



Massachusetts' Early Education and Care Staff Pilot Program: Evaluation Findings

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Submitted to

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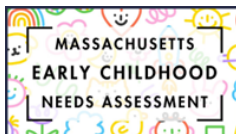
In 2023, the Massachusetts Department of Early Education and Care (EEC) implemented the [Early Education and Care Staff Pilot Program](#) (“EEC Staff Pilot”). The EEC Staff Pilot provides priority access to child care financial assistance (CCFA) for income-eligible staff working in licensed and funded early education and care programs.¹ The goals of this program are to provide access to affordable child care, support the economic mobility of families, and to promote recruitment and retention of the ECE workforce. As of September 2024, the program has served more than 1,580 early education and care staff and their families.

As part of the 2024 Massachusetts Early Childhood Needs Assessment, MEF Associates and Tufts Interdisciplinary Evaluation Research (TIER) conducted a small evaluation of the EEC Staff Pilot.² Through a survey and interviews with EEC Staff Pilot participants, this evaluation focused on understanding early experiences with and perceptions of the program.

Findings suggest that participants had largely positive feedback about the EEC Staff Pilot. Participants shared that the EEC Staff Pilot had positive impacts on a wide range of outcomes, including workforce recruitment and retention, child wellbeing, caregiver wellbeing (including reduced stress levels), and financial stability. **Participants** also felt strongly that the EEC Staff Pilot should continue (and expand) to support early educators and their families.

¹ At the time of the evaluation, income eligibility for the EEC Staff Pilot (85% State Median Income) was higher than the income threshold for most other families (50% State Median Income).

² The final sample includes 406 survey respondents and 11 interviewees. For more information about the sample and methods, see Appendix A.



Below we elaborate on these findings, beginning with an overview of key findings. The section that follows details participant experiences navigating the EEC Staff Pilot—including how they became aware of the EEC Staff Pilot and accessed CCFA. Finally, we summarize participants’ satisfaction with and perceived impacts of the EEC Staff Pilot on recruitment and retention, caregiver and child wellbeing, and financial stability.

Key Findings

Summary of Key Findings

EEC Staff Pilot participants generally had a positive experience with the program and felt strongly that the EEC Staff Pilot should continue (and expand) to support early educators and their children.

Experiences Navigating the EEC Staff Pilot

Priority Access to CCFA through the EEC Staff Pilot



- Most participants learned about the EEC Staff Pilot through work colleagues or informal channels. Interview participants encouraged EEC to conduct additional outreach to raise more awareness about the program.
- Most interview participants were pleasantly surprised by the quick access to CCFA through the EEC Staff Pilot.

Child Care Arrangements



- About one-third of survey respondents reported changing their child’s care arrangement after receiving CCFA through the EEC Staff Pilot. For many, this meant enrolling their child(ren) at the same child care program where they were employed.
- Nearly all (90 percent) of survey respondents agreed or strongly agreed it was important to them that they remained eligible for CCFA.

Perceived Impacts of the EEC Staff Pilot

Recruitment & Retention



- Participants agreed the EEC Staff Pilot positively influences workforce recruitment. Interview participants cited the EEC Staff Pilot as motivation to stay in the early child education field.

Caregiver & Child Wellbeing



- Participants shared that the EEC Staff Pilot had an overall positive impact on their child’s wellbeing. Participants suggested it also supported caregiver wellbeing and reduced daily stress levels.

Financial Stability



- Participants expressed that the EEC Staff Pilot improved their families’ financial stability. They suggested the EEC Staff Pilot allowed them to work more hours per day, days per week, and/or during the summer.

Experiences Navigating the EEC Staff Pilot



Priority Access to CCFA through the EEC Staff Pilot

Many participants learned about the EEC Staff Pilot through work colleagues or informal channels. For example, almost two-thirds (63 percent) of survey respondents who received child care financial assistance (CCFA) heard about the EEC Staff Pilot through a supervisor, director, or colleague at work. Additionally, 14 percent heard about the EEC Staff Pilot through a friend, family member, or neighbor (see Appendix Exhibit B.7). Similarly, most interview participants learned about the EEC Staff Pilot through a work colleague, friend, or acquaintance; a few individuals initially received information about the program through an EEC email or their licenser.

