



Indiana Early Learning Advisory Committee

Indiana State Library
Author's Room
Indianapolis, IN

July 9, 2024
1:00 PM

Meeting Agenda

- ▶ Call to Order
- ▶ Approval of Agenda
- ▶ Chair's Report
- ▶ Subcommittee Report Outs
 - ▶ Compensation Subcommittee
- ▶ Increase the Supply and Sustainability of High-Quality Providers
 - ▶ INAEYC State of the Workforce
 - ▶ Compensation Study Update
- ▶ Improve and Increase System Capacity
 - ▶ Rule Promulgation Progress/Process
 - ▶ Pay by Enrollment
- ▶ Adjournment



Chair's Report

Maureen Weber
ELAC Chairwoman

Subcommittee Report Out

Courtney Hott
Director, ELAC

Early Childhood Educator Compensation

Ad-Hock Subcommittee

- ▶ Contract with TalentFirst Executed
- ▶ Data requests are submitted and in process
- ▶ First meeting: June 26
 - ▶ Reviewed scope and timeline
 - ▶ Confirmed key decisions with stakeholders
 - ▶ Explored major questions
- ▶ Two-day workshop: August 29-30
 - ▶ Lego Serious Play activity
 - ▶ Facilitated thinking, communication and problem solving technique



Advancing ELAC Priorities

Update and discussion of efforts planned and underway.

Hanan Osman, Executive Director Indiana

Association for the Education of Young Children

Alex Andrews, Director of Business Intelligence &

Workforce Innovation, Talent First

Tikila Welch, Director of Licensing, OECOSL

Kim Rule, Director , OECOSL



Priority 2

Increase the supply and sustainability of high-quality providers

- INAEYC State of the Workforce, Hanan Osman
- Compensation Study Update, Alex Andrews



State of Indiana Early Childhood Workforce Compensation

Data and Advancement

Early Learning Advisory Committee (ELAC)

7/09/2024



inaeyc

Indiana Association for the
Education of Young Children

An Affiliate of **naeyc**

MISSION

Indiana AEYC promotes high quality learning for all children, birth through age eight, by connecting research, practice and policy.

We advance a diverse, dynamic early childhood profession and support all who care for, educate, and work on behalf of young children.



inaeyc

Indiana Association for the
Education of Young Children

An Affiliate of **naeyc**



inaeyc

Indiana Association for the
Education of Young Children

An Affiliate of **naeyc**

2019 Indiana Child Care Workforce Study

Working in Child Care in Indiana

Employment Benefits in Centers & Ministries

Type of Benefit (Percentage of Centers/Ministries Offering Benefits)	2005	2010	2014	2019
Fully Paid Health Insurance	7%	4%	4%	7%
Partially Paid Health Insurance	33%	42%	36%	26%
Free Child Care	23%	18%	16%	19%
Reduced Child Care Fee	52%	44%	72%	72%
Paid Sick Leave	59%	60%	70%	51%
Paid Vacation	82%	80%	85%	64%
Paid Holidays	83%	85%	87%	78%
Paid Retirement Benefits	29%	34%	37%	33%

Self Reported Earnings in Centers & Ministries

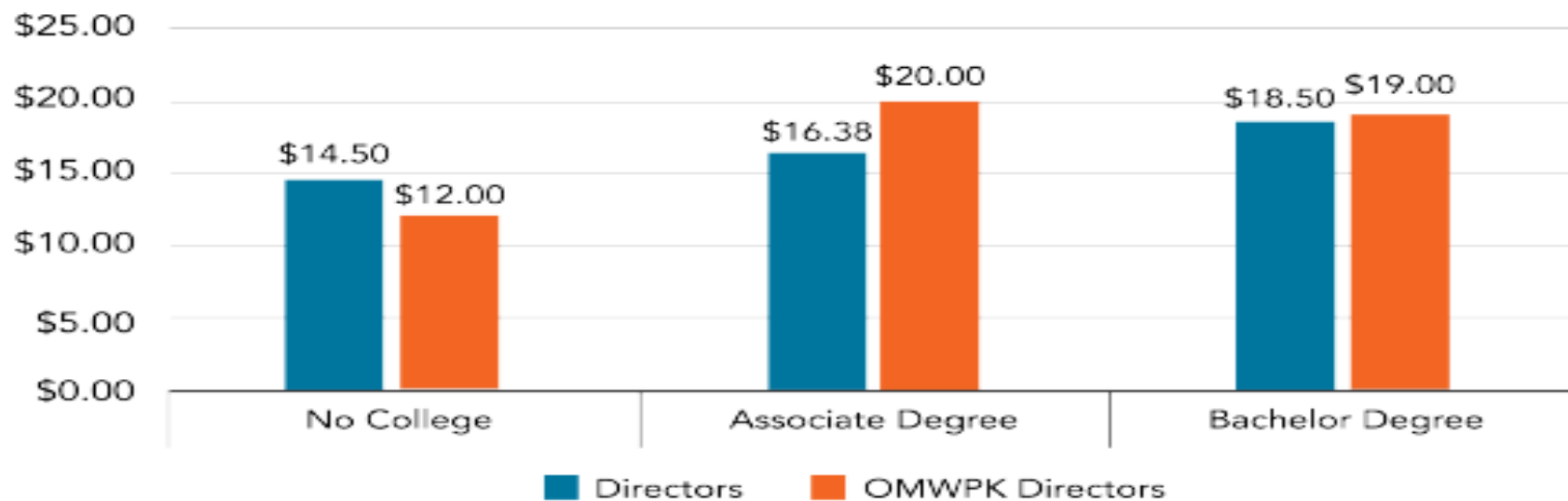
Teachers	Teachers				Lead Teachers				Assistant Teachers			
	2005	2010	2014	2019	2005	2010	2014	2019	2005	2010	2014	2019
Highest Hourly Earnings (90 th Percentile)	\$11.40	\$13.00	\$16.00	\$15.54	\$11.75	\$13.33	\$19.00	\$16.00	\$9.35	\$11.00	\$13.00	\$14.00
Median Hourly earnings (50 th Percentile)	\$7.95	\$9.00	\$9.50	\$12.17	\$8.18	\$9.45	\$10.00	\$12.46	\$7.25	\$8.25	\$9.00	\$10.00
Lowest Hourly Earnings (10 th Percentile)	\$6.15	\$7.30	\$7.25	\$9.00	\$6.15	\$7.50	\$8.00	\$9.63	\$6.00	\$7.25	\$7.25	\$8.50
Average				\$13.23				\$12.72				\$10.26



Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

Self Reported Earnings Directors & FCCH Owners

	Center/ministry Directors				Family Child Care Home Providers			
	2005	2010	2014	2019	2005	2010	2014	2019
Highest Hourly Earnings (90 th Percentile)	\$19.78	\$22.00	\$45.00	\$25.58	\$17.13	\$31.17	\$42.00	No data Collected
Median Hourly earnings (50 th Percentile)	\$12.68	\$14.77	\$15.80	\$16.00	\$8.83	\$13.32	\$15.77	
Lowest Hourly Earnings (10 th Percentile)	\$9.00	\$10.00	\$8.25	\$10.00	\$2.00	\$2.00	\$5.00	

