

Child Care Business Incentive Grant Webinar Q&A
May 25, 2022

1. Are school districts eligible to apply for these funds as employers? If not, why? **Yes, as long as they have 75 full-time employees and meet the other requirements of an eligible employer as defined in the NOFO.**
2. Can you discuss if site or employer location is not identified in a desert and how scoring/priority will occur? **Priority will go to programs located in a child care desert; however, the scoring panel will evaluate projects that are serving traditionally underserved populations, non-traditional hours, children with special needs, immigrant/refugee populations, and weighing whether these may constitute consideration as a child care desert.**
3. Are the grants awarded first come first serve? **No. Every application will be reviewed and scored and highest scores will be awarded.**
4. In the childcare desert map, can you share more information about "potential Additional Projects 2022"? Are those projects that were denied in the last grant? **This was an error. The correct map is now available on our Future Ready Iowa website. [Link](#)**
5. Can different employers come together to submit one application to address a town need? **Yes, we would encourage this collaboration.**
6. Do you have examples of a good project plan? **We do not have examples. A good project plan refers to a complete, detailed plan for the project that includes reasonable timelines that clearly articulate and address the identified grant priorities.**
7. Is a school considered a business? **Yes, as long as they have 75 full-time employees and meet the other requirements of an eligible employer as defined in the NOFO.**
8. Do contract employees count towards the 75 employees a business must have? Our local nursing home has 70 full-time staff and 10+ contract employees. **No, contract employees are not included.**
9. Is a non-profit community-based organization considered a business? **Yes, as long as they have 75 full-time employees and meet the other requirements of an eligible employer as defined in the NOFO.**
10. Is a non-profit church a business? **Yes, as long as they have 75 full-time employees and meet the other requirements of an eligible employer as defined in the NOFO.**

11. Would a city be considered a business? **Yes, as long as they have 75 full-time employees and meet the other requirements of an eligible employer as defined in the NOFO.**
12. Child Care is not my primary business, but we do own one daycare center currently (as of January of this year). Would we still be able to qualify for this grant? **Yes, if the application is from the non-child care entity and full disclosure is made in the application. The applicant would also need to meet the other requirements of an eligible employer as defined in the NOFO.**
13. Are waiting lists for care at our onsite centers sufficient evidence of need? **A general waiting list would not be sufficient if it does not articulate the specific needs of the business' employee child care needs.**
14. Where do we reach out for the survey? **Iowa Women's Foundation – iawf.org**
15. Our local workforce development board is considering applying on behalf of several businesses as a consortium. Are we an eligible entity? **Yes, if the application describes the consortium, has applicable letters and documentation, and represents employers with more than 75 full-time employees.**
16. In Hamilton County dozens of employers are currently collaborating through an Early Childhood Iowa Area Board to pay bonuses to fully staff centers and fill empty slots. Can the Area Board apply on behalf of the businesses as a consortium or do the businesses need to apply? **Yes, they can apply on behalf of a consortium. The consortium must include businesses that meet the eligibility criteria and this must be documented per grant guidance.**
17. 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.**
18. (1) We, the employer, did receive a CCC/IICC grant last spring. We would be applying for a different project under this opportunity. Does that disqualify us? **This sounds like a very specific scenario. We would likely need more information about how this project is different; therefore, we would encourage the business to apply (as long as the primary business is not child care and meets the definition of an Employer in the NOFO).**
(2) If the child care center did receive the IICC funding, then are they not able to apply for this grant? **A child care center cannot be a direct applicant; therefore, they should not apply.**

19. We received some IICC funding, our center is part of the hospital, do we qualify? **The hospital may be an eligible applicant if seeking to expand their existing child care program in an effort to provide support for their employees.**
20. We have a hospital which is both a county entity and a 501(c). Would this be considered an employer like a school? **Yes, but would need to determine whether the hospital or the county is the employer.**
21. What if a school has an existing child care center they partner with, would that disqualify them? **No, this could potentially be an expansion project.**
22. You said these spots cannot take the place of existing spots. So, in theory, an existing center program would have to build an expansion or renovate an unused space. A home provider cannot take on new slots? **While a home-based provider may not be able to increase total capacity or go over their maximum allowable capacity, they may be able to expand days or hours or enroll more children than they typically care for at any one time.**
23. I am a bit confused as well about this...so if I have nowhere to build or expand, then my center can't apply? **A child care center is not an eligible applicant and may not apply.**
24. Can you include a link for the survey mentioned earlier for what child care needs our employees have? I went to the women's website and can't seem to find it. [Link](#)
25. Is there a way to search on the map by zip code? It's difficult to tell if your town/city is in a desert. **At the bottom of the map, there is a website that lists each town and whether it is in a child care desert.** [Link](#)
26. Are you required to be in a child care desert or is that just a factor? **Not a requirement.**
27. Does the employer's building of a new child care center have to be on site? **No.**
28. Can you elaborate on what it means to be "engaged with IEDA/IWF"? **The IWF is currently collaborating with 45 communities across the state that are working to increase awareness and investments in child care solutions. Communities are welcome to join the collaborative at any time and need to reach out to dawn@iawf.org. In addition, a business that is interested in making an investment in child care can receive technical assistance from the Iowa Women's Foundation Employer Engagement Director. A position created through an IEDA and IWF partnership.**
29. For new, can this include the land purchase or only the building project? **Yes, land for the intended purpose is an eligible expense.**

