Sevillano has held since she emigrated from Cuba a decade ago.

Aguirre, a housekeeper at Miami Beach's Fontainebleau hotel, is already in a tenuous position: She was laid off from her full-time job in March, but when the resort reopened in June, limited work resumed. She's been called back just a handful of times. Unemployment insurance has been predictably unreliable in one of the states worst at administering it. And even the job she took sorting fruit at a warehouse in Miami to patch together some work over the spring turned out to be a mistake.

On her seventh day sorting through crates, she went home with a fever. She couldn't breathe well. That time, it was coronavirus incarnate that cost her a job.

Aguirre, 50, recovered, but “this has been the worst year we've had to endure,” she said. Her 23-year-old daughter, who lives with her, has also been laid off from a hotel job, and her husband is home recovering from a workplace injury. “I had never experienced something like this in the little time I've been in this country.”

She's now wrestling with the idea that her reliable job, the one she clung to for 10 years while her pay inched up to \$15.17 an hour — good by Florida standards — could suddenly go away completely. It's a terrifying prospect for any low-wage worker, but particularly an immigrant.

“My English isn't good,” she said in Spanish, implying her true question: Who would take her at even remotely the same pay?



Cristina Aguirre Sevillano was laid off at the start of the pandemic. Since then, she's been sick with coronavirus, recovered and returned to work — but with far fewer hours. (This photo has been edited for privacy.) CLARA TORO

As workers exit the labor force, skills will depreciate. Finding a job at the same level will become harder the longer they're out of work. And because women will be most likely to be jobless, the gender pay gap will grow while overall wage growth will stall, said Gad Levanon, head of the labor market institute at the Conference Board, a nonprofit research group.

Employers will have their pick of employees, and that will bring salaries down. Low-wage workers feel that drop most intensely. Women make up nearly [two-thirds](#) of the 40 lowest paid jobs.

Support for minimum wage hikes — what some economists say is one of the [best policies](#) to close the gender pay gap — is already sputtering, too. In Virginia, for instance, the state's first minimum wage increase in a decade has been [delayed four months at the insistence of business groups worried about the virus' impact.](#)

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I agree to [the terms](#)

The outlook is also bleak for those entering the job market or graduating college. The class of 2020 (and probably 2021) will enter a working world that pays less for the fewer jobs available. It's a vastly different situation from the one graduates expected to be in at the beginning of the year, when the U.S. was at virtual full employment. Unemployment in January 2020 was just 3.6 percent — among the lowest recorded rates since the late 1960s.

According to a [2014 study](#) of graduates from 1974 to 2011, students who graduate during a recession are likely to see their salaries decline by 10 percent in their first year at work, followed by dips of about 2 percent every year during their first decade in the labor force. Higher-paying majors, where male students are concentrated, will fare better, but lower-wage majors, where women predominate, will feel the impact harder.

“That’s something that will impact them for the rest of their career,” Levanon said. “It’s very, very hard to completely recover from that.”

William Spriggs, a professor in the Department of Economics at Howard University and a former assistant secretary for policy at the Department of Labor during the Obama administration, called it a “catastrophe.”

“We cannot continue to go through these economic spasms, where we lose a decade of job growth. And that’s what’s happening,” Spriggs said. “And so the people who have been left out, just as we get to the point where they get included, their resumes get stronger, their ability to withstand job losses gets better, then we send them back down the hill.”

A caring crisis

For women, in particular, hopes of climbing back out of this recession will hinge on one key, lingering question: What happens to the future of childcare?

The realities of the lopsided division of care inside American households has been on full display since work left the office and entered the home — for those who kept their jobs, anyway. Women in 2020 still take on the overwhelming majority of child care responsibilities, spending 40 percent more time watching their children than fathers in couples in which the parents are married and working full time, according to a study by [economists at Northwestern University](#).

Then child care facilities started closing by the thousands. Since January, [1 in 4 child care providers](#) have lost their jobs and as many as half of all child care slots could be lost with centers closing, according to a study by the [Center for American Progress](#), a left-leaning think tank.

During a regular recession, women may have entered the labor force to supplement their partners' lost hours; in this recession, with the child care safety net gone, that option is not even available.

When the layoffs started, Diana Niermann remembers some parents cried telling her they were out of a job and would have to pull their kids from daycare. Her Portland, Ore. facility, called the Kozy Kids Enrichment Center, closed on Friday the 13th in March — a bad omen if she ever saw one, she thought then.

