



WHEN WE WORK TOGETHER, CHILDREN SHINE



BBF STATE ADVISORY COUNCIL MEETING

Vermont's Workforce Crisis

Monday, October 25th, 2021



Welcome

SAC Policy Recommendations 2021-22
VECAP Spotlight: Early Childhood Budget
Examination of Workforce Crisis





Mariah McGill
1977-2020



Group Working Agreements



- Listen for understanding, not disagreement
- Consider the opinions and experiences of others
- Be mindful of the difference between intent and impact
- Step up, step back (take turns speaking, make room for others to speak)
- Tolerate ambiguity
- Lean into discomfort
- Bring a spirit of experimentation and creativity
- Remember that what we hear is often more important than what we say
- Honor complexity and the fact that as individuals we do not know it all
- Share responsibility for success

2021-2022 SAC Policy Recommendations



1. Respond to Vermont's mental health crisis
2. Address chronic inequities in Vermont's early childhood system
3. Elevate families as decision makers
4. Develop a well-resourced early care and education system
5. Evolve the early childhood data system and infrastructure



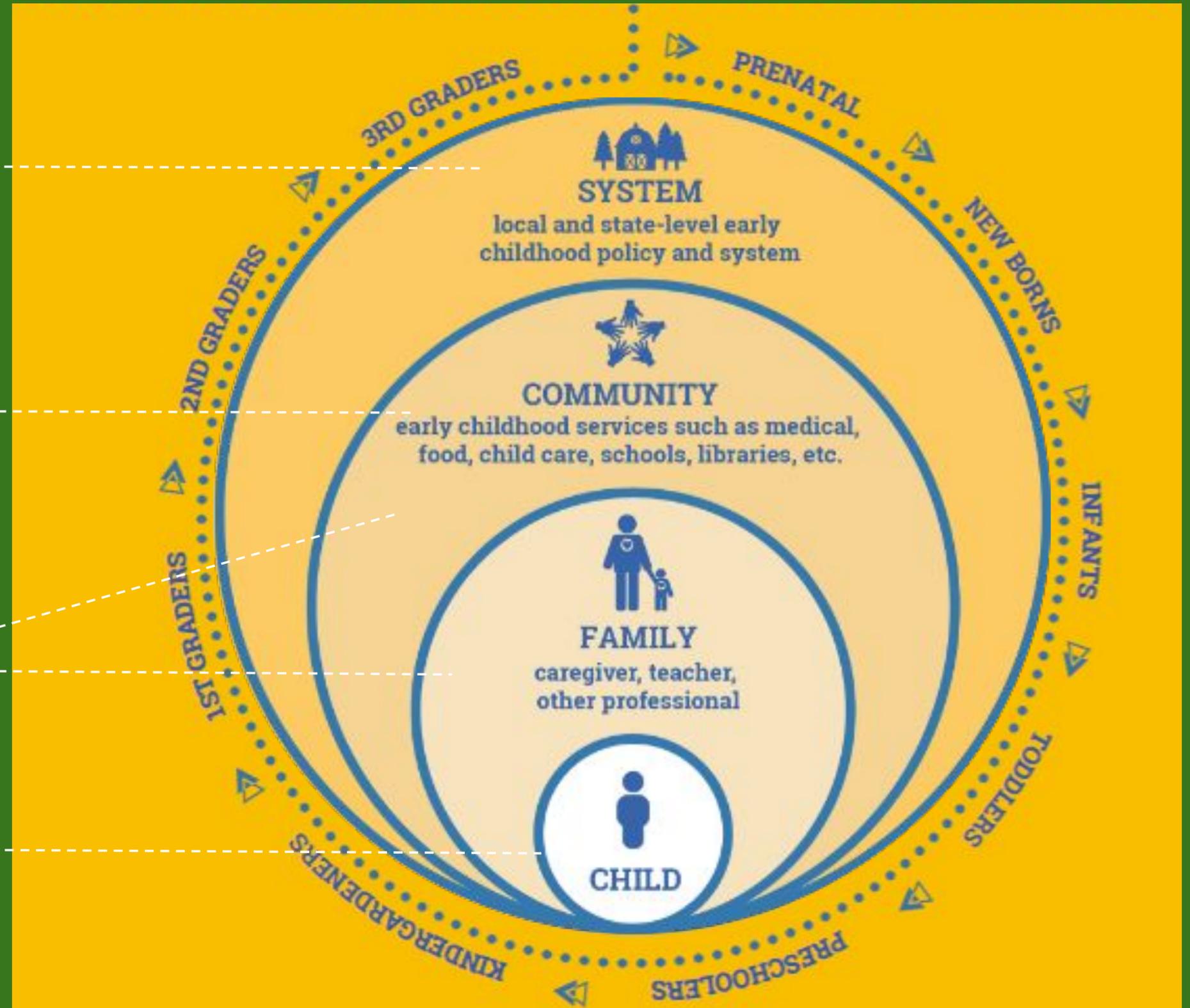
Vermont's Early Childhood Action Plan - Levels of Change

