

Resource Guide:

Innovative Solutions from Local, U.S. State, and Global Communities on Early Education and Child Care

This Resource Guide was developed in partnership by and with research from Boston Consulting Group, Neighborhood Villages, Dr. Rebecca Yemo (Former fellow, Massachusetts Business Roundtable), a research team at the Harvard University Institute of Politics, and Professor Jeffrey Liebman (Robert W. Scrivner Professor of Public Policy, Harvard Kennedy School).

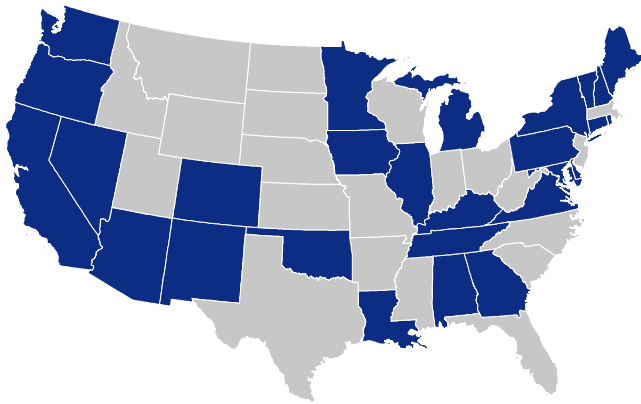
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Overview

This resource guide focuses on best practices in over half of the U.S. states, including neighboring New England states and states recognized for their innovations and achievements in Early Education and Child Care (“EECC”) through external ranking, evaluation, and research. These strategies correspond to the themes of access and availability, quality, affordability, sustainable business conditions, and workforce.

Beyond the United States, other countries have well-known innovative approaches to EECC. To find inspiration for innovative and leading practices around the globe, several countries were examined: Canada, China, Denmark, Estonia, Finland, Germany, Hungary, Iceland, Italy, Japan, Latvia, Luxembourg, Malta, Netherlands, Poland, Portugal, and Sweden.

U.S. states referenced



Countries referenced



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Examples from Other States

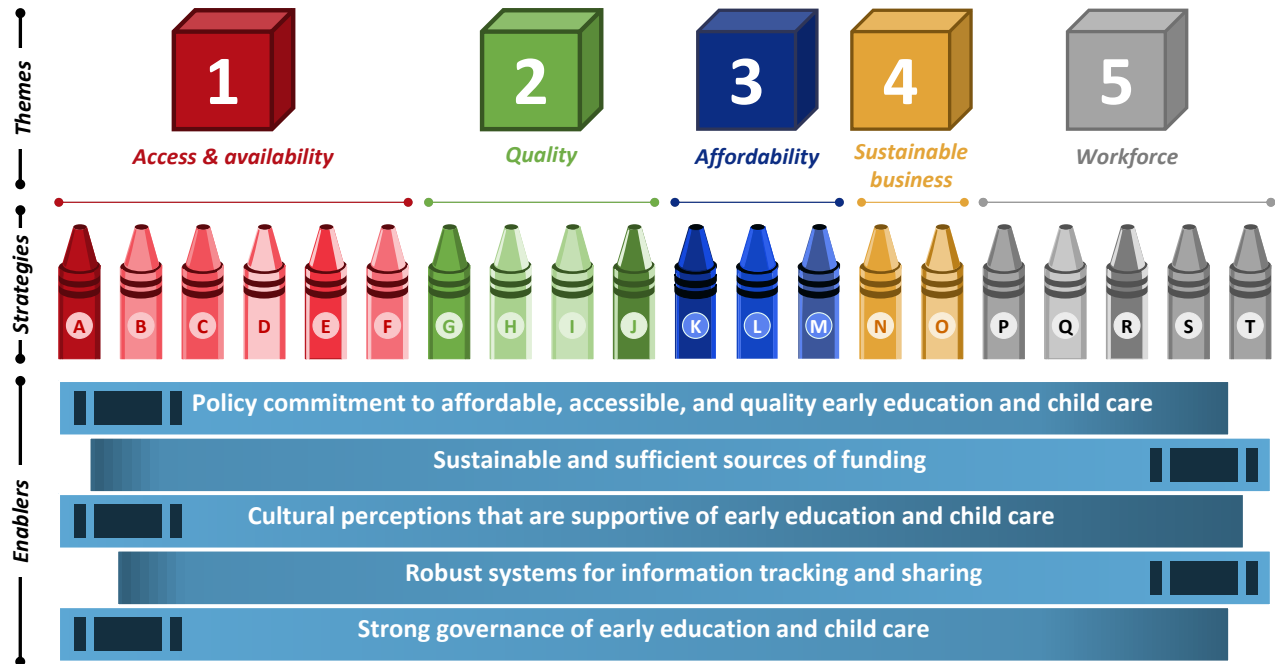
The following section identifies best practices seen in other states in reducing costs, increasing capacity, and improving quality of EECC.

This guide focused attention on best practices in U.S. states recognized for their innovation and achievement through external ranking, evaluation, and desk research, as well as neighboring New England states. In determining selected states, many national sources,¹ and the Massachusetts Taxpayers' Foundation's report *Incentivizing Employer-Supported Child Care in Massachusetts* were reviewed. The analysis of best practices draws upon feedback and findings from the Healey-Driscoll Administration's Task Force Listening Sessions and online survey input, as well as consultations with external experts to consider ideas from the community more holistically. Foundational research into state practices was conducted by Dr. Rebecca Yemo, then a Research Fellow at the Massachusetts Business Roundtable.

The framework below outlines how this report conceptualizes states' approaches to advancing towards affordable, accessible, and high-quality EECC. It is aligned with the themes (e.g., access & availability) which represent core components of a well-functioning EECC sector. Research into other states' best practices informed a set of 20 non-exhaustive strategies that are closely aligned to the themes, with specific state programs and their impacts grouped by strategy. The strategies and themes are underpinned by five foundational elements which are critical for states to leverage comprehensively in order to implement a wide range of the strategies outlined above and achieve widespread impact.

¹ The Century Foundation's Report Card on Child Care Policy, The Bipartisan Policy Center's ranking of states' early childhood education governance systems and state early childhood education policy profiles, Harvard University's Zaentz Navigator for Early Education Innovation, among analyses from several other leading organizations in the EECC research space (e.g., First Five Years Fund, Alliance for Early Success, Prenatal-to-3 Policy Impact Center, CELFE).

Exhibit 1: Key foundational areas for strong early education and child care systems



Foundational Enablers of State EECC Strategies

In order to achieve impact on their early education and child care sectors, states must first have systemic or institutional level foundational elements in place to implement specific programmatic strategies. To this effect, five foundational “enablers” of policy have been identified, informed by research into practices that have allowed other states to implement policies and programs, and also sustain lasting impact and change in their early education and child care sector. Broadly, states have enabled change by shifting the way EECC is perceived through policy and messaging, accompanied by sustained funding and coordinated data and governing systems for EECC.

- 1. Policy commitment to affordable, accessible, and quality early education and child care.**
 - Robust definitions for the core pillars of affordability, accessibility, and quality.
 - Effective engagement of communities and inclusion of community needs into policy decisions.
 - Commitment to family-friendly policies (e.g., Paid Family & Medical Leave).

2. Sustainable and sufficient sources of funding.

- Recurring funding sources dedicated to early education and child care, with consistent revenue streams to ensure sustainability.

3. Cultural perceptions and messaging supportive of early education and child care.

- Messaging and communication that increases awareness of early education and child care programming and solutions.
- Recognition of the educator workforce as a highly respected and valued profession.
- Encouragement of family-friendly public, private, and philanthropic sector engagement and investment in solutions.

4. Robust systems for early education and child care information tracking and sharing.

- Improvement of systems of monitoring and evaluation, especially as they pertain to program quality assessment, workforce attainment, and resource and referral systems.
- Development of infrastructure to collect and evaluate data related to early education and child care and inform future policy action.

5. Strong governance of early education and child care.

- Efficient convening of state agencies to ensure an inter-agency approach to early education and child care policy solutions.
- Support for regional and municipal bodies governing early education and child care.

The following section features detailed profiles of four states that demonstrate the strategic and comprehensive use of these enablers in order to impact outcomes of their EECC sectors. Beyond effectively employing enablers, states were selected for the scale at which these enablers have been deployed. This includes: large-scale, billion-dollar funding commitments (New York, Minnesota), policy and gubernatorial commitments to universal accessibility (New Mexico, New York, Minnesota), investment in systems to track data, evaluate outcomes, and share knowledge on what is working well (Michigan, Minnesota, New Mexico), and innovative governance mechanisms that reduce the fragmentation of how early education and child care is managed at the state level (New Mexico, Michigan).

New Mexico

Summary

New Mexico passed a constitutional amendment that guaranteed child care as a right and established two permanent funding streams in the state budget. These actions have effectively made early education and child care free for a majority of families in the state, expanded the number of available seats, and supported educators with entering and sustaining themselves in the workforce.

Context and challenges²

Pre-2019, New Mexico faced challenges across the following dimensions:

- **High cost to families:** The cost of early education and child care for one child was higher than in-state college tuition, and made up 11-40% of household income.
- **Educator workforce:** 25% of educators lived in poverty and the industry faced low wages and high turnover.
- **High costs of care** faced by providers, with reimbursement rates insufficient to cover them.

Enablers^{3,4,5}

- **Policy:** In 2022, New Mexico became the first state to recognize EECC as a right in the state constitution.
- **Funding:** To sustain the commitment to universal EECC, New Mexico created two permanent funding streams for early childhood education, which are sustained via revenues from oil and gas resources.
- **Cultural attitudes:**
 - The state created “Developing Futures,” a state-run media campaign to inform and attract educators.
 - 70% of voters voted in favor of the constitutional amendment to guarantee EECC as a universal right.⁶
- **Information:** New Mexico was the second state to transition to a cost-estimate model for provider reimbursement, using real-time data on provider costs to establish the true cost of quality care, and issuing incrementally higher reimbursements for higher-quality providers.
- **Governance:** Early education and child care in New Mexico is governed by one, cabinet-level state agency, the Department of Early Childhood Education and Care.

² PN-3 Policy Impact Center. “[Transforming Child Care: A Case Study of New Mexico](#)”. Peabody College of Education and Human Development, Vanderbilt University, Sept. 2023

³ PN-3 Policy Impact Center. “[Transforming Child Care: A Case Study of New Mexico](#)”. Peabody College of Education and Human Development, Vanderbilt University, Sept. 2023

⁴ “[Annual Outcomes Report Fiscal Year 2023](#).” New Mexico Early Childhood Education and Care Department, 16 April 2024.

⁵ “[New Mexico Inaugurates Early Childhood Education and Care Department](#).” New Mexico Early Childhood Education and Care Department, 1 July 2020.

⁶ Bell, Liz. “[It takes a village to raise children. New Mexico leaders are striving to ensure that ‘your state is your village.’](#)” EducationNC, 16 Jan. 2024.

Impact⁷

- New Mexico expanded the income eligibility threshold for child care financial assistance to 400% of the federal poverty line.
- The state saw a 40% increase in participation in child care financial assistance from 2022-2023, with infants and toddlers seeing the largest jump (41% increase), and 86% of families in the state enrolled in the program after the expansion of the income threshold.
- In FY 2023, an additional \$104 million in funds expanded the state's PreK program (NM PreK) to an additional 3,000 three- and four-year old seats to a total of 14,400 seats and increased overall licensed care capacity by around 3,400 over 2022.
- In 2023, 7,162 educators benefitted from state-funded wage bumps, and 2,960 students pursuing early education and child care-related higher education degrees received living stipends.
- To date, 49.7% of licensed providers in the state have achieved 4 and 5-star quality ratings, and 53% of children ages 0-5 received care in 5-star ranked facilities.

⁷ ["Annual Outcomes Report Fiscal Year 2023."](#) New Mexico Early Childhood Education and Care Department, 16 April 2024.

Michigan

Summary

As part of Michigan’s roadmap to universal PreK for all four-year-olds by 2027, the state created a “PreK for All Action Team,” which was responsible for engaging communities across the state to inform the development of the UPK strategy. Furthermore, the state developed robust marketing and messaging around several innovative affordability and accessibility initiatives.

Context and challenges

Declines in state and federal funding in the decades leading up to COVID-19 resulted in several lasting challenges for Michigan’s EECC sector:

- **Educator workforce:** Research found that during the pandemic, only 1% of educators earned enough to support the average-sized family in MI, and the educator workforce shrank by 27% since 2001.⁸
- **Accessibility:** In 2022, 21 of the state’s 83 counties were child care deserts, and the number of providers in the state declined by 7% compared to pre-pandemic levels, and the state faced a gap of 100,000 licensed seats, unfilled due to staffing shortages, high costs, and pandemic closures.⁹
- **Cost to families:** In 2019, the cost of care exceeded the state’s annual public university tuition (\$19,281), and families receiving financial assistance declined sharply from 62,413 to 20,400 between 2003–2020 due to a low income eligibility threshold.¹⁰
- **Sustainable business conditions:** Between 2009 and 2018, there was a 90% decline in home-based and license-exempt (FFN) providers receiving subsidies and rate cuts for providers not meeting training requirements.¹¹

Michigan’s Governor has also engaged the business community, partnering with employers to expand affordable EECC to families outside of the eligibility threshold for the state’s financial assistance program through the Tri-Share cost-sharing program. Refer to strategy “M” on cost-sharing partnerships in the following section on state strategies for more information on Tri-Share.

⁸ Andrews, Alex. [“Balancing the Scales: A Proposal for a Systemwide Wage Scale to Address Michigan’s Early Childhood Education Crisis.”](#) *Early Childhood Investment Corporation*, 2023.

⁹ Powell, Luca and Kravitz, Derek. [“Michigan Child Care Crisis Worsens as Deserts Grow and Policymakers Seek Solutions.”](#) *Chalkbeat Detroit*, 31 Aug. 2022.

¹⁰ Sorenson, Pat. [“Child Care Is a Critical Part of the State’s Economic Infrastructure.”](#) *Michigan League for Public Policy*, 6 July 2019.

¹¹ Sorenson, Pat. [“Baby Steps: More Investments Needed to Make Child Care Work for Michigan Families and Children.”](#) *Michigan League for Public Policy*, June 2019

Enablers

- **Policy:** Michigan’s Governor set a “free PreK for all” goal and developed a roadmap to achieve it by 2027.¹²
- **Funding:**
 - The state budget dedicated \$130 million in FY 2025 towards free and universal PreK for all four-year olds.¹³
 - The Early Childhood Investment Corporation is a public-private partnership which invests over \$225 million towards EECC initiatives in Michigan.¹⁴
- **Cultural perceptions:**
 - The Action Team for PreK for All engaged over 4,000 residents in all 83 counties to evaluate the potential for universal pre-kindergarten in Michigan.¹⁵
 - The state runs several branded EECC initiatives (Caring for MI Future, Great Start Readiness Program), accompanied by awareness campaigns.¹⁶
- **Information tracking and sharing:** The state partners with Michigan State University to document child care access gaps and capacity statewide.¹⁷
- **Governance:** In 2023, Michigan consolidated EECC programs under the Department of Lifelong Education, Advancement, and Potential (MiLEAP).¹⁸ Additionally, MiLEAP became the governing agency for the state’s Tri-Share cost-sharing program, in order to support the scaling of the program from local pilot phase to a statewide initiative.¹⁹

Impact

- The FY 2025 budget funded nearly 59,000 seats for four-year olds in the Great Start Readiness Program, an increase of 40% from the previous year, with a goal of enrolling 88,500 four-year olds by 2027.²⁰ The budget also expanded PreK access to all families with income within 400% of the federal poverty line, which would render. ²¹ Access to PreK is estimated to save families around \$10,000 a year.²²
- Expansion of PreK has been a priority in previous years – the FY 2023 state budget included an expansion of the program, extending PreK time to match the length of the K-12 first grade day, and including five-day-a-week programming for 36 weeks of the year, for 8,800 children.²³

¹² ["PreK for All."](#) Michigan Department of Lifelong Learning, Advancement, and Potential.

¹³ ["Gov. Whitmer Signs Historic FY25 Education Budget."](#) Office of Governor Gretchen Whitmer, 23 July 2024.

¹⁴ ["Mission."](#) Early Childhood Investment Corporation.

¹⁵ ["PreK for All."](#) Michigan Department of Lifelong Learning, Advancement, and Potential.

¹⁶ ["MiLEAP - Michigan."](#) Michigan Department of Lifelong Education, Advancement, and Potential.

¹⁷ ["Michigan Licensed Child Care Providers: Comparing July 2022 with the Present."](#) Community Economic Development Project, Michigan State University.

¹⁸ ["Gov. Whitmer Launches Michigan Department of Lifelong Education, Advancement, and Potential,"](#) Michigan Department of Lifelong Education, Advancement, and Potential, 1 Dec. 2023.

¹⁹ Reijm, Heidi. ["Michigan’s Tri-Share Program: One Promising Childcare Solution for Working Parents."](#) Federal Reserve Bank of Chicago Insights, April 2024.

²⁰ Lohman, Isabel and Hermani, Jordyn. ["Michigan Touts Free Pre-K for All. It’s More Complicated Than That."](#) Bridge Michigan, 13 Aug. 2023.

²¹ Lohman, Isabel and Hermani, Jordyn. ["Michigan Touts Free Pre-K for All. It’s More Complicated Than That."](#) Bridge Michigan, 13 Aug. 2023.

²² ["Gov. Whitmer Signs Historic FY25 Education Budget."](#) Office of Governor Gretchen Whitmer, 23 July 2024.

²³ ["Expansions to GSRP Will Benefit Thousands of Children and Families."](#) Michigan Department of Education, 16 Aug. 2023.

- An external evaluation of the Tri-Share Pilot program, which included 65 employees across 3 regional hubs, found that the program reduced monthly child care costs for participating families by 65% on average.²⁴
- In March 2024, 195 employers, 351 child care providers, and 514 families participated across 59 of the state’s counties, serving 713 children.²⁵
- Tri-Share has a long-term goal of expanding to 7,500 households by 2028, which would require a funding commitment of approximately \$40 million from the state.²⁶ The program was funded at \$3.4 million in the FY 2024 state budget.²⁷
- Between May 2022 and November 2023, the Caring for MI Future initiative:²⁸
 - Supported the development of over 1,000 new centers and expansion to 2,000 homes which exceeded the program’s initial target of 1,000 new facilities in one year;
 - Added 36,700 more EECC seats;
 - Supported 2,500 EECC entrepreneurs with technical and financial assistance;
 - Distributed \$59 million to 1,100 programs through the Facilities Improvement Fund, which supported the development of over 10,000 new EECC seats.²⁹

²⁴ Public Sector Consultants. "[MI Tri-Share Pilot Evaluation Final Report.](#)" *Michigan Department of Lifelong Education, Advancement and Potential*, 20 Oct. 2022.

²⁵ Reijm, Heidi. "[Michigan’s Tri-Share Program: One Promising Childcare Solution for Working Parents.](#)" *Federal Reserve Bank of Chicago Insights*, April 2024.

²⁶ Sullivan, Emily. "[Could Michigan’s Cost-Sharing Approach to Child Care Be Scaled Nationwide?](#)" *EdSurge*, 17 Dec. 2023.

²⁷ "[2024 State Budget Final Analysis.](#)" *Michigan League for Public Policy*, 2023.

²⁸ "[Caring for MI Future.](#)" *MiLEAP – Michigan Department of Lifelong Education, Advancement, and Potential*.

²⁹ "[Caring for MI Future – Facilities Improvement Fund.](#)" *Caring for MI Future – Facilities Improvement Fund*.

Summary

New York's Governor released a policy commitment with a \$7 billion investment over the next four years for a variety of programs and initiatives aimed at increasing the affordability and accessibility of EECC.³⁰ Similar to Massachusetts, New York convened a Child Care Availability Task Force as a cross-agency effort between a range of state agencies, EECC providers, unions, advocacy groups, and the business community.

Context and challenges³¹

COVID-19 revealed critical challenges in New York's EECC ecosystem:

- **Affordability:** New York ranked least affordable for center-based care in 2022, with center-based care priced at 155% higher than annual in-state college tuition.
- **Availability:** The state faced declining numbers of center and family care providers between 2019 and 2022, and faced geographic disparities in EECC access with 64% of residents living in access deserts.
- **Workforce:** The EECC industry has continued to face shortages, with turnover at 11-12% in 2021 and over half of providers reporting educator shortages.

To address these challenges, the Governor committed to a three-pronged policy approach focusing on improving accessibility for families, bolstering the workforce, and engaging the business community backed by state funding investment.³²

Enablers

- **Policy:** The state Governor laid out a \$1.8 billion Child Care Accessibility Program and the creation of an online portal to streamline the process for all families to apply for financial assistance.³³ Additionally, New York passed the state Paid Family and Medical Leave law in 2016 and expanded benefits for pregnant employees in FY 2025.³⁴
- **Funding:** In 2022, the Governor announced a four-year, \$7 billion investment in the EECC sector, which doubled funding for the child care financial assistance program, and provided stabilization funds for providers, wage supports for educators, and expansion of child care on college campuses.³⁵
- **Cultural perceptions:** To elevate and support the EECC workforce, the state designated one week as "Early Childhood Educator and Child Care Provider Appreciation Week."³⁶

³⁰ ["Governor Hochul Announces Plan to Make Child Care More Affordable, Accessible, and Fair in New York."](#) Office of the Governor of New York, 10 Jan. 2023.

³¹ ["2023 Child Care in New York State."](#) New York State Department of Labor, 2023

³² ["Governor Hochul Announces Plan to Make Child Care More Affordable, Accessible, and Fair in New York."](#) Office of the Governor of New York, 10 Jan. 2023.

³³ ["Governor Hochul Launches Digital Portal to Help New York State Deliver Free or Low-Cost Child Care to More Families Statewide."](#) Office of the Governor of New York, 19 July 2024.

³⁴ ["Paid Family Leave."](#) New York State Paid Family Leave.

³⁵ ["Governor Hochul Announces Historic Investment in Child Care as Part of FY 2023 Budget."](#) Office of the Governor of New York, 9 Apr. 2022.

³⁶ ["2024-25 State Budget Continues Historic \\$7 Billion, Four-Year State Investment in Child Care Services."](#) New York State Office of Children and Family Services, June 2024

- **Governance:** The Office of Child and Family Services (OCFS), which governs EECC programming, convened a cross-agency Child Care Availability Task Force that is co-led by the state Department of Labor and OCFS.³⁷
 - The Task Force was first launched in 2018 and re-launched in 2021 in order to address the impacts of the COVID-19 pandemic on the EECC sector.³⁸

Impact

- An additional 100,000 New York families were expected to benefit from the expansion of the statewide child care financial assistance program income threshold to the federally-allowable maximum.³⁹ The program also reduced out-of-pocket costs for families participating to 1% of families' total incomes above the federal poverty line.⁴⁰
- The FY 2024 expansion of the Empire State Child Tax Credit to children under 4, which was enabled by additional state funds, was expected to impact an additional 630,000 children in the state and add up to \$340 per taxpayer in benefits for 525,000 taxpayers.⁴¹
- In FY 2023, all of New York's state-administered Pre-Kindergarten programs served 122,000 4-year-olds, compared to 101,000 in 2013.⁴²
- In FY 2023, nearly 48,000 full-day Pre-Kindergarten seats for 4-year olds were created or converted from half-day seats through Statewide Universal Full-Day Pre-Kindergarten (SUFDPK). Out of 91,000 4-year olds in full-day Pre-Kindergarten, 44% were in public schools and 30% were in child care centers, with the remaining portion served by Head Start programs and other community-based organizations.⁴³
- The \$500 million Workforce Retention Grant Program, launched as part of the state's historic funding commitment, was expected to support 150,000 educators and has distributed \$330 million in funds as of 2023.⁴⁴
- In 2023, the State University of New York offered approximately 4,500 child care seats to 795 student-parents, and an infusion of new state funds for child care on community college campuses added 200 more seats.⁴⁵

³⁷ ["Child Care Availability Task Force."](#) *New York State Office of Children and Family Services.*

³⁸ ["Child Care Availability Task Force."](#) *New York State Office of Children and Family Services.*

³⁹ ["Governor Hochul Announces Significant Actions to Expand Affordable Child Care Access Statewide as Part of FY 2024 Budget."](#) *Office of the Governor of New York*, 3 May 2023.

⁴⁰ ["Governor Hochul Announces Significant Actions to Expand Affordable Child Care Access Statewide as Part of FY 2024 Budget."](#) *Office of the Governor of New York*, 3 May 2023.

⁴¹ ["Governor Hochul Announces Significant Actions to Expand Affordable Child Care Access Statewide as Part of FY 2024 Budget."](#) *Office of the Governor of New York*, 3 May 2023.

⁴² ["NYS-Administered Prekindergarten Fast Facts."](#) *New York State Education Department*, 2024.

⁴³ ["Prekindergarten Data."](#) *New York State Education Department* [Data file: 2022-2023 Prekindergarten Students Served]

⁴⁴ ["Child Care Availability Task Force Report 2024."](#) *New York State Office of Children and Family Services*, April 2024.

⁴⁵ ["Governor Hochul Announces 200 New Child Care Spots at 12 High-Demand SUNY Campus Centers."](#) *State University of New York*, 5 Sept. 2023

Summary:

Minnesota combined a policy commitment to accessibility with investments to drive large-scale impact, especially for the early education and child care workforce. This impact is also supported by a separate, non-state-affiliated coordinating and advocacy body for educator professional development, as well as a statewide effort to codify pathways into the educator workforce using a career ladder and registry to support progression. These enablers have allowed the state to make meaningful progress in areas such as pay and benefits parity for early educators, workforce retention, and innovative ways to encourage entry into and retention within the workforce.

Context and challenges:

Minnesota's core challenges revolved around accessibility disparities between urban and rural areas of the state, as well as challenges with the early childhood educator workforce that are consistent with challenges faced by other states.

- **Accessibility:** The state saw approximately a 50% decline in family childcare capacity and licenses from 2000-2020, as well as low growth in center-based care (8%), with declines particularly exacerbated in rural areas, despite a growing population.⁴⁶
- **Educator workforce:** The educator workforce in Minnesota was faced with low wages and high turnover (30%+) particularly among aides, with most educators in the state making under \$44,000 a year, according to survey data.⁴⁷

While the FY2023-24 budget cycle saw critical investments across the entire early education and child care ecosystem, nearly half of the funds (approximately \$560 million) were allocated towards mitigating the educator workforce shortage and compensation challenges through retention initiatives and pay parity.⁴⁸

Enablers:

- **Policy:** Minnesota set out a statewide goal to increase the percentage of families with access to child care by 20% from 2022-2027.⁴⁹ The FY 2023 state budget included the statewide paid family and medical leave program which will launch in 2026, as well as family-friendly tax policies that expand eligibility for tax credits and financial support that defrays costs for families with young children.⁵⁰
- **Funding:** The FY 2024 state budget allocated \$1.3 billion in state funding for EECC which sustained or increased funding for key programs (increased provider reimbursement

⁴⁶ Werner, Marnie. "[Child Care in Rural Minnesota After 2020: A Unique Opportunity.](#)" *Center for Rural Policy and Development*, February 2021.

