

Child Care Report

Northern Iowa Area Council of Governments

Prepared by Farm, Food and
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Executive Summary

Demand for child care services has outrun supply across the U.S. Since the employment upheaval during the COVID-19 pandemic, child care needs have shuffled as parents worked from home and assumed daily parenting and teaching activities themselves. Now as the country enters a post-COVID economy, the need for child care has continued to grow as parents return to the workplace or maintain their home offices working full time. The NIACOG region of north-central Iowa mirrors the child care shortage that the state is experiencing. This region has many agricultural and manufacturing companies that, for the most part, require their workers to be on site; so, for these companies to return to profitable production levels, their trained, experienced employees must depend on reliable child care. Yet, data shows that the NIACOG region needs more providers of child care.

There are several sources of information for people who wish to open and operate a child care center. In Iowa, the licensed facilities are overseen by the Department of Human Services (DHS). DHS supports Iowa's Child Care Resource & Referral (Iowa CCR&R) agency to provide data, guidance, and advocacy for quality child care throughout the state. CCR&R is itself a national network with state chapters that is linked to a national organization called Child Care Aware of America. Through this network, assistance is available to owners and staff of child care centers and support for military families who need child care. CCR&R staff are located at regional offices, two of which serve the eight counties of NIACOG. Training and additional resources are available through Iowa State University Extension and Outreach.

The state of Iowa has seen a 28 percent reduction in the total number of child care programs over the most recent five-year data period (2016-2021), yet this produced an increase in the total number of child care spaces. There was a corresponding decrease in the number of programs statewide that accepted DHS child care assistance. During the same period, there was only a one percent decrease in the number of children ages 0-5 and the percentage of families with all parents working and children under six years of age remained constant at 75 percent. CCR&R provides data by county over the same five-year period (2016-2021). This data showed that all the NIACOG counties decreased the number of child care programs available (64 percent to 12 percent across all counties), yet some counties increased the number of child care spaces (8-9 percent in Kossuth, Mitchell and Winnebago counties).

To compare costs of child care, Iowa CCR&R uses the cost of infant care as it is most expensive and requires increased supervision. Within the NIACOG region, six counties saw increases of 2-29 percent in weekly costs of child care. Hancock and Winnebago counties actually saw decreases (9-30 percent decreases, respectively) in the weekly cost of child care. Nonetheless, the increased costs translated into smaller increases in the percentage of parents' income used for child care, which could mean that increased wages more than made up for the increase in child care costs.

For this study, a telephone survey was performed by the Center for Survey Statistics & Methodology at Iowa State University to help describe the child care situation in the NIACOG

region. Of the 156 eligible business, 94 responded to the interviews. Survey results are completely described in the report. In general, the results show that most care providers are not only satisfied with their work, but intend to provide the service for a long time. A high percentage of the businesses accept child care assistance payments from DHS, despite the burden of completing the periodic reports. Some providers mentioned a need for peer support and mentoring. The work hours are long, and pay is relatively low, although some operations provide benefits and paid time off. Understanding regulatory requirements is a hurdle for people going into the business, so connections with help at the state and regional level would be welcomed. Some child care providers have left the business because they became tired of dealing with irresponsible parents, a problem that might be eased with stronger peer support. The need for more child care providers was strongly supported by the survey as many businesses had families on waiting lists that they could not accommodate. In general, the goal of this report is to facilitate entry into a child care business and to relieve pressures on both new and existing businesses. In reality, there are no easy answers to the child care shortage, but with cooperation among the NIACOG members, the counties, and state government, there could be more support for the system as a whole.

This report contains descriptions of successful business structures in Iowa and in other regions that have found ways to spread the initial investment burden, reduce operating expenses, and build a strong central location that can later expand to multiple locations within a community. Some of our suggestions are similar to ideas included in a recent report by the Governor's Child Care Task Force, while others take a different direction. At this stage, NIACOG could play an important role by unifying the communications network that helps families and child care providers know where openings are and what families need on a real-time basis. Building strong ties to competent, well-informed assistants at the community or county level could bolster the child care providers and alleviate some of the stress points that were expressed in the survey.

Background Information

The child care situation has been termed a crisis in many parts of the U.S. as businesses and communities scramble to recover from the COVID-19 pandemic and recoup economic losses locally and nationally. The NIACOG region experiences the same struggles because some parents of young children have been unable to return to work for lack of child care or they can no longer afford it. This area has a number of agricultural and manufacturing operations, including food and feed processing companies, none of which can allow many of their employees to work from home to alleviate their own child care burden; yet all of these businesses need to keep well-trained and experienced employees so they can continue to produce at profitable levels.

CCR&R is an agency supported through the DHS to report data, provide guidance, and ongoing training for staff in licensed child care facilities, and generally advocate for the best

child care to be provided throughout the state. CCR&R is itself a national network with state or area chapters that serves a national organization, Child Care Aware of America (CCAoA), to ensure that all families have access to quality, affordable child care. CCAoA leads projects that increase the quality and availability of child care and advocates for policies that positively impact the lives of children and families. CCAoA also provides child care assistance for military families through [Fee Assistance and Respite Child Care Programs](#). These and other related organizations form a strong network to support families and children which, in turn, helps stabilize local employers and local economies.

Child care availability

Iowa CCR&R's 2021 report (based on data gathered through December 2020) shows that the State of Iowa has experienced a 28 percent reduction in the total number of child care programs over the five-year period (2016-2021), yet there was a four percent increase in the total number of child care spaces, from 166,232 in 2016 to 173,481 by 2021. The total number of children ages 0-5 years dropped by only one percent statewide, and the families with all parents working and children under six years of age remained constant at 75% over the five-year period. Licensed facilities are eligible for funding from the Department of Human Services (DHS), and statewide there was a 34 percent decrease in the number of programs that accepted DHS child care assistance during the 2016-2021 period. This decrease roughly corresponds to the 28 percent reduction in the total number of child care programs statewide.

Statistics for the same five-year period are given for each of the NIACOG counties. Regarding changes in the number of child care programs, Worth County's decreased by 64 percent (47 to 17 programs), followed by Cerro Gordo County's decreasing by 40 percent (88 to 53 programs) and Franklin County's by 41 percent (27 to 16 programs). Hancock and Winnebago counties experienced a 25 percent and 29 percent decrease in programs, respectively. Floyd, Mitchell, and Kossuth counties experienced the lowest percentage decrease in programs with 16 percent, 13 percent, and 12 percent, respectively.

Although all counties experienced a reduced number of child care programs, some counties actually increased the number of child care spaces listed with Iowa CCR&R. Mitchell and Winnebago counties increased spaces by 9 percent, and Kossuth County increased spaces by 8 percent. Despite the 40 percent decrease in programs in Cerro Gordo County, the number of spaces increased by one percent. The counties that lost significant spaces were Hancock (11 percent decrease), Franklin (40 percent decrease), and Worth (69 percent decrease).

Demand is measured in each county by the total number of children ages 0-5 years, and the families in which all parents are working and they have children under age six. During the five-year period (2016-2021), the counties that experienced increases in demand because there were more children in the 0-5 year age group were Kossuth (one percent), Mitchell (four percent), and Franklin (56 percent). Considering the cases where all parents are working and they have children under six years of age, the counties experiencing increased demand were Cerro Gordo (three percent), Winnebago (seven percent), Kossuth (11

percent), and Hancock (12 percent).

A demand calculation is also made for each county (total number of children 0-5 years of age multiplied by the percentage of families with all parents in the workforce). Using this calculation, the counties experiencing increased demand are Mitchell (one percent), Winnebago (10 percent), Kossuth (16 percent), Hancock (16 percent), and Franklin (36 percent). Franklin's relatively large demand is due in part to the 56 percent increase in the number of children under age six during the five-year period (2016-2021).

Cost of child care

The Iowa CCR&R makes the following statement to help parents gauge the relative cost of child care statewide: "For a family earning the median state income of \$77,099 with an infant in child care they would pay 10 percent of their income before taxes if their child was in a registered Child Development Home (CDH) and 15 percent of their income before taxes if their child was in a licensed Child Care Center (CCC)." source: *State Library of Iowa* www.iowadatacenter.org & the Iowa NACCRRAware database for this reporting year.

Infant care is the most costly stage of child care as it requires increased supervision, and CCR&R uses infant care rates as the basis for cost comparison across the five-year period 2016-2021. Statewide, the weekly cost for an infant in a Child Development Home rose from \$135.32 in 2016 to \$144.74 in 2021, or seven percent over the five-year period. That translated into a one percent decrease in the percentage of income required for the child to be in a Child Development Home, from 11 percent of income in 2016 to 10 percent of income in 2021. Similarly, the weekly cost for an infant in a Licensed Center rose from \$189.52 in 2016 to \$218.42, an increase of 15 percent across the period. On a percentage of income basis, the change over the five-year period was a decrease of one percent, from 16 percent in 2016 to 15 percent in 2021.

Within the NIACOG region, Hancock and Winnebago counties saw significant decreases in the weekly cost of infant care (9-30 percent decrease) and accompanying (though smaller) decreases as a percentage of income (2-3 percent decrease). The other six counties saw increases of 2 -29 percent in the weekly cost of infant care, although these increases did not translate into as much increase in the percent of income used for child care. This general effect suggests that although the actual rates increased, wages increased more and therefore compensated for the increased weekly rates.

Survey Summary

To begin our research into the child care shortage in the NIACOG region we felt that a survey would be most helpful. The Center for Survey Statistics & Methodology-Survey Research Services (CSSM-CSR) at Iowa State University was contacted for this purpose and a survey of

child care providers was conducted between June 9 and June 27 of 2022.

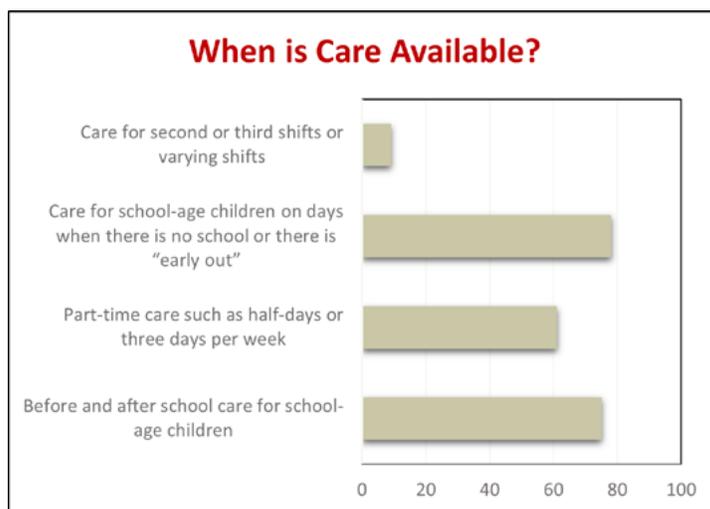
A total of 156 eligible business locations were identified using the Child Care Client Portal developed by the Iowa Department of Human Services. Of these, 94 were interviewed for the survey while the others could not be reached (59) or refused to participate (3). The response rate was 60.3 percent. The 94 business locations included four child care centers with two locations and two more centers with three locations. These multi-location centers were counted just one time each, leaving a total of 88 businesses responding. These could be broken down as 21 child care centers and 67 child care homes.

Questions covered a variety of topics related to child care, and a number of these will be related in the data which follows. The entire survey can be found in the Appendix.

We found that all told, these 88 businesses are licensed to care for 3,802 children, or an average of 43 each. There is of course a wide range of business size, ranging from those licensed to care for six children, up to one center (three locations) that is licensed for 590.

When is care available? In addition to the standard five-day week, what else do area providers offer?

- 75 of the 88 businesses provide before and after school care for school-age children.
- 61 of 88 provide part-time care such as half-days or three days per week.
- 78 provide care for school-age children on days when there is no school or there is “early out”.
- Conversely, only 9 of 88 provide care for second or third shifts or varying shifts.



It is clear that child care providers work long days, starting early and ending late and often doing paperwork or cleaning after the last child has left for the day. Sixty-two providers indicated they start their day at 6:30 am or sooner, while 75 end at 5:00 pm or later.

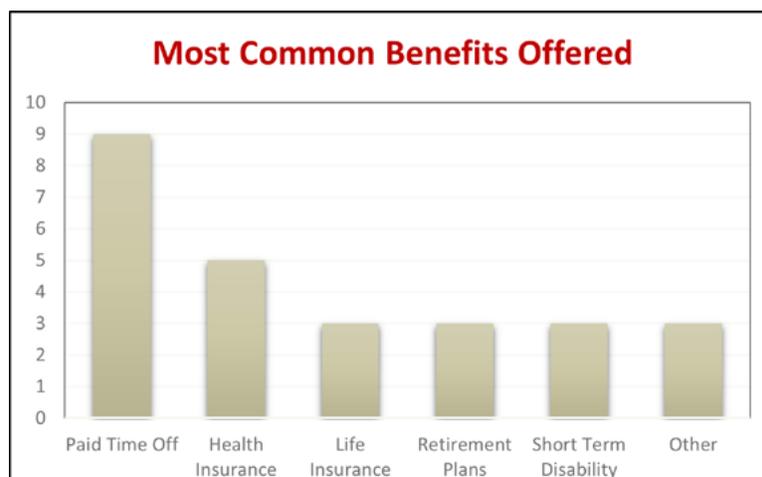
We found a significant difference in charges, with centers generally charging more than the in-home providers. Fifty-six do not vary their charges by age, 32 do charge more for younger children. Of those who do not vary rates by age the range of weekly charges begins at \$110.00 and tops out at \$187.50. The most common weekly rate was \$150.00 (19), while 23 had rates below \$150.00 and 13 charged more than \$150.00.

Just more than half (47) offer a discounted rate for families who have more than one child enrolled. Most (78) accept child care assistance payments and participate in the Iowa Child and Adult Care Food Program (also 78).

Sixty-one providers report having a waiting list while 27 do not. It is likely that at least some of the businesses with no waiting lists are full and do get inquiries but choose not to maintain a waiting list. Of the 61 providers with waiting lists, 52 had infants on the list. In total the providers estimated that the number of children on the 61 lists exceeds 1,000. It is however likely that a significant number of children are represented on more than one list. In addition, we asked all 88 providers to estimate how many inquiries they receive each month from parents looking for child care. The estimated number of inquiries was more than 800 each month, or roughly 10,000 inquiries annually!

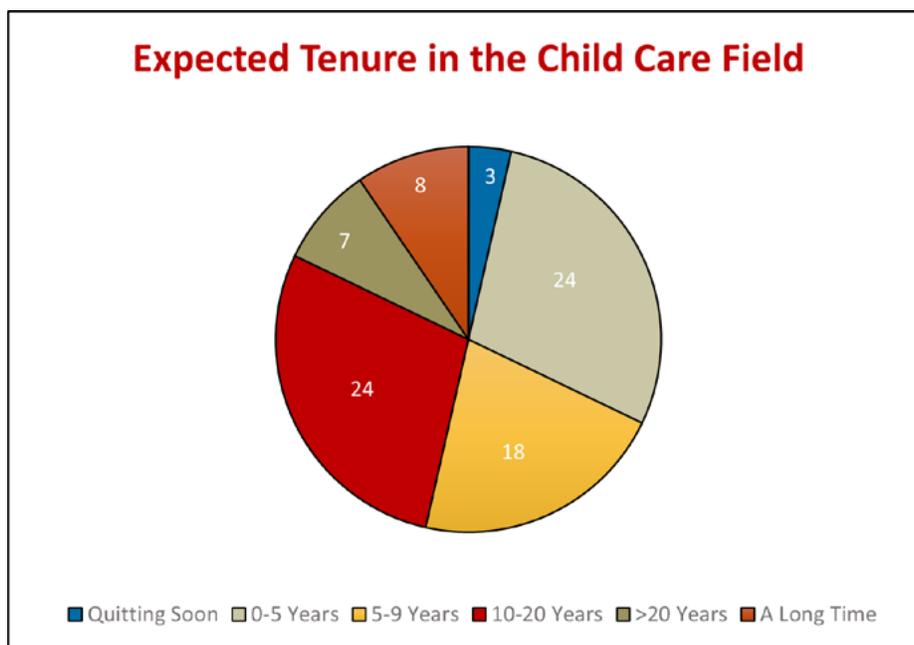
Child care businesses provide employment for nearly 500 residents of the NIACOG region, in addition to the business owners who are generally not counted in these figures. Centers employ 235 full time and 172 part time. In-home providers do not often have employees, but have 15 full time and 39 part time. In total 46 businesses have employees and 22 of the 46 offer discounted child care for employees. Twenty-three of the providers with employees indicated they have trouble finding and keeping employees, the other 23 do not have a problem.

Of the 21 businesses with child care centers (29 total locations), 10 indicated they offer employee benefits of some type. As might be expected, only two of the in-home care providers offer benefits. Benefits offered range from a free YMCA membership or free training to health insurance and retirement plan contributions. Most with benefits offer some sort of paid time off, a few offer health insurance and/or retirement plans. It is apparent that many of those with more extensive benefits are affiliated with a school district or with a governmental body.



At the time of the survey there was a bill pending in the Iowa Legislature that had not yet been signed into law by the Governor. It has since been signed into law. This bill changed regulations and allowed 16-year-olds to care for children unsupervised. It also increased the number of children to care provider ratios. We asked if this would be a positive or negative change and of the 85 responses received, 59 believed this was a positive change.

Providers were then asked about their years of experience. Of the 88 responses, 59 have at least 10 years of experience as a child care provider, and 35 of those have at least 20 years. Going a step farther, the respondents were asked about expectations for the future. Seventy-three quantified their responses by giving a number, but 11 described their expected tenure as either a “long time” (8) or “quitting soon” (3). Four had no opinion. Forty-nine of the 73 numerical responses said they would continue in child care for at least five years. Of those 49, 31 see themselves continuing in this career for at least 10 years, and seven will continue for more than 20 years. Some of those quitting in the next few years are planning to seek other employment as their own children age out of child care and begin school.



Providers were asked to estimate hours worked in a typical week, including contact time, paperwork, prep work, and clean up. As might be expected in-home care providers generally work longer hours. Of the 21 centers, only five estimated they work more than 50 hours weekly. Most (15) indicate they work between 40 and 50 hours. For the 67 in-home workers, 54 work more than 50 hours and only 10 worked between 40 and 50 hours (three did not quantify their response).

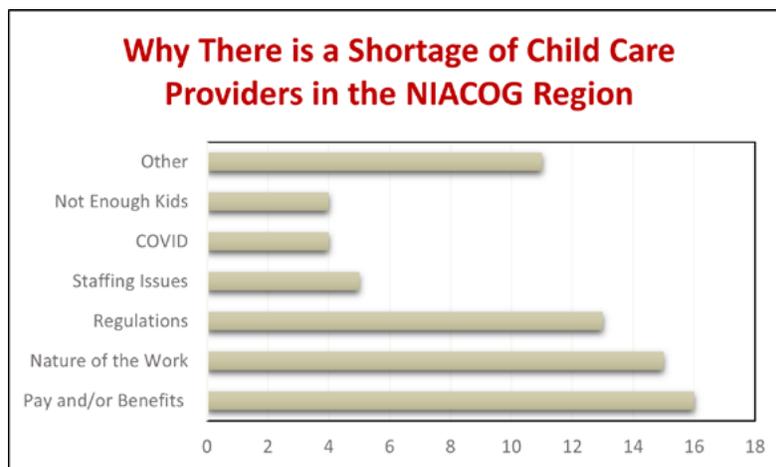
The next survey question dealt with job satisfaction, a key to retaining and attracting providers. The responses to this question may have been the most surprising of any question asked. In total, 79 of 87 providers indicated they are satisfied with their job. In centers, seven

of 21 are very satisfied and 13 are satisfied. For in-home providers 25 of 66 were very satisfied and 34 satisfied. Six in-home and one center responded as neither satisfied nor dissatisfied, while a single in-home provider expressed they are dissatisfied with the work.

Without getting into specifics, we also wanted to know if these businesses were profitable and meeting expectations. When asked if the business was profitable, just a yes/no answer was requested, and 65 of 86 respondents said yes. Breaking this down 55 of 65 in-home businesses reported being profitable, as did 10 of 21 centers. While at first glance it seems odd that more in-home businesses report being profitable, it is likely that many of these small businesses are not paying themselves a salary, but instead they just keep the “profits”. It is also likely that at least some of the small businesses are not recording expenses for use of the home, or other expenses that are not so easily identifiable. As for the centers, several are not-for-profit and therefore may not expect to be profitable. It is likely the for-profit center owners are paying themselves salaries, thus reducing “profit”.

As a follow-up to profitability, we asked if the business was as profitable as expected. Responses to this question were split nearly evenly with 45 agreeing that the business was as profitable as expected and 40 thinking it was going to be more profitable.

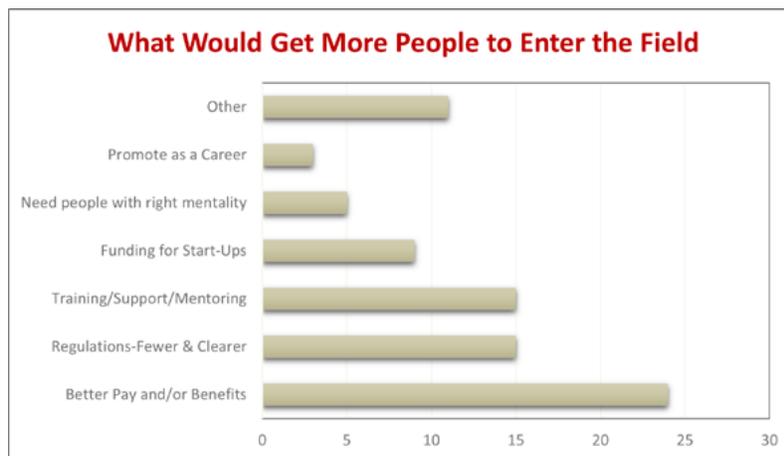
Since a shortage of child care openings is assumed around the state and specifically in the NIACOG region, we wanted to ask care providers for their opinion on this topic. Seventy-four of 88 respondents agreed that there are not enough providers in their community. To follow up, the 74 who felt there was a shortage were asked for their opinion of why this is. Fifty-five gave responses, some multiple responses, for a total of 68 reasons given. Here are the responses:



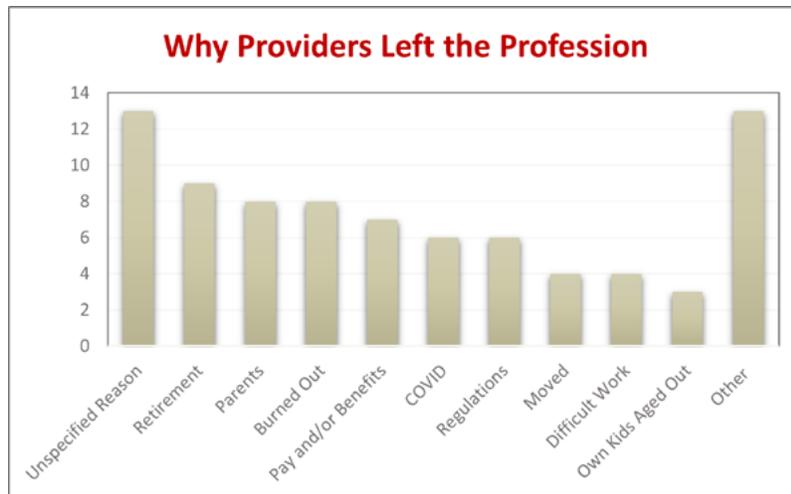
Since most agreed there is a shortage in their area, we also asked about the greatest needs in child care. Examples given to respondents were newborn, before and after school, second or third shifts. A total of 73 providers gave their thoughts (100 total needs mentioned). Responses do show that openings for the younger ages are at a premium in many locations. But, in selected areas there are other shortages as well. Responses are shown in the chart below:



So given that there is a perceived shortage in many areas, we asked these providers what they think would get more people to enter this field. Sixty-nine responded, providing a total of 82 thoughts. These are described in the chart which follows.



We asked the providers if they were aware of others who have left this profession and 63 of 87 replied that yes, they were aware of one or more providers who have left. Those who responded yes were then asked if they knew why the individual(s) decided to stop providing care. Fifty-eight responded with a total of 81 reasons. These are shown below:



Finally, we asked providers what their biggest challenges are with running a child care facility. Eighty-one responded with 101 thoughts and these are as follows:



So overall, what does the survey tell us about the situation in the eight-county NIACOG region? Can we glean any information that will impact decision-making as we develop plans to address the issues? To begin with, I think we have validated the concerns that many have of a child care shortage. While it does appear that some locations may have adequate care, most providers believe there is a shortage in their geographic area. Waiting lists are long and calls from parents looking for openings are frequent. Key takeaways follow:

The Positives

- In general, it is clear that this profession draws many dedicated individuals who are in it for the long run. Most care providers are satisfied with their work, and many seem passionate about this choice of career. A large number of the care givers have been doing this for many years, while a large percentage plan to continue in this line of work for years to come.
- Most make a profit, although not always as much as planned or hoped for. In the appendix we have included three financial scenarios that show possible results for an in-home child care business, a mid-size child care center, and a larger child care center. The in-home business is based largely on internet research, and financial results were validated by a long-time in-home child care operator. The reports for the child care centers are based on Bizminer Industry Financial Profiles for businesses located in the State of Iowa. Taken together, these reports show the potential is there for significant financial gain as a child care business owner.
- Not all agree, but most believe the recent legislative changes will be a positive factor. If adopted in a particular business, the changes could ease staffing concerns somewhat while also improving profitability.
- A high percentage of operations accept child care assistance payments and participate in the food program. While we understand that reporting requirements can be burdensome, failure to participate is leaving money on the table, particularly with the food program.
- Not really a positive or a negative but there was some mention of a need for peer support and a mentoring program. While some may be able to informally tap into such an arrangement, others could definitely benefit from a program designed for this purpose.

The Negatives

- The nature of the work is in and of itself difficult. The job can take a physical and emotional toll, with long hours for most.
- Regulations, regulations, regulations. This subject came up enough times that it is a concern and should probably be addressed. On a related note, training was also mentioned more than once.
- Parents are seen as a nuisance for some, and in some instances may even be at least partially responsible for pushing some out of the profession. We will look for possible alternatives to address this issue.
- For those with employees, half mentioned staffing as an issue. We will consider ways to address the issue but there are no easy fixes for this one.
- Pay and benefits were cited repeatedly as an issue. In fact, while it is impossible to tell with any certainty, it seemed that lack of time off was more of an issue than pay.

Current Child Care Alternatives and Licensing Procedures

Before attempting to improve the child care system in Iowa, we first need to understand the present system. In the pages which follow we will describe that system as we have come to understand it.

Traditionally in Iowa there have been two primary types of licensed child care. These are in-home care and child care centers. In-home care is separated into five categories, with differing requirements and regulations based upon the number and age of children served. The Iowa Department of Human Services (DHS) – the regulatory agency overseeing child care in Iowa – shows the categories of child care providers as well as the requirements of each type of provider in the table on the next page. The direct link can be found at [Requirements for Different Types of Child Care Providers in Iowa \(state.ia.us\)](https://www.state.ia.us/requirements-for-different-types-of-child-care-providers).

