



Commonwealth of Massachusetts

Department of Early Education and Care

Meeting of the Board

December 2021



Agenda

Programs



Children, Youth,
Families



Agenda Item	Item Purpose
Strategic Action Plan Update - Discussion & Vote	<ul style="list-style-type: none"> - EEC Annual Report - Vote - Update on Strategic Action Plan Implementation - Discussion of landscape analysis
Program Updates – Discussion & Vote	<ul style="list-style-type: none"> - Discussion on C3 Operational Grants - EEOST Regs - Vote
Parent Fees - Discussion	<ul style="list-style-type: none"> - Update on Implementation
FY22 Budget Update – Discussion & Vote	<ul style="list-style-type: none"> - Discussion on FY22 investments - Subsidy Rate Increase – Vote

Mid Year Update: Strategic Action Plan, Y2

Takeaways:

- At the midpoint of EEC's second year of strategic plan implementation, the Department has continued to reach milestones established in summer 2021
- Moving into 2022, it will remain important to continually evaluate **the state of child care infrastructure as the landscape changes**
- It is also critical to understand the **shifts in the future of work** that directly impact the needs of working families
- Changes in **labor trends demonstrate the urgency to address access and affordability** - and must be used to shape EEC's road map in coming years

Vote by the Board

- Annual report to the legislature



Mid-Year Update: EEC Annual Report

- Legislatively required report that describes progress on statutory goals and program implementation for calendar year 2020
- Metrics required for reporting include:
 - types and prevalence of behavioral health needs of children served by the department,
 - racial and ethnic background of the children with identified behavioral health needs,
 - existing capacity to provide behavioral health services,
 - preschool suspensions and expulsions, and
 - an analysis of the best intervention and prevention practices, including strategies to improve the delivery of comprehensive services and to improve collaboration between and among early education and care and human services providers
- The Department has also outlined the types of support it provided to programs through the COVID-19 crisis



Mid-Year Update: EEC Annual Report Vote

2020 EEC Annual Report (VOTE):

...that the Board of Early Education and Care, in accordance with G.L. c. 15D, §3(g), hereby approves and adopts the Annual Legislative Report for Calendar Year 2020 and will forward the Report to the Secretary of Education, the Secretary of Administration and finance, and the Clerks of the House of Representatives and Senate, who shall forward the same to the Joint Committee on Education.

Progress on Strategic Action Plan Initiatives

EEC continues to advance the core initiatives outlined in summer 2021– while tailoring its work to the current landscape

Progress by Pillar



Update the Subsidy System:

- New Parent Co-Pays
- Begin planning for regulatory revisions

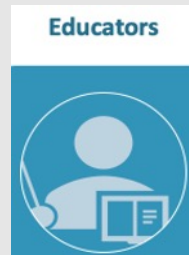
Identify Parent Needs:

- Dialogues with business community
- Partner to study family needs and preferences

Expand Community

Supports:

- Expand investments in community collaboration
- Define components of "on track" to third grade



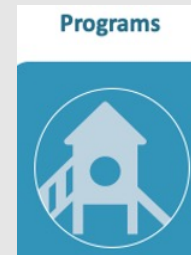
Define Professional Pathways:

- Develop and launch online professional registry
- Begin transition to an EEC competency-based credential

Expand Access to

Professional Preparation:

- Launch of Professional Pathways coursework navigation supports
- Targeted work with Community Colleges to expand coursework
- Re-design of StrongStart

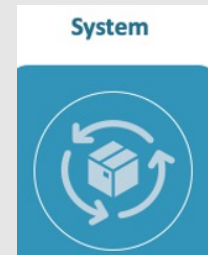


Stabilize Child Care:

- C3 Operational Grants in operation since July
- Expanded cohorts for pgm. business administration capacity

Support Program Quality:

- Re-defining an approach to measuring continuous quality improvement (CQI)
- Alignment of contracted supports with CQI quality improvement
- Early Childhood Support Organization (ECSO) pilot continues



- Investments in technology systems towards a user-oriented approach
- Ongoing investments in staff capacity and redesigned organizational structure
- Building capacity for data-driven decision making

Business Engagement to Inform Child Care Strategy

Since August, EEC has partnered with EOHED, EOLWD, and business coalition partners to understand how child care can meet the needs of working families as the economy recovers. This has included deep engagement with employers to capture the needs of their workforce, and how those might change through the economic recovery. Engagement has included:

- Survey of employers by MA Business Coalition for Early Childhood Education and Massachusetts Business Roundtable: 420 responses (November 2020)
- Business Dialogues hosted by Commonwealth Corporation and MA Business Coalition for Early Childhood Education: 156 attendees (September 2021)
- Individual conversations with industry leaders

Engagement Questions

Access

- Where will child care infrastructure need to grow as changes in work patterns correlate with geographic changes in care needs?
- Where are the access gaps that might hinder industry growth and economic recovery?
- What will shifts in work policies mean for child care utilization and the traditional care model?
- What workforce segments work 2nd, 3rd, and unpredictable shifts – yet only have traditional care opportunities? Are there new models that can offer more flexibility for these families?

Affordability

- What workforce segments are currently unable to access public support through subsidized tuition, but still struggle with affordability?
- What industry changes and growth might need affordable care options in order to succeed?
- How do employers foresee reengaging with women and people of color through the economic recovery?
- What role are businesses playing in supporting the care needs of their workforce?

Leading Themes from Business Community

"With the shift of parents working from home, there is the new struggle of finding childcare close to their new home office."

"There is nearly zero business travel happening right now - as travel starts to gradually ramp up there is unpredictability in the resulting increase in demand for child care."

"Single parent households are relying heavily on extended relationships to cover gaps."

"The prevailing factor for job candidates is – will this salary cover child care costs?"

"Difficulty balancing intensive work schedules (two or more jobs) with enrollment in affordable, traditional-hours care that will meet children's academic needs."

