

HUMAN SERVICES POLICY
ADVISORS INSTITUTE

Bridging the
Gap: State
Strategies to
Support
Nontraditional
Hours for Parents

October 25TH, 2023



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ZOOM HOUSEKEEPING ITEMS

MEETING IS NOT FOR ATTRIBUTION

During this meeting we hope to generate a frank and open dialogue. For that reason, our discussion today is closed door and not for attribution.

CHAT IS OPEN AND ENCOURAGED

Please leverage the chat functionality to share materials, ask questions, provide feedback, etc.

CONTACT EKAAN FOR TECHNICAL HELP

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PLEASE INCLUDE STATE IN NAME

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AGENDA



Welcome and Overview



State Breakout Discussion



Presentation from the Urban Institute



Presentation from Minnesota



State Q&A



Closing & NGA Updates

Welcome!

Eli McCabe
Policy Analyst



Breakout Discussion





Breakout Room Questions

- What is your state's top priority in expanding nontraditional hour care? Are there any populations you're particularly focused on?
- What are the biggest challenges in your state in supporting nontraditional hour care?



Urban Institute

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Nontraditional-Hour Child Care: Key Research Findings

Diane Schilder and Dawn Dow (based on recent research and studies with: Gina Adams, Cary Lou, Justin Doromal, Eve Mefferd, Jonah Norwitt, Peter Willenborg, and Heather Sandstrom)



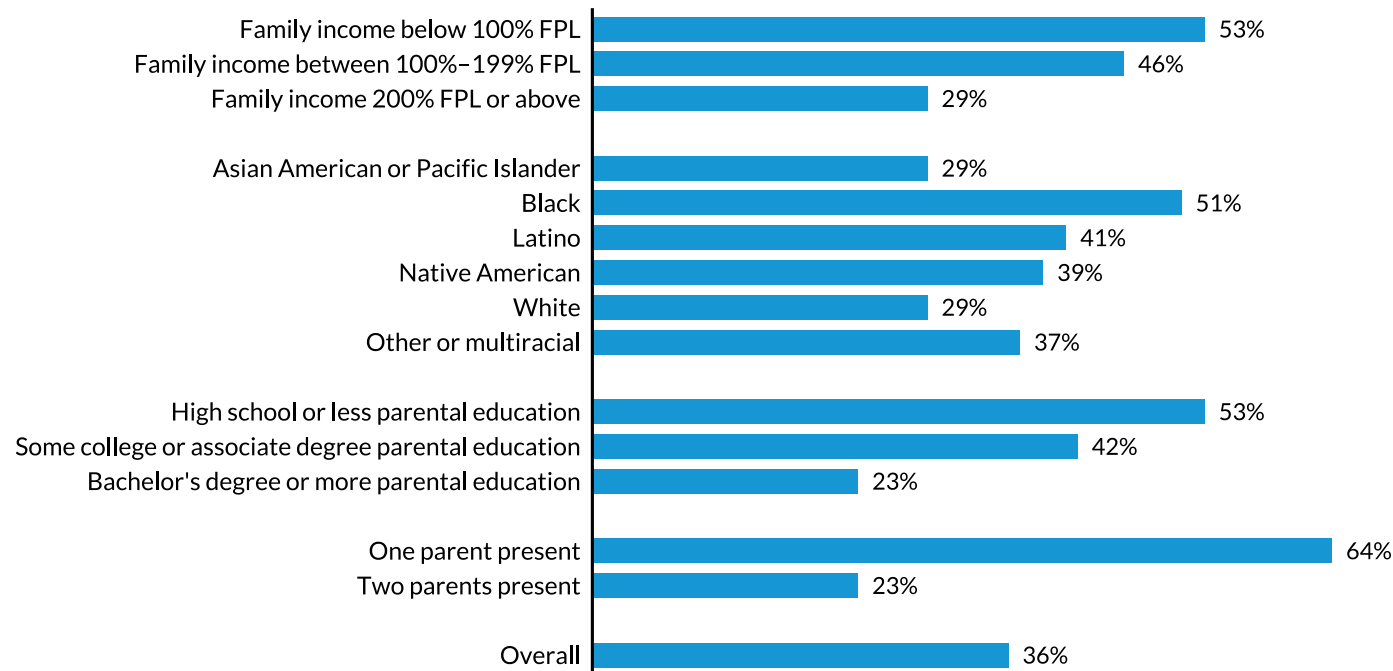
Overview

- What do we know about nontraditional hour...
 - Prevalence and variability?
 - Demand during different times of the day and days of the week?
 - Employer and community leader perspectives?
 - Current policy decisions and options?

