



ANNUAL REPORT

FISCAL YEAR 2002-2003



A MESSAGE FROM THE CHAIR

As the number of families with both parents working increases, policy makers and business leaders are beginning to reframe the business of caring for children from a social, private responsibility to a broad, public responsibility that greatly impacts all Floridians. More and more, researchers are determining that when working parents feel confident that their children are receiving quality child care, the businesses they work for experience more productivity, and less absenteeism and turnover.

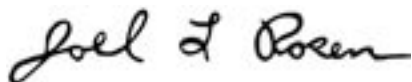
The Child Care Executive Partnership (CCEP) program has a proven track record of success because the program is both a resource for working parents and a solution for their employers. By helping to meet the needs of employers, working parents and children, the CCEP program is improving communities across the state. The 2002-2003 Annual Report outlines the positive differences the CCEP program is making in Florida's communities. In fact, during the 2002-2003 fiscal year, 42 of Florida's 67 counties participated in the CCEP—a 24 percent increase compared to the previous fiscal year. Consider these facts:

- Child care systems enable parents to work and earn money to strengthen their families—a critical component of business operations and long term economic success.
- According to the 2003: *The Economic Impact of Child Care in Florida* report, released by the Florida Children's Forum, the child care industry is the support system for more than 186,000 working families, helping serve and educate approximately 626,400 children throughout Florida.

As we look forward to the next year, it is imperative to strengthen programs that help both small businesses and large corporations realize the full potential of their work force. From Florida's retail and hospitality industries to professional and trade industries, the rewards of the CCEP program affect every type of business. Ensuring child care for working parents enables stores and offices to remain open, improves customer satisfaction and gives business owners peace-of-mind that their employees will be performing at their best.

The CCEP program served more than 27,000 children during the 2002-2003 fiscal year. Together we keep Florida working, companies thriving and children learning!

Sincerely,



Joel L. Rosen

THE CHILD CARE EXECUTIVE PARTNERSHIP PROGRAM

The CCEP program is a strategic, public/private partnership that helps employers meet the needs of a growing segment of their work force—working parents. This exciting program leverages relationships between businesses and families that want to work and succeed. When families, businesses and the CCEP come to the table as partners, entire communities benefit.

In 1996, the Child Care Policy Research Consortium launched a Florida-based study that examined the employment patterns of recipients of child care subsidies. Through this study, experts determined that working parents who receive subsidized child care share similar professions in industries such as banking, food and beverage and retail. The results of this study were significant because it identified the correlation between a low-income family's dependence on affordable, quality child care and their ability to maintain employment.

Through these findings, the Florida Children's Forum embarked on an educational movement targeting lawmakers, statewide business leaders and employers about the critical role consistent, quality child care plays in maintaining (and supporting) a strong work force. To that end, the Florida Legislature implemented the Child Care Executive Partnership Act in 1996.

THE CCEP MISSION

Promote public/private partnerships to ensure that the children of Florida are provided safe, high quality, developmentally appropriate and enriching child care while parents work to remain self-sufficient.

THE CCEP PURPOSE

1

Encourage private employers to invest in the future of Florida by providing employee child care benefits.

2

Encourage private employers to explore innovative ways to assist employees in obtaining quality child care.

