

RAISING
CHILD CARE,
RAISING
AMERICA
MAY 19-22

Supporting the Unique Needs of FFN Caregivers



Welcome



Agenda

- **Overview of FFN care**
 - Who are FFN Caregivers?
 - Who do FFN Caregivers serve?
- **National perspective on Supporting FFN Care**
 - How can CCRRs support FFN caregivers and the families they serve
- **Local/state perspective on Supporting FFN Care**
 - CCRR best practices in supporting FFN caregivers and the families they serve
- **Policy considerations and implications**
- **Q&A**



Home-based Child Care Definitions



Family, Friend and Neighbor (FFN)

A broad term encompassing many types of caregivers, typically those who have a previous relationship with the children for whom they care. Family, friend and neighbor care makes up the majority of home-based child care. They are the grandmothers, nanas, aunties, abuelitas, family, friends and neighbors who care for children. Most states allow FFN caregivers to be legally license exempt, or legally nonlicensed, meaning they are not required to pursue licensure to serve the (usually smaller) number of children they care for. These caregivers may be paid or unpaid and may not view themselves as providers.



National FFN Landscape

Where are young children having their early childhood experiences? [FACT SHEET](#)

- **5 million children 0-5** in FFN care
- **2,840,000 infants and toddlers** in FFN care

FFN Caregivers:

- [5 million+ paid and unpaid](#)
- 97% of HBCC workforce is women
- 50% providers of color
- Estimated [33% of paid FFN speak a language other than english and 15% of paid FFN identify as immigrants](#)
- Estimated [24% of unpaid FFN speak a language other than english and 7% of unpaid FFN identify as immigrants](#)



Serves families who are furthest from resources and under-served by ECE systems:

[Children whose families work nontraditional hrs](#)

Children from low-income families

Black and Latinx children

Children in rural areas

Children with special needs

RAPID OVERVIEW

Ongoing survey of households with at least one child under age 6 **launched in April 2020** to understand experiences during the COVID-19 pandemic

Added parallel **national child care provider survey** in 2021

Tool to **elevate voices of adults in young children's' lives** ; provide timely and actionable data; and promote data-informed programs, advocacy, and policymaking

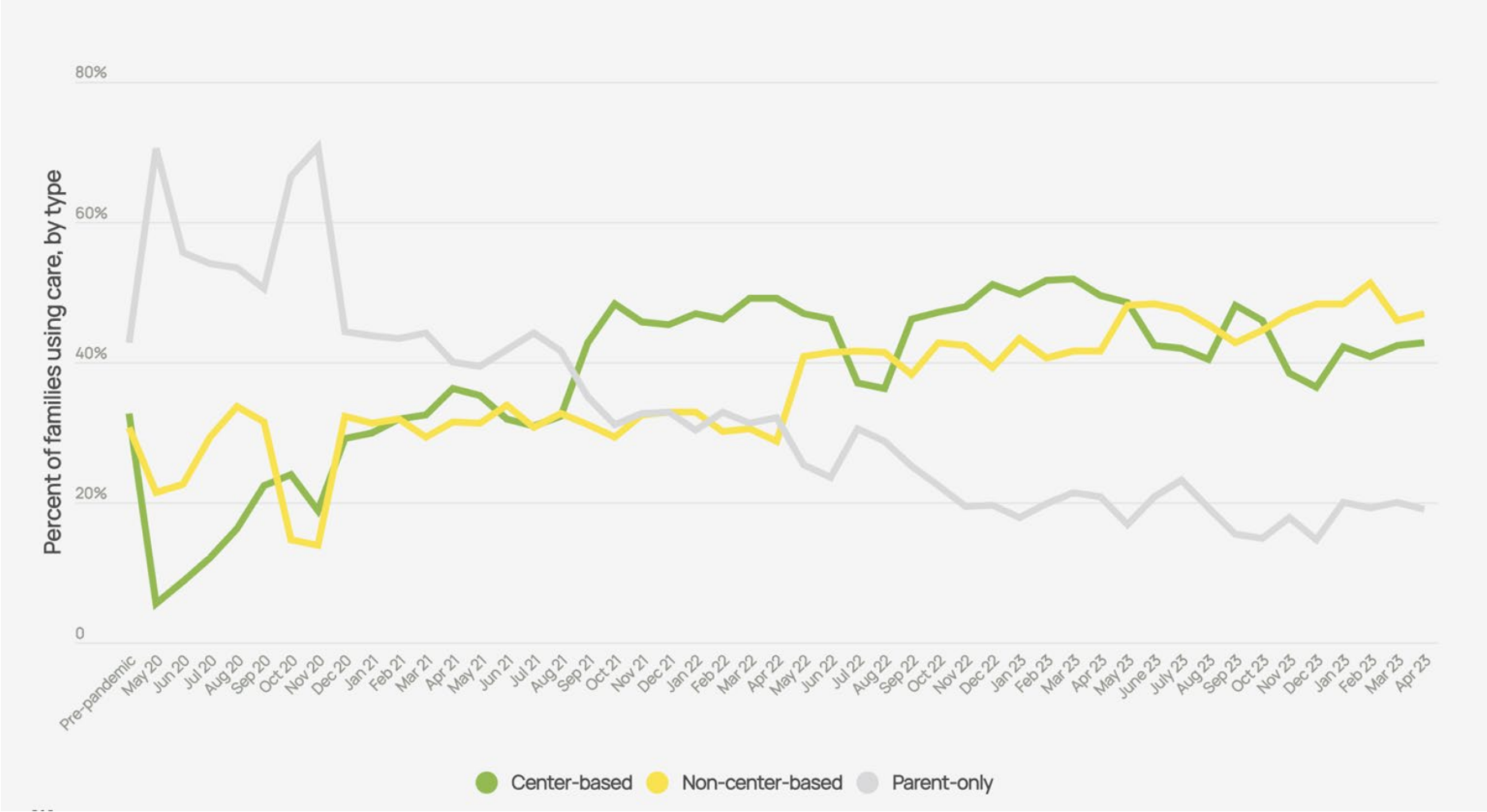
20,000+ parents and **7,000+ providers** in all 50 states

