



## ***Senate Bill 2012***

House Appropriations Committee | HR Section  
Representative Jon Nelson, Chairman

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**Supporting Working Families | Strengthening Our Workforce**

*An Overview of the ND Child Care Proposal in the 2023-25 Executive Budget Request, March 17, 2023*

NORTH  
**Dakota**  
Be Legendary.

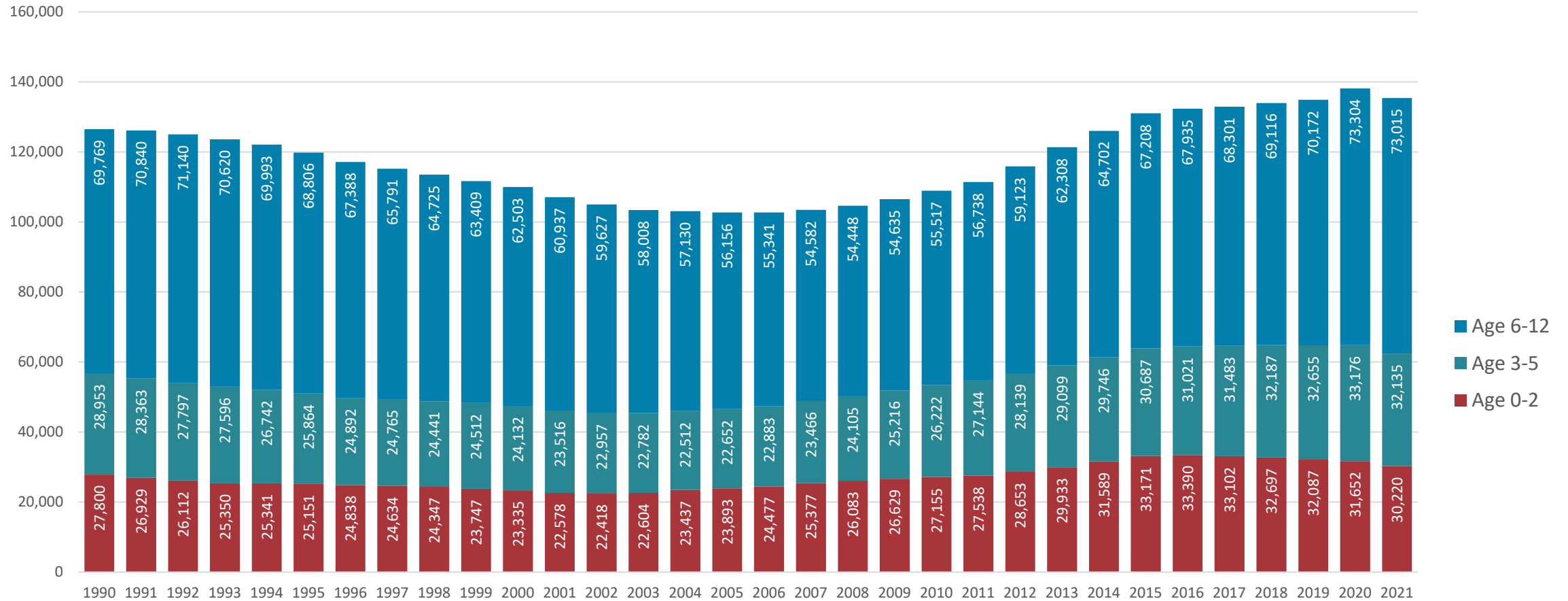
Health & Human Services

# Why think about Child Care as a Workforce Solution?

- ✓ North Dakota has more job openings than people to fill them.
- ✓ 47% of ND job openings pay an average starting wage of less than \$25/hour.
- ✓ To thrive communities need workers who want to work in both high-skill-required and low-skill-required jobs.
- ✓ The economic realities of child-rearing affect household decisions about employment.
- ✓ There are 45,000 ND households who have children younger than age 5.
- ✓ 3 of every 4 children households with children younger than age 5 have all parents in the workforce.

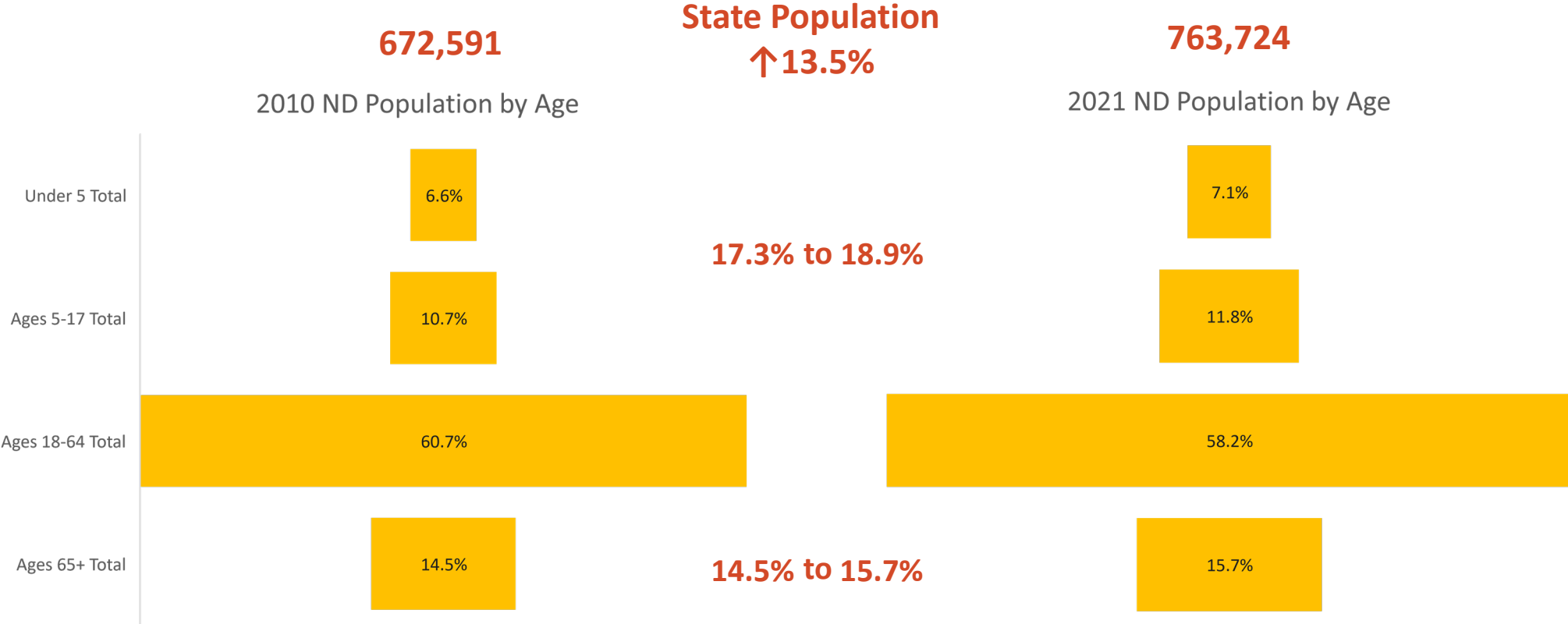


# The number of children younger than age 13 has been increasing since 2010



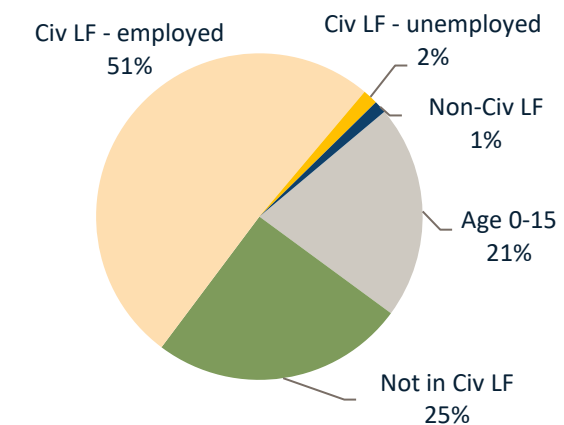
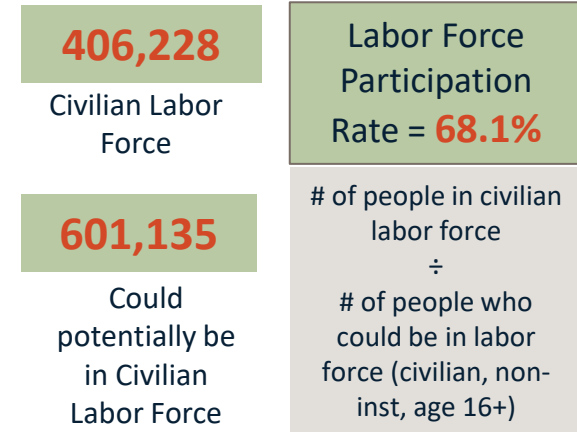
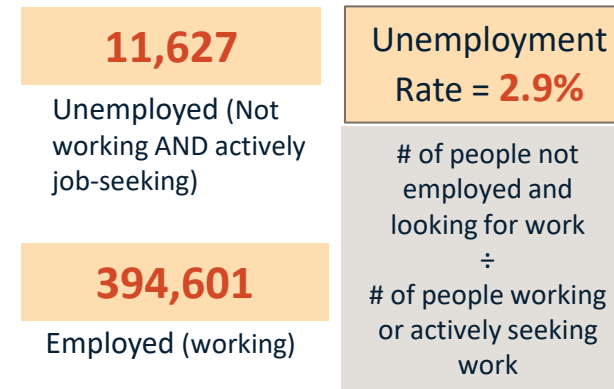
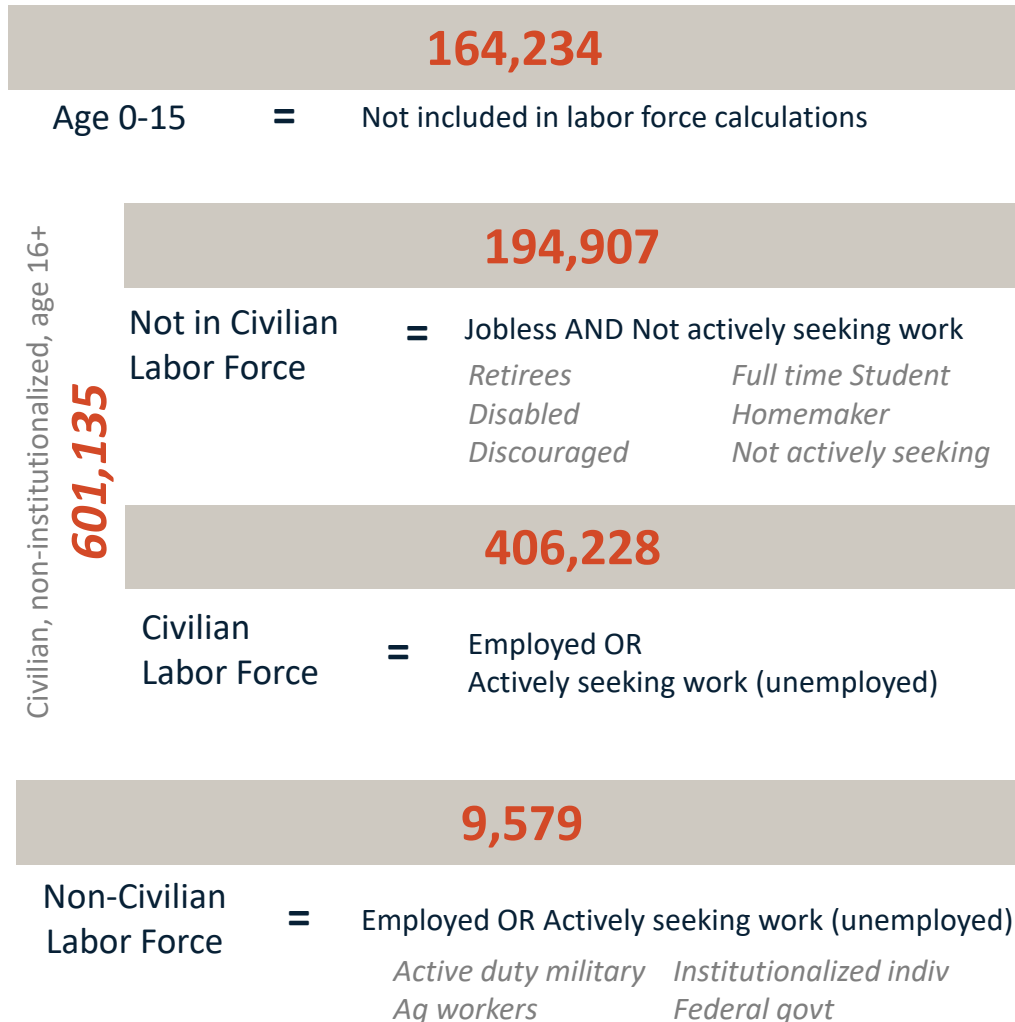
Source: ND Kids Count | Child population by single age (U.S. Census Bureau)

# ND is getting both younger and older at the same time which puts pressure on the prime working age population living in the state



# 53% of North Dakota's population is considered to be in the civilian labor force (a.k.a. "the workforce")

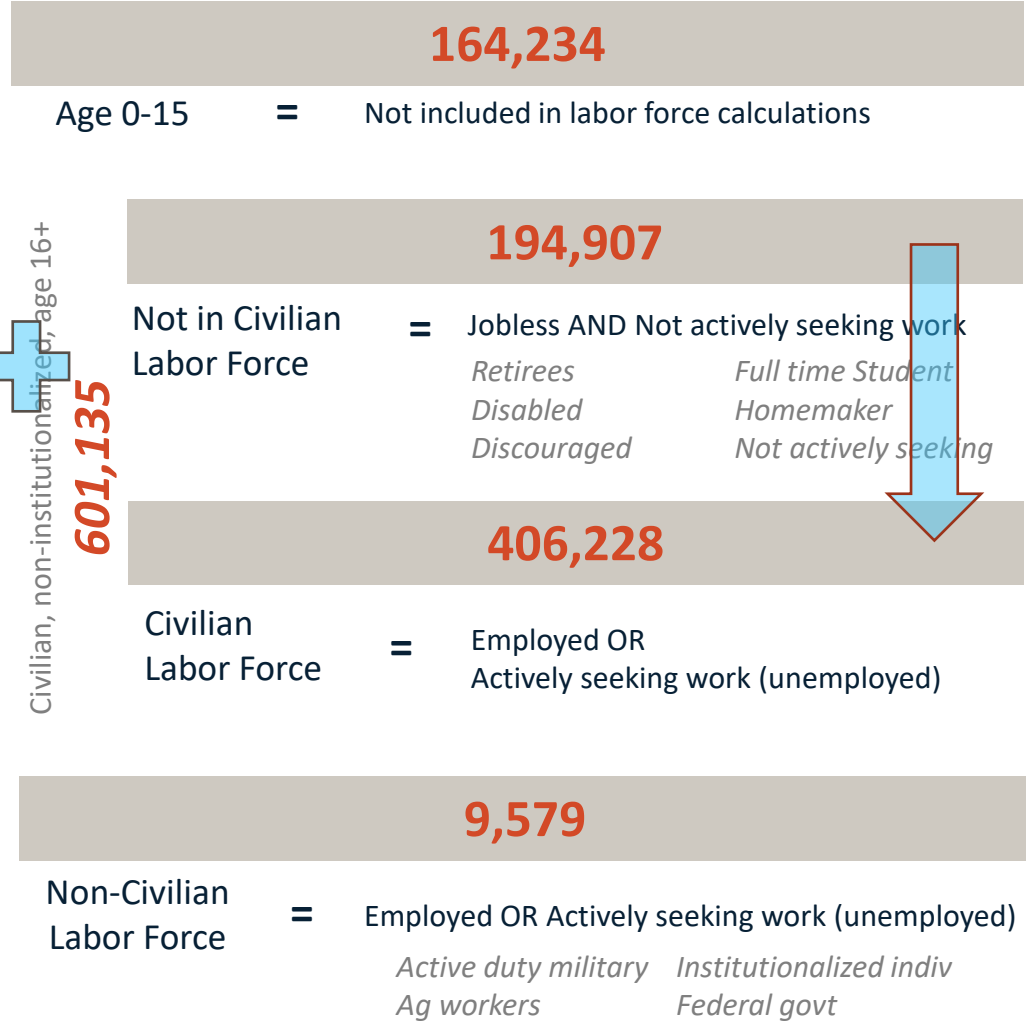
State Population = 774,948



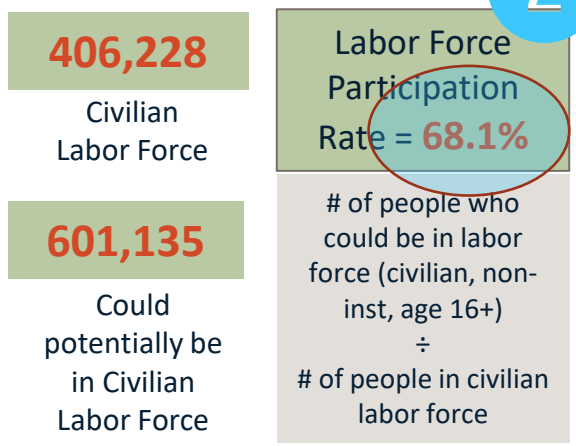
# Where are the opportunities to make an impact on available workforce?

