

Employee Childcare Challenges: Support Your Workforce in a Pandemic Panel



Moderator: Maria Moran, IMEC Regional Manager
November 13, 2020



Panelists

- National Tube Supply | Kraig Kistingner, Director of Human Resources
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- Bimba Manufacturing | Molly Deugaw, Director of Human Resources
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- OAI Inc. | Mollie Dowling, Executive Director
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- Chicago Commons | Karina Slaughter, Vice President of Early Education
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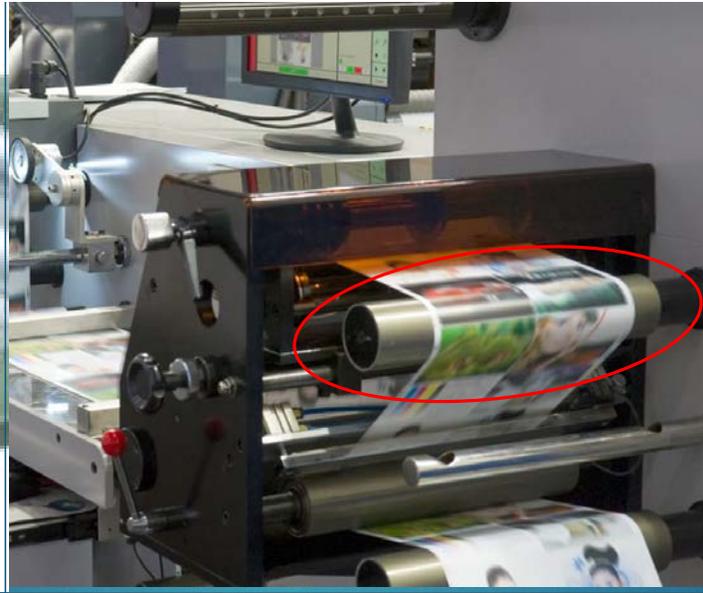




National Tube Supply

KRAIG KISTINGER

DIRECTOR OF HUMAN RESOURCES



What is
mechanical
tube used
for?

US Locations

Shift Hours

- ❖ 1st shift hours: 7am-3:30pm
- ❖ 2nd shift hours: 3pm-11:30pm
- ❖ 3rd shift hours: 11pm-7:30am

Headcount

- ❖ UPK 129
- ❖ WV 3
- ❖ BTN 22
- ❖ MVY 19

Challenges

- ▶ Diverse workforce in terms of age
- ▶ Mostly male
- ▶ Fact vs Fiction
- ▶ Different areas have different rule for school

Solutions

- ▶ Must have empathy
- ▶ Again, sort out fact v fiction
- ▶ FFRCA
- ▶ Employee Assistance Program
- ▶ Borrow Vacation
- ▶ Work from home
- ▶ Utilize office space/training room
- ▶ Hire caretaker/tutor

Bimba Manufacturing



Molly Deugaw

- Director of Human Resources
- Molly.Deugaw@imi-precision.com



Childcare Roundtable Discussion

Mollie Dowling

Executive Director, OAI

www.oaiinc.org

Today's Presentation Agenda

- About OAI
- OAI Chicago Southland (OCS) Programs
- Current Childcare Supports
- Best Practices
- Ideas & Next Steps
- Questions
- Contacts





www.oaiinc.org

Chicago-based **OAI** is a nationally recognized pioneer in workforce development. Our work opens career pathways; fuels business success; promotes health, safety, and the environment; and supports community development. For more than 40 years, we've been delivering real economic benefit to individuals, employers, and communities across the country.

Five key strategies define our approach.

1. We identify and target employer needs in key growth sectors.
2. We develop high-quality training that leads to marketable skills and credentials.
3. We provide services that close the gap between wanting a job and getting one.
4. We partner with communities and organizations to build on strengths, avoid waste, and increase impact.
5. We measure that impact in real terms: credentials earned; skills learned; placement, retention, and promotion; wage growth.



