

2022 POLICY AGENDA

2022 Child Care Transformation Plan

In 2021, thanks to the incredible work and commitment of child care champions, the Vermont Legislature passed a comprehensive bill, H.171, which set in motion a public commitment to achieving an equitable, accessible, affordable, and high-quality early childhood education system in Vermont. Our state has never been closer to achieving this goal, but at the same time, things have also never been harder for Vermont families, businesses, or our essential early childhood education workforce.

In 2022, we must address these needs by continuing on the path laid out by H.171 and responding to Vermont's urgent child care workforce crisis.

Address Vermont's Early Childhood Educator Workforce Crisis

Recruit & Retain Early Childhood Educators

To address Vermont's early childhood educator workforce crisis, we propose the following initiatives to retain current early childhood educators and recruit new early educators to the field.

- » **\$125,000 to establish and fund an early childhood education recruitment campaign** at the Vermont Association for the Education of Young Children.
- » Embed early childhood education recruitment into all state workforce development programs.
- » **\$19.6M to issue quarterly retention bonuses** for early childhood educators currently in the field.
- » **\$11.1M for premium assistance** to ensure all early childhood educators working in Vermont have access to health insurance they can afford.
- » Develop a short-term, multi-faceted recruitment and retention strategy to attract early childhood educators to relocate to Vermont and retain the current workforce.
 - **\$5.7M to expand Vermont's student loan repayment** support program for early childhood educators.
 - Provide no-cost child care for the children of early childhood educators working in regulated programs.
 - Fund additional, creative benefits that acknowledge the importance of early childhood educators to our communities.



Together, we can create a Vermont in which all children have equitable access to early childhood education opportunities, families are able to find and afford the child care they need to stay at or return to work, and early childhood educators are equitably compensated and valued for their critical work.

Learn more about our 2022 Child Care Transformation Plan: www.letsgrowkids.org/transform

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Better Support Child Care Programs

» Update CCFAP policies related to child absences to reflect the realities of program operations during an on-going pandemic:

Child care programs currently use a set of complex codes to request payment from CCFAP when a child is absent. Given the pandemic, many families are struggling with juggling COVID-19 exposure and quarantine requirements for multiple family members, meaning that families are running up against caps on the use of some of these codes. Limits on absences should be eliminated and the current coding system should be replaced with one absence code to ensure families receive support and programs receive payment.

Continue Progress Toward Transformative Solutions

» Fund the Financing Study outlined in H.171: Appropriate funds requested by the Joint Fiscal Office for the study

established in H.171/Act 45 to determine the cost of operating a sustainable, equitable, affordable, and high-quality early childhood education system and options for how to fund such a system.

» Create a Child Care Capacity Development Program:

Build the infrastructure to create a strong business and capacity development resource center to provide long-term support for Vermont child care programs of all types.



You Can Help Save Child Care.

Learn more about our 2022 Child Care Transformation Plan: www.LetsGrowKids.org/transform