



Commonwealth of Massachusetts Department of Early Education and Care

The Boston Foundation

December 3 2021



EEC Programs and Services Overview

Support Directly to Families

- Subsidized child care tuition-reimbursement for eligible families
- Information and referrals to resources
- Education-based home visiting supports
- Coordinated Family and Community Engagement grants to support community collaboration and services to families

Oversight and Support to Early Education and Care, Out of School Time, and Residential and Placement Programs

- Funding for services through contracts
- Licensing, monitoring, and investigations of non-parental care settings
- Background Record Checks for all workforce
- Quality Rating and Improvement System (QRIS)
- Mental Health Consultation
- Targeted grants
- Management of the Family Child Care System network

Training and Support for Educators

- Professional Development- “Strong Start” network of qualifying professional services for the workforce
- Teacher qualification standards and approvals
- Teacher supports and coaching
- Higher education scholarships

Cross-Department Collaboration

- Department of Elementary and Secondary Education
- Department of Higher Education
- Department of Children and Families
- Department of Mental Health
- Department of Youth Services
- + Others





EEC Role, Oversight and Appropriations

\$761M in expenditures in FY21

EEC has **comprehensive oversight** for the early education and child care sector – including licensing and monitoring, Background Record Checks, investigations, and quality improvement. EEC also supports educator qualifications, higher education access, credentialing, and professional development, and provides direct services to families for subsidized tuition and parent education and referral support.

**Approximately 63% of EEC funding is from federal sources.
Almost 78% of total budget is for tuition subsidies.**

| Line Item | Description of Purpose and Investment | FY21 |
|---|---|---------------|
| Administration | Staffing & administration for 6 regional offices | \$5,880,482 |
| Quality Supports | Coaching, TA, and other quality efforts for providers | \$24,787,909 |
| Access Management | Child care resource and referral, parent hotline | \$10,392,382 |
| Subsidy Investments | Tuition subsidies for up to ~48,000 children 0-14 to enroll in child care | \$581,862,522 |
| Grants to Head Start | Grants to all Head Start programs to help meet their non-federal matching requirements | \$14,981,312 |
| Commonwealth Preschool Partnership Initiative | 9 communities, for partnerships between School Districts and Child Care Providers | \$5,356,647 |
| Mental Health Consultation | Coaching and TA to programs | \$2,370,878 |
| Community and Family Engagement | Network of 88 community collaboratives focused on parent resources and supports | \$14,330,161 |
| Higher Education- Career Pathways | Underwrites educator participation in credit-bearing coursework at state community colleges | \$8,015,047 |
| COVID-Related/One-Time Expenditures | Ex. CARES ACT, Workforce, and Facility grants; mobile testing, PPE | \$96,591,631 |
| Additional Earmarks, as appropriated | Legislative priorities or initiatives appropriated on an annual basis | \$2,200,000 |

Beginning in FY22, ECC began distributing monthly operational grants to licensed programs using federal funding.

EEC's 2020-2025 Strategic Action Plan

Children, Youth, Families



Children are on track for success in school and to reach their full potential. Their families are empowered to work, build their skills, and attain economic mobility while supporting their children's education and development.

Educators



The early childhood and out-of-school time workforce is professionally prepared, well supported and compensated, and culturally and linguistically representative of the population it serves.

Programs



Programs will increase their sustainability, engage in continuous quality improvement, and promote high-quality education and healthy development among children and youth.

System



To efficiently and effectively steward public investments in early education and care with utmost integrity, transparency and accountability to the people of Massachusetts.





System-Wide Capacity Summary

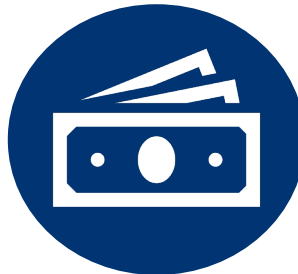
| Region and Type | # programs pre-COVID | # programs open October 8 th | % of pre-COVID |
|--------------------------|----------------------|---|----------------|
| 1 – Western FCC | 873 | 720 | 82% |
| 1 – Western GSA | 394 | 382 | 97% |
| 2 – Central FCC | 1157 | 984 | 85% |
| 2 – Central GSA | 522 | 489 | 94% |
| 3 – Northeast FCC | 1296 | 1094 | 84% |
| 3 – Northeast GSA | 675 | 660 | 98% |
| 5 – Southeast & Cape FCC | 938 | 821 | 88% |
| 5 – Southeast & Cape GSA | 614 | 576 | 94% |
| 6 – Metro Boston FCC | 1066 | 947 | 89% |
| 6 – Metro Boston GSA | 687 | 644 | 94% |
| | 8,222 | 7,317 | 89% |

