



Commonwealth of Massachusetts

Department of Early Education and Care

Meeting of the Board

December 8, 2020



Agenda



| Agenda Item | Target |
|--|----------------------------------|
| Update on Program Opening and Enrollment | Briefing |
| Zeroing in on Educators | |
| <ul style="list-style-type: none">• Background Record Check | Discussion and Regulation Vote |
| <ul style="list-style-type: none">• Workforce Data | Briefing |
| <ul style="list-style-type: none">• Educator Innovation Strategies:<ul style="list-style-type: none">• Educator Registry• Credentialing Framework• Higher Education Pathways | Goal Setting and Discussion |
| Budget and Spending Update | |
| <ul style="list-style-type: none">• FY21 and FY22 Budget Updates | Briefing and Priority Discussion |
| <ul style="list-style-type: none">• Parent Fee Model Consideration | Preparation for Jan Vote |

Reopening Highlights*

- **Provider market:** 82% or 6,711 of pre-COVID licensed provider sites have reopened, sustaining strong operational capacity
- **Capacity:** current capacity is 87% of pre-COVID, or nearly 200,000 licensed spots, but has decreased slightly over the last month due to closures – by ~500 spots
- **Usage:** based on survey responses from almost 5,000 providers, enrollment is at 63% and utilization is at 54%. If we use this data to assume utilization of the overall system, approximately ~107,500 children are likely attending care and ~125,300 are likely enrolled
- **Capacity to Meet Increased Demand:** 49% of Group and School Age programs say that they would *not* be able to meet their full capacity this fall, while 40% say they saw increased demand as the academic year began
- **Financial losses are felt across programs:** Based on responses from ~2,600 providers, operating losses in the most recent *month* of operations are a median of \$600 for FCCs and \$6,000 for Group care
- **Staffing impact:** for group care, programs claim needing 80% of pre-COVID staffing levels, while enrollment remains at 61%
 - This indicates increased operational expenses for decreased revenue
 - It also suggests the increased staffing needed to operate during COVID and to support remote learners
 - 300+ large group care providers also note that finding qualified staff and affording additional staff is making it difficult to maintain minimum staffing requirements

*Full data set is included in the appendix on pages 20-27

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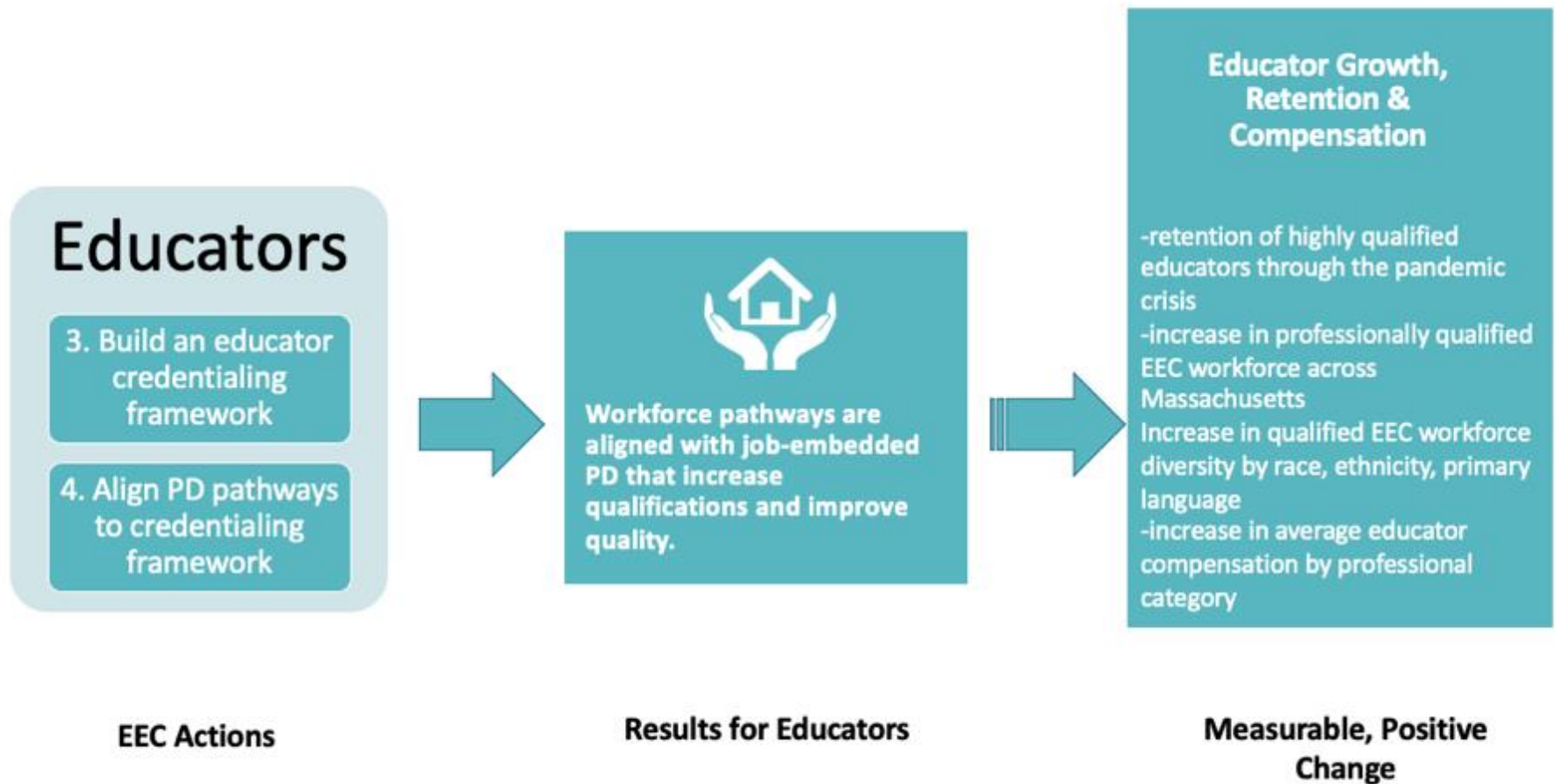
BRC Revamping – Discussion and Vote



Overview: Background Record Check operations and technology have been under revision, in line with the infrastructure system priorities of the strategic plan. Revised regulations being proposed for approval by the board will provide a regulatory foundation for an operational overhaul and continued improvements in the user interface systems and approvals.

- Summary of changes made to proposed regulations, including those based on public comment, were included in supplemental documents and on pages 28-36 of this packet.
- EEC recommends that the Board authorize the Commissioner to file the proposed regulations, as amended by public comment, with the Secretary of the Commonwealth for publication in the *Massachusetts Register* as 606 CMR 14.00

Zeroing in on Educators



Educator Data Informs Strategies

Who is the Workforce?

92% female
32% people of color,
compared to 22% in state
47% more than HS degree
24+ primary languages
with English, Spanish,
Portuguese, and Chinese
most common



Workforce pathways are
aligned with job-embedded
PD that increase
qualifications and improve
quality.

COVID Impact on ECE Workforce

- ~Half the workforce was laid off, furloughed, or worked with greatly reduced hours through child care closures March-June
- 82% of programs have reopened

The workforce was vulnerable prior to COVID: 1 in 5 early educators in the US falls below the national poverty line. MA childcare workers earn on average \$30,090 annually – 34% less than public school preschool teachers (BLS 2018)

The workforce is diverse, needs sustainable wages, and desires career advancement: A pre-COVID survey of educators conducted by UMass Boston in 2019 found:

- Strong workforce diversity overall, but diversity decreases at higher levels of salary and credential
- 1 in 5 in the workforce is the sole earner and almost half reported dependents in their households
- ECE professionals are highly motivated to pursue degree programs and advance their education, but need support in their primary language, flexibility in options and schedule, and access to mentoring, coaching, and academic advising – as well as concentrated efforts to overcome racial disparities in access to education. Early educators also have extensive experience in the field in all program types.

Current data shows that despite COVID-19 challenges, educators continue to complete training and become certified.

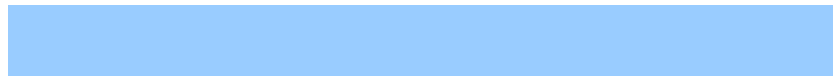


EEC data shows that educators have continued to pursue training opportunities and professional certifications despite the pandemic.

