

# Moving the Needle on Workforce Advocacy

Encouraging Federal  
Investments to Support  
Early Childhood Educators

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# Agenda

- ▣ What Is: Status Updates
  - Child Care / CCDBG
  - Higher Education
  - Head Start
  - Preschool Development Grants
- ▣ What Could Be: Looking Ahead
  - Comprehensive Child Care Bills
  - Tax Strategies
  - Other Opportunities
- ▣ Let's Talk: What Questions Do You Have?

At the  
end of  
the day,  
it is  
what it  
is.

What Is: Status Updates

# Child Care / CCDBG

# What Is: CCDBG

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- Levers in CCDBG to support early educators
- How the new money is being used to support the workforce
- Ongoing challenges and opportunities with implementing reauthorization
- Work to increase funding for CCDBG
- What you can do to help

# CCDBG Invests in Educators

- Payment rates
- Tiered rates
- Professional development
- Quality set aside
- Infant-toddler set aside
  
- Challenges
  - Under funded
  - Supply & scale
  - “Allowable” uses vs. requirements

# New Funding

- CCDBG received a historic increase in funding in 2018
- How are States using the money?
  - Raising payment rates
    - More than ½ of states report using the \$ for this!
  - Serving more children
  - Implementing reauthorization
  - Other changes
- Some examples:
  - Maryland
  - Kentucky
  - Texas
  - Florida

# CCDBG Reauthorization

- Implementation still in progress in key areas that affect the workforce, such as:
  - ▣ Payment rates & other payment practices
  - ▣ Background checks
  - ▣ Health and safety standards, training, and enforcement
  - ▣ Quality spending
- Opportunities
  - ▣ HHS' change in how they administer the CCDBG program
  - ▣ Changes and updates to implement background checks and health & safety
  - ▣ New quality dollars



# Getting More Funding for CCDBG

- Our ask: +\$5 billion for CCDBG in FY 2020
- BUT... need a caps deal to make this a possibility
  - ▣ If no deal reached, funding for non-defense discretionary programs (NDD) will be cut
  - ▣ NDD includes funding for CCDBG, Head Start, PDG
- What's the current status?
  - ▣ House Bill passed on June 19<sup>th</sup> includes +\$2.4 billion for CCDBG
  - ▣ Senate action is stalled
  - ▣ No caps deal yet...
  - ▣ Possible action could come soon because of the debt ceiling, but very much in flux

# Your Advocacy Voice

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- Stories + Data Are Needed!
  - [www.stateofchildcare.org](http://www.stateofchildcare.org)
  - <https://nwlc.org/issue/child-care/>
  - [Share Your Child Care Stories](#)
  
- Examples

# Federal funds are increasing quality.

“Khadija Lewis-Khan is the Executive Director at Beautiful Beginnings Child Care Center in Providence, Rhode Island, serving children from 6 weeks to 5 years old with a staff of 39...

*This year, thanks to the increase in the federal subsidy and Rhode Island’s Child Care Assistance Program, Khadija was able to provide a 5 percent wage increase to all her teachers.*

This will help keep her qualified teachers in the program, which is good for them, their communities, and the children and families they serve.”

# Federal funds are increasing supply.

“More child care providers now participate in child development training in Southeast Alaska, thanks to increased funds for tribal child care assistance from the federal government...

When child care providers have access to training and professional development opportunities, children receive higher quality child care and providers are more likely to remain in the early childhood sector, increasing the supply of child care.

*‘By joining efforts to build a stronger workforce,’ added Alice Bagoyo, Child Care Manager for Tlingit and Haida Central Council, “we are also growing the capacity of child care so more parents can enter the workforce and provide for their families.”*

# Op-Ed Examples

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- Congress Must Invest in Early Education  
(Maryland)
- Funding Child Care Strengthens Alaska  
(Alaska)
- Child Care Block Grant Remains Vital  
(Georgia)

# Higher Education

# Why we care about HEA

- There is no path to high-quality early childhood education without high-quality early childhood educators.
- The reauthorization of the Higher Education Act offers an opportunity to support current and future educators by investing in their professional preparation and development, as well as their access to affordable, quality higher education.
- Recommendations co-created and co-signed by 16 early childhood education organizations.

# Support students enrolled in ECE preparation programs

- Maintain, improve, and grow direct supports, scholarships, loan forgiveness and cancellation programs for early childhood educators working in all settings
- Big picture: Public Service Loan Forgiveness
- Part-time students & Pell grants
- Student parents & CCAMPIS



# Improve programs that prepare early childhood educators and leaders

- Maintain & grow Title II
- Improve Teacher Quality Partnership (TQP) grants
  - Allow participants in TQP-funded programs to be placed in licensed, regulated public or private child care and Head Start, including Early Head Start, programs to carry out their clinical experiences and service obligations.
  - Include a priority to support community colleges and baccalaureate programs in creating seamless, articulated teacher preparation pathways
  - Explicitly include registered apprenticeships to support the preparation of early childhood educators working with children birth through age eight.
- Improve TEACH Grants and make them more accessible to early childhood educators

# Perkins CTE / Apprenticeship

- States are required to develop two plans for Perkins: a one-year transition plan (DONE!) and a four-year plan.
- Opportunities for ECE include:
  - industry-recognized credentials, which includes Child Development Associate (CDAs), certificates, or associate degree
  - Includes a new emphasis on “in demand” industry sectors and occupations and new references to work-based learning, career exploration, and secondary-postsecondary connections
- Many state & federal apprenticeship conversations, grants, and activities