3

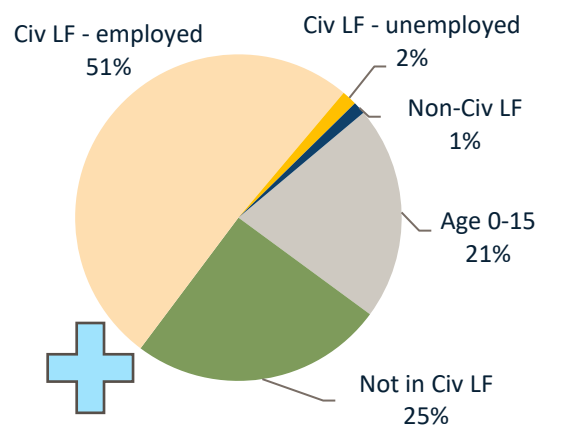
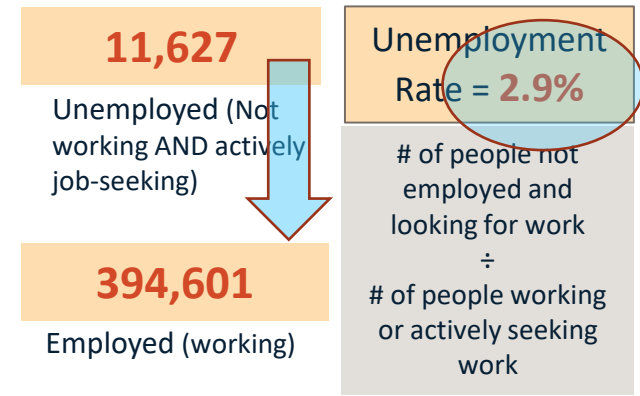
State Population = 774,948



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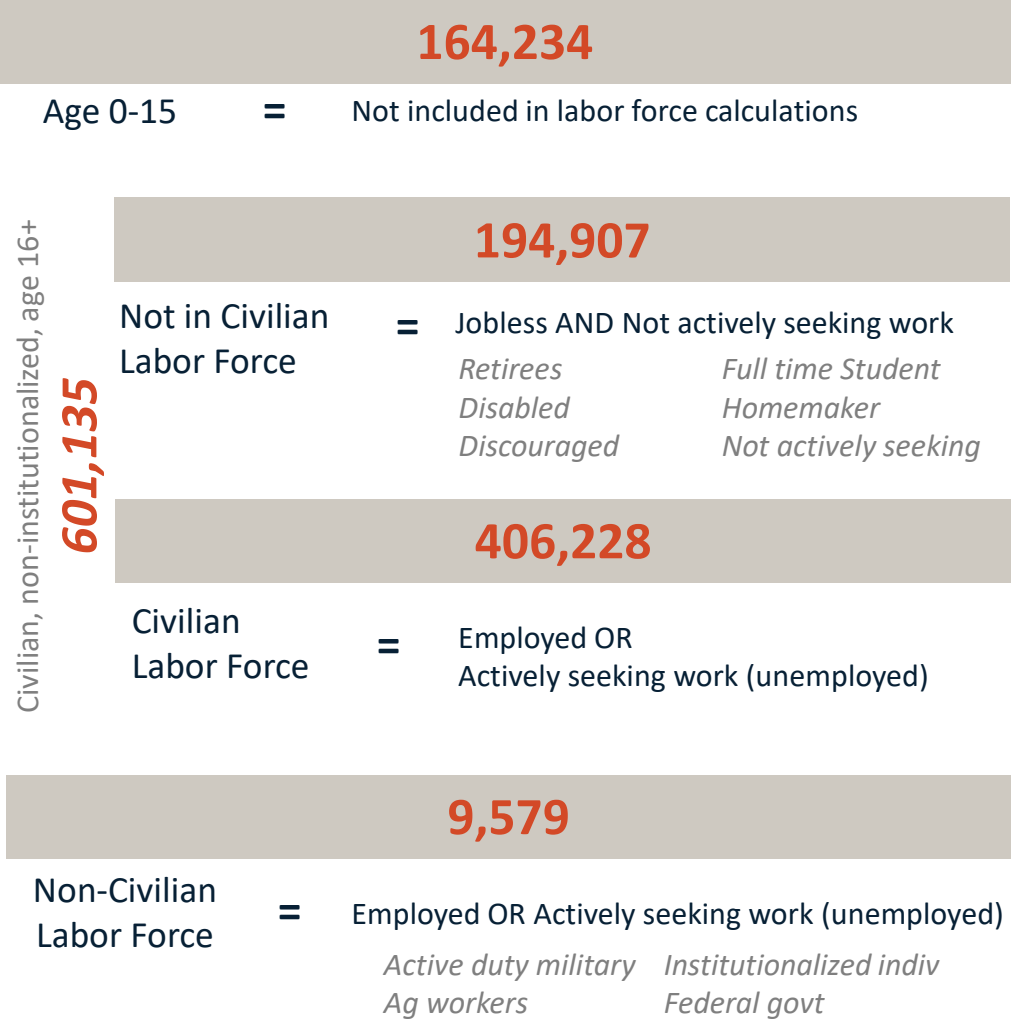
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# Child care is a potential workforce barrier to tens of thousands of existing and potential ND workers

**28%**  
Households with at least one member younger than age 18

**State Population = 774,948**



**10%**  
% of people not in LF are considered "marginally connected"

"Marginally connected" means someone has not looked for work in last 4 weeks due to family responsibilities, ill health, transportation problems, school



Rate of Labor Force Participation for people of retirement age

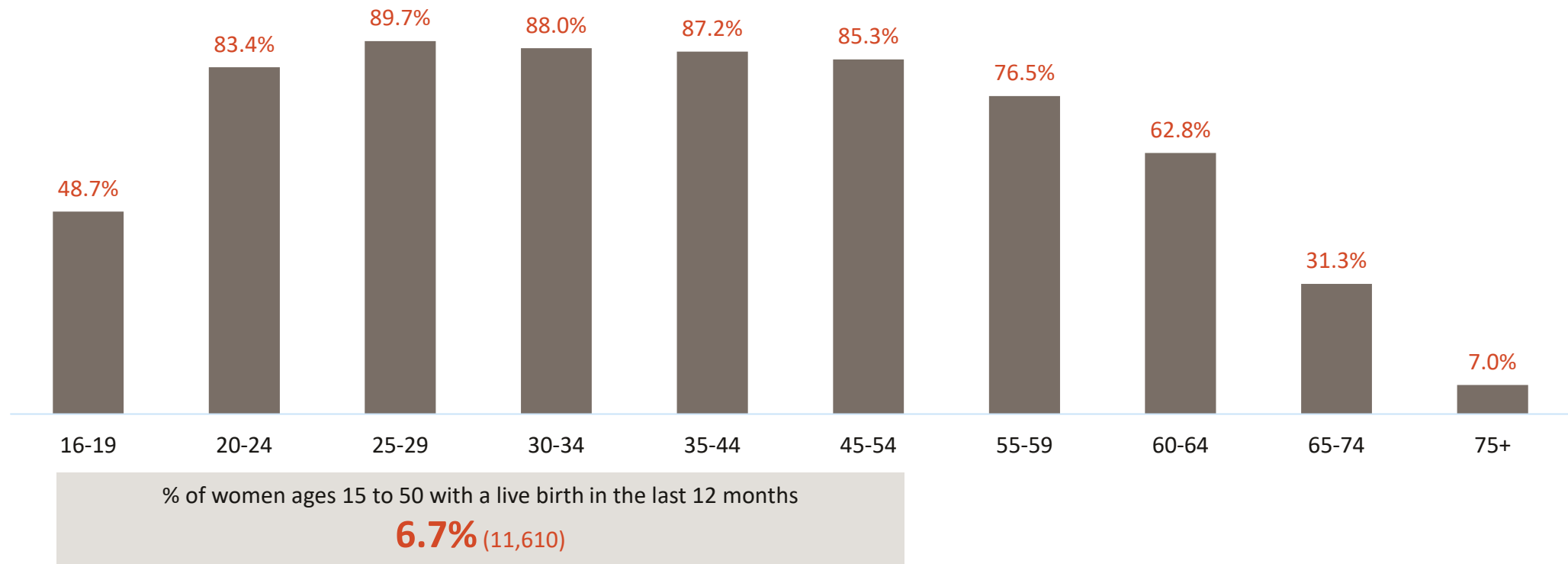
Ages 60-64	62.8%
Ages 65-74	31.3%
Ages 75+	7.0%

**14.7%**  
59,811 people in civilian LF with children under age 6

→ **70.6%**  
Of this 59,811 have all parents in Labor Force

Source: ACS 2021 1-Year Data Sample, Tables DP03 and S0101; Bureau of Labor Statistics

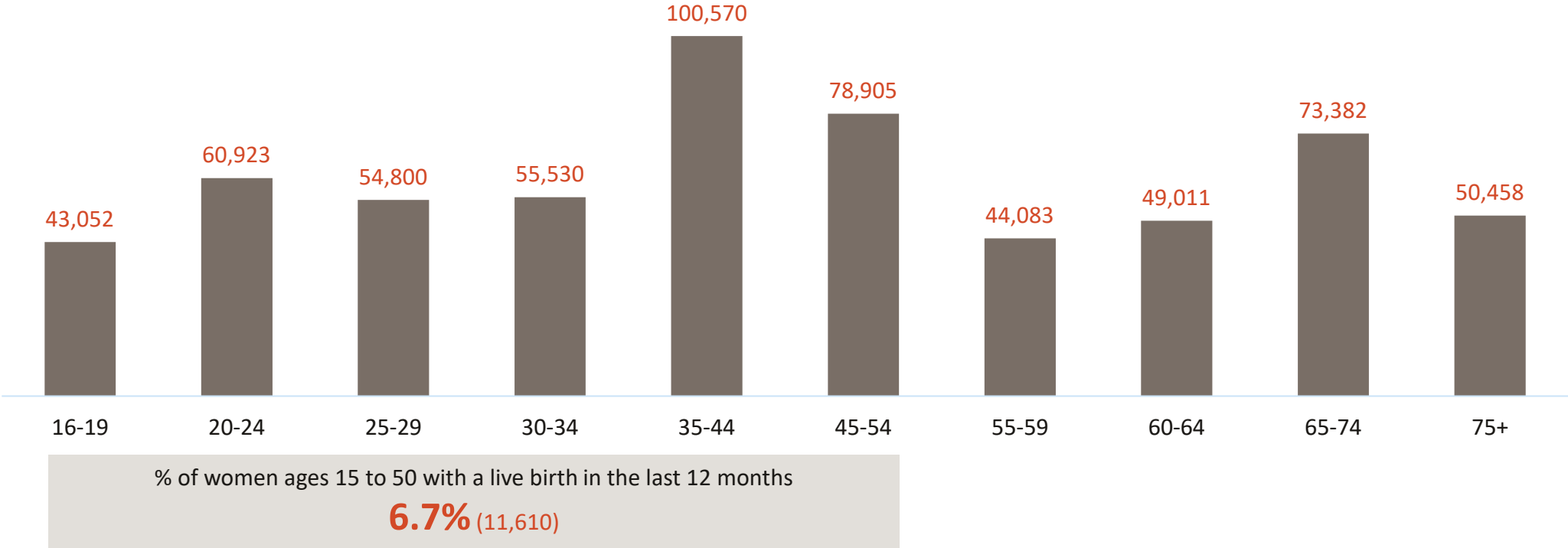
# There is significant overlap between a person's prime working years and prime family formation years



Ages 15-19 2.1% (574)  
Ages 20-34 10.9% (8,480)  
Ages 35-50 3.7% (2,556)

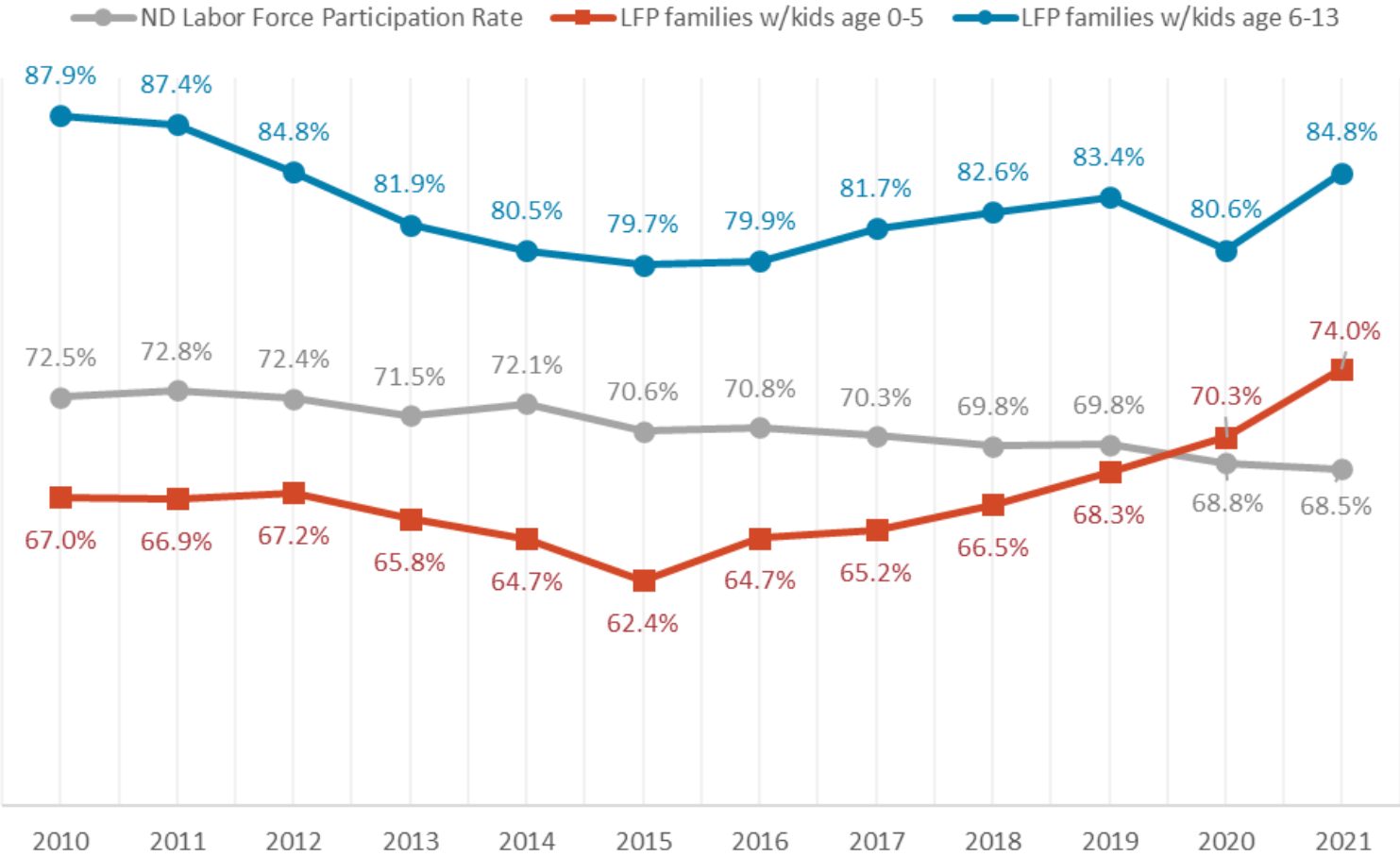


# People ages 20-34 represent 28% of the total ND workforce



Ages 15-19 2.1% (574)  
Ages 20-34 10.9% (8,480)  
Ages 35-50 3.7% (2,556)

# The percent of ND children ages 0-5 who have all available parents in the labor force has been steadily increasing since 2010



Source: ND Kids Count | US Census American Community Survey | Bureau of Labor Statistics

