Center for the Study of Child Care Employment
Institute for Research on Labor and Employment
University of California, Berkeley

Berkeley

CSCCE

Center for the Study of
Child Care Employment

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Bold on Early Educator Compensation Learning Community
Session # 10: Equitable Program Administration

Overview:

Guest speaker Dr. Julia Henly from the University of Chicago shared key findings from a study on Illinois' attempts to ease administrative burden in relief programs and the impact on providers. One key finding was that administrative burden was lessened more for state programs than federal relief programs. She also shared research on how an announced health and safety training requirement coincided with a sharp decline in FFN participation in CCAP - prompting a discussion about how certain administrative or regulatory requirements may unintentionally lead to increased barriers to funding and access for certain parts of the workforce and strategies to mitigate this.

Take-Aways:

Participants' #1 administrative challenges:

➢ Outreach to all educators in the system and being mindful towards impacts on FFN providers outside the licensed system and implications that has for equity
➢ Outdated technology or data infrastructure
➢ In states without previous contracts or direct educator payment system (voucher system only), hard to quickly build a system for reaching educators
➢ State agency constraints (staffing, slow hiring, slow procurement/contracting process)
➢ Restrictions on use of funds that come from governing bodies that aren't really connected to program implementation
➢ Lack of trust in government support or providers not believing that the program is for them

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Best practices participants shared for program implementation:

➢ Leveraging strong intermediaries like CCR&R, Shared Services Network, or partnerships with community-based organizations

➢ Prioritizing language access and translation services

➢ Getting feedback from the field via:
  ○ Focus groups
  ○ Helplines
  ○ Intermediaries

➢ Build on existing infrastructure like registries or other workforce portals where people are accustomed to entering information; And work to build out new comprehensive data infrastructure/registries
  ○ Could require all licensed providers but also support enrollment and fund the cost

➢ Keep reporting requirements minimal and explain why you're asking about how the money was spent; Try and keep reporting consistent so people enter information in the same location/way

➢ Provide templates to satisfy reporting requirements like a spreadsheet or an accessible form so that if a person or program is audited they feel like they have tools to answer questions

Resource:

● [OCC Guidance on creating CCDF application](#) that reduces admin burden for family child care applicants