

JUNE 28, 2023

9:00 - 11:00 A.M.

BIG BROTHERS BIG SISTERS OF RI



9:00	Welcome, Opening Remarks, and Meeting Overview	Angélica Infante-Green, RIDE Kimberly Brito, DHS Paige Clausius-Parks, RI KIDS COUNT
9:10	 2023 Legislative Session B to 8 Early Learning & Development Highlights from final FY24 state budget enacted Other legislation enacted Legislation that did not pass 	Kayla Rosen, RI Children's Cabinet and Governor's Office Leanne Barrett, Rhode Island KIDS COUNT
10:15	Review of Governor's Workforce Board Recommendations on Early Childhood Workforce Development RI Early Learning Council vote to endorse recommendations	Alyssa Alvarado, RI Governor's Workforce Board Khadija Lewis Khan, Beautiful Beginnings (GWB Advisory Committee) Nicole Chiello, DHS (GWB Advisory Committee) Lisa Hildebrand, RI Association for the Education of Young Children (GWB Advisory Committee)
10:30	Discussion: Early Childhood Governance in Rhode Island Barriers and opportunities for collaboration and coordination to improve access to child development, child care, and early childhood education programs	Kayla Rosen Elliot Regenstein, Foresight Law + Policy Nasha Patel, Watershed Advisors
10:45	Announcements, Public Comments, & Next Steps	Paige Clausius-Parks Kimberly Brito Angélica Infante-Green

State Plans

- ✓ Due 12/31/22: RIDE, DHS, Children's Cabinet Pre-K Expansion and Early Childhood Workforce Recruitment/ Retention/Compensation Plan
- ✓ Due 12/31/22 DHS Early Childhood Facilities Bond Report
- ✓ Due 04/01/23: Governor's Workforce Board Plan to address barriers to entering the Early Childhood Education Workforce
- □ Due 06/30/23: EOHHS Task Force Infant and Early Childhood Mental Health Medicaid Plan
- □ Due 10/01/23: Children's Cabinet Working Group -Early Learning and Child Development System Governance Recommendations

FY24 Final Enacted Budget: B-8 early learning

- Fully funds the education funding formula, including an increase of \$51.3 million over FY 2023.
- Increases supplemental funding for Multilingual Learners by increasing the supplemental factor from 10% to 15% with \$14.4 million added for Multilingual Learners
- Increases supplemental funding for High-Cost Special Education by changing the definition of "extraordinary" special education costs as costs exceeding 4 times the core foundation amount (from current definition of 5 times) with \$10.5 million added for high-cost special education.
- Adds 7 new FTE positions at RIDE including 3 new special education positions and 1 new Multilingual Learner position.

FY24 Final Enacted Budget: B-8 early learning

- RI Pre-K: Adds \$7 million in state general revenue funding to replace expiring federal funds so that all RI Pre-K classrooms can re-open in 2022-2023. Adds an additional \$1.3 million to create new administrative capacity for expansion, including supporting a pipeline of providers.
- Early Head Start/Head Start Funding: Adds \$3M in TANF funding to help strategic efforts to sustain and re-open Head Start and Early Head Start seats. This funding will be added to the \$1.2M of General Revenue for Head Start that was level-funded.
- CCAP for Child Care Educators: Adds \$4M in CCBDG funding to pilot a program that provides Child
 Care Assistance Program eligibility to all child care staff up to 300% FPL with no co-payment.
- Pandemic Retention Bonuses & other Child Care projects: Carryover ARPA funds will allow the pandemic retention bonuses, quality improvement and TEACH funding to continue through FY24 and into early FY25. These investments were approved in the FY22 and FY23 budgets

FY24 Final Enacted Budget: B-8 early learning

- Medicaid: Includes an additional six months of continued Medicaid coverage for children and their families. They will not be redetermined until January 2024 (aligns with start of 12month continuous coverage requirement for children authorized under the Consolidated Appropriations Act).
- Rhode Island Works: eligibility for cash assistance was change to enable participation from the onset of the pregnancy rather than only in the third trimester.
- Lead Poisoning: Approval to replace lead pipes across the state and require Rhode Island water suppliers to create a service line inventory no later than October 16, 2024, to determine where the lead contamination is taking place.