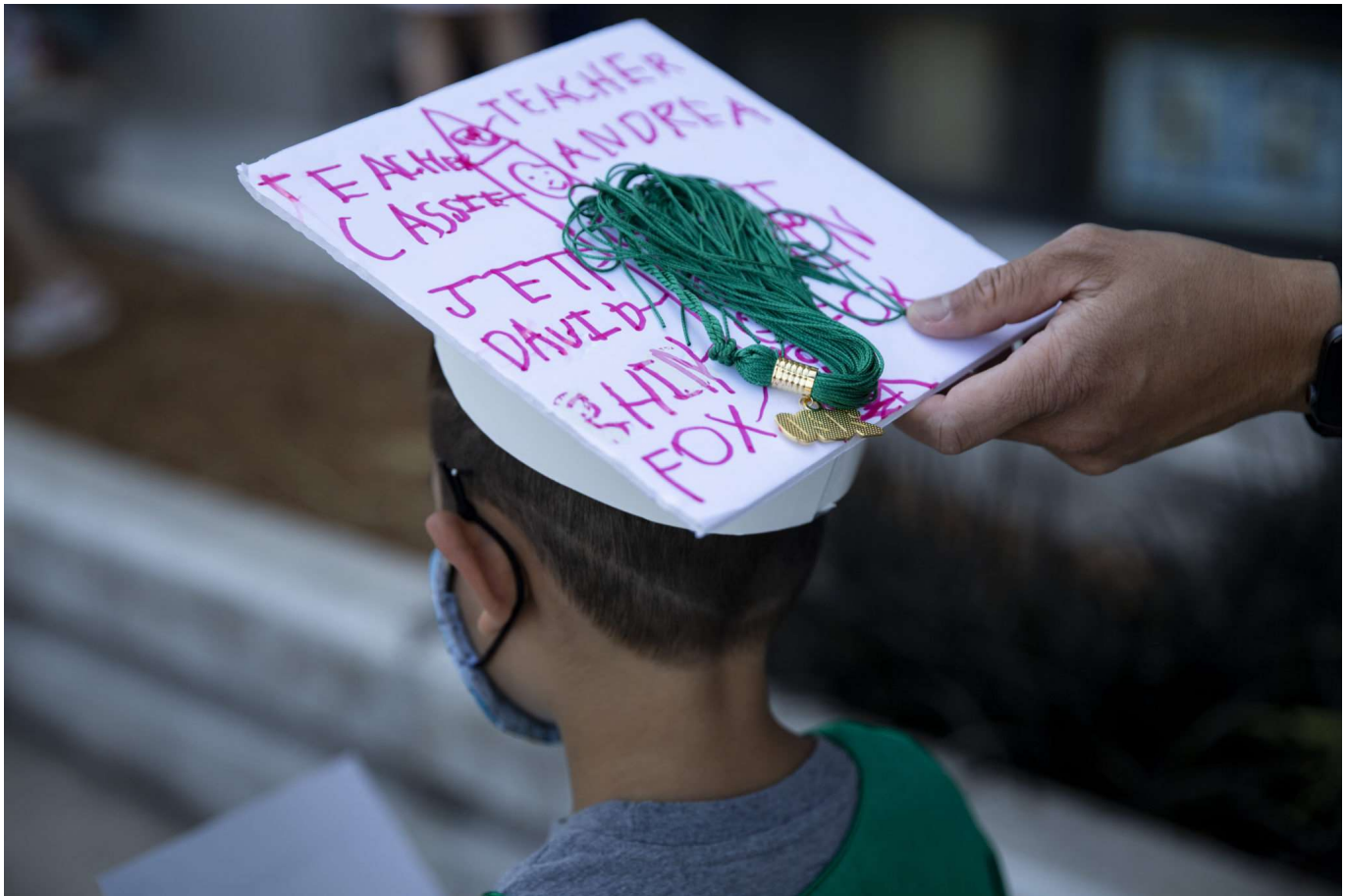


Diana Niermann, CEO of Kozy Kids Enrichment Center, is pictured at the child care center on July 30, 2020 in Portland, Oregon. Since the coronavirus started, attendance at the center dropped from more than 90 children to 17. ALISHA JUCEVIC/THE 19TH

An infusion of nearly \$160,000 in a loan from the Paycheck Protection Program helped keep her from shutting down permanently, but the money was drained quickly to pay her staff, rent and to bring her facility to coronavirus regulation standards so she could reopen in June.

Of the 92 children Kozy Kids served pre-coronavirus, 17 came back. Much of Niermann's staff, discouraged by future prospects in the child care industry, didn't return either. Her director quit on re-opening day.

"I kept thinking in the beginning I was like, 'Well maybe I'm not supposed to do this,' but I've been through so much that I was like, 'I'm not giving up, this is what I've done my whole life. This is what I believe in: good, quality care,'" Niermann said. "Child care doesn't pay very much. We need to switch that."



The Kozy Kids preschool graduation, held on Friday, July 31, 2020. MORIAH RATNER

So much of the reason behind that are policies that have often overlooked the needs of working women, said Heather McCulloch founder and executive director of Closing the Women's Wealth Gap, an initiative working to advance policies that build women's wealth.

"We don't recognize women's roles and so we never ask, 'Do women benefit?'" McCulloch said. "We completely ignore or undervalue the role that women are playing, not just in their own families as breadwinners, but also as economic drivers of the economy. If women don't benefit, the policies need to change because we're all going to lose."

Experts say coronavirus has helped many people understand, some for the first time, the challenges women have been juggling for decades. Child care is now a line item on multiple recovery proposals.

The Democratic coronavirus relief package, called the Heroes Act, proposes setting aside \$7 billion through the Child Care and Development Block Grant that would allow providers to get emergency help for payroll, cleaning supplies and other equipment. The bill passed the House but has stalled in the Senate.

Senate Republicans released their own stimulus proposal in late July, a set of bills collectively known as the [Heals Act](#), that would allocate more money to child care. The bills call for \$5 billion through the Child Care and Development Block Grant and an additional \$10 billion in “back-to-work” child care grants to help centers pay for additional costs brought on by the pandemic and to re-enroll children.

Democrats have called the plan “unworkable.” Both sides are meeting to discuss a joint proposal that could pass both chambers.

Advocates, who applaud the renewed attention on child care, also caution that neither plan as they stand now sufficiently addresses the estimated \$50 billion infusion needed to stabilize the industry.

The issue is expected to continue garnering attention as the 2020 election draws near. Democratic presidential nominee Joe Biden, who cared for his two sons as a single father after his wife and daughter died in a car accident in 1972, has released a caregiving plan that spans 10 years and earmarks \$325 billion specifically for child care improvements, including free pre-kindergarten for 3- and 4-year-olds; childcare tax credits of up to \$8,000 for one child to low- and middle-income families; raises for child care workers; and incentives for businesses to build child care centers on their premises.

“If we truly want to reward work in this country, we have to ease the financial burden of care that families are carrying,” Biden said during a July speech in Delaware announcing the plan. “We’re trapped in a caregiving crisis, within an economic crisis within a healthcare crisis.”

But while workers wait for Congress to make a decision on child care — particularly ahead of the upcoming school year — many working mothers feel paralyzed.

Jenny Galluzzo, co-founder of the Second Shift, a platform that matches professional women with freelance and consulting projects, said the site has seen four times as many applicants since February as women try to make up lost work hours with part-time consulting work.

Beyond that, most women tell her they're just waiting.

“You can't plan ahead in any concrete way. And that stress manifests itself because you don't know how to interact with the workforce. If you're out looking for a job, how can you know what job to take because you don't know in two months what your kids' school situation will be?” Galluzzo said. “I worry for women because we're taking an undue burden of all of the care and the invisible labor. I worry about all the strides we've made just being set back.”