Access

Availability of Child Care:

1. Changes in need for care near residential v. business centers
2. New and evolving workforce & requirements across sectors

Flexibility of Child Care:

1. Need expanded hours and schedules, i.e. early morning, evening care; models that include more options i.e. drop in care

Have your employees expressed concerns about child care?

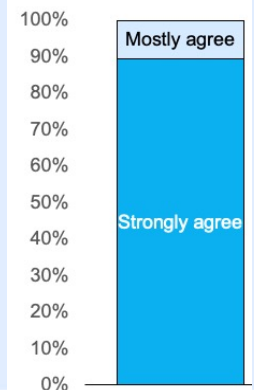


Affordability

Cost of Child Care:

1. Impacts white collar candidate recruitment to MA
2. Limits workforce pipeline for lower wage positions
3. Creates barriers for women's labor force return
4. Limits economic recovery and industry growth

How much do you agree with this statement:
'strengthening the MA child care system is an economic priority'



Emerging Understanding of Business Policy Shifts

"My business is in healthcare. Facilities are asking for behavioral health services in person rather than telehealth – especially for the elderly. There are many variables to consider in making child care available."

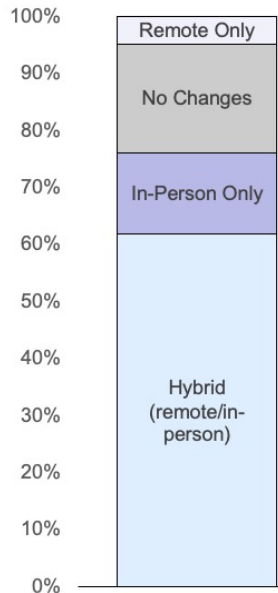
"There is less pressure on employees to come into the office, they were given a choice to express what they'd like their schedule to be. We could choose as little as 1 day a month."

"For businesses operating essential services with on-site presence for front line staff, affordable options are limited."

"As the work changes, child care providers may have to re-think their business model to accommodate the needs of families and employers."

Access

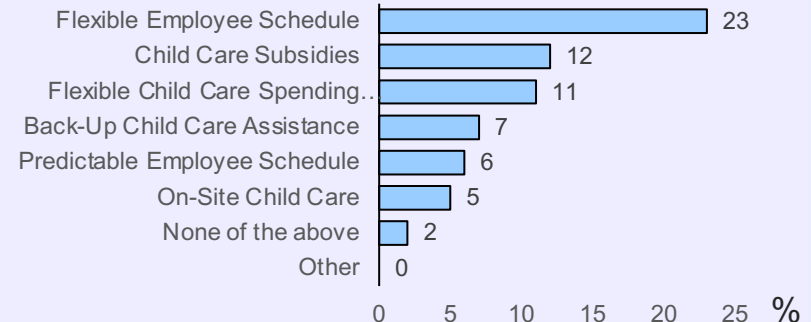
Affordability



- Most have increased flexible and hybrid options
- Some also support care financially (tuition support, flexible spending accounts)
- All felt limited by their own ability to support employees with care; concerns that solutions available within specific sectors or industries exacerbated inequities

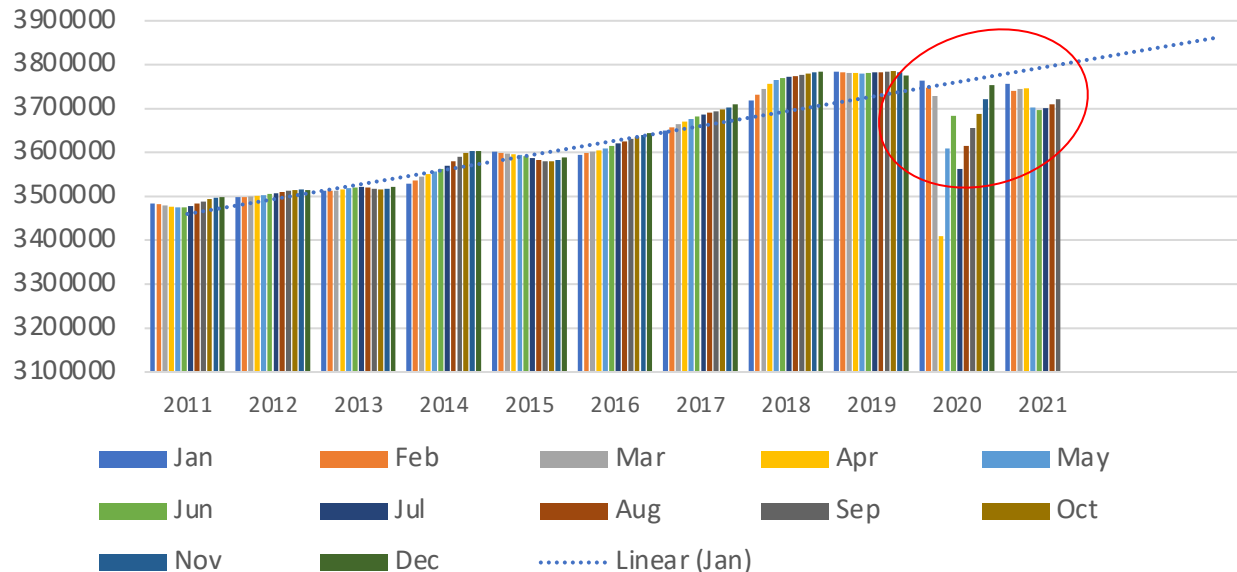
What new requirements for in person work have you instituted for your workforce?

What changes have you made, if any, to address employee child care concerns?



Potential for labor force growth

Massachusetts' Total Labor Force Participation:
2011 to 2021



Need for labor is projected to grow. But labor supply remains short of pre-pandemic levels - and is not meeting demand.

“As we know, women are impacted much more than men by care issues - and it’s dramatically **impacted their ability to work**. The loss of leadership opportunities for women in the workforce is a huge hit and something that will take years to recover from.”

