

The US Care Infrastructure: From Promise to Reality

Expanding Child Care Beyond Usual Hours: Employers, Unions, and Government

Ariane Hegewisch (Moderator), Jaya Chatterjee, Deborah King, Becky Levin, Alexandra Patterson, Liz Skidmore, Eiko Strader

The session will begin shortly.



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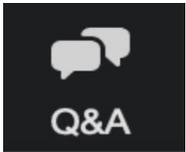
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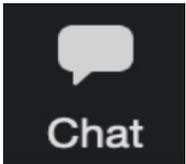
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Workshop VI: Expanding Child Care Beyond Usual Hours: Employers, Unions, and Government

- ***Military Child Care: Access to Quality Child Care during Non-Standard Hours and Women's Workplace Outcomes by Race and Ethnicity***
Eiko Strader, George Washington University
- ***Bargaining for Child Care: 1199SEIU and the New York Child Care Fund*** Deborah King, National Domestic Workers Alliance, former 1199SEIU
- ***Construction-Hour Family Child Care in Greater Boston***
Liz Skidmore, North Atlantic States Regional Council of Carpenters and the Policy Group on Tradeswomen's Issues
- ***Opportunities to Expand Access to Care During Non-Traditional Hours by Supporting In-Home Providers*** Alexandra Patterson, Homegrown
- ***Build Back Better and In-Home Child Care Providers: Challenges and Opportunities***
Becky Levin, AFSCME
- ***Comments*** Jaya Chatterjee, Community Change

Moderator: Ariane Hegewisch, Institute for Women's Policy Research

Questions from the Audience and Discussion

DoD's Childcare: A Model for the Nation

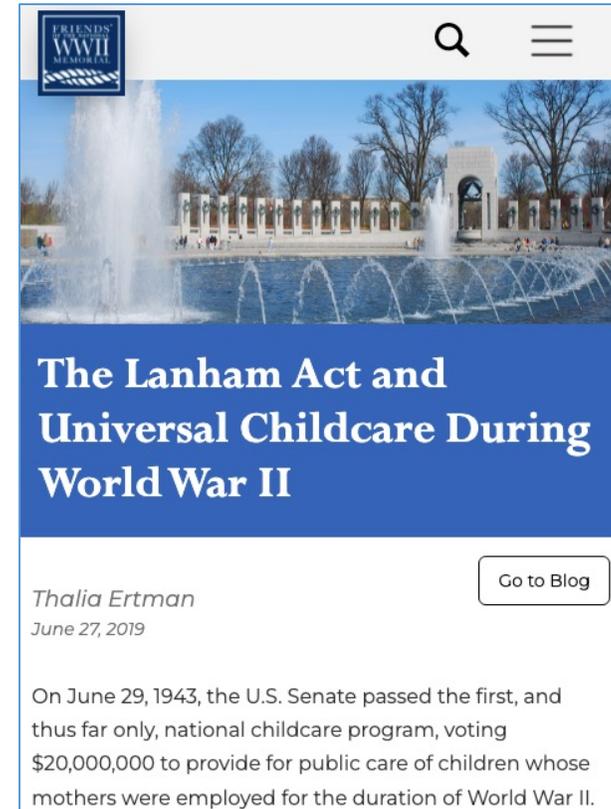
- Although the US is known for its limited provision of work-family support...
- Childcare is considered an essential component of personnel readiness and operational effectiveness
- Hailed by many to be a model for the nation:
 - *"The best chance a family has to be guaranteed affordable and high-quality care in this country is to join the military," Ann Crittenden, 1997*



The screenshot shows a media mention from the National Women's Law Center. The header includes the organization's logo and the text "NATIONAL WOMEN'S LAW CENTER Justice for Her. Justice for All." followed by a blue bar with "MEDIA MENTION" in white. Below this, the date "June 16, 2017" and the issue "Child Care & Early Learning" are listed. The main headline reads "The U.S. already has a high-quality, universal childcare program—in the military". A quote from Helen Blank, director of childcare and early learning at the National Women's Law Center, is included: "It was shocking," said Helen Blank, director of childcare and early learning at the National Women's Law Center... "It's not a miracle," Blank said. "It's the determination, and you have to fund it. You have to fund it."

