The Need for Nonstandard Hours in Child Care
Welcome, Members!

Helping CCR&Rs become the best-known and trusted child care resource in their communities by:

- Joining a national community of experts and practitioners
- Discovering tools and tips to elevate your message
- Being empowered as local thought leaders

Child Care Aware® of America Membership

Build your community. Elevate your message. Strengthen your leadership.
Welcome and Introductions

Brenda Zedlitz, Senior Director of Partner Success
With a focus on partnership and community building at local, state and national levels in both public and private sectors, Brenda has 17 years of experience in child welfare, child care licensing, and early child education.

Sara Diamond, Partner Success Director
Sara has 20 years of experience in the field of early childhood, including providing systems development consultation to states and municipalities across the country and tenures at both KinderCare and NAEYC.
Speakers

Jen Bump, MPA
Sr. Advisor
Child Care Aware® of America

Dionne Dobbins, Ph.D.
Sr. Director of Research
Child Care Aware® of America

Julie Johnson, M.Ed.
Owner, Tender Loving Kare
Childcare and Learning Centers

Lauren Robertson
Digital Advocacy Manager
Child Care Aware® of America

Dr. David Alexander, Ph.D.
Director of Research
Illinois Action for Children
I. Overview of the Problem/Proposed Solutions
II. Examples from the Field
III. Leveraging the CCR&R Infrastructure
IV. Policy Recommendations
V. How You Can Take Action
VI. Research Calendar
VII. Q&A
Dr. Dionne Dobbins
Sr. Director of Research
Child Care Aware® of America
The Problem: Parents Need NSH Child Care

Nonstandard hours (NSH) refers to hours worked outside the standard Monday through Friday workweek, including schedules that vary from week to week.

The issue:

• Key provisions in CCDBG 2014 Law
• Why do we need NSH child care?
• Concerns with NSH child care
Inadequate Supply and High Demand

**NSH Workforce**
- Minimum salaries/lower education
- Lack of benefits
- Irregular schedules (retail, student-parents, restaurant workers)
- >Likely to be POC, single parents

**Supply of NSH child care is inadequate**
- CCR&Rs in 28 states reported around 65,000 NSH child care requests in 2017
- Only 8% of the center-based providers surveyed reported that they offer child care during NSH
- Family Child Care Providers offer the bulk of NSH child care
- Not enough known about quality of NSH child care
Proposed Solutions

- Secure Scheduling
- Coordination of programs and funding sources
- Engagement of business community

- Supporting military families
- Improving data collection of NSH needs
- Mapping the supply and demand of NSH
- Capitalize on CCR&R infrastructure
- Improving quality of NSH child care offerings
Example from the Field:

Julie Johnson
Owner
Tender Loving Kare

http://www.tenderlovingkare.com/
“Little Heroes” Delaware’s Drill
Weekend Child Care Project

A Collaboration of the Delaware Department of Education, Delaware National Guard and Tender Loving Kare Child Care and Learning Center
In DE, drill weekend occurs the first weekend of each month.

**Tender Loving Kare** was chosen as the site with which to contract due to its location, Star 5 rating on DE QRIS.

Information was sent out to families of guard and reserve members.

Drill weekend is provided one weekend per month on both Saturday and Sunday from 6 a.m.-6 p.m.

Breakfast, lunch, and snack are included.

Infant through school-age children (14 years)

Nominal registration fee of $20 per weekend for up to two children and $30 per weekend for three or more.
Lessons Learned

- Determine the need for a drill weekend
- Be intentional when creating a committee to develop an implementation plan.
- Explore funding sources beyond the usual early education public/private partners.
- Develop reports regularly to funders for accountability and transparency of the project.
- Evaluate the project to make improvements/adjustments.
- Establish funding stability to provide continued support for the program.
- Engage community partners.
Project Outcomes

- **Parents:** Consistent, reliable child care for non-traditional hours

- **Early childhood education students:** A collaboration to provide opportunities for students to get needed experience/observation hours

- **Children:** Children are able to come together and form relationships with others

- **Child care center staff:** Core staff is the same and they enjoy “giving” back to the community

- **Community:** A heightened awareness for elected officials and the community

- **Sustainability:** Community organizations, state government and the early learning community are more closely linked

- **Collaboration:** *T.E.A.C.H. EARLY CHILDHOOD AND CHILDCARE WAGE$® annual national program report 2015-2016.*

- United Way of Delaware has included Little Heroes in their Mission United Initiative.
Success and Future of Program

• Little Heroes offers families affordable (almost free 😊), reliable, high-quality child care for the nonstandard weekend hours.