⁴⁷ Casale, Oriane. "[Minnesota Early Care and Education Workforce: An Overview](#)" *Minnesota Department of Employment and Economic Development*, Mar. 2024.

⁴⁸ "[7 New Minnesota Laws That Early Childhood Education Professionals Should Know About.](#)" *The Family Partnership*, August 2023.

⁴⁹ "[Child Care Access.](#)" *Minnesota Management and Budget*.

⁵⁰ "[2023 Legislative Wins for Children and Families.](#)" *Minnesota Management and Budget*, 2023.

rates, MN Early Learning Scholarships, REETAIN Bonuses, Great Start Compensation Program).⁵¹

- **Cultural perceptions:**
 - Minnesota created a Family Child Care Task Force in 2021 to address FCC-specific challenges.⁵²
- The Minnesota Center for Professional Development is a non-state affiliated advocacy and coordinating body for the ECE workforce, including the DevelopMN workforce registry for early childhood educators.⁵³
- **Information:** Developed the Early Childhood Longitudinal Data System, funded through state and federal funds; includes data on participation in EECC programs and outcomes of children ages birth to Pre-Kindergarten.⁵⁴
- **Governance:** In 2024, the state transitioned to a new governing body for EECC, the Department of Children, Youth and Families.⁵⁵ Additionally, the statewide Children's Cabinet includes representatives from various state agencies and represents a cross-agency approach to make EECC policy recommendations. The Children's Cabinet is housed within the state's Office of Management and Budget.⁵⁶

Impact

- Minnesota's FY 2023 budget included 34 new or expanded funding initiatives for early education and child care, many of which are sustained for following years as opposed to one-time funds.⁵⁷
- Sustained funding for the Early Learning Scholarship program, to be increased by \$59 million biannually to serve a larger share of families.⁵⁸
- Created the Great Start Compensation Program, providing wage supplements to early childhood educators.⁵⁹ Refer to the sections on "Direct payments to families" and "Compensation parity" in Appendix B for further detail.
- In FY 2023, Minnesota expanded the Grow Your Own program to include early childhood educators along with K-12 teachers, with an infusion of \$2.5 million into the program and sustained, ongoing funding of \$1 million annually.⁶⁰ For more information on this program, refer to strategy "T" in "Workforce" within the following section on state strategies.

⁵¹ ["Governor Walz Announces Increased Payments for Child Care."](#) Office of Governor Tim Walz, 31 October 2023.

⁵² ["Family Child Care Task Force."](#) Minnesota Department of Human Services.

⁵³ ["Minnesota Center for Professional Development."](#) Minnesota Center for Professional Development.

⁵⁴ ["About the Early Childhood Longitudinal Data System \(ECLDS\)."](#) Minnesota Early Childhood Longitudinal Data System.

⁵⁵ ["Minnesota Department of Children, Youth, and Families."](#) Minnesota Department of Children, Youth, and Families.

⁵⁶ ["Minnesota Children's Cabinet."](#) Minnesota Management and Budget, 2024.

⁵⁷ ["2023 Legislative Wins for Children and Families."](#) Minnesota Management and Budget, 2023.

⁵⁸ ["2023 Legislative Wins for Children and Families."](#) Minnesota Management and Budget, 2023.

⁵⁹ ["7 New Minnesota Laws That Early Childhood Education Professionals Should Know About."](#) The Family Partnership, August 2023.

⁶⁰ ["7 New Minnesota Laws That Early Childhood Education Professionals Should Know About."](#) The Family Partnership, August 2023.

- The Minnesota Children’s Cabinet and Management and Budget Division collaborated to develop the Children’s Fiscal Map – a data tool that documents state funding expenditures on programs serving children and youth under 18.⁶¹
- In FY 2023, 503 educators received a bonus through the REETAIN program, which provided wage supplements and bonuses for early childhood educators.⁶² In FY 2024, \$4.28 million was allocated for the program, sustained at \$900,000 per year in future years to increase the number of educators participating.⁶³

State Strategies for a Successful Early Education and Child Care System

In addition to profiles of notable states in EECC above, this guide highlights specific strategies that many states have used to drive progress in the affordability, accessibility, and quality of early education and child care. For more examples beyond those listed below, refer to the detailed appendix that follows. It also bears noting that many other policies have an impact on a family’s ability to afford care including paid family and medical leave and access to affordable housing and reliable transportation options.

Exhibit 2: Key foundational areas for strong early education and child care systems



⁶¹ ["Minnesota Children's Fiscal Map."](#) Minnesota Management and Budget, 2024.

⁶² ["REETAIN Bonuses."](#) Child Care Aware of Minnesota, 2024.

⁶³ ["7 New Minnesota Laws That Early Childhood Education Professionals Should Know About."](#) The Family Partnership, August 2023.

The strategies discussed in this section, as labeled A-T, relate to the five major themes heard in the Healey-Driscoll Administration's Task Force listening sessions.

Access/availability	<ul style="list-style-type: none"> A Technical infrastructure for a single point of entry system B Administrative infrastructure to govern the single point of entry system C Incentivizing development and expansion of capacity through financial and technical supports to providers D Partnering with and incentivizing employers E Provider-friendly housing policies and initiatives F Creative uses of physical spaces and innovative partnerships to maximize use of non-traditional space
Quality	<ul style="list-style-type: none"> G Robust definitions of quality H Revision of quality evaluation mechanisms to align with improvement and outcomes I Bolstering quality through support for providers and educators J Financial incentives to families and providers for quality improvement
Affordability	<ul style="list-style-type: none"> K Direct payments to families and parents L Child care financial assistance reform M Cost-sharing partnerships
Sustainable business	<ul style="list-style-type: none"> N Reforming provider reimbursement mechanisms O Targeted supports for prioritized groups of providers
Workforce	<ul style="list-style-type: none"> P Educator recruitment and retention initiatives Q Compensation parity R Access to healthcare, retirement, and other wraparound benefits S Career ladders, salary scales, and workforce registries T Well-defined pathways into the educator workforce

Access and Availability of Early Education and Child Care

States engage families, providers, employers, and communities to implement strategies that contribute to the accessibility and availability related to early education and child care.

Access

A **Technical infrastructure for a single-point-of-entry system:** states have taken several approaches to developing single points of entry for parents and providers to navigate resources on EECC, including pursuing partnerships with private companies to develop and manage the technology, partnering with non-profits, or using state funding to develop solutions in-house.



New Mexico partners with Wonderschool, a private company focused on child care search, to run the statewide “Child Care Finder” for parents and the “Elevate” platform for providers to access information on running their business. Both platforms provide access to information in several languages (English, Spanish, Haitian Creole).⁶⁴

- **Child Care Finder:** incorporates filters on age, days/times, budget/subsidy eligibility, QRIS quality rating, and language; integrated with free parent guides for child care access and child care eligibility survey.⁶⁵
- **Elevate New Mexico Child Care:** a one-stop shop tool supporting providers with financial and administrative tasks, parent engagement, and marketing and communications, which was initially developed using COVID-19 relief funds.⁶⁶
- **Wonderschool Academy:** an online business support and coaching program to support providers with becoming licensed through the state.⁶⁷



Minnesota integrates its child care search portal for parents into the statewide quality rating and improvement system (QRIS) which includes resources on finding care, paying for care, and how programs are ranked for quality in the QRIS; the platform includes a free phone line for referral and search support in several other languages.⁶⁸

- For providers and the educator workforce, Child Care Aware of Minnesota runs a centralized online platform to access information on running a business and working in the EECC space, which is integrated with Child Care Wayfinder, a state-run one-stop shop for new and existing providers to get help with starting and running a business.⁶⁹ Child Care Wayfinder was codified in state law in 2021, and funded using

⁶⁴ "[Child Care Finder.](#)" *New Mexico Early Childhood Education & Care Department*, 2024.

⁶⁵ "[Child Care Finder.](#)" *New Mexico Early Childhood Education & Care Department*, 2024.

⁶⁶ "[Elevate New Mexico Child Care.](#)" *New Mexico Early Childhood Education & Care Department*, 2024.

⁶⁷ "[Start Your Business to Help Children Learn and Grow.](#)" *Wonderschool*, 2024.

⁶⁸ "[Free tools and resources for families and child care programs.](#)" *Parent Aware*, 2024.

⁶⁹ "[About Us.](#)" *Child Care Wayfinder*, 2024.

COVID-19 relief funds; in the FY 2023 budget, the state sustained funding for Wayfinder at nearly \$3 million annually.⁷⁰

- Through the state’s Early Childhood Longitudinal Data System, Minnesota families can access Bridge to Benefits, an online platform run by the Children’s Defense Fund of Minnesota, intended to connect families with financial supports for EECC as well as broader wraparound supports such as food, health insurance, and tax credits.⁷¹



New York’s Governor launched childcare.ny.gov in 2024, which became the state’s first online portal for families to apply for financial assistance through the state’s Child Care Assistance Program, as part of a broader \$1.8 billion investment in expanding financial assistance to more families.⁷² The portal would allow all families in the state to opt into an eligibility screening and apply for financial assistance entirely online, whereas previously online applications were only an option for families in two regions (New York City and Schenectady County).⁷³



Administrative infrastructure to govern the single point of entry: single points of entry are administered in different ways across states, including Children’s Cabinets that function as public-private partnerships or cabinet-level inter-agency initiatives, or regional hubs, all of which manage the technical infrastructure for “one-stop shop” resources.



Nevada’s Children’s Cabinet is a public-private partnership that serves 15,000 families a year by connecting them with resources on accessing and financing child care and which has supported over 2,300 providers with technical assistance and training.⁷⁴ The Children’s Cabinet webpage links to resources for parents on financing and accessing child care, as well as available wraparound supports that are supplemental to care, and provides resources for providers on standing up and running child care businesses, along with available state financial and technical support.⁷⁵



Rhode Island’s Children’s Cabinet is housed in the Office of the Governor and includes representatives from nine state agencies, state hospitals, and child advocates, representing an inter-agency, state-level approach to maintaining a single point of entry for EECC.⁷⁶ The Children’s Cabinet manages kids.ri.gov, a

⁷⁰ ["7 New Minnesota Laws That Early Childhood Education Professionals Should Know About."](#) *The Family Partnership*, August 2023.

⁷¹ ["Welcome to Bridge to Benefits."](#) *Children's Defense Fund Minnesota*, 2024.

⁷² ["Governor Hochul Launches Digital Portal to Help New York State Deliver Free or Low-Cost Child Care to More Families Statewide."](#) *Office of the Governor of New York*, 19 July 2024.

⁷³ ["Governor Hochul Launches Digital Portal to Help New York State Deliver Free or Low-Cost Child Care to More Families Statewide."](#) *Office of the Governor of New York*, 19 July 2024.

⁷⁴ ["Keeping Children Safe and Families Together."](#) *Children's Cabinet*, 2024.

⁷⁵ ["Keeping Children Safe and Families Together."](#) *Children's Cabinet*, 2024.

⁷⁶ ["Rhode Island Children's Cabinet."](#) *Rhode Island Children's Cabinet*, 2024.

webpage linking to programs and state resources which is organized around four key dimensions of child and youth outcomes: development, education, family, and wellness, and is navigable in both English and Spanish.⁷⁷ The webpage is inclusive of EECC-specific programming (e.g., financial assistance and Pre-K), as well as broader supports for basic needs, mental health, and opportunities for parents to get involved.⁷⁸



Other states, such as **Oregon**, use a decentralized approach, where regional “hubs” corresponding to the state’s geographic regions are managed by community organizations as points of access into the statewide system.⁷⁹ Oregon’s system includes a Parent Leadership Council for each hub to engage and incorporate parents in the Hub strategy.⁸⁰

Availability



Incentivizing development and expansion of capacity: states have invested funds for grant programs that incentivize providers to develop new facilities or improve existing facilities in order to increase the amount of EECC seats, in addition to developing infrastructure and creating programs to support providers with navigating business development and startup creation.

i. Financial supports to providers:



Maine created a \$15 million state-funded Child Care Infrastructure Grant program which provides several pots of funding for center-based as well as home-based providers to develop new facilities or expand their existing capacity through construction or acquisition of property.⁸¹ The funding is administered in partnership with Coastal Enterprises, a nonprofit focusing on business development in rural areas of the state.⁸¹ To date, \$8 million has been awarded, creating 2,500 additional seats.⁸² However, due to staffing challenges, only 1,700 of these seats could be filled.⁸³

ii. **Technical supports to providers:** Along with expanding available child care capacity, technical and business support—especially for small-scale and entrepreneurial providers—contributes to a more sustainable sector overall and enables more providers to be able to operate successful businesses (see the section on “Sustainable

⁷⁷ ["Rhode Island Children's Cabinet."](#) Rhode Island Children's Cabinet, 2024.

⁷⁸ ["Rhode Island Children's Cabinet."](#) Rhode Island Children's Cabinet, 2024.

⁷⁹ ["Early Learning Hubs."](#) Oregon Department of Early Learning and Care, 2024.

⁸⁰ ["Early Learning Hubs."](#) Oregon Department of Early Learning and Care, 2024.

⁸¹ ["Funding for New and Expanding Child Care Businesses in Maine."](#) CEI Maine, 2024.

⁸² ["Maine Needs Quality, Affordable Child Care."](#) Permanent Commission on the Status of Women, Maine Secretary of State.

⁸³ ["Maine Needs Quality, Affordable Child Care."](#) Permanent Commission on the Status of Women, Maine Secretary of State.

Business Conditions” below for more information on other state initiatives to support providers as businesses).



Michigan’s Caring for MI Future Initiative was a \$100 million investment by the state with a goal of opening or expanding an additional 1,000 child care programs by 2024 through programming intended to support entrepreneurs.⁸⁴ It included three grant programs supporting startups and offering coaching/technical support for new providers. Notably, the “Our Strong Start” program is the initiative’s technical assistance component which provides access to “navigators” that help entrepreneurs with licensing requirements and business support.⁸⁵ To date, “Our Strong Start” has worked with 2,944 child care entrepreneurs, and supported all of the new and expanded facilities in the state in their business process.⁸⁶ As part of “Our Strong Start,” Michigan partners with Wonderschool to offer the Wonderschool Academy, an 8-week business skills training program, accompanied by self-service toolkits intended for different types of providers to upskill.⁸⁷ In its first year, Caring for MI Future exceeded its target and opened 1,089 new child care centers and supported the expansion of 2,159 home-based providers, adding an additional 36,783 seats in MI child care facilities.⁸⁸ To further provide targeted support to providers in underserved areas, Michigan’s Department of Education and Minnesota’s Department of Human Services developed an innovative, cross-state partnership known as the Rural Child Care Innovation Program (RCCIP) to support rural communities in both states with identifying and addressing child care access gaps.⁸⁹



Connecticut was the first state to launch Child Care Incubators at a state level in 2021. Incubators are facilities hosted within community organizations which offer technical business support, licensing support, mentorship, and physical community spaces for entrepreneurial educators to develop child care programs.⁹⁰ Incubators were initially approved as pilots in seven cities, and expanded statewide through legislation in 2024, with support from the Connecticut Project Action Fund as a philanthropic partner.⁹¹ The first incubator was created and managed by the YWCA of New Britain.⁹²



Partnering with and incentivizing employers: states use direct financial assistance, such as grants and tax credits, as incentives for employers to invest in new seats or develop

⁸⁴ ["Gov. Whitmer Announces Investment to Address Early Learning Workforce Shortage and Expand Access to Child Care for Working Families."](#) *Office of Governor Gretchen Whitmer*, 16 Aug. 2023.

⁸⁵ ["Caring for MI Future."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 2024.

⁸⁶ ["Caring for MI Future."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 2024.

⁸⁷ ["Our Strong Start."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 2024.

⁸⁸ ["Caring for MI Future."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 2024.

⁸⁹ ["Rural Child Care Innovation Program."](#) *First Children's Finance*, 2024.

⁹⁰ ["Connecticut Child Care Incubators: What They Are & What's Next."](#) *The Connecticut Project Action Fund*, 28 May 2024.

⁹¹ ["Connecticut Child Care Incubators: What They Are & What's Next."](#) *The Connecticut Project Action Fund*, 28 May 2024.

⁹² ["Family Child Care Incubator."](#) *YWCA New Britain*, 2024.

additional on-/off-site child care capacity for their employees. Refer to the appendix for more detail on state tax credits for employers and other innovative initiatives taken by states to engage employers in developing child care capacity.



Iowa's Business Incentive Grant Program includes two grant-funding streams that equally split contributions between the state and employers, one focused on capital funding to expand existing facilities and the other providing funding for employers to purchase seats for their employees at local providers.⁹³ Of \$27 million in state funding, \$26 million was used towards expansion grants, while \$1 million was granted to employers, an investment which is expected to add an additional 1,862 seats to the state's child care system.⁹⁴



Oregon is one of the first states in the country to use a CHIPS Act stipulation that requires employers coming to the state to provide child care, in order to create a state-administered fund for employers to pay into. Under this innovative partnership model, the state would then use invested funds to develop additional child care capacity in the communities where investments were happening.⁹⁵ The fund was seeded with \$5 million in state funding, bringing its starting capacity to \$7.5 million.⁹⁶



Provider-friendly housing policies and initiatives: in the last several years, states have introduced and passed housing-related legislation intended to protect home-based providers operating out of rental homes.



California passed the Keeping Kids Close to Home Act in 2020, allowing home-based providers to operate their business in any type of dwelling without obtaining a zoning permit or business license and banning landlords from prohibiting or evicting tenants for operating child care businesses in homes.⁹⁷ Refer to the detailed Appendix C for examples of other states that have pursued similar legislation.



In FY24, **Oregon** created the \$10 million Oregon Housing and Community Services Co-Location Fund for child care providers and housing developers to collaborate on the integration of child care into new affordable housing developments.⁹⁸ The Fund aims to support 600 new child care seats through the

⁹³ ["Incentivizing Employer-Supported Child Care in Massachusetts."](#) *Massachusetts Taxpayers Foundation*, July 2023.

⁹⁴ ["Incentivizing Employer-Supported Child Care in Massachusetts."](#) *Massachusetts Taxpayers Foundation*, July 2023.

⁹⁵ ["Governor Kotek Announces Investment in New CHIPS Child Care Fund."](#) *Oregon Newsroom*, Office of the Governor, 17 April 2024.

⁹⁶ ["Governor Kotek Announces Investment in New CHIPS Child Care Fund."](#) *Oregon Newsroom*, Office of the Governor, 17 April 2024.

⁹⁷ Sullivan, Emily Tate. ["New State Laws Will Ease Housing Burdens on Home-Based Child Care Providers."](#) *EdSurge*, 1 Aug. 2023

⁹⁸ ["Co-Location of Affordable Housing and Early Learning."](#) *Oregon Housing and Community Services*, 2024.

co-location strategy.⁹⁹ In 2022, the Oregon Department of Housing and Community Services commissioned a report intended to design a framework for the co-location program, which included a plan to distribute the \$10 million across low-interest loans and capital grants to support the development of EECC facilities alongside affordable housing.¹⁰⁰

F Creative uses of physical spaces and innovative partnerships to maximize use of nontraditional spaces

- i. **Commercial and community spaces:** from financing the conversion of unused public and commercial spaces to partnering with community organizations to share spaces for child care, municipalities in states have taken the lead on innovative uses of various types of physical space to address care gaps and shortages.



The City of **Burlington's** Early Learning Capacity Grant Program provides funding for renovation and expansion of existing public and commercial spaces to create additional child care seats in the city; since 2018, the program has awarded over \$800,000 in grant funding, created 124 new seats and stabilized 160 seats.¹⁰¹

- ii. **Outdoor spaces:** West Coast states have led the nation in implementing policies that expand licensing to outdoor child care facilities in order to creatively expand the available child care supply.



In 2021, **Washington** became the first state to allow licensing for outdoor preschools in state legislation. Under the new law, outdoor programs were permitted to access and be reimbursed through the statewide child care financial assistance program.¹⁰² The legislation followed a four-year pilot intended to test outdoor preschool licensing in 14 programs and establish a set of standards that would be used to inform statewide licensing regulations for all outdoor preschool programs.¹⁰³

- iii. **Higher education institutions** play a meaningful role in offering child care for students with young children to be able to continue their education, as well as offering child care capacity for the broader communities they serve. Refer to the appendix for a broader compilation of child care efforts on community college campuses nationally.

⁹⁹ ["Co-Location of Affordable Housing and Early Learning."](#) Oregon Housing and Community Services, 2024.

¹⁰⁰ ["Program Framework: Co-Location of Affordable Rental Housing and Early Care and Education."](#) Oregon Housing and Community Services, 28 April 2024.

¹⁰¹ ["Programs for Child Care Providers."](#) City of Burlington Early Learning Initiative, 2024.

¹⁰² ["Washington Becomes First in the Nation to License Outdoor, Nature-Based Child Care."](#) Washington State Department of Children, Youth, and Families, 13 May 2021.

¹⁰³ ["Outdoor Preschool Pilot: 2020 Annual Report."](#) Washington State Department of Children, Youth, and Families, January 2020.



New York committed \$15.6 million in state funding to expand child care options on SUNY and CUNY campuses statewide, prioritizing campuses with the highest demand for EECC.¹⁰⁴

Universal Pre-K (UPK) in Other U.S. States

Universal Pre-K (UPK) is a unique programmatic strategy that can address some affordability and accessibility challenges of early education and child care. The goal is to ensure that all three- and four-year old children have access to high-quality, free Pre-K, and it is typically delivered through a mixed-delivery system with classrooms and seats provided by public school districts, child care providers, and other community-based organizations. States are in various stages of implementing programs for three- and four-year-old children. Several states that have achieved universal Pre-K have done so by closely aligning UPK with public school districts, merging funding with K-12 formulas and ensuring pay parity between Pre-K and K-12 educators.

States with fully universal Pre-K:



Oklahoma has provided free and universal Pre-K to all four-year-olds regardless of income since 1998 and currently enrolls around 67% of four-year-olds in state-funded Pre-K programs.¹⁰⁵ It is funded through the K-12 funding formula but offered through a mixed-delivery system, and the state sets mandatory ratios, credentialing requirements for educators, and curriculum standards, as well as standards for program operating hours (must be either full- or half-day).¹⁰⁶ Additionally, Pre-K teachers in Oklahoma public schools are paid on par with their K-12 counterparts.¹⁰⁷ A longitudinal study of the UPK program in Tulsa found a 12 percentage point increase in college-going rates among participants in universal Pre-K—an indicator of the long-term impact of high-quality UPK on student outcomes.¹⁰⁸



Washington, DC: According to NIEER, DC ranks first in Pre-K access for both three- and four-year olds, largely attributed to the District’s UPK

¹⁰⁴ ["Governor Hochul Announces \\$15.6 Million Child Care Expansion at SUNY and CUNY Campuses."](#) Office of Governor Kathy Hochul, 18 October 2022.

¹⁰⁵ ["Oklahoma State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹⁰⁶ ["Four-Year-Old Pre-K."](#) Oklahoma State Department of Education, 2024.

¹⁰⁷ Loewenberg, Aaron. ["Universal Pre-K: The Oklahoma Model."](#) Washington Monthly, 20 June 2022.

¹⁰⁸ Gormley, William. ["Universal Pre-K in Tulsa: A Surprising Success."](#) State Education Standard: The Journal of the National Association of State Boards of Education, Vol. 24, No. 2, May 2024.

program, which is among the few in the country that offers UPK access for both three and four-year-old age groups.¹⁰⁹ 79% of three-year-olds and 88% of four-year-olds in Washington, DC, are enrolled in publicly funded Pre-K programs, which the District has offered via mixed-delivery since 2008.¹¹⁰ In order to ensure consistency of funding, pre-K programs are funded using the same per-student funding formula as K-12 schools.¹¹¹ Additionally, all programs are five-days-a-week, full-day programs running at least 180 days a year.¹¹² To ensure quality and bolster the educator workforce, Washington, DC's Pre-K teachers are paid on the same salary scale as K-12 teachers.¹¹³



Vermont's UPK program was codified in state law in 2014, entitling all three- and four-year-olds, as well as five-year-olds not enrolled in kindergarten to 10 hours a week of Pre-K for a minimum of 35 weeks a year.¹¹⁴ In 2023, Vermont served 71% of three-year-olds and 64% of four-year-olds in public programs.¹¹⁵ While all public school districts are required to offer Pre-K under the law, families can choose public programs in or outside of their home district or send children to prequalified private providers partnering with public school districts, effectively creating a mixed-delivery system.¹¹⁶ In FY 2024, the program was funded at \$3,884 per registered student, with funds awarded directly to parents' provider of choice.¹¹⁷ Additionally, Vermont requires all state-funded UPK programs to obtain a 4- or 5-star rating in the state QRIS and has developed a statewide Pre-K Monitoring System administered jointly by the Agency on Education and Agency of Human Services to assess quality in UPK programs specifically.¹¹⁸ The state's 2023 sweeping child care reform bill created a committee to explore the implementation of a universal, full-day Pre-K program for four-year olds.¹¹⁹

¹⁰⁹ ["District of Columbia State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹¹⁰ ["District of Columbia State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹¹¹ ["District of Columbia State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹¹² Malik, Rasheed. [The Effects of Universal Preschool in Washington, D.C.: Children's Learning and Mothers' Earnings](#). Center for American Progress, September 2018.

¹¹³ ["Early Learning."](#) District of Columbia Public Schools, 2024.

¹¹⁴ ["Vermont State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹¹⁵ ["Vermont State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹¹⁶ ["How Act 166 will work."](#) Act 166: Publicly Funded Prekindergarten Education in Vermont, 2024.

¹¹⁷ ["How Act 166 will work."](#) Act 166: Publicly Funded Prekindergarten Education in Vermont, 2024.

¹¹⁸ ["Vermont State Profile."](#) National Institute for Early Education Research State of Preschool 2023 Yearbook, 2023.

¹¹⁹ ["Vermont's Historic Child Care Bill."](#) Let's Grow Kids, 2024.

Several states are in the process of expanding UPK to a truly universal scale and offer lessons on how these programs are funded and implemented, especially in terms of mixed-delivery systems that extend Pre-K offerings beyond public school systems.



New York and **Michigan** are examples of states that have made large-scale investments in mixed-delivery UPK expansion for four-year-olds, through New York’s Statewide Universal Full-Day Pre-K program (SUFDPK) and Universal Pre-K programs, and Michigan’s Great Start Readiness Program (GSRP).¹²⁰ Both programs are state funded, providing noncompetitive grants to public school districts who subcontract with providers in order to offer Pre-K programming; however, UPK participation rates remain below 50% in both states.¹²¹ These programs face some limitations: family eligibility for Michigan’s program, for example, is income-restricted.¹²² In New York, a majority of funds (\$300 million out of approximately \$350 million) are dedicated specifically to Pre-K programs in the New York City area.¹²³ New York City launched its own mixed-delivery UPK program in 2014, leveraging \$340 million in state funding to expand Pre-K from 20,000 seats to 53,000 and guarantee a seat for every four-year old.¹²⁴ Today, nearly 68,000 four-year-olds are served by UPK, and the city is working towards expanding UPK access to three-year olds.¹²⁵



Colorado’s Universal Preschool Program was introduced in 2023 and extends up to 15 hours a week of free Pre-K for all four-year-olds, regardless of income.¹²⁶ The program is offered during the August–May school year and allows parents to enroll children in providers of their choice, ensuring that the program is run via a mixed-delivery system.¹²⁷ Funding for additional hours beyond 15 is available to families under 270% of the federal poverty line (FPL) and who have children with qualifying factors (including

¹²⁰ Garver et. al. [“State Preschool in a Mixed Delivery System: Lessons from Five States.”](#) *Learning Policy Institute*, 15 March 2023.