Background

- 1940: the Lanham Act (lasted from 1942 to 1946)
- 1973: the US ended the draft
 - Transition to the all-volunteer force (AVF) = [changing profiles of military recruits](#)
 - Development of family support programs & benefits
- 1985: the Military Family Act
- 1989: the Military Child Care Act



The Military Childcare System

- **CDC:** Child Development Centers are the primary providers serving kids ages 6 weeks to 5 years, minimum 14 hours per day since 2016
- **FCC:** Family Child Care providers are certified home-based services for kids 4 weeks to 12 years
- **SAC:** School-age Care through center- or home-based care for kids 6 to 12, including kindergarteners, before and after school + CYS

Table I. Military Full-Time Child care Fees by Income Category

School Year 2019-2020

Category	Total Family Income	Weekly fee per child (standard)	Optional market adjustment (low)	Optional market adjustment (high)
I	\$0-\$32,525	\$60	\$51	\$70
II	\$32,526-\$39,491	\$75	\$66	\$85
III	\$39,492-\$51,108	\$93	\$84	\$103
IV	\$51,109-\$63,884	\$108	\$99	\$118
V	\$63,885 - \$81,310	\$124	\$113	\$134
VI	\$81,311 - \$94,032	\$136	\$124	\$146
VII	\$94,033 - \$110,625	\$140	\$128	\$150
VIII	\$110,626 - \$138,330	\$145	\$133	\$155
IX	\$138,331+	\$150	\$138	\$160

Why Should We Care?

- Congress appropriates roughly **\$1.2 billion** in FY2020 to run military childcare programs
- About 200,000 kids ages 0 to 12 are receiving care through CDC and FCC
- Over 23,000 childcare workers provide **high-quality care**
 - Comprehensive inspections conducted by experts from multiple disciplines
 - Accredited by the National Association for the Education of Young Children (NAEYC)
 - Childcare workers are well-trained and receive competitive salaries + federal employee health and retirement benefits and there are parent oversight boards(!)

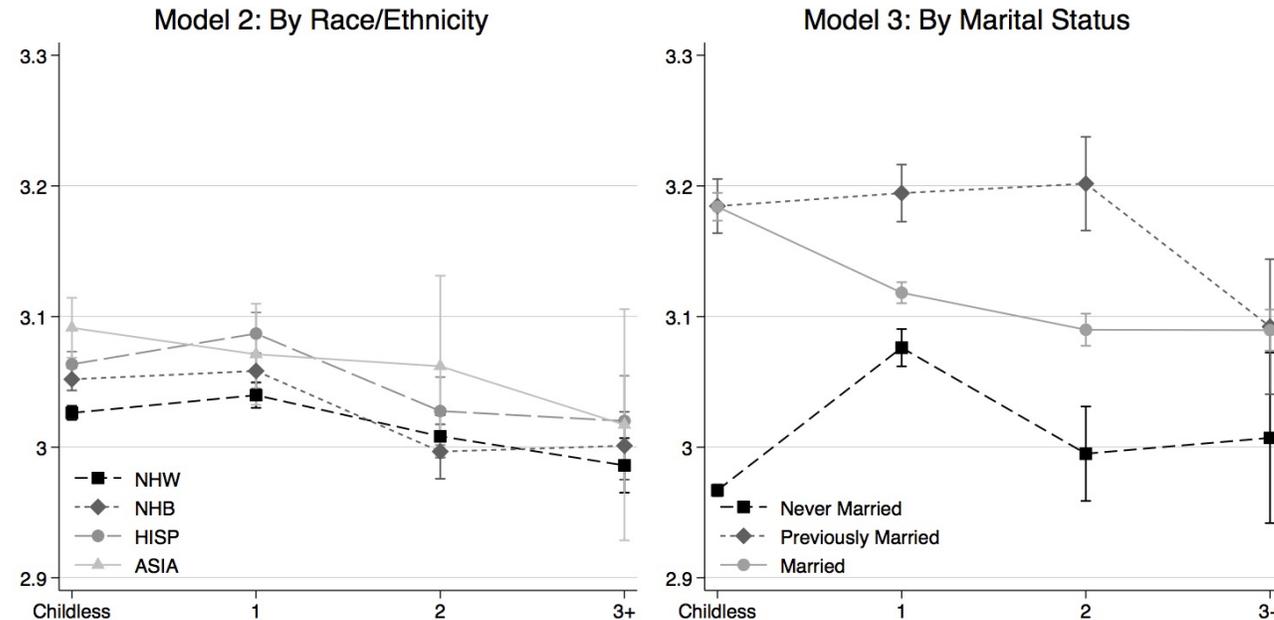
Retention of Quality Recruits

- Family formation remains a major obstacle for operational readiness, particularly in terms of recruitment, retention, and integration of women
- BUT women who gave birth while in service were **much less likely to separate early** for work-family reasons than childless women
- Same could not be said about fathers(!)