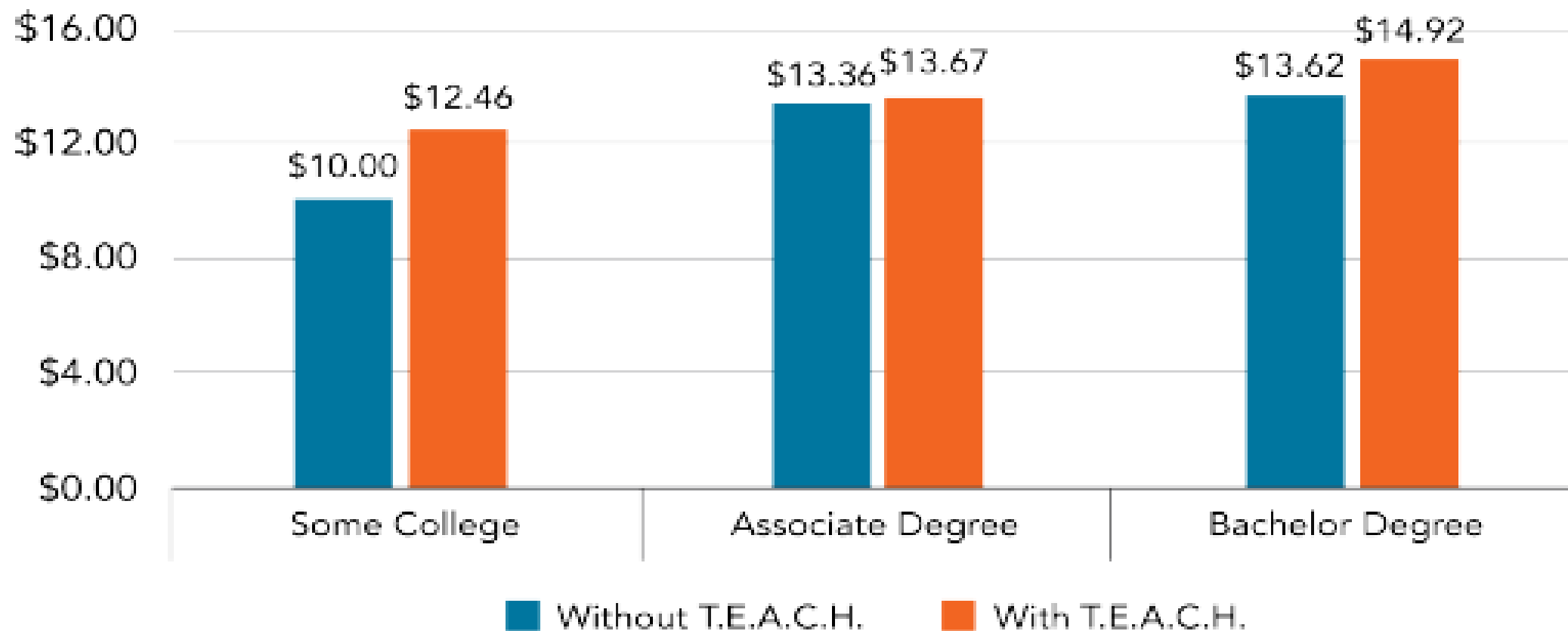


inaeyc

Indiana Association for the Education of Young Children

An Affiliate of **naeyc**

Comparison with T.E.A.C.H. Recipients



2021 Indiana Early Childhood Workforce Report

- In January of 2021, an Early Childhood Workforce Profile was developed based on the previous Indiana Child Care Workforce Study instruments to assess the early childhood workforce in each DWD region and across the State.
- This data “snapshot” focuses on the demographics, compensation, benefits, languages spoken by children and employees and turn-over of licensed centers and homes, unlicensed registered ministries, and legally exempt early childhood programs in Indiana.
- From January 2021 through February 9th, 2022, INAEYC Regional Workforce Systems Coordinators surveyed 442 or 58% of licensed center administrators, 838 or 40% of licensed family childcare homeowners, 270 or 38% of unlicensed registered ministry administrators and 137 or 49% of legally licensed exempt providers.



Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

Methodology

- Interviews with directors in licensed childcare centers, registered childcare ministries, licensed Head Start and Early Head Start facilities, legally licensed exempt programs, and licensed family childcare home programs.
- INAEYC Regional Workforce Coordinators introduced the workforce profile to all programs through email, phone, and by naturally gathering the workforce data while engaged in conversations about accreditation scholarships, registered ministry first aid/CPR supports, and professional development.
- INAEYC utilized the Indiana Child Care Workforce Study Instruments to develop the Workforce Profiles and utilized the Submittable software to gather the data. Once in electronic form, logic was added so questions could be asked of each facility around relevant COVID changes and supports being offered and developed. Several sample profiles were completed by staff to assess the platform and profile design further.
- The Indiana Child Care Information System (CCIS) was used to assign all licensed, registered, and legally exempt early childhood programs to each Workforce Systems Coordinator based on the Indiana Department of Workforce Developments regional map.
- The Workforce System Coordinators updated the facility information for the region based on facility closures, leadership changes, and challenges created by COVID impacting the operations of the facilities. Individual Workforce Profiles took multiple appointments and extended time to complete due to the many challenges created by COVID.



Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

Regions Reflected by Data

DWD Regional Map



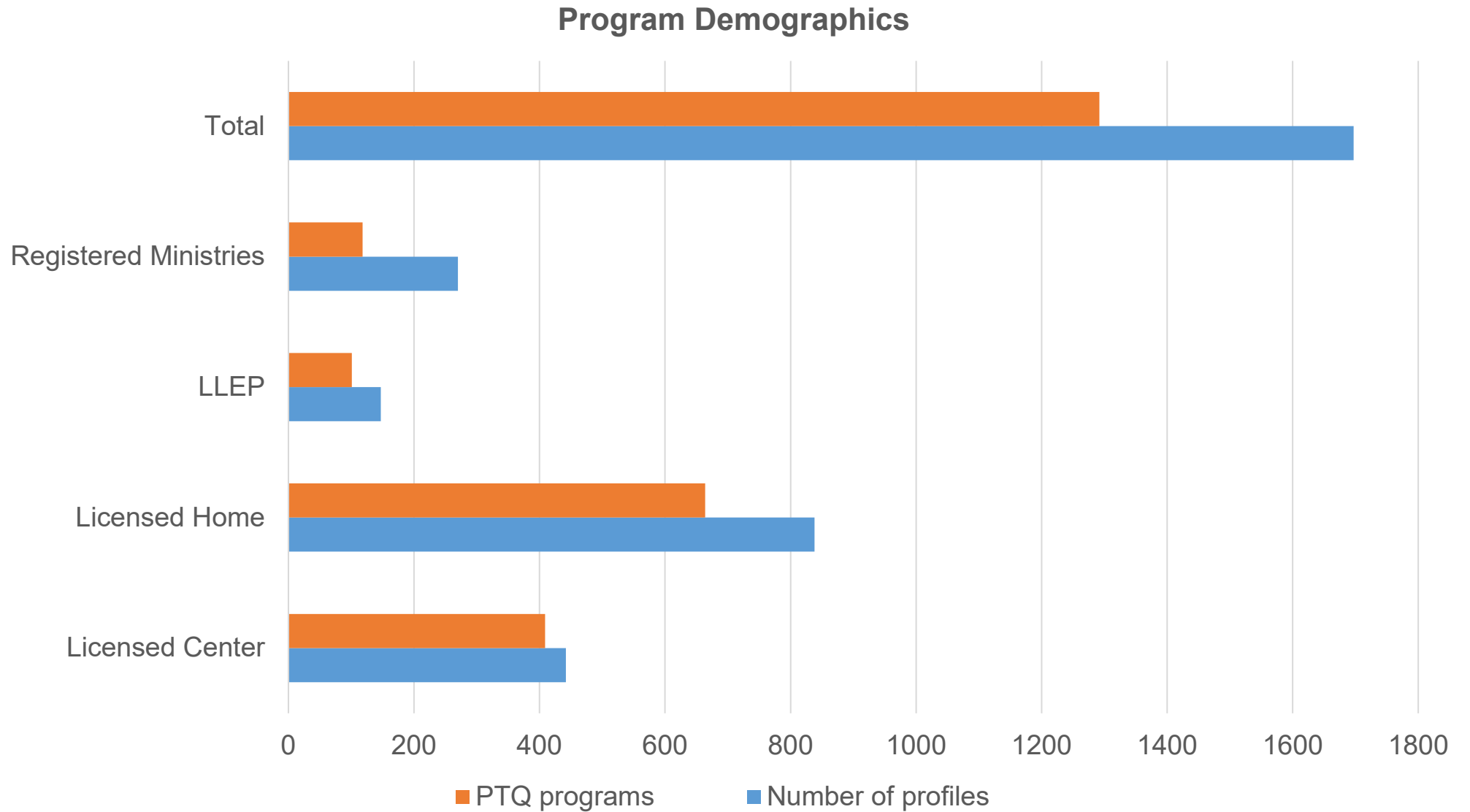
inaeyc

Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

Workforce Profiles

Completed

January 22, 2021 through February 9, 2022



* OMWPK 1018

** Accredited 364

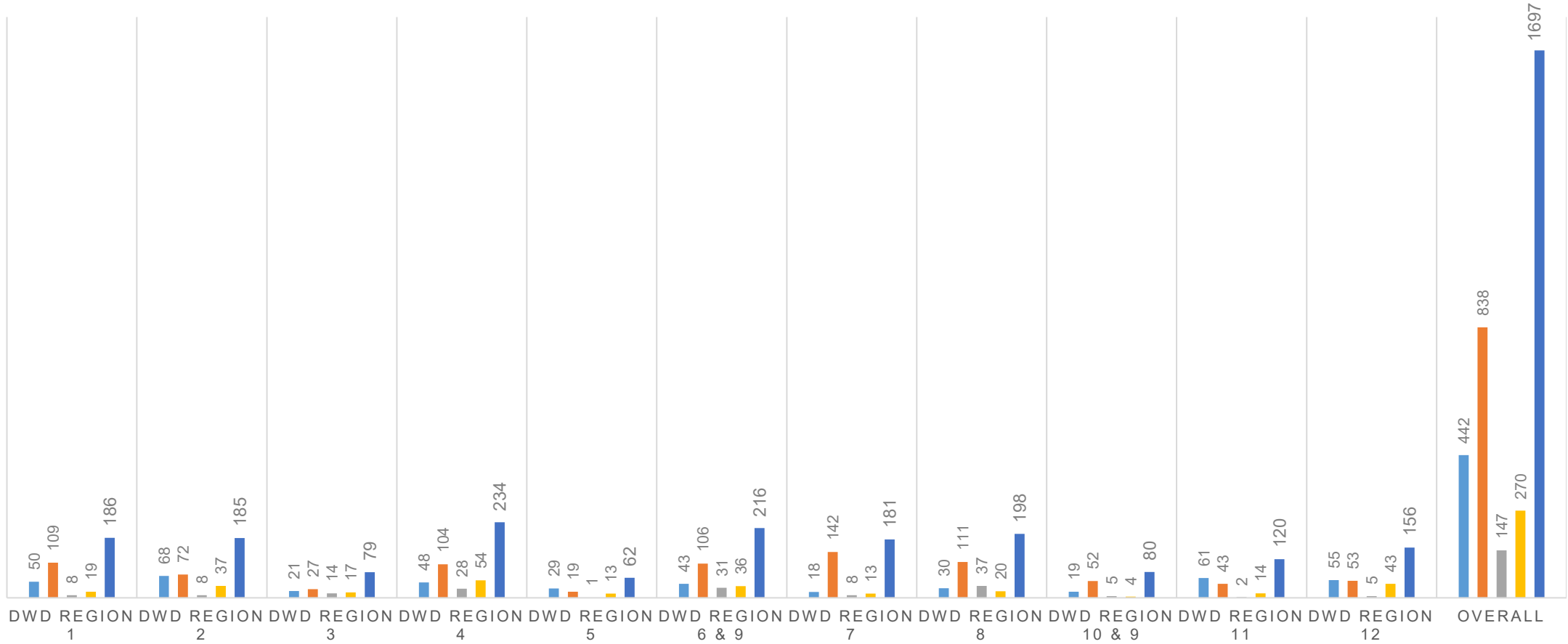
inaeyc

Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

2021 Early Childhood Profiles

NUMBER OF PROFILES COMPLETED

■ Licensed Center
 ■ Licensed Home
 ■ LLEP
 ■ Registered Ministry
 ■ Overall



NUMBER OF COMPLETED WORKFORCE PROFILES BY PROGRAM TYPE
 JANUARY 22, 2021 THROUGH FEBRUARY 9, 2022

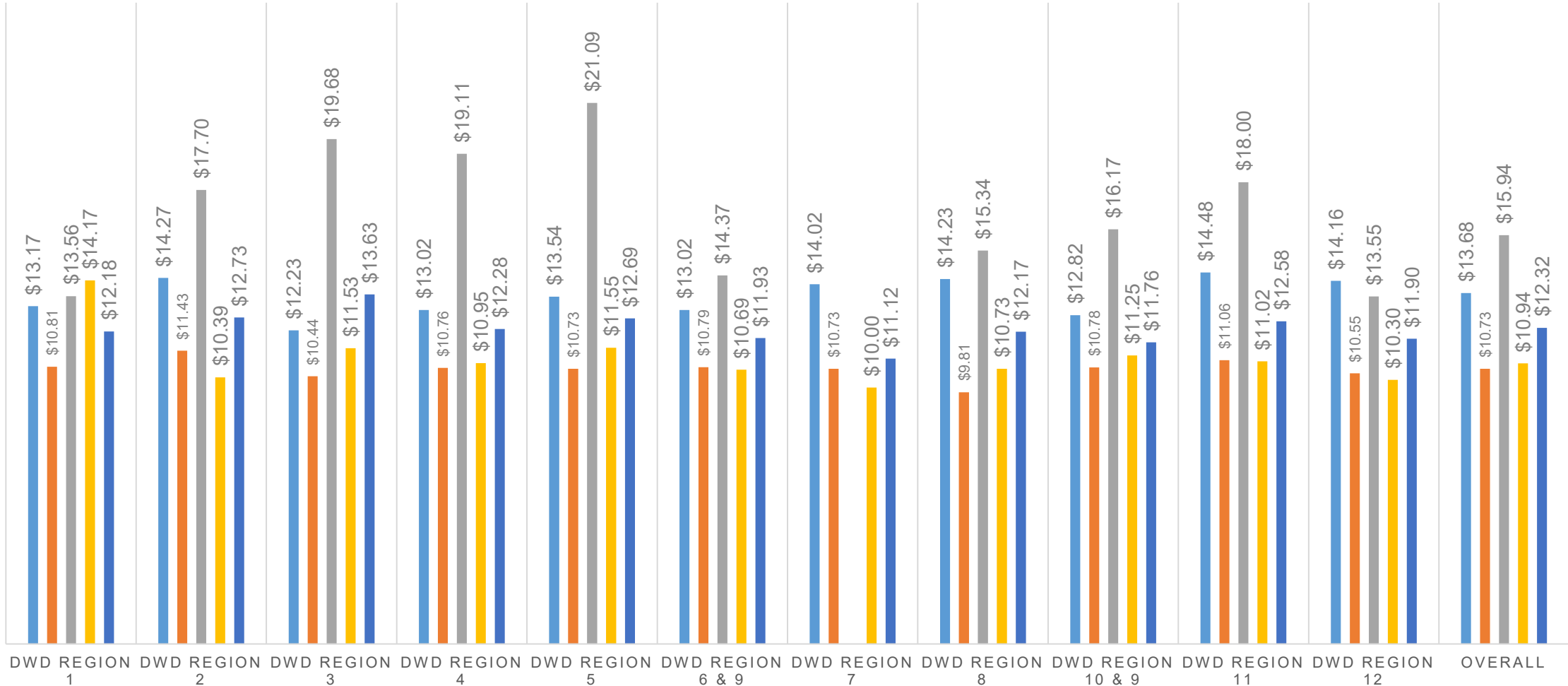


Indiana Association for the
 Education of Young Children
 An Affiliate of **naeyc**

2021 Average Teacher Hourly Wage

AVERAGE TEACHER HOURLY WAGE

■ Licensed Center
 ■ Licensed Home
 ■ LLEP
 ■ Registered Ministry
 ■ Overall



AVERAGE TEACHER HOURLY WAGE IN LICENSED CENTERS, LICENSED HOME, LLEPS, AND REGISTERED MINISTRIES WORKFORCE PROFILES

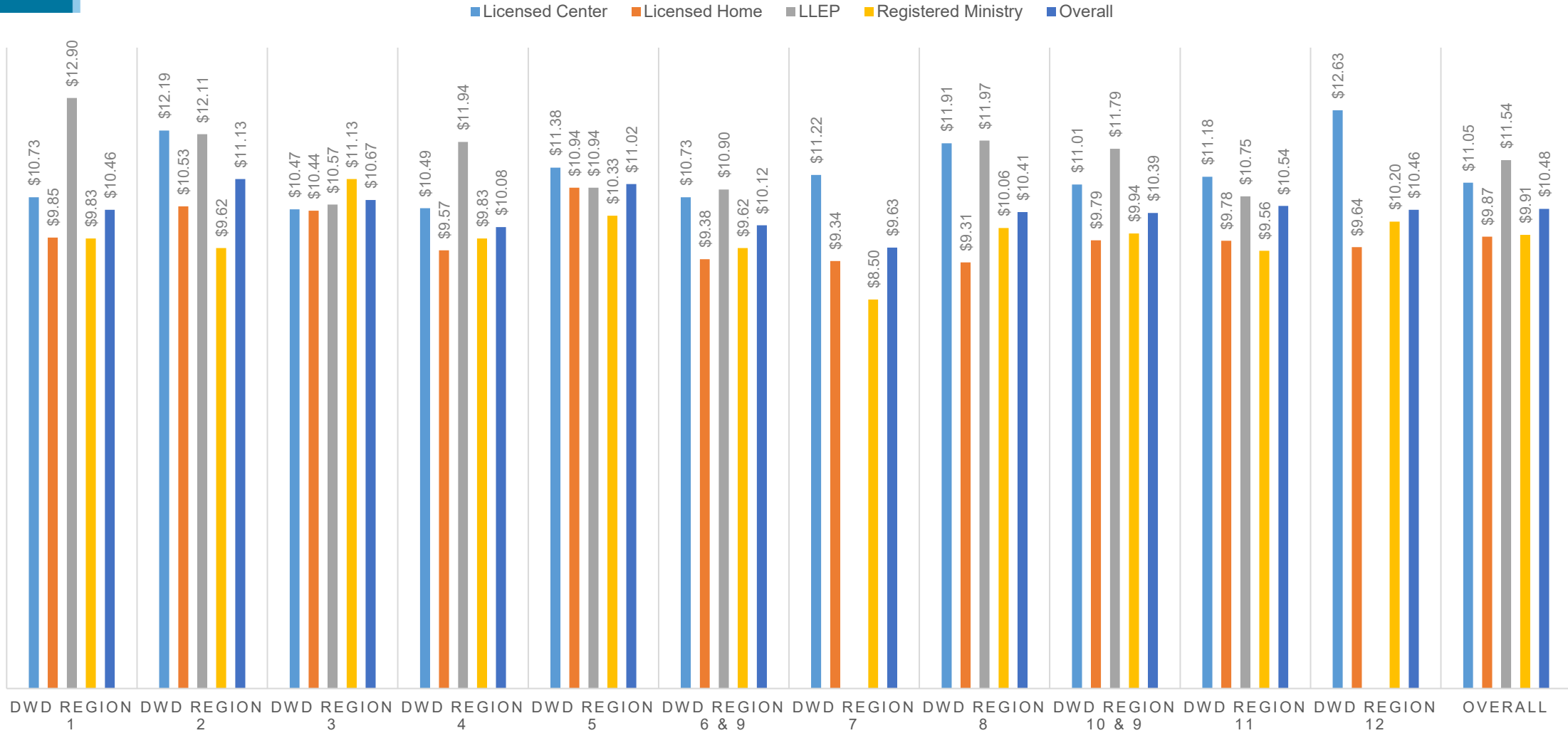
JANUARY 22, 2021 THROUGH FEBRUARY 9, 2022