¹²¹ Garver et. al. [“State Preschool in a Mixed Delivery System: Lessons from Five States.”](#) *Learning Policy Institute*, 15 March 2023.

¹²² [“GSRP Eligibility.”](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 2023.

¹²³ [“State Administered Prekindergarten Programs and Applications.”](#) *New York State Education Department*, 2024.

¹²⁴ [“New York City Launches Historic Expansion of Pre-K to More Than 51,000 Children.”](#) *Official Website of the City of New York*, 4 September 2014.

¹²⁵ [“All About 3-K for All and Pre-K for All.”](#) *NYC Public Schools*, 2024.

¹²⁶ [“Universal Preschool 2024-25 Family Handbook.”](#) *Colorado Department of Early Childhood*, 6 Aug. 2024.

¹²⁷ [“Universal Preschool 2024-25 Family Handbook.”](#) *Colorado Department of Early Childhood*, 6 Aug. 2024.

homelessness, multilingual children, or children with disabilities).¹²⁸ In 2024, Colorado introduced a new set of quality standards for the program, informed by input from stakeholders as well as best practices nationally and from within the state.¹²⁹

However, **Colorado's** UPK case highlights the importance of balancing UPK expansion and sustainability of the private child care sector, as the state promised to reimburse community-based providers based on their capacity as opposed to the number of seats filled and backtracked when the supply of universal Pre-K seats exceeded the actual enrollment.¹³⁰

¹²⁸ [Universal Preschool 2024-25 Family Handbook](#). Colorado Department of Early Childhood, 6 Aug. 2024.

¹²⁹ McKenzie, Ian. "[CDEC Announces Universal Preschool Quality Standards Informed by Community and Stakeholder Input.](#)" *Colorado Department of Early Childhood*, 2 April 2024.

¹³⁰ Breunlin, Erica. "[A month before universal preschool starts, Colorado is backpedaling on a major funding promise.](#)" *The Colorado Sun*, 26 July 2023.

Afterschool and Out-of-School Time (ASOST) Programming in Other U.S. States

Afterschool and Out-of-School Time programming supports families with school-age children 5 to 13 years old with child care beyond the traditional school day and is an important component of the early education and child care ecosystem. It is inclusive of before-school, after-school, vacation, and summer programming hours.

Public funding for ASOST comes through several federal and state sources, including through K-12 schools and child care financial assistance. Additionally, the federal 21st Century Community Learning Center grant program provides funding to state educational agencies (SEAs) to distribute to districts and communities for the development of quality out-of-school educational programs, especially in high-poverty and low-performing districts.¹³¹ Several states have also made large-scale investments in expanding ASOST programs to serve a wider range of children and families, largely through competitive grant funding opportunities made available by the state to eligible community organizations. In addition to state leadership, several states include philanthropic and nonprofit partners in the governance and implementation of funding for ASOST.

Federal COVID-19 relief funding bolstered ASOST programming in many states, but with the Elementary and Secondary School Emergency Relief (ESSER) funding ending in 2024, there is a need to consider sustainable state funding strategies and innovative approaches to continue support for ASOST.



Prior to 2024, **New York** operated two state-funded afterschool and out-of-school time programs:

- **Empire State After-School Program** was created in 2017 to expand enrollment in afterschool programs by 36%.¹³² Initially funded at \$35 million in the state budget, funding was increased to \$55 million in FY 2019, and it allows the Office of Child and Family Services to contract with 300 afterschool program sites to serve over 34,000 children.¹³³
- **Advantage After School:** \$33 million grant program focusing on reducing risky behavior among school-age youth, with programming targeted at the 3

¹³¹ ["21st Century Community Learning Centers."](#) *Office of Elementary and Secondary Education*, 2024.

¹³² ["Empire State After-School Program."](#) *New York State Office of Children and Family Services*, 2024.

¹³³ ["Empire State After-School Program."](#) *New York State Office of Children and Family Services*, 2024.

hours directly after school; it is a competitive grant program with grants issued to community organizations.¹³⁴

- In 2024, the state combined these existing programs into the **Learning and Enrichment After-School Program Supports (LEAPS)**, a \$103 million state-funded grant program issuing competitive grants to community-based organizations for afterschool program development and operation.¹³⁵ The consolidation was intended to reduce administrative burdens providers faced when applying for the various ASOST funding streams.¹³⁶ Additionally, the FY 2024–25 state budget included a provision to conduct a feasibility study on the implementation of universal afterschool programs.¹³⁷
- Administration of ASOST programs also shifted from the Department of Education to the New York Office of Child and Family Services, the governing body for early education and child care programming in the state.¹³⁸



In **Michigan**, where over 751,000 children were found lacking access to afterschool and out-of-school time programming, the Governor announced \$50 million in FY 2023 towards competitive state-funded grants for community organizations and licensed child care providers to expand out-of-school time programs.¹³⁹ In FY 2024–25, the grant program was codified in statute and funded with \$57 million in the state budget, with funds granted to 125 project proposals serving over 31,000 children during the school year and an additional 36,000 during the summer.¹⁴⁰

Philanthropic funding has also contributed to the expansion of ASOST: The Mott Foundation, based in Michigan, has granted \$95 million towards out-of-school program expansion since 2001.¹⁴¹ Michigan ranks third nationally in state support for ASOST, behind only New York and California.¹⁴²

¹³⁴ [“Advantage After School Program.”](#) New York State Office of Children and Family Services, 2024.

¹³⁵ Schwartz, Gabby. [“New York Takes Steps to Build Stronger State Afterschool.”](#) *Afterschool Alliance*, 2 May 2024.

¹³⁶ Schwartz, Gabby. [“New York Takes Steps to Build Stronger State Afterschool.”](#) *Afterschool Alliance*, 2 May 2024.

¹³⁷ Schwartz, Gabby. [“New York Takes Steps to Build Stronger State Afterschool.”](#) *Afterschool Alliance*, 2 May 2024.

¹³⁸ Neitzey, Chris. [“2023 State Budgets Bring New Investments in Afterschool Programs.”](#) *Afterschool Alliance*, 11 July 2023.

¹³⁹ [“Gov. Whitmer Announces Grants for Before- and After-School Programs.”](#) *Office of Governor Gretchen Whitmer*, 19 Dec. 2023.

¹⁴⁰ [“Gov. Whitmer Announces Grants for Before- and After-School Programs.”](#) *Office of Governor Gretchen Whitmer*, 19 Dec. 2023.

¹⁴¹ [“Michigan Ramps Up Afterschool to Support More Young People and Their Families.”](#) Charles Stewart Mott Foundation, 28 March 2024.

¹⁴² [“Michigan Ramps Up Afterschool to Support More Young People and Their Families.”](#) Charles Stewart Mott Foundation, 28 March 2024.



Pennsylvania's approach to ASOST programming stemmed from a broader initiative to reduce community violence, and in FY 2024–25 the state set aside \$11.5 million in funding for the Pennsylvania Commission on Crime and Delinquency to create the Building Opportunity through Out-of-School Time (BOOST) program.¹⁴³ The legislation followed a 2021 Pennsylvania Joint State Government Commission report on the Return on Investment of Afterschool Programs, which found that the ROI of ASOST programming is nearly \$7 for every dollar the state invests.¹⁴⁴



Minnesota also leverages competitive grant funding through the Afterschool Community Learning Grant, a program which was unfunded until FY 2024, when the Governor dedicated \$30 million over four years towards the expansion of afterschool programming.¹⁴⁵ Minnesota Afterschool Advance (MAA) is a philanthropically funded initiative advocating for and supporting families with applying for and using the state's K-12 Education Tax Credit.¹⁴⁶ The credit provides up to \$1,500 for non-tuition-related educational expenses to low-income families, including afterschool and out-of-school time programming.¹⁴⁷



In 2020, **Vermont's** Governor set out an ambitious vision to guarantee universal afterschool access by 2025, accompanied by the formation of a cross-agency Task Force to explore the feasibility of implementation, including the nonprofit advocacy organization Vermont Afterschool, who served as the coordinating body for the effort.¹⁴⁸ The Task Force released its final report in 2021, and in 2023 Vermont dedicated state funds from the education budget as a recurring funding stream to pilot a competitive grant program for afterschool programs. While the grant has yet to be implemented, Vermont Afterschool continues to work with the state government

¹⁴³ Peterson, Erik. "[Pennsylvania Approves \\$11.5 Million for Local Afterschool and Summer Learning Programs.](#)" *Afterschool Alliance*, 22 July 2024.

¹⁴⁴ Duffy, Mark and Tracey Hartmann. "[State Funding to Support Out-Of-School Time Programming in Pennsylvania](#)". *Pennsylvania Clearinghouse for Education Research*, April 2023.

¹⁴⁵ Neitzey, Chris. "[2023 State Budgets Bring New Investments in Afterschool Programs.](#)" *Afterschool Alliance*, 11 July 2023.

¹⁴⁶ "[How It Works.](#)" *Minnesota Afterschool Advance*, 2024.

¹⁴⁷ "[How It Works.](#)" *Minnesota Afterschool Advance*, 2024.

¹⁴⁸ Morehouse, Holly. "[How to Make Universal Afterschool a Reality in Your State.](#)" *Afterschool Alliance*, 11 Jan. 2022.

to award “Room For Me” grants, which use federal funding to develop and maintain school-age (5–12) seats in afterschool programs, with \$925,000 awarded to 22 programs in FY 2024.¹⁴⁹

¹⁴⁹ [“The Room For Me Grant.”](#) *Vermont Afterschool*, 2024.

High Quality of Early Education and Child Care Offerings

States have several avenues to ensure their EECC offerings are high-quality. One approach, seen in Massachusetts, is to elevate the overall level of quality statewide through program licensing regulations with relatively high standards. States also recognize the need to identify a definition of quality that meaningfully aligns with child and workforce outcomes, and to create a system of quality improvement that holistically supports the sector. Recognizing the importance of educator training in quality, Massachusetts is placing an emphasis on upskilling the educator workforce. Other states and the U.S. military have taken steps toward similar goals, developing robust definitions of quality that align with outcomes for both children and the workforce, including definitions of a high-quality workforce that inform credentialing methods for early childhood educators. Additionally, states have revised and refined quality measurement mechanisms to ensure equity and reduce the administrative burden of participating in quality improvement initiatives for providers.

Particularly notable practices have involved: the streamlining of indicators by which programs are evaluated, alignment with national standards, coaching to equip educators with skills and knowledge of quality standards, incentives for educators to pursue professional development and continuous upskilling, as well as regimented collection of data to track quality improvement. For additional states innovating in the quality space, please refer to the detailed appendix pages.

G Robust definitions of quality:¹⁵⁰

The U.S. military child care system is widely regarded as the national standard for quality child care, which it has achieved by setting out stringent quality requirements across provider facilities, health, safety, and risk management, as well as educational programming to ensure the quality of education provided. Military child care programs also undergo strict observation, with four unannounced inspections annually to ensure continued compliance. In addition to meeting military standards, programs must also be accredited by one of four national quality accreditation agencies.

The military establishes quality standards for family child care providers, which are generally considered more stringent than most state standards. These require family and home-based providers to obtain a background check, complete health screenings and home inspections, and comply with a monthly home visit from a military FCC staff member that includes observation, mentorship, and support.

H Revision of quality evaluation mechanisms to align with improvement and outcomes:



Virginia and **Louisiana** are the only two states relying on Classroom Assessment Scoring System (CLASS) scores as the sole indicator of program quality in their quality rating mechanism, effectively focusing the evaluation of program quality

¹⁵⁰ ["Military-Operated Child Care Programs."](#) *MilitaryChildCare.com*, 2024.

on a single standard proven by research to positively contribute to child outcomes.¹⁵¹ CLASS scores are based on observations of teacher child interactions, providing programs with a score of 1-7 based on the consistency of effective interactions observed.¹⁵² Using CLASS ratings means that quality is evaluated through the lens of child outcomes as well as professional development, as the evaluation of interactions can be a useful feedback mechanism for educators.

I Bolstering quality through support for providers and educators:



Louisiana was the first state to use a QRIS solely reliant on CLASS and required all publicly-funded programs to enroll.¹⁵³ To support programs in remaining compliant, the state introduced coaching supports for programs with low scores and a free training program for educators with a specific focus on teacher-child interactions.¹⁵⁴ To monitor and evaluate the program, the state has documented longitudinal data and produced a study on the efficacy of CLASS scores in improving quality; overall, the data showed a 23 percentage point increase in programs obtaining rankings of “proficient” or above – and a 60% increase specifically among child care centers.¹⁵⁵



Illinois piloted the 3-year ExceleRate program in 2021, with a unique focus on continuous quality improvement through investment in the educator workforce. The program provided \$3.8 million to 35 child care centers in rural areas of the state, to raise pay and compensate educators for planning and reflection time in order to improve the quality of teaching to exceed basic licensing requirements.¹⁵⁶ Additionally, the program introduced a wage scale, rewarding educators for credential attainment and was intended to address turnover.¹⁵⁷ In the first two years of the pilot, participating centers increased staff by 15% (approximately 100 new educators), and staff earning credentials increased by 30%.¹⁵⁸

J Financial incentives to families and providers



As of an FY 2024 law, **Maine’s** Tax Credit for Child Care Expenses increased to 50% of the federally allowable amount (up to \$500) for taxpayers who enroll

¹⁵¹ Diamond, Zipi, et. al. “[Insights on QRIS from Six States & a Literature Review](#).” *Child Trends*, May 2024.

¹⁵² Diamond, Zipi, et. al. “[Insights on QRIS from Six States & a Literature Review](#).” *Child Trends*, May 2024.

¹⁵³ Workman, Emily. “[Louisiana’s QRIS and Quality Improvements](#).” *New America*, 5 July 2021.

¹⁵⁴ Workman, Emily. “[Louisiana’s QRIS and Quality Improvements](#).” *New America*, 5 July 2021.

¹⁵⁵ Workman, Emily. “[Louisiana’s QRIS and Quality Improvements](#).” *New America*, 5 July 2021.

¹⁵⁶ “[Pritzker Administration Launches Pilot Program to Support Quality Improvements for Child Care Providers in Rural Illinois Communities](#).” *Governor’s Office of Early Childhood Development*, 19 March 2021.

¹⁵⁷ “[How The ExceleRate Pilot is Strategically Funding Quality Improvement in Early Learning in Illinois](#).” *Center for Early Learning Funding Equity*, May 2024.

¹⁵⁸ “[How The ExceleRate Pilot is Strategically Funding Quality Improvement in Early Learning in Illinois](#).” *Center for Early Learning Funding Equity*, May 2024.

their children in a center or home designated as high-quality.¹⁵⁹ The state currently defines “high-quality” as a program with a 5-star ranking.¹⁶⁰



Louisiana’s School Readiness Tax Credit program provides tax credits between \$2,000 - \$4,000 for early childhood directors and educators working at providers who are enrolled in the state’s quality ranking and improvement system.¹⁶¹ The credit amounts increase incrementally based on educators’ level of experience and education, as established by four tiers of qualification.¹⁶²

¹⁵⁹ [“Where Can I Find Out About Maine’s Dependent Care State Tax Credit?”](#) *Maine Roads to Quality*, 2024.

¹⁶⁰ [“Where Can I Find Out About Maine’s Dependent Care State Tax Credit?”](#) *Maine Roads to Quality*, 2024.

¹⁶¹ [“School Readiness Tax Credits.”](#) *Northwestern State University of Louisiana*, 2024.

¹⁶² [“School Readiness Tax Credits.”](#) *Northwestern State University of Louisiana*, 2024.

Affordable Early Education and Child Care for All Families

To ensure affordable care for all families, states have implemented several strategies such as direct payments to families in the form of tax credits and supplemental financial aid, reforming child care financial assistance programs to expand eligibility to more families, and cost-sharing partnerships between employers, families, and the state to reduce costs incurred by families for care.

K **Direct payments to families and parents:** states have expanded financial assistance to families such as tax credits and grants, in order to defray the costs of child care.



New York's Empire State Child Credit offers families 33% of the federal tax credit for children ages 0-4, or \$100 per qualifying child if families did not claim the federal tax credit.¹⁶³ In FY 2024, New York expanded eligibility for the tax credit to include children under age 4 (previously, the credit served children between ages 4-17) which represented an additional \$179 million commitment in state funding, and was expected to impact an additional 630,000 children in the state.¹⁶⁴



In FY 2025, **Minnesota** increased funding for its **Early Learning Scholarship** program (which supplements the state's Child Care Assistance voucher in helping parents pay for high-quality care) from \$70 million to \$179 million annually, and expanded eligibility for the program for all income-eligible children ages 0-5.¹⁶⁵ Legislation also established new priority groups which include: infants and toddlers, children with parents who are incarcerated, or have substance abuse or mental health disorders, in addition to children from families where parents are employed or enrolled in higher education.¹⁶⁶ The state has set out a timeframe for changes that will incrementally expand the program through FY 2026, which includes the eventual expansion of income eligibility to 85% of the state median income.¹⁶⁷

- Since 1992, Minnesota has run the Child Care Grant for Postsecondary Students, a need-based financial aid program offering up to \$6,500 per child to cover child care costs for low-income students working towards a postsecondary credential.¹⁶⁸

¹⁶³ ["Governor Hochul Announces \\$500 Million Investment in FY 2024 Budget to Bolster New York's Child Care Workforce."](#) Office of Governor Kathy Hochul, 31 May 2023.

¹⁶⁴ ["Governor Hochul Announces \\$500 Million Investment in FY 2024 Budget to Bolster New York's Child Care Workforce."](#) Office of Governor Kathy Hochul, 31 May 2023.

¹⁶⁵ Goggins, Andrea. ["What's in the Budget for Early Learning Scholarships?"](#) *Think Small*, 22 May 2023.

¹⁶⁶ Goggins, Andrea. ["What's in the Budget for Early Learning Scholarships?"](#) *Think Small*, 22 May 2023.

¹⁶⁷ ["Program Updates: Early Learning Scholarships."](#) Minnesota Department of Education, 2024.

¹⁶⁸ ["Postsecondary Child Care Grant Program."](#) Minnesota Office of Higher Education, 2024

L **Child care financial assistance reform:** many states leveraged COVID-19 relief funding or other state funding streams to expand eligibility for child care financial assistance or voucher programs in order to serve a wider array of families.



New Mexico used state funds to expand eligibility for its Child Care Assistance Program to all families within 400% of the federal poverty line (FPL) and waived co-pays, effectively making child care free for a majority of families.¹⁶⁹ The state was able to accomplish these reforms by dedicating two recurring funding streams specifically for early childhood education, funded through revenue generated by oil and gas.¹⁷⁰



Between FY 2024-25, **Vermont** dedicated a historic \$200 million in state funding towards child care, including an expansion of the eligibility thresholds for the state's Child Care Financial Assistance Program (CCFAP) from 350% of the federal poverty line (FPL), to 575% of FPL, one of the highest thresholds in the country.¹⁷¹ Additionally, the threshold for families exempt from co-pays increased from 150% to 175% of FPL.¹⁷²

M **Cost-sharing partnerships:** these innovative programs split the cost of care for a family between the employer, the family, and the state. Several states have leveraged cost-sharing arrangements to reach families ineligible for the child care financial assistance program, with Michigan leading the nation. Refer to the appendix for more state and local examples.



Michigan's Tri-Share program started as a local pilot in three Michigan counties, but was eventually scaled to be funded and governed at the state level, with 195 employers and 351 child care providers participating, serving 514 families and 713 children by March 2024.¹⁷³ The program was initially designed to serve families who did not qualify for the statewide child care financial assistance program but still faced income constraints, which was defined by the state as 200-325% of FPL.¹⁷⁴ The program is funded at \$3.4 million in the state budget, with funding increased by \$900,000 in the most recent state budget.¹⁷⁵

- An evaluation of the Tri-Share pilot found that the program had a positive impact on the likelihood of parents to remain in the workforce, and the ability

¹⁶⁹ ["Annual Outcomes Report Fiscal Year 2023."](#) New Mexico Early Childhood Education and Care Department, 16 April 2024.

¹⁷⁰ ["Annual Outcomes Report Fiscal Year 2023."](#) New Mexico Early Childhood Education and Care Department, 16 April 2024.

¹⁷¹ ["Vermont Passes Historic Child Care Legislation That Includes New, Long-Term Funding."](#) *Alliance for Early Success*, 30 June 2023.

¹⁷² ["Vermont Passes Historic Child Care Legislation That Includes New, Long-Term Funding."](#) *Alliance for Early Success*, 30 June 2023.

¹⁷³ Reijm, Heidi. ["Michigan's Tri-Share Program: One Promising Childcare Solution for Working Parents."](#) *Federal Reserve Bank of Chicago Insights*, April 2024.

¹⁷⁴ Reijm, Heidi. ["Michigan's Tri-Share Program: One Promising Childcare Solution for Working Parents."](#) *Federal Reserve Bank of Chicago Insights*, April 2024.

¹⁷⁵ ["2024 State Budget Final Analysis: Early Childhood."](#) *Michigan League for Public Policy*, 2024.

of employers to retain their employees.¹⁷⁶ While governed by MiLEAP the program was administered at the regional level by 12 “hubs,” which receive funding from the state and are responsible for signing agreements with employers wishing to participate in the program.¹⁷⁷

¹⁷⁶ Reijm, Heidi. ["Michigan's Tri-Share Program: One Promising Childcare Solution for Working Parents."](#) *Federal Reserve Bank of Chicago Insights*, April 2024.

¹⁷⁷ ["MI Tri-Share Child Care Program."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 2023.

Sustainable Business Conditions for All Providers

There are several methods that states have used to support providers in operating their EECC businesses, including technical assistance (as detailed in Section 2 on Access and Availability above), tiered reimbursements for providers accepting children served by the statewide financial assistance program, and targeted supports for smaller-scale providers and informal caregivers.

N Reforming provider reimbursement mechanisms: to reimburse providers for serving children funded through child care financial assistance programs, the federal government requires states to use market rates, or apply for alternative methodologies to set these rates.¹⁷⁸ To date, six states including Massachusetts have been approved to use alternative cost-modeling methodologies.¹⁷⁹



New Mexico and Washington, D.C. fully rely on cost estimation models to better align provider reimbursement with the true cost of providing quality care.¹⁸⁰ Models are informed by real-time data on providers' costs of care including salaries, benefits, non-personnel expenses and other revenue streams such as financial assistance programs, and are updated every three years for consistency.



In New Mexico, the cost estimates and reimbursements are linked to programs' quality rankings, which incentivizes quality improvement as higher-ranked programs see incrementally higher reimbursement.¹⁸¹

- In **New Mexico**, 49.7% of licensed providers have achieved 4 and 5-star quality ratings, and 53% of children ages 0-5 received care in 5-star ranked facilities.¹⁸²



In the most recent budget cycle, **Vermont** reformed its provider reimbursement mechanism to reimburse all providers at the same rate as programs ranked at the highest quality level in the state QRIS.¹⁸³ This was intended to remove inequities and allow all programs an opportunity to access the same financial resources to bolster quality. Additionally, rates for all providers were increased by 35%, leveraging a historic infusion of state funding for early education and child care.¹⁸⁴

¹⁷⁸ ["Guidance on alternative methodologies and cost analyses for purposes of establishing subsidy payment rates."](#) Office of Child Care, Administration for Children and Families, 26 February 2018.

¹⁷⁹ ["Massachusetts to Boost Reimbursement Rates for Child Care Providers."](#) Commonwealth of Massachusetts, 10 January 2024.

¹⁸⁰ ["Child Care Subsidies."](#) Prenatal-to-3 Policy Impact Center, 2023.

¹⁸¹ ["Annual Outcomes Report Fiscal Year 2023."](#) New Mexico Early Childhood Education and Care Department, 16 April 2024.

¹⁸² ["Annual Outcomes Report Fiscal Year 2023."](#) New Mexico Early Childhood Education and Care Department, 16 April 2024.

¹⁸³ ["Vermont Passes Historic Child Care Legislation That Includes New, Long-Term Funding."](#) Alliance for Early Success, 30 June 2023.

¹⁸⁴ ["Vermont Passes Historic Child Care Legislation That Includes New, Long-Term Funding."](#) Alliance for Early Success, 30 June 2023.

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Targeted supports for prioritized groups of providers (family child care, home-based, informal and culturally-specific): frequently under-resourced, certain groups of providers play a crucial role in providing trusted, reliable, and culturally-appropriate care to parents. Through technical and business support, as well as convening governing bodies and facilitating knowledge-sharing, states have bolstered small-scale and informal providers' access to resources in order to be able to sustain their programs and continue to provide quality care.



Colorado introduced a Family, Friend, and Neighbor (FFN) Advisory Council to serve as an advisory body to the statewide Department of Early Childhood and to connect FFN providers to statewide resources, while also developing a subsequent program to support FFN providers in their communities.¹⁸⁵ The state has dedicated \$7.5 million through 2026 towards a training and grant program targeted at the training and preparation of FFN providers.¹⁸⁵



New Hampshire: the Monadnock Region's Bringing It Home Program uses the sale of state tax credits to expand the number of home-based family child care providers through technical and financial assistance.¹⁸⁶ Between FY 2024-25, \$600,000 in tax credits were made available, and the program is expected to add an additional 10 home-based providers with 60-120 seats in one of the state's more rural regions.¹⁸⁶



In FY25, **New York** piloted a \$5 million Family Child Care Network program in several regions to support family child care providers with training, coaching, and business support.¹⁸⁷

¹⁸⁵ ["Family, Friend, and Neighbor \(FFN\) Advisory Council and Training Programs."](#) Colorado Department of Early Childhood, 2024.

¹⁸⁶ ["Bringing It Home Project."](#) Monadnock Economic Development Corporation, 2024.

¹⁸⁷ ["2024-25 State Budget Continues Historic \\$7 Billion, Four-Year State Investment in Child Care Services."](#) New York State Office of Children and Family Services, June 2024.

A Robust Early Education and Child Care Workforce

As established previously, a high-quality, well-trained and supported educator workforce underpins all three dimensions of affordability, accessibility, and quality, and as such, states have implemented a wide range of innovative practices in the workforce development space that range from direct supports for compensation and access to benefits, to larger systemic changes that revolve around lifting up the early childhood educator profession and creating pathways and credentials to help educators progress in their careers.

P Educator recruitment and retention initiatives: states have dedicated funding streams towards creating recruitment and retention bonuses for providers.