The Need

- Current labor shortage + 100K net new jobs by 2028
- Re-skilling as growing sectors reshape workforce needs

The Constraints

- Slowing population growth, reduced immigration, declining employment among older adults, and domestic migration to lower cost locales
- Lagging economic recovery across existing inequities (women, people of color, lower wage workers)

The Opportunity

- In families with children 0-5, 93% of fathers work v. 66% of mothers
- Mothers have left labor force, and stayed out, in greater numbers
- Mothers may be the greatest opportunity to grow the labor force with affordable child care options

Program Updates

Takeaways:

- C3 Operational Grants are continuing to address infrastructure – 79% of providers have applied for, and are benefitting from, funds designed to address the operational needs of child care providers
- November survey of grantees offered initial insights into funding impacts:
 - Clear signs of positive improvement to program stability and the ability to enroll more children. However, many are still unable to enroll at licensed capacity, especially among larger programs
 - Current impact of grant funds on educator salary increases is minimal, but more programs intend to direct funds to this purpose in future
- EEC will be extending C3 Operational Grants for January – June

Vote by the Board

- Finalize EEOST Program Regulations

C3 Operational Grants Phase 1 Summary

EEC has used historic federal investments in FY22 to distribute operational funds to child care providers. These grants have yielded real-time learning about the strategies that the Commonwealth can use to help build a stronger child care infrastructure, serving as a backbone of economic recovery.

EQUATION = **BASE AMOUNT** + **Equity Adjustment**

EEC is considering the feasibility of capping or otherwise reducing payments for programs with an unacceptably high level of CEO compensation relative to educator compensation

Base Amount	Equity Adjustment
<p>Base Amount =</p> <p>(\$ starting \$ amount * X</p> <p>Licensed Capacity for GSA (or flat amount for FCC) - <i>not</i> enrollment X</p> <p>Multiplier for Educator/ Licensed Capacity Ratio * X</p>	<p>Equity Adjustment =</p> <p>Level 1: (Base Amount * 25%) if...</p> <ul style="list-style-type: none"> SVI >=.55 and <.75 OR 33 - 66% of enrolled children receive subsidies <p>Level 2: (Base Amount * 35%) if...</p> <ul style="list-style-type: none"> SVI >=.75 OR >66% of enrolled children receive subsidies

Adjusting the size of payments based on the # of educators ↑ \$ for providers that:

- Serve younger kids
- Offer longer hours
- Offer higher quality care

EEC has piloted the **Commonwealth Cares for Children (C3)** formula to stabilize child care infrastructure

This is one of the most innovative funding models in the country, designed and tested in Massachusetts

- Programs report that C3 Operational Grants are a meaningful level of funding to sustain operations and help mitigate revenue fluctuations tied to enrollment
- Data shows that grants also enable programs to invest in staff recruitment/retention so they can enroll additional children

C3 Operational Grants - Metrics as of 12/7/21

Region and Type	% providers applied for grants (as of 11/4)	% providers applied for grants (as of 12/7)
1 – Western FCC	~75%	~75%
1 – Western GSA	~75%	~79%
2 – Central FCC	~77%	~78%
2 – Central GSA	~79%	~81%
3 – Northeast FCC	~84%	~84%
3 – Northeast GSA	~74%	~77%
5 – Southeast & Cape FCC	~76%	~76%
5 – Southeast & Cape GSA	~77%	~80%
6 – Metro Boston FCC	~82%	~83%
6 – Metro Boston GSA	~67%	~72%



5,885 programs submitted applications for funding (~79% of all eligible programs)



~\$150 million distributed to programs as of 12/10/2021,

Projected **~\$170M by end of 2021**, sustained at ~ \$40 million/month



~65% of funding has been distributed to **subsidized programs**

~20% of applicants chose Spanish as their primary form of communication

Grant Take Up Rates Across Programs and Communities

System Wide Application Take-up Rates

	Overall Take-Up Rates	Majority BIPOC Census Tract	Gateway Cities	Low SVI (0-.25)	Highest SVI (.75-1)	Serving Children Receiving Subsidies	Serving No Children Receiving Subsidies
FCC	78%	87%	84%	71%	89%	91%	62%
Center Based	74%	73%	79%	73%	76%	78%	69%

Center-based take-up rates have increased significantly in recent months

Center-Based providers in Gateway Cities, Highest SVI areas, and those who serve children receiving subsidies had the highest take-up rates

FCC providers in majority BIPOC census tracts, Highest SVI areas, and Gateway Cities and serving subsidized children had the highest take-up rates

Overall Take-up = total number of providers who have submitted at least one approved application (some providers have submitted for multiple months) out of all eligible providers. Majority BIPOC census tract take-up = total number of providers who have submitted at least one approved application (some providers have submitted for multiple months) located in Majority BIPOC census tracts, out of total eligible providers who are located in Majority BIPOC census tracts.



Funding Distribution Compared to Share of System Capacity

As of November 27, 2021	% of Funding Received	% of Licensed Slots in the System
Family Child Care Homes	20%	17%
Center Based Providers	80%	83%
Majority BIPOC Census Tracts	22%	22%
Gateway Cities	29%	28%
Low SVI (0 - .25)	17%	21%
Highest SVI (.75 - 1)	30%	26%
Small (0-40)	30%	30%
Medium (41 - 80)	26%	26%
Large (81 - 120)	20%	18%
X-Large (121+)	24%	26%

When comparing the share of C3 funding against share of system capacity, we see the following positive effects for specific market segments and geographies:

- Family Child Cares receiving funds at higher rates, reflecting equity goals. FCC Licensees identify as non-white at greater rates than center based licensees; 41% of FCC report race other than white and 46% report their ethnicity as Latinx/Hispanic.
- Larger allocations of funds across all equity factors: providers in High SVI Census Tracts and Gateway Cities are receiving a greater percentage of funding than their market share of capacity.



