



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

January 24, 2025  
Re: SB 2194

**Chairman Wobbema and Members of the Workforce Development Committee,**

My name is Bill Bauman and I serve as CEO of the Missouri Valley Family YMCA here in Bismarck. Thank you for the opportunity to testify in support of Senate Bill 2194 on behalf of the North Dakota Alliance of YMCAs.

The YMCAs are collectively the largest provider of childcare services in the state. We believe a true partnership between providers and the state is critical to impacting workforce and youth development.

Throughout the past few years, and directly this past legislative interim session, we have worked with your legislative colleagues and officials at the Department of Health and Human Services to share the challenges in hiring and retaining employees in child care.

This summer, we testified at the Juvenile Justice Committee with a detailed explanation of our experience with the background check process (attached). In short, the total time from the HR meeting to receiving comprehensive background check results, which allows the staff member to begin work, generally ranges from 8 to 13 days, even 29 days in rare cases. The exact time can vary based on several factors, including the efficiency of the fingerprinting process and the responsiveness of background check agencies.

Currently, this extended waiting period for background checks delays employment and often leads to potential staff choosing other sectors. We support background checks but urge the state to expedite this process to enable quicker onboarding and retention of staff. Although progress has been made in the background area, further enhancements are still necessary. For example, allowing us to train prospective staff under the supervision of an approved individual while their background check is being completed would be highly beneficial.

Childcare and early education are fundamental to the well-being of our children and the economic stability of our families. According to recent studies, about 78% of families with children under 18 have both parents in the workforce. This underscores the necessity of robust childcare services to support these working parents.

We know that quality childcare provides improved employee satisfaction, reduced absenteeism, and increased productivity. Moreover, offering these benefits helps attract and retain talent, which

is crucial in a competitive job market. Communities that have strong childcare providers equal better staff retention and child development for the betterment of the overall workforce. For families, accessible and affordable childcare is essential, allowing parents to participate fully in the workforce. This participation not only enhances family income but also contributes significantly to the broader economy.

We cannot maintain our child care offerings if we cannot retain the staff providers, and support care for more children. Timely processing of background checks at the state is a critical component to our teams' success.

We appreciate the committee's attention to what may seem a small detail in addressing the wait time of background checks for employees, but is an important issue to child care providers, with a direct impact on workforce development in North Dakota.

Thank you,

Alliance of North Dakota YMCAs



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# TODAY. TOMORROW.

# TOGETHER.

## NORTH DAKOTA ALLIANCE OF YMCAS 2024 COMMUNITY IMPACT REPORT



\$1,736,663 in financial assistance was given to support kids and families from economically disadvantaged backgrounds to participate in North Dakota YMCA programs and activities



3,230 children were enrolled in YMCA licensed childcare centers



29,555 youth participated in out-of-school-time activities at the Y that focus on holistically fostering the physical, social and emotional development of kids

**IN ADDITION TO FULL TIME STAFF AT ALL LOCATIONS, YMCAS ARE OFTEN THE FIRST EMPLOYERS OF YOUNG PEOPLE. YMCAS ALSO OFFER OLDER ADULTS OPPORTUNITIES TO SUPPLEMENT THEIR INCOME WHILE BEING PART OF A HEALTHY COMMUNITY.**

**2,113 individuals are employed by North Dakota YMCAs**



**\$25,477,591 was paid in wages and benefits by North Dakota YMCAs**



### WE ARE COMMUNITY

The YMCA makes accessible the support and opportunities that empower people and communities to learn, grow and thrive. There is no other nonprofit quite like the YMCA. That's because in 10,000 neighborhoods across the nation, we have the presence and partnerships to not just promise, but to deliver, lasting personal and social change.



Communities with high rates of volunteerism tend to have greater income equality than similar communities that do not.



When members make a friend they are 50% more likely to stay with the YMCA.