What we are seeing play out is years of keeping women from positions of power where they could have turned their lived experiences into policy, said economist Olugbenga Ajilore with the Center for American Progress. It's years of child care being a “women's” issue — not a priority.

[Women] shape the culture and the way you do business, the way we think about things. That's what we are losing with this.

— Olugbenga Ajilore, senior economist at the Center for American Progress

“If we have more women in the economics field, if we have more women in Congress, child care would not be on the back burner,” Ajilore said. “When we think about women leaving the labor force, we're not just losing economic output but we're losing that contribution limit. They shape the culture and the way you do business, the way we think about things. That's what we are losing with this.”

In many ways, though, coronavirus has served as a magnifying glass, bringing into sharper focus issues like child care that have long been ignored — and employers are responding. Companies that once resisted flexible work set-ups, and particularly remote work, are starting to embrace the idea.

“We have been fighting for the ability for women to work remotely and flexibly for years. It’s the number one thing women want for employment and companies have now been forced to see that that model works,” said Galluzzo, from the Second Shift. “And when the economy comes back and jobs are more plentiful and our kids are in school, I see this as ultimately a benefit because you don’t have to convince people any longer that [flexibility and being remote] works.”

“Can you have it all?”

Mara Geronemus shuttered her Miami Beach consulting office earlier this year. CLARA TORO

More than a decade ago, Mara Geronemus left a job at a big law firm in New York, moved to Miami Beach and started seeking out more flexible law opportunities. After her third child was born, she opened her own business doing remote work for clients across the country, a position that let her stay deeply involved in the lives of her elementary school-age children. She recently launched a working mom's networking group called All Before Dinner and she's finishing off a stint as the chair of the board of her children's private Jewish faith school.

It was all part of the plan. Her husband stayed in his inflexible, but well-paid, position as an interventional radiologist.

When coronavirus sent her kids home, Geronemus said it was like watching her house of cards collapse.

She worked throughout the day to keep her kids on track with school responsibilities but found herself sitting down at the computer at 10 p.m. to start her own work. Often, her day wasn't over until at least 2 or 3 a.m.

"I haven't pulled all nighters since law school," Geronemus said.

No matter how hard she tried, though, it wasn't enough. When the school year was over, her 6-year-old daughter had more than 200 unfinished assignments.

"We can't spend another school year or even another month doing things the way that we did it between March and June," she said.

But when she starts to think about what would have to get cut, the calculation materializes quickly: "My husband is not quitting his job, he's not leaving the hospital. My kids are not dropping out of school," Geronemus said. "So, what gives? Probably my work."

She worked hard to get here, to leave New York and plant roots in a community that she is deeply invested in, to be the mom her kids rely on.

When she shuttered her Miami Beach office this summer, it felt like it was starting to slip away. She was already halfway out.

“I want it all and I had found a way — and other women have found a way — for a short period of time to have it all or most of it, or have it all on some days or most days,” Geronemus said. “Now 2020 is forcing us to reconsider, I guess, saying, ‘Can you have it all?’”

How has the 2020 recession impacted you?

[Share your story](#)

From the Collection

Changing Child Care

Mothers are increasingly running for office. Will COVID-19 sideline their momentum?

[Barbara Rodriguez](#) · August 3

Middle-income and rural families disproportionately grapple with child-care deserts, new analysis shows

[Amanda Becker](#) · June 22

The pandemic upended child care. It could be devastating for women.

[Amanda Becker](#) · May 20

The 19th

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Early Care and Education

THE WORKFORCE BEHIND THE WORKFORCE



Wisconsin's economy cannot succeed without child care. Our child care providers are in crisis.

ACCESS

Prior to COVID-19, approximately **half of Wisconsin's children**, and almost **80% of children in rural areas**, lived in **child care deserts**. About **40% (1,791) of regulated child care providers temporarily closed** due to the pandemic. Without significant financial support, **many will likely close permanently**.

AFFORDABILITY

The average price of **infant care is \$1,000 to \$1,500 per month**, or approximately **half the annual income of a single parent**. Child care often costs more than college tuition and rent. Often, families who qualify for subsidy are unable to find or afford care.

QUALITY

Over 80% of child care providers participated in YoungStar in December 2019. Just over half of YoungStar-rated providers are considered high quality (rated 3-5 stars). **Participation in YoungStar and the percentage of providers receiving quality ratings has declined in recent years.**

WORKFORCE

Over half of all child care teachers have an Associate's or higher degree. Wages **average \$10 to \$13 an hour**, with few benefits. **The majority of child care teachers qualify for public assistance**, and there is a nearly 40% turnover rate. At least **12,000 child care professionals became unemployed due to COVID-19.**

HOW CAN YOU HELP?



Subsidize child care costs for your employees

Earn a reputation as an employer with amazing benefits and family-friendly policies; attract great talent.



Invest in child care programs close to you

Ensure local child care can remain open; increase productivity and reduce time off for your employees who are parents.



Support child care teachers

Sponsor teacher salary bonuses, pay off loans, or subsidize training. Give back to the community, create sustainable improvements and drive economic development.



Use your influence to advocate for child care

Create sustainable improvements through state and local policies that benefit Wisconsin children and families.



Wisconsin Department of
Children and Families

Statewide Snapshot of the Early Care and Education Landscape (Pre-COVID-19)



Regional Structure



DCF divides Wisconsin's 72 counties into five regions—Northeastern (NER), Northern (NR), Southeastern (SER), Southern (SR) and Western (WR).

Wisconsin is home to 11 federally recognized Indigenous Tribes—Bad River Band of Lake Superior Chippewa, Ho-Chunk Nation, Lac Courte Oreilles Band of Lake Superior Chippewa, Menominee Tribe of Wisconsin, Oneida Nation, Forest County Potawatomi and Red Cliff Band of Lake Superior, Stockbridge-Munsee, Lac du Flambeau and St Croix.

Background Indicators

The overall health and well-being of Wisconsin impacts the needs of children and families and the providers caring for them.