New York dedicated \$500 million in the FY 2024 budget towards workforce retention grants, issuing between \$2,300 and \$3,000 one-time bonuses to educators and staff employed in child care facilities.¹⁸⁸ A portion of the grant funding was also reserved to support providers with staff recruitment initiatives.¹⁸⁹



Minnesota launched the Retaining Early Educators Through Attaining Incentives Now (REETAIN) program which offered bonuses of up to \$3,000 for educators who participate in the state's career lattice, with specific award amounts based on education level and career lattice step.¹⁹⁰ In FY 2024-25 the program was funded at nearly \$5 million in the state budget, with \$900,000 planned annually going forward.¹⁹¹

Q Compensation parity: several states have expressed commitments to compensation parity between early childhood educators and their counterparts in the K-12 workforce by setting salary minimums or instituting bonuses.



New Mexico: through the Pre-K Parity Grant program, the state set minimum salaries for lead and assistant educators in community-based Pre-K classrooms holding above a Bachelor's degree, using grant funding to cover the gap between educators' current pay and aspirational pay set by the state.¹⁹² In addition, educators in state-funded, school-based Pre-K classrooms are entitled to a minimum salary of at least \$50,000. The pay parity program is expected to support 133 teachers and is funded at \$3 million in the state budget.¹⁹³

¹⁸⁸ "[Workforce Retention Grant Program Overview](#)." *New York State Office of Children and Family Services*, 2024.

¹⁸⁹ "[Workforce Retention Grant Program Overview](#)." *New York State Office of Children and Family Services*, 2024.

¹⁹⁰ "[REETAIN Bonuses](#)." *Child Care Aware of Minnesota*, 2024.

¹⁹¹ "[7 New Minnesota Laws That Early Childhood Education Professionals Should Know About](#)." *The Family Partnership*, August 2023.

¹⁹² "[Pre-K Parity Information](#)." *New Mexico Early Childhood Education and Care Department*, 2024.

¹⁹³ Boyd, Dan. "[State Launches Pay Parity Program for Pre-K Teachers](#)." *Albuquerque Journal*, 9 Sept. 2021.



Similarly, **Washington, DC** leveraged a new wealth tax to establish and fund the Early Childhood Educator Pay Equity Fund.¹⁹⁴ Since launching in 2022, the Fund has distributed \$110 million in funds to over 4,000 educators, with payments ranging between \$5,000-\$14,000, dependent on educators' role and highest credential attained.¹⁹⁵

- The Fund was the first initiative nationally to bring early childhood educator pay in line with K-12 educators, as well as extend other benefits including healthcare, since it is also used to fund the Healthcare 4 Childcare health insurance program run through the District.¹⁹⁶ In its first year, the Fund contributed to a 7% increase in early childhood educators employed in Washington, DC, and the District continues to partner with external parties to monitor, evaluate, and track impacts.¹⁹⁷

R Access to healthcare, retirement, and other wraparound benefits: along the lines of compensation parity, states have taken initiative to elevate the early childhood education workforce by providing access to benefits similar to other professions.



Washington, D.C. funds and administers Healthcare 4 ChildCare, a program offering free health insurance to early childhood educators through the DC health insurance marketplace.¹⁹⁸ The program is funded annually at \$18 million in the city budget.¹⁹⁹



California: The Child Care Providers Union secured \$80 million in funding towards the country's first retirement fund specifically for family and home-based child care providers. Eligible providers include those who are licensed and who have accepted financial assistance for at least 6 months of the year.²⁰⁰



Connecticut: The Friends Center, a provider in New Haven, launched an innovative program to provide housing for educators at the center, leveraging a \$750,000 donation to purchase two homes for three educators, with further plans to develop an additional 12-19 housing units for educators, pending available funds.²⁰¹

¹⁹⁴ Schochet, Owen. "[D.C. Equity Fund Boosts Early Childhood Educators, Study Finds.](#)" *Spotlight on Poverty and Opportunity*, 2 July 2024.

¹⁹⁵ Schochet, Owen. "[Updated Findings Show Washington, DC's Early Childhood Educator Pay Equity Fund Continues to Support DC's Child Care and Early Education Workforce.](#)" *Mathematica*, 8 May 2024.

¹⁹⁶ Schochet, Owen. "[Updated Findings Show Washington, DC's Early Childhood Educator Pay Equity Fund Continues to Support DC's Child Care and Early Education Workforce.](#)" *Mathematica*, 8 May 2024.

¹⁹⁷ Schochet, Owen. "[Updated Findings Show Washington, DC's Early Childhood Educator Pay Equity Fund Continues to Support DC's Child Care and Early Education Workforce.](#)" *Mathematica*, 8 May 2024.

¹⁹⁸ "[HealthCare4ChildCare Through DC Health Link.](#)" *DC Health Link*, 2024.

¹⁹⁹ Gunderson, Anne. "[DC Council Must Protect HealthCare4ChildCare](#)," *DC Fiscal Policy Institute*, 19 April 2024.

²⁰⁰ Nguyen, Daisy. "[California Close to Launching \\$80 Billion Child Care Worker Retirement Plan](#)," *KQED*, 2 August 2023.

²⁰¹ Prendergast, Maggie. "[Friends Center for Children Launches Free Teacher Housing Initiative.](#)" *Friends Center for Children*, 21 January 2021.



Kentucky amended the state’s child care financial assistance system to extend automatic eligibility to all early childhood educators, regardless of income level, as a strategy to reduce educator turnover.²⁰² This strategy was also found to have broader implications for the availability of child care, given that for each early educator who benefits from a child care financial assistance in Kentucky, as many as 13 other children benefit from available seats in that educator’s group or program.²⁰³

- **Rhode Island** funded a similar initiative in its FY 2025 budget, and other states including **Arizona, Colorado, Indiana, Iowa and Nebraska** are launching or considering similar programs.²⁰⁴



Career ladders, salary scales, and workforce registries: to formalize pathways and establish standards for equitable compensation, states have taken initiative to organize the way in which educator profession is codified. This has occurred through career ladders that demonstrate the progression of roles and educational credentials for the early childhood education profession; salary scales that establish pay thresholds for educators and encourage parity with other teaching professions; or the implementation of online registries to track educator credentialing and encourage continuous professional development.



Louisiana partners with Northwestern State University of Louisiana to manage Louisiana Pathways, the state’s early childhood education career ladder with three tracks for administrators, teachers, and family child care staff. Educators register in their respective pathways and are placed on a level designated 1-4 within the pathway.²⁰⁵ This level determines eligibility for the School Readiness Tax Credit, which increases incrementally based on educators’ level of experience and is intended to serve as an incentive for educators to attain credentials and advance in the workforce.²⁰⁶



Washington, D.C. publishes an early childhood educator salary scale annually. While the scale is voluntary in nature, providers participating in the city’s Early Childhood Educator Pay Equity Fund must comply with the minimum salary thresholds in the scale.²⁰⁷ Additionally, the District has established minimum education requirements for various early childhood educator positions,

²⁰² Powell, Anna and Annie Dade. “[What the Bluegrass State Can Teach Us About Increasing Access to Child Care.](#)” *Center for the Study of Child Care Employment, University of California Berkeley*, 26 October 2023.

²⁰³ Powell, Anna and Annie Dade. “[What the Bluegrass State Can Teach Us About Increasing Access to Child Care.](#)” *Center for the Study of Child Care Employment, University of California Berkeley*, 26 October 2023.

²⁰⁴ Povich, Elaine S. “[For Child Care Workers, State Aid for Their Own Kids’ Care Is Life-Changing.](#)” *Stateline*, 17 June 2024

²⁰⁵ “[Louisiana Pathways.](#)” *Northwestern State University of Louisiana*, 2024.

²⁰⁶ “[Louisiana Pathways.](#)” *Northwestern State University of Louisiana*, 2024.

²⁰⁷ “[Early Childhood Educator Pay Equity Fund: Information for Facility Leaders and Staff.](#)” *Office of the State Superintendent of Education*, 2024.

distinguishing between teaching professionals and home-based caregivers, in order for programs to obtain licensure.²⁰⁸



Maine developed the Maine Roads to Quality Workforce Registry, which places educators on a career ladder level based on role, education and experience; an educator’s level on the ladder also informs the amount of their monthly wage supplement under the state’s Early Childhood Educator Workforce Salary Supplement System.²⁰⁹

T **Well-defined pathways into the educator workforce:** a meaningful linkage between a state’s education and workforce ecosystem is a key driver of educator workforce development. This consideration has informed state policies around pathways into the educator workforce.



In FY 2024, **Minnesota** created a Grow Your Own Early Childhood and Family Educators grant program, providing funding for providers, educational institutions, and community organizations to develop bespoke training programs intended to prepare aspiring educators to pursue credentials.²¹⁰ The state initially made \$2.5 million in funds available, with plans to sustain the program at \$1 million annually moving forward.²¹¹ The “Grow Your Own” program is modeled after a national initiative.

- **Minnesota** has also introduced the Empower to Educate program, a mentorship program connecting aspiring educators with experienced mentors and advisors from the field to support with job placement and training.²¹² Since 2022, the program’s 14 advisors have supported 200 educators, with 500 more participating in the program.²¹³



Michigan has several initiatives to support pathways into the educator workforce:

²⁰⁸ [“Education Requirements for the Early Childhood Workforce: Resources and Supports.”](#) Office of the State Superintendent of Education, 2024.

²⁰⁹ [“Early Childhood Educator Workforce Salary Supplement System.”](#) Maine Department of Health and Human Services, 2024.

²¹⁰ [“Grow Your Own Early Childhood and Family Educators – Round One.”](#) Minnesota Department of Education, 2024.

²¹¹ [“7 New Minnesota Laws That Early Childhood Education Professionals Should Know About.”](#) The Family Partnership, August 2023.

²¹² [“Empower to Educate.”](#) Child Care Aware of Minnesota, n.d.

²¹³ [“Empower to Educate.”](#) Child Care Aware of Minnesota, n.d.

- The MI Future Educator Fellowship provides up to \$10,000 scholarships to 2,500 educators who commit to employment in a public pre-K program for a set number of years after graduating.²¹⁴
- Several free tuition programs for community college students, including Michigan Reconnect and the Community College Guarantee.²¹⁵
- Michigan's Child Development Associate (CDA) Program is the first nationally registered EECC apprenticeship program, funded with \$2 million through Caring for MI Future.²¹⁶

²¹⁴ ["MI Future Educator Fellowship."](#) *Michigan Student Aid*, 2024.

²¹⁵ ["MiLEAP - Michigan."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*.

²¹⁶ Laidlaw, Emily. ["Child Care Workforce Presentation."](#) *Michigan Department of Lifelong Education, Advancement, and Potential*, 7 Mar. 2024.

Examples from Other Countries

Beyond states, countries outside of the United States also have innovative approaches to child care. To find inspiration for innovative and leading practices in early education and child care around the globe, several countries were examined: Canada, China, Denmark, Estonia, Finland, Germany, Hungary, Iceland, Italy, Japan, Latvia, Luxembourg, Malta, Netherlands, Poland, Portugal, and Sweden.

These countries were sourced using several tools, including a UNICEF report that ranked Organization for Economic Co-operation and Development (OECD) and European Union (EU) countries on leave policies, quality, accessibility, and affordability. This list was then expanded to include countries suggested during Listening Sessions, and suggestions received from experts in the field. Using this information, categories of financial supports for families, program structures and models, improvement strategies, regulations and quality assurance, and funding for each of the nations selected was reviewed.

The sections that follow detail broad themes seen across these countries, highlight specific strategies employed to improve early education and child care, and profile in more detail several countries using a variety of strategies to achieve impact.

Themes Across Countries

Common themes emerged among countries with internationally recognized early education and child care systems:

- **Legal entitlement:** Legal entitlements written into law (either by statute or as a constitutional amendment) guarantee the right to EECC care. This is often supported by mandates to municipalities to provide enough EECC seats to meet family needs in their area and funding from the central government. Many of these entitlements range from ages 1 to 3 with some countries such as Iceland and Finland guaranteeing this entitlement for all children.
- **Governmental financial investment:** All levels of government (Federal, state, and local) fund public pre-primary education. Many countries make operation of child care and education the responsibility of local governments. Therefore, cities must provide seats for children to attend or an alternative, such as paying for private care, paying to send the child to another city, or paying parents to care for their own children.
- **Family supports:** Numerous supports exist for families to reduce care costs. These financial supports include benefits to families based on their number of children, extended parental leaves, paying families to care for their children, tax credits, subsidizing or covering fees for participation in care, and covering transportation and meal costs.
- **Sustained prioritization of the sector:** Early childhood education and care has been a priority for countries since the 2000s. Many initiatives have been enacted in the European Union that have led to countries prioritizing investment in this space (e.g., the Barcelona Targets were a set of objectives aimed at improving availability and

accessibility of care. Other initiatives have expanded the aperture to include quality and other measures).






- **Workforce support:** Countries continuously invest in professional development for EECC educators, either through identifying frameworks for growing and training the workforce (e.g., interagency action plans or clear pathways to credentialing for educators), providing financial support (e.g., grants or loan forgiveness) for educators undergoing training, or assisting providers in supporting their staff.

As a result of the prioritization of child care by these governments, it has become more affordable in these countries. Child care costs are less expensive for an average-income couple with two children using child care facilities and a low-income (67% of average wage) single parent with two children using child care facilities in the selected countries compared to the OECD average. The cost for an average-income couple across the benchmarked nations is 9% of income versus OECD average of 14%, and the cost for a low-income single parent is 2% of income versus OECD average of 6%.²¹⁷

Unique Strategies from Other Countries Supporting the Early Education and Child Care Sector

All countries selected are pursuing several strategies to improve early education and child care. The following section highlights specific and notable strategies relevant to the five dimensions detailed previously: access and availability, quality, affordability, sustainable business conditions for providers, and workforce development.

Exhibit 3: Examples of approaches from other countries

Access and availability	Quality	Affordability	Sustainable business conditions for all providers	Workforce
 Denmark - Municipalities guarantee placement in EECC 26 weeks. ²¹⁸ if space is unavailable, parents are subsidized by municipalities for the cost of finding or providing their own care. ²¹⁸	 Iceland – Schools are regularly evaluated internally and externally to ensure quality. All are published, and cities are responsible for implementation of improvements. ²¹⁹	 Italy – 40 hours of free public pre-primary school at age 3. Families pay for transport, meals, extra hours. Services for children under 3 are subsidized. ²²⁰	 Canada - \$1B Child Care Expansion Loan Program to help child care providers build new spaces and renovate	 Iceland - All salaries and operation costs of pre-primary schools are covered by the city. ²²²







²¹⁷ OECD Data Explorer. “[Child and Family Well-Being Statistics](#).” OECD, 2024.

²¹⁸ European Education and Culture Executive Agency. “[Access to Education in Denmark](#).” European Commission, 2023.

²¹⁹ European Education and Culture Executive Agency. “[Quality Assurance in Early Childhood and School Education in Iceland](#).” European Commission, 2023.

²²⁰ European Education and Culture Executive Agency. “[Access to Education in Italy](#).” European Commission, 2023.

²²² European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Iceland](#).” European Commission, 2023.

Access and availability	Quality	Affordability	Sustainable business conditions for all providers	Workforce
<p>Luxembourg -  Developed an interactive map of EECC facilities nationally, including information on EECC resources for parents to access in an online format.²²³ The right to EECC begins at age 3 and parents are automatically notified of enrollment options.²²⁴</p>	<p>Latvia –  EECC programs are observed and evaluated by an expert team across 22 criteria over 7 fields of schoolwork.²²⁵</p>	<p>Netherlands  Splits costs of child care between parents, employers, and the government in a national “tri-share” model; under new model, 96% of costs covered by national funds and parents pay the remaining 4%.²²⁶</p>	<p>existing centers.²²¹</p>	<p>Estonia -  Free continuing education for teachers. Schools and local authorities compensate for the transport and accommodation costs.²²⁷</p>
<p>Germany –  Seat guaranteed at age 1. Parents can sue to have entitlement honored.²²⁸ Since 2008, 5 total investments to create 750k seats.²²⁹</p>	<p>Finland -  Developed a digital quality assessment system (Valkea) for the purpose of collecting and analyzing data on EECC quality which provides resources supporting aids providers in their self-</p>			

²²¹ Expert interview with Canadian Government (Employment and Social Development Canada) on June 20, 2024

²²³ European Education and Culture Executive Agency. [“Access to Education in Luxembourg.”](#) *European Commission*, 2023.

²²⁴ European Education and Culture Executive Agency. [“Access to Education in Luxembourg.”](#) *European Commission*, 2023.

²²⁵ European Education and Culture Executive Agency. [“Quality Assurance in Early Childhood and School Education in Latvia.”](#) *European Commission*, 2023.

²²⁶ European Education and Culture Executive Agency. [“Early Childhood and School Education Funding in the Netherlands.”](#) *European Commission*, 2023.

²²⁷ European Education and Culture Executive Agency. [“Continuing Professional Development for Teachers Working in Early Childhood and School Education in Estonia.”](#) *European Commission*, 2023.

²²⁸ European Education and Culture Executive Agency. [“Access to Education in Germany.”](#) *European Commission*, 2023.

²²⁹ European Education and Culture Executive Agency. [“Early Childhood Education and Care in Germany.”](#) *European Commission*, 2023.

Access and availability	Quality	Affordability	Sustainable business conditions for all providers	Workforce
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and national evaluations.²³⁰

Detailed Profiles of Selected Comparison Countries

In addition to understanding specific practices and strategies employed by the comparison countries, several countries were highlighted in more depth to show a more complete view of strategies and impact over time. These countries were selected for a variety of reasons, including demonstrated impact of the strategies, the variety of strategies employed, and countries with cultural and demographic similarities to Massachusetts and the United States.

It should be noted that countries often have institutional or systemic differences in their governance structures, cultural context, or other factors impacting approaches to EECC policy. Thus, while the selected examples present a compilation of EECC actions seen elsewhere as inspiration, not all may be replicable here.

²³⁰ European Education and Culture Executive Agency. [“National Reforms in Early Childhood Education and Care in Finland.”](#) *European Commission*, 2023.

Country 1: Canada

Canada was chosen because of its transformation from an independent to a nationwide system, which has resulted in a 50% reduction in average fees for child care across all provinces and territories. Canada is also noteworthy for its cultural similarities to the United States and government structure, which gives autonomy to provinces and territories similar to U.S. states. Quebec was also internationally recognized for their early learning and child care system before it became a national priority for Canada.



Context & challenges ²³¹	Demographics ^{232 233}	Statistic
<p>Constitution Act of 1867: provinces and territories responsible for managing early learning and child care (EECC)</p> <ul style="list-style-type: none"> Each province and territory (PT) has own system, governed by legislative and regulatory frameworks Workforce: Mainly female and POC Workforce Issues: Undervalued, underpaid, poor conditions <p>Challenges</p> <ul style="list-style-type: none"> Substantial variation among PTs Gaps in pre-primary education participation Low-income less likely to attend 	<p>Population (2023)</p> <p>Children under 5 (2023)</p> <p>Annual births (2023)</p> <p>Birth parent paid leave (2022)</p> <p>Non-birth parent paid leave (2022)</p> <p>Parental leave (2022)</p>	<p>38.4M</p> <p>1.9M</p> <p>376K</p> <p><input checked="" type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input checked="" type="checkbox"/></p>

Enablers ²³⁴
<ul style="list-style-type: none"> Policy: 2017 Multilateral Early Learning and Child Care (ELCC) Framework set foundation for long term vision for child care in Canada Funding: Since 2016, \$40 billion investment from federal government Governance: Five-year agreement with PTs signed in 2021 to govern use of funding

Strategies
<p>Federal initiatives in support of a Canada-wide EECC system²³⁵</p> <p>Federal Secretariats on EECC</p> <ul style="list-style-type: none"> “Building capacity and expertise within the federal government; policy development and analysis to support a Canada-wide EECC system” <p>Investments in Data and Innovation</p>

²³¹ The Canadian Encyclopedia. “[Children, Education, and the Law.](#)” *Historica Canada*, 2023.

²³² Nurturing Care. “[Canada 2023.](#)” *Nurturing Care*, 2023.

²³³ Koslowski, Alison, et al. “[Leave Policies and Research in 2022.](#)” *FernUniversität in Hagen*, 2022.

²³⁴ Expert interview with Canadian Government (Employment and Social Development Canada) on June 20, 2024

²³⁵ Expert interview with Canadian Government (Employment and Social Development Canada) on June 20, 2024

- “Investments in survey data, research, and innovation projects to identify gaps and inform evidence-based policy”

National and Regional Indigenous EECC Partnership Tables

- “Supports implementation and enables Indigenous-led decision making”

FPT Forum of Ministers Most Responsible for EECC

- Forum to discuss and advance shared ELCC priorities

National Advisory Council on EECC

- Expert advice and a forum for engagement on ELCC sector issues

EECC Legislation: Bill C-35

- “To enshrine federal commitments on EECC in law”

Delivering on quality child care²³⁶

ELCC Infrastructure Fund

- \$625M over four years, beginning in 2023-24
- Focus: Advancing inclusion in EECC and supporting child care spaces for underserved communities
- Exclusive to not-for-profit and public providers (including licensed home-based providers). “Includes flexibility to invest in physical infrastructure for operators providing care during non-standard hours”

Indigenous Care

- Indigenous Early Learning and Child Care Framework established in 2018
- \$1.7 billion over 10 years to improve quality and accessibility of indigenous child care programs

Increasing access²³⁷

\$1 billion Child Care Expansion Loan Program

- \$60M non-repayable to help public and not-for-profit providers build more spaces and renovate existing child care centers
- \$41.5M over four years, and \$15 million ongoing, for capacity building program

Supporting the workforce²³⁸

- \$48M over four years (\$15.8 million ongoing) for Canada Student Loan forgiveness for early childhood educators living in remote and rural communities
- \$10 million over two years for training for early childhood educators
- Wage Enhancement Grant and Home Child Care Enhancement Grant

Impact

- \$7.5 billion budget commitments in 2016 and 2017 drove PTs to sign funding agreements which led to eventual national expansion of EECC²³⁹
- Canada-wide objective of average care fee reduction of 50% by 2022 was achieved. Some regions have reduced fees to \$10/day²⁴⁰

²³⁶ Expert interview with Canadian Government (Employment and Social Development Canada) on June 20, 2024

²³⁷ Employment and Social Development Canada. [FCSD 2024 June 02](#). Government of Canada, 2024.

²³⁸ Employment and Social Development Canada. [FCSD 2024 June 02](#). Government of Canada, 2024.

²³⁹ Government of Canada. [2024 Federal Budget Report: Chapter 2](#). Government of Canada, 2024.

²⁴⁰ Expert interview with Canadian Government (Employment and Social Development Canada) on June 20, 2024

- On a provincial level, Wage Enhancement Grants increased wages by \$2/hour and Home Child Care Enhancement Grants gave home child care providers up to \$20/day²⁴¹
- Since Budget 2021, Canada has announced 100,000+ new spaces²⁴²
- Creation of a Sectoral Table on the Care Economy to consult and provide recommendations on actions to support the care economy.²⁴³

²⁴¹ Lanark County. [Wage Enhancement Grant](#). Lanark County, 2024.

²⁴² Government of Canada. [2024 Federal Budget Report: Chapter 2](#). Government of Canada, 2024.

²⁴³ Government of Canada. [2024 Federal Budget Report: Chapter 2](#). Government of Canada, 2024.

Country 2: Germany

Germany was chosen because of its significant increase in child care availability through five investments since 2008, similarities to the United States in terms of a robust and diverse economy, a federal political system with autonomy among states, and regional differences similar to U.S. states.



Context & challenges	Demographics ^{244 245}	Statistic
<p>Under the Basic Law (Grundgesetz), the Länder (federal states) are responsible for managing early childhood education and care (EECC)²⁴⁶</p> <ul style="list-style-type: none"> • Each Land has its own system governed by state legislation and regulatory frameworks • Workforce: 94.4% female in 2021²⁴⁷ • Workforce Issues: Lack of appeal, career prospects, and professional development²⁴⁸ <p>Challenges</p> <ul style="list-style-type: none"> • Parents forced to leave workforce (based on 2023 survey)²⁴⁹ • Demand for teaching staff is rising on all levels²⁵⁰ • Differences in care between Eastern and Western states²⁵¹ 	<p>Population (2023) 83M</p> <p>Children under 5 (2023) 3.9M</p> <p>Annual births (2023) 761K</p> <p>Birth parent paid leave <input checked="" type="checkbox"/></p> <p>Non-birth parent paid leave <input type="checkbox"/></p> <p>Parental leave <input checked="" type="checkbox"/></p>	

Enablers
<ul style="list-style-type: none"> • Policy: Book Eight of the Social Code, Passed in June 1990, it governs child and youth welfare services²⁵² • Funding: Five major investment acts in EECC since 2008; fourth and fifth acts saw investments of €5.5 billion and €4 billion²⁵³ • Governance: Federal Ministry for Family Affairs, Senior Citizens, Women and Youth; State Ministries of Education and Cultural Affairs²⁵⁴

²⁴⁴ Nurturing Care. [Germany 2023](#). Nurturing Care, 2023.

²⁴⁵ Koslowski, Alison, et al. "[Leave Policies and Research in 2022](#)." FernUniversität in Hagen, 2022.

²⁴⁶ European Education and Culture Executive Agency. [Early Childhood Education and Care in Germany](#). European Commission, 2023.

²⁴⁷ OECD. [Early Childhood Education and Care: A Comprehensive Review](#). OECD Publishing, 2023.

²⁴⁸ European Commission. [Education and Training Monitor 2023: Germany](#). European Commission, 2023.

²⁴⁹ StepStone Group. [Parental Leave Is a Key Turning Point in the Careers of Women](#). StepStone Group, 2024.

²⁵⁰ European Commission. [Education and Training Monitor 2023: Germany](#). European Commission, 2023.

²⁵¹ European Commission. [Education and Training Monitor 2023: Germany](#). European Commission, 2023.

²⁵² European Education and Culture Executive Agency. [Early Childhood Education and Care in Germany](#). European Commission, 2023.

²⁵³ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in Germany](#). European Commission, 2023.

²⁵⁴ European Education and Culture Executive Agency. [Administration and Governance at the Central and/or Regional Level in Germany](#). European Commission, 2023.

Strategies

Increases in funding²⁵⁵

Five Investment Programs

- Federal government contributions to the expansion of child care services totaled €5.4 billion
- The fourth and fifth investment programs will together add 190,000 child care spots

Acts on the Further Development of the Quality and Participation in Child Day Care

- Federal funding for the Länder to increase the quality of day care services and reduce fees paid by parents
- First: Good Childcare Act, funding: €5.5 billion
- Second: KiTa Quality Act, funding: €4 billion

Delivering on quality²⁵⁶

Joint Framework of the Länder for Early Education in Child Daycare Facilities

- Sets out the guidelines for educational work in EECC
- Key principles: Strengthening individual competencies, integrating language education, forming values, learning to learn, absorbing social contexts and world appropriation, and introducing inclusion as a comprehensive principle

Increasing access²⁵⁷

Language Day Care Centers for Children – Because Language is the Key to the World

- Program that promoted increased language teaching in facilities, responsibilities were transferred to the Länder in 2023
- Created for facilities with a higher-than-average proportion of children from disadvantaged families

Supporting the workforce²⁵⁸

Skilled Labour Initiative for Staff in Early Childhood Education and Care

- Aimed at meeting demand for qualified child care workers
- Provided incentives such as paid apprenticeships, high-quality training, and expanded career options

ProChildminding: Where Education for the Smallest Starts²⁵⁹

- Framework that aided in supporting the qualification of childminders and their overall working conditions
- 32 locations received monetary aid, totaling €28 million in funding

²⁵⁵ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in Germany](#). European Commission, 2023.

