



MASSACHUSETTS  
**Department of  
Early Education and Care**



# Workforce Council

March 6, 2025

# Agenda

1. Welcome, Introductions and Agency Updates
2. EEC Key Performance Indicator (KPI) Dashboards
3. Workforce Working Group Update
4. Student Loan Repayment Progress
5. Employer Engagement Opportunities



# Key Performance Indicator (KPI) Dashboards

# Key Performance Indicator (KPI) Goals

- 1 Identify key performance metrics aligned to EEC's strategic objectives and priorities
- 2 Develop data dashboards to support using these metrics to track progress on EEC's strategic priorities
- 3 Increase transparency and public access to KPIs and other data metrics of importance

# Key Performance Indicators

## BY STRATEGIC OBJECTIVE



### Family Access

- Percent of children enrolled in formal early education and care (overall) over time
- Percent of children in households with incomes at or below 50% SMI participating in CCFA over time
- Number of children active on waitlist by month
- **NEW!** Proportion of EEC licensed/funded programs participating in CCFA
- Child Care Financial Assistance (CCFA) caseload over time



### Program Stability

- Licensed/funded early education and care capacity over time
- Number of licensed/funded early education and care programs over time
- Number of early education and care programs opening/closing by month
- **NEW!** Number of licensed Residential and Placement (R&P) programs
- **NEW!** Capacity of licensed Residential programs



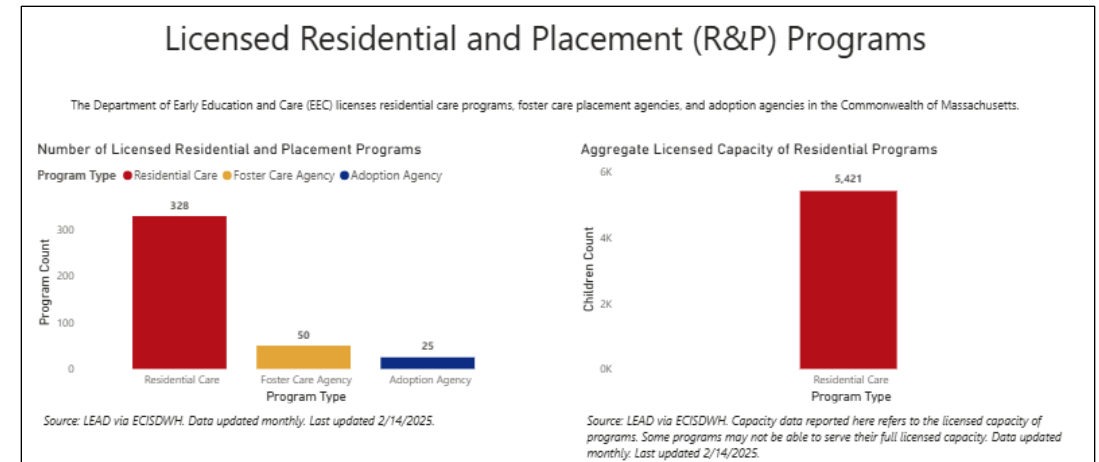
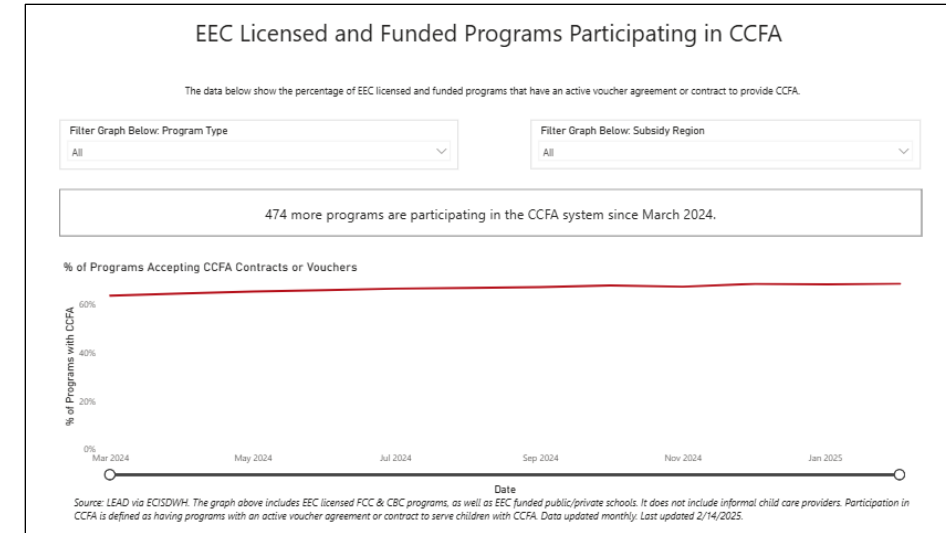
### Workforce Supports

