Session D - Start up Funding and Sustainability

Speakers:
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What is the role of start up funding for a new shared service alliance? How do you integrate sustainability into your plan from the beginning? What is a reasonable timeline for sustainability?

Startup Timeline

- Idea of Shared Services
- Planning Phase 1
- Phase 1 – 6 months
- Planning Phase 2
- Needs Assessment
- Securing Funding
- Phase 1 Assessment
- Phase 2 – Expansion
Forming the Alliance

Sustainability STARTS with Day ONE

Are we adding value and how do we prove it?

- Needs Assessment (6 months to 1 year)
  - What is the current state of centers?
  - Market size vs addressable market size
  - Incrementalism approach vs full service?
  - Barriers to deliver service (geographic, technological, capacity)
  - Who are the champions for the cause?
  - Know unit costs by service — this is crucial

Staff Allocation?

- Fixed vs Marginal Cost?
Interest Meeting

- Interest meeting
  - Introduction to Shared Services
  - What is in it for them?
  - Roles and Responsibilities
  - Is this the right fit?

Forming the Alliance

Funding fully or incremental step?
- Funding Assessment:
  - Ability to pay
  - Incentives
  - Short-term subsidy funding
  - Long-term funding
Pedagogical Leadership

- Reflective Supervision
- 1:1 Mentoring
- Commitment to Staff
- Commitment to Children
Forming the Alliance

- **Service Providers**
  - Are you starting from scratch or building on an existing frame work
  - Do I hire someone new? Or do I build on existing staff in the community?
- **Pedagogical Leadership** – this is Child Care Group; they are the thought leader, understanding the world of child care; without that we couldn’t be successful
- **Centers (clients)** – don’t forget the clients. Talk to them. Listen. Include them in the development and design. If they don’t find value it doesn’t matter what we do.
  - We had blind surveys put on so that we were evaluated by our clients – that brings accountability to the service….but it’s hard to hear sometimes...

**Forming the Alliance**

- **Funders**
  - Start up Capital
  - Short-term subsidy funding (ie. third party funding for unit cost – tiers down @75% first year, ratcheting down)
  - Long-term Funding (will be a revenue mix; we charge a flat fee, as a subscription model…)
    - Sign an MOU for the full value of the service