Women's Labor Market Outcomes

- My preliminary analysis indicates that the motherhood penalty is negligible for the first child, and this finding holds across racial/ethnic lines (but marital status still matters)



Take Aways?

- The government and employers CAN do more
 - We DO have a model to build affordable, high-quality childcare system with extended hours through private-public partnerships AND pay livable wages and benefits to childcare workers!
- Thank you for your attention:)



Office of the Under Secretary of Defense for
Personnel & Readiness

STRATEGICALLY READY



“Optimize talent management and personnel programs, relevant training and education, world class health care, quality family support, and force resilience through diversity, inclusion, and equal opportunity”



CARE THAT WORKS

Families And Providers United For Child Care



Construction- Hour Family Childcare In Greater Boston

Overview



- 3-year pilot
- State-licensed providers offering home-based, small group care
- Addresses early-hour need of construction workers
- Geared towards helping women enter construction
- Prioritizes sustainability of the model



Construction- Hour Childcare Pilot

CARE THAT WORKS

Families And Providers United For Child Care



- 3 year pilot program in Boston, launched in Fall 2020
- Licensed family childcare providers who open at 5am or 5:30am
- Providers accept child care subsidies & are all members of SEIU Local 509. Private pay depends on the age of the child, but runs from \$290 - \$400/wk
- 10 (and growing) providers in Greater Boston
- The Carpenters Union & IBEW, the City of Boston, grants and some signatory contractors have helped fund this program.
- Interested parents go to **carethatworks.org**. They fill out an interest form and then are called & walked through the matching process.

Who We Are

CARE THAT WORKS

Families And Providers United For Child Care



Our coalition includes:

- **Community Labor United** – leads & staffs coalition
- **Unions (for families):** Carpenters, UniteHERE (hotel workers), IBEW
- **Unions (for providers):** SEIU & AFSCME
- **Pre-Apprenticeships:** Building Pathways, Build It!
- **Women’s Pipeline into the trades:** Northeast Center for Tradeswomen’s Equity / Build A Life That Works
- **Tradeswomen Advocacy:** Policy Group on Tradeswomen’s Issues
- **Community Groups:** mother’s homeless shelter (Brookview House), Community organizing group (New England United for Justice)

Our Vision



CTW members are united by a vision for a publicly-funded child care system shaped to empower those who are worst impacted by unaffordable care and underpaid care labor.

For children and parents to flourish in the home and as contributing members of society, our government must invest in a child care system that:

- meets the complete care needs of families with children ages 0-12,
- provides dignified and family-sustaining jobs for child caregivers,
- prioritizes business ownership and wealth building for women and communities that have historically been excluded from these opportunities, and
- is controlled by and accountable to the families, workers, and communities that rely on it.

CARE THAT WORKS

Families And Providers United For Child Care



Coalition Members



Outreach Tools



DO YOU NEED EARLY MORNING CHILD CARE?



Our new Boston-based child care pilot program might be the solution for you and your family!

Quality, affordable child care is now available in Boston as early as 5 a.m.

Scan this QR code or visit: carethatworks.org/interest-form to get started.



CARE THAT WORKS
Families And Providers United For Child Care



CARE THAT WORKS

Jobsite poster

Also available at Union Mtgs & Pre-Apprenticeship Info Sessions

work in the union construction trades?

do you need early morning child care?

Boston-based child care pilot is the solution for you and your

CHILD CARE FOR EARLY MORNING WORK HOURS!

Care That Works recently launched a pilot program of licensed family child care providers in Boston neighborhoods who will accommodate drop-off schedules starting at 5 or 5:30 a.m.

We are looking for union families who need child care.

It's easy to express your interest. Just fill out this form online and we will reach out.

CareThatWorks.org/Interest-Form



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Scan this QR code or visit: carethatworks.org/interest-form to get started.



Postcards sent from each union



Our Budget



This has been a very low-budget project.

We've raised money to cover

\$700/month early morning wage differential for childcare providers.

