



Wisconsin Early Childhood Association



## **What's Best for Wisconsin's Children IS**

## **What's Best for Wisconsin**

**Governor's Council on Workforce Investment**

Ruth Schmidt, Executive Director, WECA  
Erin Arango-Escalante, Administrator, DCF



**Wisconsin Department of  
Children and Families**

# Economic Impact of Child Care: Measuring the Problem

- 78% of parents of children under 3 are in the workforce
- In WI: Infant care for 12 months = \$12,500 (49% of the annual income of the average single parent in WI)
- 86% of working parents said problems with child care hurt efforts and time commitment at work – falling behind, missed work, absences
- Nationally, this crisis costs the economy \$57billion in lost earning, productivity and revenue

# Economic Impact of Child Care: Measuring the Problem

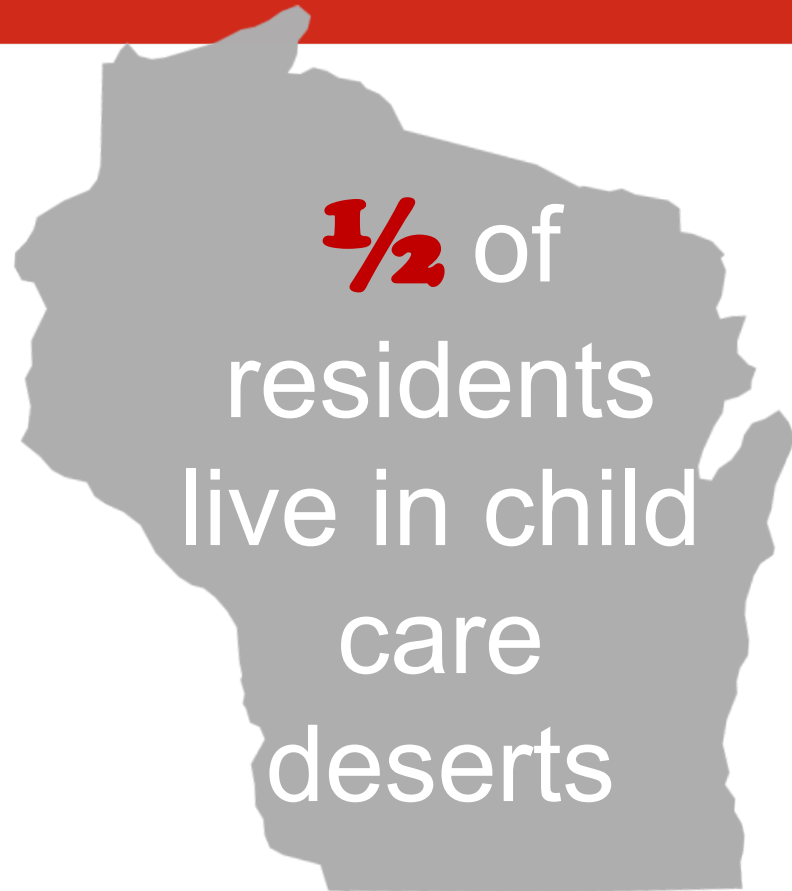
- 1/3 of “high potential” women drop out of the workforce every year because of child care challenges
- 83% of millennials report they would leave a job for one with more family friendly benefits
- 60% of employers have job vacancies that last over 12 weeks
- Onboarding and full productivity averages 8 months

# And the ROI!!

Economists have found a positive return on early learning investments of \$7 - \$17 for every one dollar invested.