Prevalence High and Variable by Characteristic and Geography

Prevalence Highest for Families Facing Structural Barriers to Opportunity Most Likely to Need NTH Care

Share of United States Children Younger than Age 6 in Working Families that have NTH-Working Parents, by Selected Personal and Family Characteristics



Over one third of children under age six with working parents have parents working nontraditional hours

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

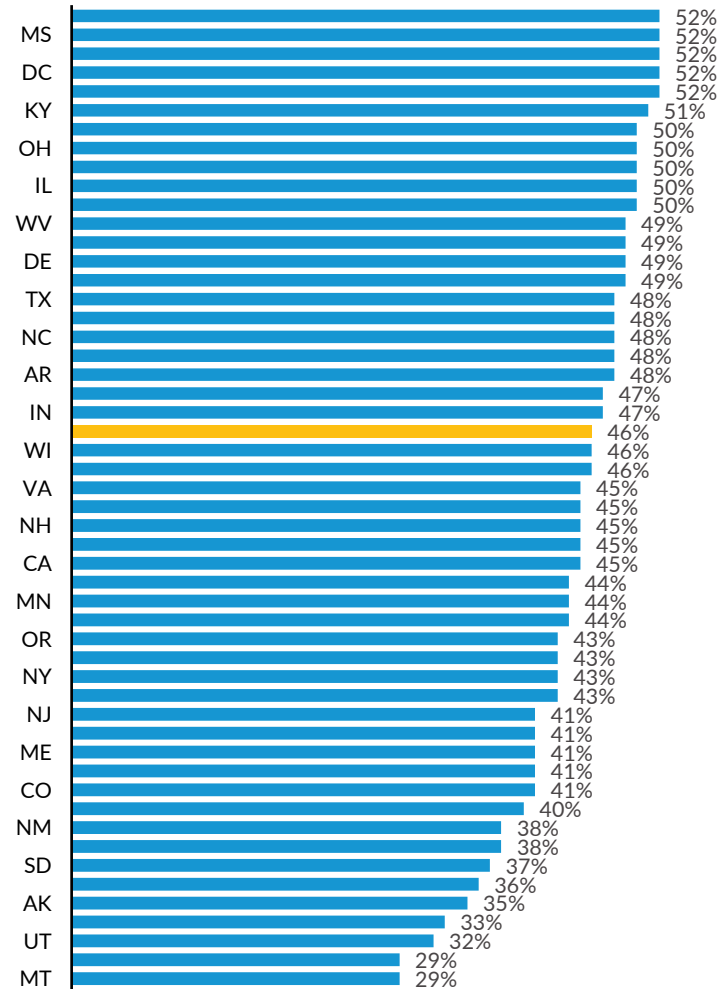
Notes: FPL = federal poverty level (poverty thresholds). For family income, a small group of children living with unrelated household members or in group quarters falls into a not applicable category. Poverty status is not calculated (and not shown here) for these children. The other or multiracial group includes children identified as another race outside these categories or more than one race. Parental education level reflects the highest level of attainment between both parents for children living with two parents. A small group of children not living with their parents falls into a no parents category (not shown here).



Substantial Variation Exists by State

- Depending on the State, between about One-Quarter and Nearly Half of Young Children in Working Families Have Parents Working Nontraditional Hours
 - Highest share: Mississippi (47%), Nevada (44%), Alabama and Louisiana (42%)
 - Lowest share: North Dakota (24%) and Montana and South Dakota (25%)

Across States, One-Third to One-Half of Young Children in Working Families with Low Incomes Have Parents Working During NTH