15-minute paid questionnaires completed via computer or smartphone in English or Spanish



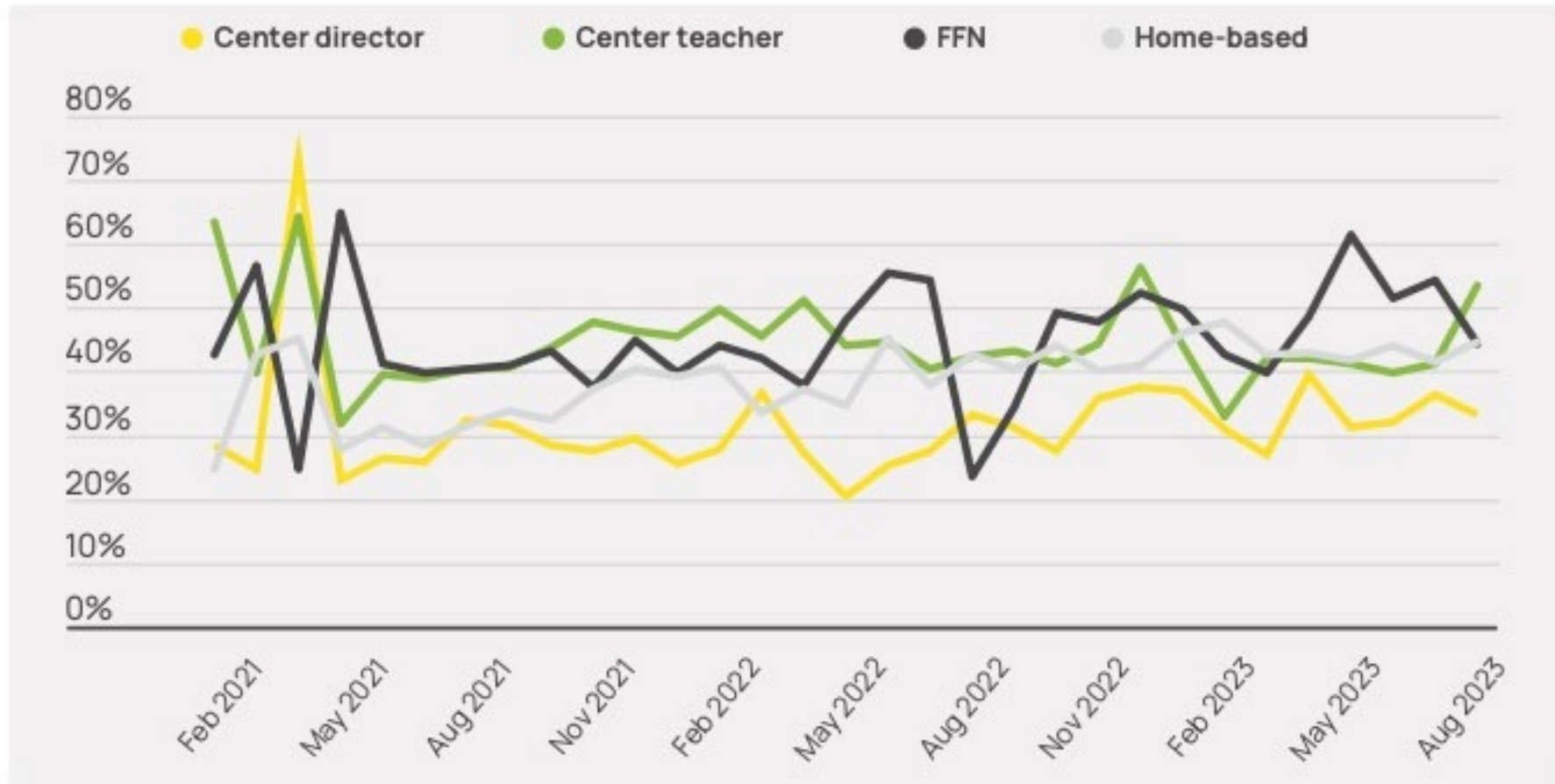
Use of non -parental care over time

“The people who care for my children are invaluable; I wouldn't be able to work without them. They are also close members of my family and I not only trust them, but I know it is important for them to bond with my kids.” - RAPID Parent