**74%**  
**Parents in  
 workforce**

74% of the 44,237 North Dakota households who have children younger than age 5 likely have at least some need for child care as all available parents are in the workforce

# In-demand occupations that require specialized training or education are found in many different sectors of the economy

## IN-DEMAND OCCUPATIONS

### EDUCATION

Instructional Coordinators  
 Librarians & Media Collections Specialists  
 Teachers

- Secondary School Teachers
- Elementary School Teachers
- Career/Technical Education Teachers, Secondary School
- Middle School Teachers, Except Special & Career/Tech Ed
- Kindergarten Teachers, Except Special Education
- Special Education Teachers
- Kindergarten, Elementary, Secondary School
- Preschool Teachers, Except Special Education
- Health Specialties Teachers, Postsecondary
- Teaching Assistants, Except Postsecondary

### ENGINEERING & ARCHITECTURE

Civil Engineers  
 Civil Engineering Technologists & Technicians  
 Electrical Engineers  
 Mechanical Engineers

### FINANCIAL

Accountants and Auditors  
 Bookkeeping, Accounting, & Auditing Clerks  
 Financial Managers  
 Management Analysts  
 Operations Research Analysts  
 Statisticians  
 Tax Preparers

### TRANSPORTATION

Commercial Pilots  
 Heavy & Tractor-Trailer Truck Drivers

### HEALTHCARE

Athletic Trainers  
 Dental Assistants  
 Dental Hygienists  
 Diagnostic Medical Sonographers  
 Dietitians and Nutritionists  
 Massage Therapists  
 Medical Assistants  
 Nursing Assistants  
 Nurse

- Licensed Practical & Licensed Vocational Nurses
- Registered Nurses
- Occupational Therapists
- Occupational Therapy Assistants
- Phlebotomists
- Physical Therapist Assistants
- Psychiatric Aides
- Respiratory Therapists
- Skincare Specialists
- Technologists & Technicians
- Cardiovascular Technologists & Technicians
- Clinical Laboratory Technologists & Technicians
- Emergency Medical Technicians & Paramedics
- Pharmacy Technicians
- Nuclear Medicine Technologists
- Ophthalmic Medical Technicians
- Radiologic Technologists and Technicians
- Surgical Technologists
- Veterinary Technologists and Technicians

### MANAGEMENT

Construction Managers  
 General & Operations Managers  
 Industrial Production Managers  
 Medical & Health Services Managers  
 Sales Managers

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### SKILLED TRADE

Automotive Service Technicians & Mechanics  
 Butchers & Meatcutters  
 Carpenters  
 Chefs & Head Cooks  
 Crane & Tower Operators  
 Diesel Technician

- Industrial Machinery Mechanics
- Bus & Truck Mechanics & Diesel Engine Specialists
- Farm Equipment Mechanics & Service Technicians
- Electricians
- Firefighters
- Hairdressers, Hairstylists, & Cosmetologists
- Heating, Air Conditioning, & Refrigeration Mechanics & Installers
- Machinist
- Plumbers, Pipefitters, & Steamfitters
- Power Plant Operators
- Precision Agriculture Technicians
- Welders, Cutters, Solderers, & Brazers
- Wind Turbine Service Technicians

### INFORMATION TECHNOLOGY

Computer and Information Systems Managers  
 Computer Network Support Specialists  
 Computer Programmers  
 Computer Systems Analysts  
 Computer User Support Specialists  
 Intelligence Analysts  
 Information Security Analysts  
 Software Developers & Software Quality Assurance Analysts and Testers  
 Telecommunications Equipment Installers & Repairers, Except Line Installers  
 Web Developers & Digital Interface Designers

### SALES

Securities, Commodities, & Financial Services Sales Agents  
 Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products

### PROFESSIONAL/OTHER

Compliance Officers  
 Human Resources Managers  
 Human Resources Specialists  
 Paralegals and Legal Assistants  
 Public Relations Specialists  
 Market Research Analysts and Marketing Specialists  
 Training and Development Specialists

### SOCIAL SERVICES

Child, Family, & School Social Workers  
 Childcare Workers  
 Community & Social Service Specialists  
 Educational, Guidance, & Career Counselors & Advisors  
 Healthcare Social Workers  
 Marriage & Family Therapists  
 Mental Health & Substance Abuse Social Workers  
 Police & Sheriff's Patrol Officers  
 Social & Community Service Managers  
 Social & Human Service Assistants  
 Substance Abuse, Behavioral Disorder, & Mental Health Counselors

Registered Apprenticeship Programs (RAP) are considered in-demand jobs per guidance under the United States Department of Labor. For a complete listing of RAPs in North Dakota, go to: [joband.com/job-seeker/apprenticeships](http://joband.com/job-seeker/apprenticeships)

The in-demand occupations list was primarily created using long-term employment projections from the North Dakota Labor Market Information Center and supplemented by data from the U.S. Bureau of Labor Statistics. The list is reviewed and updated annually by the Workforce Development Council with assistance from Job Service North Dakota. The list is primarily comprised of occupations that typically require some postsecondary education up to and including a Bachelor's degree. The factors used in creating the list are below:

- Total Employment (2021)
- Ten-year Numeric Job Growth (2020-2030)
- Annualized Job Growth Rate (2020-2030)
- Annual Job Openings (2020-2030)
- Average Annual Wages (2021)
- Essential and Emerging Occupations

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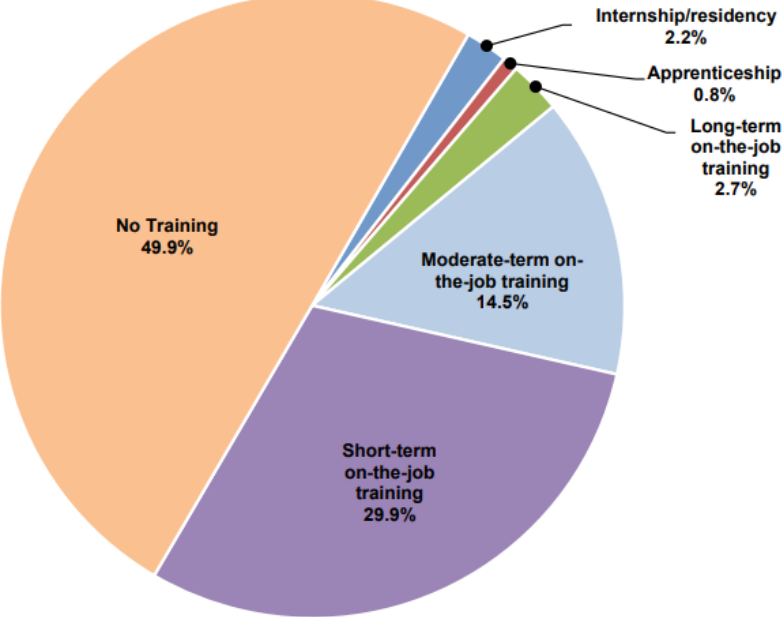
Job Service North Dakota is an equal opportunity employer/program provider.  
 Auxiliary aids and services are available upon request to individuals with disabilities.

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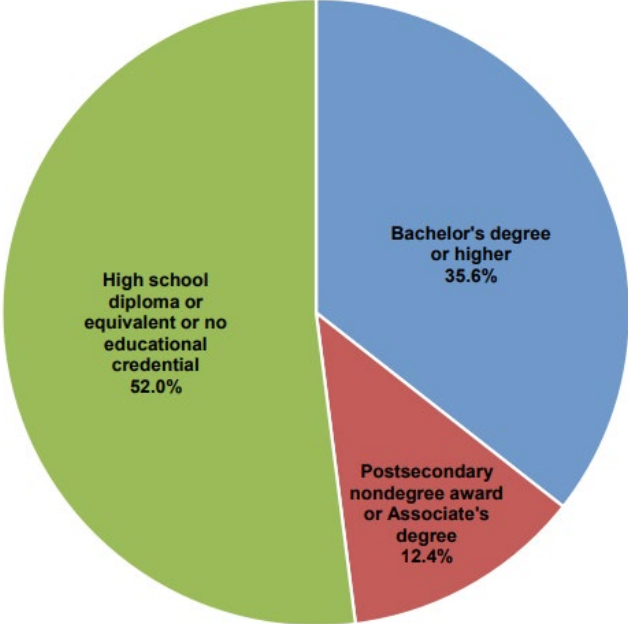
# 50% of ND job openings pay an average wage of <\$25/hr and require minimal training/education to start

December 2022 Job Openings Report

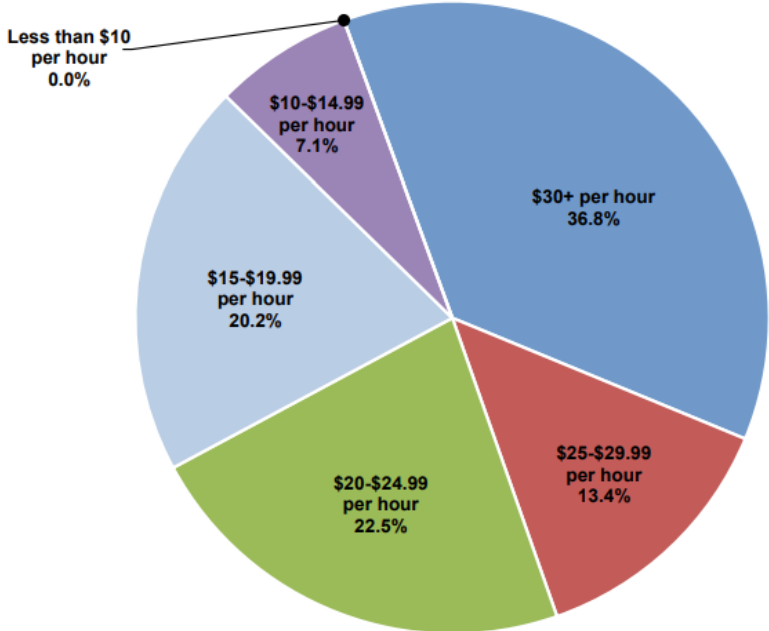
### Distribution of Job openings by typical training required



### Distribution of Job openings by typical entry level education



### Distribution of Job openings by typical average wage

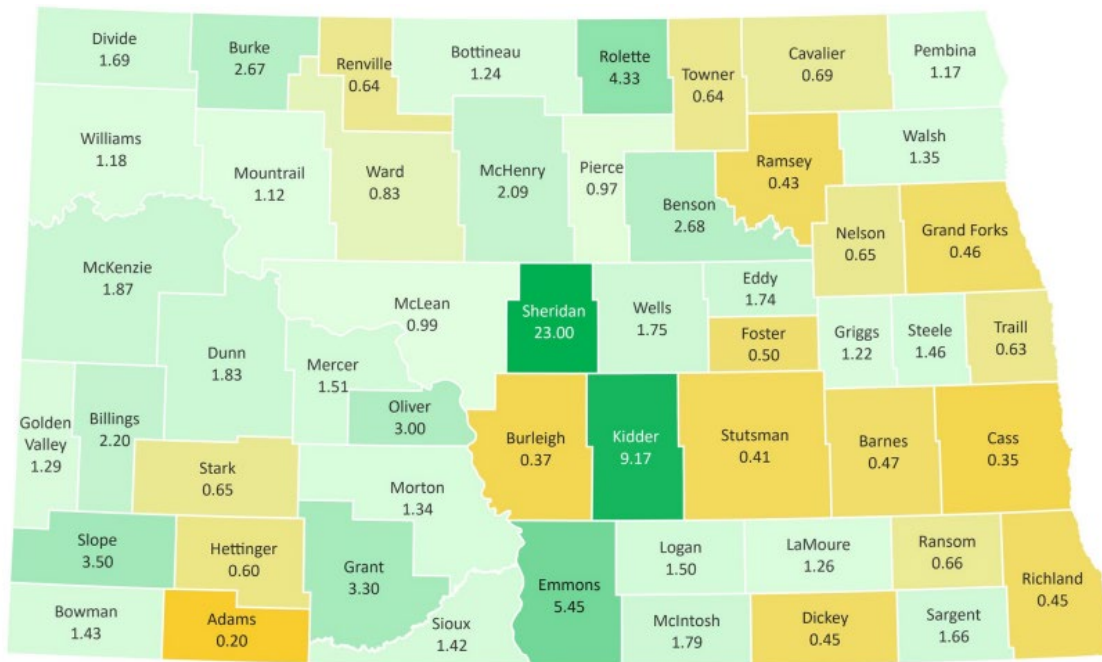


Source: Labor Market Information Center | Job Service ND  
[https://www.ndlmi.com/admin/gsipub/htmlarea/uploads/lmi\\_ojornd.pdf](https://www.ndlmi.com/admin/gsipub/htmlarea/uploads/lmi_ojornd.pdf)

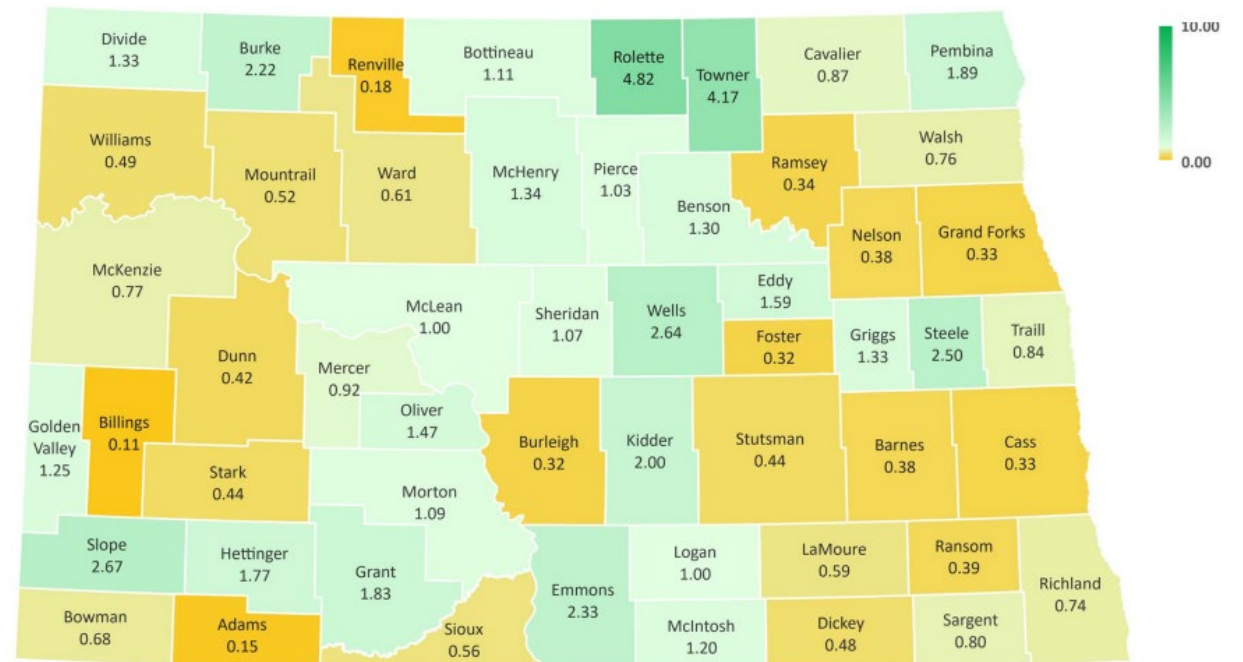
# Many ND communities are experiencing greater workforce shortages in 2022 than 2021

December 2022 Online Job Openings report | ND LMI Center | Shortages represented as yellow on maps

