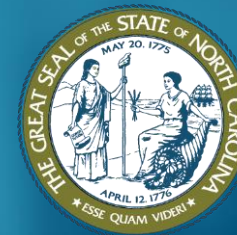


NC TASK FORCE ON CHILD CARE AND EARLY EDUCATION

LIEUTENANT GOVERNOR RACHEL HUNT
CO-CHAIR

SENATOR JIM BURGIN
CO-CHAIR

April 7, 2025



NORTH CAROLINA
DEPARTMENT of
COMMERCE

GREETINGS

LIEUTENANT GOVERNOR RACHEL HUNT
CO-CHAIR
NC TASK FORCE ON CHILD CARE AND
EARLY EDUCATION

SENATOR JIM BURGIN
CO-CHAIR
NC TASK FORCE ON CHILD CARE AND
EARLY EDUCATION

TASK FORCE MEMBER SWEARING IN

CHIEF JUSTICE PAUL NEWBY
NORTH CAROLINA SUPREME COURT

MEMBER & STAFF INTRODUCTIONS

3-MINUTE INTRODUCTION EXERCISE:

- CHOOSE A PARTNER
- SHARE NAME, TITLE, ORGANIZATION, AND YOUR WHY FOR BEING INVESTED IN CHILD CARE AND EARLY EDUCATION

MEETING CADENCE & ATTENDANCE

- MEETS MONTHLY THROUGH JUNE 2025, EVERY OTHER MONTH THEREAFTER
- NEXT TWO MEETINGS:
 - MONDAY, MAY 5, 2025
 - MONDAY, JUNE 2, 2025
- MEETINGS HELD IN PERSON
- PROXIES / DESIGNEES DISCOURAGED
- QUORUM: SIMPLE MAJORITY OF 13 MEMBERS

SUBCOMMITTEE STRUCTURE & TIMING

- WORKING GROUPS:
 - WORKFORCE COMPENSATION & SUPPORTS
 - CHILD CARE FOR PUBLIC SECTOR WORKERS
 - CHILD CARE FINANCE & FUNDING
- WORKING GROUPS TO BEGIN MEETING AFTER JUNE 2025
- TASK FORCE MEMBERS ENCOURAGED TO USE FIRST THREE MONTHS TO CONSIDER PREFERRED WORKING GROUP

MICROSOFT TEAMS GROUP

- TEAMS GROUP WILL HOUSE:
 - AGENDAS
 - MEETING MINUTES
 - PRESENTATIONS
 - RESEARCH
- PLEASE REACH OUT TO STAFF FOR ASSISTANCE ACCESSING THE TASK FORCE TEAMS GROUP

PUBLIC RECORDS POLICY

- **N.C. GEN. STAT. § 132-1(b):** “PUBLIC RECORDS AND PUBLIC INFORMATION COMPILED BY THE AGENCIES OF NORTH CAROLINA GOVERNMENT OR ITS SUBDIVISIONS ARE THE PROPERTY OF THE PEOPLE”
- WHAT IS PUBLIC RECORD?
 - ANY TYPE OF DOCUMENT “MADE OR RECEIVED PURSUANT TO LAW OR ORDINANCE IN CONNECTION WITH THE TRANSACTION OF PUBLIC BUSINESS...”
 - “COMMISSIONS AND COMMITTEE MEMBERS,” INCLUDING MEMBERS OF THIS TASK FORCE, ARE INCLUDED
 - INCLUDES TEXT MESSAGES, EMAILS, INSTANT MESSAGES REGARDING STATE BUSINESS ON EITHER PUBLIC OR PRIVATE DEVICES OR ACCOUNTS
- VIRTUAL PUBLIC RECORDS TRAINING TO BE OFFERED BY GOVERNOR’S OFFICE

CONFLICT OF INTEREST POLICY

IN ACCORDANCE WITH THE **STATE GOVERNMENT ETHICS ACT**, IT IS THE DUTY OF EVERY COMMITTEE MEMBER TO AVOID BOTH CONFLICTS OF INTEREST AND THE APPEARANCE OF CONFLICTS OF INTEREST. IF ANY COMMITTEE MEMBER HAS ANY KNOWN CONFLICT OF INTEREST OR IS AWARE OF FACTS THAT MIGHT CREATE THE APPEARANCE OF SUCH CONFLICT, WITH RESPECT TO ANY MATTERS COMING BEFORE THE COMMITTEE TODAY, PLEASE IDENTIFY THE CONFLICT OR THE FACTS THAT MIGHT CREATE THE APPEARANCE OF A CONFLICT TO ENSURE THAT ANY INAPPROPRIATE PARTICIPATION IN THAT MATTER MAY BE AVOIDED. IF AT ANY TIME, ANY NEW MATTER RAISES A CONFLICT DURING THE MEETING, PLEASE BE SURE TO IDENTIFY IT AT THAT TIME.

GUIDING PRINCIPLES

UNDERSTAND
CHALLENGES;
UPLIFT SOLUTIONS

CONSIDER BOTH
PUBLIC & PRIVATE
SOLUTIONS &
INNOVATIONS

DON'T WAIT FOR
DEADLINES; MAKE
CONTINUOUS
PROGRESS

WHAT ELSE?

DELIVERABLES & KEY OBJECTIVES

DUTIES SECTION OF EXECUTIVE ORDER #10:

1. **Examine the role of financing** in North Carolina's early childhood education system, including strengths and gaps in the current funding model and system infrastructure.
2. **Review and evaluate policy solutions that strengthen the supply of accessible, affordable, safe, and high-quality child care and early education** by reviewing and establishing strategies to recruit and retain a strong child care and early education workforce, expand child care supply for the public sector workforce, and maximize compensation, opportunities, and additional supports for early childhood education providers and teachers.
3. **Identify opportunities** to maximize the impact of existing funding and **develop recommendations to direct new public and private investment towards gaps in system infrastructure**, especially **engaging with the business community**.
4. **Submit a preliminary report** describing Task Force activities and recommendations to the Office of the Governor by **June 30, 2025** and a **year-end report by December 31, 2025** and **annually thereafter by December 31 of each year**.
5. **Provide advice and guidance on any other matter the Governor refers to the Task Force.**

DELIVERABLES & KEY OBJECTIVES

KEY SUBJECTS:

- INCREASING OUR STATE'S SUPPLY OF AFFORDABLE, HIGH-QUALITY CHILD CARE
- RECRUITING, RETAINING, AND GROWING A SKILLED EARLY CARE AND EDUCATION WORKFORCE
- ADDRESSING THE CHILD CARE NEEDS OF PUBLIC SECTOR WORKERS
- FUNDING AND FINANCING ASSOCIATED WITH CHILD CARE

SHORT BREAK

10 MINUTES

PRESENTATION

CANDACE WITHERSPOON

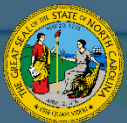
DIRECTOR

DIVISION OF CHILD DEVELOPMENT AND EARLY EDUCATION

NORTH CAROLINA DEPARTMENT OF HEALTH AND HUMAN SERVICES


North Carolina Department
of Health and Human Services

Strengthening Early Childhood Education Programs for Working Families [Access & Affordability]



NC DEPARTMENT OF
HEALTH AND
HUMAN SERVICES
Division of Child Development
and Early Education





Our high-quality early
care and learning
network helps families
raise **healthy**,
capable children and
a **stronger** North
Carolina.

NC Relies on Quality Early Childhood Care and Education

- **Brain development in the first five years of life sets the stage for future success.**
- **High quality early care and learning:**
 - Supports children's health development and learning
 - Allows parents to work
 - Keeps businesses running
- **North Carolina in Crisis**
 - Child care market failure exacerbates the state's severe labor shortage. NC has 55 available workers for every 100 jobs.

SOURCE: <https://www.uschamber.com/workforce/understanding-north-carolinas-labor-market?state=nc>

NC Early Care and Learning Snapshot

718,936

**Children Ages 0-5 live
in North Carolina**

5,404

**Early Care, Learning Centers
and Homes**

221,081

**Children Enrolled in Early Care
and Education Programs**

41,773

Early Care and Learning Staff

SOURCE: <https://ncchildcare.ncdhhs.gov/Home/Data/Dashboards/NC-Early-Care-and-Learning> December 2023

North Carolina relies on early education programs to nurture children's healthy development, allow parents to work and keep business running.

While this is foundational to the state's wellbeing, the early education industry is built on flawed funding calculations that have created an unsustainable business model.

The result is an early education crisis that hurts each of us.