Indiana Association for the Education of Young Children
An Affiliate of **naeyc**

2021 Average Assistant Teacher Hourly Wage

AVERAGE ASSISTANT TEACHER HOURLY WAGE



AVERAGE ASSISTANT TEACHER HOURLY WAGE IN LICENSED CENTERS, LICENSED HOMES, LLEPS, AND REGISTERED MINISTRIES WORKFORCE PROFILES

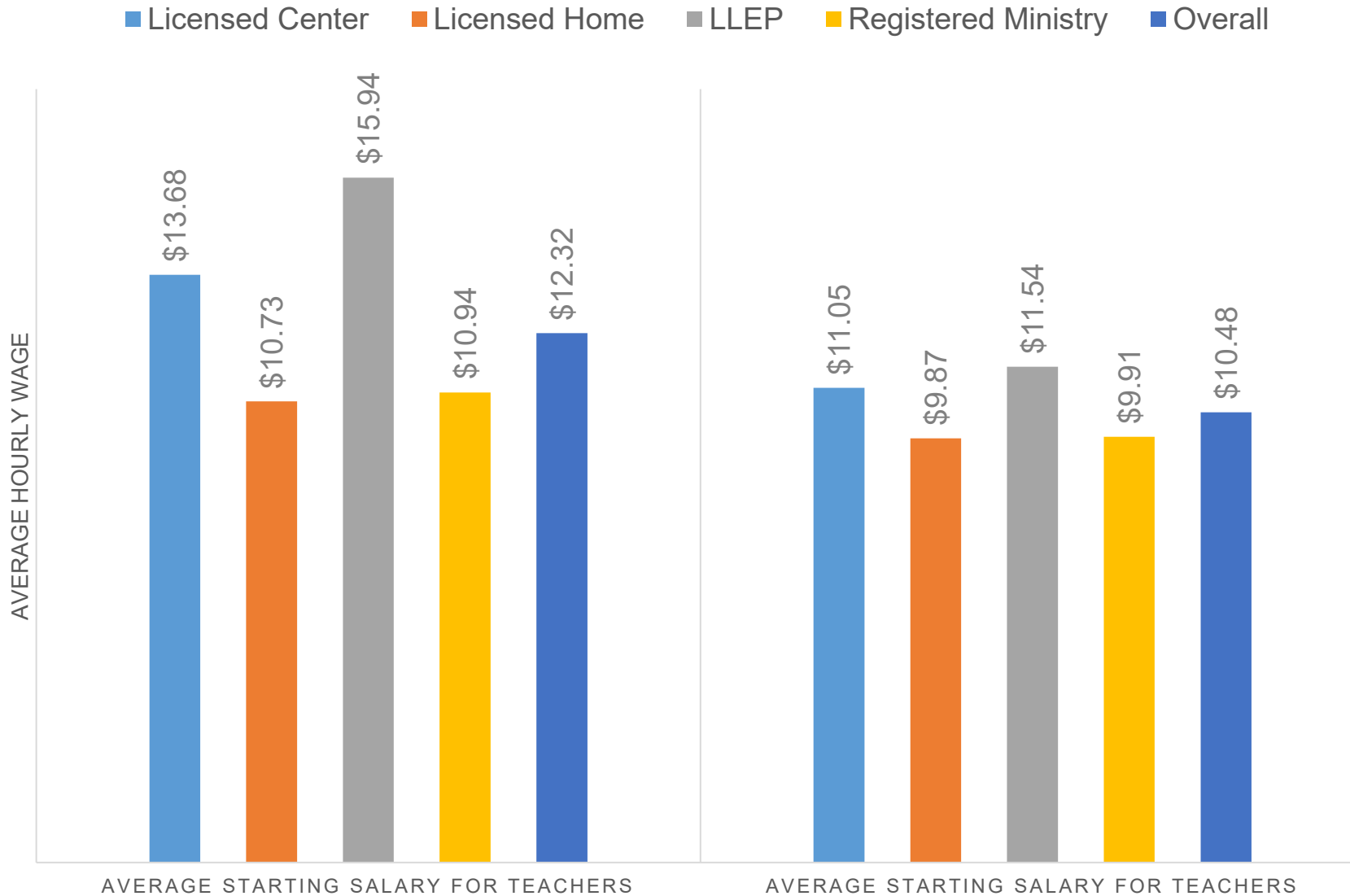
JANUARY 22, 2021 THROUGH FEBRUARY 9, 2022



Indiana Association for the Education of Young Children
An Affiliate of **naeyc**

2021 Average Wage By Auspice

AVERAGE HOURLY WAGE BY AUSPICE



AVERAGE HOURLY WAGE FOR TEACHERS AND ASSISTANT TEACHER FOR LICENSED CENTERS, LICENSED HOMES, LLEPS, AND REGISTERED MINISTRIES/WORKFORCE PROFILES/JANUARY 22, 2021 THROUGH FEBRUARY 9, 202

