



BOONE EDC

**BOONE COUNTY
CHILD CARE ANALYSIS
REPORT**



TRANSFORM
— CONSULTING GROUP —

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EXECUTIVE SUMMARY

Child care is essential in helping children develop critical life skills while also supporting parents' ability to work, ultimately improving economic mobility for families. Across the United States, the current supply of child care does not meet the needs of families, which in turn impacts the broader economy.¹ In Indiana, employers lose an estimated \$3.05 billion per year due to child care-related employee turnover and absenteeism.²

This story is no different in Boone County.

In order to combat child care issues and improve workforce recruitment and retention, the Boone County Economic Development Corporation (Boone EDC) applied for and received an Employer-Sponsored Child Care Fund grant from the Indiana Chamber of Commerce and the Family and Social Services Administration's Office of Early Childhood and Out-of-School Learning. Boone EDC engaged Transform Consulting Group (TCG) to complete an analysis of child care needs and opportunities in Boone County. TCG completed the analysis using publicly available data and community feedback. Community feedback engaged 321 individuals representing employers, child care providers, and families.

Key Findings on the State of Child Care in Boone County

Several key insights emerged from the data gathered, including:

Capacity: About two thirds—or 67%—of children under 6 may need care because all parents in the home are working.³ However, Boone County's child care programs can only serve 75% of the child care demand, leaving a gap of over 600 seats.

Attainability: Across families, child care providers, and employers, attainability—or cost—was noted as the primary challenge to accessing child care. The average annual cost of child care in Boone County is \$11,232, compared to the state average of \$8,000.⁴ Further, one in five households in Boone County live above the poverty line but cannot afford the cost of living.⁵ These households are spending upwards of 44% of their annual income on child care.

Quality: Only 26% of known child care programs—or one third (36%) of seats—are designated as high quality⁶ in Boone County. This is driven in part by barriers—such as state regulations and standards—that create barriers for providers to participate in or advance through the Paths to QUALITY™ (PTQ) system.

¹ U.S. Chamber of Commerce Foundation. (2024, September). *Untapped Potential in IN: How Childcare Impacts Indiana's Workforce Productivity and the State's Economy*.

https://www.indianachamber.com/wp-content/uploads/2023/08/Untapped_INDIANA_072924_DIGITAL.pdf

² Ibid.

³ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table B23008.

⁴ U.S. Chamber of Commerce Foundation. (2024, September). *Untapped Potential in IN: How Childcare Impacts Indiana's Workforce Productivity and the State's Economy*.

https://www.indianachamber.com/wp-content/uploads/2023/08/Untapped_INDIANA_072924_DIGITAL.pdf

⁵ These households are known as Asset Limited, Income Constrained, Employed (ALICE) households according to United for ALICE.

⁶ Defined as a program that is rated Level 3 or Level 4 on the Paths to QUALITY™ rating system or is accredited by an approved national organization.

The Child Care Workforce: Low wages for child care workers are creating challenges in recruiting and retaining staff, which in turn affects the ability of programs to operate at full capacity. The living hourly wage for one adult with no children in Boone County is \$22.54,⁷ while most providers pay staff between \$15-\$18 per hour, meaning that child care staff members do not make enough to meet the living wage.

Employer Support: Surveyed Boone County employers noted offering several forms of support to help employees with young children manage child care needs, such as offering dependent care accounts (similar to flexible spending accounts), paid maternity leave, and flexible schedules or remote work options. Additionally, many employers noted interest in supporting other efforts to help working parents, such as sharing resources. Employers emphasized the need for flexible, affordable, and reliable child care solutions to support their employee's work-life balance.

Strategic Action Planning

Boone EDC organized a Child Care Steering Committee to help facilitate community feedback and formulate recommendations to increase child care access in Boone County. TCG facilitated discussions with the Boone EDC team and the Steering Committee around potential solutions. TCG compiled the following goals and strategies that can work as a roadmap to improve child care while also supporting the Boone County workforce.

Goal 1: Improve Funding, Infrastructure, and Sustainability

Strategies:

- a. Inform community leaders—such as the local government and city council—on the relationship between child care and workforce needs to guide legislative processes and gain buy-in from the community.
- b. Create and sustain a coalition including key voices to inform and lead strategic child care efforts.

Goal 2: Increase Capacity, Access, and Quality

Strategies:

- a. Increase capacity of available child care spots based on the community's need.
- b. Engage employers in child care efforts to support their workforce.

Goal 3: Support the Child Care Workforce

Strategies:

- a. Implement a professional development network for child care programs to meet, connect, and receive training.
- b. Partner with schools, universities, and other college and career programs to continue to grow the child care workforce pipeline.

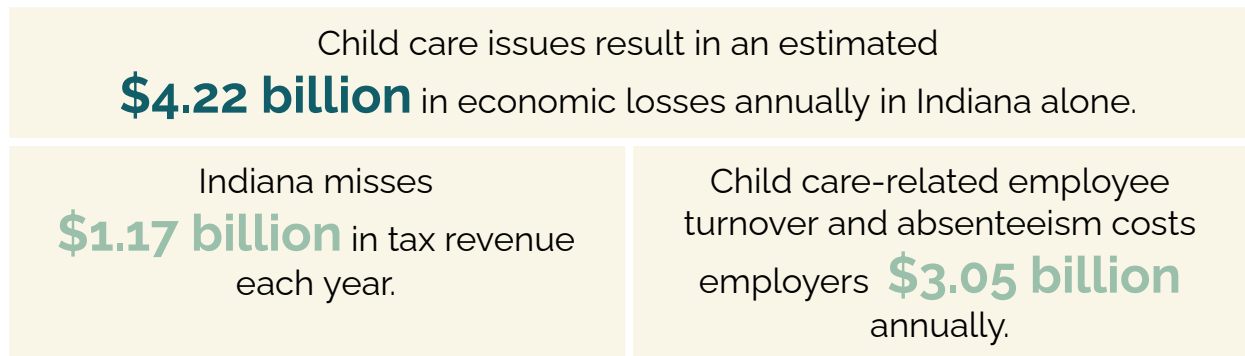
⁷ MIT Living Wage Calculator. (2024). Living Wage Calculation for Boone County, Indiana. <https://livingwage.mit.edu/counties/18011>

1. INTRODUCTION

Child care plays a vital role in preparing children with critical learning experiences that enhance their school and life readiness. At the same time, child care supports parents' ability to work or seek further education and training, ultimately improving their economic and social mobility. **Forty percent of families in Indiana reported experiencing disruptions to their employment in the past year due to issues with child care.** This dynamic leaves parents in a difficult position as they try to manage child care coverage, make trade-offs related to care decisions, or leave the workforce altogether.⁸

The lack of child care also has an impact on employers. In Indiana, employers lose an estimated \$3.05 billion per year due to child care-related employee turnover and absenteeism.⁹ The lack of accessible, reliable child care creates a ripple effect, not only negatively affecting families but also significantly straining the broader economy.

The Economic Impact of Limited Child Care in Indiana



Source: U.S. Chamber of Commerce Foundation. (2024, September). *Untapped Potential in IN: How Childcare Impacts Indiana's Workforce Productivity and the State's Economy.*

To address these needs, the Indiana Chamber of Commerce and the Family and Social Services Administration's Office of Early Childhood and Out-of-School Learning launched the Employer-Sponsored Child Care Fund at the end of 2023. The opportunity provided communities, businesses, schools, and nonprofit organizations funding to create or expand employer-subsidized child care benefits for working Hoosier families. Read more about the Employer-Sponsored Child Care Fund in [Appendix A](#).

The Boone County Economic Development Corporation (Boone EDC) applied for and received an Employer-Sponsored Child Care Fund grant to complete a comprehensive analysis of child care in Boone County and to develop best practices and recommendations for the community. The goals of the analysis included:

⁸ LOST OPPORTUNITIES: The Impact of Inadequate Child Care on Indiana's Workforce & Economy. June 2018 | Issue 18-C16.

⁹ U.S. Chamber of Commerce Foundation. (2024, September). *Untapped Potential in IN: How Childcare Impacts Indiana's Workforce Productivity and the State's Economy.* https://www.indianachamber.com/wp-content/uploads/2023/08/Untapped_INDIANA_072924_DIGITAL.pdf

- Expand accessible child care services to families.
- Help employees feel more fulfilled and content by ensuring they can manage work and life responsibilities.
- Create more buy-in from the community to support improved child care efforts.

This report outlines the key findings from the child care analysis conducted in Boone County.