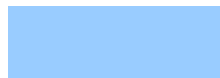
There are **45,725 active educators** in EEC's Professional Qualification Registry. 63% of these educators are linked to a licensed child care program. 58% work in GSA, 9% work in FCC programs.



44,428 educators have taken Guidance for Reopening training in StrongStart, a requirement for returning to the field after the emergency closure in March.



10,144 educators have taken EEC Essentials training in StrongStart, a requirement for new educators, since March 2020.



1,254 providers (419 GSA, 835 FCC) have completed Potential Provider Meeting 1 (PPM1) in StrongStart, a requirement for becoming a licensed child care provider.



Key Assumptions Based on Administrative Data

Almost **46,000 educators** who meet qualifications and are linked to programs

Almost **45,000 educators** qualified to work during COVID

Over **10,000 new educators** seeking to enter the field since March

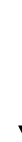
Over **1,200 educators** seeking licensure since March

EEC Role: Educators

Build a clear, accessible, credential system for EEC educators to a professional validation of competencies that follows the person across roles and jobs.



Align strategies to support educator advancement in a competency-based credential, through partnership with higher education and other professional development providers.



EEC role is to:

- Build a Professional Registry Database that will track the professional trajectory of individual educators beyond a single role and streamline user experience to document expanding competencies for professionals in the field.
- Standardize expectations for educators into stackable, transferable and nationally aligned credentials that can validate competencies by measuring a combination of education, training, and specific experience in the field
- Support the integration of program and educator expectations by aligning credential expectations with licensing requirements

EEC role is to:

- Partner with Higher Education to align programs of study with the competency-based credential.
- Build an accreditation system to validate training and professional development programs to provide credential-validated programs
- Identify and address regional, racial, socio-economic, and linguistic barriers in access to credential-aligned professional development
- Target financial incentives towards advancement of diverse candidates

Current Strategies to Support Educators

Build a clear, accessible, credential system for EEC educators to a professional validation of competencies that follows the person across roles and jobs.



Align strategies to support educator advancement in a competency-based credential, through partnership with higher education and other professional development providers.

Strategies to Support:

1. Background Record Check – screening for child safety
2. Educator Registry – user-friendly system to support educator development
3. Educator Credentialing Framework – systemic validation of educator competencies
4. Career Pathways – credential-aligned educator support through higher ed and other PD

Intersecting Strategies Support Individual Educators



4 intersecting strategies surround educators with comprehensive and clear supports to enter and advance in the field

Educator Credentialing

Framework: a professional career ladder outlined by EEC with a set of verifiable competency measures through which educators obtain stackable credentials aligned to professional/industry licensing requirements

Status: Available FY22

Field engagement launching soon

Educator Registry: a single point of entry where educators can store information on background record check suitability, credential level earned, additional coursework or training completed, and other information needed to support educator growth.

Status: Available FY22

Integration into licensing regulations & technology plan in place; operational plan underway

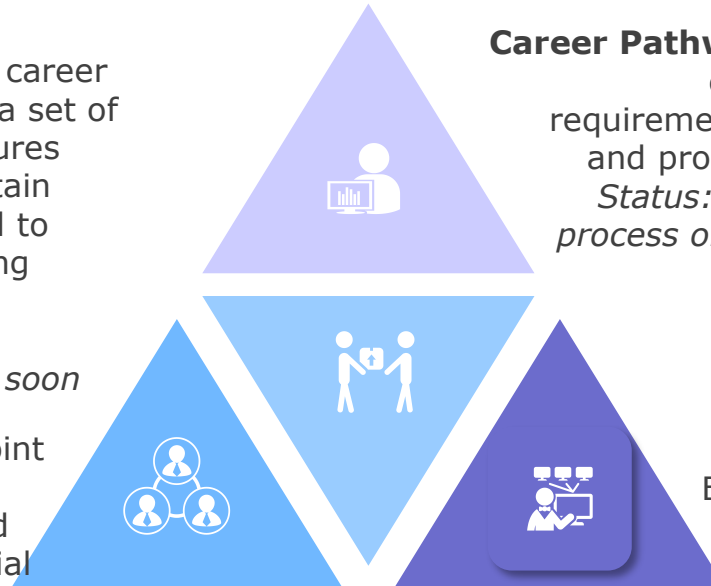
Career Pathways: systems of support for educators to attain credential requirements through formal education and professional development routes

Status: Engaging partners in shared process of development; work ongoing

Background Record Checks:

Ensure that efficient and supportive background record check policies foster professional pathways for individuals in the field to remain.

Status: Available now, improved regulations in process; improved protocols and policies by FY22



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FY21 Budget Update

- **Appendix slides 42-46 outline the most recent subsidized child care enrollment numbers and caseload account spending:**
 - Enrollment continues to decline, with October actuals totaling 44,290, over 2,500 less than the September numbers
 - Largest declines are in DTA and Income Eligible Voucher enrollment (CCR&R supported)
 - Voucher utilization is varied across the CCR&R regions
 - The decline in enrollment to date has allowed for continued financial support for parent fees and investment in PPE supports
- **FY21 Caseload Action Steps:**
 - EEC is working to remove additional restrictions on contracted enrollment to incentivize maximization of the contracted funding
 - EEC & CCR&Rs are analyzing data to understand barriers for voucher enrollment and strategies needed to support families in receiving subsidized child care
- **CARES Act CCDBG Spending Update:**
 - Appendix Slide 41 outlines the CARES Act distribution statistics.
 - Funding not distributed for reopening grants will be used towards parent fee costs for FY21, expected to total ~\$72M



EEC FY21 Budget Update

On Friday, December 4, 2020 the Legislature released the FY21 Conference Report that totals roughly \$46 billion.

Overall, the appropriation for EEC totals \$834.1M, which is an increase of nearly \$165M (+25%) over the FY20 GAA.

Highlights from the budget line-items included in the report:

- \$44 million for Quality Improvements (3000-1020).
- \$40 million for the parent fee scale reserve (3000-1044), these funds alleviate the fees that families are required to pay towards subsidized child care.
- \$25 million for a new reserve for Coronavirus-related supports for the early education workforce and program operational costs targeted to subsidized programs (3000-1045).
- Continued funding for the Commonwealth Preschool Partnership Initiative, Career Pathways, and rate increases for subsidized providers.

Highlights from the outside sections included in the report:

- Allows the Commissioner of Early Ed with the approval of the Board to establish and implement a revised sliding fee scale.
- Establishes a special legislative Early Education and Care Economic Review commission.
- Charges the Commissioner to submit a report to the legislature on EEC financing models that promote program stability and sustainability.

FY22 Budget Priorities

- In January, the Governor will submit a proposed FY22 budget for legislative consideration.
- Board discussion will be used to develop a budget priority memo to be considered by the Board in January for submission to the Secretary of Education and Governor, per the EEC Statute.

Key Questions for Consideration:

- Given the urgency of addressing the financing structures to ensure stability for this critical social infrastructure, how should EEC prioritize changes to program investments when rebuilding the child care field in the COVID recovery period? What have we learned through COVID that can enhance our thinking for child care financing moving forward?
- As the new demands of the field continue to require new approaches from EEC, what infrastructure investments should be prioritized to ensure a responsive, user-friendly system?

Advancing the Conversation

PARENT FEES



Alternative parent fee models for consideration

- **All models developed by Urban Institute include:**
 - Fees begin at 100% of poverty (65% in current policies)
 - TANF and non-parent caretakers are exempt (also current policy)
 - Part time discount (also current policy)
- **Based on litigation, EEC is exploring models with different costs across income ranges with an aim for 7% average**
 - Model One- Not under consideration for policy reason:
 - 7% of family income at all levels, regardless of family size
 - No additional fees for siblings
 - Model Two - Four:
 - Fees for first child at lowest and highest eligible income levels:
 - Model Two – 4 to 12.6%
 - Model Three – 6.1 to 15.6%
 - Model Four & Five- 5 to 15.6%
 - Model 3 & 4 - Sibling fee discount simplified (50% for all additional children)

Decision point: balancing costs to families with costs to EEC and potential impacts on size of the caseload, given FY22 budget uncertainty

Trade offs of preferred models (2 and 4)

The current parent fee structure contributes ~ \$72 million in revenue from parent contributions directly to providers. Any decrease in parent-contributed revenue would be paid by EEC funding for subsidized care.