# people unemployed by Job Opening by County: Nov 2021



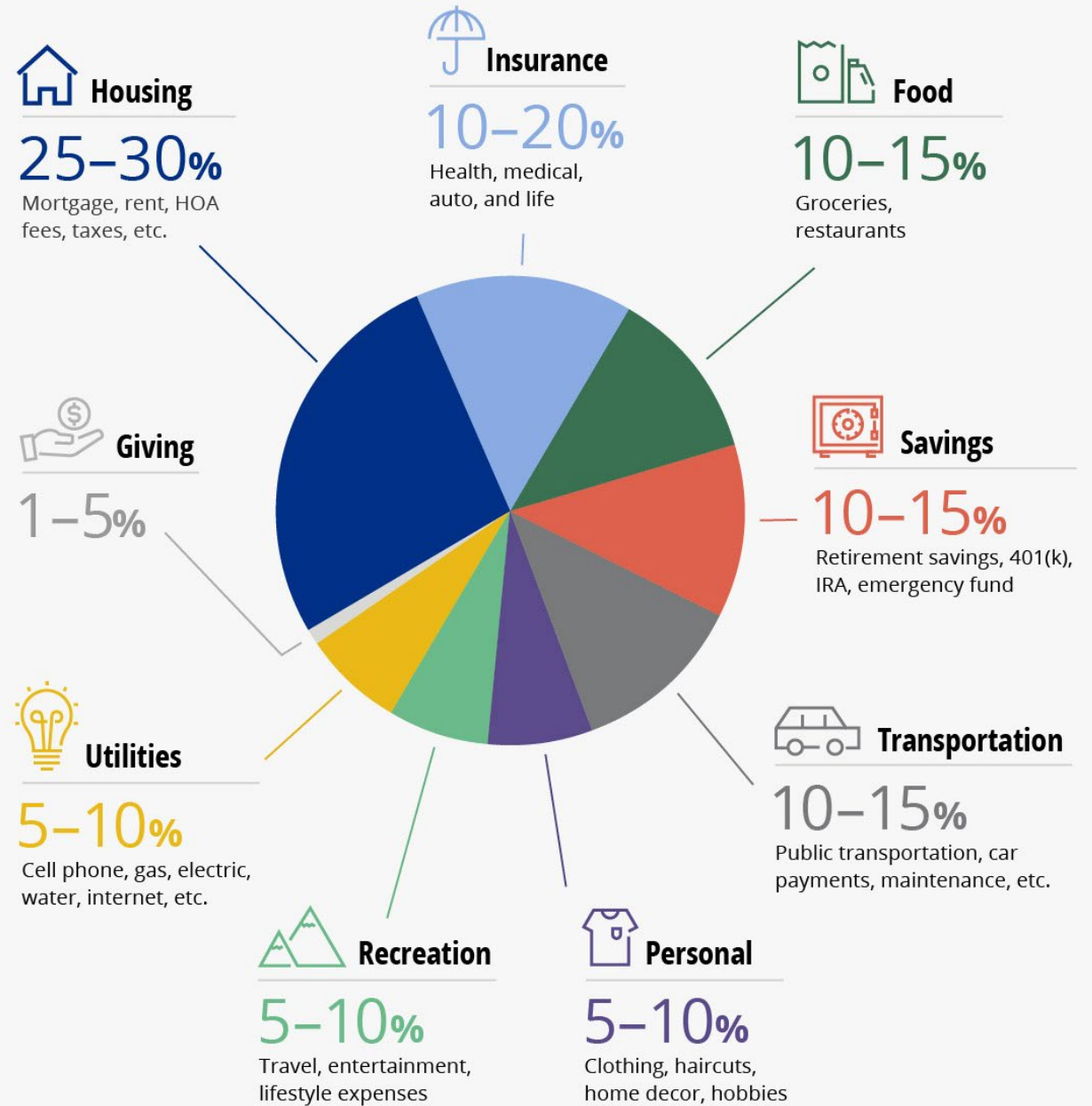
# people unemployed by Job Opening by County: Nov 2022



Source: Labor Market Information Center | Job Service ND  
[https://www.ndlmi.com/admin/gsipub/htmlarea/uploads/lmi\\_ojornd.pdf](https://www.ndlmi.com/admin/gsipub/htmlarea/uploads/lmi_ojornd.pdf)

# What does someone think about when they are looking for a job?

Interest  
Aptitude  
Purpose  
Opportunity  
Location  
**Income**



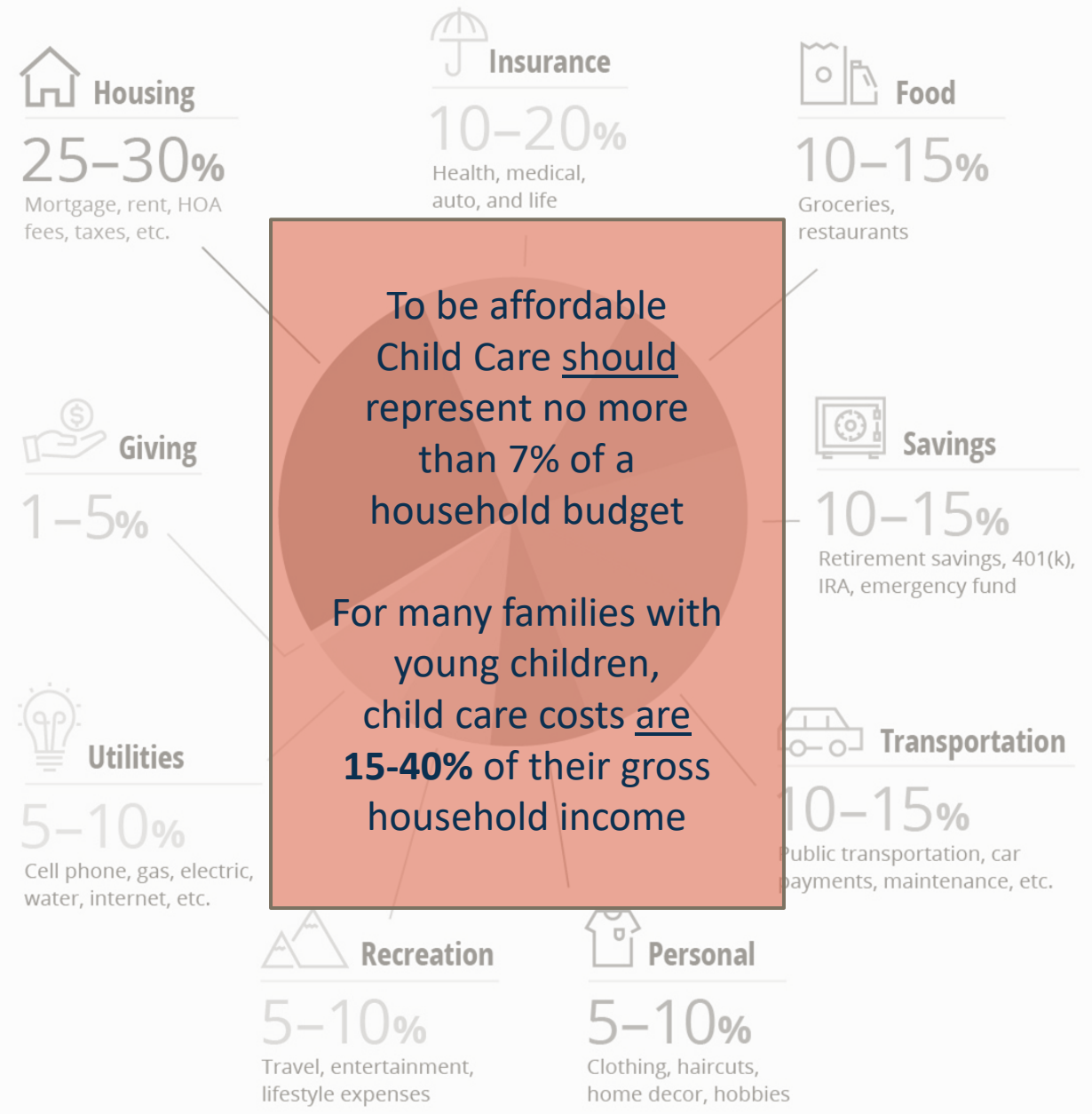
**NOTE**

# What's missing from this picture?



## Child Care

 *More resources = More options*



# Child care is one of the largest monthly costs for families with young children

## WHAT DOES CHILD CARE COST?

### Age 0-17 months

Center-based  
\$595 - \$1,890  
**Avg: \$838**

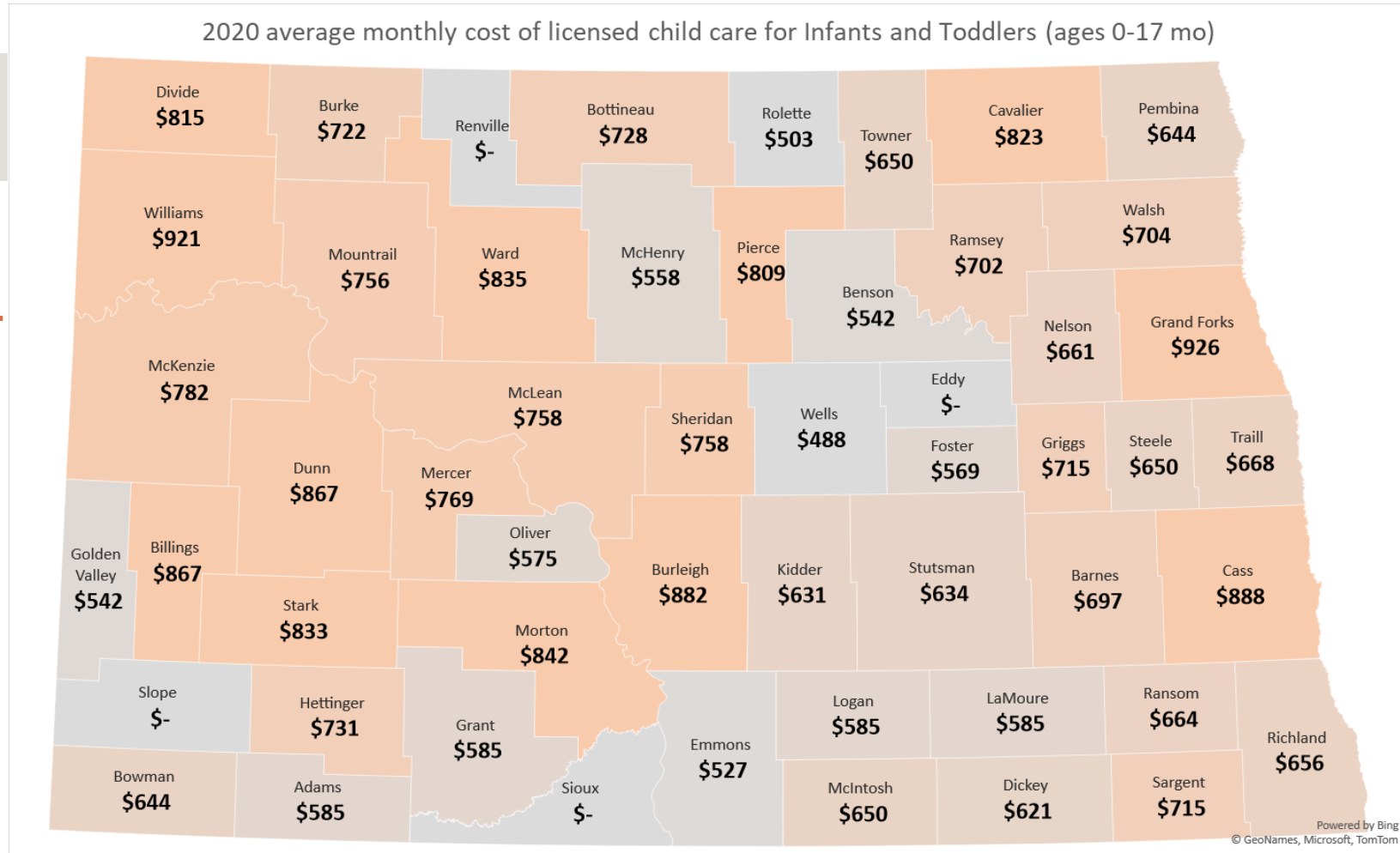
Family/Group-based  
\$475 - \$1,200  
**Avg: \$672**

### Age 18-35 months

Center-based  
\$595 - \$1,810  
**Avg: \$798**

Family/Group-based  
\$475 - \$1,000  
**Avg: \$661**

2020 average monthly cost of licensed child care for Infants and Toddlers (ages 0-17 mo)



Source: Oct 2021 Child Care Market Study conducted for ND Child Care Assistance Program



# 88% of Jobs in the ND labor market pay an average wage of \$35/hour or less



Less than \$15 / hr	\$15 - \$20 / hour	\$20 - \$28 / hour	\$28 - \$35 / hour	>\$35 / hour
Child care worker Fast food Waiter/Waitress Cashier Bartender Vehicle/equip cleaner Hotel clerk Dishwasher Laundry/Dry cleaning Maid/Housekeeping	Home health/Pers care Customer service rep Hair stylist Retail Receptionist/secretary Restaurant cook Preschool teacher EMT Teller Security guard Nursing assistant Laborer Stocker/order filler Landscaping/grounds Janitor/cleaner	Carpenter/Constr Office/clerical Accounting clerk Assembler/fabricator Maintenance/repair Correctional officers Auto service tech Lic Practical Nurse Dental assistant Firefighter Social worker Truck driver Svc unit op (oil/gas) Retail supervisor Pharmacy tech	Sales representative HVAC installer Rotary drill operator Wellhead pumper HR specialist Accountant Police Real Estate Sales PR/marketing specialist Counselor/therapist Child/School social worker Registered Nurse Comp network specialist Construction supervisor Dental hygienist Architectural/mech drafter Heavy equip mechanic	Engineer Constr mgr Lineman Gen/Op mgr Loan officer Lawyer Sales manager Software dev Veterinarian Pharmacist Physician Dentist Psychologist Project mgmt
<p><b>48,790</b></p> <p># of people employed in a job with average wage of &lt;\$15/hour</p> <p>represents 13% of total jobs</p>	<p><b>90,050</b></p> <p>25%</p>	<p><b>109,930</b></p> <p>30%</p>	<p><b>73,420</b></p> <p>20%</p>	<p><b>45,000</b></p> <p>12%</p>

Source: Job Service ND 2021 Employment and Wages by Occupation dataset | mean wage by occupation; 741,920 jobs included in statewide wage summary

# Most all households earning less than 150% of state median income (SMI) will struggle with costs of child care

## Families potentially eligible for Child Care Assistance (CCAP)

HH Size	Federal Poverty Level		30% SMI		60% SMI		85% SMI		100% SMI		150% SMI	
	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage
1	\$13,590	\$6.53	\$16,704	\$8.03	\$33,408	\$16.06	\$47,328	\$22.75	\$55,680	\$26.77	\$83,520	\$40.15
2	\$18,310	\$8.80	\$21,840	\$10.50	\$43,692	\$21.01	\$61,896	\$29.76	\$72,820	\$35.01	\$109,230	\$52.51
3	\$23,030	\$11.07	\$26,988	\$12.98	\$53,964	\$25.94	\$76,452	\$36.76	\$89,940	\$43.24	\$134,910	\$64.86
4	\$27,750	\$13.34	\$32,124	\$15.44	\$64,248	\$30.89	\$91,020	\$43.76	\$107,076	\$51.48	\$160,614	\$77.22
5	\$32,470	\$15.61	\$37,260	\$17.91	\$74,532	\$35.83	\$105,576	\$50.76	\$124,220	\$59.72	\$186,330	\$89.58
6	\$37,190	\$17.88	\$42,396	\$20.38	\$84,804	\$40.77	\$120,132	\$57.76	\$141,340	\$67.95	\$212,010	\$101.93
7	\$41,910	\$20.15	\$43,368	\$20.85	\$86,736	\$41.70	\$122,868	\$59.07	\$144,560	\$69.50	\$216,840	\$104.25
8	\$46,630	\$22.42	\$44,328	\$21.31	\$88,656	\$42.62	\$125,604	\$60.39	\$147,760	\$71.04	\$221,640	\$106.56

\*2022 State Median Income (SMI) and 2022 Federal Poverty Level (FPL)

"Hourly wage" is calculated by assuming 2080 hours worked per year per annual income range noted.

Multiple wage earners could combine earnings to attain the noted household (HH) income / hourly wage.

