

Investing in Our Future:

Using Economic Well-being Innovation to Create Systemic Change in Child Care

June 14th, 10am-11am PDT / 1pm-2pm EDT



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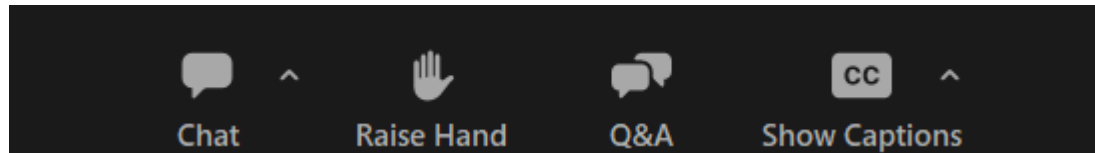
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SPEAKERS



Natalie Renew
(moderator)
Home Grown



**Jessica
Tollenaar Cafferty**
King County



Alexandra Patterson
Home Grown



Krista Scott
The Robert Wood
Johnson Foundation
(RWJF)

**Investing in Our Future: Using
Economic Well-Being Innovation
to Create Systemic Change in
Child Care**

June 14, 2023



Home Grown



- Funders collaborative (10 founding members; 16 current members)
- Improving **quality** and **access** to home-based child care (HBCC)
- Broadly and inclusively defining home-based child care to include licensed **family child care (FCC)** and regulation-exempt or unregulated **family, friend and neighbor (FFN)** care.
- July 2019 start; October 2019 public launch
- **Members:** Bainum Family Foundation, Buffett Early Childhood Fund, Gary Community Investments, Heinz Endowments, Heising-Simons Foundation, Imaginable Futures, Klingenstein Philanthropies, MAEVA Social Capital, the David and Lucile Packard Foundation, and the Pritzker Children's Initiative, W.K. Kellogg Foundation, Vanguard, Conrad N. Hilton Foundation, Annie E. Casey Foundation, Robert Wood Johnson Foundation & Coleman Family Ventures

Project Background & Guiding Assumptions



- Home-based child care providers are capable, creative and rational and should drive design and accountability of services and policies.
- Parent decisions reflect their values and needs.
- Home-based child care is intersectional by its very nature therefore solutions and investments must be multi-systemic.
- The pandemic has laid bare the deep inequities, underinvestment and disregard for the providers and families in home-based child care.
- Economic well-being and stability must be the foundation for growth and success.



Why Home-Based Child Care?



- Largest share of care providers +5 MM
- Diverse workforce: 97% women; 50% BIPOC
- Serve babies: 30% of infants & toddlers
- Unmet communities: Black, Latine, rural, low-income, dual language speakers, special needs
- Family preference: trust, culture, language
- Unique care model: adaptive, accessible, affordable
- Workforce priority: nontraditional hours



Current Landscape



- **Pandemic illuminated the vital nature of home-based care & the precarious circumstances of caregivers**
- Lowest compensated caregivers
- Excluded from ECE system support & broader economic support & benefits
- Rely on 2nd jobs
- Significant material hardship: hunger; housing instability; student loan debt; under-insured
- Material hardship \nRightarrow responsive care



Home Grown HBCC Emergency Fund
Banking & Lending Human Centered Design Pre-Lab

Thriving Providers Project



Stabilizing the economic well-being of home-based child care providers so children can succeed.

A **demonstration project** that uses guaranteed income strategies with home-based child care providers to inform policy reforms to early childhood payment and compensation approaches.

The Thriving Providers Project works with regional **replication partners** to provide direct cash payments to Family, Friend and Neighbor (FFN) caregivers and newly licensed Family Child Care (FCC) home providers to understand the degree to which stabilizing the economic well-being of providers improves the availability and quality of care for children and families.

Project outcomes and learning will inform a **policy approach** to shift how we fund child care services to one that: values the contributions of home-based providers, adequately compensates their unique program model, and recognizes that children thrive when the adults who care for them do as well. **Learning partners** will use these learning in their local design and implementation.