Together, these strategies help us achieve **our mission**: *to offer skills training that leads to safe, meaningful employment and helps companies & communities to thrive.*



OAI Chicago Southland (OCS)

- OAI has 3 departments: Business & Worker Training, Pre-employment Education & Training, and OAI Chicago Southland
- OCS – Southland satellite in the Village of Park Forest started in 2007, historically serving the manufacturing sector, expanded to healthcare, transportation and technology in 2016 thanks to a US Department of Labor grant
- OCS facilitates several grants/ programs that also provides training in manufacturing, IT, healthcare and transportation.



Current Childcare Supports

- Collaboration with Illinois Action for Children (IAC) to help qualify participants for child care subsidies
- System Navigator who provides individual coaching to each participant to solve childcare challenges including IAC enrollment
- Helps determine eligibility and identify best childcare solution for each family
- Resource Navigation includes considerations such as home/work location, family size, family income, child age(s), work schedule, etc.
- Grant programs pay for childcare co-pays & tuition expenses



The IDHS Child Care Assistance Program (CCAP) makes it possible for families who qualify to receive financial assistance in paying for child care.

We're Here to Help

There are many joys of parenting. However, for many parents it can be challenging to pay for quality and convenient child care during COVID-19. Illinois Action for Children's staff are available to help you discover all your child care options and find a solution that works for you.

For families, CCAP may be available if you:

- Have a child (or children) under the age of 13, and are working and meet income requirements;
- Receive TANF and are in an education, training, or other work activity approved by your caseworker;
- Are a teen parent (under age 20) in high school, an alternative high school, or GED program;
- Are attending education or training activities including ESL, high school equivalence, GED, vocational training, or 2- or 4-year college degree programs.

For care and education providers, CCAP may be available for your clients if they:

- Are currently working from home due to COVID-19 and meet the income requirements;
- Are participating in remote learning due to COVID-19 and the classes have a set schedule or if they must leave home to access an online class.

Contact Us!

CCAP Contact Call Center

Monday-Friday - 8:30 a.m.-3:30 p.m.

Phone: 312.823.1100 | Fax: 312.823.1200

30-minute Phone Appointment

Book: www.actforchildren.org/appts

Text or Email Us

Monday-Friday - 8:30 a.m.-5 p.m.

Text: 312.736.7390

Email: essentialworkers@actforchildren.org

Request Forms Online:

www.actforchildren.org/ccap-forms

Dropboxes are available at all locations!

Spanish speakers are available!



@IAFC_Cares

Child Care can be **Costly!**



We can help you pay for it!

The Illinois Child Care Assistance Program (CCAP) makes it possible for families and guardians who qualify to receive financial help. The program pays for child care costs so you can work, attend training or school.

Families have the power to choose the child care option that works best for them:

Child Care Center

Care provided in a group setting.

Family Child Care Home

Care offered in the home of a licensed provider or family, friend or neighbors home.

In-Home Child Care

Care provided in the home of the child by a family, friend or neighbor.

Use this chart to see if your family might be eligible.

Family Size	Maximum Monthly Income (Gross before taxes)
2	\$2,874
3	\$3,620
4	\$4,367
5	\$5,114
6	\$5,860
7	\$6,607
8	\$7,354

Income guidelines as of July 1, 2020.

Best Practices

- Systems Navigator assists with 19-page IAC application to increase odds of acceptance
- Friends and family can be approved as paid childcare providers
- Kindercare is local company providing remote learning assistance for school age children
 - [Kindercare.com](https://www.kindercare.com)
- State has provided guidance for COVID-19 safety protocols for childcare facilities



Ideas and Next Steps

- Provide IAC resource information to all employees
- Offer OAI Childcare Navigation services to your employees
- Identify local childcare facilities offering remote learning assistance
- Offer subsidies to employees for their childcare needs
- Offer shift changes to accommodate remote learning hours
- Offer on-site childcare



Questions?



