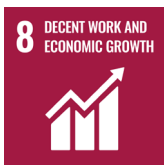




think
small[®]
LEADERS IN EARLY LEARNING

A strong, equitable child-care and early learning system strengthens the economy for everyone

United Nations Sustainable Development Goals addressed with this program:



The Social Impact of Think Small's Ramsey County Early Childhood Academy

This impact value map shows the total cost for the Early Childhood Academy, and the projected benefits generated by the child care providers served.

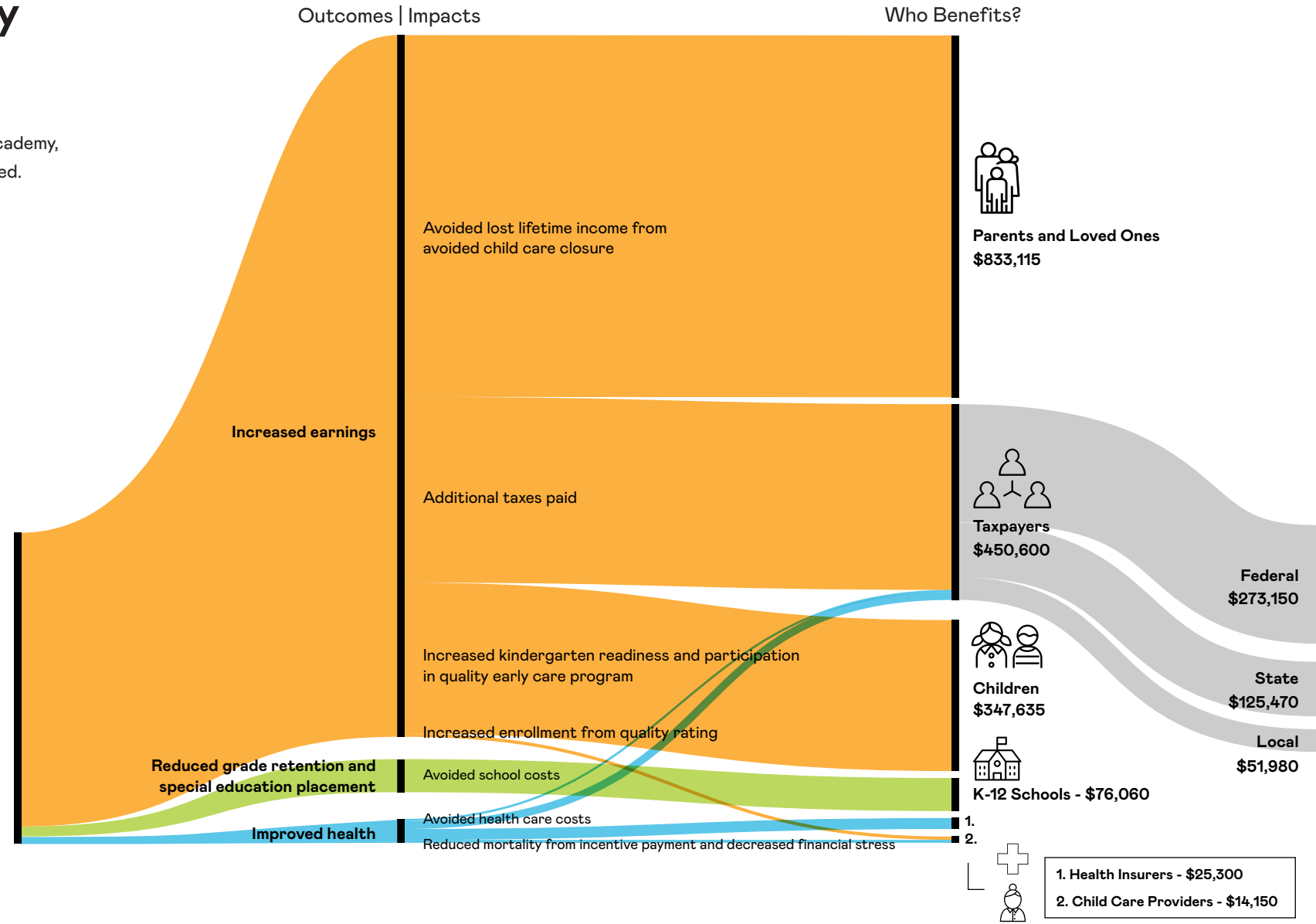
Projected Social Return on Investment
\$1 → \$2.46

For every \$1 dollar spent by Think Small to serve Ramsey County Early Childhood Academy providers, there is a projected social return of \$2.46. This value is being realized through improved physical and mental health, increased earnings for child care providers, parents, and children, reduced special education placement, and reduced grade retention.