# Head Start

- How Head Start supports early educators
  - ▣ Degree requirements & attainment
  - ▣ Professional development & coaching
  - ▣ Cost-of-living increases (when appropriated)
- Pushing for more funding for Head Start in FY 2020
  - ▣ Ask: +\$1.495 billion for Head Start, which includes funding for a COLA, quality improvement, and EHS expansion
  - ▣ Like CCDBG, progress contingent on caps deal
  - ▣ House bill includes +\$1.5 billion for Head Start, including +\$217 million for a COLA & \$750 million for quality improvement

# Preschool Development Grants

- Every state was eligible to apply for the planning grants; 47 did; 46 got them
- Current focus is on systems - planning, alignment, and coordination
- At least half of states indicated they would be using planning grant funds to focus on workforce issues
  - Themes include: workforce studies; PD frameworks; grants for scholarships
- Grant ends on December 31, 2019
  - Advocates are asking for an increase to serve more states.
- Now is a good time to help your states think about what's next

# Workforce Opportunities

- Each required activity can and should include a focus on the recruitment, retention, and compensation strategies needed to improve the availability of high quality early childhood experiences for all children.
  - What opportunities are there to include access to and supports for higher education that produces a mixed delivery system where all educators can meet increased educational requirements?
  - Where can compensation parity be explicitly identified as a strategy for that would increase quality, improve parent choice, and improve transitions from 0-5 programs to elementary school?
  - What can you do to share information about the current state and local workforce, information on partnerships and collaborations with community based programs and higher education, and policy solutions that will encourage the state's focus on the workforce?

A globe is shown with a white central area where the text is written. The globe is surrounded by colorful, abstract brushstrokes in shades of blue, green, yellow, and red. The text is written in a casual, handwritten font.

think ABOUT  
WHAT COULD  
go RIGHTT.

What Could Be: Looking Ahead

# Child Care for Working Families Act

- Comprehensive act that pairs federal investment with state partnerships to:
  - ▣ expand access
  - ▣ address affordability
  - ▣ increase quality, and
  - ▣ **invest in higher education access and compensation for ECE professionals**
- Introduced and championed by Democrats, and working towards bipartisanship
  - ▣ Senator Murray (D-WA) and Rep. Scott (VA-3)
  - ▣ 34 cosponsors in the Senate + 141 in the House

# Universal Child Care and Early Learning Act

- Introduced by Sen. Warren (D-MA) & Rep. Deb Haaland (D-NM-1) on June 18<sup>th</sup>
- What does it do?
  - ▣ Provide universal access to high-quality, affordable child care & early learning for all families with young children
  - ▣ Makes child care affordable by ensuring none of these families pay more than 7% of their income on child care
  - ▣ Raises quality
  - ▣ **Raises compensation for early educators and invests in training and professional development**



# Tax Strategies

- Direct supports for families and educators are key, but tax credit programs can also help
  
- Different models
  - Tax credits for early educators pursuing degrees
    - Louisiana - School Readiness Tax Credit for Directors & Staff
    - Nebraska – Early Childhood Workforce Tax Credit
  - Tax breaks for businesses providing child care and those paying for tuition for employees

# Other Opportunities

# Infrastructure & Supply

- Child care is infrastructure.
- Bipartisan support for building supply
  - ▣ Child Care Workforce and Facilities Act
  - ▣ Senator Klobuchar (MN) + Senator Sullivan (AK)
- Opportunity Zones

# Talking about supply

- We need to be careful about how we talk about supply and child care deserts.
  
- Why?
  - ▣ Regulatory issues.
  
  - ▣ Focus on the fact that families and children need access to QUALITY.
  
  - ▣ Focus on what child care providers need to stay and grow: compensation and support.


# Access to Higher Education

- Currently more than 45 bills that have been introduced related to improving higher education access and quality
- Loans, accountability, accreditation, Pell expansion, CCAMPIS, Title II
- Examples from both sides of the aisle include:
  - STRIVE Act (Sen. Booker-D-NJ)
  - Preserving Teacher Loan Forgiveness for Military Spouses Act (Rep. Chabot-R-OH & Sen. Cardin-D-MD)
  - Rural Educators Support & Training (REST) Act (Sen. Tester-D-MT)
  - Preparing and Retaining Education Professionals (PREP) Act (Sen. Kaine-D-VA)
  - Consider Teachers Act (Senator Braun—R-IN)
- New proposals for higher ed. scholarships for EC educators & support for principals working with EC classrooms in the pipeline right now
- Doesn't include things like expanding rural broadband access and other non-education specific supports that would also help early childhood educators access higher education

# Diverse & Well-Compensated Teachers

- RAISE Act – Senator Cory Booker
  - ▣ Refundable \$10,000 tax credits for teachers & ECEs in high poverty public schools
    - \$8,000 credit for ECEs without a bachelors degree
    - In ECE, high-poverty defined as those serving 75% + students eligible for CCDBG or CACFP.
  - ▣ Increase the educator tax credit from \$250 to \$500
    - As much as \$1,500 in the case of an eligible educator teaching in a high need school.
  
- Senator Kamala Harris' Proposal – NOT YET A BILL
  - ▣ The U.S. Dept. of ED to work with state education agencies to set a base salary goal for beginning teachers in each state & states would increase every teacher's salary until they met that goal.
  - ▣ The federal government would pay up-front 10 percent of the cost of reaching that salary goal and then would match \$3 for every \$1 the state contributes.
  - ▣ That means this plan would depend in part on states' willingness to participate.
  
- *How would you do it?*

# What questions do you have?



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