During the interviews, participants encouraged EEC to advertise the EEC Staff Pilot more broadly. Suggestions included using social media, distributing flyers that child care centers can share, and featuring information more clearly on EEC's website. A few participants also suggested that EEC email staff directly, rather than going through directors or managers. Participants noted that directors or managers may forget or choose not to share the information, particularly if their program does not accept CCFA. Several interview participants explained that they shared information about the EEC Staff Pilot with their personal and professional networks to help spread awareness of the program.

Most interview participants were pleasantly surprised by how quickly they accessed CCFA through the EEC Staff Pilot. Many shared that they were approved for CCFA within one or two weeks of applying. While some interview participants shared challenges (such as difficulty connecting with a child care specialist through Mass211), these challenges tended to be about the CCFA application and renewal process more generally, rather than with the EEC Staff Pilot specifically.

"It was really easy... I remember I filled out the application - I swear within like 2 days, we got a call... The [CCR&R organization] set me up right away with the interview. The interview, I think, was like 20 minutes at most, not even, it was quick.... Whoever I spoke with was wonderful. She told me exactly what I needed."

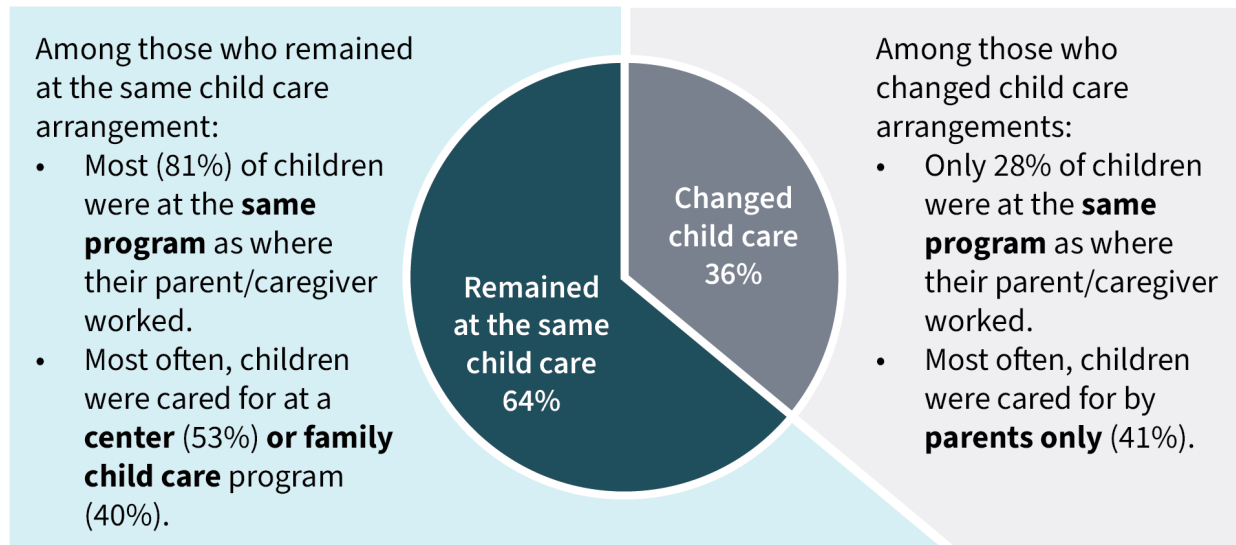


Child Care Arrangements

Survey findings suggest that EEC Staff Pilot participants were more likely to change child care programs if there was a mismatch in where the parent/caregiver worked and where their child/children were enrolled. As shown in Exhibit 1, 81 percent of children who stayed at the same care arrangement were enrolled at their caregiver's place of employment (see Appendix Exhibit B.12). In contrast, only 28 percent of children who changed care arrangements were enrolled at their caregiver's place of employment.³

³ This information combines responses from Exhibits B.9 and B.10. This allowed us to include families who selected 'parent or guardian care only' in Exhibit B.9 when calculating the total percentage of children who were enrolled at their caregiver's place of employment.

