



Indiana Early Learning Advisory Committee

Family & Social Services Administration
Department of Education

Ivy Tech Warsaw
2545 Silveus Crossing
Warsaw, IN

May 2023
1 p.m. – 2:30 p.m.

Meeting Agenda

- ▶ Call to Order
- ▶ Chair's Report
- ▶ Approval of Agenda and November Minutes
- ▶ Community Spotlight: Northeastern Indiana Regional Childcare Coalition
- ▶ General Legislative Wrap-Up and New Charges to Statutory Authority
- ▶ ELAC Priorities: Updates and Discussion
 - ▶ Priority 1: Improve Learning and Readiness for Kindergarten
 - ▶ Indiana GPS & Administration of KRI 2023
 - ▶ Priority 2: Increase the Supply and Sustainability of High-Quality Providers
 - ▶ Reimbursement Rate Changes, Child Care Expansion Grants & Workforce Strategy
 - ▶ Priority 3: Increase Affordability, Particularly for Vulnerable Families
 - ▶ Employer Tax Credits & Employer-Supported Child Care Grants
 - ▶ Priority 4: Improve and Increase System Capacity
 - ▶ Child Care Licensing & Compliance Analysis
- ▶ Public Comment



Opening

Call to Order
Chair's Report

Approval of Agenda and Prior Meeting Minutes

Maureen Weber
ELAC Chairwoman

Provider and Community Spotlight

Northeastern Indiana Regional Childcare Coalition

Allie Sutherland
Northeast Indiana Regional Coalition Coordinator



Northeast Indiana Regional Early Childhood Coalition

Connecting Counties to Advance Early Learning



Imagine

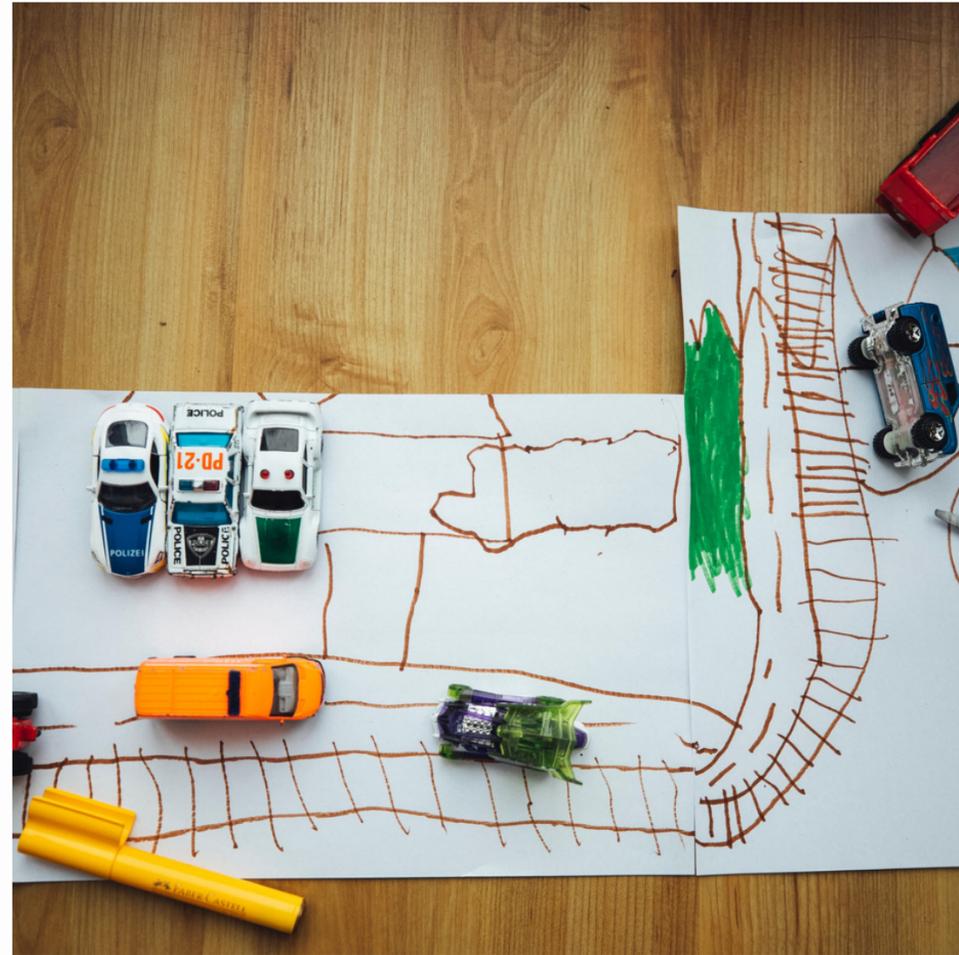
A world in which every child is able to live up to their limitless potential.

A world in which every family is able to find and afford the warm, supportive care their children deserve.

A time when we are a nationally recognized community for being the very best place to raise a family.

A world in which employers don't ever have to meet to discuss talent attraction

If we get this right, that is the world we can create together.



ABOUT US

Our coalition is a growing community of parents, nonprofit agencies, employers, healthcare providers, early childhood professionals, educators, and community members organizing to ensure all children in Northeast Indiana are guaranteed a strong start.

Our work is to **connect**, **organize**, and **amplify** the voices in our communities who have been working to advance early learning and ensure families can thrive both now and in the future. We are committed to bringing stakeholders together, not to look for solutions but to create them.

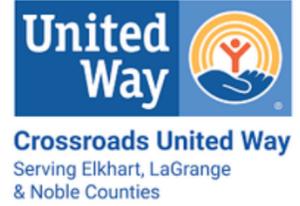
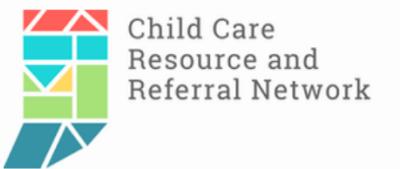
Partners working together, creating new solutions



United Way of Allen County



inaeyc
Indiana Association for the Education of Young Children
An Affiliate of naeyc



IT'S AN ECONOMIC ISSUE AND CHILDCARE IS EVERYONE'S BUSINESS

There are over **14,977*** unfilled jobs currently in Northeast Indiana at the same time there are just under **9,000**** willing to work parents



PARENTS

Not being able to access affordable, quality childcare keeps parents out of the workforce. Impacting families' ability to thrive

EMPLOYERS

A lack of childcare keeps positions unfilled, impacts absenteeism and overall productivity and revenue

COMMUNITIES

A lack of childcare impacts our overall economy with families having fewer dollars to invest back into the community, generating less tax revenue, and not being a desirable location for future business

*U.S. Bureau of Labor Statistics January 2023

**Thomas P. Miller and Associates Economic Impact Report Nov. 2022

THE CHILDCARE CHALLENGE



Affordability: Families are spending up to 24% of their annual income on childcare.

Accessibility: There are not enough spaces for children, especially our infants and toddlers.

