

Cost of Quality Care Study Recommendations

Washington Child Care Collaborative Task
Force

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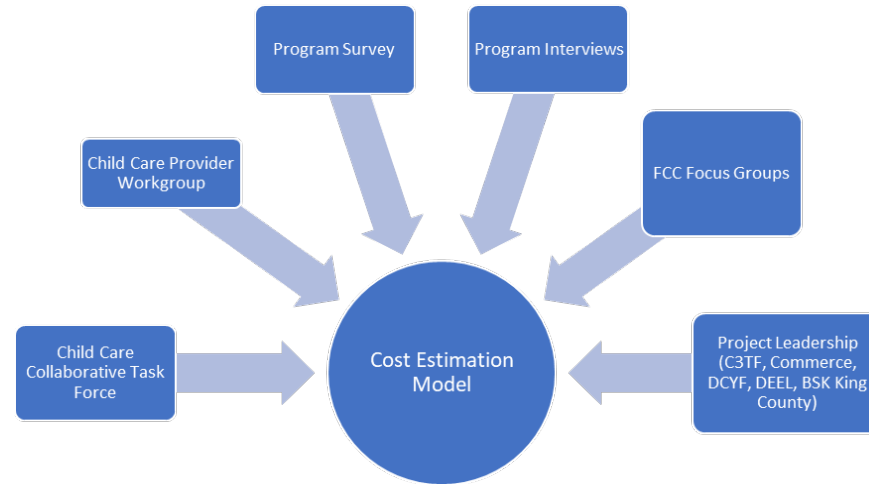
Washington State
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2018 Child Care Collaborative Task Force Established by Legislature

- Report #1 2019: Improve access to employees & incentivize employer-supported child care
- Report #2 2020: Child care industry assessment & facility needs assessment
- Report #3 2020: Child care cost estimation model; workforce & subsidy recommendations
- Report #4 2021 Child care access strategy for 2025
- Report #5 2022 Cost of quality care study & model



True Cost of Quality Care Estimation Model



- Excel-based tool used to calculate actual costs of quality care with adequate workforce compensation
- Based on a study that includes financial data collected through surveys, focus groups and interviews

The gap between current wages & living wages

[MIT's Living Wage Model](#) is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family's likely costs for minimum food, child care, health insurance, housing, transportation and other basic necessities.

Center-based child care	Current salaries	MIT living wage salaries
Program director	\$35,265 - \$40,569	\$85,245 - \$106,257
Assistant director	\$31,449 - \$36,512	\$70,451 - \$87,816
Administrative assistant	\$30,139 - \$34,715	\$44,420 - \$55,369
Lead teacher	\$31,302 - \$37,261	\$57,746 - \$71,980
Assistant teacher	\$26,040 - \$29,126	\$44,420 - \$55,369
Aide/floater	\$19,781 - \$26,597	\$44,420 - \$55,369

Family child care	Current salaries	MIT living wage salaries
Family child care provider/owner	\$34,427 - \$58,042	\$73,702 - \$91,695
Family child care assistant teacher	\$26,040 - \$29,126	\$44,420 - \$55,369

4 Recommendations

- **Current revenues are insufficient to cover the true cost of child care**
- The Child Care Collaborative Task Force recommends comprehensive public funding solutions, for public and private programs alike, to stabilize and grow access to affordable child care in Washington.
- Public intervention is needed to stabilize and to grow the child care industry and ensure living wages and benefits for the workforce

Subsidy rates based on actual costs of care

- For 2025-27 budget, for Working Connections Child Care Subsidy Program
- Provider reimbursement rate should be based on cost model and incorporate
 - Living wage salaries
 - Benefits
 - Resources for program enhancements that support quality care

Relief Payments to Licensed Care Programs

- Stabilization grants during the pandemic have been helpful---but have ended
- Additional significant relief payments are needed now for licensed programs serving children from birth through age 12
- Include individual members of the child care workforce

Develop plan for publicly funded wage supplements & benefits to child care workforce

- All licensed child care workers should earn at least a living wage & benefits, with a floor based on MIT's Living Wage Model
- Raising subsidy rates should be paired with increasing wages for all child care workers
- Provide funding for DCYF to develop a plan by 2024
- Evaluate payment mechanisms for wage supplements



Workforce & Economic Dev Strategy

- Support pipeline of the future child care workforce
- Advocate for adequate compensation and career growth
- Ensure access to education and credentialing
- Partner with providers, Washington Workforce Training and Education Coordinating Board, DCYF, economic development organizations and stakeholders

Thank You!



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