# When is child care affordable?

Average monthly cost of infant and toddler care in a Child Care Center compared to household affordability (shown as 7% and 15% of before-tax household income)



## 1 child (9-month-old)

Center-based avg	→	Household income needed?	=	combined hourly wage of
<b>\$838</b>		@7%... <b>\$143,600</b>		<b>\$69/hr</b>
		@15%... <b>\$67,040</b>		<b>\$32/hr</b>



## 1 child (3-year-old)

Center-based avg	→	Household income needed?	=	combined hourly wage of
<b>\$726</b>		@7%... <b>\$124,400</b>		<b>\$60/hr</b>
		@15%... <b>\$58,080</b>		<b>\$28/hr</b>



## 2 children (1-year-old and 4-year old)

Center-based avg	→	Household income needed?	=	combined hourly wage of
<b>\$1,564</b>		@7%... <b>\$268,100</b>		<b>\$129/hr</b>
		@15%... <b>\$125,120</b>		<b>\$60/hr</b>

# Comparing the cost of child care to the cost of tuition/fees at a 4 year university in the NDUS

ND HHS Child Care Market Study Oct 2022 | NDUS Tuition/Fee Schedules 2022-23 academic year



	Annual cost of child care (avg child care center)
Age 0-1	\$10,056
Age 1-2	\$10,056
Age 2-3	\$8,712
Age 3-4	\$8,712
<b>TOTAL</b>	<b>\$37,536</b>



	Annual cost of tuition/fees (NDUS 4 yr institutions)
Freshman	\$8,734
Sophomore	\$8,734
Junior	\$8,734
Senior	\$8,734
<b>TOTAL</b>	<b>\$34,935</b>

# A strategy of both comprehensive and targeted investment



## Target investments to ages 0–3

- ✓ Age of highest developmental return for children
- ✓ Period of greatest economic pressure for most young families
- ✓ Critical decision point for individual-level decisions about how/if to rejoin the labor force
- ✓ Focus on working families employed in occupations where compensation doesn't offset the cost of child care needed to enable work



## Embrace an all-of-the-above approach to child care

- ✓ Quality early experiences can happen anywhere.
- ✓ Working families should have meaningful choices about child care.
- ✓ Principles of quality are knowable and transferrable to any setting.
- ✓ Sustainable child care businesses will support more sustainability within the workforce.



## Help working parents provide for their families by supporting employment, training and education goals

- ✓ Benefits are scaled to family need.
- ✓ Employers have meaningful vehicles to remediate child care as a barrier to work.
- ✓ There are opportunities for children who are least likely to have access to quality early childhood experiences.

# Child care is a workforce solution that can make a difference for ND employers



## Affordability

Connect more working families to child care assistance to keep the cost of child care within 7% of household income

**\$27 million** | Helping lower income working parents with child care costs | Public private cost share for employer-provided child care benefit for employees



## Availability

Make it easier for working families to find child care when and where they need it

**\$22 million** | Payments for Infant and Toddler care | Supporting more sustainable operations for child care entrepreneurs | Care during non-traditional hours | Child care worker career pathways | Criminal background checks



## Quality

Help kids realize their potential by supporting quality early childhood experiences

**\$24 million** | Best in Class program | Scholarships and Incentives for child care worker professional development | Connecting child care payments to quality

# Acting strategically will allow ND to realize a series of inter-connected goals that will impact workforce



- Increase workforce needed by communities' employers
- Make it easier for working families to afford child care costs
- Help child care businesses grow and thrive
- Give kids the best start possible by investing in quality early childhood experiences
- Leverage federal funds available for child care

# Supporting Working Families | Strengthening our Workforce

## ND Child Care Proposal

*SB 2012, 2023-25 Executive Budget Request*

1. Invest in the child care assistance program (\$22M)
2. Extend ND's employer-led child care cost sharing program (\$5M) *(Engrossed SB 2012 reduced by \$4M)*
3. Increase provider payments for infant and toddler care (\$13M)
4. Streamline background checks and reduce administrative burden (\$1M)
5. Support child care providers with grants, incentives and shared services (\$7M) *(Engrossed SB 2012 reduced by \$2M)*
6. Create new partnerships for care provided during non-traditional hours (\$1M)
7. Build improved career pathways
8. Expand the Best in Class program (\$16M) *(Engrossed SB 2012 reduced by \$4M and 1 FTE)*
9. Established quality-based tiers in the CCAP payment schedule and quality infrastructure to support excellence in service delivery (\$6M)
10. Reward the completion of above-and-beyond training (\$2M)





**Child Care Proposal in SB 2012 (Exec Budget Request and Senate Engrossed) and CC-related Policy Bills as approved by Senate**

Bill	Description	SB 2012 Exec Budget Request			Engrossed SB 2012 (Senate)			Other Policy Bills			Total Approved by Senate
		FTE	General	Other**	FTE	General	Other	FTE	General	Other	
<b>Child Care Assistance Program</b>											
EBR	Invest in CCAP to serve more families		\$22,000,000			\$22,000,000					\$22,000,000
EBR	CCAP pmts for infant/toddler care		\$13,000,000			\$13,000,000					\$13,000,000
EBR	Quality tiers in CCAP*		\$3,000,000			\$3,000,000					\$3,000,000
2190	Adj to CCAP rate schedule methodology										
2190	Waive co-pay for HH <=30% SMI							\$2,305,979			\$2,305,979
2190	Provide application assistance/outreach							\$500,000			\$500,000
<b>Employer-led cost share program</b>											
EBR	Employer-led cost share program *			\$5,000,000			\$1,000,000				\$1,000,000
<b>Grants and Shared Services</b>											
EBR	Grants/Shared Services			\$7,000,000			\$5,000,000				\$5,000,000
EBR	Partnerships care during non-traditional hrs *			\$1,000,000			\$1,000,000				\$1,000,000
<b>Best in Class</b>											
EBR	Best in Class program	1.0	\$16,000,000			\$12,000,000					\$12,000,000
<b>Child Care worker stipends</b>											
EBR	Stipends for worker training		\$2,000,000			\$2,000,000					\$2,000,000
<b>Child Care Tax Credit</b>											
2237	Income tax credit for HH <\$120k AGI							\$9,900,000			\$9,900,000
<b>Child Care Stabilization Grants</b>											
2301	Child Care Stabilization grants							\$36,181,170			\$36,181,170
<b>Infrastructure</b>											
2182	Definition of ECS - DoD certified child care										
2104	ECS Licensing and various EC programs										
EBR	Quality Infrastructure for providers *	1.0	\$3,000,000		1.0	\$3,000,000					\$3,000,000
EBR	Streamline background checks	1.5	\$1,000,000		1.5	\$1,000,000					\$1,000,000
2238	Incr availability of fingerprint stations								10	\$1,539,158	\$1,539,158
		3.5	\$60,000,000	\$13,000,000	2.5	\$56,000,000	\$7,000,000	10	\$50,426,307	\$0	\$113,426,307
				<b>\$73,000,000</b>			<b>\$63,000,000</b>		<b>\$50,426,307</b>		<b>\$113,426,307</b>
				SB 2012 EBR			Engrossed SB 2012		Other Policy Bills		Approved by Senate

\* Designated as One-time funding

\*\* Legacy Fund as "Other Funds" source

**ABBREVIATIONS:**

CCAP = Child Care Assistance Program; ECS = Early Childhood Services; HH = Household; AGI = Adjusted Gross Income

SMI = State Median Income; EBR = Executive Budget Request; DoD = U.S. Dept of Defense



Health & Human Services

# 1

Affordability

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Invest in the child care assistance program | \$22 million

Increase the number of families who receive help paying for child care, with special attention on with kids ages 0 to 3. Expand resources available to the state's child care assistance program (CCAP) to make a difference for more families in more industries in more parts of North Dakota.

*Grow child care assistance participation to 3,000 children ages 0-3 (\$22 million)*

Total	General	Other
\$22,000,000	\$22,000,000	\$0

**HHS Budget Section:** Economic Assistance

HH Size	<30% State Median Income			30-40% State Median Income			50-60% State Median Income			60-85% State Median Income		
	Monthly Income	Est Max Hourly Wage * (2-3% of inc)	Monthly Copay	Monthly Income	Est Max Hourly Wage * (4-6% of inc)	Monthly Copay	Monthly Income	Est Max Hourly Wage * (7% of inc)	Monthly Copay	Monthly Income	Est Max Hourly Wage * (7% of inc)	Monthly Copay
2	<\$1,214	\$7.00	\$13 - \$37	\$1215 - \$2427	\$14.00	\$73 - \$146	\$2428 - \$3641	\$21.01	\$213 - \$255	\$3642 - \$5158	\$29.76	\$362
3	<\$1,499	\$8.65	\$15 - \$45	\$1500 - \$2998	\$17.30	\$90 - \$180	\$2999 - \$4497	\$25.94	\$263 - \$315	\$4498 - \$6371	\$36.76	\$446
4	<\$1,785	\$10.30	\$18 - \$54	\$1786 - \$3569	\$20.59	\$108 - \$215	\$3570 - \$5354	\$30.89	\$313 - \$375	\$5355 - \$7585	\$43.76	\$531
5	<\$2,070	\$11.94	\$21 - \$63	\$2071 - \$4140	\$23.88	\$125 - \$249	\$4141 - \$6211	\$35.83	\$363 - \$435	\$6212 - \$8798	\$50.76	\$616
6	<\$2,356	\$13.59	\$24 - \$71	\$2357 - \$4711	\$27.18	\$142 - \$283	\$4712 - \$7067	\$40.77	\$413 - \$495	\$7068 - \$10011	\$57.76	\$701
7	<\$2,409	\$13.90	\$25 - \$73	\$2410 - \$4818	\$27.80	\$145 - \$290	\$4819 - \$7228	\$41.70	\$422 - \$506	\$7229 - \$10239	\$59.07	\$717
8	<\$2,463	\$14.21	\$25 - \$74	\$2464 - \$4926	\$28.42	\$148 - \$296	\$4927 - \$7388	\$42.62	\$431 - \$518	\$7389 - \$10467	\$60.39	\$733

\*Assumes single earner, full-time work



# When is child care affordable?

Average monthly cost of care in a Child Care Center compared to affordability standard of 7% of household income



## 1 child (9-month-old)

---

Center-based avg  $\$838$   $\longrightarrow$  Household income needed?  $\$143,600$  = combined hourly wage of  $\$69/\text{hr}$



## 1 child (3-year-old)

---

Center-based avg  $\$726$   $\longrightarrow$  Household income needed?  $\$124,400$  = combined hourly wage of  $\$60/\text{hr}$



## 2 children (1-year-old and 4-year old)

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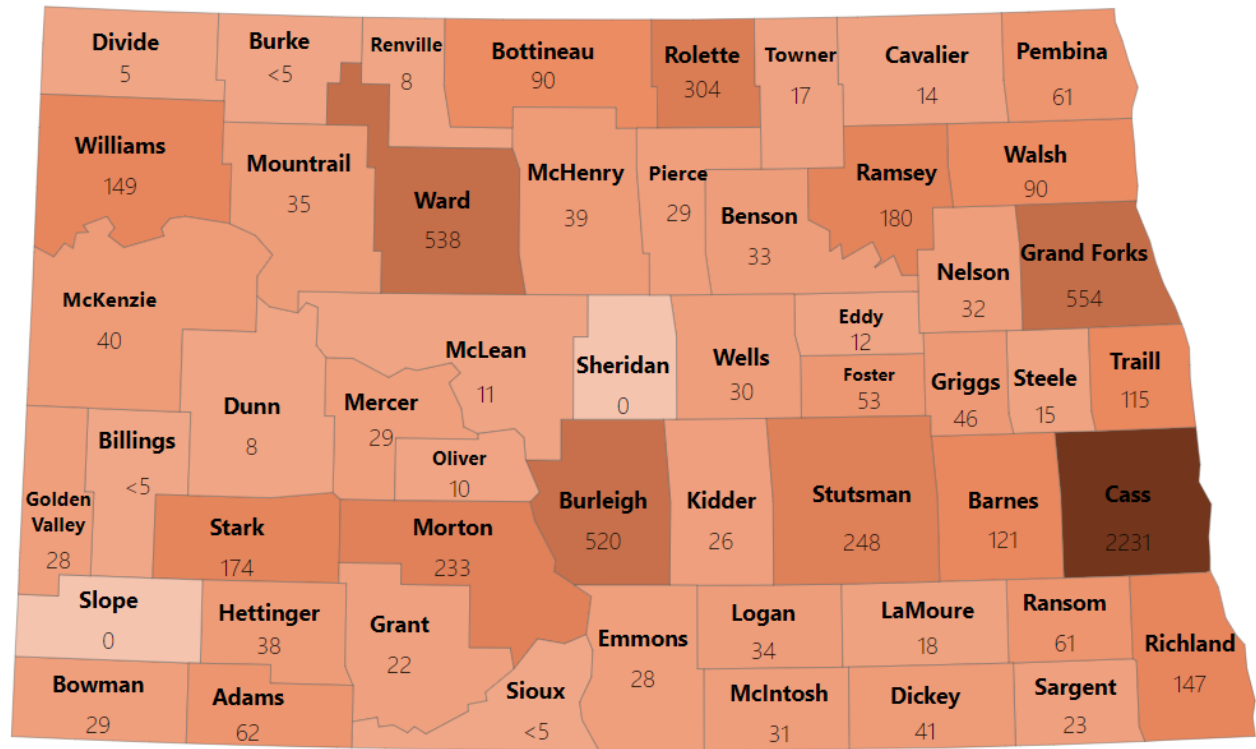
Center-based avg  $\$1,564$   $\longrightarrow$  Household income needed?  $\$268,100$  = combined hourly wage of  $\$129/\text{hr}$

# Number of families who have received help with child care costs from CCAP over the last calendar year

12 month total, Dec 2021-Dec 2022 | Data Dashboard at <https://www.hhs.nd.gov/applyforhelp/ccap>

Families Funding Applications Providers **County Investment**

Benefit Month  
All Selected

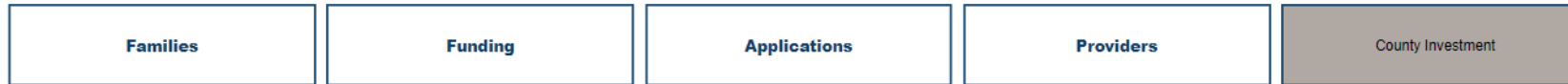


**NOTES:**  
The map titled "County Investment" offers a county by county picture of the number of working families, or families in education or training programs, who are benefitting from child care assistance. The data is based on the family's county of residence. Of note: if a family moves from one county to another during the selected timeframe, this map will count them as having lived in both counties.

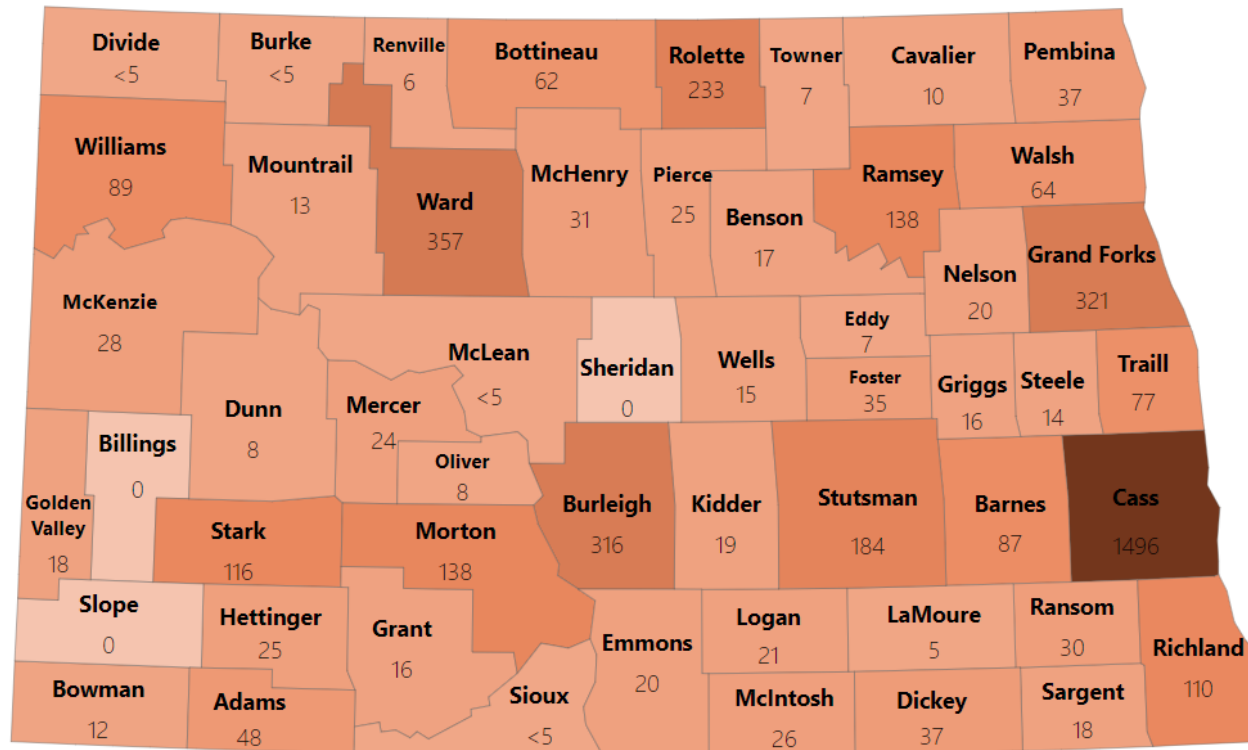
The map defaults to show the total served in the most recent 12-month period. The filter can be adjusted to show specific months.

