

State of Connecticut

Blue Ribbon Panel Draft Report Discussion



November 1, 2023

BRP Outreach Statistics

 **Total Engagement** **2,179**

 **Total Meetings** **282**

Parents

890

With Support
from CT Funder
Collaborative &
11 Community
Agencies

Community Stakeholders

1,274

Parents
Advocates
ECE Providers
ECE Educators
Government
Systems Specialists
Researchers
Higher Education
Philanthropy

Connecticut Businesses

15

Representing
over 50,000
employees

Geographies

71

Representing All
8 Connecticut
Counties &
63 Towns and
Cities

Blue Ribbon Panel Plan Goals

Goal 1

Workforce and Quality: Invest in and support the retention and recruitment of a professional, high-quality ECE workforce

Goal 2

Equitable and Affordable Access: Increase equitable and affordable access to high-quality programs that meet the range of family needs

Goal 3

Systems: Develop an agile, flexible, and responsive high-quality ECE system that maximizes current resources and supports economically viable programs

Goal 4

Funding: Build a well-funded, sustainable ECE funding system that is poised to efficiently leverage future investment

Workforce and Quality Objectives

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Goal 1: Invest in and support the retention and recruitment of a professional, high-quality ECE workforce

Workforce and Quality Objectives	Expected Outcomes
<ul style="list-style-type: none"> • Objective 1A: Support professional compensation for a strong and stable ECE workforce in all ECE programs 	<ul style="list-style-type: none"> • Increased pay and better benefits for early childhood educators • Lower turnover and robust recruitment for ECE positions • More ECE workers completing early childhood higher education and training programs
<ul style="list-style-type: none"> • Objective 1B: Pursue strategies that support ECE workforce recruitment and retention. 	
<ul style="list-style-type: none"> • Objective 1C: Simplify credentialing process. Adopt a three-step career ladder through a collaborative process that aligns compensation and credentials with the Unifying Framework (UF) 	
<ul style="list-style-type: none"> • Objective 1D: Help ECE programs maximize their fiscal health to support stability, quality, and increased workforce compensation 	
<ul style="list-style-type: none"> • Objective 1E: Expand strategies to support improved quality of early childhood programs 	

Equitable and Affordable Access Objectives

2

Goal 2: Increase equitable and affordable access to high-quality programs that meet the range of family needs

Equitable and Affordable Access Objectives	Expected Outcomes
<ul style="list-style-type: none"> • Objective 2A: Expand affordability for low- and middle-income families 	<ul style="list-style-type: none"> • Significant financial relief for lower- and middle-income families • Better access to ECE programs regardless of family income, race, and location in CT • More infant and toddler slots, esp. in regions of the state where they are needed most
<ul style="list-style-type: none"> • Objective 2B: Increase the supply of affordable infant and toddler care for families 	
<ul style="list-style-type: none"> • Objective 2C: Improve access to programs and services to meet the needs of children with special needs and their families 	
<ul style="list-style-type: none"> • Objective 2D: Increase equitable access to high-quality care, especially for under-resourced families and communities 	

Equitable and Affordable Access Objectives

2

Goal 2: Increase equitable and affordable access to high-quality programs that meet the range of family needs

Estimated Annual Impact of Expanded Eligibility for Affordable Care

		State Median Income Percentile:	75%	85%	100%
Three Person Household	State Median Income		\$80,288	\$90,993	\$107,052
	Recommended 7% of Income		\$5,620	\$6,370	\$7,494
	Child Care Costs for One Infant and Preschooler		\$31,035	\$31,035	\$31,035
	Estimated Household Savings		\$25,414	\$24,665	\$23,541
	Estimated Savings as a % of Household Income		31.7%	27.1%	22.0%
Four Person Household	State Median Income		\$95,582	\$108,326	\$127,443
	Recommended 7% of Income		\$6,691	\$7,583	\$8,921
	Child Care Costs for One Infant and Preschooler		\$31,035	\$31,035	\$31,035
	Estimated Household Savings		\$24,344	\$23,452	\$22,114
	Estimated Savings as a % of Household Income		25.5%	21.6%	17.4%

Source: OEC SMI HH income tables for 2022; 2023 ALICE report for costs to families for care of one infant and one preschooler

1. [The Asset Limited, Income Constrained, Employed \(ALICE\) thresholds, childcare costs, and predicted budgets are based on information from the 2023 ALICE Report for Connecticut, accessible here. This report offers an in-depth look at the financial challenges faced by working families, providing vital insights into the costs of living and affordability.](#)

2. [The State Median Income \(SMI\) Categories and related income data for households of three and four people are sourced from the Connecticut Care 4 Kids program's SMI Chart for 2021-2022, available here.](#)

Systems Objectives

3

Goal 3: Develop an agile, flexible, and responsive high-quality ECE system that maximizes current resources and supports economically viable programs