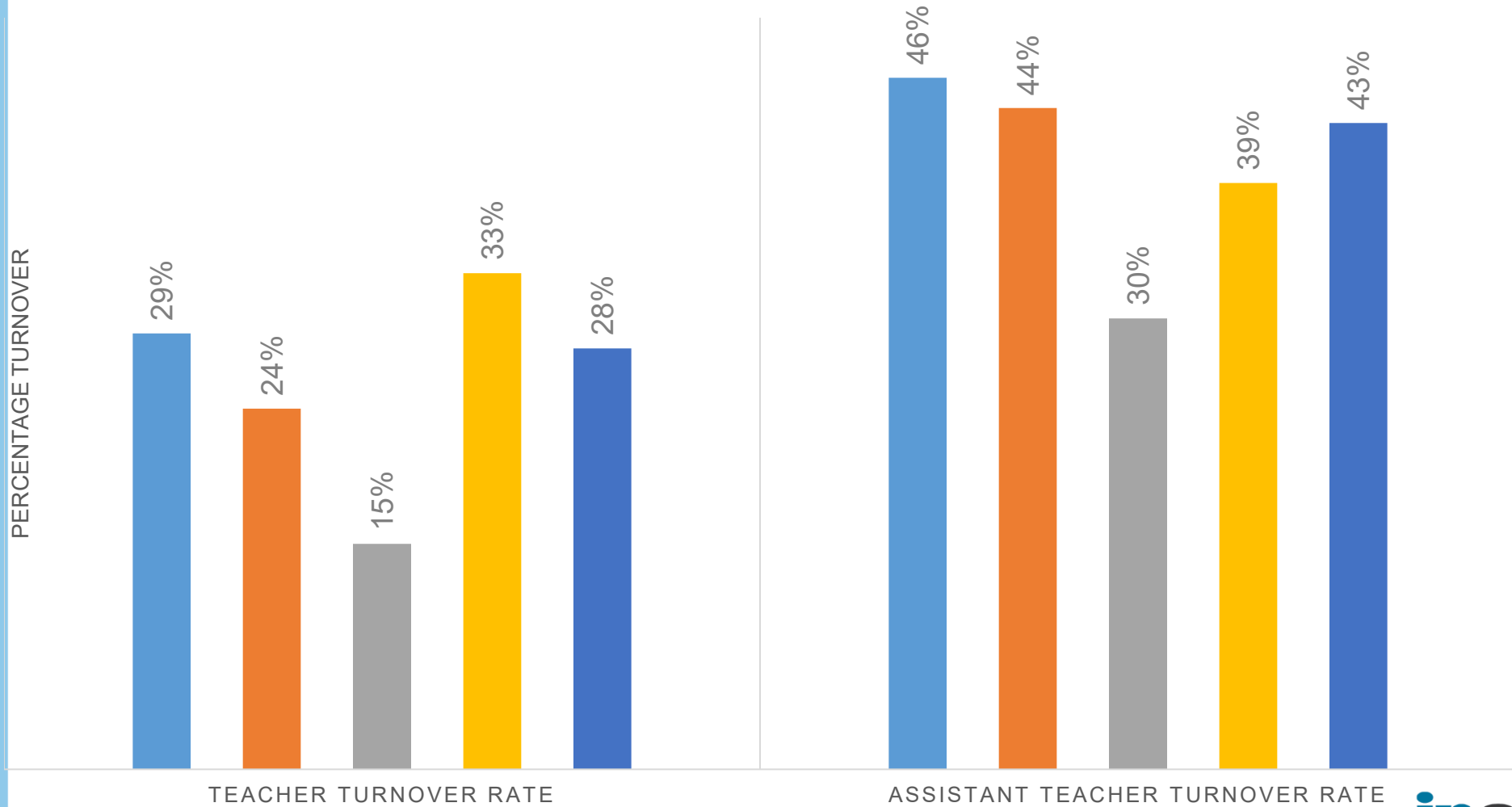


Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

Connection - 2021 Turnover By Auspice

TURNOVER RATES

■ Licensed Center ■ Licensed Home ■ LLEP ■ Registered Ministry ■ Overall



PERCENTAGES FOR TEACHERS AND ASSISTANT TEACHERS FOR LICENSED CENTERS,
LICENSED HOMES, LLEPS, AND REGISTERED MINISTRIES

WORKFORCE PROFILES

JANUARY 9, 2021 THROUGH FEBRUARY 9, 2022

inaeyc

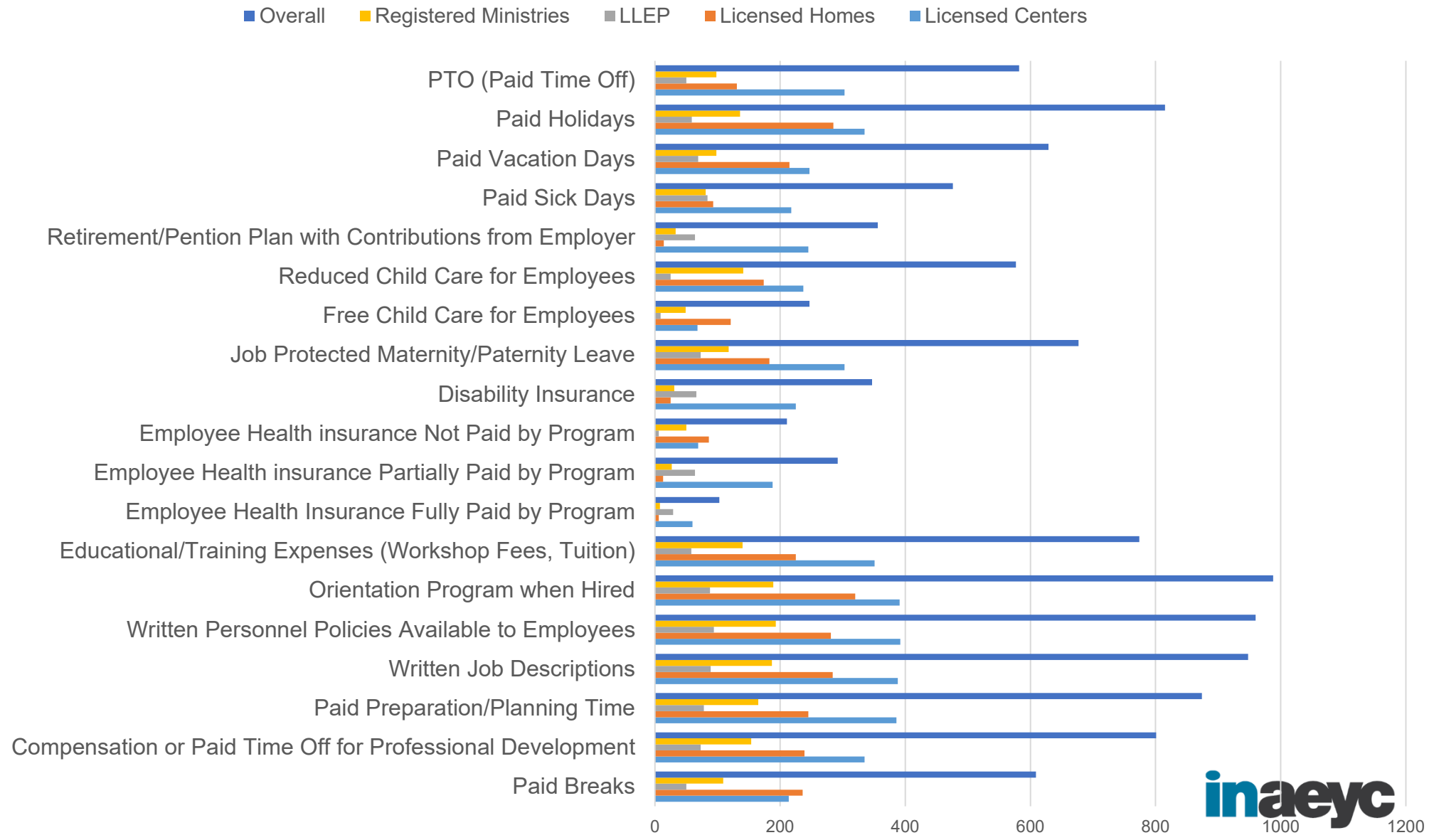
Indiana Association for the
Education of Young Children

An Affiliate of **naeyc**

2021 Benefits Offered by Programs

Types of Benefits Offered to Employees

Benefits Offered to Employees by Auspice



Number of Licensed Centers, Registered Ministries, LLEPs, and Licensed Homes Offering Benefits
Workforce Profiles / January 22, 2021 through February 9, 2022

INAEYC Programs

Workforce Systems: Assessing and Improving Early Educator Work Environments: A Model Work Standards Resource for Indiana (2023) - A Collaboration Between INAEYC and CSCCE

- Better support educators and administrators in order to create the conditions necessary for ECE professionals to thrive in the field.
 - Taking Turnover Sessions
- Supports the ECE workforce in Indiana through research-based initiatives designed to bring greater consistency and opportunity for education, career navigation, and professional recognition.
 - Career Coaching

inaeyc

Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

T.E.A.C.H. Early Childhood® Indiana

- The quality of early care and education a child receives is directly linked to the education and compensation of early educators.
- The T.E.A.C.H. Early Childhood® Program awards educational scholarships to early education professionals to address the key issues of undereducation, poor compensation and high turnover in the workforce.
- All T.E.A.C.H. Early Childhood® scholarships link increased education with higher compensation and retention. Scholarship recipients and their sponsoring early care and education programs share the cost.
- In Indiana, INAEYC administers the T.E.A.C.H. Early Childhood® Program. In FY23, the program helped 1,567 early education professionals increase their education. T.E.A.C.H. recipients show powerful dedication to remaining in their professions with turnover rates far less than the national average. This year alone, 42,464 of Indiana's children were cared for in settings who participated in T.E.A.C.H.



Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

- **Education**
 - Recipients on associate degree scholarships completed an average of 14.68 credits per contract.
 - Recipients on bachelor's degree scholarships completed an average of 17.4 credits per contract.
 - Recipients in Indiana completed more than 10,621 credit hours.
 - The average grade point average (GPA) for a recipient on an associate degree scholarship was 3.3.
 - The average GPA for a recipient on a bachelor's degree scholarship was 3.2.
- **Compensation**
 - The average hourly wage of a teacher on a T.E.A.C.H. scholarship was \$14.42.
 - The average increase in earnings for a recipient on an associate degree scholarship was 10%.
 - The average increase in earnings for a recipient on a bachelor's degree scholarship was 8%.
- **Retention**
 - For associate degree scholarship recipients, the average retention rate was 98.8%.
 - For bachelor's degree scholarship recipients, the average retention rate was 97.4%

*Total of 1369 recipients

Feedback/Questions

Dr. Hanan Osman
Executive Director
INAEYC

hosman@inaeyc.org

317-275-3506



inaeyc

Indiana Association for the
Education of Young Children
An Affiliate of **naeyc**

Indiana Early Childhood Compensation Study

June 26, 2024

Who we are

TalentFirst is a CEO-led effort at the forefront of improving the lifeline of every West Michigan company: talent. By leveraging unparalleled expertise, data, and influence, we are solving today's complex talent challenges to create a better future where our region is a national leader in talent, opportunity, and economic vitality.

Vision

Be among the top 20 percent of regions for workforce quality nationally, a place where employers want to locate because of the quality and availability of talent here.

Strategies

P-20 Education

Improve the quality of education for all students and prepare them for career success.

Workforce Development

Create a best-in-class workforce system to engage and support the long-term unemployed, job seekers, and employers.

Employer Strategies

Advance leading practices for employers to attract, retain, and develop the best talent in the nation.



Guiding Questions

How do early childhood educator (ECE) wages compare against jobs requiring similar skills and credentials?

How do ECE wages compare across Indiana's 17 READI communities?

Does quality rating play a role in educator compensation?

Which state, regional, and/or local policies can address compensation and be sustained?

Compensation Study

A comprehensive look at how ECE wages compare against similar roles and vary across SDAs.



Policy Recommendation Framework

A list of statewide policies implemented or considered in other states that could be replicated in Indiana.



Priority Identification Process

Develop compelling reason for action, define current state, future state, and identify recommendations.










Public-Facing Dashboard

Interactive, public-facing dashboard allowing stakeholders to explore ECE compensation trends.



