

ELC Direct Services Subcommittee: Infant/Toddler Focus Group  
February 24, 2011  
Haseko Center

Attendees: Sharon Taba, Tod Robertson, Robin Arndt, Gail Breakey, Malia Taum-Deenik, Nonie Toledo, Anna Peters, Grace Fong, Liz Chun, Chris Jackson

**Welcome & Introductions:** Chris welcomed the group and self-introductions were made.

**Review of January 19, 2011 Meeting:** Summary of last meeting was shared with new members; copies of minutes had been emailed previously.

**Status of State EC Legislation:** Liz and Gail reviewed current bills still alive that relate to infants, toddlers and young children. Dave Tom (GBA) has been tracking bills and disseminating updates on a weekly basis to the ECE community which has been very helpful. The Soda Tax legislation came as a surprise to the DOH: lesson learned is that the private industry can get folks out very quickly to present testimony. Implications for us: How to mobilize the ECE community better in the future?

***The First Three Years: Addressing the Shortage of Infant and Child Care Providers, Facilities and Services in the State of Hawaii (December 2006)***: This report was requested of GBA by DHS in response to HCR 008 re infant and toddler care in Hawaii in 2006. GBA and PATCH worked collaboratively to produce the report with some specific recommendations, many of which have not yet been addressed.

I/T focus group reviewed the recommendations in the report to determine which ones were still relevant and which ones we wanted to focus on. The following is a summary of discussion that took place:

- State agencies such as DHS and DOH establish MOA to streamline licensing and regulatory rules that ensure health and safety practices and procedures. This includes cross-departmental training for staff charged with enforcing rules and requirements. *Discussion: This could be taken to the Department of Early Learning once established.*
- Increase the compensation of practitioners serving infants and toddlers so that they are commensurate to the expected level of education and experience required of these individuals. *Discussion: Need Direct Services funding for this.*
- Expand community college and university educational offerings and methods of delivery so as to increase the number of qualified practitioners for infant/toddler centers. *Discussion: This is a workforce and professional development issue that has direct implications for Healthy Start, Home visiting programs, Early Head Start. Courses are not offered on NI and offerings are not consistent across the State (frequency, capacity). Could do a study on why if courses are offered, people do not access them. Could courses be offered through Continuing*

*Education? How to increase capacity and availability of more online courses?  
Offer courses through HITS?*

- Develop and initiate focus groups and survey tools to obtain quantitative data from parents of infants and toddlers, especially parents choosing care outside of the formal licensed early care and education system. *Discussion: Conduct a parent survey – PATCH could poll families through an e-blast to determine how their search for I/T care went? Satisfied with options provided? Reason for not accessing care? 2<sup>nd</sup> quarter of 2011, 78% of parents making calls was for care for children under the age of 2 years. 69 licensed I/T centers in State (53 on Oahu) @ 89% capacity (185 vacancies). Average cost for CB care = \$800 to 1300/month. The number of vacancies has gone up – parents can't afford child care. Of 541 licensed FCC, almost all are at capacity for infants since only 2 children under the age of 18 months can be cared for per provider. Only 20% of calls are for preschool slots, so many FCC can't stay in business. Number of kith and kin providers - ? (2 unrelated children)*
- Dedicate a percentage of state funding to expand the availability and affordability of infant and toddler care in Hawaii. *Discussion: CCDF plan – can there be a set aside for direct services for I/T care? What would be allowable?*
- Increase support for family child interactive learning programs and continue to support families who dare for their own infants and toddlers in their neighborhoods. *Discussion: FCIL expansion: use of closed elementary schools or under-utilized space on campuses? EHS model adoption by Healthy Start for socialization. Where are the FCILs for Healthy Start to refer families to?*
- Continue to support public awareness and recruitment/training initiatives to increase the number of providers offering infant toddler care. *Discussion: PATCH has been doing this through recruitment efforts but capacity is still limited.*
- Economic development agencies and business and industry associations should include early care and education in community needs assessments, worker surveys and other studies that are the basis for economic development planning and funding decisions. *Discussion: Employer needs for child care is “DOA”. Businesses are afraid of leading employees on re promise of child care – opens the door for union negotiations.*
- Large employers should create on-site ECE programs or make employer contributions to cover part of workers' ECE costs. Such programs can help attract and retain quality workforce and booster productivity. *Discussion: PATCH sent a survey out to the top 100 employers in the State. In talking state of renewing the “enhanced referral” service instead of encouraging on-site child care since this is a liability issue for businesses.*
- Small business owners should find ways to offer benefits such as pre-tax, flexible spending accounts or joint programs that serve employees from more than one company. *Discussion: ?*
- State and County planning offices should explore an exaction or linkage fee requiring developers to build on-site ECE facilities or contribute to an ECE fund for new development projects exceeding a certain size. *Discussion: This is a low hanging fruit. Find out what charter schools are paying to be on DOE campuses. SB 1487 – first priority is charter schools; 2<sup>nd</sup> is child care.*

- Banks, credit unions, and other commercial financial institutions should market their financial products and services to ECE providers. Micro-loan programs or other alternative financial programs can promote business and financial practices with infant toddler family child care, licensed-exempt and group child care providers. *Discussion: This involves setting up financing strategies.*
- Private developers are encouraged through tax credits to include space for child care services, especially infant and toddler care, in new transit, housing and commercial developments, particularly in low-income areas. *Discussion: this involves setting up financing strategies.*
- ECE providers and advocates should sponsor the creation of a new non-profit specializing in ECE facility financing and development. Function can range from building new facilities to leasing to selling, working with economic development entities, property management companies, real estate firms, etc. to promote tenancy and amenity for a community. *Discussion: This involves setting up financing strategies.*
- Early Childhood programs commanding a dedicated pool of capital through collective management strategies can address economies of scale in purchasing, health insurance, and administrative functions such as payroll, audits, etc. *Discussion: This involves setting up financing strategies.*

Summary of priorities:

- Increase number of qualified professionals by working with Higher Ed institutions and clock-hour community-based training entities
- Not enough money in child care subsidies pot – look at revising 10-step formula for child care subsidy parent co-pay (give lower income children full subsidy versus subsidizing across the board)

**ZTT Technical Assistance Opportunity for Hawaii:** Portland States Summit in mid-April. Questions for team to get answers to: (1) How are I/T issues being discussed in relation to medical homes? (2) What structures are states using to identify priorities? (3) Cindy to email additional questions.

**Next Meeting:** Deferred until after the State team returns from Portland, possibly in May.