

Recommendations to the 2023 Special Committee on Child Care Centers and Child Care Homes

Recommendations are compiled verbatim from testimony provided by organizations, stakeholders, and individuals during the September 26, 2023, meeting of the Special Committee. Some recommendations have been edited for clarity.

Children's Cabinet and Trust Fund - Melissa Rooker, Executive Director

- First, there are significant navigation challenges for both families and child care providers. This has been a recurring finding in each Needs Assessment over the last four years as well as the Early Childhood Transition Task Force Listening Sessions. Implementation of the current state-level early childhood structure results in unnecessary administrative burdens at the local level, well-meaning solutions designed in silos, and missed opportunities to maximize resources (as well as access to those resources) for both providers and families. Specifically:
 - The Kansas ECCE ecosystem is comprised of different funding streams across agencies. Families experience this mixed delivery system as a maze of services that is difficult to navigate. For providers, this means that you may be dealing with as many as three or four different agencies for oversight, payment, and service delivery.
 - Despite increased collaboration across state agencies, inadvertent constraints such as fiscal and regulatory differences result in a patchwork of silos, administrative practices, and time lags that impact efficient and effective ecosystem alignment. This includes overlapping requirements for similar services and lack of alignment in policies impacting a shared workforce.
 - Accountability across agencies remains fractured. Limited authority or processes exist to avoid unintended duplication, conflicting priorities, or ensure on-time cross-agency deliverables that meet the needs of the state.
 - The burden of provided systemic coherence flows down to the communities.
 - The work of the Task Force and several directives in our *All in for Kansas Kids* Strategic Plan center on doing better in this regard. Alignment shifts can set the stage for significant improvements in mitigating and even eliminating these long-standing navigation challenges. Effective implementation between state and community efforts, as demonstrated by the collaborative activities outlined above, will continue to be key.
- Second, the longstanding child care fiscal model is unsustainable. The limited revenue sources for child care pits outsized costs to families against meager wages for child care workers. Neither side comes out ahead and child care providers are expected to make a flawed business model work while delivering quality care to our youngest citizens during one of the most pivotal life stages. Specifically:
 - Public demand for high quality child care remains high, particularly in areas that have experienced job growth.
 - While wages have increased 6% for early childhood educators since 2019 - this amounts to only a \$0.71 increase or \$23,440 per year on average. It remains to be seen how much of this is tied to COVID-19 pandemic relief efforts.
 - Child care workforce shortages exist across Kansas, resulting in affordability and accessibility challenges for multiple demographic groups. Low-income families cannot afford care. Rural families have little to no options close by, particularly for infants. Those who work shift work such as health care workers and manufacturing workers can't find care that meets their non-traditional schedule. Many families experience multiple of these barriers.

- Low wages and lack of benefits continue to be a barrier to child care worker recruitment and retention. Child care providers are often competing with fast food and retail giants who have followed recent trends to raise wages to meet higher costs of living - a strategy unavailable to child care.
- Wages are the single largest expense for child care providers. Margins are not available to support either lowering costs for families or increasing wages for workers.
 - Recruiting and retaining the workforce to fill these gaps for working families - particularly as relief funding cliffs approach - must be a priority.

Kansas Early Childhood Transition Task Force - Cornelia Stevens, Co-Chair and Dr. Dan Wuori, Senior Director of Early Learning, The Hunt Institute

- Support public-private partnerships.
- Consolidate programs under one agency for easy navigation.
- Streamline the licensing process.
- Provide technical assistance and education.

Opportunity Solutions Project - Andrew Wiens

- Reducing regulations by relaxing staff ratios will let providers earn more money to pay child care staff and keep their doors open. Making the staff ratios and group size limits less strict will help parents 'go back to work' and help providers 'stay in business and meet community needs for child care.'
 - The Legislature should continue monitoring this issue and encourage the agency to relax ratios and group size limits in meaningful but reasonable increments. Allowing the same number of staff to watch additional children, if the provider so desires, could positively impact the number of available child care slots, staff wages, and potentially even affordability for families.