²⁵⁶ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Germany](#). European Commission, 2023.

²⁵⁷ European Education and Culture Executive Agency. [Quality Assurance in Early Childhood and School Education in Germany](#). European Commission, 2023.

²⁵⁸ OECD. [Good Practice in Good Jobs: Early Childhood Education and Care](#). OECD Publishing, 2024.

²⁵⁹ European Education and Culture Executive Agency. [Home-Based Provision in Germany](#). European Commission, 2023.

Impact

- The five federal investment programs could create 750K additional spots²⁶⁰
- Germany has an 89.1% 3-year-old enrollment rate in EECC²⁶¹
- The number of children under 3 in care rose by 28,000 between 2021 and 2022, an increase of 3.6%²⁶²
- 1 in 8 centers is a Language Day Care Center, allowing support of more than 500,000 children²⁶³
- Day care staff in Germany grew by 23,435 between 2020 and 2021, an increase of 3.2%²⁶⁴

²⁶⁰ European Education and Culture Executive Agency. [Early Childhood Education and Care in Germany](#). European Commission, 2023.

²⁶¹ OECD. [Early Childhood Education and Care: A Comprehensive Review](#). OECD Publishing, 2023.

²⁶² Destatis. [Day Care for Children](#). Federal Statistical Office of Germany, 2024.

²⁶³ Frühe Chancen. [Bundesprogramm Sprach-Kitas](#). Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, 2024.

²⁶⁴ Destatis. [Day Care for Children](#). Federal Statistical Office of Germany, 2024.

Country 3: Finland

Finland was selected due to its provision of universal early education and child care access to all children at a moderate price, innovative quality assurance measures, leadership in K-12 education, and similarities to Massachusetts in terms of GDP per capita, population size, children under the age of 5, and annual births.



Context & challenges	Demographics ^{265 266}	Statistic
<p>Under the Act on EECC, municipalities are responsible for managing early childhood education and care (EECC)²⁶⁷</p> <ul style="list-style-type: none"> Local curricula based on the National Core Curriculum for Early Childhood Education and Care²⁶⁸ Workforce: 97% Female²⁶⁹ Workforce Issues: Aging workforce with decreasing enrollment in education studies at universities²⁷⁰ <p>Challenges^{271 270}</p> <ul style="list-style-type: none"> Nationwide staff shortage Low-income less likely to participate Salaries for teachers lower than other college grads, EECC the lowest of teachers 	<p>Population (2023)</p> <p>Children under 5 (2023)</p> <p>Annual births (2023)</p> <p>Birth parent paid leave</p> <p>Non-birth parent paid leave</p> <p>Parental leave</p>	<p>5.5M</p> <p>238K</p> <p>47K</p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p>

Enablers ^{272 273}
<ul style="list-style-type: none"> Policy: Act on Early Childhood Education and Care Funding: Total annual expenditure (for 2020) was \$2.7 billion Governance: Ministry of Education and Culture

Strategies
<p>Federal Legislation</p> <p>Act on Early Childhood Education and Care (2018)²⁷⁴</p> <ul style="list-style-type: none"> Establishes right of every child under 7 to access early education and child care through both public and private programs Municipalities ensure programs:

²⁶⁵ Nurturing Care. [Finland 2023](#). Nurturing Care, 2023.

²⁶⁶ Koslowski, Alison, et al. "Leave Policies and Research in 2022." *FernUniversität in Hagen*, 2022.

²⁶⁷ European Education and Culture Executive Agency. [Access to Education in Finland](#). European Commission, 2023.

²⁶⁸ European Education and Culture Executive Agency. [Early Childhood Education and Care in Finland](#). European Commission, 2023.

²⁶⁹ OECD. [Early Childhood Education and Care: A Comprehensive Review](#). OECD Publishing, 2023.

²⁷⁰ European Commission. [Education and Training Monitor 2023: Finland](#). European Commission, 2023.

²⁷¹ European Commission. [Education and Training Monitor 2023: Finland](#). European Commission, 2023.

²⁷² Finlex. [Act on Early Childhood Education and Care \(2018/540\)](#). Finnish Government, 2018.

²⁷³ OECD. [OECD Education Statistics: International Education Data Explorer](#). OECD, 2023.

²⁷⁴ Finlex. [Act on Early Childhood Education and Care \(2018/540\)](#). Finnish Government, 2018.

- Meet required quality standards
 - Meet local needs in terms of location, operation, and hours (e.g., evening, overnight, and weekend hours)
 - Children can receive daily allowance for private care (equal rate for all recipients); potential additional supplement based on income
 - Requires 2/3 of EECC staff to have Bachelors after 2030; currently 1/3 are required
- [Act on Client Fees in Early Childhood Education and Care \(2016\)](#)²⁷⁵
- Capped fees for child care facilities at cost of providing the service

Supporting the workforce

Ministry of Education and Culture allocated additional funds in 2023 to universities to increase enrollment in teacher education²⁷⁶

EECC Training Development Forum (est. 2019)²⁷⁷

- Convenes officials, providers, and training institutions to create educator development program
- Creating concrete action plan to implement Forum's recommendations to invest in greater training for EECC workforce

Delivering on quality²⁷⁸

National Curriculum Standards set common requirements for all Finnish early education:

- Teachers must have Bachelors degree
- Standards designed to connect to K-12 curriculum
- Programs create customized curriculum for each child, based on national standards with input from child's caregivers

Finnish Education Evaluation Centre developing digital quality assessment system (Valkea) to collect data and provide self-evaluation resources for programs²⁷⁹

Impact

- 68% of all children 1-6 years old participated in EECC in 2016²⁸⁰
- As of 2016, ~52% of children 1-6 in child care participate in EECC provided by the municipality²⁸¹
- Act on Client Fees allowed ~30k families access to free EECC²⁸²
- Act on ECEC requirements will increase the number of program staff with Bachelors²⁸³

²⁷⁵ European Education and Culture Executive Agency. [Access to Education in Finland](#). European Commission, 2023.

²⁷⁶ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Finland](#). European Commission, 2023.

²⁷⁷ SEEpro. [Finland: Workforce in Early Childhood Education and Care](#). SEEpro, 2023.

²⁷⁸ European Education and Culture Executive Agency. [Early Childhood Education and Care in Finland](#). European Commission, 2023.

²⁷⁹ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Finland](#). European Commission, 2023.

²⁸⁰ Finnish National Agency for Education. [Key Figures on Early Childhood and Basic Education in Finland](#). Finnish National Agency for Education, 2024.

²⁸¹ Finnish National Agency for Education. [Key Figures on Early Childhood and Basic Education in Finland](#). Finnish National Agency for Education, 2024.

²⁸² Finlex. [Act on Early Childhood Education and Care \(2018/540\)](#). Finnish Government, 2018.

²⁸³ Finlex. [Act on Early Childhood Education and Care \(2018/540\)](#). Finnish Government, 2018.

Country 4: Sweden

Sweden was selected because of its efforts to increase participation in child care through annual municipal campaigns, informing guardians of the importance and purpose of pre-primary education and workforce improvement initiatives. This presents an innovative example of the state increasing access through sharing information about available resources.



Context & challenges	Demographics ^{284 285}	Statistic
<p>Under the Education Act, municipalities are responsible for managing early childhood education and care (EECC)²⁸⁶</p> <ul style="list-style-type: none"> • Municipalities are required to provide publicly subsidized EECC • Workforce: 96% Female²⁸⁷ • Workforce Issues: Underpaid and underqualified²⁸⁸ <p>Challenges²⁸⁹</p> <ul style="list-style-type: none"> • Teacher shortages in most education sectors. Expected shortage of 12,000 qualified teachers by 2035 • Salaries are lower than those of other college educated workers • Shortage of qualified EECC teachers negatively affects the work 	<p>Population (2023)</p> <p>Children under 5 (2023)</p> <p>Annual births (2023)</p> <p>Birth parent paid leave</p> <p>Non-birth parent paid leave</p> <p>Parental leave</p>	<p>10.5M</p> <p>590K</p> <p>114K</p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p>

Enablers ^{290 291}
<ul style="list-style-type: none"> • Policy: Act on Early Childhood Education and Care • Funding: 8.9 billion SEK in total current expenditure for EECC • Governance: Ministry of Education and Research

Strategies
<p>Federal Legislation</p> <p>The Education Act (Skollagen SFS 2010:800)²⁹²</p> <ul style="list-style-type: none"> • Municipalities are required to provide publicly subsidized pre-primary education and child care from age 1 • All children have access to 525 hours of free pre-primary education annually from age 3+ • There are no national regulations on how municipal funds should be allocated

²⁸⁴ Nurturing Care. [Sweden 2023](#). Nurturing Care, 2023.

²⁸⁵ Koslowski, Alison, et al. "Leave Policies and Research in 2022." *FernUniversität in Hagen*, 2022.

²⁸⁶ European Education and Culture Executive Agency. [Early Childhood Education and Care in Sweden](#). European Commission, 2023.

²⁸⁷ OECD. [Early Childhood Education and Care: A Comprehensive Review](#). OECD Publishing, 2023.

²⁸⁸ European Commission. [Education and Training Monitor 2023: Sweden](#). European Commission, 2023.

²⁸⁹ European Commission. [Education and Training Monitor 2023: Sweden](#). European Commission, 2023.

²⁹⁰ European Education and Culture Executive Agency. [Early Childhood Education and Care in Sweden](#). European Commission, 2023.

²⁹¹ OECD. [OECD Education Statistics: International Education Data Explorer](#). OECD, 2023.

²⁹² European Education and Culture Executive Agency. [Early Childhood Education and Care in Sweden](#). European Commission, 2023.

- Children of working parents have a legal right to a seat in an after-school recreation center

The General State Grant²⁹³

- State funds are paid to 290 municipalities, which then allocate resources to individual schools
- Pre-primary schools (förskolan) are funded this way; however, they charge fees to cover costs, which are capped by a central max. fee (<3% income)
- Fees can be related to # of children attending programs and family income

Quality Governance²⁹⁴

- A national evaluation of education institutions occurs at the state level
- The Swedish Schools Inspectorate is responsible for performing this evaluation

Increasing access²⁹⁵

Pre-primary expansion

- 2022 bill mandates municipalities to proactively contact families about available offerings
- Municipalities must reserve seat for children even without parents requesting

Supporting the workforce²⁹⁶

Continuing education grant:

- 673M SEK funded in 2023 for teacher training
- Additional 200M SEK annually (through 2025) for continuing education for special education teachers
- Allows municipalities to use part of grant as salary supplement for teachers in continuing education programs

Delivering on quality²⁹⁷

In 2023, central government made 800M SEK in funding for state quality improvement grant, to:

- Reduce classroom sizes
- Retain or recruit more staff
- Develop teacher skills

Impact

- Parents spend less than 3% of their income on child care, much less than other countries²⁹⁸

²⁹³ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in Sweden](#). European Commission, 2023.

²⁹⁴ European Education and Culture Executive Agency. [Quality Assurance in Early Childhood and School Education in Sweden](#). European Commission, 2023.

²⁹⁵ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Sweden](#). European Commission, 2023.

²⁹⁶ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Sweden](#). European Commission, 2023.

²⁹⁷ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Sweden](#). European Commission, 2023.

²⁹⁸ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in Sweden](#). European Commission, 2023.

- Between 2019 and 2022, the EEC participation rate for ages 0-3 rose from 53% to 54.4%²⁹⁹
- For ages 4 and 5, enrollment is above 95% and higher than the OECD average³⁰⁰
- Quality improvement measures are funded, allowing easier implementation of requirements³⁰¹

²⁹⁹ European Commission. [Education and Training Monitor 2023: Sweden](#). European Commission, 2023.

³⁰⁰ OECD. [Early Childhood Education and Care: A Comprehensive Review](#). OECD Publishing, 2023.

³⁰¹ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in Sweden](#). European Commission, 2023.

Country 5: Netherlands

The Netherlands was selected because of innovative funding approaches, such as the family, employer, government funding model, and their interagency work to establish a more affordable EECC system coming in 2025.



Context & challenges	Demographics ³⁰² 303	Statistic
<p>Early childhood education (called voor- en vroegschoolse or VVE) is governed by the Ministry of Education, Culture and Science while childcare is governed by the Ministry of Social Affairs and Employment³⁰⁴</p> <ul style="list-style-type: none"> • Municipalities are responsible for early childhood education provision³⁰⁵ • Primary schools are responsible for the education of children between 4 and 6³⁰⁶ <p>Challenges³⁰⁷</p> <ul style="list-style-type: none"> • Childcare workforce absenteeism rates rising, work satisfaction falling • The number of unfilled vacancies has quadrupled in four years • A majority of parents still have to pay more than their government childcare allowance³⁰⁸ 	<p>Population (2023)</p> <p>Children under 5 (2023)</p> <p>Annual births (2023)</p> <p>Birth parent paid leave</p> <p>Non-birth parent paid leave</p> <p>Parental leave</p>	<p>17.6M</p> <p>873K</p> <p>181K</p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p> <p><input checked="" type="checkbox"/></p>

Enablers
<ul style="list-style-type: none"> • Policy:^{309 310} Childcare Act, Innovation and Quality of Childcare Act, Harmonization of Childcare and Playgroup Work Act • Funding:^{311 312} Federal funding for 20 focus areas increased in 2023; €20.8 million in 2023 and €45.4 million from 2024 onwards, over €500 million in funding for pre-primary education

³⁰² Nurturing Care. [Netherlands 2023](#). Nurturing Care, 2023.

³⁰³ Koslowski, Alison, et al. "[Leave Policies and Research in 2022](#)." FernUniversität in Hagen, 2022.

³⁰⁴ European Education and Culture Executive Agency. [Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³⁰⁵ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in the Netherlands](#). European Commission, 2023.

³⁰⁶ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in the Netherlands](#). European Commission, 2023.

³⁰⁷ Dutch News. [Daycare Centres Continue to Struggle to Find Staff: CBS](#). Dutch News, 2023.

³⁰⁸ IAmExpat. [Childcare in the Netherlands Often Costs More than Government Allowance](#). IAmExpat, 2023.

³⁰⁹ European Education and Culture Executive Agency. [Quality Assurance in Early Childhood and School Education in the Netherlands](#). European Commission, 2023.

³¹⁰ European Education and Culture Executive Agency. [Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³¹¹ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³¹² Rijksoverheid. [Financiering Onderwijsachterstanden](#). Rijksoverheid, 2023.

- **Governance:** EEC governed by the national Ministry of Social Affairs and Employment; The Ministry of Education, Culture and Science³¹³
- **Data/information**³¹⁴: The Central Bureau of Statistics, The Inspectorate of Education oversee data collection related to EEC

Strategies^{315 316 317 318}

Federal Legislation

Childcare Act establishes a tri-share employer cost-sharing model (kinderopvangtoeslag)

- Cost is split between parents, employers and the national government
- Monetary amount parents receive is based on childcare provider's hourly rate, maximum government rate, and parental income
- Maximum of 230 hours per month, per child

New system expected in 2025

- Government will pay 96% allowance to childcare facilities, not parents
- Parents are responsible for the remaining 4%

Gewichtenregeling- funding from the Dutch government to combat disparities

- The Central Bureau of Statistics calculates an 'education score' for schools based on 5 key factors
- A 'deprivation score' is calculated; funds are based on this number for each municipality

Primary Education

- Fully funded by the government; includes primary education for children ages 4 and 5
- Education is a legal right at 4; compulsory at 5

Quality Assurance

Childcare Act regulates quality of facilities and care

- Municipalities responsible for quality of childcare, supervised by Municipal Health Services
- Education Inspectorate ensures municipalities perform necessary duties
- Uses both internal and external evaluation
- Amended by the Innovation and Quality of Childcare Act and the Harmonization of Childcare and Playgroup Work Act (2018)
 - Shifted emphasis of the Childcare Act from affordability/accessibility to quality child development

Increasing Access

Learning skills through play

³¹³ European Education and Culture Executive Agency. [Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³¹⁴ European Education and Culture Executive Agency. [Quality Assurance in Early Childhood and School Education in the Netherlands](#). European Commission, 2023.

³¹⁵ European Education and Culture Executive Agency. [Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³¹⁶ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in the Netherlands](#). European Commission, 2023.

³¹⁷ European Education and Culture Executive Agency. [Quality Assurance in Early Childhood and School Education in the Netherlands](#). European Commission, 2023.

³¹⁸ Social and Cultural Planning Office (SCP). [Summary: A Look at Childcare](#). SCP, 2018.

- For children between 2.5 and 4, municipal authorities decide eligibility for playgroups and childcare organizations

Multilingual Day Care³¹⁹

- Intended to allow students to learn languages at a young age, beginning in 2024
- Teaching can be in German, French or English for a maximum of 50% of the daily hours of care

Impact

- Increased care utilization leads to a higher percentile rank in national test scores at age 12³²⁰
- The new funding system is intended to simplify the process and make childcare more affordable³²¹
- Free primary education allows all students to go to school regardless of parents' financial situations³²²
- Pre-primary education allows disadvantaged students to reach their full potential³²³
- It has been concluded that 50/50 language instruction has positive effects on the language development of children³²⁴

Conclusion

In summary, many nations are making major investments to improve access, quality, affordability, sustainability, and workforce development within the EECC sector. In an increasingly global world, it is incumbent upon Massachusetts to measure itself as much against its neighbors in Canada or Europe as against other U.S. states. While not all strategies employed elsewhere are feasible in the Commonwealth, many of them are consistent with strategies Massachusetts has initiated and can help to inform a vision of an EECC system that is affordable for families, provides quality for children, is attractive to early educators, and is reliable to support the economy.

³¹⁹ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³²⁰ Tinbergen Institute. [The Impact of Childcare Policies on Mental Health and Education: Evidence from Subsidy Changes in the Netherlands](#). Tinbergen Institute, 2024.

³²¹ European Education and Culture Executive Agency. [Early Childhood and School Education Funding in the Netherlands](#). European Commission, 2023.

³²² European Education and Culture Executive Agency. [Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

³²³ Onderwijskennis. [De Impact van Voorschoolse Educatie](#). Onderwijskennis, 2023.

³²⁴ European Education and Culture Executive Agency. [National Reforms in Early Childhood Education and Care in the Netherlands](#). European Commission, 2023.

Access and Availability of Early Education and Child Care

A Technical infrastructure for a single-point-of-entry system



New Hampshire: NH Connections is the state's centralized consumer education platform for parents, providers, and communities to access information on early education child care, run by the NH Department of Health and Human Services.³²⁵ The webpage is configured to be translated into many other languages via Google Translate.

- **For families:** includes information on accessing quality care and obtaining free referrals through Child Care Aware of NH.
- **For providers:** includes information on licensing and business support, professional development, health and safety, and workforce development initiatives for child care providers and educators.
- **For communities:** includes data on the NH child care landscape and information on the state's use of ARPA-D funds.



Tennessee's state-funded Child Care Resource and Referral (CCR&R) network is comprised of 9 regional networks and managed by Signal Centers, a Chattanooga-based early childhood education nonprofit.³²⁶

- The state CCR&R platform mainly focuses on connecting providers with coaching and training across a range of focus areas, including family/group care, infant/toddler care, health and safety, early literacy, and quality EECC, as well as providing referral services for families looking for quality care.³²⁷

³²⁵ ["Welcome to NH Connections."](#) *New Hampshire Connections*, 2024.

³²⁶ ["Training and resources for child care professionals and families."](#) *Tennessee Child Care Resource & Referral*, 2024.

³²⁷ ["Training and resources for child care professionals and families."](#) *Tennessee Child Care Resource & Referral*, 2024.

B Administrative infrastructure for a single-point-of-entry system



In **Colorado**, Executives Partnering to Invest in Children (EPIC) is a coalition of business executives and 200+ member organizations, which provides consulting services to employers and helps access resources and information on providing care for their employees.³²⁸

- In late 2024, EPIC will launch a new platform designed to help employers identify the child care solutions that best meet their unique needs.³²⁹

C Incentivizing development of new capacity and expansion of existing capacity

i. Financial supports to providers



Colorado introduced a Child Care Contribution Tax Credit (CCCTC) for taxpayers and businesses who contribute funds towards the expansion of licensed child care capacity in the state, offering a 50% credit up to \$100,000.³³⁰



Minnesota developed the Child Care Economic Development Grant program, funded at \$13 million in FY2024-25 state funding to increase the supply of child care facilities, with 50% of funds dedicated specifically to non-metropolitan (rural) areas.³³¹



Oklahoma leveraged ARPA funding to introduce the Child Care Desert Startup Grant Program in 2022 to address child care deserts in the state by issuing funds to providers who expanded facilities to care deserts, with up to \$10,000 issued per child served until funds were depleted.³³²

ii. Technical supports to providers



New Hampshire's Department of Health and Human Services runs the Child Care Accelerate Program, an 8-week business support program to ensure the ability of child care providers to meet demand and provide quality care; eligible businesses apply for funding through a \$5 million grant program to support facility and operational improvements.³³³



Nevada partnered with Wonderschool to create the Nevada Strong Start Child Care Services Center, a physical space in Las Vegas intended as a one-stop

³²⁸ ["Executives Partnering to Invest in Children."](#) *Executives Partnering to Invest in Children*, 2024.

³²⁹ ["Workplace Support."](#) *Executives Partnering to Invest in Children*, 2024.

³³⁰ ["Incentivizing Employer-Supported Child Care in Massachusetts."](#) *Massachusetts Taxpayers Foundation*, July 2023.

³³¹ ["Child Care Economic Development Grants."](#) *Minnesota Department of Employment and Economic Development*, 2024.

³³² ["Expanding the business community and growing capacity: Oklahoma Human Services announces Child Care Desert Startup Grants."](#) *Oklahoma Department of Human Services*, 13 September 2022.

³³³ ["Childcare Accelerate."](#) *Childcare Accelerate*. 2024.

shop to help new and existing providers navigate licensing, connect families with services and benefits, and collaborate with industry peers.³³⁴

D Partnering with and incentivizing employers



Colorado implemented the Employer-Based Child Care Grant (EBCC), a \$22 million state grant program providing funds for employers to create on or near-site child care programs; to date it has funded 20 employers - most in child care deserts - and created approximately 300 new seats.³³⁵

- To accompany the grant program, established the Employer-Based Child Care Design Lab training program in partnership with EPIC to support and employers in developing on- or near-site child care; intended to prepare employers to apply for EBCC grants.³³⁶



Georgia's Employer-Provided Child Care Credit provides a tax credit to employers covering up to 25% of total expenses for constructing an on-site facility, and up to 10% of expenses for providing resource and referral services for employees.³³⁷

New York grants employers a tax credit of up to 50% of the cost of employees' child care expenses, as well as 20% of resource and referral expenses for providing benefits supplemental to child care.³³⁸



- In FY25, the state piloted the "Business Navigator" program funded at \$1 million in the state budget, establishing an employer-specific database of licensed providers for employers to address employees' needs in an informed way.³³⁹

E Provider-friendly housing policies and initiatives



Since 2023, **Oklahoma, Oregon, and Connecticut** have passed legislation protecting home-based providers operating out of rental homes, with Connecticut going as far as to offer protection to landlords against liability for accidents happening within child care facilities on their property.³⁴⁰



In Ouray, **Colorado**, the Rural Homes Early Childhood Initiative (RHECI) is a local organization that builds and provides affordable housing to low-income families. RHECI earmarked two homes to be built for home-based providers to run

³³⁴ "[Nevada Opens One-Stop Shop to Help Quickly Expand Childcare Options for Families.](#)" *PR Newswire*, 15 March 2022.

³³⁵ "[Employer-Based Child Care.](#)" *Colorado Department of Early Childhood*, 2024.

³³⁶ "[Employer-Based Child Care Design Lab.](#)" *Employers Partnering to Invest in Children*, Mar. 2023

³³⁷ "[Tax Credit for Employer-Provided Child Care Facilities and Services.](#)" *Georgia Department of Early Care and Learning*, 2024.

³³⁸ "[Employer-Provided Child Care Credit.](#)" *New York State Department of Taxation and Finance*, 2024.

³³⁹ "[Child Care Availability Task Force Meeting 2023.](#)" *New York State Office of Children and Family Services*, 13 March 2023.

³⁴⁰ Sullivan, Emily Tate. "[New State Laws Will Ease Housing Burdens on Home-Based Child Care Providers.](#)" *EdSurge*, 1 Aug. 2023

programs out of, and providers would be selected based on the presentation of a business plan and interview with community stakeholders.³⁴¹



Nevada developed the Care Access Real Estate (CARE) program as a partnership between the Department of Health and Human Services, Division of Welfare Services, Children's Cabinet, and an impact investor.³⁴² CARE purchases and renovates properties in line with statewide licensing standards and leases them out to pre-qualified providers, effectively acting as a “child care-friendly landlord.” Providers are given the option to purchase homes at a discounted rate after operating programs for 2 years.³⁴³

- The program’s goal is to develop 40 properties by the end of 2024, which would double the supply of home-based child care seats in Clark County.³⁴⁴

F Creative uses of physical spaces and innovative partnerships to maximize use of non-traditional spaces

i. Community and commercial spaces



Minnesota: The City of St. Peter created a Child Care Task Force which developed a pilot program which granted a low-cost lease on a formerly city-owned nursing home for the purpose of developing a nonprofit child care center.³⁴⁵



Connecticut: The Child Care Incubator in New Britain used housing authority space and retrofitted it in line with licensing and zoning codes in order to give providers a space to run their programs out of.³⁴⁶ The program is intended to support small-scale providers who cannot run programs out of their own homes.



Pennsylvania: The University of Pittsburgh partnered with local Boys and Girls clubs to offer a 7:30am-6pm child care option for university employees and students at BGC facilities, which was priced at \$200 per week.³⁴⁷

³⁴¹ Sullivan, Emily Tate. “[In a Hostile Housing Landscape, Solutions Emerge to Support Home-Based Child Care Providers.](#)” *EdSurge*, 27 July 2023.

³⁴² Sullivan, Emily Tate. “[In a Hostile Housing Landscape, Solutions Emerge to Support Home-Based Child Care Providers.](#)” *EdSurge*, 27 July 2023.

³⁴³ Sullivan, Emily Tate. “[In a Hostile Housing Landscape, Solutions Emerge to Support Home-Based Child Care Providers.](#)” *EdSurge*, 27 July 2023.

³⁴⁴ Sullivan, Emily Tate. “[In a Hostile Housing Landscape, Solutions Emerge to Support Home-Based Child Care Providers.](#)” *EdSurge*, 27 July 2023.