Formula Adjustments are Reflecting Higher Costs of Care

Median per Licensed Slot		
Serves Infants and Toddlers? (I/T)	No Infants/Toddlers	Serves Infants/Toddlers
All Providers	\$117	\$198
Majority BIPOC Census Tracts	\$132	\$199
Low SVI (0 - .25)	\$108	\$167
Highest SVI (.75 - 1)	\$132	\$217
Owned/Operated by a Person of Color	\$145	\$219
Owned/Operated by a Black Person	\$128	\$209
Owned/Operated by a Hispanic or Latino Person	\$152	\$222
Receive Subsidy	\$117	\$210
Do Not Receive Subsidy	\$122	\$184

As designed, programs serving infants and toddlers are receiving larger payments on average that account for the greater costs associated with this age group.

- **Larger allocations of funds seen for programs serving infants and toddlers overall, as well as across all equity factors**, including BIPOC census tracts, Gateway Cities, and communities with high social vulnerability indices
- **Providers in high priority communities** are receiving additional funding as a result of the equity adjustment



Insights from C3 Operational Grants Survey

In November 2021, EEC required providers to participate in a survey regarding the C3 Operational Grants

As of Nov 27th, there were 5,809 grant recipients; 87.9% had responded to the survey.

Grant is Helping Prevent Programs from Closing:

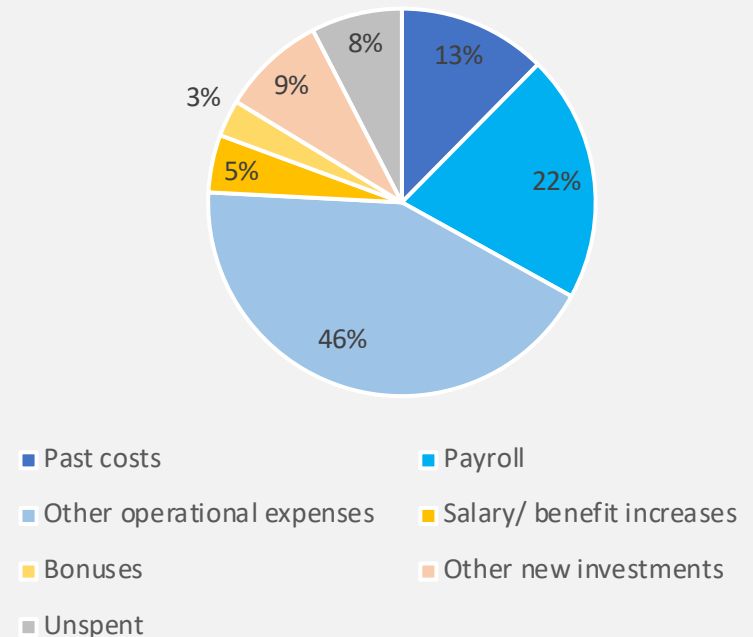
- 95% of programs report using funding immediately to sustain operations
- 94% report they need the grant for expenses over next 3 mos. to continue sustaining operations
- 11% indicate danger of closing in next 6 months without continued C3 funding; especially smaller programs

Stability Supports Enrolling More Children

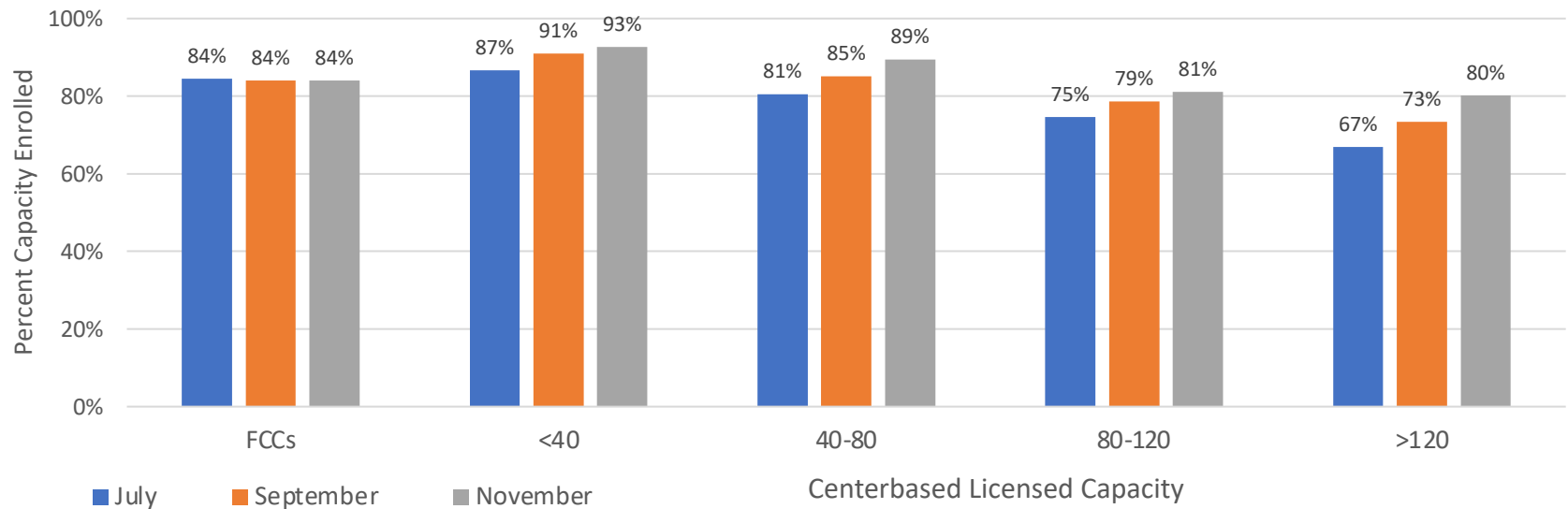
- Significant correlation between being in danger of closing and lower enrollment

Funding Used to Stabilize Operations

- Programs are typically spending three quarters of the grant money on operations
- 27% of programs are investing grants in increases to salary and benefits



Enrollment Improving – but with Continuing Constraints



Data Insights

Based on self-reported enrollment data, we see improvement for all programs since July '21 - but challenges remain:

- **Larger programs and those with fewer educators per licensed slot show greater enrollment challenges**
- **Parttime children may be inflating enrolled capacity estimates.** When accounting for part time enrollment, Nov survey data estimates suggest 68% of fulltime capacity enrolled (68% for FCCs to 58% in larger programs)
- **19% of programs report they are unable to serve their full licensed capacity** due to staffing and other constraints

Accounting for variations in program size across communities, communities are experiencing variations in enrollment

- **Programs in high SVI communities more likely to have lower percent capacity enrolled**
- Programs serving a higher percentage of subsidized children in May were more likely to have a higher percentage of their capacity enrolled
- Larger programs also more likely to have fewer educators per licensed slot, suggesting services to older children and/or hiring challenges

Families Attending; Family Enrollment as Capacity Factor

Program Tuition Decisions

- 62% have raised tuition recently or will in near future. 42% of those that increased tuition in the last year indicate that they will again.
- A number of programs have not raised tuition in years. Those not planning to raise rates tend to serve higher percentages of families from very low income households

Programs reported **family income levels** for 80% of enrolled children:

- 31% under \$50K
- 35% \$50-100K
- 15% \$100-150K
- 9% over \$150K

Reporting shows that 42% of children enrolled have **BIPOC heritage**. 22% are **Dual Language** speakers.

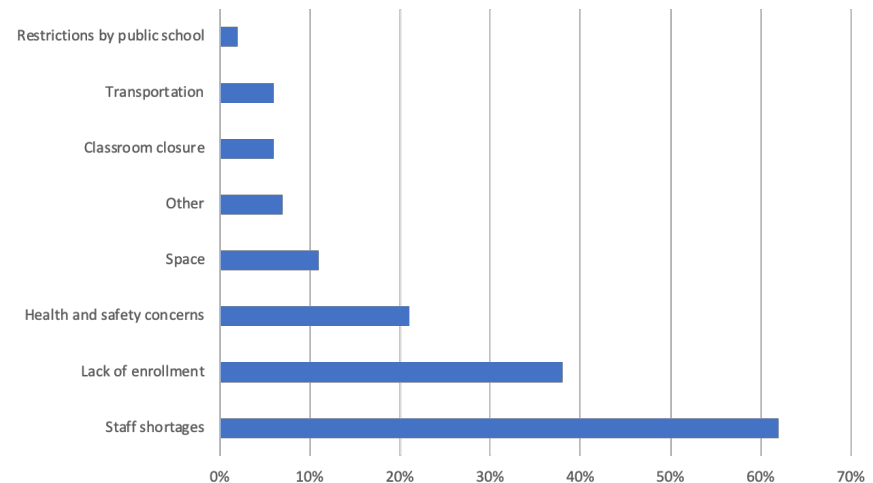
Balancing staff costs and tuition revenue

Programs indicate that their limitations to capacity are driven primarily through staff shortages (60%) but also through a lack of enrollment (38%).

Programs must balance the need to compete for educators by increasing salaries – but without raising tuition too high to attract families.

Restrictions to compensation levels **and** tuition spikes can both constrict capacity artificially.

% of programs citing this reason for capacity limitations



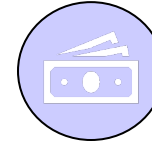
Positive Impact of C3 Operational Grants on the Workforce

Indicators of Workforce Shortage in Centers

- 69% report educator openings
- Average 3 open positions per program
- Open positions reflect 12% of program staffing
- No marked difference in openings between programs serving vulnerable populations, versus not

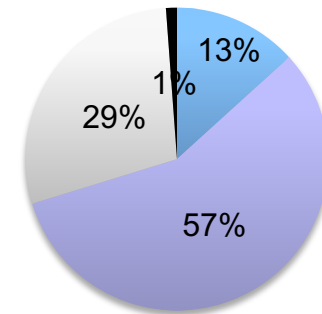
Leveraging Grants to Centers for Compensation

- Over half of centers using grant funds for compensation (ongoing or one time)
- Average of 30% of funds have been used for benefits and wages (covering current payroll, offering bonuses, or increasing salaries),
- Average number of educators per classroom has increased (by almost .5 FTEs) but decreases in total classrooms open
- 27% of programs indicate future funds will be used for longer term salary increases



Among 1,138 centers planning compensation increases, **70% plan to do so by the end of fiscal year**

Targeted Timing for Educator Salary Increases



■ By January 2022 ■ By June 2022
■ By December 2022 ■ Wait for 2023

CEO to Educator salary ratios:

- 92% of programs report ratios of 10:1 or less
- More than 60% are lower, at 4:1 or less

Low Compensation Despite Years of Investment

Workforce Compensation Context

Wage per Hour	All Providers	Low SVI	Highest SVI	Accepts Subsidies	Small	X-Large
All Programs	2,065	517	445	1,192	656	278
Percent of center based programs paying <i>all</i> educators wages above salary thresholds, across equity domains						
\$14.25	55%	61%	44%	44%	61%	44%
\$15	45%	51%	36%	40%	54%	32%
\$16	25%	34%	15%	31%	33%	15%
\$17	17%	25%	7%	23%	23%	12%

- Employment experts (including MassHire Boards) have expressed concerns about recruiting to child care industry due to low wages and limited room for advancement
- Despite investments in funding through family subsidies, initial grant data shows that EEC educators are still hovering around minimum wage, with lower wages among those serving higher numbers of children with subsidies

Persistent compensation challenges to raising wages within center based programs:

- **Salaries tend to be lower in programs in higher SVI communities - and slightly lower in programs with high numbers of subsidized children likely due to revenue constraints**
- **Wages are slowly trending upward from July to November.** In programs reporting any changes in their distribution the median moves up ~\$1/ hour with largest increases seen to the highest salaries. Programs increasing wages tended to report lower salaries overall in July.
- **19% of programs report wage increases** between July- August.
- **98% of programs offer benefits**, the most common being paid vacation and sick time (86%), and around 60% providing either health insurance or retirement benefits; unclear if these benefits are offered to all employees

Among Family Child Care, only 38% of grant participants report that they employ an assistant. Hours worked by FCC assistants have grown from 33/ weekly in July to 36/ weekly in November.