OAI OPPORTUNITY
ADVANCEMENT
INNOVATION
in WORKFORCE DEVELOPMENT

Contacts

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Stephanie Craine – Systems Navigator: scraine@oaiinc.org

www.oaiinc.org





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C O M M O N S SM

helping families **GO** *further*

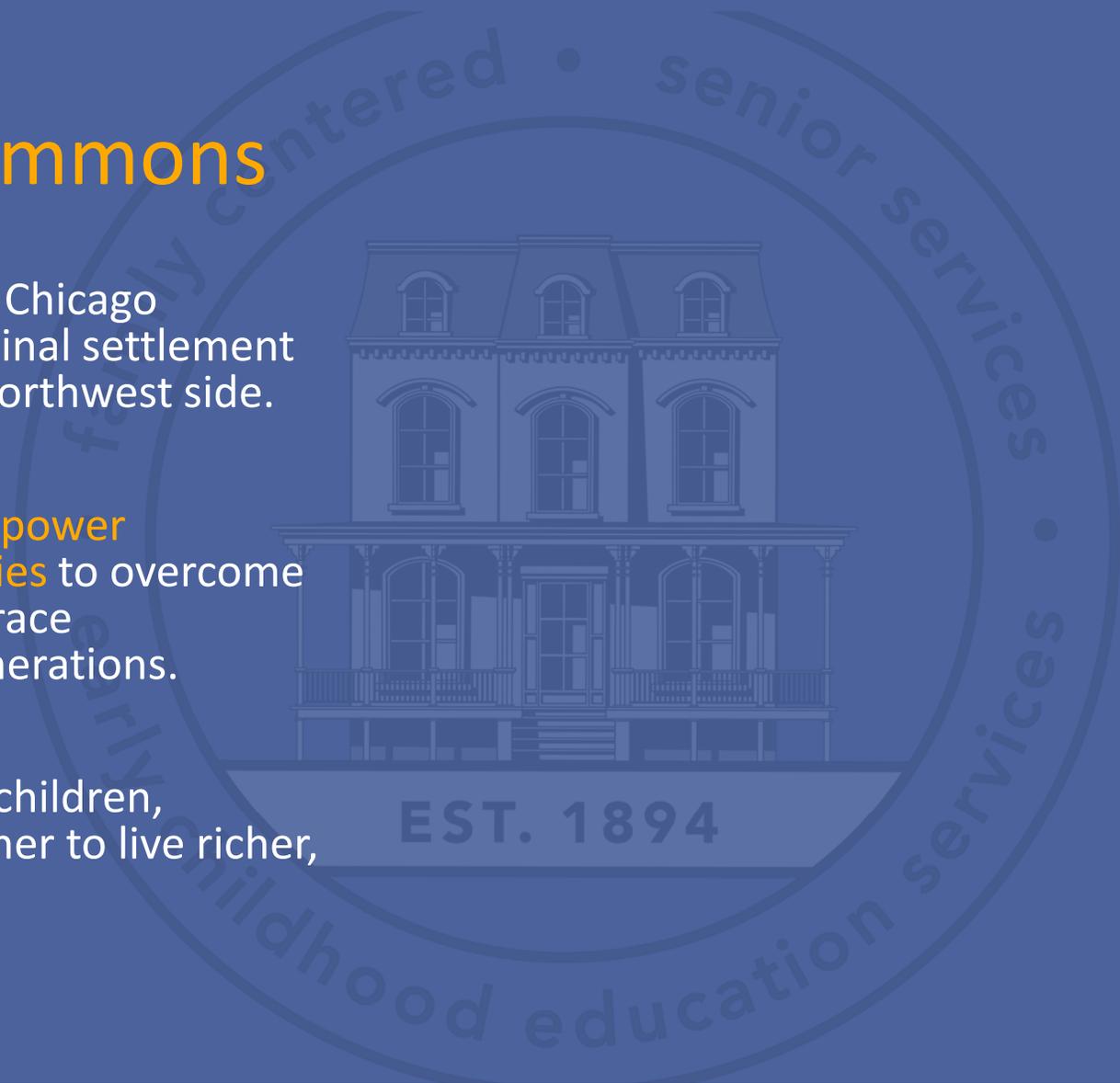
neighborhood based | family focused | individually invested

About Chicago Commons

Founded by Graham Taylor in 1894, Chicago Commons was one of Chicago's original settlement houses serving immigrants on the northwest side.