Exhibit 1. Comparing EEC Staff Pilot participants who changed care arrangements to those who did not



Note: N = 310. See Appendix Exhibit B.8.

Many interview participants reiterated that the EEC Staff Pilot afforded them the opportunity to enroll their child—or continue to enroll their child—at the same child care program where they were employed. Prior to the EEC Staff Pilot, interview participants used various child care arrangements, including having a family member stay home to take care of the child, paying out-of-pocket for full- or part-time care (at their place of employment or other program), using a discounted rate offered by their place of employment, or having their child in an unpaid slot at their own family child care (FCC) program.

Many families used CCFA through the EEC Staff Pilot to access care arrangements that were previously out of reach financially. Survey results show that 36 percent of EEC Staff Pilot participants changed their child’s care arrangement after receiving CCFA. Many of those children who changed care arrangements (41 percent) were using parental care only beforehand (see Appendix Exhibit B.9). Interview participants reiterated how CCFA expanded access to new care arrangements (including after school and summer camps) for children of different ages.

“I would never be able to afford summer camp this year [without CCFA] ... Summer camp’s wicked expensive. But now I can—like right now [my son is] at a STEM camp, and today was his first day. He woke up at 5 AM and he was so excited. To be able to give him that opportunity is huge.”

– Interview Participant

Nearly all participants affirmed the importance of the EEC Staff Pilot. Almost all (90 percent) survey respondents agreed or strongly agreed it was important to them that they remained eligible for CCFA (see Appendix Exhibit B.16). Nearly all (92 percent) survey respondents agreed or strongly agreed the EEC Staff Pilot should continue and expand so educators at higher income levels were eligible (see Appendix Exhibits B.16-B.17).

Perceived Impacts of the EEC Staff Pilot

In general, participants perceived an array of positive impacts related to the EEC Staff Pilot. Below we elaborate on how the EEC Staff Pilot may promote recruitment and retention, caregiver and child wellbeing, and financial stability.



Recruitment & Retention

Participants consistently agreed that the EEC Staff Pilot positively influences recruitment into the early childhood field. Three-quarters of survey respondents agreed or strongly agreed the EEC Staff Pilot might help recruit new staff or retain staff in the field of early education and care (see Appendix Exhibit B.13). During the interviews, participants shared personal stories about how the EEC Staff Pilot motivated them to enter the field.

"My boss now, when I went and toured and visited this daycare for my kids, she actually offered me a job. And she was like, 'There's a new program that you can have access to vouchers quicker'... [Today] it still allows me to have [CCFA] for my kids." – Interview Participant

During the interviews, several participants mentioned that the EEC Staff Pilot may help with recruitment because it conveys appreciation for staff in the early childhood field. This is important because this field often feels undervalued for the challenging work they do.

"I've always felt that...we're not shown appreciation much... [Our program] just can't afford certain things other organizations are able to do for their staff. But I feel that through the government support and through programs like this with the voucher, that helps to feel the appreciation... – Interview Participant

Participants also agreed the EEC Staff Pilot could influence workforce retention. Three-quarters of respondents also agreed or strongly agreed that the EEC Staff Pilot might encourage people to stay in the field of early education and care longer (see Appendix Exhibit B.13). Interview participants explained that the price of child care was prohibitive before receiving CCFA, which led them to consider staying home with their children. Several participants mentioned that losing access to CCFA would make them reconsider whether to leave their current job or the early care and education field altogether.