Child Care Aware of Kansas - Kelly Davydov, Executive Director

Child Care Aware of Eastern Kansas - Sara Elsen, Executive Director

Solutions for Kansas Families

Affordability is a key issue that impacts families' ability to access child care. We recommend a thorough review of Kansas' child care assistance program that considers the following:

- Opportunities to streamline and accelerate access for families, including:
 - 1) elimination of requirements to participate in child support recovery as a condition of receiving child care assistance,
 - 2) align eligibility determination processes with those of other programs and services (i.e. Medicaid, TANF, SNAP), and
 - 3) increase funding for overall administration of child care assistance to ensure the timely processing of applications for initial and ongoing eligibility.
- Enact presumptive eligibility for families to close the gap between application and access to child care assistance.
- Increase income eligibility for families seeking child care assistance to 450% of the Federal Poverty Level (FPL).
- Eliminate family copays for families at or below 175% of FPL with copays no higher than 3% of household income for families between 175% and 300% FPL.

Solutions for Licensed Child Care Providers

Child care providers face the daunting task of providing high-quality care that meets families' needs while maintaining viable business operations for themselves and their staff. We recommend a multi-pronged approach to solutions that includes the following:

- Maximize Revenue and Reimbursement Options
 - Revise administration of the Child Care Assistance program so that child care providers receive reimbursement directly from the State of Kansas. This will allow the state to presumptively pay child care providers and reduce the burden on providers of collecting reimbursement from families.
 - Develop and implement a plan to reimburse child care providers participating in the Child Care Assistance Program at 100% of the cost of quality (not the market rate, which reflects what families can afford to pay).
 - Utilize state funding to reimburse all child care programs participating in the Child and Adult Care Food Program (CACFP) at the Tier 1 rate (the highest rate of reimbursement).
 - Provide financial incentives for the provision of specialty child care options (care for infants and toddlers, children with special health care needs, and nontraditional hours of care) via contracts and/or grants to child care providers.
- Comprehensive Review of Licensing
 - Collaborate in the evaluation and restructuring of the child care license surveying system to ensure consistency and reduce costs to providers.
- Recruitment, Retention, and Compensation of the Child Care Workforce
 - Invest in financial incentives to recruit new child care professionals to the workforce and stimulate the creation of new child care businesses. This may include grants to cover business start-up costs, minor facility improvements/renovations, and cover salary and other fixed expenses while new child care programs work toward full enrollment.
 - Invest in wage supplements, scholarships, and professional development opportunities that build a pipeline of qualified, well-prepared, and adequately compensated child care professionals. We recommend expansion of existing programs that provide scholarship and wage stipends, or model national programs such as T.E.A.C.H and WAGE\$.
 - Invest in opportunities for child care programs to access and offer employment benefits such as health insurance and retirement. Specifically, we recommend subsidizing ACA Insurance Marketplace premiums for providers enrolled in child care assistance.
- Invest in Child Care Business Operations and Quality
 - Invest in the creation and sustainability of shared services networks and/or child care cooperatives, including provision of child care management software systems that streamline administrative and fiscal management for child care programs. We further recommend investing in systems that facilitate bulk purchasing, substitute pools, and shared access to employment benefits (i.e. retirement) for participating child care providers.
 - Invest in coaching and technical assistance for child care providers, such as mental health coaching, business consultation, child care health consultation, and inclusion practices.

Solutions for Communities

- Invest in grants for communities that are creating new or expanding existing child care programs, such as the Child Care Accelerator and Child Care Community Partnership grants.
- Promote utilization of the Employer Child Day Care Tax Credit.
- Support or facilitate use of state administrative data (for example, inclusion of child care assistance data via the Early Childhood Data Trust) for state and local program and

policy decision-making. Specifically, we recommend collecting and reporting disaggregated demographic data at both the child/family and provider levels.

Kansas Action for Children - John Wilson, President

With increased state investment, Kansas could make high-quality care more accessible and affordable for families by:

- Enacting presumptive eligibility for child care assistance.
- Increasing the income eligibility for child care assistance from 250% to 450% of the Federal Poverty Level (FPL).
- Eliminating copays for families at or below 175% of FPL, and capping copays for families between 175% FPL and 300% FPL at 3% of their household income.
- Hiring additional staff support targeted outreach and timely enrollment in child care assistance.
- Enacting a universal application to streamline enrollment in work and family support programs, such as WIC, TANF, SNAP, and child care assistance.
- Removing the child support cooperation requirement for child care assistance eligibility.