³⁴⁵ Blumberg, Deborah, “[Creative Tactics Cities Are Using to Address the Child Care Shortage.](#)” *League of Minnesota Cities*, 7 Nov. 2023.

³⁴⁶ Haywoode, Alyssa. “[In Quotes: Connecticut’s New Business Model for Family Child Care Providers.](#)” *Eye on Early Childhood*, 5 Jan. 2024.

³⁴⁷ “[BGCWPA and University of Pittsburgh Partnership.](#)” *University of Pittsburgh*, 2024.



Colorado: In partnership with the EPIC employer coalition, Mile High United Way converted one of its unused conference rooms into a child care center serving 60 children of both employees as well as members of the broader community.³⁴⁸

ii. Outdoor spaces



Oregon added outdoor programs to the legal definition of child care facilities in 2023, expanding their ability to become licensed and accept public funding through the state subsidy program.³⁴⁹



Colorado expanded licensing privileges to outdoor facilities in 2024, dedicating \$180,000 in state funding to support training for licensing staff on the new regulations, which include developing land-use agreement requirements for outdoor programs operating on public or private land.³⁵⁰



Maryland became the second state to codify the licensure of outdoor preschool programs in state law through legislation in 2023.³⁵¹ The law established a pilot program with the intent that the Department of Education would provide a report on scaling and implementing the law at a statewide level.³⁵²

iii. Higher education institutions: New America, a national think tank, convenes a cohort of five community colleges nationally in a community of practice surrounding on-site child care for students.³⁵³ Below are examples of innovative practices from the cohort:



Madison Area Technical College (Wisconsin) provides on-site child care and family-friendly study rooms.



Mott Community College (Michigan): has a NAEYC-accredited on-site Early Learning Center providing care to parenting students as well as practical hands-on experience to student studying towards ECE degrees.



Quinsigamond Community College (Massachusetts): provides on-site child care as well as a Parenting Student Support Services Center to connect student parents with resources.

³⁴⁸ [“Workplace Support.”](#) *Executives Partnering to Invest in Children*, 2024.

³⁴⁹ [“Licensing Outdoor Preschools in Oregon.”](#) *Outdoor Early Learning Alliance of Oregon*, 2024.

³⁵⁰ [“SB24-078 Outdoor Nature-Based Preschool Programs.”](#) *Colorado General Assembly*, 2024.

³⁵¹ [“HB525: Outdoor Preschool License Pilot Program - Establishment.”](#) *Maryland General Assembly*, 2024.

³⁵² [“HB525: Outdoor Preschool License Pilot Program - Establishment.”](#) *Maryland General Assembly*, 2024.

³⁵³ Carr et. al., [“Meet The Community Colleges That New America Will Partner With To Understand Child Care Access For Student Parents and Single Mothers.”](#) *New America*, 21 February 2024.



Linn-Benton Community College (Oregon): includes on-site child care centers and strong commitment to data infrastructure to identify student-parent



Forsyth Community College (North Carolina): has an on-site child care center, drop-in care, and connections to community providers for students.

High Quality of Early Education and Child Care

G Robust definitions of quality



Connecticut has set high quality standards by aligning the state’s definition of quality with nationally-recognized standards from the National Association for the Education of Young Children (NAEYC), and encouraging all child care to become nationally accredited by covering accreditation fees for providers.³⁵⁴ Additionally, Connecticut set out "qualified staff member" requirements in state statute, requiring all lead teachers in state-funded programs to have BA degrees by 2029.³⁵⁵

The state manages two quality improvement initiatives to support providers with obtaining national accreditation, and the Office of Early Childhood website includes a robust set of resources on program quality improvement:

- Accreditation Quality Improvement Support (AQIS), which connects providers with navigators and trainings around best practices for quality improvement in line with NAEYC standards.³⁵⁶
- Elevate, developed in 2021 by the Office of Early Childhood, is a digital platform that allows providers to create a quality improvement plan and develop a path toward national accreditation.³⁵⁷ Elevate was developed in partnership with NAEYC, which enabled the state to leverage existing infrastructure as opposed to building a separate QRIS.³⁵⁸

H Revision of quality evaluation mechanisms to align with improvement and outcomes

³⁵⁴ "[Program Improvement](#)." Connecticut Office of Early Childhood, 2024.

³⁵⁵ "[Qualified Staff Member \(QSM\) Requirements for State-Funded Programs](#)." Connecticut Office of Early Childhood, 2024.

³⁵⁶ "[Accountability, Quality, and Improvement System \(AQIS\)](#)." Connecticut Office of Early Childhood, 2024.

³⁵⁷ "[Elevate](#)." Connecticut Office of Early Childhood, 2024.

³⁵⁸ "[Elevate](#)." Connecticut Office of Early Childhood, 2024.



In 2023, **Vermont** revised its statewide QRIS system (STARS) from a point-system to a 5-step system centered on three elements of quality targeted at improving child outcomes: adult-child interactions, family and youth engagement, and responsive practices.³⁵⁹ Programs are placed on steps that represent their progression towards full implementation of these elements, and are required to develop a continuous quality improvement plan that denotes their roadmap to achieving the next step.³⁶⁰

- Through the revision, Vermont intended to reduce the administrative burden of QRIS participation and shift the focus onto continuous quality improvement (CQI) for providers while focusing on what truly drives outcomes for children as proven by research.³⁶¹ Vermont’s system is unique because it allows providers an unlimited amount of observations that do not count towards rankings, in order for providers to receive feedback and shape their improvement plans accordingly.³⁶² Programs that are nationally-accredited (NAEYC or Head Start) are automatically eligible for the highest quality level, and are not required to submit quality improvement plans.³⁶³

Vermont has also deployed several state-supported resources to support providers with developing quality improvement plans:

- The SPARQS program, which connects providers with dedicated staff members providing them with consultation, coaching, and technical assistance.³⁶⁴
- STARS Communities of Practice convene peer providers and SPARQS staff to support providers with developing their CQI plan over a series of 4 monthly sessions.³⁶⁵



In its revision process, **Delaware** has similarly shifted away from ranking and towards a continuous quality improvement system centered around three core quality indicators: creating conditions for quality, positive climate and high-quality interactions, and family engagement/community services.³⁶⁶ The quality improvement system (QIS) is managed by the Delaware Institute for Excellence in Early Childhood (DIEEC) which connects each provider with a Quality Improvement Specialist who guides them through the process of goal-setting and developing a quality improvement plan. Additionally, DIEEC articulates a clear set of key practices and performance indicators for quality improvement across each of the dimensions.

³⁵⁹ [“STARS Levels by Element of Quality.”](#) Vermont Department for Children and Families, 2024.

³⁶⁰ [“STARS Levels by Element of Quality.”](#) Vermont Department for Children and Families, 2024.

³⁶¹ Diamond, Zipi, et. al. [“Insights on QRIS from Six States & a Literature Review.”](#) *Child Trends*, May 2024.

³⁶² Diamond, Zipi, et. al. [“Insights on QRIS from Six States & a Literature Review.”](#) *Child Trends*, May 2024.

³⁶³ Diamond, Zipi, et. al. [“Insights on QRIS from Six States & a Literature Review.”](#) *Child Trends*, May 2024.

³⁶⁴ [“STARS Frequently Asked Questions \(FAQs\).”](#) Vermont Department for Children and Families, 18 Aug. 2023.

³⁶⁵ [“STARS Frequently Asked Questions \(FAQs\).”](#) Vermont Department for Children and Families, 18 Aug. 2023.

³⁶⁶ [“Quality Improvement System.”](#) *Delaware Institute for Excellence in Early Childhood*, 2024.

I Bolstering quality through support for providers and educators



To further incentivize quality improvement, **Delaware** developed the Quality Improvement Award program, which provides financial supports to providers based on provider type, enrollment, and hours of operation.³⁶⁷ The funds are contingent on providers producing a budget narrative for the use of the funds, which may be used towards increasing educators' salaries and providing bonuses.³⁶⁸



In FY 2024, **Alabama** invested \$30 million in state funds to replace expiring federal relief funds and maintain funding for the state QRIS.³⁶⁹ The focus of Alabama's QRIS is to support providers with coaching and technical assistance through two programs: guided support, which connects providers with a QRIS specialist for two months, and enhancement, which provides up to six months of technical assistance and in-depth support with providers' quality improvement plans; to participate in either of the programs, providers must be licensed for at least one year.³⁷⁰



Colorado's Professional Development Information Registry, intended for educators to track training and credentialing for early childhood educators is integrated into the Colorado Shines statewide QRIS, reinforcing the state's commitment to professional development as a key indicator of quality improvement.³⁷¹ Professional development for staff and educators is a requirement to advance programs' quality rating in the QRIS. Additionally, Colorado offers technical support for providers through Quality Navigators and financial assistance through quality incentive stipends that further support educators' personal pursuit of coaching and professional development to improve the quality of education.³⁷²

J Financial incentives to families



Financial assistance issued through **Minnesota's** Early Learning Scholarship program (see "Affordability", strategy K) increases incrementally with programs' rankings in the state QRIS. To be eligible to receive funding, parents must enroll children in programs that are ranked in the state QRIS.³⁷³

³⁶⁷ ["Program and Policy Guide for Delaware's Quality Improvement System \(QIS\) for Early Care and Education Programs: Fiscal Year 2025."](#) Delaware Department of Education, 12 Aug. 2024.

³⁶⁸ ["Program and Policy Guide for Delaware's Quality Improvement System \(QIS\) for Early Care and Education Programs: Fiscal Year 2025."](#) Delaware Department of Education, 12 Aug. 2024.

³⁶⁹ ["Alabama."](#) Alliance for Early Success, 2023.

³⁷⁰ ["FAQs - Alabama Quality STARS."](#) Alabama Department of Early Childhood Education, 2024.

³⁷¹ ["Advance Your Program Quality Level."](#) Colorado Shines, 2024.

³⁷² ["Quality Initiatives."](#) Colorado Department of Early Childhood, 2024.

³⁷³ ["Early Learning Scholarships Program."](#) Minnesota Department of Education, 2024.

Affordable Early Education and Child Care For All Families

K Direct payments to families and parents



Washington, DC's Keep Child Care Affordable Tax Credit provides up to a \$1,100 tax credit for families with children ages 0-4 enrolled in EECC programs.³⁷⁴



Oregon set aside \$75 million in state funding to create the Oregon Kids' Credit, a \$1,000 income-restricted tax credit for families with children ages 0-5 making less than \$25,000 annually.³⁷⁵

L Child care financial assistance program reform



New Hampshire used state funding to align eligibility for financial assistance and family contributions with federal standards. The state expanded income eligibility to 85% SMI and created a new cost structure to reduce co-pays paid by subsidized families to a maximum of 7% of household income. The cost-sharing structure is below:³⁷⁶

- Under 100% FPL: Do not have a co-pay
- 100-138% FPL: Pay a \$5 weekly co-pay
- Between 138% FPL-85% state median income: Pay 7% of income towards care



Oregon, which reformed eligibility for its Employment-Related Day Care financial assistance program in 2021, faced significant constraints due to a lack of dedicated funding for the program in the state budget, which resulted in long waitlists and demand for the program that exceeded the amount of financial assistance the state could feasibly fund.³⁷⁷



In FY 2024, **Washington, D.C.**, increased the eligibility threshold for its child care financial assistance program from 250% to 300% of the federal poverty line, which was expected to expand eligibility to an additional 2,200 children.³⁷⁸

³⁷⁴ ["Keep Child Care Affordable Tax Credit: Frequently Asked Questions \(FAQs\)."](#) Office of the Chief Financial Officer, Government of the District of Columbia, 2024.

³⁷⁵ MacInnis, Tyler. ["Claim the Oregon Kids' Credit"](#). Oregon Center for Public Policy, 1 Feb. 2024.

³⁷⁶ ["New Hampshire Child Care Scholarship Eligibility to Be Expanded in 2024; Provider Reimbursement Rates Increased."](#) New Hampshire Fiscal Policy Institute, 2024.

³⁷⁷ Pate, Natalie. ["Oregon officials warn of impending waitlist for state day care program. Advocates argue this was avoidable."](#) Oregon Public Broadcasting, 27 Sept. 2023.

³⁷⁸ ["Mayor Bowser Expands Access to Affordable, High-Quality Child Care for DC Families."](#) Office of the State Superintendent of Education, Government of the District of Columbia, 2024.

M Cost-sharing partnerships



In FY 2025, **New York** invested \$4.8 million in state funds to create an Employer-Sponsored Child Care Pilot program in 3 regions, splitting child care costs among employers, parents, and the state for families earning between 85% and 100% SMI, and not already eligible for the statewide child care financial assistance program.³⁷⁹



Kentucky's Child Care Assistance Partnership Program is a \$15 million state-funded program providing matching funds for employers who contribute to employees' child care costs.³⁸⁰ The percentage of state matching funds varies by employees' income level (with full match awarded to those earning 100% SMI); 25% of state funds are set aside to provide matching for small employers specifically.³⁸¹



Connecticut launched the state's first, 2-year Tri-Share pilot program in New London County, facilitating child care cost-sharing between employers, parents, and the state.³⁸² However, despite being signed into law, the program has faced financial shortcomings – legislators proposed a \$100 million Early Childhood Care and Education Fund to be funded by the state, but opted instead to replenish the fund through philanthropic and business donations, which are less predictable and lack consistency to sustain the program.³⁸³

³⁷⁹ ["Governor Hochul Announces \\$500 Million Investment in FY 2024 Budget to Bolster New York's Child Care Workforce."](#) Office of Governor Kathy Hochul, 31 May 2023.

³⁸⁰ ["Incentivizing Employer-Supported Child Care in Massachusetts."](#) Massachusetts Taxpayers Foundation, July 2023.

³⁸¹ ["Incentivizing Employer-Supported Child Care in Massachusetts."](#) Massachusetts Taxpayers Foundation, July 2023.

³⁸² Connecticut Governor's Office. ["Governor Lamont Asks Legislature to Approve Funding Increase for Early Childhood Education."](#) Office of Governor Ned Lamont, 14 February 2024.

³⁸³ Phillips, Erica E. ["CT child care trust fund has 23 advisory members — but \\$0 to work with."](#) CT Mirror, 8 May 2024.

Sustainable Business Conditions For All Providers

Targeted supports for specific groups of providers (family child care, home-based, informal, and culturally-specific):



In **Michigan**, the public-private Early Childhood Investment Corporation provides grant funding to develop Family Child Care networks in regions across the state, which serve to convene FCC and home-based providers, support them with delivering services, and connect them with necessary resources.³⁸⁴



Oregon has implemented several grant and technical assistance programs to expand capacity within specific groups of providers.

- **Child Care Infrastructure Program:** a \$50 million state-funded competitive grant program providing funding for development and expansion of child care provider facilities and technical assistance through partner organization. 50% of program funding is prioritized for culturally specific programs.³⁸⁵ The program is administered by the state's Business Development agency, Business Oregon.
- **Build Up Oregon:** a local initiative in Multnomah County working to expand the number of providers participating in the county's UPK program. As part of the initiative, a Facilities Fund was developed, offering UPK providers grants from \$75,000-\$750,000 to expand and upgrade facilities in the county.³⁸⁶



Maine's Child Care Infrastructure Grant Program makes an additional \$25,000 in funding available per provider for home-based providers looking to add on space to their homes exclusively to be used for child care, along with covering 50-75% of startup costs for family child care and home-based providers.³⁸⁷



Arizona's state-funded **Kith and Kin** program was developed in 1999 and provides training to family, friend, and neighbor (FFN) caregivers on what quality care looks like.³⁸⁸

³⁸⁴ ["Caring for MI Future."](#) Early Childhood Investment Corporation, 2024.

³⁸⁵ ["Child Care Infrastructure Fund Program Guidelines."](#) Oregon Business Development Department, 2024.

³⁸⁶ <https://www.builduporegon.org/who-qualifies> "Supporting Those Who Care". Build Up Oregon, 2024.

³⁸⁷ ["Grants for Starting a New Home-Based Child Care Business."](#) Coastal Enterprises, Inc., 2024.

³⁸⁸ ["The Arizona Kith and Kin Project."](#) Association for Supportive Child Care, 23 Aug. 2012.

A Robust Workforce Ecosystem

P Educator recruitment and retention initiatives



New Hampshire created the Child Care Workforce Retention Grant program in FY 2024, funded at \$15 million in the state budget to support providers with workforce recruitment and retention initiatives.³⁸⁹



Virginia used federal Preschool Development Grant (PDG) funds to conduct a local study that selected a randomized group of educators to grant \$1,500 bonuses either in a lump-sum or spread out over three payments. Ultimately, the study found that after 8 months, the bonuses reduced educator turnover in preschool classrooms by 11%, and by over half in child care facilities.³⁹⁰

Q Compensation parity



Minnesota's Great Start Compensation Program, funded at \$316 million in the most recent state budget, grants \$375 monthly per full-time educator to child care providers for the purpose of increasing educator pay, with a 10% bonus allotted to providers serving families in Minnesota's child care financial assistance program.³⁹¹ The program also includes \$500 in one-time payments for legal, non-licensed providers to register as a provider under the child care financial assistance program.³⁹²

R Access to healthcare, retirement, and other benefits



In **New Hampshire's** Coos County, a local philanthropist contributed to a \$250,000 fund offering 2:1 matched retirement savings accounts for early childhood educators.³⁹³



The **Minnesota** Child Care Association, a statewide advocacy organization for child care providers, partnered with a private insurance company to create a health insurance plan specifically for early childhood educators.³⁹⁴



Oregon's Apprentice-Related Child Care (ARCC) program subsidizes childcare for apprentices in the construction industry, funded by state and federal highway funds.³⁹⁵

³⁸⁹ ["New Hampshire Provider Grant Funds."](#) New Hampshire Connections, 2024.

³⁹⁰ Bell, Liz. ["How can we reduce turnover among early childhood educators? Pay them more, a study finds."](#) EdNC, 4 Oct. 2021.

³⁹¹ ["Great Start Compensation Support Payment Programs."](#) Minnesota Department of Human Services, 2024.

³⁹² ["Great Start Compensation Support Payment Programs."](#) Minnesota Department of Human Services, 2024.

³⁹³ Lucas, Kimberly D. ["Retirement for Early Educators: Challenges and Possibilities."](#) Federal Reserve Bank of Boston, July 2023.

³⁹⁴ ["Minnesota Child Care Association."](#) World Insurance, 2024.

³⁹⁵ Gale, Rebecca. ["How Child Care in Oregon Is Saving the Construction Trade."](#) Early Learning Nation, 2023.



New Hampshire leveraged ARPA funding to provide wellness and self-care resources for child care professionals through the statewide NH Connections single point-of-entry platform.³⁹⁶

S Career ladders, salary scales, and registries



New Mexico's Early Care and Education Department publishes an early childhood educator career pathway guide, including a six-step career ladder aligning education levels with educator positions, as well as providing training resources and financial supports to educators.³⁹⁷ In 2024, the state released a formal scale with thresholds for educator pay aligned with the steps of the career ladder, which was also inclusive of support staff beyond educators.³⁹⁸



Minnesota codified a 12-step statewide career ladder establishing experience and education tiers for educators. The Minnesota Department of Human Services funds the DevelopMN registry and online platform to track educators' advancement on the ladder and connect educators with professional development opportunities.³⁹⁹

- Additionally, in FY 2023, Minnesota set aside \$1 million to conduct a study on developing a wage scale and cost-estimation model for early childhood educators.⁴⁰⁰



In 2024, **Rhode Island** used PDG funds to conduct a study on Early Childhood Educator Compensation which documented the current state of educator pay and recommended the creation of a formal wage scale for the educator profession.⁴⁰¹ One of the study's core recommendations was the alignment of the wage scale to Power to the Profession's Unifying Framework credentials – a nationally-developed framework centered around three tiers of experience for early childhood educators with clearly defined parameters for years of experience, education level, and working environment for each tier.⁴⁰²

T Robust pathways into the educator workforce



New Mexico introduced the Early Childhood Educator Student Success Grant program, a \$6.5 million ARPA-funded program which provided living stipends to nearly 3,000 students pursuing degrees in early childhood education.⁴⁰³ The

³⁹⁶ ["Child Care Workforce Wellness and Self-Care"](#). *New Hampshire Connections*, 2024.

³⁹⁷ ["ECECD Launches New Early Childhood Career Pathway Guide."](#) *New Mexico Early Childhood Education and Care Department*, 11 Jan. 2022.

³⁹⁸ O'Donnell, Kelly. ["Early Childhood Wage & Career Lattice Cost Estimates for New Mexico."](#) *OLE NM*, 16 Aug. 2023.

³⁹⁹ ["Minnesota Career Lattice Steps"](#). *Minnesota Center for Professional Development*, 2024.

⁴⁰⁰ ["7 New Minnesota Laws That Early Childhood Education Professionals Should Know About."](#) *The Family Partnership*, August 2023.

⁴⁰¹ ["2023 Early Childhood Educator Compensation Study Final Report."](#) *Public Consulting Group*, Jan. 2024.

⁴⁰² ["Unifying Framework for the Early Childhood Education Profession."](#) *Power to the Profession*, Mar. 2020.

⁴⁰³ ["Annual Outcomes Report Fiscal Year 2023."](#) *New Mexico Early Childhood Education and Care Department*, 16 April 2024.

program was intended to supplement New Mexico’s broader Opportunity Scholarship program, which provides free community college to state residents.⁴⁰⁴



Oklahoma created the Scholars for Excellence in Child Care program, which is a scholarship program that covers full tuition for educators working 30+ hours in quality-ranked programs and who are working towards obtaining an eligible EECC credential.⁴⁰⁵



Kentucky was one of the first states in the country to introduce an early childhood administrator and director apprenticeship program in 2022, creating pathways into and opportunities for growth within the early childhood education profession. In its first year, the program served 70 apprentices, with 130 apprentices currently active across 36 registered apprenticeship employer partners for EECC in the state.⁴⁰⁶

⁴⁰⁴ [“Annual Outcomes Report Fiscal Year 2023.”](#) New Mexico Early Childhood Education and Care Department, 16 April 2024.

⁴⁰⁵ [“Scholars for Excellence in Child Care.”](#) Oklahoma Department of Human Services, 2024.

⁴⁰⁶ [“Apprenticeships.”](#) Kentucky Governor’s Office of Early Childhood, 2024.

Appendix C: Additional Detail on International Examples

Exhibit 4: Researched Countries at-a-glance⁴⁰⁷

Population, governance and paid leave						
	Children under 5 ¹ (% of pop) (2023)	Annual births ¹ (2023)	Birth parent paid leave ² (2022)	Non-birth parent paid leave ² (2022)	Parental leave ² (2022)	Government Type ⁹
OECD average						
United States	19M (6%)	3.7M	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Constitutional republic
Canada	1.9M (5%)	376K	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary democracy
Finland	238K (4%)	47K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Germany	3.9M (5%)	761K	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Netherlands	873K (5%)	181K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Constitutional monarchy
Sweden	590K (6%)	114K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Constitutional monarchy
China	67M (5%)	10.8M	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Communist party-led state
Japan	124M (3%)	815K	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Constitutional monarchy
Denmark	313K (5%)	64K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Constitutional monarchy
Estonia	70K (5%)	13.4K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Hungary	483K (5%)	91K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Iceland	22K (6%)	4.5K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Italy	2.1M (4%)	407K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Latvia	89K (5%)	16.5K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Luxembourg	34K (5%)	6.7K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Constitutional monarchy
Malta	23.6K (4%)	4.9K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Poland	1.96M (5%)	354K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Parliamentary republic
Portugal	425K (4%)	80K	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Semi-presidential republic

⁴⁰⁷ 1. Nurturing Care. “[Early Childhood Development Countdown 2030: Global Report.](#)” Nurturing Care, 2023.

2. Koslowski, Alison, et al. “[18th International Review on Leave Policies and Related Research.](#)” *International Review on Leave Policies and Related Research*, 2022, doi:10.18445/20220909-122329-0.

9. Central Intelligence Agency. “[Government Type.](#)” *The World Factbook*, U.S. Government.

Exhibit 5: Researched Countries at-a-glance⁴⁰⁸

	Enrollment				
	Under 2 enrollment ³ (2021)	Age 2 enrollment ³ (2021)	Age 3 enrollment ³ (2021)	Age 4 enrollment ³ (2021)	Age 5 enrollment ³ (2021)
OECD average	18%	43%	74%	88%	95%
United States			30%	50%	84%
Canada					93%
Finland	19%	72%	84%	89%	92%
Germany	24%	67%	89%	94%	96%
Netherlands		0%	85%	95%	99%
Sweden	26%	92%	95%	95%	96%
China					
Japan	26%	62%	89%	98%	97%
Denmark	38%	87%	96%	97%	98%
Estonia	9%	72%	91%	92%	93%
Hungary	1%	11%	85%	96%	99%
Iceland	40%	94%	97%	97%	97%
Italy		13%	87%	92%	94%
Latvia	9%	74%	90%	94%	97%
Luxembourg		3%	68%	100%	99%
Malta					
Poland		25%	78%	90%	96%
Portugal		0%	78%	95%	98%

⁴⁰⁸ 3. OECD. "Early Childhood Education and Care Policy: 2024 Edition." OECD Publishing, 2024.

Exhibit 6: Researched Countries at-a-glance⁴⁰⁹

Salary and Wages

	% of salary for formal care (avg income couple) ⁴ (2022)	% of salary for formal care (single parent, low earnings) ⁵ (2022)	Average annual wages (2022)	EEC teacher's salaries ³ (Starting) (2022)	EEC teacher's salaries ³ (10+ YoE) (2022)
OECD average	14%	6%	\$55K ⁶	\$35K	\$43K
United States	32%	32%	\$77K ⁶	\$46K	\$51K
Canada	30%	-2%	\$63K ⁶		
Finland	15%	6%	\$56K ⁶	\$33K	\$36K
Germany	1%	1%	\$63K ⁶		
Netherlands	25%	8%	\$67K ⁶	\$49K	\$70K
Sweden	5%	3%	\$56K ⁶	\$42K	\$44K
China			\$16K ¹¹		
Japan	14%	1%	\$43K ⁶		
Denmark	11%	1%	\$65K ⁶	\$47K	\$52K
Estonia	4%	0%	\$35K ⁶		
Hungary	7%	7%	\$30K ⁶	\$16K	\$18K
Iceland	5%	4%	\$84K ⁶		
Italy	0%	0%	\$47K ⁶	\$33K	\$36K
Latvia	0%	0%	\$35K ⁶	\$18K	
Luxembourg	9%	0%	\$83K ⁶	\$72K	\$93K
Malta	0%	0%	\$20K ¹⁰		
Poland	8%	8%	\$38K ⁶	\$19K	\$26K
Portugal	8%	0%	\$35K ⁶	\$34K	\$42K

⁴⁰⁹ 3. OECD. "[Early Childhood Education and Care Policy: 2024 Edition](#)." OECD Publishing, 2024.