3

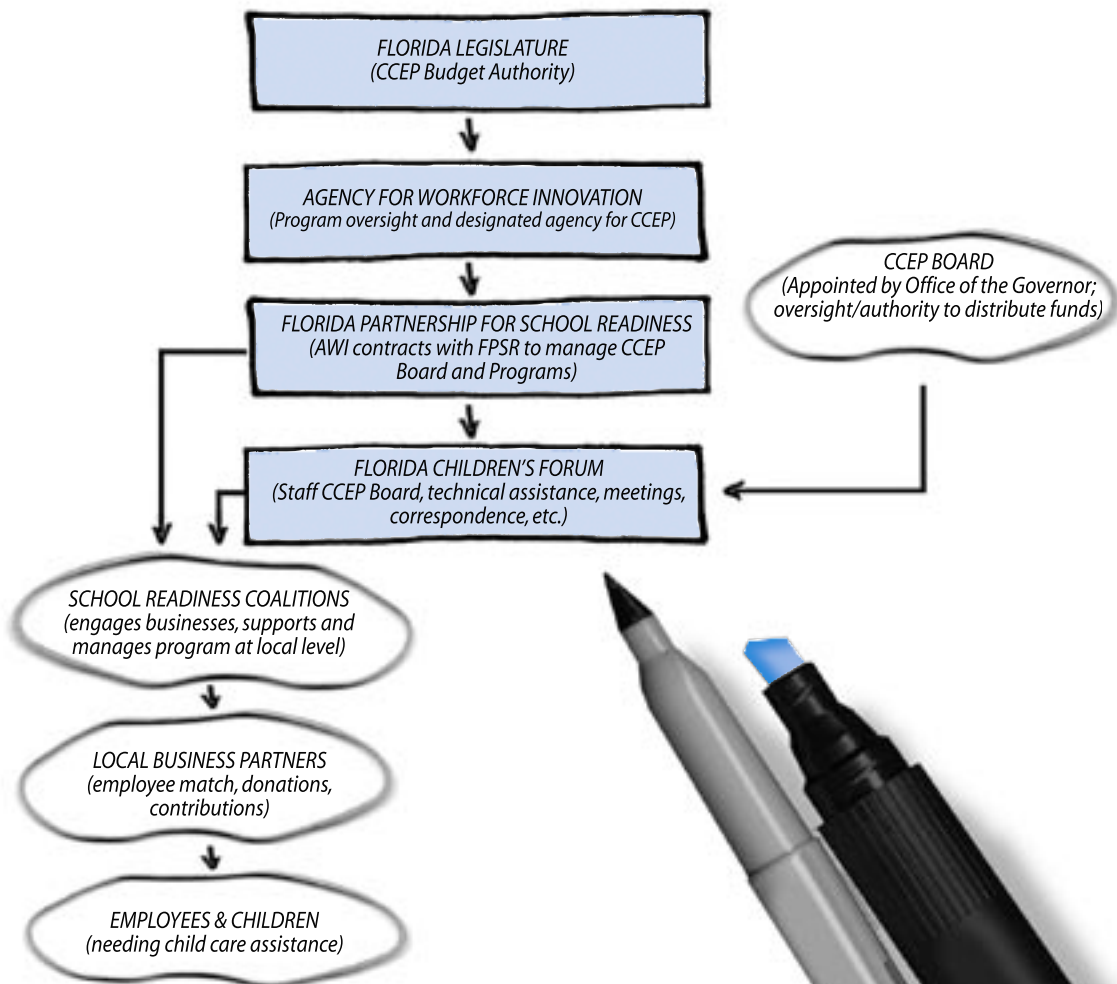
Expand the availability of child care options for working families by providing incentives for employers to meet the needs of their employee's families by matching public dollars available for child care.

HOW THE CCEP PROGRAM IS MANAGED

At the state level, the CCEP is administratively assigned to the Agency for Workforce Innovation (AWI). Funding is authorized by the Legislature through the Florida Partnership for School Readiness (FPSR). This federal funding is part of the federal Child Care and Development Fund, of which a portion of the funds are designated by the FPSR board for the CCEP.

The CCEP board is appointed by the Governor and consists of nine members of the corporate or child care community and a representative of the Executive Office of the Governor. The board of directors is responsible for managing and distributing the program's annual budget.

The board makes policy decisions regarding the administration of the program. The FPSR contracts with the Florida Children's Forum to provide board staff support, marketing and technical assistance. At the local level, school readiness coalitions and local child care resource and referral agencies administer the program and work with local CCEP participants to manage contract terms.



PARTICIPATION AND FUNDING

Funding for the CCEP program is provided through federal and state resources. These dollars are “matched”* by local governments, businesses, and charitable foundations on a dollar-for-dollar basis. Employers and other partners may participate in two ways: employee benefit participation or charitable purchasing pool contribution.