FY24 Budget: B-8 early learning

- Out-of-School Time: Provides \$4 million in ARPA funds for out-of-school time learning grants that will be distributed through the Rhode Island Department of Education (RIDE) as the Learn365 program.
- Longitudinal Data System: Moves what is currently known as the DataHub and operated by DataSpark at the University of Rhode Island to the Office of the Postsecondary Commissioner. Puts the State's Longitudinal Data System (SLDS) in statute to be overseen by the Office of the Postsecondary Commissioner. To track progress from early learning through postsecondary education to employment.
- Educator Workforce: Adds \$800,000 to the Wavemaker Fellowship, a competitive student loan reimbursement program overseen by RI Commerce and adds teacher to the list of professions that would be eligible for the RI Wavemaker Fellowship.

Enacted Legislation

- RIDE Nursery School Approval: Eliminates RIDE's nursery school operating approval system
 in statute (as all programs must be licensed by DHS to operate) and requires all public
 schools with preschool classrooms to participate in BrightStars.
- **RI Works**: Allows cash assistance to begin at onset of pregnancy rather than in 7th month.
- RI Child Care Assistance Program: Establishes on year pilot program (August 2023 July 2024) so that child care educators and staff with income below 300% FPL can receive a child care subsidy with no copayments.

- Child Care is Essential/Child Care for All: No changes to expand family eligibility, increase provider rates, provide an infant bonus rate, or remove the statutory requirement that families participate in child support enforcement for the RI Child Care Assistance Program.
- Pre-K & Head Start: No changes required to the Pre-K expansion plan to include funding for Head Start classrooms, family child care, compensation parity with K-12, spending benchmarks to sustain and expand access to high-quality infant/toddler early care and education (including Early Head Start), and a plan to ensure that all families, including those who have children with developmental delays and disabilities, can make choices among highquality preschool options to include those located outside of their city/town of residence.
- First Connections & Family Home Visiting: No permanent rate increase for First Connections (but one year extended through DOH funding) and no required plan to sustain and expand voluntary family home visiting services, including meeting the new state funding requirements, so that high-quality programs are offered to all families who could benefit.

- Early Educator Investment Act: No plan to establish statewide compensation goals for early educators across state agencies, fund the Child Care WAGE\$ pilot (beyond 2023 PDG grant) or require annual report on early educator workforce.
- Office of Early Childhood Development and Learning: No cabinet level office to manage a statewide early learning system for children from birth to five and ensure all children enter school ready to learn.
- Early Learning Hubs: No establish regional bubs to coordinate support for early learning providers.
- Summer Camp Licensing: No licensing system for summer camps.
- **KIDS CONNECT:** No authority granted to allow KIDS CONNECT service providers to bill commercial insurance to help children with special needs participate in child care and early learning programs.

- Early Intervention Wavemaker: No set aside of any Wavemaker Fellowships to help Speech Language Pathologists, Occupational Therapists, and Physical Therapists who work in Early Intervention to help pay off their student loans.
- Stabilize Health Care Access for Children Birth to 5: No changes to provides continuous
 Medicaid eligibility for children from birth to age 5.
- Paid Family Leave program: No change to the Temporary Caregivers insurance Program to increases the wage replacement rate for low-wage workers or to increase length of leave from 6 weeks to 12 weeks.
- Cash Assistance Raising RI: No plan to update the cash assistance benefit, repeal the full family sanction, or restore eligibility for legal permanent residents.

- Cap Class Size for Grades K-2: No cap on class size.
- Right to Adequate Education: No plan to amend the state constitution to guarantee equal opportunity to receive adequate, equitable, and meaningful. Allowing for judicial enforcement.
- Revenue for RI: No new taxes with funding dedicated to invest in K-12 education, child care, and early learning programs.





April 2023

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Background



The Governor's Workforce Board convened an **Early Childhood Workforce Advisory Committee** in October 2022 in response to the FY23 Budget–Article 10 (pg. 237):

- (b)(1) In furtherance of the goals set forth in this chapter, no later than January 1, 2023, the governor's workforce board shall convene a working group comprised of representatives from the department of elementary and secondary education, department of human services, office of the postsecondary commissioner, the RI early learning council, organized labor and early childhood education industry employers, whose purpose shall be to identify barriers to entry into the early childhood education workforce, and to design accessible and accelerated pathways into the workforce, including, but not limited to, registered apprenticeships and postsecondary credit for prior work experience.
- (2) No later than April 1, 2023, the working group shall provide the general assembly with recommendations for addressing the barriers to workforce entry and implementing the solutions identified by the working group; the recommendations shall outline any administrative and legislative action that would be required by participating agencies to implement the recommendations.