Chicago Commons' mission is to **empower individuals, families, and communities** to overcome poverty and systemic barriers, embrace opportunities, and thrive across generations.

Our programs are designed to help children, families, adults and seniors **GO** further to live richer, more fulfilling lives.

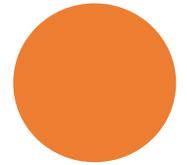


Helping Kids **GO** Further: Early Childhood Education

- Leading provider of high-quality, comprehensive early education reaching nearly 1,200 children.
- Operate four year-round early education centers serving children from 0 to 12.
- Partner with 8 privately operated early learning centers through our Community Partners Program, providing program oversight, teacher training, and technical assistance.



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CHICAGO
COMMONS™ **kids** **further**



Helping Kids **GO** Further: Our Approach

- Reggio Emilia Approach
 - The Reggio Emilia approach is based on the principles of respect, responsibility, and parent and community engagement.
 - Encourages creative exploration for children to discover what methods of learning work best for them.
- Research-Based Creative Curriculum
 - Delivered in tandem with Reggio Emilia, Creative Curriculum is a whole-child approach focusing on engaging content, responsive caregiving, and continuity of care.
 - Develops math and literacy skills as well as social-emotional, language, physical, and cognitive growth.



COVID-19 Response



Chicago Commons New Health and Safety Protocol

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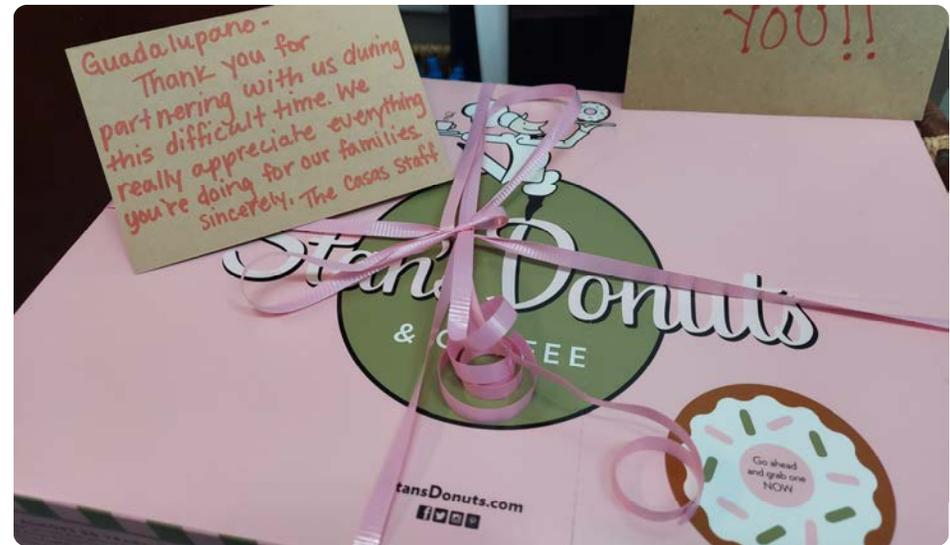
Success Stories