While becoming a licensed child care provider can be seen as a daunting task, there is help available for those seeking to do so. Child Care Resource and Referral (CCR&R) is contracted by the State of Iowa DHS to provide Child Care Consultants who can assist those who wish to become a licensed child care provider. On the following page we have included a page from the Iowa DHS website regarding the steps to complete to become a provider for in-home child care. The direct link for this page is [Provider Application Process \(state.ia.us\)](https://www.state.ia.us/provider-application-process).

As mentioned earlier, there are several types of providers and levels of care in Iowa – both in-home and in centers/preschools. Each type of provider has unique requirements to meet when it comes to being licensed through the State. Relying heavily on the CCR&R website, we have included in the Appendix the checklists for the various categories of provider and corresponding licensing standards and procedures. Also included for ease of use is the link to the CCR&R page for each category.

The categories shown in the Appendix, in order below, are as follows:

- Child Development Home [Child Development Home - Registered - Iowa CCR&R \(iowaccrr.org\)](https://www.iowaccrr.org/child-development-home-registered):
- Child Care Centers and Preschool [Child Care Center & Preschools - Iowa CCR&R \(iowaccrr.org\)](https://www.iowaccrr.org/child-care-center-preschools):
- Child Care Homes Accepting Child Care Assistance [Child Care Home accepting Child Care Assistance - Nonregistered - Iowa CCR&R \(iowaccrr.org\)](https://www.iowaccrr.org/child-care-home-accepting-child-care-assistance-nonregistered):

As the Child Development ‘Pre-Inspection Checklist for CDH Registration’ and the ‘Checklist for CDH Registration’ are lengthy, we have not included these documents. The links are as follows: [Comm. 143 Child Development Home Registration Guidelines \(iowaccrr.org\)](https://www.iowaccrr.org/comm-143-child-development-home-registration-guidelines) and [Comm. 143 Child Development Home Registration Guidelines \(iowaccrr.org\)](https://www.iowaccrr.org/comm-143-child-development-home-registration-guidelines).

In the Appendix we have also included a copy of the 'Payment Application for Nonregistered Providers'. The direct link is as follows: [Child Care Home accepting Child Care Assistance - Nonregistered - Iowa CCR&R \(iowaccrr.org\)](https://www.iowaccrr.org/child-care-home-accepting-child-care-assistance-nonregistered).

On the following two pages we have included "Requirements for the Different Types of Child Care Providers in Iowa" and "Steps in the Process". Together, these two documents provide an overview of the options available to potential providers and some of the requirements of each option.

Child Care Provider Portal

[Home](#)

Requirements for the Different Types of Child Care Providers in Iowa

	Non-Registered Home	Child Development Home A	Child Development Home B	Child Development Home C (2 Providers)	Child Development Home C (1 Provider)	Licensed Center
State Regulated	✔	✔	✔	✔	✔	✔
Maximum Capacity	6*	8*	12*	16*	8*	* Varies by licensing
Inspection visit prior to registration/licensing		✔	✔	✔	✔	✔
Annual monitoring – facility & records inspection	✔	✔	✔	✔	✔	✔
Minimum age of caregiver	18 years	18 years	20 years	21 years	21 years	Director – 21 years
Iowa child abuse registry check	✔	✔	✔	✔	✔	✔
Iowa criminal records check	✔	✔	✔	✔	✔	✔
National (FBI) fingerprint-based record check	✔	✔	✔	✔	✔	✔
Experience required			2 years or 1 year with a child related degree	5 years or 4 years with a child related degree	5 years or 4 years with a child related degree	A combination of experience & education
Minimum Education required			High school diploma or GED	High school diploma or GED	High school diploma or GED	Director / On-site supervisor – High school diploma or GED
Minimum pre-service & orientation trainings	✔	✔	✔	✔	✔	✔
Professional development training (each 2 year period)	6 hours	24 hours	24 hours	24 hours	24 hours	
CPR and First Aid certification	✔	✔	✔	✔	✔	✔
Mandatory reporter training	✔	✔	✔	✔	✔	✔
Emergency preparedness & response planning	✔	✔	✔	✔	✔	✔
Non-smoking environment	✔	✔	✔	✔	✔	✔
Fire extinguisher & smoke detectors	✔	✔	✔	✔	✔	✔
Two (2) direct exits			✔	✔	✔	✔
Space requirements			✔	✔	✔	✔
Quiet area for sick children			✔	✔	✔	✔
Reference Letters		Three (3) reference letters from non-relatives				
	Apply	Apply	Apply	Apply	Apply	

- A home provider's own preschool age children and younger ARE included in their legal capacity. Their school-age children are not unless they are being home-schooled.
- Child Development Home A. Limit of 6 preschool children with a maximum of 4 aged 24 months or younger. Of these no more than 3 can be 12 months of age or younger. They can also care for 2 school-aged children for a **total maximum of 8 children** in care at any one time.
- Child Development Home B. Limit of 8 preschool children with a maximum of 4 children aged 24 months or younger. Of these no more than 3 can be 12 months of age or younger. They can also care for 4 school-aged children for a **total maximum of 12 children** in care at any one time. When there are more than 8 children present for more than 2 hours, an assistant 14 years or older needs to be present.
- Child Development Home C (2 providers): Limit of 14 preschool children with a maximum of 6 aged 24 months or younger. 2 additional school-age children can also be in care for a **total maximum of 16 children** in care at any one time. Whenever there are more than 8 children present, the business co-provider needs to be present.
- Child Development Home C (1 provider): Limit of 8 children with a maximum of 4 aged 24 months or younger.
- Center and preschool staff to children ratios: babies up to 23 months 1:4; 2 year olds 1:6; 3 year olds 1:8; 4 year olds 1:12; 5 year olds and older 1:15.
- Record checks are required for household members age 14 and older.
- Child abuse registry checks are required for household members age 14 and older.

If you have concerns about any child caregiver, contact your county Department of Human Services.

1

The first step is deciding which provider type you wish to be.

If you are a NEW child care provider applicant, were previously registered but are not currently, or have not received a Notice of Decision for a registration from DHS for more than 60 days, your completed application will be sent to your local Child Care Resource and Referral Agency where someone will be in contact with you to assist you with the application process and prepare you for a pre-inspection by the Department of Human Services.

[Application Process Flowchart](#)

Once your application has been submitted, it will be processed according to the flowchart found at the link to the right.

2

If you are ready to apply, click the "APPLY" button below to fill out an application.

You will be asked to log in to the Provider Portal to create your application. If you don't have an Account ID and Password yet, click the "Create an Account" link at the top of the login screen to get an account set up.

Once you sign in to the Provider Portal, you will be directed to the My Applications page. You should click the "NEW" button and then select either "Registered Child Care Provider" if you wish to apply to be a registered child development home, or "Non-registered Child Care Provider" if you wish to apply to be a nonregistered child care home or a nonregistered In-home provider.

[APPLY](#)

Who will handle my new child care application?

CHILD CARE RESOURCE AND REFERRAL (CCR&R) AGENCY

Under the following conditions, your new application will be routed to your local **Child Care Resource and Referral (CCR&R) Agency**. One of their consultants will be in contact with you to assist in the application process as well as to assist Registered Child Development Home applicants to prepare for a pre-inspection by the Department of Human Services:

- * If this is the first application you have submitted to be a child care provider, OR
- * If you were previously an approved child care provider with the State of Iowa but are not currently approved and haven't been for 60 days or more, OR
- * If you have not received a denial Notice of Decision from DHS in the past 60 days regarding a previous child care application.

3

CENTRALIZED CHILD CARE UNIT (DHS)

If you **HAVE** received a Notice of Decision from DHS in the last 60 days that states you have been closed as a child care provider or denied as a child care provider, your new application will be handled by the **Centralized Child Care Unit** immediately rather than being referred to Child Care Resource and Referral.

If you have questions about your application or the application process after you have submitted your application to DHS, you can click the "**CCR & R**" button below to contact the local Child Care Resource and Referral (CCR&R) agency or the "**Contact DHS**" button to contact the DHS Child Care Unit.

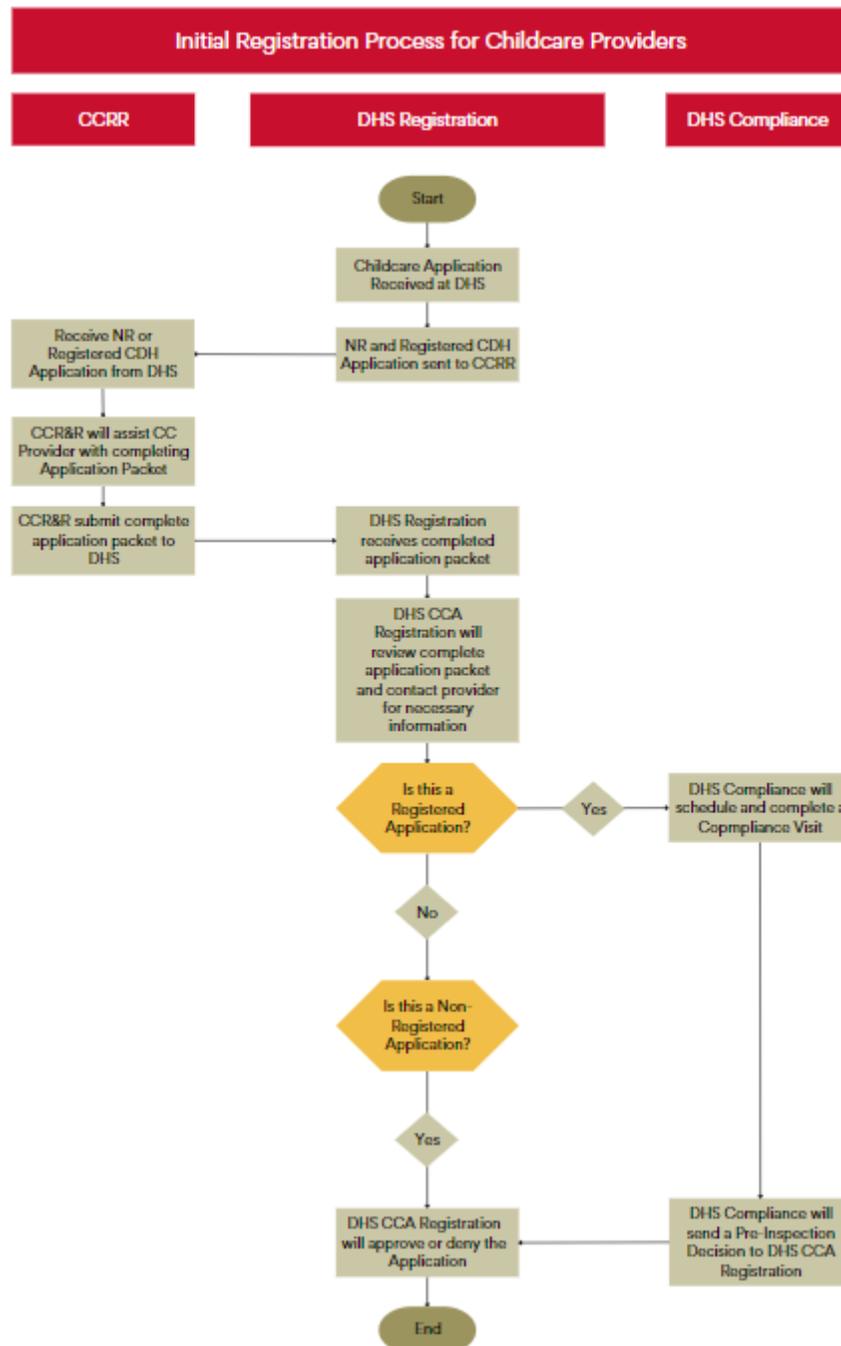
Frequently Asked Questions About CCA

Click the "**CCA FAQ**" link to the right for answers to frequently asked questions about the CCA program.

[CCA FAQ](#)

[CCR&R](#) [Contact DHS](#)

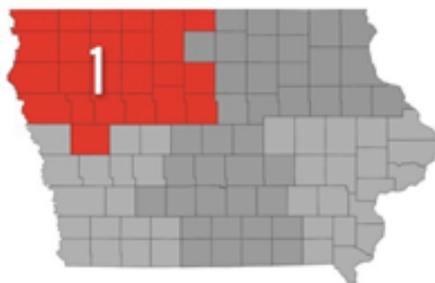
The document below shows the Initial Registration Process for Child Care Providers in a simplified flow chart. While the detailed steps to be completed are not shown, it does provide us with a good general understanding of the process.



In addition to the requirements listed above, there are a number of recommended documents for each level of licensure. An extensive list of these can be found at the CCR&R website on the corresponding provider level. The extensive DHS requirements and the amount of paperwork for child care registration can create a barrier for some potential providers. However, as mentioned earlier, CCR&R is retained by the DHS to assist people as they go through the steps toward licensure.

Beyond assisting providers in licensing, CCR&R will help providers understand other tasks associated with running a child care operation, such as the paperwork for the Child and Adult Care Food Program (the federally funded program that provides meal reimbursement for child care centers) and the Child Care Assistance (the needs-based DHS program that assists parents in covering child care costs). CCR&R should be seen as more than just an organization for providers. The organization also assists communities and employers. CCR&R also employs Community Development Specialists who can help parents find available child care spots in their area.

The organization is broken up into regions. Most of NIACOG is covered by Region Two, while Kossuth and Winnebago Counties are in Region One. Below is a snapshot from the CCR&R website that shows the maps of the two Regions covering the NIACOG counties. The direct link can be found at [Staff List - Iowa CCR&R \(iowaccrr.org\)](http://www.iowaccrr.org/Staff-List).



CCR&R of NW Iowa Region 1

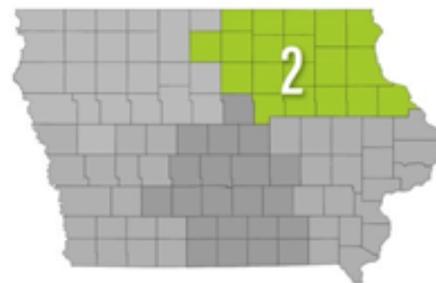
 (712) 786-3489

 ccrr@midsioux.org

 Meet Our Staff

 NWIACCRR

Services Provided By: Mid-Sioux Opportunity, Inc.



CCR&R of NE Iowa Region 2

 (800) 475-0804

 childcare@episervice.org

 Meet Our Staff

 NEIOWACCRR

Services Provided By: EPI Services, Inc.

CCR&R Child Care Consultants are available in each of NIACOG's eight counties, and in our interaction with these employees we found them to be knowledgeable and helpful. Depending upon the needs of the communities, parents and child care providers, they will meet by phone, virtually and/or in person. As of the writing of this report, below is the contact information for each of the consultants and the county or counties they represent.

Callie Dickey

Kossuth

(515) 573-0147

cdickey@midsioux.org

Shelly Skjeie

Winnebago

(641) 903-9972

sskjeie@midsioux.org

Anna Schmitz

Franklin

(319) 267-2644

annamaria.schmitz@epIService.org

Kathy Lloyd

Cerro Gordo, Hancock, Worth

(319) 231-9405

kathryn.lloyd@epIService.org

Jenny Engelhardt

Floyd, Mitchell

(319) 239-1072

jennifer.engelhardt@epIService.org

Despite the efforts of DHS and CCR&R it appears many providers and potential providers are not taking full advantage of the assistance. Perhaps they do not know what is available, do not initially understand the complexities of the process, or simply need additional help. In any event, below we will describe a number of possible initiatives that we think could make an impact on the availability of child care in the NIACOG Region.

Addressing Issues Arising from Surveys

1. Issue to Address: *More providers needed.*

The most obvious of issues to be tackled is the shortage of child care providers in many areas. There are not enough new providers entering the field to replace those who are leaving the field, or who left during the pandemic. From our surveys we have gained some insight as to possible causes for the shortage, and some of these are addressed in the initiatives which follow. Many of the issues identified in the survey will also impact recruitment and retention of child care providers and employees.

First, for a variety of reasons outlined in the issues below, we are proposing each county should have a child care consultant on staff. This individual would be responsible for coordinating a number of the activities we are proposing. The duties could initially be absorbed into an existing employee's workload, until such time it might be necessary to have a full-time commitment to this position. This consultant would be required to become an expert on child care licensing and training, work closely with CCR&R and DHS, and should understand all of the resources available to providers. If it is too costly or not practical to incorporate such a role into each of the eight counties, perhaps a reduced number of counties could implement this service and costs could be shared among all counties.

One thing we want to be sure of is that no potential child care providers fall through the cracks, become frustrated with the lengthy licensing process and paperwork, and give up before finishing the process. We suggest, with cooperation from CCR&R, that a record be kept of every person who inquires about the steps necessary to get started in child care, or who has begun the process. At some predetermined checkpoint, the County Consultant should follow up to find out if progress is being made, offer assistance, and as much as possible, ensure that those who begin the process complete the process.

Next, make it as easy as possible for new providers to enter the field. Since we cannot change the regulations and the process unilaterally (see #2 below), we must look for other ways to simplify.

We propose the NIACOG Region pilot a new program using text message technology to manage and maintain information on providers with openings and children needing care. A database would be created for providers and another for parents. Without getting into too much detail here, both would enter details of their situations (how many openings and what ages/how many children to place). Parents and providers could periodically check the database for matches. At the end of each month text messages would go to all, requiring a confirmation that existing data is accurate and current. If not confirmed within a few days that listing would be removed, and this would help to ensure the information is current.

According to the Governor’s Report on Child Care “Updates on child care openings are available through a DHS portal based on regular data inputs from providers, but the information is often incomplete or outdated.” Our text messaging system would be specifically designed to eliminate the problem with outdated information.

Also, within our communities we need to make it as easy as possible for a new provider to go into business. Community officials should be aware of available buildings that would be suitable for such purpose, and make sure anyone interested in starting a child care facility can lease or purchase these vacant buildings for a reasonable price. Other possible hurdles, such as with zoning or inspections, should be minimized, within reason. Then with the database of parents/children looking for openings, there is a ready-made clientele for the business.

2. Issue to Address: *Regulations – Too many regulations, lack of clarity.*

Issues such as regulations and licensing are necessarily addressed at the state level. For the NIACOG counties the most impact in this area could be via lobbying, particularly if done in tandem with one another and with others from around the state.

We would also expect our County Consultants to become experts on forms and regulations and be able to respond to routine provider inquiries. In item #3 we will be discussing the need for a mentoring and networking system. Such support would allow new providers to learn the ropes from existing, would help to understand the process, what is important and what is not. An opportunity for a little venting to an understanding peer might also be beneficial.

It appears North Iowa Area Community College has a number of early childhood education classes available, which is great. If not already in place, NIACOG could partner with the community college to create a class that would walk students through the steps, the regulations, and the paperwork necessary to be licensed for their own child care operation. In the same class or in other classes, operational and financial matters could be included.

3. Issue to Address: *Need for mentoring and networking.*

A number of responses dealt with need for a networking/mentoring program. The County Consultants would coordinate this effort, identifying volunteer leaders in the child care field who would be recruited to start a mentoring group. These could again be at the county level, but smaller or larger networks could be created. Once the network group is established, members could volunteer to serve as mentors as new providers enter the field.

The Governor’s Task Force also recommended a mentoring program. That suggestion dealt more with business mentoring, less with peer networking. Either or both would be beneficial.

4. Issue to Address: *Profitability.*

Nearly all providers report that their business is profitable, but a significant number state they expected better. We have included as Exhibits 1, 2, and 3, three Income Statements for businesses of various size that show significant financial gain is possible. The in-home report was based on online research and validated by a long-time Iowa care provider. The two center-based financial statement examples are based largely upon Bizminer Industry Financial Profile reports (Exhibits 4 and 5) for the State of Iowa. These two reports include financial information for Iowa child care centers with revenue between \$500,000 and \$999,999 and between \$1m and \$2.49m respectively. The IBISWorld Industry Report “Day Care in the US” was also consulted and used to further break down revenue and expenses.

It is possible some providers need to charge more. We found a wide difference in what is being charged, and those at the bottom end may indeed be seeing low profitability. Participation in peer group discussions might help get things priced closer to market.

With the recent legislative changes that have now been signed into law, there will be additional opportunity to improve profits. First, for those accepting Child Care Assistance payments and receiving amounts less than their normal charges, families can now be asked to make up at least some of the difference with additional payments. The second bill adjusting certain care provider ratios also has the potential to help increase profitability, but primarily for centers only.

As a final thought, the IBISWorld Industry Report for Day Care in the US names “ability to take advantage of government subsidies and other grants” as being one of the top five “Key Success Factors” for this business sector. All providers should be encouraged to take advantage of the food program, at a minimum, and be watchful of other subsidies and grants that may apply to them. A strong network, along with the proposed County Consultant, would help providers to stay on top of these programs.

5. Issue to Address: *Difficult work, long hours.*

Let’s be honest, running an in-home child care operation will require long hours. Time off will be hard to come by. Parents will sometimes be difficult, as will children. But this is important work, and many providers will form close ties with the kids in their care and even some of the parents. For many, these positives will outweigh the negatives.

For those who continue to struggle, peer support and a good network of other providers could make a huge difference. War stories can be shared, relieving some of the stresses of the job, but perhaps more importantly best practices can be learned. These would include use of automated systems to track food program data, payroll, and parent payments among others.

In the Governor's Child Care Task Force Report there is a recommendation for implementing common child care management software. Such a program could address several of the issues we have identified, such as reducing hours spent on paperwork, cutting costs, or maybe even pairing children with provider openings.

6. Issue to Address: *Dealing with Parents*

In review of the training available through CCR&R we did not find a session dealing specifically with parental issues. There is a chance this topic is included in other training sessions, and we were therefore not able to identify it as such. Regardless, this is a topic that clearly is important and relevant to child care providers and needs to be addressed. With implementation of the mentoring program and peer group, providers can find a sympathetic and understanding ear. Sometimes that alone can be a great help. In addition, the more experienced providers may have dealt with some of the same issues previously and through discussion a best practice of sorts will begin to emerge. The group could also find an expert to speak to the group, perhaps from DHS or CCR&R.

Language regarding parental behavior and expectations should be included in the initial contract for each family. If not in the contract, a stand-alone document can be used to describe expected interaction/behavior. Parents would be expected to read and sign this agreement. Providers could reissue this document yearly as a reminder of expectations, and reissue the document if problems begin to develop. One other possibility could be to create a periodic (quarterly?) "newsletter" with birthdays, special activities, and milestones (firsts?). Policies and acceptable behaviors could be reinforced in this same newsletter.

In item #2 the creation of community college classes was discussed. If achieved, any such classes should include a discussion regarding parents and ideas of how to handle issues and conflicts.

7. Issue to Address: *Staffing.*

The recent legislation that allows 16-year-olds to independently supervise school-aged children and increases some ratios offers a bit of staffing relief, if adopted by a provider. The Governor's task force also recommended the TEACH and WAGE\$ programs be continued and possibly expanded; another staffing boost if this happens.

Career fairs in high schools and community colleges should include information about the career possibilities available in child care. This is another opportunity for our County Consultants to be involved and organize participation in these events. The Governor's Task Force included a recommendation similar to this one.

In item #1 above we discussed creation of a database for parents looking for care and another of care providers with openings. This same system could be enhanced to connect potential employees with open positions. Consistently listing positions at an easily accessible website may help with recruiting and could reduce costs of advertising for staff.

8. Issue to Address: *No time off.*

Getting time off at a child care center may sometimes be difficult, particularly with some of the staffing shortages we are now experiencing. But with appropriate staffing levels there should be enough flexibility to allow for time off as needed.

For in-home providers, this can be a real issue, however. We recommend a substitute program be developed, perhaps one in each county and coordinated by our new County Consultant. Alternatively, the networking group could be involved in establishing such a program. This would of course require one or more individuals who are willing to fill this role. Details could be negotiable, with the substitute either working from the provider's home or from their own home.

Another idea we have heard of is to have a church-based fundraiser program where children needing substitute care are watched at the church by volunteers. Sunday School rooms are often set up nicely for this purpose, with many of the necessities (toys, tables and chairs, etc.) already on hand.

9. Other ideas we have seen implemented:

- Below is a section entitled “Thinking Beyond Traditional Methods of Child Care”. In this section we will discuss a number of child care ownership models. Some of these arrangements have been around for a while, but others are newer and more innovative in nature.
- Nanny share – For an individual family to hire a nanny may be cost prohibitive, but what if the cost could be shared among two or three families?
- Child Care Collective - Each hour worked is worth one or more hours of care. A group of parents can band together and take turns watching each other's children. There would be many details to work out and flexibility would be critical.
- After school care provided at a church, staffed by volunteers – could be all ages, or could be limited to certain grades. All religions welcome.
- Older adults (retirees generally) can volunteer to donate small blocks of time to a child care center or possibly even to a home. If needed, these individuals could be paid minimum wage. Generally, these individuals would be expected to help with infants, perhaps making a small impact in the lack of infant care. This idea is also designed to help with profitability for providers, but also an opportunity for retirees to stay active while providing a service to the community. This could be established through a community center, a church, or other organization that serves older Iowans.
- As part of the networking program, recruit a bookkeeper or firm to handle food program paperwork for any interested child care providers. This initiative would be designed to reduce the after-hours burden on providers. Sharing the service should help to hold down the costs.
- Network group can organize larger-scale purchases and share savings among those interested. This could be somewhat formalized where certain standard items are

routinely purchased and kept on hand or can be more informal where a member of the group announces the desire to buy a certain item in bulk and others can agree to split the purchase. The same strategy might be possible for services purchased. If several child care operators go together to contract with a service provider, they may be able to negotiate a better price. This is similar to one of the proposals from the Governor's Task Force.

Thinking beyond traditional methods of child care.

It was mentioned earlier that there are two traditional child care models in Iowa – in-home care and child care centers. The COVID-19 pandemic and the difficulty in finding child care has resulted in interest in and exploration of a number of 'hybrid' child care models. Some of these models may want to be explored by the NIACOG region as it works to build adequate capacity of child care.

Employer-owned child care centers have been around for quite a while. While there can be hurdles to setting up a center in a business, it is hard to deny the benefits to the business in terms of employee attraction, retention and productivity. For example, '91 percent of employees using employer sponsored child care will recommend their employer to working parents' (*The Lasting Impact of Employer Sponsored Child Care Centers,* Bright Horizons 2017). Additionally, having ready access to quality child care may reduce employee turnover by as much as 60 percent (*The U.S. and the High Cost of Childcare,* Child Care Aware of America, 2018). More information about the benefits and process of setting up employer-owned child care centers may be found at Employer-Child-Care-Guide.ashx (brighthorizons.com)

When it comes to employer-owned/sponsored centers there are a few approaches that can be taken. Some employers may choose to open their center not only to employees, but also to the community, while others may choose to only open to their employees. In either case, employees benefit greatly from the added convenience of employer-owned centers.

