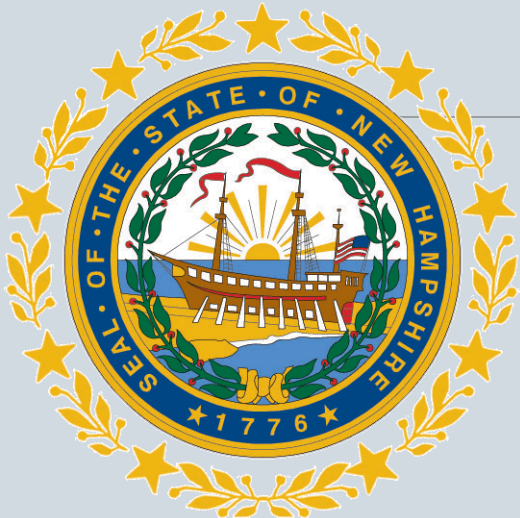


# **The State of New Hampshire Child Care Webinar Series**

## **Session One: Workforce and Market Rates**

**A NEW HAMPSHIRE DEPARTMENT OF HEALTH AND HUMAN SERVICES WEBINAR  
HOSTED BY CHILD CARE AWARE OF NEW HAMPSHIRE  
Wednesday, October 13, 2021 5:30 - 7:00 PM**



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**We will begin promptly at 5:30 PM**

# Hello! And a few logistics

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## **How things will work on the call:**

- Everyone is muted so we can all hear well
- If you are having any difficulty please email Emma at [eccp@dhhs.nh.gov](mailto:eccp@dhhs.nh.gov)

## **To ask questions, make comments or share your ideas:**

- If you are on a computer, use the Zoom Chat
- If you are participating by phone, send an email to: [ccrrtraining@snhs.org](mailto:ccrrtraining@snhs.org)

## .....And a few more logistics

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**To get professional development hours for this evening's call:**

- If you are on a computer, write the name of your program and your full name(s) in the Zoom Chat
- If you are participating by phone, send an email to [ccrrtraining@snhs.org](mailto:ccrrtraining@snhs.org) with the name of your program and your full name(s)

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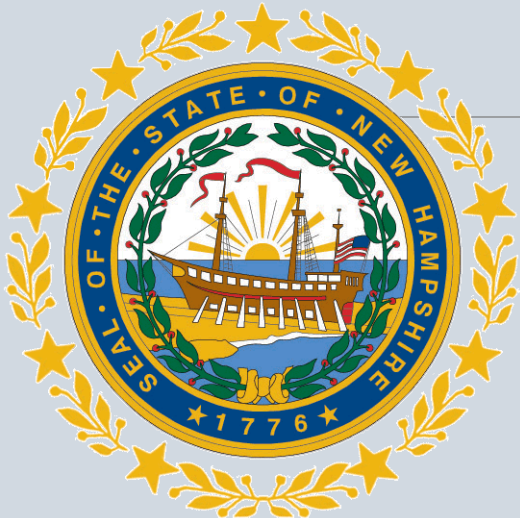


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**This PowerPoint, FAQ, and recording of  
the call will be posted at:**

<https://www.nh-connections.org/covid-19/financial-resources/>





Welcome and Webinar Overview

# Our Presenters for Today

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- Karen Hebert, Division Director, NH Division of Economic and Housing Stability (DEHS)
- Debra Nelson, Bureau Chief, DHHS/DEHS, Bureau of Child Development and Head Start Collaboration (BCDHSC)
- Dianne Chase, Assistant Bureau Chief, BCDHSC
- Ben Hoffman, Policy Specialist, BCDHSC
- Michael and Isabella Kalinowski, Researchers – Market Rate Survey and Report
- Support Team Today – Emma Heath Salerni and Claudette Mallory, BCDHSC



# Today's Agenda

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- Greetings and Introduction
  - Logistics
  - Presenters
- Welcome
- Series Overview and Goals
- Market Rate Survey
- Changes/Initiatives Related to Market Rates
- Workforce Study – Philanthropy & State Partnerships
- Child Care Workforce
- Closing remarks