North Dakota YMCA's have over 100 community partnerships, some of which include:



- Foster Families
- Military Families
- Easter Seals
- United Way

- American Red Cross
- AmeriCorps
- Area Churches
- Local Hospitals
- Boys & Girls Club
- Chamber of Commerce
- City Governments
- Schools, Colleges & Universities
- Department of Corrections
- Dakota Boys & Girls Ranch
- Dakota Medica
- Foundation Ministerial Association
- Healthy North Dakota
- Home School Groups



## CARING | HONESTY | RESPECT | RESPONSIBILITY



"I love the friendships and coffee at the Y. For many of us that are seniors, it provides a primary social time in our lives."

**"Thank you for providing such a wonderful place for fitness and socializing!"**

## YOUTH DEVELOPMENT | HEALTHY LIVING | SOCIAL RESPONSIBILITY

### Alliance of North Dakota YMCAs

Grand Forks YMCA Family Center  
215 N 7th St, Grand Forks  
[gfyymca.org](http://gfyymca.org)

Missouri Valley Family YMCA  
1608 N Washington St, Bismarck  
[bismarckymca.org](http://bismarckymca.org)

The YMCA of the Northern Sky  
400 1st Ave S, & 4243 19th Ave S, Fargo  
[www.ymcanorthernsky.org](http://www.ymcanorthernsky.org)

YMCA of Minot North Dakota  
3515 16th St SW, Minot  
[ymcaminot.org](http://ymcaminot.org)



FOR YOUTH DEVELOPMENT®  
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**Subject:** Processing Time for Background Checks in Childcare for YMCA Staff in North Dakota

**Date:** June 18, 2024

**Presented by:** Bill Bauman, Missouri Valley YMCA (Bismarck, ND)

Steve Smith, YMCA of Cass and Clay Counties (Fargo, ND)

**Introduction:** We appreciate the opportunity to address the North Dakota Juvenile Justice Committee regarding the time required to complete background checks for new staff members at the YMCAs in our state. The purpose of this testimony is to provide a detailed account of the typical timeline involved in scheduling and receiving the necessary documentation to allow staff to commence work.

**Background Check Process Overview:** The process for background checks at the YMCAs involves several key steps:

1. **HR Meeting:** The initial meeting between the new hire and the Human Resources (HR) department.
2. **Fingerprinting Appointment:** Scheduling and attending an appointment for fingerprinting.
3. **Preliminary Background Check:** A preliminary check is conducted following fingerprinting.
4. **Comprehensive Background Check:** A thorough and final background check.

**Data Analysis:** An analysis of recent data from our new hires indicates the following:

- **HR Meeting to Fingerprinting Appointment:** The time between the HR meeting and the fingerprinting appointment varies. On average, this step takes about 4-5 days
- **Preliminary Background Check Completion:** For those who receive preliminary checks, this can take approximately 10-14 days.
- **Comprehensive Background Check Completion:** The comprehensive background check is the longest step, taking an average of 27-29 days from the fingerprinting date to completion.
- **Additional Wages Paid:** The YMCA of Cass and Clay Counties has paid \$40,000 through the first quarter of the year to staff who are unable to work at a site to hold on to them until the preliminary or comprehensive background check is received. This could be upwards of \$120,000 by the end of the year.

**Total Length of Time:** The total time from the HR meeting to receiving comprehensive background check results, which allows the staff member to begin work, generally ranges from 13 to 29 days.

The exact time can vary based on several factors, including the efficiency of the fingerprinting process and the responsiveness of background check agencies.

**Challenges and Recommendations:** The variability in processing times poses a challenge for staffing and scheduling at the YMCAs. It also adds additional costs to the YMCA. Finally, it reduces the state's workforce by limiting the number of openings as we await the background check's return so that the new staff can begin work and parents can return to work. To address this, we recommend:

1. **Streamlining the Fingerprinting Process:** Establishing more fingerprinting locations or appointments can reduce wait times.
2. **Enhanced Coordination with Background Check Agencies:** Improved communication and expedited processing agreements with these agencies could help reduce overall processing times.
3. **Reduce Hiring Timeline Process:** Shorten the delay for staff to earn wages. Most individuals cannot wait for two to four weeks without pay from a job.
4. **Temporary Hiring Policies:** Implementing provisional hiring policies, allowing staff to begin work under supervised conditions while waiting for comprehensive background check results, could mitigate staffing challenges.