In the case of owner-employed/sponsored centers that are also open to the community there are a few models in place already throughout Iowa. It seems one of the most popular models is employer-owned centers operated by third party organizations. Examples of this model include Vermeer Yellow Iron Academy and MercyOne Child Development Center, both of which are operated by Bright Horizons. According to their website, Bright Horizons offers child care, elder care, and help for education and careers -- tools used by more than 1,000 of the world's top employers and that power many of the world's best brands. Vermeer Yellow Iron Academy, located in Pella, Iowa shares on their [website](#) that they have families from Vermeer, as well as many neighboring businesses in the industrial park.

There are also a few employer-owned centers throughout the state that offer child care only to their employees. Examples of companies who have centers structured this way include Caseys General Store in Ankeny, Iowa and Unity Point Health in Des Moines, Iowa. The Child

Development Center at Unity Point Health's [website](#) states "To receive care at the UnityPoint Health Child Development Center, a child must have at least one parent or legal guardian who is employed by UnityPoint Health or its affiliates." This center allows parents to flex their schedule from 2-5 days a week and offers drop-in scheduling based on availability. This seems to be favorable for healthcare workers with varied schedules and an "on-call" situation.

Cooperative Models

Another option that is being explored is various forms of a cooperative model. According to Definition.com, a cooperative is 'the organization whose owners join forces to collectively operate all or part of the functions of their business. A cooperative is an enterprise created and owned jointly by its members and operated for their mutual benefit'. This model can take many forms – from several parents or employers coming together to a number of child care providers operating out of the same building. The benefit of a co-op model is that, as long as it meets all requisite rules and regulations, it can be whatever the organizations coming together to form the co-op want it to be. Another benefit can be that profit motivation may be removed from the business, thus lowering costs.

A Parent Cooperative is a model that has been gaining in popularity. In this approach, parents often serve as the board of directors that set policy and hire trained and qualified staff – as well as volunteer their own time – to participate in the operations of the facility. This allows the parents to be intimately involved in the care their children receive. And, as mentioned earlier, the parents can realize cost savings since the profit motivation is subjugated. As such, typically cooperatives are organized as 501(c)3 tax-exempt corporations.

A good example of a Parent Cooperative can be found in Madison, Wisconsin. According to their website, the Tenney Nursery and Parent Center is a 'non-profit preschool and community-based parent cooperative'. Parent involvement can take a number of different forms – from substitute teaching, to participating in an annual fundraiser, to serving as a member of the board to 'provide leadership and support the school and children'. It should be noted that parent cooperation is not voluntary, it is mandatory.

According to 'California Cooperatives: Today's Landscape of Childcare Cooperatives' ([CA Landscape-Childcare Coops.pdf \(cccd.coop\)](#)), in addition to parent cooperatives, employer-assisted child care cooperatives could also be a solid option. This approach has the potential to benefit both the employer and the employee. There are several ways an employer can assist in reducing the cost of child care for their employees. From the report mentioned immediately above, here are a few:

- *Developing employment agreements with the cooperative that include child care workers on their healthcare or other benefit plans.*
- *Providing building space, utilities, use of copying and other equipment.*
- *Using employer-based food service to provide meals for children in child care.*

An example of an employee cooperative model – with assistance from their employer – can be found in Menlo Park, California at GeoKids. Again, according to the ‘California Cooperatives’ study above, GeoKids is ‘an employee cooperative established in 1987 by federal employees of the Geological Survey. Employees lobbied for an on-site child care center, and management eventually embraced the idea. The cooperative board of directors includes parent-employee members and one management appointee. The Geological Survey provides the on-site space at no cost, as well as use of a telephone system and utilities.’ It should be noted that GeoKids is a 501(c)3 corporation and, according to their website, currently has a waiting list.

In addition to Parent child care cooperatives and Employer- and Employee-based child care cooperatives, the ‘California Cooperatives’ study mentions several other cooperatives as potential options. They are as follows:

- A Worker Cooperative (owned by the workers that provide the child care)
- Multi-Stakeholder Cooperative Child care Centers (a mix of parents, workers and/or employers and businesses in a certain area)
- Family Child care Home Cooperatives (several independent in-home care providers come together to realize economies of scale – backup care, purchasing power, etc.)
- In many Iowa communities, churches have offered space to independently operated child care centers. One example of a such a relationship began more than 50 years ago at a church in Ames and has evolved to offer care and education to hundreds of central Iowa children.

Church-Based Alternatives

Ames Community Preschool Center (ACPC) www.acpc-childcare.org has been serving central Iowans since 1968 with care and educational programming for children ages 18 months to 12 years. ACPC was established as the first nonprofit child care center in Ames by a group of interested community members, including some members of First Christian Church, where it was originally based. The center started with 35 children (ages 3-5 years) and has added other sites as the business grew and opportunities arose. Children participate in planned activities geared toward their developmental levels.

Toddler and preschool programs are located at the ACPC Main Center at 920 Carroll Avenue. This location, a former elementary school, was purchased by ACPC in 2013. Six additional locations serve school age children (before and after school and all-day summer). Five of these locations are within elementary schools and the sixth is at Northminster Presbyterian Church, which is directly across the street from Fellows Elementary School. Locations within Ames were chosen to help reduce travel time for parents and children. Total capacity at the Main Center is 150 occupants, which is determined by the DHS requirement of 35 square feet per child ages 18-months to five years. Capacities at the other six sites is determined by the amount of space rented by ACPC. In the future, ACPC plans to offer infant care at the Main

Center which would require 75 square feet per child.

All sites are licensed by the Iowa Department of Human Services. ACPC offers families a variety of weekly scheduling options to fit their needs, and the program uses a sliding fee scale tuition, made possible by funders at ASSET (Analysis of Social Services Evaluation Team) that includes City of Ames, Story County, United Way of Story County, and Iowa State Student Government. The sliding fee tuition considers family size and income so that families can maintain employment and further their own education. ACPC utilizes child care assistance through the State of Iowa, and military families can use the Child Care Aware program to assist with tuition for programs at ACPC's main center.

ACPC is governed by a Board of Directors that includes a majority of parents of children enrolled in the center at large. The Board appoints an Executive Director to administer the center.

More Models

First Children's Finance (FCF), a company that, according to their website, 'helps child care entrepreneurs start and grow sustainable child care businesses', promotes a new way of viewing traditional models. In an FCF report entitled 'Innovative Licensing: Infinite Possibilities to Grow the Child Care Supply, they highlight two unique approaches. The first is the Chambliss Center for Children in Chattanooga, Tennessee. According to the report, the nonprofit networks single-classroom child care facilities within 13 public schools, which primarily serve the children of teachers.

The FCF report also highlights the 'pod model'. This approach provides a space for multiple providers of child care to coexist as they work to care for children. This allows the providers to share maintenance costs, among others. An example of such an approach exists in Minneapolis, where a multicultural center is home to numerous providers – all providing care in their own languages. The full FCF report may be found here: [Innovative-Licensing_FCF.pdf \(firstchildrensfinance.org\)](#).

There are even companies out there trying to capitalize on the 'sharing economy' (think Airbnb or Uber) when it comes to in-home child care. One example is MyVillage – backed by venture capital money. According to their website, 'MyVillage empowers customers to start their own child care or preschool program, so they can make a big difference in little lives. MyVillage's vision focuses on creating a higher standard of care for all kinds of families using their technology platform where they apply a Peloton-style education experience to early child care givers.' This may be an option for those that feel isolated with minimum support and/or those in-home providers that are looking to leverage economies of scale that may be provided. The website boasts that they 'increase caregivers earnings by 30-50 percent through (their) platform'.

Appendix

Forecast Assumptions (*Exhibit 1*)

NOTE: Forecast for mid-size and larger child care centers include officer compensation which must be added to net profit to determine an adjusted total benefit to the owner since in most cases the owner will be the officer. According to Bizminer, discretionary owner earnings are \$208,465 for a larger child care center and \$120,826 for a mid-size center. Discretionary owner earnings includes pre-tax net profit, officer compensation, depreciation, and any other non-cash expenses.

Assumptions for Child and Adult Care Food Program (CACFP)

CACFP Rates for 2022/23 are from Federal Register page 44,329, dated July 26, 2022. Rates used assume Tier 1 and ignore the temporary \$0.10 rate increases from the Keep Kids Fed Act that will be in effect through 6/30/23.

Actual rates used then are Breakfast \$1.56, Lunch \$2.94, Snack \$0.87.

If Tier 2 rates were used (once temporary increases no longer apply and depending on certain income guidelines), revenue from this program would decrease by \$2.79 per day for full-time children and \$1.63 for school age eating breakfast and snack. This would result in a decrease in revenue of \$18.37 daily, \$91.85 weekly, or \$4,776.20 annually for our example child care home.

CACFP rates are assumed to remain unchanged throughout the three-year forecast period. Actual food costs are estimated at 50% of CACFP payments.

All Scenarios

Five weeks of revenue is recorded in January, March, July, and October. Four weeks of revenue in all other months.

Scenario 1

- Child Development Home A, no quality rating.
- Starting business beginning January 1, 2023.
- Participates in Child Care Assistance (CCA) program and Food Program (CACFP).
- Half-day CCA rate ceiling for Infant and Toddler \$12.98.
- Assume 10 percent vacancy rate and three percent bad debt.
- Vacancy rate includes any days when children are absent and not charged, plus any sick days or vacation days for provider.
- Bad debt is all written off at year-end (December).

Startup expenses of \$4,300 include children's furniture, nap needs (blankets, pillows, mats,

sleeping bags, kid's beds, crib), toys, activities and crafts, books, CD's, DVD's, a television, meal supplies (plates, cups, utensils, napkins, etc.), cleaning supplies, training and licensing fees, outdoor toys, office supplies, safety equipment (first aid, baby gates, childproofing, etc.), and professional fees. This is not necessarily an all-inclusive list and other items could be added (such as advertising, the need for a fenced yard, and so on). With careful purchasing of mostly used items this figure could be reduced significantly. On the other hand, if a fenced yard and a large outdoor playset is desired these costs could be multiplied several times over.

It is also worth noting that we have expensed all startup costs in month one of the forecast. Due to the relatively low cost of items this would be typical handling of these costs. Start-up expenses in excess of \$5,000 may need to be capitalized and amortized over 15 years but verify proper handling with an accountant.

Expenses for use of home include pro-rated costs necessary to own and operate the household and the child care operation. These often include mortgage interest, internet, cable or satellite television, and utilities.

The income statement example does not include salary for the business owner, but rather assumes the proprietor will take periodic withdrawals of profits throughout the year. Business owners should plan for the 15.3 percent payroll taxes and submit taxes quarterly or as advised by their accountant.

Children Cared For

- Infant < 12 months – Qualifies for CCA.
- Toddler 1 <24 months – Does not qualify.
- Toddler 2 <24 months – Does not qualify.
- Toddler 3 > 24 months – Qualifies for CCA.
- Preschool 1 – Does not qualify.
- Preschool 2 – Does not qualify.
- School Age (before and after only) – Does not qualify.

Rates

- All children not yet school age \$150 (includes pre-school). Rate increases \$5 in year two and again in year three.
- School Age rate is \$75 all years.
- Since rates are above CCA ceiling, CCA payments for Infant and Toddler will be \$129.80 weekly, rather than \$150 normal charge.
- CACFP payments would be \$5.67 for six children and \$2.63 for school age (breakfast and snack).

- Revenue for five-week months (not CCA) would be 20 weeks x \$150 = \$3,000 less 10 percent = \$2,700.
- For CCA revenue is 10 weeks x \$129.80 = \$1,298 less 10 percent = \$1,168.20.
- Revenue for School Age five weeks x \$75 = \$375 less 10 percent = \$337.50 (parent paid).

- Total CACFP for five-week months would be $\$5.37 \times 25 \text{ days} \times 6 \text{ children} = \805.50 .
- School Age CACFP is $25 \text{ days} \times \$2.43 = \60.75
- Reduce CACFP by 10 percent for vacancies/absences = $\$866.25 \times .9 = \779.63 .
- For years two and three add $\$5 \times \text{five weeks} \times \text{four children} = \100 less 10 percent = \$90 additional revenue per month. Assumes no increase for CCA payments and no increase for school age rate.
- Revenue for four-week months would be $16 \text{ weeks} \times \$150 = \$2,400$ less 10 percent = \$2,160.
- For CCA revenue is $\text{eight weeks} \times \$129.80 = \$1,038.40$ less 10 percent = \$934.56.
- Revenue for School Age four weeks $\times \$75 = \300 less 10 percent = \$270 (parent paid).
- Total CACFP for four-week months would be $\$5.37 \times 20 \text{ days} \times \text{six children} = \644.40 .
- School Age CACFP is $20 \text{ days} \times \$2.43 = \48.60 (breakfast and snack).
- Reduce CACFP by 10 percent for vacancies/absences = $\$693 \times .9 = \623.70 .
- For years two and three add $\$5 \times \text{four weeks} \times \text{four children} = \80 less 10 percent = \$72 additional revenue per month. Assumes no increase for CCA payments and no increase for school age.
- CACFP payment rates are assumed to stay unchanged for years two and three.
- Most administrative expenses are assumed to increase three percent annually in years two and three.

Scenarios 2 & 3

- These have been classified as medium-size child care center and larger child care center.
- Since start-up expenses can vary widely in a child care center, we are going to assume this facility is a going concern and has been in business for a period of years.
- No specific number of children is assumed, and no specific revenue streams are calculated. Instead, revenue is based on Bizminer projections as described below.
 - Finances are based on Bizminer Industry Financial Profile for the State of Iowa for Child Care businesses with revenue between \$500,000 and \$999,999 (medium) and between \$1m and \$2.49m. These are attached as Exhibits 5 & 6.
 - Total Revenue of \$707,827 (medium) and \$1,397,208 is based on the 2021 Bizminer revenue average for Iowa businesses in these categories
 - Revenue will be assumed to increase five percent in years two and three.
 - Total Expenses are also based on this Bizminer report and have been allocated among accounts based on this report.
 - Bizminer reports do not always specifically identify all administrative expenses but instead combine these together as one amount. For purposes of this report, we have estimated amounts for the individual expense accounts, and totals coincide with the Bizminer report.
 - Assume zero percent vacancy, most centers charge full amount regardless of absence
 - Bad debt will be 0.1 percent or slightly more as per Bizminer peer group, and will be written off at year-end (December).
 - Wages and most other expenses will be assumed to increase three percent in years two and three.

Child Care Financial Scenarios: 2023-2025 Forecasts

In-Home Child Care (Exhibit 2)

Generated September 7, 2022

Projected Profit and Losses

Projected Profit & Loss	2023	2024	2025
Revenue	\$51,856	\$52,792	\$53,728
Parent Payments	\$31,592	\$32,528	\$33,464
CCA Payments	\$12,152	\$12,152	\$12,152
CACFP Payments	\$8,112	\$8,112	\$8,112
Direct Costs	\$1,612	\$1,654	\$1,697
Bad Debt	\$1,612	\$1,654	\$1,697
Gross Margin	\$50,244	\$51,138	\$52,031
Gross Margin %	97%	97%	97%
Operating Expenses	\$15,688	\$11,498	\$11,608
Start Up Expenses	\$4,300		
Books	\$120	\$124	\$128
Food	\$4,056	\$4,056	\$4,056
Toys, Activities, Crafts	\$240	\$247	\$254
CD's & DVD's	\$120	\$124	\$128
Cleaning Supplies/Paper Products	\$600	\$618	\$636
Repairs & Maintenance	\$600	\$618	\$636
Office Supplies	\$120	\$124	\$128
Gifts	\$120	\$124	\$128
Meal Supplies	\$120	\$124	\$128
Training/Licensing	\$180	\$185	\$190
Telephone	\$600	\$618	\$636
Bank Service Charge	\$120	\$120	\$120
Insurance	\$600	\$618	\$636
Professional Fees	\$192	\$198	\$204
Expenses for Use of Home	\$3,600	\$3,600	\$3,600
Operating Income	\$34,556	\$39,640	\$40,423
Income Taxes	\$0	\$0	\$0
Total Expenses	\$17,300	\$13,152	\$13,305
Net Profit	\$34,556	\$39,640	\$40,423
Net Profit %	67%	75%	75%

Mid-Size Child Care Center (Exhibit 3)

Generated September 7, 2022

Projected Profit and Losses (1 of 2)

Projected Profit & Loss	2023	2024	2025
Revenue	\$707,824	\$743,220	\$780,376
Child Care Revenue-All Sources	\$707,824	\$743,220	\$780,376
Direct Costs	\$700	\$721	\$742
Bad Debt	\$700	\$721	\$742
Gross Margin	\$707,124	\$742,499	\$779,634
Gross Margin %	100%	100%	100%
Operating Expenses	\$690,109	\$710,599	\$731,573
Officer Wages	\$97,252	\$100,176	\$103,180
Employee Wages	\$332,680	\$342,656	\$352,936
Payroll Tax	\$32,888	\$33,876	\$34,892
Employee Benefits	\$30,004	\$30,900	\$31,824
Food	\$70,200	\$72,312	\$74,472
Meal Supplies	\$996	\$1,032	\$1,056
Furniture & Equipment	\$3,600	\$3,708	\$3,816
Repairs & Maintenance	\$6,000	\$6,180	\$6,360
Books	\$1,200	\$1,236	\$1,272
Toys, Activities, Crafts	\$1,200	\$1,236	\$1,272
CD's & DVD's	\$1,200	\$1,236	\$1,272
Cleaning Supplies/Paper Products	\$6,000	\$6,180	\$6,360
Office Supplies	\$600	\$624	\$636
Gifts	\$2,004	\$2,064	\$2,124
Training/Licensing	\$3,000	\$3,096	\$3,180
Telephone/Internet/Software Fees	\$6,000	\$6,180	\$6,360
Rent	\$46,464	\$47,868	\$49,296
Utilities	\$7,200	\$7,416	\$7,632
Insurance	\$3,000	\$3,096	\$3,180
Cleaning Service	\$9,000	\$9,264	\$9,540
Computer/Technology	\$3,600	\$3,708	\$3,816
Printing	\$996	\$1,032	\$1,056
Advertising	\$5,004	\$5,148	\$5,304
Dues & Memberships	\$1,200	\$1,236	\$1,272
Donations	\$3,000	\$3,000	\$3,000
Bank Fees	\$600	\$624	\$636
Professional Services	\$5,004	\$5,148	\$5,304
Depreciation	\$3,000	\$3,000	\$3,000

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Projected Profit and Losses (2 of 2)

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Projected Profit & Loss	2023	2024	2025
Interest Expense	\$4,212	\$4,212	\$4,212
Income Tax	\$3,005	\$3,155	\$3,313
Operating Income	\$17,015	\$31,900	\$48,061
Income Taxes	\$0	\$0	\$0
Total Expenses	\$690,809	\$711,320	\$732,315
Net Profit	\$17,015	\$31,900	\$48,061
Net Profit %	2%	4%	6%

Large Child Care Center (Exhibit 4)

Generated September 7, 2022

Projected Profit and Losses (1 of 2)

Projected Profit & Loss	2023	2024	2025
Revenue	\$1.4M	\$1.5M	\$1.5M
Child Care Revenue-All Sources	\$1.4M	\$1.5M	\$1.5M
Direct Costs	\$1,800	\$1,848	\$1,908
Bad Debt	\$1,800	\$1,848	\$1,908
Gross Margin	\$1.4M	\$1.5M	\$1.5M
Gross Margin %	100%	100%	100%
Operating Expenses	\$1.3M	\$1.4M	\$1.4M
Officer Wages	\$127,984	\$131,820	\$135,776
Employee Wages	\$670,660	\$690,780	\$711,504
Payroll Tax	\$61,100	\$62,932	\$64,816
Employee Benefits	\$79,860	\$82,264	\$84,732
Food	\$135,000	\$139,056	\$143,220
Meal Supplies	\$2,004	\$2,064	\$2,124
Furniture & Equipment	\$7,200	\$7,416	\$7,632
Repairs & Maintenance	\$12,000	\$12,360	\$12,720
Books	\$2,400	\$2,472	\$2,544
Toys, Activities, Crafts	\$3,000	\$3,084	\$3,180
CD's & DVD's	\$2,400	\$2,472	\$2,544
Cleaning Supplies/Paper Products	\$12,000	\$12,360	\$12,720
Office Supplies	\$1,200	\$1,236	\$1,272
Gifts	\$3,996	\$4,116	\$4,236
Training/Licensing	\$6,000	\$6,180	\$6,360
Telephone/Internet/Software Fees	\$12,000	\$12,360	\$12,720
Rent	\$90,000	\$92,700	\$95,484
Utilities	\$12,000	\$12,360	\$12,720
Insurance	\$6,000	\$6,180	\$6,360
Cleaning Service	\$18,000	\$18,540	\$19,080
Computer/Technology	\$7,200	\$7,416	\$7,632
Printing	\$3,000	\$3,096	\$3,180
Advertising	\$7,500	\$7,728	\$7,944
Dues & Memberships	\$2,004	\$2,064	\$2,124
Donations	\$6,000	\$6,000	\$6,000
Bank Fees	\$1,200	\$1,236	\$1,272
Professional Services	\$9,996	\$10,296	\$10,596
Depreciation	\$12,000	\$12,000	\$12,000

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Projected Profit and Losses (2 of 2)

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Projected Profit & Loss	2023	2024	2025
Interest Expense	\$9,996	\$9,996	\$9,996
Income Tax	\$13,260	\$13,923	\$14,619
Operating Income	\$58,452	\$88,709	\$121,405
Income Taxes	\$0	\$0	\$0
Total Expenses	\$1.3M	\$1.4M	\$1.4M
Net Profit	\$58,452	\$88,709	\$121,405
Net Profit %	4%	6%	8%

Bizminer Industry Financial Profile \$500,000 - \$999,999 (Exhibit 5)

Dollars (All Figures In USD)						
	2017	2018	2019	2020	2021	
Business Revenue	\$667,907	\$678,644	\$687,368	\$712,184	\$707,827	
Cost of Sales	\$63,451	\$64,471	\$67,843	\$66,589	\$65,828	
Cost of Sales - Labor Portion	\$17,812	\$18,847	\$20,655	\$17,229	\$17,025	
Gross Margin	\$604,456	\$614,173	\$619,525	\$645,595	\$641,999	
Officers Comp.	\$82,820	\$83,066	\$89,220	\$98,495	\$97,255	
Salary--Wages	\$244,788	\$245,737	\$243,260	\$254,463	\$251,420	
Rent	\$36,868	\$36,986	\$33,681	\$37,888	\$37,444	
Taxes Paid	\$33,462	\$33,593	\$30,588	\$28,843	\$28,525	
Advertising	\$4,675	\$4,751	\$6,530	\$6,766	\$6,654	
Benefits--Pensions	\$16,097	\$16,220	\$16,772	\$18,161	\$17,979	
Repairs	\$5,410	\$5,429	\$5,224	\$7,264	\$7,149	
Bad Debt	\$735	\$747	\$481	\$641	\$637	
Sales General Admin & Misc.	\$183,541	\$184,252	\$182,290	\$194,070	\$191,679	
EBITDA	\$-3,940	\$3,392	\$11,479	\$-996	\$3,257	
Amortization Depreciation Depletion	\$7,013	\$7,058	\$6,255	\$4,059	\$3,539	
Operating Expenses	\$615,409	\$617,639	\$614,301	\$650,650	\$642,281	
Operating Income	\$-10,953	\$-3,666	\$5,224	\$-5,055	\$-282	
Interest Income	\$67	\$68	\$137	\$142	\$212	
Interest Expense	\$2,605	\$2,647	\$3,231	\$3,062	\$4,318	
Other Income	\$10,486	\$11,198	\$12,991	\$18,588	\$24,420	
Pre-Tax Net Profit	\$-3,005	\$4,953	\$15,121	\$10,613	\$20,032	
Income Tax	\$0	\$1,054	\$3,175	\$1,592	\$3,005	
After Tax Net Profit	\$-3,005	\$3,899	\$11,946	\$9,021	\$17,027	
Discretionary Owner Earnings	\$86,828	\$95,077	\$110,596	\$113,167	\$120,826	

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Bizminer Industry Financial Profile \$1m - \$2.49m (Exhibit 6)

Dollars (All Figures in USD)						
	2017	2018	2019	2020	2021	
Business Revenue	\$1,318,597	\$1,335,962	\$1,407,917	\$1,445,785	\$1,397,208	
Cost of Sales	\$174,714	\$176,213	\$189,646	\$190,410	\$182,336	
Cost of Sales - Labor Portion	\$49,019	\$51,520	\$57,734	\$49,249	\$47,172	
Gross Margin	\$1,143,883	\$1,159,749	\$1,218,271	\$1,255,375	\$1,214,872	
Officers Comp.	\$98,499	\$98,594	\$118,124	\$133,591	\$127,984	
Salary-Wages	\$493,023	\$493,504	\$519,803	\$539,422	\$516,687	
Rent	\$65,271	\$65,329	\$67,580	\$58,988	\$56,447	
Taxes Paid	\$59,996	\$59,985	\$59,273	\$65,639	\$62,874	
Advertising	\$5,538	\$5,477	\$9,011	\$9,253	\$8,802	
Benefits-Pensions	\$36,393	\$36,472	\$31,960	\$35,855	\$34,232	
Repairs	\$13,054	\$13,092	\$9,870	\$10,988	\$10,479	
Bad Debt	\$1,978	\$2,004	\$1,267	\$1,880	\$1,816	
Sales General Admin & Misc.	\$323,979	\$324,371	\$346,207	\$357,687	\$342,595	
EBITDA	\$46,152	\$60,921	\$56,176	\$42,072	\$52,956	
Amortization Depreciation Depletion	\$15,296	\$15,364	\$15,065	\$10,843	\$9,222	
Operating Expenses	\$1,113,027	\$1,114,192	\$1,177,160	\$1,224,146	\$1,171,138	
Operating Income	\$30,856	\$45,557	\$41,111	\$31,229	\$43,734	
Interest Income	\$264	\$267	\$282	\$289	\$419	
Interest Expense	\$8,703	\$8,817	\$7,180	\$6,940	\$9,361	
Other Income	\$15,164	\$16,032	\$17,458	\$29,494	\$36,467	
Pre-Tax Net Profit	\$37,581	\$53,039	\$51,671	\$54,072	\$71,259	
Income Tax	\$5,637	\$11,166	\$10,851	\$9,518	\$12,815	
After Tax Net Profit	\$31,944	\$41,873	\$40,820	\$44,554	\$58,444	
Discretionary Owner Earnings	\$151,376	\$166,997	\$184,860	\$198,506	\$208,465	

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Child Development Home Registration Guidelines *(Exhibit 7)*

Methodology Report

June 2022

AS Anderson NE Lehman
Center for Survey Statistics & Methodology
Survey Research Services
Iowa State University

1. Introduction

In spring 2022 the Center for Survey Statistics & Methodology-Survey Research Services (CSSM-SRS) was contacted by Duane Johnson, Iowa State University Extension Specialist in Farm, Food and Enterprise Development, working with the North Iowa Council of Governments (NIACOG) to conduct a survey of child care providers in eight counties in north Iowa; Kossuth, Winnebago, Hancock, Worth, Cerro Gordo, Franklin, Mitchell and Floyd. The goal of the survey was to learn about the gap between child care demand and supply, particularly as it pertains to economic development.