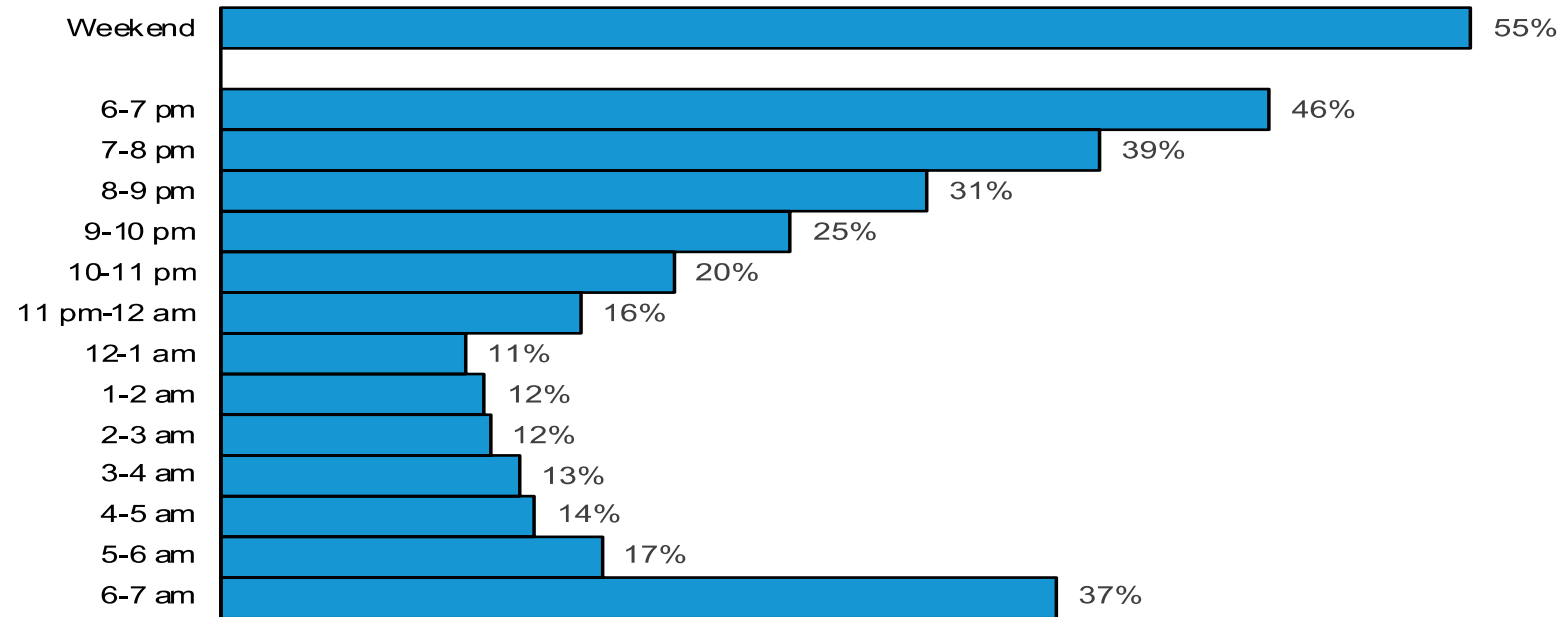
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Demand and Use Differs by Time of Day and Day of the Week

Potential Demand for Nontraditional Hour Care Varies by Time

Young Children in NTH Care Are Most Often in Care Immediately before and after Traditional Weekday Hours and on Weekends

NTH period (weekend and weekday hours)



Share of children in NTH care in care during hour

Source: Urban Institute analysis of National Survey of Early Care and Education 2019 household survey data.

Notes: Figures are estimates, and percentages are rounded to the closest 1 percent. Children can be in NTH care during multiple periods, so the categories sum up to more than 100 percent.



Parents Use Different Types of Care Depending on Time of Day/Week

- Most parents use a **combination** of types of care for different time periods.
 - About **two-thirds** had **traditional hour** **and** **nontraditional-hour care needs** and use licensed care during traditional hours
 - Most who use licensed care for traditional hours told us they **rely on family, friend and neighbor care** or other unlicensed, more informal care for late hours, overnight, or very early in the morning.
- For parents with **late evening, overnight, and very early morning** child care needs:
 - Most rely on family, friends or neighbors;
 - Some use family child care; and
 - Fewer use center-based care very late at night, overnight and early hours of the morning



Parents' Recommendations

- **Care in the child's home** by a relative or friend was the first choice, for most NTH time periods especially when the child was sleeping, for early morning or evening meals and bedtime routines.
- For young children in a licensed family child care home or center during the day, **extending the hours slightly right before or after traditional hours** benefits the child and family.
- Parents' preferences for child care arrangements for **weekends care depends** on what the child was doing during the week. If a children was in home-based care during the week, parents wanted more structure and stimulating care during the weekend and vice versa.