Final Report

Timeline

Activities	Who	June	July	August	Sept.
Develop Compensation Study & Policy Scan (Collect and analyze data to develop preliminary report; National scan of potential recommendations)	 TALENTFIRST 				
Review Preliminary Findings (Review initial findings of compensation study; categorize recommendations by strengths and feasibility)	 Indiana Early Learning Advisory Committee				
Finalize Policy Framework (Develop synopsis of recommendations)					
Priority Development (Develop compelling reason for action, define current state, and desired future state)	 Indiana Early Learning Advisory Committee				
Develop Dashboard (Create interactive dashboard featuring wage data)	 TALENTFIRST				
Finalize Recommendations (Identify which recommendations will be included in final report)	 Indiana Early Learning Advisory Committee				
Review Final Deliverables (Provide feedback on final report, dashboard, and 1-pagers)	ALL				
Publish Final Report (Final deliverables are publicly accessible)	ALL				

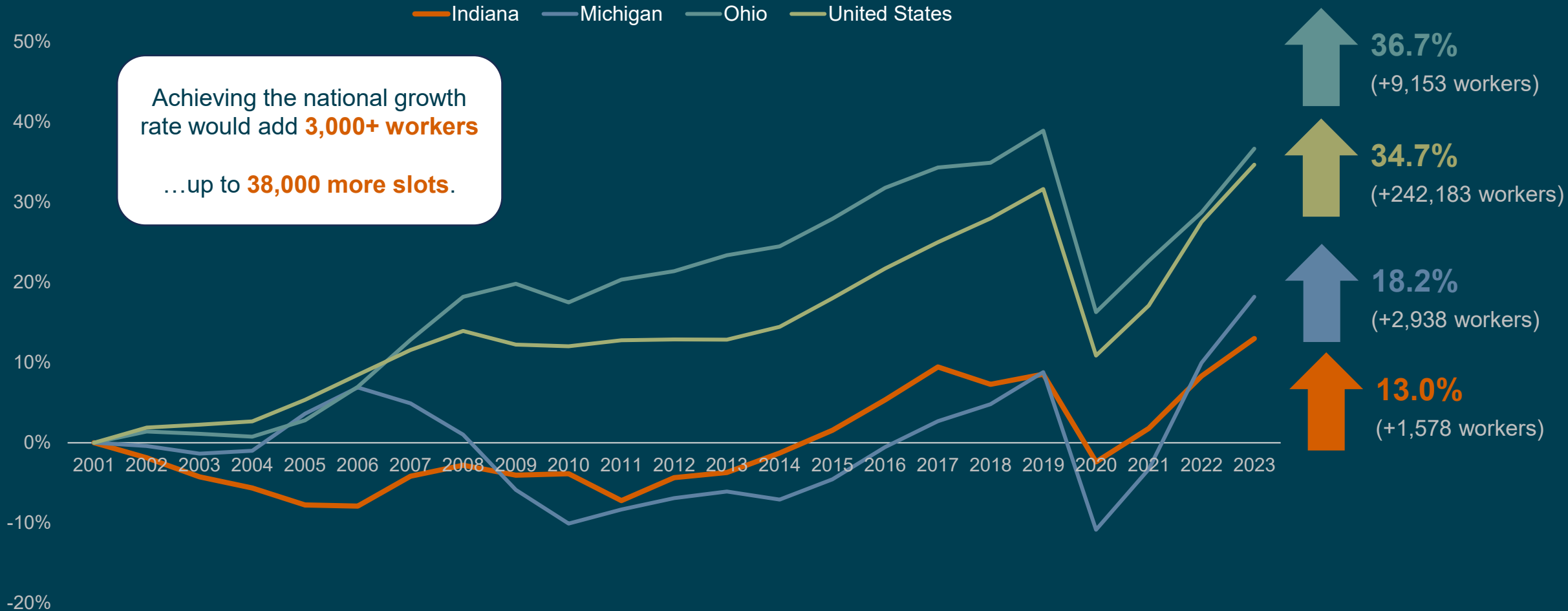


Preliminary Findings



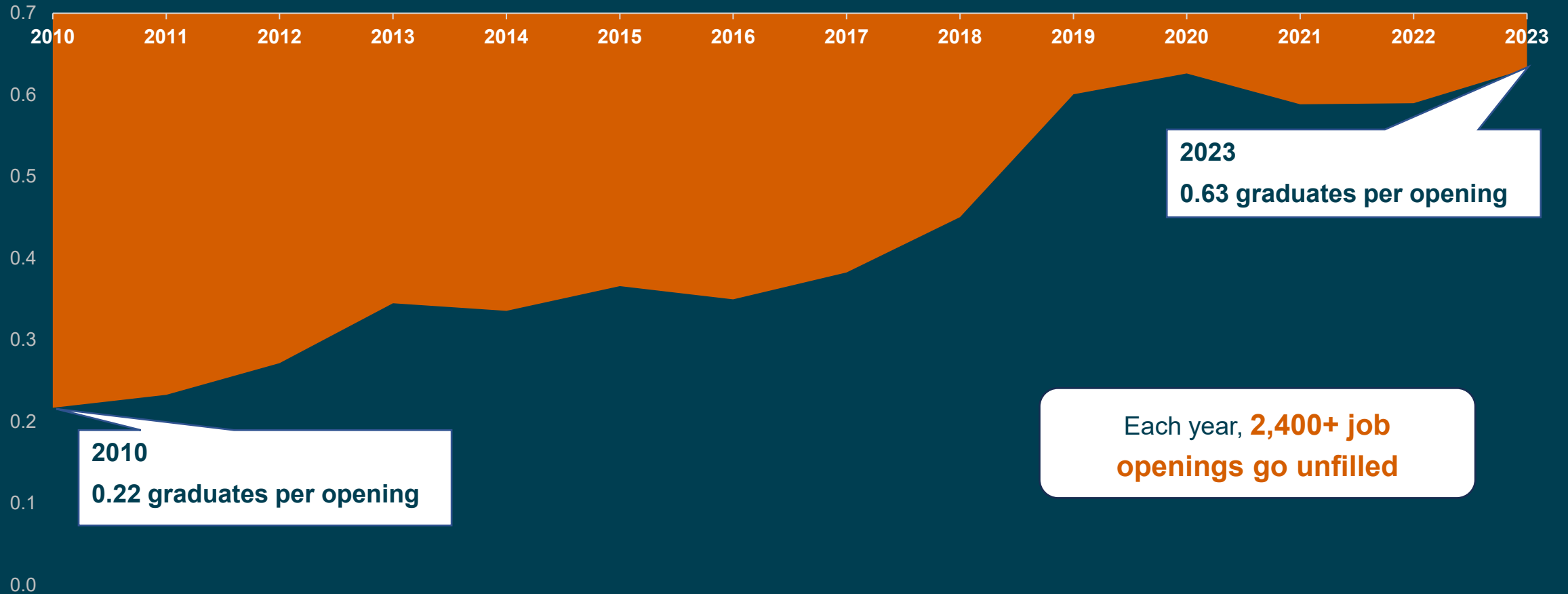
Employment in Childcare Sector has Rebounded, but Growth Lags Nation and Midwest Peers