Methodology

Boone EDC engaged with Transform Consulting Group (TCG) to complete the comprehensive child care analysis. TCG followed a four-step process, **starting with establishing clear research questions to guide the analysis**. Boone EDC identified the following research questions for this analysis:

1. **What is the need for child care in the community?**
2. **What are the barriers and gaps related to child care?**
3. **How have businesses within the region supported access to child care?**

The second step of the process was to determine and create data tools to collect information to inform the research questions. TCG used a mixed-methods approach taking into consideration publicly available data sources and feedback from key stakeholders. The following types of data and data sources were used:

1. **Publicly available community data:** Provided context regarding the child care needs and opportunities in Boone County. Sources included the U.S. Census Bureau American Community Survey, Brighter Futures Indiana Data Center, Indiana Family and Social Services, Hoosier by the Numbers, United for ALICE, and Early Learning Indiana.
2. **Community feedback:** This came from parents with young children, early care and education providers, and employers. TCG engaged 321 stakeholders who responded through surveys and conversations. This included:
 - a. **15 Child Care Providers:** Represented 48% of all known providers in Boone County. About one third (33%) were child care centers, 33% were family child care homes, and over a quarter (27%) were ministries.
 - b. **314 Families:** Of those, 256 completed the survey and were included in the analysis. Of these, 224 families had children under the age of 6, 22 were first-time expecting parents, and 10 were raising other children.
 - c. **40 Employers:** Small, medium, and large employers were represented.

[See Appendix C for additional survey information and a demographic breakdown of participants.](#)

While response rates were strong, it's important to recognize that survey respondents do not fully represent the Boone County community. For example, participants in the family survey were more likely to have reliable internet or access to technology to complete the survey. Additionally, non-English speaking families were not represented in the survey findings.

Provider survey respondents only represented about half of known child care programs in the county.

The third step of the process was to analyze the data. TCG summarized the findings of the data and information in the following section organized around the key research questions.

The fourth and final step was to use the data to make informed decisions. TCG prepared key insights and potential models for Boone EDC and other key stakeholders to determine next steps the community can take to increase access to child care and support the Boone County workforce.

2. FINDINGS

The findings from public data and stakeholder feedback are grouped into the following key sections.

1. **Understanding the Community:** Provides data on Boone County's population characteristics, such as median household income and employment.
2. **Need for Child Care:** Examines population and workforce trends, along with the economic impact of insufficient child care availability.
3. **Barriers and Gaps in Early Childhood Education:** Focuses on the accessibility and attainability of child care for families in Boone County.
4. **Businesses' Role in Increasing Access to Child Care:** Highlights the types of benefits businesses can offer to support employees with child care, providing insights into current offerings and what businesses are interested in learning to better support child care needs.

Quick Facts on the Need for Child Care in Boone County					
Child Care	5,552 Young children (Ages 0 - 5)	3,657 (67%) Young children who need care	2,754 Capacity in known programs	643 Unmet need*	\$11,234 Average annual cost of child care
Current Workforce	41,364 Working population	33,395 Total employed in the county	3.1% Unemployment rate	\$138,054 Median family income	15% Increase Population projection for 2035

* Estimated additional spots needed for children in child care programs

Sources: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Tables S0701, DP03, S1903, B09001, and Stats Indiana.

Understanding the Community

Population Changes

Over the past 10 years, Boone County's population has increased by 26%, making it the second fastest growing county in Indiana.¹⁰ This growth in population leads to more demands for housing and jobs across the county.¹¹

Changes in Population from 2012-2022				
2012	2022	Change	Boone County % Change	Indiana % Change
56,114	70,587	14,473	↑26%	↑5%

↑Arrow indicates an increase

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S0701.

Looking ahead to the next 10 years, Boone County's population is projected to continue to increase by 15%, much faster than the state at 2%. Further, the number of young children under 4 years old is also projected to increase by 16% in Boone County by 2035, compared to 2% across the state.¹² This means that the demand for child care will continue to increase over the next decade. It is important for Boone County to ensure that the supply of child care options can meet the demand.

The population of young children in Boone County is expected to grow 16% by 2035.

10-Year Population Projections					
	2025	2035	Change	Boone County % Change	Indiana % Change
Total Population	78,948	91,148	12,200	↑15%	↑2%
Young Children Under 4 Years	4,462	5,166	704	↑16%	↑2%

↑Arrow indicates an increase

Source: Stats Indiana. (2024). Indiana Population Projections. https://www.stats.indiana.edu/pop_proj/

¹⁰ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S0701.

¹¹ Peterson, W. (2017). The Role of Population in Economic Growth. *Sage Journal*, 7 (4). <https://journals.sagepub.com/doi/full/10.1177/2158244017736094>

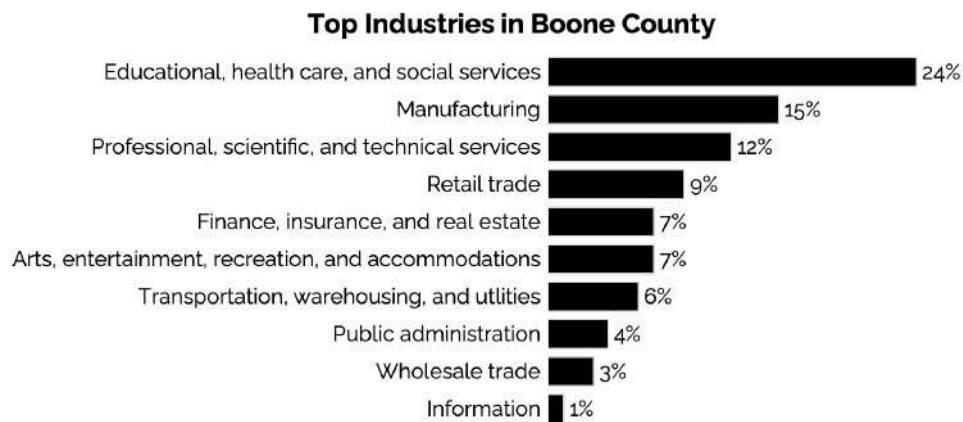
¹² Stats Indiana. (2024). Indiana Population Projections. https://www.stats.indiana.edu/pop_proj/

Boone County Workforce

More than 36,000 individuals who live in Boone County are employed. The unemployment rate in Boone County is 3.1%, lower than the unemployment rate for the state of 4.5%.¹³

Further, many individuals live in Boone County and commute to work outside the county (17,339). These individuals are traveling to Marion, Hamilton, Hendricks, and Tippecanoe counties for work. Additionally, fewer individuals are employed in Boone County and live outside the county (11,099).¹⁴

Boone County has vast employment industries. Top industries in the county include educational services, health care, and social services (24%), manufacturing (15%), and professional, scientific, and technical services (12%).¹⁵



Source: U.S. Census Bureau 2018-2022 American Community Survey 5-Year Estimates, Table DP03

Household Income

The median family household income in Boone County is \$138,054, or 67% higher than the state median family household income of \$82,646.¹⁶ Median income varies greatly by family type in Boone County. The median household income for married-couple families is \$160,938. For single-parent families, the median household income is \$62,116, compared to the state at \$42,558. **In Boone County, single-parent households make 55% less than the average family household income.**¹⁷

¹³ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table DP03.

¹⁴ Hoosiers by the Numbers. (2022). Annual Commuting Trends Profile Boone County, Indiana. https://www.hoosierdata.in.gov/dpage.asp?id=30&view_number=&menu_level=&panel_number=2

U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table DP03.

¹⁵ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table DP03.

¹⁶ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S1903.

¹⁷ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S1903.

NOTE: Average of female householder, no spouse present, family household and male householder, no spouse present, family household.

Median Income of Families with Children Under 18 by Family Type in Boone County



Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S1903

Boone County's poverty rate is 6%, which is significantly lower than the state average of 12%.¹⁸ Each year, the Department of Health and Human Services updates the Federal Poverty Guidelines. Federal poverty levels (FPL) are used to determine eligibility for programs and assistance. Families that live with incomes at or under 100% FPL are considered to be living in poverty. If households are under 125% FPL, they qualify for many government assistance programs. In 2024, the FPL for one individual is an annual income of \$15,060 or less. For households, each additional person adds \$5,380 to that number. This means a family of three would have an income below \$25,820 annually.¹⁹ Only 0.4%—or 283—of young children under 6 years are at or below 125% FPL in Boone County.²⁰

2024 Federal Poverty Guidelines			
	Family of 2	Family of 3	Family of 4
100% FPL (Poverty)	\$20,440	\$25,820	\$31,200
125% FPL	\$25,550	\$32,275	\$39,000