C3 Operational Grants – FY22 Planning

Monthly C3 Operational Grants will be extended through end of FY22:

- Existing recipients will be able to recertify their grant applications in January, as usual
- Applications will be opened to new eligible programs beginning in January (licensed or funded after 3/11/21)
- Online professional registry will be launched to support educator counts in GSA programs

Workforce Bonuses Added March-June 2022

- Additional \$15/slot will be added to base per-slot amount for programs that meet the following criteria:
 - Programs that have retained long-term, existing workforce and demonstrated success in recruiting new educators
 - Meaningful increase in benefit structures offered to staff - to support professionalization of the sector
 - FCC's that have substantially increased services through hours, infant toddler care, and other family-centered offerings

From on-going feedback with the field, EEC recognizes that retaining and recruiting workforce must be driven by individual employers that best understand their communities. EEC will aim to provide flexibility for programs to invest in the compensation enhancements that are most meaningful to their employees.

EEC will be launching a series of engagements to continue to gather feedback as the bonus structure is further defined.

EEOST Program Regulations: Vote

Regulatory Adjustments to Support Programmatic Change

Continue to allow the Commissioner to...

- change the length of the grant period. 606 CMR 15.04(2)(c)
- change the timetable for grant recapture in case of default to reflect the shorter grant periods. 606 CMR 15.04(2)(d)
- waive the requirement for a recorded Land Use Restriction against the property received the EEOST grant. 606 CMR 15.04(2)(e)
- waive the requirement for a recorded Mortgage Lien against the property receiving the EEOST grant. 606 CMR 15.04(2)(f)

MOVED:

- that the Board of Early Education and Care, in accordance with G.L. c. 15D, § 3(f), having solicited public comment as required by G.L. c. 30A, and having received none, hereby approves 606 CMR 15.00, the proposed amended regulations governing the Early Education and Out of School Time Capital Fund Program.
- that the Board also authorizes the Commissioner of Early Education and Care to file the proposed amended regulations with Secretary of the Commonwealth for publication in the Massachusetts Register as 606 CMR 15.00, in accordance with G.L. c. 30A.

Parent Fees

Commonwealth's Pioneering Approach to Parent Fees

Takeaways:

- Ensuring access and affordability for families is a critical component of addressing the child care crisis
 - Subsidy system is limited in its ability to impact access and affordability
 - Revisions to the subsidy system are required in FY23
- The EEC Board approved a pioneering new parent fee scale on February 9, 2021 and June 8, 2021
- On average, parents were paying 10% of their income in the previous fee structure and some paying over 30% of their income
- The new approach eliminates any parent fees on income below 100% of FPL
- This means that families living in households with income below this threshold pay no fees, and those above it pay fees *only on* their income above 100% FPL
- Programs will begin collecting parent fees under revised policy guidance and fee structure, starting February 1st

Parent Fee Scale is a pioneering approach to affordable access



- Federal statute requires that states charge a parent co-payment that takes into account family size and income for any family receiving a federal child care subsidy
- The EEC parent fee scale has not been substantively updated since the agency's creation in 2004; EEC was engaged in Class Action litigation that required a new parent co-payment structure
- EEC engaged Urban Institute to identify co-pay structures that **more equitable distribution of parent fee scale and brought costs more in-line with federal guidelines for affordability**
- The EEC Board approved the new parent fee scale on February 9, 2021 and June 8, 2021
- On average, parents were paying 10% of their income in the previous fee structure, with 75% of families paying more than 7% of their income in fees and some paying over 30% of their income

Key Changes



Families will not pay any parent fees if their income is 100% of Federal Poverty Level (FPL) or below

58%

of families will be required to pay a parent fee versus 72% in the previous parent fee model



When families' income increases above 100% FPL, parents pay only on income above the poverty threshold for their household size, eliminating disincentives to increase family income

99%

of families pay a fee that is lower or the same as in the previous model



Parent fee is calculated as a percentage of income over 100% FPL, ranging from 4% to 15.6% depending on family size and income level

98%

of families pay a fee that is 7% of income or less (*Federal Department of Health and Human Services suggests that a family's fee should be no more than 10% of its income*)



Sibling discounts will be applied at 50% for second child and 25% for all additional children, with the full fee being charged for the youngest child

2.4%

is the average parent fee (as percentage of income) for all fee-paying families



Parent Fee Implementation Workplan

Area	Activity	Timeline
Comms.	Announce detailed plan to subsidy administrators; Provide training materials and guidance on family communications <ul style="list-style-type: none">-Updated Policy Guide-Updated Procedures Manual-Parent Fee Table-Parent Fee Online Calculator-FAQs, Templates, and Forms	Week of 12/13
Operations and Training	Conduct training and drop-in session series for subsidy administrators to support in printing funding letters and preparing family communications <ul style="list-style-type: none">-Training on Calculating Fee-Training on Entering Attendance-General Drop-In Sessions	Trainings to begin 12/20 (dates announced week of 12/13 via email and websites)
Parent Outreach	Work through subsidy administrators to ensure all parents have received communications	Throughout late December and January
Implementation	Programs begin collecting co-payments from parents using new scale and policies	2/1

Budget Update

Increases to Public Investments in FY22

Takeaways:

- Implement rate increases required by the FY22 Rate Reserve and the SEIU Collective Bargaining Agreement (CBA)
- Outline usage of newly allocated funding in FY22

FY22 Rate Increase: Vote

Background on FY22 Rate Increases

- \$20M in additional funding from rate reserve allocated in budget for FY2022
- Designated towards rate increases to increase reimbursement rates for center-based programs as well as Family Child Care System Administrative Rates - for salaries, benefits, and stipends for professional development of early childhood educators and to increase the daily add-on rate for support services.
- Additional funding will support: (a) 4% across the board rate increase to all Center Based Rates and the FCC System Administration Rate (b) \$2.00 increase to the daily add-on rate, bringing the rate from \$20 to \$22.
- Once implemented, all rate increases will be retroactive to July 1, 2021.