Access to Child Care is Critical for Working Families

- Married with child under 6: 93.4% of fathers in labor force vs. 65.8% of mothers
- Married with children ages 6-17: 91.4% of fathers in labor force vs. 75.4% of mothers



In surveying of 420 MA employers, 75% are concerned about sustaining their female workforce



MA female employment rate remains 5.7% lower than pre-pandemic, compared to 1% for male workers (EOLWD)

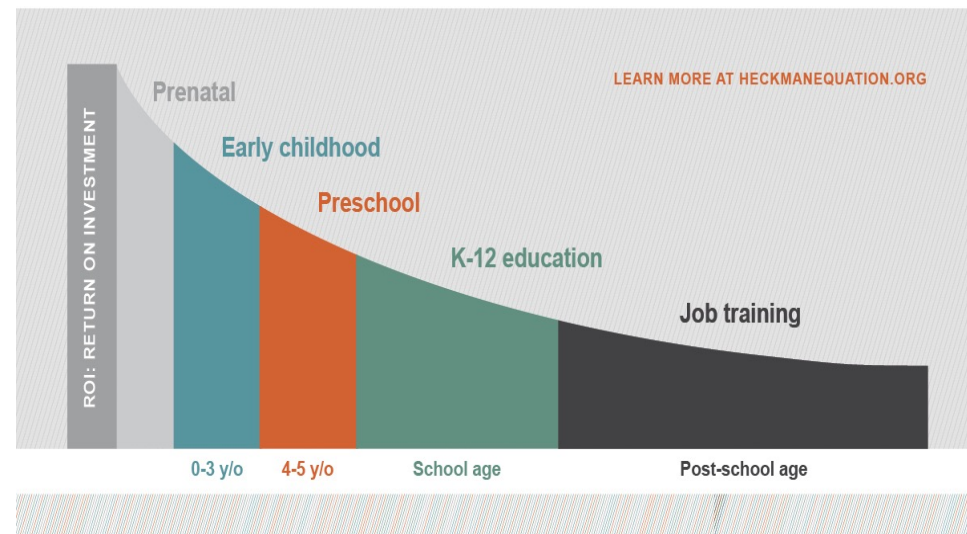


Women in MA earn 83 cents for every dollar earned by men (OEE)

We know early education and care also fuels opportunity

- Relationships with caring, responsive adults and early positive experiences build strong brain architecture for children
- Significant stress from ongoing hardship or threat (e.g., exposure to violence, extreme poverty, or maltreatment) disrupts the biological foundations of learning, behavior, and health, with lifelong consequences
- Providing the right ingredients for healthy development, including protective factors that can counterbalance the effects of adversity *from the start* produces better outcomes than trying to fix problems later

Heckman | Return on Investment
Economic impact of investing in early childhood learning.



Early education and care also has economic impact

Capacity *and* quality rely on a qualified, abundant workforce

The workforce is diverse, needs sustainable wages, and desires career advancement: A pre-COVID survey of educators conducted by UMass Boston in 2019 found:

- Strong workforce diversity overall, but diversity decreases at higher levels of salary and credential
- 1 in 5 in the workforce is the sole earner and almost half reported dependents in their households
- ECE professionals are highly motivated to pursue degree programs and advance their education, but need support in their primary language, flexibility in options and schedule, and access to mentoring, coaching, and academic advising – as well as concentrated efforts to overcome racial disparities in access to education.



What does the workforce need?

Who is the MA early education and care workforce?