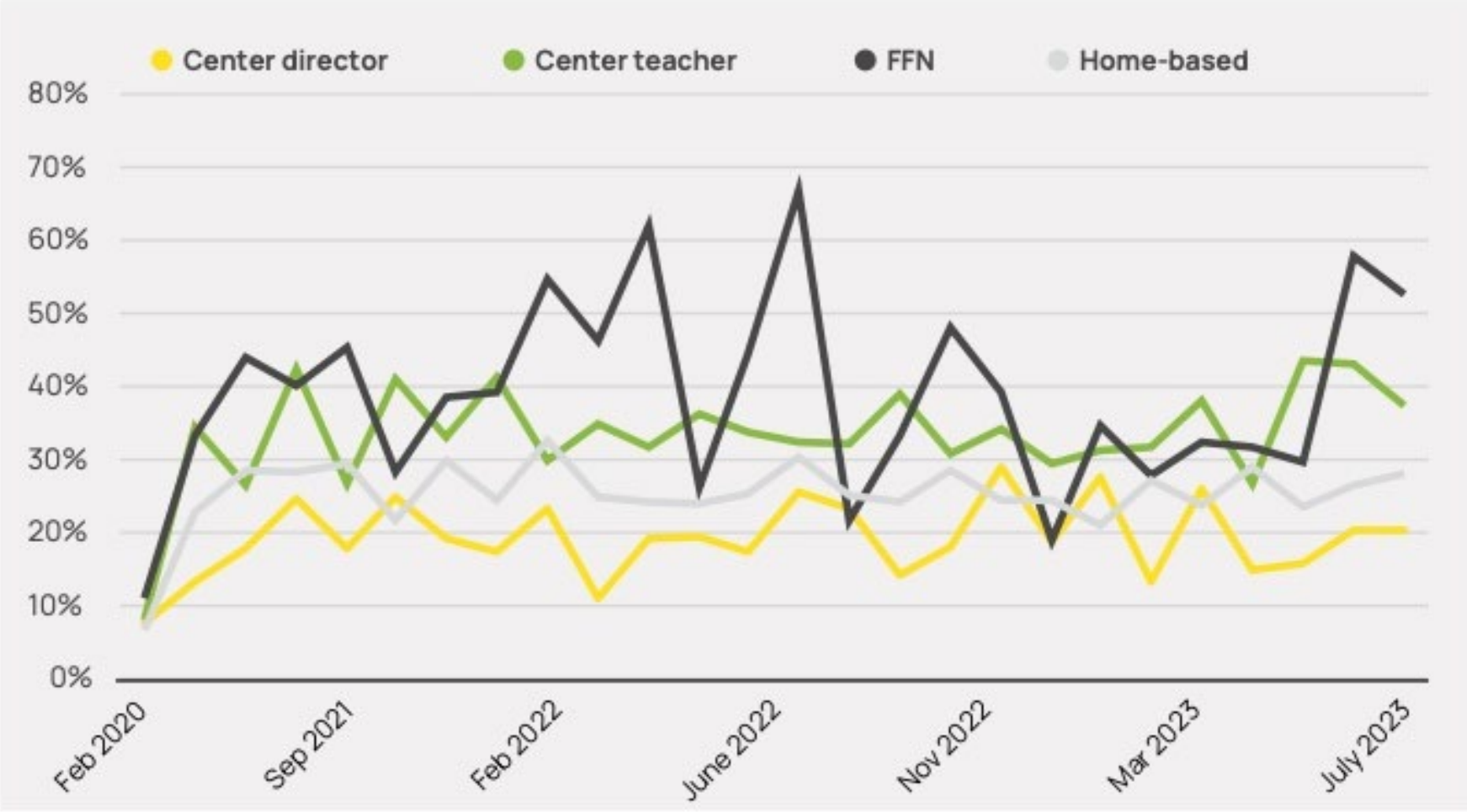
Material Hardship, By Provider Type

Trend of child care providers' rate of material hardship, by provider type



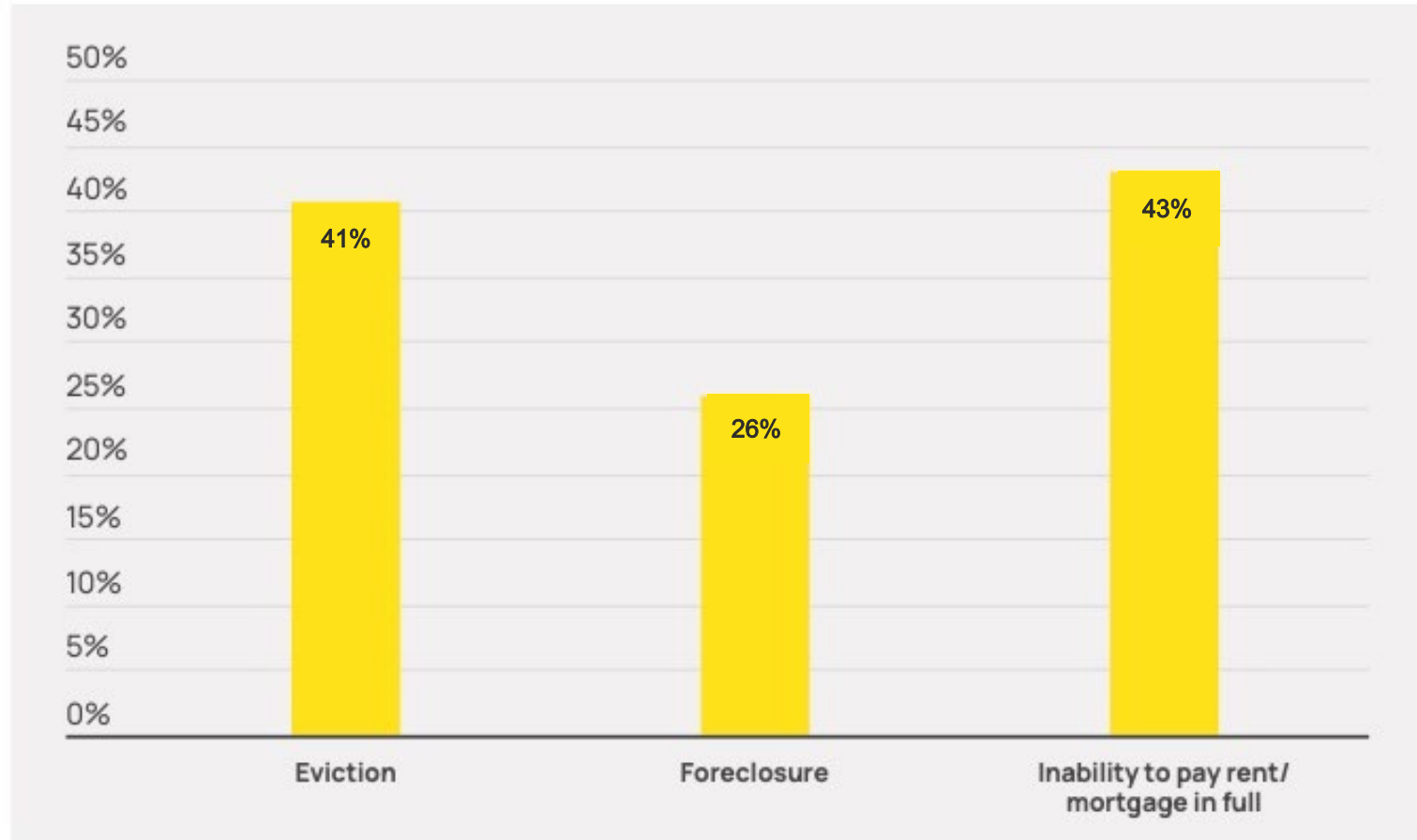
Experiences of Hunger, by Provider Type

Trend of child care providers' experiences of hunger, by provider type



Providers' Housing Concerns

Providers' concerns about housing, overall



37% of FFN Providers Reported Housing Hardship

“I shouldn’t be destitute or homeless which is what will happen to me in maybe six months when I run out of money completely. I’m scared of my future.”
FFN in Michigan



Imagine a world
where all kids have
the same chance
to have peace,
to have joy,
to have a childhood.

How does supporting FFN caregivers
advance racial equity?

From *Goodnight Racism* written by Ibram X. Kendi
with illustrations by Cbabi Bayoc



- Honor parents' choices for their children
- Respect cultural practices and traditions
- It's where children of color are
- Acknowledge that people define their own extended family
- Value family and community assets
- Support communication between generations

It is a step towards recognizing the unacknowledged, undervalued, and often uncompensated contributions Black and Brown FFN caregivers make to:

- Children's healthy development and early learning
- The well-being of their families
- Their communities' social support networks
- Our society in helping to raise children
- Our national and global financial economy

National perspective on Supporting FFN Care

- **Increase the visibility of FFN** providers and the parents who choose FFN care for their children
- **Reduce legislative and administrative barriers**
 - Simplify application processes;
 - Provide meaningful language access support;
 - Consider methods of access for mixed status FFN caregivers and their families and eliminate barriers for utilization
 - Allocate funds specifically for recruitment and engagement to ensure utilization of resources.
- **Elevate provider voice** in designing support services, policies, processes, tools and vendor selection



National perspective on Supporting FFN Care

- **Offer low-cost, accessible resources** and trainings to FFN Caregivers
- Ensure services delivered to FFN caregivers are **community embedded, culturally relevant** and are provided in methods that are **accessible to caregivers** during times of their availability
- **Build on FFN caregiver strengths**
 - Parents and providers emphasize that trusting relationships are important to FFN care.
 - Providers support children's development by responding to children's needs and providing individualized activities to them.