This report describes the methods used to identify and obtain the sample and collect the data for the Child care survey. Section 2 describes the data collection procedures. Survey outcomes and response rates appear in Section 3.

2. Data Collection Procedures

CSSM-SRS staff used the Child Care Client Portal developed by the Iowa Department of Human Services to identify child care providers in the eight-county area. The NIACOG Child Care Survey was developed by the principal investigator and his team in cooperation with CSSM SRS.

Owners and managers of child care homes and child care centers were sent letters to explain the project, request their participation, and alert them that a professional interviewer would be calling to conduct a telephone interview. The CSSM toll-free phone number was also included so providers could call to ask questions or express concerns about the project. CSSM-SRS received no phone calls from providers. The survey was programmed in Qualtrics by CSSM-SRS staff.

An invitation letter was sent to 163 child care homes and centers on June 2, 2022. Trained, professional telephone interviewers called and conducted surveys with child care providers.

3. Iowa Farm and Rural Life Survey Outcomes and Response Rates.

Survey response is shown in Table 1. The sample consisted of 163 owners or managers of child care homes or centers (providers). Seven providers were classified as *Not Eligible* because they were no longer providing child care, leaving an eligible sample of 156 providers.

Three providers refused to be interviewed. Fifty-five providers were unable to be reached during the data collection period (June 9-27, 2022). Eighty-eight providers completed telephone interviews. Four child care center managers answered questions about more than one center, which allowed data to be collected about a total of 92 child care homes and centers.

Response rates are calculated as a ratio of the completed surveys to eligible sample. The response rate for this study is 56.4 percent (92/156).

Table 1. Number of sampled cases by outcome disposition and response rate.

Sample	
	163
<i>Not Eligible</i>	7
Eligible Sample	156
Refused	3
Unable to be reached	55
Child care home/center date provided by owner/manager	92
Response Rate	56.4 percent

NIACOG Child Care Survey Questions (Exhibit 8)

The purpose of this research is to learn how the availability of child care impacts economic development in small Iowa communities. The interview focuses on your experiences as the owner/operator of child care center or child care home. We are also interested in your opinions regarding recent changes in regulations and proposed legislation

Your participation in this study is voluntary and you are free to skip any questions you do not feel comfortable answering. However, your participation is essential to an accurate understanding of what is really happening in North Iowa and how those compare to statewide trends. All information provided will be kept completely confidential and will be used only in combination with similar information from other child care providers.

First, I have some questions about your day care.

1. According to our records, you currently own or operate a child care home or child care center in North Iowa. Is that correct?

1 = Yes

2 = No

2. Is it a child care home or child care center?

1 = Child care home

2 = Child care center

Day Care Questions

3. Is your (child care home/child care center) licensed with the state?

1 = Yes

2 = No

4. (IF CHILD CARE CENTER, ASK) Do you have more than one location?

5a. How many children are you licensed to care for? _____

5b. Next, we'd like to know the maximum number of children you are licensed to care for in each of the following age groups. How many are you licensed to care for in (AGE)?

(IF MORE THAN ONE LOCATION, GET INFORMATION ABOUT EACH CENTER)

AGE	Under 12 months	Under 2 years	Under 6 years	School age kids Before school	School age kids After school
Number of children Site 1					
Number of children Site 2					

6. Do you provide before and/or after school care?

1 = Yes, both before and after

2 = No

3 = Before Only

4 = After Only

7. Do you provide other care for school-age children, such as days when there is no school, or early outs, etc.?

1 = Yes

2 = No

8. Other than before and after school care, do you care for any other children part-time for example, 3 days/week or half days?

1 = Yes

2 = No

9. Do you provide care for children of parents who work 2nd or 3rd shifts or varying shifts

1 = Yes

2 = No

10. What are your hours of operation? _____am to _____pm

11a. Do you charge by age of the child?

1 = Yes [GO TO 11 1c]

2 = No [GO TO 11b]

11b. What do you charge per week? \$_____ [GO TO Q12]

11c. What do you charge for each of the following age groups? What do you charge for (AGE)per week?

AGE	Under 12 months	Under 2 years	Under 6 years	School age kids Before school	School age kids After school	School age kids on teacher work-days/ school vacations
Cost per child	\$	\$	\$	\$	\$	\$

12. How do you charge for children who care for part time (other than school age before and after school)?

13. Do you offer a discount for families with more than one child in your care?

1 = Yes

2 = No

14. Do you accept child care assistance payments?

1 = Yes

2 = No

15. Do you participate in the Iowa Child and Adult Care Food Program (CACFP)?

1 = Yes

2 = No

16. How many (AGE) children are currently enrolled full time and part time?

AGE	Under 12 months	Under 2 years	2 to 6-year-olds	School age kids Before school	School age kids After school
Children enrolled FULL-TIME					
Children enrolled PART TIME					

17. How many openings do you currently have for (AGE)?

AGE	Under 12 months	Under 2 years	2 to 6-year-olds	School age kids Before school	School age kids After school
How many openings?					

18a. Do you have a waiting list?

1 = Yes

2 = No (GO TO 17d)

18b. If yes, for what ages?

18c. How many children are on the waiting list?

19. Can you estimate how many inquiries you get each month from parents looking for child care?

20a. How many full-time employees, including yourself, work at your (child care home / child care center)?

20b. How many part-time or seasonal employees work at your (child care home / child care center)?

20c. How many unpaid licensed or qualified people help in your (child care home / child care center)?

IF NO EMPLOYEES, GO TO Q 24

21a. Do you offer discounted child care for employees?

1 = Yes

2 = No

21b. If yes, what is the discount offered? _____%

22a. Do your employees receive benefits?

1 = Yes

2 = No

22b. If yes, what benefits?

23a. Do you have difficulty finding and keeping employees?

1 = Yes

2 = No

23b. What difficulties do you have?

24. There is a bill pending in the Iowa legislature that will loosen child care regulations and allow 16-year-olds to care for children in a day care setting. It also increases number of children ratio with providers. Do you think this will be a positive or negative change?

1 = Positive

2 = Negative

25. How might this change impact your (child care home / child care center)?

Next, I have some questions about you and your experiences.

26. How many years have you been providing childcare, either in a child care center or a child care home?

27. How many more years do you expect to provide child care?

28. How many hours per week do you work? (Include contact time as well as paperwork, clean-up and prep work.)

29. What is your current age?

30. How satisfied are you with your job? Would you say you are...?

Very Dissatisfied	Dissatisfied	Neither Dissatisfied nor satisfied	Satisfied	Very Satisfied
1	2	3	4	5

31a. Is your (child care home / child care center) profitable?

1 = Yes

2 = No

31b. Is it as profitable as you thought it would be?

1 = Yes

2 = No

Finally, I have some questions about child care in your area.

32. Do you think there are enough places that provide child care, whether in a home or in a center, in your community?

1 = Yes [GO TO Q34]

2 = No

33a. Why do you think there is a child care shortage in your area?

33b. What are the greatest needs for childcare in the area? (Such as newborn care, before and after school care, child care for parents who work 2nd or 3rd shift)

34. What do you think it would take to get more individuals or businesses to become child care providers?

35a. Are you aware of providers who have stopped caring for children?

1 = Yes

2 = No

35b. IF YES, ASK: Do you know why they chose to quit providing child care?

36. What are the biggest challenges you have with running a (child care home / child care center)?

Iowa State University greatly appreciates your time and input. Thank you.

NIACOG Child Care Survey Frequency Tables (Exhibit 9)

CASEID				
CASEID	Frequency	Percent	Cumulative Frequency	Cumulative Percent
101	1	1.14	1	1.14
103	1	1.14	2	2.27
105	1	1.14	3	3.41
106	1	1.14	4	4.55
107	1	1.14	5	5.68
110*	1	1.14	6	6.82
111	1	1.14	7	7.95
112	1	1.14	8	9.09
113	1	1.14	9	10.23
116	1	1.14	10	11.36
117	1	1.14	11	12.50
119	1	1.14	12	13.64
121	1	1.14	13	14.77
125	1	1.14	14	15.91
126	1	1.14	15	17.05
129	1	1.14	16	18.18
131	1	1.14	17	19.32
135	1	1.14	18	20.45
137	1	1.14	19	21.59
138	1	1.14	20	22.73
139	1	1.14	21	23.86
140	1	1.14	22	25.00
142	1	1.14	23	26.14
143	1	1.14	24	27.27
146	1	1.14	25	28.41
147	1	1.14	26	29.55
151	1	1.14	27	30.68
152	1	1.14	28	31.82
154	1	1.14	29	32.95
156	1	1.14	30	34.09
157	1	1.14	31	35.23
159	1	1.14	32	36.36
162*	1	1.14	33	37.50
163	1	1.14	34	38.64
164	1	1.14	35	39.77
165	1	1.14	36	40.91
166	1	1.14	37	42.05
168	1	1.14	38	43.18
170	1	1.14	39	44.32
171	1	1.14	40	45.45
174	1	1.14	41	46.59
176	1	1.14	42	47.73
177	1	1.14	43	48.86
182	1	1.14	44	50.00
183	1	1.14	45	51.14
184	1	1.14	46	52.27
187	1	1.14	47	53.41
188	1	1.14	48	54.55
189	1	1.14	49	55.68
190	1	1.14	50	56.82
191	1	1.14	51	57.95
192	1	1.14	52	59.09
193	1	1.14	53	60.23
194	1	1.14	54	61.36
195	1	1.14	55	62.50
203	1	1.14	56	63.64
206	1	1.14	57	64.77
207*	1	1.14	58	65.91
208	1	1.14	59	67.05
209	1	1.14	60	68.18
211	1	1.14	61	69.32
212	1	1.14	62	70.45
215	1	1.14	63	71.59
217	1	1.14	64	72.73
219	1	1.14	65	73.86
221	1	1.14	66	75.00
222	1	1.14	67	76.14
224	1	1.14	68	77.27

CASEID				
CASEID	Frequency	Percent	Cumulative Frequency	Cumulative Percent
228	1	1.14	69	78.41
233	1	1.14	70	79.55
234	1	1.14	71	80.68
237	1	1.14	72	81.82
238	1	1.14	73	82.95
239	1	1.14	74	84.09
240	1	1.14	75	85.23
241	1	1.14	76	86.36
243	1	1.14	77	87.50
244	1	1.14	78	88.64
245	1	1.14	79	89.77
246	1	1.14	80	90.91
250	1	1.14	81	92.05
253	1	1.14	82	93.18
254	1	1.14	83	94.32
256	1	1.14	84	95.45
257	1	1.14	85	96.59
258	1	1.14	86	97.73
260	1	1.14	87	98.86
262	1	1.14	88	100.00

According to our records, you currently own or operate a child care home or child care center in North Iowa. Is that correct?				
According_to_our_records_you_cu	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	88	100.00	88	100.00

Is your (child care home/child care center) licensed with the state?				
Is_your_child_care_home_child_c	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	88	100.00	88	100.00

Is it a child care home or child care center?				
Is_it_a_child_care_home_or_child	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Child Care Center	21	23.86	21	23.86
Child Care Home	67	76.14	88	100.00

Do you have more than one location?				
Do_you_have_more_than_one_locati	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	17	80.95	17	80.95
Yes	4	19.05	21	100.00
Frequency Missing = 67				

How many locations do you have?				
How_many_locations_do_you_have	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	2	50.00	2	50.00
3	2	50.00	4	100.00
Frequency Missing = 84				

How many children are you licensed to care for?				
How_many_children_are_you_licens	Frequency	Percent	Cumulative Frequency	Cumulative Percent
10	3	3.41	3	3.41
11	1	1.14	4	4.55
118	1	1.14	5	5.68
12	40	45.45	45	51.14
120	1	1.14	46	52.27
13	1	1.14	47	53.41
14	1	1.14	48	54.55
16	5	5.68	53	60.23
160	1	1.14	54	61.36
167	1	1.14	55	62.50
20	1	1.14	56	63.64
205	1	1.14	57	64.77
250	1	1.14	58	65.91
267	1	1.14	59	67.05
289	1	1.14	60	68.18
30	1	1.14	61	69.32
324	1	1.14	62	70.45
33	2	2.27	64	72.73
34	1	1.14	65	73.86
44	1	1.14	66	75.00
45	1	1.14	67	76.14
55	1	1.14	68	77.27
57	1	1.14	69	78.41
590	1	1.14	70	79.55
6	3	3.41	73	82.95
62	1	1.14	74	84.09
66	1	1.14	75	85.23
8	11	12.50	86	97.73
93	1	1.14	87	98.86
Don't know	1	1.14	88	100.00

Comments				
Comments	Frequency	Percent	Cumulative Frequency	Cumulative Percent
10 plus 2 part-time	1	4.55	1	4.55
12 full-time, 2 part-time, 2 before/after school	1	4.55	2	9.09
590 between three centers	1	4.55	3	13.64
6 children at any given time, 4 school age, 2 part time	1	4.55	4	18.18
6 full time 2 part time	1	4.55	5	22.73
6 full time and then 2 school aged; if she has her assistant working she can have up to 4 school aged	1	4.55	6	27.27
6 full time, 2 part time, 4 before/after school	1	4.55	7	31.82
6 full time, 2 part time, 4 school age	1	4.55	8	36.36
6 out of school and 2 in school	1	4.55	9	40.91
6 weeks through 5th grade and before/after care program	1	4.55	10	45.45
8 + 4 during summer	1	4.55	11	50.00
8 alone with helper 12	1	4.55	12	54.55
8 at a time, can have up to 12 regular attendees, but only 8 can be there at one time	1	4.55	13	59.09
8 full-time and 4 before and after school	1	4.55	14	63.64
8 full-timer; up to 12 school age	1	4.55	15	68.18
8 kids plus 4 school kids	1	4.55	16	72.73
8 under 6; 4 school age	1	4.55	17	77.27
8 under school; 4 before and after school without a helper; in summer needs to have helper	1	4.55	18	81.82
Category B	1	4.55	19	86.36
Full time	1	4.55	20	90.91
by myself, Category B	1	4.55	21	95.45
licensed up to 12 with an assistant	1	4.55	22	100.00

Frequency Missing = 66

Next, we'd like to know the maximum number of children you are licensed to care for in each of the following age groups. How many are you licensed to care for under 12 months?

Next_we_d_like_to_know_the_maxi	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	3.85	3	3.85
12	1	1.28	4	5.13
16	1	1.28	5	6.41
16 baby room; 12 2 yr old;	1	1.28	6	7.69
16 infants; 161-2 yr old	1	1.28	7	8.97
18	1	1.28	8	10.26
2	15	19.23	23	29.49
2 infants	1	1.28	24	30.77
2 under 18 months	1	1.28	25	32.05
24	3	3.85	28	35.90
27 6 w-18 months	1	1.28	29	37.18
3	21	26.92	50	64.10
3 under 18 months	1	1.28	51	65.38
3 under 24 months	1	1.28	52	66.67
4	9	11.54	61	78.21
4 infants; 10 12 months	1	1.28	62	79.49
4 under 18 months	1	1.28	63	80.77
4 under 2 yrs	1	1.28	64	82.05
4 under 24 months; 3 under 12 months	1	1.28	65	83.33
4 under 2; 3 of the 4 can be under 12 months	1	1.28	66	84.62
4 under 2; only 3 can be 18 months	1	1.28	67	85.90
6	1	1.28	68	87.18
6 0-24 months	1	1.28	69	88.46
60	1	1.28	70	89.74
7 infants	1	1.28	71	91.03
9	1	1.28	72	92.31
Didn't t know	1	1.28	73	93.59
NA	1	1.28	74	94.87
doesn't know	1	1.28	75	96.15
don't know follow state	1	1.28	76	97.44
follow room capacity/staff capacity	1	1.28	77	98.72
infants 8; 12-24 months 8	1	1.28	78	100.00
Frequency Missing = 10				

How many are you licensed to care for under 2 years old?

Next_we_d_like_to_know_the_max1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	3.75	3	3.75
1	1	1.25	4	5.00
1 more if 3 under 12 months	1	1.25	5	6.25
1 per 18 -20 months	1	1.25	6	7.50
12 18 month-3	1	1.25	7	8.75
14	1	1.25	8	10.00
18	1	1.25	9	11.25
18 2 yr old ; 18 3 yr old	1	1.25	10	12.50
2	3	3.75	13	16.25
2 under 2	1	1.25	14	17.50
2 yr olds 8; 3-5 16-20	1	1.25	15	18.75
2-3 year olds = 8	1	1.25	16	20.00
24	2	2.50	18	22.50
26 for ages 2-12	1	1.25	19	23.75
3	4	5.00	23	28.75
3 (18 months and under)	1	1.25	24	30.00
3 infants up to 18 months	1	1.25	25	31.25
3 that are 24 months and under	1	1.25	26	32.50
4	28	35.00	54	67.50
4 from 12 mos to kindergarten	1	1.25	55	68.75
4 under 24 months	1	1.25	56	70.00
4 under 24 months total (including the max of 3 infants)	1	1.25	57	71.25
50	1	1.25	58	72.50
50 19month-3 yr	1	1.25	59	73.75
6	4	5.00	63	78.75
6 full-timer(depend on how many children)	1	1.25	64	80.00
6 total under the age of 2	1	1.25	65	81.25

How many are you licensed to care for under 2 years old?				
Next_we_d_like_to_know_the_max1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
60	1	1.25	66	82.50
7	1	1.25	67	83.75
8	2	2.50	69	86.25
8 (includes)	1	1.25	70	87.50
8 two to 4 year old	1	1.25	71	88.75
8 under kindergarten (4 before and after school for 2 hours) if spots no filled for under kindergarten can have 2 school age in the summer	1	1.25	72	90.00
Didn't know	1	1.25	73	91.25
NA	1	1.25	74	92.50
Total of 4 from 0 to 2 (but only 3 under 12 mo.)	1	1.25	75	93.75
doesn't know	1	1.25	76	95.00
don't know follow state	1	1.25	77	96.25
follow room capacity/staff capacity	1	1.25	78	97.50
otherwise no age restrictions	1	1.25	79	98.75
up to 8	1	1.25	80	100.00
Frequency Missing = 8				

How many are you licensed to care for under 6 year old?				
Next_we_d_like_to_know_the_max2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4 2yrs-preschool	1	1.32	1	1.32
118	1	1.32	2	2.63
12	3	3.95	5	6.58
12 3 yr old; 12 4 yr old	1	1.32	6	7.89
14	1	1.32	7	9.21
14 preschool/kindergarten	1	1.32	8	10.53
14- if she decides not to have any infants	1	1.32	9	11.84
140	1	1.32	10	13.16
16 under the age of 6 but only 6 can be under the age of 2	1	1.32	11	14.47
17	1	1.32	12	15.79
18	1	1.32	13	17.11
2	2	2.63	15	19.74
2-4 2 children; 1 kindergarten	1	1.32	16	21.05
20 3 and 4 year olds	1	1.32	17	22.37
24 4 yr olds;	1	1.32	18	23.68
280	1	1.32	19	25.00
3	1	1.32	20	26.32
3-12 year olds = 18	1	1.32	21	27.63
31	1	1.32	22	28.95
32	1	1.32	23	30.26
4	7	9.21	30	39.47
5	2	2.63	32	42.11
50	1	1.32	33	43.42
6	11	14.47	44	57.89
6 2 yr old; 19 3+ yrs	1	1.32	45	59.21
6 but total must be 10 or less	1	1.32	46	60.53
6 full time children preschool & elementary	1	1.32	47	61.84
6FT 2PT	1	1.32	48	63.16
7	1	1.32	49	64.47
8	15	19.74	64	84.21
8 of any combination of ages	1	1.32	65	85.53
8 preschool and under, depends on number of infants	1	1.32	66	86.84
8- 6 full and 2 part time	1	1.32	67	88.16
80	1	1.32	68	89.47
83 preschool -school age	1	1.32	69	90.79
Didn't know	1	1.32	70	92.11
don't know follow state	1	1.32	71	93.42
follow room capacity/staff capacity	1	1.32	72	94.74
limits on the younger age	1	1.32	73	96.05
up to 12 depending how little ones	1	1.32	74	97.37
up to 6	1	1.32	75	98.68
up to 8	1	1.32	76	100.00
Frequency Missing = 12				

How many are you licensed to care for school age kids before school?

Next we'd like to know the_max3 '+4 to total 12	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	3.80	4	5.06
10	2	2.53	6	7.59
118	1	1.27	7	8.86
14	1	1.27	8	10.13
150	1	1.27	9	11.39
18	1	1.27	10	12.66
184	1	1.27	11	13.92
2	12	15.19	23	29.11
2 plus 2 part-time	1	1.27	24	30.38
213	1	1.27	25	31.65
24	1	1.27	26	32.91
250 all year	1	1.27	27	34.18
3	2	2.53	29	36.71
4	24	30.38	53	67.09
4 additional	1	1.27	54	68.35
4 for two hours	1	1.27	55	69.62
4 part-timers	1	1.27	56	70.89
4 school	1	1.27	57	72.15
4 school age and above; 2 children part-time over 3 and must be in preschool	1	1.27	58	73.42
4 school age kids	1	1.27	59	74.68
5	1	1.27	60	75.95
5 school age and summer	1	1.27	61	77.22
50	1	1.27	62	78.48
6	4	5.06	66	83.54
89	1	1.27	67	84.81
96 school kids (include all above 4)	1	1.27	68	86.08
Can have 6 FT, 4 PT, + 2 before/after school	1	1.27	69	87.34
Didn't know	1	1.27	70	88.61
N/A; only in special circumstances (school out)	1	1.27	71	89.87
depends on how many during day	1	1.27	72	91.14
depends on how many other she has	1	1.27	73	92.41
don't know follow state	1	1.27	74	93.67
included above	1	1.27	75	94.94
included in 3+ classroom	1	1.27	76	96.20
no	1	1.27	77	97.47
up to 15	1	1.27	78	98.73
up to 3 school agers included in the 10	1	1.27	79	100.00
Frequency Missing = 9				

How many are you licensed to care for in school age kids after school?

Next we'd like to know the_max4 '+4 to total 12	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	7.41	5	9.26
10	1	1.85	6	11.11
118	1	1.85	7	12.96
150	1	1.85	8	14.81
18	1	1.85	9	16.67
2	11	20.37	20	37.04
213	1	1.85	21	38.89
24	1	1.85	22	40.74
3	2	3.70	24	44.44
4	18	33.33	42	77.78
4 additional	1	1.85	43	79.63
5	1	1.85	44	81.48
50	1	1.85	45	83.33
6	1	1.85	46	85.19
89	1	1.85	47	87.04
96 school kids (includes all above 4)	1	1.85	48	88.89
Didn't know	1	1.85	49	90.74
N/A; only in special circumstances (school out)	1	1.85	50	92.59
don't know follow state	1	1.85	51	94.44
no	1	1.85	52	96.30
see above	1	1.85	53	98.15
up to 15	1	1.85	54	100.00
Frequency Missing = 34				

How many are you licensed to care for at Location 2 under 12 months?				
How_many_are_you_licensed_to_car	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	66.67	2	66.67
12	1	33.33	3	100.00
Frequency Missing = 85				

How many are you licensed to care for at Location 2 in under 2 years old?				
How_many_are_you_licensed_to_ca1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	66.67	2	66.67
30 toddlers in 2 rooms	1	33.33	3	100.00
Frequency Missing = 85				

How many are you licensed to care for at Location 2 under 6 years old				
How_many_are_you_licensed_to_ca2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	50.00	1	50.00
80	1	50.00	2	100.00
Frequency Missing = 86				

How many are you licensed to care for at Location 2 in school age kids before school?				
How_many_are_you_licensed_to_ca3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	50.00	1	50.00
50 during school year	1	50.00	2	100.00
Frequency Missing = 86				

How many are you licensed to care for at Location 2 in school age kids after school?				
How_many_are_you_licensed_to_ca4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	100.00	1	100.00
Frequency Missing = 87				

How many are you licensed to care for at Location 3 under 12 months?				
How_many_are_you_licensed_to_ca5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	100.00	1	100.00
Frequency Missing = 87				

How many are you licensed to care for at Location 3 under 2 years old?				
How_many_are_you_licensed_to_ca6	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	100.00	1	100.00
Frequency Missing = 87				

How many are you licensed to care for at Location 3 under 6 years old?				
How_many_are_you_licensed_to_ca7	Frequency	Percent	Cumulative Frequency	Cumulative Percent
100	1	100.00	1	100.00
Frequency Missing = 87				

How many are you licensed to care for at Location 3 school age kids before school?				
How_many_are_you_licensed_to_ca8	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	100.00	1	100.00
Frequency Missing = 87				

How many are you licensed to care for at Location 3 school age kids after school?				
How_many_are_you_licensed_to_ca9	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	100.00	1	100.00
Frequency Missing = 87				

Do you provide before and/or after school care?				
Do_you_provide_before_and_or_aft	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	13	14.77	13	14.77
Yes	75	85.23	88	100.00

Do you provide other care for school-age children, such as days when there is no school, or early outs, etc.?				
Do_you_provide_other_care_for_sc	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	10	11.36	10	11.36
Yes	78	88.64	88	100.00

Other than before and after school care, do you care for any other children part-time? For example, 3 days/week or half days?				
Other_than_before_and_after_scho	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	26	29.89	26	29.89
Yes	61	70.11	87	100.00
Frequency Missing = 1				

Do you provide care for children of parents who work 2nd or 3rd shifts or varying shifts?				
Do_you_provide_care_for_children	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	79	89.77	79	89.77

Do you provide care for children of parents who work 2nd or 3rd shifts or varying shifts?				
Do_you_provide_care_for_children	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	9	10.23	88	100.00

What are your hours of operation? - Start time				
What_are_your_hours_of_operation	Frequency	Percent	Cumulative Frequency	Cumulative Percent
330am	1	1.14	1	1.14
410am	1	1.14	2	2.27
430am	2	2.27	4	4.55
445am	1	1.14	5	5.68
4am	2	2.27	7	7.95
530 am	2	2.27	9	10.23
530am	14	15.91	23	26.14
545am	3	3.41	26	29.55
5am	12	13.64	38	43.18
615am	2	2.27	40	45.45
630am	10	11.36	50	56.82
645am	3	3.41	53	60.23
6am	12	13.64	65	73.86
715am	1	1.14	66	75.00
730am	4	4.55	70	79.55
7am	17	19.32	87	98.86
820am	1	1.14	88	100.00

What are your hours of operation? - End Time				
What_are_your_hours_of_operatio1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
330pm	1	1.14	1	1.14
3pm	1	1.14	2	2.27
430pm	8	9.09	10	11.36
4pm	3	3.41	13	14.77
510pm	1	1.14	14	15.91
515pm	7	7.95	21	23.86
520pm	1	1.14	22	25.00
530 pm	1	1.14	23	26.14
530pm	19	21.59	42	47.73
5pm	23	26.14	65	73.86
630pm	1	1.14	66	75.00
6m	1	1.14	67	76.14
6pm	21	23.86	88	100.00

Hours Comments				
AD	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Monday-Friday	2	33.33	2	33.33
does make exceptions	1	16.67	3	50.00
does overnights when needed	1	16.67	4	66.67
school dismissal to 6 pm during school year	1	16.67	5	83.33
summer hours, respite care is 9am to 11:30pm	1	16.67	6	100.00

Frequency Missing = 82

Do you charge by age of the child?				
Do_you_charge_by_age_of_the_chil	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	56	63.64	56	63.64

Do you charge by age of the child?