- ✓ Less remedial education
- ✓ Higher graduation rates
- ✓ Lower teen pregnancy
- ✓ Lower rates of incarceration
- ✓ Higher employment rates
- ✓ Higher rates of home ownership
- ✓ Less likelihood of dependence on public assistance
- ✓ Better long-term health outcomes

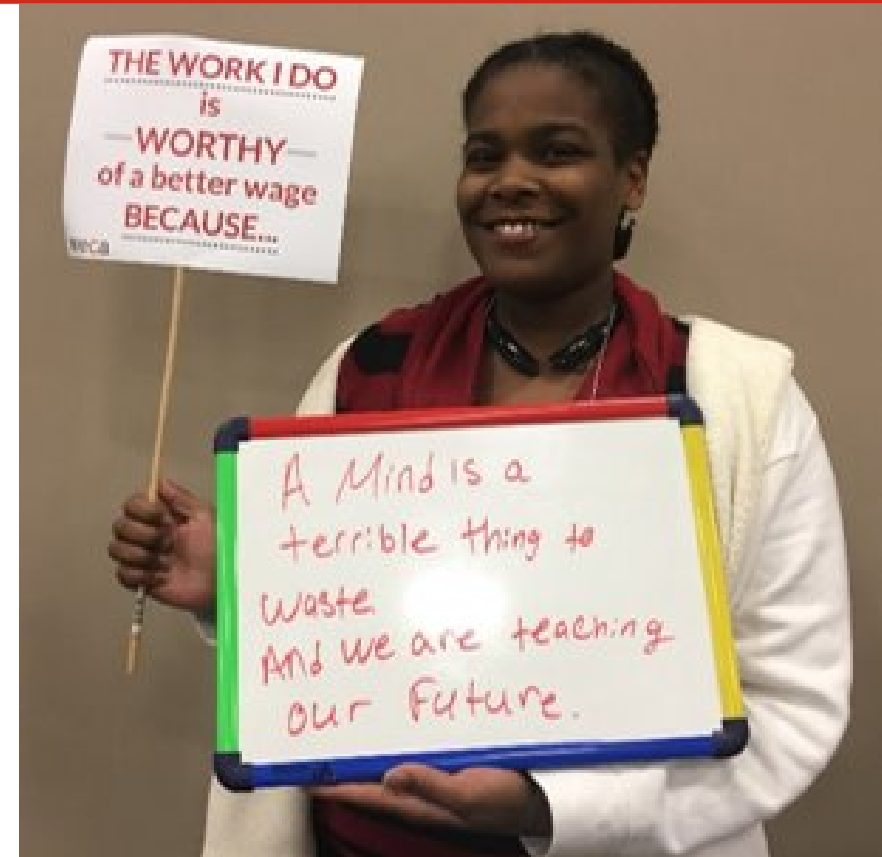
# Child Care: The Workforce Behind the Workforce



## WHY?

# Child Care: The Workforce Behind the Workforce

- 52% of child care teachers have at least an Associate Degree or more
- Earning \$10.02/hour vs. \$18/hour
- 53% of child care teachers receive at least one form of public assistance
- Close to a 40% turnover rate for all child care teachers



# Child Care: The Workforce Behind the Workforce

- Over past 10 years 61% decline in regulated family child care and 8% decline in group centers.
- Child care operates on razor thin margins
- Child care programs are leaving classrooms vacant because they cannot hire teachers.
- Increasingly child care is simply not available.

# Policies and Priorities: WI Infant Toddler Policy Project Vision

Every low-income family with an infant and/or toddler will have equitable access to affordable, high quality, culturally and linguistically responsive early care and education that meets their family and employment needs and supports optimal child development and well-being. The early childhood education workforce will have the skills, training, and support to deliver high quality care and education with commensurate compensation.



# Policies and Priorities: WI Infant Toddler Policy Project



Ensure low-income families can access high quality, affordable child care they want and need.

- Strengthen WI Shares by ensuring currently eligible low-income families can access Shares, eliminate parent copays, and expand eligibility up to 200% of the federal poverty level
- Develop and implement a refundable tax credit package available to families

# Policies and Priorities: WI Infant Toddler Policy Project



Ensure child care businesses/providers have the supports they need to provide culturally and linguistically responsive, high-quality, affordable child care to low-income families.