# Our Goals for Today

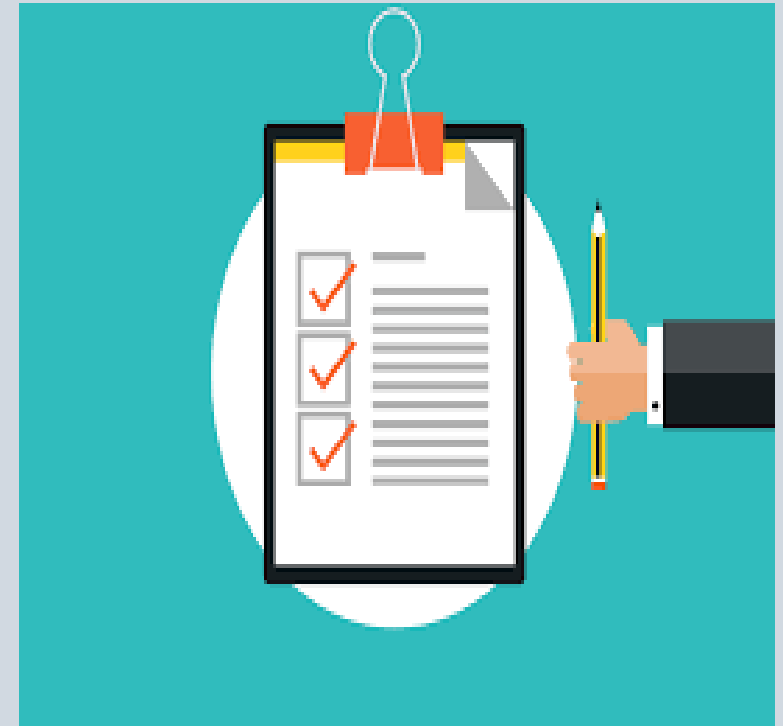
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- Preview the new State of New Hampshire Child Care Webinar Series
- Review the 2021 Market Rate Survey
- Share information on determining market rates now and in the future
- Share high-level information on the workforce gathered to date and plans for the future
- Explore workforce Initiatives

# Market Rate Survey and Report

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Michael Kalinowski



# 2021 NH CHILD CARE MARKET RATE SURVEY

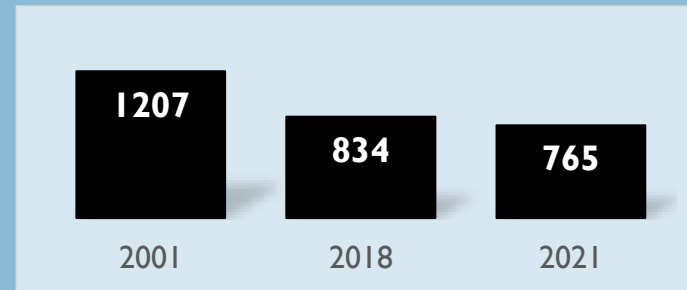
## SELECT FINDINGS

Michael, Fanny, & Isabella Kalinowski

## TRENDS

- **Number of Programs Continues to Decline**

- 2001      1207
- 2018      834
- 2021      765



- **50% Offered parents choice of full or part day**
- **28% are Licensed Plus & 10% NAEYC Accredited**
- **50% received CCDF Scholarships**

## **CENSUS REPORTS: A GLIMPSE INTO THE FUTURE**

- **Largest population increases: Belknap, Rockingham, Strafford Counties (+6%). Coos only county to lose population (-5%)**
- **Increased ethnic diversity: Percentage of non-white kids in Manchester is 43% and in Nashua 45%**
- **Both affect program planning and staff training.**