Committee Membership & Contact Information



Einst Name	Title (Oudeningtion	
First Name	Title/Organization	Contact Information
Shannon Gilkey	Commissioner of Postsecondary Education	shannon.gilkey@riopc.edu
Robin Melfi Coia	Administrator, New England Laborers' Cooperation Trust	rmelfi@nellmct.com
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Nicole Chiello	Assistant Director of Child Care, RI Department of Human Services	nicole.chiello@dhs.ri.gov
Jennifer Giroux	Associate Vice President, Rhode Island College	jgiroux@ric.edu
Meg Hassan	Preschool Development Grants Manager, RI Governor's Office	meg.hassan@governor.ri.gov
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Heidi Nordmann	Director of Education, East Bay Community Action Program (EBCAP)	hnordmann@ebcap.org
Jeannine Nota Masse	Superintendent of Schools, Cranston Public Schools	jnota@cpsed.net
Lisa Nugent	Coordinator of Early Learning, RI Department of Education	lisa.nugent@ride.ri.gov
Nina Pande	Executive Director, Skills for Rhode Island's Future	npande@skillsforri.com
Courtney Read	Associate Professor of Early Childhood Education, CCRI	ecread@ccri.edu
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Mary Varr	Executive Director, Woonsocket Head Start	mvarr@whscda.org
Amy Vogel	CEO, Dr. Day Care	avogel@drdaycare.com
Tammy Warner	Assistant Commissioner of Postsecondary Education	tammy.warner@riopc.edu

Understanding the Problem



- In Rhode Island, between 2016 and 2020....
 - 73% of children living in married-couple households had both parents in the labor force.
 - 88% of children living in single-father households had that parent in the labor force.
 - 79% of children living in single-mother households had that parent in the labor force. 1
- In Rhode Island, there are 31,000 licensed childcare seats and in 2021 there were 53,550 children between the ages of 0 and 4.2
- 45% of families reported that finding or paying for childcare has at some point prevented adults from working or attending school.³
- 47% of Rhode Island residents live in a "childcare desert"
- Rhode Island's Early Childhood Education Workforce Shortage has been described as a 'crisis' with significant impacts on the availability of childcare and early childhood education services for families^{5,6}

^{1.} Rhode Island KIDS COUNT Factbook, 2022

^{2.} The Annie E. Casey Foundation Kids Count Data https://datacenter.kidscount.org/

^{3.} RI EOHHS Family Survey on Childcare to be released in 2023

^{4.} Center for American Progress, 2018 - CAP defines "child care desert" as any census tract with more than fifty children under age five that contains either no child care providers OR more than three times as many children as licensed child care slots

^{5. &}lt;a href="https://www.abc6.com/child-care-crisis-short-staff-causing-wait-lists-to-stretch-years-out-across-r-i/">https://www.abc6.com/child-care-crisis-short-staff-causing-wait-lists-to-stretch-years-out-across-r-i/

^{6.} https://www.wpri.com/target-12/ri-worker-shortage-a-full-blown-crisis-say-providers-of-social-services/

Summary of Related Efforts (Past and Current)



There have been recent efforts to align, accelerate, and innovate pathways into the Early Childhood Workforce