Parent perspectives on care varies by time period

“[I...] want *stable licensed child care from 6am-7pm/8pm* and then overnight would prefer a *relative caregiver* or someone who they have a close personal trust (child sleeping in own bed)”

Community Leaders and Employers Report a Need for Nontraditional Hour Care and Providers Report Barriers to Providing Nontraditional-Hour Care



Community Leader, Policymaker, and Employer Perspectives

- Community leaders, policymakers and employers (who participated in a few studies) told us a lack of nontraditional-hour care leads to...
 - Less reliable workforce
 - A more limited pool of trained workers in some fields like construction and health care because parents cannot participate in training during nontraditional hours



Community leader perspective about NTH child care

““I do work with a quite a few families who are **unable to pursue other job opportunities** or continue with schooling because they don't have the [NTH child care] support that they need for their child”
- director of a community-based organization



Employer Perspectives

Some employers are addressing the lack of nontraditional hour child care by. . .

- partnering with child care providers and supporting shared services
- creating work schedules with parents' caregiving needs in mind by giving advanced notice and seeking ways of providing more stable schedules
- working with local leaders to support policies that provide public policies and funding for nontraditional-hour child care

Policy Considerations and Actions



Equity Consideration

- Child Care and Development Fund (CCDF) requires equitable provision of child care but...
 - Workers with lower incomes told us they have less control over their schedules and are juggling multiple responsibilities
 - Many are working, are also in school and need care for non-work related reasons.
 - Lack of available culturally competent and congruent care reported by most parents who participated in Austin study.
 - Lack of reliable nontraditional hour care limits economic opportunities and mobility



Policy Options to **Expand Hours** of Existing Providers

Increase **subsidy rates** for nontraditional hour care. Examples include...

- **Connecticut** provides an enhanced rate for care that extends beyond an 8-hour day
- The **District of Columbia** that has a rate based on a cost of quality study that includes nontraditional hours
- **Ohio**'s plan indicates the state plans a 5 percent enhancement added to base rates
- **Texas** allows local workforce boards to develop differential rate structures for care such as overnight and on weekends
 - ❖ Yet, some states exclude nontraditional hours from market rate surveys, thereby limiting the ability of state policymakers to address the issue



Policy Options to Increase **Quality** of Nontraditional Hour Care: Policy Ideas Being Launched or Considered

- Allow unlicensed caregivers as well as small facilities to participate in **professional development** opportunities, which is done in **Hawaii**
- Use measures of quality in Quality Rating and Improvement Systems that are appropriate for different types of providers (including those offering care during nontraditional hours) as **Indiana** is doing
- Use research findings to inform development of checklists and materials for families about what constitutes quality nontraditional hour care, recommended by several states in our study



Policy Options to **Expand Hours** of Existing Providers

Use child care subsidy funds for nontraditional-hour **contracted slots**

- In **Colorado**, under the Colorado Child Care Assistance Program (CCCAP), each county has the option of developing contracts for slots with licensed child care centers and family child care homes (contracts for slots increase supply and quality and serve vulnerable and underserved families); county departments of human services may opt to pay higher rates

Support “shared services agreements” or **networks of caregivers**

- Communities in **Texas** are supporting networks of caregivers to offer care during nontraditional hours and some communities are **incentivizing employers** to support networks
- **Virginia** and is implementing a Shared Services Network for Family Day Homes pilot project



Policy Options to Increase the **Supply** of Subsidized Care During Nontraditional Hours

- **Address barriers** to participation in **subsidy system** experienced by some providers
 - **Allow family, friend and neighbors** to access subsidies as is the case in **Montana** and **New Jersey**
 - **Provide information and supports** to “unlicensed” caregivers about how to participate in subsidy system as is done in **Kentucky**
 - **Provide start-up funding** which is done in **Alaska** and **Idaho**
 - List these options on state child care consumer education databases