Employment Growth Indexed to 2001, Childcare Sector

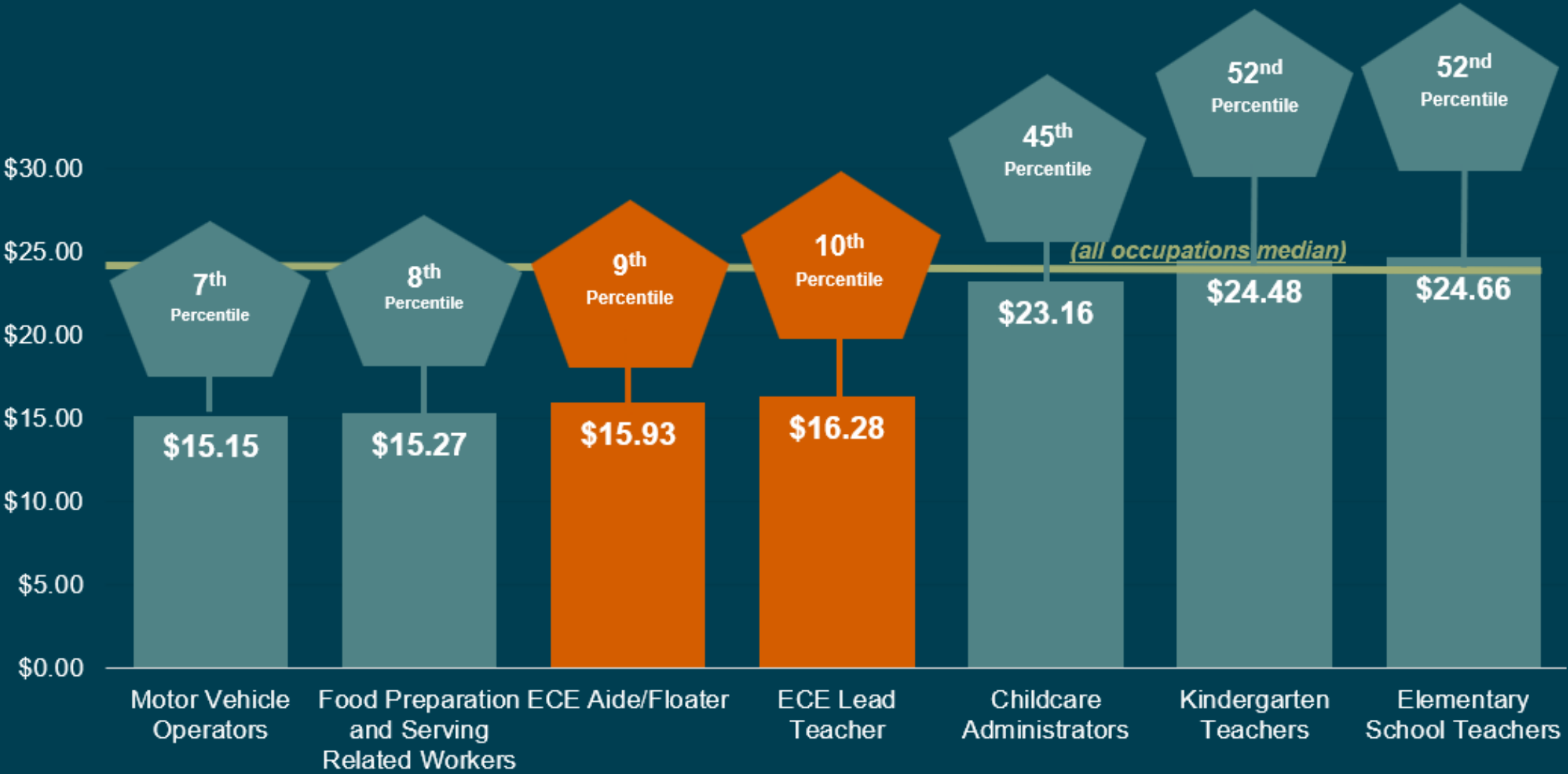


Graduate Pipeline is Closing the Gap, but Openings Still Outpace Supply of Talent

Ratio of Graduates per Job Opening, Early Childhood Educators, Indiana

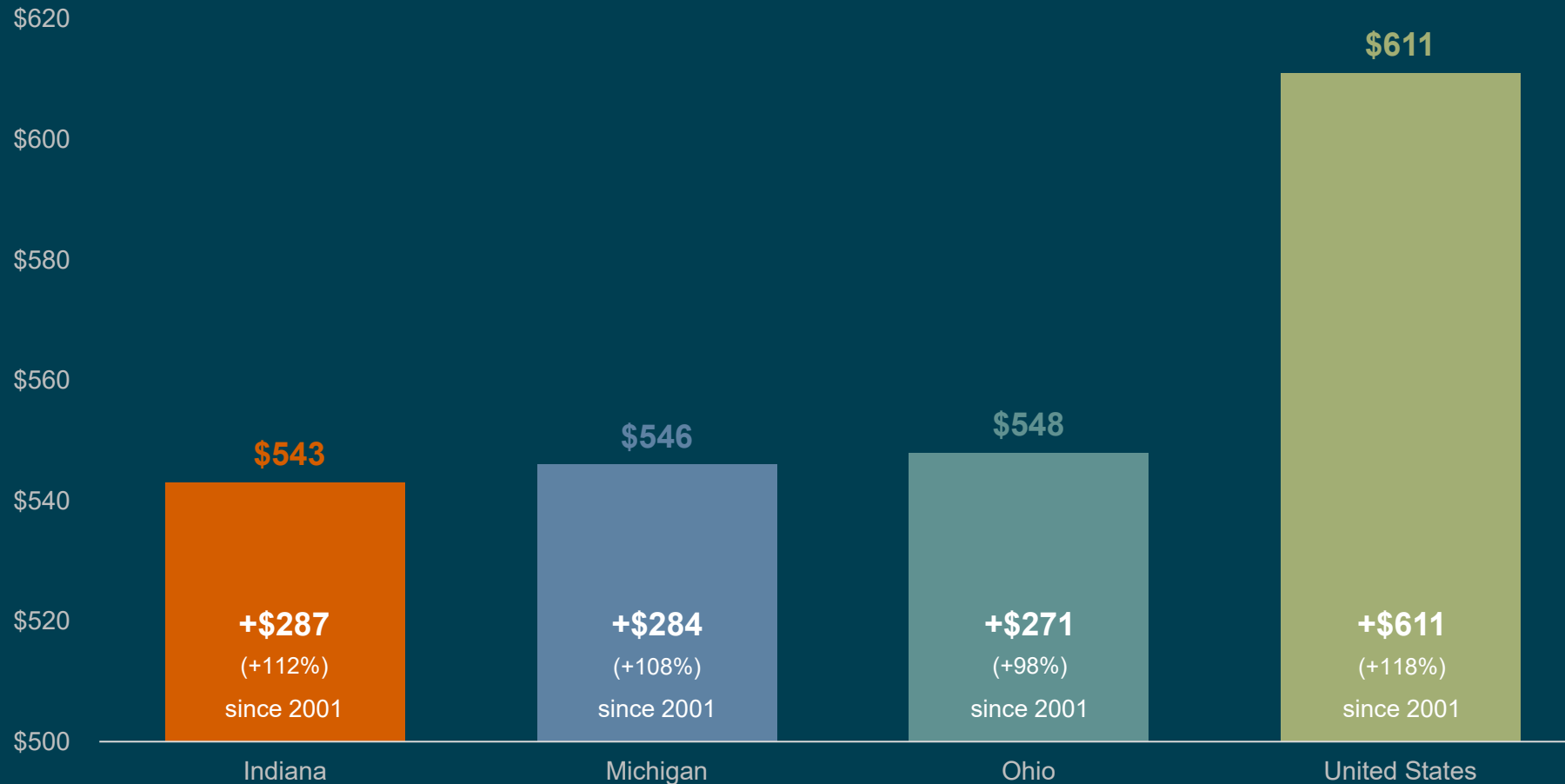


Median Wages of Indiana's Early Educator Workforce Resides in the bottom 10th Percentile of all Occupations



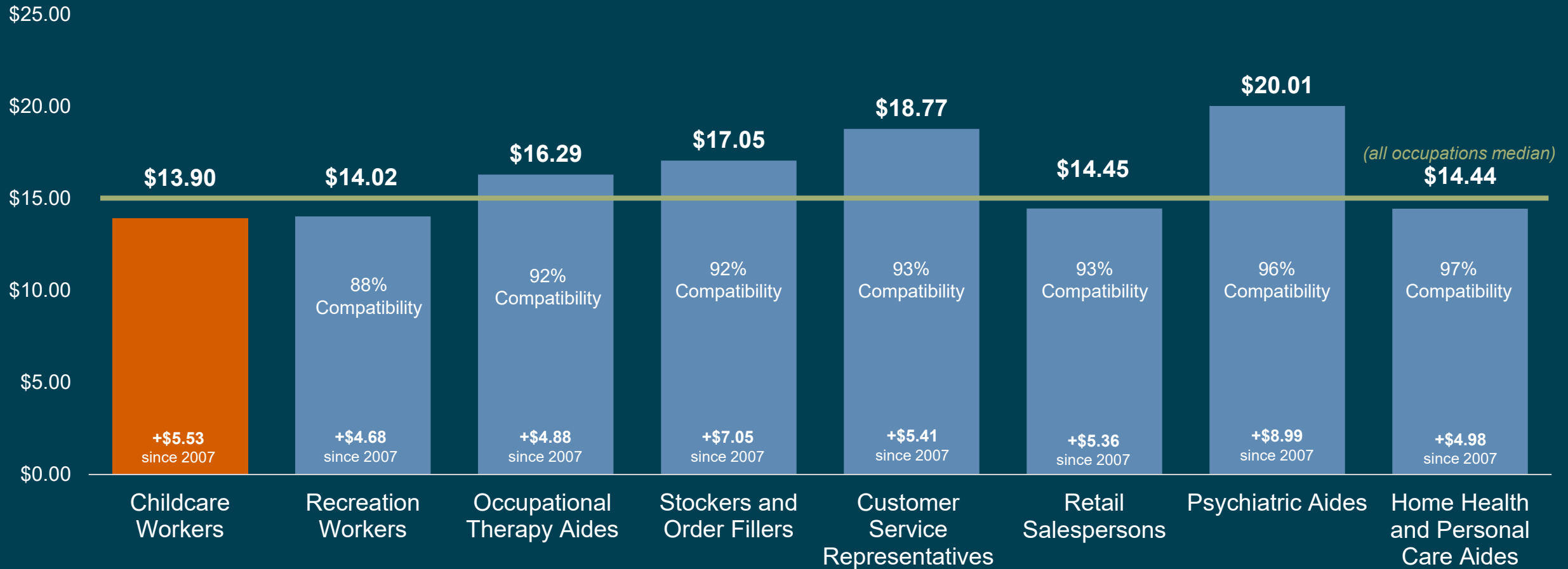
Average Weekly Wages Trail Slightly, but Growth Outpaces Midwest Peers