Project Approach



Home Grown offers a national project structure that allows local/regional partners to quickly & efficiently implement TPP alongside their existing programs.

Replication partners plan for implementation with providers at the table to offer:

- \$500-\$1800 per month
- 12-18 months
- Benefits counseling
- Embedded with additional services: coaching, peer support, mental health, technical assistance, resource referral

Intended Impact

- Decrease attrition/increase supply
- Increase provider participation in public system
- Increase continuity of care
- Increase in the responsiveness of care offered to children
- Increase stability of parental employment
- Improve parent well-being
- Improve child well-being
- Policy changes that impact provider payment systems



Goals of TPP Community Centered Design



- **Rooted in mutual trust**, reflecting a commitment to respecting that home-based providers know best what they need and trusting home-based providers to shape program priorities
- **Inclusive in its design**; language accessible and culturally-relevant spaces
- **Iterative and responsive**, continuously improving the design decisions and program implementation based on real-time and direct feedback from the community
- **Oriented towards enabling equity**, with an aim to reducing barriers to entry and favoring inclusion of those most disproportionately affected by structural injustices
- Built to **catalyze systems-wide change**

Colorado Pilot Early Insights



Colorado Pilots initiated in July & November 2022

- Demographics
 - 97.7% identify as Hispanic/Latino (a)
 - 96.6% below FPL
 - 83% take surveys in Spanish; 9% in English
- Cash impacts Sustainability
- Cash impacts Quality
- Cash impacts Income Volatility
- Paying for the basics is getting easier
- Participant Schedules becoming more predictable
- Participants feel more comfortable seeking support from their Community-based organizations.



Demonstration Pilot to Policy

“Caregivers sometimes pay for extra food or medicine for the children of low-income families they serve. But we don’t hold back [any care from the families we serve] to take care of ourselves.” —Olivia Hernandez



**Yes! Magazine Child Care:
Invaluable and Undervalued**

Ways to Partner



- **Stay Informed:**

Subscribe for regular project updates: thrivingproviders.org

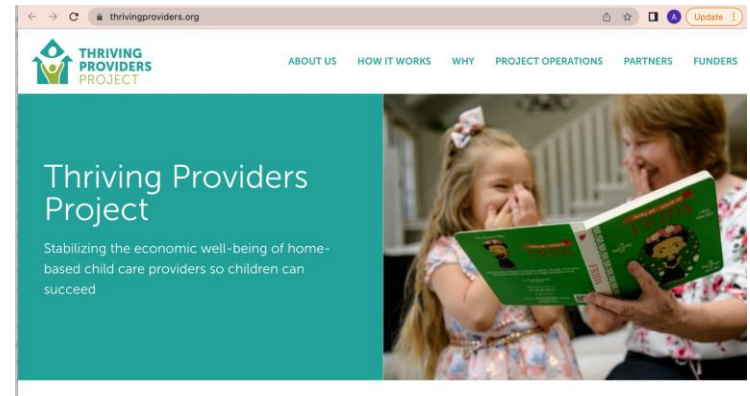
- **Invest/Replicate:**

- National project via Home Grown
- Local/regional project via Anchor partners
- Start a project in your community

alexandra@homegrownchildcare.org

- **Share the TPP story**

- alexandra@homegrownchildcare.org



Thriving Providers and Systems Change

One Funder's Attempt to Put Providers and Health at the Center



Robert Wood Johnson
Foundation

What does success look like?