- Number of educators statewide
- Educator wages by role over time

# New Dashboard Updates in February include:

1. New data on the percent of programs participating in Child Care Financial Assistance (CCFA)
2. New data on licensed Residential and Placement programs
3. Added region filters to all visuals
4. Added open/close trend line to Program Openings and Closings visual

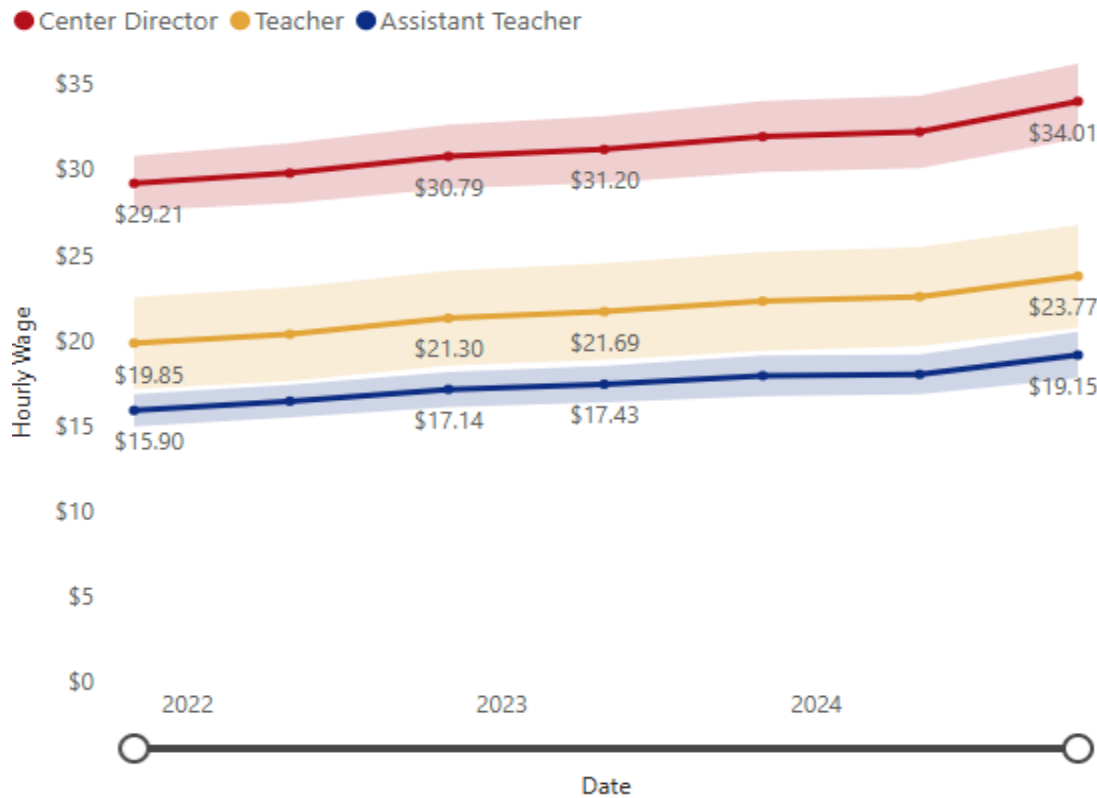
Click [here](#) to access the dashboards.