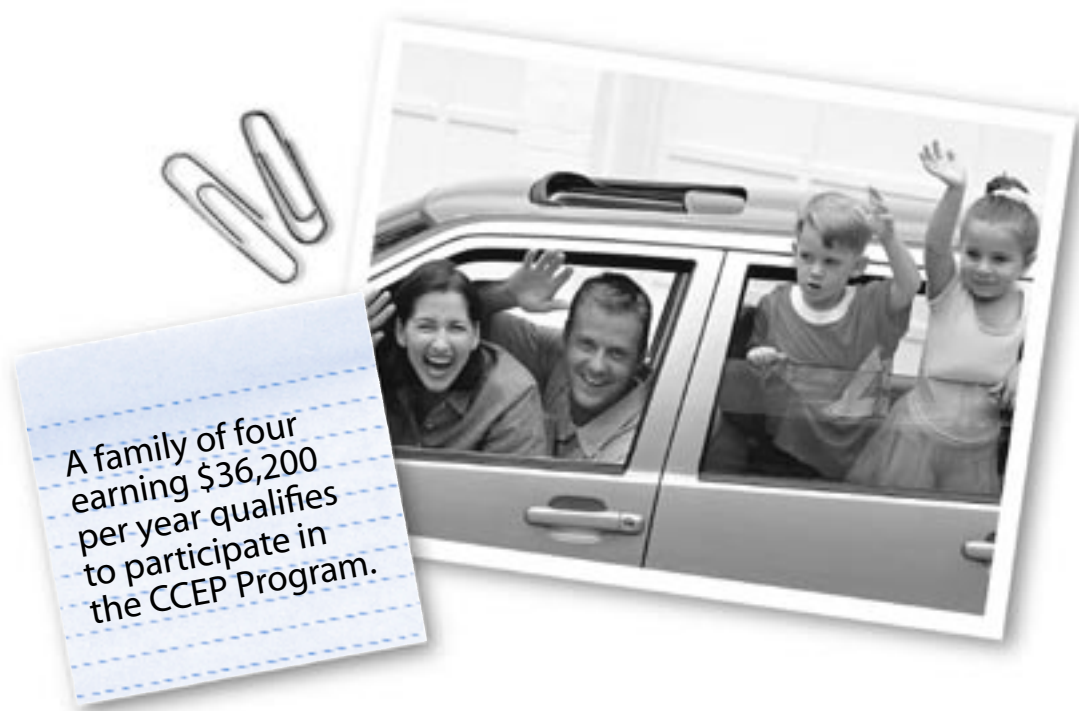
- ***Employee benefit participation***

Employers directly contribute to the CCEP to help defray child care costs of their low to moderate wage earning employees (at or below 200 percent of the federal poverty level). These funds are then matched by state and federal sources. Parents pay a portion of the cost based on a sliding fee scale established by the community school readiness coalition. As such, employees, employers and public funds all contribute to the cost of child care for an employee.

- ***Purchasing pool contributions***

Communities may establish purchasing pools to provide help for low to moderate wage earning families whose children are on the community waiting list. Funds are donated by businesses, nonprofits, and/or government entities, matched by state and federal resources and distributed according to the local school readiness coalition’s priorities. The match awarded by the state and federal government adds additional dollars to the contribution.

* *Funds contributed to the CCEP are matched by the State using Federal Child Care and Development Fund monies.*