**Conclusion:** Timely completion of background checks is crucial for ensuring the safety and smooth operation of childcare services at the YMCAs. While the current average processing time ranges from 13 to 29 days, there are opportunities to reduce this timeline through process improvements and policy changes. We look forward to collaborating with the North Dakota Juvenile Justice Committee and other stakeholders to enhance the efficiency of background checks, thereby ensuring that our facilities are staffed promptly and safely.

Thank you for your attention to this important matter.

**Bill Bauman, CEO**  
**Missouri Valley YMCA**

**Steve Smith**  
**YMCA of Cass and Clay Counties**



Employee X+C2:K55	HR Meeting	Fingerprinting Date	Days Between HR & Fingerprint Appointment	Date Preliminary Received from CBCU	Number of Days (From Fingerprinting Date to Preliminary or Comprehensive if No Preliminary)	Date Comprehensive Received from CBCU	Total Number of Days (From Date of HR Meeting to Date of Cleared CBCU)
X	1/2/2024	1/2/2024	0	1/8/2024	6	1/8/2024	6
X	1/4/2024	1/5/2024	1	1/16/2024	11	2/14/2024	12
X	1/4/2024	1/9/2024	5	1/19/2024	10	2/6/2024	15
X	1/8/2024	1/11/2024	3	1/19/2024	8	2/5/2024	11
X	1/8/2024	1/11/2024	3	1/23/2024	12	2/6/2024	15
X	1/8/2024	1/9/2024	1	1/17/2024	8	1/17/2024	9
X	1/8/2024	1/10/2024	2	1/17/2024	7	1/17/2024	9
X	1/10/2024	1/11/2024	1	1/25/2024	14	2/14/2024	15
X	1/10/2024	1/12/2024	2	1/22/2024	10	1/22/2024	12
X	1/11/2024	1/11/2024	0	1/23/2024	12	2/1/2024	12
X	1/11/2024	1/11/2024	0	1/22/2024	11	1/22/2024	11
X	1/11/2024	1/17/2024	6	1/23/2024	6	1/23/2024	12
X	1/15/2024	1/17/2024	2	1/25/2024	8	2/14/2024	10
X	1/15/2024	1/22/2024	7	2/1/2024	10	2/15/2024	17
X	N/A	1/15/2024	N/A	1/25/2024	10	2/14/2024	10
X	N/A	1/15/2024	N/A	1/25/2024	10	2/14/2024	10
X	N/A	1/15/2024	N/A	1/29/2024	14	1/29/2024	14
X	N/A	1/15/2024	N/A	1/30/2024	15	1/30/2024	15
X	1/16/2024	1/17/2024	1	1/23/2024	6	1/23/2024	7
X	1/17/2024	1/18/2024	1	1/25/2024	7	2/14/2024	8
X	1/22/2024	1/22/2024	0	2/2/2024	11	2/21/2024	11
X	1/22/2024	1/23/2024	1	2/5/2024	13	2/5/2024	14
X	1/30/2024	1/31/2024	1	2/7/2024	7	2/7/2024	8
X	2/1/2024	2/5/2024	4	2/14/2024	9	3/4/2024	13
X	2/5/2024	2/7/2024	2	2/14/2024	7	2/28/2024	9
X	2/5/2024	2/6/2024	1	2/13/2024	7	2/13/2024	8
X	N/A	2/8/2024	N/A	2/21/2024	13	2/21/2024	13
X	2/13/2024	2/14/2024	1	2/26/2024	12	3/11/2024	13
X	2/13/2024	2/15/2024	2	2/23/2024	8	2/23/2024	10
X	2/14/2024	2/16/2024	2	2/27/2024	11	3/11/2024	13
X	2/14/2024	2/16/2024	2	2/29/2024	13	3/7/2024	15
X	2/19/2024	2/25/2024	6	2/27/2024	2	3/13/2024	8
X	2/19/2024	2/20/2024	1	2/27/2024	7	3/13/2024	8
X	2/19/2024	2/20/2024	1	2/29/2024	9	2/29/2024	10
X	2/19/2024	2/20/2024	1	2/26/2024	6	2/26/2024	7
X	2/26/2024	2/27/2024	1	3/1/2024	3	3/1/2024	4
X	2/28/2024	3/1/2024	2	3/7/2024	6	3/26/2024	8
X	2/28/2024	3/22/2024	23	4/1/2024	10	4/6/2024	33
X	2/29/2024	3/13/2024	13	3/21/2024	8	4/10/2024	21
X	3/4/2024	3/28/2024	24	4/8/2024	11	4/8/2024	11
X	N/A	3/7/2024	N/A	3/19/2024	12	4/9/2024	12
X	3/11/2024	3/12/2024	1	3/15/2024	3	3/26/2024	4
X	3/11/2024	3/14/2024	3	3/22/2024	8	4/10/2024	11
X	3/18/2024	3/21/2024	3	4/1/2024	11	5/1/2024	14
X	N/A	3/18/2024	N/A	3/27/2024	9	4/10/2024	9
X	3/20/2024	4/4/2024	15	4/10/2024	6	4/10/2024	6
X	N/A	3/25/2024	N/A	4/8/2024	14	4/16/2024	14
X	3/26/2024	4/10/2024	15	4/19/2024	9	5/2/2024	24
X	3/27/2024	4/3/2024	7	4/19/2024	16	5/1/2024	23
X	3/27/2024	4/3/2024	7	4/10/2024	7	4/10/2024	7
X	4/1/2024	4/26/2024	25	5/2/2024	6	5/2/2024	31
X	4/1/2024	4/3/2024	2	4/8/2024	5	4/8/2024	7
X	4/1/2024	4/8/2024	7	4/15/2024	7	4/15/2024	7



