

Fiscal Year 2025 Child Care Statewide Initiatives

Discussion Paper

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Background

Child Care & Early Learning (CC&EL) Division staff would like the Texas Workforce Commission’s (TWC) three-member Commission (Commission) to consider ongoing Child Care Development Fund (CCDF) support for several initiatives based on the results of recently solicited stakeholder feedback, a statewide early childhood learning needs assessment, and requirements stemming from the federal Office of Child Care’s recent changes to 45 CFR Part 98, Child Care and Development Fund Final Rule.

New Initiatives

Issue 1: Professional Development: Inclusion Practices and Managing Challenging Behaviors – \$3 million

During the recent statewide stakeholder survey and regional stakeholder meetings, staff heard repeatedly about unmet needs of families with children with disabilities and the child care providers that serve them. Stakeholders also reported a high need for addressing providers’ needs related to serving children with undiagnosed disabilities and challenging behaviors. In addition, a survey conducted by staff in May 2022, found that Boards lack local capacity to assess the needs of children with disabilities and to determine the appropriate support for providers serving these children.

The Commission could fund a statewide initiative for one or more entities to provide professional development to improve the knowledge and skills of both child care providers and Board staff to better serve children with disabilities as well as those exhibiting challenging behaviors.

Decision Point 1:

Staff recommends the Commission dedicate \$3 million for a statewide initiative to improve early childhood professionals’ capacity to serve eligible children with disabilities.

Issue 2: Child Care Registered Apprenticeship Program Hub – \$750,000

TWC has been investing CCDF stimulus funding to support the development new Registered Apprenticeship Programs (RAPs) for early learning educators. The development of these RAPs is dependent upon a designated entity serving as the RAP Program Sponsor, managing the administration and implementation of the RAP program working with their consortium of child care employers.

In order to expand the availability of RAPs for early childhood educators to more areas of the state, TWC can procure for an Early Childhood RAP Hub Intermediary ([Registered Apprenticeship Industry Intermediaries | Apprenticeship.gov](https://www.registeredapprenticeshipindustryintermediaries.com)). The apprenticeship intermediary will support early childhood RAP program development and implementation as a “group sponsor” for multiple employers, including:

- Managing the administration of the RAP, which will be available to any areas of the state that express an interest in participating.
- Helping to build RAP child care employee engagement in unserved areas of the state
- Working with colleges, including those colleges who have online early childhood courses.

Decision Point 2:

Staff recommends that the Commission dedicate \$750,000 million per year to support and sustain an Early Childhood RAP Hub Intermediary.

Issue 3: Child Care Expansion Initiative – \$25 million

Based on the success of the stimulus-funded Child Care Expansion Initiative (CCEI) initiative and stakeholder input, TWC will competitively procure an entity to administer a new Child Care Expansion Initiative (CCEI) in FY'25. The renewed initiative will focus on capacity expansion in

- child care deserts; and,
- for employer site-based expansion

Decision Point 3:

Staff recommends the Commission:

- approve \$25 million for a new statewide initiative to fund Child Care Expansion projects as described above.
- direct staff to bring forward an additional discussion paper providing additional details on the new CCEI program parameters, including the number of expansion projects targeted and the parameters for funding levels of individual awards.

Issue 4: Board Strategic Planning for Quality Improvement – \$150,000

CCE&L conducted a Board Strategic Planning Meeting on Child Care Quality Improvement for Boards in Fiscal Year 2023, using \$150,000 in [approved](#) stimulus funding. As the Commission considers increasing local Board quality improvement funding, funding an annual Quality Improvement focused event will support additional training/technical assistance on how to improve the strategic investment of quality improvement funding to best meet local needs, share best practices on stakeholder engagement and highlight innovative and successful efforts in quality improvement program design.

Decision Point 4:

Staff recommends that the Commission approve \$150,000 to support an annual Board Strategic Planning Meeting on Quality Improvement

Issue 5: PreK Partnership TEA Support – \$2.4 Million

The Commission approved stimulus funding to support the development of pre-kindergarten partnerships (PKPs), including providing funding to the Texas Education Agency (TEA) to support their efforts to examine successful funding models and best practices in the administration of public PreK dollars for PKP partnership models.

1 TEA may also pilot the implementation of PKP intermediary hubs, in which a third-party entity
2 assists multiple local education agencies in establishing and managing the administration of
3 PKPs. Support may include identification of potential funding sources, memorandum of
4 understanding development, and technical assistance. TWC's funding will only be used to pilot
5 this concept and will not be used for ongoing support of PKP intermediary hubs. The intent is to
6 develop a self-sustaining intermediary hub structure that provides support to increase the number
7 of LEAs implementing PKPs with high-quality child care programs throughout the state.
8

9 **Decision Point 5:**

10 Staff recommends that the Commission approve \$2.4 million to support TEA's efforts to
11 assist with the development and expansion of PKPs.