Systems Objectives	Expected Outcomes
<ul style="list-style-type: none"> • Objective 3A: Simplify state-funded system and better align with federal systems to reduce complexity and increase utility 	<ul style="list-style-type: none"> • Simplified funding and reduced administrative complexity for early childhood education providers • Greater and more equitable parent participation in state and local governance • Robust child, family, and system outcomes data collection to support planning and future system growth
<ul style="list-style-type: none"> • Objective 3B: Maximize existing resources by strengthening partnerships to identify opportunities for potential alignment and innovation, reduce administrative burdens, and barriers to accessing state systems 	
<ul style="list-style-type: none"> • Objective 3C: Ensure family and representative community voice are central in the ECE system 	
<ul style="list-style-type: none"> • Objective 3D: Develop data and information systems to track and improve systems and outcomes, in coordination with other statewide efforts 	

Funding Objectives

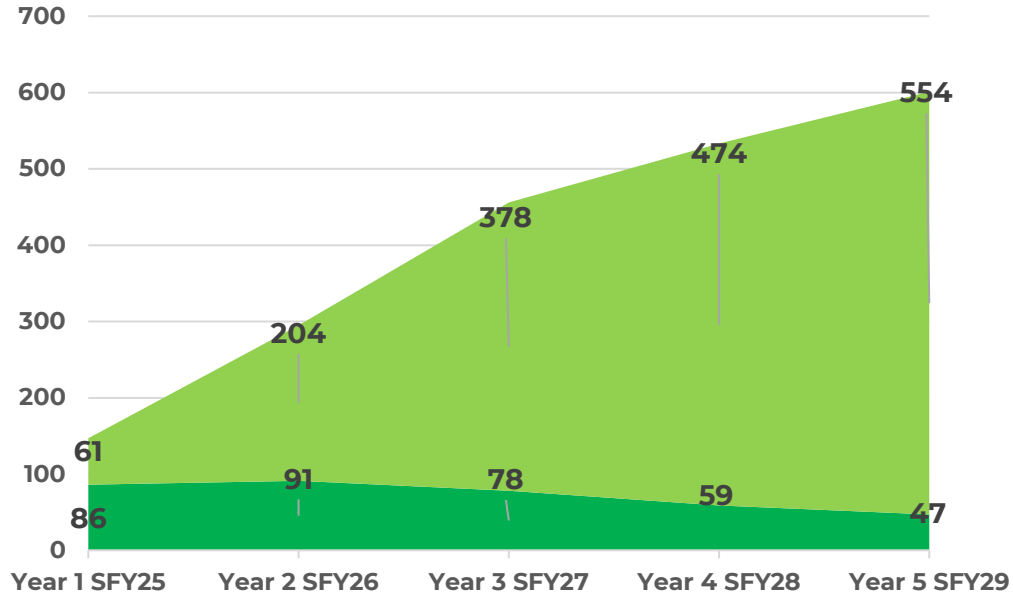
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Goal 4: Build a well-funded, sustainable ECE funding system that is poised to efficiently leverage future investment

Funding Objectives	Expected Outcomes
<ul style="list-style-type: none"> • Objective 4A: Develop a plan to transition to funding based on the cost of care starting with infant and toddler care and high-need communities 	<ul style="list-style-type: none"> • Providers receive funding that reflects the actual costs of the care they provide • An ECE system that is quick on its feet in adapting to new funding opportunities • Diverse payor types share in the system's costs
<ul style="list-style-type: none"> • Objective 4B: Develop a flexible fiscal model to support implementation and help to prioritize and stage investments in alignment with system reforms 	
<ul style="list-style-type: none"> • Objective 4C: Identify new dedicated funding streams to support sustained and significant public and private incremental investment in ECE 	

Recommended Investments Totals

BRP Recommended Net Incremental Investments (\$ Millions)