• Families and children have developed strong relationships with the groups and teachers in attendance each month.

• The success of the DE model and be attributed to the coordination of multiple partners.

• The Delaware Early Childhood Council garners support and shares updates about the project to council members.

• Committed to funding another location to serve families in the southern part of Delaware.
Example from the Field:

David Alexander, Ph.D.
Research Director
Illinois Action for Children
https://www.actforchildren.org/
What we observed:

- Many children with IL Child Care Assistance ages 3 & 4 were in home-based child care and missing preschool programs in child care centers or public schools.
- In many cases their parents were working (or sleeping after work nights) and could not take their children to preschool programs.
- Few formal child care programs were open early or late enough to allow many parents to work and still drop off and pick up their children.

How we responded:

- We designed a program that would connect children in family child care homes to preschool programs – child care centers in our case.
- We advocated for the policies and conditions needed to implement this program.
What we found:
Personal stories of mothers’ trust in and appreciation for their FFN providers.

How we responded:
• We recommitted to follow **two tracks**: advocacy and provider engagement.
• Advocated for more flexible subsidy program – for example
• Offered resources to FFN providers
Deeper Data Dive into FFN Home Care, 2018-19

Changes in FFN Providers in the Illinois Child Care Subsidy Program
- Federal & Illinois regulations require health & safety trainings / monitoring.
- The announcement of new training requirements started a 25% exit.

Policy Research
- We examined the local relevance of training programs that other CCR&Rs and other organizations implement for FFN providers.
- We reanalyzed subsidy administrative data on FFN providers in our service area (more than 60,000 FFN providers over 7 years).

Report is available here.
Deeper Dive – Some Findings

Our new policy research brief* has interesting findings.

- **Chart 1** - Relatively few FFN providers stay long in the subsidy program.

  For which will it be wise to invest in training? Perhaps we should not require extensive training until provider has participated in the subsidy for 7 or 12 months. Or begin training with small steps rather than long series.

- **Chart 2** - At any given time, most FFN providers are longer-term providers.

  So good training has the potential to make an extended impact.

![Chart 1: Length of FFN CCAP Participation Periods (2010-2016)](chart1)

- 1 to 5 months: 31%
- 6 months: 12%
- 7 to 12 months: 22%
- 13 to 24 months: 19%
- 25 or more months: 16%

![Chart 2: Length of CCAP Participation Periods for FFN Providers in Oct. 2014](chart2)

- 1 to 6 months: 7%
- 7 to 12 months: 15%
- 13 to 24 months: 27%
- 25 or more months: 51%
A large diversity of FFN providers in age, interest in providing care, career interests, ages of children and schedule of care suggests that a prescriptive training program may fail many providers & children.

1. Ages of FFN Providers

- 18-29: 24%
- 30-39: 14%
- 40-49: 15%
- 50-59: 25%
- 60-69: 16%
- 70 and older: 6%

2. Percentage of FFN Providers Who Work at Least 1 Nonstandard Hour, by Shift

- Any Nonstandard Hours: 72%
- Evenings (6 PM - 12 AM): 58%
- Weekends: 35%
- Overnight (12 AM - 6 AM): 19%

3. Percent of FFNs who completed H&S training, by age (among active providers in Aug. 2018)

- Under 30: 9%
- 30's: 14%
- 40's: 23%
- 50's: 26%
- 60's: 27%
- 70's or older (to 84): 24%

- Program staff need flexibility in engaging providers in their own terms, building relationships, gauging career interests, recommending particular trainings, offering small steps.
Jen Bump, MPA
Sr. Advisor
Child Care Aware® of America
The CCR&R Landscape

- Local CCR&Rs exist in 47 states and the District of Columbia
- State CCR&R Networks exist in 39 states

The Stats:
- 96% help families find child care
- 91% deliver technical assistance to child care programs
- 92% participate in initiatives to identify and reduce gaps in child care systems or services
Support NSH Child Care
Local CCR&Rs currently deliver a variety of services to increase family access to high quality NSH child care.