Policy Options to **Provide Families** and **Caregivers** with **Information** about Need and Supply

- Update **child care consumer education resources (databases listing providers)** to include information about nontraditional-hour care as **DC**, **Connecticut** and **Oklahoma** are doing
- Consider supporting backup nontraditional hour as **Oklahoma** did in the early days of the pandemic
- Update child care databases on a regular basis and provide local up-to-date resources and information

Key Resources

Selected Products: Informing Policy Decisions about Nontraditional-Hour Child Care

Nontraditional-Hour Child Care in Austin/Travis County

- [Nontraditional-Hour Child Care in Austin/Travis County: Insights from Interviews, Focus Groups, and Analyses of Supply and Demand](#) (report)
- [Executive Summary: Nontraditional-Hour Child Care in Austin/Travis County Insights from Interviews, Focus Groups, and Analyses of Supply and Demand](#) (brief)

Analyses of NSECE 2019

- [State Snapshots of Potential Demand for and Policies to Support Nontraditional-Hour Child Care](#)
- [Child Care Use for Young Children during Nontraditional Hours](#)

Exploring Potential Demand and Parental Preferences for Nontraditional-Hour Child Care in Three Sites

- [Executive Summary: What Child Care Arrangements Do Parents Want during Nontraditional Hours?](#)
- [What Child Care Arrangements Do Parents Want during Nontraditional Hours?](#)

Thank you!!!

Many thanks to funders including:

- United Way for Greater Austin and is supported, in whole or in part, by federal award number OMB 1505-0271 awarded to the City of Austin by the US Department of the Treasury.
- Administration for Children and Families (ACF) of the United States (US) Department of Health and Human Services (HHS) as part of a financial assistance award (Grant Number 90YE0241) totaling \$105,000 with 100 percent funded by ACF/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by, ACF/HHS or the US government.
- Robert Wood Johnson Foundation
- The Office of the State Superintendent of Education (OSSE) through the grant provided to DC Child Care Connections, the District's child care resource and referral agency managed by Kids Comprehensive Services, LLC.

Many thanks to study participants including:

Parents

Business leaders

Policymakers

Policymakers

Child care providers

Community leaders

Policymakers

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Project Resources: [Informing Policy Decisions about Nontraditional-Hour Child Care](#).

Weblink: <https://www.urban.org/projects/informing-policy-decisions-about-nontraditional-hour-child-care>

Minnesota

Tracy Roloff

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Minnesota's Family, Friend and Neighbor Grant Program and Ecosystem Supports

Tracy Roloff | Special Projects Manger; CCS Division

MN FFN History and Background

- FFN providers are a frequent choice of care for parents with infants and toddlers, parents in diverse cultural and ethnic communities, and parents working non-standard hour jobs.
- Minnesota has a long history of supporting Family Friend and Neighbor providers.
 - Focus on FFN providers started in Minnesota in 1993
 - In 2008, Minnesota was the first state in the nation to provide state funding for an FFN grant program
 - In 2012, a community-informed strategic plan was developed and had begun to be implemented.

Excerpts from Minnesota's FFN Strategic Plan

- Definition: Family, Friend and Neighbor (FFN) care is unlicensed care provided by a relative, friend, or someone in the community. It can occur in the child's home or in the caregiver's home. Caregivers may include grandparents, other relatives, and non-relatives. It may be full or part-time, paid or unpaid care.
- Mission: Provide opportunities to create trusting relationships and supports for FFN caregivers to enhance their knowledge and the skills that promote children's safety and healthy physical, social/emotional and cognitive development within the context of the child's family and cultural community. Promote practices that strengthen families.

MN FFN History and Background

- With Minnesota becoming a Race to the Top state in 2012, legislative priorities shifted. The importance of FFN providers in the early childhood landscape did not.
- During the COVID-19 pandemic, many more families began using FFN providers because their typical care provider closed, or they do not feel safe having their child cared for in a congregate setting.