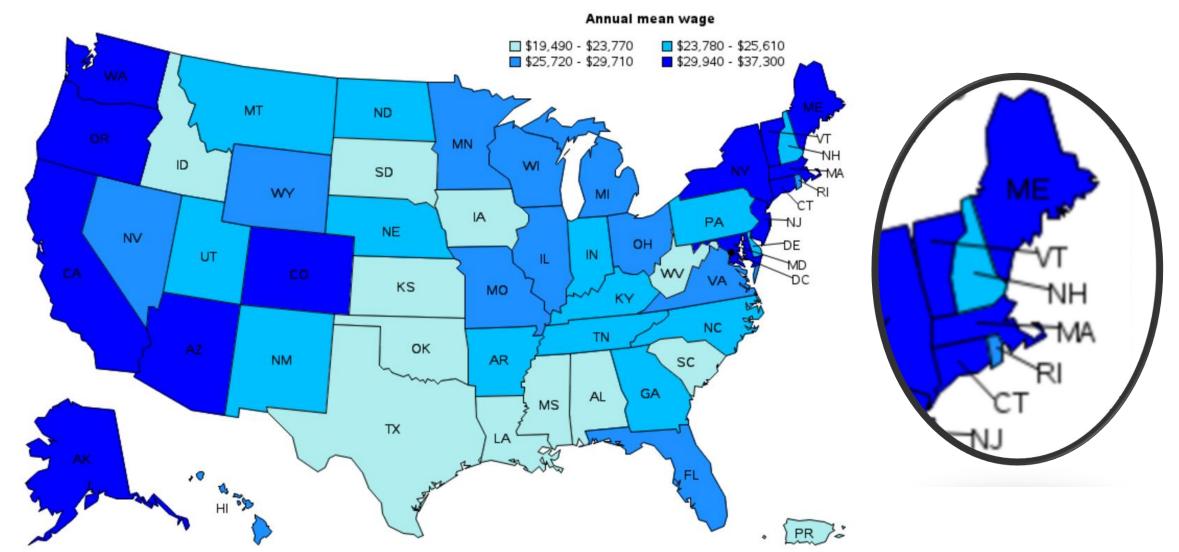
Initiative Type	Summary of Recent Initiatives
Workforce Reports	 2014 ECCE Workforce Study (RIDE) 2019 ECCE Workforce Study (DHS) 2018 Infant/Toddler Credentials Recommendations (Early Learning Council) 2022 Higher Education Barriers & Recommendations (Advocates) 2022 Higher Education Pathways Systems Analysis (OPC)
Non-IHE Career Pathways	 Infant/Toddler Registered Apprenticeship Program (DHS, RIAEYC, Building Futures) CTE Programs in High Schools (RIDE, RIAEYC, DHS) PDTA Hub Courses (DHS, RIDE, and CELP) SEIU Education & Support Fund, DHS, SEIU 1199NE Registered Apprenticeship Program for Family Childcare (currently funded by Real Jobs RI) Pre-Apprenticeship Program for Family Childcare (currently funded by Real Jobs RI) Professional Development for Family Childcare
IHE Pathways	 <u>TEACH Early Childhood Scholarship Program</u> – FY23 Budget included \$2M to expand the number of scholarships available (DHS & RIAEYC) <u>ECCE Pathways Initiative</u> to develop innovative and accelerated pathways at IHEs, with focus on credit for prior learning + foreign credentials, asynchronous coursework, and language access (OPC, in partnership with DHS and RIDE, + IHEs)

Analysis of Local & Regional Data

Regional Comparison: Childcare Worker Wages



Rhode Island wage rates for Childcare Workers are 2nd lowest in the New England region trailing ME, MA, VT & CT



Regional Comparison: Childcare Worker Employment



Average Annual Job Openings and Earnings for Childcare Workers; % of Openings due to Transfers

State	Childcare Workers per 1,000 Residents	Annual Job Openings	% due to Transfers to Other Occupations	<u>Average</u> Annual Childcare Worker Earnings (2021)	State Minimum Wage (2021)
Rhode Island	3.41	405	48%	Hourly Rate: \$14.29 Annual Salary: \$29,710	\$11.50
Massachusetts	3.55	2,700	48%	Hourly Rate: \$16.79 Annual Salary: \$34,920	\$13.50
Connecticut	3.36	1,840	47%	Hourly Rate: \$14.76 Annual Salary: \$30,710	\$12.00
New Hampshire	2.83	530	48%	Hourly Rate: \$11.77 Annual Salary: \$24,490	\$7.25
Maine	7.08	560	Data Unavailable	Hourly Rate: \$14.90 Annual Salary: \$31,000	\$12.15
Vermont	3.85	360	48%	Hourly Rate: \$15.84 Annual Salary: \$32,950	\$11.75

<u>Note</u>: All New England states are struggling with the retention of Childcare Workers. The number of Annual Job Openings due to existing workers transferring to other occupations is approximately 48% in Rhode Island, Massachusetts, Connecticut, New Hampshire, and Vermont (the rate is unknown for the State of Maine).