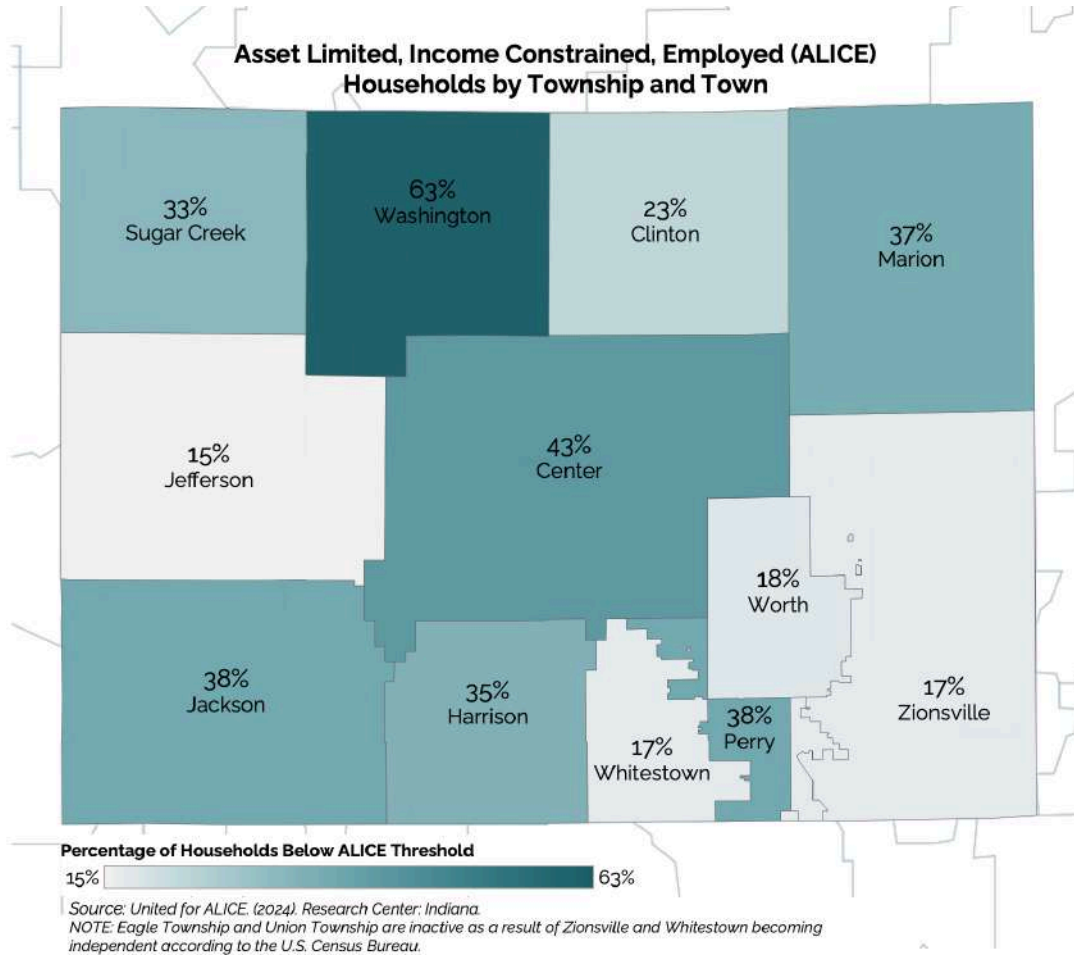
Although the poverty rate is lower than the state average and even surrounding counties, there are areas of concentrated financial hardship in Boone County. These households are known as Asset Limited, Income Constrained, Employed (ALICE). ALICE households live above the Federal Poverty Level, but often cannot afford the cost of living. This population may have unique struggles, as they often do not qualify for public assistance programs and can be living paycheck to paycheck.²¹ **In Boone County, one in five (20%) households are ALICE households, or fall below this threshold. Higher rates of ALICE households exist in Washington Township and Center Township.**

¹⁸ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S1701.

¹⁹ U.S. Department of Health and Human Services. (2024, January). HHS Poverty Guidelines for 2024. <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>

²⁰ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table B17024.

²¹ United for ALICE. (2024). Research Center: Indiana. <https://www.unitedforalice.org/county-reports/indiana>



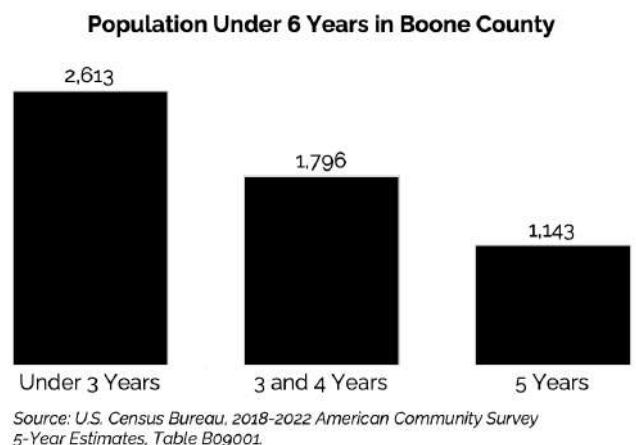
Need for Child Care

What is the need for child care in the community?

Boone County Families and Young Children

There are a total of **5,552 children under 6 years old that live in Boone County**. Nearly half (47%) are under 3 years old, 32% are 3 and 4 years old, and 21% are 5 years old.²²

There are nearly 30,000 family households in Boone County. Of those, 41% have children under 6 years of age. Boone County has a higher percentage of married-couple family households (85%) than the state overall (75%). **Fifteen percent of family households in Boone**



²² U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table B09001.

County are single-parent.²³ Family composition and socioeconomic status are closely linked, as single-parent households are more likely to live in poverty than married-couple households.²⁴

About two thirds (67% or 3,657) of Boone County children under 6 may need child care because all of the parents in the home are working. This percentage is similar to Indiana's rate (68%). As of September 30, 2024, Boone County has 31 known child care providers with a total capacity of 2,754 children. Boone County has a comparable number of child care centers (12) and family child care homes (11), but child care centers can serve more than ten times the number of children due to their larger space and staffing capacity. **This capacity can accommodate three quarters (75%) of the 3,657 young children who may need care.**

Capacity of Known Child Care Providers in Boone County				
12 Child Care Centers	11 Family Child Care Homes	7 Registered Ministries	1 Preschool Day Camp	31 Total Programs
1,504	136	1,105	9	2,754

Child Care Usage and Preferences

When asked about the type of child care usage for survey respondents, about half (51%) stated that their child attends a full-day program at a child care center, and 28% stated that a parent or guardian stays home with their children. **Overall, 68% of family survey respondents reported that they were satisfied with their current child care arrangement.**

Child care needs are driven by location and scheduling preferences, with 88% of families requiring care near home, 35% seeking care near work, and the majority preferring care Monday to Friday (90%), year-round (77%), and typically between 7 a.m. (53%) and 6 p.m. (51%). Nearly half (41%) of family survey respondents reported living in Lebanon, while another third (33%) reside in Whitestown. Most child care providers (80%) operate year-round Monday through Friday, with 93% maintaining consistent hours from around 7 a.m. to between 5 and 6 p.m..

Schedule Preferences of Surveyed Families in Need of Care

Number of responses: 206

Days 90% Monday-Friday	Times of the Year 77% Year-Round	Time Frame 52% 7 am - 6 pm	Location 88% Near Home
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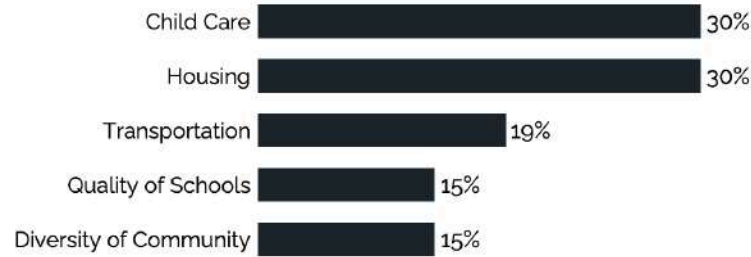
²³ U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates, Table S1101.

²⁴ Annie E. Casey Foundation. (2022). Child Well-Being in Single-Parent Families. <https://www.aecf.org/blog/child-well-being-in-single-parent-families>

Child Care's Impact on the Workforce

Child care is a multifaceted issue that can determine whether a parent can participate in the workforce. According to the Indiana Chamber's workforce study survey, the biggest challenges employers face as it relates to attracting and retaining employees are child care and housing.²⁵

Factors Negatively Impacting Talent Attraction and Retention in Indiana



Source: Indiana Chamber. (2023). Employer Workforce Survey.

Boone County employer survey respondents yielded similar results. **About 80% of employer respondents indicated that child care is an issue for their employees.** One third noted that their company has difficulty recruiting and hiring, and more than half indicated that employees are late or miss work often due to child care-related issues.

“The ability to maintain employment is drastically reduced as a result of the lack of childcare options.”

-Large Boone County Employer

Employer-Related Issues

Number of Responses: 40



Many Boone County family survey respondents agreed that child care impacts their ability to be productive in the workforce. Nearly half (42%) reported that child care impacts their ability to not miss work, and 40% indicated that child care impacts their ability to work more hours.