Do_you_charge_by_age_of_the_chil	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Yes	32	36.36	88	100.00

What do you charge per week?

What_do_you_charge_per_week	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$110.00	1	1.82	1	1.82
\$112.50	1	1.82	2	3.64
\$115.00	1	1.82	3	5.45
\$120.00	3	5.45	6	10.91
\$125.00	5	9.09	11	20.00
\$130.00	4	7.27	15	27.27
\$132.50	1	1.82	16	29.09
\$135.00	2	3.64	18	32.73
\$137.50	1	1.82	19	34.55
\$140.00	4	7.27	23	41.82
\$150.00	19	34.55	42	76.36
\$162.50	4	7.27	46	83.64
\$168.00	1	1.82	47	85.45
\$170.00	1	1.82	48	87.27
\$175.00	5	9.09	53	96.36
\$180.00	1	1.82	54	98.18
\$187.50	1	1.82	55	100.00

Frequency Missing = 33

Charge explanations

AG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$100.00 min 3.25 an hour (50 hr week calculated for one child)	1	2.00	1	2.00
\$135 per week per child (\$27 per day)	1	2.00	2	4.00
\$150 to 175/ week depending on hours there	1	2.00	3	6.00
\$180/week fulltime; 150parttime per week	1	2.00	4	8.00
\$2.75 per hour, 50 cents more per child when in the same family (50 hr week calculated)	1	2.00	5	10.00
\$2.80/hr (50 hr week calculated)	1	2.00	6	12.00
\$25/day; \$125/week whether they are there are not,	1	2.00	7	14.00
\$28/day for ages; \$10-15/per week for school age depending on hours there	1	2.00	8	16.00
\$3.00 per hour (50 hr week calculated)	7	14.00	15	30.00
\$3.15/hour; weekly max \$115	1	2.00	16	32.00
\$3.25/hour, minimum of 36 hours per week (50 hr week calculated)	1	2.00	17	34.00
\$3.40 /hour (50 hr week calculated)	1	2.00	18	36.00
\$3.50 for one child per hour (50 hr week calculated)	1	2.00	19	38.00
\$3.50 per hour paid in advance (50 hr week calculated)	1	2.00	20	40.00
\$3.50 per hour with 25 hour minimum (50 hr week calculated)	1	2.00	21	42.00
\$3.50/hour (50 hr week calculated)	1	2.00	22	44.00
\$3/hour for one, \$4.80 for 2 and \$.60 for three - hourly rates (50 hr week calculated for one child)	1	2.00	23	46.00
\$3/hour for one, 4.65 for 2.6.25 for 3 kids, 8 fo9r 4 kids (50 hr week calculated for one child)	1	2.00	24	48.00
\$3/hr \$120/week	1	2.00	25	50.00
\$3/hr hourly rate for day care; respite care no cost, grant funded (50 hr week calculated for one child)	1	2.00	26	52.00
\$30/day flat rate	1	2.00	27	54.00
120 a week; before after school is 35 a week	1	2.00	28	56.00
130 fulltime all ages Discount for second child	1	2.00	29	58.00
140 per week for full-time	1	2.00	30	60.00
140/week, during school the school kids are 40/week	1	2.00	31	62.00
150 per week	1	2.00	32	64.00
150/week full time	1	2.00	33	66.00
2.50 an hour (50 hr week calculated)	1	2.00	34	68.00
2.50 an hour doesn't matter age (50 hr week calculated)	1	2.00	35	70.00
2.65/hour for one child (50 hr week calculated)	1	2.00	36	72.00

Charge explanations				
AG	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3 dollars an hour 6.5 for 2 and 6.25 for 3 kids (50 hr week calculated for one child)	1	2.00	37	74.00
3.00/first child; \$2 for each additional child; hourly rate (50 hr week calculated for one child)	1	2.00	38	76.00
3.50/hour per kid (50 hr week calculated)	1	2.00	39	78.00
3/hour for 1st child, 250/hour 2nd and 3rd child in family (50 hr week calculated for one child)	1	2.00	40	80.00
FT \$120/week	1	2.00	41	82.00
FT \$2.25/hr PT \$2.75 mini 20 hours	1	2.00	42	84.00
Hourly - depends on the # of hours; 20 hrs. or less is \$75/wk (PT rate); anything 20 hrs. 15 min+ = \$130/wk.	1	2.00	43	86.00
Hourly charge = \$3.75/hr., second child in a family is \$2.50/hr. (50 hr week calculated for one child)	1	2.00	44	88.00
Hourly 3.25/hr for all ages (50 hr week calculated)	1	2.00	45	90.00
charges hourly with 40 hour min; 3.25/hr for school age	1	2.00	46	92.00
daily rate: \$30/day for all ages	1	2.00	47	94.00
minimum of \$110/week for a full time spot	1	2.00	48	96.00
per hr 3.25 (50 hr week calculated)	1	2.00	49	98.00
weekly min based on 36 hours (\$135); then hourly 3.75/hr for each hr	1	2.00	50	100.00
Frequency Missing = 38				

What do you charge for each of the following age groups? What do you charge for children under 12 months per week?				
What do you charge for each of t	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$150/week to 18 months	1	4.00	1	4.00
\$210-newborns to 1 yr; \$200 1-2yrs	1	4.00	2	8.00
\$32 per day (4 hrs or more), \$17 per day for half-day (less than 4 hrs) for any preschool	1	4.00	3	12.00
\$35 per day	1	4.00	4	16.00
0-2 \$3.75/hr	1	4.00	5	20.00
0-2 yrs part-time \$4.50; fulltime 4.10	1	4.00	6	24.00
135	1	4.00	7	28.00
1390/month	1	4.00	8	32.00
150	1	4.00	9	36.00
150/week	1	4.00	10	40.00
170/week	1	4.00	11	44.00
175	1	4.00	12	48.00
175 FT	1	4.00	13	52.00
190	1	4.00	14	56.00
222	1	4.00	15	60.00
3.80-4.30/hour	1	4.00	16	64.00
4.20/ hr infants-2 yrs	1	4.00	17	68.00
6 wks to 2 yrs: \$130/wk	1	4.00	18	72.00
CCA rate	1	4.00	19	76.00
flat 200/week	1	4.00	20	80.00
full day rate up to 8 hrs; 30.16; half day rate 20.27	1	4.00	21	84.00
full time 4.25/hour; part time 4.50/hour	1	4.00	22	88.00
infant - 2yrs 3.50/hour	1	4.00	23	92.00
infant 6wks-2yrs: 45 or less hrs (\$184); 55 or less hrs (\$207))	1	4.00	24	96.00
infant to age 2 \$3.65/hr (min)	1	4.00	25	100.00
Frequency Missing = 63				

What do you charge for children under 2 years old per week?				
What do you charge for each of 1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4.25/hour; part time 4.50/hour	1	4.00	1	4.00
\$130/week 18 to school age	1	4.00	2	8.00
\$190 2-3 yrs; \$180 for 3 and above	1	4.00	3	12.00
\$32 per day (4 hrs or more), \$17 per day for half-day (less than 4 hrs) for any preschool	1	4.00	4	16.00
\$34 per day	1	4.00	5	20.00

What do you charge for children under 2 years old per week?

What do you charge for each of 1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1-2 yr 175 2-3yr 155	1	4.00	6	24.00
125	1	4.00	7	28.00
1390/month	1	4.00	8	32.00
140	1	4.00	9	36.00
145	1	4.00	10	40.00
150	1	4.00	11	44.00
150/week	1	4.00	12	48.00
165	1	4.00	13	52.00
170/week	1	4.00	14	56.00
2-12 \$3.50	1	4.00	15	60.00
2-3 yrs: 35 or less hrs (\$138); 45 or less hrs (\$161); 55 or less hrs(\$184)	1	4.00	16	64.00
2-school age \$3.60/hr	1	4.00	17	68.00
222	1	4.00	18	72.00
3.50/hour	1	4.00	19	76.00
3.80-4.30/hour	1	4.00	20	80.00
3yr old fulltime 3.75; part-time 4.25; .	1	4.00	21	84.00
4 /hour	1	4.00	22	88.00
4.60/hr	1	4.00	23	92.00
45 hours/wk is \$138, 45 hrs is \$109; 35 hr/wk during summer \$79	1	4.00	24	96.00
CCA rate	1	4.00	25	100.00
Frequency Missing = 63				

What do you charge for each of the following age groups? What do you charge for children under 6 years old per week?

What do you charge for each of 2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$3.45/hr	1	3.85	1	3.85
\$32 per day (4 hrs or more), \$17 per day for half-day (less than 4 hrs) for any preschool	1	3.85	2	7.69
0-5 yrs: \$150/wk	1	3.85	3	11.54
125	1	3.85	4	15.38
135	1	3.85	5	19.23
140	1	3.85	6	23.08
145/week	1	3.85	7	26.92
148/wk age 2, 140/wk age 3, 80/wk 25, 115/wk 4 year olds	1	3.85	8	30.77
150	1	3.85	9	34.62
168	1	3.85	10	38.46
2-3 year olds are 45 hrs 130; 35 hrs 105; 25 hrs summer \$78	1	3.85	11	42.31
2-5 \$3.75/hr; 5 and up 3.50/hr	1	3.85	12	46.15
2-5 yrs 3.25/hr; 5 and up 3.00/hr	1	3.85	13	50.00
2yr-preschool: \$105/wk	1	3.85	14	53.85
3 year olds \$85/month, 4 year olds free	1	3.85	15	57.69
3-4 year olds 130 if in school, 165 if no school	1	3.85	16	61.54
3-4yr 155	1	3.85	17	65.38
3-5 year olds are \$33 per day, Kindergarten kids are \$32 per day	1	3.85	18	69.23
3.00/hour	1	3.85	19	73.08
3.15-3.90/hour	1	3.85	20	76.92
3.75;/hr 2-3 year olds; 4 part time	1	3.85	21	80.77
4 yr fulltime3.50; part-time \$4	1	3.85	22	84.62
4.25/hr	1	3.85	23	88.46
CCA rate	1	3.85	24	92.31
preschool 3-5 yrs: 35 hr (\$115); 45 hr (\$135); 55 hr (\$161)	1	3.85	25	96.15
toddler/preschool: 29.35/full day; half day 19.73	1	3.85	26	100.00
Frequency Missing = 62				

What do you charge for school age kids before school per week?

What do you charge for each of 3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$110/week school agers	1	3.70	1	3.70
\$75/week	1	3.70	2	7.41
0	1	3.70	3	11.11
135	1	3.70	4	14.81
140	1	3.70	5	18.52
150	1	3.70	6	22.22

What do you charge for school age kids before school per week?				
What do you charge for each of 3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
168	1	3.70	7	25.93
2 and up 12 \$3.40 (20 hr min, during summer)	1	3.70	8	29.63
2.75/hr, min 20 hrs	1	3.70	9	33.33
3 year olds 45 hrs = 118; 35 = 98; 25 hrs 74.50; 4 years old: 45 hrs/118; 35 hrs/98; 25 hr/75	1	3.70	10	37.04
3.00-3.60/hour	1	3.70	11	40.74
3.25	1	3.70	12	44.44
3.50/hr FT, 3.75 PT	1	3.70	13	48.15
3.50/hr; min of 12 hrs per week	1	3.70	14	51.85
3.95/hr	1	3.70	15	55.56
3.98/hr	1	3.70	16	59.26
3/hr	1	3.70	17	62.96
30 weekly	1	3.70	18	66.67
35/wk up to 8 hours/week; 47 for up to 15; over 15 70/wk	1	3.70	19	70.37
5 years and up: 90/week	1	3.70	20	74.07
55/week	1	3.70	21	77.78
BA 60 per week	1	3.70	22	81.48
CCA rate	1	3.70	23	85.19
charge for half day	1	3.70	24	88.89
follows the rates the local school has	1	3.70	25	92.59
preschool: \$95/wk; school age during \$55/wk	1	3.70	26	96.30
school age \$44/week; in summer preschool rates	1	3.70	27	100.00

Frequency Missing = 61

What do you charge for school age kids after school per week?				
What do you charge for each of 4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$12 per day (maybe 2 hrs long)	1	5.26	1	5.26
135	1	5.26	2	10.53
140	1	5.26	3	15.79
150	1	5.26	4	21.05
168	1	5.26	5	26.32
2.75/hr, min 20 hrs	1	5.26	6	31.58
3.00-3.60/hour	1	5.26	7	36.84
3.50/hr FT, 3.75 PT	1	5.26	8	42.11
3.95/hr	1	5.26	9	47.37
3.98/hr	1	5.26	10	52.63
3/hr	1	5.26	11	57.89
30 weekly	1	5.26	12	63.16
35/wk up to 8 hours/week; 47 for up to 15; over 15 70/wk	1	5.26	13	68.42
55/week	1	5.26	14	73.68
BA No school etc \$250/month	1	5.26	15	78.95
CCA rate	1	5.26	16	84.21
charge for half day	1	5.26	17	89.47
just before or after school \$20	1	5.26	18	94.74
kindergarten and up \$35/week; early out is \$5 and no school is \$10	1	5.26	19	100.00

Frequency Missing = 69

What do you charge for school age kids on teacher workdays/school vacations/summer per week?				
What do you charge for each of 5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$12 for half-day, \$22 for full day	1	4.76	1	4.76
\$150/week	1	4.76	2	9.52
0	1	4.76	3	14.29
1125/month for full time	1	4.76	4	19.05
135	1	4.76	5	23.81
140	1	4.76	6	28.57
145/week	1	4.76	7	33.33
150	1	4.76	8	38.10
168	1	4.76	9	42.86
2.75/hr, min 20 hrs	1	4.76	10	47.62
25.00 a day	1	4.76	11	52.38

What do you charge for school age kids on teacher workdays/school vacations/summer per week?				
What do you charge for each of 5	Frequency	Percent	Cumulative Frequency	Cumulative Percent
26/day	1	4.76	12	57.14
3.50/hr	1	4.76	13	61.90
3.50/hr FT, 3.75 PT	1	4.76	14	66.67
3.95/hr	1	4.76	15	71.43
3/hr	1	4.76	16	76.19
6.00/hour	1	4.76	17	80.95
CCA rate	1	4.76	18	85.71
over 4p 45 hrs/118; 35 hrs/98; 25 hr/75	1	4.76	19	90.48
school age \$85 summer/wk	1	4.76	20	95.24
summer fulltime:28.30; half day 13.92;	1	4.76	21	100.00
Frequency Missing = 67				

How do you charge for children who you care for part time (other than school age before and after school)?				
How do you charge for children_w	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$12/hr up to two hours	1	1.19	1	1.19
\$125 for 4 day	1	1.19	2	2.38
\$13 per day because it's granddaughter, otherwise would be \$27	1	1.19	3	3.57
\$17 per day for infant/preschool, \$12 per day for school age	1	1.19	4	4.76
\$2.65/hour for one child	1	1.19	5	5.95
\$3.25 an hour	1	1.19	6	7.14
\$3.40 /hour	2	2.38	8	9.52
\$3.45/hour 1 child, \$3/hour 2nd & 3rd child	1	1.19	9	10.71
\$3.50 before child care begins	1	1.19	10	11.90
\$3.50/hour	1	1.19	11	13.10
\$3/hour	4	4.76	15	17.86
\$3/hour for one, \$4.80 for 2 and \$.60 for three - hourly rates	1	1.19	16	19.05
\$3/hr	1	1.19	17	20.24
\$30/day	2	2.38	19	22.62
\$30/week	1	1.19	20	23.81
\$6/hour for drop ins, otherwise it's just the same as above	1	1.19	21	25.00
\$75/ week, for 3 days a week, I make certain arrangements for my current families, if they need to go to part time.	1	1.19	22	26.19
0-2yr \$3.90 2-12 \$3.65 0-12 have minimum of 25 hours	1	1.19	23	27.38
110.00 for 25 hours to use	1	1.19	24	28.57
2 days/week \$120; 3 days/week \$170	1	1.19	25	29.76
CCA rates	1	1.19	26	30.95
Daily rate (see above)	1	1.19	27	32.14
For part-time children \$25/day	1	1.19	28	33.33
Hourly 3.25/hr for all ages	1	1.19	29	34.52
N/A (no PT)	1	1.19	30	35.71
NA	9	10.71	39	46.43
PT \$2.75 minimum 20 hours if under 30 hours	1	1.19	40	47.62
PT \$80/week	1	1.19	41	48.81
PT less than 35 hours \$3.85/day	1	1.19	42	50.00
PT up to 1 yr \$150/wk 2-4 \$135/wk \$5/hr 4hr min drop in	1	1.19	43	51.19
Same as other children	1	1.19	44	52.38
\$75/wk	1	1.19	45	53.57
also \$3.00 per hour	1	1.19	46	54.76
charge hourly	1	1.19	47	55.95
charge the same by the hour	1	1.19	48	57.14
depends on opening, some pay for full time so they can come any day	1	1.19	49	58.33
does not charge for part-time with the minimum set	1	1.19	50	59.52
don't currently have any	1	1.19	51	60.71
drop in rate of \$4.50/ hour, less than 15 hours a week	1	1.19	52	61.90
drop-ins: \$30/day	1	1.19	53	63.10
for summer they have a reservation fee - 2 days/week to hold your spot	1	1.19	54	64.29
depending on child age				
half day	1	1.19	55	65.48
hourly \$2.25	1	1.19	56	66.67
hourly basis	1	1.19	57	67.86
hourly like the rest	1	1.19	58	69.05
hourly rate	3	3.57	61	72.62
hourly rate same for part time	1	1.19	62	73.81
minimum of \$50/week for 20 hours or fewer	1	1.19	63	75.00

How do you charge for children who you care for part time (other than school age before and after school)?				
How do you charge for children w	Frequency	Percent	Cumulative Frequency	Cumulative Percent
minimum of 15 hours per week, depends on how many hours the kids are there	1	1.19	64	76.19
minimum of 25 hrs use hourly rate for age; drop in fee \$5/hr	1	1.19	65	77.38
minimum of 30hrs at \$3/hr	1	1.19	66	78.57
no part time	1	1.19	67	79.76
no part-time but if she did it would be the same the pay	1	1.19	68	80.95
no part-time rate	1	1.19	69	82.14
part time rate	1	1.19	70	83.33
part time rate above	1	1.19	71	84.52
rate the same	1	1.19	72	85.71
same	2	2.38	74	88.10
same as above	1	1.19	75	89.29
same as full-time	1	1.19	76	90.48
same hourly rate	1	1.19	77	91.67
same rate	1	1.19	78	92.86
same rate School age in the summer are charged a certain number of hours	1	1.19	79	94.05
summer 25 hours depending on age	1	1.19	80	95.24
they have a choice to do part time weekly rates or hourly but hourly is higher	1	1.19	81	96.43
under 2 = \$145/wk; age 2 \$93/wk; age 3 \$86/wk	1	1.19	82	97.62
up to 18 month \$37.50/ day 18 month- school age \$32.50/day school age \$27.50/day	1	1.19	83	98.81
weekly rate based on day rate or hours	1	1.19	84	100.00
Frequency Missing = 4				

Do you offer a discount for families with more than one child in your care?				
Do you offer a discount for fami	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	41	46.59	41	46.59
Yes	47	53.41	88	100.00

Do you accept child care assistance payments?				
Do you accept child care assista	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	10	11.36	10	11.36
Yes	78	88.64	88	100.00

Do you participate in the Iowa Child and Adult Care Food Program (CACFP)?				
Do you participate in the Iowa_C	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	10	11.36	10	11.36
Yes	78	88.64	88	100.00

How many children under 12 months old are currently enrolled full time and part time?				
How many AGE children are curr	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	15	19.23	15	19.23
0 (she just turned 1!)	1	1.28	16	20.51
0-1 yrs 5;	1	1.28	17	21.79
1	17	21.79	34	43.59
1 17 month old	1	1.28	35	44.87
1 FT	2	2.56	37	47.44
1 PT	2	2.56	39	50.00

How many children under 12 months old are currently enrolled full time and part time?				
How_many_AGE_children_are_curr	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1 pt	1	1.28	40	51.28
10	1	1.28	41	52.56
11	1	1.28	42	53.85
15	1	1.28	43	55.13
16 infants; 15 littles	1	1.28	44	56.41
2	13	16.67	57	73.08
2 FT	3	3.85	60	76.92
2 full-time	1	1.28	61	78.21
2 fulltime, 2 part-time infants; 2 part-time, 6 fulltime 1-2	1	1.28	62	79.49
2 infants; 2 1 yr old; 2 2 yr old; 2 3 yr olds; 1 5 yr old 1 7 yr old	1	1.28	63	80.77
23 under 18 mo	1	1.28	64	82.05
25 infants	1	1.28	65	83.33
3	4	5.13	69	88.46
4 2 yr olds; 3 yr olds; 1 1yr old; 2 4 yr old ; 1 6 yr old	1	1.28	70	89.74
48	1	1.28	71	91.03
6	1	1.28	72	92.31
7	1	1.28	73	93.59
7 infants	1	1.28	74	94.87
8	2	2.56	76	97.44
Didn't know	1	1.28	77	98.72
NA	1	1.28	78	100.00
Frequency Missing = 10				

How many children under 2 years old are currently enrolled full time and part time?				
How_many_AGE_children_are_cur1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	9	11.39	9	11.39
1	11	13.92	20	25.32
1 2 year old	1	1.27	21	26.58
1 FT	1	1.27	22	27.85
1 ft 1 pt	1	1.27	23	29.11
1 under 18 months	1	1.27	24	30.38
1-2yr 6	1	1.27	25	31.65
1-3 yrs 9	1	1.27	26	32.91
12	1	1.27	27	34.18
12 under 2; 4 are 2	1	1.27	28	35.44
13	1	1.27	29	36.71
14	1	1.27	30	37.97
16	1	1.27	31	39.24
2	13	16.46	44	55.70
2 2 yr olds	1	1.27	45	56.96
2 FT	1	1.27	46	58.23
2 part-time, 8 fulltime 2-3; 10 fulltime preschool	1	1.27	47	59.49
2 yr old 18;	1	1.27	48	60.76
20 2-4 yrs	1	1.27	49	62.03
3	11	13.92	60	75.95
3 (2 PT 1FT including above)	1	1.27	61	77.22
3 FT	2	2.53	63	79.75
3 FT 1 PT	1	1.27	64	81.01
3 under 2	1	1.27	65	82.28
34 2 yr old; 223 yr old	1	1.27	66	83.54
4	4	5.06	70	88.61
4 (2 FT; 2 PT)	1	1.27	71	89.87
4 full-time	1	1.27	72	91.14
47 19 mo-3yr	1	1.27	73	92.41
48	1	1.27	74	93.67
5	2	2.53	76	96.20
8	1	1.27	77	97.47
Didn't know	1	1.27	78	98.73
NA	1	1.27	79	100.00
Frequency Missing = 9				

How many 2 to 6 year old children are currently enrolled full time and part time? -				
How_many__AGE__children_are_cur2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	1.20	1	1.20
1 3 yr old; 3 4 yr old	1	1.20	2	2.41
1 4 yr; 1 5 yr old	1	1.20	3	3.61
1 FT	1	1.20	4	4.82
1 full-time and 1 part-time	1	1.20	5	6.02
1 is 3 years old; 8 above 6 years	1	1.20	6	7.23
12	1	1.20	7	8.43
12 full-time	1	1.20	8	9.64
18	1	1.20	9	10.84
18 4 yr old 24 5 yr old	1	1.20	10	12.05
2	3	3.61	13	15.66
2 (PT & FT)	1	1.20	14	16.87
2 4 year old; 1 5 yr old;	1	1.20	15	18.07
2 yr 10 3yr 16 4yr 18	1	1.20	16	19.28
2-3 year olds=6; 3-5 year olds=11; 6 and up=12	1	1.20	17	20.48
20	1	1.20	18	21.69
22	1	1.20	19	22.89
24	2	2.41	21	25.30
240	1	1.20	22	26.51
2pt 4 FT	1	1.20	23	27.71
3	9	10.84	32	38.55
3 (2 FT, 1 PT)	1	1.20	33	39.76
3 2 yr old; 1 preschooler	1	1.20	34	40.96
3 3 yr olds; 1 4 yr old	1	1.20	35	42.17
3 FT	1	1.20	36	43.37
3 yr old 16	1	1.20	37	44.58
3-4 year olds=14; 5 and up=23	1	1.20	38	45.78
3-5 yrs 12	1	1.20	39	46.99
30	1	1.20	40	48.19
30 (3-5)	1	1.20	41	49.40
4	5	6.02	46	55.42
4 plus one school-aged	1	1.20	47	56.63
4 preschool	1	1.20	48	57.83
40	1	1.20	49	59.04
40 in 2-preschool; 40 older kids	1	1.20	50	60.24
44	1	1.20	51	61.45
46	1	1.20	52	62.65
4ft 1pt	1	1.20	53	63.86
5	7	8.43	60	72.29
5 FT	1	1.20	61	73.49
54 3-5yr old	1	1.20	62	74.70
6	9	10.84	71	85.54
6 FT	1	1.20	72	86.75
6 including own child	1	1.20	73	87.95
7	3	3.61	76	91.57
8	5	6.02	81	97.59
9	1	1.20	82	98.80
Didn't know	1	1.20	83	100.00

Frequency Missing = 5

How many school age kids before school are currently enrolled full time and part time?				
How_many__AGE__children_are_cur3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	14	21.88	14	21.88
1	4	6.25	18	28.13
1 7 and 1 9 year old	1	1.56	19	29.69
1 school ager 2hours per day	1	1.56	20	31.25
1 summer ft	1	1.56	21	32.81
12	1	1.56	22	34.38
160	1	1.56	23	35.94
17 4-12 yrs	1	1.56	24	37.50
18 5 and older	1	1.56	25	39.06
18 school age (up to 12)	1	1.56	26	40.63
2	9	14.06	35	54.69
2 7 yr old	1	1.56	36	56.25
2 PT 2 FT	1	1.56	37	57.81
2 school yr old	1	1.56	38	59.38
3	2	3.13	40	62.50