# Number of families who have received help with child care costs from CCAP – November 2022

Data Dashboard at <https://www.hhs.nd.gov/applyforhelp/ccap>



Benefit Month  
202211



**2,739**  
Total Families participating in CCAP in November 2022  
*(includes children ages 0-12)*

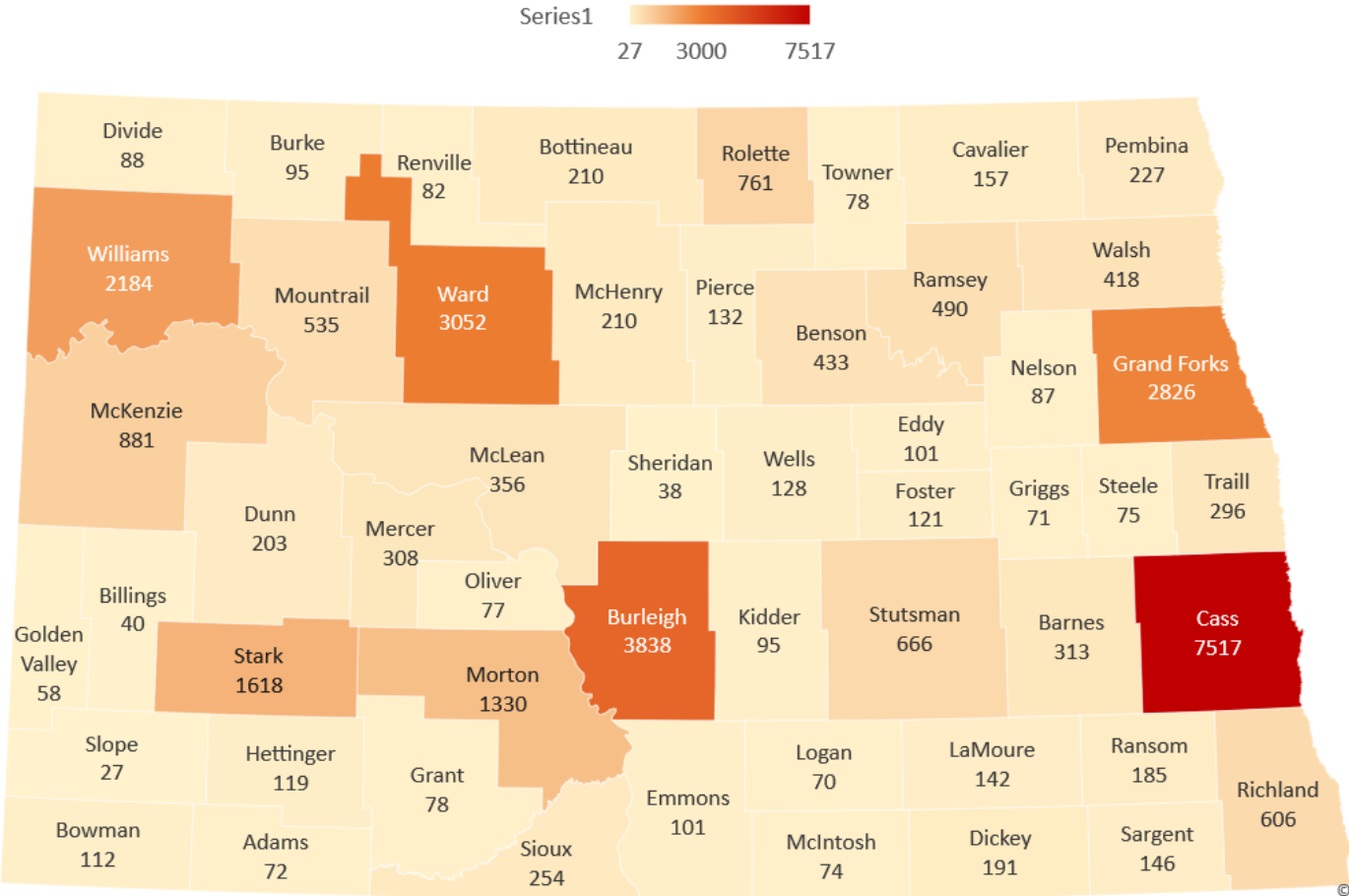
**NOTES:**  
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The map defaults to show the total served in the most recent 12-month period. The filter can be adjusted to show specific months.

# 32,000+ children ages 0-5 are likely to utilize some type of child care

## 32,372 children age 0-5 likely to need child care

Assumes 50% of children will utilize child care of some kind | In 2020 72% of children 0-5 in ND have all parents in workforce



Powered by Bing  
© GeoNames, Microsoft, TomTom

# 2

Affordability

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Extend Employer-led Child Care Cost Sharing | \$5 million

Expand access to the cost-share program that supports an employer-provided child care benefit to help working families with kids ages 0-3 pay for child care.  
*Help employers offer a child care benefit to their employees with young children (\$5 million)*

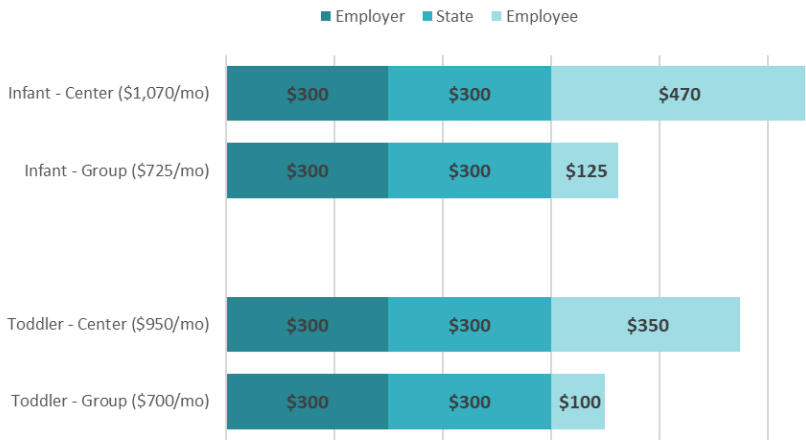
Total	General	Other
\$5,000,000	\$5,000,000	\$0

HHS Budget Section: Early Childhood

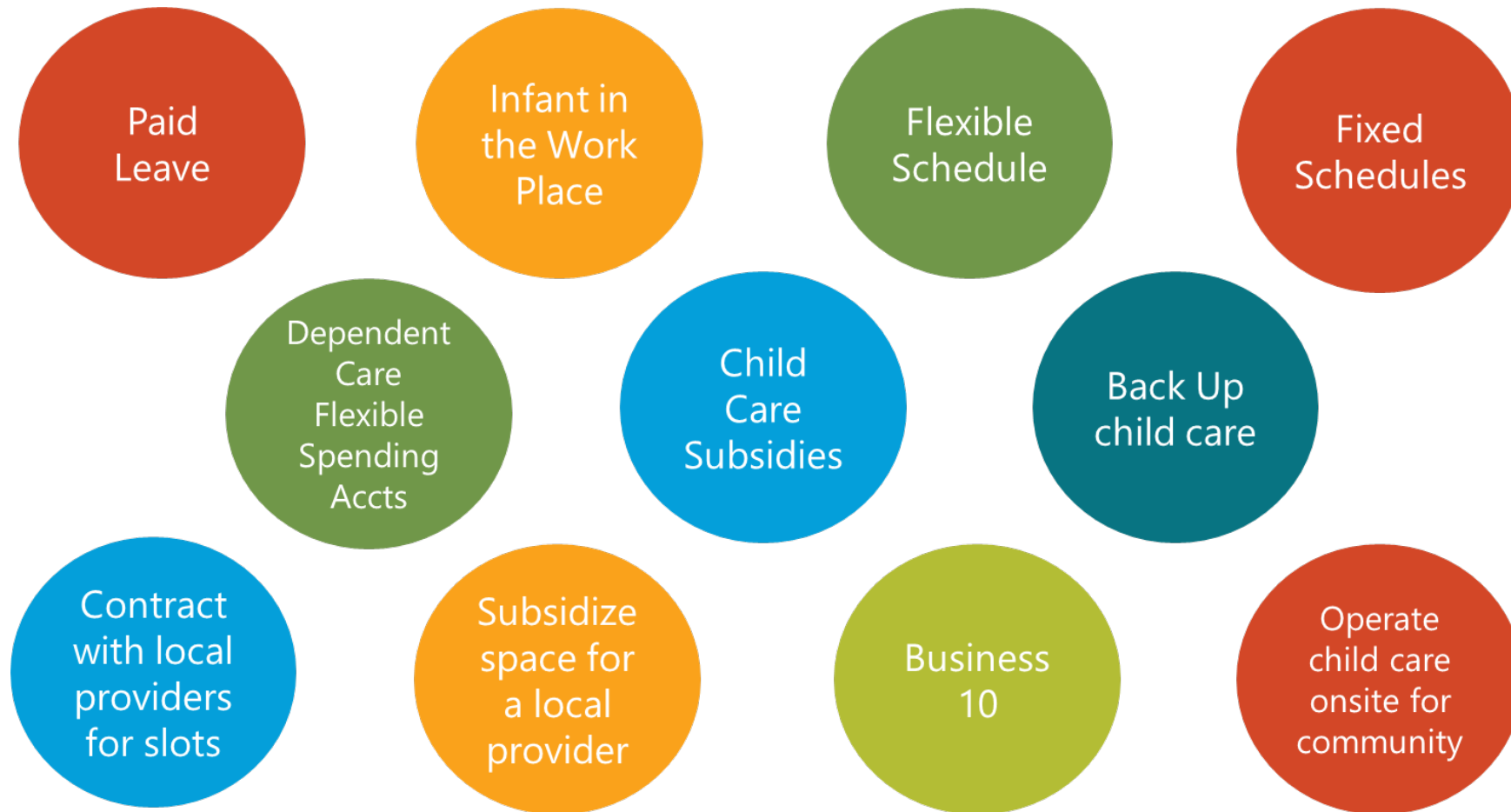
### How it works

1. Employer Opts In
2. Employee Applies
3. HHS reviews/approves
4. Employer and state each send employee \$300/mo
5. Employee pays child care provider

The cost-sharing model behind this employer-led child care benefit can help make paying for child care more manageable



No single actor alone can make meaningful systems-level change in the macro child care section but, **employers** do **have an important role to play** in helping address the challenge





# 3

Availability

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Increase provider pmts for Infant/Toddler Care | \$13 million

Incentivize the availability of child care for infants and toddlers whose families receive child care assistance by increasing the rate the state pays for children younger than age 3.

*Increase infant/toddler payment by 25% to make it more feasible for providers to say yes to caring for the littlest North Dakotans (\$13 million)*

Total	General	Other
\$13,000,000	\$13,000,000	\$0

HHS Budget Section: Economic Assistance



## Included in 2023-25 Executive Budget Request | ND Child Care Proposal

### Increase provider pmts for Infant/Toddler Care | \$13 million

#### ND Child Care Assistance Program - Summary of Rates / Proposed Rates

Infant (age 0-35 mo)							
License Types	Min	Mean	50th	75th	Max	SMR	Adj SMR
Center (C, E, K, M)	\$ 595	\$ 838	\$ 860	\$ 913	\$ 1,890	\$ 913	\$ 1,142
Family/Group (F, G, H)	\$ 475	\$ 672	\$ 630	\$ 700	\$ 1,200	\$ 700	\$ 875

Toddler (age 18-35 mo)							
License Types	Min	Mean	50th	75th	Max	SMR	Adj SMR
Center (C, E, K, M)	\$ 595	\$ 798	\$ 790	\$ 888	\$ 1,810	\$ 888	\$ 1,110
Family/Group (F, G, H)	\$ 475	\$ 661	\$ 600	\$ 700	\$ 1,000	\$ 700	\$ 875

Preschool (age 36-71 mo)							
License Types	Min	Mean	50th	75th	Max	SMR	SMR
Center (C, E, K, M)	\$ 260	\$ 726	\$ 728	\$ 811	\$ 1,610	\$ 811	\$ 811
Family/Group (F, G, H)	\$ 475	\$ 653	\$ 600	\$ 680	\$ 850	\$ 680	\$ 680

School Age (age 6-12 yrs)							
License Types	Min	Mean	50th	75th	Max	SMR	SMR
Center (C, E, K, M)	\$ 185	\$ 539	\$ 660	\$ 760	\$ 1,410	\$ 760	\$ 760
Family/Group (F, G, H)	\$ 220	\$ 635	\$ 580	\$ 660	\$ 850	\$ 660	\$ 660

#### SOURCE NOTES

Min, Mean, Max, and Percentile rates from 2021 ND Child Care Market Study

SMR = State Max Rate for ND Child Care Assistance Program (Oct 2022)

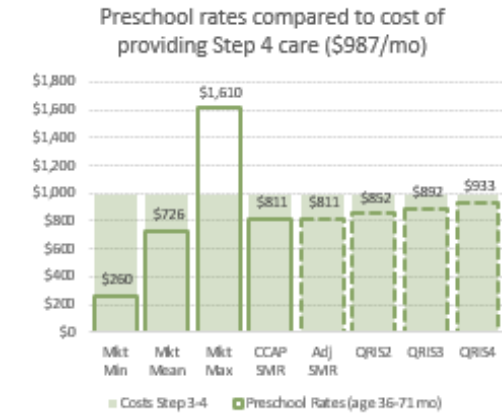
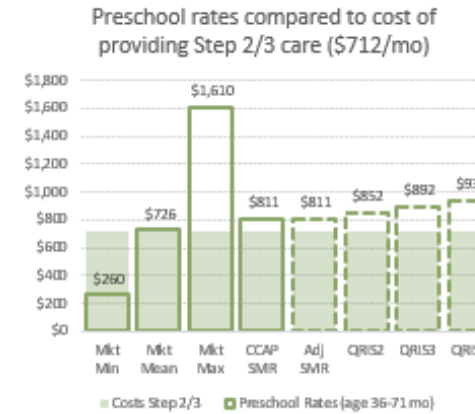
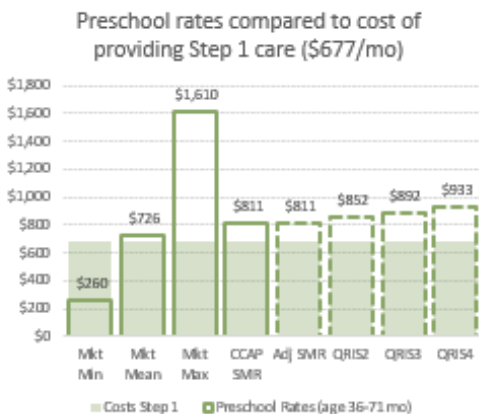
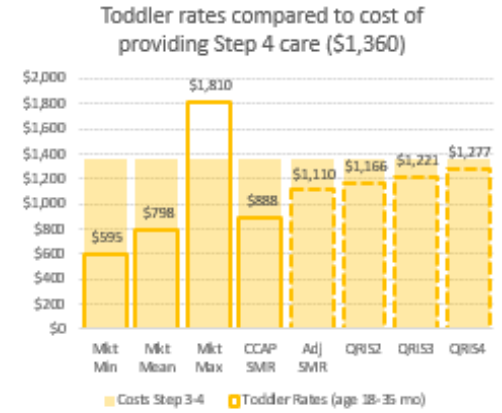
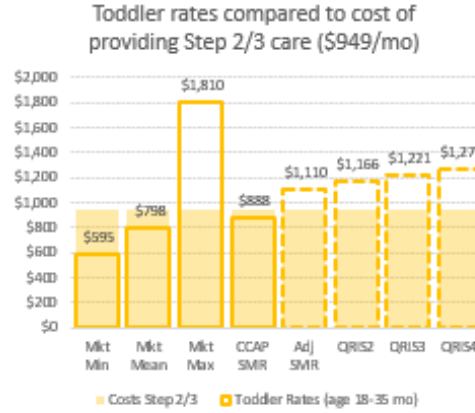
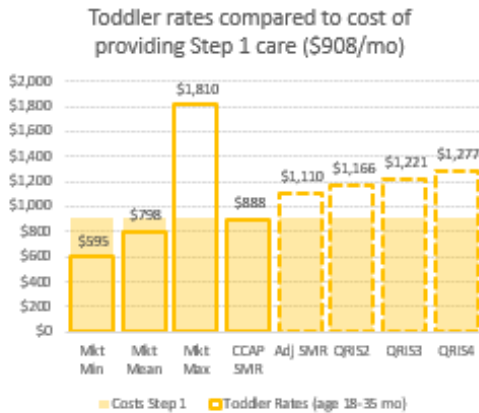
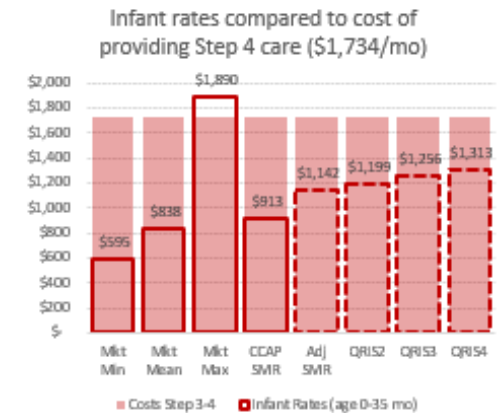
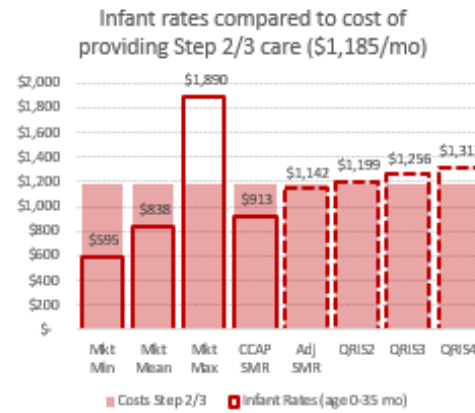
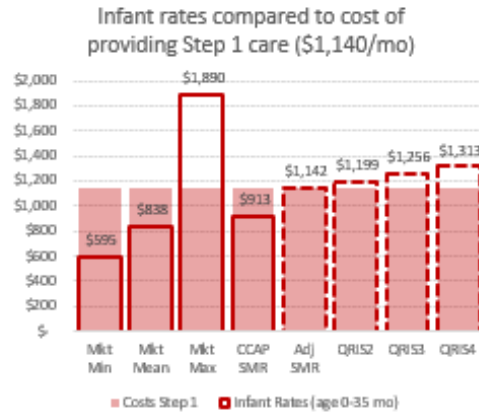
Adj SMR = Proposed increase to SMR, included in 2023-25 EC Policy Roadmap



# Covering the Cost of Care?

When the solid line indicating payment rate exceeds the shaded line indicating cost of providing care, child care providers are a step closer to having a sustainable business model (i.e., where revenue exceeds cost).