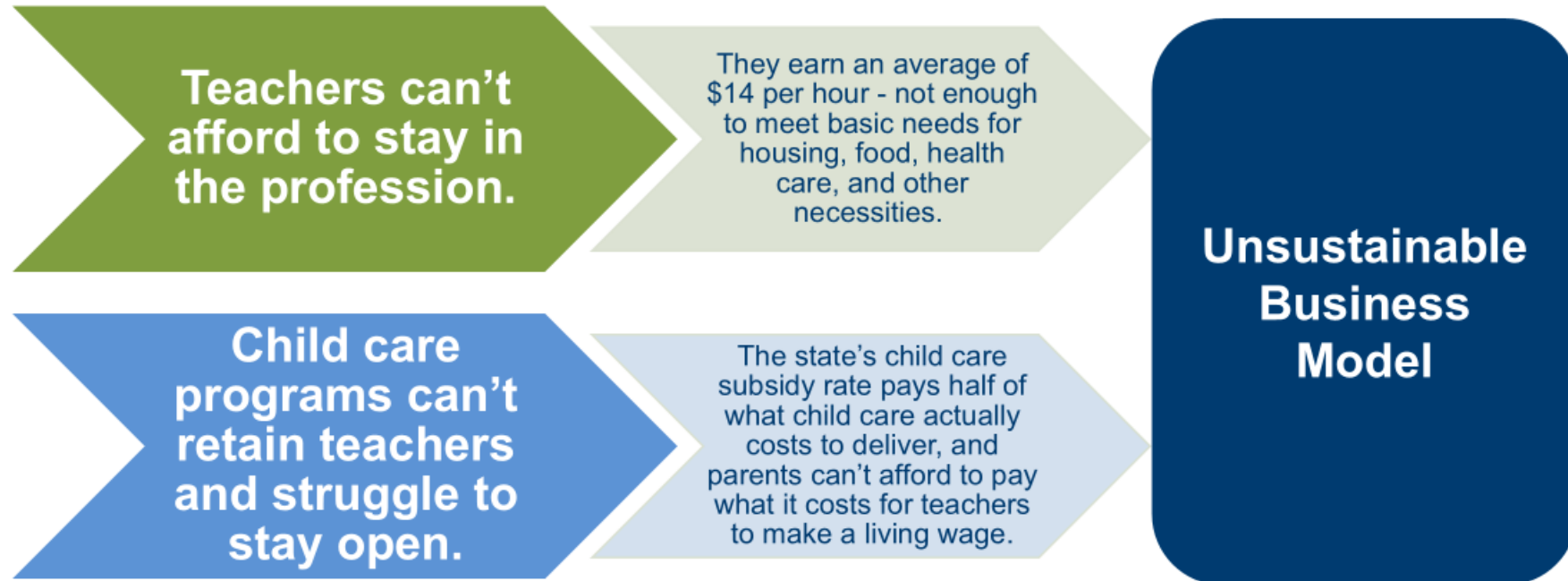
Early care and learning programs are built on a flawed and unsustainable funding model.

- Wrongly assumes that parents can pay what it costs to provide early education to our youngest citizens
- Does not account for the cost of skilled teachers needed to nurture children's health development
- Penalizes rural communities by incorrectly assuming that the cost of providing quality programs is substantially lower than in urban communities
- Fails to cover the actual cost of the services provided

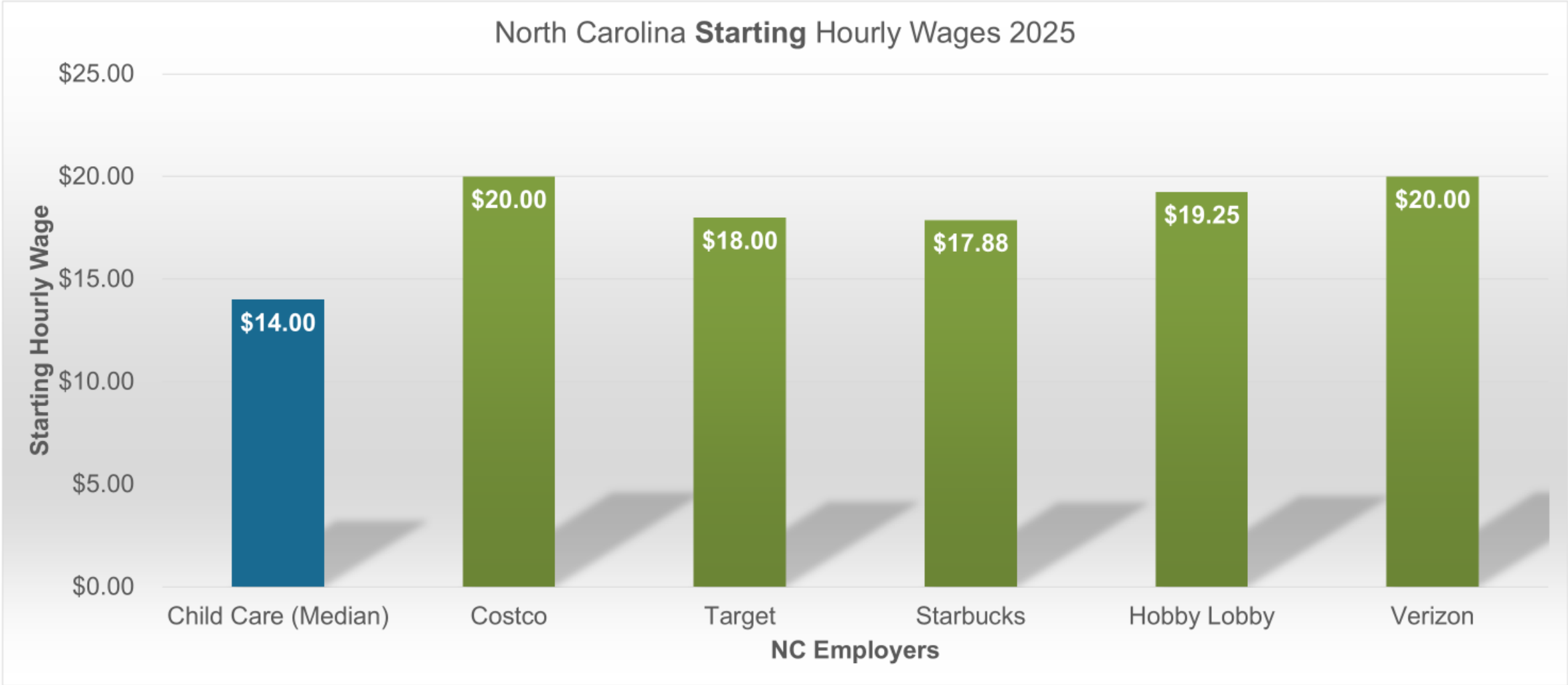


Early Childhood Care and Education in Crisis

North Carolinians want quality programs with skilled teachers where their children are safe, nurtured and learning, but . . .

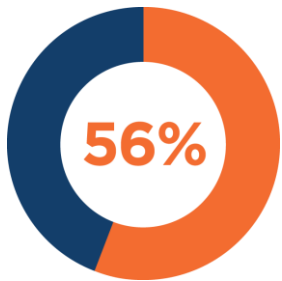


Early Educator Wages Lag Behind

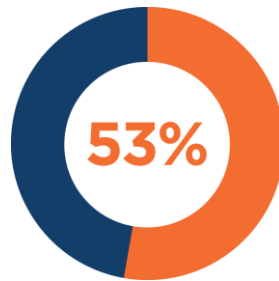


Early Education programs can't retain teachers and struggle to stay open. Programs are either closing or are under-enrolled because they cannot hire teachers.

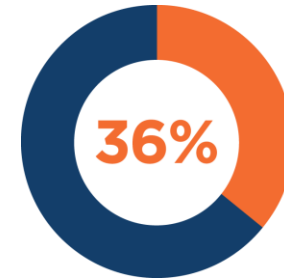
A February 2024 survey of North Carolina child care center directors and family child care owners and operators found:



said their program was under-enrolled in the last 6 months.



said they were experiencing a staffing shortage.



said their costs had increased.



of North Carolina early childhood educators reported that a child care program closed in their community.

One of the biggest expenses families face and it happens when they are at their lowest earning potential

- The average annual cost of infant care in North Carolina is \$9,480 – \$790 per month.
- Child care for two children – an infant and a 4-year-old – costs \$17,593.



\$9,480
Infant Care



\$7,354
In-state tuition
4-yr NC public
college

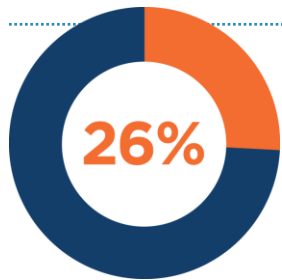


\$10,375
Avg. Annual Rent

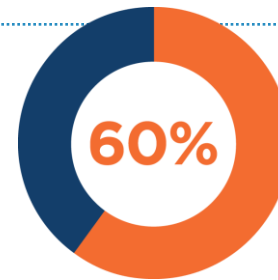
Economic Policy Institute (October 2020). Child care costs in the United States: The cost of child care in North Carolina. <https://www.epi.org/child-care-costs-in-the-united-states/#/NC>
Retrieved January 12, 2024.