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Resources

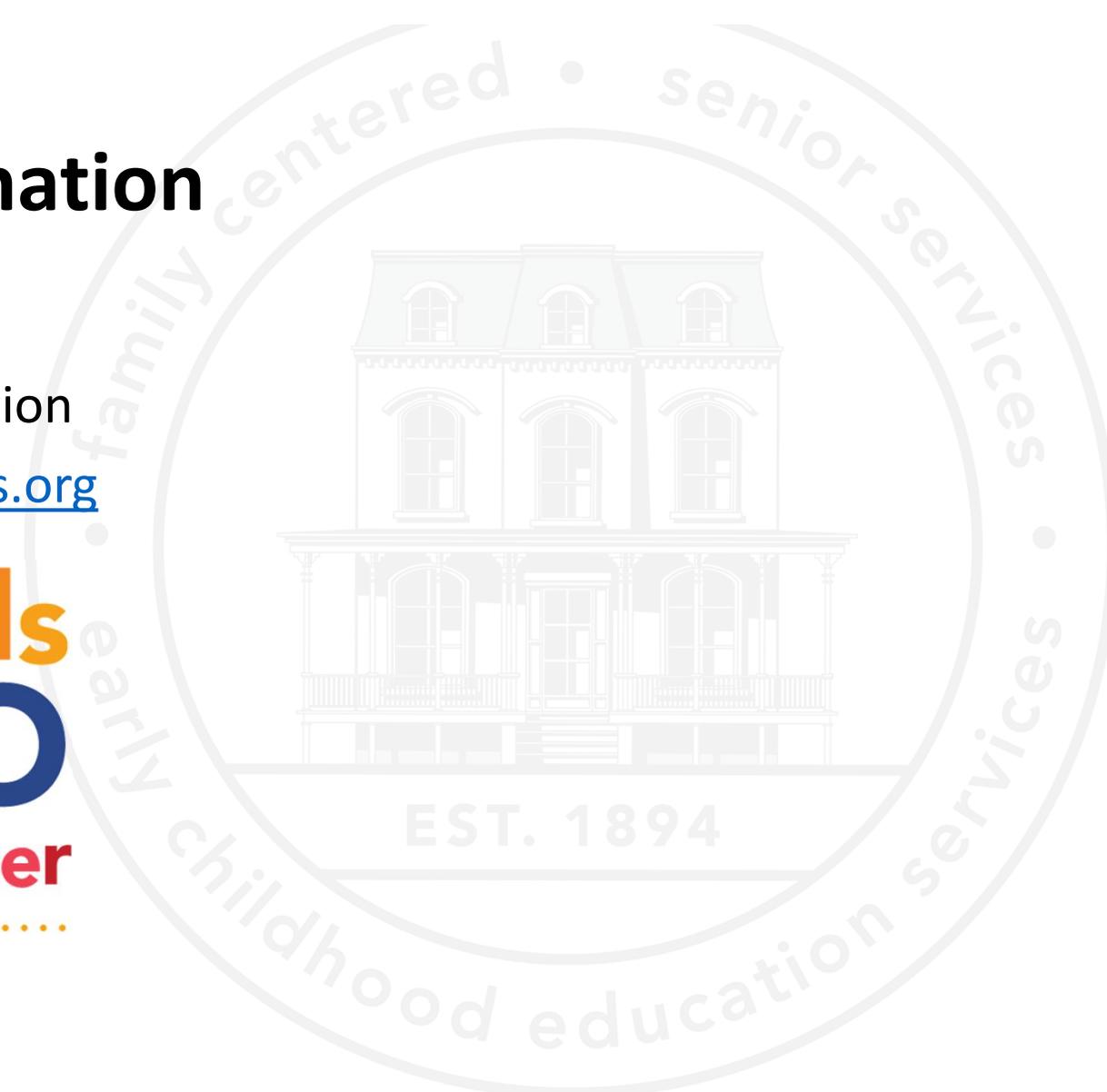
- Chicago Commons: <https://www.chicagocommons.org>
- INCCRRA (Illinois Network of Child Care Resource and Referral Agencies):
<https://www.inccrra.org/>
 - Find your local childcare resource and referral agency:
<https://www.inccrra.org/about/sdasearch>
- Illinois Governor's Office of Early Childhood Development:
<https://www2.illinois.gov/sites/OECD/Pages/default.aspx>
 - Early Childhood Resources: <https://www2.illinois.gov/sites/OECD/Pages/COVID-19.aspx>
 - COVID-19 Resources for Families:
<https://www2.illinois.gov/sites/OECD/Pages/COVID-19-For-Families.aspx>

Contact Information

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Nov 19	Document the Process: Value Stream Mapping Webinar
Dec 1	Better Every Day: Lean Daily Management
Dec 2	Managing Cybersecurity: Certified Mission Critical Professional Webinar
Dec 9	Adopt Automation Faster: Scale It Risk-free Through RaaS Webinar
Dec 15	Cobot Safety: Rules, Regulations, and Risk Reviews Webinar
Dec 16	Building Competitive Futures: Looking Back to Look Forward

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