- **Costs to families**

- Model 2 is the most family friendly
 - 98.8% pay a fee that is lower or the same
 - 77% pay a fee that is 7% or less (98% below 10%)
 - Single parent with 2+ children – 64.5% in this range
 - Average fee of 5.6%
 - *Expected Revenue from Parent Fees: \$37.9M*
- Model 4 still family friend but slightly less so
 - 95.4% pay a fee that is lower or the same
 - 58% pay a fee that is 7% or less (89.4% below 10%)
 - Single parent with 2+ children – 38.8% in this range
 - Average fee of 6.8%
 - *Expected Revenue from Parent Fees: \$46.6M*

- **Impact for EEC System**

- *EEC would compensate for the decreased program revenue from parent fees by increasing subsidy expenditures to programs. This would equate to approximately the following:*
- *. This would equate to approximately the following:*
 - *Model 2 – revenue decrease translates to ~3,000 cases*
 - *Model 4 – revenue decreased translates to ~2,300 cases*
- *Assuming caseload returns to pre-COVID levels, overall enrollment could be impacted without additional funding beyond the FY20 appropriation.*

Supporting charts are on pages 47-49 of the appendix

Timeline

Based on the EEC Board Conversation, EEC will:

- **Immediately identify acceptable trade offs to inform a final parent fee chart proposal**
 - Additional field engagement to inform this decision
 - Propose a final parent fee chart that balances considerations from EEC Board and additional stakeholders
- **January Board meeting – vote on new parent fee chart and implementation plan**
- **EEC must hold public hearings on the fee chart after the EEC Board vote and promulgate new subsidy regulations within 6 months**

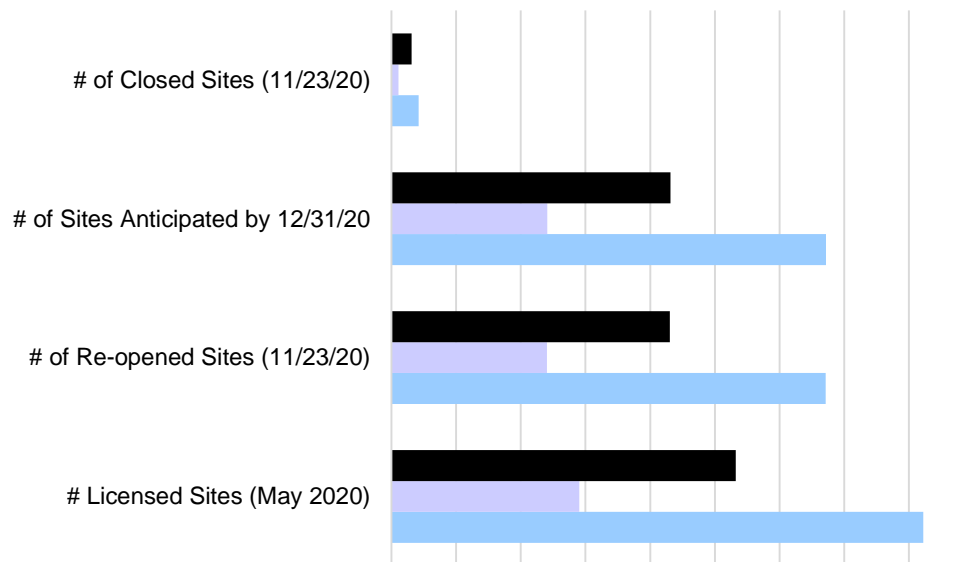
APPENDIX

Data - Reopening

Provider Survey Data Analysis: Licensed EEC Sites

Most provider sites (82%) have opened as of November with only a few more now indicating an intention to open by the end of the year.

Estimated Licensed EEC Provider Sites Re-Opening (as of 11/23/20)



| | # Licensed Sites (May 2020) | # of Re-opened Sites (11/23/20) | # of Sites Anticipated by 12/31/20 | # of Closed Sites (11/23/20) |
|---------|-----------------------------|---------------------------------|------------------------------------|------------------------------|
| ■ FCC | 5322 | 4305 | 4312 | 309 |
| ■ GSA | 2902 | 2406 | 2407 | 109 |
| ■ Total | 8224 | 6711 | 6719 | 418 |

- 6,711 or 82% of Pre-COVID licensed provider sites have reopened as of 11/23/20.
 - An additional 8 expected to re-open by end of year
 - All but one are FCCs so will have limited impact on total capacity
 - The number expecting to open by the end of 2020 went down by 180 providers.
- Closures include 418 FCC & GSA provider sites or 5% of licensed Pre-COVID providers (up 22 from 11/6/20).
 - FCC closures include 309 providers or 6% of licensed providers
 - GSA closures include 109 providers or 4% of licensed providers

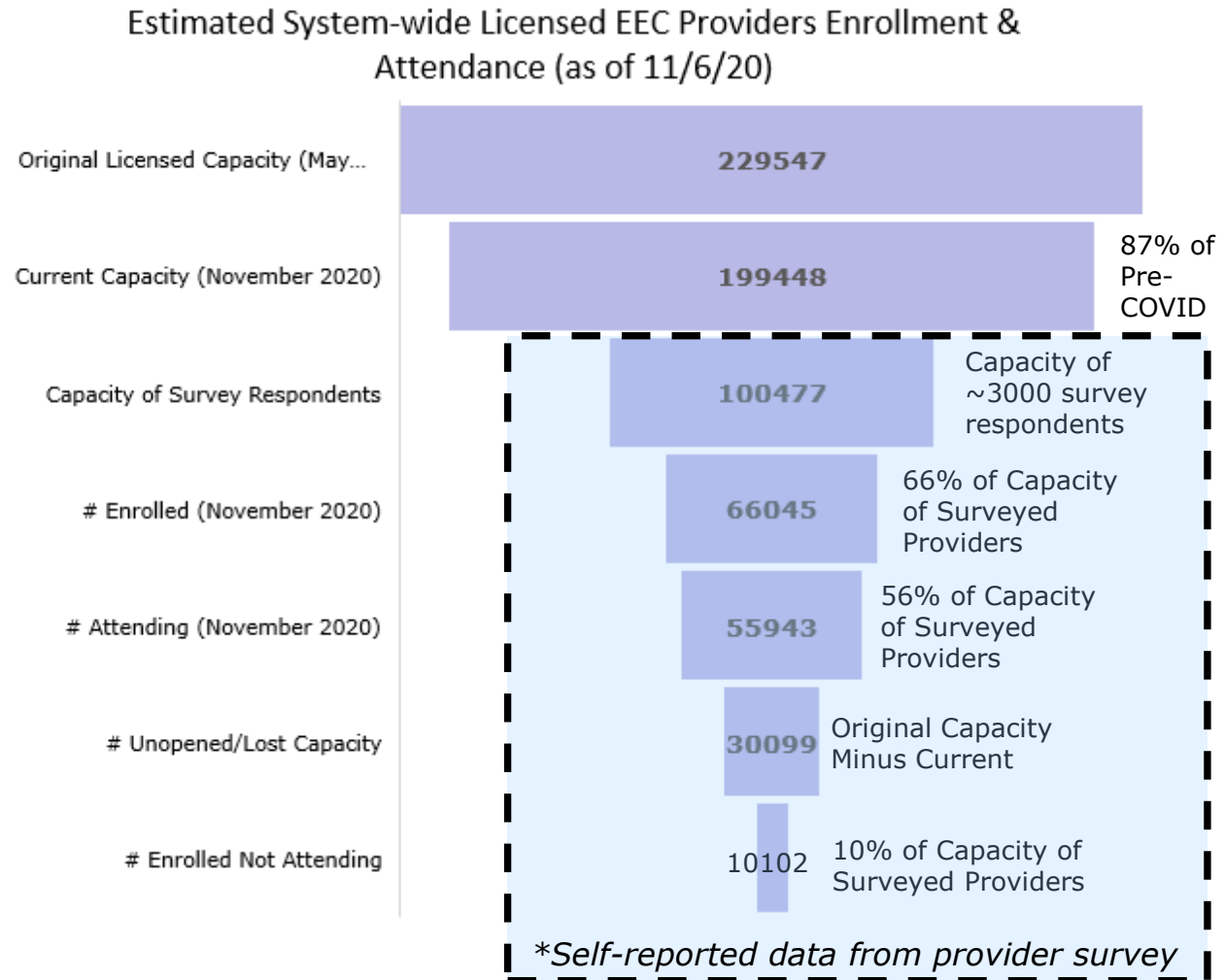
*Note: The summary on this page is from EEC administrative licensing records, including openings, closings, and intent to re-open.