- Provide supports to help family child care providers enter into the regulated system and build quality while also developing sustainable businesses that serve priority populations
- Research and implement ways to more accurately finance high-quality infant and toddler care using differential subsidy reimbursement rates, cost-modeling, and contract methods

# Policies and Priorities: WI Infant Toddler Policy Project



The early childhood workforce will have the skills, training, and support to deliver high quality care while receiving commensurate compensation.

- Develop and fund recruitment and retention activities, including a robust compensation strategy, for the early childhood workforce
- Develop and expand professional development supports to improve the quality of child care, particularly for priority populations and communities

# Corporate Strategies



- TASC: Dependent Care Spending Accounts; IRS Private Letter Ruling
- Kickapoo Conversations and Prosperity South West: WEESN
- Jackson County model
- Invest in child care programs close to your site
- Subsidize employee's child care costs
- Improve your family friendly workplace policies
- Use your influence to move policy and state investments

Wis

Every low-income family with an infant and/or toddler will have equitable access to affordable, high quality, culturally and linguistically responsive early care and education that meets their family and employment needs and supports optimal child development and well-being. The early childhood education workforce will have the skills, training, and support to deliver high quality care and education with commensurate compensation.

ect

**weca**



WISCONSIN DEPARTMENT OF  
PUBLIC INSTRUCTION



Wisconsin Department of Children and Families

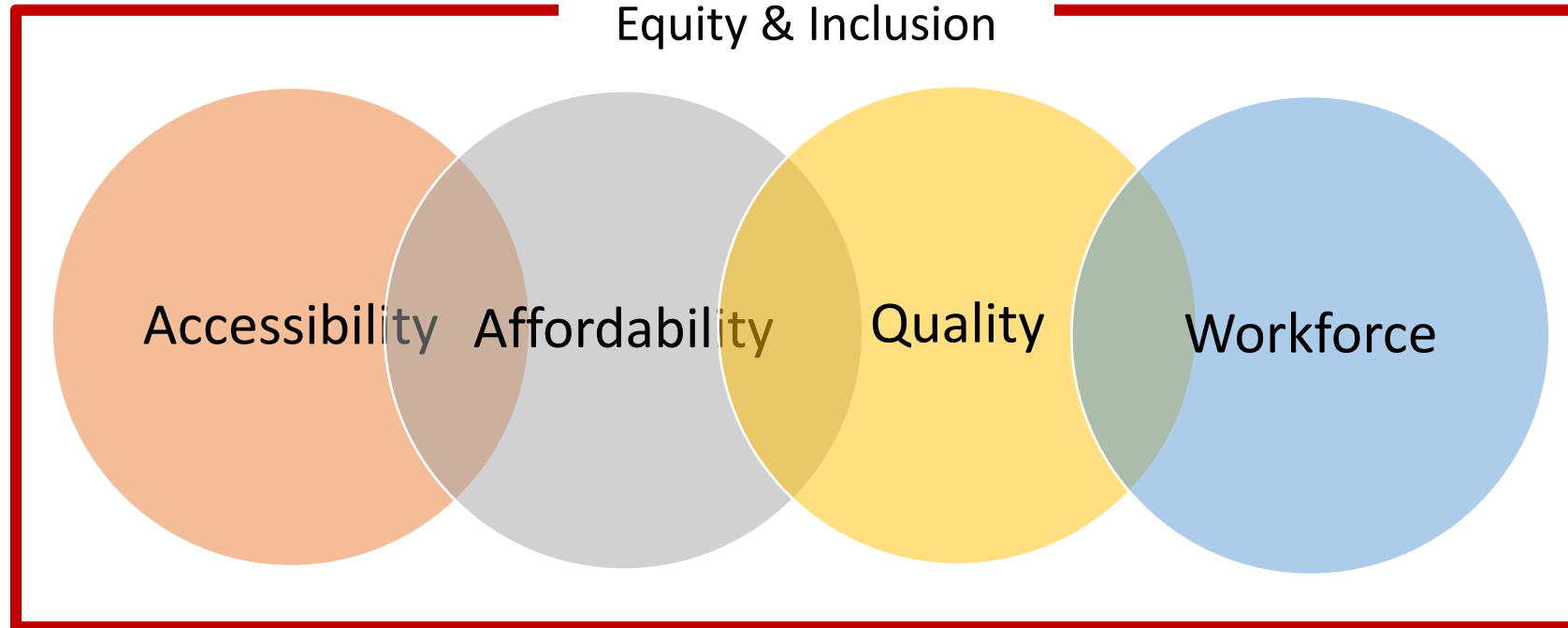
# Vision for B-5 Mixed Delivery System

All Wisconsin families will have access to high-quality, affordable, local early care and education opportunities