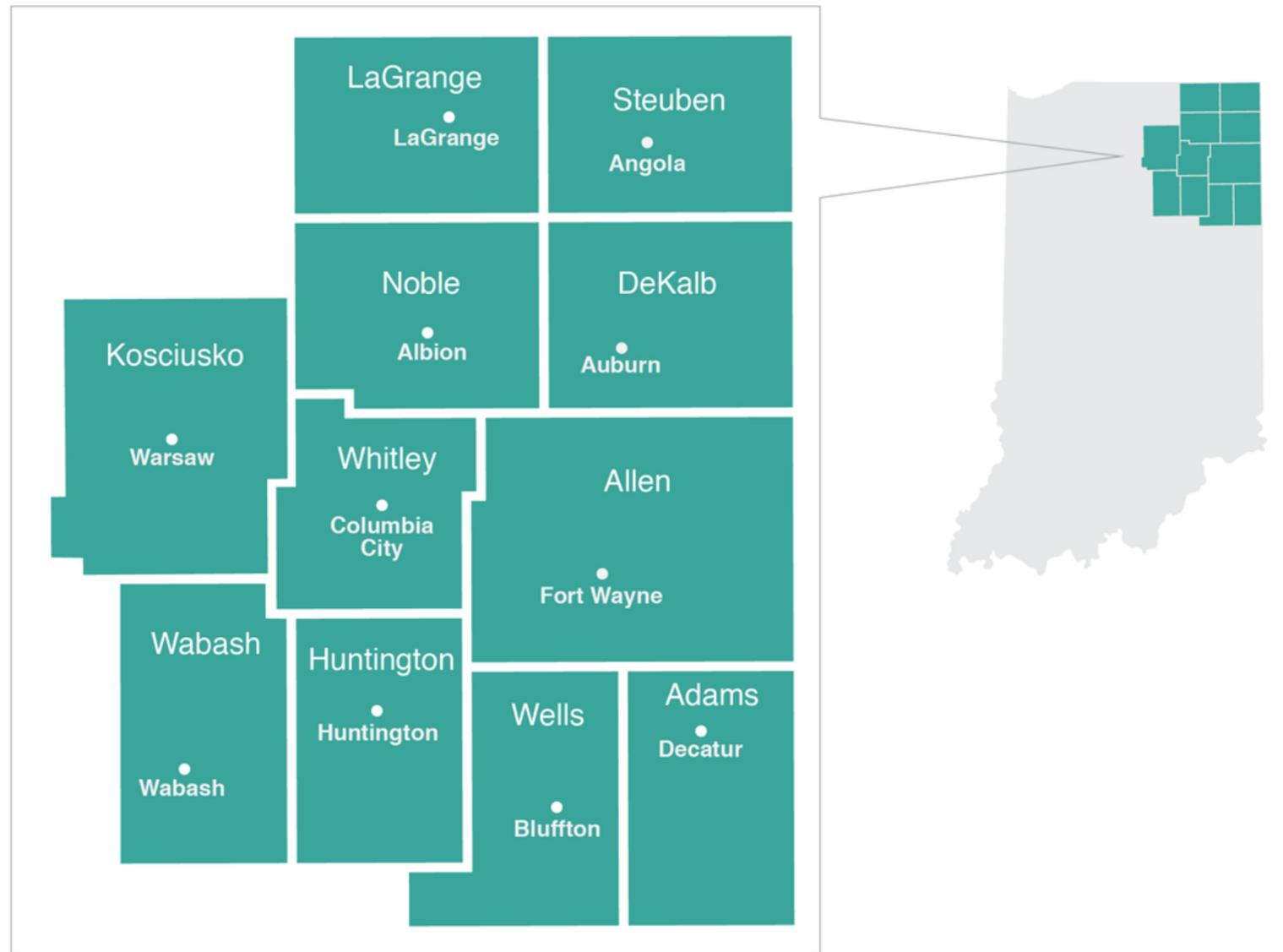
Quality: The type of care children receive in the most sensitive period of brain development will have lifelong impacts on their health and success.

Workforce: Childcare is funded through parent tuition. Childcare is currently subsidized for all families by low wages for workers. Long hours, no benefits, and low pay is resulting in a child care workforce crisis.

We believe that the solutions to these challenges will be created in our communities.

THE STATE OF CHILDCARE IN NORTHEAST INDIANA

	Northeast Indiana
Children Under 6 Who Need Care	40,659
Known Capacity	15,108
Children Utilizing Childcare Vouchers	3,218
Average Infant and Toddler Cost of Care	\$8,777
Average Preschool Cost of Care	\$7,417
Median Income Northeast Indiana	\$61,380



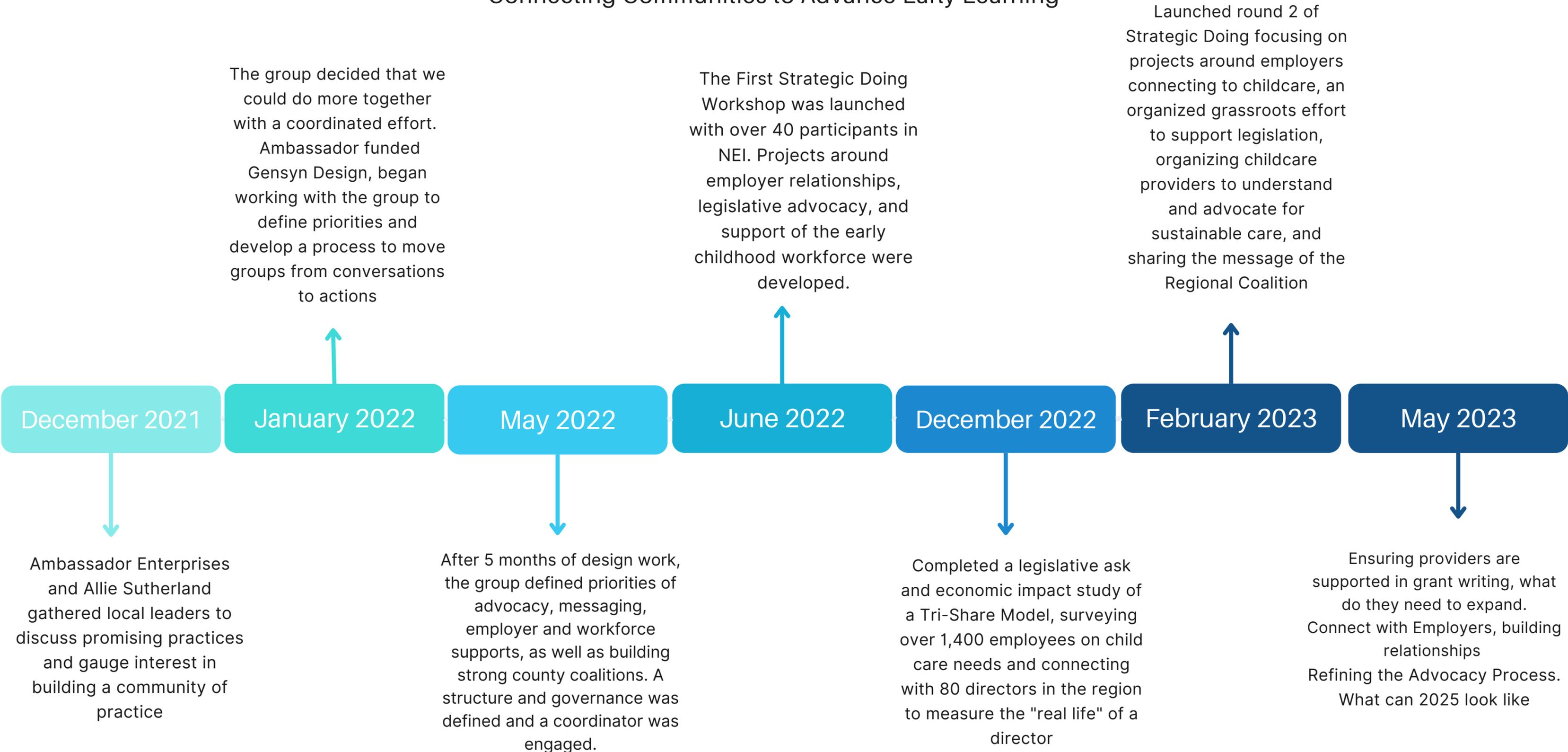
3 COUNTIES HAD DEDICATED LEADERS AND A COMMITTED COMMUNITY MEMBERS, WORKING TO ADDRESS CHILDCARE CHALLENGES. THESE WERE THE COUNTIES BEGINNING TO SEE TRACTION.

