

**State Concerns About the End of Pandemic Relief Funding and Impact on ECE Workforce Initiatives**

State	Concerns
<b>Alabama</b>	Additional funding is needed to continue supports for the ECE workforce, which is already in crisis mode. I am concerned that turnover will increase if ECE workforce compensation is not addressed.
<b>Alaska</b>	There is a lack of consistent and sustainable funding.
<b>Arizona</b>	<p>With ARPA Discretionary, CRRSA, and CARES Act funds, Arizona’s ECE network also initiated specific programs and policies that will be scaled back, modified, or discontinued following the expiration of ARPA Discretionary in 2024 unless alternative funding sources are identified.</p> <p>The current Department of Economic Security (DES) state budget request seeks CCDF spending authority and no expansions beyond the current program eligibility. With this request, Arizona anticipates maintaining the current base rate for child care subsidies until FY 2026 and will need to implement a waiting list on or shortly before July 1, 2024. Implementation of a waiting list is expected to result in an average of 5,200 fewer children being served per month. In addition, with this flat budget request, DES will need to reduce the quality enhancement rate for child care providers achieving high quality from 50 percent to 35 percent starting in July 2024, likely resulting in fewer high-quality providers serving children and families. The reduction in the quality enhancement rate will also make it difficult for providers that continue to accept subsidies to maintain the wage increases and other compensation packages that were funded with federal relief funds.</p> <p>Implementing a child care waiting list or reducing the child care reimbursement rates will have a dire impact on Arizona's economy due to direct productivity losses and foregone revenue as parents have to take time off work or leave the workforce altogether to care for their children; to the health, safety, and well-being of Arizona's children and families; and to further depleting the child care industry and its network of small businesses and family child care home providers.</p>
<b>Arkansas</b>	None
<b>California</b>	<ol style="list-style-type: none"> <li>1. The liquidation dates.</li> <li>2. After ARPA funding ends, the hold harmless provision will end, and contractors will need to ensure that they earn their contracts through the enrollment of children.</li> </ol>
<b>Colorado</b>	<ol style="list-style-type: none"> <li>1. All programs will end, and there are no plans for funding beyond stimulus dollars. However, need is still very high.</li> <li>2. Sustainability of initiatives that have demonstrated evidence for recruiting and retaining a diverse early childhood workforce in Colorado.</li> </ol>
<b>Connecticut</b>	Due to the intentional and strategic use of CCDF ARPA funds, less than 1 percent of Connecticut's child care programs closed. The end of this funding puts the initiatives targeting our workforce in future jeopardy.
<b>Delaware</b>	We are no longer able to give recruitment and retention bonuses to the workforce with our other state and federal funds.
<b>District of Columbia</b>	Sustained funding increases to support the workforce, including support for scholarship programs is something DC's Office of the State Superintendent of Education remains focused on. This is particularly important given the minimum education requirements and needs that exist for the workforce to have continued support through scholarships in meeting the minimum education requirements.
<b>Georgia</b>	Not Available
<b>Hawaii</b>	We have nothing in the works to increase base pay, provide regular stipends/bonuses, or even possible future one-time bonuses. Advocates in the community are using the end of the funding to push for state-funded supports.

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<b>Idaho</b>	Not Available
<b>Illinois</b>	Not Available
<b>Indiana</b>	Not Available
<b>Iowa</b>	While continued annual funding for the WAGE\$ and T.E.A.C.H. initiatives has been identified, other initiatives identified do not currently have sustainable funding beyond ARPA identified and might not be able to be continued.
<b>Kansas</b>	Providers may struggle to continue with changes to their increased staffing expenses that were made during the time when these additional funds were available.
<b>Kentucky</b>	Providers cannot afford to continue to pay staff at these increased rates. Many providers are fearful they will have to cut wages and/or close their programs because they will no longer be able to compete with other industries, such as retail and hospitality.
<b>Louisiana</b>	Not Available
<b>Maine</b>	None. The state picked up and created the Early Childhood Educator Workforce Salary Supplement System.
<b>Maryland</b>	Maryland is working closely with the General Assembly to ensure that investments can be sustained by state funds. For apprenticeship programs, Maryland has been working to get programs registered with the Maryland Department of Labor or the U.S. Department of Labor to make these initiatives more sustainable.
<b>Massachusetts</b>	The state legislature is now looking for funding to sustain the grant program initiated with federal funds.
<b>Michigan</b>	Not Available
<b>Minnesota</b>	Minnesota has been quite successful in appropriating state general funds and allocating regular CCDF funds to continue the initiatives described above, including direct payments to programs through the Compensation Support Payments program and the other supports for programs and the workforce. Because of this, we are not facing the same funding cliff as many other states. However, we continue to hear from providers that even the current level of support is not sufficient to address their needs, particularly around workforce recruitment, retention, and compensation, so we continue to work to bolster the efforts currently in place.
<b>Mississippi</b>	Our scholarship program and bonus incentive program will be terminated at the end of ARPA funds.
<b>Missouri</b>	How to sustain enrollment in scholarships and apprenticeship programs. How to maintain momentum for starting up/expanding child care programs, recruiting new staff and helping assist in their education to grow a qualified and diverse workforce, and retaining current staff and supporting their continued professional development.
<b>Nebraska</b>	Early childhood providers will need to find funding to pay for services they were receiving at no cost, such as professional development.
<b>New Jersey</b>	Not Available
<b>New Mexico</b>	ARPA funding and federal funding in general allows New Mexico to pay providers without the significant restrictions that often accompany federal or state funding, including the ability to pay in advance or to pay without burdensome requirements on providers.

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<b>New York</b>	The investments that New York was able to make to support the workforce provided much-needed support that child care providers are not able to provide themselves, such as longevity bonuses and recruitment signing bonuses. Without these tools, New York is concerned about providers' ability to attract and retain a highly skilled workforce.
<b>North Dakota</b>	The state will not be able to continue workforce stipends.
<b>Ohio</b>	Not Available
<b>Pennsylvania</b>	Not Available
<b>Rhode Island</b>	Rhode Island is concerned about the federal funding cliff.
<b>South Carolina</b>	There is no other available state funding to support the child care operations and teacher supply.
<b>South Dakota</b>	None
<b>Utah</b>	It is unlikely that we will be able to continue stabilization grants, additional scholarships, or mental health services with regular funding streams after September 2024. We understand that workforce issues will continue after that time and workforce-related supports will still be needed. There are concerns about possible layoffs, working in classrooms with higher ratios and group sizes, and bringing on new staff with reduced wages or benefits.
<b>Vermont</b>	We are lucky that Vermont is pretty progressive and is thinking about the ECE workforce. However, funding is always tricky. We know we won't be able to fund everything at the same extraordinary levels so we are talking—now—about how to move dollars around. It will mean some hard decisions.
<b>Virginia</b>	As with most states, Virginia is actively seeking solutions to sustain workforce supports and services in the evolving funding landscape.
<b>Washington</b>	Not Available
<b>West Virginia</b>	Not Available
<b>Wisconsin</b>	Provider surveys suggest that without continued support from programs, such as Child Care Counts, providers will be unable to sustain wages/benefits, much less raise them. This will further exacerbate staffing shortages that are already causing closed classrooms, reduced hours, longer waitlists, and fewer families served.
<b>Wyoming</b>	The funds were for a limited time, and there is no sustainability within them.

Data source: 2024 Index survey of state administrators.