Source: ND Department of Health and Human Services analysis. Issue Brief | ND Child Care Proposal: A Proactive approach to removing child care as a barrier to work. Jan 2023



# 4

Availability

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Streamline Background Checks & Reduce Admin Burden | \$1 million

Streamline, automate and simplify processes and systems that affect the delivery of early childhood services, including background check processes that impact early childhood providers.

Create opportunities for online scheduling, application submission, and requirement document upload, including system supports designed to help applicants complete information correctly which will decrease the time it takes to complete the process.

*Background check process improvements (\$1 million + 1.5 FTE)*

Total	General	Other
\$1,000,000	\$1,000,000	\$0

**HHS Budget Section:** Administration



# 5 Included in 2023-25 Executive Budget Request | ND Child Care Proposal

## Support Providers w/Grants, Incentives & Shared Svc | \$7 million

Support a more sustainable, stable child care sector by offering grants, incentives, and shared service resources to child care businesses.

- ✓ Facility
- ✓ Inclusion
- ✓ Quality
- ✓ Start-up
- ✓ Shared Services

*Grants, incentives, and shared service supports to child care programs (\$7 million)*

Total	General	Other
\$7,000,000	\$7,000,000	\$0

**HHS Budget Section:** Early Childhood



# 6

Availability

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal

# New Partnerships for Care during Non-Traditional Hours | \$1 million

Pilot ideas that make child care more available during non-typical hours. Partner with employers to identify creative solutions for working families whose jobs require non-traditional child care solutions.

*Pilot partnership(s) between employer and child care program (\$1 million)*

Total	General	Other
\$1,000,000	\$1,000,000	\$0

**HHS Budget Section:** Early Childhood



# 7

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Build Improved Career Pathways

Availability

Partner with CTE, K12 and higher education to increase career pathway opportunities for students interested in early childhood careers that offer them on-the-job training in partnership with local child care programs.

*Grant funding (PDG) to support collaborations with CTE/DPI*

Total	General	Other
\$-	\$-	\$-

HHS Budget Section: Early Childhood

### Early Childhood Career Pathway

#### Basic Licensing

Basic child care, Safe Sleep and First Aid / CPR

15 hrs initial; 9-13 hrs approved training annually

High school diploma or GED; 18 yrs old, background check approved



Category A

+ Specialized Competency Badges



Category BCD



Category EF



Category G

#### Paraprofessional ECE

Cat B – 25 hrs including learning environments and curriculum, health safety & nutrition

Cat C – 40 hrs including child growth & dev, assessing and planning for individual needs, and interactions with children

Cat D – 40 hrs including families & communities, program planning/eval, prof dev and leadership

#### Professional ECE I

Cat E – Child Development Associate (CDA) credential

Cat F – Aim4Excellence Center director credential

OR

Assoc degree or higher in any field with at least 8 semester credits of ECE/CD

#### Professional ECE II

Cat G – Associate degree in Early Childhood Education or Child Development

OR

Assoc degree or higher in related field with >=12 semester credits of ECE/CD or Assoc degree or higher in non-related field with >=18 semester credits in ECE/CD



# 8

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Expand Best in Class Program | \$16 million

Quality

Expand access to “Best in Class” experiences for children in the year before kindergarten so both early childhood providers and the families who are interested in participating have the resources and support needed to give kids a chance to grow, explore, and thrive.

*Increase Best in Class access to 1,800 children per year (\$16 million)*

Total	General	Other
\$16,000,000	\$16,000,000	\$0

HHS Budget Section: Early Childhood

### 2021-22

29 programs  
\*18 small groups  
\*11 large groups

371 kids  
\$2.2M grants\*

### 2022-23

44 programs  
\*29 small groups  
\*15 large groups

546 kids  
\$2.7M grants\*

### 2023-24

79 programs  
\*44 small groups  
\*35 large groups

1,061 kids  
\$5.6M grants\*

### 2024-25

131 programs  
\*65 small groups  
\*66 large groups

1,839 kids  
\$9.6M grants\*

\* Programs also receive coaching resources and various program supports in addition to grants





# 8

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal Expand Best in Class Program | \$16 million

Quality

Year 1: Grant based on group size and full-time/part-time status.  
Grants range from \$30,000 - \$120,000

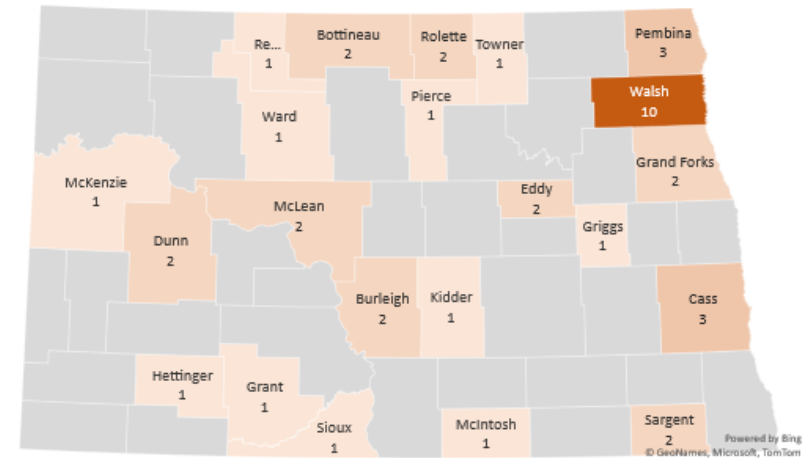
- *Group size: small (8-10) or large (11-20)*
- *Full-time, >=25 hrs/week (100%) or Part-time, <25 hrs/week (50%)*

Year 2: Apply 3 criteria  
Grants range from \$15,000 - \$120,000

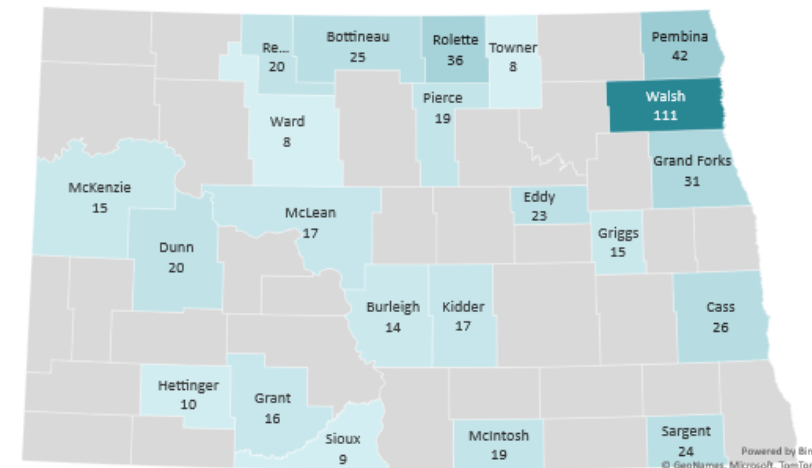
- *Serving low income area (100%)*
- *Tuition-dependent, >=75% of operating budget depending on parent-paid tuition (100%) or Not Tuition-dependent (50%)*

- ✓ Proactive outreach to children and families least likely to access the program
- ✓ Enrollment period preference for children from lower income families and children with disabilities, developmental delays or special needs (50% of program seats)
- ✓ Tuition charge must utilize sliding fee scale based on family income
- ✓ Incorporate family engagement into program and coordinate health screenings for children in program (dental, vision, health)

2022-23 BIC program included 44 groups of children in 23 counties



23 BIC programs served 544 children in 2022-23



# 9

## Included in 2023-25 Executive Budget Request | ND Child Care Proposal

Quality

# Quality-based Tiers in CCAP payment schedule | \$6 million

Increase choices available to working families who participate in the child care assistance program (CCAP) by paying more for care delivered in child care programs that have taken all the steps necessary to validate quality standards.

Apply an increased payment tier based on validated quality rating (ranging from 5-15% over base state max rate). Funding requested would support an estimated 1,600 spaces in quality rated child care settings.

Invest in the infrastructure needed to support child care providers in their quest to continue excellence in delivery of care.

*Build quality-based payments (5-15%) into the child care assistance payment structure and invest in infrastructure to support quality (\$6 million)*

Total	General	Other
\$6,000,000	\$6,000,000	\$0

**HHS Budget Section:** Economic Assistance \$3M and Early Childhood \$3M



# Quality-based Tiers in CCAP payment schedule | \$6 million

## ND Child Care Assistance Program - Proposed Quality Tiers in Rate Schedule

Infant (age 0-35 mo)			+5%	+10%	+15%			
License Types	SMR	Adj SMR	QRIS2	QRIS3	QRIS4	Diff@2	Diff@3	Diff@4
Center (C, E, K, M)	\$ 913	\$ 1,142	\$ 1,199	\$ 1,256	\$ 1,313	\$ 57	\$ 114	\$ 171
Family/Group (F, G, H)	\$ 700	\$ 875	\$ 919	\$ 963	\$ 1,006	\$ 44	\$ 88	\$ 131

Toddler (age 18-35 mo)								
License Types	SMR	Adj SMR	QRIS2	QRIS3	QRIS4	Diff@2	Diff@3	Diff@4
Center (C, E, K, M)	\$ 888	\$ 1,110	\$ 1,166	\$ 1,221	\$ 1,277	\$ 56	\$ 111	\$ 167
Family/Group (F, G, H)	\$ 700	\$ 875	\$ 919	\$ 963	\$ 1,006	\$ 44	\$ 88	\$ 131

Preschool (age 36-71 mo)								
License Types	SMR	Adj SMR	QRIS2	QRIS3	QRIS4	Diff@2	Diff@3	Diff@4
Center (C, E, K, M)	\$ 811	\$ 811	\$ 852	\$ 892	\$ 933	\$ 41	\$ 81	\$ 122
Family/Group (F, G, H)	\$ 680	\$ 680	\$ 714	\$ 748	\$ 782	\$ 34	\$ 68	\$ 102

School Age (age 6-12 yrs)								
License Types	SMR	Adj SMR	QRIS2	QRIS3	QRIS4	Diff@2	Diff@3	Diff@4
Center (C, E, K, M)	\$ 760	\$ 760	\$ 798	\$ 836	\$ 874	\$ 38	\$ 76	\$ 114
Family/Group (F, G, H)	\$ 660	\$ 660	\$ 693	\$ 726	\$ 759	\$ 33	\$ 66	\$ 99

**SOURCE NOTES**

SMR = State Max Rate for ND Child Care Assistance Program (Oct 2022)  
 Adj SMR = Proposed increase to SMR, included in 2023-25 EC Policy Roadmap  
 QRIS2 - QRIS4 = Proposed adjustment to SMR for Steps 2, 3, and 4 in ND QRIS



# Approximately 15% of licensed child care spaces in ND have achieved Bright & Early Step 2, 3, or 4

## QRIS: Participation Data

Bright & Early ND is North Dakota's Quality Rating and Improvement System (QRIS). A QRIS is a systematic approach to assess, improve, and communicate the level of quality in early childhood programs. Bright & Early ND was developed to help early childhood programs offer high-quality care that supports each child's learning and development. The North Dakota Department of Health and Human Services (HHS) administers Bright & Early ND as a key strategy for quality improvement. Data is current as of 1/1/2023.

### Geographic Area

All

### Quality Rating

Multiple selections

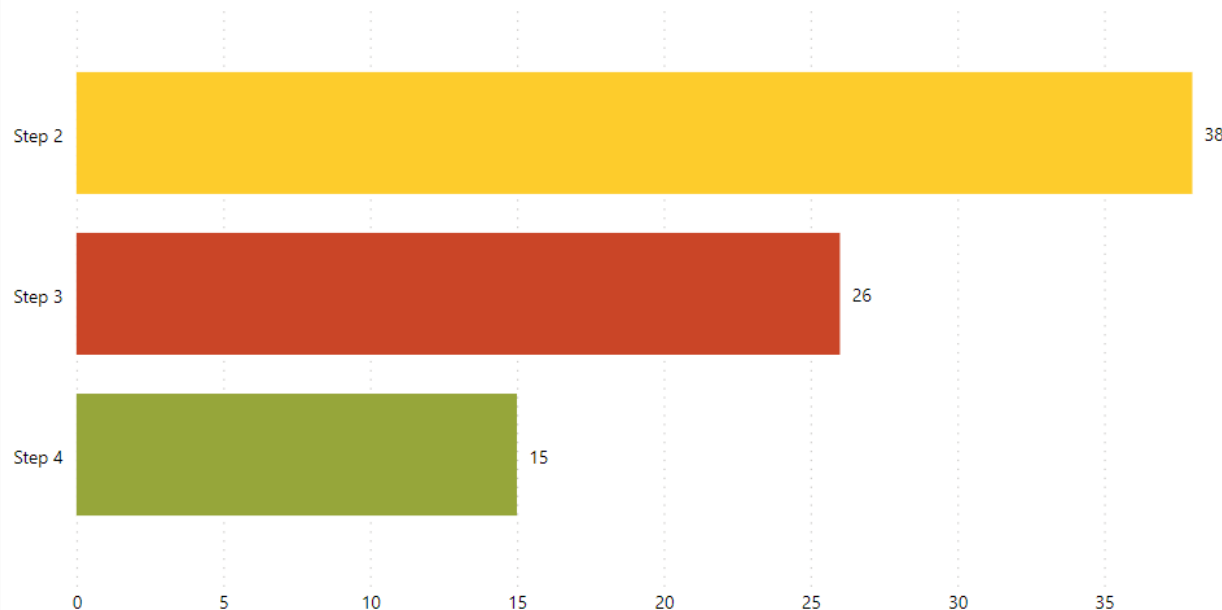
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Quality Rated Programs

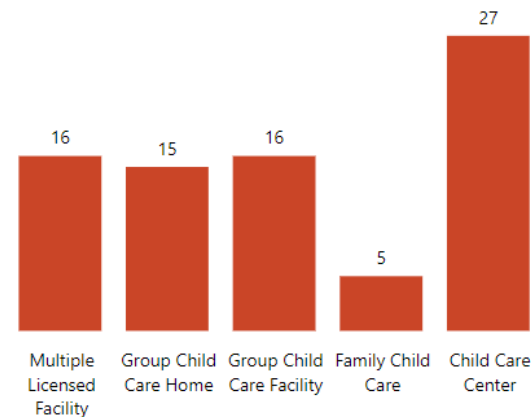
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Licensed Capacity

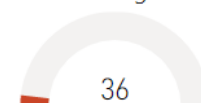
Quality Rated Programs | by step



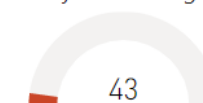
Quality Rated Programs by License Type



Family and Group Quality Rated Programs



Center and Preschool Quality Rated Programs



10

# Included in 2023-25 Executive Budget Request | ND Child Care Proposal

Quality

## Reward the completion of above-and-beyond training | \$2 million

Offer professional development stipends directly to child care workers who complete "above and beyond" training in high priority content areas.