Competing for Workers in a Tight Labor Market



Median Wage and Annual Openings in occupations with similar or lower educational requirements in Rhode Island

SOC	Occupation Title	Projected Annual Job Openings	Median Wage (2021)	Typical Education Required
43-9061	Office Clerks, General	1,107	\$21.04	High school diploma or equivalent
43-4051	Customer Service Representatives	1,107	\$18.21	High school diploma or equivalent
31-1131	Nursing Assistants	1,258	\$17.84	Postsecondary non-degree award
43-4171	Receptionists and Information Clerks	556	\$17.67	High school diploma or equivalent
37-2012	Maids and Housekeeping Cleaners	810	\$14.84	No formal educational credential
35-2021	Food Preparation Workers	610	\$14.77	No formal educational credential
31-1120	Home Health and Personal Care Aides	1,220	\$14.09	High school diploma or equivalent
41-2011	Cashiers	2,292	\$13.70	No formal educational credential
35-3023	Fast Food and Counter Workers	1,894	\$13.47	No formal educational credential
35-3011	Bartenders	685	\$13.41	No formal educational credential
39-9011	Childcare Workers	405	\$13.26	High school diploma or equivalent
35-3031	Waiters and Waitresses	1,766	\$12.56	No formal educational credential

Notes:

- 48% of Rhode Island's Childcare Worker Job Openings are due to workers transferring to other occupations.
- In Rhode Island there are currently 3 job postings for every one (1) person collecting unemployment.

Rhode Island Childcare Reimbursement Rates



Rhode Island's Childcare Assistance Program (CCAP) ties reimbursement rates to facilities' BrightStars rating. Facilities with a 1-star rating are paid the <u>base</u> rate.

Licensed Childcare Center
Weekly Reimbursement Rates

Time Authorized & Enrolled	Full Time							
Star Rating →	1	2	2	4	я.			
Child's Age Category ↓								
Infant/Toddler	\$ 265.00	\$ 270.00	\$ 282.00	\$ 289.00	\$ 300.00			
Preschool	\$ 225.00	\$ 235.00	\$ 243.00	\$ 250.00	\$ 260.00			
School Age	\$ 200.00	\$ 205.00	\$ 220.00	\$ 238.00	\$ 250.00			

Licensed Home Childcare
Weekly Reimbursement Rates

Time Authorized & Enrolled	Full Time							
Star Rating → Child's Age Category ↓	1	2	3	4	5			
Infant/Toddler	\$ 250.00	\$ 254.00	\$ 257.00	\$ 260.00	\$ 263.00			
Preschool	\$ 210.00	\$ 220.00	\$ 228.00	\$ 239.00	\$ 250.00			
School Age	\$ 185.00	\$ 190.00	\$ 205.00	\$ 225.00	\$ 235.00			

RI Childcare Facilities Offering Infant Care



79% of childcare facilities that provide infant care and accept CCAP families have a BrightStars rating of 1 or 2 stars. For these facilities, the reimbursement rate for full-time infant care is \$250-\$270 per week.

	Facility BrightStars Rating												
Facility Type		Not Rated		1 Star		2 Stars		3 Stars		tars 5 Sta		tars	Total Facilities
		%	#	%	#	%	#	%	#	%	#	%	10tai i aciiities
Licensed Childcare Center Providers (Center Based)	31	13%*	55	23%	64	26%	30	12%	46	19%	17	7%	243
Licensed Family Childcare Providers (Home Based)	33	10%	185	55%	115	34%	2	1%	2	1%	1	0%	338

^{*}percent indicates the portion of total providers in the category

Total Facilities Accepting CCAP Reimbursements	10	16%*	220	92%	174	97%	32	100%	43	90%	17	94%	496
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^{*}percent indicates portion of providers accepting CCAP with respective star rating

Notes:

- Current CCAP reimbursement rates are significantly below the actual cost of care, which has a negative impact on providers, their employees, and families both on and off CCAP.
 - Low CCAP reimbursement rates inhibit the ability of providers to increase employee wages and benefits, which
 negatively impacts recruitment and retention efforts, and negatively affects the quality and availability of care