Things are working out well for me in this field, I'm getting some support, and I'm feeling appreciated. And so it does make me want to stay. Absolutely." – Interview Participant

"[Without CCFA], it probably would have been having to take myself completely out of the job and stay home with the two kids because my whole paycheck was pretty much going to child care." – Interview Participant

"When I first signed up, I was pregnant. And I was able to go right back to work after. I don't usually do that... I went right back to work because I did the classes [to become certified as a toddler teacher] and we were about to open our own toddler room. So that was... perfect. He can be taken care of. I can pump throughout the day and still give him breast milk, because that's what I really wanted to do. And I'm able to open up the classroom that I just spent all this time doing these classes for... I think he was two months old when I was able to go right back to work because of [the EEC Staff Pilot]." – Interview Participant



Caregiver & Child Wellbeing

Participants reported the EEC Staff Pilot was important for caregiver and child wellbeing. Most survey respondents (85 percent) agreed or strongly agreed the program had an overall positive impact on their child's wellbeing and reduced daily stress levels (84 percent; see Appendix Exhibit B.15). Interview participants further supported this sentiment, explaining that access to CCFA allowed them to enroll their children in child care programs that matched the quality, hours, or location they wanted. For some participants, having their child enrolled in the program where they were employed was very important and the EEC Staff Pilot enabled them to set up this arrangement.

A few participants also shared how access to child care provided their children with school readiness skills and eased the transition into kindergarten. One interview participant who had children with developmental delays shared that through priority access to CCFA, their children were evaluated early, set up with an individualized education plan, received targeted support, and made significant improvements prior to kindergarten.

"I really like the fact that in the preschool program they ended up getting funding for [school] to come in and evaluate the students... My older son had an IEP. He had to do speech classes, and he just graduated... I know it's made [his] life a lot easier. We used to have family members, like, 'What did he say?'... And now he has full conversations with those same exact family members." – Interview Participant



Financial Stability

Many participants felt the EEC Staff Pilot had a positive impact on financial stability. Among survey respondents, 64 percent agreed or strongly agreed the EEC Staff Pilot improved their family's financial stability (see Appendix Exhibit B.15). Most interview participants commended the EEC Staff Pilot for the financial support it provided their families. They explained the EEC Staff Pilot reduced costs associated with child care, which made working outside the home more feasible, and enabled families to more easily afford basic resources and other supports (e.g., extracurriculars for children).

"Without the [EEC Staff Pilot], I don't think I would have been able to sustain myself financially because I would have had my own kids—I wouldn't have placed them anywhere—so they would have still been here at [my family child care program], taking up the space." – Interview Participant

The EEC Staff Pilot enabled participants to work more hours. About half (54 to 55 percent) of survey respondents agreed or strongly agreed that the EEC Staff Pilot helped them work more hours per day or days per week (see Appendix Exhibit B.14). Interview participants explained that without CCFA, they would have considered decreasing their hours to part-time due to the cost of full-time child care or taking time off after having a child. Further, by using CCFA towards summer programming, they were also able to work year-round.

"I think just giving the ability for people to work full-time and have their child or children in a program full-time. I don't see anything but positives for that... It feels good to know that I do have some assistance... I had this major life-changing event, and so it was really good to have that in place for me. A lot of our teachers here are single parents—I think that [child care financial assistance] benefits them tremendously." – Interview Participant

Appendix A. Methodology

This section begins with an overview of how the study team conducted the online survey with program participants, followed by a description of how we completed interviews with program participants.

Survey

The survey questions asked about participants' current employment, experience enrolling in the EEC Staff Pilot, perceptions of the EEC Staff Pilot's impact, and demographic information.

EEC led efforts to draft the survey. MEF programmed the final survey and had it translated from English into four languages (Spanish, Portuguese, Haitian Creole, and Simplified Chinese). The sampling frame for the survey was a contact list of 1,105 EEC Staff Pilot participants compiled by EEC and shared with the evaluation team. After EEC notified EEC Staff Pilot participants about the upcoming survey, MEF emailed the survey link and sent up to six reminder emails over the 4-week field period (March to April 2024). EEC also sent one reminder email.

The final sample includes 406 respondents (37 percent response rate; 3 percent incomplete surveys).⁴ See Exhibit A.1 for additional detail.

Exhibit A.1. Summary of Survey Response

Status	N	Percent
Complete	372	34%
Partially Complete ^a	34	3%
Subtotal	406	37%
No response	600	61%
Bounced	21	2%
Subtotal	621	63%
Total	1,105	100%

Note: ^a Partially Complete includes respondents who answered at least one survey question.