MN FFN Recent Investments

- In 2020, DHS dedicated \$1 million of its CCDBG CARES Act appropriation to provide support for FFN providers. The financial support was granted out to agencies to provide direct outreach, training and materials supports to FFN providers, prioritizing organizations serving the Somali, Latinx, Hmong, African American, American Indian and immigrant communities.
 - DHS prioritized and utilized equity in procurement tools to execute this first iteration of the grant program.
- Concurrently, Minnesota's Preschool Development Grant provided funding support for important FFN initiatives including an FFN Learning Community and early childhood mental health coaching supports for FFN providers.

MN FFN Recent Investments

Through the federal Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) and American Rescue Plan Act (ARPA) funds, Minnesota invested \$4.5 million in supporting Family, Friend and Neighbor providers in the state.

- Permanent hire of a full time FFN Project Manager
- ~\$2.9 million in grant funding disbursed to organizations supporting FFN providers to and sustain and the FFN grant program
- FFN-focused outreach and marketing campaign
- Environmental scan study of FFN in Minnesota

Minnesota FFN Grant Program Funding: \$7.8 million (Oct. 1, 2023 –June 30, 2025)

➤ Funding Sources

- \$5,075,000 from the federal Child Care Development Block Grant
- \$2,725,000 from the State General Fund

➤ Primary Goals:

- Support FFN providers
- Expand FFN support geographically
- Continue to increase community engagement.



Minnesota's FFN Grant Program

- To increase the cultural diversity of child care providers in our state
- To increase the number of registered [LNL providers](#) in the state
- To invest in a consistent, coordinated and sustained statewide network of support for FFN providers
- Outreach to increase FFN's awareness of existing resources they could benefit from
- To provide support and technical assistance to targeted community-based organizations to increase their capacity to support FFN providers

Environmental Scan Overview

- Between September 2022 and June 2023, The Minnesota Department of Human Services, in partnership with researchers at The Improve Group, designed and implemented an environmental scan of family, friend, and neighbor (FFN) childcare in Minnesota. The study centered on two surveys: one each for FFN caregivers and the parents/guardians who use FFN care.
- Top level take-away: Much variation in preferences, experiences, and opinions exists, as families pursue the unique FFN care arrangements that work best for their families and circumstances.

Environmental Scan Recommendations

- Given the high variability in experiences and preferences of FFN caregivers and families choosing FFN care, the State should avoid one-size-fits-all approaches and center equity as a top priority.
- Continue to support community-based organizations to do community-specific outreach related to FFN childcare
- Include FFN care in child-care related resource and benefit programs eligible to those who use or provide center- or in-home childcare
- Offer training and resources with the goal of supporting FFN caregivers to enhance the care they are already offering
- Recognize FFN care as an important form of childcare, but use caution when pursuing it as an entry point into childcare careers

Sustainability Overview

- The Department of Human Services' (DHS) Child Care Services Division (CCS) asked Management Analysis and Development (MAD) to help identify opportunities for sustainable support to FFN providers, as temporary funding was set to expire in the next few years. With sustainable funding secured in 2023, CCS pointed sustainability efforts to focus on additional ways to support FFN providers and the community organizations that support them.
- CCS took this opportunity to use the information gleaned from interviews with FFN grant recipients, as well as community organizations, national early childhood organizations, local and national foundations, and early childhood programs in other states to learn about innovative programs and funding ideas. MAD conducted interviews and convened a group discussion in spring and summer 2023 with these groups.

Sustainability Recommendations

- Improve language access
- Increase opportunities for community organizations and providers to connect and collaborate
- Expand connections with other state agencies, nonprofit organizations, foundations, and other organizations
- Find ways to help community organizations navigate multiple funding sources

Design Sprint Overview

Focus of the FFN Training design sprint is to improve access, participation, and engagement by culturally, racially and language diverse Friends, Family and Neighbors (FFN) and Legal, Non-Licensed child care providers in Minnesota's early-childhood professional development system.

The outcomes are:

- Demonstrating how HCD can impact the way the teams work together and,
- Help match caregiver (FFN) unmet needs to program design to increase engagement and improve outcomes

Deliverables from this will be:

- Synthesis from the internal interviews and recommendations on how the team can better use human-centered design to improve empathy and insights gathering and idea activation.
- Persona frameworks that synthesize information from provided documents, interviews with Grantees and DHS team.



State Q&A

MONDAY



Closing and NGA Updates

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