Regional Comparison: Reimbursement Rates



Full-Time Weekly State Childcare Reimbursement Rates for Infant Care

State	Licensed Childcare Centers	Licensed Home Childcare
Rhode Island	\$265-\$300 (based on the BrightStars rating)	\$250-\$263 (based on the BrightStars rating)
Massachusetts	\$334-\$508 (based on the region/county) *Plus a 3% to 8.5% "add on" rate for high quality programs	\$235-\$403 (based on the region/county) *Plus a 3% to 8.5% "add on" rate for high quality programs
Connecticut	\$231-\$380 (based on the region/county)	\$206-\$270 (based on the region/county)
New Hampshire	\$275 (all regions/counties)	\$194 (all regions/counties)
Maine	\$185-\$303 (based on the region/county)	\$150-\$225 (based on the region/county)
Vermont	\$290-\$349 (based on the Stars rating)	\$200-225 (based on the Stars rating)

Sources:

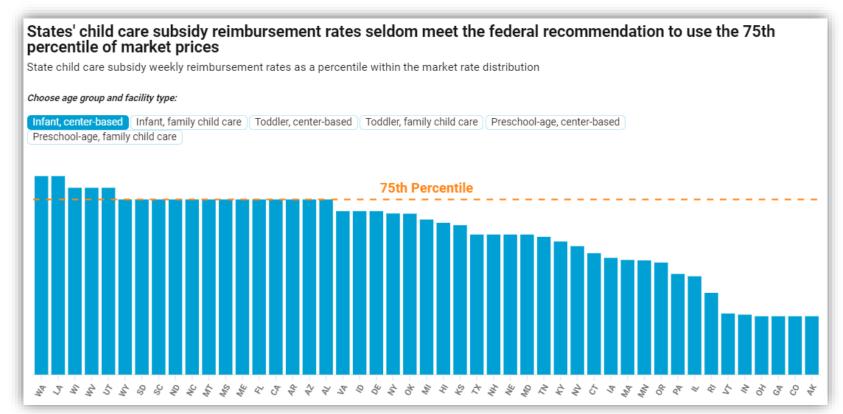
Rhode Island Department of Human Services https://dhs.ri.gov/programs-and-services/child-care-providers/ccap-provider-rates-financial-information
Massachusetts Department of Early Education and Care www.mass.gov/service-details/daily-reimbursement-rate-for-early-education-and-care-programs
Connecticut Office of Early Childhood https://www.ctcare4kids.com/provider-information/payment-rates/

New Hampshire Department of Health and Human Services https://www.dhhs.nh.gov/fam_htm/html/937_reimbursement_rates_fam.htm
Maine Department of Health and Human Services https://www.maine.gov/dhhs/ocfs/support-for-families/child-care/paying-for-child-care
Vermont Department for Children and Families https://dcf.vermont.gov/cdd/providers

Regional Compliance: ACF's Equal Access Standard



Prior to 2023, all New England states except Maine were out of compliance with the Administration for Children and Families' Equal Access Standard which requires that states' base reimbursement rates meet <u>at least the 75th percentile</u> of local providers' average market rate. Even with 2023 rate increases, Rhode Island remains out of compliance.



2023 Base Reimbursement Rate Percentile for Full-Time Infant Care in a Licensed Childcare Center							
Rhode Island	50 th						
Massachusetts	49 th						
Connecticut	52 nd						
New Hampshire	60 th						
Maine	75 th (by State law)						
Vermont	75 th						

Sources:

U.S. Department of Health and Human Services Office of Childcare, "Approved CCDF Plans (FY 2022-2024)," at: https://www.americanprogress.org/article/states-can-improve-child-care-assistance-programs-through-cost-modeling

CTE Pipelines and Program Enrollment



During the 2022-23 school year there were a total of 612 students enrolled in Education-related CTE programs

School	Transportation Region	Program	2022-23 Student Enrollment
Burrillville High School	1	Education Education (Education, Childcare, Teacher Assistant)	93
Woonsocket High School	1	Education Education (Education, Childcare, Teacher Assistant)	99
Coventry High School	2	Education Education (Education, Childcare, Teacher Assistant)	63
Toll Gate High School	2	Education Education (Education, Childcare, Teacher Assistant)	25
Cranston High School West	3	Education Education (Education, Childcare, Teacher Assistant)	102
Mount Pleasant High School	3	Education Education (Education, Childcare, Teacher Assistant)	10
Smithfield Senior High School	3	Education Education (Education, Childcare, Teacher Assistant)	96
Narragansett High School	4	Education Education (Education, Childcare, Teacher Assistant)	22
Chariho Regional High School	4	Education Education (Education, Childcare, Teacher Assistant)	47
Portsmouth High School	5	Education Education (Education, Childcare, Teacher Assistant)	55
		Total:	612

Notes:

- Numbers reflect all enrolled students in grades 9-12 (so annual output would be approximately 25% or 153 graduates).
- There are some additional programs with zero students currently enrolled due to lack of an instructor.