How many school age kids before school are currently enrolled full time and part time?				
How_many__AGE__children_are_cur3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3 for the summer	1	1.56	41	64.06
3 summer	1	1.56	42	65.63
35	1	1.56	43	67.19
4	2	3.13	45	70.31
4 FT	1	1.56	46	71.88
4 school age	1	1.56	47	73.44
4 summer	1	1.56	48	75.00
44 5+yr old	1	1.56	49	76.56
45 school age (over 4)	1	1.56	50	78.13
5	1	1.56	51	79.69
5 depending on the day	1	1.56	52	81.25
5+ 20	1	1.56	53	82.81
52	1	1.56	54	84.38
58 school age program	1	1.56	55	85.94
6	1	1.56	56	87.50
7	1	1.56	57	89.06
7 school age	1	1.56	58	90.63
8	1	1.56	59	92.19
8 for summer	1	1.56	60	93.75
80	1	1.56	61	95.31
Didn't know	1	1.56	62	96.88
NA	1	1.56	63	98.44
summer camp: going into kindergarten up to going into 8th grade	1	1.56	64	100.00

Frequency Missing = 24

How many school age kids after school are currently enrolled full time and part time?				
How_many__AGE__children_are_cur4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	15	45.45	15	45.45
1	1	3.03	16	48.48
1 7 and 1 9 year old	1	3.03	17	51.52
12	1	3.03	18	54.55
160	1	3.03	19	57.58
2	4	12.12	23	69.70
3	1	3.03	24	72.73
35	1	3.03	25	75.76
4	2	6.06	27	81.82
5	1	3.03	28	84.85
7 school age	1	3.03	29	87.88
80	1	3.03	30	90.91
Didn't know	1	3.03	31	93.94
NA	1	3.03	32	96.97
after school: kindergarten to 8th grade	1	3.03	33	100.00

Frequency Missing = 55

How many openings do you currently have for children under 12 months old?				
How_many_openings_do_you_current	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	72	81.82	72	81.82
1	4	4.55	76	86.36
1 0 to 18 months	1	1.14	77	87.50
2	4	4.55	81	92.05
3	1	1.14	82	93.18
3 maybe	1	1.14	83	94.32
4	1	1.14	84	95.45
NA	1	1.14	85	96.59
Na	1	1.14	86	97.73
any age	1	1.14	87	98.86
openings but not taking kids due to staff shortages	1	1.14	88	100.00

How many openings do you currently have for children under 2 years old?				
How_many_openings_do_you_curren1	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	72	81.82	72	81.82
1	1	1.14	73	82.95
2	5	5.68	78	88.64
2-4 year olds they have openings	1	1.14	79	89.77
4	1	1.14	80	90.91
4-5 19mo - 3yrs	1	1.14	81	92.05
5	1	1.14	82	93.18
8	1	1.14	83	94.32
NA	1	1.14	84	95.45
any age	1	1.14	85	96.59
don't know	1	1.14	86	97.73
na	1	1.14	87	98.86
openings but not taking kids due to staff shortages	1	1.14	88	100.00

How many openings do you currently have for 2 to 6 year old children?				
How_many_openings_do_you_curren2	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	66	75.00	66	75.00
1	3	3.41	69	78.41
1 over 2 years	1	1.14	70	79.55
1 preschool	1	1.14	71	80.68
10	1	1.14	72	81.82
12	1	1.14	73	82.95
2	7	7.95	80	90.91
3 for 6 and up	1	1.14	81	92.05
4	1	1.14	82	93.18
8	1	1.14	83	94.32
NA	1	1.14	84	95.45
any age	1	1.14	85	96.59
don't know	1	1.14	86	97.73
may take	1	1.14	87	98.86
openings but not taking kids due to staff shortages	1	1.14	88	100.00

How many openings do you currently have for school age kids before school?				
How_many_openings_do_you_curren3	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	73	82.95	73	82.95
1	1	1.14	74	84.09
10	1	1.14	75	85.23
10 school age	1	1.14	76	86.36
2	3	3.41	79	89.77
2 school age children	1	1.14	80	90.91
4	2	2.27	82	93.18
8	1	1.14	83	94.32
9	1	1.14	84	95.45
NA	1	1.14	85	96.59
don't know	1	1.14	86	97.73
no openings for summer program; will have openings for after school program	1	1.14	87	98.86
openings but not taking kids due to staff shortages	1	1.14	88	100.00

How many openings do you currently have for school age kids after school?				
How_many_openings_do_you_curren4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	72	85.71	72	85.71
10	1	1.19	73	86.90
2	3	3.57	76	90.48
4	1	1.19	77	91.67
6	1	1.19	78	92.86

How many openings do you currently have for school age kids after school?

How_many_openings_do_you_curren4	Frequency	Percent	Cumulative Frequency	Cumulative Percent
8	1	1.19	79	94.05
9	1	1.19	80	95.24
NA	1	1.19	81	96.43
don't know	1	1.19	82	97.62
no openings for summer program; will have openings for after school program	1	1.19	83	98.81
openings but not taking kids due to staff shortages	1	1.19	84	100.00

Frequency Missing = 4

Do you have a waiting list?

Do_you_have_a_waiting_list_	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	27	30.68	27	30.68
Yes	61	69.32	88	100.00

If yes, for what ages?

If_yes_for_what_ages_	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1 yr	1	1.64	1	1.64
2 and under	2	3.28	3	4.92
2 newborns; 7 others cant find employees	1	1.64	4	6.56
2 to school age	1	1.64	5	8.20
2 under 12 months;2 school age	1	1.64	6	9.84
2-6 age group	1	1.64	7	11.48
23 0-2yrs; 9 2 yr old; 8 3 yr old; 5 4 yr old; 3 school age	1	1.64	8	13.11
3 yr old; 18 month old; 2 yr old; twins age unknown	1	1.64	9	14.75
3-4 year olds	1	1.64	10	16.39
4 infants, 2 years old and 4 years old	1	1.64	11	18.03
4 newborns; 3 older	1	1.64	12	19.67
42 kids on the waiting list- newborn - school age	1	1.64	13	21.31
8 infants; 6 toddlers; 0 school age	1	1.64	14	22.95
DK	1	1.64	15	24.59
From pregnant moms to up to a 4-year-old	1	1.64	16	26.23
all	1	1.64	17	27.87
all age groups, most infants	1	1.64	18	29.51
all ages	15	24.59	33	54.10
all ages majority for newborns	1	1.64	34	55.74
all ages, a lot of infants	1	1.64	35	57.38
baby room	1	1.64	36	59.02
did not say what the ages are when parents have asked	1	1.64	37	60.66
eligible ages	1	1.64	38	62.30
every age	1	1.64	39	63.93
infant due in a few months, also a 3 year old moving here in August	1	1.64	40	65.57
infant ft, 2 ft 2yr, ft 4yr	1	1.64	41	67.21
infant to 3 yrs	1	1.64	42	68.85
infant up to 3 or 4 years old	1	1.64	43	70.49
infant-6	1	1.64	44	72.13
infants	2	3.28	46	75.41
infants up to 18 months out to June 23	1	1.64	47	77.05
infants, some older PT but prioritized FT	1	1.64	48	78.69
mostly infants (7); mostly preschool age (3-5yrs)	1	1.64	49	80.33
newborn	2	3.28	51	83.61
newborn and under 2yr old, school agers	1	1.64	52	85.25
newborn to 4 yrs old	1	1.64	53	86.89
newborn up to age 6	1	1.64	54	88.52
newborn-4yrs	1	1.64	55	90.16
newborn-preschool	1	1.64	56	91.80
one newborn, one family has a three year old, one with a three and six year old	1	1.64	57	93.44
preschool or younger, especially infants	1	1.64	58	95.08
scattered among all ages	1	1.64	59	96.72
school age	1	1.64	60	98.36

If yes, for what ages?				
If yes for what ages	Frequency	Percent	Cumulative Frequency	Cumulative Percent
waiting list with 10 people on it, all people who are pregnant and due June-January	1	1.64	61	100.00
Frequency Missing = 27				

How many children are on the waiting list?				
How many children are on the wai	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	1.64	1	1.64
1	1	1.64	2	3.28
10	3	4.92	5	8.20
12 to 13	1	1.64	6	9.84
14	2	3.28	8	13.11
15	1	1.64	9	14.75
18	1	1.64	10	16.39
2	5	8.20	15	24.59
2 to 3	1	1.64	16	26.23
20	5	8.20	21	34.43
200 among the three centers	1	1.64	22	36.07
28	1	1.64	23	37.70
3	2	3.28	25	40.98
30	1	1.64	26	42.62
4	7	11.48	33	54.10
40	1	1.64	34	55.74
42	1	1.64	35	57.38
43	1	1.64	36	59.02
48	1	1.64	37	60.66
5	4	6.56	41	67.21
50	1	1.64	42	68.85
6	4	6.56	46	75.41
6 to 7	1	1.64	47	77.05
60	1	1.64	48	78.69
7	1	1.64	49	80.33
8	5	8.20	54	88.52
9	1	1.64	55	90.16
9 families, won't have room for infants any time soon, just say no to them	1	1.64	56	91.80
93	1	1.64	57	93.44
don't know - a lot	1	1.64	58	95.08
has lost track, there are a lot	1	1.64	59	96.72
more kids on waiting list than enrolled	1	1.64	60	98.36
no specific children on the list, parents just call and I can contact them if I have room	1	1.64	61	100.00
Frequency Missing = 27				

Can you estimate how many inquiries you get each month from parents looking for child care?				
Can you estimate how many inquir	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	3	3.41	3	3.41
1 or 2	1	1.14	4	4.55
1 to 2	1	1.14	5	5.68
10	3	3.41	8	9.09
10 to 15	1	1.14	9	10.23
12	5	5.68	14	15.91
12 to 15	1	1.14	15	17.05
120	1	1.14	16	18.18
2	10	11.36	26	29.55
2 per month	1	1.14	27	30.68
2 to 3	6	6.82	33	37.50
2 to 4	1	1.14	34	38.64
8-10 per month, some weeks more - usually asking for 3-year-olds	1	1.14	35	39.77
20	1	1.14	36	40.91
20-25	1	1.14	37	42.05
3	8	9.09	45	51.14
3 to 4	1	1.14	46	52.27

Can you estimate how many inquiries you get each month from parents looking for child care?				
Can_you_estimate_how_many_inquir	Frequency	Percent	Cumulative Frequency	Cumulative Percent
30	3	3.41	49	55.68
4	6	6.82	55	62.50
4 to 5	3	3.41	58	65.91
40	1	1.14	59	67.05
5	10	11.36	69	78.41
5 to 10	1	1.14	70	79.55
5 to 6	1	1.14	71	80.68
6	4	4.55	75	85.23
6 to 7	1	1.14	76	86.36
60	1	1.14	77	87.50
8	1	1.14	78	88.64
8 to 10	1	1.14	79	89.77
8 to 12	1	1.14	80	90.91
at least one a day at each center	1	1.14	81	92.05
Jan-Feb 10 calls a month; otherwise 1-3 a month	1	1.14	82	93.18
lately hardly any; 1-2 every 3 months	1	1.14	83	94.32
none lately	1	1.14	84	95.45
one call a day, 80% for babies	1	1.14	85	96.59
over 10-20	1	1.14	86	97.73
right before school was out, I got daily calls for school age kids, any other time get 2 calls a week	1	1.14	87	98.86
this happens rarely, I keep my childcare resources page up to date with vacancies by text.	1	1.14	88	100.00

Do you have employees(other than yourself)?				
Do_you_have_employees_other_than	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	42	47.73	42	47.73
Yes	46	52.27	88	100.00

How many full-time employees, other than yourself, work at your (child care home / child care center)?				
How_many_full_time_employees_ot	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	20	43.48	20	43.48
1	7	15.22	27	58.70
10	3	6.52	30	65.22
11	1	2.17	31	67.39
11 for summer camp;	1	2.17	32	69.56
13	1	2.17	33	71.73
15	1	2.17	34	73.90
2	1	2.27	35	76.07
25	1	2.17	36	78.24
27	1	2.17	37	80.41
28	1	2.17	38	82.58
4	3	6.52	41	89.10
50	1	2.17	42	91.27
7	3	6.52	45	97.79
9	1	2.17	46	100.00

Frequency Missing = 42

How many part-time or seasonal employees work at your (child care home / child care center)?				
How_many_part_time_or_seasonal_e	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	6	13.04	6	13.04
1	14	30.43	20	43.48
1 (very part-time, summer)	1	2.17	21	45.65

How many part-time or seasonal employees work at your (child care home / child care center)?				
How_many_part_time_or_seasonal_e	Frequency	Percent	Cumulative Frequency	Cumulative Percent
13	1	2.17	22	47.83
2	5	10.87	27	58.70
20	1	2.17	28	60.87
20 for summer camp; 10 school year	1	2.17	29	63.04
22	1	2.17	30	65.22
25	1	2.17	31	67.39
27	1	2.17	32	69.57
3	4	8.70	36	78.26
4	1	2.17	37	80.43
4 at respite program; none at day care	1	2.17	38	82.61
5	2	4.35	40	86.96
6	2	4.35	42	91.30
7	2	4.35	44	95.65
9	2	4.35	46	100.00
Frequency Missing = 42				

How many unpaid licensed or qualified people help in your (child care home / child care center)?				
How_many_unpaid_licensed_or_qual	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	38	82.60	38	82.60
1	3	6.52	41	89.12
2	3	6.52	44	95.64
4	2	4.34	46	100.00
Frequency Missing = 42				

Do you offer discounted child care for employees?				
Do_you_offer_discounted_child_ca	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	24	52.17	24	52.17
Yes	22	47.83	46	100.00
Frequency Missing = 42				

If yes, what is the discount?				
If_yes_what_is_the_discount	Frequency	Percent	Cumulative Frequency	Cumulative Percent
\$1.50 /hr for 1 child; 2 more .75/hr.	1	4.55	1	4.55
\$15/day	1	4.55	2	9.09
0.25	6	27.27	8	36.36
0.3	1	4.55	9	40.91
0.5	2	9.09	11	50.00
1 child there for free	1	4.55	12	54.55
1 free child	1	4.55	13	59.09
1st kid is free, every kid after that is \$1/hr	1	4.55	14	63.64
Free (it is her daughter's child)	1	4.55	15	68.18
employees volunteer an hour a day, so per day they pay one hour of their hourly wage	1	4.55	16	72.73
first child free; 2 child 50 cents an hour; 3 child 24 cents an hour	1	4.55	17	77.27
free, to incentive	1	4.55	18	81.82
hasn't done it yet but will if needed	1	4.55	19	86.36
her son can come there for free if she's there, if she has to be out she has to pay	1	4.55	20	90.91
up to 2 yr \$1.25/hr; over 2 \$1/hr	1	4.55	21	95.45
while working child may come for free	1	4.55	22	100.00
Frequency Missing = 66				

Do your employees receive benefits?				
Do_your_employees_receive_benefi	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	34	73.91	34	73.91
Yes	12	26.09	46	100.00
Frequency Missing = 42				

If yes, what benefits?				
If_yes_what_benefits	Frequency	Percent	Cumulative Frequency	Cumulative Percent
40 hours vacation; 20 sick time	1	8.33	1	8.33
PTO vacation days	1	8.33	2	16.67
PTO; health ins is offered but very expensive	1	8.33	3	25.00
free YMCA membership	1	8.33	4	33.33
full single insurance through school district, short term disability, ipers, life insurance	1	8.33	5	41.67
fulltime insurance; paid time off	1	8.33	6	50.00
health ins, life/disability, IRA 3% match, paid vacation and sick, bonus to those who don't use sick time.	1	8.33	7	58.33
paid holidays	1	8.33	8	66.67
paid vacation and holiday	1	8.33	9	75.00
paid vacation, paid holidays, life insurance, AFLAC	1	8.33	10	83.33
pay for training	1	8.33	11	91.67
vacation earned, pension, short term disability 403B contributions	1	8.33	12	100.00
Frequency Missing = 76				

Do you have difficulty finding and keeping employees?				
Do_you_have_difficulty_finding_a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	23	50.00	23	50.00
Yes	23	50.00	46	100.00
Frequency Missing = 42				

What difficulties do you have?				
What_difficulties_do_you_have	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Finding employees difficult;	1	4.35	1	4.35
Finding qualified individuals who are willing...or really just anyone.	1	4.35	2	8.70
because we work in the school they think it should be school hours, lack of pay	1	4.35	3	13.04
difficult to find sub because of training requirements	1	4.35	4	17.39
don't offer enough benefits; not pay enough	1	4.35	5	21.74
finding people who will show up; keeping staff is understanding work ethic	1	4.35	6	26.09
finding people willing to work for the pay	1	4.35	7	30.43
generational thing - not a lot of people want to work recently because of Covid	1	4.35	8	34.78
getting them to stay. People do not realize what childcare really is. You have to have so much experience	1	4.35	9	39.13
hard to get people to apply and then once they apply it's hard to find qualified people.	1	4.35	10	43.48
having people apply; related to hourly wage	1	4.35	11	47.83
i think it's starting wages	1	4.35	12	52.17
lack of benefits, wage level	1	4.35	13	56.52
last 3-4 year finding quality employees with good work ethic	1	4.35	14	60.87
new hires don't stay very long.	1	4.35	15	65.22

What difficulties do you have?				
What difficulties do you have	Frequency	Percent	Cumulative Frequency	Cumulative Percent
nobody applying; hard hiring people who are dependable; some should not be working with children; hard to find people willing to work afternoons	1	4.35	16	69.57
nobody interested; don't make enough; just quick; unemployment application to meet requirements; hires don't start	1	4.35	17	73.91
pay. stress of the job. a lot of people don't view this as a career.	1	4.35	18	78.26
pay; hours. (Has been able to raise pay from \$8 to \$11 per hr)	1	4.35	19	82.61
people just don't apply; don't know reason; possibly pay	1	4.35	20	86.96
short shift for limited pay for part-time	1	4.35	21	91.30
struggling to get people to apply	1	4.35	22	95.65
the hours she needs them and when she needs them	1	4.35	23	100.00
Frequency Missing = 65				

There is a bill pending in the Iowa legislature that will loosen child care regulations and allow 16-year-olds to care for children in a day care setting. It also increases number of children to providers ratio. Do you think this will be a positive or neg.				
There is a bill pending in the I	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Negative	26	30.59	26	30.59
Positive	59	69.41	85	100.00
Frequency Missing = 3				

How might this change impact your (child care home / child care center)?				
How might this change impact you	Frequency	Percent	Cumulative Frequency	Cumulative Percent
16 is too young to be solely responsible	1	1.14	1	1.14
16 year old need parenting themselves, don't see them being effective	1	1.14	2	2.27
16 yr old has been great; no longer have to close day care when she has appointments	1	1.14	3	3.41
16 yr olds are capable of taking care of children if properly trained	1	1.14	4	4.55
Couldn't answer positive or negative sees it both ways, Not being able to retain school agers over the summer is a huge issue, if she was able to hire someone to work possibly could	1	1.14	5	5.68
Harder to fill spots, just like when 4 yr preschool went for free	1	1.14	6	6.82
Her 17 yr old family member is now able to help if she needs to run to the store etc.	1	1.14	7	7.95
I don't think that 16yr should be alone. I think increasing the ratio is good if the provider can handle it. I would want to make sure that the pay would be watched to ensure that the extra employees are getting paid more as well.	1	1.14	8	9.09
I may actually hire a 16 year old	1	1.14	9	10.23
I think it will just be easier to find people to be able to target that area of kiddos wanting to work with children and get their feet wet so that they know what they are getting into.	1	1.14	10	11.36
I think they could increase the numbers for school kids, there is such a need for before and after school care, centers are having trouble keeping employees	1	1.14	11	12.50
If they come in at 330 after school they can work all the way through closing.	1	1.14	12	13.64
It probably won't affect mine because I don't have anyone around that age to hire to add to her kids. The level I am with my registration, the help has to be 18 because I am a level C1.	1	1.14	13	14.77

How might this change impact your (child care home / child care center)?				
How might this change impact you	Frequency	Percent	Cumulative Frequency	Cumulative Percent
It would be positive for me, I keep up with training and are up to date with the rules and safety guidelines, but there are people in my town who have opened day cares just to get the \$1000 bonus. I wouldn't even let a child in their homes. It will impact me because I have so many people who want me to watch their kids, I could watch one or two more.	1	1.14	14	15.91
Would not want a 16 year old watching kids				
No impact for me now but might help in the future.	1	1.14	15	17.05
No impact on me.	1	1.14	16	18.18
Not much. I've considered having someone help in the summer, and that might be a good option.	1	1.14	17	19.32
She can see this as positive if it only applies to licensed centers. It is negative if it applies to unlicensed places that already have too many kids, are "dicey," etc. She is not full because she chooses not to be. She has all the help she needs from someone who is way over 16. It would be a nice option for those licensed centers that need more help but it won't impact her.	1	1.14	18	20.45
This will not impact	1	1.14	19	21.59
We can take on more kids which will be good but 16 yr olds are not old enough to watch younger kids	1	1.14	20	22.73
Would be able to have more children	1	1.14	21	23.86
Would be ok with having a 16 yr old helper if she could supervise them, thinks keeping ratio down is better	1	1.14	22	25.00
allow us to enroll 1-2 more kids in ages groups they're qualified for	1	1.14	23	26.14
could take more kids with less staff; doesn't want to burn out staff	1	1.14	24	27.27
detrimental to child in care because today's 16 yr olds are skilled at communication or have the knowledge, it really wouldn't impact her	1	1.14	25	28.41
because she wouldn't hire 16 yr olds, waste of legislation				
does not affect her	1	1.14	26	29.55
easier to find a substitute	1	1.14	27	30.68
especially in home daycare, could help cover times for in home providers, etc.	1	1.14	28	31.82
for 16 yr old, person by person basis	1	1.14	29	32.95
give more openings, would end up with a couple more kids in her care	1	1.14	30	34.09
has more people looking for placement for babies. will be adding a couple more babies to her list	1	1.14	31	35.23
having the increase in ratio is a positive but having a 16yr is not a positive. Maybe having a 16yr help for 30 min or less if I had an appointment that I wont be gone for long.	1	1.14	32	36.36
help with ratio tremendously, have always employed 16 yr old but never let them be alone, so would love to see it drop lower to employee other kids who are qualified and experienced	1	1.14	33	37.50
i don't think it will	1	1.14	34	38.64
if she had a 16 yr old at home would be nice to have them be able to help, just hard to find a registered person and get them all trained, doesn't take a larger ratio of kids as she isn't equipped	1	1.14	35	39.77
increasing ratio does not solve problem, makes worse; more behaviors, quality of child care will decrease; 16 yr old is not equipped to be in a classroom by themselves; would not change how doing things	1	1.14	36	40.91
increasing ratios could be a lot; will not change what they are doing; space restrictions	1	1.14	37	42.05
increasing the ratio would be too overwhelming, would do more harm than good, kids wouldn't get the supervision and there would be more provider burn out	1	1.14	38	43.18
it allows us flexibility if we get desperate	1	1.14	39	44.32
it probably won't	1	1.14	40	45.45
it won't	9	10.23	49	55.68
it won't affect me	2	2.27	51	57.95
it won't impact me	1	1.14	52	59.09
it won't impact my business	2	2.27	54	61.36
it wont	1	1.14	55	62.50

How might this change impact your (child care home / child care center)?

How might this change impact you	Frequency	Percent	Cumulative Frequency	Cumulative Percent
it would be great to have 16 year olds to learn how to care for children from the adults modeling for them what they're supposed to do	1	1.14	56	63.64
it would give flexibility, understand they are trying to grow the staffing pool which is needed, but even with certifications and expectations and that may be too much for some 16 yr olds	1	1.14	57	64.77
like to have the ability to relax the ratio when appropriate	1	1.14	58	65.91
like to keep ratio lower	1	1.14	59	67.05
more employees	1	1.14	60	68.18
more kids you put together, can't watch them; wouldn't change how she is doing things	1	1.14	61	69.32
no impact	1	1.14	62	70.45
none	4	4.55	66	75.00
not at all. I'm not a babysitter, damn it.	1	1.14	67	76.14
not bothered	1	1.14	68	77.27
not much impact for me because I can't expand	1	1.14	69	78.41
not really	1	1.14	70	79.55
probably help her with income if she could have more kids	1	1.14	71	80.68
so many people do not have child care options help to meet; don't it will impact her home	1	1.14	72	81.82
so many people need it now; it will nice, daughter can then help out	1	1.14	73	82.95
the helper she has is 18, but she could have a 16 yr old helper that would be helpful too, it would help parents out	1	1.14	74	84.09
the problem in area is to find someone older than 16 to come in for part-time; great idea	1	1.14	75	85.23
this will not impact it	1	1.14	76	86.36
we do get high school applicants but since they can't be alone now, we can't have too many of those people now	1	1.14	77	87.50
we do have a lot of minors employed here and at closing time right now I need to have more adult staff.	1	1.14	78	88.64
we might get more teens wanting to work	1	1.14	79	89.77
will allow 16 year olds to be unsupervised; center need to be responsible about this; doesn't change their ratio, but will allow them to get to max capacity	1	1.14	80	90.91
will not impact my childcare. If I need to take time off then I will close	1	1.14	81	92.05
won't make a difference; more children per staff need to compensate, might make staffing more difficult	1	1.14	82	93.18
would be more consistent and not having openings children	1	1.14	83	94.32
would not change a lot; still would need training	1	1.14	84	95.45
would not change anything	1	1.14	85	96.59
wouldn't change it.	1	1.14	86	97.73
wouldn't want to leave kids with 16 yr old; but increasing ratio would be a positive	1	1.14	87	98.86
yes, don't staff would want to take care of more children at those ages, not safe	1	1.14	88	100.00

Next, I have some questions about you and your experiences. How many years have you been providing childcare, either in a child care center or a child care home?