Most survey respondents received child care financial assistance for one or more of their children. Notably, 84 percent of respondents reported receiving state child care financial assistance for one or more of their children. The remaining 16 percent included individuals who never applied,⁵ were ineligible, or were somewhere in the process of completing paperwork or locating a provider. For more information, see Appendix Exhibit B.6.

Exhibit A.2 presents demographic information on the survey respondents. For more details on the full sample, please see Appendix Exhibits B.2 and B.19 through B.26.

⁴ To retain all possible data, we included data from respondents who started but did not submit the survey. It is important to note that most questions were optional, so the number of responses varies by question. Of the 34 'partially complete' surveys, most had missing data on at least half of the questions.

⁵ Although the EEC-provided contact list was based on individuals who applied to the program, 10 percent of respondents indicated they never applied to the pilot program. It's possible these respondents did not recognize the pilot program by name or forgot they applied.

Exhibit A.2. Demographic Characteristics of Survey Respondents

Demographic Characteristic	<i>n</i>	Percent
Highest Education Level		
Less than a High School Diploma	8	3%
High School Diploma or GED	53	17%
Some college but no degree	106	33%
Associate's Degree	52	16%
Child Development Associate	25	8%
Bachelor's Degree	60	19%
Master's Degree	16	5%
Doctorate	0	0%
Race or Ethnicity		
Hispanic or Latinx	130	41%
American Indian or Alaska Native	3	1%
Asian	8	3%
Black	46	14%
Native Hawaiian or Other Pacific Islander	1	0%
White	155	49%
Other	7	2%
Household Income in Calendar Year 2023		
Less than \$35,000 per year	112	36%
\$35,000-\$49,999 per year	100	32%
\$50,000-\$79,999 per year	75	24%
\$80,000-\$99,999 per year	18	6%
\$100,000-\$120,000 per year	9	3%
More than \$120,000 per year	0	0%
Current Living Situation		
Single parent home	167	54%
Two parent home	119	38%
Extended family arrangement	26	8%
Foster family home	2	1%
Other	14	4%
Employment Location		
Licensed Family Child Care program	139	40%
Child Care Center	205	58%
Summer Camp	4	1%
After school program	25	7%
Other (please specify)	12	3%

Notes: Percentages do not add to 100 for questions that allowed respondents to select all that applied. See appendix tables B.2 and B.19 through B.26 for further details.

Interviews

TIER led the interview efforts. Through 11 virtual interviews, participants were asked how they were introduced to the EEC Staff Pilot, their experience finding child care with child care financial assistance, and perceived benefits or drawbacks of program participation.

TIER drafted a semi-structured interview topic guide and translated it into Spanish. For outreach, TIER used the contact list of EEC Staff Pilot participants compiled by EEC. TIER emailed 50 individuals at a time with a link to sign-up for the interviews and provide basic background information. From May to August 2024, TIER sent seven emails, reaching 350 EEC Staff Pilot participants. In total, 21 eligible individuals completed the form; we invited 19 of them for an interview (2 participants signed up after data collection ended). Of the 19, 11 individuals attended and participated in individual interviews with TIER (two interviews were conducted in Spanish). See Exhibit A.3 for a summary of interview participant background characteristics.

Interviews were audio recorded and a notetaker was present at each interview to summarize findings in real-time. TIER developed an Excel template to code participant responses in alignment with evaluation aims. After completing the interviews, summary notes were organized into the template to identify themes and their prevalence across participants.

Exhibit A.3. Background Characteristics of Interview Participants

Characteristic	<i>n</i>	Percent
Region		
Central	2	18%
Metro Boston	3	27%
Northeast	1	9%
Southeast & Cape	2	18%
Western	3	27%
Program Type		
Child Care Center	8	73%
Licensed Family Child Care Program	3	27%
Role		
Center Director	3	27%
Family Child Care Owner/Provider	2	18%
Teacher or Lead Teacher	4	36%
Assistant Teacher	1	9%
Program Administrator	1	9%
Education Level		
Master's Degree	1	9%
Bachelor's Degree	4	36%
Some college but no degree	6	55%
Race and Ethnicity		
White	5	45%
Hispanic or Latinx	3	27%
Black	2	18%
Middle Eastern	1	9%