Recommendations

Meeting the Demand for Childcare/ECE Workers



- Allocate funding to the design and implementation of new workforce training programs and career pathways for childcare workers.
 - Provide additional funding to the Department of Labor and Training's Real Jobs Rhode Island program to fund the training of new and diverse workers to meet the industry demand. Real Jobs participants are supported with wrap-around services administered through the RI Reconnect program at the Office of the Postsecondary Commissioner.
- Work with the Department of Education to prioritize the use of Perkins dollars to significantly expand Career and Technical Education programs for Childcare Workers and Early Childhood Education.
 - For additional information on current CTE pipelines see Slide 15.
 - Expand and encourage programs to offer Early Childhood Education as a career option.
 Most programs are currently geared toward teaching occupations in K-12 schools.

<u>Note</u>: Adopting recommendations related to <u>Increasing CCAP Reimbursement Rates</u> and <u>Childcare/ECE Worker Wages and Benefits</u> (see slides 19-20) are also <u>critical</u> to addressing the workforce recruitment and retention challenges in this industry.

Slide 29

Improving the Quality of Childcare/ECE Programs



- Support the efforts of the Department of Labor and Training, the Department of Human Services, RI Office of the Postsecondary Commissioner, and industry stakeholders to develop new certifications and pathways that <u>ensure worker competencies</u> and facilitate hiring and promotions.
- Support diversity and equity within the industry to better meet the needs of families.
 - As a first step, develop a report on the current demographics of the Early Childhood Education workforce including age, race, ethnicity, gender, and languages utilized to facilitate the identification of areas for improvement.
 - This could be done through surveys administered by the Department of Human Services in collaboration with SEIU 1199 to include family childcare providers.
 - Incorporate findings into recruitment efforts for new programs/pathways developed.
- Improve the availability and delivery of professional development/continuing education for workers to support retention and growth within the industry.
 - Allocate funding to the Department of Human Services and the Office of the Postsecondary
 Commissioner to work collaboratively on the continuity and expansion of T.E.A.C.H. programming;
 maximizing college credits for various types of learning, including training and work experience.

Increasing CCAP Reimbursement Rates

Governor's Workforce Board Rhode Island strategy policy funding action

- Increase all Childcare Assistance Program (CCAP) base rates with the goal of increasing worker wages, worker retention and overall program quality.
 - Join states/districts including the District of Columbia, New Mexico, and Virginia in transitioning to a Cost of Care Model (the national best practice).
 - As a first step, increase CCAP reimbursement base rates to meet and exceed the ACF's Equal Access Standard, which requires that state reimbursement rates meet <u>at least the 75th percentile</u> of providers' average market rates.
 - Provider Market Rate Surveys are conducted every three (3) years to determine local childcare providers' average market rate.
 - The last Market Rate Survey was conducted in 2021 and the next survey will be conducted in 2024.
 - Rhode Island's base reimbursement rate for full-time infant care in a licensed childcare center is currently at the 50th percentile.
 - *Statutory rate increases would not impact Family Child Care (FCC), as FCC rates are negotiated by the CBA. At the time of re-negotiation, it would be strongly encouraged that the rates are in alignment.
 - Evaluate the eligibility criteria for CCAP to increase the number of families eligible to help stabilize the childcare market and assist potential workers with childcare needs.
 - CCAP utilization has significantly decreased since the beginning of the pandemic (it is about 40% lower than it was pre-pandemic).