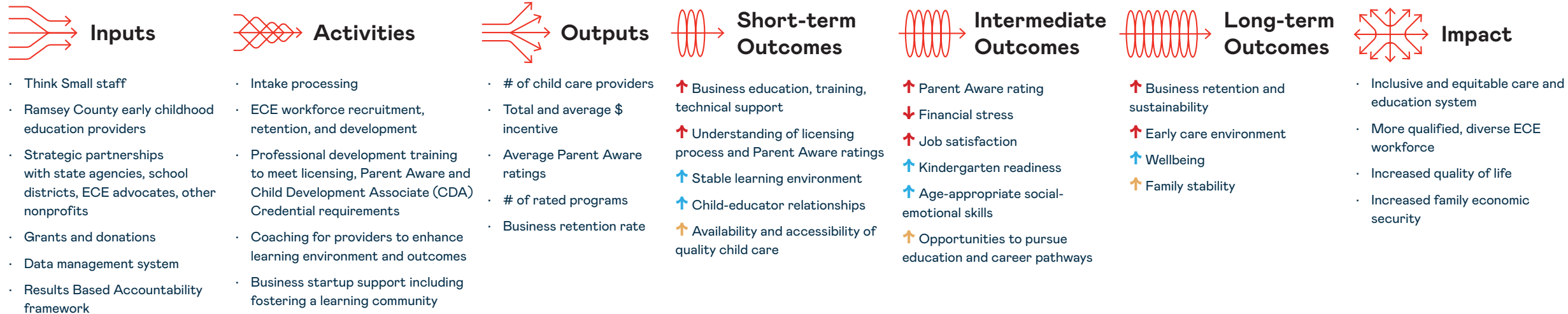
Total Cost of Ramsey County Early Childhood Academy for 3 years:
\$710,910

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Estimated Return on Investment: **\$1,746,860**



Logic Model



Total cost of Ramsey County Early Childhood Academy: **\$710,910**
 Estimated Return on Investment: **\$1,746,860**

Key: ↑ ↓ : Child Care Provider ↑ : Children ↑ : Families

Dimensions of Impact

IMPACT MANAGEMENT PROJECT

WHAT: An initiative designed to incentivize early childhood education providers to progress from licensed to quality programs, increasing the availability and quality of early care in the County.

WHO: Serving Ramsey County early child care providers, including those with established programs and those starting their own in the County. Priority is given to family, friends, and neighbors (FFN) in child care desert areas as well as English Language Learners (ELL) and BIPOC educators.

HOW MUCH: Aiming to reach at least 300 child care providers over 3 years with a total funding allocation of approximately \$710,000. Goals include increasing enrollment capacity by 420, creating 230 new jobs, and preserving 970 enrollment slots and 90 child care jobs.

CONTRIBUTION: The incentive and quality rating strategy is based on growing evidence that shows home-based child care providers and the children served benefit from the financial support and quality improvements.

IMPACT RISK MITIGATION: Combining incentives with business support, the Early Childhood Academy provides individualized support, adapting to educator survey responses, needs and experience, increasing the likelihood of participation. Access to multiple incentives promotes a culture of continuous learning and improvement, strengthening long-term positive impact for educators and families served.

Key Performance Indicators

Improvements in the following areas:

Scale KPIs

- # of child care providers served
- Business retention rate
- Average \$ incentive per child care provider
- # of families reached

Quality KPIs

- Average Parent Aware rating
- % change in Parent Aware rating
- % change in retention rate
- % change in educator job satisfaction

Letter from Think Small and Ramsey County



Dear Ramsey County Residents,

Ramsey County, like all communities across Minnesota and the country, is currently facing significant shortages in childcare options for young families. This is not a new issue families are experiencing, but one that has been exacerbated by the COVID-19 pandemic.

Access to stable childcare is a barrier to employment and returning to work for many Ramsey County residents. In response to this growing need Ramsey County Workforce Solutions and Think Small have created The Ramsey County Early Childhood Academy. Through the Academy, Think Small's expert staff, in partnership with its community-based partners, will provide a unique combination of wrap around supports to people looking to get started in the field of early education and those needing additional supports and opportunities to remain in the field. These supports include business consultation, technical assistance, professional development, and wage subsidies.

Ramsey County desperately needs to rebuild a strong child care sector to help our families, communities and economy. The county is committed to increasing the supply, wages and opportunities in early education and care. We are confident this effort can help more of our parents enroll in training programs and go to work. Looking ahead, this model will likely be replicated on a broader scale in other Minnesota communities.

Increasing the pool of qualified early childhood educators and increasing the number of available childcare slots addresses the child care crisis and ultimately the goal of ensuring every child and their family is on a path to prosperity.

In partnership,

– *Barbara Yates, President and CEO*

Think Small

&

– *Ling Becker*

Director Ramsey County Workforce Solutions



in partnership with



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