Average Weekly Wage of Childcare Sector, 2023



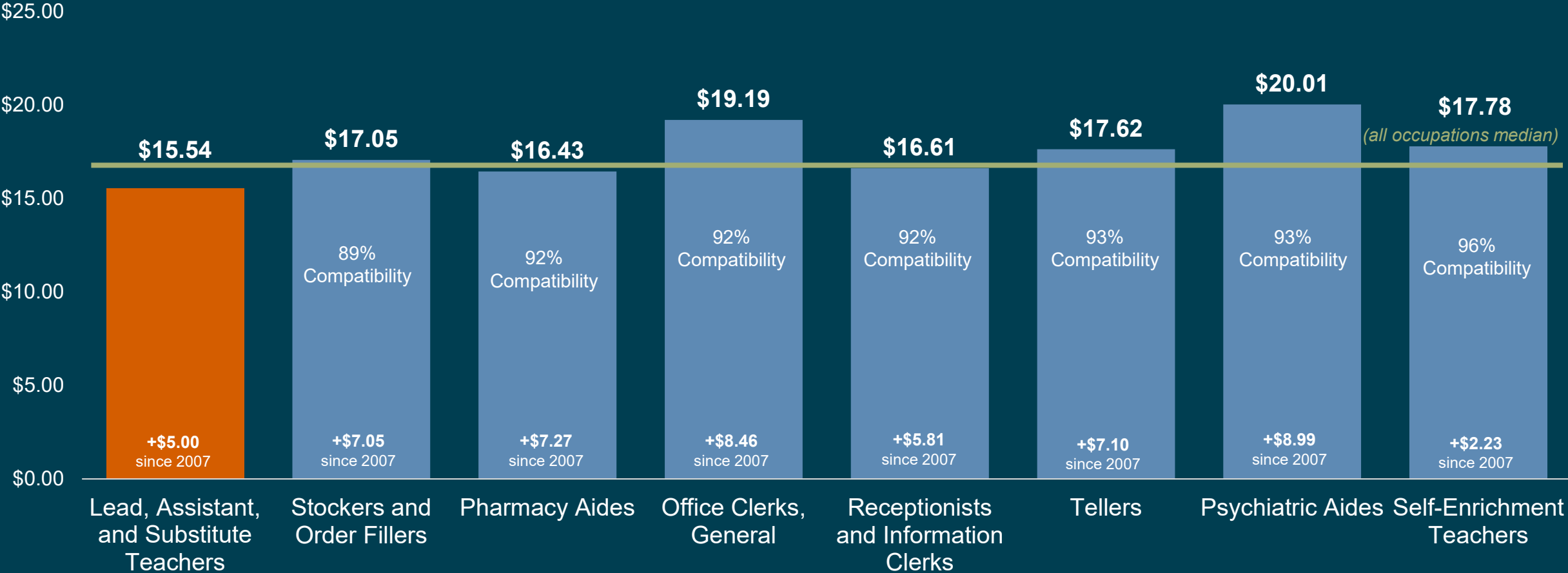
Early Childhood Wages Trail Every Comparable Role for Talent without an Associate Degree

2023 Median Hourly Wage for Similar Occupations, Indiana



Similar Situation for Roles Requiring an Associate or Above

2023 Median Hourly Wage for Similar Occupations, Indiana



Alex Andrews

a.andrews@talentfirst.net

Talentfirst.net





Priority 4

Improve and increase system capacity

- Rule Promulgation Progress/Process, Tikila Welch
- Pay by Enrollment, Kim Rule, Director of Family and Subsidy Supports



Office of Early Childhood &
Out-of-School Learning

Regulatory Reform Recommendations



Regulatory Change and Improvement Recommendations

- One set of rules that apply to all settings
- Streamline regulations to focus on health and safety standards
- Generally, maintain current ratio and group sizes
- Establish a more direct measure of staff qualifications
- Provide more flexibility in facilities through alternate plans





OECSL Response

Steps Taken

- Reviewed all recommendations with internal team
- Met with Governor's office
- Identified external partner agencies to work with
- Identified a third party to assist with one set of rules



What's Ahead

- Consult with identified partners
- Create an implementation plan based on rule promulgation
- Engage with stakeholders
- Write new set of regulations based off recommendations with third party



Current Initiatives

- Licensing is undergoing a business process reform led by Change and Innovation Agency (C!A)
- Legislative session implementation
- Micro facility work group
- Shift from regulatory focus to consulting focus in the field



Additional Considerations

- Micro Facility
- INKids
- Promulgation timeline
- External partner agencies regulations aligning with recommendations



Thank you!

We appreciate your
engagement and
contributions.

Please let us know if you have any
questions



Office of Early Childhood &
Out-of-School Learning



Office of Early Childhood &
Out-of-School Learning

Pay-by-Enrollment

Indiana's Shift to Enrollment-Based Child Care Voucher Payments

July 2024

Hosted by SPARK Learning Lab

The Opportunity

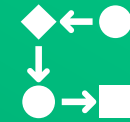
- Indiana is committed to ensuring that all children have access to early learning opportunities to prepare them with the skills required to thrive in kindergarten and beyond.
- The Office of Early Childhood and Out-of-School Learning (OECOSL) is focused on addressing key issues preventing early learning program's growth and sustainability.
- This change aligns with new Federal CCDF Final Rule and ELAC's priority of increasing the supply and sustainability of high-quality providers.



The Current Voucher Payment Model

- CCDF and On My Way Pre-K families record attendance through swipe cards. Eligible families are issued cards and providers are issued point-of-service (POS) machines which the cards are swiped on to “clock in” and “clock out” a child each day.
- This current model creates several challenges for both families and providers.

Key Challenges



Process burdens



Delayed or missed provider payments



Display of public support

Moving to an Enrollment-based Model

- To replace daily attendance, OECOSL will assume all children are present full-time unless a provider marks them absent. This change will reduce daily burdens for families, strengthen payment practices for providers and, ultimately, make it easier for providers and families to successfully participate in the voucher program.
- Providers will be responsible for tracking attendance internally and recording child absences every two weeks in a new provider portal, which will replace the current EPPIC system.



Enrollment-based Model

For Families:



Creates a modernized service experience for families.



Reduces hassles related to daily and missed swipes.



Facilitates expanded access and choice as more providers are likely to participate in the voucher program based on these critical updates.

For Early Learning Providers



Provides a modern experience for providers.



Streamlines administrative burdens by eliminating the need to manage daily swipes and making reporting easier.



Creates greater financial stability for child care programs.



CHILD CARE VOUCHER PROGRAM - PROVIDER PORTAL

Service Period 10/22/2023 - 11/04/2023, due on 11/19/2023. Please enter and review absences for this service period and submit.

- Home
- Closures
- My Vouchers
- Provider Search

ABSENCES

Provider: 111-1111

Legal Name: vurvuru duu Murkul

Facility Name: Shanon's Super Kids

Facility Type: Licensed Home

County: Blackford

Reminder: Please contact the Eligibility Office at amassey@FireflyIN.org if a child on your roster is no longer attending.

Service Period: 05/05/2024-05/18/2024

Status: Open

Last Updated Date/Time: 04/09/2024 05:37:27 PM

Submission Date/Time:

Student Name	Sun 5/5	Mon 5/6	Tue 5/7	Wed 5/8	Thu 5/9	Fri 5/10	Sat 5/11	Sun 5/12	Mon 5/13	Tue 5/14	Wed 5/15	Thu 5/16	Fri 5/17	Sat 5/18
3/4/5 years old														
Ktng, Hurrstn (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
yuuvur, vuntluy (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
School Age														
Hull, ult (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
Lttzuu, ulltttt (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
mumtuz, Juydun (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
Murray, Zunu (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
vtnuytt, Lulund (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD
vtnuytt, vuntluy (CCDF)	OD	P	P	P	P	P	OD	OD	P	P	P	P	P	OD



Office of Early Childhood & Out-of-School Learning

Hosted by SPARK Learning Lab

Reducing Administrative Burdens for Providers

- Additionally, OECOSL is introducing a data bridge (an API) to allow child care providers who are using preferred child care management systems to connect to the state system and easily transmit attendance data for voucher children.
- Providers who use one of these systems will no longer have to duplicate attendance entries into the provider portal.
- Providers can choose to use other CCMS systems, but will still have to provide absence data in the provider portal every two (2) weeks.

Alliance CORE
by



API stands for Application Programming Interface. APIs allow different software applications to communicate with each other.

How Will the API Work for Providers to Transmit Attendance Data?

Alliance CORE
by



Provider's track enrollment in supported CCMS

Data Bridge transfers enrollment data between systems

State system records enrollment data and pays provider



Office of Early Childhood & Out-of-School Learning

Hosted by SPARK Learning Lab

Resources for Providers and Families

- Pay By Enrollment FSSA [Website](#)
- OECOSL has deployed provider Communications and live Webinars for system readiness.
- Family resources and quick reference guides
- Leveraging key stakeholders to support



Thank you for your time and participation today. Please visit [\(link\)](#) to learn more about pay-by-enrollment and to access additional resources and frequently asked questions.



Office of Early Childhood &
Out-of-School Learning

Hosted by SPARK Learning Lab

Public Comment

Adjourn

Information regarding today's meeting, including slides and materials, can be found at <https://www.in.gov/fssa/carefinder/advisory-groups/early-learning-advisory-committee/elac-committee-meetings/>

Next Business Meeting:

- Date: September 10, 2024
- Location TBD



For media inquiries, questions or feedback, please contact us at courtney.hott@fssa.in.gov

Thank you