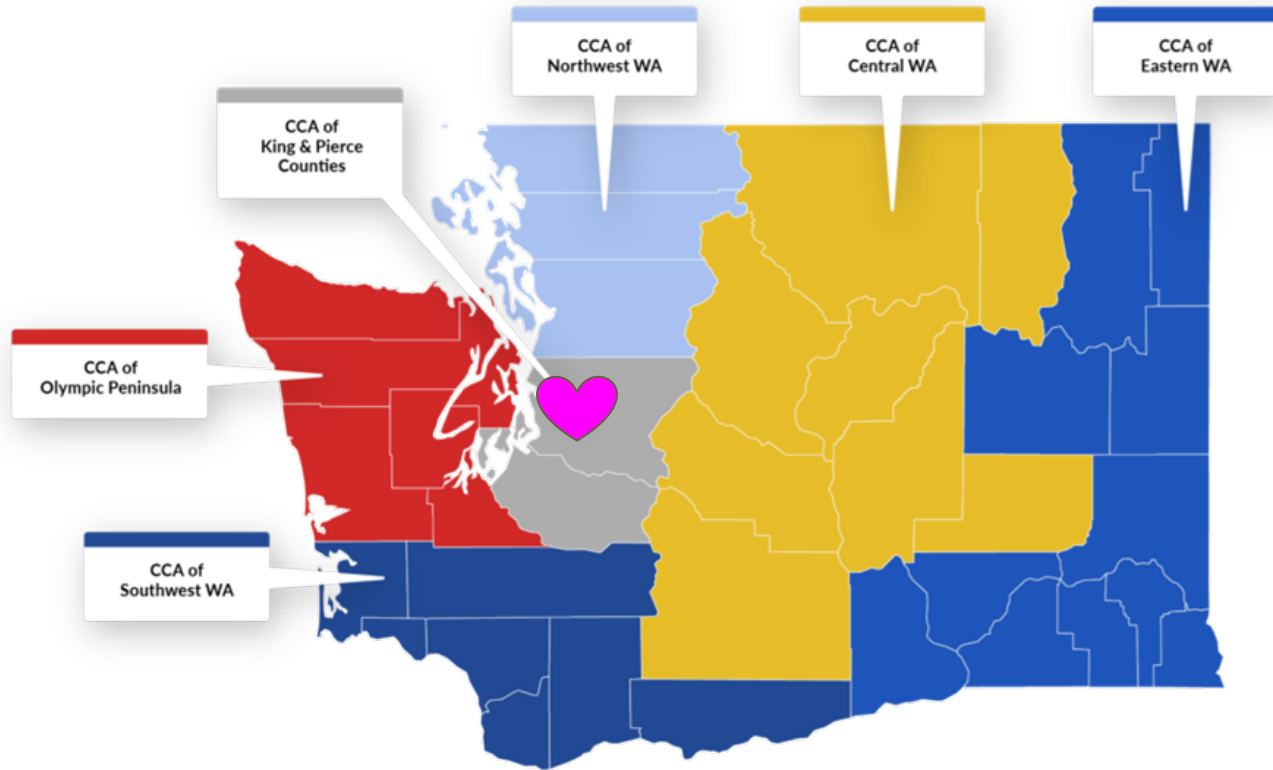


Local Perspectives:

CCR&R Best practices in
supporting FFN caregivers



An Origin Story



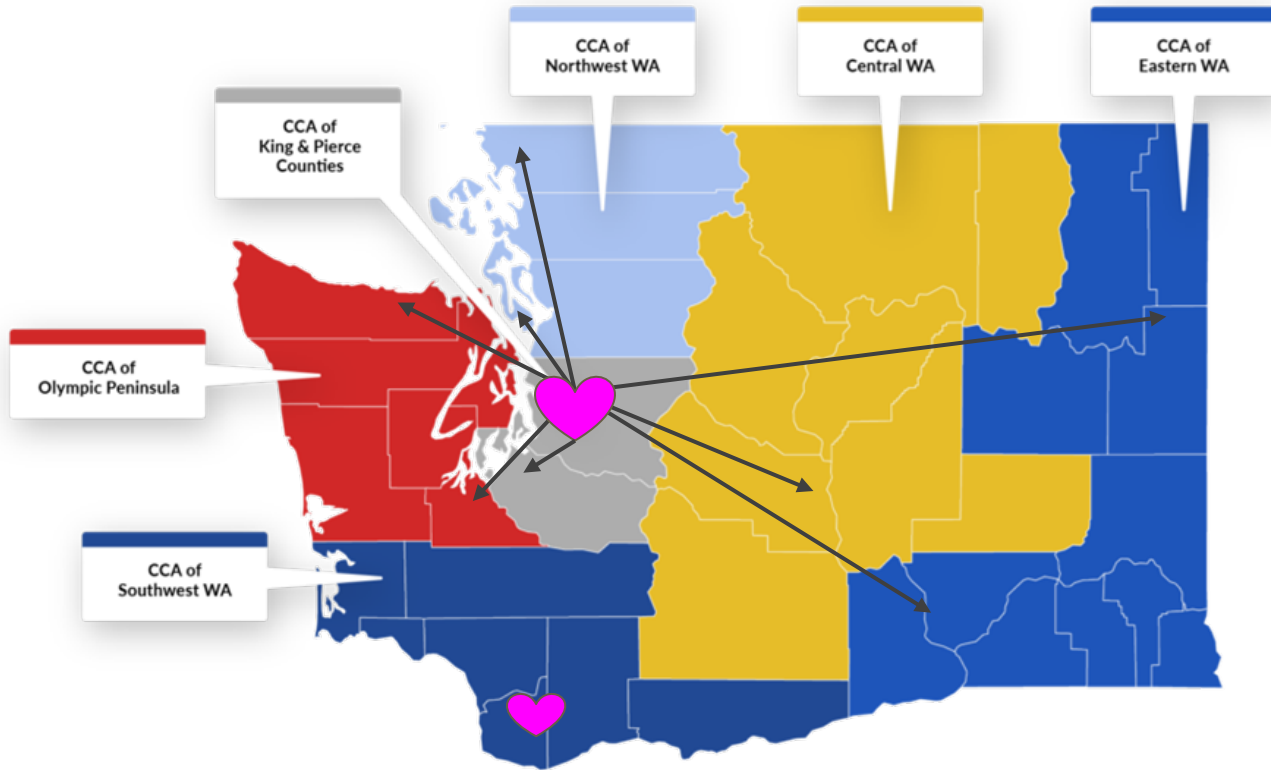
- Where are the children?
- 6 community partner organizations with CCA in King/Pierce County as the hub
- 2 threads:
 - Programs & services
 - Kaleidoscope Play & Learn program & network
 - Awareness & narrative shifting
 - Statewide FFN Advisory Committee

Kaleidoscope Play & Learn

- Prioritizing communities of color, immigrant/refugee communities, and low income communities
- Learning and creating with and from community partner organizations, caregivers and parents
- Partnership model
- Flexibility in the model for hyper-local context
- Valuing lived experience vs. formal credentials
- Relationships, relationships, relationships



Momentum builds...