WHAT IF?

- We made sure **all of our counties had coordinated efforts** like those three counties?
- What if we connect and organize on a regional level, worked together, **coordinated instead of having 11 different pathways?**
- What if we connect, organize and amplify regions on a state level and **ensured a voice for all Hoosiers in diverse communities?**

A BRIEF HISTORY OF THE REGIONAL COALITION

Connecting Communities to Advance Early Learning



OUTCOMES ROUND 1

- Every county working toward a leader able to identify county specific challenges and opportunities, organize and act on those opportunities
- An Economic Impact Study on The Work Willing Parents
 - Just under 9,000 work willing parents
- A Regional Advocacy Group with a process for connecting all partners to advance and support legislation
 - Senate Bill 368 heard in committee
 - Supporting our partners with HB 1591
- A Regional Employer Group connecting with employers to understand opportunities and help address the economic impact
 - 1400 regional employees surveyed on childcare needs
- A Childcare Workforce Group working to engage child care providers in advocacy and supporting needs
 - Real Life Survey and Understanding Barriers
 - Grant Ready Workshop
 - Support for Expansion Grants
- A fiscal sponsor, developing messaging and marketing, connecting on a state level to advance early learning





Developed The Road Show
with our county Leaders- took
it around the region



**Developed a Process for
Communities to follow:**
Aligning Mission
Drafting your roadmap for a
leader and sustainability
Providing shared resources
Setting the stage for moving
opportunity to action



**Convened a County Coalition
Leadership Team.**
Providing an opportunities: learn
what is working, find areas of
collaboration, and identify points
of intersection and collaboration.
Grant Ready Workshop
Capacity Building Grant Workshop
*Early Learning Initiative Grant
Proposal*



Building a Strong Regions: Emerging Efforts

County	State of the Coalition
Adams and Wells	<p>identified a fiscal sponsor for a coordinator (Adams Wells Manufacturing Alliance)</p> <p>Developed 3 year Strategic Plan</p> <p>Developing a three year fundraising plan</p>
Allen	<p>Steering Committee Developed</p> <p>Working on Fundraising, Governance and Structure, and the Coordinator position</p>
DeKalb	<p>First Steering Committee Meeting. Aligned Mission and Values, Discussed partnering with Steuben</p>
Huntington	<p>Identified the home and initial funding for the provider. Working on developing the Strategic plan and identifying additional funding</p>
LaGrange and Noble	<p>LaGrange and Noble Counties have merged coalition efforts. Hired Jenna Anderson to coordinate the coalition and costs are now shared between the Community Foundation of Noble and Lagrange Counties. Developing the Two-county strategic plan.</p>
Steuben	<p>Community is working to identify which organization will house the coalition. Identifying funding and having initial conversations</p>
Whitley	<p>Launchpad and United Way of Kosciusko and Whitley Counties hired a part time coordinator working with Launchpad of Kosciusko</p>

OPPORTUNITY

We have spent the last 16 months connecting our counties together in a regional leadership group, helping counties develop their county level work, and organizing regional efforts to address system level challenges. **We have learned that these structures and leaders are the backbone of the needed change in our communities.** We believe this impacts every aspect of our communities and it is only by working together that we will ensure ensure our communities thrive.



PEOPLE

You have to **invest in people to do the work**, to connect and organize the large number of supporters in our region. To organize when grant opportunities arise. Otherwise opportunities are lost.

ADVOCACY

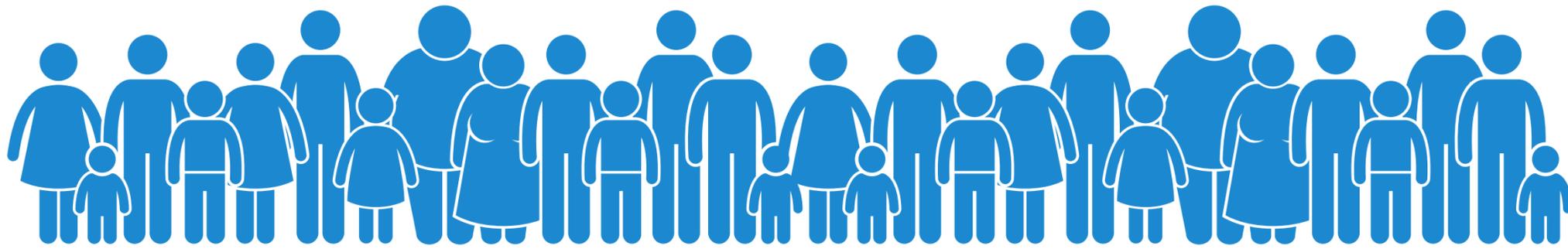
You have to **invest in fixing the system** that isn't working for parents, employers and communities. We need to spend the money that we do have in smarter ways. We need to ensure solutions work for all regions.

THE WORK

You have to invest in the needed supports for change so that we can **measure impact and ensure that our solutions are working.** We must ensure we are creating the solutions that actually work for our community through data, expert support, and the infrastructure needed.

A World with the Regional Coalition

- Communities **work together** when grant opportunities arise, **maximize dollars** into the region.
 - The region is **fully utilizing available resources**, not creating programs that already exist.
 - A **coordinated advocacy** effort that shows lawmakers their constituents want and demand change.
 - **Better Data and Messaging**, 11 counties are sharing the costs, working together to maximize Funders dollars and create a larger impact.
 - Shared learning and resources mean **solutions and innovations happen faster.**
- 



Regional Coalition Members

Makes the work possible, provides the powerful voice for large, impactful change

Regional Coalition Committees

Innovating the work to build employer partnerships, engage legislators and community and understand needs of stakeholders

Regional Leadership Team

Implementing Programs in counties and informing the policy and legislative needs.

Governing Board

Making sure the Coalition is sustainable, meeting goals and moving the mission forward

Advisory Council

Engage Networks and Influence to ensure Indiana does not fall behind

A Regional Coalition
Dedicated to Ensuring
Every Child in our
Community Reaches
their Limitless Potential

