



Friday, December 16th, 2022 | 8:30 a.m. to 10:00 a.m.
Virtual Meeting

Agenda

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|-------|---|---------------------------|
| I. | Welcome & Approval of Minutes (October & November) | B. Troyer |
| II. | 2023 Committees | S. Redondo |
| III. | Advocacy Overview | S. Redondo |
| IV. | Workgroup Updates <ul style="list-style-type: none">• Child Care• Working Family Success – Financial Empowerment | B. Orduna
J. Dooley |
| V. | Denton County Leadership Teams Update <ul style="list-style-type: none">• DCBHLT• DCHLT | S. Spencer
O. Williams |
| VI. | Backbone Support Update <ul style="list-style-type: none">• Child Care Task Force | S. Redondo |
| VII. | Public Comment | B. Troyer |
| VIII. | New Business | B. Troyer |
| IX. | Adjourn | B. Troyer |

Next Meeting Date:
Friday, January 19th, 2023 | 8:30 a.m. to 10:00 a.m. | Virtual Meeting



Denton County Workforce Success Leadership Team

8:30 am Friday, November
18, 2022 Virtual Meeting Over
Zoom

Welcome and Introduction

Ms. Shelby Redondo calls meeting to order at 8:42 am. Mr. Bob Troyer will not be attending the meeting so meeting will be approved during the next meeting. Mr. Christopher Hone from Bright Horizons will be presenting regarding child care.

Bright Horizons Presentation

Mr. Chris Hone presents about the case for employer sponsored child care. Mr. Chris begins by discussing the impacts of employer sponsored child care. He says that encouraging a positive work/life balance increases retention, productivity, and the organization. Mr. Chris briefly touches on the different types of child care that could be offered. He goes on to discuss the "child care trilemma" and how child care must be quality, accessible, and affordable.

Mr. Chris goes deeper into how child care can approve retention and help a company avoid turnover. Other impacts include being more successful and productive at work because they can worry less about their children's whereabouts. Good quality child care can also increase the number of women in the workforce. He says that because women still hold a large part of responsibility for child care in the family, they will be directly impacted by these decisions. He goes on to discuss that another benefit of offering child care will help reduce unplanned absenteeism.

Mr. Chris briefly discusses some particulars about how on-site child care facilities could be managed. He said that Bright Horizons is a good choice to help start the facilities as well as help in operating them.

Bright Horizons Questions

Ms. Shelby Redondo brings up the need for 24-hour child care in Denton County. Mr. Chris says that because 24-hour child care options are very difficult to maintain, most of Bright Horizon's operations are 12- or 13-hour facilities. He says that organizations are the ones who can choose what would be best for their employees.

Mr. Wayne Emerson asks about the critical mass of employees needed to create one of these facilities. Mr. Chris answers that about a thousand employees is common but there are some other organizations that have fewer employees and still have beautiful child care facilities. Mr. Wayne asks a follow up question about any companies that band together to share a child care center. Mr. Chris said that Bright Horizons does have two companies that created a joint venture to create one center for their employees. Those centers are called consortium centers. Mr. Wayne has another question about the ideal amount of space for the centers themselves. Mr. Chris replies that Bright Horizons will begin the process of creating a child care center by asking the organization if they have the space for all the children. They go on to ask if the center will be from the ground up or if there is a space that could be converted. He goes on to name some specifics for each age of children that must be considered when creating the child care facilities.

Mr. Chris Watts asks a question about cost. He asks if Bright Horizons shields the building from legal



liability for the child care center. He goes on to ask how the child care spots are allocated. He says that he foresees an issue where some employees would be left out of the services based upon cost. Mr. Chris Hone answers that they begin the process by doing a cost analysis for the organization. Bright Horizons will offer information to the organization based on the demographic needs for the employees. He says that the organization itself tends to pick up the extra cost of the center and that Bright Horizons will receive a management fee to orchestrate the particulars.

Mr. Watts follows up by asking about set tuition and who has control of the costs of the facility. Mr. Hone responds by saying that the organization will be in control of cost. He also points out that a company would most likely not want to have a child care facility that is only affordable for the top percentage of employees. He also says that the employer has most control over the facility, but Bright Horizons just offers their expertise.

Ms. Dani Shaw asks if Bright Horizon's costs are fixed. Mr. Chris Hone answers that would be correct and it would be outlined in the analysis process to begin the facility. Ms. Dani asks if all the costs are the responsibility of the organization or if Bright Horizons covers anything. Mr. Hone says that the employer is responsible for every financial aspect of the facility. Ms. Dani asks if Bright Horizons has any facilities in Denton to which Mr. Hone says that he is unsure but there are facilities in Plano, Dallas, and Fort Worth.

Mr. Chris Hone concludes the meeting and says goodbye.

Workgroup Updates

Ms. Shelby Redondo brings the workgroup updates and says that they kicked off year three with one member more than their goal. They had seventy-six families in their family child care network and are expanding to Parker and Hood County. They are also planning a free conference in the summer and are adding a small winter conference in December 2023. They are also changing their curriculum to align more with the state's requirements. Texas Workforce Commission also is hiring child care navigators to help with the process. Ms. Shelby said she is planning on bringing someone from that program to come speak at a future meeting.

Ms. Shelby gave the update for Economic Mobility and Financial Empowerment and that Ms. Jayme Dooley received the grant that she co-authored to help economic mobility language with the EMPathways program. Ms. Jayme is also working with Metro Crest services to see how they can help increase economic mobility.

Denton County Leadership Team Updates

Mrs. Shanan Spencer updated the group regarding the behavioral health team. They received approving for mental health navigators. They are waiting for the Commissioners Court to begin hiring. They are also planning a recovery in the park event next year which will offer the substance use workgroup to bring providers from the county to encourage the community to recover from substance misuse. Mrs. Shanan also said that they are in the process of writing a grant for Veterans therapy and mental health services in Denton County. She said that there is not another agency that is offering anything like that in the county so she is hopeful they will receive funding.



Housing Updates

Ms. Olivia Mata-Williams discusses the upcoming Point-in-Time count. She says that they are beginning the search the volunteers. She goes on to discuss that they are partnering with the local Workforce Solutions vocational rehab to increase employment for their clients.

Ms. Olivia also said that DCTA is making some changes regarding their go-zones, routes, and prices. She said that she will be inviting someone from DCTA to speak on that.

She also discusses that ERA2 has opened the floodgates which means a greater need for help to improve workflow.

Backbone Support Updates

Ms. Shelby Redondo said that last month, Mr. Chris Watts claimed the responsibility to investigate reimbursement rates regarding child care. She says that they have begun the process of research into that and will continue the search. She will be coordinating meetings with the person who processes child care subsidy which will identify the largest barrier to get people off the waiting list. Mr. Chris Watts adds that the data they are gathering is disturbing. He said that a large portion of the budget is for child care and that a large part of the money left on the table is related to child care. Mr. Chris wants to push for some changes in expansion. He said that they will be advocating for something that will be beneficial in the upcoming legislative session. He said that facts are still being gathered to make improvements because there seems to be a lot of money, but nothing seems to be improving.

Public Comments

Ms. Shelby asks for any public comments to which Ms. Olivia says that Ms. Shelby will be taking over the Workforce Success Leadership team as the new Education and Workforce Manager.

Adjourn

Meeting adjourns at 9:32 am. Our next meeting is scheduled for December 15th, 2022.

If you have something you would like on the agenda for our next meeting, please contact Shelby Redondo, shelby@unitedwaydenton.org

X

Dr. Ling Hwey Jeng
Secretary of DCWSLT