- 78% offer technical assistance to FFN providers
- 76% engage in outreach to business/employers
- 70% evaluate the increase/decrease in child care spaces to inform recruitment and retention activities
- 54% employ strategies to increase the supply of NSH care
- 32% offer enhanced referrals for nonstandard hour care
Recommendations for Funders

As it relates to CCR&Rs:

- Fund data collection activities
- Policy development & planning
- Use them as a catalyst/facilitator of public/private partnerships
- Fund real-time referrals by phone & in person
- Use them to increase knowledge of overnight care regulations
- Fund technical assistance to improve quality
- Partner with CCR&Rs to support the child care workforce
- Fund specialized supports for FFN & family child care
Policy Recommendations

• **Federal**
  - Child Care and Development Block Grant (CCDBG)
  - Child Care for Working Families Act
  - Children’s First Act of 2017

• **State & Local**
  - Incorporate NSH child care into tiered reimbursement
  - Mandate employers to implement “secure scheduling” practices
  - Invest in state CCR&R Networks and local CCR&Rs
Lauren Robertson
Digital Advocacy Manager
Child Care Aware® of America
Time to Take Action!

- Ask folks to share their story.
- Contact your local, state, and federal elected officials.
- Use the social media toolkit.
- Check out our handy one pager.
- Sign the pledge at ChildCareWorks.org.
Dr. Dionne Dobbins
Sr. Director of Research
Child Care Aware® of America
Research: What’s Next

- **Early Spring 2019:** Mapping the Gap – 3 new state story maps and new report
- **Spring 2019:** Millennial Map update
- **Throughout 2019:** Updates to Ignite CCR&R information
- **Summer 2019:** State Fact Sheets
- **Fall 2019:** Cost of Child Care
Questions?

For more information: learnmore@usa.childcareaware.org
Be Social!

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Build your community. Elevate your message. Strengthen your leadership.
Register Now for the CCW Summit!

This two-day event will include one day of preparation and one day of advocacy on Capitol Hill.

Go to childcareworks.org/ccw-summit for more information!
Nonstandard Hours Webinar: Questions & Answers

Q: The report mentions studies showing a correlation between parents working NSH and negative developmental consequences in children, but then advocates for child care during these hours – is the idea that increasing the supply of accessible, stable, high-quality care during NSH would mitigate these negative effects?
A: Dr. Dionne Dobbins, Sr. Director of Research at CCAoA: Exactly, we know that children do well when they have stable, predictable routines. Having a sense of routine for the family without having to guess when, where, and what time child care happens can be beneficial to everyone involved - the parent, provider, and the child. Of course, the research is abound with evidence that quality child care reaps many benefits and children in child care during NSH should have opportunities for quality child care too.

Q: Do the center staff get paid overtime for their weekend hours?
A: Julie Johnson, Owner of Tender Loving Kare: No they do not. The payroll is a separate payroll that is run and not part of their normal pay dates and pay periods. Therefore, it does not count as overtime pay. I have staff from my 3 different locations (centers) that will work drill weekends. Each site is under a different corporation.

Q: If the staff is working 7 days a week do they get paid overtime rates past their 40 hours? Do you see a burnout in the teachers?
A: Julie Johnson, Owner of Tender Loving Kare: I don't see any burnout. It is voluntary and no one is required to work on the drill weekends. However, teachers like to earn the additional pay and they enjoy working with a different group of children and families. They plan special projects for them and we have different activities. They say it is a very different atmosphere with the smaller group on the weekends.