Surveyed Providers' Utilization—Last Board Meeting

Enrollment rates were low at ~2/3 of respondents' Post-COVID capacity and attendance rates were rising from previous months.

- Capacity is estimated at 199,448 slots or 87% of the Pre-COVID level.
- Of those providers who completed the survey, children are *enrolled* to occupy 66% of available slots.
- Of those providers who completed the survey, children are *attending* to occupy 56% of available slots.
- Approximately 10% of children are enrolled but not attending.



*Note: Survey responses did not reach adequate levels to extrapolate data for system-wide estimates.

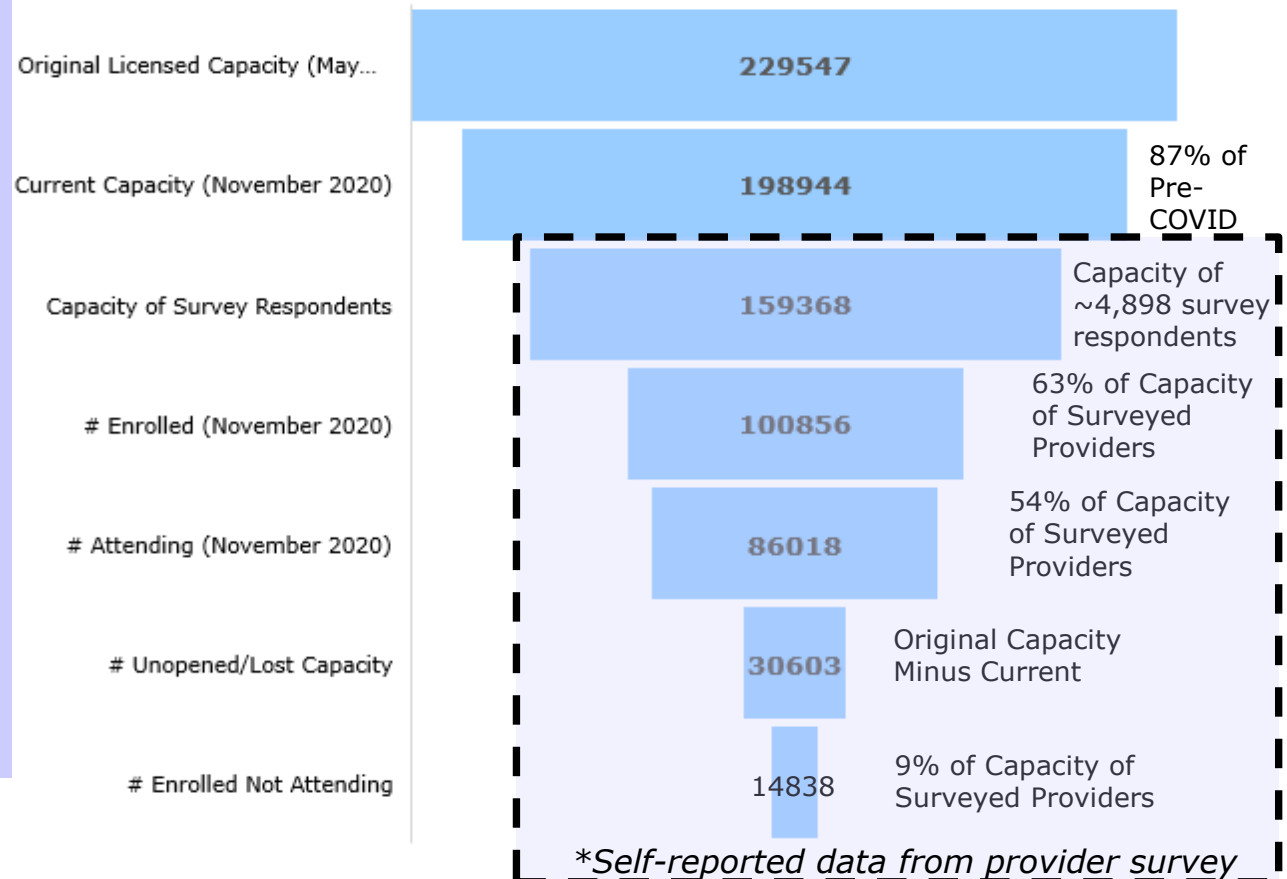


Surveyed Providers' Utilization—Current

With growth in survey participation, enrollment and attendance rates have dipped somewhat compared to earlier this month, and licensed capacity is down

- Systemwide licensed capacity **went down slightly, by 500 spots.**
- Of those providers who completed the survey, children are now *enrolled* to occupy 63% of available slots.
- Of those providers who completed the survey, children are *attending* to occupy 54% of available slots.
- Now, 9% of children are enrolled but not attending.

Estimated System-wide Licensed EEC Provider Enrollment & Attendance (as of 11/23/20)



*Note: As of 11/23/20, 4,898 provider sites had completed the survey, which was 73% of all re-opened sites (6,711) and 60% of Pre-COVID sites. The respondents also represent ~80% of current systemwide licensed capacity.

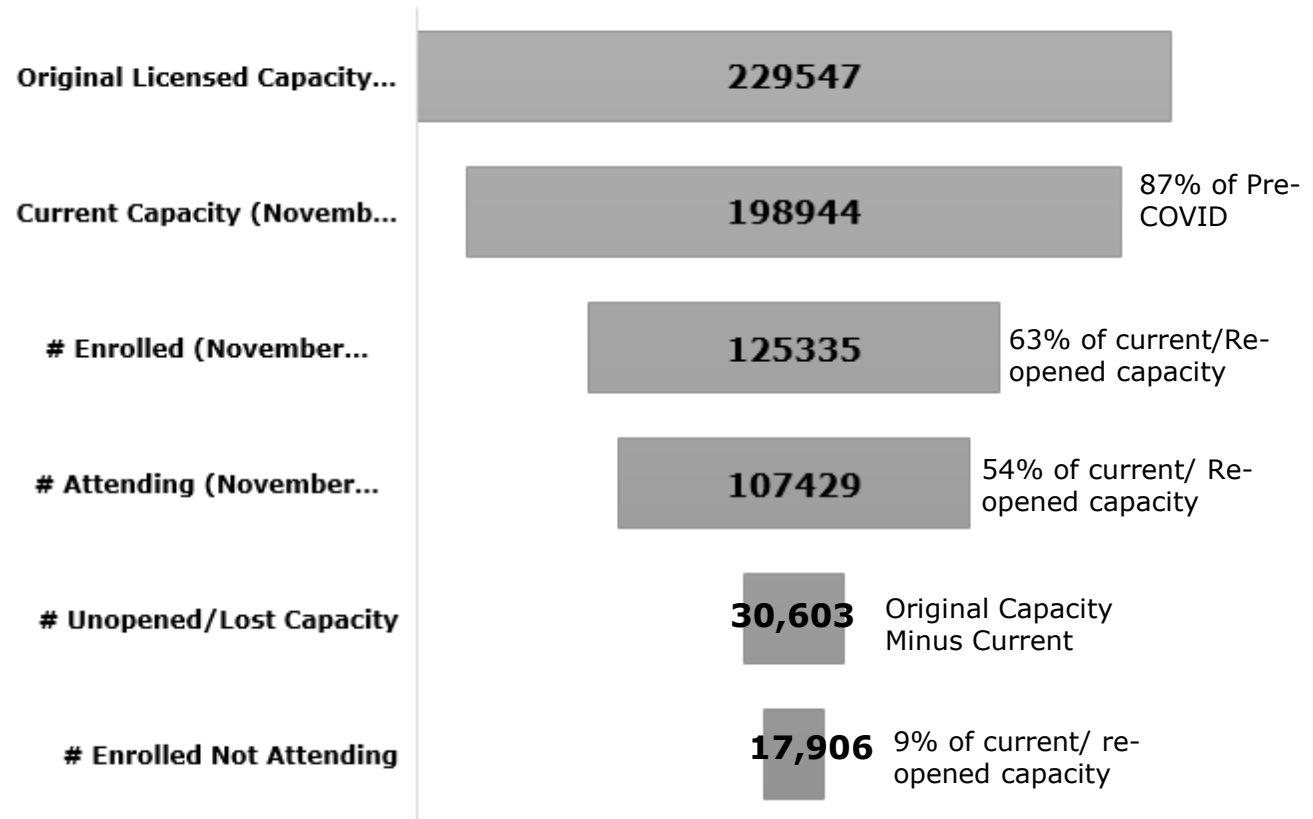


Systemwide Utilization—Extrapolated from Survey

Based on extrapolation of survey results, systemwide enrollment is at nearly 2/3 of current maximum capacity and just over ½ of pre-COVID capacity.

