

## APPENDIX B: 2022 Child Care Business Incentive Grant Frequently Asked Questions

**NOTE: THIS GRANT OPPORTUNITIES IS FOR INCREASED CHILD CARE SLOTS ONLY**

### FREQUENTLY ASKED QUESTIONS (FAQS)

#### **1. What is the purpose of the 2022 Child Care Business Incentive Grant- Slots Project?**

The purpose of the fund is to encourage and enable businesses and employer consortiums to create and partner with local and regional child care servicers to create new available slots for an employer's employees.

#### **2. Who will decide which applications receive funding?**

IWD and HHS will identify an application panel to review and score proposals.

#### **3. What will IWD and HHS take into account when determining grant awards?**

IWD and HHS will evaluate applications based on a number of criteria, including but not limited to, the scoring guidance referenced in the scoring rubric.

IWD and HHS seek to prioritize the investment of resources in the following areas:

Subsidizing the cost of childcare for employees in partnership with licensed childcare centers or registered child development homes

- Prioritized projects in this category will include:
  - Projects that build the supply of child care for historically underserved populations such as infants and toddlers, families with non-traditional work hours, rural communities, dual language learners, and children with disabilities.
  - Projects located in an Iowa Child Care desert (see map).
  - Projects that target a community that is engaged with the Iowa Women's Foundation to address child care.
  - Projects that demonstrate a well-developed plan for recruitment and retention of staff in child care programs.
  - Projects that can demonstrate they meet the documented need of employers' employees as evidenced by employee statements of need, etc.
  - Projects that have not received previous Child Care Challenge or Investing in Iowa's Child Care (IICC) funding in either 2021 or 2022. This does not exclude partnering with an existing child care facility that may have already received a Child Care Challenge or Investing in Iowa's Child Care funding, provided there is a direct linkage between providing additional slots to the employer's employees (additional slots must be new and not previously counted for in prior grant applications).
  - Projects that put forth creative, new strategies that demonstrate a direct link to addressing the local child care challenges by increasing available slots.

All projects **must** contain a plan for sustainability of the outcome beyond the grant funding period.

**4. What does “slot” mean?**

Slots creation can include an increase in licensed or operational slots, new slots created to meet new time/day requirements of employees, or currently licensed slots that are unfilled.

**5. Are applicants required to identify specific project goal(s)?**

Yes, all applications must include performance measures that logically connect a project’s goal(s) with proposed activities and a timeline. Performance measures should include, to the extent possible, whether the expected results were achieved.

**6. How will IWD and HHS ensure Child Care Business Incentive Funds are used as intended?**

IWD and HHS will review programmatic and financial reports to evaluate grant progress. In addition, IWD and HHS may provide ongoing technical assistance to grantees, schedule site visits, and coordinate in-person or desk reviews, as needed.

**7. How does the cost sharing work?**

This is a 50/50 cost sharing agreement in which ARP CCDF Discretionary funds will be utilized to cover 50% of the proposed project costs and the remaining 50% will be funded by private investment. The business will be required to pay the child care costs upfront. Upon request for reimbursement, the business will be required to provide documentation of spending for child care slots in a 3-month period. HHS will reimburse the business 50% of the total spending on a 3-month rotational basis.

Grant dollars will be awarded in the following way:

Businesses must have a minimum of 75 employees (or a combined minimum of 75 employees within the consortium) and must provide 50% of the project costs from privately raised or invested dollars and the State of Iowa will provide 50% of the project costs.

**8. What are allowable expenses?**

Examples include: costs related to child care capacity or expenses paid to licensed centers and registered homes to reserve spots.

NOTE: Employers may not use grant funds to provide direct payments to employees, nor can the benefit of providing child care slots be used to offset a reduction in income or other benefits, such as health care insurance, etc. Grant funds must be passed on to a child care center pursuant to an agreement for the employer to secure a portion of new child care slots for its employees.

**9. Who can apply for the grants?**

Eligible applicants include businesses and consortiums of employers in good standing with the State of Iowa with at least 75 full-time employees. If the project involves partnering with local child care servicers, employers must have partnered with registered child development homes and/or licensed child care centers. **All applicants must be employers not in the primary business**

**of providing child care services.** Applicants are strongly encouraged to cultivate partnerships to enhance project activities and outcomes. Grantees must comply with all applicable provisions of state and federal laws pertaining to nondiscrimination, sexual harassment, and equal employment opportunity.

All non-federal entities that spend more than \$750,000 in federal awards during the entity's fiscal year, including ARPA funds, must have a single or program-specific audit conducted for that year compliant with 2 CFR 200 Subpart F. This audit must cover the compliance of the entity with Federal statutes, regulations, and the terms and conditions of the federal award, as well as the fair presentation of the entity's financial statements, pursuant to the Uniform Guidance (2 CFR part 200).

**10. If a consortium applies for funding, do you still have to define one employer as the lead applicant? Assuming yes, do they have to have 75 employees or could it be a joint 75 employees between the consortium?**

Individual employers building a consortium are not required to have 75 employees each; however, a minimum of 75 employees among the employers building a consortium is required. One entity must apply on behalf of all employers that are joining the consortium, and that entity will be responsible for consolidated reporting. Documentation of all employer partnerships will be required. The consortium will also need to provide a sustainability plan to ensure program viability beyond the expiration of federal funding.'

**11. Can a business partner with an unregistered provider who is willing to become registered and then utilize those expanded slots for the grant once they are registered?**

Yes. Funds would be available after licensing is confirmed.

**12. When is the application due?**

October 17, 2022, at 11:59 a.m., Central Standard Time.

**13. When will awardees be notified?**

As soon as the applications have been reviewed and decisions have been made regarding the awarding of funds.

**14. What is the project timeline for expending the funds?**

Funding for projects that will increase or reserve net slots must be obligated by September 30, 2023, and expended by September 30, 2024.

**15. Is there a maximum award?**

\$250,000 for slots arrangement.

**16. Will all applications be awarded?**

Submission of an application does not guarantee an award.