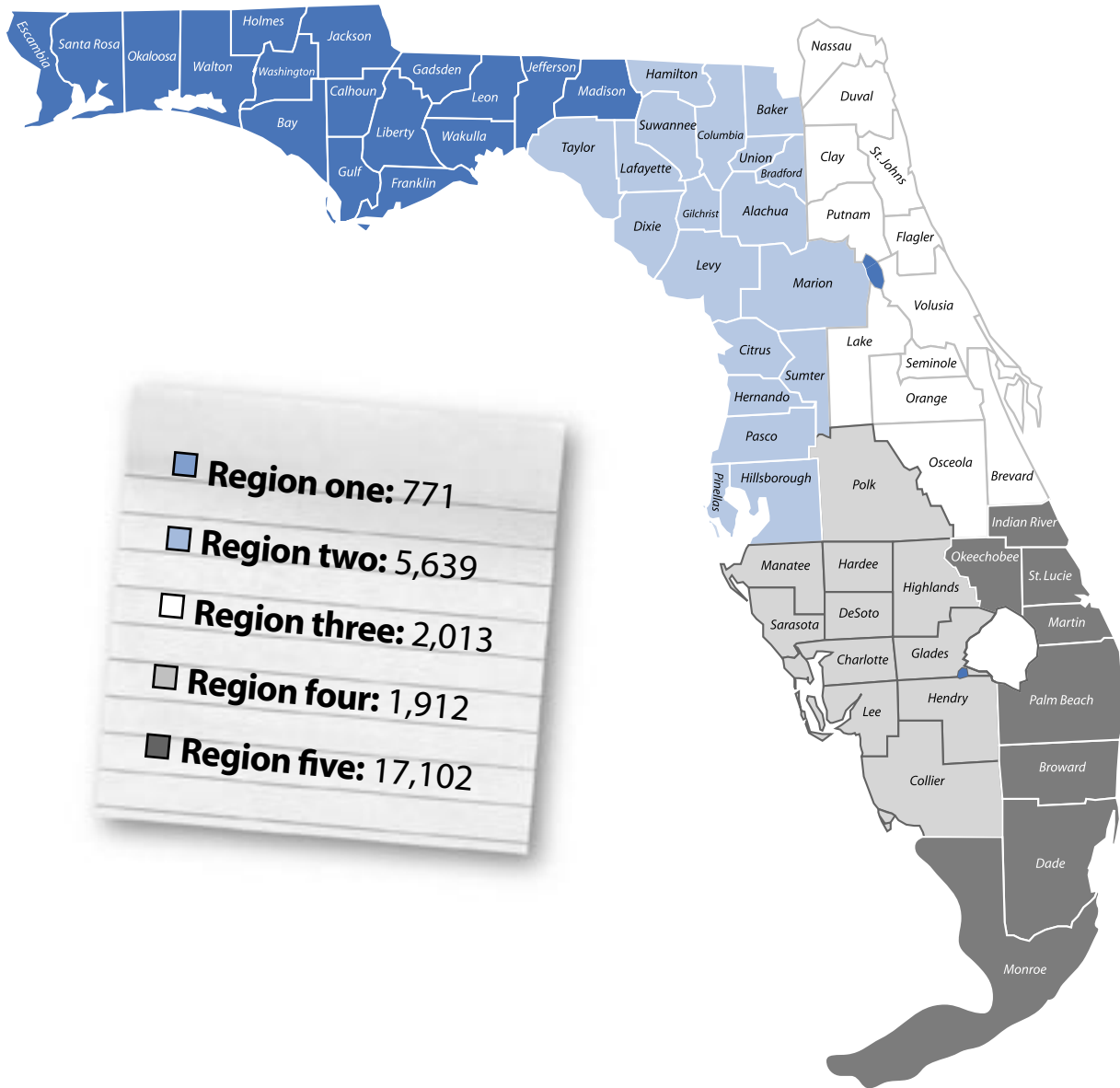
GROWTH AND STABILITY

Due to the popularity of the program and development of new partnerships, state funding for the CCEP program has increased since its inception. In 1996, legislators initially allocated the program a \$2 million annual budget. During the 2002-2003 fiscal year, the budget increased to \$19 million—an 850 percent increase. In fact, in the beginning of the 2002-2003 fiscal year, requests for CCEP funding exceeded the amount of available funds by almost \$13 million—a testament to the value of this program to Florida’s employers and communities.

The benefits realized for children and communities are even greater because monies are leveraged through the program’s public/private match. For this reason, the CCEP program is a national program model recognized by the U.S. Department of Health and Human Services, Administration for Children and Families, and the U.S. Department of the Treasury.



CHILDREN SERVED DURING 2002-2003 FISCAL YEAR



THE CCEP PROGRAM BENEFITS

Employers

Businesses that readily invest in child care for employees as a critical work-life benefit experience an increase in bottom line figures and improve business stability. Even more, offering valuable incentives such as child care helps businesses hire and maintain stable, effective, and reliable employees.

According to the 2002-2003 CCEP Business Survey participants reported:

- More than sixty percent reported an increase in employee productivity.
- Sixty-one percent of employees say they are more loyal to their employer as a result of being offered the CCEP program, while 68 percent say their morale at work has improved.
- Fifty percent say employee tardiness has reduced and 56 percent experience less absenteeism and better work attendance.
- More than half say that by offering the CCEP program as a work-life benefit for employees, employee recruitment increased.
- Seventy percent of businesses agreed that participating in the program improved their corporate and community image.



Children

During the 2002-2003 fiscal year, the state's \$19 million CCEP investment funded a dollar-for-dollar match allowing more than 27,000 children from low to moderate income families the opportunity to benefit from quality child care.