The crisis impacts everyone.

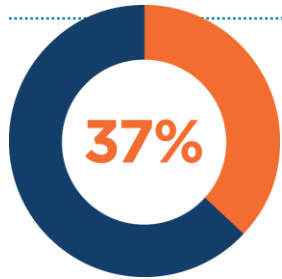
A survey by the North Carolina Chamber Foundation showed the lack of affordable, quality child care significantly impacted parents with children five and under:



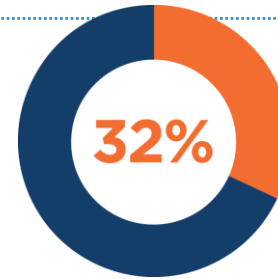
said they left the workforce



said they missed work



said they refused a job opportunity, promotion or job change



said they did not pursue job training or continuing education



At the same time, according to the U.S. Chamber of Commerce, North Carolina has a severe worker shortage with 55 available workers for every 100 open jobs.

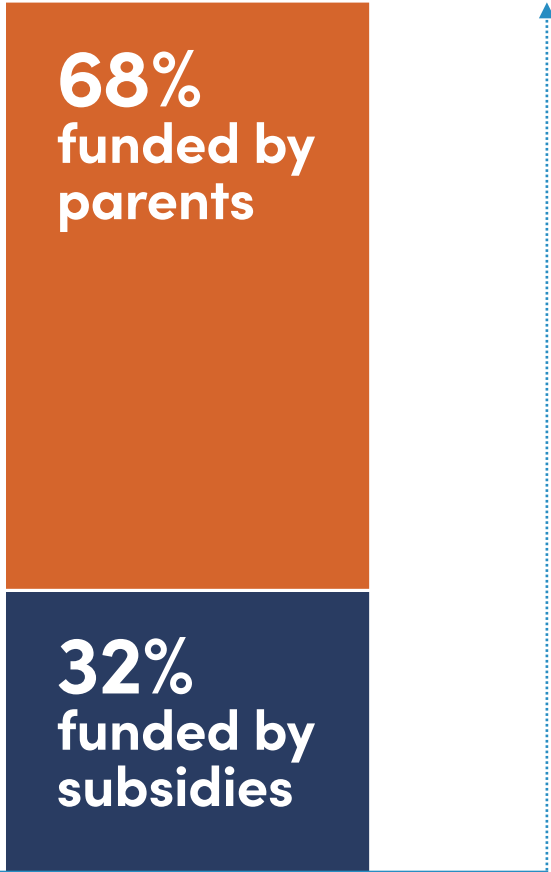
Who pays for early education in North Carolina?

Parents

- Early education programs currently costs more than average yearly cost of college tuition at a NC public university.
- Parents are at the beginning of their careers when they earn the least and have the least savings.
- As a result, parent fees fall below the cost of providing the service, making teacher wages artificially extremely low.

State and Federal Child Care Subsidies

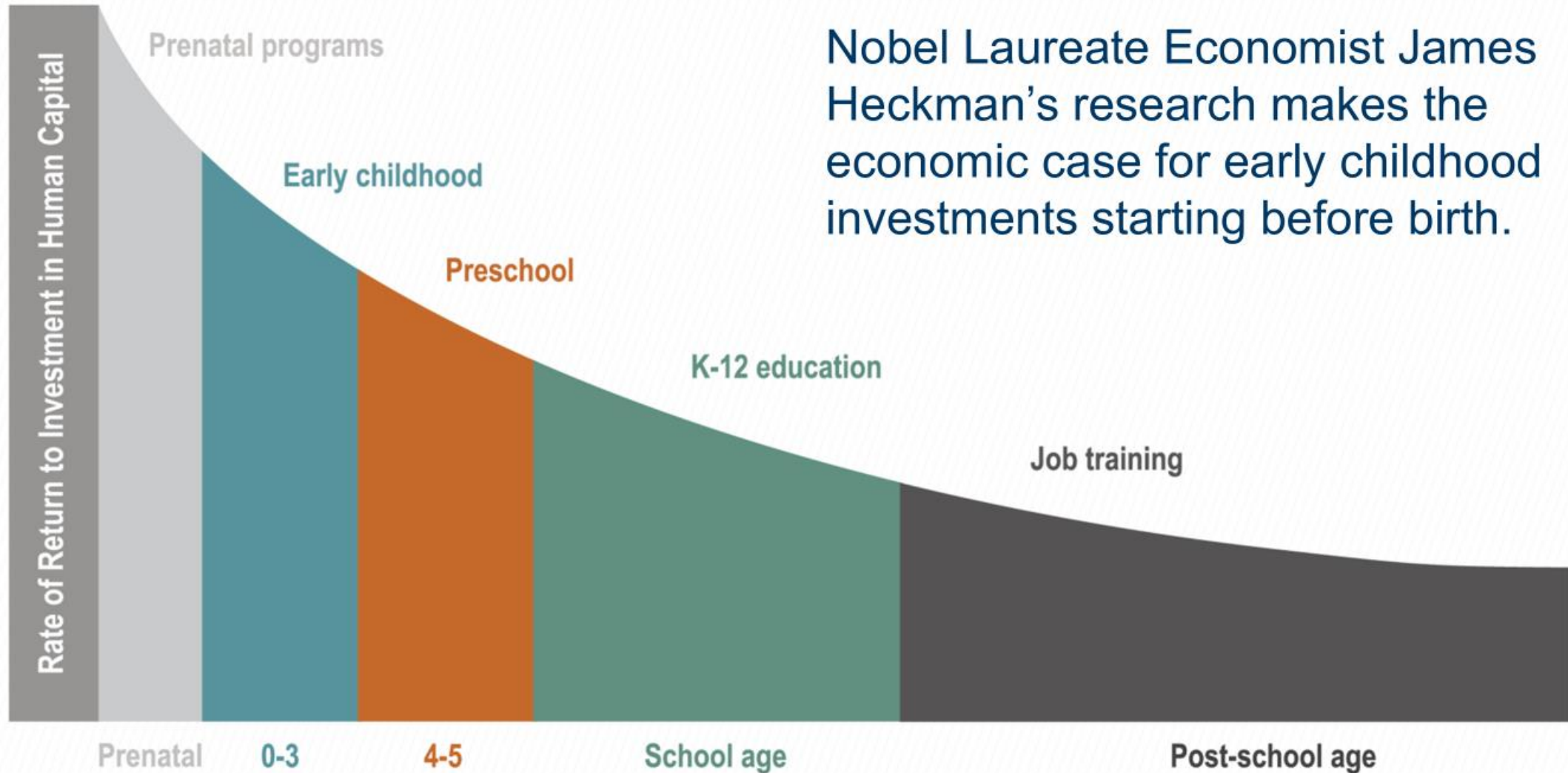
- State funding has been flat more than a decade.
- The current rate pays about half of what child care costs to deliver.



68%
funded by
parents

32%
funded by
subsidies

Raise NC: Early Childhood Development is a Smart Investment

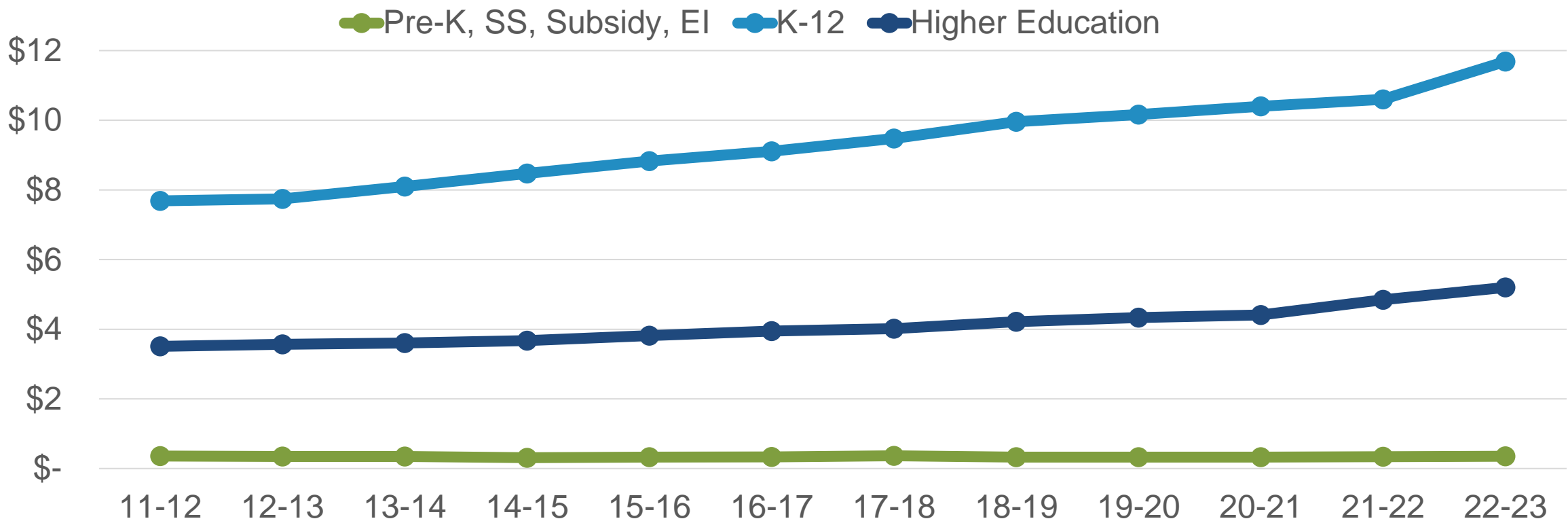


Nobel Laureate Economist James Heckman's research makes the economic case for early childhood investments starting before birth.