Goal 4: The early childhood system will be integrated, well resourced and data-informed

Goal 3: All Children and Families Have Access to High-Quality Opportunities That Meet Their Needs

Goal 2: Families and Communities Play A Leading Role in Children's Wellbeing

Goal 1: All Children Have A Healthy Start





Vermont Early Childhood Action Plan Goals & Committees

Goal	VECAP Committee
1. All children have a healthy start	Child Outcomes Accountability Team
2. Families and communities play a leading role in a child's well-being	Families and Communities Committee
3. All children and families have access to high-quality opportunities that meet their needs	Early Learning and Development Committee
	Professional Preparation and Development Committee
4. The Early Childhood system will be integrated, well resourced and data-informed	Data and Evaluation Committee
	Early Childhood Investment Committee
	Early Childhood Interagency Coordinating Team

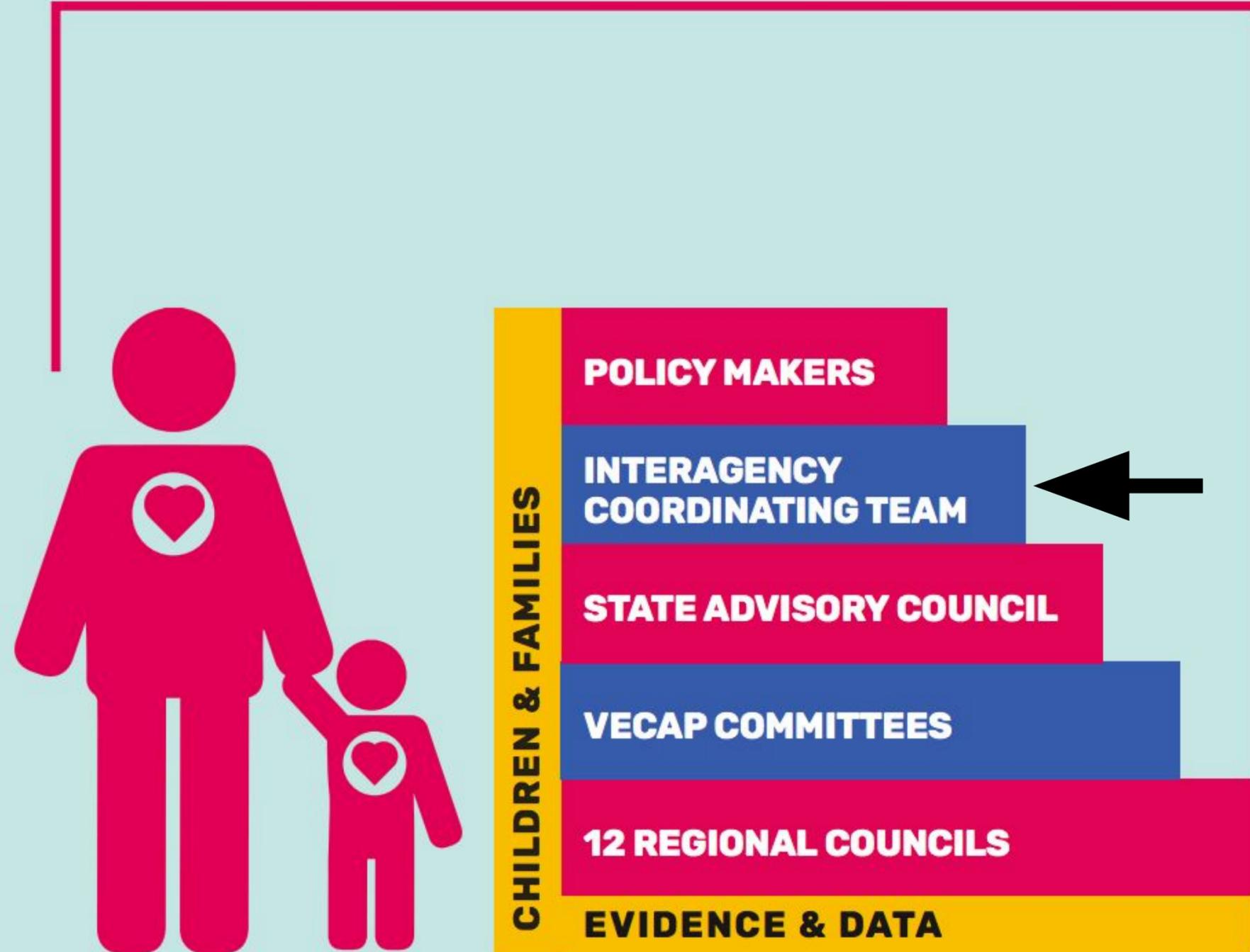
VECAP committees are supported and informed by the State Advisory Council, BBF Regional Councils, and a host of EC committees and work groups