4. OECD. "[OECD Data Explorer: Child Benefits and Allowances](#)." OECD, 2024.

5. OECD. "[OECD Data Explorer: Child Benefits and Allowances](#)." OECD, 2024. (Filtered to low-income single parents)

6. OECD. "[Average Annual Wages](#)." OECD, 2024.

10. Borg, Neville. "[Average salary in Malta reached €21,000 in 2022](#)." *Times of Malta*, 2024.

11. Trading Economics. "[China Wages](#)." *Trading Economics*, 2024.

Exhibit 7: Researched Countries at-a-glance⁴¹⁰

	Other				
	Early education students per teaching staff ratio ⁷ (2020)	% of children enrolled in private institutions ³ (All ECE) (2020)	Capital/total current expenditure on ECEC ⁸ (2020)	Capital/total current expenditure on primary ed ⁸ (2020)	Capital/total current expenditure on secondary ed ⁸ (2020)
OECD average	13.09	32%			
United States				\$34B/\$288B	\$39B/\$332B
Canada				\$3.6B/\$37B	\$2B/\$21B
Finland		16%	\$261M/\$2.8B	\$567M/\$3B	\$752M/\$5.2B
Germany	7.37	67%	\$3.2B/\$41B	\$2.8B/\$27B	\$8.8B/\$83B
Netherlands	15.85	29%	\$415M/\$3.3B	\$1.2B/\$10B	\$2B/\$19B
Sweden	13.75	19%	\$449M/\$8.9B	\$491M/\$9.7B	\$529M/\$9.9B
China		56%			
Japan	13.21	78%	\$1B/\$7.4B	\$10.6B/\$52B	\$9.5B/\$67B
Denmark	7.52	19%	\$211M/\$3.7B	\$487M/\$4.5B	\$395M/\$5.4B
Estonia	8.15	4%	\$57M/\$545M	\$132M/\$657M	\$70M/\$576M
Hungary	13.01	12%	\$134M/\$2B	\$146M/\$2.4B	\$386M/\$4.9B
Iceland	3.86	17%	\$21M/\$349M	\$27M/\$423M	\$14M/\$411M
Italy	11.82	28%	\$638M/\$11B	\$897M/\$26B	\$1.7B/\$39B
Latvia	9.24	11%	\$50M/\$590M	\$121M/\$622M	\$152M/\$686M
Luxembourg	8.51	10%	\$36M/\$332M	\$97M/\$742M	\$123M/\$1B
Malta					
Poland	12.59	26%	\$901M/\$9.9B	\$842M/\$15B	\$1.5B/\$22B
Portugal				\$122M/\$4.2B	\$449M/\$6.6B

Green represents a value that is greater than the OECD average, red represents a value that is less than the OECD average, gray represents information that was unavailable.

⁴¹⁰ 3. OECD. “[Early Childhood Education and Care Policy: 2024 Edition](#).” OECD Publishing, 2024.

7. OECD. “[Students Per Teaching Staff in Early Childhood Education](#).” OECD, 2024.

8. OECD. “[Education and Skills Data Explorer: Financial Resources for Education](#).” OECD, 2024.

Exhibit 8: Innovative early education and child care practices – Canada



Financial support for families	<ul style="list-style-type: none"> • \$100 million over five years to help Canadian Armed Forces personnel and their families with child care⁴¹¹
Program structures and models ⁴¹²	<ul style="list-style-type: none"> • Full-time child care: ages 0–3 • Early education and child care focus: ages 0–6 • Compulsory education: ages 5-7
Improvement strategies ^{413, 414}	<ul style="list-style-type: none"> • 2021 objectives: 50% reduction in avg. fees, \$10/day avg. cost, 250K new seats by 2025 • \$1 billion Child Care Expansion Loan Program • \$41.5 million over four years, starting 2025, and up to \$15 million ongoing to capacity building program • \$48M over four years with \$15.8M ongoing Canada Student Loan forgiveness for early childhood educators • \$10M over two years for training early childhood educators
Regulations and quality assurance ^{415, 416}	<ul style="list-style-type: none"> • 2017 Multilateral Early Learning and Child Care (ELCC) Framework: Creation of national framework (excluding Quebec) • Indigenous Early Learning and Child Care Framework • Canada-wide EECC system • Sectoral Table on the Care Economy
Funding ^{417, 418}	<ul style="list-style-type: none"> • 2016 and 2017: \$7.5 billion committed to 11 years for federal investments in EECC • \$30B in 2021 to build a nation-wide system • Additional \$625 million in 2022 to build more spaces • Overall: \$40 billion total invested as of 2024 • ELCC Infrastructure Fund: Focus on advancing inclusion and supports underserved communities

⁴¹¹ Department of National Defense. [“Our North, Strong and Free: A Renewed Vision for Canada’s Defense.”](#) *Government of Canada*, 2024.

⁴¹² Expert interview with Canadian government (Employment and Social Development Canada) on June 20, 2024

⁴¹³ Expert interview with Canadian government (Employment and Social Development Canada) on June 20, 2024

⁴¹⁴ Employment and Social Development Canada. [“Federal and Provincial Territorial Early Childhood Education and Care \(ECEC\) Data for 2024.”](#) *Government of Canada*, June 2024.

⁴¹⁵ Expert interview with Canadian government (Employment and Social Development Canada) on June 20, 2024

⁴¹⁶ Government of Canada. [“2024 Federal Budget Report: Chapter 2.”](#) *Government of Canada*, 2024.

⁴¹⁷ Government of Canada. [“2024 Federal Budget Report: Chapter 2.”](#) *Government of Canada*, 2024.

⁴¹⁸ Expert interview with Canadian government (Employment and Social Development Canada) on June 20, 2024

Exhibit 9: Innovative early education and child care practices – Netherlands



Financial support for families ⁴¹⁹	<ul style="list-style-type: none"> • Current tri-share model splits cost of care between parents, employers, and national government • Parents contribute based on income, employers pay through social insurance, and the government funds through the child care allowance • Additional potential reimbursement of all or part of school travel costs if more than 6 km away or child with disability • Change in 2025: Government will pay 96% of price directly to providers, parents to pay remaining 4%
Program structures and models ⁴²⁰	<ul style="list-style-type: none"> • Playgroups and child care organizations: ages 2.5–4 • Primary school: ages 4–6 • Children learn through play
Improvement strategies ^{421, 422}	<ul style="list-style-type: none"> • Quality and accessibility improvement acts: Innovation and Quality of Childcare Act and Harmonization of Childcare and Playgroup Work Act • 2023: Funds towards 20 focus areas of the Early Child Development Program • 2023: Multilingual child care
Regulations and quality assurance ^{423, 424}	<ul style="list-style-type: none"> • Legal right to education at age 4 • Compulsory education at age 5 • Each group must have 2 professionals with max size of 16 children per group • Pedagogical policy plans • Parent committees to maintain and improve quality • Public external evaluations with two inspection frameworks • External and internal evaluations for primary school
Funding ⁴²⁵	<ul style="list-style-type: none"> • Primary education is fully funded by the government and free for all children • Cities responsible for early childhood education • Government gives money to combat educational disparities • Weighting scheme: Municipal funds to families for EECC are based on education level of parents • Parent, employer, and national government tri-share funding for child care

⁴¹⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in the Netherlands.](#)" *European Commission*, 2023.

⁴²⁰ European Education and Culture Executive Agency. "[Early Childhood Education and Care in the Netherlands.](#)" *European Commission*, 2023.

⁴²¹ European Education and Culture Executive Agency. "[Early Childhood Education and Care in the Netherlands.](#)" *European Commission*, 2023.

⁴²² European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care.](#)" *European Commission*, 2023.

⁴²³ European Education and Culture Executive Agency. "[Early Childhood Education and Care in the Netherlands.](#)" *European Commission*, 2023.

⁴²⁴ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education.](#)" *European Commission*, 2023.

⁴²⁵ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in the Netherlands.](#)" *European Commission*, 2023.

Exhibit 10: Innovative early education and child care practices – Denmark



Financial support for families ^{426, 427, 428}	<ul style="list-style-type: none"> • Free EECC if income less than €2,076/month • Parental expenses capped at 25% of gross operational expenses (paid to city) • Sibling discount (pay 50% of cost for cheapest place parents have a child enrolled in) • Income-based child care allowance: Reduces price of child care (sliding scale based on income. Below €27K income free and sliding until €83K income) • Socio-educational free seat funding: Support for disadvantaged children
Program structures and models ⁴²⁹	<ul style="list-style-type: none"> • Age-integrated institutions: ages 0–6 • Nurseries: ages 0–3 • Kindergartens: ages 3–6
Improvement strategies	<ul style="list-style-type: none"> • 2023: Reduction in screen time⁴³⁰: <ul style="list-style-type: none"> – Ages 0–2: Digital tools only used in pedagogical work in certain situations, such as children with disabilities – Ages 3–5: Digital tools only used on professional recommendation
Regulations and quality assurance ^{431, 432, 433}	<ul style="list-style-type: none"> • Legal guarantee to child care seat at 26 weeks; compulsory education at age 6 • If city can't provide, must cover private care, cover costs to go to another city, or provide a subsidy for parents to take care of children • Mandatory attendance at age 1 in marginalized communities • External evaluations by cities and Danish Evaluation Institute; biannual internal evaluation across six themes
Funding	<ul style="list-style-type: none"> • Cities facilitate public EECC and subsidize 75% of gross operational expenses excl. rent and maintenance⁴³⁴ • Cities receive federal block grants⁴³⁵ • €26 million annually distributed to cities based on expected enrollment to upgrade staff qualifications. Mid-2025: evaluation to assess funds' impact⁴³⁶

⁴²⁶ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Denmark.](#)" *European Commission*, 2023.

⁴²⁷ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Denmark.](#)" *European Commission*, 2023.

⁴²⁸ Life in Denmark. "[Income-Based Allowance, Sibling Allowance, and Other Allowances.](#)" *Denmark.dk*, 2023.

⁴²⁹ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Denmark.](#)" *European Commission*, 2023.

⁴³⁰ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Denmark.](#)" *European Commission*, 2023.

⁴³¹ European Education and Culture Executive Agency. "[Access to Education in Denmark.](#)" *European Commission*, 2023.

⁴³² European Education and Culture Executive Agency. "[Overview of the Education System in Denmark.](#)" *European Commission*, 2023.

⁴³³ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education.](#)" *European Commission*, 2023.

⁴³⁴ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Denmark.](#)" *European Commission*, 2023.

⁴³⁵ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Denmark.](#)" *European Commission*, 2023.

⁴³⁶ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Denmark.](#)" *European Commission*, 2023.

Exhibit 11: Innovative early education and child care practices – Finland



Financial support for families	<ul style="list-style-type: none"> • Free pre-primary education at age 6⁴³⁷ • Fee cap of €295/month (meals included in this price)⁴³⁸ • Low-income exemption⁴³⁹ • Child benefit: Until age 17. Covers general costs relating to raising children (1st child: €95/month, 2nd: €105, 3rd: €134, 4th: €173, 5th+: €193)⁴⁴⁰ • Private child care allowance to go to private school (€192/month with max of €266)⁴⁴¹
Program structures and models ⁴⁴²	<ul style="list-style-type: none"> • Educare model: Combines education, upbringing, and care, highlighting pedagogy • Caters to children ages 0–7
Improvement strategies ⁴⁴³	<ul style="list-style-type: none"> • 2023: Funds given to 7 universities to increase available student seats in teacher education • 2021: Digital quality assessment system: Valkea • March 2023: Income threshold for fees increased 33% • 2022: EECC for kids in hospitals
Regulations and quality assurance ^{444, 445, 446}	<ul style="list-style-type: none"> • Legal right to full-time EECC for all • Compulsory education at age 6 • National Core Curriculum for Early Childhood Education and Care: Guides the development of EECC content • Guidelines and recommendations for evaluating the quality of early childhood education and care • National Core Curriculum for Pre-Primary Education • State-funded continuing professional development for teachers. 2023 budget €15.4M

⁴³⁷ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Finland.](#)" *European Commission*, 2023.

⁴³⁸ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Finland.](#)" *European Commission*, 2023.

⁴³⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Finland.](#)" *European Commission*, 2023.

⁴⁴⁰ Kela. "[Child Benefit.](#)" *Kela*, 2023.

⁴⁴¹ Kela. "[Private Day Care Allowance.](#)" *Kela*, 2023.

⁴⁴² European Education and Culture Executive Agency. "[Early Childhood Education and Care in Finland.](#)" *European Commission*, 2023.

⁴⁴³ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Finland.](#)" *European Commission*, 2023.

⁴⁴⁴ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Finland.](#)" *European Commission*, 2023.

⁴⁴⁵ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education.](#)" *European Commission*, 2023.

⁴⁴⁶ European Education and Culture Executive Agency. "[Continuing Professional Development for Teachers Working in Early Childhood and School Education.](#)" *European Commission*, 2023.

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- Funding**^{447, 448}
- Municipalities must provide services
 - Government 30%, municipalities 56%, families 14% of fees
 - Approximately 26% of municipal funds for education were spent on EECC; sourced primarily from city tax revenue
 - Remote locations receive greater funding; demographics such as population density, age range, and morbidity of the population influence municipal funding levels
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⁴⁴⁷ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Finland.](#)" *European Commission*, 2023.

⁴⁴⁸ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Finland.](#)" *European Commission*, 2023.

Exhibit 12: Innovative early education and child care practices – Germany



Germany

Financial support for families	<ul style="list-style-type: none"> Youth welfare offices assume partial or full cost for parents that can't afford⁴⁴⁹ Good Child Day Care Act introduced staggered parental contributions⁴⁵⁰
Program structures and models⁴⁵¹	<ul style="list-style-type: none"> Child care: ages 1-3 Preprimary education: ages 3-6
Improvement strategies^{452, 453}	<ul style="list-style-type: none"> 5 child care investments since Children Promotion Act of 2008 to expand child care places. Fourth and fifth created 190K seats 2019–2022: Skilled Labour Initiative: Attract people to profession 2023: WiFF Transfer Action Line: Makes knowledge available for practical use
Regulations and quality assurance	<ul style="list-style-type: none"> Age 1 legal entitlement⁴⁵⁴ Compulsory education at age 6⁴⁵⁵ Act on Further Development of Quality and Participation (€5.5 billion support for quality improvement and fee relief)⁴⁵⁶ KiTa Quality Act: €4 billion for quality and accessibility improvement⁴⁵⁷ Common Framework of the Länder for Early Education in Child Day Care Facilities⁴⁵⁸
Funding⁴⁵⁹	<ul style="list-style-type: none"> €40.5 billion on early childhood education and care in 2022 Public centers financed by local authorities, states, and parents Private centers financed by local authorities, states, and parents and include own resources

⁴⁴⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Germany.](#)" *European Commission*, 2023.

⁴⁵⁰ European Education and Culture Executive Agency. "[Access to Education in Germany.](#)" *European Commission*, 2023.

⁴⁵¹ European Education and Culture Executive Agency. "[Access to Education in Germany.](#)" *European Commission*, 2023.

⁴⁵² European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Germany.](#)" *European Commission*, 2023.

⁴⁵³ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Germany.](#)" *European Commission*, 2023.

⁴⁵⁴ European Education and Culture Executive Agency. "[Access to Education in Germany.](#)" *European Commission*, 2023.

⁴⁵⁵ European Education and Culture Executive Agency. "[Overview of the Education System in Germany.](#)" *European Commission*, 2023.

⁴⁵⁶ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Germany.](#)" *European Commission*, 2023.

⁴⁵⁷ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Germany.](#)" *European Commission*, 2023.

⁴⁵⁸ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Germany.](#)" *European Commission*, 2023.

⁴⁵⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Germany.](#)" *European Commission*, 2023.

Exhibit 13: Innovative early education and child care practices – Portugal



Portugal

Financial support for families ^{460, 461, 462}	<ul style="list-style-type: none"> • Underprivileged families receive a monthly family benefit (1 child under 3 €183/month, 3–6+ €72, 2nd under 3 €155, 3+ €72) • School transport, meals, textbooks, and learning equipment can be subsidized • Financial benefit, tax breaks (30% back on education limit of €800) • Cities cover transportation costs • Students may benefit from state funding via school social support regarding school equipment, socioeconomic support, food, school trips/transport, and insurance
Program structures and models ⁴⁶³	<ul style="list-style-type: none"> • Child care: ages 0-3 • Preprimary education: ages 3-6
Improvement strategies ⁴⁶⁴	<ul style="list-style-type: none"> • 2023: Happy Crèche program guarantees free attending and childminding (paid to providers) • Free food, hygiene, registration, insurance, and after-hours care
Regulations and quality assurance ^{465, 466}	<ul style="list-style-type: none"> • Age 3 legal entitlement • Compulsory education at age 6 • Annual internal evaluations • External evaluations in cycles
Funding ⁴⁶⁷	<ul style="list-style-type: none"> • Private solidarity network—network that includes the Private Social Solidarity Institutions charities and mutual associations. The government provides financial support, paying the cost of the educational component and pedagogical quality. • Private pre-primary—funding is based on the monthly fees paid by families who may receive financial help, depending on family support contracts and their income. • Free public pre-primary education fully funded by the state.

⁴⁶⁰ Segurança Social. “[Family Benefits for Children and Young People](#).” *Segurança Social*, 2023.

⁴⁶¹ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Portugal](#).” *European Commission*, 2023.

⁴⁶² European Education and Culture Executive Agency. “[Access to Education in Portugal](#).” *European Commission*, 2023.

⁴⁶³ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Portugal](#).” *European Commission*, 2023.

⁴⁶⁴ European Education and Culture Executive Agency. “[Access to Education in Portugal](#).” *European Commission*, 2023.

⁴⁶⁵ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Portugal](#).” *European Commission*, 2023.

⁴⁶⁶ European Education and Culture Executive Agency. “[Quality Assurance in Early Childhood and School Education in Portugal](#).” *European Commission*, 2023.

⁴⁶⁷ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Portugal](#).” *European Commission*, 2023.

Exhibit 14: Innovative early education and child care practices – Poland



Poland

Financial support for families ^{468, 469, 470}	<ul style="list-style-type: none"> • Act on the Care for Children up to age 3: Monthly support for child care fees (€89/month) • Family Care Capital: Monthly stipend to cover child care and living expenses from age 1 to 3 (€111–223/month) • Cash allowances (€21/month up to age 5) (€217 for childbirth), tax benefits (1st child: €20/month, 2nd: €20/month, 3rd: €36/month), in-kind benefits (transport, meals) • Capped pre-primary education fees (53% of child cares (crèches) below €134/month, kid’s clubs: 54% below €223, child care: 30% below €223) • Family 800+ program: (€185 to families for care expenses)
Program structures and models ⁴⁷¹	<ul style="list-style-type: none"> • Center-based care: ages 0-3 • Pre-primary education: ages 3-6/7
Improvement strategies ⁴⁷²	<ul style="list-style-type: none"> • 2024: Who are you?—A Little Pole: Program to organize cultural, educational, and safety activities for children • 2023: Ninanki: Pre-primary physical activity program • 2024: Active Parent Act: Introduced benefits for parents raising young children
Regulations and quality assurance	<ul style="list-style-type: none"> • Age 3 legal entitlement⁴⁷³ • Compulsory education at age 6⁴⁷⁴ • Professional development is a requirement for teachers; paid leave for training and related activities and funding to cover participation costs⁴⁷⁵ • National framework to standardize care and education⁴⁷⁶ • Children ages 0–3: External evaluations by city, internal evaluations by school⁴⁷⁷

⁴⁶⁸ European Education and Culture Executive Agency. “[Access to Education in Poland](#).” *European Commission*, 2023.

⁴⁶⁹ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Poland](#).” *European Commission*, 2023.

⁴⁷⁰ European Education and Culture Executive Agency. “[National Reforms in Early Childhood Education and Care in Poland](#).” *European Commission*, 2023.

⁴⁷¹ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Poland](#).” *European Commission*, 2023.

⁴⁷² European Education and Culture Executive Agency. “[National Reforms in Early Childhood Education and Care in Poland](#).” *European Commission*, 2023.

⁴⁷³ European Education and Culture Executive Agency. “[Access to Education in Poland](#).” *European Commission*, 2023.

⁴⁷⁴ European Education and Culture Executive Agency. “[Access to Education in Poland](#).” *European Commission*, 2023.

⁴⁷⁵ European Education and Culture Executive Agency. “[Continuing Professional Development for Teachers Working in Early Childhood and School Education in Poland](#).” *European Commission*, 2023.

⁴⁷⁶ European Education and Culture Executive Agency. “[National Reforms in Early Childhood Education and Care in Poland](#).” *European Commission*, 2023.

⁴⁷⁷ European Education and Culture Executive Agency. “[Quality Assurance in Early Childhood and School Education in Poland](#).” *European Commission*, 2023.

	<ul style="list-style-type: none">• Children ages 3–6: Evaluations of pedagogical supervision, teacher appraisal, and school head appraisal⁴⁷⁸
Funding	<ul style="list-style-type: none">• Funding: Local government, state grants, EU structural funds, Labour Fund grants (grants for specific purposes such as expenses related to active and passive labor market practices)⁴⁷⁹• Toddler+ program: Program to create 90K additional child care seats⁴⁸⁰

⁴⁷⁸ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Poland.](#)" *European Commission*, 2023.

⁴⁷⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Poland.](#)" *European Commission*, 2023.

⁴⁸⁰ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Poland.](#)" *European Commission*, 2023.

Exhibit 15: Innovative early education and child care practices – Luxembourg



Financial support for families ^{481, 482}	<ul style="list-style-type: none"> • Chèque-service accueil (CSA) vouchers: Reduced rates or free care (paid to providers) • Family allowance: Monthly allowance from birth to age 18 (€272/month). Can be received for children raised abroad if one parent is working in Luxembourg • Tax credits and/or deductions (€922.5) • Single-parent tax credit: €1.5K if income below €35K and decreases as income approaches €105K where credit becomes €750 • Free public transport and subsidized lunches
Program structures and models ^{483, 484}	<ul style="list-style-type: none"> • Child cares (crèches): ages 0-4 • Preschool: ages 3-5 • Cities must provide facilities for children 3 and older • Interactive map of centers with info hyperlinks
Improvement strategies ⁴⁸⁵	<ul style="list-style-type: none"> • 2022: French literacy pilot project • 2022: Free informal education • 2022: Free musical education
Regulations and quality assurance ^{486, 487, 488}	<ul style="list-style-type: none"> • Age 3 legal entitlement; compulsory education at age 4 • Campaign to improve and promote parental assistance care • Two quality assurance criteria: Structural (ratio, group size, infrastructure) and process (pedagogical approach, program activities, educator/child interaction) • National reference framework on nonformal education for children and young people
Funding ⁴⁸⁹	<ul style="list-style-type: none"> • State covers preprimary staff costs. Cities pay infra. and equipment costs • State-subsidized private education regardless of following national curricula and syllabi • International schools receive no government funding

⁴⁸¹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸² European Education and Culture Executive Agency. "[Access to Education in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸³ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸⁴ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸⁵ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸⁶ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸⁷ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸⁸ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Luxembourg.](#)" *European Commission*, 2023.

⁴⁸⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Luxembourg.](#)" *European Commission*, 2023.

Exhibit 16: Innovative early education and child care practices – Iceland



Iceland

Financial support for families ^{490, 491}	<ul style="list-style-type: none"> • Sibling rebates (varies from city to city) • Student or single parent discount (varies from city to city) • Child benefit to help support caring for children (income-linked)
Program structures and models	<ul style="list-style-type: none"> • Early childhood education and care: ages 0–6⁴⁹²
Improvement strategies	<ul style="list-style-type: none"> • 2008 Preschool Act: Defines EECC focus on pedagogy and learning through play⁴⁹³ • 2030 Education Policy to align with UN SDGs: Covers all levels of education, including teacher education⁴⁹⁴
Regulations and quality assurance ⁴⁹⁵ <small>496 497 498</small>	<ul style="list-style-type: none"> • Compulsory education at age 6 • Cities commit to places for children 18–36 months • Integrated approach of education and care • Contracts require teachers to spend time on in-service training, preparation, and other duties outside presence in school • National Curriculum Guide and Pre-Primary School Act sets core goals for education of children • Internal evaluations conducted by schools; external evaluations by Ministry of Education, Science, and Culture
Funding ⁴⁹⁹	<ul style="list-style-type: none"> • Cities are responsible for the construction and running of pre-primary schools, including salaries and operational costs • Parents contribute 10–25% of operating costs for EECC facilities • Cities may grant permission and funding to parents or private entities to establish and run private preprimary schools; national income tax and local taxes cover most costs

⁴⁹⁰ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Iceland.](#)” *European Commission*, 2023.

⁴⁹¹ Norden. “[Child Benefits in Iceland.](#)” *Nordic Council of Ministers*, 2023.

⁴⁹² European Education and Culture Executive Agency. “[Early Childhood Education and Care in Iceland.](#)” *European Commission*, 2023.

⁴⁹³ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Iceland.](#)” *European Commission*, 2023.

⁴⁹⁴ European Education and Culture Executive Agency. “[Ongoing Reforms and Policy Developments in Iceland.](#)” *European Commission*, 2023.

⁴⁹⁵ European Education and Culture Executive Agency. “[Single Structure of Primary and Lower Secondary Education in Iceland.](#)” *European Commission*, 2023.

⁴⁹⁶ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Iceland.](#)” *European Commission*, 2023.

⁴⁹⁷ European Education and Culture Executive Agency. “[Continuing Professional Development for Teachers Working in Early Childhood Education in Iceland.](#)” *European Commission*, 2023.

⁴⁹⁸ European Education and Culture Executive Agency. “[Quality Assurance in Early Childhood and School Education in Iceland.](#)” *European Commission*, 2023.

⁴⁹⁹ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Iceland.](#)” *European Commission*, 2023.

Exhibit 17: Innovative early education and child care practices – Sweden



Sweden

Financial support for families	<ul style="list-style-type: none"> • Fee caps (3% of income for 1 child, 2% for second, 1% for third, free for fourth)⁵⁰⁰ 	
Program structures and models ⁵⁰¹	<ul style="list-style-type: none"> • Unitary pre-primary education: ages 1–5 • Compulsory preprimary classes: age 6 	
Improvement strategies ⁵⁰²	<ul style="list-style-type: none"> • Removed digital learning tools requirement • €15M for pre-primary books to increase reading comprehension • Reduction in administrative burden for teachers 	<ul style="list-style-type: none"> • State subsidies to reduce size of child groups in pre-primary schools • Annual campaign to inform parents about purpose of pre-primary education
Regulations and quality assurance ^{503, 504}	<ul style="list-style-type: none"> • Age 1 entitlement to subsidized EECC • Age 3 entitlement to free EECC 15 hours per week • Compulsory education at age 6 	<ul style="list-style-type: none"> • Children whose parents are working or studying have the right to publicly subsidized afterschool • Municipalities do internal evaluations • Swedish Schools Inspectorate does external evaluations
Funding ⁵⁰⁵	<ul style="list-style-type: none"> • Pre-primary and school-age EECC financed by state grants, municipal grants, and fees 	<ul style="list-style-type: none"> • Educators are employed by the municipality

⁵⁰⁰ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Sweden.](#)" *European Commission*, 2023.

⁵⁰¹ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Sweden.](#)" *European Commission*, 2023.