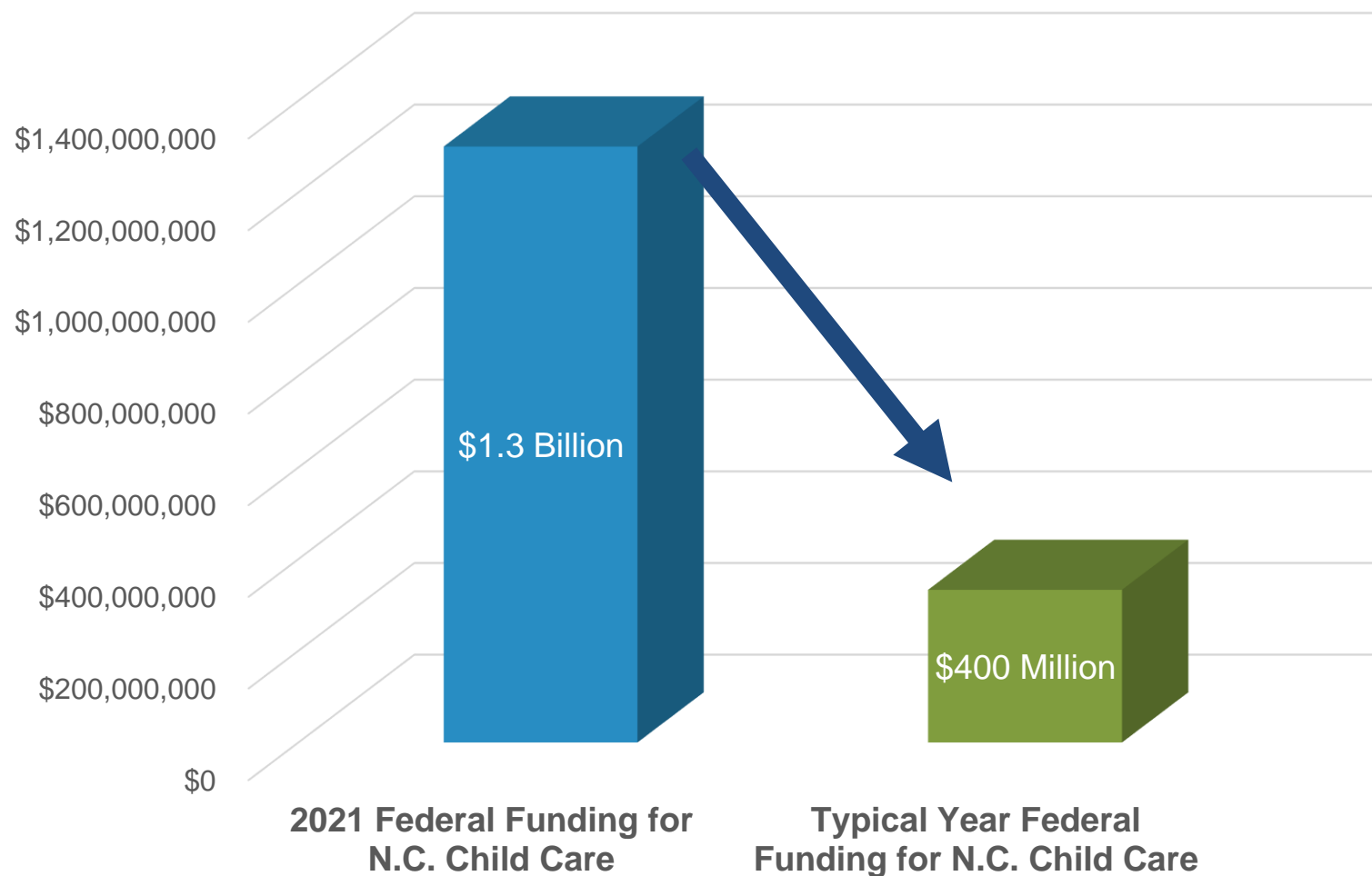
<https://heckmanequation.org/the-heckman-equation/>

How is NC Investing in Child Care and Early Learning?

CERTIFIED BUDGETS SFY 2011-2012 THRU SFY 2022- 2023
APPROPRIATION AND LOTTERY RECEIPTS
(ALL \$ IN BILLIONS)



July 2024 North Carolina Child Care Pandemic Relief Funding Cliff



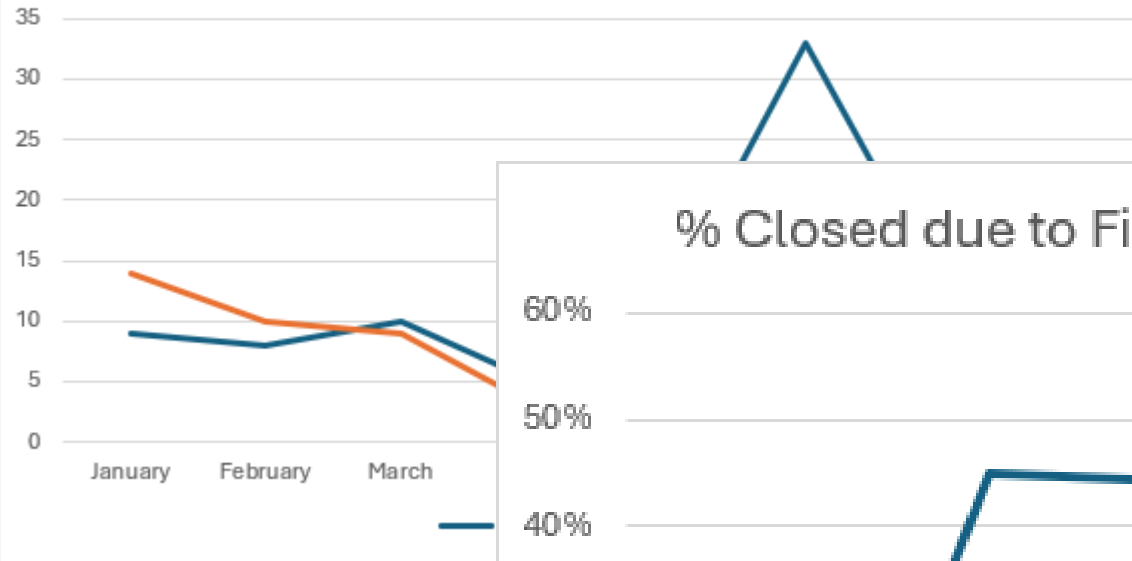
Scale of ARPA Funding

Emergency Funds Provided a Stop-Gap and Helped NC Child Care Stay Open and Teachers Stay in the Field

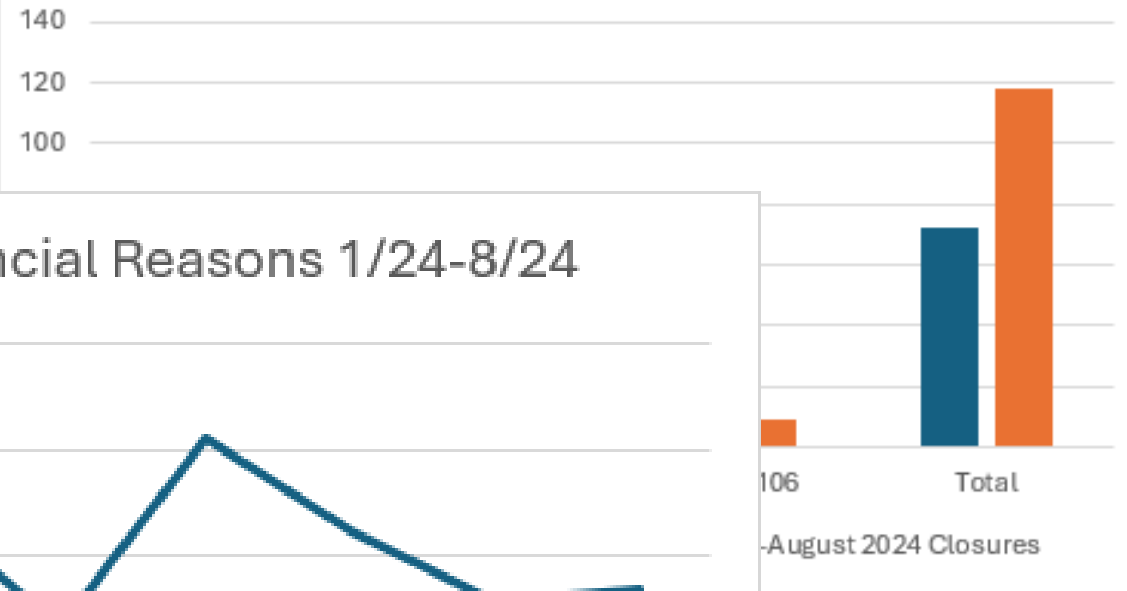
“The funding was the only thing that kept us from closing our doors.”