²⁵ Indiana Chamber. (2023). Employer Workforce Survey. <https://www.indianachamber.com/indiana-chamber-workforce-survey/>

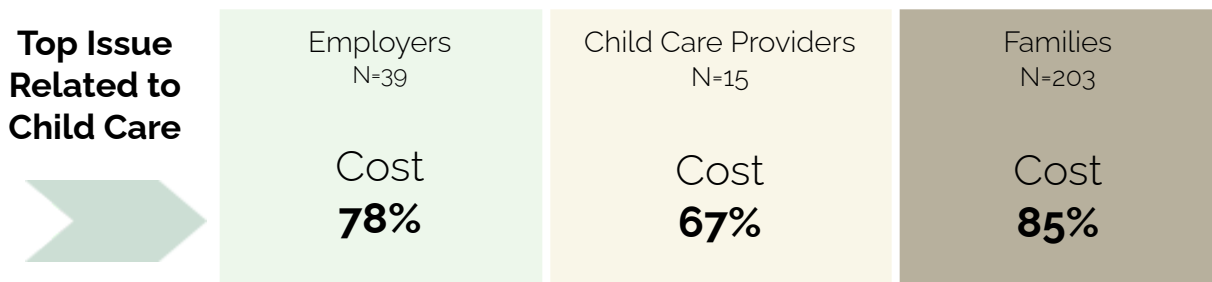
Barriers and Gaps to Child Care

What are the barriers and gaps related to child care?

Families, child care providers, and employers were asked to identify the top issues in their community. **Child care was highlighted as a top concern by both families and child care providers**, while employers identified housing affordability as the primary issue, followed by child care. When asked about the main challenges or barriers in accessing child care, **all groups pointed to attainability—or cost—as the most significant obstacle.**

”Cost is another big factor when there’s limited [child care] ability in the area. There’s an added cost to commute further, to take a child to the daycare provider. It increases costs because not only are you commuting to work every day, you’re commuting to take your child to daycare.”

-Large Boone County Employer

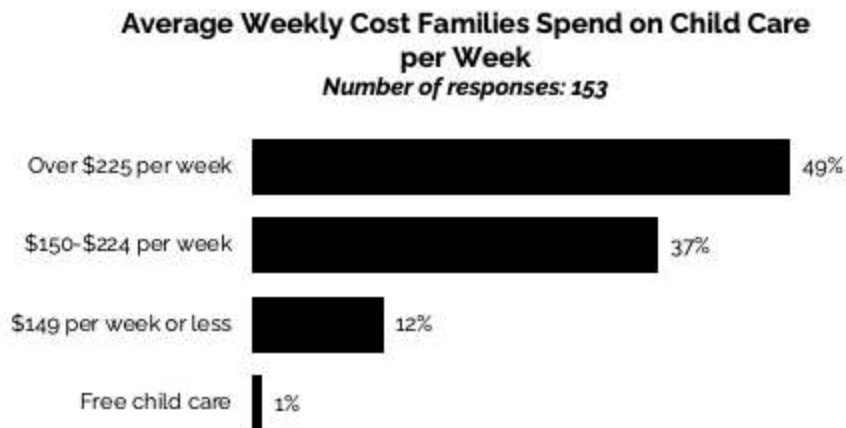


The average annual cost of child care for one child in Boone County is **\$11,232**. Families that make the average household income are spending about 8% of their income on child care. **However, a single-parent household that lives above the poverty line is spending 18% of their income on child care. Further, a single parent ALICE household is spending 44% of their income on child care.** The U.S. Department of Health and Human Services recommends families spend no more than 7% of their income on child care.²⁶

	Average Household Income	Percentage of Income Spent on Child Care
Average Family Household	\$138,054	8%
Single Parent Household	\$62,116	18%
Single Parent ALICE Household	\$25,550	44%

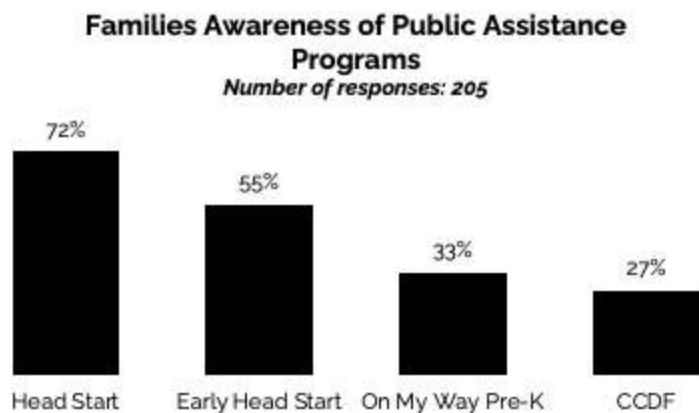
²⁶ U.S. Department of Health and Human Services. (July 2023). *New Rule Proposed to Improve Child Care Access, Affordability, and Stability*. <https://www.hhs.gov/about/news/2023/07/11/new-rule-proposed-improve-child-care-access-affordability-stability.html>

Two thirds of child care providers reported they charge \$150-\$225 per week per child. On the other hand, nearly half of families stated they pay over \$225 per week per child. **Of families that pay weekly child care costs, about 52% indicated that the price they paid was fair for the child care they received.**



Public Assistance Available for Child Care

There is federal and state financial assistance available for eligible families to combat the costs of child care. The Family and Social Services Administration (FSSA) provides vouchers from the Child Care Development Fund (CCDF) and On My Way Pre-K to families who are at or below the federal poverty line. These vouchers assist families so that they may work, attend training, or continue their education. **In Boone County, 61% of registered providers offer CCDF vouchers to families, and 16% offer On My Way Pre-K vouchers.**



Additionally, Head Start and Early Head Start programs are free and federally funded, promoting school readiness for young children from families that meet income eligibility requirements. There is one Head Start program in Boone County. Surveyed families reported awareness of these programs, with nearly three quarters being aware of Head Start and about half being aware of Early Head Start. Only one third were aware of On My Way Pre-K, and about a quarter were aware of CCDF.²⁷ In Boone County, most families do not qualify for public assistance, with 20% of households classified as ALICE.

²⁷ Data on families in Boone County that receive CCDF and On My Way Pre-K vouchers is not publicly available.

Accessibility

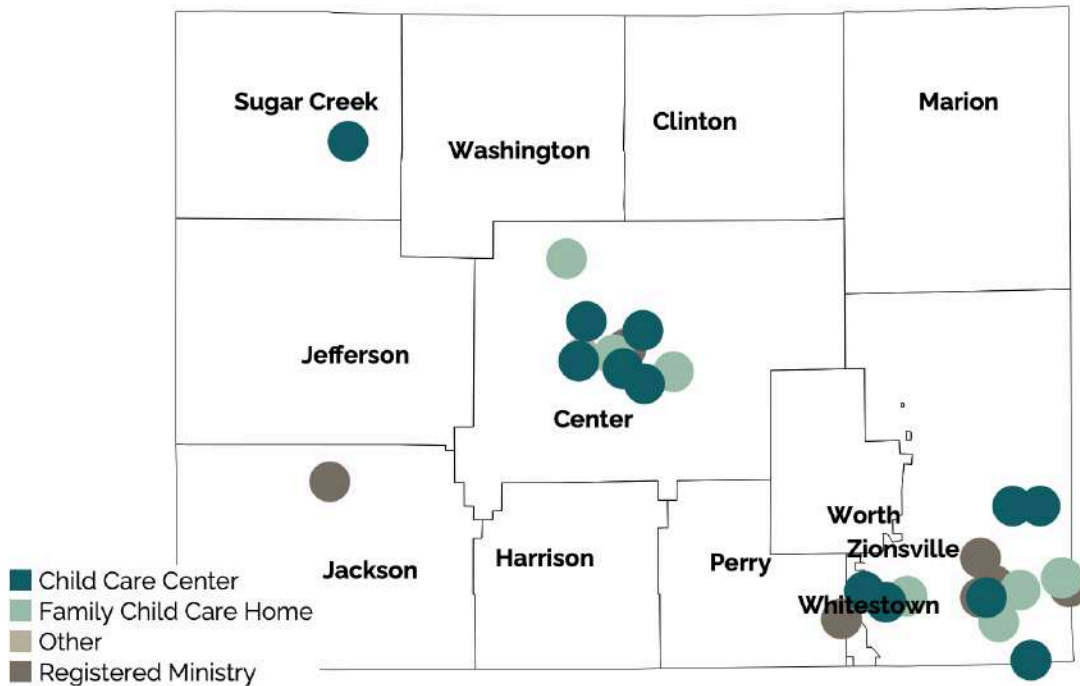
Every county in the state of Indiana struggles to provide enough accessible and affordable child care. Early Learning Indiana recently published their 2023 Closing the Gap Report. The report examines child care capacity, quality, affordability and choice across Indiana to arrive at the Early Learning Index. Scores fall between 0 and 100.

- Inadequate access: below 60
- Moderate access: 60 - 80
- Adequate access: 80 or higher

In Boone County the current access level is 52.9, indicating inadequate access. Boone County's access level is lower than the statewide access level of 63.5.

As of September 30, 2024, Boone County faces a gap in child care capacity, with an estimated need for 643 additional seats to meet the total demand. As the population continues to grow, this unmet need will only increase. Access to child care across Boone County varies with the majority of child care in Center Township, the town of Whitestown, and the town of Zionsville.

Type of Child Care Programs by Township and Town



Source: Indiana Family and Social Services Administration, Provider Survey, and Family Survey

NOTE: Eagle Township and Union Township are inactive as a result of Zionsville and Whitestown becoming independent according to the U.S. Census Bureau.