Appendix B. Survey Tables

This appendix includes all the tables from the EEC Staff Pilot survey in the order of which they were presented to respondents. When reviewing these tables, please note the following:

- **Check the total number of responses.** This information is listed in the bottom row or rightmost column. The total number of responses varies across questions. This may be attributed to missing data (i.e., most questions were optional, so respondents could skip a question if they preferred not to answer it) or skip patterns (i.e., respondents only saw the question if responded a particular way in an earlier question).
- **Check the table notes.** Below each table we indicate the survey question number, as well as any skip patterns that may have affected who could see the question. Percentages may not add up to 100 if respondents could select “all that apply.” If this is the case, we also indicate this in the table note.

Exhibit B.1. Are you currently employed at an early education and care, afterschool, or out of school time program?

Response	Percent
No	14%
Yes	86%
Total number of respondents = 428	

Notes: Survey question 1.

Exhibit B.2. What type of program do you currently work at?

Response	Percent
Licensed Family Child Care program	40%
Child Care Center	58%
Summer Camp	1%
After school program	7%
Other (please specify)	3%
Total number of respondents = 351	

Notes: Survey question 2. Respondents could select all that applied. Respondents who answered “yes” to question 1 were asked this question.

Exhibit B.3. What is your current role?

Response	Percent
Teacher or Lead Teacher	47%
Assistant Teacher	12%
Paraprofessional or Aide	3%
Family Child Care Owner/Provider	22%
Family Child Care Assistant	6%
Center Director	5%
School Age Assistant Leader	0%
School Age Group Leader	1%
School Age Site Coordinator	2%
Program Administrator	5%
Support Staff (for example: kitchen staff, maintenance staff)	3%
Other (please specify)	8%
Total number of respondents = 347	

Notes: Survey question 4. Respondents could select all that applied. Respondents who answered “yes” to question 1 were asked this question.

Exhibit B.4. What age group(s) do you work with?

Response	Percent
Infants (younger than 15 months)	54%
Toddlers (at least 15 months and younger than 33 months old)	64%
Preschoolers (at least 33 months and not yet attending kindergarten)	63%
School age children (kindergarten and older)	23%
I do not currently work directly with children	2%
Other (please specify)	1%
Total number of respondents = 345	

Notes: Survey question 5. Respondents could select all that applied. Respondents who answered “yes” to question 1 were asked this question.

Exhibit B.5. Which of the following is true for your employment at an early education and care, afterschool, or out of school time program?

Response	Percent
I have never worked at these types of programs	39%
I stopped working at these types of programs less than 6 months ago.	51%
I stopped working at these types of programs more than 6 months ago.	10%
Total number of respondents = 51	

Notes: Survey question 6. Respondents who answered “no” to question 1 were asked this question.

Exhibit B.6. Where are you in the process of receiving state child care financial assistance through this pilot program?

Response	Percent
Not applicable, I never applied or was unaware of the pilot program until now.	10%
I receive state child care financial assistance for one or more of my children.	84%
I began the application process but decided not to continue.	1%
I am on the waitlist.	0%
I am in the process of filling out and/or gathering paperwork.	1%
I have filled out all the paperwork and am waiting for approval.	1%
I filled out all the paperwork and was told that I am not eligible.	2%
I have been approved and am trying to find an available provider.	1%
Total number of respondents = 374	

Notes: Survey question 7.

Exhibit B.7. How did you find out about child care financial assistance through this pilot program?

Response	Percent
Supervisor, director, colleague at work	63%
Online or social media	5%
Friend, family member, or neighbor	14%
Child Care Resource & Referral agency or Mass 211	14%
Department of Early Education and Care communication	15%
Family Child Care system communication	6%
I was already on the waitlist for state child care financial assistance and was notified of this pilot program	2%
Other (please specify)	1%
Total number of respondents = 311	

Notes: Survey question 9. Respondents could select all that applied. Respondents who selected “I receive state child care financial assistance for one or more of my children” on question 7 received this question.

Exhibit B.8. Is your child/children at the same child care program as they were before you received child care financial assistance through the pilot program?