- Within the CCA of Washington regions (not the state network - yet)
- Early Learning Regional Coalitions
- Growth of Kaleidoscope Play & Learn partnerships

Advocates Spread

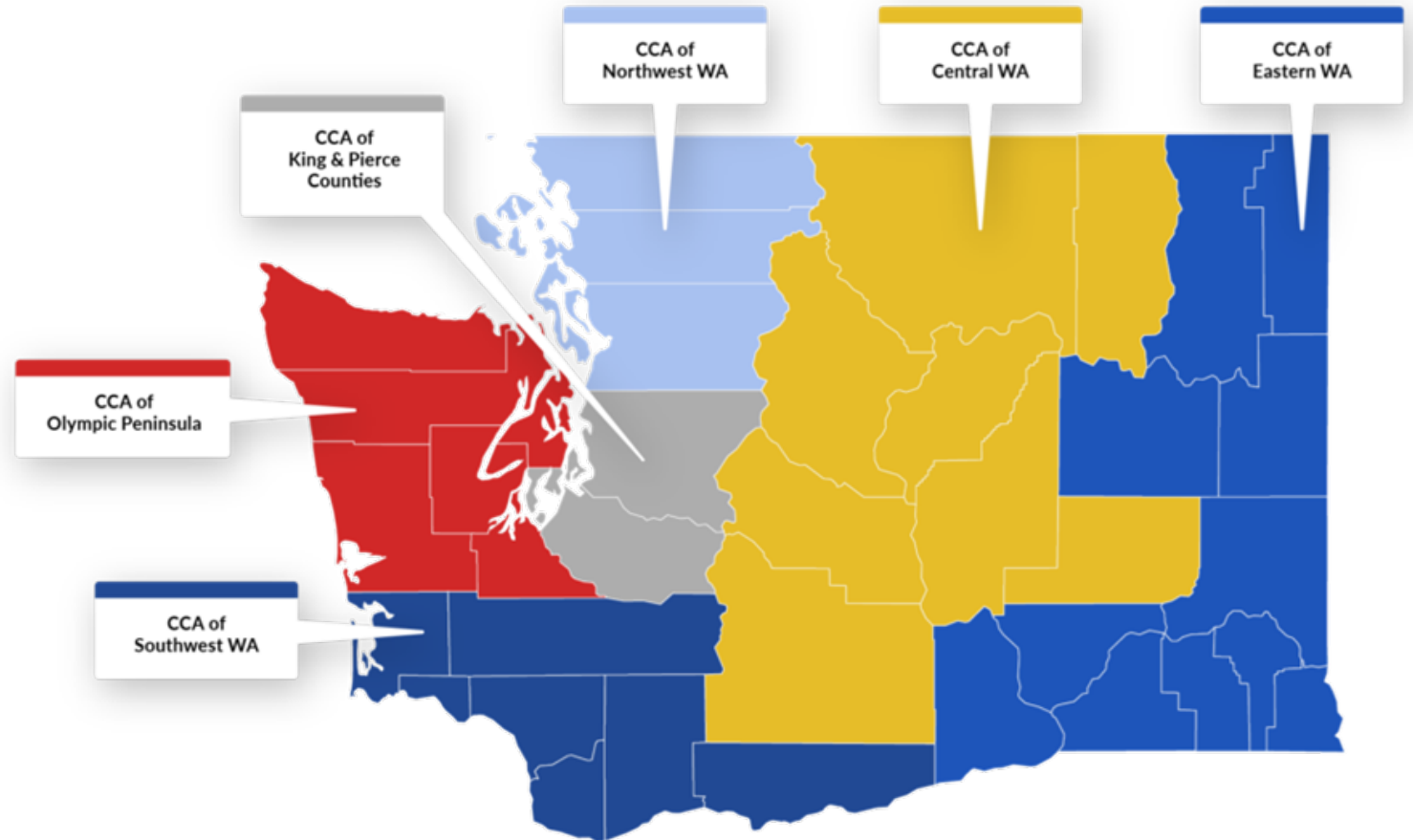
- New communities and new organizations
- Positions with decision-making power
 - Best Starts for Kids in King County
 - Office of Superintendent of Public Instruction - Early Learning Director
 - "RBK"
- Desire for expansion:
 - CCA regional staff
 - Kaleidoscope Play & Learn Steering Committee
- But not widely in our Department of Early Learning



Child Care Aware of Washington

Regional Community Partner Organizations

- **Central** - Catholic Charities of Central WA
- **Eastern** - Community Minded Enterprises
- **King/Pierce** - Brightspark Early Learning Services
- **Northwest** - Opportunity Council
- **Olympic Peninsula** - Child Care Action Council
- **Southwest** - ESD 112



We want growth & expansion & more recognition for FFN!

- Formation of the Family, Friend & Neighbor Innovation Team
- State approved FFN models
 - 1, 2, 3 Grow & Learn
 - Early Connections Play and Learn
 - CSO Model in Central
 - Kaleidoscope Play and Learn
- Funding for statewide database
- State legislative requests over 4 years

