

### About NCDC

NCDC assists groups and communities who are exploring or have formed a cooperative business. NCDC can guide a cooperative effort from visioning to implementation. Services include facilitation, providing resources, technical assistance, and education.

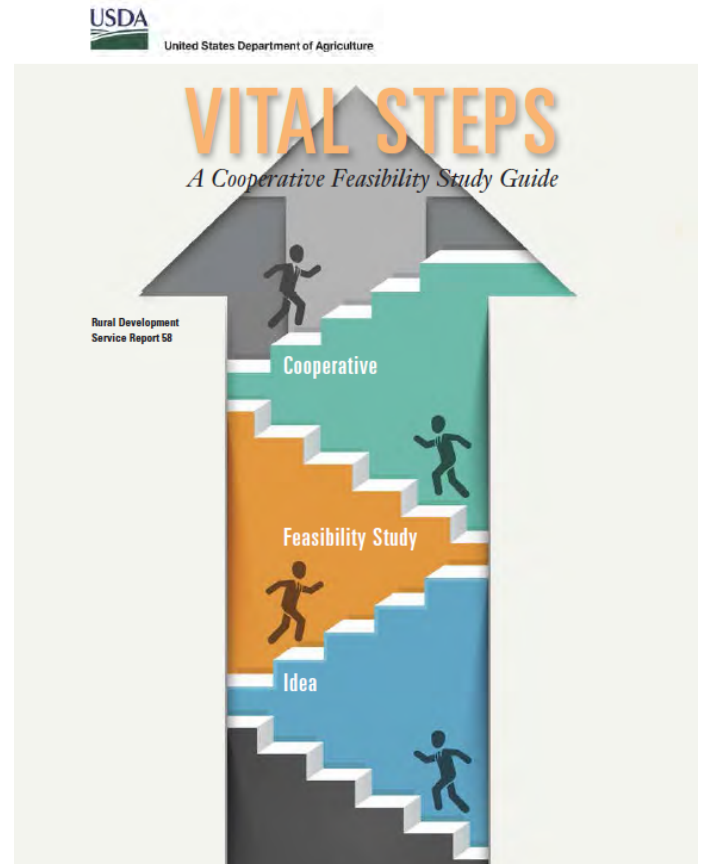
### About Cooperatives

Cooperatives are user-owned and user-controlled businesses **formed to benefit a group of members**. Cooperatives are designed to reward use, encourage users to commit to using the services, and encourage users to voice opinions about how the business is doing. Cooperatives may be formed to:

- Provide a service or fill a need in the community.
- Improve bargaining power.
- Reduce individual investment costs.
- Obtain products or services otherwise unavailable.
- Expand new and existing market opportunities.
- Increase income.

### Process

- Explore the possibilities.
- Assess feasibility & plan.
- Implementation.



### Childcare Cooperative Models

- Parent
- Workers
- Employers
- Multi-Stakeholder *A combination of any or all of the above.*
- Shared Service

### An Overview of Models

**Parent-led Childcare Cooperatives** are the most common model of childcare cooperatives. This type of cooperative is comprised of parents who have formed a cooperative to provide quality care for their children

- Dates back to early 1920s: Parent Preschools - Emerged with recognition of importance of early childhood experiences.
- Members are parents who democratically govern the center.
- Hire Childcare Director to lead center & oversee staff.
  - Parents often volunteer time



- Community of parents & teachers - focus is on children
- Low Teacher Turnover (“partnership”)

**Childcare Worker Cooperatives** are when a group of care providers operate their own childcare center. Through employee ownership, workers benefit from increased wages, decision making power, and a share in business profits.

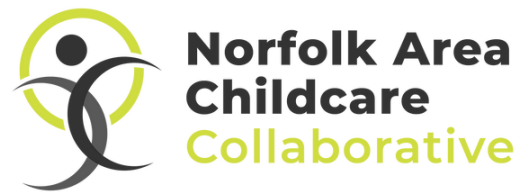
*\*not eligible for tax exempt status.*

- Workers are the members.
- Members democratically make policy decisions that benefit workers.
- Workers share any profits through patronage dividends.
- **Ineligible for tax exempt status.**

**Employer Assisted Childcare Consortium Model** - Childcare challenges contribute to worker shortages

Benefits of Employer supported childcare:

- Recruitment
- Retention
- Reduce Absenteeism
- Boost company loyalty
- Increase Job Satisfaction
- Increase productivity

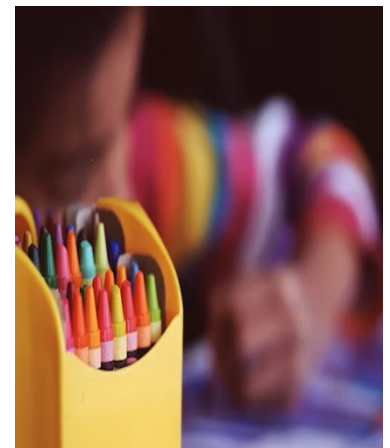


**Multistakeholder cooperative model** - A mix of the parent, worker or employer assisted -

- Childcare is an industry where collaboration of stakeholders WORKS
- Focus of all is on quality care for children & mutual respect.
- Collaboration increases stakeholder investment and addresses crucial issue of childcare staff turnover.
- Non-profit status helps support improved wages

**Shared Services** – Working with other providers to share services.

- Research & Development
- Classroom Supports
- Administrative Services
- Comprehensive Services
- Fundraising and Fund Development
- Staff recruitment & screening
- Bulk purchase of goods and services
- Human Resources



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