



BUSINESS BEST PRACTICES AND RESOURCES



REGION 2: NORTHEAST IOWA

MERCY CHILD CARE AND PRESCHOOL (Clinton)

☎ (563) 844-3627

Mercy provides on-site child care options for all of their employees.

FRONTIER CO-OP

Megan Schulte, Human Resources Director

☎ (319) 227-7996, ext. 1341

✉ megan.schulte@frontiercoop.com

Frontier Co-op realized early on that child care was a critical component to running their business. Their employee base has been majority female for most of their history and they have always understood that it was impossible for them to separate their commitment to families from their regular operations.

Today, they have an employer-subsidized on-site child care center and they provide child care subsidy payment to parents with children in child care that do not use the on-site center.

CPM HOLDING (Previously Masterbands/Omega Cabinets)

Kyle Roed, Human Resources Director

☎ (319) 257-5015

✉ Kyle.Roed@cpm.net

Research by CPM Holding has shown that a lack of affordable, quality child care has led to high employee turnover within the company. CPM Holding now serves on the Black Hawk Child Care Coalition, working with community members to educate business leaders on how child care plays a critical role in employee recruitment and retention.

ROCKWELL COLLINS

☎ (319) 295-4440

Rockwell Collins provides on-site child care options for all of their employees.



REGION 3: SOUTHWEST IOWA

THE CHILDREN'S NEST

Mary Wede

☎ (712) 563-3641

✉ audubonchildren@gmail.com

🖱 www.audubonchildrensnest.com

A 501 C 3 non-profit agency in Audubon, The Children's Nest's community approach is driven by economic development. Funds from the AMVC (veterinarians) helped lay the groundwork for the child care center, which is currently housed in the local nursing home.

Current businesses contributing to funding include:

- ▶ AMVC
- ▶ Landmands National Bank
- ▶ My Way Designs
- ▶ T-Bone Committee
- ▶ Audubon Family Chiropractic
- ▶ Remsburg Service, Inc.
- ▶ Robinson & Ruhnke CPAS
- ▶ Molly's
- ▶ Casey's General Store
- ▶ Fridley Theater
- ▶ Herbers Seed and Consulting

ANN W. WICKMAN CHILD DEVELOPMENT CENTER

Dianna Williams

☎ (712) 243-2553

✉ churchlady_79@hotmail.com

The Ann W. Wickman Child Development Center was founded in 2010 by the Southwest Iowa Family Services board. A non-profit organization funded by community support and user fees, it is available to all residents and is currently operated by the Nishna Valley Family YMCA. Governor Kim Reynolds visited the center in December of 2016.



REGION 4: CENTRAL IOWA

CASEY'S GENERAL STORE

Chris Moulden

☎ (515) 965-6520

Casey's General Store provides on-site child care options at the corporate office. Former chairman and CEO described the child care facilities and family friendly work practices as "the single best recruiting and retention tools of our company" (publication from *ReadyNation*, 'Business Leader Actions to Support Early Childhood: A Global Imperative; a Local Opportunity,' April 2015).

FARM BUREAU

Generation Next Child Development Center

Karen Glenn

☎ (515) 664-3326

✉ Karen@GenerationNextIA.com

Farm Bureau provides on-site child care options for all of their employees and the community. Currently, they contract through a local child care center business with multiple locations.

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VERMEER (Vermeer Yellow Iron Academy)

Vermeer partners with Bright Horizons, a national child care business to meet the working needs of team members. This collaboration allows for smaller staff to child ratios and group sizes, increased teacher compensation and benefits, and results in more qualified teachers.

LEE CONTAINER

Robert Varnedoe, President

☎ (641) 856-6123

✉ RVarnedoe@leecontainer.com

Feedback from employees has revealed that a lack of quality, affordable child care and second shift child care were among the top reasons for high employee turnover rates (average employment length was 9 months compared to 12 years at the other facility) at Lee Container. In response to this feedback, the company committed up to \$500,000 to build a new child care center. Working with the local community, they have repurposed an empty school building, allowing the current community child care program to double their size from 30 to 60 or more children. Lee Container employees have priority access to 30 spots.

Additionally, Lee Container subsidizes the child care of their employees by contributing \$1 for each hour worked during the week toward child care costs. The company has also committed to contributing that same amount back to the child care center to support the program and to hire and maintain quality staff.



REGION 5: SOUTHEAST IOWA

DANVILLE SCHOOL DISTRICT

Steve Ita, Principal

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Danville school district used a FEMA grant to repurpose a bomb shelter to use as a site for child care.

GREAT RIVER HEALTH SYSTEMS

Jim Kammerer, Vice President of Support Services

☎ (319) 768-1000

Great River Health Systems provides on-site child care options for all of their employees.

TYSON

David Duncan, Human Resources Director

☎ (319) 728-5244

Tyson in Columbus Junction donates to non-profit center (Colonel's Kids) and has a family friendly policy to give parents flexibility if and when child care issues arise.

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VAN BUREN CO HOSPITAL CHILD CARE (Keosauqua)

Debbie Martin, Director

☎ (319) 293-3300

Van Buren Co Hospital provides on-site child care options for all of their employees.

GENERAL

ANNEX ANALYTICS

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CHILD & FAMILY POLICY CENTER

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