Employee X+C2:K55	HR Meeting	Fingerprinting Date	Days Between HR & Fingerprint Appointment	Date Preliminary Received from CBCU	Number of Days (From Fingerprinting Date to Preliminary or Comprehensive if No Preliminary)	Date Comprehensive Received from CBCU	Total Number of Days (From Date of HR Meeting to Date of Cleared CBCU)
X	4/8/2024	4/19/2024	11	4/24/2024	5	4/24/2024	16
X	N/A	4/15/2024	N/A	4/24/2024	9	5/7/2024	9
X	4/15/2024	4/18/2024	3	4/26/2024	8	5/7/2024	11
X	N/A	4/17/2024	N/A	4/25/2024	8	5/7/2024	8
X	4/16/2024	4/17/2024	1	4/23/2024	6	4/23/2024	7
X	4/16/2024	4/24/2024	8	5/3/2024	9	5/21/2024	17
X	4/22/2024	4/24/2024	2	4/29/2024	5	4/29/2024	7
X	4/22/2024	4/23/2024	1	4/29/2024	6	4/29/2024	7
X	4/23/2024	4/25/2024	2	5/3/2024	8	5/21/2024	10
X	4/29/2024	5/1/2024	2	5/7/2024	6	5/7/2024	8
X	5/2/2024	5/3/2024	1	5/9/2024	6	5/28/2024	7
X	5/6/2024	5/8/2024	2	5/14/2024	6	5/14/2024	8
X	5/9/2024	5/10/2024	1	5/16/2024	6	5/16/2024	7
X	5/9/2024	5/9/2024	0	5/16/2024	7	5/16/2024	7
X	5/10/2024	5/10/2024	0				
X	5/15/2024	5/15/2024	0	5/20/2024	5	5/20/2024	5
X	5/15/2024	5/15/2024	0				
X	5/16/2024	5/20/2024	4	5/28/2024	8	5/28/2024	12
X	5/16/2024	5/20/2024	4				
X	5/16/2024	5/21/2024	5				
X	5/20/2024	5/21/2024	1	5/30/2024	10		
X	5/20/2024	5/20/2024	0				
X	5/20/2024	5/21/2024	1	5/29/2024	9	5/29/2024	9
X	5/20/2024	5/28/2024	8				

<b>Average Days Wait</b>	4.0	8.6	11.30
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