*Grants and incentives to child care workers to support quality care (\$2 million)*

Total	General	Other
\$2,000,000	\$2,000,000	\$0

**HHS Budget Section:** Early Childhood

- GOAL:** Double engagement with high priority professional development topics
- ✓ Grants and incentives to support quality care through high impact professional development
  - ✓ System to acknowledge achievement of topical competencies

### 9.1%

Child Care workers who have professional preparation in the field of early childhood

*Source: Growing Futures workforce registry, Dec 2022*



# Household Earnings (annual and hourly) by various eligibility levels

## Families potentially eligible for Child Care Assistance (CCAP)

HH Size	Federal Poverty Level		30% SMI		60% SMI		85% SMI		100% SMI		150% SMI	
	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage	Annual Income	Hourly Wage
1	\$13,590	\$6.53	\$16,704	\$8.03	\$33,408	\$16.06	\$47,328	\$22.75	\$55,680	\$26.77	\$83,520	\$40.15
2	\$18,310	\$8.80	\$21,840	\$10.50	\$43,692	\$21.01	\$61,896	\$29.76	\$72,820	\$35.01	\$109,230	\$52.51
3	\$23,030	\$11.07	\$26,988	\$12.98	\$53,964	\$25.94	\$76,452	\$36.76	\$89,940	\$43.24	\$134,910	\$64.86
4	\$27,750	\$13.34	\$32,124	\$15.44	\$64,248	\$30.89	\$91,020	\$43.76	\$107,076	\$51.48	\$160,614	\$77.22
5	\$32,470	\$15.61	\$37,260	\$17.91	\$74,532	\$35.83	\$105,576	\$50.76	\$124,220	\$59.72	\$186,330	\$89.58
6	\$37,190	\$17.88	\$42,396	\$20.38	\$84,804	\$40.77	\$120,132	\$57.76	\$141,340	\$67.95	\$212,010	\$101.93
7	\$41,910	\$20.15	\$43,368	\$20.85	\$86,736	\$41.70	\$122,868	\$59.07	\$144,560	\$69.50	\$216,840	\$104.25
8	\$46,630	\$22.42	\$44,328	\$21.31	\$88,656	\$42.62	\$125,604	\$60.39	\$147,760	\$71.04	\$221,640	\$106.56

\*2022 State Median Income (SMI) and 2022 Federal Poverty Level (FPL)

"Hourly wage" is calculated by assuming 2080 hours worked per year per annual income range noted.

Multiple wage earners could combine earnings to attain the noted household (HH) income / hourly wage.

# A CASE STUDY

## Understanding the Impact of ND's proposed layered investment in child care assistance from the perspective of both the **Family** and the **Child Care Program**



### The Browns

- Pat, age 22. Dishwasher. Earns \$9.25/hr, 40 hrs/wk.
- Terry, age 21. Child Care Worker. Earns \$8.25/hr, 32 hrs/wk.
- Mia, 9 months old. \$1,070/mo @ child care center.
- Molly, 2 ½ years old. \$950/mo @ child care center.

Total gross monthly income **\$2,676**

**30% SMI**



### The Smiths

- Larry, age 26. Concrete laborer. Earns \$16.25/hr, 40 hrs/wk.
- Deb, age 23. Grocery Clerk. Earns \$10.75/hr, 40 hrs/wk.
- Lily, 9 months old. \$1,070/mo @ child care center.
- Ben, 2 ½ years old. \$950/mo @ child care center.

Total gross monthly income **\$4,680**

**60% SMI**



### The Johnsons

- Matt (age 29). Mechanic. Earns \$23/hr, 40 hrs/wk.
- Carla (age 26). Pharmacy Tech. Earns \$17/hr, 40 hrs/wk.
- June, 9 months old. \$1,070/mo @ child care center.
- Artie, 2 ½ years old. \$950/mo @ child care center.

Total gross monthly income **\$6,933**



# The Browns | Pat, Terry, Mia and Molly

Child Care Expense Owed / Mo: \$2,020  
 Gross monthly income: \$2,676  
 Child Care (CC) as % of gross income: 76%

**30%  
SMI**

## Without Child Care Assistance (CCAP)

	Rate	SMR	Excess Pmt
Mia	\$1,070	n/a	n/a
Molly	\$950	n/a	n/a
	<b>\$2,020</b>	<b>n/a</b>	<b>n/a</b>

	Total \$ to CC	CCAP share	Family share
CC Fee Due	\$2,020	\$0	\$2,020
% of CC fee		0%	100%
% of HH inc			75.5%

## With CCAP (current program)

	Rate	SMR	Excess Pmt
Mia	\$1,070	\$913	\$157
Molly	\$950	\$888	\$62
	\$2,020	\$1,801	\$219

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,693	\$327
% of CC fee		84%	16%
% of HH inc			12.2%

\*Family share: \$219 excess pmt & \$108 co-pay

**Net Impact**  
**To Fam:** \$1,693 lower pmt for CC  
**To CC:** No change

## With CCAP + Infant/Toddler Payment Increase

	Rate	SMR	I/T Pmt	Ex Pmt
Mia	\$1,070	\$913	\$228	\$0
Molly	\$950	\$888	\$222	\$0
	\$2,020	\$1,801	\$450	\$0

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$2,143	\$108
% of CC fee		95%	5%
% of HH inc			4.0%
Fee to CC	<b>\$2,251</b>		

\*Family share: \$0 excess pmt & \$108 co-pay

**Net Impact**  
**To Fam:** \$219 lower pmt for CC  
**To CC:** \$231 increase in revenue (11%)

## With CCAP + I/T Pmt Incr + Quality Tier 3

	Rate	SMR	I/T Pmt	QRIS Pmt	Ex Pmt
Mia	\$1,070	\$913	\$228	\$91	\$0
Molly	\$950	\$888	\$222	\$89	\$0
	\$2,020	\$1,801	\$450	\$180	\$0

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$2,323	\$108
% of CC fee		95%	5%
% of HH inc			4.0%
Fee to CC	<b>\$2,431</b>		

\*Family share: \$0 excess pmt & \$108 co-pay

**Net Impact**  
**To Fam:** No change  
**To CC:** \$411 increase in revenue (20%)





# The Smiths | Larry, Deb, Lily and Ben

Child Care Expense Owed / Mo: \$2,020  
 Gross monthly income: \$4,680  
 Child Care (CC) as % of gross income: 43%

**60%  
SMI**

## Without Child Care Assistance (CCAP)

	Rate	SMR	Excess Pmt
Lily	\$1,070	n/a	n/a
Ben	\$950	n/a	n/a
	<b>\$2,020</b>	<b>n/a</b>	<b>n/a</b>

	Total \$ to CC	CCAP share	Family share
CC Fee Due	\$2,020	\$0	\$2,020
% of CC fee		0%	100%
% of HH inc			<b>43.2%</b>

## With CCAP (current program)

	Rate	SMR	Excess Pmt
Lily	\$1,070	\$913	\$157
Ben	\$950	\$888	\$62
	<b>\$2,020</b>	<b>\$1,801</b>	<b>\$219</b>

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,426	\$594
% of CC fee		71%	29%
% of HH inc			<b>12.7%</b>

\*Family share: \$219 excess pmt & \$375 co-pay

**Net Impact**  
**To Fam:** \$1,426 lower pmt for CC  
**To CC:** No change

## With CCAP + Infant/Toddler Payment Increase

	Rate	SMR	I/T Pmt	Ex Pmt
Lily	\$1,070	\$913	\$228	\$0
Ben	\$950	\$888	\$222	\$0
	<b>\$2,020</b>	<b>\$1,801</b>	<b>\$450</b>	<b>\$0</b>

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,876	\$375
% of CC fee		95%	19%
% of HH inc			<b>8.0%</b>
Fee to CC	<b>\$2,251</b>		

\*Family share: \$0 excess pmt & \$375 co-pay

**Net Impact**  
**To Fam:** \$219 lower pmt for CC  
**To CC:** \$231 increase in revenue (11%)

## With CCAP + I/T Pmt Incr + Quality Tier 3

	Rate	SMR	I/T Pmt	QRIS Pmt	Ex Pmt
Lily	\$1,070	\$913	\$228	\$91	\$0
Ben	\$950	\$888	\$222	\$89	\$0
	<b>\$2,020</b>	<b>\$1,801</b>	<b>\$450</b>	<b>\$180</b>	<b>\$0</b>

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$2,056	\$375
% of CC fee		95%	19%
% of HH inc			8.0%
Fee to CC	<b>\$2,431</b>		

\*Family share: \$0 excess pmt & \$108 co-pay

**Net Impact**  
**To Fam:** No change  
**To CC:** \$411 increase in revenue (20%)



# The Johnsons | Matt, Carla, June, and Artie

Child Care Expense Owed / Mo: \$2,020  
 Gross monthly income: \$6,933  
 Child Care (CC) as % of gross income: 29%

**85%  
SMI**

## Without Child Care Assistance (CCAP)

	Rate	SMR	Excess Pmt
Lily	\$1,070	n/a	n/a
Ben	\$950	n/a	n/a
	<b>\$2,020</b>	<b>n/a</b>	<b>n/a</b>

	Total \$ to CC	CCAP share	Family share
CC Fee Due	\$2,020	\$0	\$2,020
% of CC fee		0%	100%
% of HH inc			<b>29.1%</b>

## With CCAP (current program)

	Rate	SMR	Excess Pmt
Lily	\$1,070	\$913	\$157
Ben	\$950	\$888	\$62
	\$2,020	\$1,801	\$219

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,270	\$750
% of CC fee		63%	37%
% of HH inc			<b>10.8%</b>

\*Family share: \$219 excess pmt & \$531 co-pay

**Net Impact**  
**To Fam:** \$1,270 lower pmt for CC  
**To CC:** No change

## With CCAP + Infant/Toddler Payment Increase

	Rate	SMR	I/T Pmt	Ex Pmt
Lily	\$1,070	\$913	\$228	\$0
Ben	\$950	\$888	\$222	\$0
	\$2,020	\$1,801	\$450	\$0

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,720	\$531
% of CC fee		74%	26%
% of HH inc			<b>7.7%</b>
Fee to CC	<b>\$2,251</b>		

\*Family share: \$0 excess pmt & \$531 co-pay

**Net Impact**  
**To Fam:** \$219 lower pmt for CC  
**To CC:** \$231 increase in revenue (11%)

## With CCAP + I/T Pmt Incr + Quality Tier 3

	Rate	SMR	I/T Pmt	QRIS Pmt	Ex Pmt
Lily	\$1,070	\$913	\$228	\$91	\$0
Ben	\$950	\$888	\$222	\$89	\$0
	\$2,020	\$1,801	\$450	\$180	\$0

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,900	\$531
% of CC fee		74%	26%
% of HH inc			7.7%
Fee to CC	<b>\$2,431</b>		

\*Family share: \$0 excess pmt & \$531 co-pay

**Net Impact**  
**To Fam:** No change  
**To CC:** \$411 increase in revenue (20%)



# The Smiths | Larry, Deb, Lily and Ben

Child Care Expense Owed / Mo: \$2,020  
 Gross monthly income: \$4,680  
 Child Care (CC) as % of gross income: 43%

**60%  
SMI**

## Affordability

## Availability

## Quality

### Without Child Care Assistance (CCAP)

### With CCAP (current program)

### With CCAP + Infant/Toddler Payment Increase

### With CCAP + I/T Pmt Incr + Quality Tier 3

	Rate	SMR	Excess Pmt
Lily	\$1,070	n/a	n/a
Ben	\$950	n/a	n/a
	<b>\$2,020</b>	<b>n/a</b>	<b>n/a</b>

	Rate	SMR	Excess Pmt
Lily	\$1,070	\$913	\$157
Ben	\$950	\$888	\$62
	\$2,020	\$1,801	\$219

	Rate	SMR	I/T Pmt	Ex Pmt
Lily	\$1,070	\$913	\$228	\$0
Ben	\$950	\$888	\$222	\$0
	\$2,020	\$1,801	\$450	\$0

	Rate	SMR	I/T Pmt	QRIS Pmt	Ex Pmt
Lily	\$1,070	\$913	\$228	\$91	\$0
Ben	\$950	\$888	\$222	\$89	\$0
	\$2,020	\$1,801	\$450	\$180	\$0

	Total \$ to CC	CCAP share	Family share
CC Fee Due	\$2,020	\$0	\$2,020
% of CC fee		0%	100%
% of HH inc			43.2%

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,426	\$594
% of CC fee		71%	29%
% of HH inc			12.7%

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$1,876	\$375
% of CC fee		95%	19%
% of HH inc			8.0%
Fee to CC	\$2,251		

	Total \$ to CC	CCAP share	*Fam share
CC Fee Due	\$2,020	\$2,056	\$375
% of CC fee		95%	19%
% of HH inc			8.0%
Fee to CC	\$2,431		

\*Family share: \$219 excess pmt & \$375 co-pay

\*Family share: \$0 excess pmt & \$375 co-pay

\*Family share: \$0 excess pmt & \$108 co-pay



**Net Impact**  
 To Fam: \$1,426 lower pmt for CC  
 To CC: No change

**Net Impact**  
 To Fam: \$219 lower pmt for CC  
 To CC: \$231 increase in revenue (11%)

NORTH Dakota Health & Human Services  
**Net Impact**  
 To Fam: No change  
 To CC: \$411 increase in revenue (20%)  
 Be Legendary.

# Child Care's Workforce Challenge


- Child care workers are amongst the **lowest paid occupations** in the state of North Dakota
- **Helping families pay** for the costs of care will create better revenue opportunities for child care programs
- Sustainability within the sector will allow child care businesses the **opportunity to address wage issues**

Here are the lowest paying jobs for North Dakota.

Click on the occupation title in the table to see more information about that occupation.



[North Dakota](#)

 For help click the information icon next to each section.

## Occupations by Employment Wage



This section shows the occupations with the lowest mean (annual) wages in North Dakota in 2021.

Click a column title to sort.

Rank	Occupation	Mean Annual Estimated Wage
1	<a href="#">Telemarketers</a>	\$17,030
2	<a href="#">Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers</a> 	\$23,450
3	<a href="#">Amusement and Recreation Attendants</a> 	\$24,720
4	<a href="#">Ushers, Lobby Attendants, and Ticket Takers</a>	\$25,050
5	<a href="#">Gambling Service Workers, All Other</a> 	\$25,100
6	<a href="#">Childcare Workers</a> 	\$25,410
7	<a href="#">Ambulance Drivers and Attendants, Except Emergency Medical Technicians</a> 	\$25,450
8	<a href="#">Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</a> 	\$25,480
9	<a href="#">Baggage Porters and Bellhops</a> 	\$26,020
10	<a href="#">Fast Food and Counter Workers</a> 	\$26,520

 BRIGHT OUTLOOK NATIONALLY



# Supporting Working Families | Strengthening our Workforce

## ND Child Care Proposal | \$73M / 3.5 FTE

	Early Childhood	Economic Assistance	Admin
1. Invest in the child care assistance program		\$22M	
2. Extend ND's employer-led child care cost sharing program	\$5M		
3. Increase provider payments for infant and toddler care		\$13M	
4. Streamline background checks / reduce admin burden			\$1M/1.5FTE
5. Support child care providers w/grants, incentives & shared svc	\$7M		
6. Create new partnerships for care provided during non-traditional hours	\$1M		
7. Build improved career pathways			
8. Expand the Best in Class program	\$16M/1 FTE		
9. Established quality-based tiers in the CCAP payment schedule & quality infrastructure to support excellence in service delivery	\$3M/1 FTE	\$3M	
10. Reward the completion of above-and-beyond training	\$2M		
<b>TOTAL</b>	<b>\$34M/2 FTE</b>	<b>\$38M</b>	<b>\$1M/1.5FTE</b>



**What is workforce?**

**It's workers.**





**When quality child  
care is more  
affordable, it's easier  
for parents to work.**