What Happened in the Interim?

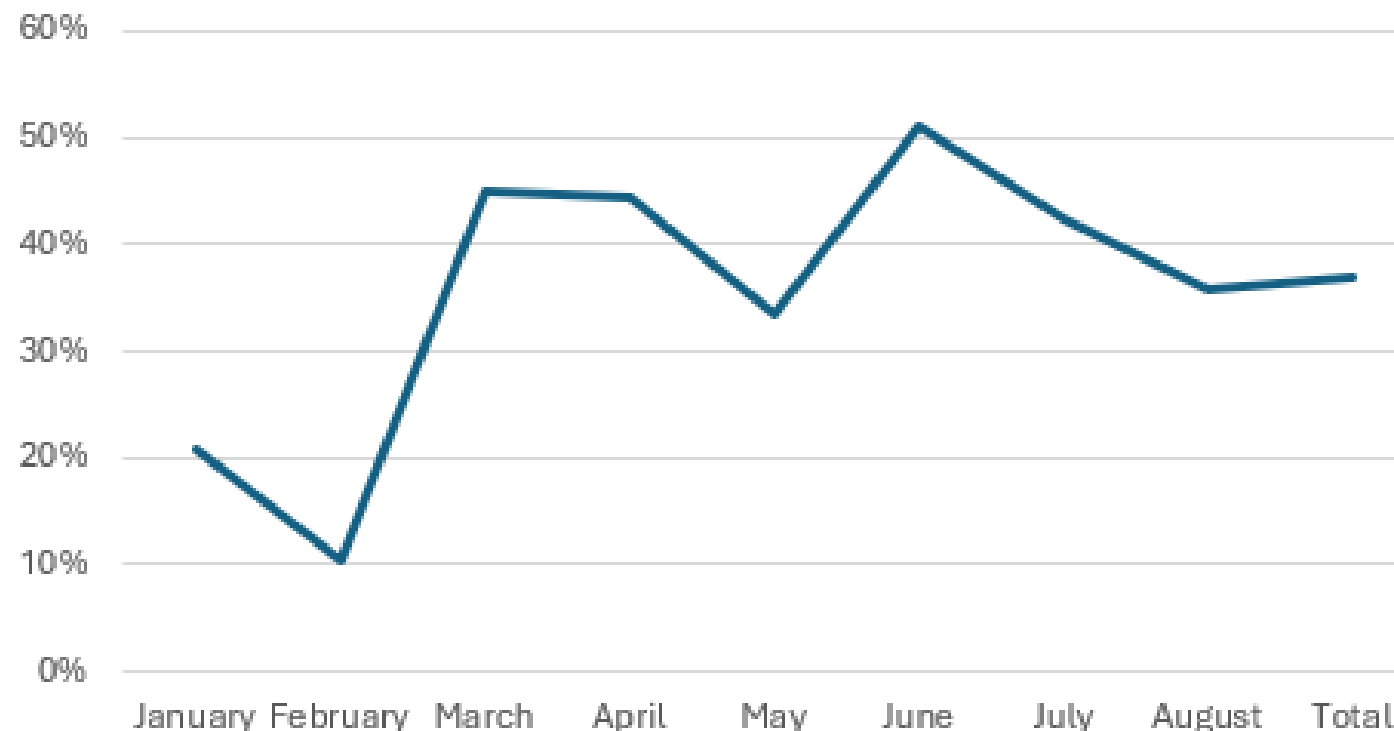
Child Care Facility Closures Centers and Homes 1/24-8/24



Facility Closures by Period 01/24-8/24



% Closed due to Financial Reasons 1/24-8/24



North Carolina Department
of Health and Human Services

Beginning Steps to Solving the Crisis



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Division of Child Development
and Early Education



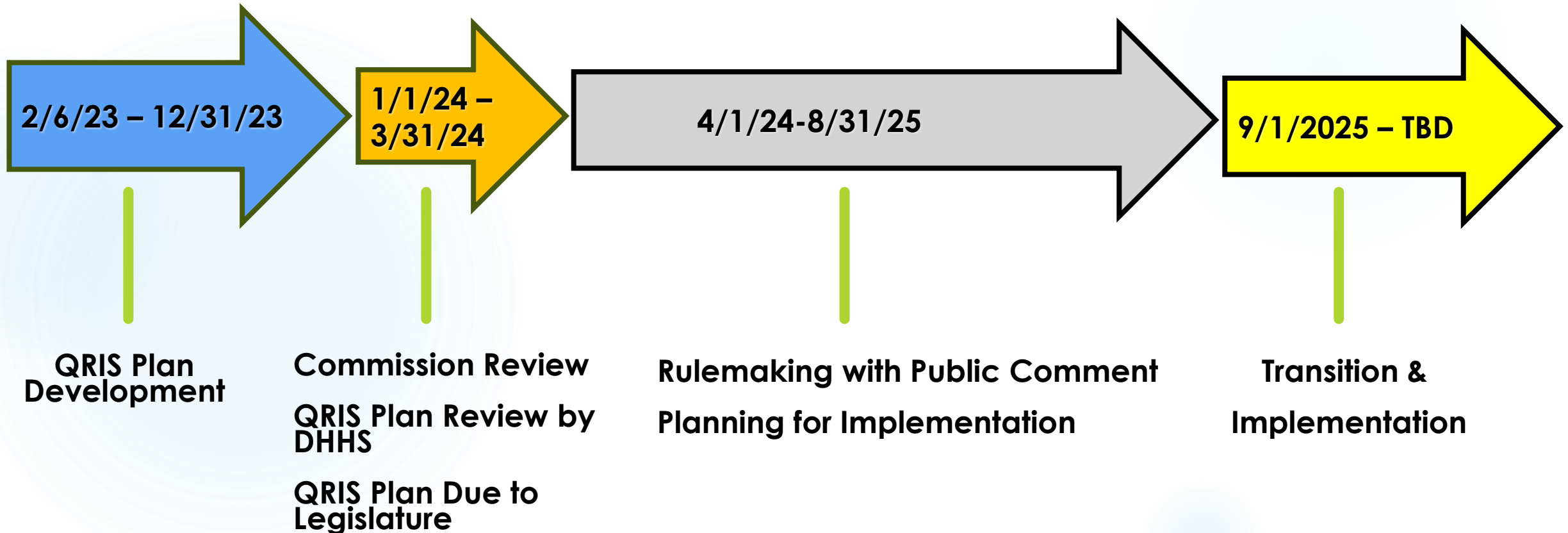
QRIS Modernization Recognizes Multiple Paths to Quality to Meet Family and Community Needs

- **Gives programs a choice of three options for measuring quality**
- **Creates career pathways that recognize learning happens in the workplace, in college, and in alternative programs (mentorship, apprenticeships)**
- **Focuses on quality every day rather than “passing a test” on one day**
- **Reduces administrative burden**

QRIS Modernization Timeline

DRAFT

Current Stage



Using Every Lever to Recruit Teachers

Teachers can now enter the classroom out of high school and get free education to build their skills or they can participate in apprenticeships while still in school. They can also get college credit for their work experience.

- NC Early Education
Equivalency Exam
- Credit for Prior Learning
- Workforce Certificate
- Child Development Associate
(CDA) Credential
- Pathway Options for
High School Students
- Building Bright Futures
- Degree Considerations for
Workforce Education and NC PreK
- New Continuing Education
Class, EDU 3119

How does North Carolina currently determine its child care subsidy reimbursement rate?

More than 3,000 reimbursement rates in NC

- NC pays different rates depending on county, age of the child, setting (center or home-based) and star rating of the program.

NC General Assembly sets the state's child care subsidy reimbursement rates at the 75th percentile of the “market rate” in each county.

“Market rate” is an inaccurate measure of the cost to provide child care.

- It is artificially suppressed because parents cannot afford what it costs to provide the service.
- It does not include the unpaid care that programs routinely provide.
- It does not account for the suppressed wages that contribute to staff shortages.
- It penalizes rural communities by incorrectly assuming the cost of providing quality early education is substantially lower than in urban communities.

The current reimbursement rate pays about half of what child care costs to deliver.