Value and goal of the child and family care system is maximize human potential for the economy:

School readiness, cradle to career pipeline

Workforce support

“Fixing” people so they can become productive members of the economy



Value and goal of the child and family care system to provide connection, nurturing, safety and to enhance development, dignity and lifelong family well-being and health



Reimagining Child Care

Suite of investments that holds the three horizons:

Maximizing current system access, quality

Strengthening equitable practice to ensure all children have care that meets their needs/achieves current goals of the system with more parent and community engagement, trust, and practice

Building a new framework that is predicated on a fundamental shift in the goals of the system



The future tent-pole, horizon three, is creating opportunities for families and community leaders to reimagine the system, oriented to a new goal, building backwards and using multiple ways of knowing and multiple types of research and evidence as the foundation for the system's purpose, structure, and components.



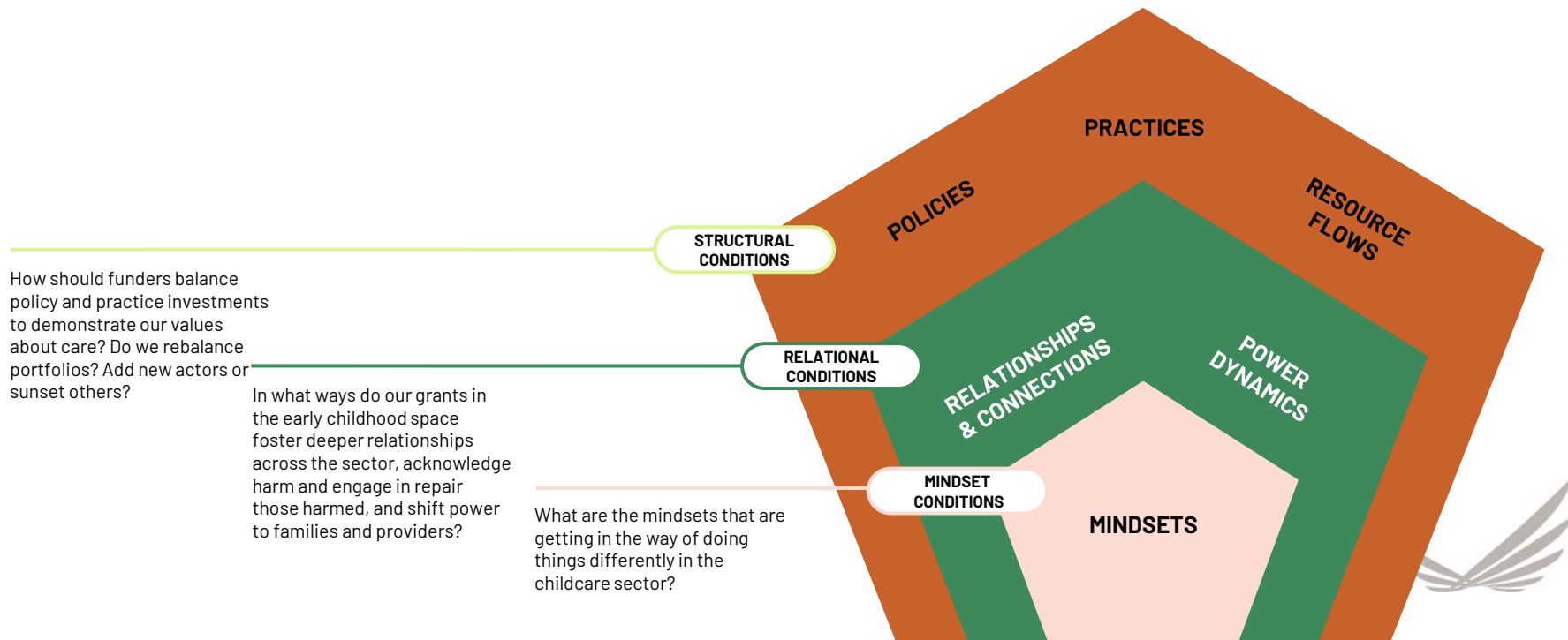
The Vision for Care: Home-Based Care is at the Core



<https://youtu.be/kIbduApwsmE>



To shift the purpose of the care system, we need to start working radically differently





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