Meet the Board



SHERRY GRATE

*Ambassador
Enterprises*



RYAN TWISS

*Northeast Indiana
Regional
Partnership*



AMBER TARGGART

*Early Childhood
Alliance*



HALLIE CUSTER

Parkview Health



CORINNA LADD

PNC



HEATHER MILLER

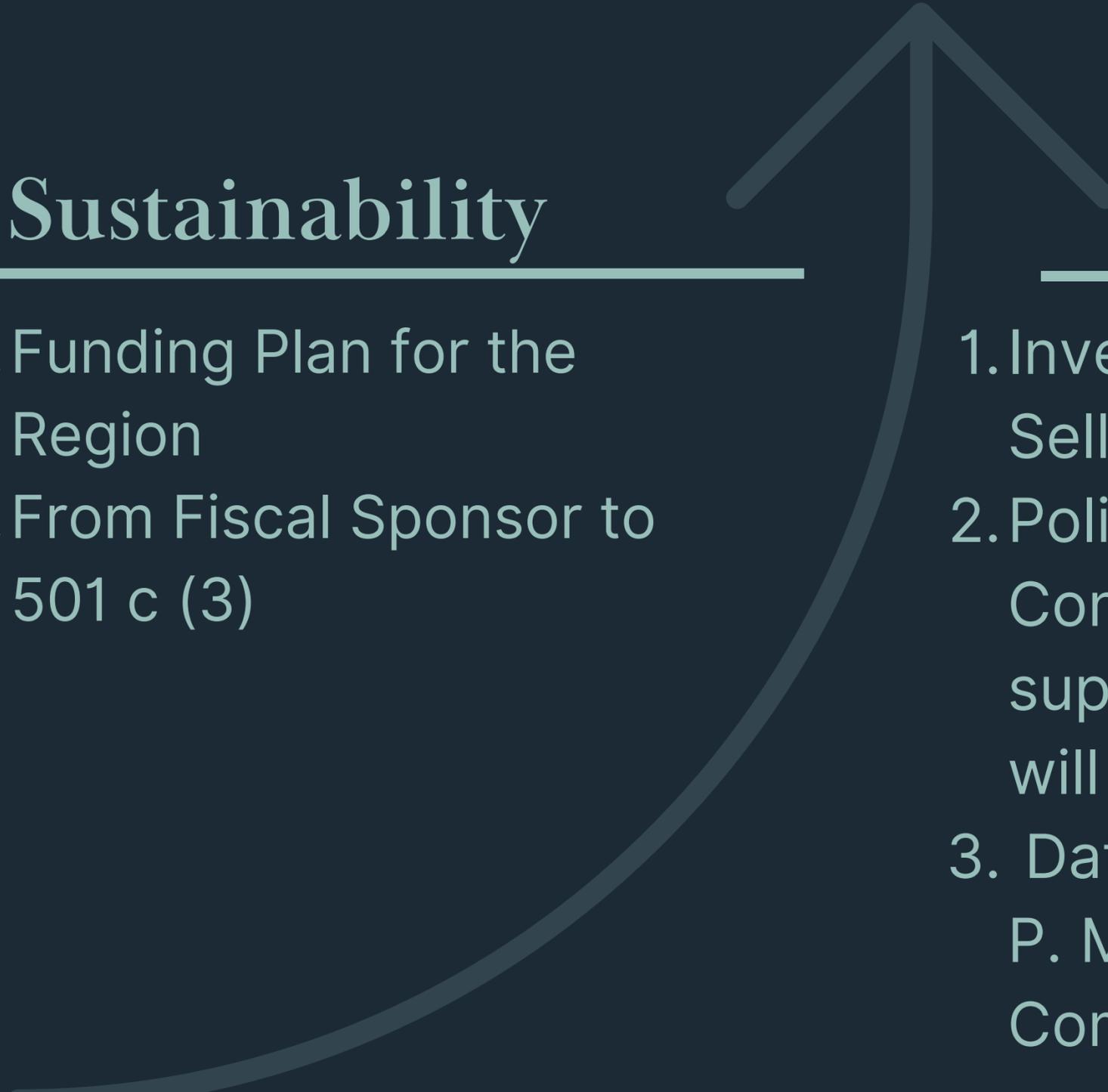
School Cares



RICHELE ORN

Univertical

Next Step: Sustainability and Growth



Sustainability

1. Funding Plan for the Region
2. From Fiscal Sponsor to 501 c (3)

Growth

1. Investing in Marketing- Telling and Selling the Story
2. Policy and Advocacy Support. Connecting with state and federal supports. Our next legislative session will be very different.
3. Data needs for the Region- Thomas P. Miller 2.0- The Family and Community Data



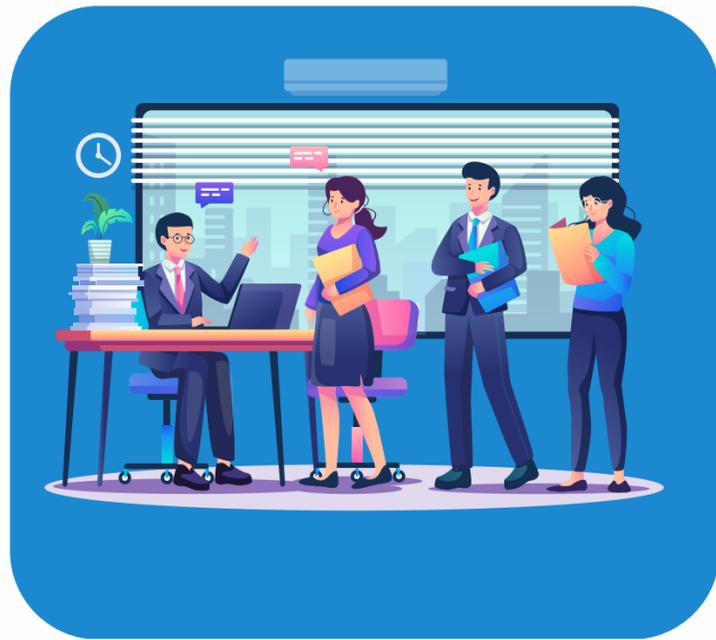
The Regional Coalition: Sharing our Story and Growing in our Ability to work together, coordinate and find points of collaboration

Policy and Advocacy: Once the process is defined what are the policies we want to advocate for as a region. What do our providers and employers in our region need.

Workforce: Understanding and communicating the barriers. Developing the data of who wants to expand, what are the wait lists, true cost of sustainable care.

Employers: How can we support our employers to connect them with providers. How can we make sure that when tax credits and grants become available they have the supports needed.

Current Committee Projects



Employer Relationships

An Employer Bulletin and Focus Group timed around Employer grants



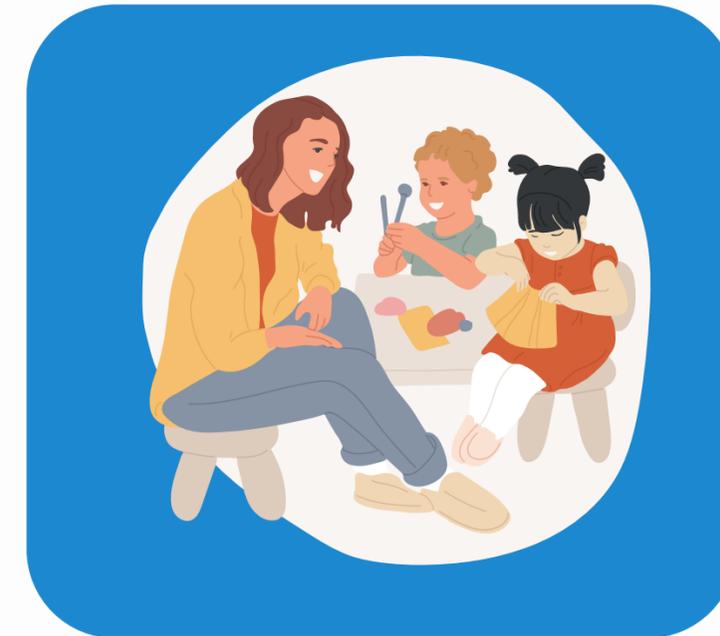
Coalition Development

Developing our website, brand and identity. Developing Impact tracking and an evaluation protocol



Legislative/Advocacy

Summer Road Show to share opportunities and the Economic Impact Study of a Tri-Share program



ECE Workforce

Understanding the barriers with a listening session. Developing the local resources.