Working Parents

In *2003: The Economic Impact of Child Care in Florida* report researchers found that parents identify child care as essential to their ability to maintain employment. While 63 percent of Florida's dual-working families have children age six or younger who need early child care, a greater number of working parents depend on child care for their older children. After school and out of school care such as summer vacations often force working parents to make significant adjustments to their work schedules. The CCEP program provides child care for not only young children, but also for school age children.

According to the 2002-2003 Business Survey, 94 percent of participants would recommend the CCEP program to another business or company.

CCEP PROGRAM CONTRIBUTORS

The CCEP is comprised of large and small businesses that aim to achieve a bigger bottom line while at the same time improving their communities. They are business owners and economic development leaders who want to remedy the challenges facing Florida's business economy. CCEP participants understand that helping employees balance the challenges of caring for family and managing a career is a fundamental first step. CCEP participants are visionary business and community leaders who believe that investing in employee child care leads to economic success.

CCEP Participating Employers

Bay County

- Sallie Mae
- City of Panama City
- Peoples First

Brevard County

- Berri Patch Preschool, Inc.
- Berri Patch II, Inc.
- Creative Years Early Learning Center
- Doorway to Learning
- Health First Human Resources
- Housing & Human Services Department
- iProof Systems, Inc.
- Jelly Bean Junction
- Parrish Medical Center
- RMDS Service, Inc.
- Sod Depot Landscaping & Lawn Services
- The Kids Place School Boards

Citrus County

- Countryside Preschool, Inc.
- Crystal River Preschool
- Enchanted Moments Preschool
- Kid's Stuff Preschool, Inc.
- Koala-Tee Day Care, Inc.
- Noah's Ark School Readiness Center
- Play Care Day Care & Preschool
- Small World Learning Center
- Tiny Treasures Child Care Center

Collier County

- Moorings Park Foundation

Escambia County

- Academy for Early Learning
- Carpenter's Campers
- Child Care Network
- Children's Enrichment Center
- D.T. Child Development Center
- Listener Group
- Living Word Holy Church Learning Center
- McDonalds, O'Connor Management Group
- Montessori Early School
- Stephanie Flynn, DMD

Flagler County

- Flagler County School Board
- Raceway Foods Corp.

Hernando County

- Little Peoples Preschool & Youth Learning

Lake County

- Arianna's Child Care
- Central Florida Eye Institute
- Good Shephard Montessori School
- Kiddie Castle Learning Center
- Little Shoes Child Care, Inc.
- Miss Corrie's Preschool, Inc.
- Pamme's Preschool Academy, Inc.
- Solid Rock Christian Fellowship
- Tavares Learning Center

Lee County

- All Aboard Preschool
- Brightest Horizons Mission, Inc.
- Lee Memorial Health System

Leon County

- Annsworth Academy
- Boys and Girls Club of the Big Bend
- Florida Children's Forum
- Kids Incorporated
- McDonalds, Kasper's Group

Marion County

- Jeannie's Child Care
- Just For Kids Academy
- New Beginning Child Care and Learning Center
- New Zion Child Care Learning Center
- Oakcrest Early Education Center
- TLC Learning Center of Anthony

Orange County

- Rosen Hotels and Resorts

Palm Beach County

- Abby Delray South
- Building Blocks I
- Building Blocks II
- Discovery Kids of Jupiter
- Green Acres Learning Center
- Huggins Child Care, Inc.
- Office Depot, Inc.
- JFK Medial Center
- Jupiter Academy
- Kids Club Inc., Lake Worth
- Kids Club Inc., Royal Palm Beach
- Kreative Kids World, Inc.
- Loving Care Learning Center, Lake Worth

- Loving Care Learning Center, West Palm Beach
- Palm Beach Transportation, Inc.
- ProChild Early Learning Center, Inc
- Professional Learning Center of Boca Raton, LLC
- Professional Learning Center of Boynton Beach, LLC
- Professional Learning Center of Juno Beach, LLC
- Professional Learning Center of Jupiter, LLC
- RMR Management Services, Inc.
- Snen Kapila, MD
- Tiny Kingdom
- Tiny Tots, Inc. of Lake Worth
- Tiny Tots, Inc. of West Palm Beach
- Whiz Kidz North
- Whiz Kidz South

Pinellas County

- Coordinated Child Care of Pinellas, Inc.