<b>FT WEEKLY RATES</b>	<b>AVERAGE</b>	<b>50<sup>TH</sup> PERCENTILE</b>	<b>75<sup>TH</sup> PERCENTILE</b>
<b>Infant</b>	<b>\$259.96</b>	<b>\$255.00</b>	<b>\$289.00</b>
<b>Toddler</b>	<b>\$241.01</b>	<b>\$240.00</b>	<b>\$265.00</b>
<b>Preschool I</b>	<b>\$219.00</b>	<b>\$210.00</b>	<b>\$243.00</b>
<b>Preschool II</b>	<b>\$215.29</b>	<b>\$205.00</b>	<b>\$230.00</b>
<b>School-Age I</b>	<b>\$212.46</b>	<b>\$200.00</b>	<b>\$227.50</b>
<b>School-Age II</b>	<b>\$201.11</b>	<b>\$191.00</b>	<b>\$226.25</b>



## 2021 SCHOOL-AGE II WEEKLY RATES

	<b>Average</b>	<b>50<sup>th</sup> Percentile</b>	<b>75<sup>th</sup> Percentile</b>
<b>Before &amp; After School</b>	<b>\$110.90</b>	<b>\$95.00</b>	<b>\$145.00</b>
<b>Before School Only</b>	<b>\$53.75</b>	<b>\$50.00</b>	<b>\$67.50</b>
<b>After School Only</b>	<b>\$76.97</b>	<b>\$70.00</b>	<b>\$82.00</b>

## REGIONAL WEEKLY FT RATE VARIATIONS

	Infant	Toddler	Preschool I	Preschool II
Central	\$234.81	\$215.88	\$200.89	\$202.41
Eastern	\$283.33	\$257.80	\$232.04	\$235.20
Northern	\$209.00	\$196.00	\$179.00	\$181.09
Southern	\$270.56	\$252.20	\$229.47	\$218.97
S'western	\$240.23	\$233.19	\$212.62	\$205.38

## **COVID IMPACTS WERE SEVERE**

- **43% operated throughout 2020**
- **Compared to 76% throughout 2018**
- **Classrooms closed**
- **Class sizes reduced**
- **Programs closed**
- **Some staff got COVID. Some staff left the field**
- **New staff added for new cohorts & drop off/pick up**
- **Costs significantly increased**

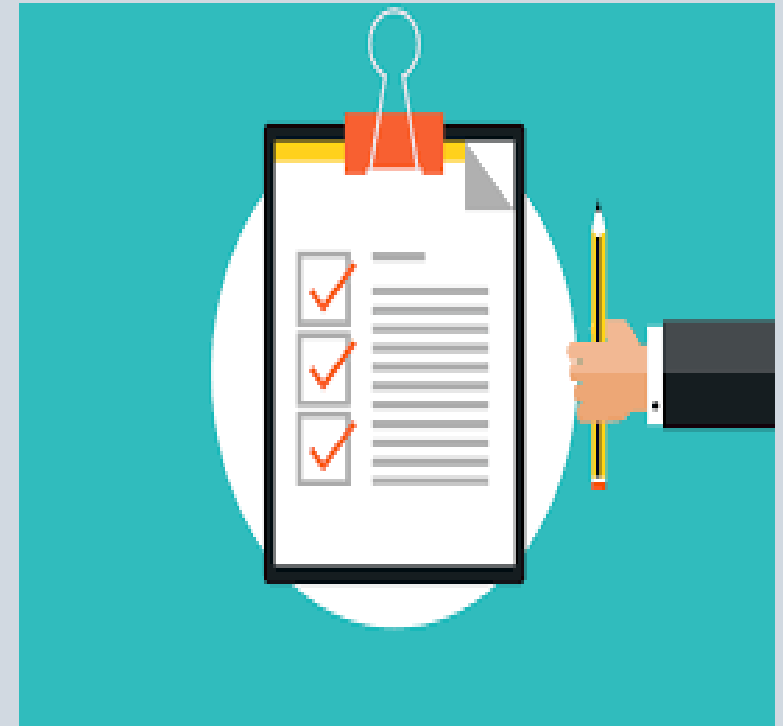
## **WANT MORE INFORMATION?**

- **Market Rate Report Executive Summary and the Final Report will be available available at**
- **<https://www.dhhs.nh.gov/ccdf/index.htm>**