What have we learned



- Communication is key!
 - Newsletter
 - Revisiting purpose and desired outcomes
 - Sharing the story
- Some problems are technical and some are complex- a process for both and agility is key.
- When you are creating something new it can be fuzzy and you will learn A LOT.
- No one will do this alone, and there is no better group to show our communities what true collaboration can look like.

Thank you

- Allie Sutherland M.S. IECMH-E®
asutherland@bridgeofgracecmc.org
Regional Coalition Coordinator
619-851-8303



General Legislative Wrap-up and New Charges to Statutory Authority

Courtney Hott

Early Learning Advisory Committee Director

Legislative Session 2023



1,154 bills filed



252 passed by IGA



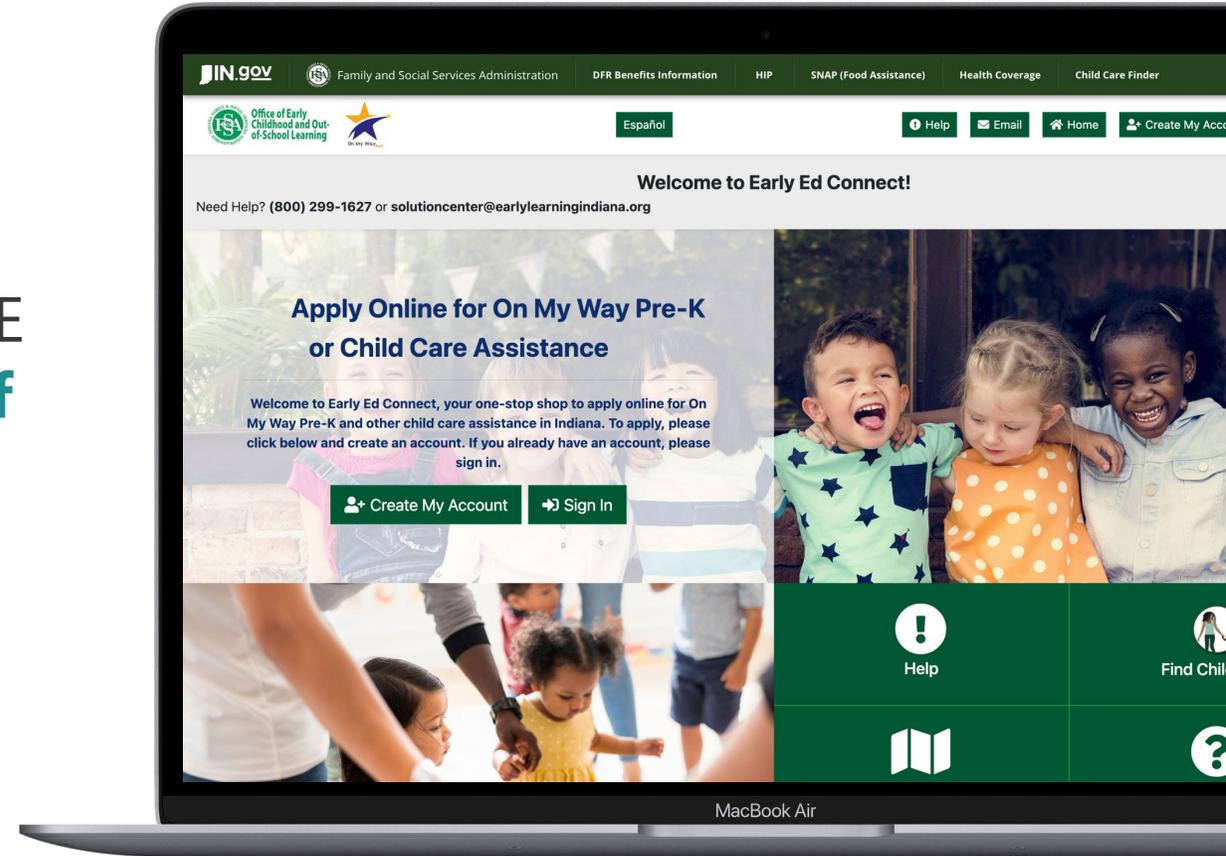
110 Days in session

Wins for ECE

- **Increase in eligibility threshold** for On My Way Pre-K
- Two **additional charges under ELAC statute**
- Alignment of **CPR requirements** for all providers and national standards
- **Removal of Pilot language** surrounding On My Way Pre-K
- **New longitudinal study requirement** for On My Way Pre-K every five years
- New **tax credit for employer provided childcare**

On My Way PreK

- Pilot language was removed. Program is **now referred to as the state's pre-kindergarten program.**
- Coordination between OECOSL and IDOE will now include a **longitudinal study of students** participating in On My Way Pre-K every five years.
- **Income eligibility threshold increased from 127% to 150%** for OMWPK. Note this increase was even higher than the Governor's original request of 138%.



CPR for childcare centers, homes and ministries

- Amends language to **align with national standards and renew CPR every two years.**
- Requires that homes, centers and ministries complete a **live demonstration of skills with each certification.**



New Charges to ELAC Statute

No later than July 1, 2024, **commission a third-party evaluation to assess existing regulations** for child care providers and provide recommendations to:

-  Maintain health and safety standards
-  Streamline administrative burdens, program standards and reporting requirement for child care providers
-  Provide flexibility for a child care provider with a Level 3 or Level 4 PTQ program rating to expand to other locations
-  Assist accredited K-12 institutions in establishing and providing high quality onsite child care and early learning programs

New ELAC Charges

Not later than December 31, 2023, **develop recommendations for implementing a revised PTQ program** that:

-  Maintains health and safety standards
-  Integrates objective measures of kindergarten readiness
-  Contemplates accredited k-12 institutions as onsite providers
-  Incentivizes child care providers to increase wages for child care workers who complete education and training that result in a postsecondary degree or industry recognized credential

Advancing ELAC Priorities

Update and discussion of efforts planned and underway.

**Dr. Charity Flores &
Brian Murphy**
Indiana Department of Education

Courtney Penn
Office of Early Childhood &
Out-of-School Learning

Brittany Krier
Mapt Solutions

Our Priorities



Improve learning and
readiness for
kindergarten



Increase the supply and
sustainability of high-
quality providers



Increase affordability,
particularly for
vulnerable families



Improve and
increase system
capacity

Supporting Strategies



Improve learning and readiness for kindergarten

- Define kindergarten readiness and update standards.
- Build and deploy an assessment system.
- Update PTQ to incorporate objective measures of quality.
- After update, require PTQ participation for all providers receiving public funding.
- Design and implement a strategy to strengthen kindergarten readiness across the mixed delivery system.
- Adopt or develop data systems and technology to improve analytics across the birth-to-school continuum.



Increase the supply and sustainability of high quality providers

- Increase reimbursement rates to improve provider sustainability.
- Encourage and reward operational efficiency and scale.
- Enable all LEA's to qualify to accept OMW vouchers for pre-K services.
- Enable new models of care to meet demand, especially in hard to serve areas.
- Target financial incentives to grow capacity for high-need areas and populations.
- Design and implement strategy to encourage new workforce training models.
- Increase scholarship supports for EC workers.
- Use matching workforce funds or other incentives to support recruitment, competitive compensation and working conditions for effective early learning educators.



Increase affordability, particularly for vulnerable families

- Expand income eligibility for CCDF Fund vouchers.
- Expand income eligibility and remove work requirement for On My Way Pre-K.
- Improve business sector support through technical assistance and tax credits.