Current Subsidy Legislative Priorities

Align with newest Market Rate Study

- **Current subsidy reimbursement rates are aligned with 2021 Market Rate Study.**
- **North Carolina received 2023 Market Rate Study.**
- **Investment of \$76.6M is needed to increase subsidy reimbursement rates to the 75th percentile for all counties.**

Statewide Subsidy Floor

- **Statewide floor for subsidy reimbursement would eliminate the rural penalty for programs ensure all programs statewide received at least the 75th percentile of the state rate or their market rate if higher.**
- **Investment of \$216.7M is needed to implement a statewide subsidy reimbursement floor.**



QUESTIONS



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Division of Child Development
and Early Education

LUNCH

30 MINUTES

DEEP DIVE: NORTH CAROLINA'S CHILD CARE SUPPLY

- USE POST-ITS TO WRITE DOWN BIG IDEAS, POSSIBLE RECOMMENDATIONS
- LEAVE POST-ITS HERE AT END OF MEETING

PRESENTATION: HOME-BASED CHILD CARE – OVERVIEW & SYSTEM CHANGE POSSIBILITIES

COURTNEY ALEXANDER
PROGRAM DIRECTOR
MDC

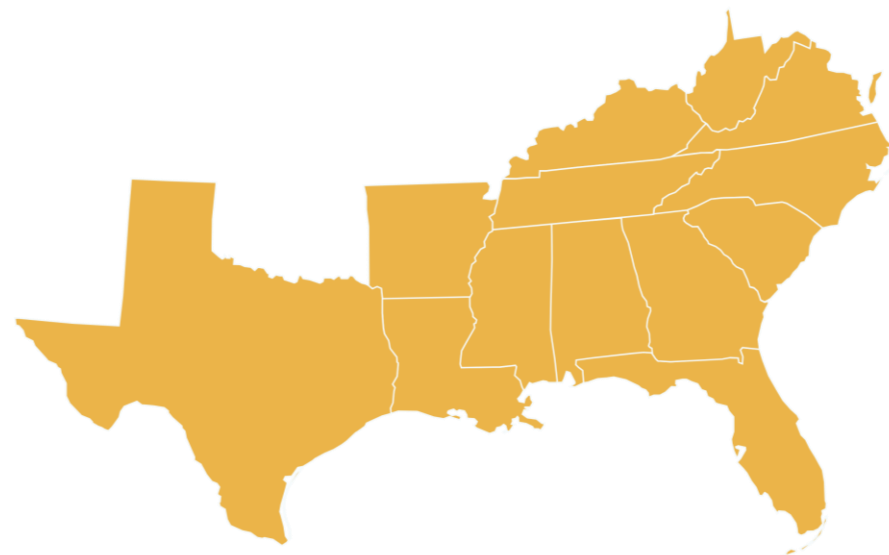


Home-Based Child Care: Overview and System Change Possibilities

M
DC



shaping a
South where
all people
thrive



MDC accelerates **economic mobility** across the thirteen Southern states through five strategies:



Presentation *Goals*

- Review of what Home-based Child Care is and why it's important
- Share policy and systems barriers to the sustainability of HBCC
- Discuss opportunities for reimagining child care

Home Based Child Care *Defined*

- **Home-based Child Care (HBCC):** Any nonparental child care in the provider's own home or the child's home.
- **Family Child Care (FCCH):** Home-based child care that is regulated, formal, and paid.
- **Family, Friend, and Neighbor Care (FFN):** Unregulated, informal, paid or unpaid, or license-exempt home-based child care. It includes care by relatives, most often grandparents.



Home-Based *Child Care*

- 7 million children ages 0-5 in U.S. receive care in a HBCC setting
- The most common child care placement for infants and toddlers
- FFN care is the most common type of HBCC and is the largest group of caregivers in the country
- 64% of children under age 6 in NC are being cared for in FFN Care

HBCC is a prevalent form of care for:

- Black and Latine families
- Immigrant families
- Families working non-traditional hours
- Families with children with special needs
- Families in rural communities

Critical *Infrastructure*

- HBCC is critical infrastructure in our early childhood system and is integral to meeting the needs of NC families and children
- **HBCC providers do not receive equitable resources, support, or recognition from our early childhood system which prioritizes licensed center-based care**
 - Policy and regulatory barriers, problematic narratives and power dynamics rooted in systemic racism
- Need for recognition of HBCC as a vital and valued part of the early care and education system
- **>85% of child care closures in NC since February 2020 have been HBCC providers.**



Policy and Systems *Barriers*

- **Licensing and regulatory barriers:** It is burdensome and expensive to become licensed and maintain a license as an HBCC provider in NC. Undocumented providers and providers living in apartments face particularly challenging barriers.
- **Funding barriers:** Subsidy rates are lower for family child care homes than for centers. License-exempt and family, friend, and neighbor (FFN) providers cannot accept child care subsidy vouchers.
- **Legal barriers:** In North Carolina, it is a felony if you are unlicensed and provide regular care for more than two unrelated children in your home.
- **Accessibility barriers:** Child care rules and regulations are not universally understood, applied, or communicated by the people upholding them, and they are not translated into multiple languages. Technical assistance efforts and funding to assist with licensure and quality improvement are largely focused on centers.

Complexities *to Consider*

- Home Based Child Care (HBCC) is often seen as lesser-than or ignored.
- Efforts to increase resources and support for license-exempt and FFN care can create tension with licensed providers and in coalition-building efforts.
- The regulatory landscape of NC's child care system was created with child safety and high-quality early learning in mind and has been uplifted as a national model, even as it has placed an undue burden on HBCC.
- Efforts to shift policy and regulation to be more inclusive of HBCC can be viewed by some advocates and leaders in our child care system as moving backward.

Our goals:

Providers will have influence and power in the system that affects them.

An inclusive, mixed-delivery, and mixed funding system that understands the important contributions that each type of care offers, acknowledges that different care structures will have unique needs, and recognizes that all require support and resources.

A system that works for all.

Our strategy targets

Two Interconnected Systems Change

Strengthening the capacity and voice of those directly impacted by the inequities of NC's child care system

1. Home Based Child Care (HBCC) Networks

Community of Practice

- Supporting 8 home based child care networks

2. Haven

- Supporting home-based provider leadership and voice in policy and decision making



Shaping a South
where all people thrive

MDC *Values & Principles*

- Co-design with participants
- Inclusion of all voices (e.g., both formal and informal providers)
- Centering the voices of those most proximate to the issues
- Racial equity
- Continuous improvement, based on ongoing input from participants and partners
- Asset orientation - emphasize knowledge and expertise of participants and partners
- Transparency
- Safety and confidentiality
- Promoting equity centered leadership
- People-centered pedagogy
- Orientation to systems change





Home-Based Child Care Networks

Community of Practice



Shaping a South
where all people thrive

What is a Home-Based Child Care *Network?*

Networks are connective tissue that join individual providers to each other and to system infrastructure

- Organizations that offer HBCC providers a menu of services and supports
 - Business practices
 - Quality improvement services
 - Connection to resources—both for providers and families
- There is no agreed upon model
- Promising approach for increasing supply, quality, sustainment of HBCC



Network Community of Practice *Goals*

1. To foster collaboration and shared learning to expand capacity of NC HBCC networks to implement strategies that strengthen their support of local HBCC providers.
2. To leverage learnings and collective capacity to identify and advance strategies for creating an equitable and inclusive system for HBCC providers and the families they serve.



Building Toward *Collective Action*

Co-Design & Continuous Improvement

- Identify common areas of interest; desired outcomes and format
- Ongoing feedback loops with participants
- Document learnings

Co-Learning & Community Building

- In person convenings focused on relationship building & shared learning objectives
- Virtual meetings centering peer learning
- Establish working groups
- Develop shared tools and tangible resources
- Topical workshops