Santa Rosa County

- Academy of Early Learning
- Knowledge Kollege

Sarasota County

- Sarasota Memorial Hospital

Volusia County

- Imagination Station
- Raceway Foods Corporation

Bank of America is a statewide participant of the CCEP program.

CCEP purchasing pool participants by county

Bay County

- Bay Bank
- Early Education and Care
- Boys and Girls Club

Broward County

- Broward County Board of County Commissioners
- Children's Services Council of Broward County

Collier County

- Child Care of Southwest Florida, Inc.
- Moorings Presbyterian Church

Dade County

- Miami-Dade Board of County Commissioners

Escambia County

- City of Pensacola
- Escambia County Commission

Flagler County

- United Way of Flagler County

Hendry County

- Child Care of Southwest Florida
- United Way of Hendry/Glades County

Hillsborough County

- Boys and Girls Club of Tampa Bay
- Child Abuse Council
- Helping Hand Day Nursery, Inc.
- Hillsborough County School Readiness Coalition, Inc.
- Tampa Metropolitan Area YMCA

Lake County

- Childhood Development Services, Inc.

Lee County

- Child Care of Southwest Florida, Inc.
- City of Cape Coral
- Lee County Board of Commissioners
- United Way of Lee County

Leon County

- Community Human Service Partnership

Manatee County

- Manatee County Government

Martin County

- Children's Services Center of Martin County
- Dr. Mark Lively
- Ms. Mae Lewis
- Nina Haven Foundation
- Treasure Coast YMCA

Monroe County

- Community Foundation of the Florida Keys
- Eckerd Foundation

Orange County

- Citizens Review Panel (CRP)
- Orange County Citizen's Commission for Children
- Winter Park Day Nursery

Palm Beach County

- Children's Services Council of Palm Beach County

Pinellas County

- Coordinated Child Care of Pinellas, Inc.
- Juvenile Welfare Board of Pinellas County

Polk County

- Polk County Board of Commissioners

Santa Rosa County

- Santa Rosa United Way

Sarasota County

- Gulf Coast Community Foundation of Venice
- Sarasota County Government

St. Johns County

- St. Johns County Board of County Commissioners
- United Way of St. Johns County

Volusia County

- United Way of Volusia County

APPENDICES

THE 2003 FLORIDA STATUTE 409.178 CHILD CARE EXECUTIVE PARTNERSHIP ACT; FINDINGS AND INTENT; GRANT; LIMITATION; RULES.—

- (1) This section may be cited as the “Child Care Executive Partnership Act.”
- (2) (a) The Legislature finds that when private employers provide onsite child care or provide other child care benefits, they benefit by improved recruitment and higher retention rates for employees, lower absenteeism, and improved employee morale. The Legislature also finds that there are many ways in which private employers can provide child care assistance to employees: information and referral, vouchers, employer contribution to child care programs, and onsite care. Private employers can offer child care as part of a menu of employee benefits. The Legislature recognizes that flexible compensation programs providing a child care option are beneficial to the private employer through increased productivity, to the private employee in knowing that his or her children are being cared for in a safe and nurturing environment, and to the state in more dollars being available for purchasing power and investment.
 - (b) It is the intent of the Legislature to promote public/private partnerships to ensure that the children of the state be provided safe and enriching child care at any time, but especially while parents work to remain self-sufficient. It is the intent of the Legislature that private employers be encouraged to participate in the future of this state by providing employee child care benefits. Further, it is the intent of the Legislature to encourage private employers to explore innovative ways to assist employees to obtain quality child care.
 - (c) The Legislature further recognizes that many parents need assistance in paying the full costs of quality child care. The public and private sectors, by working in partnership, can promote and improve access to quality child care and early education for children of working families who need it. Therefore, a more formal mechanism is necessary to stimulate the establishment of public-private partnerships. It is the intent of the Legislature to expand the availability of scholarship options for working families by providing incentives for employers to contribute to meeting the needs of their employees’ families through matching public dollars available for child care.
- (3) There is created a body politic and corporate known as the Child Care Executive Partnership which shall establish and govern the Child Care Executive Partnership Program. The purpose of the Child Care Executive Partnership Program is to utilize state and federal funds as incentives for matching local funds derived from local governments, employers, charitable foundations, and other sources, so that Florida communities may create local flexible partnerships with employers. The Child Care Executive Partnership Program funds shall be used at the discretion of local communities to meet the needs of working parents. A child care purchasing pool shall be developed with the state, federal, and local funds to provide subsidies to low-income working parents who are eligible for subsidized child care with a dollar-for-dollar match from employers, local government, and other matching contributions. The funds used from the child care purchasing pool must be used to supplement or extend the use of existing public or private funds.
- (4) The Child Care Executive Partnership, staffed by the department, shall consist of a representative of the Executive Office of the Governor and nine members of the corporate or child care community, appointed by the Governor.

