



Meeting the Workforce Crisis Through HR Supports

Presented by



Phoenix, Arizona | October 2-4, 2023

Wisconsin Early Education Shared Services Network (WEESN)

- Free business, administrative, and financial resources for family child care and group centers to help save time and money
- Our shared services model gives Wisconsin child care programs access to high-quality, easy-to-use tools and services, many of which would be unaffordable for individual programs





TIER 1: Communication	TIER 2: Cooperation	TIER 3: Collaboration
BILINGUAL VIRTUAL ACCESS	BILINGUAL VIRTUAL COACHING	BILINGUAL REGIONAL COACHING
<p>FREE shared resources, and templates (WISER)</p> <p>Digital hiring platform</p> <p>Discounted purchasing</p> <p>Professional dev.- 20/yr.</p> <p>Business and Tax Support</p> <p>LegUp waitlist concierge</p> <p>Educator Assistance Program (EAP)</p> <p>WEESN newsletters</p>	<p>Tier 1 benefits, plus:</p> <p>Virtual WEESN Tiered Membership Specialist</p> <p>Child care management software using ELV's Alliance Core system (6-mo. subscription)</p> <p>24/7 telemedicine access</p>	<p>Tier 1 & 2 benefits, plus:</p> <p>Dedicated WEESN Coach</p> <p>Shared back-office staff</p> <p>ELV's Alliance Core system – extended subscription fully paid</p> <p>Food system supports</p> <p>Shared substitute pool (\$10 an hour)</p>

Docs By Phone

Offers a convenient, free telemedicine benefit, including teletherapy, to WEESN providers in Tiers 2 and 3. It prioritizes the health and well-being of the child care workforce, while simultaneously working around barriers of time, resources, and access for individuals.

- WEESN covers the cost of one subscription per program—one employee and that employee’s family members
- Programs can purchase additional subscriptions for their employees at discounted rates
- Available in Spanish



Educator Assistance Program (EAP)

- Mental health counseling
- Unlimited health and wellness coaching
- Legal and financial consultations
- Daily living/convenience referrals
- Confidential coaching about handling difficult situations

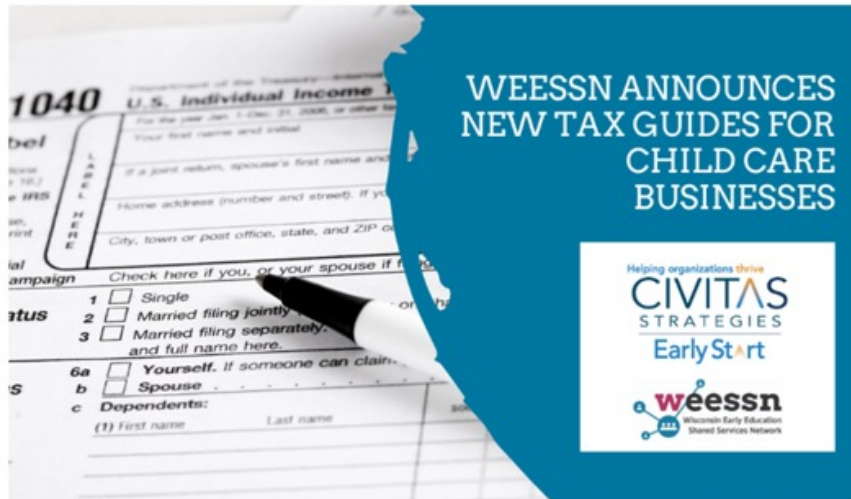
For ALL WEESN-enrolled programs:

- Family child care providers
- Group center staff
- Cooks, bus drivers, bookkeepers, and all other staff
- All family and household members of the above



Civitas Strategies

- Employee Retention Tax Credit (ERTC) & Families First Coronavirus Response Act (FFCRA)
- Trainings for providers and WEESSN coaches on Recruitment and Retention, Recordkeeping, and many others



Tax resources made in Wisconsin, available nationwide!

New tax guides enable providers to use efficient, cost-effective online tax preparation tools tailored to child care business scenarios. Available for free across the U.S.



ELSSA SERVICE MODEL



Staff Recruitment



Bookkeeping & Financial Reporting



Marketing & Enrollment Mgmt



Payroll Processing



Business Coaching



Tax Preparation



Childcare Mgmt Software



HR/Legal Support

STAFF RECRUITMENT

- Provide full-time dedicated childcare staff recruiters
- Advertise open positions
- Phone-screen applicants
- Present and schedule qualified candidates
- Organize & attend job fairs
- Provide 45-day check-ins with new hires to provide feedback to programs & improve retention
- Exit interviews





WORKFORCE DEVELOPMENT INITIATIVE

INTERNSHIPS

- 10-to-12-week paid internships in Fall, Spring, and Summer
- Partnerships with local high schools and colleges that offer ECE programs
- Coach interns on-going throughout the internship
- Coach ECE providers with the necessary skills to train and retain interns

CONTINUING EDUCATION

- Provide career coaching and workforce readiness training for interns
- Career and education planning for interns and current employees
- Assist participants with scholarships, networking, and training opportunities
- Set incentives for goals met

LEADERSHIP ACADEMY

- Provide support for New Directors
- Offer ongoing training through conferences and workshops to Directors/Owners to develop leadership skills and HR support
- Offer ongoing training and support to Assistant Directors to develop leadership skills

Thank you.
Questions?



weca

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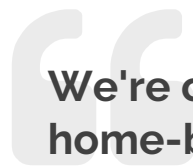
For more information, contact

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We're on a mission to provide childcare centers and home-based providers with centralized back-office support, so that providers can grow their businesses, achieve financial stability and focus on quality programming and education.





Opportunities
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NOW!**



For more information, contact:



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