Improve and increase system capacity

- Focus on system-level improvements to be carried out by government.
- Enable blanket waivers in place of frequent variances.
- Modernize the statutory and regulatory environment.
- Update licensing systems to increase automation and streamline reporting.
- Refine licensing compliance with efficient and abbreviated inspections.
- Evaluate structures and processes for determining eligibility and establish user-centered systems and approaches to build equity.
- Establish targets for percentage of subsidies allocated through providers qualifying under "agreement center" contracts.

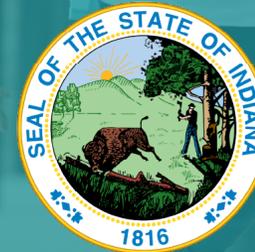


Priority 1
**Improve learning and
readiness for kindergarten**

- Indiana GPS
- Administration of KRI 2023

Indiana Graduates Prepared to Succeed (GPS)

- Overview of GPS
- Kindergarten Readiness
- Takeaways
- Process and Next Steps



Indiana Graduates Prepared to Succeed (GPS)

Guiding Principles:

- Foster **learner-centered, future-focused** systems that prioritize individual student growth and development
- Create **access to pathways and opportunities** that prepare students for **employment, enrollment, or enlistment leading to service**
- Encourage **strategic partnerships** between schools, communities, and the state leading to improved outcomes for students
- Develop a dashboard that is **transparent and nimble** as the global marketplace continues to change and as technology continues to advance

Indiana GPS Level-Set

- This is a major **paradigm shift**, in terms of accountability, for the state of Indiana.
- Students are so much more than a **single test score**.
 - Moving forward, we will measure **a number of key characteristics** critical to a student's lifelong success.
- These characteristics are **not new**, but will be **elevated** in the future, based on stakeholder feedback regarding how much **knowledge and skills matter!**



Indiana GPS Level-Set *(Continued)*

- The goal of this accountability system will be to provide us a **more robust view** of student performance on a **variety of important indicators**, including both leading AND lagging data points.
- **Stakeholder engagement** has been a critical part of this process, and it will continue to be important **every step** of the way.
- This is designed by Hoosiers, **for Hoosiers**, putting information all in **one place!**
- This framework is designed to **empower** state and local collaboration to **best serve students!**



Vision for the Future

- Authentic measures of student experiences will require **time, research and development to implement.**
- While some of the proposed dashboard measures already exist and are reported by IDOE, **some are new and require innovative methods for collecting or accessing new data.**
- To accomplish the vision of Indiana GPS, **some measures are truly aspirational:** the measures don't yet exist and will need to be built through a **multi-year research and development process.**
- Additional future considerations, based on feedback, could include **educator pipeline and financial dashboards.**



Characteristics: Graduates Prepared to Succeed



Academic Mastery



Career & Postsecondary Readiness: Credentials & Experiences



Communication & Collaboration



Work Ethic



Civic, Financial & Digital Literacy

Where do we start?

Two Aspirational Indicators being defined:

- Kindergarten Readiness
- PreK - Grade 2 Literacy
- Define how we measure



Definition:

Kindergarten Readiness

Kindergarten readiness is achieved when:

- Children are **prepared in all domains** of early learning, and
- Families, schools, and communities **collaborate to positively impact educational outcomes.**



Why kindergarten readiness?

- Informing instruction for schools
- Engaging with families
- Understanding community-level strengths and needs
- Evaluating large-scale initiatives



Process and Next Steps for GPS

- Literature Review
- Convened Stakeholder Meetings
 - ELAC
 - TAC
 - Educators, Administrators, Agencies
- Next Steps
 - IDOE Executive Committee - July 2024
 - State Board of Education



Administration of KRI 2023

- Administration timeline
- Progress update
- Training enhancements



Administration of KRI 2023

- KRI 2023 administration is underway and will **close on May 26**.
- **5,087 children are expected to complete** the assessment across 664 ECE programs.
- After three weeks of KRI data collection, **1,819 children have been assessed**.
- **Results will be shared this fall** with ELAC and other statewide stakeholders.

Administration Timeline

Feb 20 – Mar 12

Training and refresher courses for KRI administrators.

Mar 14 – 26

Practice time to create test students and become comfortable administering via an online device.

Mar 28 – Apr 16

KRI certification course offered.

Apr 18 – May 23

KRI administration is underway.

Summer

Results collected and analyzed.

Fall

2023 results released.

A background image of a classroom. A teacher with long dark hair, wearing a green top, is kneeling on the floor and interacting with two young children. One child is a boy with blonde hair, and the other is a girl with dark hair and a blue flower in her hair. They are surrounded by colorful paper stars on the floor. In the background, there are green chairs, a white table, and a chalkboard.

Priority 2

Increase the supply and sustainability of high-quality providers

- CCDF Reimbursement Rate Changes
- Child Care Expansion Grant Effort
- Workforce Strategy

CCDF Reimbursement Rate Changes

- Since March 2021, Indiana has invested in emergency relief grants, which provide a 20% increase in reimbursements for programs serving CCDF and On My Way Pre-K children. This temporary funding was established to address providers' increased operating expenses as the state planned for long-term reimbursement rate changes.
- Next month, Indiana will introduce new CCDF reimbursement rates to reflect the current cost of providing care across provider settings and quality levels. New rates have been determined based on cost data collected through a recent statewide narrow cost study, market rate information and information submitted by providers through Stabilization Grant applications.
- The new rates will take effect this summer after a public comment period. At that time, emergency relief payments will stop.

Learn more about Indiana's new CCDF rates by tuning into OECOSL webinars the week of June 26.



Child Care Expansion Grant Effort

- Indiana's Child Care Expansion Grant program is a **\$10M competitive grant initiative** for early childhood and school-age providers to grow seat capacity to serve more CCDF and On My Way Pre-K families. The grant **prioritizes access for underserved communities and priority age groups**, such as infants and toddlers, where significant gaps currently exist.
- The grant opportunity opened on March 23 and **closes on May 12**. Grants are administered by OECOSL through funding allocated in SEA2, as well as federal relief funds.
- Providers **may apply for funding across two tracks**.



Existing Program Expansion Track

Up to \$200,000 per site to update existing facilities and operations to create or reposition* additional child care seats.



New Program Creation Track

Up to \$750,000 per site to establish a new child care program in an underserved area. Applicants must be the intended program operator of the site.

Application Insights

As of May 4, 2023

Existing Program Expansion

License Type	Count	Funds Requested
Exempt Center	1	\$200,000
Exempt Family	7	\$583,800
Licensed Center	76	\$12,596,086
Licensed Family	385	\$49,846,013
Private School	2	\$200,000
Public School	17	\$2,125,750
Unlicensed Ministry	88	\$14,612,435
Total	576	\$80,164,084

New Program Creation

License Type	Count	Funds Requested
Community	1	\$185,500
Exempt Center	2	\$255,999
Licensed Center	37	\$20,793,820
Licensed Family	44	\$11,305,558
Private School	1	\$630,000
Unlicensed Ministry	30	\$16,583,495
Total	115	\$49,752,372

Fund Request Budget Summary

By Program Type

Program Type	Project Cost (Average)	Funds Requested (Average)	Funds from Committed Sources (Average)	Unsecured Funds (Average)
Existing Program	\$102,337,515 (\$177,669.30)	\$80,164,084 (\$139,173.76)	\$9,716,293 (\$16,868.56)	\$12,4557,138 (\$21,626.98)
New Program	\$73,186,733 (\$636,406.37)	\$49,752,372 (\$432,629.32)	\$16,469,032 (\$143,208.97)	\$6,965,329 (\$60,568.08)
Total	\$175,524,248 (\$254,014.83)	\$129,916,456 (\$188,012.24)	\$26,185,325 (\$37,894.83)	\$19,422,467 (\$28,107.77)

Child Care Expansion Grant: *Timeline and Next Steps*

This is a competitive grant opportunity. Applications will be reviewed and scored based on an establishing scoring approach. The approach considers four factors including:

- **Access:** The extent to which the request creates access for the grant's intended audiences and addresses existing child care gaps.
- **Impact:** The total number of seats being created and the extent to which those seats will be available for families throughout the year, including operating hours and program days per year.
- **Quality:** The quality level achieved or planned to be achieved by the applicant.
- **Focus on vulnerable children:** The degree to which the applicant currently serves or plans to serve CCDF/On My Way Pre-K families.