# Dashboard Snapshot: Educator Hourly Wages Over Time

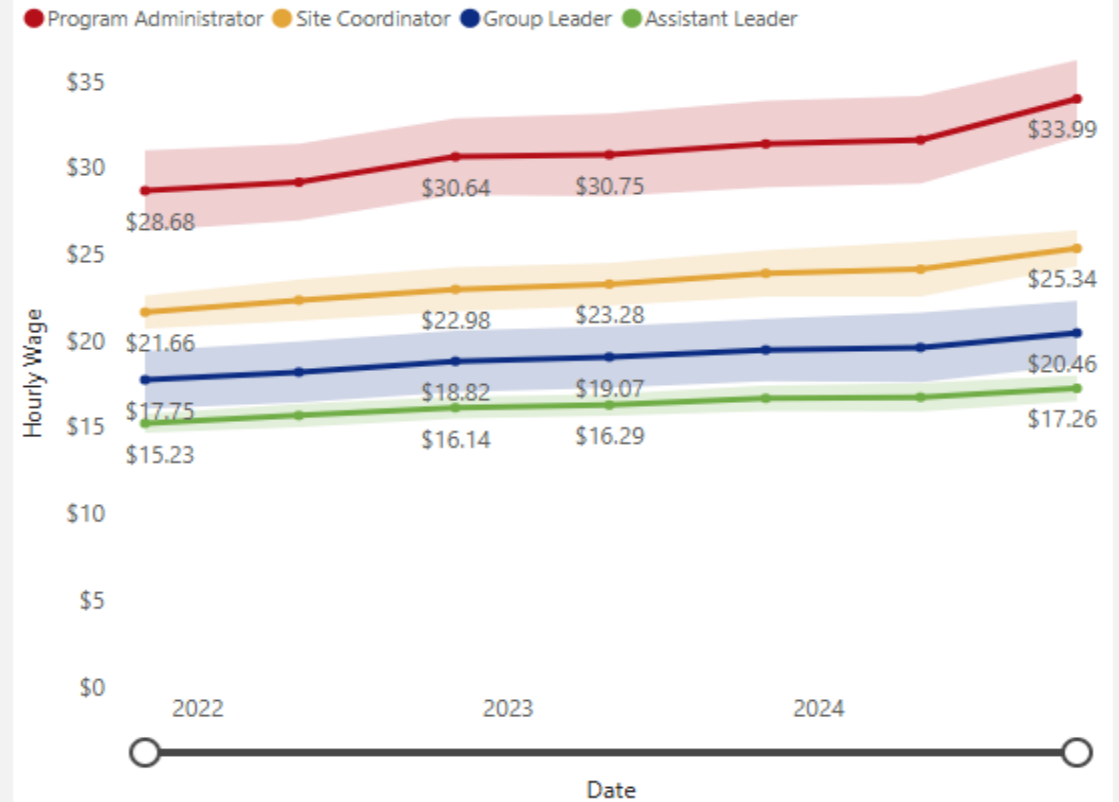
Educator wages have increased significantly over the past few years, although they remain low.

Average Hourly Wages - Center-Based Early Education



Source: C3 application data. Data on hourly wages include all full-time and part-time employees. Upper and lower hourly wages are the average highest and lowest reported