Child care providers reported concerns related to capacity and their ability to meet the demand of the community. **Half of surveyed providers indicated being at full enrollment and nearly two thirds (64%) reported having waiting lists, primarily for infants (56%) and 2-year-olds (56%).** The average waiting list length for these groups is between one and five children. **Despite these challenges, 62% of providers expressed interest in expanding their capacity, citing the need for financial support (75%) and expanded space (75%) as critical to achieving this.** Meanwhile, about 20% of family respondents are currently on waiting lists for child care, with most waiting for five months or longer.

About 60% of surveyed providers are willing to support community needs by increasing seats and/or offering extended hours.

Child care provider challenges are further reflected in operating hours, with **60% unable to extend their hours to meet family needs.** Those willing to extend hours reported needing support in staff recruitment (43%) and financial assistance (43%). At the same time, employers are feeling the impact, with about one third (35%) stating that employees and potential hires request assistance with finding child care.

Child Care Workforce

Some child care providers noted they were not at full capacity for their facility but were at full capacity for the amount of staff they have. Providers indicated that wages are a barrier to recruitment and retention of child care staff members. One third of provider respondents stated that lead teachers and assistant teachers are the hardest positions to retain.

“[I would change] the wages of ECE workers. We are having a hard time making ends meet. We are also struggling because ECE workers are not paid enough to entice new people coming into the field or keeping staff in the field.”

-Boone County Child Care Provider

Two thirds of provider respondents reported that they have employees, and about 46% reported average wages for part-time and full-time employees. Hourly wages varied from \$12.50 to \$28 across both licensed centers and ministries. Home child care providers did not report on wage information.

Average Wages Reported by Providers	
Hourly Wage for a Part-Time Employee:	Hourly Wage for a Full-Time Employee:
\$15.97	\$17.99

The living hourly wage for one adult with no children in Boone County is \$22.54 and \$39.90 for one adult with one child.²⁸ **This means that child care staff members do not make enough to meet the living wage.** Wage information across the state is limited, however,

²⁸ MIT Living Wage Calculator. (2024). Living Wage Calculation for Boone County, Indiana. <https://livingwage.mit.edu/counties/18011>

Early Learning Indiana reported that child care workers have had lower wage increases than most other jobs in Indiana, with only 6.5% seeing wage increases between 2019-2021.²⁹ The Office of Early Childhood and Out-of-School Learning asks providers to indicate how many open teaching positions exist in their programs on a monthly basis. Across Indiana, open positions fluctuate between 2,200 to almost 3,000 positions. This impacts the program's ability to be at full capacity.

High-Quality Programs

Indiana has a quality rating and improvement system (QRIS) for early care and education programs called Paths to QUALITY™ (PTQ). This is a voluntary rating system where programs are rated from Level 1 to Level 4, with Level 4 being the highest rating. In Indiana, "high quality" is defined as a program that is rated Level 3 or Level 4 on PTQ, or is accredited by an approved national organization.



Boone County has 20 programs participating in PTQ. **A quarter (26%) of known child care programs and about one third (36%) of capacity are designated high quality.** Of the

high-quality rated programs, only three have reached the highest ranking of Level 4. This rating indicates that the programs have met the highest child care quality standards and are nationally accredited. **The current high-quality capacity in Boone County can serve about a quarter (27%) of children under 6 who may need care.** Eighty-five percent of child care providers surveyed are familiar with PTQ, but over a quarter (27%) are not participating and have no interest in participating.

Number of Known Boone County Programs Participating in Paths to QUALITY™ by Level



²⁹ Zipper, R., Kinghorn, M., Hotchkiss, B., & Rogers, C. (2022, September). Child Care Workforce Study. <https://www.ibrc.indiana.edu/studies/Childcare-Workforce-Analysis-for-ELI.pdf>

Businesses Role in Increasing Access to Child Care

How have businesses within the region supported access to child care?

Businesses can offer a range of benefits to help employees access and afford child care. These include:

- Tuition benefits
- Priority waiting list partnerships
- Near- or on-site child care
- Backup care
- Reserved seats in local child care programs
- Dependent care assistance programs (DCAPs)
- Tri-Share

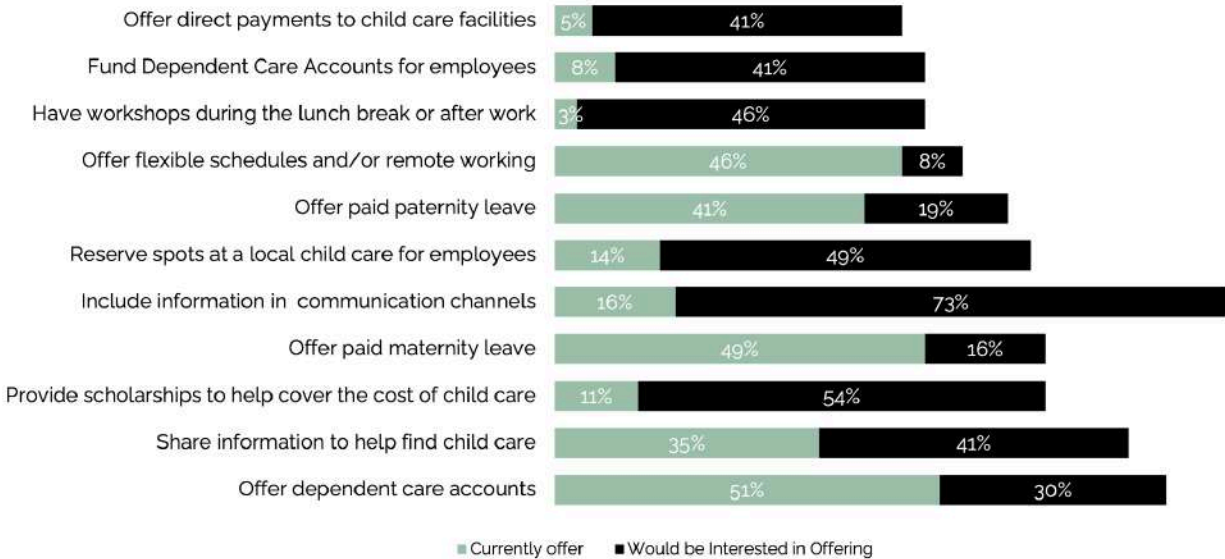
Please refer to [Appendix D](#) for an overview of the various types of child care benefits that employers can provide.

Employers surveyed in Boone County offer several forms of support to help employees with young children manage child care needs. The top three benefits provided include dependent care accounts, which are similar to flexible spending accounts (and also known as dependent care flexible spending accounts), to help pay for child care (51%); paid maternity leave (49%); and flexible schedules or remote work options (47%).

Two thirds (66%) of families expressed a desire for scholarships to assist with child care costs, and almost half (46%) reported interest in dependent care accounts to help manage expenses. While 54% of employers do not currently provide scholarships to cover child care costs, many expressed interest in learning more about this option. Additionally, employers are interested in exploring ways to reserve spots at local child care centers with priority for their employees (49%); include child care information in newsletters or other communication channels (73%); share information on programs and partnerships to help employees find child care (41%); and offer workshops during lunch breaks or after work on the topic (46%). Providing direct payments to child care facilities and funding dependent care accounts are the two benefits employers are least interested in offering.

More than one third (38%) of employees take advantage of the child care benefits their employers currently provide.

Child Care Benefits Employers Currently Offer or Would be Interested in Offering
 Number of Responses: 37



“More options, no waitlists, emergency/drop in care, sick child daycare would all help. Many parents get stuck having to stay at home because their kids can’t go to school/daycare.”

-Boone County Small Business Employer

Employers also shared several child care needs employees with young children could use help with including:

- More attainable child care options, especially for off-shift hours, early mornings (before 6 a.m.), and weekends.
- Backup and emergency child care services, as parents often face disruptions when their regular arrangements fall through.
- Sick child care options, allowing parents to work when their children are sick.
- Flexible work schedules, such as remote work, flexible start or end times, and compressed workweeks, to help parents manage child care needs.
- On-site or near-site child care facilities for convenience and peace of mind.
- Better access to information and resources about available, affordable, and trustworthy child care options, including licensed in-home daycare providers.
- Child care subsidies or discounts to reduce the high cost of care.
- Parenting support networks, such as workshops or support groups, to assist employees in balancing work and parenting responsibilities.

Employers emphasize the need for flexible, affordable, and reliable child care solutions, which are essential to support their employees' work-life balance.