Disparities (racial/ethnic, geographic, socioeconomic) exist across all measures

Health	Employment	Education	Poverty
<ul style="list-style-type: none"> • % Uninsured: 6% • % Uninsured ranges from 4% in Waupaca County to 16% in Clark County • % Vaccination: 72% • % Vaccination ranges from 45% in Clark County to 83% in Green County • ACEs: Black children experience 2 or more Adverse Childhood Experiences (ACEs) at a higher rate than their White & Hispanic peers • 58% of adults experience at least one ACE growing up • 15% of adults experience 4+ ACEs • Wisconsin has the highest infant mortality rate for babies born to Black Mothers in the country 	<ul style="list-style-type: none"> • % Unemployment: 3% • % Unemployment ranges from 2% in Dane County to 6% in Iron and Menominee Counties • Median Household Income: \$60,779 • Median Household Income ranges from \$40,682 in Menominee County to \$87,333 in Waukesha County 	<ul style="list-style-type: none"> • 4th Grade Reading Proficiency, % Proficient: 45% • Reading proficiency ranges from 12% in Menominee to 67% in Ozaukee County • % High School Completion: 92% • % High School Completion ranges from 77% in Milwaukee and Menominee Counties to 98% in Pepin County 	<ul style="list-style-type: none"> • % Poverty: 11% • % Poverty ranges from 4% in Ozaukee County to 27% in Menominee • % Child Poverty: 14% • % Child Poverty ranges from 4% in Ozaukee to 43% in Menominee County • % Child Poverty by Race/Ethnicity: <ul style="list-style-type: none"> • White Children: 13% • Hispanic Children: 30% • Black Children: 37% • % of Households Struggling to Make Ends Meet: 38% • % of Households to Make Ends Meet ranges from 27% in Ozaukee Co to 62% in Menominee



Early Care and Education (ECE)

Wisconsin Departments of Children and Families (DCF), Health Services (DHS) and Public Instruction (DPI) all support families and young children along the continuum of care from 0-5. Through public, non profit and private partnerships, Wisconsin strives to provide a seamless system of support during this critical period in a child's development. Programs include **home visitation, parent support, early intervention, Head Start, 4K** and **child care**.

Home Visiting

[Family Foundations Home Visiting \(FFHV\)](#) supports pregnant women and families with young children. In 2018, FFHV reached 2,000 families in 31 Counties and 5 Tribes. Children and families also had access to a variety of non-FFHV home visitation programs.

Parent Support & Service Navigation

Child Care Resource & Referral Agencies, Family Resource Centers, Wisconsin Well Badger, 2-1-1 and the [Southeastern Regional Center](#) for Children and Youth with Special Health Care Needs all support families in the SER.

Parent Support and Service Navigation

Resources & Navigation: help families connect with community resources in their area and navigate accessing services.

* *Child Care Resource & Referral Agencies* * *Family Resource Centers* * *FAST (Families and Schools Together)* * *2-1-1*

* *Wisconsin Well Badger* * *Regional Centers for Children and Youth with Special Health Care Needs (CYSHCN)*

Family Support Programs: support parents, families and/or professional partners. Some focus on specific issues, such as special health care needs or behavioral health.

* *Trauma and Recovery Project* * *Connections Count* * *Family Voices of Wisconsin* * *Wisconsin Family Ties*

* *WI FACETS* * *Wisconsin Statewide Parent-Educator Initiative*

* Condition-specific programs, such as *Autism Society of Greater Wisconsin*, *Wisconsin Families for Hands & Voices*, *Niemann-Pick Disease Foundation*, *Wisconsin Chapter of the Cystic Fibrosis Foundation* and many more.

* Many local agencies throughout the State provide parenting support programs, such as *The Parent Outlet* in Winnebago County, *Canopy Center* in Madison, *Parent Connection* in the Fox Valley, *The Parenting Place* in La Crosse and *Adams/Juneau County Family Resource Center*.

Peer Parent Support Programs: connect parents with other parents for peer support.

* *Parent to Parent:* a statewide program run by DHS

* Condition-specific parent matching programs, such as DHS' *Parents Reaching Out* and DPI's *Parent Mentor Program* for families of children with hearing loss.

* *Parent Cafes* held by Supporting Families Together Association and local partners support parents through peer-to-peer learning. Available in: Brown, Dane, Dunn, Fond du Lac, LaFayette, Marathon, Marquette, Milwaukee, Monroe, Portage, Polk, Racine, Rock, Sawyer, Sheboygan, St Croix, Trempealeau, Washburn and Winnebago Counties.

Health Programs

Every county has a [WIC](#) office for nutrition, pregnancy and breastfeeding support. [Prenatal Care Coordination](#) is available through local health departments. Many nonprofit programs also address maternal child health disparities, including Harambee Village Pregnancy, Birth and Breastfeeding Care, Promotoras de Salud and the African American Breastfeeding Network.

Early Intervention

Children who qualify have access to public early intervention and/or special education through the Individuals with Disabilities Education Act Part C ([Birth to 3 Program](#)) and Part B ([Early Childhood Special Education](#)) programs. In 2017, 5,800 children had an Individualized Family Services Plan for Part C services. In the 2018-2019 school year, 16,403 children had an Individualized Education Plan for Part B services.

Head Start

Early Head Start serves children 0-3 and Head Start 3-5 year olds. According to the Wisconsin Head Start Association, 6% of children under 3 living in poverty had access to Early Head Start and 29% of children 3-5 living in poverty had access to Head Start. In 2019, 15,440 children were enrolled, including 1,100 tribal children and 500 children of migrant or seasonal workers.






4K

Publicly funded 4-year-old Kindergarten is available in schools and a community approach to 4K that provides 4K services in a child care, preschool and/or Head Start environment. In 2019-2020, 406 school districts offered 4K with 111 districts offering Community Approach to 4K.





Child Care

The **Preschool Development Grant** uses **Access**, **Affordability**, **Quality** and **Workforce** through the **Lens of Equity and Inclusion** as a framework for evaluating early care and education across the state.