With increased state investment, Kansas could support licensed child care providers by:

- Making child care assistance payments directly to providers, rather than through parents.
- Paying 100% of the cost of quality child care to providers participating in the child care assistance program.
- Subsidizing ACA Insurance Marketplace premiums for child care providers enrolled in the child care program.
- Providing financial incentives for the provision of specialty child care options, such as infants and toddlers, children with disabilities, non-traditional hour care, and other specialized circumstances.
- Providing stipends to support provider recruitment and startup expenses.
- Investing in scholarships, professional development, and wage supplements to recruit, retain, and develop child care professionals.
- Funding shared services networks and a statewide child care management software system.
- Funding bulk purchasing programs for child care providers.
- Increasing funds for current coaching and technical assistance models.
- Utilizing state funds to support Child and Adult Care Food Program reimbursement at the Tier 1 rate.
- Evaluating and restructuring the child care licensing surveying system to ensure consistency and reduce costs to providers.
- Funding substitute pools for child care providers.
- Funding one or more pilot programs for child care cooperatives.
- Funding professional associations and peer networks to bring provider voices into decision-making.

With increased state investment, Kansas could support communities by:

- Maintaining the Child Care Accelerator grant program, which helps build new child care facilities.
- Expanding the types of disaggregated demographic data collected for child care assistance and licensing, including child and provider data.
- Funding a marketing campaign to encourage utilization of the Employer Child Day Care Tax Credit.

AT Home Play School - Tiffany Mannes, Owner, Vice President Child Care Providers Coalition

- Allowing multiple providers to have a more equitable number of children would not only open more spots for children almost immediately, but it would also help many providers who are struggling to stay open.

Baker Daycare - Mary and Mel Baker, Owners

- We ask that you allow for agencies within the government to operate without everything in 'law' regulations so adaptations and variations can exist or can be in effect for a short time that can impact positively on efforts to correct, change, remove, and improve the current situations that are barriers and problems.

Happy Campers Montessori School and Child Development Center - Amy Powers, Owner/Director

- Increased tax credits to help families pay for child care.
- Providing small business owners with tax credits to help subsidize their employee's child care costs, especially small business owners who can't afford other plans.
- Providing affordable medical insurance for child care providers.
- Providing incentives for folks to not only open child care facilities, but also maintain them and pay more competitive salaries.
- Grant for innovative ideas in the realm of early childhood.

Americans for Prosperity Kansas - Elizabeth Patton, Kansas State Director

- Streamline Licensing Procedures: Simplify and standardize the licensing process for child care providers to reduce administrative burdens and expedite the opening of new child care centers.
- Enhance Flexibility: Review and modify regulations to allow child care providers to offer flexible hours and services to accommodate the diverse needs of working parents.
- Promote Innovation: Encourage innovative approaches to child care delivery, such as partnerships between schools and child care providers, to expand access and reduce costs.
- Regular Review: Establish a regular review process for existing regulations to ensure they remain aligned with the evolving needs of families and communities.

Cox Machine, Inc. - Lezley Hazleton, Chief Financial Officer

- Child Day Care Assistance Credit for Employers - There are clear guidelines for each type of credit amount, but the caps for the credit clearly demonstrate a lack of understanding of the true cost of child care. A large child care provider estimates between \$10 million to \$12 million to establish a new day care facility.
- We need a public-private partnership which endeavors to fund the changes to the child care model necessary to provide appropriate care to our children and allows people to return to work without worrying about their children.

Barnes Child Care - Emily Barnes, Owner

- I have spent the past 4 years advocating for family child care providers and I ask you to consider how your actions and decisions affect safety, effectiveness, and professionalism. It feels really good to be part of positive work that leads to tangible results for others. However, when we push forward agendas that ignore these concepts we put people at risk. We don't need more kids in care, we need more caregivers for our kids.

- We can, and should, discuss more effective ratio numbers, but please respect that a tenet of early childhood care and education involves lower ratios to help children stay safer and learn better.
- The work we push forward needs to be effective and sustainable. Moving regulations from our handbook into statute will not benefit families or providers long term. Families and providers need to be included in policy creation in an effective manner.
- Please recognize that you have influence over policy efforts that will sustain our work longer term than moving regulations into statute. Last spring, a helpful tax credit bill for early childhood professionals was introduced only to be stranded in committee. You also have the ability to support positive budgetary measures to offset the financial burden that quality care places upon child care business owners.

