



PERFORMANCE IMPROVEMENT

Ankura Uses Data-Driven Tools to Enable Strategic Labor Planning and Childcare Operational Success



In today's challenging childcare landscape, optimizing labor resources has become increasingly complex and critical for success. Childcare providers must carefully orchestrate multiple interconnected variables - from maintaining strict state-mandated staff-to-child ratios to managing classroom demands, staff qualifications, varying schedules, and unpredictable enrollment patterns. This delicate balance directly impacts both quality of care and operational costs. Without a strategic, data-driven approach to labor optimization, providers risk falling into common pitfalls: costly overstaffing, dangerous understaffing, employee burnout, or compromised program quality. As the industry faces ongoing staffing challenges and rising operational costs, implementing effective labor optimization strategies has become an indispensable component of sustainable childcare operations.

TRANSFORMING CHILDCARE OPERATIONS, FOCUSED ON SUSTAINABLE SUCCESS

Ankura's Performance Improvement team partners with childcare providers to transform complex operational challenges into opportunities for enhanced efficiency and growth. Our data-driven approach helps providers build sustainable labor models that balance quality care delivery, staff satisfaction, and financial performance while maintaining compliance with regulatory requirements.

OUR TEAM TURNS OPERATIONAL CHALLENGES INTO GROWTH OPPORTUNITIES:



TRADITIONAL APPROACH

Managing Day-to-Day

- Manual scheduling processes
- Last-minute schedule changes
- Reactive coverage solutions
- Time-consuming admin tasks
- Inconsistent procedures
- Basic ratio compliance
- Simple attendance tracking
- Minimal cost controls



TRANSFORMED OPERATIONS

Building for Growth

- Dynamic workforce planning
- Predictive staffing models
- Proactive enrollment alignment
- Automated scheduling tools
- Standardized best practices
- Advanced KPI monitoring
- Real-time labor analytics
- Strategic cost management

 NEW WAYS OF WORKING

- Streamline classroom routines and administrative workflows
- Design efficient organizational structures and reporting relationships
- Optimize support functions and administrative roles
- Develop cost control frameworks and management tools

 STRATEGIC LABOR PLANNING

- Build attendance-based staffing models and scheduling
- Design flexible coverage strategies for breaks and peak times
- Optimize full-time/part-time staff mix
- Identify cost saving opportunities

 CHANGE MANAGEMENT & IMPLEMENTATION

- Establish KPIs and performance dashboards
- Design training programs and leader toolkits
- Create implementation guides and rollout strategies
- Support pilot programs and center deployment

CASE STUDY: STRATEGIC LABOR MODEL IDENTIFIES 4-5% IN SAVINGS ACROSS 1000+ CENTERS

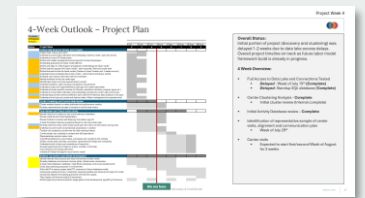
The Client, a leading national childcare provider with 1,000+ centers and \$2.5B in revenue, faced declining margins due to an inefficient one-size-fits-all labor model. **Our team conducted comprehensive time studies and data analysis to develop center-specific staffing frameworks, identifying \$27 in annual labor optimization opportunities (4-5% of labor spend) while enhancing quality of care metrics.** The solution enabled center directors to optimize staffing based on their unique operational needs.



Operational Recommendations



Strategic Labor Model



Performance Tracking and Implementation Plan

ANKURA PERFORMANCE IMPROVEMENT LEADERSHIP TEAM – PERFORMANCE MARKETING



KEITH JELINEK
Sr. Managing Director
keith.jelinek@ankura.com



RICK MAICKI
Sr. Managing Director
rick.maicki@ankura.com



EUGENE KIM
Sr. Director
eugene.kim@ankura.com



RICH O'BRIEN
Sr. Director
richard.obrien@ankura.com



MATT SGRIGNARI
Director
matt.sgrignari@ankura.com



SAHITHI TUPURI
Director
sahithi.tupuri@ankura.com

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