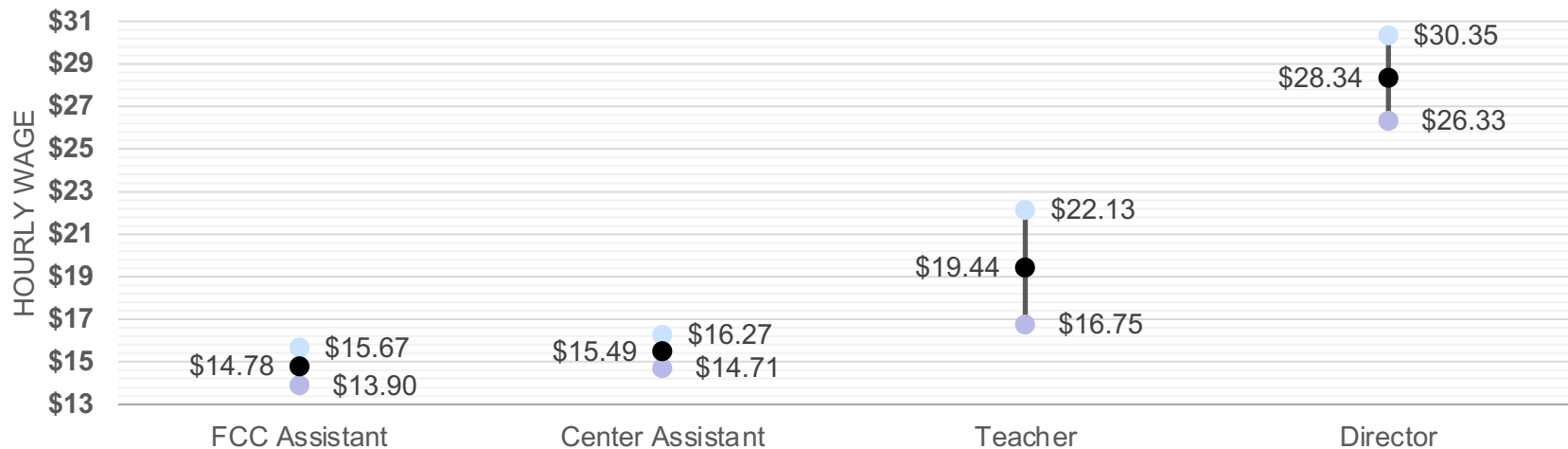
- 92% female
- 32% people of color, compared to 22% in state
- 47% hold more than HS degree
- Salaries 30% lower than public preschool teachers



Child Care Compensation is a Limiting Factor

Workforce Compensation Context

- Recent staffing levels among child care businesses were at 85% of original projections, indicating significant workforce shortages
- Employment experts (including MassHire Boards) have expressed concerns about recruiting to child care industry due to low wages and limited room for advancement



Self-reported salary data shows persistent compensation challenges

Ranges for **Assistants** currently fall below MA minimum wage targets on low end.

Mean is below for home based and just slightly above for center based.

High/low spread limited – little incentive to progress..

Mean for **Teachers** is just below \$20 an hour.

Bridge from assistant high to teacher low offers little incentive to advance.

Teacher and **Director** salaries show more range – indicating some room for advancement.

Creating an Adequate Pipeline of Educators

EEC Initiatives:

EEC Educator Credential is intended to establish clear career pathways for the workforce.

EEC Initiatives:

Business cohorts for child care business owners, including coaching

Workforce and Stabilization Grants designed to target investment in educator compensation and hiring incentives



EEC Initiatives:

Career Pathways grants, scholarships, cohorts for coursework

EEC Initiatives:

Work through MassHire Boards, Neighborhood Villages, Commonwealth Corps partnership to address recruitment and hiring challenges

The Work Ahead: Support Educators, Grow Career Pathways



EEC Goal: the early childhood and out-of-school time workforce is professionally prepared, well supported, adequately compensated, and culturally and linguistically representative of the population it serves.

Compensation Investment



Leverage operational grants to:

- Identify and track system-level compensation drivers
- Invest and incentivize compensation increases

Access to Coursework



Targeted investments in higher education and professional development; improve navigation resources connecting educators to supports that meet their needs

Professional Registry



Unified educator record containing all qualifications, BRC status, and other pertinent information; provide streamlined processes for educators and support more efficient program operations

Workforce Partnership



Grow the workforce pipeline through targeted partnerships with the Workforce Skills Cabinet, Mass Hire Boards, other career navigation supports, etc.