2023



# Current Landscape in Wisconsin





# PDG Structure for Development and Implementation





# Regional Structure of Support

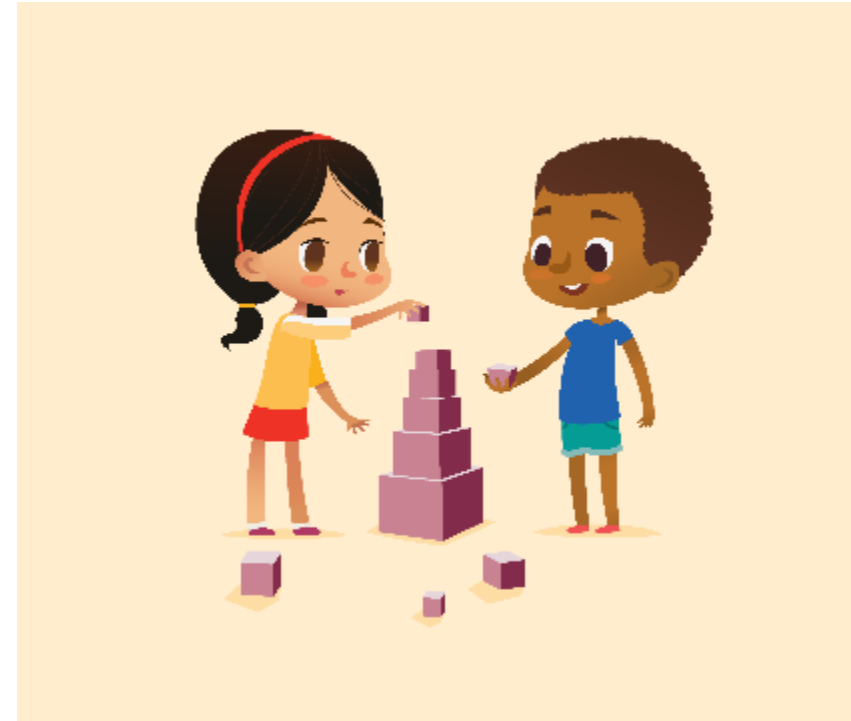


# PDG Details

## Strengthening B-5 State System and Regional Networks of Support

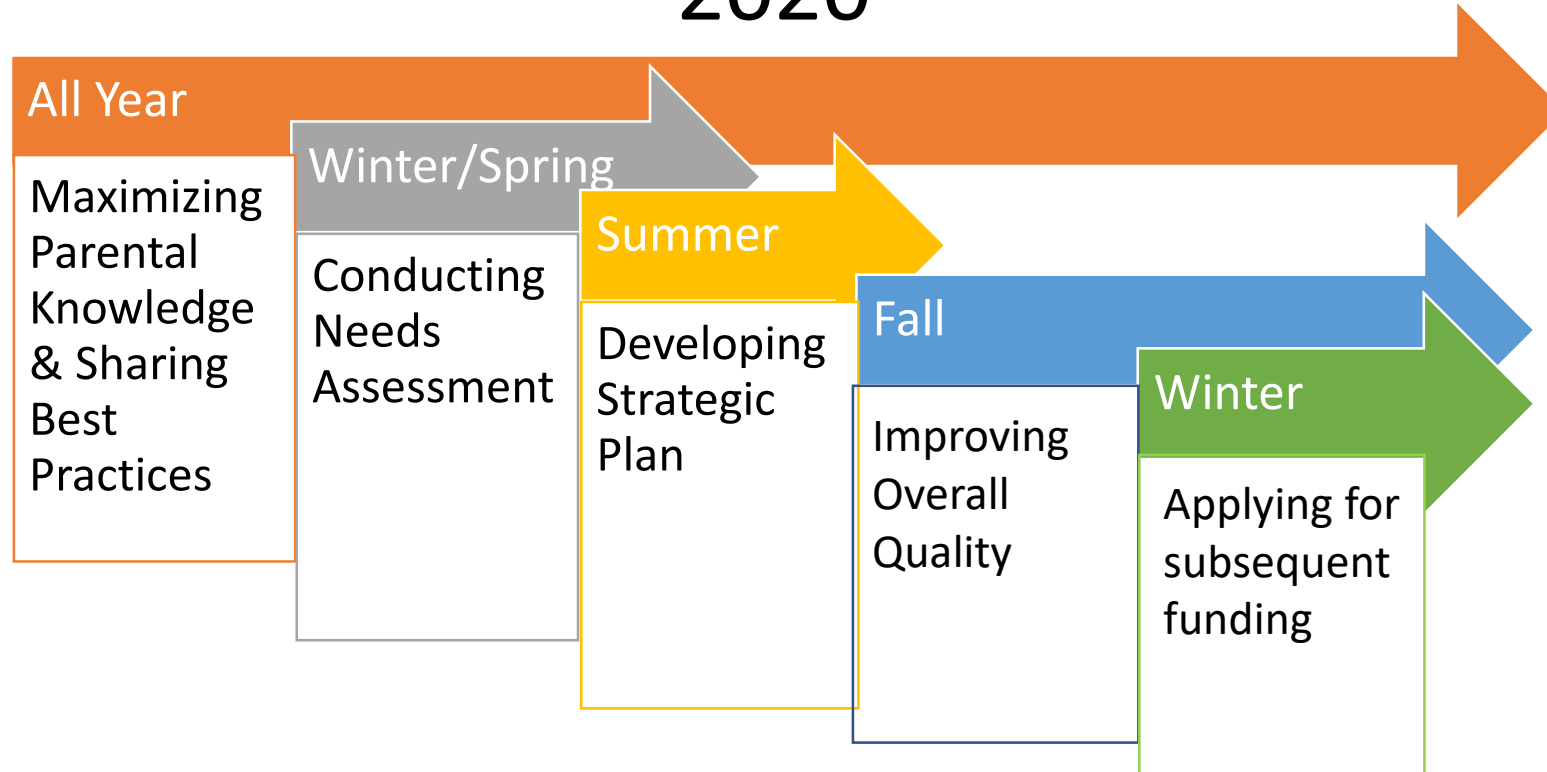
**Focus:** Birth-5 Mixed Delivery System

- ✓ Developing Needs Assessment
- ✓ Creating B-5 Statewide Strategic Plan
- ✓ Maximizing Parental Choice and Knowledge
- ✓ Sharing Best Practices
- ✓ Improving Overall Quality



# PDG Implementation Timeline

2020





Wisconsin Early Childhood Association

Ruth Schmidt  
Executive Director  
608-729-1042

[Ruschmidt@wisconsinearlychildhood.org](mailto:Ruschmidt@wisconsinearlychildhood.org)

[wisconsinearlychildhood.org](http://wisconsinearlychildhood.org)



@EarlyEdMatters



Search: wisconsin-earlychildhood-education



@wisconsinearlychildhood

Erin Arango-Escalante  
Administrator, DECE at DCF  
608-422-6003

[Erin.arangoescalante@Wisconsin.gov](mailto:Erin.arangoescalante@Wisconsin.gov)

[dcf.wisconsin.gov/childcare/pdg](http://dcf.wisconsin.gov/childcare/pdg)



Wisconsin Department of  
Children and Families