Policy Landscape

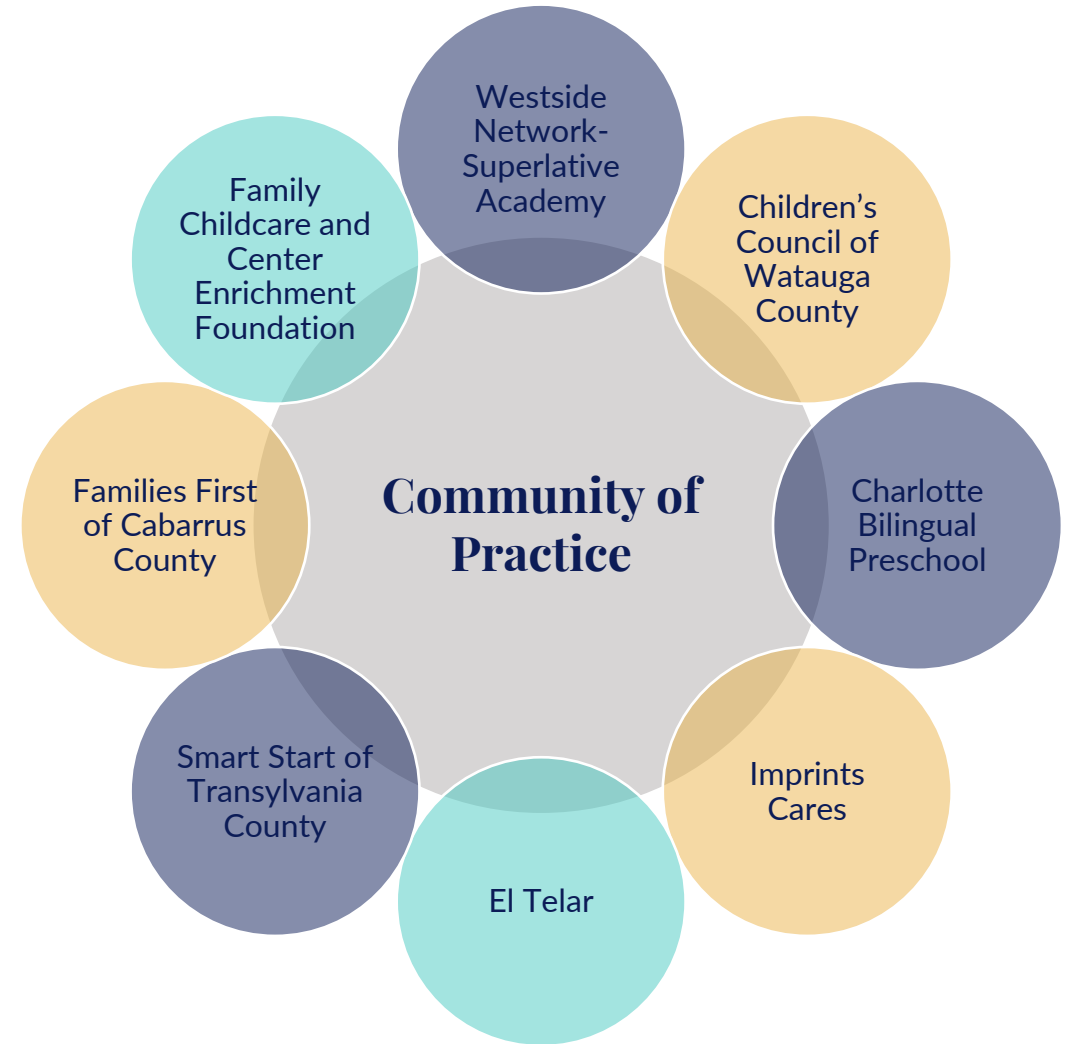
- Introduce policy & system landscape
- Build advocacy & communications capacity

Strategic Planning

- Align on shared vision and goals to advance system change
- Identify shared policy priorities
- Identify key strategies to advance policy priorities

COP *Activities*

- Convenings centering peer learning
- 1:1 support
- Develop shared tools and tangible resources for network member use
- Support integration of learnings/reflective practice for bringing learnings back to individual networks
- Create intentional connection with provider leader cohort
- Document network learnings
- Facilitate collective action to advance change





Home Based Child Care Leadership *Haven*



Shaping a South
where all people thrive

Haven *Goals*

1. To invest in and strengthen provider leaders as they work to have a voice in policy and decision-making and grow their local networks of providers and parents.
2. To create a community of provider leaders that is inclusive of all home-based child care providers, both licensed family child care (FCC) providers and license-exempt Family, Friend, and Neighbor (FFN) caregivers.



Haven *Activities*

As MDC focuses on the needs of the leaders in the cohort, Haven is a provider led model of support. The program started with one cohort of 10 leaders over 2 years that can be built upon and expanded to include more leaders.



Community of practice convenings centering peer learning



Informal roundtable connections among provider leaders



1:1 provider mentoring sessions with other provider leaders



Monthly stipends

NC HBCC Initiative *Outcomes*

The HBCC Community of Practice and Haven aim to:



Raise awareness of HBCC as a quality child care option

Reframe the perception and value proposition for Home-Based Child Care so that it is viewed as a valuable part of the early care and education landscape.

Expose and uplift care options for NC families

Advocate for an inclusive child care system that recognizes and supports all forms of home based child care.

Build system of support for HBCC settings

Foster quality and financial sustainability in all HBCC settings through strong provider networks.

Equipping NC HBCC providers with tools to advance change.

Improve the policy, economic, and regulatory environment for HBCC in NC.



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where all people thrive

Where we go from here: *Building & Sustaining*

The launch funding provided by BCNSNC Foundation enabled the creation of:

- The HBCC Community of Practice with 9 inaugural networks, and
- Haven with 10 inaugural provider leaders.

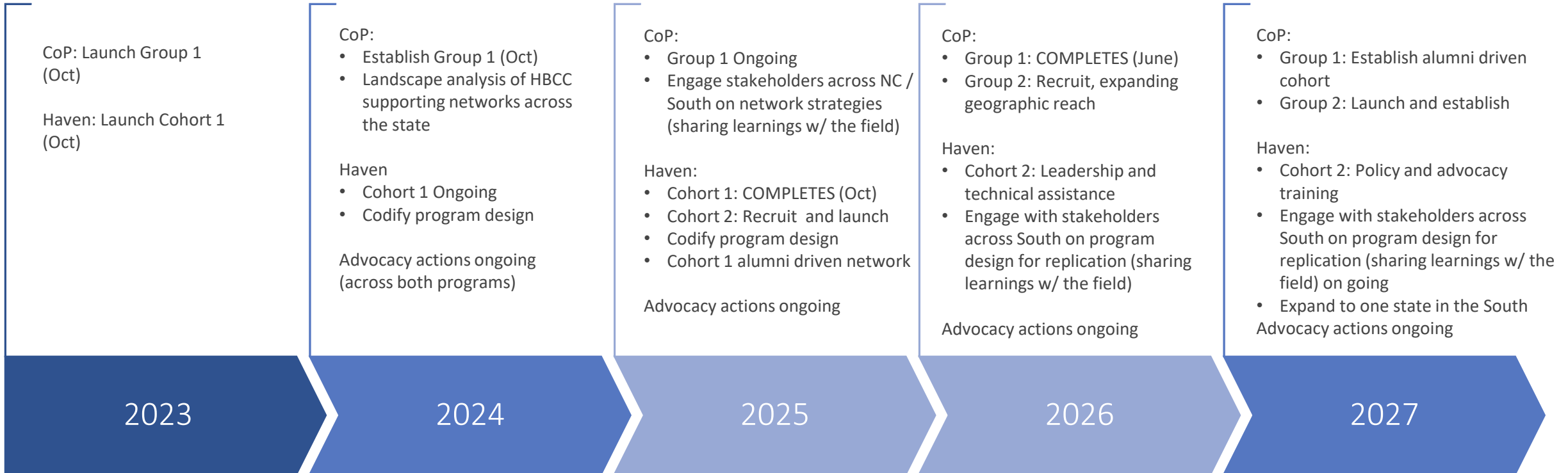
1. Serve more providers and HBCC networks with greater geographic representation across NC
2. Provide support for the creation of new HBCC networks in parts of the state where there's a gap
3. Deeper capacity-building support to HBCC networks
4. Collective action and advocacy support for lasting systems change
5. Resources that capture and share learnings and codifying approach for scaling to more states