Credential



Stackable, transferable credential creates clear, to ensure accessible workforce pathways validate increased expertise and correlate with salary expectations

Pgm. Stability & Quality



Grow capacity of the field to build career trajectory for educators:

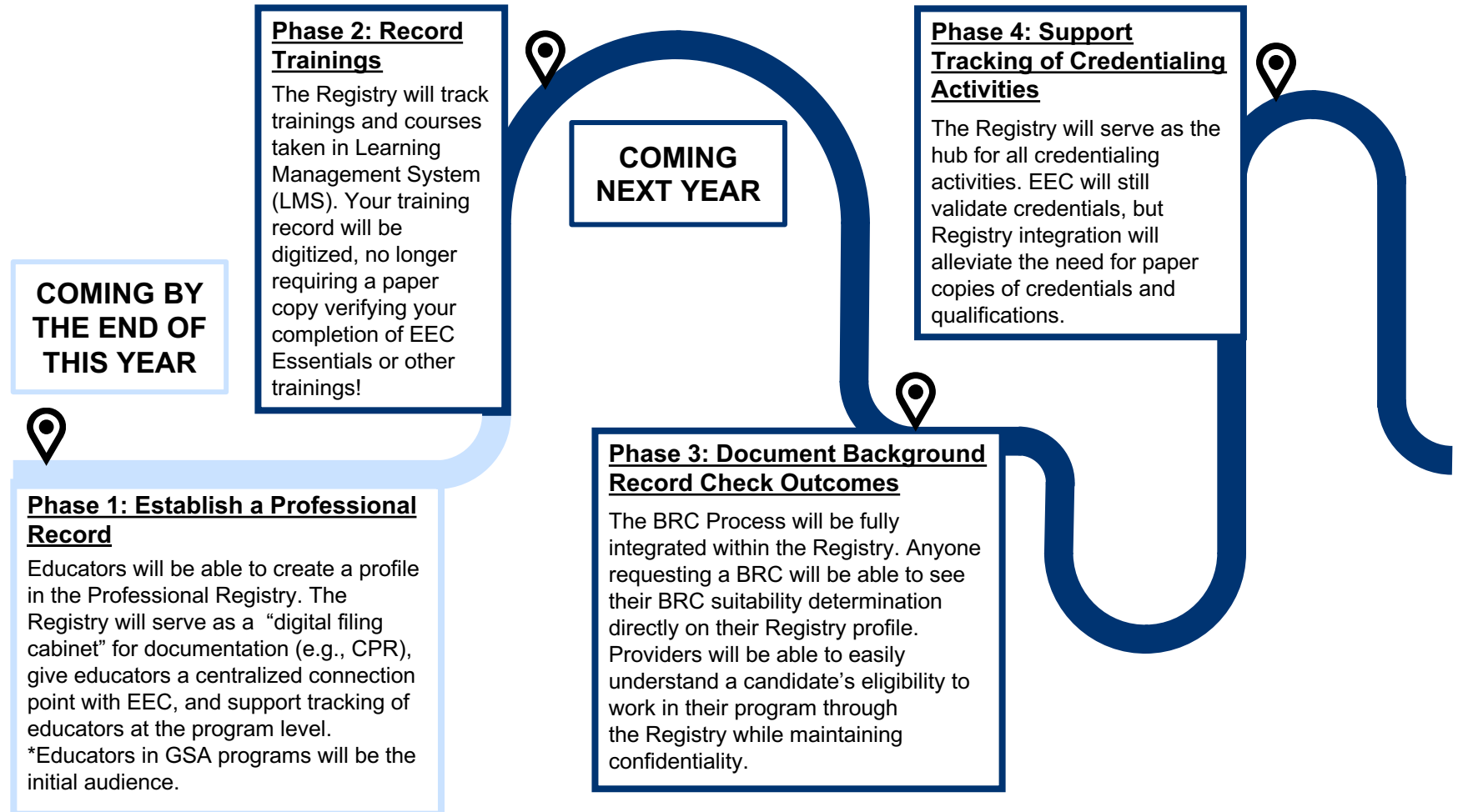
- Build employers capacity to attract new recruits to the field
- Build the leadership resources to ensure stability and sustainability of private businesses and non-profits across the Commonwealth

Investments in stable, sustainable employers + Pipelines of highly qualified and well-supported educators = Affordable access to high quality care for families



Proposed EEC Professional Registry Road Map

The Professional Registry will be a 'one stop shop' for training documentation, Background Record Checks, and credentialing. The Registry provides educators a direct connection with EEC throughout their employment.



By creating a Professional Registry Profile in Phase 1, educators and providers will be able to utilize the Registry's increasing functionality throughout the phases

Thank you for having us!

Questions?