MOVED: that the Board of Early Education and Care hereby approves the Department's recommended 4% across the board rate increase to all Center Based Rates and the FCC System Administration Rate; and the recommended \$2.00 increase to the daily add-on rate, bringing the rate from \$20 to \$22.

Increased Public Investments: Caseload

Category	FY22 Available Funds	Purpose
<u>Rate Reserve</u>	\$20M to rate increase for center based providers	<ul style="list-style-type: none"> ▪ The reserve will support a 4% increase for all center-based providers and FCC Admin rates. In addition, there will be a \$2 increase to the support services add-on rate. ▪ Per the SEIU CBA, EEC will also increase family child care provider's rate to match any increase to center-based rates.
<u>Parent Fees</u>	\$8.95M	<ul style="list-style-type: none"> • The FY22 Budget appropriated funds to support the continued coverage of parent fees through the end of calendar year 2021. The projected cost of providing parent fees from July 2021 through the end of December 2021 is \$34.9M. Fees will begin being collected February 1, 2021.
<u>Operational Reserve</u>	\$100M <i>grant to providers</i>	<ul style="list-style-type: none"> ▪ Section 38 of Chapter 29 of the Acts of 2021 earmarks \$60M of the \$100M Operational Reserve fund for grants to subsidized providers. Funds will be disbursed in January. <ul style="list-style-type: none"> ▪ EEC used September 30, 2021 enrollment information (45,541 enrolled). ▪ A provider will receive \$1,317.50 for each subsidized child enrolled in the program as of September 30, 2021. ▪ \$33M supports PPE distribution to providers ▪ \$8M to support system-level support workforce (TBD)

Increased Public Investments: Non-Caseload

Category	FY22 Available Funds	Purpose
<u>3000-1025 CRRSA</u>	\$131M	<ul style="list-style-type: none"> • Support continuity for Stabilization Grants
<u>3000-2000 Access Management</u>	\$12M <i>Increase of \$900K YOY</i>	<ul style="list-style-type: none"> • Support one time expenditures to CCR&R's to support families during COVID recovery
<u>3000-6025 CPPI</u> (Commonwealth Preschool Partnership Initiative)	\$10M <i>Increase of \$5M YOY</i>	<p>Build on the role community providers played in advancing collaboration across school districts and child care</p> <ul style="list-style-type: none"> • \$1M to new planning grants • \$4M to new implementation grants
<u>3000-7050/7055 CFCE and Parent Child Home Plus</u>	\$14.8M <i>Increase of \$300K YOY</i>	Support additional supports for Coordinated Family and Community Engagement grantees with demonstrated capacity to serve more families using the Parent-Child Plus model
<u>3000-6075 Mental Health</u>	\$3M <i>Increase of \$500K YOY</i>	Support existing grantees to expand their services in response to increasing breadth and depth of need among families
<u>3000-1351 EEC Public Private Trust Fund</u>	\$500K	Work with the EEC Board to identify pilot priorities for competency-based workforce trainings in the early education and care sector, aligned with emerging EEC credential

APPENDIX

Educator Efforts – Updates since Sept. Mtg
Caseload Slides – Detail

Educator Efforts – Updates Since Sept. Mtg

Comprehensive Educator Investments Across the Pipeline

Knowing that capacity growth and quality programming rely on having a qualified, abundant workforce – EEC is working to **increase educator supply and remove barriers to entry** into the field:

- Partnerships across labor and workforce development infrastructure to build awareness and actively recruit candidates into the EEC workforce
- More accessible pathways to entry into the field through more flexible educator policies and operational adjustments for verification of qualifications – with increased timelines for educators to meet the Commonwealth's standards for qualifications

To support **longer term workforce growth and sustainability**, EEC is building workforce infrastructure in support of professional pathways and compensation growth:

- Investment in a navigation hub, the EEC Professional Pathways, in partnership with Neighborhood Villages, to help educators connect to relevant coursework and prepare to work in the field
- Business cohorts to build program capacity as employers
- Operational grants to ensure program flexibility to invest in workforce growth, retention
- Future operational grant incentives for programs that leverage public investment to increase salaries
- Launch of a Professional Registry to act as a hub for all workforce records related to employment in EEC programs and recognize professional growth
- Design and launch of a Credential to ensure mutual understanding of educator qualifications across programs and their employees; to recognize pathways for career growth through education, training, and on the job experience; and, to professionalize the field

Professional Pathways Launched Nov 12th 2021



Professional Pathways

Launch your career in Early Education and Care!

Professional Pathways is a **resource and information hub** at the intersection of:

Students/Educators

EEC programs

Higher Ed Partners/
Coursework Providers



Launch or Advance Your Career in Early Education and Care Today!



Students and Educators: Start or Advance Your Career in Early Education

Pursue a career in early education teaching, administration, afterschool and out of school time care, family childcare, and more through accessible pathways towards licensing, credentialing, and degree attainment as well as support in finding job placement.



EEC Programs and Providers: Promote Professional Development and Growth

Through Professional Pathways, programs licensed with by the Massachusetts Department of Early Education and Care can establish groups of educator candidates and connect them to a coursework cohort. Coming soon: Post open positions and find qualified individuals ready for employment.



Higher Education and Workforce Support Providers

Find help with with connecting individuals to careers in early childhood and out of school time by enrolling students in a course cohort and adapting your course schedules and formats to student needs. Build connections with employers, to help students seamlessly transition into employment.