# Market Rate Data Demonstration

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Isabella Kalinowski



## **ONE MORE THING**

- **Recent advances allow us to present data in sometimes more useful ways than charts and tables.**
- **Isabella Kalinowski, our mapping specialist, will briefly demonstrate licensed information for full-time programs in NH.**



# Child Care Cost Initiatives and Activities

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# Narrow Cost Analysis

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- **Section 658E(c)(4) of the Child Care and Development Block Grant Act:**
  - Requires Lead Agencies to certify that their payment rates are sufficient to ensure equal access for eligible children that are comparable to child care services provided to children whose parents are not eligible for CCDF.
- **Purpose:** To provide additional information for states to consider when setting payment rates.
- **May include:**
  - Cost of child care providers' implementation of health/safety, quality, and staffing requirements (including licensing and regulatory requirements, health and safety standards, training and professional development standards, and appropriate child to staff ratio)

# Narrow Cost Analysis

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- OCC has numerous potential methods for Narrow Cost Analysis
- Use information from existing studies
- Develop cost model using OCC Provider Cost of Quality Calculator (<https://www.ecequalitycalculator.com/Login.aspx>)
- Conduct limited cost survey or study
- Examine cost differentials for higher-quality care
- Use information from market rate survey (staff salaries and benefits, training and professional development, group size/ratios, enrollment levels, care for children with special needs, etc.)

# Narrow Cost Analysis: Where is BCDHSC Now?

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- Currently in planning stages for Narrow Cost Analysis, with an OCC deadline of 2023
- Although formal approval from OCC is not required for Narrow Cost Analysis, BCDHSC plans to work closely with OCC once we have developed a potential model. This is not only to ensure that we are in compliance with ACF rules, but also to help ensure that we have considered the appropriate factors for New Hampshire families and child care providers. We also welcome input from you, our stakeholders.

# Changes/Initiatives in Support of the Workforce: A Few Examples

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- Enrollment-based payment
- Expanded income eligibility



## Workforce Study – How partnerships, collaboration as and networks help move the work and the conversation forward



- Shared knowledge and expertise
- Broad perspectives
- Innovative ideas and solutions
- Leveraging funding and resources
- Community access and awareness
- Bring different “players” to the table



# Early Childhood and School Age Workforce Across New Hampshire

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# Workforce in NH:

## What we know now and need to know for the future

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### ➤ **Sources of Information**

COVID-19 Funding Applications, Surveys through BCDHSC, NH Workforce Study, State Employment stats, Federal Studies

### ➤ **Limitations**

Responses, Sample Size, Variability – by program, by job, by experience/education, by setting, by region, Common language, Real Time versus Point in Time, Competition

### ➤ **Uses for Accurate Information**

True Picture of our industry  
Recruiting and retention  
Funders  
Legislators  
Employers

# What we do know .....and this is not the full picture!

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- Over 800 child care programs and providers that are registered as licensed or licensed exempt
- Total number of early childhood and school age staff in NH.... estimates around 9,450 pre-covid
- Average wages - wide range and not a all providers, programs or staff
  - Direct Staff \$10.00 to 23.95 an hour ( average \$13.95)
  - Support Staff \$10.00 to 23.95 an hour (average \$15.42)
  - Management Staff \$ 12.45 to 32.95 an hour (average \$17.40)

## Workforce Vacancies

Direct Staff 673 for Full and Part Time  
Support Staff 119 for Full And Part Time  
Management Staff 67 for Full and Part Time

The Why and What.....

# Workforce Initiatives



- ARPA Stabilization Funding
- ARPA Discretionary Funding
- Publicity Campaign
- Provider Profiles
- Social Media Campaign
- Live and Virtual Recruiting Events
- TEACH
- Apprenticeship Programs
- ECE and School Age Scholarships for Providers
- Pipeline Investments
- NH Connections Website
- NH Connections Information System
- OCC Technical Assistance and State Models



What we want to know and how we are going to find it out.....



- Who is working
- Who is not working
- Where we have openings
- Demographics
- Wages/Benefits
- Job Types/Hours/Schedules
- Education/Experience
- Financial Status and Challenges
- Emotional Health and Professional Expectations