Response	Percent
No	36%
Yes	64%
Total number of respondents = 310	

Notes: Survey question 10. Respondents who selected “I receive state child care financial assistance for one or more of my children” on question 7 received this question.

Exhibit B.9. What kind of program was your child/children enrolled in prior to receiving child care financial assistance through the pilot program?

Response	Percent
Licensed Family Child Care program	14%
A relative or friend	7%
Child Care Center	25%
School	7%
Summer Camp	1%
After school program	5%
No program, parent or guardian care only	41%
Other (please specify)	8%
Total number of respondents = 109	

Notes: Survey question 11. Respondents could select all that applied. “No program, parent or guardian care only” was an exclusive response option. Respondents who selected “no” on question 10 received this question.

Exhibit B.10. Was this your place of employment?

Response	Percent
No	52%
Yes	48%
Total number of respondents = 62	

Notes: Survey question 12. Respondents who selected “no” on question 10 and did not select “No program, parent or guardian care only” on question 11 received this question.

Exhibit B.11. What kind of program is your child/children currently enrolled in?

Response	Percent
Licensed Family Child Care program	40%
A relative or friend	1%
Child Care Center	53%
School	5%
Summer Camp	5%
After school program	13%
No program, parent or guardian care only	1%
Other (please specify)	2%
Total number of respondents = 199	

Notes: Survey question 13. Respondents could select all that applied. “No program, parent or guardian care only” was an exclusive response option. Respondents who selected “yes” on question 10 received this question. Due to a programming error, those who selected “no” on Q10 (indicating they changed child care programs) did not receive this question. Therefore, this table reflects percentages for those who indicated that they stayed at the same program.

Exhibit B.12. Is the program where your child currently receives care your current place of employment?

Response	Percent
No	18%
Yes	81%
Total number of respondents = 198	

Notes: Survey question 14. Respondents who selected “yes” on question 10 and did not select “No program, parent or guardian care only” on question 13 received this question. Due to a programming error, those who selected “no” on Q10 (indicating they changed child care programs) did not receive this question. Therefore, this table reflects percentages for those who indicated that they stayed at the same program.

Exhibit B.13. Please indicate your agreement with the following statements. Child care financial assistance through the pilot program may help...

Statement	Percent						Total number of respondents
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Does not apply	
Recruit new staff into the field of early education and care	13%	2%	9%	23%	52%	2%	306
People stay in the field of early education and care longer	9%	3%	12%	28%	47%	1%	300

Notes: Survey question 15.

Exhibit B.14. Please indicate your agreement with the following statements. Child care financial assistance through the pilot program has helped...

Statement	Percent						Total number of respondents
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Does not apply	
Me feel more committed to my current job	6%	2%	11%	42%	39%	1%	160
Me or my family work more hours per day	6%	6%	29%	26%	29%	4%	344
Me or my family work more days per week	6%	8%	27%	26%	28%	6%	304
Reduce gaps in my employment or my family's employment	6%	5%	20%	36%	28%	6%	303
Access child care that is a better fit for my family and/or child	6%	2%	12%	35%	41%	4%	301
Cover summer care I otherwise would not have utilized	6%	5%	15%	27%	37%	10%	301
Improve consistency of my child's schedules and routines	6%	2%	10%	32%	48%	2%	303

Notes: Survey question 16. Only respondents who selected “yes” on question 14 received the statement “Me feel more committed to my current job.”

Exhibit B.15. Please indicate your agreement with the following statements. Having help with child care costs through the pilot program has...

Statement	Percent						Total number of respondents
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Does not apply	
Reduced my daily stress level	6%	3%	6%	32%	52%	2%	299
Improved my family's financial stability	5%	3%	28%	22%	42%	1%	381
Increased the stability of my child's care	6%	1%	7%	35%	49%	1%	297
Had an overall positive impact on my wellbeing	6%	5%	20%	36%	28%	6%	303
Had an overall positive impact on my child's wellbeing	6%	1%	7%	35%	50%	1%	297

Notes: Survey question 17.