Next__I_have_some_questions_about	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	2.27	2	2.27
.5	1	1.14	3	3.41
1.5	1	1.14	4	4.55
10	5	5.68	9	10.23
10 +	1	1.14	10	11.36
11	2	2.27	12	13.64
12	3	3.41	15	17.05
13	2	2.27	17	19.32
14	1	1.14	18	20.45
15	2	2.27	20	22.73
15yr over all	1	1.14	21	23.86
16	2	2.27	23	26.14
17	1	1.14	24	27.27

Next, I have some questions about you and your experiences. How many years have you been providing childcare, either in a child care center or a child care home?				
Next_I_have_some_questions_about	Frequency	Percent	Cumulative Frequency	Cumulative Percent
18	1	1.14	25	28.41
18 years	1	1.14	26	29.55
19	2	2.27	28	31.82
2	1	1.14	29	32.95
20	4	4.55	33	37.50
22	3	3.41	36	40.91
23	2	2.27	38	43.18
24	2	2.27	40	45.45
24 yrs	1	1.14	41	46.59
25	1	1.14	42	47.73
26	1	1.14	43	48.86
27	2	2.27	45	51.14
28	2	2.27	47	53.41
29	2	2.27	49	55.68
3	7	7.95	56	63.64
3 in a center, 3 in my home, 1 in another home as an employee so 7 years total	1	1.14	57	64.77
3 yrs	1	1.14	58	65.91
3.5 years	1	1.14	59	67.05
30	2	2.27	61	69.32
32	3	3.41	64	72.73
34	1	1.14	65	73.86
35	3	3.41	68	77.27
37	1	1.14	69	78.41
38	1	1.14	70	79.55
4	1	1.14	71	80.68
40	1	1.14	72	81.82
43	1	1.14	73	82.95
8 or 9 years	1	1.14	74	84.09
47	1	1.14	75	85.23
50	1	1.14	76	86.36
6	3	3.41	79	89.77
7	1	1.14	80	90.91
8	4	4.55	84	95.45
9	3	3.41	87	98.86
Worked as a nanny in early 20's, my own in-home day care 8 years.	1	1.14	88	100.00

How many more years do you expect to provide child care?				
How_many_more_years_do_you_expec	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1 to 2	3	3.41	3	3.41
10	6	6.82	9	10.23
10 to 12	1	1.14	10	11.36
10 to 15	1	1.14	11	12.50
12	1	1.14	12	13.64
15	4	4.55	16	18.18
15 years or so	1	1.14	17	19.32
15+	1	1.14	18	20.45
15-20	1	1.14	19	21.59
2	5	5.68	24	27.27
2 - hope to go back to teaching	1	1.14	25	28.41
2 months, is retiring in August	1	1.14	26	29.55
2 to 3	1	1.14	27	30.68
2 to 3, until my daughter is in K	1	1.14	28	31.82
20	7	7.95	35	39.77
24	1	1.14	36	40.91
25	1	1.14	37	42.05
3	6	6.82	43	48.86
3 more months	1	1.14	44	50.00
3 or 4 more years	1	1.14	45	51.14
3 to 4	2	2.27	47	53.41
3 to 5	2	2.27	49	55.68
30	4	4.55	53	60.23
35	1	1.14	54	61.36
4 maybe a little more	1	1.14	55	62.50
4 to 5	1	1.14	56	63.64

How many more years do you expect to provide child care?				
How_many_more_years_do_you_expec	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5	6	6.82	62	70.45
5 maybe 6	1	1.14	63	71.59
5 or so	1	1.14	64	72.73
5 to 10	1	1.14	65	73.86
5 to 6	1	1.14	66	75.00
5 year, then retire	1	1.14	67	76.14
6	4	4.55	71	80.68
8	1	1.14	72	81.82
At least 5	1	1.14	73	82.95
I don't know	1	1.14	74	84.09
as long as my body can hold out so hopefully 10 more years	1	1.14	75	85.23
as long as physically able (next 20 years is goal)	1	1.14	76	86.36
as long as she can	2	2.27	78	88.64
hope for a long time... at least 5 more years	1	1.14	79	89.77
i don't plan on leaving any time soon	1	1.14	80	90.91
it's my career so a long time	1	1.14	81	92.05
looking to get out of it	1	1.14	82	93.18
no plans to leave any time soon	1	1.14	83	94.32
not sure due to recent knee injury; planned to got to 60s	1	1.14	84	95.45
unknown	1	1.14	85	96.59
until I die (sees it as long term commitment)	1	1.14	86	97.73
until I die, not planning to retire, I have reduced the number of kids I take,	1	1.14	87	98.86
right now I have only special needs kids.				
until I'm ready to be done	1	1.14	88	100.00

How many hours per week do you work? (Include contact time as well as paperwork, clean-up and prep work.)				
How_many_hours_per_week_do_you_w	Frequency	Percent	Cumulative Frequency	Cumulative Percent
24/7	2	2.33	2	2.33
35	1	1.16	3	3.49
40	2	2.33	5	5.81
40 for summer home care; 10 hours for respite care	1	1.16	6	6.98
40+	2	2.33	8	9.30
40-45	1	1.16	9	10.47
45	3	3.49	12	13.95
50	16	18.60	28	32.56
50-60	2	2.33	30	34.88
55	5	5.81	35	40.70
55-60	2	2.33	37	43.02
55-60 hours	1	1.16	38	44.19
60	17	19.77	55	63.95
60-65	2	2.33	57	66.28
63	1	1.16	58	67.44
65	6	6.98	64	74.42
65 + hours	1	1.16	65	75.58
65-70	1	1.16	66	76.74
67	1	1.16	67	77.91
67.5	1	1.16	68	79.07
70	12	13.95	80	93.02
70 (also works 6 nights per week elsewhere in a full-time job)	1	1.16	81	94.19
75	1	1.16	82	95.35
75+	1	1.16	83	96.51
80	1	1.16	84	97.67
95	1	1.16	85	98.84
too many	1	1.16	86	100.00

Frequency Missing = 2

What is your current age?				
What_is_your_current_age	Frequency	Percent	Cumulative Frequency	Cumulative Percent
22	1	1.15	1	1.15
23	1	1.15	2	2.30
24	2	2.30	4	4.60

What is your current age?				
What_is_your_current_age	Frequency	Percent	Cumulative Frequency	Cumulative Percent
25	2	2.30	6	6.90
27	2	2.30	8	9.20
28	3	3.45	11	12.64
30	2	2.30	13	14.94
31	1	1.15	14	16.09
32	1	1.15	15	17.24
33	2	2.30	17	19.54
34	4	4.60	21	24.14
35	2	2.30	23	26.44
36	3	3.45	26	29.89
37	2	2.30	28	32.18
38	3	3.45	31	35.63
39	2	2.30	33	37.93
40	2	2.30	35	40.23
41	2	2.30	37	42.53
42	1	1.15	38	43.68
43	2	2.30	40	45.98
44	1	1.15	41	47.13
45	4	4.60	45	51.72
46	1	1.15	46	52.87
47	2	2.30	48	55.17
48	4	4.60	52	59.77
49	2	2.30	54	62.07
50	5	5.75	59	67.82
51	1	1.15	60	68.97
53	2	2.30	62	71.26
54	1	1.15	63	72.41
56	4	4.60	67	77.01
57	3	3.45	70	80.46
58	1	1.15	71	81.61
59	3	3.45	74	85.06
60	1	1.15	75	86.21
62	3	3.45	78	89.66
63	1	1.15	79	90.80
64	1	1.15	80	91.95
65	3	3.45	83	95.40
66	1	1.15	84	96.55
68	1	1.15	85	97.70
71	1	1.15	86	98.85
72	1	1.15	87	100.00

Frequency Missing = 1

How satisfied are you with your job? - Would you say you are?				
How_satisfied_are_you_with_your	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Dissatisfied	1	1.15	1	1.15
Neither dissatisfied nor satisfied	7	8.05	8	9.20
Satisfied	47	54.02	55	63.22
Very satisfied	32	36.78	87	100.00

Frequency Missing = 1

Is your (child care home / child care center) profitable?				
Is_your__child_care_home__child	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	21	24.42	21	24.42
Yes	65	75.58	86	100.00

Frequency Missing = 2

Is it as profitable as you thought it would be?				
Is_it_as_profitable_as_you_thoug	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	40	47.06	40	47.06
Yes	45	52.94	85	100.00
Frequency Missing = 3				

Finally, I have some questions about child care in your area. Do you think there are enough places that provide child care, whether in a home or in a center, in your community?				
Finally__I_have_some_questions_a	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	74	84.09	74	84.09
Yes	14	15.91	88	100.00

Why do you think there is a child care shortage in your area?				
Why_do_you_think_there_is_a_chil	Frequency	Percent	Cumulative Frequency	Cumulative Percent
a lot of it is because of regulations, state chases a lot of home providers away, a lot of home providers are going non licensed	1	1.37	1	1.37
4 in home providers have closed since January	1	1.37	2	2.74
Because of all the paperwork and people coming into your home whenever they want to inspect things. They can come in and look at anything they want.	1	1.37	3	4.11
I don't know, people are desperate for child care	1	1.37	4	5.48
I think because people get overwhelmed with the regulations and trainings and guidelines we have to follow. As long I keep up with it, it is not overwhelming, but someone starting out new, might be overwhelmed. There are some people who just want to stay home and they think opening a day care is the way to do it. The ratio limits are restrictive, I can only have 4 kids under age 2.	1	1.37	5	6.85
I think it is a lot more work then people realize and people don't stay in it. It is not looked at as a real job.	1	1.37	6	8.22
I think it's because it's a lot of work!	1	1.37	7	9.59
I think it's because of the cost of everything has gotten with food and cleaning stuff so people just can't do it anymore. For older providers, the cost got so much that they just couldn't do it anymore and they were close to retiring anyway so they quit. That's what scares me with all of these younger people opening things up and not following regulations.	1	1.37	8	10.96
I think there is a lack of training for the people who are starting out so a lot of people don't know what they are getting themselves into I guess and they quit soon after they start. They don't know about being registered, their numbers, the rules.	1	1.37	9	12.33
I'm not sure	1	1.37	10	13.70
Lot of extra time away, burn out, lots of regulations to start up	1	1.37	11	15.07
Not sure	1	1.37	12	16.44
There are always people looking. A lot of people start doing day care and realize it's not what they expected and they quit. There is always a shortage here.	1	1.37	13	17.81
There have been baby booms recently. Just not enough providers here for the families that need them. It's a tough job. It's demanding physically and takes a lot of time.	1	1.37	14	19.18
This is a very rural area. You have to be very organized and be able to be with kids all day. It's hard to find people who want to do that.	1	1.37	15	20.55
a lot get started and then quit, some are in it for the wrong reasons, several centers have trouble keeping employees	1	1.37	16	21.92

Why do you think there is a child care shortage in your area?				
	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Why do you think there is a child care shortage in your area?				
a lot of homes quit when DHS started cracking down on them. DHS went about it the wrong way and expected too many changes too fast. lost some due to Covid. no centers closed, just homes. staffing is the major problem in centers.	1	1.37	17	23.29
a lot of in-homes have closed due to rising; her center is limited due to space	1	1.37	18	24.66
a lot of people can't find staff so can't take more kids; physical space issues	1	1.37	19	26.03
child care providers don't get paid what they need to get paid	1	1.37	20	27.40
families ask all the time about taking kids under three	1	1.37	21	28.77
in home providers are stopping because of stiff regulations they are scared of being fined or being shut down, there is so many classes and certification, the food program is very paper work intensive	1	1.37	22	30.14
in-homes are disappearing	1	1.37	23	31.51
it doesn't pay the best and benefits don't usually come with it. once providers' kids age out of daycare they may leave.	1	1.37	24	32.88
it is a thankless job and there is no money in it. People don't want to pay their bills with everything going on right now	1	1.37	25	34.25
it's a tough job and it doesn't pay a lot, a lot of liability and you can only charge so much	1	1.37	26	35.62
it's not cut out for everybody	1	1.37	27	36.99
job is taxing and have to enjoy it	1	1.37	28	38.36
lot of burn out on childcare, kids are less disciplined these days, parents are harder to work with, less appreciation	1	1.37	29	39.73
lots of people have quit, not profitable, not enough patience	1	1.37	30	41.10
low pay; staffing issues	1	1.37	31	42.47
many people who start doing child care don't realize how hard it is and they quit. You have to be there for people and can't take time off. There are difficult kids and difficult parents. It's not an easy job.	1	1.37	32	43.84
no one wants to do it; pay; parents don't pay on time	1	1.37	33	45.21
nobody can make money doing it	1	1.37	34	46.58
not a money making business; its hard	1	1.37	35	47.95
not enough staff or in home providers that can keep doing the work	1	1.37	36	49.32
not really sure - it seems like some people open and then they close right away	1	1.37	37	50.68
not sure; lack of people wanting to work, no one can take enough children	1	1.37	38	52.05
pandemic allowed some to make choices to close, not all took advantage of the funding available, they are growing so they will provide more care, not all centers did that, they are working with the city/county resources	1	1.37	39	53.42
pandemic, seems like home providers are less, regulations and rules	1	1.37	40	54.79
parents have too high of expectations, they want to have more input on running of daycare than she feels is necessary	1	1.37	41	56.16
pay and benefits; long hours; no paid time off	1	1.37	42	57.53
pay is too low	1	1.37	43	58.90
people are getting burned out and don't make the money they could make someplace else	1	1.37	44	60.27
people are not paid enough for the work	1	1.37	45	61.64
people are retiring or getting out of childcare for alternate jobs, in home is hard to not have personal space from daycare	1	1.37	46	63.01
people aren't comfortable sending children to certain providers, and scheduling is an issues - 2nd shift, etc.	1	1.37	47	64.38
people closed because of Covid	1	1.37	48	65.75
people do not like children damaging their homes and you have to put a lot of money into it. And there is no insurance offered.	1	1.37	49	67.12
people don't like people coming in to your house and spot checking. They get nervous about DHS and the paperwork is a lot. Training has gotten better but they don't always give you all the information you need to complete the training. You want providers on certain programs but then you make it so you're not getting all the funds because of where you live on paper.	1	1.37	50	68.49
people don't want to do it; doesn't pay	1	1.37	51	69.86

Why do you think there is a child care shortage in your area?				
	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Why do you think there is a child care shortage in your area?				
people have started daycare and then shut down, people just don't want to do it anymore.	1	1.37	52	71.23
people just getting out of the business, daycare ctr was supposed to start and didn't	1	1.37	53	72.60
people want to make more money than what we make	1	1.37	54	73.97
population growth; business growth	1	1.37	55	75.34
providers have a difficult time with it, some providers have a very difficult time with people paying them, with their place of value in this job. People don't value day care providers in society.	1	1.37	56	76.71
quite a few closed due to retirements or job change, overall a job people are nervous about doing, lots of hoops to jump through	1	1.37	57	78.08
really don't know	1	1.37	58	79.45
registration process takes forever, rules and regulations over last few year are prohibitive and deters people, no money management training, no business side of things are taught, lack of organization and training, CCR&R is great but can't provide everything	1	1.37	59	80.82
regulations make it not fun; feels like an inquisition	1	1.37	60	82.19
requirements are challenging, we run into a lot of parents who are unable to pay or can only afford part time	1	1.37	61	83.56
since Covid it's a lot harder to find providers for all the kids needing care...so many more kids since Covid	1	1.37	62	84.93
so many people working with children and not place to take them	1	1.37	63	86.30
some of the places that are home providers are not doing things legally	1	1.37	64	87.67
staff turnover in part due to low wages; in-home limited on numbers	1	1.37	65	89.04
staffing issues	1	1.37	66	90.41
the rules that have come about.. cpr, first aid and doing these every year. These have not always been free and needing to pay for this training that you have to do can have an impact. Health Insurance- when this became so high in 2008- it hit the self employed. Having kids that needed health insurance as well hit hard.	1	1.37	67	91.78
there have been many inquiries in the area, not enough staff available at centers	1	1.37	68	93.15
there is a center that doesn't pay staff well and then they can't accept more kids, rates for in homes are too high in some cases	1	1.37	69	94.52
there is a lot or rule/regulations to be registered make it difficult; more directed toward center than home but expect adherence	1	1.37	70	95.89
yes	1	1.37	71	97.26
yes, parents are looking to state registered homes	1	1.37	72	98.63
	1	1.37	73	100.00

Frequency Missing = 15

What are the greatest needs for childcare in the area? (Such as newborn care, before and after school care, child care for parents who work 2nd or 3rd shift)				
	Frequency	Percent	Cumulative Frequency	Cumulative Percent
What are the greatest needs for				
0-2 years of age is Worth County's biggest need	1	1.37	1	1.37
0-2y olds	1	1.37	2	2.74
1 year olds	1	1.37	3	4.11
2-4 yrs	1	1.37	4	5.48
2nd shift	2	2.74	6	8.22
2nd/3rd shift; children under 2.	1	1.37	7	9.59
95% of calls I get are for newborn care. Greatest need.	1	1.37	8	10.96
Definitely newborn care and probably second shift also. I get a lot of calls for those.	1	1.37	9	12.33
Infants.	1	1.37	10	13.70
Newborn - 3 years	1	1.37	11	15.07
Newborns or preschoolers	1	1.37	12	16.44
Under 2 years	1	1.37	13	17.81
all ages, transportation is an issue	1	1.37	14	19.18
all day infant to preschool care is not available.	1	1.37	15	20.55
babies	1	1.37	16	21.92

What are the greatest needs for childcare in the area? (Such as newborn care, before and after school care, child care for parents who work 2nd or 3rd shift)				
What are the greatest needs for	Frequency	Percent	Cumulative Frequency	Cumulative Percent
babies under 1 year, weekends and night shifts, transportation is a problem for practices etc	1	1.37	17	23.29
babies up to age 2.	1	1.37	18	24.66
before and after school, newborns, all ages really doesn't know	1	1.37	19	26.03
everything including shift work parents	1	1.37	20	27.40
infant	1	1.37	21	28.77
infant care	1	1.37	22	30.14
infants	4	5.48	26	35.62
infants 0-3 yr	8	10.96	34	46.58
infants and before and after care and then 2nd and 3rd	1	1.37	35	47.95
infants and preschool age	1	1.37	36	49.32
infants and toddler	1	1.37	37	50.68
infants up to 3 years	1	1.37	38	52.05
infants, toddlers and preschool ages	1	1.37	39	53.42
infants; after school care	1	1.37	40	54.79
kids for overnights for parents who work second and 3rd shifts	1	1.37	41	56.16
need infant care; also need 2/3rd shift providers (older providers less willing to do this)	1	1.37	42	57.53
newborn	1	1.37	43	58.90
newborn and early childhood	6	8.22	49	67.12
newborn care	1	1.37	50	68.49
newborn care, toddlers	2	2.74	52	71.23
newborn care. school age shortage	1	1.37	53	72.60
newborn to age 3	1	1.37	54	73.97
newborn up to three	1	1.37	55	75.34
newborn, 2nd and 3rd shifts	1	1.37	56	76.71
newborn, a lot of parents having more than 1 kid and not being able to have them together. lack of staff wanting to help	1	1.37	57	78.08
newborn/infants	1	1.37	58	79.45
newborns	1	1.37	59	80.82
newborns, new moms want a home rather than a center	2	2.74	61	83.56
newborns/infants, older kids who only need summer care or before/after school care	1	1.37	62	84.93
newborns; early shift care-shifts that start at 6 am, no place offers that people needing very early hours; young ages of children	1	1.37	63	86.30
school age and babies	1	1.37	64	87.67
school age kids, centers are not accepting anyone over the age of ten	1	1.37	65	89.04
school agers	1	1.37	66	90.41
shift care (2nd shift)	1	1.37	67	91.78
shift care; newborn care	1	1.37	68	93.15
special needs kids, and we can't charge extra, these kids are best with a lower number of children.	1	1.37	69	94.52
the 2 and under children. There are not very many calls for before or after school. The YMCA in the area offers this.	1	1.37	70	95.89
under school age	1	1.37	71	97.26
	1	1.37	72	98.63
	1	1.37	73	100.00

Frequency Missing = 15

What do you think it would it take to get more individuals or businesses to become child care providers?				
What do you think it would it ta	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Almost impossible scenario now. Help wanted signs are everywhere. So it's hard to get people to do this job. Maybe more moms might like to do it so they can stay home. Resources for people who want to start an in-home center would be helpful, more of a support network to help you figure how to handle govt regs, programs, difficult kids/parents. A mentor program would be great.	1	1.16	1	1.16
DHS being more friendly about rules etc. They would come for 2 to 3 hours every year to inspect the home with very little notice. It does seem that things are getting better with DHS.	1	1.16	2	2.33
Health benefits offered, retirement plans geared to providers	1	1.16	3	3.49

What do you think it would take to get more individuals or businesses to become child care providers?				
What do you think it would take	Frequency	Percent	Cumulative Frequency	Cumulative Percent
I don't know	3	3.49	6	6.98
I don't know - I think we have enough providers	1	1.16	7	8.14
I don't know. It's hard. I hear people say, "I can't stay home with my kids all day, why would I want to care for anyone else's?" It takes a lot.	1	1.16	8	9.30
I really don't know	1	1.16	9	10.47
I was grateful for the WAGES program that I was part of, a supplement to help stay in business, they check back with you every 6 months and it helped me financially. My Child Care consultant in Mason City was very helpful (don't remember the name of her organization). She introduced me to the Wages program and other programs that can help. Support resources or mentors would be very helpful.	1	1.16	10	11.63
I'm not really sure	1	1.16	11	12.79
I'm not really sure - there are resources in place here to make the process of starting up easier.	1	1.16	12	13.95
I'm not sure.	1	1.16	13	15.12
It is not babysitting, it is child care and we know about child development and trauma response, people need to be educated about what it takes to care for children, children should be heard.	1	1.16	14	16.28
It would help if they would have flyers at the school for people who are into child development classes providing information or trainings about how to get started with your own daycare.	1	1.16	15	17.44
More emphasis on the importance of high quality early childhood care. People are reluctant to pay what is needed to care for their children, but they can't afford to pay more because they don't make enough.	1	1.16	16	18.60
More help from the state to get start, more clarification of rules and how to get started	1	1.16	17	19.77
More information about how to do it. How to run a business on their own, people don't know where to look for help.	1	1.16	18	20.93
More of a helping resource, with step by step assistance. Child Resources & Referral is very helpful but many people don't know about them. New providers get into it and then are over their head. Need help with paperwork, registration, etc.	1	1.16	19	22.09
Need someone to walk new providers through the whole process, the training, etc	1	1.16	20	23.26
Need to have the best attitudes towards children	1	1.16	21	24.42
QRS is ridiculous, too many regulations, doesn't like all the structure, it turns people off, people don't want to do the food program	1	1.16	22	25.58
So many regulations make it difficult, to go from being uncertified to certified was overwhelming, taking classes in evening away from families are tough, no benefits is a disincentives, maybe if there was a group for 401k for child care providers, benefits etc. too	1	1.16	23	26.74
The age of my community is older so the age group is not one that would want to start a childcare center. They do not offer the same experience to kids that they once did.	1	1.16	24	27.91
being able to charge enough to pay yourself and be profitable	1	1.16	25	29.07
being able to pay better at the centers, need to be able to job shadow in homes to have a good feel for what it's really like	1	1.16	26	30.23
benefits; you can't get places without taking time off	1	1.16	27	31.40
better pay	1	1.16	28	32.56
better pay for employees and benefits	1	1.16	29	33.72
better pay, benefits, health insurance, vacations, the state should be willing to pay for the whole month if kids aren't there due to being sick.	1	1.16	30	34.88
better pay; better benefits	1	1.16	31	36.05
biggest one is state pay for state assistance, all the raises went to centers, home providers haven't had a raise in 4 years	1	1.16	32	37.21
businesses don't want to have to deal with the regulations, businesses should contract with current providers and assist in expanding those providers for more spaces.	1	1.16	33	38.37
can't think of anything at this time	1	1.16	34	39.53
cheaper liability insurance	1	1.16	35	40.70

What do you think it would it take to get more individuals or businesses to become child care providers?				
	Frequency	Percent	Cumulative Frequency	Cumulative Percent
What do you think it would it take	1	1.16	36	41.86
cooperative parents drop off and pickup; parents making payments;	1	1.16	37	43.02
doesn't know	1	1.16	38	44.19
don't know	1	1.16	39	45.35
don't know, you have to really want to do it.	1	1.16	40	46.51
finding people to work, need more locations, people are scared because it's not profitable right away, larger centers can make it but lower enrollment centers are not able to make it cash flow	1	1.16	41	47.67
free meals for kids really helped us; feeding them would raise our rates.	1	1.16	42	48.84
funding to help establish centers; technical assistance	1	1.16	43	50.00
funding, would be nice to have a retirement system	1	1.16	44	51.16
getting high school students working in child care, have experience in child care setting	1	1.16	45	52.33
grants for startup costs	1	1.16	46	53.49
have a group insurance plan that is offered from the state or something along those lines.	1	1.16	47	54.65
higher pay	1	1.16	48	55.81
higher wages especially right now with inflation	1	1.16	49	56.98
how much money it takes to start up. Some grants or something would be helpful for new child care homes	1	1.16	50	58.14
i don't know	2	2.33	51	59.30
i don't know - maybe more benefits and higher pay?	1	1.16	52	60.47
i would do this job much longer if i could get benefits for myself rather than paying privately, self employment taxes are challenging	1	1.16	53	61.63
it takes a lot of training and time, in a perfect world we'd have those. funding helps, grants, to keep things steady. I like the idea of partnering with businesses but they're hurting too.	1	1.16	54	62.79
knowing about profitability, everyone is scared to talk about the money side of it, knowledge isn't available readily on all the background info you need, some of the regulations (other than safety) could be changed, prerequisites are cumbersome even though they are free	1	1.16	55	63.95
lack of knowledge, start up is overwhelming, if the state offered some benefit type programs (Like IPERS) since they are state certified/run less regulations, wouldn't start now if she didn't have as much experience, the rules are so strict now	1	1.16	56	65.12
major supporters. It cost a lot of money to run a center.	1	1.16	57	66.28
make classes easier to find to meet requirements, should be on-line; make required easily understood	1	1.16	58	67.44
make more money, food program doesn't cover costs, parents can't afford to pay more	1	1.16	59	68.60
money up front; regulations, training directors	1	1.16	60	69.77
money; hard job people can go someplace else and make more	1	1.16	61	70.93
more funding and then finding staff	1	1.16	62	72.09
more incentive relax what it takes for sub for home care; more children in home (regulation change)	1	1.16	63	73.26
more money	1	1.16	64	74.42
more money, people with a lot of patience	1	1.16	65	75.58
more tax credits; if registered providers could get paid leave from state (rather than families paying it)	1	1.16	66	76.74
more training for young staff such tech program, not necessarily college degree	1	1.16	67	77.91
need people who are willing to work in the area and understand it	1	1.16	68	79.07
ishard work	1	1.16	69	80.23
need to address issues due as pay, benefits,	1	1.16	70	81.40
needs to be better communication with people who make rules; more cut and dried rules and less gray areas	1	1.16	71	82.56
needs to be more education about how to get registered, she had resources in her family with experience as providers, people are nervous to get started with the process	1	1.16	72	83.72
no idea	1	1.16	73	84.88
not so many rules and regulations, constant changes, hard to keep up when working alone	1	1.16	74	86.05
not sure	1	1.16	75	87.21
patience, be willing to want to care for kids, have a passion for kids	1	1.16	76	88.37

What do you think it would it take to get more individuals or businesses to become child care providers?				
	Frequency	Percent	Cumulative Frequency	Cumulative Percent
What do you think it would it ta regulations defer a lot of people. I know people who'd become registered but they're not ready to have all the stipulations and stuff. requirements are difficult so maybe loosening some things or reorganization	1	1.16	77	89.53
seeing a lot of people not working, things with state laws don't agree with, experienced providers can handle more children; need support with ebb and flow of demand for sustainability	1	1.16	78	90.70
someone has to love to do it	1	1.16	79	91.86
takes a good example, like they are trying to be, people need a model to work off of so they don't' reinvent the wheel, need to have more partnerships with other centers/in-home to give peer support	1	1.16	80	93.02
the pay	1	1.16	81	94.19
there is not money to set up centers (seed money/grants)	1	1.16	82	95.35
there needs to be a network of support, not a network of unnecessary classes, mentors for new providers, need to know child development, how to talk with parents, all the classes in the world won't do it.	1	1.16	83	96.51
they really need to promote the early childhood pieces at some of our colleges. build a center and they'll come. in-home providers...showcase what they do. let people know what's available and what's out there.	1	1.16	84	97.67
training- but not sure that there is a way to train someone to do the job. Figuring out how to maintain your home as it takes a toll on it.	1	1.16	85	98.84
	1	1.16	86	100.00
Frequency Missing = 2				

Are you aware of providers who have stopped caring for children?				
Are_you_aware_of_providers_who_h	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No	24	27.59	24	27.59
Yes	63	72.41	87	100.00
Frequency Missing = 1				

Do you know why they chose to quit providing child care?				
	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Do you know why they chose to qu	1	1.59	1	1.59
2 in home stopped in past 2 years. Both providers got other jobs.	1	1.59	2	3.17
A couple of them have kids who are now in school and they went on to other jobs. others have gotten good job offers., several have quit due to frustration	1	1.59	3	4.76
A day care had to close because they had too many infants.	1	1.59	4	6.35
It wasn't the income they thought it would be, the parents or the children's behavior.	1	1.59	5	7.94
Just too much, and parents just don't want to pay for my services.	1	1.59	6	9.52
One of them was the lack of consistency (parents wouldn't consistently bring kids because they were trying to save money), so she had a lack of money. There are a lot of people who don't understand the business part of it so they get in over their heads.	1	1.59	7	11.11
One quit when the state mandated classes, another one got into it and didn't like that her own kids counted toward her total kids she could have.	1	1.59	8	12.70
One told me that she was over it and over parents just not showing up with kids because of COVID. She did weekly and people were supposed to pay even if the kids weren't there and she would have people refuse to pay if their kids were sick, so she just got a regular job. She couldn't afford to do it anymore.	1	1.59		

Do you know why they chose to quit providing child care?