- At the end of November, systemwide maximum licensed capacity is at **87% of the Pre-COVID level** or 198,944 slots.
- Estimated enrollment is at **63% of the currently available slots** or 125,335 children in care.
- Estimated attendance is at 54% of the currently available slots or 107,429 children in care.
- Approximately 9% of children are enrolled but not attending.

Estimated System-wide Licensed EEC Provider Enrollment & Attendance* (as of 11/23/20)



*Note: To estimate systemwide enrollment and attendance, EEC used the 11/23/20 survey results to extrapolate. This should be seen as EEC's best estimate from available, self-reported data vs. a random sample of providers and interpreted cautiously.

Providers appear to struggle with operating losses across program types...



- 54% of all survey respondents (2,645) shared the operating loss/gain from their most recent full month.
- Even with staffing cuts, there are reported losses in the most recent full month of operations.
 - Across all providers the median monthly loss was \$1,000.
 - The median FCC monthly loss was \$600.
 - The median Group Care monthly loss was \$6,000.
 - The wide range in responses made total losses and average losses unreliable.
- This may be affecting their longer-term ability to regain full capacity.

| For the fall, if needed, are you able to return to your full licensed capacity? | | | |
|---|---------------|------|------|
| | All Responses | GSA | FCC |
| Yes | 69% | 51% | 79% |
| No | 31% | 49% | 21% |
| Total Responses | 100% | 100% | 100% |

*Note: Results should be interpreted with caution because these data are derived from provider self-report surveys over several months with resulting data quality challenges and unverified figures.

Group Care providers face particular staffing challenges, with presumed financial impact.



- GSA provider staffing is high compared to enrollment.
 - 92% or 1,726 of the group care respondents shared point-in-time staffing information.
 - They indicated that their collective staffing was at 80% of its Pre-COVID level.
 - GSA respondent enrollment was at 61% of Pre-COVID capacity.
 - GSA attendance was at 52% of Pre-COVID capacity.
 - 75% of their current staff were in classrooms.
- In addition, there is a subset of providers who report that they are unable to meet staffing requirements. Nearly all of these providers are large group care (313 providers with average 67 kids and 26,508 licensed capacity), and their reasons are listed by frequency below.

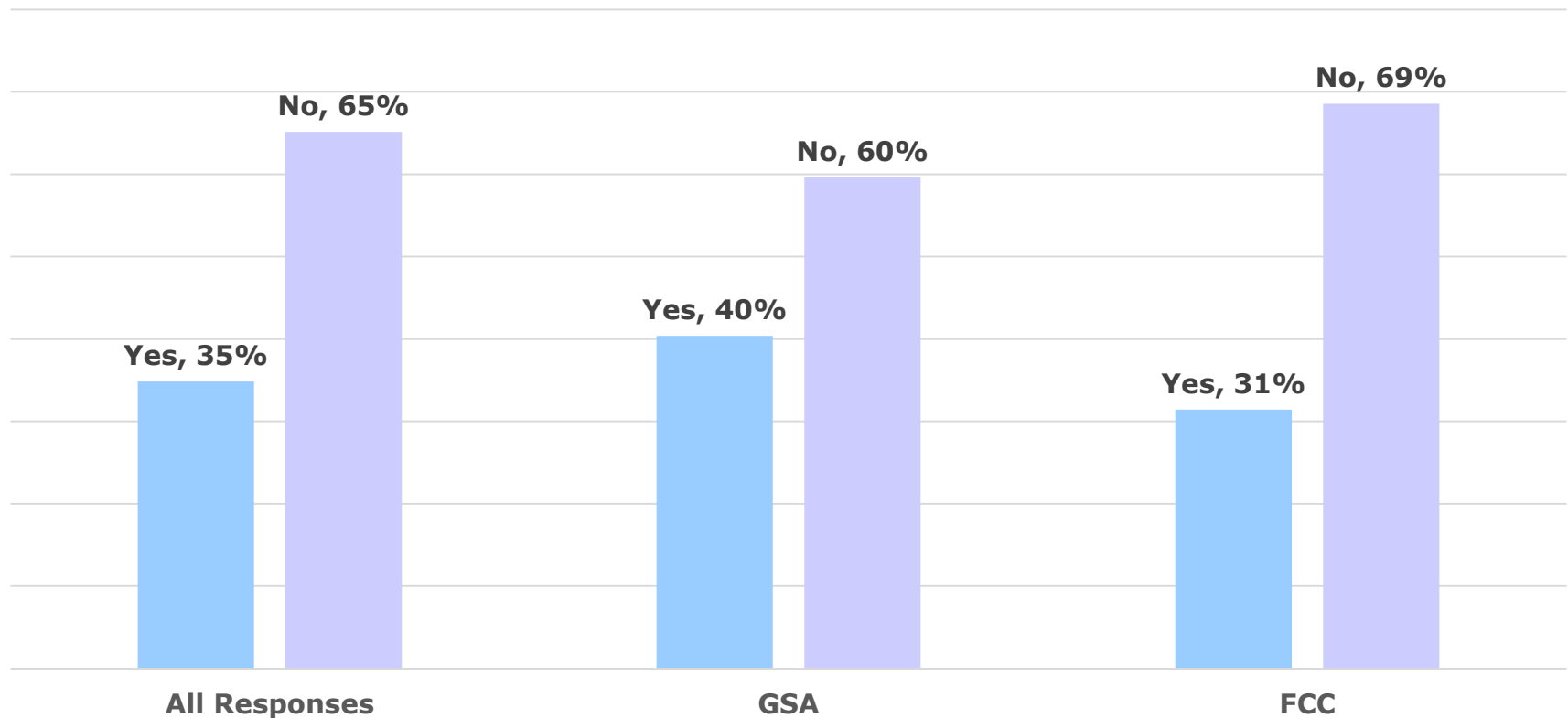
| If you have not been able to meet your desired staffing size, what problems have you faced? | # Responses | % of Responses |
|--|--------------------|-----------------------|
| Inability to find qualified staff willing to return | 305 | 77% |
| Affording additional staff | 224 | 57% |
| Affording increased salaries or stipends | 177 | 45% |
| Other | 92 | 23% |
| Completing BRCs of new staff in a timely manner | 60 | 15% |

*Note: These results should be interpreted with caution because these data are derived from provider self-report surveys over several months with resulting data quality challenges and unverified figures.

A subset of providers are seeing increased demand for fall, with more demand among group and school aged care.



Are you being asked by families to serve more children this fall?



*Note: These results should be interpreted with caution because these data are derived from provider self-report surveys over several months with resulting data quality challenges and unverified figures.

