

Welcome!

Onboarding, Engaging, and Developing Staff

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Contents and Disclaimer

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Additional Resources at First Children's Finance "Online Resource Center" www.FirstChildrensFinance.org

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Kari Stattelman
Director of Consulting

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About First Children's Finance

The mission of First Children's Finance is to increase the supply and business sustainability of excellent child care.

1991: Founded as a Community Development Financial Institution (CDFI)

2006: Became a national non-profit organization

2008: Expanded to Michigan & Iowa

Today!: We continue to grow! New state office in Vermont (2023) & Oregon (2024)

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What does First Children's Finance do?

Individual Business Level
We PARTNER with Child Care Businesses

Systems Level
We CHANGE Public Systems

Community Level
We CONSULT with Communities

Increase the sustainability and supply of quality child care businesses

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Agreements for Our Time Together...

Be an Active Participant

Welcome New Ideas

Think of Your Child Care as a Business & yourself as the CEO!

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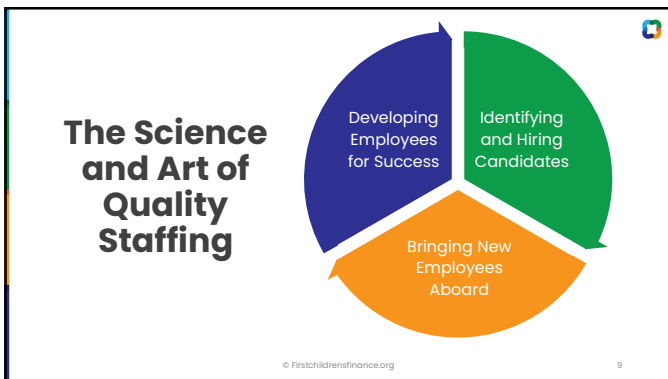
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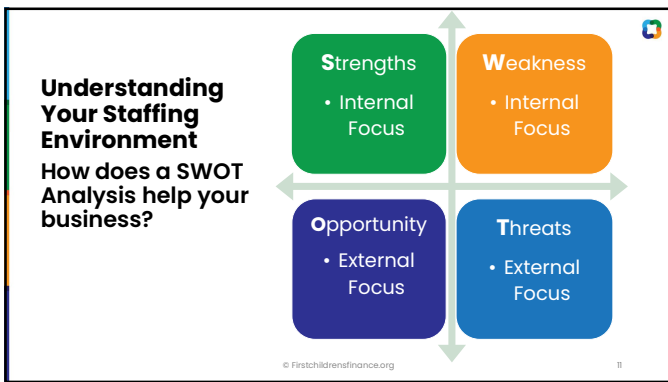
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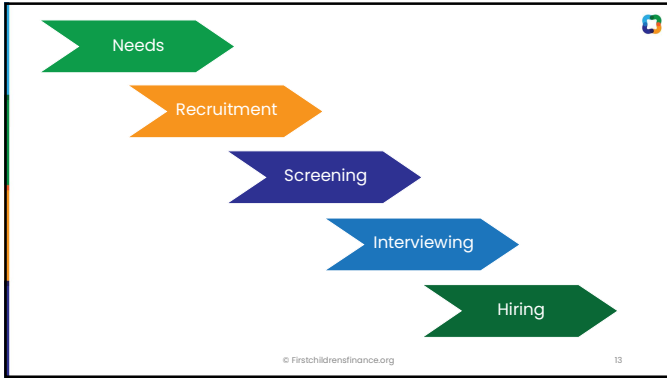
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Identifying and Hiring Candidates

Federal and state laws prohibit certain questions during job interviews and on job applications.

- Disability / Medical History / Workers Compensation
- Expected Mode of Transportation / Housing Status (Rent/Own)
- Public Assistance Status / Arrests / Credit rating / Garnishments
- Child Care Provisions / Reasonable Accommodations Needs

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Identifying and Hiring Candidates

- How many rounds of interviews will you conduct?
- Who will conduct the different interviews?
- What is the timeframe for the interviews?
- What windows of time will work best for interviews?
- Will the applicant need to prepare anything for the interview?

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Cost of Recruitment

- Staff Time
- Orientation Time
- Training Time



- Marketing Activities
- Orientation Materials

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Bringing New Employees Aboard



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Bringing New Employees On board

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The Importance of a Strong Orientation



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Bringing New Employees Aboard
What are expectations?



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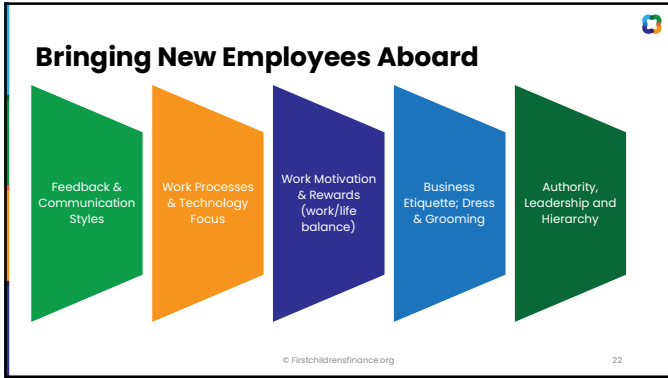
Bringing New Employees Aboard

How does the team work together?



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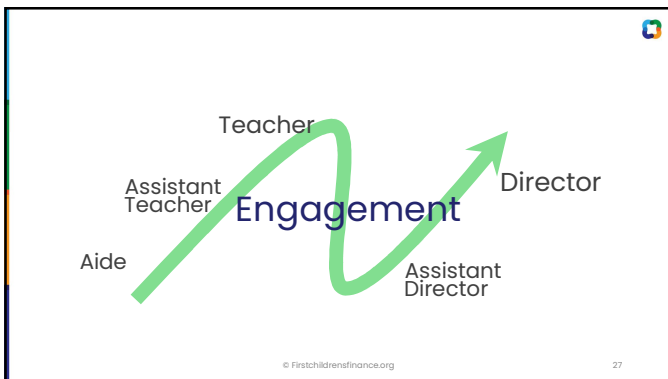
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Employee Recognition

Oh so
LUCKY
to have
you!

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Tools & Resources

Questions or Individual Assistance
Contact: KariS@FirstChildrensFinance.org

Connect on Social Media

@FirstChildrensFinance

@1stChildrens @1stChildrens First Children's Finance

First Children's Finance Online Resources
<http://www.firstchildrensfinance.org>

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Next Steps

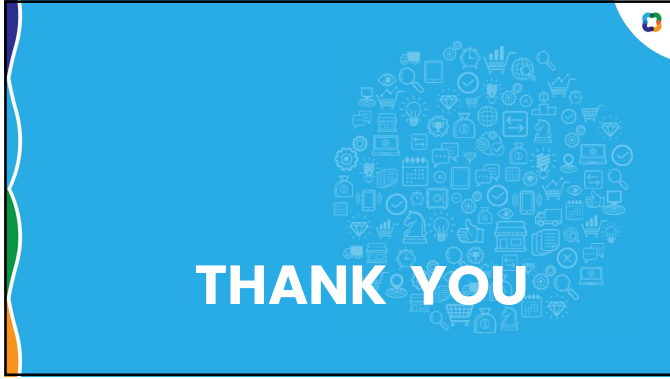
- Evaluation
- Upcoming Events

MT Business Summit - Training Evaluation

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