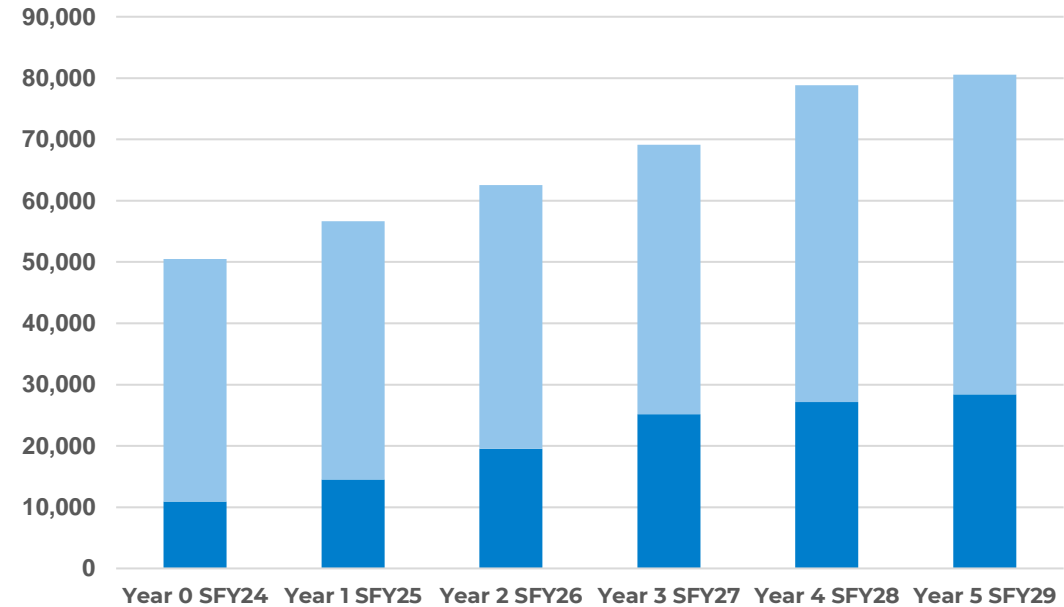


■ Expansion and Sustainability ■ System Building and Stabilization

Stabilization and System Building investments are focused on meeting the urgent challenges to the system right now

Expansion and Sustainability investments will strengthen compensation for educators and increase access

Blue Ribbon Plan Estimates of Available ECE Supply with State, Federal or Local Funding



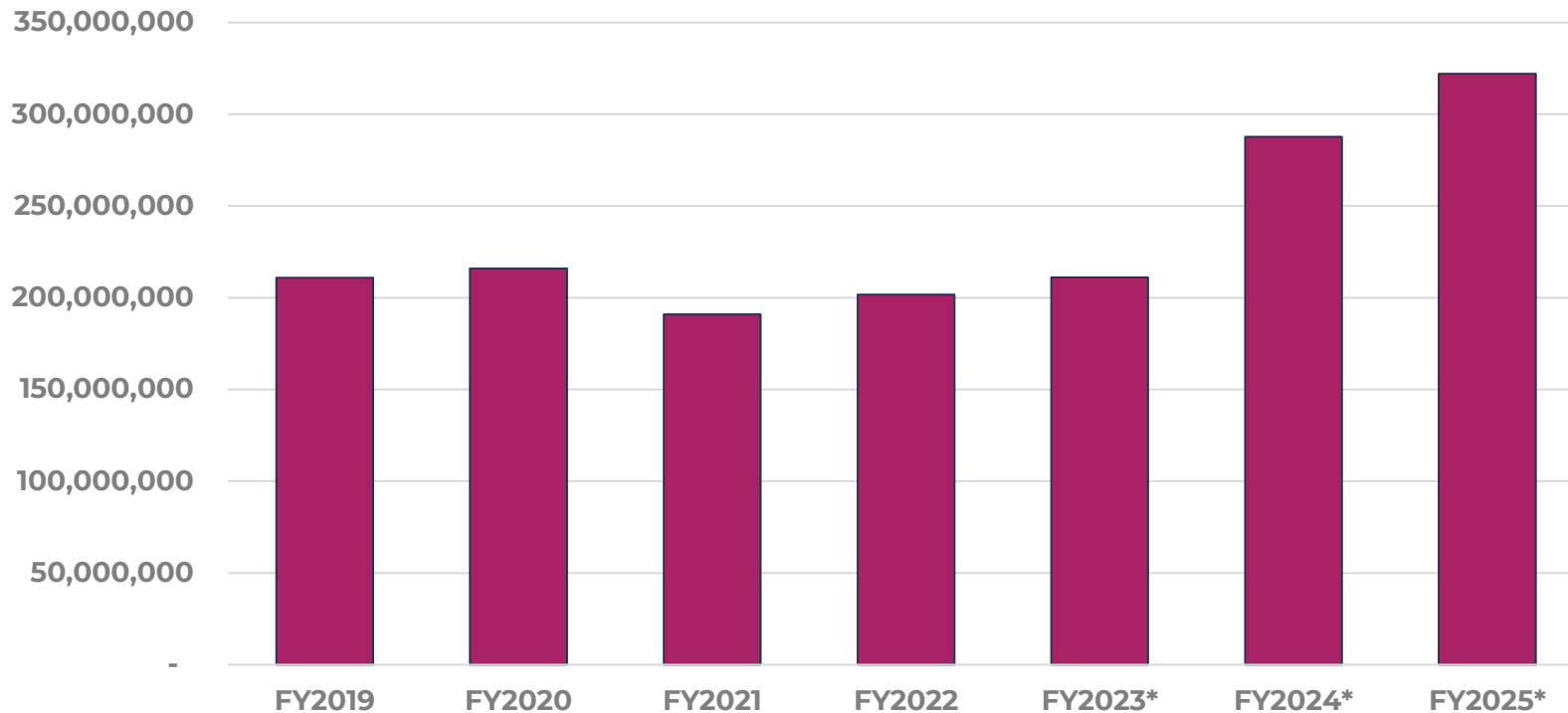
■ Infants and Toddlers

■ Preschool

At the end of year 5 there is a **60% increase in slots** subsidized by federal, state or local funding