Access

-  54% of all WI children and 68% of children in rural areas live in a child care desert.
-  Nonstandard hour care to support a 2nd or 3rd shift job is a barrier for many working parents.
-  From 2007 to 2016, the number of licensed family centers dropped by 42% and the number of certified family providers declined by 75%.
-  There are twice as many children 0-5 in Wisconsin as there are child care slots.
-  [Wisconsin Shares](#) child care subsidies are available to help offset the cost of childcare. Families participating in Wisconsin Shares must enroll their children with a YoungStar-participating provider. YoungStar participation has been steadily decreasing.




Affordability

-  The federal government defines affordable as spending no more than 7% of yearly income on child care. No state meets this definition.
-  The market rate for Wisconsin infant care in 2017 ranged from \$650 to \$1,250 per month.
-  The cost of infant care in some parts of the state surpasses college tuition costs.
-  When single parents pay out of pocket for infant center care, they pay 50% of their income and 90% for center care for two children. Two-parent families earning the median salary pay 30% of their income for care for two children.

Quality

-  51% of YoungStar participating providers are considered high quality with a rating of 3-5 Stars.
-  As of February 2020, more than 25,000 children receiving WI Shares were enrolled in a high quality program.

Workforce

-  In 2018, the average hourly wage for a Wisconsin child care worker was \$13. The average annual income of Wisconsin child care workers was \$2,000 less than the US average.
-  Staff at child care programs with 50% or more children with child care subsidies had lower wages, were less likely to have a degree and had a higher turn over rate.
-  A provider with an Associate Degree in Early Childhood Education earns less than others with a similar degree.

As part of the Preschool Development Grant (PDG), Wisconsin is building a comprehensive Needs Assessment and Strategic Plan to provide a holistic picture of Early Care and Education in WI.

Northeastern Regional Snapshot of the Early Care and Education Landscape (Pre-COVID-19)



Background Indicators

The overall health and well-being of Wisconsin impacts the needs of children and families and the providers caring for them.

Disparities (racial/ethnic, geographic, socioeconomic) exist across all measures

Health	Employment	Education	Poverty
<ul style="list-style-type: none"> • % Uninsured: 7% • % Uninsured ranges from 4% in Ozaukee Co to 13% in Menominee • % Vaccination: 73% • % Vaccination ranges from 58% in Marquette Co to 82% in Calumet 	<ul style="list-style-type: none"> • % Unemployment: 3% • % Unemployment ranges from 2.5% in Sheboygan Co to 5.7% in Menominee • Household Median Income: \$60,041 • Household Median Income ranges from \$40,682 in Menominee Co to \$83,014 in Ozaukee 	<ul style="list-style-type: none"> • 4th Grade Reading Proficiency, % Proficient: 46% • Reading Proficiency ranges from 12% in Menominee Co to 67% in Ozaukee • High School Completion: 92% • High School Completion ranges from 78% in Menominee Co to 96% in Ozaukee 	<ul style="list-style-type: none"> • % Poverty: 10% • % Poverty ranges from 4% in Ozaukee to 27% in Menominee Co • % Child Poverty: 13% • % Child Poverty ranges from 4% in Ozaukee Co to 43% in Menominee Co • % of Households Struggling to Meet Basic Needs: 36% • % of Households Struggling to Meet Basic Needs ranges from 27% in Ozaukee County to 62% in Menominee County

Early Care and Education (ECE)

Wisconsin Departments of Children and Families (DCF), Health Services (DHS) and Public Instruction (DPI) all support families and young children along the continuum of care from 0-5. Through public, non profit and private partnerships, Wisconsin strives to provide a seamless system of support during this critical period in a child's development. Programs include **home visitation, parent support, early intervention, Head Start, 4K and child care.**

Home Visiting

In 2019, 36% of Family Foundations Home Visiting participants were in the SER. Milwaukee County accounted for 14% of participants. Other programs available include Safe Babies Healthy Families, Empowering Families of Milwaukee and Family Connects Racine.



Parent Support & Service Navigation

Child Care Resource & Referral Agencies, Family Resource Centers, Wisconsin Well Badger, 2-1-1 and the [Northeastern Regional Center](#) for Children and Youth with Special Health Care Needs all support families.

Health Programs

Every county has a [WIC](#) office. County Health Departments offer [Prenatal Care Coordination](#). The Menominee Tribal Clinic offers community health nursing.

Early Intervention

Children who qualify have access to public early intervention through Part C ([Birth to 3 Program](#)) and Part B ([Early Childhood Special Education](#)) programs.

Head Start

Early Head Start serves children birth-3 and Head Start serves 3-5 year olds in 16 out of 19 counties in the NER.


4K


Publicly funded 4-year-old kindergarten is available through schools and community approaches to 4K through child care programs, preschools and/or Head Start.

Child Care


The **Preschool Development Grant** uses **Access**, **Affordability**, **Quality** and **Workforce** through the **Lens of Equity and Inclusion** as a framework for evaluating early care and education across the state.


Access

 There are 83,000 children zero to 5 in the NER, but only 48,500 child care slots.


 Families receiving Wisconsin Shares child care assistance must enroll children in a YoungStar participating provider—75% of providers in the NER participate in YoungStar.


Affordability

 The federal government defines affordable child care as spending no more than 7% of yearly income. In the NER, this would mean parents should spend between \$2,600 in Menominee County and \$5,600 in Ozaukee County. Actual costs far exceed this.


 In 2019, half the number of children in the NER received Wisconsin Shares as in 2018.

Quality

 Quality is defined as a YoungStar rating of 3-5 Stars—47% of YoungStar participants in the SER are high quality.

 56% of YoungStar providers in the NER were 3-5 Stars. In February 2020, there were 328 regulated YoungStar participating providers with a 3-5 Star rating.

Workforce

 Information specific to the NER is currently unavailable. See the statewide report and PDG website for more information about child care workforce.

As part of the Preschool Development Grant (PDG), Wisconsin is building a comprehensive Needs Assessment and Strategic Plan to provide a holistic picture of Early Care and Education in WI.

Northern Regional Snapshot of the Early Care and Education Landscape (Pre-COVID-19)



Background Indicators

The overall health and well-being of Wisconsin impacts the needs of children and families and the providers caring for them.