- (a) Members shall serve for a period of 4 years, except that the representative of the Executive Office of the Governor shall serve at the pleasure of the Governor.
- (b) The Child Care Executive Partnership shall be chaired by a member chosen by a majority vote and shall meet at least quarterly and at other times upon the call of the chair.
- (c) Members shall serve without compensation, but may be reimbursed for per diem and travel expenses in accordance with s. 112.061.
- (d) The Child Care Executive Partnership shall have all the powers and authority, not explicitly prohibited by statute, necessary to carry out and effectuate the purposes of this section, as well as the functions, duties, and responsibilities of the partnership, including, but not limited to, the following:
 - 1. Assisting in the formulation and coordination of the state's child care policy.
 - 2. Adopting an official seal.
 - 3. Soliciting, accepting, receiving, investing, and expending funds from public or private sources.
 - 4. Contracting with public or private entities as necessary.
 - 5. Approving an annual budget.
 - 6. Carrying forward any unexpended state appropriations into succeeding fiscal years.
 - 7. Providing a report to the Governor, the Speaker of the House of Representatives, and the President of the Senate, on or before December 1 of each year.
- (5) (a) The Legislature shall annually determine the amount of state or federal low-income child care monies which shall be used to create Child Care Executive Partnership Program child care purchasing pools in counties chosen by the Child Care Executive Partnership, provided that at least two of the counties have populations of no more than 300,000. The Legislature shall annually review the effectiveness of the child care purchasing pool program and reevaluate the percentage of additional state or federal funds, if any, that can be used for the program's expansion.
- (b) To ensure a seamless service delivery and ease of access for families, the community coordinated child care agencies or the state resource and referral agency shall administer the child care purchasing pool funds.
- (c) The department, in conjunction with the Child Care Executive Partnership, shall develop procedures for disbursement of funds through the child care purchasing pools. In order to be considered for funding, the community coordinated child care agency or the statewide resource and referral agency must commit to:
 - 1. Matching the state purchasing pool funds on a dollar-for-dollar basis; and
 - 2. Expending only those public funds which are matched by employers, local government, and other matching contributors who contribute to the purchasing pool. Parents shall also pay a fee, which shall be not less than the amount identified in the department's subsidized child care sliding fee scale.

(d) Each community coordinated child care agency shall be required to establish a community child care task force for each child care purchasing pool. The task force must be composed of employers, parents, private child care providers, and one representative from the local children's services council, if one exists in the area of the purchasing pool. The community coordinated child care agency is expected to recruit the task force members from existing child care councils, commissions, or task forces already operating in the area of a purchasing pool. A majority of the task force shall consist of employers. Each task force shall develop a plan for the use of child care purchasing pool funds. The plan must show

how many children will be served by the purchasing pool, how many will be new to receiving child care services, and how the community coordinated child care agency intends to attract new employers and their employees to the program.

(6) The Department of Children and Family Services shall adopt any rules necessary for the implementation and administration of this section.

History.--ss. 4, 5, ch. 88-337; s. 43, ch. 90-306; s. 85, ch. 96-175; s. 195, ch. 97-101; s. 3, ch. 98-165; s. 20, ch. 2000-253; s. 12, ch. 2001-89.



Experts who conducted the High/Scope Perry Preschool Project (a 30-year study) found that for every dollar invested in quality care for children, more than \$7 is realized by society.

2002-2003 BOARD MEMBERS

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President, A.J. Enterprises
Palm Coast
Term: 11/22/02 - 9/30/04

Vice-Chair

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Director, Education & Community
Outreach
Shands Eastside Community Practice
Gainesville
Term: 04/09/01 – 09/30/04

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President, Bolton Associates, Inc.
Wellington
Term: 04/09/01 - 09/30/04

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Davie
Term: 11/22/02 - 09/30/04

KATHY SPARKMAN
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Term: 04/09/01 - 09/30/04

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