Budget Overview: Expenses and Appropriations

OEC Early Child Care Related General Funds Actual Expenses and Appropriations

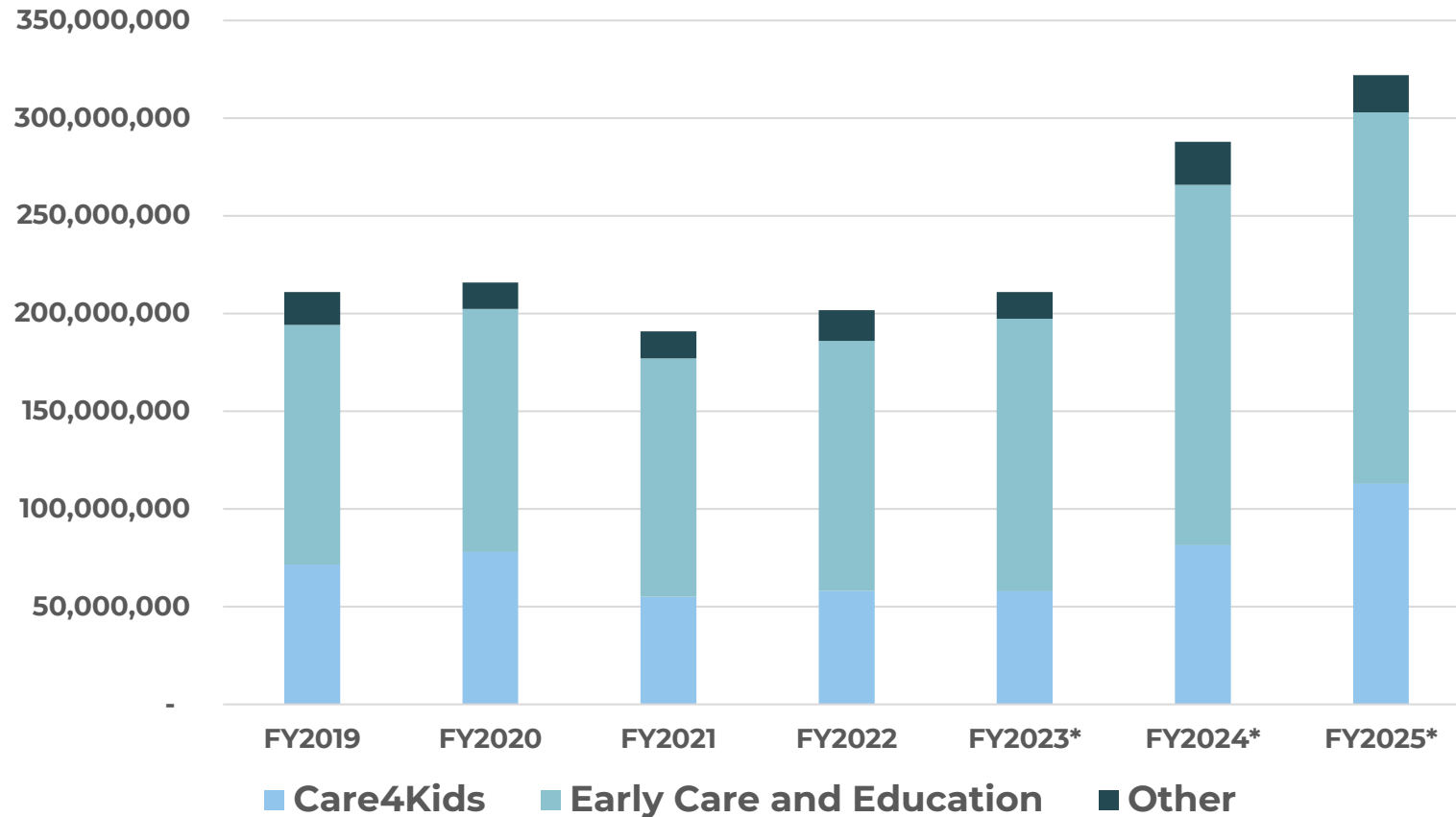


All child care related funds have shown an increase of 57%

Federal Fund totals show a 69% increase over 7 years

Budget Overview: Expenses and Appropriations

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Thank you for your participation today!