A small amount of COVID support – air purifiers and masks – for some providers.

In 2021, a ½ time staff person to help do outreach to union families & career seekers and to match families.

In 2022, we got a multi-year grant that's allowed us to hire a FT person.

Costs

2016 – 2019: All in-kind contributions (staff time) by coalition members for learning and creating the plan

2020: ~ \$10,000 for stipend for providers

2021: ~ \$135,000 in 2021 (more providers, ½ time staff to help with outreach and matching)

Funders include

Unions, City of Boston, 2 Project Labor Agreements, local grants

We built it but they haven't come yet

Our essential challenge:

Over 200 union families have filled out an interest form.

Only 7 families have put their child in care with the pilot.

Why? *We're not entirely sure – educated hypotheses:*

Launched during COVID

Cost of childcare is so high, even for families working in union construction

Language barriers between providers and families

1 parent's choice to move to a Center vs. Home-Based Care

Solutions we are testing:

6 month's scholarship of \$100-200/wk for 10 union members

Full time staff person dedicated to outreach and matching



Contacts



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Community Labor United
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CareThatWorks.org

**Opportunities to
expand access to care
during non traditional
hours by supporting
in-home providers**

March 2022





Home Grown

Home Grown is a national collaborative of funders dedicated to improving the quality of and access to home-based child care (HBCC)

- Inclusive of Family Child Care (FCC) providers and Family, Friend, and Neighbor (FFN) caregivers

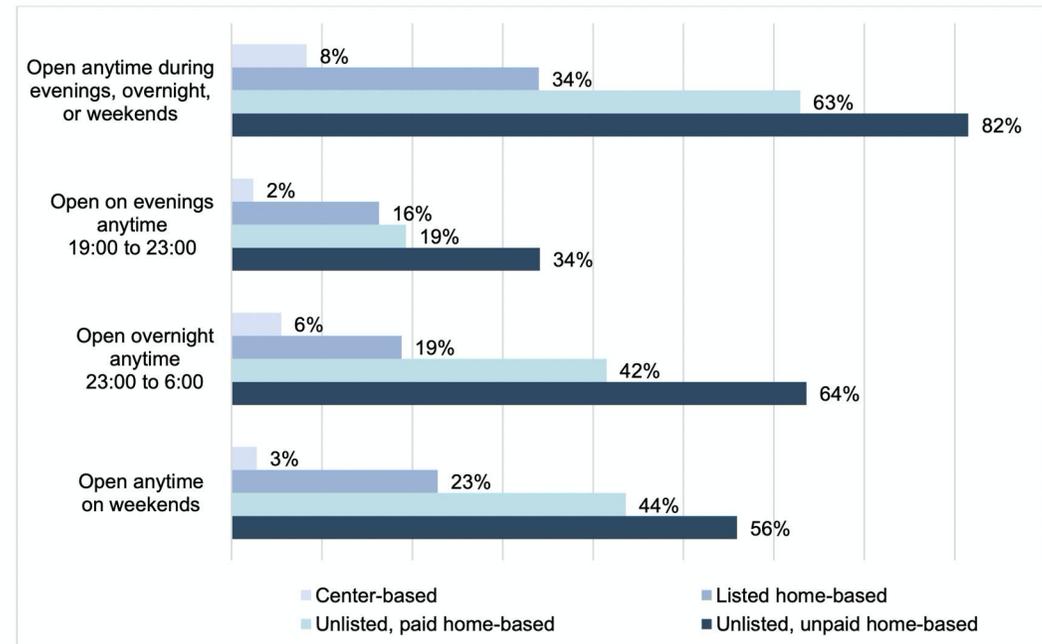
Home Grown Members:

Bainum Family Foundation, Buffett Early Childhood Fund, Gary Community Investments, W.K. Kellogg Foundation, Heinz Endowments, Heising-Simons Foundation, Imaginable Futures, Klingenstein Philanthropies, MAEVA Social Capital, Merage Foundations, Overdeck Family Foundation, the David and Lucile Packard Foundation, and the Pritzker Children's Initiative, Ralph C. Wilson Foundation, Vanguard



Non-standard Hours

Exhibit 1. Share of Providers Offering Non-standard Hours Care Serving Children 0 through 5 years, Not Yet in Kindergarten