Average Hourly Wages - Center-Based School Age



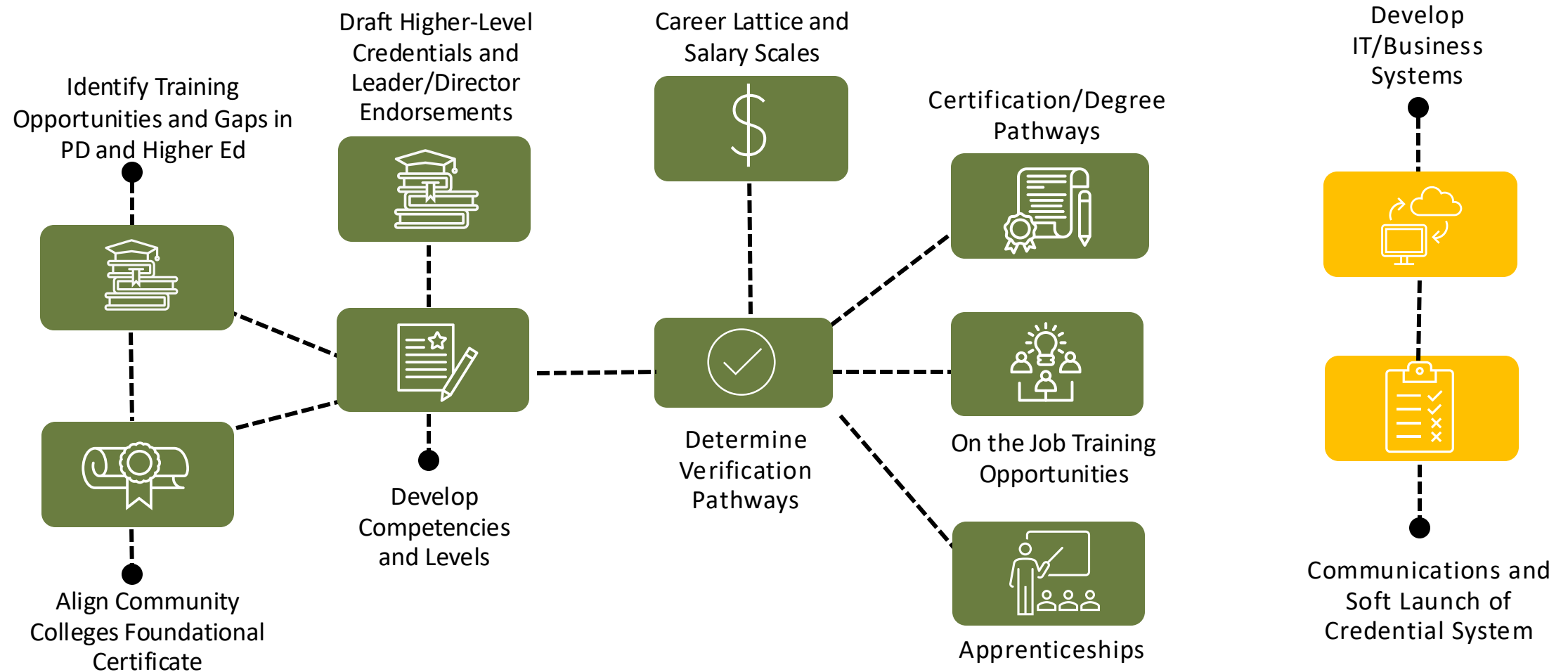
Source: C3 application data. Data on hourly wages include all full-time and part-time employees. Upper and lower hourly wages are the average highest and lowest reported



# Credential Update: Workforce Working Group



# Credentialing System Development Plan



# Stakeholder Engagement

## EEC Team & State Partner Collaboration

- EEC Regional Directors, Supervisors, & Licensors
- Department of Elementary & Secondary Education
- Department of Apprenticeship Standards



### EEC Credentialing Working Group

Cross-agency membership  
weekly meeting

## Higher Ed & Workforce Supports

- Professional Development Centers & ECSO's
- Higher Education Partners
- MA Association for Community Colleges (MACC)



### Focused Small Group Conversations

To dive deep on particular needs  
and collaboration

## Early Childhood Programs & Community Organizations

- MA Association for Community Action (MASSCAP)
- Family Child Care Systems
- Early Childhood Director Groups



### Workforce Working Group

Cross sector membership  
monthly meeting

# Working Group Meeting Schedule by Topic

- Working group sessions designed to gather feedback on the details of development focused on particular program types
- Full working group meetings designed to provide progress updates, subgroup insights, communication and feedback loop

## **January Subgroup Meetings: Credential Levels & Educator Titles**

- January 30 (Center) 3:00-4:30
- January 23 (OST) 1:00-2:30
- January 28 (FCC) 6:00-7:30

## **February 10 - Whole Group Meeting: Progress Report & Findings**

## **March Subgroup Meetings: Salary Scale & Cost Models**

- March 3 (Center) 3:00-4:30
- March 4 (OST) 1:00-2:30
- March 5 (FCC) 6:00-7:30

## **April Subgroup Meetings: Salary Scale & Cost Models**

- April 14 (Center) 3:00-4:30
- April 15 (OST) 1:00-2:30
- April 16 (FCC) 6:00-7:30

## **May Subgroup Meetings: Credential Verification**

- May TBD (Center) 3:00-4:30
- May TBD (OST) 1:00-2:30
- May TBD (FCC) 6:00-7:30

## **June TBD Whole Group Meeting: Progress Report & Findings**

# January – Subgroup Summary

CREDENTIAL LEVELS & EDUCATOR TITLES (CENTER, OST, & FCC)

- Confirmed **job titles aligned to each primary educator credential level** by program type.
- Identified **endorsements and credentials needed for support staff and leadership** by program type.
- Offered suggestions on **credential requirements** for roles with administrative responsibilities (e.g., substitute, program director, FCC business owner), part-time staff, and support staff not in ratio.
- Shared excitement about **opportunities for incentivizing professional advancement and promoting meaningful professional learning** (particularly on child behavior and working with other educators).