FY22 Caseload Account Spending Update



<i>Number of Billed Children</i>					
	June Actuals	July Actuals	Aug Actuals	Sept Actuals	Oct Actuals
DCF Voucher	4,527	4,685	4,777	4,656	4,159
DCF Contract	6,420	6,567	6,593	6,387	5,951
DTA Voucher	7,404	7,463	7,571	7,535	6,984
IE Voucher	18,082	18,098	18,471	18,194	16,445
IE Contract	11,703	11,886	12,123	12,150	11,335
	48,136	48,699	49,535	48,922	44,874
<i>Actual Costs</i>					
	June Actuals	July Actuals	Aug Actuals	Sept Actuals	Oct Actuals
3000-3060 Base Caseload	\$ 21,280,102	\$ 26,465,547	\$ 22,489,554	\$ 19,823,815	\$ 18,384,935
3000-4060 Base Caseload	\$ 23,259,244	\$ 24,687,163	\$ 24,645,186	\$ 21,376,466	\$ 19,932,932
Parent Fees	\$ 6,442,539	\$ 7,091,312	\$ 7,097,501	\$ 5,404,028	\$ 4,947,879
Total:	\$ 50,981,885	\$ 58,244,022	\$ 54,232,240	\$ 46,604,309	\$ 43,265,746
FY2021 Actuals		\$ 61,065,232	\$ 48,442,039	\$ 48,613,770	\$ 46,927,627
Difference		\$ (2,821,210)	\$ 5,790,201	\$ (2,009,461)	\$ (3,661,881)

Income Eligible Utilization - Overview



Income Eligible Child Care	Anticipated Placements	Current Placements	Difference	Percent Utilized
Voucher	21,665	18,578	3,087	85.8%
Contract	13,541	10,770	2,771	79.5%
Total	35,206	29,348	5,858	83.4%

Source:

- Voucher information based on CCRR weekly report for week ending 11/26/2021.
- Contract information based on contract utilization on 11/30/2021.

Income Eligible Utilization – Voucher Detail



CCRR	Voucher Allocation	Current Placements	Difference	Percent Utilized	Current Waitlist
Child Care Circuit (Northeast)	6,274	5,921	353	94.37%	4,264
Child Care Network (Cape & The Islands)	1,114	993	121	89.14%	272
Child Care Choices of Boston (Boston)	3,374	2,702	672	80.08%	2,649
Community Care for Kids/QCAP (Metro)	1,743	1,321	422	75.79%	1,084
PACE Child Care Works (Southeast)	3,466	3,188	278	91.98%	2,511
Child Care Resources (Central & Western)	5,694	4,453	1,241	78.21%	4,225
Total:	21,665	18,578	3,087	85.75%	15,005

Source:

- Voucher information based on CCRR weekly report for the week ending 11/26/2021.
- Waitlist information based on active children as of 11/30/2021

Income Eligible Utilization – Contract Detail



Region	Program Type Description	Slots Awarded	Slots Used	Flex Slots Used	Total Slots Used	Slots Open*	Percent Utilized	Current Waitlist
1	GSA - Infant to Pre-School	1,081	592.5	32	624.5	456.5	57.77%	1,438
	GSA - School Age	593	322	22	344	249	58.01%	852
	FCC - All Ages	295	232	108.5	340.5		115.42%	
Region Totals		1,969	1,146.5	162.5	1,309	705.5	66.48%	2,290
2	GSA - Infant to Pre-School	483	413	35	448	35	92.75%	909
	GSA - School Age	349	349	62	411		117.77%	542
	FCC - All Ages	562	530.5	208	738.5		131.41%	
Region Totals		1,394	1,292.5	305	1,597.5	35	114.60%	1,451
3	GSA - Infant to Pre-School	1,122	811	46	857	265	76.38%	2,899
	GSA - School Age	901	795	128	923		102.44%	1,355
	FCC - All Ages	748	680.5	308	988.5		132.15%	
Region Totals		2,771	2,286.5	482	2,768.5	265	99.91%	4,254
4	GSA - Infant to Pre-School	481	395.5	17	412.5	68.5	85.76%	1,277
	GSA - School Age	529	305.5	67	372.5	156.5	70.42%	672
	FCC - All Ages	423	361	73	434		102.60%	
Region Totals		1,433	1,062	157	1,219	225	85.07%	1,949
5	GSA - Infant to Pre-School	1,175	676.5	74.5	751	424	63.91%	1,812
	GSA - School Age	925	565.5	5	570.5	354.5	61.68%	890
	FCC - All Ages	451	347	3	350	101	77.61%	
Region Totals		2,551	1,589	82.5	1,671.5	879.5	65.52%	2,702
6	GSA - Infant to Pre-School	1,923	862	66	928	995	48.26%	1,449
	GSA - School Age	705	398	51	449	256	63.69%	910
	FCC - All Ages	795	753	74.5	827.5		104.09%	
Region Totals		3,423	2,013	191.5	2,204.5	1,251	64.40%	2,359
<i>GSA - Infant to Pre-School Total</i>		<i>6,265</i>	<i>3,750.5</i>	<i>270.5</i>	<i>4,021</i>	<i>2,244</i>	<i>64.18%</i>	<i>9,784</i>
<i>GSA - School Age Total</i>		<i>4,002</i>	<i>2,735</i>	<i>335</i>	<i>3,070</i>	<i>1,016</i>	<i>76.71%</i>	<i>5,221</i>
<i>FCC - All Ages Total</i>		<i>3,274</i>	<i>2,904</i>	<i>775</i>	<i>3,679</i>	<i>101</i>	<i>112.37%</i>	
Grand Total		13,541	9,389.5	1,380.5	10,770	3,361	79.54%	15,005
* Negative values have been removed from the "Open Slot" column since they are caused by EEC's current policy of unlimited flex and do not take away from the total number of slots still available.								

Source:

- Contract information based on contract utilization on 11/30/2021; Waitlist information based on active children as of 11/30/2021.

Income Eligible Utilization – Waitlist Detail



Region	Infant	Toddler	Preschool	School Age	Total
Region 1 - Western	379	589	470	852	2,290
Region 2 - Central	301	359	249	542	1,451
Region 3 - Northeast	916	1,047	936	1,355	4,254
Region 4 - Metro	367	512	398	672	1,949
Region 5 - Southeast	526	672	614	890	2,702
Region 6 - Boston	519	580	350	910	2,359
Total:	3,008	3,759	3,017	5,221	15,005

Source:

- Waitlist information based on active children as of 11/30/2021