Shaping a South
where all people thrive

Timeline for growing & deepening impact

Two Interconnected Systems Change



Shaping a South
where all people thrive

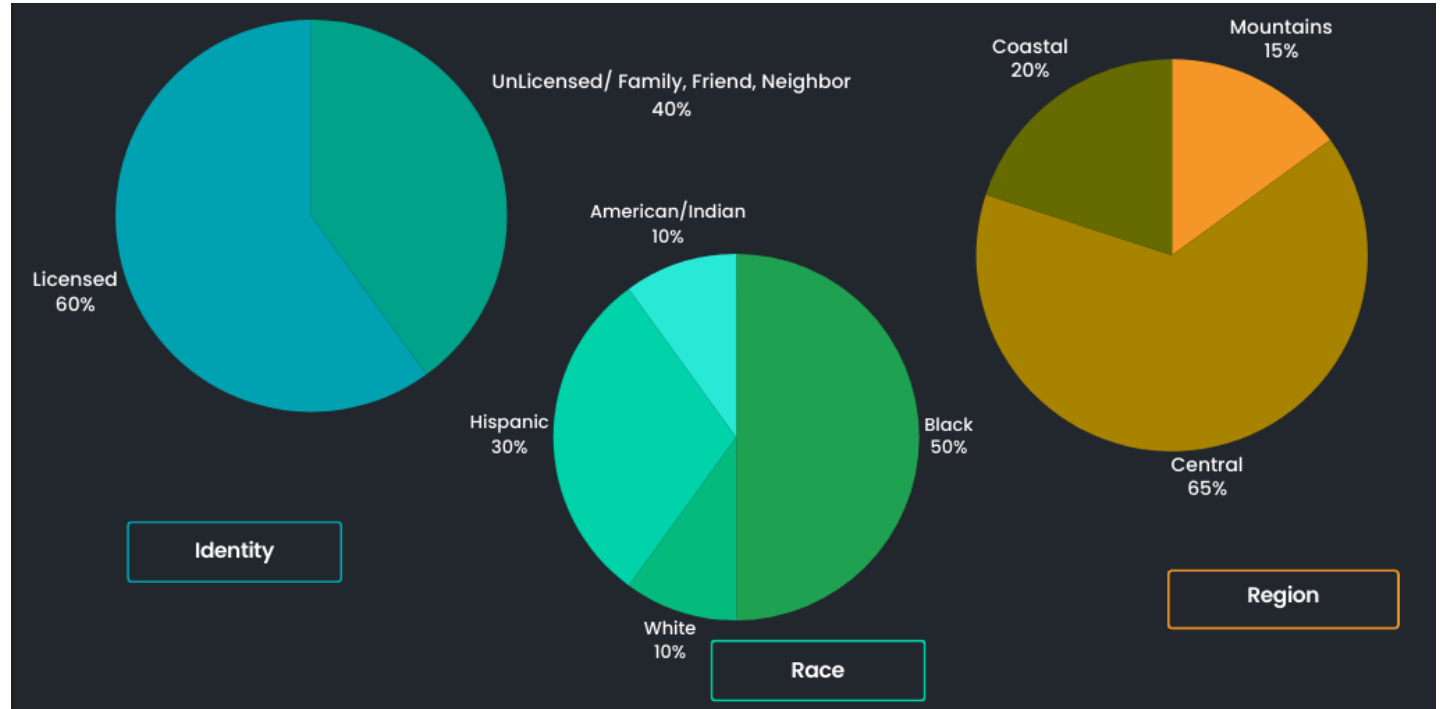
HBCC Community of Practice *Reach Across NC*

Networks	Geographic Reach
Charlotte Bilingual Preschool	<i>Charlotte</i>
Children's Council of Watauga	<i>Watauga County</i>
El Telar	<i>Emma/Asheville</i>
Families First of Cabarrus County	<i>Cabarrus County</i>
Family Childcare and Center Enrichment Foundation	<i>Statewide, based in Charlotte</i>
Imprints Cares	<i>Winston-Salem</i>
Smart Start of Transylvania County	<i>Transylvania County</i>
Westside Network - Superlative Academy	<i>Charlotte</i>

HBCC Haven *Reach Across NC*

HBCC Haven Inaugural Cohort of 10 HBCC providers across the state

1. Charlotte - H- FFN
2. Charlotte - H - FFN
3. Charlotte - B- L
4. Hickory - W - L
5. Kings Mountain - B - L
6. Durham - B - L
7. Durham - H - L
8. Lumberton - I - FFN
9. Roanoke Rapids - B - UnL
10. Winston-Salem - B - L



Responding to Needs

Opportunities to Deepen Program Impact

Our approach is rooted in co-designing with those most impacted and responding to needs as we identify them. Since launching this work, we've identified these opportunities to strengthen support to providers and networks:

HBCC Networks Community of Practice

- Deeper capacity-building and TA support
- Deeper capacity support for policy and advocacy (research, analysis, skill-building)
- Provide **supplemental sustainability grants** to networks

HBCC Haven

- Codify new program design + prepare to launch Cohort 2 (*could begin recruitment summer 2025, funding dependent*)
- Deeper capacity support for policy and advocacy (research, analysis, skill-building)
- Establish **Provider Support Fund** for engagement and sustainability needs

Across programs:

- Conduct research that adds to understanding of state of HBCC networks and providers across NC
- Share knowledge with the field through publications, webinars, etc.
- Codify program designs for future replication + prepare CoP and Haven for expansion (new members)
- Capturing and sharing learnings to inform the larger field + Expanding and replicating across NC and South



Additional resources and information for reference

[GROWING HOME-BASED CHILD CARE: An Important Opportunity for North Carolina](#)

Stoney Associates, 2022

[Family Friend and Neighbor Care \(FFN\) Report](#)

Prepared by Katie Fallin Kenyon, Ph.D. for Child Care Resource Center on behalf of the Forsyth County Family Friend and Neighbor Steering Committee, 2022

[State Scan of Family, Friend and Neighbor Care Policies and Supports](#)

Prepared by Prenatal to Three Capacity Building Hub powered by buildinitiative.org



Shaping a South
where all people thrive

Possible Strategies

As Governor Stein's Task Force for Child Care considers changes to reimagine early care and education in support of NC's economy, please consider?

- Implementation of the statewide registry and financial support for family, friend and neighbors who are not seeking licensure.
- Shared business services and technical assistance for all child care providers
- Study(ies) to better understand family's needs, barriers, and priorities for care and to assess options for increasing and improving sustainability with HBCC
- Network and leadership development with providers
- Communications efforts that will support provider-led advocacy at every table of power in the Early Care and Education landscape.

Discussion



Shaping a South
where all people thrive



PRESENTATION: INFANT-TODDLER CHILD CARE EXPANSION PILOT PROJECT

AMY BARRY

EXECUTIVE DIRECTOR

BUNCOMBE PARTNERSHIP FOR CHILDREN

Infant-Toddler Child Care Expansion Pilot Project



a partner in the
smart start network



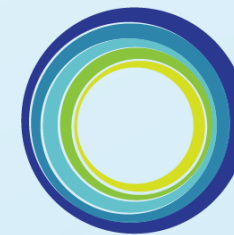
BILTMORE®

BILTMORE®

- **Community workforce need**
- **Help for employees with children**

BILTMORE®

- **\$45,000/ for 3 years for infant-toddler expansion grants**
- **\$5,000 annual overhead – BPFC staff time**



Buncombe
Partnership
for Children

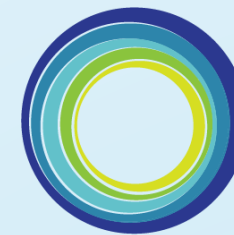
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smart start network



**Only room for 8% of
infants born in
Buncombe County in
licensed child care**

(182 out of 2,410)





Buncombe
Partnership
for Children

a partner in the
smart start network

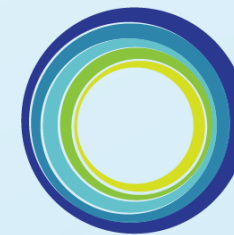


Sprouts Early Learning Academy

South Asheville/Arden

- **\$20,000 grant**
- **34 slots, 3 new classrooms**
- **6 new staff**
- **Staff, supplies, upfitting classrooms**





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Partnership
for Children

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Smart Start network



Evolve Early Learning

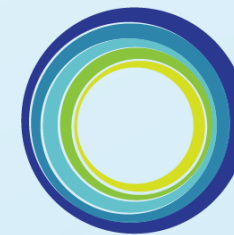
West Asheville

- **\$7,000 grant**
- **14 new slots, preschool room converted to infant room & toddler slots added**
- **Air conditioner for infant room, staff tuition discounts, supplies**



East Asheville Academy

- **\$18,000 grant**
- **12-slot goal, new infant room**
- **Unexpected fire code issues**
- **Renovations, supplies, increase teacher pay**
- **Avoided closure with help of grant**



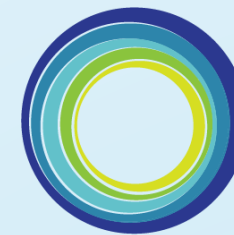
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smart start network



Waitlist priority for Biltmore employees

- **\$10,000 per slot**
- **\$50,000 = 5 slots**



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Year 2 Highlights

- **Sprouts Early Learning - \$20,000 grant
10+ new slots, staff salaries**
- **HCA Healthcare Foundation joins**
- **Recruiting other employers**

Questions?



SHORT BREAK

10 MINUTES

PANEL: LESSONS LEARNED CREATING NEW CHILD CARE SUPPLY IN NC

MODERATOR:

DEBRA DERR

DIRECTOR OF GOVERNMENT AFFAIRS
NC CHAMBER

KATE GOODWIN

KATE'S KORNER LEARNING
CENTER
(DURHAM COUNTY)

SANDY WEATHERSBEE

PROVIDENCE
PREPARATORY SCHOOL
(MECKLENBURG COUNTY)

HALEE HARTLEY

KID COVE
(WATAUGA COUNTY)

FINAL REFLECTIONS

- IDEAS?
- POSSIBLE RECOMMENDATIONS?
- AREAS FOR FURTHER STUDY?

CLOSE

- REMINDER: LEAVE POST-IT NOTES AND NOTECARDS ON TABLE FOR STAFF
- NEXT MEETING:
 - MONDAY, MAY 5, 2025 | 10:30 AM – 2:30 PM | RURAL CENTER