APPENDIX

BRC - Public Comment & Summary of Changes

I. Background Record Check (BRC) Regulations History

II. Description of Proposed Regulatory Changes

- I.** Changes in response to CCDBG and amendments in response to public comments
- II.** Changes in response to FFPSA
- III.** Changes in response to EEC policy decisions

III. Timeline and Next Steps

I. BRC Regulations History



- EEC's amended Background Record Check (BRC) Regulations were last presented to the Board in May 2019.
 - The regulations had been comprehensively changed to implement CCDBG requirements and ensure BRC IT processes could proceed in alignment with those requirements.
 - These regulation changes took effect on August 23, 2019
- These most recent BRC regulation changes are proposed to ensure compliance with CCDBG and with the Families First Prevention Services Act of 2017 (FFPSA)
- Additional revisions to the regulations have been discussed and included in response to comments received during EEC's public comment period

II. Description of Proposed Regulatory Changes



CCDBG and Public Comment Amendments

- **14.04: Definitions**

- Addition of the definition of Youthful Offender
- Revision of the definition of Criminal Offender Record Information (CORI) and clarification of the information EEC receives through CORI checks

- **14.10(1): Mandatory Disqualification**

- Elimination of mandatory disqualification as applies to those who have been adjudicated delinquent as a juvenile or Youthful Offender

- **14.10(5): Presumptive Disqualification**

- Addition of juvenile delinquent adjudications to this category
- Addition of Youthful Offender adjudications to this category



FAMILIES FIRST PREVENTION SERVICES ACT

- **14.02: Policy**

- Addition of citation for Families First Prevention Services Act of 2017
- Removal of definition of BRC
 - Text in this section was an inexact duplicate of the listed definition in 14.04

- **14.05(4): Residential Program and Placement Agency BRC Candidates**

- Language states that out of state checks and mandatory disqualifications do not apply
- Addition of the phrase “unless required by state or federal law”

- **14.10(4) and (5)(e): Disqualifications**

- Language states that any offense deemed a mandatory disqualification for a Child Care Candidate will be considered presumptive for Residential & Placement
- Addition of the phrase “unless required by state or federal law”



CHANGES IN BRC POLICIES

- **14.14(4), (5), and (6) Appeals**
 - Addition of appeal rights for:
 - Certified and regular family child care assistants;
 - Group, school age, residential, and funded program candidates who are not licensees;
 - Placement agency candidates; and
 - In-home non-relative caregivers and relative caregivers.
 - Allows candidate who has been found “not suitable” to file for an adjudicatory hearing at EEC within 21 days of receipt of the final suitability determination



CHANGES TO BRC POLICIES

- **14.07: Submitting Background Record Checks**
 - Minimal changes to language referring to identity verification process
 - Done in anticipation of an eventual transition to EEC's "Person-Centric" IT system for BRC and other licensing transactions

III. Timeline and Next Steps



- December 8, 2020 Board Meeting: Board members review and vote upon proposed final draft regulations, after Department provides Board with a summary report of public comments. Board votes to promulgate
- December 11, 2020: Filing of revised EEC Background Record Check regulations with the Secretary of State. Once the Secretary of State receives the final filing, the regulation will be published in the *Mass Register*.
- December 25, 2020: Revised BRC regulations become effective.

- Discussion

- EEC recommends that the Board authorize the Commissioner to file the proposed regulations, as amended by public comment, with the Secretary of the Commonwealth for publication in the *Massachusetts Register* as 606 CMR 14.00

APPENDIX

Educator Credentialing – Draft Approach

Emerging Outline to Educator Credentialing - DRAFT



Level 3: Proficient Practice

Level 4: Supportive Practice

Level 2: Emerging Practice

Levels correspond to professional responsibilities (and roles) of increasing skills, knowledge, and experience

Levels are defined by responsibilities to which professionals in all settings are held accountable

Work experience plus either formal education or training advances credential level

Level 1: Basic Practice

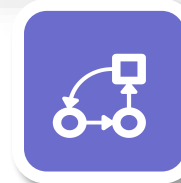
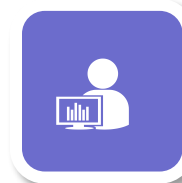
Background Record Check is first credentialing requirement



Additional credential is contingent on evidence of formal education, training, and work experience requirements

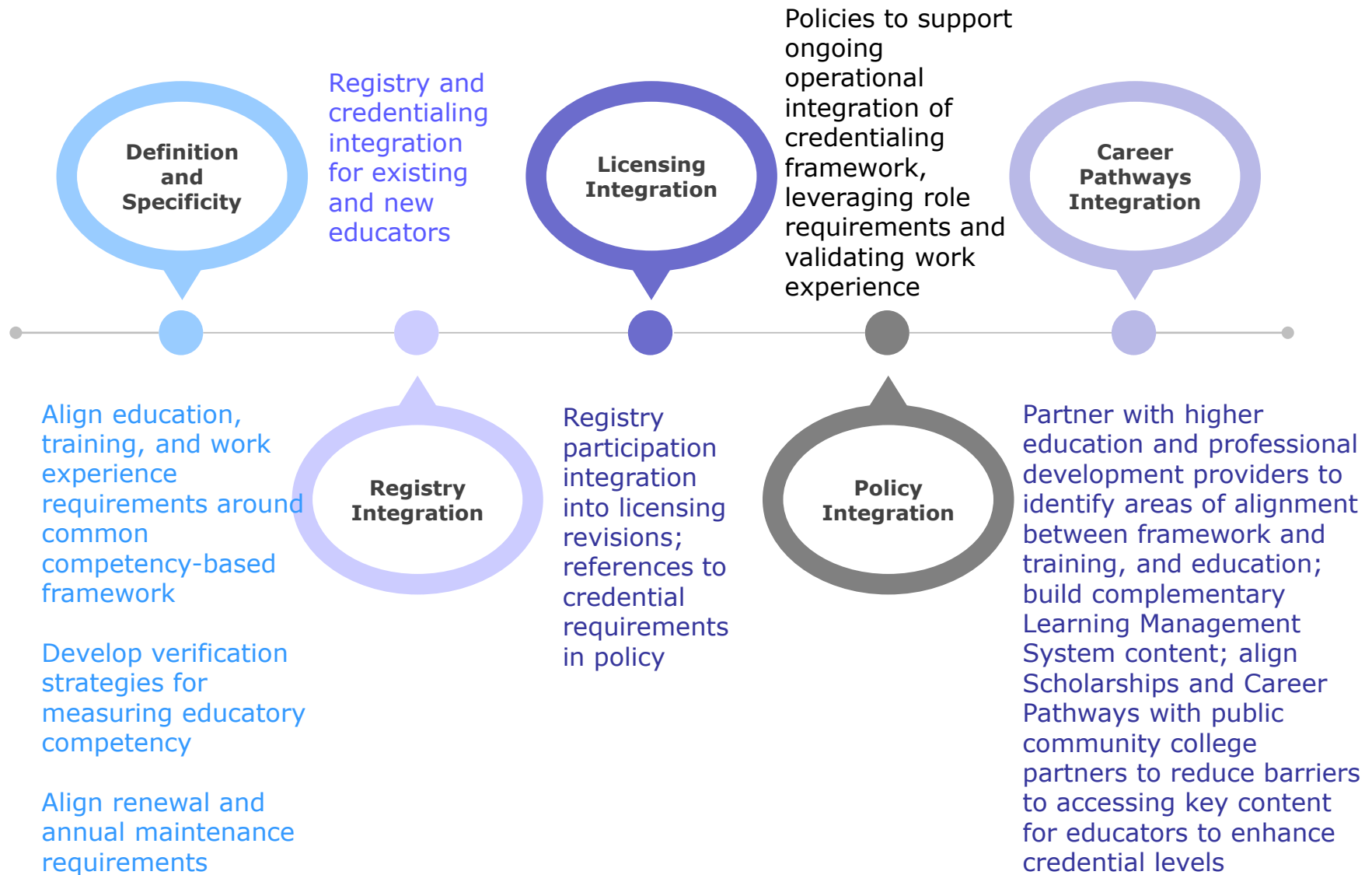
Topical endorsements support work with specialized populations or specific settings

Renewal via annual maintenance requirements



Framework incentivizes continual learning and development of core competencies and knowledge

Benchmarks to System-Integrated Credential Design



APPENDIX

Caseload Accounts

- EEC has distributed the following grants from the funding received from the Federal CARES Act through the Child Care and Development Block Grant:
- Total Amount of Funding Distributed through Re-Opening Grants: ~\$34M
- Total Number of Providers Receiving Grants: 3,444 Providers
 - 2,465 are FCC providers
 - 979 are GSA providers
- All grants were reconciled this week using the data provided in the weekly survey, to ensure consistent accuracy on reopening period and summer operational capacity
- Once fully reconciled, EEC will use additional CARES Act funding to off-set the cost of parent fee payments made to providers during the period that EEC is supporting this cost for parents.