Disparities (racial/ethnic, geographic, socioeconomic) exist across all measures

Health	Employment	Education	Poverty
<ul style="list-style-type: none"> • % Uninsured: 8.5% • % Uninsured ranges from 5% in Wood County to 12% in Forest and Sawyer Counties • % Vaccination: 67% • % Vaccination ranges from 56% in Taylor County-79% in Marathon County • Florence County had the highest rate of child abuse in the state with 23 per 1000 compared to 4 per 1000 statewide. 	<ul style="list-style-type: none"> • % Unemployment: 3% • % Unemployment ranges from 2.6% in Marathon to 6% in Iron County • Median Household Income: \$51,905 • Median Household Income ranges from \$44,130 in Iron to \$63,442 in Marathon County 	<ul style="list-style-type: none"> • 4th Graders Reading Proficiency, Percent Proficient: 45% • Reading proficiency ranges from 27% in Forest County to 57% in Iron County • High School Completion: 92% • High School Completion ranges from 88% in Sawyer to 97% in Vilas County 	<ul style="list-style-type: none"> • % Poverty: 12% • % Poverty ranges from 8% in Marathon to 16% in Ashland County • % Child Poverty: 17% • % Child Poverty ranges from 9% in Marathon County to 24% in Sawyer County • Households Struggling to Make Ends Meet: 39% • Households Struggling to Make Ends Meet ranges from 34% in Portage to 46% in Ashland

Early Care and Education (ECE)

Wisconsin Departments of Children and Families (DCF), Health Services (DHS) and Public Instruction (DPI) all support families and young children along the continuum of care from 0-5. Through public, non profit and private partnerships, Wisconsin strives to provide a seamless system of support during this critical period in a child's development. Programs include **home visitation, parent support, early intervention, Head Start, 4K and child care.**

Home Visiting

In 2019, the NR accounted for 8% of families participating in [Family Foundations Home Visiting Program \(FFHV\)](#) programs. Other non-FFHV programs available include Start Right in Marathon County, Childhood Home Visits in Taylor County and Strong Start from Children's Wisconsin.



Parent Support & Service Navigation

Child Care Resource & Referral Agencies, Family Resource Centers, Wisconsin Well Badger, 2-1-1 and the [Northern Regional Center](#) for Children and Youth with Special Health Care Needs all support NR families.

Health Programs

Every county has a [WIC](#) office. County Health Departments offer [Prenatal Care Coordination](#) and/or other pregnancy support.

Early Intervention

Qualifying children have access to public early intervention Part C ([Birth to 3 Program](#)) and Part B ([Early Childhood Special Education](#)) programs.

Head Start

Early Head Start programs serve children 0-3 and Head Start 3-5 year olds in every county in the NR.

4K

Publicly funded 4-year-old kindergarten is available through schools and community approaches to 4K through child care programs, preschools and/or Head Start.

Child Care

The **Preschool Development Grant** uses [Access](#), [Affordability](#), [Quality](#) and [Workforce](#) through the [Lens of Equity and Inclusion](#) as a framework for evaluating early care and education across the state.

Access



There are 25,000 children in the NR but only 15,500 child care spots. As of February 2020, there were only 373 regulated providers in the NR.



Wisconsin Shares requires enrollment in a YoungStar-participating provider—79% of providers are participating in YoungStar.

Affordability



The federal government defines affordable child care as no more than 7% of yearly income. In the NR, this would mean spending \$2,800 in Iron County-\$4,000 in Marathon County. Care actually costs far more. The average cost in Marathon County is \$7,400-\$9,500.



In the NR, half as many children received WI Shares in 2019 as 2018.

Quality



Quality is defined as a YoungStar rating of 3-5 Stars- 50% of NR providers are high quality.

Workforce



Information specific to the NR is currently unavailable. See the statewide report for more information about child care workforce.

As part of the Preschool Development Grant (PDG), Wisconsin is building a comprehensive Needs Assessment and Strategic Plan to provide a holistic picture of Early Care and Education in WI.

Southeastern Regional Snapshot of the Early Care and Education Landscape (Pre-COVID-19)



Background Indicators

The overall health and well-being of Wisconsin impacts the needs of children and families and the providers caring for them.

Disparities (racial/ethnic, geographic, socioeconomic) exist across all measures

Health	Employment	Education	Poverty
<ul style="list-style-type: none"> • % Uninsured: 7% • % Uninsured ranges from 4% in Waukesha Co to 10% in Milwaukee Co • % Vaccination: 72% • % Vaccination ranges from 67% in Kenosha and Milwaukee Counties to 81% in Waukesha • In 2016, 15% (6) of the hate crimes that year were in Milwaukee County. • Milwaukee County has high rates of violence & trauma that impact health. Historic & systemic racism also contribute to health 	<ul style="list-style-type: none"> • % Unemployment: 3.4% • % Unemployment ranges from 2.6% in Waukesha Co to 3.6% in Milwaukee and Racine • Median Household Income: \$65,617 • Median Household Income ranges from \$49,771 in Milwaukee Co to \$87,333 in Waukesha Co 	<ul style="list-style-type: none"> • 4th Grade Reading Proficiency, % Proficient: 43% • Reading proficiency ranges from 33% in Milwaukee Co to 60% in Waukesha Co • High School Completion: 86% • High School Completion ranges from 77% in Milwaukee Co to 95% in Waukesha Co • Black males have the highest rates of chronic absenteeism in high school, with 47% absenteeism in Milwaukee schools. 	<ul style="list-style-type: none"> • % Poverty: 12% • % Poverty ranges from 5% in Waukesha Co to 19% in Milwaukee Co • % Child Poverty: 16% • % Child Poverty ranges from 5% in Waukesha Co to 27% in Milwaukee Co • Households Struggling to Make Ends Meet: 39% • Households Struggling to Make Ends Meet ranges from 31% in Waukesha Co to 48% in Milwaukee Co

Early Care and Education (ECE)

Wisconsin Departments of Children and Families (DCF), Health Services (DHS) and Public Instruction (DPI) all support families and young children along the continuum of care from 0-5. Through public, non profit and private partnerships, Wisconsin strives to provide a seamless system of support during this critical period in a child's development. Programs include **home visitation, parent support, early intervention, Head Start, 4K** and **child care**.