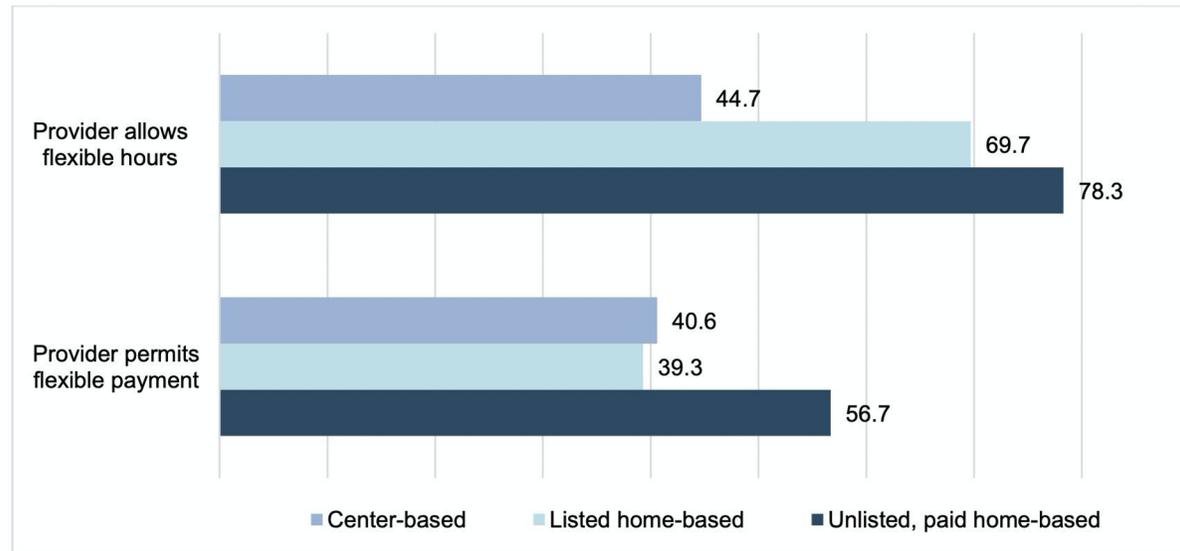


National Survey of Early Care and Education Project Team (2015). Fact Sheet: Provision of Early Care and Education during Non-Standard Hours. (OPRE Report No. 2015-44). Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. Available at <http://www.acf.hhs.gov/programs/opre/research/project/national-survey-of-early-care-education-nsece-2010-2014>



Flexible schedules

Exhibit 3: Percent of ECE Providers Offering Flexible Hours and Flexible Payment, by Provider Type



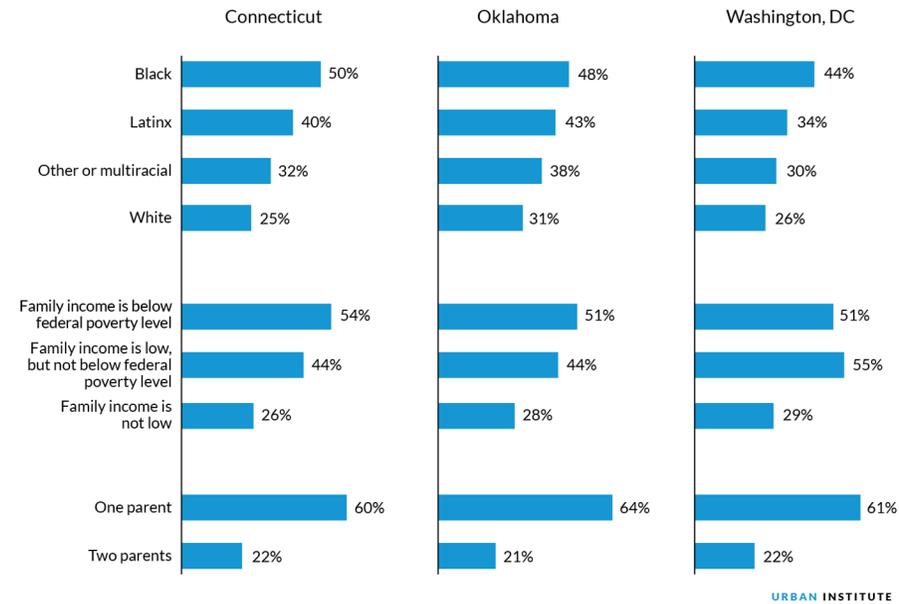
Note: Data include all center-based programs and any home-based provider caring for at least one child with whom there was no prior personal relationship.