3. STRATEGIC ACTION PLANNING

TCG facilitated a strategic action planning session with the Boone EDC and Steering Committee. TCG shared key findings, and the group determined goals and strategies to improve child care access while supporting the Boone County workforce. The following goals and strategies were identified:

Goal	Strategies
<p>Improve Funding, Infrastructure, and Sustainability</p>	<p>Inform community leaders—such as the local government and city council—on the relationship between child care and workforce needs to guide legislative processes and gain buy-in from the community.</p> <p>Create and sustain a coalition including key voices to inform and lead strategic child care efforts.</p>
<p>Increase Capacity, Access, and Quality</p>	<p>Increase capacity of available child care spots based on the community's need.</p> <p>Engage employers in child care efforts to support their workforce.</p>
<p>Support the Child Care Workforce</p>	<p>Implement a professional development network for child care programs to meet, connect, and receive training.</p> <p>Partner with schools, universities, and other college and career programs to continue to grow the child care workforce pipeline.</p>

The identified goals and strategies can work as a roadmap to address the complex challenges related to expanding access to child care. As part of the strategic action planning process, TCG compiled information below on each goal and strategy, steps to implement proposed strategies, and existing models that may influence the development of solutions. Information can be shared with stakeholders that will oversee child care efforts in the county.

Goal 1: Improve Funding, Infrastructure, and Sustainability

Strategy 1A: Inform community leaders on the relationship between child care and workforce needs to guide legislative processes and gain buy-in from the community.

In order to gain buy-in from the community, Steering Committee members noted that key messaging on the relationship between child care gaps and workforce needs should come from influential leaders—such as businesses, the local city councils and mayor's offices, and school boards. Data and research—along with personal stories—can be shared with community leaders to help craft messaging for the general public. Additionally, community leaders can utilize findings to make data-informed decisions.

Framework for Strategy 1A: Inform community leaders on the relationship between child care and workforce needs to guide legislative processes and gain buy-in from the community.

Resources <i>What is needed to implement the strategy?</i>	Actions <i>What steps need to be taken to implement the strategy?</i>	Outcomes <i>What will change as a result of the strategy?</i>
<ul style="list-style-type: none"> Local leaders (city council, mayor's office, community foundation, school boards) Messaging tools (social media, blogs, websites, etc.) Data and research 	<ul style="list-style-type: none"> Create a comprehensive communication plan Engage local leaders in the findings and facilitate community conversations Build and sustain partnerships that can champion messaging 	<ul style="list-style-type: none"> Increased awareness and buy-in on child care needs and gaps Data-informed decision making at the local and government levels Expanded supports for families

Aspirational Models and Resources

- [Communication Plan](#): Toolkit that provides information on key messaging and communications, resources, and solutions to addressing child care gaps and workforce needs.³⁰
- [Social Media](#): Maintain up-to-date social media presence with continual resource updates, education on milestones, among others.³¹
- [Website](#): A one-stop shop of information related to the child care landscape, including importance of high quality care, local data, legislation and policy updates, and resources for parents, employers, and the community.³²

Strategy 1B: Create and sustain a coalition including key voices to inform and lead strategic child care efforts.

Establishing a working group of stakeholders can ensure child care needs are met in the community. Stakeholders include employers, child care providers, schools, nonprofit organizations, and community members. An established coalition can improve and sustain the child care landscape.

³⁰ Center for American Progress (2023). *Early Childhood Education in the United States: A Toolkit for State Policy Makers*. <https://www.americanprogress.org/wp-content/uploads/sites/2/2023/12/2023-ECE-toolkit-1.pdf>

³¹Child Care Aware of America. (2018). *Consumer Education and Engagement Social Media Guide*. <https://www.childcareaware.org/child-care-resource-and-referral/consumer-education-engagement/social-media-guide/>

³² First Five Wabash. (n.d.). <https://www.firstfivewabashcounty.org/care-providers>

Framework for Strategy 1B: Create and sustain a coalition including key voices to inform and lead strategic child care efforts.

Resources <i>What is needed to implement the strategy?</i>	Actions <i>What steps need to be taken to implement the strategy?</i>	Outcomes <i>What will change as a result of the strategy?</i>
<ul style="list-style-type: none"> Stakeholders such as employers, child care providers, nonprofit organizations, and local leaders Data and research 	<ul style="list-style-type: none"> Identify a coalition coordinator who is invested to serve as a convener Recruit coalition members Develop coalition (e.g., mission, vision, processes, and by laws) Secure funding to sustain coalition 	<ul style="list-style-type: none"> Strengthened partnerships and collaboration Ongoing efforts to improve the child care landscape Increased access to high-quality care

Aspirational Models and Resources

- [LaunchPad](#): Supported by Kosciusko County's Chamber of Commerce, LaunchPad currently has one employee that builds relationships with businesses and child care providers. Launchpad has over 15 businesses that invest in the operations of the coalition. Partners can invest through different tiers and an annual membership fee of \$2,000, \$5,000, or \$10,000.³³
- [Ready to Grow St. Joe](#): A coalition of early childhood stakeholders that engage the community, build systems, and empower families, focusing on all children birth to eight. In 2017, the coalition hired a paid staff member and have added over 1,000 child care seats over the past six years.³⁴
- Grant Opportunities**: Many coalitions utilize donations and local funding to sustain their work, including funds from United Way and community foundations. Additionally, [Early Learning Indiana](#) and [FSSA's Office of Early Childhood and Out-of-School Learning](#) have ongoing funding opportunities.³⁵

Goal 2: Increase Capacity, Access, and Quality

Strategy 2A: Increase capacity of available child care spots based on the community's need.

Based on the data collected, Boone County's child care programs can only serve 75% of the child care demand, leaving a gap of over 600 seats. Building capacity through infrastructure development efforts and grant funding opportunities can help to increase capacity of existing

³³ LaunchPad. (n.d.). <https://klaunchpad.com/>

³⁴ Ready to Grow St. Joe. (n.d.). <https://www.readytogrowstjoe.com/>

³⁵ Early Learning Indiana: <https://www.google.com/url?q=https://earlylearningin.org/available-grants/&sa=D&source=docs&ust=173350124900045&usq=AOvVaw3H-qZZSOQODqVki438gAPx> and FSSA's OECOSL: <https://www.in.gov/fssa/carefinder/provider-resources/grant-opportunities/>

child care providers in the county.

Framework for Strategy 2A: Increase capacity of available child care spots based on the community's need.

Resources <i>What is needed to implement the strategy?</i>	Actions <i>What steps need to be taken to implement the strategy?</i>	Outcomes <i>What will change as a result of the strategy?</i>
<ul style="list-style-type: none"> • Child care providers • Technology • Knowledge of child care accreditation, such as PTQ • Coalition coordinator 	<ul style="list-style-type: none"> • Secure funding • Provide technical assistance to existing providers and connect potential programs and individuals to the resources they need • Collaboration among existing child care providers 	<ul style="list-style-type: none"> • Reliable child care options for the workforce • Improved retention in the workforce • Increased choices in child care options • Improved quality of current child care providers

Aspirational Models and Resources

- [United Way of Central Indiana Child Care Ministry Improvement Project](#): Provides technical assistance to early care and education programs with a focus on registered ministries, to aid them in improving quality. Participants were enrolled in credentialing, attended sector-specific training, and received coaching from the Indy Chamber's Business Ownership Initiative to strengthen the business of their early care and education program.³⁶
- [Early Childhood Alliance \(ECA\) Share Services Network, Fort Wayne, Indiana](#): Shared Service Alliances are designed to help an early care and education business increase enrollment, reduce administrative tasks, and grow its business through the help of tools and coaching.³⁷

Strategy 2B: Engage employers in child care efforts to support their workforce.

There are many opportunities to mobilize employers as key partners in child care efforts. Employers have a stake in expanding access to child care through employee support programs, partnerships with child care providers, and providing subsidies for child care. In addition to these benefits, employers can also take no-cost approaches to engage in child care efforts, including sharing information with employees on potential resources.

³⁶ Koss, M. (2023). *Preparing Children for Kindergarten: The Impacts of Early Childhood Education*. United Way of Central Indiana. <https://www.uwci.org/blog/the-impacts-of-early-childhood-education>

³⁷ Early Childhood Alliance. (n.d.). <https://ecalliance.org/>

Framework for Strategy 2B: Engage employers in child care efforts to support their workforce.

Resources <i>What is needed to implement the strategy?</i>	Actions <i>What steps need to be taken to implement the strategy?</i>	Outcomes <i>What will change as a result of the strategy?</i>
<ul style="list-style-type: none"> • Employers • Communication tools 	<ul style="list-style-type: none"> • Implement cost-savings measures with employers • Secure funding • Update employer policies related to child care 	<ul style="list-style-type: none"> • Increased stability in the workforce • Improved family wellbeing • Improved employer awareness of child care needs and solutions

Aspirational Models and Resources

- [*Home Depot*](#): Offers eligible associates backup care when their regular child or adult/elder care is unavailable. All associates who have been with the company at least one year have access to backup care. The care is available 24/7 and up to 10 days of care per calendar year.³⁸
- [*Instrumental Machine and Development*](#): A small business located in Warsaw, Indiana purchased a home and provides a small-scale child care center to their employees. It partnered with the local Early Childhood Alliance to provide staffing and curriculum.³⁹
- [*Northeast Indiana Early Childhood Coalition \(NEIECC\)*](#): The NEIECC was awarded a \$5 million grant by the state to implement Tri-Share. Under this program, families pay one third of the child care expenses, employers contribute another one third, and the coalition covers the remaining third.⁴⁰
- [*KinderCare at Reid Health, Richmond, Indiana*](#): Reid Health, one of Richmond's largest employers, partnered with KinderCare to build a new child care facility exclusive to Reid Health employees. As an additional benefit, Reid Health offered a 10% discount on tuition at all other KinderCare locations for their employees.⁴¹

Goal 3: Support the Child Care Workforce

Strategy 3A: Implement a professional development network for child care programs to meet, connect, and receive training.

