

Raising Wages & Benefits for Child Care Workers (HB 149)



Problem:



*telework + home
care = tough....*

- Persistent low wages and benefits result in high turnover and inadequate supply of child care workers.
- Low wages/benefits discourage investment in quality instruction



Policy Options:

1. Directly subsidize care (either publicly and/or privately provided)

- Expand Head Start/Early Head Start with General Funds
- Increase subsidies for non Head Start eligible parents
- Pros: Simple. Cons: Expensive (requires new revenue)

2. Create structure for industry to negotiate wages/benefits with state, with opt-in model

- HB 149, based on model in 11 other states
- Pros: Non-coercive, able to change costs as circumstances change
- Simple: Doesn't directly raise wages for non-participating providers, requires successful election of industry participants to take effect.



3. Establish a living wage covering all workers in child care industry

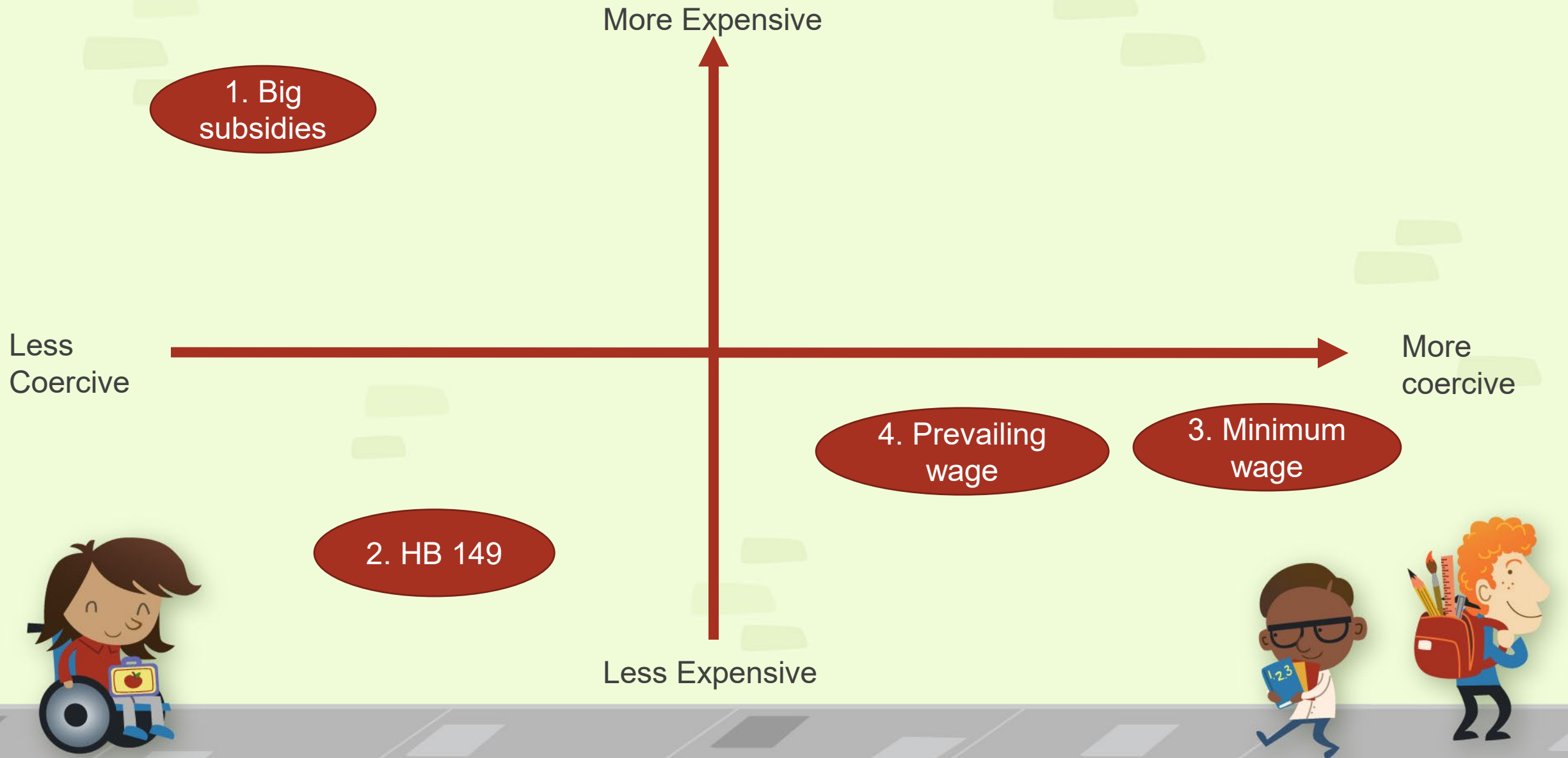
- Pros: Simple
- Cons: Without bargaining model with state, difficult to adjust to changing circumstances to hold parents harmless and ensure adequate supply of care

4. Establish prevailing wage covering all providers who receive public funding

- Similar to Little Davis-Bacon Act for construction industry
- Pros: Simple, based on established policy model in another industry
- Cons: Child care has a higher proportion of overall funding from private versus public payers, so a prevailing wage linked to public funding would have less market impact. It is also more coercive than the HB 149 model.



Coercion and Expense Tradeoffs



Key Goals:

- Raise wages/benefits so workers have living wage, more workers enter industry and fewer leave, thus increasing supply of quality child care.
- Don't raise prices on parents.
- Ensure economics work for employers.
- Provide a structure for industry to adapt to changing circumstances in partnership with state.



Why Now?

- **Growing federal support for child care-> To deploy most effectively, need the right policy framework**
- **Pandemic decimated female participation in workforce AND crushed many child care providers-> Need to help industry and working families recover**
- **With low housing costs, short commutes, good work life balance, Alaska can be a great place to raise a family but we're not there yet and need to be.**