National Survey of Early Care and Education Project Team (2015). Fact Sheet: Provision of Early Care and Education during Non-Standard Hours. (OPRE Report No. 2015-44). Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. Available at <http://www.acf.hhs.gov/programs/opre/research/project/national-survey-of-early-care-and-education-nsece-2010-2014>



Parents needs for nontraditional care

Share of Children with Parents Who Work Nontraditional Hours, by Place
and Characteristic



Sources: Urban Institute analysis of US Census Bureau microdata from the 2014–18 American Community Survey downloaded from IPUMS-USA and from the 2016 Survey of Income and Program Participation.

Notes: Children with parents working during nontraditional hour (NTH) schedules had all parents predicted as working or commuting during the same NTH timeframes (6:00 p.m.–6:59 a.m. weekdays or anytime Saturday or Sunday). Families with incomes below the federal poverty level have incomes below 100 percent of the federal poverty level (FPL), families with low incomes have incomes below 200 percent of the FPL, and families with higher incomes or incomes that are not low have incomes at or above 200 percent of the FPL. The "other or multiracial" group includes Asian people and Pacific Islanders, Native Americans, those who identified as another race outside of these categories, and those who identified with more than one race. These groups were combined into the "other or multiracial" category because of sample size concerns and to allow for comparisons across the three sites. Parental education level is not included in this chart because the category definitions varied across the three sites.



Meeting the Moment

- Shifting demand and preference for childcare during the pandemic
- Changing workforce dynamics
 - nontraditional hours
 - unpredictable hours
 - hybrid work schedules
 - work from home
- Racial Reckoning amplifies call for building equitable child care systems
- Historic investments

Meeting the Moment

Investment Opportunities

- Building Supply
- Defining Quality and Appropriate Supports
- Stabilizing Economic Well-being
- Comprehensive Services
- Building evidence & understanding

Reform Opportunities

- Licensing systems
- QRIS approaches
- Subsidy programs & Payment mechanisms
- Connections to other federal and state programs (CAFPCP, housing and community development, etc)



\$\$ ARPA , CCDBG Supplemental Funds , a version of BBB, Local Investment \$\$



Other Resources :

- Home Grown [Home-Based Caregivers Provide More than the Essentials for Parents Who Don't Work 9-5](#)
- Urban Institute [To Make the Child Care System More Equitable, Expand Options for Parents Working Nontraditional Hours](#)
- National Women's Law Center [FAMILY, FRIEND, AND NEIGHBOR CARE: FACTS AND FIGURES](#)

Thank You!





Expanding the Child Care Infrastructure beyond Usual Hours:

Employers, Unions, and Government

Becky Levin, AFSCME Federal Government Affairs



Building a Better Child Care System

The U.S. Child Care “System”

Who does it- centers, family child care, FFN

Funding- individual, public (CCDBG, Head Start, tax credits, bonuses, BBB, state funds)

Shortfalls- child care deserts, waiting lists, “grey market”

What Can Unions Do?

Organize the care work force

For union members- contracts, bargaining, advocacy

For everyone- raising the tide, advocacy



What Do Working Families Need?

1. **Hours/Flexibility**
2. **Select the setting of their choice**
3. **Reasonable Costs**
4. **Proximity/convenience**
5. **Quality**



Responding to the Needs of Working Families and the Work Force

Focus on both quality and access.

Read the room- we are losing child care supply at a rapid rate, and inflation is a real issue for providers and families

Support a real, mixed delivery system.

Increase wages and invest in the work force. Base payment on costs not market rate.

Respect the different needs of different working families.

Make licensing standards reasonable.

Learn from the pandemic- child care is infrastructure. Every brick counts.



Expanding Child Care Beyond the Usual Hours



Jaya Chatterjee
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March 5, 2022



Community Change

Community Change is a national organization that builds the power **of low-income people, especially people of color**, to fight for a society where everyone can thrive.

We create space for **parents and child care providers** to strategize together, learn from each other's experiences in the field, and build a shared agenda to make child care universal and ensure a living wage for the early childhood workforce.

Aubrey T., Reading, PA

“How am I supposed to keep my job if I don’t have childcare? How am I supposed to pay for childcare if I don’t have a job?”





Thank You!



Jaya Chatterjee
jchatterjee@communitychange.org
March 5, 2022