Sample Licensed Childcare Center Weekly
Reimbursement Rate for Full-Time Infant Care
(based on the 2021 Market Rate Survey)

(based off the 2021 Market Nate Survey)			
100 th Percentile (Target Base/1-Star Rate)	\$391.92		
95 th Percentile	\$367.00		
90 th Percentile	\$352.50		
85 th Percentile	\$310.75		
80 th Percentile	\$300.00		
75 th Percentile (Compliance Base/1-Star Rate)	\$289.00		
70 th Percentile	\$281.50		
65 th Percentile	\$275.00		
60 th Percentile	\$270.00		
55 th Percentile	\$267.75		
50 th Percentile (Current Base/1-Star Rate)	\$265.00		

Childcare/ECE Worker Wages and Benefits



- Help raise the wage rate for childcare workers to \$18.00 per hour by implementing the recommendations on the previous slide. This increase would:
 - Reduce Childcare Worker job openings due to transfers to other industry sectors; significantly improving the retention of workers within the occupation.
 - Currently, 48% of our annual childcare worker job openings are due to workers transferring to other occupational areas for higher wages and better benefits.
- Pursue additional benefit plans for childcare workers including healthcare and retirement plans. Additional benefits should include:
 - Automatic CCAP Eligibility for Workers in Licensed Childcare Programs (regardless of total household income)
 - This would be a major selling point for working in the industry and would alleviate the financial burdens on providers who are currently trying to offer discounted rates to attract workers at a significant financial loss.
 - The State of Kentucky recently adopted a similar practice.
 - Special auto loan and mortgage rates/programs
 - Access to free higher education
 - Scholarships or student loan deferment programs like Wavemaker

<u>Note</u>: New benefit programs should endeavor to support workers in both center-based and family-based provider environments.

GWB Contact Information



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FORESIGHT LAW+POLICY

Rhode Island Early Learning Council: Governance and Systems Analysis

June 28, 2023

Overview of Today's Discussion

- Introductions
- Overview of Our Approach
- Proposed Schedule
- Questions and Discussion

Our Approach

- We're not coming with answers we're going to ask a lot of questions, with the goal of framing opportunities and their tradeoffs
 - O At the heart of this conversation are the questions: What are the most important things you're trying to accomplish? And given what you're trying to accomplish, what's the best way to do that?
- We will examine these questions with a focus on concrete functions and how they are executed

Our Approach

- We see successful local early childhood ecosystems as the key to family success, and see the state's role as supporting those ecosystems
 - We believe that fragmentation comes at a cost, and puts a burden on communities and providers
 - We will be looking at defining the state's role, identifying the capacities needed to do it well, and framing key tradeoffs regarding the best configuration of that capacity
- We see effective data use as critical to the state's ongoing success in whatever role is defined for it

Where We Are in the Process

- We are starting the process by trying to do a lot of listening – hearing from people in Rhode Island about the current early childhood system
 - We will reflect back initial findings late in July
- After that we will pivot toward making recommendations
 - All of our recommendations will include pros and cons grounded in the current experience of the Rhode Island system

One Role of the Early Learning Council

- The Early Learning Council is charged with identifying "opportunities for, and barriers to, collaboration and coordination among Federally-funded and State-funded child development, child care, and early childhood education programs and services, including collaboration and coordination among State agencies responsible for administering such programs." (42 USC 9837b(b)(1)(D)(i)(II))
- We are asking the Council to inform the Governance and Systems Analysis by identifying opportunities for, and barriers to, collaboration in the early childhood system.

Some Ideas to Consider

- Some issues that might be essential to address in the Governance Analysis include:
 - Workforce development including pay, working conditions, the pipeline, and more
 - Supporting home-based providers
 - o Ongoing engagement with the field
 - o Integrating data systems
- The one-pager you received discusses these issues in further detail

Discussion Questions

- Do these issues resonate with you? Would you like to see them addressed in the Governance Analysis?
 - Workforce development
 - Supporting home-based providers
 - Ongoing engagement with the field
 - Integrating data systems
- Are there any issues not on this list that you believe are important to address?
- Are any of these issues ones that you would single out for special emphasis?

FORESIGHT LAW + POLICY

Thank you!

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Public Comment

2023 Early Learning Council Meetings:

- Wednesday, September 27th, 9 a.m. to 11 a.m.
- Wednesday, December 6th, 9 a.m. to 11 a.m.

Locations Big Brothers Big Sister of RI See www.earlylearningri.org for meeting schedules, handouts, notes, and state reports