Many child care providers reported that they were not at full capacity for their facility but were at full capacity for the amount of staff they have. Implementing strategies to provide

³⁸ Tootris. (n.d.). Home Depot Child Care Assistance for Employees.

<https://tootris.com/edu/child-care-assistance/corporate/home-depot/>

³⁹ Anderson, K. (2022). *Warsaw Company Offering New Child Care Option for Working Parents*. WFYI. <https://www.wfyi.org/news/articles/warsaw-company-offering-new-childcare-option-for-working-parents>

⁴⁰ Northeast Indiana Early Childhood Coalition. (n.d.). <https://www.neiecc.org/home>

⁴¹ Wayne County Area Chamber of Commerce. (n.d.).

<https://web.wcareachamber.org/Day-CareChildren/KinderCare-at-Reid-Health-2612>

networking opportunities among child care workers could help strengthen the current workforce while increasing the number of child care workers available.

Framework for Strategy 3A: Implement a professional development network for child care programs to meet, connect, and receive training.

Resources <i>What is needed to implement the strategy?</i>	Actions <i>What steps need to be taken to implement the strategy?</i>	Outcomes <i>What will change as a result of the strategy?</i>
<ul style="list-style-type: none"> • Technology • Child care providers 	<ul style="list-style-type: none"> • Develop or identify training opportunities • Build a network for child care staff members • Funding to increase wages 	<ul style="list-style-type: none"> • Improved skills and professional development • Increased access to high quality child care • Sustainability of the child care workforce

Aspirational Models and Resources

- [Monroe Start Smart, Bloomington, Indiana](https://monroesmartstart.org/): Shared services hub to help support the sustainability of their early care and education programs. One employee coordinates the platform, which allows users to reach out to providers and potential substitutes. Participating providers in their hub can post jobs, and individuals seeking to serve as a substitute complete an online profile.⁴²
- [Connect Battle Creek, Battle Creek, Michigan](https://connectbattlecreek.com/): Hub that provides resources for Battle Creek job seekers, employers, and community organizations in one centralized location. Connect Battle Creek understands that child care is sometimes a barrier for job seekers. The website provides child care referral information for job seekers and employers assisting their employees with their care needs.⁴³

Strategy 3B: Partner with schools, universities, and other college and career programs to continue to grow the child care workforce pipeline.

Partnering with local and surrounding schools, universities, and other college and career programs that offer child care studies can help expand reach while also preparing students for the workforce.

⁴² Monroe Start Smart. (n.d.). <https://monroesmartstart.org/>

⁴³ Connect Battle Creek. (n.d.). <https://connectbattlecreek.com/>

Framework for Strategy 3B: Partner with schools, universities, and other college and career programs to continue to grow the child care workforce pipeline.

Resources <i>What is needed to implement the strategy?</i>	Actions <i>What steps need to be taken to implement the strategy?</i>	Outcomes <i>What will change as a result of the strategy?</i>
<ul style="list-style-type: none"> • Ivy Tech and other surrounding universities and colleges • Local school corporations and career centers • Child care providers • Existing scholarships 	<ul style="list-style-type: none"> • Build partnerships between providers and local schools and career centers • Secure funding 	<ul style="list-style-type: none"> • Improved educational outcomes for children • Increased child care wages • Increased access to child care

Aspirational Models and Resources

- [Elkhart Area Career Center's Early Childhood Education Program, Elkhart, Indiana](#): The Elkhart Area Career Center participates in Indiana's Early Childhood Educator (ECE) Registered Teacher Apprenticeship program, offering high school students the chance to receive early childhood career field experience and college credit. Students may earn up to 24 college credits towards an associate's degree through dual enrollment at Ivy Tech at no charge.⁴⁴
- [Next Generation Hoosier Educators Scholarships, Indiana](#): Provides high school and college students interested in pursuing a career in education the opportunity to earn a renewable scholarship of up to \$10,000 each year. Students agree to teach for five years at an Indiana school.⁴⁵
- [Teacher Education and Compensation Helps \(TEACH\) Early Childhood Scholarship Program](#): Provides scholarships to teachers, assistant teachers, Early Head Start staff, center directors, and child care home owners. It works to link education, compensation, and commitment to improve the quality of early care and education.⁴⁶

⁴⁴ Elkhart Area Career Center. (n.d.). *Early Childhood Education*. <https://eacc.elkhart.k12.in.us/choose-your-path/hospitality-human-services/early-childhood-education>

⁴⁵ Indiana Commission for Higher Education. (2024). *Next Generation Hoosier Educators Scholarship*. <https://www.in.gov/che/state-financial-aid/state-financial-aid-by-program/next-generation-hoosier-educators-scholarship/#:-:text=The%20Next%20Generation%20Hoosier%20Educators,year%20for%20four%20academic%20years>.

⁴⁶ Indiana Association for the Education of Young Children. (n.d.). *TEACH Early Childhood Indiana*. <https://inaeyc.org/programs/teach/>

4. APPENDICES

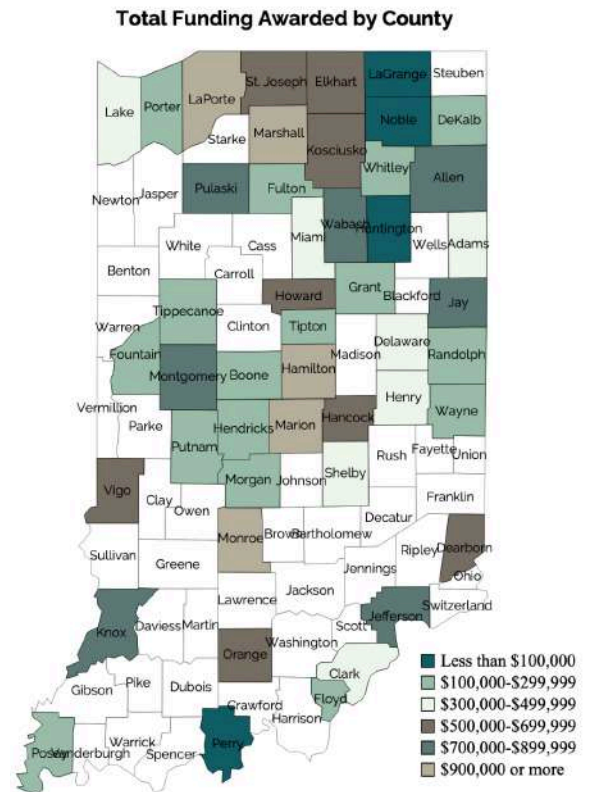
Appendix A: About the Employer-Sponsored Child Care Fund

Indiana Family and Social Services Administration's (FSSA) Office of Early Childhood and Out-of-School Learning (OECOSL), with support from Governor Eric J. Holcomb, the Indiana Chamber of Commerce, and others, launched the Employer-Sponsored Child Care Fund at the end of 2023. With \$25 million in funding, OECOSL intended to provide seed funding for businesses, schools, and nonprofit organizations to create or expand employer-subsidized child care benefits for working Hoosier families.

The Employer-Sponsored Child Care Fund provides opportunities for employers and communities to create or expand employer-subsidized child care benefits for working Hoosier families. Key goals include:

- Building awareness for Indiana's growing child care needs and the critical role employers can play in addressing challenges.
- Educating employers and community organizations about employer-supported child care models, including those that apply to individual employers, groups of employers, and nonprofit community-based organizations acting on behalf of a group of employers.
- Seeding the creation and advancement of locally driven solutions that increase child care access and support for working Hoosier families.

A total of 186 companies applied and 86 organizations and companies received grants totaling \$25 million across 47 counties in Indiana. Two applicants in Boone County were awarded, Boone EDC and IGH Steel Fabrication, Inc., receiving over \$100,000 in funding.