<\$180,000 per year



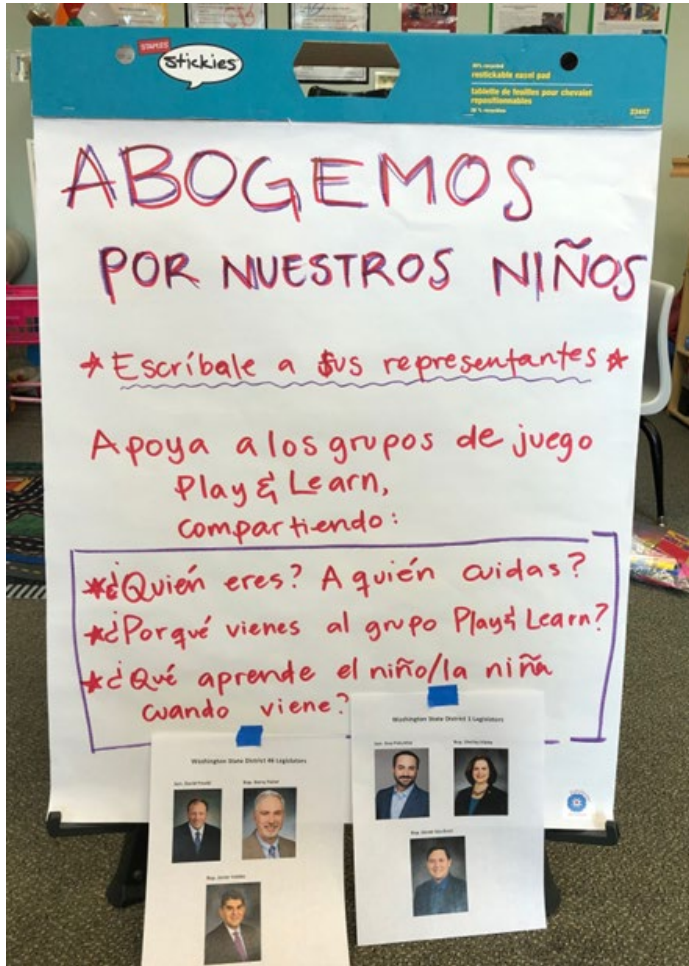
\$1.2 million per year

Legislative Ask - Call to Action

Fund vital infrastructure

- Staff training
- Materials
- Translation & interpretation services
- Evaluation
- Technology





Snapshot of FFN - Washington State

Our statewide network of FFN programs include:

- 123 Weekly Play and Learn groups in over 20 languages
- 20,184 FFN participants FY23 (caregivers, parents, children)
- Collaboration with diverse communities
- Partnerships with community organizations (libraries, support centers, CSO's)
- Trained facilitators:
 - support early learning and social-emotional development
 - conduct developmental screenings
 - provide behavioral and health supports
 - offer referrals



Partnership with Homegrown

- 2023 Voices from Home grant recipients (CCA of WA & Brightspark)
 - Participated in monthly Community of Practice (CoP)
 - Hosted a series of listening sessions with FFN caregivers
 - Modeled after statewide work for equitable compensation for child care providers
 - Intention to gather feedback through liberatory design methods
 - Create messaging specific to FFN caregiver voice
 - Recruited FFN caregivers from across the state
 - Provided translation and interpretation
 - Stipends provided to caregivers at the completion of the sessions



Listening Session Structure

Land Acknowledgement

History of FFN

Goals & Objectives

Early Learning Funding

Community Agreements

Liberatory Design

Home Group Activity

Advocacy

Collective Messaging Themes

- Why is FFN care important?
- What challenges are faced by families or FFN caregivers?
- What resources are needed?
- Unknown aspects of FFN care



Highlights

- Statewide Recruitment
- Liberatory Design
- Interpretation & Translation
- Dedicated Participants
- Key Messaging
- Partnerships



Elements of Successful FFN Services & Advocacy

- Authentic collaboration with caregivers
- Focused on what is of value for caregivers & families
- Caregiver leadership
- Strengths-based
- Culturally- and linguistically-sustaining
- Communities of support
- Partnership with other organizations
- Flexibility to respond to micro-local and in-the-moment situations
- Recognize the full value of what FFN caregivers do - more than child care



© Lisa Bontje Photography

Opportunities for CCAs to Support FFN Caregivers

Programs

- Call Centers
 - Child care search conversations
 - Referral & navigation support
- Subsidies
- Other financial & material support
- Trainings
- Parent/Family/FFN support programs:
 - Facilitated play groups
 - Home visiting
 - Parenting/Caregiving classes, support groups, and other events
 - Youth caregiver programs

Advocacy & Influence

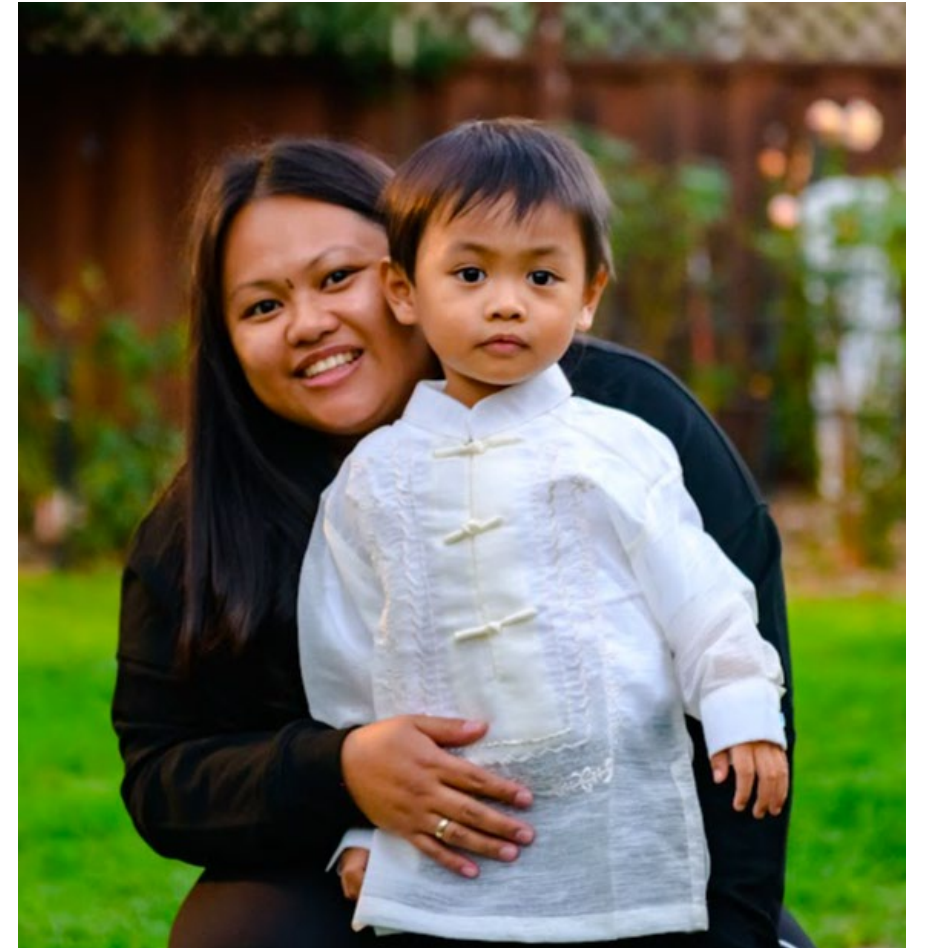
- Data & stories
- Engaging FFN caregivers in advocacy, message-building, and services development
- Partnerships & bridges
- Building awareness and shifting the narrative of FFN
- Educating elected officials & public agencies
- Advocating for change and engaging policy makers on FFN issues