Kansas Alliance of Boys & Girls Clubs - Lance Patterson, CEO, Boys and Girls Clubs of Hutchinson

- We have continuing concerns with the application of fire codes in facilities. Clubs are frequently confused and frustrated with unclear regulatory requirements, such as application of maximum occupancy rates for school facilities they operate in that are also used as out-of-school-time classrooms.
- At the state and federal regulatory level, Clubs have been participating in pilot electronic fingerprinting processes by KDHE. We strongly support efforts to streamline the process, increase the number of testing sites, and reduce periods for approval. We welcome the opportunity to discuss ways to avoid duplicative background checks and fingerprinting requirements.
- Regarding TANF, the Alliance is preparing a proposal. We are concerned and have expressed our concern that the role of the Clubs has always been to provide out-of-school care for youth so that parents can work and provide for their families. While the Clubs have offered programs that directly support the larger family unit, including assuring youth care while parents are working, we are uncertain that this level of support is sufficient under the new model. KDCF has provided strong support for the work of the clubs, and we hope it will continue. We will keep the legislature apprised of process in the next few weeks.

Johnson County Department of Health and Environment - Eldonna Chesnut, Division Director of Child Care Licensing

- Child care capacity – it is important to continue to support existing providers as well as to help continue to add new providers. Child care providers were blessed with much supplemental funding over the past few years but with that going away there is the need to identify how to continue to support them. If we lose current providers even if adding new providers there will not be an advancement in overall capacity. Proposed child care regulation updates provide options for increased flexibility for homes and centers.
 - Additionally, just because new slots are added doesn't add more staff. Existing facilities are struggling to find and maintain staff so adding slots will not necessarily guarantee increased availability of new child care options.
- Staffing requirements – it is important to have staff that have foundational knowledge of child development, basic health and safety (such as CPR, First Aid and Safe Sleep), supervision, appropriate discipline etc., before placing them in total responsibility for other people's children. Adequately trained staff can help to reduce the inappropriate actions taken by staff.
- Reduction of barriers - allowing the work of barrier reduction to occur in groups such as the state GOTEAM and the Early Childhood Recommendations Panel should make a

large impact on zoning restrictions, and other local code issues. This will allow more flexibility than placing measures in statute.

El Centro, Inc. - Dr. Amanda Vega-Mavec, Vice President of Programs

- Subsidies that allow programs to keep costs low while raising wages would be transformational as would state-supported options for benefits and retirement plans. Such actions would elevate the profession and draw more people into a career that is necessary for the good of our society and economy.

Wichita Regional Chamber of Commerce - Nathaniel Blank, Member

- One opportunity we recognize is to consider changes to overly restrictive regulatory burdens that add to the problem, such as ratio requirements, staff training requirements, licensure fees, and inspections.

Happy Hearts Daycare/CCPC - Melissa Bowles, Owner

- Having benefits for providers to participate in as DCF partners would mean that more providers would contract with DCF to provide care for lower income families. Currently, providers choose not to accept state subsidy because of the added paperwork and stress that dealing with DCF causes them.
- Additionally, our new providers need to be walked with as they learn how to adjust to the child care field. Mentorship is a positive way to retain providers in this field. Once again though this can only be obtained by paying veteran providers to mentor new providers.
- We have to start supporting our providers and helping them receive a livable wage while not jeopardizing the safety of the children in our state. Please leave these regulations out of statute and allow us to continue the push the state agencies responsible for these regulations to do better for Kansas kids, families, and providers.

Thrive Allen County/Zero to Thrive Project - Logan Stenseng, Policy Coordinator

- We recommend increasing eligibility for child care assistance up to 450% of the federal poverty level (FPL) for family income and eliminating cost-sharing for families earning under 175% of FPL.
- We recommend paying providers directly for children enrolled in their care.
- We also recommend simplifying the enrollment process for families by eliminating unnecessary paperwork and streamlining the enrollment process, as well as utilizing presumptive eligibility for families.
- We recommend funding programs to provide bonus payments to child care workers for longevity and degree completion, tied to the new early childhood educator career pathway under development in Kansas.
- We recommend exploring how to expand health care/retirement benefits to early childhood educators in order to improve our state's ability to recruit and retain this vital workforce.
- Innovative solutions like providing grants for infants and toddlers, children with disabilities, non-traditional hour care, rural care, and other specialized circumstances would enable child care providers to expand their services to meet the community's needs. The goal of these grants should not only be to expand types of needed child care across Kansas, but to learn from these funding opportunities and to develop concrete and sustainable solutions for the system of child care in Kansas.