Q: For the Illinois model, is transportation provided to get children to and from the family child care settings to the Pre-K/center based programs?
A: Dr. David Alexander, Research Director at Illinois Action for Children: Unfortunately, Illinois does not pay for transportation to child care centers for Pre-K. (For public school district programs, individual school districts must decide on the feasibility of providing transportation by using their state funding. In a survey we fielded some years ago, we found a range of approaches in Illinois school districts.) The expense of transportation was one of the main challenges of our Community Connections model.
Q: For the Delaware model, what is the funding source for the weekend care for those in the Guard?
A: Julie Johnson, Owner of Tender Loving Kare: We have money that comes from the state through our department of education (this was put in epilogue language in our budget to be allocated specifically for this project and we can accept donations from individuals or businesses through United Way. We are currently working on securing additional funding to open another site for Little Heroes.

Q: In Illinois, FFN can accept subsidy?
A: Dr. David Alexander, Research Director at Illinois Action for Children: Yes. Illinois has always recognized the critical role that FFN providers play in providing care for parents with nonstandard work hours and increasing options for parents. They are paid at about half the rate received by licensed home providers.

Q: For groups that gathered data about need and capacity, how widely to you reach out for data; how did you gather and analyze the data? In person surveys, site visits, electronically, other?
A1: Dr. Dionne Dobbins, Sr. Director of Research at CCAoA: When we do our mapping the gap work, we usually work in partnership with the CCRRs that have the access to the providers. The type of data gathered on need really depends on the resources available to them. One state we worked with gathered need data by survey; another smaller state made phone calls to local CCRRs. In our mapping we’ve used the following census information to estimate demand for child care: The number of children under the age of 6 with all parents in the labor force in each zip code was obtained using the most up-to-date Census data, specifically the U.S. Census Bureau, 2011-2015 American Community Survey 5-Year-Estimates, B23008. We use this table to estimate the number of children who may be needing child care, as all available parents are participating in the labor force.

A2: Dr. David Alexander, Research Director at Illinois Action for Children: In Illinois CCR&Rs have access to much administrative child care data, either directly or through state agencies. Sometimes we just need to request the data. Other times we need to enter into a special data-sharing agreement with the state. Over time CCR&Rs can trace program trends that may be very useful to know. Illinois Action for Children publishes some data on our website and includes other data in special reports. We also collect and analyze administrative data for a number of other programs we operate, and we field surveys and hold focus groups to collect special data from providers and parents. We know that some CCR&Rs develop relationships
Nonstandard Hours Webinar: Questions & Answers

with local colleges and universities to help analyze their data. We also work with academic researchers on a number of research survey projects that collect useful data.

A3: Julie Johnson, Owner of Tender Loving Kare: We utilized survey monkey to send out our surveys. The youth coordinator for the National Guard also sent out surveys and during meetings with the members of reserve they asked questions that were about the need for weekend care. So both in person and electronically.

Q: Do child care providers who provide NSHs get a different pay rate/do parent pay a different rate for NSHs?

A1: Dr. David Alexander, Research Director at Illinois Action for Children: It really depends on the state and the program. We don’t track that type of price information nationally. I think it’s a great idea to study this. I do think that because there is a limited supply of NSH providers, the private market might allow them to charge more. Also, some states have included NSH providers in the tiered reimbursement rates so that they may get higher reimbursements.

A2: Julie Johnson, Owner of Tender Loving Kare: Those that have the normal hourly rate of less than what the assistant teacher and teacher rates are for drill weekend make a higher rate than what they do for their regular pay. Those that normal rate of pay is higher than what is set for drill weekend hours make what they would normally make. The parent fee is only the registration fee of $20 and $30 (for 3 or more children) per weekend. There is no other cost to the family.

A3: Dr. David Alexander, Research Director at Illinois Action for Children: Providers are not paid more for nonstandard hours of care in Illinois, although I personally think that would be a good policy. I also think it would be a good local or state initiative to promote a “One More Hour” or “Two More Hours” campaign. If child care providers could open an hour or two earlier or remain open an hour or two later, that would solve many parents’ scheduling problems (though of course not for all parents). A CCR&R could field (or partner on fielding) a survey of parents to assess their community’s need for extending hours of care and survey providers to understand the costs of their extending hours of care. That might even help convince the state subsidy program of the value of increasing rates for nonstandard-hour care.