Timeline



Strengthening Indiana's ECE Workforce

Ivy Tech and Early Learning Indiana convened statewide leaders and national experts on April 20th to discuss opportunities to **prepare**, **recruit** and **retain** a qualified early learning workforce. Group considered ideas including:

- Clarify required competencies and best methods of demonstration.
- Continue/expand engagement with Governor's Workforce Cabinet/DWD to better leverage the existing workforce system, longer-term funding streams, etc.
- Enable a READI-like solution to incentivize local communities to creatively problem solve (responsive to some of the failed legislative efforts, might lead to a little bit of innovation, continues to drive community-ownership of the problem, employer engagement, etc.).
- Expand expedited workforce training initiatives, including directing existing dollars toward micro credentials and other alternative pathways for both emerging (including middle/high school) and adult workers. Address existing barriers to growing ECE faculty.
- Create a TFA-like service corps to commit to X years of service in ECE.

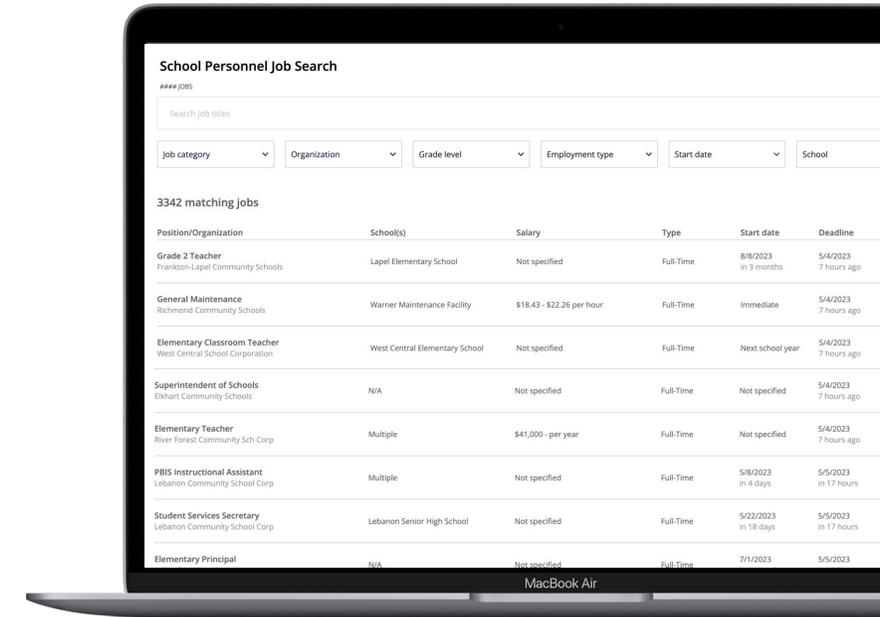
Next steps: Engage state leaders in strategy development and prepare recommendations for ELAC approval.

New Early Learning Job Board

This fall, OECOSL plans to launch a new early learning job board to help address fragmentation within the ECE labor market and create a shared space for providers to connect with individuals interested in ECE jobs. The platform will connect to the K-12 education job board and create a one-stop shop for ECE providers to source candidates while streamlining the applicant experience.

Provider benefits:

- Easily **post job openings** using standard role descriptions/application templates.
- **Display job openings** to your website using an organization-specific job board.
- **Build exposure for current job openings** as the system **automatically syncs to other channels** like Indiana's ECE + K-12 job board, Indeed, ZipRecruiter, Glassdoor and GoogleJobs.
- **Track and source candidates** through a shared database.
- **Manage applicants** to job openings (optional for providers that do not have an ATS).
- Access to communication templates and analytics to **build operational efficiencies**.





Priority 3

Increase affordability, particularly for vulnerable families

- Employer Tax Credits
- Employer-Supported Child Care Grants



Employer Child Care Tax Credit

- Funded at \$5M over the biennium
- Creates a new tax credit for small to mid-size businesses to support the growth of employer-subsidized child care
- Maximum credit each taxable year is equal to the lesser of 50% of qualified expenditures or \$100,000



Employer-Supported Child Care

- Indiana **employers are uniquely positioned to help address child care barriers** while generating positive business returns for their workforce and ultimately their bottom line.
- Recognizing this opportunity, Governor Holcomb announced a **\$25M innovative grant program for employer-sponsored child care** using a portion of the State's remaining federal relief funds from the COVID-19 pandemic.
- The effort, which is planned to roll out early this summer, aims to **mobilize Indiana's business community** to support the State's growing child care needs by increasing the presence of employer-sponsored care.



Employer-Sponsored Child Care

Upcoming Grant Opportunity

- Grants aim to **support employers of various types and sizes** in creating or expanding child care benefits for their employees.
- Funding will be available to support a range of offerings, **enabling employers to make decision based on what is most appropriate for their business** and employee population.
- **Technical assistance will be available** to support employers in exploring child care benefit options, including related financial and sustainability planning and concerns.
- Employers will be **encouraged to partner to assess their local child care landscape** and identify opportunities to enhance or build care offerings.

More information regarding this opportunity will be shared in June 2023.



Dependent Care
Assistance Plans (DCAPs)



On-site Child Care



Priority Waitlist
Partnerships



Tuition Benefits



Reserved Seats in Local
Child Care Programs



Backup Care Options



 Priority 4
**Improve and increase
system capacity**

- Child care licensing and compliance analysis

Child Care Licensing and Compliance Analysis

The following work is underway in response to **ELAC's charge to assess and make recommendations for strengthening the current ECE regulatory and compliance framework.** Findings from these efforts will be combined and used to create comprehensive recommendations for the state to consider as it builds the system's sustainability and ensures families have access to high-quality, affordable care.



