

# CHILD CARE FOR NEW HAMPSHIRE'S CHILD CARE TEACHERS



SB 404 is a proactive approach to addressing the child care staffing crisis.



## CHILD CARE IN NH

Families can't find or afford child care because compensation is too low to attract and retain early childhood educators. The child care staffing crisis has become so significant that many programs have at least one classroom closed due to a lack of staff members.

**The average child care educator in New Hampshire earns just \$27,000 per year**, but raising wages directly impacts the tuition costs for the families accessing care, which already average more than \$28,000 per year for a family with an infant and a four-year-old.<sup>1</sup> In short, an early childhood educator with two young children spends their **entire salary or more on child care costs**. For most in this situation, it makes more financial sense to leave the early childhood workforce.

## A PROACTIVE SOLUTION

New Hampshire has an opportunity to address the staffing shortage by providing all early childhood educators with access to the New Hampshire Child Care Scholarship, regardless of household income. This would mean that early childhood educators who work more than 25 hours per week would **automatically qualify for the maximum child care scholarship benefit** according to the most current market rate survey for family size, child age, type of program, and service level.

## BENEFITS OF CHILD CARE SUBSIDY FOR EDUCATORS<sup>3</sup>

### For educators who are also parents:

- Supplements income to help afford other family expenses
- Allows educators who were paying for child care expenses out-of-pocket to earn more take-home pay than they can earn from working in retail or hospitality
- Allows for educators in centers to have their children in the same program as them during the day

### For child care and early learning programs:

- Supports recruitment and retention of educators
- Allows programs to offer raises to their staff without fear of no longer qualifying for child care scholarship
- Increases revenue for programs who already discount tuition for staff

### For economy and broader community:

- Keeps more classrooms and programs open for businesses that need available care
- Increases the number of programs accepting the NH Child Care Scholarship overall because programs that didn't previously accept child care scholarship payments will start to accept the funds in order to be competitive with other programs

## AT A GLANCE

### NAEYC NH WORKFORCE WELL-BEING SURVEY<sup>2</sup>

- **80.4%** of surveyed early childhood professionals in NH believe that **burnout and exhaustion** contribute to workforce retention issues
- **71%** report their program is currently experiencing a **staffing shortage**
- Of those programs with a staffing shortage, **57.5%** report they are **servicing fewer children**



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## WHY IT WORKS

Last year, Kentucky began offering child care subsidies to employees working 20 hours or more per week in a licensed child care center regardless of household income.

One year later, 3,200 parents employed in early care and education now benefit from the program. A study by the Center for the Study of Child Care Employment found that with less turnover, child care access improves for other families, too. For each early educator who benefits from a child care subsidy in Kentucky, as many as **13 other children under age six benefit from stable enrollment** in their classroom or group (Powell & Dade, 2023).

Approximately **600 parents** working in early care and education **in New Hampshire** could benefit from a policy like Kentucky's. Around one half of them are likely already eligible for the New Hampshire Child Care Scholarship.<sup>4</sup>

## QUOTES

"This program will make all the difference for our teachers. Their paychecks either go to child care or housing. Many times we subsidize their care so they don't have to choose care over electricity."

**Cora Hoppe, Rochester Community Childcare Center**

"Subsidized child care for ECE teachers would be an added benefit child care centers could offer to keep current teachers from leaving and draw ECE teachers back to one of the most important professions. Teachers struggle to stay in a grossly underpaid profession when they are working to pay their own child care bills. Centers struggle to offer the benefits teachers deserve and categorical eligibility would benefit families, teachers and centers."

**Amy Graham, Lancaster Play & Learn**

## TAKE ACTION

Urge state lawmakers to support child care for child care workers by:



Sharing your experience as a center director, current or former early childhood educator, or family



Signing the petition urging lawmakers to act



Spreading the word on social media

## VISIT

[new-futures.org/childcare](https://new-futures.org/childcare)

or scan the QR code to get started



## References:

1. *Child care in New Hampshire: High price, low supply*. New Hampshire Fiscal Policy Institute. (2023, October 19). <https://nhfpi.org/resource/child-care-in-new-hampshire-high-price-low-supply/>
2. *Child Care for child care providers*. NAEYC. (2022, December). [https://www.naeyc.org/sites/default/files/wysiwyg/user-73607/categorical\\_eligibility\\_webinar.kya\\_and\\_naeyc.pdf](https://www.naeyc.org/sites/default/files/wysiwyg/user-73607/categorical_eligibility_webinar.kya_and_naeyc.pdf)
3. *Providing child care for child care providers*. NAEYC. (2022, December). [https://www.naeyc.org/sites/default/files/wysiwyg/user-73607/providing\\_child\\_care\\_for\\_child\\_care\\_providers.december.2022.pdf](https://www.naeyc.org/sites/default/files/wysiwyg/user-73607/providing_child_care_for_child_care_providers.december.2022.pdf)
4. Powell, A. and Dade, A. (2023). What the Bluegrass State Can Teach Us About Increasing Access to Child Care. Center for the Study of Child Care Employment, University of California, Berkeley. <https://cscce.berkeley.edu/publications/brief/kentucky-model/>