# Student Loan Repayment Progress

FY25 (between July 2024 – June 2025) there is \$7.5 Million available for eligible educators.

# Student Loan Repayment Details



## Eligibility

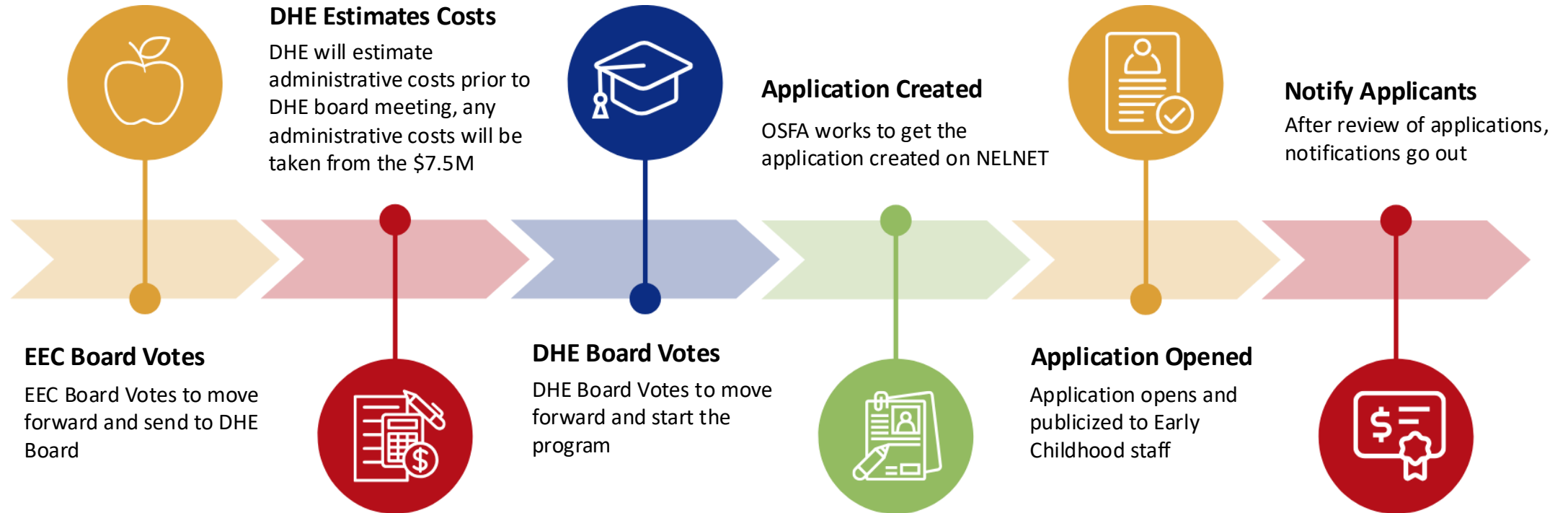
- Received an undergraduate degree after July 1, 2013
- Consistent with Early Educator Scholarship program, staff working in early education, child care, and residential programs.
- Priority for those who have served for a minimum of 5 years
- Are a U.S. Citizen or a lawful permanent resident, or non-citizen eligible under Title IV regulations; or have an approved eligibility status designated by the BHE pursuant to the Massachusetts Tuition Equity Law
- Committed to working for a minimum of one year in an EEC licensed or funded EEC program following the award



## Program Details

- Awards up to \$7,500 per year
- Program administered by the Department of Higher Education (DHE)
- Educators are required to provide proof of active full-time status working in an EEC Licensed or funded program
- Educators can apply annually

# Next Steps



Student Loan Repayment has been **approved** by both boards.  
**Awards are proposed to be retroactive to July 1, 2024.**



# Employer Engagement Opportunities



# Gaby Santana Goldstein

Employer Partnerships Manager



## Key Responsibilities

- Engaging employers as partners in advancing family-friendly policies and creating collaborative strategies and resources to expand access to affordable, high quality child care across the state.
- Leading activities essential to developing an effective collaboration with employers around improvements to services available to working families.
- Leveraging and adapting existing small business resources to support child care providers.

## Early Priorities

- Developing strategy to maximize the impact of \$2.5M included in the FY25 budget.
- Supporting cross-secretariat recommendations coming out of the Task Force.