30. If applying for an infrastructure grant, does this include furnishings and everything that goes into a facility (furnishings, playscapes) or just the physical assts that cannot be moved (pipes, walls)? **This funding would include all necessary construction and items needed to create a licensed child care center.**
31. Would an existing facility that is NOT currently a childcare facility (different use) be considered a new facility, or an expansion/renovation? **This would be considered a new child care facility.**
32. Preschool in a church and building a new full time ELC wing attached to existing church building. Would this be considered new construction or expanding? **If the preschool is a licensed facility, this would be considered an expansion. If this would be a new licensed child care center, this would be new construction.**
33. Can the private dollars already be on hand or do they need to be raised after the grant is approved? **They must be on hand.**
34. Can grant \$ be used on child care employee wages/benefits. **No; however, businesses are not prohibited from providing match funding to support wages and benefits as part of their sustainability model.**
35. Does this portion of funds also have to be applied for by businesses rather than registered centers? **Yes. Both the Infrastructure grant and the Increased Slots grant must be applied for by an Employer (not in the business of providing child care).**
36. Is this Child Care Slots in addition to the other pool of funds? **Yes, they are two separate grants and you may only apply for one.**
37. Is the 250k used to help employers subsidize for employees, or is it used for the daycare center to pay more workers and expand hours? **This funding provides a portion of funding to reserve child care slots in a child care facility. For example: ABC Business needs 5 child care slots and partners with 123 Child Care at an agreed upon rate of \$150 per child, per week. The business would pay \$750/week for this arrangement and upon payment, would be eligible for a reimbursement of 50% of that total cost (\$375) from the grant.**
38. Would the funds be able to be used for purchasing the land AND building a center or would it only be for the building itself? **Both are eligible expenses.**
39. Do you anticipate new programs coming soon to support increasing wages of child care providers long term? **At this time, recruitment and retention funds remain available.**
<https://dhs.iowa.gov/childcare/funding-opportunities>

40. 50/50 reimbursement to businesses for subsidies would be after the fact, correct? **Correct. Upon verification of payment, the business will be eligible for a 50% reimbursement.**
41. Can one business in the community apply for the infrastructure and another apply for the slots grant in coordination with a new facility being built or remodeled? **While this may be an option, please review the funding timelines closely as the slots grant only has available funding until September 2024; therefore, if seeking to use after a facility is built or remodeled, the funding may not be available for very much time.**
42. (1) What if we don't have a business in our area that is interested in applying? **An employer not in the primary business of child care must be the applicant.**
(2) If we are a for profit that applied before and had the matching funds previously, are we able to apply on our own? **No.**
43. If employer does partner and apply, are they responsible for contributing a certain amount of funds themselves. **Applicants must be employers not in the primary business of child care. The applicant would be responsible for contributing the matching funds.**
44. I am representing a licensed daycare most of which is private residents. If we reach out and partner with a local business, how many children will need to be dedicated to this business to be applicable for grant? **There is no minimum number of children required; however, more points will be given to applications that serve more children.**
45. We are a non-profit organization and one of our service lines in an inclusive child development center. We did receive IICC funding for the needs of our expanded child care center in 2021. We have been approached by a nearby business that would like us to run a child care center at their facility for their employees. Am I understanding correctly that under the infrastructure option, we could apply for 50% of the total cost to build a new facility at their business provided the total amount of 50% is \$3 million or less? **The business that approached you would apply for the grant. A maximum award of \$3 million can be requested for a new child care facility, provided the business has a match of that amount.**
46. What if our organization is in multiple communities across the state? Can we apply only once as an organization, or can we apply more than once for specific operations in different parts of the state? **An organization may apply more than once. Each individual location would complete their own application.**
47. Where does a business find their local child care facilities who are interested in partnering - if the business is looking to partner with a local existing center instead of building onsite? **<https://ccmis.dhs.state.ia.us/clientportal/ProviderSearch.aspx> or you may contact Iowa Child Care Resource and Referral <https://iowaccrr.org/staff/>**
48. Will you prioritize established businesses over new businesses? **No.**