Home Visiting

In 2019, 36% of Family Foundations Home Visiting participants were in the SER. Milwaukee County accounted for 14% of participants. Other programs available include Safe Babies Healthy Families, Empowering Families of Milwaukee and Family Connects Racine.



Parent Support & Service Navigation

Child Care Resource & Referral Agencies, Family Resource Centers, Wisconsin Well Badger, 2-1-1 and the [Southeastern Regional Center](#) for Children and Youth with Special Health Care Needs all support families in the SER.

Health Programs

Every county has a [WIC](#) office. All health departments offer [Prenatal Care Coordination](#).

Early Intervention

Qualifying children have access to public early intervention Part C ([Birth to 3 Program](#)) and Part B ([Early Childhood Special Education](#)) programs.

Head Start

Early Head Start serves children 0-3 and Head Start 3-5 year olds in all SER counties.

4K

Publicly funded 4-year-old kindergarten is available through schools and community approaches to 4K through child care programs, preschools and/or Head Start.

Child Care

The **Preschool Development Grant** uses **Access**, **Affordability**, **Quality** and **Workforce** through the **Lens of Equity and Inclusion** as a framework for evaluating early care and education across the state.

Access



110,000 children 0-5 live in the SER but only 104,000 child care slots are available. This is the smallest discrepancy between number of children and child care spots in the state. However, child care gaps exist throughout the City of Milwaukee.



Families struggle to find nonstandard hours of care, with the Greater Milwaukee Foundation reporting only 30% of ECE providers offer early morning or evening hour care.



Families receiving Wisconsin Shares child care assistance must enroll children in a YoungStar participating provider—89% of providers in the SER are YoungStar participants.

Affordability



The federal government defines affordable child care as 7% of yearly income. In the SER, this would mean parents should spend between \$3,000 in Milwaukee County-\$5,600 in Waukesha County. Care in Milwaukee County actually costs on average \$12,750.



Despite children in Milwaukee County accounting for more than half of all Shares participants, this is less than half of eligible families.

Quality



Quality is defined as a YoungStar rating of 3-5 Stars—47% of YoungStar participants in the SER are high quality.



In 2019, 10,000 children 0-5 in the SER receiving WI Shares were enrolled in high quality care.

Workforce



The SER has more racial/ethnically diverse child care professionals compared to the rest of the state. In Milwaukee, 41% of child care professionals identify as Black or African American and 11% identify as Hispanic.

As part of the Preschool Development Grant (PDG), Wisconsin is building a comprehensive Needs Assessment and Strategic Plan to provide a holistic picture of Early Care and Education in WI.

Southern Regional Snapshot of the Early Care and Education Landscape (Pre-COVID-19)



Background Indicators

The overall health and well-being of Wisconsin impacts the needs of children and families and the providers caring for them.

Disparities (racial/ethnic, geographic, socioeconomic) exist across all measures

Health	Employment	Education	Poverty
<ul style="list-style-type: none"> • % Uninsured: 8% • % Uninsured ranges from 5% in Sauk Co to 11% in Walworth Co • % Vaccination: 67% • % Vaccination ranges from 53% in Lafayette Co to 82% in Green Co • Dane County had the highest number of hate crimes in the state in 2016. 	<ul style="list-style-type: none"> • % Unemployment: 3% • % Unemployment ranges from 2% in Dane Co to 5% in Adams Co • Median Household Income: \$59,546 • Median Household Income ranges from \$44,740 in Walworth Co to \$82,253 in Sauk Co • Dane County has the lowest % unemployment in the state. 	<ul style="list-style-type: none"> • 4th Grade Reading Proficiency, % Proficient: 44% • Reading proficiency ranges from 31% in Adams Co to 56% in Crawford • High School Completion: 93% • High School Completion ranges from 90% in Dodge Co to 97% in Iowa Co 	<ul style="list-style-type: none"> • % Poverty: 11% • % Poverty ranges from 7.6% in Columbia Co to 15% in Adams & Juneau Cos • % Child Poverty: 14% • % Child Poverty ranges from 9% in Dane Co to 25% in Adams Co • Households Struggling to Make Ends Meet: 39% • Households Struggling to Make Ends Meet ranges from 30% in Columbia Co to 45% in Adams & Juneau

Early Care and Education (ECE)

Wisconsin Departments of Children and Families (DCF), Health Services (DHS) and Public Instruction (DPI) all support families and young children along the continuum of care from 0-5. Through public, non profit and private partnerships, Wisconsin strives to provide a seamless system of support during this critical period in a child's development. Programs include **home visitation, parent support, early intervention, Head Start, 4K** and **child care**.

Home Visiting

In 2019, 11% of Family Foundations Home Visiting (FFHV) participants were in the SR. Non-FFHV programs available include Early Childhood Zones in Dane County and Great Beginnings in Walworth County.



Parent Support & Service Navigation

Child Care Resource & Referral Agencies, Family Resource Centers, Wisconsin Well Badger, 2-1-1 and the [Southern Regional Center](#) for Children and Youth with Special Health Care Needs all support families.

Health Programs

Every county in the SR has a [WIC](#) office. County Health Departments offer [Prenatal Care Coordination](#) and other healthy pregnancy support.

Early Intervention

Qualifying children have access to public early intervention Part C ([Birth to 3 Program](#)) and Part B ([Early Childhood Special Education](#)) programs.

Head Start

Early Head Start serves children 0-3 and Head Start 3-5 year olds in 14 of 15 counties.


4K


Publicly funded 4-year-old kindergarten is available through schools and community approaches to 4K through child care programs, preschools and/or Head Start.

Child Care


The **Preschool Development Grant** uses **Access**, **Affordability**, **Quality** and **Workforce** through the **Lens of Equity and Inclusion** as a framework for evaluating early care and education across the state.


Access

 In the SR, there are 73,000 children birth to 5, but only 51,600 child care slots.


 Families receiving Wisconsin Shares child care assistance must enroll children in a YoungStar participating provider. As of February 2020, 74% of providers in the SR were participating in YoungStar.