Exhibit B.16. Please indicate your agreement with the following statements. It is important to me that...

Statement	Percent						Total number of respondents
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Does not apply	
I remain eligible for child care financial assistance programs to help with child care costs	6%	0%	3%	19%	71%	0%	299
This child care financial assistance program continues	6%	0%	2%	20%	72%	0%	299
I have more child care options	8%	4%	16%	29%	38%	5%	298

Notes: Survey question 18.

Exhibit B.17. Please indicate your agreement with the following statements.

Statement	Percent						Total number of respondents
	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Does not apply	
I feel comfortable telling others that I am part of this program	7%	2%	6%	28%	57%	0%	299
This program should expand so educators at higher income levels are eligible	6%	0%	2%	20%	72%	0%	299

Notes: Survey question 19.

Exhibit B.18. How many years of experience do you have working with or for children other than your own, who are under age 13?

Response	Percent
0-3 years	24%
4-6 years	24%
7-10 years	28%
11-20 years	18%

Response	Percent
21 years or more	6%
Total number of respondents = 322	

Notes: Survey question 20.

Exhibit B.19. What is the highest level of school you have completed?

Response	Percent
Less than a High School Diploma	3%
High School Diploma or GED	17%
Some college but no degree	33%
Associate's Degree (for example: AA, AS)	16%
Child Development Associate (CDA)	8%
Bachelor's Degree (for example: BA, BS)	19%
Master's Degree (for example: MA, MS, MEd)	5%
Doctorate (for example: PhD, EdD)	0%
Total number of respondents = 320	

Notes: Survey question 21.

Exhibit B.20. Do you have a degree in early childhood education or a related field such as child development?

Response	Percent
No	41%
Yes	59%
Total number of respondents = 153	

Notes: Survey question 22. Respondents who selected "Associate's Degree," "Child Development Associate," Bachelor's Degree," "Master's Degree," or "Doctorate" on question 21 received this question.

Exhibit B.21. What is your focus of study?

Response	Percent
Child development	33%
Early Childhood Education	78%
Elementary Education	14%
Special Education	9%
Child Psychology	5%
Family Studies	7%
Other (please specify)	10%
Total number of respondents = 91	

Notes: Survey question 23. Respondents could select all that applied. Respondents who selected "yes" on question 22 received this question.

Exhibit B.22. What is your age?

Response	Percent
18-25 years old	13%
26-35 years old	55%
36-45 years old	31%
46-55 years old	1%
56 years or older	0%
Total number of respondents = 318	

Notes: Survey question 24.

Exhibit B.23. Which of the following describes your race/ethnicity?

Response	Percent
Hispanic or Latinx	41%
American Indian or Alaska Native	1%
Asian	3%
Black	14%
Native Hawaiian or Other Pacific Islander	0%
White	49%
Other (please specify)	2%
Total number of respondents = 319	

Notes: Survey question 25. Respondents could select all that applied.

Exhibit B.24. What was your total household income last calendar year (2023)?

Response	Percent
Less than \$35,000 per year	36%
\$35,000-\$49,999 per year	32%
\$50,000-\$79,999 per year	24%
\$80,000-\$99,999 per year	6%
\$100,000-\$120,000 per year	3%
More than \$120,000 per year	0%
Total number of respondents = 314	

Notes: Survey question 26.

Exhibit B.25. Which best describes your current living situation?

Response	Percent
Single parent home	54%
Two parent home	38%
Extended family arrangement (for example: living with grandparents or other adult relatives)	8%
Foster family home	1%
Other (please specify)	4%
Total number of respondents = 312	

Notes: Survey question 27. Respondents could select all that applied.

Exhibit B.26. Including yourself, how many people live in your household most of the time?

Response	Percent	Total number of respondents
1	1%	2
2	21%	68
3	22%	71
4	31%	99
5	13%	40
6	7%	23
7	4%	12
8	1%	2

Notes: Survey question 28. Respondents could enter any number 0-20.

Exhibit B.27. Are you the only adult who earns an income in your household?

Response	Percent
No	40%
Yes	60%
Total number of respondents = 317	

Notes: Survey question 29.