FY21 Caseload Account Spending Update



| <i>Number of Billed Children</i> | | | | | |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| | June Actuals | July Actuals | Aug Actuals | Sept Actuals | Oct Actuals |
| DCF Voucher | 4,622 | 4,125 | 3,824 | 3,927 | 3,806 |
| DCF Contract | 7,449 | 7,395 | 6,741 | 6,745 | 6,361 |
| DTA Voucher | 11,574 | 10,411 | 9,491 | 9,266 | 8,581 |
| IE Voucher | 20,310 | 17,520 | 16,581 | 16,743 | 15,823 |
| IE Contract | 11,239 | 10,837 | 10,115 | 10,208 | 9,719 |
| | 55,194 | 50,288 | 46,752 | 46,889 | 44,290 |
| | | | | | |
| <i>Comparison to Last Year's Actual Costs</i> | | | | | |
| | June Actuals | July Actuals | Aug Actuals | Sept Actuals | Oct Actuals |
| 3000-3060 Base Caseload | \$ 26,148,683 | \$ 28,149,453 | \$ 21,761,818 | \$ 22,431,545 | \$ 20,788,292 |
| 3000-4060 Base Caseload | \$ 24,057,435 | \$ 24,238,755 | \$ 19,520,017 | \$ 19,237,571 | \$ 18,851,287 |
| Parent Fees | \$ 6,389,889 | \$ 6,669,495 | \$ 5,555,167 | \$ 5,293,910 | \$ 5,168,981 |
| Total: | \$ 56,596,007 | \$ 59,057,703 | \$ 46,837,003 | \$ 46,963,025 | \$ 44,808,560 |
| FY2020 Actuals | | \$ 56,563,487 | \$ 51,723,464 | \$ 43,453,121 | \$ 48,806,022 |
| <i>Difference</i> | | \$ 2,494,216 | \$ (4,886,461) | \$ 3,509,904 | \$ (3,997,461) |

Notes:

- June and July billing numbers reflect families transiting during reopening.
- Despite lower enrollment, school age children enrolled in full-day programming will continue to increase costs.
- School age children represent approximately 50% of the billed caseload

Income Eligible Utilization - Overview



| Income Eligible Child Care | Anticipated Placements | Current Placements | Difference | Percent Utilized |
|-------------------------------|---------------------------|-----------------------|---------------|---------------------|
| Voucher | 21,665 | 16,298 | 5,367 | 75.2% |
| Contract | 13,716 | 8,840 | 4,876 | 64.5% |
| Total | 35,381 | 25,138 | 10,243 | 71.0% |

Source:

- Voucher information based on CCRR weekly report dated 11/30/2020.
- Contract information based on contract utilization run 12/2/2020.

Income Eligible Utilization – Voucher Detail



| CCRR | Voucher Allocation | Current Placements | Difference | Percent Utilized | Current Waitlist |
|---|--------------------|--------------------|--------------|------------------|------------------|
| Child Care Choices of Boston (Boston) | 3,374 | 2,409 | 965 | 71.40% | 2,109 |
| Child Care Circuit (Northeast) | 6,274 | 5,047 | 1,227 | 80.44% | 3,973 |
| Child Care Network (Cape & The Islands) | 1,114 | 730 | 384 | 65.53% | 719 |
| Child Care Resources (Central) | 2,602 | 1,945 | 657 | 74.75% | 1,282 |
| Community Care for Kids/QCAP (Metro) | 1,743 | 1,058 | 685 | 60.70% | 1,125 |
| New England Farm Workers (Western) | 3,092 | 2,302 | 790 | 74.45% | 2,077 |
| PACE Child Care Works (Southeast) | 3,466 | 2,807 | 659 | 80.99% | 1,843 |
| Total: | 21,665 | 16,298 | 5,367 | 75.23% | 13,128 |

Source:

- Voucher information based on CCRR weekly report dated 11/30/2020.
- Waitlist information based on active children as of 12/2/2020

Income Eligible Utilization – Contract Detail



| Region | Program Type Description | Slots Awarded | Total Slots Used | Slots Open | Percent Utilized | Current Waitlist |
|---|----------------------------|---------------|------------------|----------------|------------------|------------------|
| 1 | GSA - Infant to Pre-School | 1,081 | 573 | 508 | 53.01% | 1,179 |
| | GSA - School Age | 631 | 308 | 323 | 48.81% | 898 |
| | FCC - All Ages | 295 | 214.5 | 80.5 | 72.71% | |
| Region Totals | | 2,007 | 1,095.5 | 911.5 | 54.58% | 2,077 |
| 2 | GSA - Infant to Pre-School | 483 | 351 | 132 | 72.67% | 596 |
| | GSA - School Age | 349 | 299 | 50 | 85.67% | 370 |
| | FCC - All Ages | 562 | 537 | 25 | 95.55% | |
| Region Totals | | 1,394 | 1,187 | 207 | 85.15% | 966 |
| 3 | GSA - Infant to Pre-School | 1,122 | 741 | 381 | 66.04% | 2,459 |
| | GSA - School Age | 901 | 744.5 | 156.5 | 82.63% | 1,496 |
| | FCC - All Ages | 748 | 675.5 | 72.5 | 90.31% | |
| Region Totals | | 2,771 | 2,161 | 610 | 77.99% | 3,955 |
| 4 | GSA - Infant to Pre-School | 601 | 336.5 | 264.5 | 55.99% | 1,165 |
| | GSA - School Age | 535 | 319.5 | 215.5 | 59.72% | 679 |
| | FCC - All Ages | 423 | 350.5 | 72.5 | 82.86% | |
| Region Totals | | 1,559 | 1,006.5 | 553 | 64.56% | 1,844 |
| 5 | GSA - Infant to Pre-School | 1,175 | 638.5 | 536.5 | 54.34% | 1,484 |
| | GSA - School Age | 925 | 470 | 455 | 50.81% | 1,001 |
| | FCC - All Ages | 451 | 275.5 | 175.5 | 61.09% | |
| Region Totals | | 2,551 | 1,384.0 | 1,167 | 54.25% | 2,485 |
| 6 | GSA - Infant to Pre-School | 1,923 | 831 | 1,092 | 43.21% | 1,122 |
| | GSA - School Age | 716 | 444.5 | 271.5 | 62.08% | 679 |
| | FCC - All Ages | 795 | 730.5 | 64.5 | 91.89% | |
| Region Totals | | 3,434 | 2,006 | 1,428 | 58.42% | 1,801 |
| <i>GSA - Infant to Pre-School Total</i> | | <i>6,385</i> | <i>3,471</i> | <i>2,914</i> | <i>54.36%</i> | <i>8,005</i> |
| <i>GSA - School Age Total</i> | | <i>4,057</i> | <i>2,585.5</i> | <i>1,471.5</i> | <i>63.73%</i> | <i>5,123</i> |
| <i>FCC - All Ages Total</i> | | <i>3,274</i> | <i>2,783.5</i> | <i>490.5</i> | <i>85.02%</i> | |
| Grand Total | | 13,716 | 8,840 | 4,876 | 64.45% | 13,128 |

Source:

- Contract information based on contract utilization run 12/2/2020.
- Waitlist information based on active children as of 12/2/2020.

Income Eligible Utilization – Waitlist Detail



| Region | Infant | Toddler | Preschool | School Age | Total |
|----------------------|--------------|--------------|--------------|--------------|---------------|
| Region 1 - Western | 293 | 443 | 443 | 898 | 2,077 |
| Region 2 - Central | 184 | 209 | 203 | 370 | 966 |
| Region 3 - Northeast | 765 | 881 | 813 | 1,496 | 3,955 |
| Region 4 - Metro | 306 | 434 | 425 | 679 | 1,844 |
| Region 5 - Southeast | 340 | 524 | 620 | 1,001 | 2,485 |
| Region 6 - Boston | 395 | 457 | 270 | 679 | 1,801 |
| Total: | 2,283 | 2,948 | 2,774 | 5,123 | 13,128 |

Source:

- Waitlist information based on active children as of 12/2/2020

APPENDIX

Parent Fee Charts

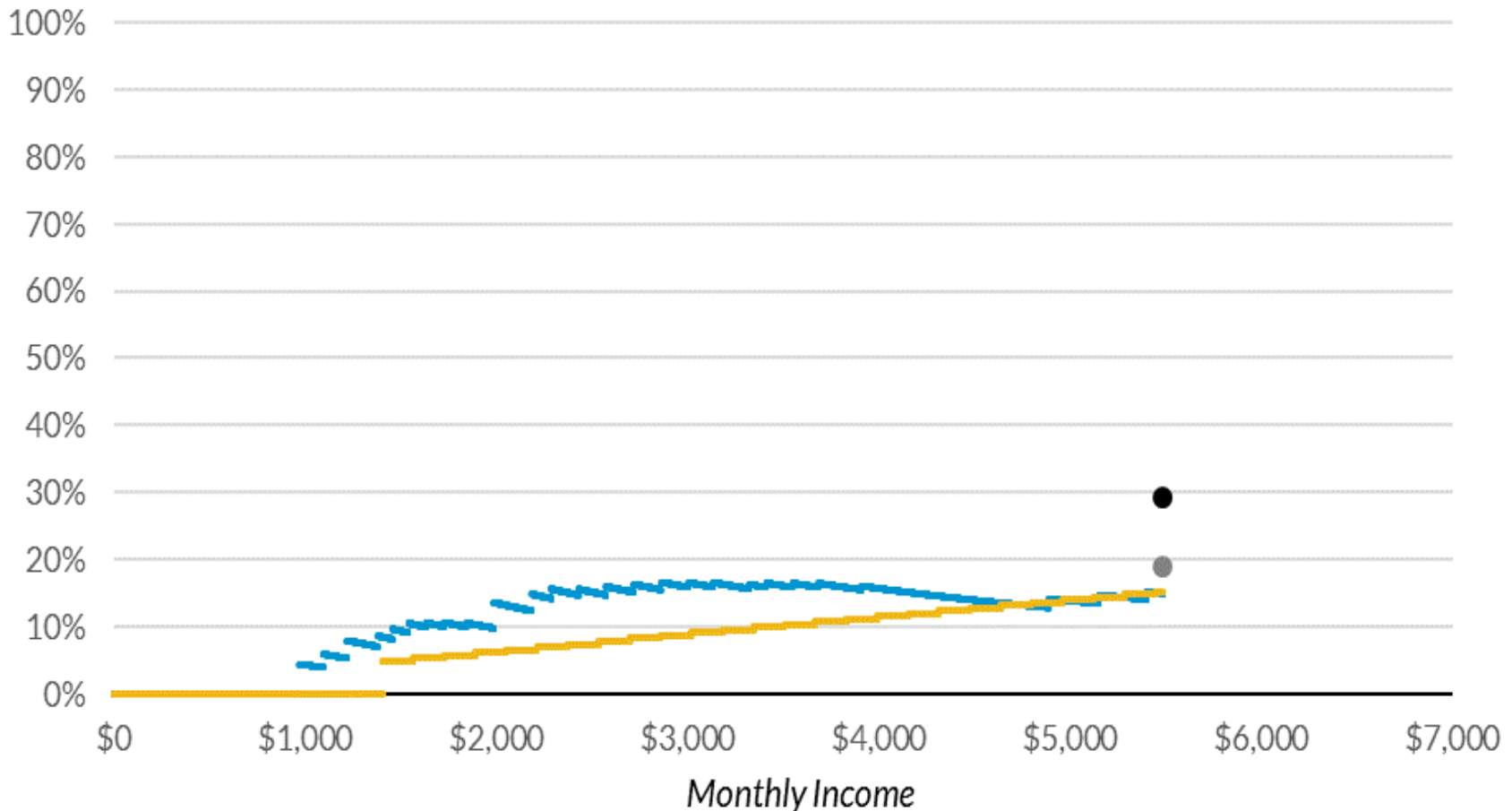
Massachusetts: Out-of-Pocket Expenses as Income Increases for a Two-Person Family (Single Parent with One Child in Care) Current Copayments (percent of income) (2018)



A comparison of Model 4 that begins at 5% of income for the same family shows how fees begin at a higher income level than currently, begin at a lower percentage of income and increase at a steady rate to a similar threshold.

Out-of-Pocket Expenses as Percent of Income

— Copay amount • Center average price • Family child care average price



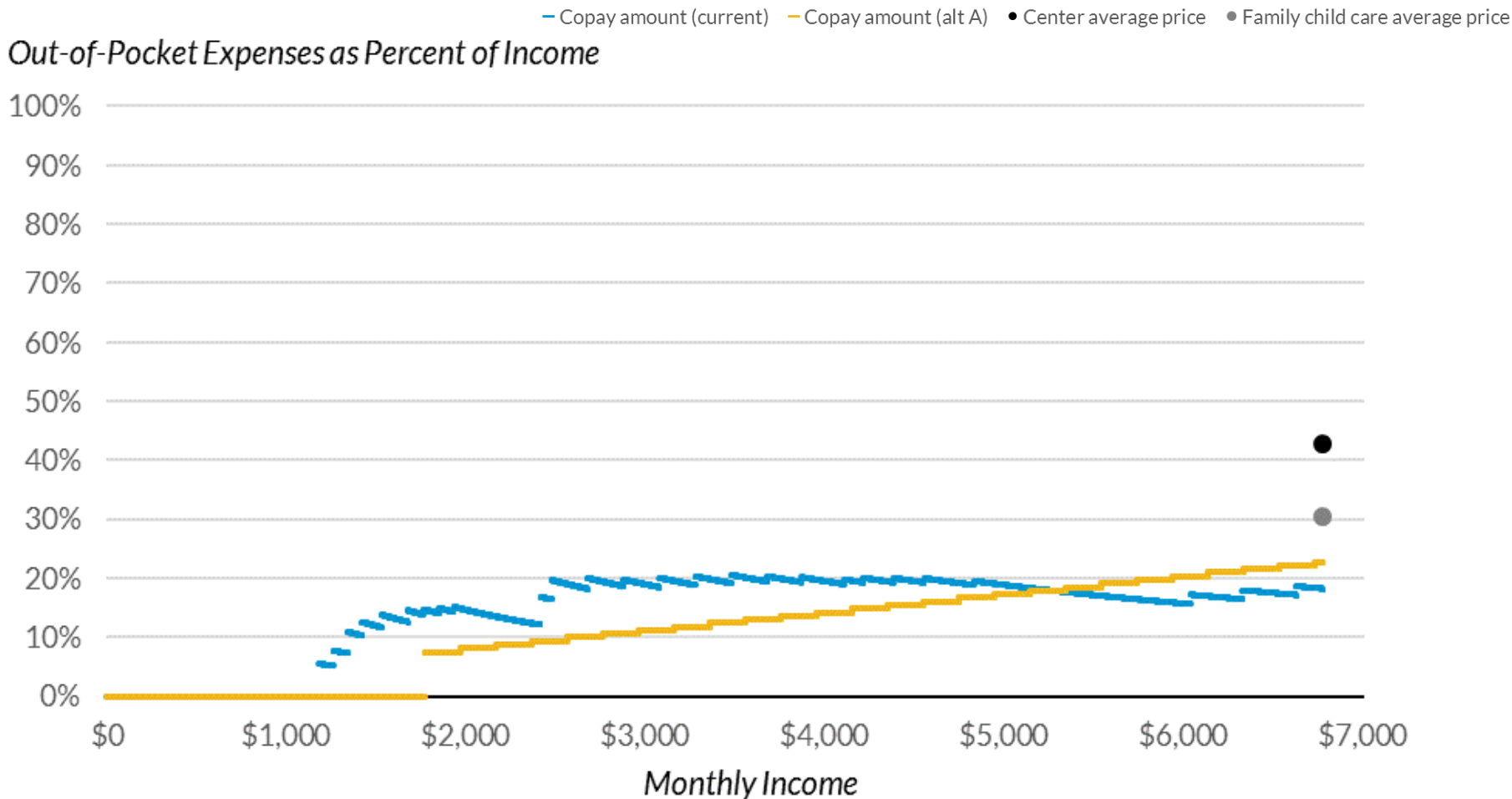
Source: Urban Institute researchers' calculations using October 1, 2018 policies from the CCDF Policies Database (<https://ccdf.urban.org>); Child Care Aware "The US and the High Price of Child Care: 2019."

Note: Copayments for full-time care for family size two (single parent with a 24-month old child). Prices are the average state price for full-time center and full-time family child care for an infant.

Massachusetts: Out-of-Pocket Expenses as Income Increases for a Three-Person Family (Single Parent with Two Children in Care) Current Copayments (percent of income) (2018)



When considering this model in a family with two children, the rate is slightly higher across the income distribution but remains lower than our current rates until the very highest income levels.



Source: Urban Institute researchers' calculations using October 1, 2018 policies from the CCDF Policies Database (<https://ccdf.urban.org>) and proposed alternative fee schedule; Child Care Aware "The US and the High Price of Child Care: 2019."

Note: Copayments for full-time care for family size three (single parent with a 24-month old and a 48-month old child). Prices are the average state price for full-time center and full-time family child care for an infant and toddler.