Provider Licensing
Workgroup



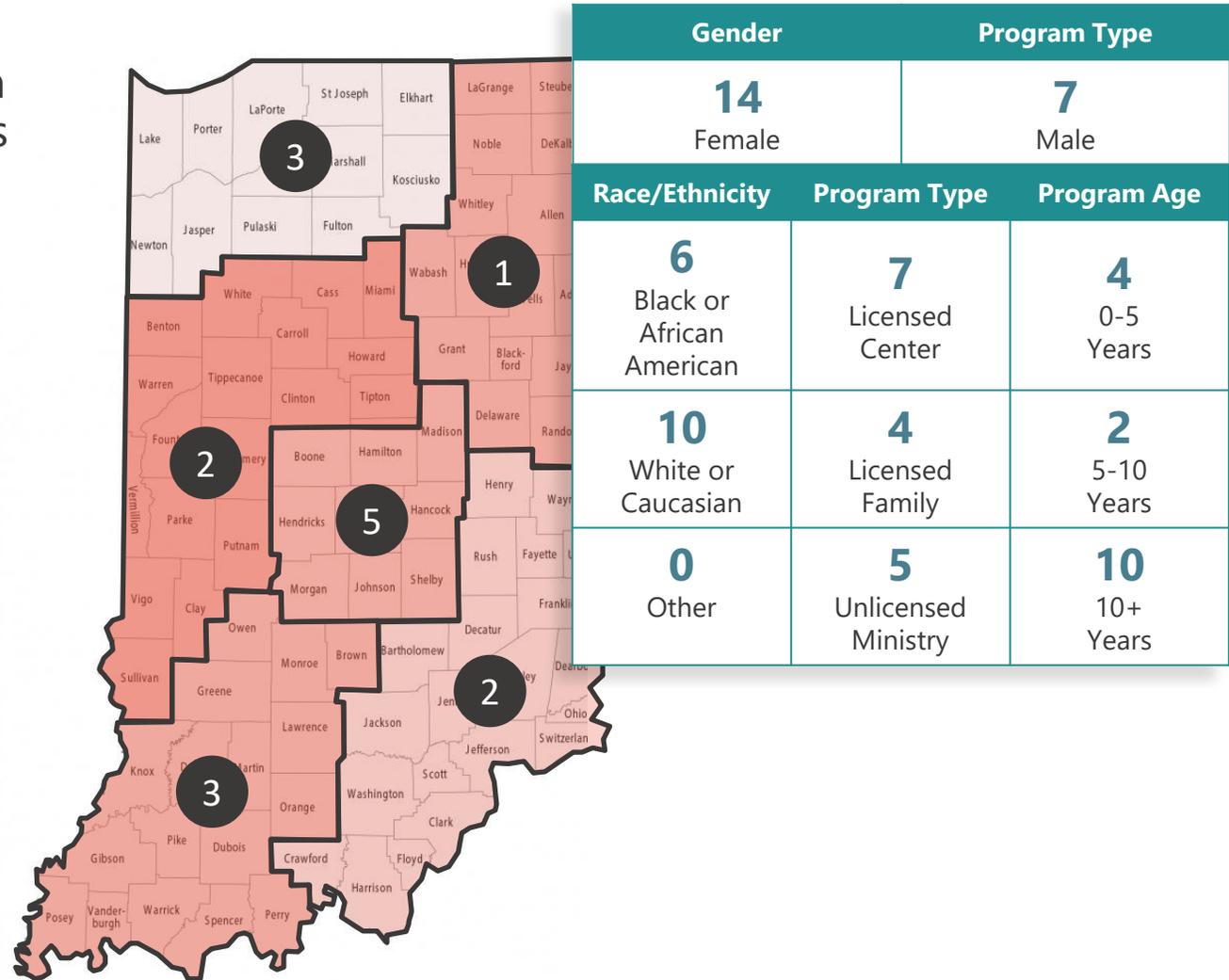
Compliance Structure
Review and Crosswalk



Policy
Analysis

Licensing Workgroup Update and Key Findings

- Last fall, OECOSL **established a provider workgroup** to help identify barriers within the current regulatory structure and assess how the interpretation of licensing rules impacts provider operations and growth.
- **362 providers applied** to participate in the workgroup, with 15 selected to represent the diversity of the state's ECE system.
- Facilitated by Opportunities Exchange, the group **met from October through April to explore and discuss current rules** and develop related recommendations.
- **Participants were compensated for their involvement** using federal relief funding.



Highlighted Findings

Stakeholders are still reviewing the group's complete recommendations, but highlighted findings are included below. These mirror efforts underway in other states to reduced regulatory burdens and support sector growth.



General

- Revise and **consolidate the licensing rules** to build clarity and understanding for providers.
- Shift the **culture of licensing** from finding violations to finding solutions.
- **Increase communication** with providers about expectations, especially when a new rule or change is introduced.
- Maximize the **use of technology** within licensing rules and practices.



Structure and Organization

- Explore **alternative leadership approaches**, especially for small sites in rural and under-resourced areas.
- Create **greater flexibility for providers to structure classrooms** based on developmental needs and available space for children.
- Enable a waiver if a slot is not yet available to move the child into a classroom with older children.
- **Revise the definition of an infant in center-based care** to align with other licensed settings.



Workforce

- Create **flexibility for teachers to work in supervised classrooms** while awaiting documentation for required testing/training.
- Consider opportunities for **portable background checks** to make it easier for workers to move among employers.
- **Revise rules for CPR and First Aid Training** and make them widely available free of charge.
- Introduce **new workforce prep models**, including ones that allow staff to obtain training/credentials while on the job.



Compliance Structures

Beyond licensing, Indiana early care and education **providers are accountable to several compliance structures**. These structures include:

- Voluntary Certification Program
- Child Care Development Fund
- Head Start
- On My Way Pre-K
- Child and Adult Care Food Program
- Paths to QUALITY™
- Accreditation

These structures are complex, with often duplicative and overlapping requirements. Additionally, even when regulations are aligned, compliance procedures are often inconsistent or even in conflict with one another. Because of this dynamic, **providers often struggle to navigate and comply with the varying program requirements**, especially as they participate in more than one structure.



Licensing	Voluntary Certification Program (VCP)	Head Start/Early Head Start	Child Care Development Fund (CCDF)	On My Way Pre-K (OMWPK)	Child and Adult Care Food Program (CACFP)	Paths to QUALITY™ (PTQ)	Accreditation
<p>Indiana’s licensing framework establishes the minimum requirements necessary to protect the health and safety of children in care facilities.</p> <p>*Programs must be licensed to participate in almost all other structures.</p>	<p>VCP is a voluntary program offered to ministries that want to ensure they meet all health and safety needs of the children they serve.</p> <p>*Ministries are required to be VCP-registered to participate in PTQ.</p>	<p>Head Start is a federal program that promotes school readiness for children under 5 from low-income families. Early Head Start serves infants, toddlers, pregnant women and their families with incomes below FPL.</p> <p>Participating HS & EHS programs are subject to Head Start Performance Standards and the requirements set forth in the Head Start Act of 2007.</p>	<p>Providers who seek to serve subsidy children are required to meet certain Provider Eligibility Standards. Providers must submit required documentation to verify compliance and pass a CCDF provider eligibility inspection.</p> <p>*Licensed providers already meet the Provider Eligibility Standards of CCDF. Registered ministries and legally licensed-exempt programs do not.</p>	<p>OMWPK awards grants to 4 year olds from low-income families to ensure access to high-quality pre-K.</p> <p>*Community-based programs (including Head Start, licensed centers, licensed family homes,) registered ministries and public/charter schools must be rated PTQ Level 3-4. *Private or non-public schools must be approved by an OECOSL-approved accrediting body.</p>	<p>CACFP is a federal program that provides reimbursements for nutritious meals and snacks to eligible children enrolled in participating child care centers and day care homes.</p> <p>*CACFP requires programs to be licensed to participate.</p>	<p>Paths to QUALITY™ is Indiana’s (QRIS). The system is voluntary and consists of four levels, each building on the foundation of the previous one.</p> <p>Participating providers are eligible for increased CCDF reimbursements based on their quality level, with higher levels earning higher reimbursement rates.</p>	<p>OECOSL recognizes six national accrediting bodies. These include: NAEYC, NECPA, COA, NAFCC, ACSI, NCA.</p> <p>*Accreditation is required for programs to reach PTQ Level 4.</p>

Public Comment

Adjourn

Information regarding today's meeting, including slides and materials, can be found at www.elacindiana.org.

Next Business Meeting:

- Date: *To be determined*
- Location: Muncie, IN

For media inquiries, questions or feedback, please contact us at www.elacindiana.org/contact-us.