Child Start, Inc. - Tanya Bulluck, Executive Director

- Increase funding and resources for child care providers to improve wages and working conditions. This can help attract and retain qualified professionals in the field, ensuring the quality of care.
- Invest in and expand access to high-quality preschool programs, including state-funded pre-K initiatives. Quality early childhood education can have a long-term positive impact on children's development and school readiness.
- Review and streamline child care licensing and regulation processes to maintain safety standards while reducing barriers for potential providers. This can help address provider shortages and increase access to child care options.
- Foster partnerships between public and private sectors to create more child care facilities. Incentivize businesses to invest in on-site child care or support local child care initiatives.
- Support community organizations and initiatives that aim to expand access to child care. These may include co-op child care arrangements or community-based child care centers.
- Help launch public awareness campaigns to educate parents, employers, and policymakers about the importance of quality child care and the benefits it brings to both children and the workforce.

Googols of Learning Child Development Center - Amy Gottschamer, Executive Director

- Paying child care subsidies directly to child care providers based on enrollment to allow for staff to provide high-quality care and education while receiving a fair wage.
- Subsidize ACA Insurance Marketplace premiums for providers enrolled in child care subsidy.
- Creating work environments that promote wellness.
- Fund scholarship and professional development programs, such as T.E.A.C.H and WAGE\$.
- Mental health coaching and hiring floaters and subs to address the high-stress nature of the job.
- P.S.A.s to change public perception and raise respect for the field.

The Family Conservancy - Paula Neth, President and CEO

Solutions for Kansas Families

Affordability is a key issue that impacts families' ability to access child care. Through Start Young, we have found that by making some minor adjustments to child care subsidy, we can empower families to build stability and provide better environments for their children during the critical early developmental period. We recommend a thorough review of Kansas' child care assistance program that considers the following:

- Opportunities to streamline and accelerate access for families, including:
 - Eliminating of requirements to participate in child care support recovery as a condition of receiving child care assistance,
 - Aligning eligibility determination processes with those of other programs and services (i.e. Medicaid, TANF, SNAP)
 - Increasing funding for the overall administration of child care assistance to ensure the timely processing of applications and eligibility redetermination.
- Enact presumptive eligibility for families to close the gap between application and access to child care assistance.
- Eliminate family copays for families at or below 175% of the Federal Poverty Level (FPL) with copays no higher than 3% of household income for families between 175% and 300% FPL.

Solutions for Licensed Child Care Providers

Child care providers are small businesses and face the daunting task of providing high-quality care that meets families' needs, while maintaining viable business operations for themselves and their staff. We recommend a multi-pronged approach to solutions that includes the following:

- Maximize Revenue and Reimbursement Options
 - Revise administration of the Child Care Assistance program so that child care providers receive reimbursement directly from the State of Kansas. This will allow the state to presumptively pay child care providers, reduce the burden on providers of collecting reimbursement from families, and support the stabilization of business operations for child care providers; all the while, possibly also decreasing the administrative burden to the State.
 - Develop and implement a plan to reimburse child care providers participating in the Child Care Assistance Program at 100% of the cost of quality (not the market rate, which reflects only what families can afford to pay).
 - Provide financial incentives for the provision of specialty child care options (care for infants and toddlers, children with special health care needs, and nontraditional hours of care) via contracts and/or grants to child care providers.
 - Utilize state funding to reimburse all child care programs participating in the Child and Adult Care Food Program (CACFP) at the Tier 1 rate (the highest rate of reimbursement).
- Recruitment and Retention of the Child Care Workforce

A robust early care and education workforce is at the heart of any solution to stabilize the child care sector, and compensation is pivotal to that end. Through our Start Young salary supplements and professional development support, our current retention rate of teachers receiving supplements is 81% (Dec 22-June 23). We recommend the following to support the workforce:

- Invest in financial incentives to recruit new child care professionals to the workforce and stimulate the creation of new child care businesses. This may include grants to cover business start-up costs, minor facility improvements/renovations, and cover salary and other fixed expenses while new child programs work toward full enrollment.
- Invest in scholarships and professional development opportunities that build a pipeline of qualified, well-prepared child care professionals. We recommend expansion of existing programs that provide scholarship and wage stipends, or model national programs such as T.E.A.C.H and WAGE\$.
- Create and invest in opportunities for child care programs to access and offer employment benefits such as health insurance and retirement. Specifically, we recommend subsidizing ACA Insurance Marketplace premiums for child care providers enrolled in child care assistance.
- Invest in Child Care Business Operations and Quality
 - Invest in the creation and sustainability of shared services networks and/or child care cooperatives, including the provision of child care management systems that streamline administrative and fiscal management for child care programs. We further recommend investing in systems that facilitate bulk purchasing, substitute pools, and shared access to employment benefits (i.e. retirement) for participating child care providers.
 - Invest in coaching and technical assistance for child care providers, such as mental health coaching, business consultation, child care health consultation, and inclusion practices.

Janelle's Daycare - Janelle Irwin, Owner

- Adjusting the definition of "infant" for different providers - Day care centers have recently been changed to consider infants 0-12 months. For home providers, infants are still considered 0-18 months.
- I feel adjusting staff-to-child ratio by allowing providers to have more kids is not the answer either. Not only is it more of a workload for the provider, there is a huge safety factor for the children and the provider.

United Methodist Health Ministry Fund - David Jordan, President and CEO

- We are concerned about the additional focus on regulations. The changes will not improve the center's financial viability and will jeopardize child safety as well as make it tougher to recruit and retain qualified child care workers.
- To make child care more affordable, we recommend increasing eligibility for child care assistance up to 450% of the FPL for family income and eliminating cost-sharing for families earning under 175% of FPL. By utilizing child care assistance to make care more affordable, we can access federal dollars rather than just relying on state funds.
- We would also recommend making it easier for providers and parents to navigate the child care system. Specifically, we would recommend paying providers directly for children enrolled in their care, just as we pay health care providers, and simplifying the enrollment process for families by eliminating unnecessary paperwork and streamlining the enrollment process as well as utilizing presumptive eligibility.
- To support providers and to address workforce challenges, we would recommend funding grant programs to provide bonus payments to child care workers for longevity and degree completion.
- We would also recommend creative funding to make it possible for child care workers to obtain health insurance, including funding to subsidize child care workers purchasing health insurance on the marketplace.
- Likewise, there could be an exploration of how to support retirement benefits for providers.
- Innovative solutions like providing grants for infants and toddlers, children with disabilities, nontraditional hour care, and other specialized circumstances can make it easier for child care providers to expand their services.
- Similarly, small investments like supporting shared services across providers and bulk purchasing programs can bring down costs for providers.
- Investments in technology can improve efficiency in building, college, and revenue management.
- We encourage continued funding of the Child Care Accelerator grant program and support of innovative programs that reduce barriers to starting programs, like the Child Care Go Team.
- We also encourage building collaboration with business and philanthropy to fund innovative public-private partnerships that strengthen the system.

Letter from child care providers, businesses, and community partners of child care providers - Signed by 68 organizations and 46 individuals

Solutions for Families

- We can make child care more affordable for families by directing more resources to child care and early learning programs. We recommend increasing eligibility for child care assistance up to 450% of the FPL for family income and eliminating cost-sharing for families earning under 175% of FPL.
- We recommend helping providers and parents to navigate the child care system. Specifically, we recommend paying providers directly for children enrolled in their care,

just as we pay health care providers. We also recommend simplifying the enrollment process for families by eliminating unnecessary paperwork and streamlining the enrollment process, as well as utilizing presumptive eligibility for families.

- In addition to eliminating harmful administrative barriers for families and providers to participate in the child care assistance program, state leaders should work with stakeholders to build a comprehensive mechanism to finance child care.

Solutions for Child Care Providers

- To support providers and to address workforce challenges, we recommend funding grant programs to provide bonus payments to child care workers for longevity and degree completion. We also recommend creative funding to help child care workers to obtain health insurance, such as through funding to subsidize child care workers purchasing health insurance on the marketplace. Likewise, we recommend exploration of how to support retirement benefits for providers.
- Innovative solutions like providing grants for infants and toddlers, children with disabilities, nontraditional hour care, and other specialized circumstances would enable child care providers to expand their services. Similarly, small investments like supporting shared services across providers and bulk purchasing programs can bring down costs for providers.

Solutions for Communities

- To continue to support community-based solutions, we encourage continued funding of the Child Care Accelerator grant program and support of innovative programs that reduce barriers to starting programs, like the Child Care Go Team.