49. Are nonprofits eligible to apply if they are employers? **Yes, as long as they have 75 full-time employees and meet the other requirements of an eligible employer as defined in the NOFO.**
50. What is the timeline of events? The school district just gifted our cemetery land for a new facility in April. Could this be applicable? **Specific to the awardee matching costs requirement associated with the Infrastructure projects: The funds for this award are provided by the State and Local Fiscal Recovery Fund (SLFRF), part of the American Rescue Plan. SLFRF requires that all costs be incurred during the period beginning March 3, 2021. Therefore, all costs incurred prior to March 3, 2021, are not eligible uses of these funds. Any in-kind donations of land and/or buildings considered to be part of the awardee's match requirement must be valued at the recent county assessor's valuation.**
51. Are the examples Dawn listed summarized on IAWF website for further review? **Yes, they are available on the IWF website. [Link](#)**
52. 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.**
53. Are adaptive reuse projects (converting former office space to child care space) considered new or renovation subject to \$3M cap or \$1.5M cap under the infrastructure grant? **This would be a new project if not an existing child care facility.**
54. If we have a childcare center, but it is not our primary business, would we be eligible? We purchased this daycare as of 1/1/22 to provide better care for our employees in our primary business. **Yes, if the application is from the non-child care entity and full disclosure is made in the application. You would also need to meet the other criteria of an eligible employer in the NOFO.**
55. What are some examples of privately raised matching funds for the 50/50 infrastructure grant match? **Below are the examples provided by the Iowa Women's Foundation during the webinar.**

3 examples of partnerships where employers are supporting child care centers - helping create slots

Ottumwa – JBS

JBS USA and Swift Prepared Foods (formerly Plumrose USA) are providing \$600,000 in funding for the Ottumwa Family YMCA Day Care renovation/expansion. In return, JBS will receive naming rights for the child care wing and 40 guaranteed discounted child care slots for their employees' children ages 0-5 years old. Used slots will be paid by the employee and unused slots paid for by JBS. In addition, all JBS employees will be offered a \$10/month discount on a YMCA membership. At this time, the terms are set in a four-year agreement and will go into effect upon completion of the expansion/renovation anticipated for December 2021.

Black Hawk County

Cedar Valley Kids - Reaching out to local business with two asks. First is for the construction phase based on the investment they will receive naming rights and a particular number of slots when the center opens. On-going operations – based on their investment annually they get priority on waitlist,

Dyersville

Owner of Scale Models and Diecast is remodeling an apartment building for in-home providers who will provide child care for his employees.

Creston

Greater Regional Health in Creston is paying for the construction of a new center (broke ground on November 3) for the community. The land was gifted by the Creston COMM School District. In addition, the hospital will employ the center director and pay the director's salary and benefits. To honor this commitment the center was named Greater Connections Early Childhood Development Center. Expected completion is June 2023.

3 examples of innovative partnerships between employers and centers/homes

Clarion

The hospital is the employer of the education director at the early learning center. The school is sponsoring the educational lead teacher for 4 & 5 year olds at the early learning center.

Two other businesses in town have pledged three to five years annual donations of \$10,000 to help cover operating costs.

Hamilton County

Through research and community conversations, low wages and a lack of benefits are the main barriers to fully staffed child care providers. To address the growing crisis a Public Private Partnership was formed which included local businesses. Each business committed funds over 3-5 years. The funds are being pooled and managed by the Enhance Hamilton County Foundation and administered by Building Families, an Early Childhood Iowa Area Board, to pay quarterly bonuses to child care workers. The goal is to raise the entry level wage from \$8.50 an hour to the equivalent of \$11.00 and to provide comparable increases to more experienced workers with the bonuses maxing out at the equivalent of \$15.00 an hour. The size of the bonus increases based on the number of hours worked by the childcare provider with every provider receiving a quarterly bonus equivalent to approximately \$2.00 an hour.

Vinton

Local hospital is interested in offering a stipend to help their staff pay for child care. They don't have physical space to have an on-site center so they are looking to partner with a center. Currently the only center in town operates during the day and they are considering helping pay for additional staff so care could be provided for their 2nd and 3rd shift employees.

Waterloo**Hawkeye Community College and Exceptional Persons, Inc, (EPI)**

In the fall of 2018, it was announced the new Hawkeye Community College Van G. Miller Adult Learning Center (ALC) would house a child care center. They paid for the costs to build and furnish the center in 2019. HCC owns the building and provides the facility, utilities, maintenance and security. EPI manages the center and pays for the child care staff and program. The center has 56 spots for infants through preschool children with priority given to EPI staff along with Hawkeye students and staff. Any unfilled spots then go to the public.