Policy Considerations



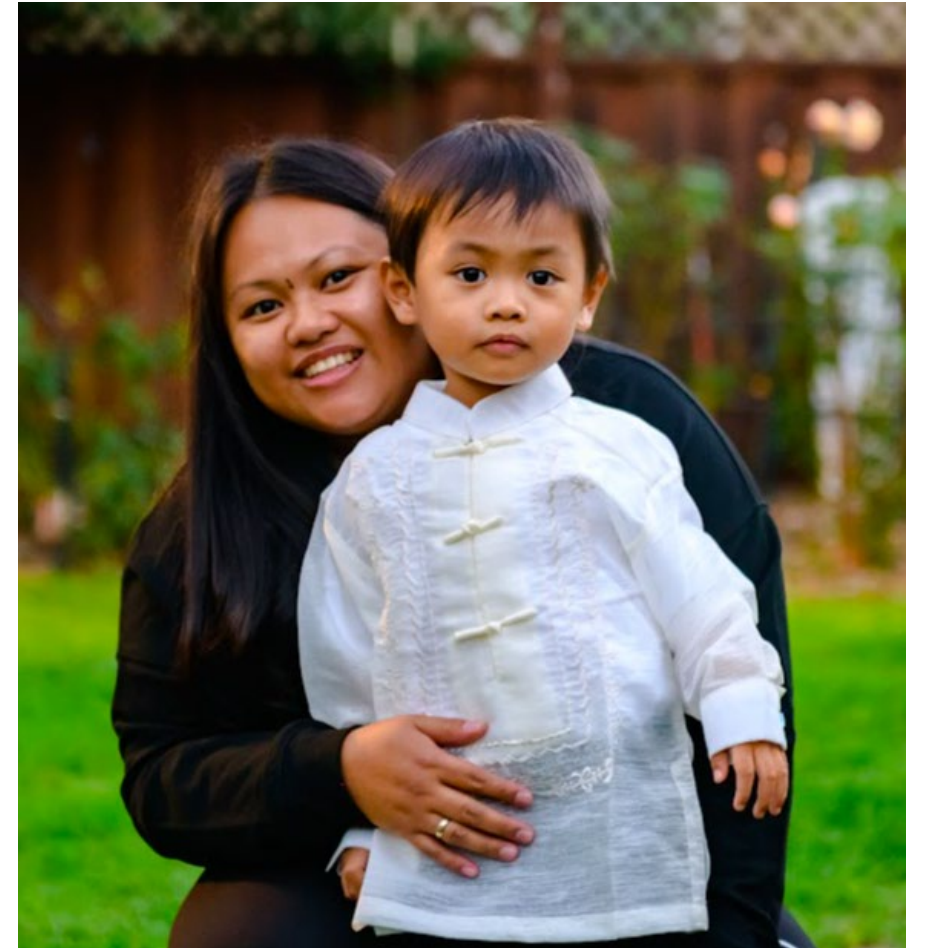
Policy Considerations

- **Prioritize the economic well-being of FFN** caregivers as a foundation for meeting parents' needs and engaging providers in quality supports, including providing benefits counseling to FFN caregivers and the families they serve to maximize available income and resources and supporting asset building activities once income is stabilized (debt reduction, saving, homeownership, retirement preparation)
- **Extend child care benefits and subsidies to families who choose FFN care** ([CCDF Final Rule](#), [CACFP](#), [Colorado HB 24-1312](#))
- **Create meaningful grants programs that allocate flexible funds to FFN caregivers** to use in addressing basic needs and improving the learning environment and activities for young children



Policy Considerations

- **Build supportive systems for validating the safety and legality of FFN care.** Do not require licensure as a threshold to access funding and programs.
- Offer appropriate and responsive professional development support (**Consider Supports as the entry point to system connection for FFN** vs compliance as the Big Stick/Hurdle for system participation)
- Consider comprehensive networks as a way of delivering support to FFN via trusted community relationships and peer connection



Questions



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Thank You

Please fill out our survey.