Appendix B: Known Child Care Providers in Boone County

Program	Program Type	Capacity	Paths to QUALITY™ Level	Hours	Age Groups Served	Public Assistance Accepted
Noah's Ark Christian Child Care / Preschool	Ministry	136	1	7:00 AM-6:00 PM	Infant - 12	CCDF
Pam's Daycare	Family Child Care Home	12	Not Participating	7:00 AM-5:30 PM	Infant - 12	
Kelly's Kids	Family Child Care Home	12	1	6:30 AM-5:00 PM	Infant - 12	CCDF
Dawn Til Dusk Nursery	Family Child Care Home	16	1	7:00 AM-6:00 PM	Infant - 2	CCDF
Lollipops and Tots	Family Child Care Home	12	1	6:30 AM-5:30 PM	Infant - 12	CCDF
Dawn Til Dusk Pre-K	Family Child Care Home	16	3	7:00 AM-6:00 PM	Infant - 12	CCDF
Dawn Til Dusk Toddlers	Family Child Care Home	16	1	7:00 AM-6:00 PM	Infant - 12	CCDF
Dawn Til Dusk Pre-school	Family Child Care Home	16	1	7:00 AM-6:00 PM	2 - 4	CCDF
Goddard School	Child Care Center	138	4	7:00 AM-6:00 PM	Infant - 12	CCDF; OMWP
Christ Lutheran Church Preschool	Ministry	122	3	**9:00 AM-3:00 PM	2 - 4	CCDF; OMWP
Primrose School at Anson-Zionsville	Child Care Center	212	4	6:30 AM-6:00 PM	Infant - 12	
Presbyterian Preschool Ministry	Ministry	136	4	7:00 AM-5:00 PM	2 - 4	CCDF; OMWP
Children's Learning Program	Ministry	214	Not Participating	9:00 AM-3:00 PM	2 - 5	
R.O.C.K. Really Outrageous Christian Kids	Ministry	294	Not Participating	6:45 AM-6:00 PM	5 - 12	
Laughter and Love Daycare, LLC	Family Child Care Home	12	1	7:00 AM - 5:00 PM	Infant - 5	
Fellowship Friends Daycare Ministry	Ministry	43	Not Participating	6:00 AM-6:00 PM	Infant - 12	
Traders Point Christian Academy	Ministry	160	Not Participating	8:30 AM-3:30 PM	2 - 5	
Little Angels LLC	Child Care	99	3	6:00 AM-6:00 PM	Infant - 12	CCDF; OMWP

Program	Program Type	Capacity	Paths to QUALITY™ Level	Hours	Age Groups Served	Public Assistance Accepted
	Center					
KinderCare	Child Care Center	130	1	6:30 AM-6:30 PM	Infant - 12	CCDF
Interactive Academy	Child Care Center	212	Not Participating	7:30 AM-6:00 PM	2 - 6	
The Children's Courtyard, Inc	Child Care Center	238	3	6:30 AM-6:30 PM	Infant - 12	CCDF; OMWP
Kiddie Academy of Holliday Farms - Zionsville	Child Care Center	149	Not Participating	6:30 AM-6:00 PM	Infant - 12	
Aubie Daubie Daycare, LLC	Child Care Center	51	**1	**7:00 AM - 6:00 PM	**Infant - 12	CCDF
MHABC Growing Minds Learning Center	Child Care Center	45	1	6:30 AM-6:00 PM	3 - 5	CCDF
Kids City USA Lebanon	Child Care Center	82	Not Participating	6:30 AM-6:00 PM	Infant - 6	CCDF
Dawn Til Dusk Blueberries	Family Child Care Home	16	Not Participating	7:00 AM-6:00 PM	Infant - 12	CCDF
Learning Our P's and Q's Preschool	Child Care Center	116	1	5:30 AM-6:00 PM	Infant - 12	CCDF
**Kindergarten Collection	Family Child Care Home	8	Not Participating	8:00 AM - 5:00 PM	3 - 5	
**The Block Box Theatre	Other	9	Not Participating	8:00 AM - 5:00 PM	3-5	
**Linda F Payne	Family Child Care Home	Did not provide	1	6:00 AM - 5:00 PM	Infant - 5	CCDF
**Boone Head Start	Child Care Center	32	3	8:00 Am - 4:00 pm	3-5	

The programs in this table are in Boone County.
Information for programs licensed and registered in Indiana
Source: Family and Social Services Administration Office of Early Childhood and Out-of-School Learning, Active Provider Report, Pulled September 30, 2024.
** Additional information for programs not from the Active Provider Report was taken from the Provider Survey.

Appendix C: Demographics of Survey Respondents

The following is an overview of the demographics of those who participated in the survey process.

Providers

Responses by Program Type - 15 out of the 31 (48%) known providers.

Provider Type	Licensed Child Care Center	Unlicensed Registered Child Care Ministry	Licensed Family Child Care Home	Unlicensed Family Child Care Home	Other
N=15	33%	27%	13%	20%	7%

Families

Based on the number of family households with young children in Boone County (9,541) 370 responses is the recommended target for the family survey based on 95% confidence interval.

There were a total of 314 family respondents. Of those, 256 completed the survey and were included in the analysis. Of the 256 family survey respondents, 224 were individuals with children under the age of 6, 22 were first-time expecting parents, and 10 were raising other children, such as grandchildren, nieces or nephews, siblings, or friends. More than half (57%) have preschool-age children (3-5 years, not yet in kindergarten), 42% have toddlers (1-2 years), one third (33%) have infants (under 1 year), and 31% have school-age children (6-11 years). The majority of respondents were ages 25-34 (62%), female (90%), White (93%), married (85%), employed full-time (79%), and had a household income over \$150,000 (32%).

Age	Under 18	18-24	25-34	35-44	45-54	55-64	65 or above	Prefer not to answer
N=191	1%	3%	57%	36%	2%	2%	1%	1%

Gender	Female	Male	Prefer not to say
N=191	90%	9%	1%

Race	American or Alaskan Native	Asian	Black or African American	Hawaiian or Other Pacific Islander	Some other race	Two or more races	White	Other
N=191	0%	2%	1%	0%	1%	2%	93%	1%

Ethnicity	Hispanic	Non-Hispanic	Prefer not to answer
N=191	4%	95%	2%

Marital Status	N=191
Single	7%
Married	85%
Cohabiting couple household	3%
Separated	1%
Divorced	2%
Domestic partnership	1%
Widowed	1%
Never Married	2%
Prefer not to answer	1%
Other	0%

Educational Attainment	N=191
Less than high school degree	0%
High school diploma or GED	7%
Workforce credential	3%
Some college	10%
Associate degree	10%
Bachelor's degree	39%
Master's degree	30%
Prefer not to answer	0%

Employment Status	Full-time	Part-time	Self-employed	Student	Stay at home parent	Other
N=191	79%	8%	4%	1%	8%	1%

Household Income	N=191
Below \$20,000	2%
\$20,000-\$29,000	3%
\$30,000-\$39,999	2%
\$40,000-\$49,999	1%
\$50,000-\$74,999	11%
\$75,000-\$99,999	12%
\$100,000-\$124,999	16%
\$125,000-\$149,999	14%
\$150,000 or above	32%
Prefer not to answer	7%

Employers

40 employers responded to the employer survey to understand how the lack of child care impacts recruiting and retaining employees. Below are the types of employers who responded.

Role	Owner/CEO/President	Human Resources Director/Manager/Staff	Other Leadership Position	Other
N=40	35%	38%	10%	18%

Size of Workforce	0- 10 employees	11-50 employees	51 - 100 employees	101-300 employees	Over 300 employees
N=40	10%	25%	18%	15%	33%

Shifts Operate	First Shift	Second Shift	Third Shift	Swing Shift	Other
N=40	95%	58%	40%	13%	15%

Appendix D: Child Care Benefits

Businesses can provide a variety of different benefits to help support their employees with child care. The following are some examples.

- **Tuition benefits:** Employers may offer child care tuition benefits to employees, sharing the cost of care with employees (often using a sliding scale model). In this model, employers set the parameters for how and where employees can use tuition benefits (e.g., child care tuition discounts offered for families enrolling in licensed, high-quality care programs) while still providing families with a broad range of choices to decide the programs that are best for them.
- **Priority waiting list partnerships:** As an alternative to on-site child care, employers may partner with local child care programs to establish priority access for employees at specified programs. In this model, child care programs offer waiting lists and placement services to employers.
- **Near- or on-site child care:** Custom on-site or near-site child care programs for individuals or groups of employers. Companies provide space and agreements with a child care provider to operate the program. Employers often choose to subsidize tuition costs for priority employee groups and may decide to make a portion of seats available to the broader community.
- **Backup care:** Sick days, holidays and school breaks create one-off challenges for parents trying to balance home and work demands. Some employers provide backup care services for employees through partnerships with local child care and out-of-school time partners. Typically, employees receive a certain number of days (or credits) for use in approved partner programs in the case of emergency or short-term coverage needs.
- **Reserved seats in local child care programs:** Employers may partner with local programs to reserve seats for exclusive access by priority employee groups. In this model, the company pays enrollment costs for vacant seats to ensure their availability when needed. This benefit is common in companies facing high turnover in specific roles.
- **Dependent care assistance programs (DCAPs):** DCAPs are flexible spending accounts, similar to accounts used for health care costs. Employers and employees can contribute to these accounts, setting aside up to \$5,000 annually in pre-tax household income for child care expenses
- **Tri-Share:** The cost of an employee's child care is shared equally by the employer, employee, and local community with coordination provided regionally by a Tri-Share facilitator hub, generally a nonprofit intermediary organization. Participating employers set investment parameters and determine how many child care slots employees can be offered. Employees of participating employers sign up for the program and make contributions through a payroll deduction.