Do you know why they chose to qu	Frequency	Percent	Cumulative Frequency	Cumulative Percent
One was family reasons and the other couldn't afford it, not enough kids to care for	1	1.59	9	14.29
a couple needed jobs with benefits, one quit once her kids were older	1	1.59	10	15.87
a lot of it was Covid, but they can't make it now, with the prices of everything going up	1	1.59	11	17.46
a lot of them claim they're burned out...it's a lot to take care of other peoples' children, lots of demands	1	1.59	12	19.05
age of provider or gotten to be too overwhelming or pay isn't always the best	1	1.59	13	20.63
aging out. They are getting too old and are burnt out	1	1.59	14	22.22
because of parents and they do not follow rules and it becomes a burnout	1	1.59	15	23.81
burn out	1	1.59	16	25.40
burned out, way too many kids, too many hours	1	1.59	17	26.98
burned out; got to retirement age	1	1.59	18	28.57
burnout, can't deal with kids, parents anymore	1	1.59	19	30.16
burnout, wanting a different job, one moved	1	1.59	20	31.75
can make more money someplace else	1	1.59	21	33.33
can't afford to provide care; or too much with rules and regulations	1	1.59	22	34.92
couldn't make it through Covid	1	1.59	23	36.51
does not know	1	1.59	24	38.10
does not know why home provider quit	1	1.59	25	39.68
frustrated with parents (payment, respect for job)	1	1.59	26	41.27
getting tired of the way the parents are treating them and the paperwork	1	1.59	27	42.86
got a different job, a couple moved away	1	1.59	28	44.44
in-homes closed due to rising costs: food, electricity	1	1.59	29	46.03
insurance	1	1.59	30	47.62
joined workforce with children started school	1	1.59	31	49.21
just don't have the space, or know how to get started, small community	1	1.59	32	50.79
so word of mouth hurts them				
majority retired; not cost effective	1	1.59	33	52.38
move person moved and became a teacher, another went into the schools to have summers off and the other had health issues.	1	1.59	34	53.97
moved away	1	1.59	35	55.56
DK	3	4.76	38	60.32
older or maybe got a new job, got a job in town in school	1	1.59	39	61.90
one got a different job	1	1.59	40	63.49
one needed a change and one got a job at the school	1	1.59	41	65.08
one retired	1	1.59	42	66.67
one took a better paying job, one is in the process of quitting because she's getting a divorce	1	1.59	43	68.25
one was overwhelmed, another got a job	1	1.59	44	69.84
other jobs, want to be outside of their home, daycare in town can't keep employees	1	1.59	45	71.43
pandemic took it's toll, not wanting to take risk in home	1	1.59	46	73.02
parent expectations	1	1.59	47	74.60
parents	1	1.59	48	76.19
quit due to new rules	1	1.59	49	77.78
regulations from the state, retirement age	1	1.59	50	79.37
regulations, profitability, Covid. they need benefits and need to get a job in order to have those.	1	1.59	51	80.95
retired	1	1.59	52	82.54
retirement	1	1.59	53	84.13
retirements and job change	1	1.59	54	85.71
retiring	1	1.59	55	87.30
some quite because of Covid	1	1.59	56	88.89
some thought it would be easy	1	1.59	57	90.48
the long hours and time commitments	1	1.59	58	92.06
they are aging out of providing care. One just wanted to try something different.	1	1.59	59	93.65
they retired, the pandemic caused one other lady to quit	1	1.59	60	95.24
time consuming; not being able to anywhere	1	1.59	61	96.83
went and worked someplace else to make more money	1	1.59	62	98.41
went to work for higher pay, health reasons, quit after pandemic hit not sure if related	1	1.59	63	100.00

Frequency Missing = 25

What are the biggest challenges you have with running a (child care home / child care center)?				
Q36	Frequency	Percent	Cumulative Frequency	Cumulative Percent
All the kids in one setting with all different ages.	1	1.14	1	1.14
Covid a struggle to continue to stay open	1	1.14	2	2.27
Finding the staff	1	1.14	3	3.41
Getting parents to pay, food expense is starting to take a toll, finding the food i need...	1	1.14	4	4.55
I don't really have any challenges; it's harder when families want to switch to us and we feel bad saying no.	1	1.14	5	5.68
I have no challenges, I read to the kids, I am not a school teacher, if you want your kids in preschool, then put them in preschool.	1	1.14	6	6.82
I'm out in the country so getting someone willing to drive with the gas prices what they are	1	1.14	7	7.95
IQ4k replacing the quality rating in the state of Iowa with DHS CCR&R and it's challenging and not user friendly for classes, ISU extension is easier to use, teacher licensure system is much easier, it's discouraging for their full time employees to have to spend so much time outside of work on this, hard to make sure everyone is up to date on all the qualifications	1	1.14	8	9.09
Iowa has too many rules about small things, example: pets must be registered, you must have a window going to the front door. there are many providers that are not registered and have 15 kids. These childcare centers are the ones that need the rules. Other states can have 10 children but Iowa only allows 8.	1	1.14	9	10.23
Mondays-getting kids back on schedule for the week, newborns being held for naps at home, she can't always do that	1	1.14	10	11.36
My lack of flexibility to go to appointments.	1	1.14	11	12.50
My parents - parents not wanting to bring kids regularly or pay for the spot. Solved this with contracts and policies. Parents that don't want to follow the rules (not bringing food or toys that other kids might want). Having your own personal time is also a challenge because she still fields phone calls after kids are gone.	1	1.14	12	13.64
None that I can think of	1	1.14	13	14.77
Parents - parents don't listen. If I have a problem with a child during the day or the child is misbehaving, parents won't talk to them or discipline them, so they'll be back doing the same thing the next day. Some caregivers have trouble with parents bringing what the kids need, but for me it's just the parents listening and wanting to believe their child's an angel.	1	1.14	14	15.91
Parents who disagree with you. I'm pregnant and need to have doctor appointments, and two families have been very uncooperative. It's the lack of flexibility in schedule.	1	1.14	15	17.05
Physical demands, parents who don't respect my policies (parents are the hardest part of offering child care). It's isolating to be a day care provider, not much adult contact.	1	1.14	16	18.18
Prior to Covid, it was trying to find classes, away from my town, in person. Now that everything is online, it's very easy.	1	1.14	17	19.32
Takes time, cleaning, planning, toys etc. Takes space in your house. You can't get away for anything. Networking is really needed, to be able to connect with other providers to bounce off ideas and get moral support.	1	1.14	18	20.45
There is a FB page for providers and that's at least some help.	1	1.14	19	21.59
The different way the kids are raised. You have in town kids and out of town kids and the difference in how they play.	1	1.14	20	22.73
Very hard to say no under the regulations when she feels she has the capacity to care for more or to keep siblings together, keeping going without benefits and retirement, uncertainty of insurance coverage through state assistance, having extra classes for licensure reasons, the food program forms are time consuming, taxes are more difficult	1	1.14	20	22.73

What are the biggest challenges you have with running a (child care home / child care center)?				
Q36	Frequency	Percent	Cumulative Frequency	Cumulative Percent
We just moved right outside the local school district so have to drive her to and from school. That limits the number of children I can have. It's tough to watch these kids by myself but I only take what I can handle.	1	1.14	21	23.86
affording any extra stuff - we have basic toys but it's costly to add more as a non-profit, to keep the doors open and not have the costs fall back on parents shoulders, keeping fees affordable, needs more support with the business aspects not the child care	1	1.14	22	25.00
balancing childcare and family, just having a business in the home can be hard to separate home vs business	1	1.14	23	26.14
being able to make appointment or leave; child/ratio; 12 hr course a roadblock for a sub; more funding for supplies, materials; food program does not pay enough	1	1.14	24	27.27
being able to take time off	1	1.14	25	28.41
can't think of anything	1	1.14	26	29.55
consistency from parents but nothing major	1	1.14	27	30.68
dealing with parents and how much stuff has changed over time. Parents are not very good at updating you changes.	1	1.14	28	31.82
dealing with the parents and their different parenting style and parental expectations, long hours; can be frustrating with DHS, some can be rude, bad attitude, tend to think providers have done wrong	1	1.14	29	32.95
don't have a lot of challenges, food program helps her out quite a bit with food prices right now, COVID stipends helped out quite a bit	1	1.14	30	34.09
energy. The time and the summer is busy. trying to keep all children working on skills with all different ages.	1	1.14	31	35.23
finances trying to stay afloat	1	1.14	32	36.36
financial status as in keeping the budget in line and things like that.	1	1.14	33	37.50
finding reputable staff; even finding staff	1	1.14	34	38.64
finding staff; end up in rooms a lot and not time to do director; trying to staff do classes	1	1.14	35	39.77
finding time for own children	1	1.14	36	40.91
getting a steady enrollment of children	1	1.14	37	42.05
getting employees; getting food-no bread at Walmart	1	1.14	38	43.18
getting parents to communicate with me. Drop off and pick up times. They do not let me know when they're coming. The lack of respect for our time.	1	1.14	39	44.32
getting the respect I deserve, I am hired too. I still have work to do after the kids are picked up.	1	1.14	40	45.45
having enough; space; following all of the regulations that don't apply especially for small centers; this was a nonprofit center so they put any profits back into the center	1	1.14	41	46.59
having personal space, need time away, hard to do that, hard to have someone substitute for you if needed	1	1.14	42	47.73
health insurance costs, no benefits, both self employed	1	1.14	43	48.86
insurance, taxes	1	1.14	44	50.00
keeping my house clean, floors swept, but I have to. Parents paying,	1	1.14	45	51.14
keeping the kids entertained with the variety of ages., can't go outside with the heat. harder to keep the school age kids occupied	1	1.14	46	52.27
keeping things up to date. They send you a big packet so you have to make sure you keep everything up to date. Covid has made it a little hard when trying to get ahold of someone if you had any questions. The state keeps changing things but they don't remind us everything. They expect you to remember all the changes.	1	1.14	47	53.41
keeping up with regulations, tracking paperwork and documentation, having money to update things	1	1.14	48	54.55
lack of communication with parents. parents being naive about the information given to them.	1	1.14	49	55.68
lack of pay; lack of days off; no mental health days	1	1.14	50	56.82
	1	1.14	51	57.95

What are the biggest challenges you have with running a (child care home / child care center)?				
Q36	Frequency	Percent	Cumulative Frequency	Cumulative Percent
making time for all the kids. When the baby needs something the other kids are off doing other things. There is not enough time to give time to each age group. I would love to have more time for each of them.	1	1.14	52	59.09
meals for kids; people paying on time	1	1.14	53	60.23
most expensive center in area, but can't provide the level of care with lower prices	1	1.14	54	61.36
my own children - one is having trouble handling kids in her house emotionally	1	1.14	55	62.50
needing other income for the future	1	1.14	56	63.64
not a lot of challenges, has a great group of parents	1	1.14	57	64.77
not a lot right now, access to online training to work at own pace, online access to different topics for just in-home that don't have topics that don't apply	1	1.14	58	65.91
not enough time to get my own job done since we're short staffed	1	1.14	59	67.05
not enough time, wish had prep hour	1	1.14	60	68.18
not respect anymore; parents are not respectful; not feeling valued; biggest concern experienced providers still limited to numbers as beginning providers, experience not recognized	1	1.14	61	69.32
now is different than before, rising costs: cost of food, heating/cooling home, parents are consistent to pay so that isn't concern	1	1.14	62	70.45
over the years kids are changing and not for the better, some younger parents in parenting, no respect	1	1.14	63	71.59
parents are the problem, don't take policies seriously; don't pay on time	1	1.14	64	72.73
parents listening, paying, getting paperwork back to us, picking up and dropping off on time., lack of respect for my time	1	1.14	65	73.86
parents paying on time	1	1.14	66	75.00
parents: helicopter parents, being on time to drop off/pick up, behind on payment, consistency between home and childcare home	1	1.14	67	76.14
people paying their bills	1	1.14	68	77.27
pick ups being late	1	1.14	69	78.41
providing enough food for children, concerns with reimbursement system for food program, has issues with daily tracking of expenditures	1	1.14	70	79.55
separating business and home	1	1.14	71	80.68
serving lunch with all the children; with 4 yr old in preschool, caring for more children under preschool age	1	1.14	72	81.82
some of the parents-lack of communication	1	1.14	73	82.95
space for the number of kids she has	1	1.14	74	84.09
space in my home	1	1.14	75	85.23
staffing	1	1.14	76	86.36
staffing (short staffed)	1	1.14	77	87.50
staffing is number one challenge	1	1.14	78	88.64
staffing it	1	1.14	79	89.77
staffing, both finding and reliable people; pay	1	1.14	80	90.91
staffing, having time to interview and train any new staff...	1	1.14	81	92.05
staffing, shortage, is now covering to missing staff which provides limited time to do director job including state reporting; this this a non profit; has space limits for having more children	1	1.14	82	93.18
staffing, what incentives can be offered without raising costs to parents; this was a non profit center	1	1.14	83	94.32
staffing; parents being consistent; pay;	1	1.14	84	95.45
tax issues; not time off; no retirement; no sick day, if health problems (negatively effects families if time taken off)	1	1.14	85	96.59
the attachment- always working, parents are always calling and wanting to know things.	1	1.14	86	97.73
trying to get time off	1	1.14	87	98.86
when she started it was pandemic, high prices right now, food program helps but it was changed	1	1.14	88	100.00

Child Care Centers and Preschool Licensing Standards and Procedures (Exhibit 10)

Child Development Home [Child Development Home - Registered - Iowa CCR&R \(iowaccrr.](#)

Tools for Registration Guidelines and Procedures

☰ Required Forms - DHS

<p>Pre-Inspection Checklist for CDH Registration ID# 470-5384</p> <p>Spanish » English »</p>	<p>Checklist for CDH Registration ID# 470-0625</p> <p>Spanish » English »</p>	<p>Application and Instructions for CDH Registration ID# 470-3384</p> <p>Spanish » English » Fillable »</p>
<p>Provider Agreement for Child Care Assistance ID# 470-3871</p> <p>English » CCA Resources »</p>	<p>Authorization for Release of Child and Dependent Adult Abuse Information ID# 470-3301</p> <p>Spanish » English » Fillable »</p>	<p>Provider Physical Examination Report ID# 470-5152 required per DHS Checklist 110.9 (237A) (1). (for household aged 18 and older)</p> <p>Spanish » English »</p>
<p>Emergency Preparedness & Response Plan Required per DHS Checklist 110.8(4).</p> <p>Template » EP Resources »</p>	<p>Child Care Injury/Incident Report ID# 470-3384 (required for any injury that requires first aid or medical care)</p> <p>Spanish » English »</p>	<p>Pet Health Exam ID# 470-5153</p> <p>Spanish » English »</p>
<p>Child Abuse DHS Report of Suspected Child Abuse - ID# 470-0665</p> <p>View »</p>	<p>Child Care Expense Statement for Foster Children</p> <p>This document must be accurately completed and signed by the foster parent and child care provider for reimbursement to occur to the foster parent after services have occurred and payment has been received.</p> <p>Child Care Expense Statement » How-To Guide » Direct Billing for Foster Children »</p>	

Child Care Centers and Preschool Licensing Standards and Procedures (Exhibit 11)

Child Care Centers and Preschool [Child Care Center & Preschools - Iowa CCR&R \(iowaccrr\)](#)

Tools for Licensing Standards and Procedures

Required Forms - DHS

<p>Checklist of Items to be Submitted for Initial Licensure</p> <p>This is a preliminary list of items that must be submitted and reviewed by the Department of Human Services (DHS) for the initial license of a preschool or Child Care Center (CCC) found in Comm 204.</p> <p>View » DHS Portal »</p>	<p>Licensing Regulation Checklist</p> <p>ID# 470-3940</p> <p>English » Spanish »</p>	<p>Required Written Policies and Procedures - Suggested Content</p> <p>Written policies required by 441 Iowa Administrative Code Chapter 109.</p> <p>English »</p>
<p>Authorization for Release of Child and Dependent Adult Abuse Information</p> <p>ID# 470-3301</p> <p>English » Spanish » Fillable »</p>	<p>Child Care Center Record Check Guide from DHS</p> <p>DHS reviews use of forms DCI-77, 470-3301 and 470-2310</p> <p>View »</p>	<p>Criminal History Record Check Request Form</p> <p>DCI-77 State of Iowa form</p> <p>View »</p>
<p>Waiver Agreement and Privacy Act Statement</p> <p>DCI-45 State of Iowa form</p> <p>View »</p>	<p>Record Check Evaluation</p> <p>ID# 470-2310</p> <p>English » Spanish »</p>	<p>Provider Physical Exam Report</p> <p>ID# 470-5152 (Acceptable physical examinations shall be documented on form 470-5152 per checklist 109.9(1)d.)</p> <p>English » Spanish »</p>
<p>Child Abuse</p> <p>Department of Human Services (DHS) Report of Suspected Child Abuse - ID# 470-0665</p> <p>View »</p>	<p>Child Care Expense Statement for Foster Children</p> <p>This document must be accurately completed and signed by the foster parent and child care provider for reimbursement to occur to the foster parent after services have occurred and payment has been received.</p> <p>Child Care Expense Statement »</p> <p>How-To Guide »</p> <p>Direct Billing for Foster Children »</p>	

Checklist for Initial Licensure (Exhibit 12)

Below is the Center/Preschool 'Checklist of Items to be Submitted for Initial Licensure'. It can be found at [Comm. 204, Care Centers and Preschools Licensing Standards and Procedures \(iowaccrr.org\)](http://www.iowaccrr.org).

Iowa Department of Human Services

Checklist of Items to be Submitted for Initial Licensure

This is a preliminary list of items that must be submitted and reviewed by the child care consultant for the initial license of a preschool or child care center. The child care consultant assigned to your center may review or require you to submit other materials before issuing a license. More comprehensive licensing material can be found at the following link: <http://ccmis.dhs.state.ia.us/providerportal/LicensedProviderInfo.aspx>.

- **Steps 1-6** are required to secure permission to open.
- **Steps 7-15**, as well as overall compliance with the *Licensing Checklist*, found in Comm. 204, will be evaluated during an on-site evaluation within 120 days of being granted permission to open.

- 1. Fire inspection certificate signed by the State Fire Marshal or local designee.
 - a. Building Code Plan Review <http://www.dps.state.ia.us/fm/inspection/>.
 - b. After getting a Building Code Plan Review contact the Fire Inspector (see Territory Map on the link in 1a).

Note: Prospective centers should ensure that the location and facility meet local building and zoning ordinances.
 - 2. Floor plan of the building (or center area if co-located in a building) showing the length and width of rooms, location and dimension of windows, and ceiling height. The plan does not have to be drawn to scale and can be drawn on 8 1/2 x 11 inch paper.
 - 3. Documentation to support that the center director and on-site supervisor meet the qualifications outlined in 441 IAC 109.6(1) and (2), including certification in CPR, first aid, and mandatory reporting of child abuse.
 - 4. *Child Care Center Licensing Application and Invoice*, form 470-4834, signed by the owner, operator or the chairperson of the board. (An application will be sent upon completion of items 1-3.)
 - 5. The application and regulatory fee is received by the Department.
5a) The center may establish a SING account for Iowa record checks after 1-5 are received.
 - 6. Center has completed [state record checks](#) on all staff and has initiated [national record checks](#).
-
- 7. Written statement of the program's purpose and objectives.
 - 8. A written description of the curriculum or program structure and an activity plan that is appropriate to the developmental and special needs of the children served.
 - 9. Fee policies and financial agreements given to parents.
 - 10. Written policies as required by licensing standards for:
 - Enrollment and discharge of children (include policies for excluding children)
 - Discipline
 - Nutrition
 - Field trips and non-center activities
 - Health and safety policies
 - Transportation
 - Emergency plans
 - 11. A written plan for staff orientation to the center's policies and applicable licensing standards and ongoing training and development of staff.
 - 12. A written plan for the ongoing training and development of staff.
 - 13. Written requirements and procedures for mandatory reporting of suspected child abuse and neglect.
 - 14. Samples of all forms to be used by the center, including parent authorization forms.
 - 15. Menus for a two-week period.

Note: An on-site visit of the center and review of additional materials, including staff's and children's files, will occur before a license is issued (within 120 days of being issued permission to open). Directors are encouraged to conduct a self-audit with the entire checklist before DHS makes a licensing visit. Child Resource & Referral can also assist with the preparations for opening (<http://iowaccrr.org/>)

Child Care Homes Accepting Child Care Assistance Registration Guidelines (Exhibit 13)

Child Care Homes Accepting Child Care Assistance [Child Care Home accepting Child Care](#)

Tools for Registration - Guidelines and Procedures

☰ Required Forms - DHS

Payment Application for Nonregistered Providers ID# 470-2890 View » Fillable »	Health, Safety and Fire Standards Checklist for CCHA ID# 470-5385 PDF » Spanish » English »	Child Care Assistance Provider Agreement ID# 470-3871 View »
Pet Health Exam ID# 470-5153 View »	Authorization for Release of Child and Dependent Adult Abuse Information ID# 470-3301 (required for all household members age 14 and older) Spanish » English » Fillable »	Child Abuse DHS Report of Suspected Child Abuse - ID# 470-0665 View »
Child Care Expense Statement for Foster Children This document must be accurately completed and signed by the foster parent and child care provider for reimbursement to occur to the foster parent after services have occurred and payment has been received. Child Care Expense Statement » How-To Guide » Direct Billing for Foster Children »		

Payment Application for Nonregistered Providers (Exhibit 14)

Below is a copy of the 'Payment Application for Nonregistered Providers'. The direct link is as follows: [Child Care Home accepting Child Care Assistance - Nonregistered - Iowa CCR&R \(iowaccrr.org\)](http://iowaccrr.org)



Iowa Department of Human Services
Payment Application for Nonregistered Providers

New Renewal

Instructions

Fill out Section A with information about yourself. Fill out Section B **OR** Section C depending on where you will provide care:

Check the box that applies and fill out the sections indicated:

- I will care for children in my home
 If you checked this box, fill out section B.
- I will care for children in their own home
 If you checked this box, fill out section C.

Read the information in section D and sign and date the application.

A. Tell Us About You

Last Name		First Name		Middle Name		Birth Date	
Maiden Name or Other Last Names			Landline Phone Number		Cell Phone Number		Last 4 digits of Social Security Number
Address where care is provided					Mail Address (if different)		
City		State	Zip	City		State	Zip

I will will not provide care only for my great-grandchildren, grandchildren, niece/nephew or siblings.

B. Nonregistered - Tell Us About The People Who Live With You

List the names of other adults and children who live with you. If you need more space, please use another piece of paper and attach it to this.

Last Name	First	Middle	Birth Date	Last 4 digits of Social Security Number

C. In-Home - Tell Us About The Family for Whom You Will Provide Care

You must care for at least three CCA eligible children to be an In-Home provider. List the names of the parent(s) and the children you will provide care for. If you need more space, please use another piece of paper and attach it to this.

	First Name	Last Name
Parent		
Parent		
Child		

D. Your Signature

As a nonregistered child care home:

- 1. I will comply with all requirements for a child care home found in 441 Iowa Administrative Code, Chapter 120, in accordance with Iowa Code section 237A.3.
- 2. I understand the Department of Human Services will make necessary inspections of the home in order to determine conformity to these requirements.
- 3. I understand that, subject to the provisions of Iowa Code section 237A, the Central Abuse Registry and the Department of Public Safety will check on all members of my household for all new applications and may recheck for reapplications.

As an in-home child care provider:

- 4. I will comply with all requirements for an in-home provider found in 441 Iowa Administrative Code, Chapter 170.
- 5. I will care only for the children who live in the family home. I will not provide care to any other children.

I agree that:

- 6. Any information I give is and will be true and correct to the best of my knowledge. Further, I am aware that if I make a false report to the Department of Human Services regarding the operation of my child care home, my *Child Care Assistance Provider Agreement*, form 470-3871, may be revoked and state payments may be recouped.
- 7. I will inform the Department of Human Services of any changes that may affect my child care assistance eligibility within 10 days.
- 8. I will disclose all criminal convictions and founded child abuse that I, or anyone else residing or working in my household, have received in this state or in any other state.

Signature of Applicant	Date
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You Have the Right to Appeal

You or the person helping you may request a hearing in writing if you do not agree with any action taken on your case. You may contact your county DHS office about legal services that are available based on your ability to pay. You may also call Iowa Legal Aid at 1-800-532-1275. If you live in Polk County, call 243-1193.

You Will Not Be Discriminated Against

It is the policy of the Iowa Department of Human Services (DHS) to provide equal treatment in employment and provision of services to applicants, employees and clients without regard to race, color, national origin, sex, sexual orientation, gender identity, religion, age, or disability.

If you feel DHS has discriminated against or harassed you, please send a letter detailing your complaint to: Iowa Department of Human Services, Hoover Building, 5th floor – Bureau of Policy Coordination, 1305 E. Walnut, Des Moines IA 50319-0114 or via e-mail contactdhs@dhs.state.ia.us