

Session D - Start up Funding and Sustainability

Speakers:

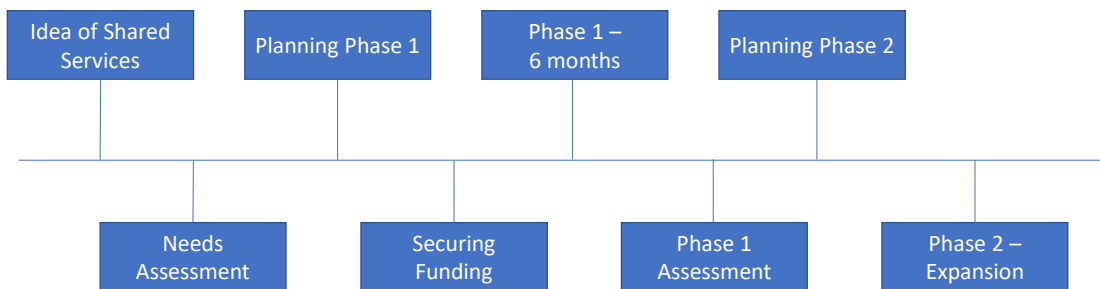
Peter Swanson - 501Ops

Shari Anderson – ChildCareGroup, Inc.

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?

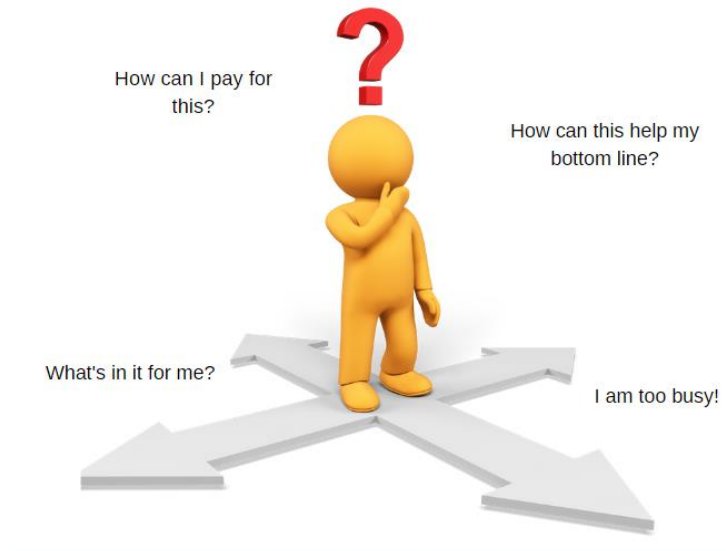
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Startup Timeline



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ECE Program Buy In



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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?

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Interest Meeting

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



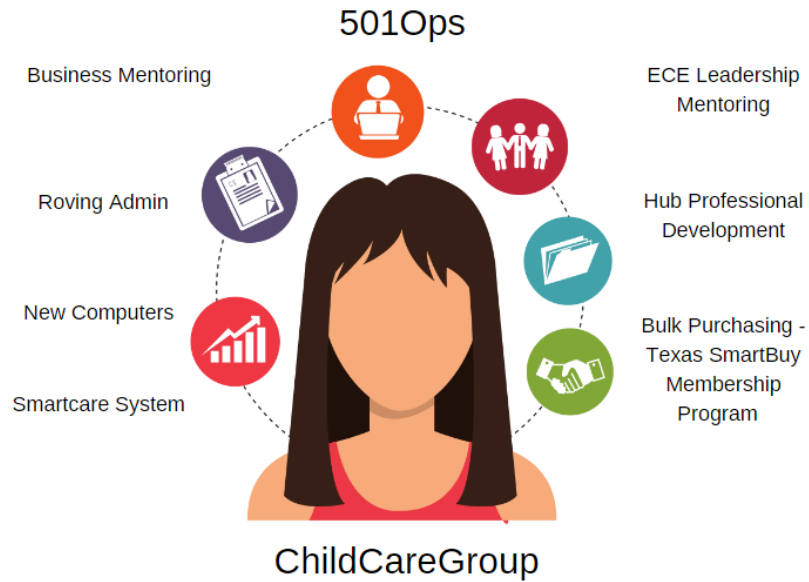
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Forming the Alliance

Funding fully or incremental step?

- Funding Assessment:
 - Ability to pay
 - Incentives
 - Short-term subsidy funding
 - Long-term funding

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Pedagogical Leadership

- Reflective Supervision
- 1:1 Mentoring
- Commitment to Staff
- Commitment to Children



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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...

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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

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