⁵⁰² European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Sweden.](#)" *European Commission*, 2023.

⁵⁰³ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Sweden.](#)" *European Commission*, 2023.

⁵⁰⁴ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Sweden.](#)" *European Commission*, 2023.

⁵⁰⁵ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Sweden.](#)" *European Commission*, 2023.

Exhibit 18: Innovative early education and child care practices – Estonia



Estonia

Financial support for families	<ul style="list-style-type: none"> • Fee cap: No more than 20% of minimum wage⁵⁰⁶ • Child allowance: Payment for every child until 16 (€80 for first and second child, €100 for third and subsequent)⁵⁰⁷ • Monthly benefit for large families (3–6 children: €300/month, 7+ children: €400/month)⁵⁰⁸ 	<ul style="list-style-type: none"> • Parental benefit: Payment until 18 months⁵⁰⁹ • Single parent child care allowance for each child (€50/month)⁵¹⁰ • Child care reimbursement⁵¹¹ • Tax benefit (€1,848/year for second child, €3,048 starting from third child)⁵¹² • Student loan repayment suspension until child is 3 years old⁵⁰⁸
Program structures and models	<ul style="list-style-type: none"> • Early childhood education and care: ages 1.5–7⁵¹³ 	
Improvement strategies⁵¹⁴	<ul style="list-style-type: none"> • Act on Early Childhood Education and Childcare: Integration of child care services and pre-primary education into a single system 	<ul style="list-style-type: none"> • “Preschool Childcare Institutions Act”: Amendment requiring kindergarten to be taught in Estonian
Regulations and quality assurance⁵¹⁵ <small>516 517</small>	<ul style="list-style-type: none"> • Entitlement to EECC at age 1.5 • Compulsory education at age 7 • Free continuing education for teachers, with compensation for transport and accommodation costs 	<ul style="list-style-type: none"> • Internal evaluations to ensure conditions that support child development • External evaluations to inform education policy at state levels

⁵⁰⁶ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Estonia.](#)” *European Commission*, 2023.

⁵⁰⁷ Sotsiaalkindlustusamet. “[Child and Family Benefits Rates.](#)” *Estonian Social Insurance Board*, 2023.

⁵⁰⁸ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Estonia.](#)” *European Commission*, 2023.

⁵⁰⁹ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Estonia.](#)” *European Commission*, 2023.

⁵¹⁰ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Estonia.](#)” *European Commission*, 2023.

⁵¹¹ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Estonia.](#)” *European Commission*, 2023.

⁵¹² Estonian Tax and Customs Board. “[Tax Incentives.](#)” *Estonian Ministry of Finance*, 2023.

⁵¹³ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Estonia.](#)” *European Commission*, 2023.

⁵¹⁴ European Education and Culture Executive Agency. “[National Reforms in Early Childhood Education and Care in Estonia.](#)” *European Commission*, 2023.

⁵¹⁵ European Education and Culture Executive Agency. “[National Reforms in Early Childhood Education and Care in Estonia.](#)” *European Commission*, 2023.

⁵¹⁶ European Education and Culture Executive Agency. “[Continuing Professional Development for Teachers Working in Early Childhood Education in Estonia.](#)” *European Commission*, 2023.

⁵¹⁷ European Education and Culture Executive Agency. “[Quality Assurance in Early Childhood and School Education in Estonia.](#)” *European Commission*, 2023.

Funding⁵¹⁸

- Municipal pre-primary schools:
Financed through city budget
 - Private pre-primary schools:
Municipally-funded if not enough public seats
 - Central government allocates support for in-service training of pre-primary teachers and Estonian language courses for non-native speakers
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⁵¹⁸ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Estonia.](#)" *European Commission*, 2023.

Exhibit 19: Innovative early education and child care practices – Latvia



Financial support for families ^{519, 520}	<ul style="list-style-type: none"> Public EECC is free of charge; parents pay for additional services such as foreign language education and meals Family allowance: Monthly payment until age 16 Tax relief for children until age 24 (€250/month)
Program structures and models ⁵²¹	<ul style="list-style-type: none"> Play-based learning throughout the day, indoors and outdoors Pre-primary education: ages 1.5–7 Legal obligation to attend pre-primary education at ages 5 and 6
Improvement strategies ⁵²²	<ul style="list-style-type: none"> Child, Youth, and Family Development Guidelines: In 2022, four focus areas established Comprehensive support services based on global best practices coming in 2027 Minimum salary increase to match that of general educators Workload composition change: 34 hours for teaching and 6 for others⁵²²
Regulations and quality assurance ^{523, 524, 525}	<ul style="list-style-type: none"> Seat guarantee at 18 months. Cities are responsible for ensuring seats Compulsory education at age 5 Education Law 1999 gave pre-primary education a central role in EECC Pre-primary is part of the general education system in Latvia Internal and external evaluations across 22 criteria Accreditation every 6 years based on evaluations
Funding ⁵²⁶	<ul style="list-style-type: none"> Local government owns public pre-primary classrooms; funds salaries, administrative and technical staff, learning materials, and maintenance of buildings and utilities Compulsory private pre-primary schools can receive funds to pay teacher salaries Federally-funded compulsory pre-primary education for 5–6-year-olds

⁵¹⁹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Latvia](#)." *European Commission*, 2023.

⁵²⁰ PwC. "[Deductions](#)." *PwC Tax Summaries*, 2023.

⁵²¹ European Education and Culture Executive Agency. "[Access to Education in Latvia](#)." *European Commission*, 2023.

⁵²² European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Latvia](#)." *European Commission*, 2023.

⁵²³ European Education and Culture Executive Agency. "[Access to Education in Latvia](#)." *European Commission*, 2023.

⁵²⁴ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Latvia](#)." *European Commission*, 2023.

⁵²⁵ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Latvia](#)." *European Commission*, 2023.

⁵²⁶ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Latvia](#)." *European Commission*, 2023.

Exhibit 20: Innovative early education and child care practices – Italy



Financial support for families ^{527, 528, 529}	<ul style="list-style-type: none"> • EECC financial support measures: City can provide concessions, discounts, or total exemption for fees • Public pre-primary: States can offer financial aid directly to families for transportation, meals, and teaching materials 	<ul style="list-style-type: none"> • Municipalities issue financial aid for private EECC • Tax relief: 19% or max of €800/child • Sibling discount for EECC • Child benefit: One child €50–175, two children €100–350, three €160–610, four or more: €430–970)
Program structures and models ⁵³⁰	<ul style="list-style-type: none"> • Integrated system: ages 0–6 • Educational services: ages 0–3 • Pre-primary school: ages 3–6 	
Improvement strategies	<ul style="list-style-type: none"> • 2022 National steering document:⁵³¹ <ul style="list-style-type: none"> – History of childhood education – Rights of child in first thousand days – Educational alliance with parents 	<ul style="list-style-type: none"> – Characteristics of the profession – Organizational aspects – Aims of integrated system
Regulations and quality assurance ^{532, 533}	<ul style="list-style-type: none"> • No legal EECC guarantee • 0–3 EECC: No national quality assurance. Decentralized accreditation at local level 	<ul style="list-style-type: none"> • Ages 3–6: Excluded from national quality assurance. 2023 trial to create national evaluation system
Funding ⁵³⁴	<ul style="list-style-type: none"> • Public and private EECC for children under age 3 are financed through federal, state, and city funds • Integrated system funded federally using a national fund 	<ul style="list-style-type: none"> • EECC (0–3): Families pay enrollment and attendance fees. Max threshold set at state and federal level • Public pre-primary (3–6): Fee free. Parents pay for transportation and canteen services • Private pre-primary: Families pay fees

⁵²⁷ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Italy.](#)” *European Commission*, 2023.

⁵²⁸ European Education and Culture Executive Agency. “[Access to Education in Italy.](#)” *European Commission*, 2023.

⁵²⁹ Expatica. “[Italy Child Benefits.](#)” *Expatica*, 2023.

⁵³⁰ European Education and Culture Executive Agency. “[Early Childhood Education and Care in Italy.](#)” *European Commission*, 2023.

⁵³¹ European Education and Culture Executive Agency. “[National Reforms in Early Childhood Education and Care in Italy.](#)” *European Commission*, 2023.

⁵³² European Education and Culture Executive Agency. “[Access to Education in Italy.](#)” *European Commission*, 2023.

⁵³³ European Education and Culture Executive Agency. “[Quality Assurance in Early Childhood and School Education in Italy.](#)” *European Commission*, 2023.

⁵³⁴ European Education and Culture Executive Agency. “[Early Childhood and School Education Funding in Italy.](#)” *European Commission*, 2023.

Exhibit 21: Innovative early education and child care practices – Malta



Financial support for families ^{535, 536}	<ul style="list-style-type: none"> • Free Childcare Scheme: Introduced April 2014 provides free child care for parents in employment or education • Support for vulnerable children fund • Government-funded transport if distance more than 1 km 	<ul style="list-style-type: none"> • Income tax rebate: Families that don't benefit from Free Childcare Scheme (€2,000 per year) • Child benefit: Cash every 13 weeks (€450 for families over €25,924 and more as income decreases) • €500 for first child and €1,000 for each subsequent child
Program structures and models ⁵³⁷	<ul style="list-style-type: none"> • Pre-primary: <ul style="list-style-type: none"> – Child care: ages 0–3 – Kindergarten: ages 3–5 	
Improvement strategies ⁵³⁸	<ul style="list-style-type: none"> • 2022: Assistant to the Child Care Educator Award: To improve competencies of aspiring child care assistants 	<ul style="list-style-type: none"> • 2022: Training of child care educators in Child Led Approach within FES centers • 2021: Top-up degree for Early Years Education
Regulations and quality assurance ⁵³⁹	<ul style="list-style-type: none"> • Compulsory education at age 5 • Early Childhood Education and Care (ages 0–7) National Policy Framework • Directorate for Quality and Standards in Education (DQSE): National QA body 	<ul style="list-style-type: none"> • National Quality Standards in Education (ages 3–16) • Quality Assurance Framework for Education in Malta (ages 0–16)
Funding ⁵⁴⁰	<ul style="list-style-type: none"> • National funds allocated for the operation of centers • Priorities: Equitable access, and parental participation in workforce 	<ul style="list-style-type: none"> • Parents pay for additional hours and costs related to outings and individual child needs (e.g., food and hygiene items)

⁵³⁵ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Malta.](#)" *European Commission*, 2023.

⁵³⁶ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Malta.](#)" *European Commission*, 2023.

⁵³⁷ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Malta.](#)" *European Commission*, 2023.

⁵³⁸ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Malta.](#)" *European Commission*, 2023.

⁵³⁹ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Malta.](#)" *European Commission*, 2023.

⁵⁴⁰ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Malta.](#)" *European Commission*, 2023.

Exhibit 22: Innovative early education and child care practices – Hungary



Financial support for families ^{541, 542}	<ul style="list-style-type: none"> • Family Support Act: Monthly schooling support • Free or discounted meals at kindergarten • Free kindergarten in public settings 	<ul style="list-style-type: none"> • Capped fees: Child care can't exceed 25% of net per capita income • Kindergarten bus in smaller communities
Program structures and models ⁵⁴³	<ul style="list-style-type: none"> • Nursery care: ages 0–3 • Kindergarten care: ages 3–6 	
Improvement strategies ⁵⁴⁴	<ul style="list-style-type: none"> • Green Kindergarten Program: Promotion of environmental education • Smart Kindergarten Program: Enables website design and tailoring to needs 	<ul style="list-style-type: none"> • Every Child Should Learn to Swim program • Family-Friendly Workplace Program: Funds to make companies family-friendly
Regulations and quality assurance ^{545, 546, 547}	<ul style="list-style-type: none"> • Compulsory at age 3 • City mandate to provide nursery care if children under 3 exceed 40 or five families request • Kindergarten mandatory if at least eight kids or requested by eight parents 	<ul style="list-style-type: none"> • National quality assurance system of kindergartens use internal and external evaluations • Pedagogical program: Defines full range of services provided by the institution
Funding ⁵⁴⁸	<ul style="list-style-type: none"> • Two-tiered funding system: Most of the central budget subsidies go to maintenance entities <ul style="list-style-type: none"> – Normative: Subjective right – Targeted: Through application 	<ul style="list-style-type: none"> • Public kindergarten managed by cities • Private subsidized with federal funds

⁵⁴¹ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Hungary.](#)" *European Commission*, 2023.

⁵⁴² European Education and Culture Executive Agency. "[Access to Education in Hungary.](#)" *European Commission*, 2023.

⁵⁴³ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Hungary.](#)" *European Commission*, 2023.

⁵⁴⁴ European Education and Culture Executive Agency. "[National Reforms in Early Childhood Education and Care in Hungary.](#)" *European Commission*, 2023.

⁵⁴⁵ European Education and Culture Executive Agency. "[Quality Assurance in Early Childhood and School Education in Hungary.](#)" *European Commission*, 2023.

⁵⁴⁶ European Education and Culture Executive Agency. "[Early Childhood Education and Care in Hungary.](#)" *European Commission*, 2023.

⁵⁴⁷ European Education and Culture Executive Agency. "[Access to Education in Hungary.](#)" *European Commission*, 2023.

⁵⁴⁸ European Education and Culture Executive Agency. "[Early Childhood and School Education Funding in Hungary.](#)" *European Commission*, 2023.

Exhibit 23: Innovative early education and child care practices – China



China

Financial support for families	<ul style="list-style-type: none"> • Taxpayers who act as guardians to children under 3 can deduct 1,000 yuan (~ \$140) per month per child in calculations of income tax payments⁵⁴⁹ 	<ul style="list-style-type: none"> • Specific regions implement parent subsidy policies, some reaching 30,000 yuan (~ \$4,147), which change on a per-child basis⁵⁵⁰
Program structures and models ⁵⁵¹	<ul style="list-style-type: none"> • Nurseries: ages 0–3 • Kindergartens: ages 3–6 • Pre-primary classes: ages 5–6 	
Improvement strategies ^{552, 553, 554}	<ul style="list-style-type: none"> • Implementation of preferential tax policies for child care services • China Childcare Services Law discussed at the 14th National People’s Congress 	<ul style="list-style-type: none"> • Local governments are continually encouraged to create child care subsidy systems/pilot child grants⁵⁴⁹ • Planning to increase the number of child care seats from 1.8 to 4.5 (per 1,000 people) by 2025
Regulations and quality assurance ⁵⁵⁵	<ul style="list-style-type: none"> • EECC is noncompulsory • The Ministry of Education oversees kindergartens • The Ministry of Hygiene oversees nurseries 	<ul style="list-style-type: none"> • <i>E.g., The Regulations on Kindergarten Management and Rules on Kindergarten Routines</i> provide legal rights to and organizational norms for kindergartens
Funding ^{556, 557}	<ul style="list-style-type: none"> • 1.3–1.4% of China’s national budget is dedicated to early childhood education • Resources are scarce at the local and state level 	<ul style="list-style-type: none"> • New seats in universal child care are eligible for a grant of 20,000 yuan (~ \$2,800, a recent increase from 10,000 yuan)

⁵⁴⁹ UNICEF China. “[Family Policies in China](#).” *UNICEF China*, 2023.

⁵⁵⁰ Anqi, Fan and Du Qiongfang. “[Multiple Regions Across China Introduce Incentives to Encourage Women to Have More Babies](#).” *Global Times*, 2024.

⁵⁵¹ Zhu, Jiaxiang. “[Early Childhood Education and Relative Policies in China](#).” *International Journal of Child Care and Education Policy*, vol. 3, no. 1, May 2009, pp. 51–60, doi:10.1007/2288-6729-3-1-51.

⁵⁵² Global Times. “[China’s New Policies on Childcare and Family Support](#).” *Global Times*, 2024.

⁵⁵³ Yuxin, Yao and Cang Wei. “[China’s New Measures to Encourage Childbirth and Support Families](#).” *China Daily*, 23 May 2024.

⁵⁵⁴ UNICEF China. “[Family Policies in China](#).” *UNICEF China*, 2023.

⁵⁵⁵ Zhu, Jiaxiang. “[Early Childhood Education and Relative Policies in China](#).” *International Journal of Child Care and Education Policy*, vol. 3, no. 1, May 2009, pp. 51–60, doi:10.1007/2288-6729-3-1-51.

⁵⁵⁶ Zhu, Jiaxiang. “[Early Childhood Education and Relative Policies in China](#).” *International Journal of Child Care and Education Policy*, vol. 3, no. 1, May 2009, pp. 51–60, doi:10.1007/2288-6729-3-1-51.

⁵⁵⁷ Firstpost. “[China Announces Double Subsidy for Child and Elderly Care Facilities to Address Aging Population and Declining Birth Rate](#).” *Firstpost*, 22 May 2024.

Exhibit 24: Innovative early education and child care practices – Japan



Financial support for families ^{558, 559}	<ul style="list-style-type: none"> • Parents receive ¥15K monthly per child aged 0–2 and ¥10K (~ \$68.21) monthly from ages 3–15 (becoming ages 3–18 in October 2024) • ¥30K monthly for 3rd+ child • ¥500K subsidy for childbirth
Program structures and models ^{560, 561}	<ul style="list-style-type: none"> • Nurseries: ages 0-3 • Kindergarten: ages 3-6 • Kodomo-en integrated EECC programming: ages 0–6
Improvement strategies	<ul style="list-style-type: none"> • Child Care Access for All: Free care for 6-month- to 2-year-olds; implementation in 2026⁵⁶² • 2015 Comprehensive Support System for Children and Childcare (CSSCC) policy: Promoted the expansion of licensed early childhood education and care services and established new types of services⁵⁶³ • Nintei-kodomoen: System implemented in 2006 to merge the functions of kindergartens and nurseries, a distinction that had previously caused tensions within the system⁵⁶⁴ • 2019: Free education and care for all 3–5-year-olds⁵⁶⁵
Regulations and quality assurance ⁵⁶⁶	<ul style="list-style-type: none"> • Kindergarten facilities are accredited by Ministry of Education, Culture, Sports, Science and Technology, and are regulated by School Education Law and the Course of Study • Kodomo-en are accredited by the Cabinet Office and are regulated by the Guidelines for Centers for Early Childhood Education and Care
Funding ^{567 568}	<ul style="list-style-type: none"> • ¥3.5 trillion increase in child care budget per year committed over the next 3 years to address the declining birthrate (FY 2024) • For reference, in 2023, ~ ¥4.8 trillion was allocated to the relevant government agency

⁵⁵⁸ Yomiuri Shimbun. “[Child Allowances in Japan to be Expanded from Oct. 2024.](#)” *The Japan News*, 15 June 2024.

⁵⁵⁹ Kantei (Prime Minister of Japan). “[Child Support Policies.](#)” *Government of Japan*, 2024.

⁵⁶⁰ Fujisawa, Keiko K, et al. “[Quality of Early Childhood Education and Care in Japanese Accredited Nursery Centers: A Study Using the Early Childhood Environment Rating Scale, Third Edition \(ECERS-3\).](#)” *PloS One*, U.S. National Library of Medicine, 10 Feb. 2023.

⁵⁶¹ Imoto, Yuki. “[The Japanese Preschool System in Transition.](#)” *Research in Comparative and International Education*, vol. 2, no. 2, June 2007, pp. 88–101, doi:10.2304/rcie.2007.2.2.88.

⁵⁶² NHK World. “[Japan’s New Childcare and Family Support Initiatives.](#)” *NHK World*, 2024.

⁵⁶³ Zhang, Chi, and Shunsuke Managi. “[Childcare Availability and Maternal Employment: New Evidence from Japan.](#)” *Economic Analysis and Policy*, vol. 69, Mar. 2021, pp. 83–105, doi:10.1016/j.eap.2020.11.001.

⁵⁶⁴ NHK World. “[Japan’s New Childcare and Family Support Initiatives.](#)” *NHK World*, 2024.

⁵⁶⁵ “[Japan Expanding Free Preschool, Part of Abe’s \\$17.5bn Spending.](#)” *Nikkei Asia*, 8 Nov. 2017.

⁵⁶⁶ Fujisawa, Keiko K, et al. “[Quality of Early Childhood Education and Care in Japanese Accredited Nursery Centers: A Study Using the Early Childhood Environment Rating Scale, Third Edition \(ECERS-3\).](#)” *PloS One*, U.S. National Library of Medicine, 10 Feb. 2023.

⁵⁶⁷ Kyodo News. “[Kishida Eyes Japan’s Child Care Budget Boost of About ¥3.5 Trillion.](#)” *Kyodo News*, 2023.

⁵⁶⁸ Ferrari, Galileo. “[Japan to Increase Childcare Spending to Challenge Declining Births.](#)” *JAPAN Forward*, 26 July 2023.

Appendix D: Glossary of Key Terms

Term	Definition/Description/common usage
Early education and child care (EECC)	The sector/system involved in the education and care of young children
Seat	Placement for a child in an EECC program
CCFA (child care financial assistance)	Financial assistance provided to families to help cover the costs of licensed family or center-based child care. Eligibility is available online at Mass.gov/CCFA
Low-income	Descriptor of financial status of a community or family with insufficient or minimal resources to meet needs
Provider	The organization, company, or individual that sponsors or runs an EECC program.
Program	A unique location delivering EECC (many providers offer only one program; however, EEC counts individual programs of “umbrella providers” – those with multiple sites – separately)
Caregiver	The custodial/guardian adult raising a child.
Educator	Inclusive of all EECC program staff that have an instructional role, including teachers, directors, coaches, etc.
Preschool	Programs for children 2 years and 9 months old until kindergarten; typically serving 3- and 4-year-olds
Pre-K	Programs serving children the year before they enter Kindergarten; typically 4-year-olds
Cost to provide care	The sum of all the expenses borne by a provider in order to serve a child care
Price/tuition	The out-of-pocket fee families pay for EECC
Credential	Workforce qualification required for a given level of employment
Wraparound	In the context of EECC, the services that are not directly related to the provision of care in the classroom, but which support children’s healthy development (e.g., mental health supports, food, transportation)
Family supports	Any resources/supports given directly to parents/families, which indirectly support their access to care (e.g., child tax credits, PFML)
EECC sector, ecosystem	The area of the economy associated with the provision of EECC, comprised of providers and the workforce
EECC system	The interconnected collection of providers, state agencies, families, children, and all other parties involved in provision or receipt of EECC and

Term	Definition/Description/common usage
	EECC supports
Informal care	Non-parental child care, both paid and unpaid, provided by friends, families, neighbors, and others outside of the licensed and licensed exempt sector
Formal care	Licensed child care overseen by some administrative body, in MA, usually the EEC, and encompassing center-based care for group and school-aged (GSA), Family Child Care (FCC), and funded programs
FFN (family, friend, and neighbor) care	FFN care is non-parental care provided inside or outside a child’s home through an arrangement the caregiver has made with a family, friend, or neighbor. FFN may be paid or unpaid. Some FFN providers receive reimbursement from MA for their care, at a different rate from that of licensed providers. FFN care is, by definition, not licensed care
Center-Based Care (CBC)	One of the main forms of licensed child care in MA, center-based care takes place outside of the home for children grouped by age, 0-13. Classrooms are typically grouped as follows: infant, toddler, preschool, and school-aged. Center-based care can be licensed for a minimum of 6 children and has no maximum (some programs serve over 100 children)
Family Child Care (FCC)	Family Child Care programs are programs where a child care provider cares for children within their own home. In Massachusetts FCC programs can be licensed for 6, 8 or 10 children.
Commonwealth Cares for Children (C3)	Direct-to-provider operations grants program that was initially funded with federal dollars in 2021 through ARPA, and which MA has made permanent and now funds with state dollars. EEC licensed and licensed exempt programs are eligible and receive grants monthly, based on their capacity, size of staff, and the population of children served.
Commonwealth Preschool Partnership Initiative (CPPI)	A competitive grant program overseen by EEC that funds Massachusetts municipalities to develop partnerships between school districts and local early education and child care programs to expand access to high quality preschool within the district. The objective is to provide 3 and 4-year-olds in a district with equitable access to high quality preschool, while ensuring families have multiple provider options to choose from across public and community-based classrooms.
Universal PreKindergarten (UPK) ⁵⁶⁹	“Universal pre-k” ensures any family who wants to enroll their preschool-aged child in a publicly-funded, pre-kindergarten care and education program has the opportunity to make that choice. Such programs provide early education the year before children enter kindergarten, while some also serve three-year-olds. There are a variety of funding mechanisms —

⁵⁶⁹ Early Childhood Success. "[What is Universal Pre-K?](#)" *The Campaign for Grade-Level Reading*, Early Childhood Success, 2023.

Term	Definition/Description/common usage
	federal, state, and local — that support universal pre-k. Unlike in the traditional public education systems in most states, many states allow programs outside the public school system (e.g., CBC and faith-based child care centers) to participate in Universal Pre-K as community-based providers.
Quality Rating and Improvement System (QRIS)	QRIS, also known as quality improvement systems, assign ratings and support improvements to child care programs. EEC developed the Massachusetts QRIS in 2011 to improve the quality of EEC programs in the state. The system was paused due to the pandemic to allow programs to focus on health and safety practices. EEC has not resumed QRIS as it develops a new overall quality improvement framework.
After-School and Out of School Time (ASOST)	Programs designed for the education and care of school-aged children during the hours during which public schools are not formally in session. ASOST programs may be provided by EEC providers who also care for children 0-5, by organizations dedicated to ASOST, or by other providers and is inclusive of before-school, after-school, vacation and summer programming hours beyond school time.
K-12	Public Schools, Kindergarten through 12th grade
EEC: Department of Early Education and Care ⁵⁷⁰	EEC is part of the Executive Office of Education and also governed by the Board of Early Education and Care that sets policies and regulations related to early education and child care programs and services in Massachusetts. EEC includes formal programs for infants, toddlers, preschoolers, and school age children during out-of-school time; group homes; foster care and adoption placement agencies; and residential schools for children with disabilities; as well as programs in informal settings such as home visiting, and community-based family engagement networks. EEC also provides technical assistance to licensed programs and assists programs in advancing to higher levels of quality through a system of standards and support.
EOE: Executive Office of Education ⁵⁷¹	The Executive Office of Education works with the Department of Early Education and Care, Department of Elementary and Secondary Education (K-12), Department of Higher Education, and the state's 29 public colleges and universities to connect programs and policies across the entire public education system.
EOLWD: Executive Office of Labor and Workforce	EOLWD supports Massachusetts jobseekers, workers, and employers to cultivate a skilled workforce for a range of industries throughout Massachusetts; support economic stability for impacted workers following a

⁵⁷⁰ Massachusetts Department of Early Education and Care. "[About the Department of Early Education and Care \(EEC\).](#)" *Mass.gov*, Massachusetts Department of Early Education and Care, 2024.

⁵⁷¹ Executive Office of Education. "[Executive Office of Education.](#)" *Mass.gov*, Executive Office of Education, 2024.

Term	Definition/Description/common usage
Development ⁵⁷²	job loss, injury, or illness; and protect the rights, health, safety, wages, and working conditions of workers.

⁵⁷² Executive Office of Labor and Workforce Development. "[Executive Office of Labor and Workforce Development](#)." *Mass.gov*, Executive Office of Labor and Workforce Development, 2024.