Affordability


 The federal government defines affordable as no more than 7% of yearly income. That would mean \$3,000 in Adams County-\$4,700 in Dane County. Annual child care costs \$10,000 more.

 The number of children receiving Wisconsin Shares has been in decline. Dane County accounts for the second highest number of children 0-5 receiving Shares.

Quality

 A YoungStar rating of 3-5 Stars is considered high quality—58% of SR YoungStar participating providers have a 3-5 Star rating.

Workforce

 Information specific to the SR is currently unavailable. See the statewide report for more information about child care workforce.

Western Regional Snapshot of the Early Care and Education Landscape (Pre-COVID-19)



Background Indicators

The overall health and well-being of Wisconsin impacts the needs of children and families and the providers caring for them.

Disparities (racial/ethnic, geographic, socioeconomic) exist across all measures

Health	Employment	Education	Poverty
<ul style="list-style-type: none"> • % Uninsured: 8% • % Uninsured ranges from 5% in St Croix and Pierce Co to 16% in Clark Co • % Vaccination: 66% • % Vaccination ranges from 45% in Clark Co to 78% in LaCrosse • In 2016, there were 7 documented hate crimes in the WR, accounting for 18% of all hate crimes that year. • Burnett County had the second highest rate of child abuse in WI (22 per 1000 compared to 4 per 1000 statewide). 	<ul style="list-style-type: none"> • % Unemployment: 3.3% • % Unemployment ranges from 2.6% in Eau Claire Co to 5% in Burnett Co • Median Household Income: \$57,980 • Median Household Income ranges from \$48,448 in Rusk Co to \$82,575 in St Croix Co 	<ul style="list-style-type: none"> • 4th Grade Reading Proficiency, % Proficient: 46% • Reading Proficiency ranges from 34% in Burnett County to 59% in St Croix. • High School Completion: 92% • High School Completion ranges from 83% in Burnett Co to 98% in Pepin Co 	<ul style="list-style-type: none"> • % Poverty: 11% • % Poverty ranges from 5% in St Croix Co to 14% in Vernon • % Child Poverty: 15% • % Child Poverty ranges from 5% in St Croix Co to 23% in Rusk • Households Struggling to Make Ends Meet: 39% • Households Struggling to Make Ends Meet ranges from 31% in St Croix Co to 45% in Rusk Co

Early Care and Education (ECE)

Wisconsin Departments of Children and Families (DCF), Health Services (DHS) and Public Instruction (DPI) all support families and young children along the continuum of care from 0-5. Through public, non profit and private partnerships, Wisconsin strives to provide a seamless system of support during this critical period in a child's development. Programs include **home visitation, parent support, early intervention, Head Start, 4K and child care.**

Home Visiting

The WR accounts for 12% of Family Foundations Home Visitation (FFHV) participants. Non-FFHV programs available include First Connections from St. Joseph's Hospital and Building Families from Children's Wisconsin.



Parent Support & Service Navigation

Child Care Resource & Referral Agencies, Family Resource Centers, Wisconsin Well Badger, 2-1-1 and the [Western Regional Center](#) for Children and Youth with Special Health Care Needs all support families.

Health Programs

Every county in the WR has a [WIC](#) office. County Health Departments offer [Prenatal Care Coordination](#) and/or other healthy pregnancy support.

Early Intervention

Children who qualify have access to public early intervention through Part C ([Birth to 3 Program](#)) and Part B ([Early Childhood Special Education](#)) programs.

Head Start

Early Head Start programs serve children 0-3 and Head Start 3-5 year olds in 17 counties in the WR.

4K

Publicly funded 4-year-old kindergarten is available through schools and community approaches to 4K through child care programs, preschools and/or Head Start.

Child Care

The **Preschool Development Grant** uses **Access**, **Affordability**, **Quality** and **Workforce** through the **Lens of Equity and Inclusion** as a framework for evaluating early care and education across the state.

Access



In the WR, there are an estimated 47,000 children and 28,000 child care spots. Half the zip codes in Wisconsin classified as a child care desert are in the Western region. In Jackson County, 48% of parents reported that a family member or friend was caring for their child.



Families receiving Wisconsin Shares child care assistance must enroll children in a YoungStar participating provider. As of February 2020 in the WR, there are 508 YoungStar participating providers, or 78% of providers.

Affordability



The federal government defines affordable child care as 7% of yearly income. This would mean parents should spend \$3,000 in Rusk County-\$5,400 in St Croix County. Actual costs are far different. The average group child care in La Crosse County costs \$11,000 for infant care, double the rate of the highest income county in the region.



In the WR, half as many children 0-5 participated in WI Shares in 2019, compared to 2018.

Quality



Quality is defined as a YoungStar rating of 3-5 Stars. The WR has the lowest percentage of 3-5 Star providers at 46%.

Workforce



Information specific to the WR is currently unavailable. See the statewide report for more information about child care workforce.

As part of the Preschool Development Grant (PDG), Wisconsin is building a comprehensive Needs Assessment and Strategic Plan to provide a holistic picture of Early Care and Education in WI.



PUBLIC MEETING NOTICE
Leadership Council on Early Years (LCEY)
Virtual Meeting
September 16, 2020
10:00a.m.-12:00 p.m.

YouTube Link for the Public: <https://youtu.be/C5omk9kXWIA>

Agenda

- I. Welcome and Introduction**
Emilie Amundson, Secretary, Department of Children and Families
- II. Child Care Landscape**
Erin Arango-Escalante, Administrator, Division of Early Care and Education, Department of Children and Families
- III. Preschool Development Grant Update**
Andrea Cammilleri, Strategic Initiatives Advisor, Preschool Development Grant Department of Children and Families
- IV. Child Care Perspectives**
Caleb Frostman, Secretary, Department of Workforce Development
Missy Hughes, Secretary and CEO, Wisconsin Economic Development Corporation
Linda Hall, Director, Office of Children's Mental Health
- V. Reactions and Group Discussion**
LCEY Members
- VI. Wrap Up and Next Steps**
Emilie Amundson, Secretary, Department of Children and Families
- VII. Adjourn**

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