Building Bright Futures Early Childhood Infrastructure and Network

ECICT

- Cheryle Wilcox (Chair) - Department of Mental Health, Interagency Planning Director
- Wendy Trafton - AHS Secretary's Office, Deputy Director of Health Care Reform
- Ken Jones - Agency of Commerce and Community Development, Analyst
- Miranda Gray - Child Development Division, Interim Deputy Commissioner
- Kate Rogers - AOE, Early Education Program Manager
- Ilisa Stalberg - Department of Health, Director of Maternal and Child Health



VECAP GOAL 4

To build an early childhood system that is integrated, well resourced, and data-informed.

Vermont is committed to building a seamless, equitable system of care for children and families. Goal 4 has three related parts:



Integration: This requires collaborative leadership, coordination and communication at all levels starting with aligned vision and language championed by agency and community leaders. This leadership is essential to promote efficiencies and streamline systems to create a seamless experience for families. The vision is to build greater coordination with every sector – including early care and education, health, mental health, human services, housing, and the business community.

Well resourced: Building a seamless, equitable system calls on leaders to leverage the integration and data to guide Vermont's early childhood expenditures, support efficient deployment of resources, and to increase public awareness about the value of investing in children and the early childhood system.

Data-informed: Vermont is committed to use evidence and data to inform decision making. This involves collecting and report high quality data to understand how services, supports and resources are reaching the kids and families they intend to, and to measure the extent strategies and investments are making the desired impact.



VECAP GOAL 4

The Early Childhood Interagency Coordination Team

The Early Childhood Interagency Coordinating Team (ECICT) seeks to build an integrated continuum of comprehensive, high quality services that is equitable and accessible and will improve outcomes for each and every child in the prenatal period to age eight and their family in Vermont.

The ECICT works to identify and eliminate barriers to achieve the Vermont Early Childhood Action Plan. The Team's efforts result in a more cohesive voice of state government in Vermont's Early Childhood system by convening representatives of the state agencies represented on the Building Bright Futures State Advisory Council (Agency of Human Services, Education, Child Development Division, Vermont Department of Health, Department of Commerce). The team works as a lateral partner of the BBF State Advisory Council to inform the Council on state policy matters and to receive feedback and input on state policy matters from the Council.



2021-2022 Priorities: The Early Childhood Interagency Coordination Team

VECAP Goal 4: To build an early childhood system that is integrated, well resourced, and data-informed.



- Facilitate cross-agency integration and coordination through information sharing and strategizing
- Inventory spending and promote coordination on ARPA Federal investment
- Conduct fiscal mapping through the develop an EC budget



Goal 4 Well Resourced System

Develop and monitor an early childhood budget that identifies all financial sources dedicated to children and their families (P-8) to monitor, align and leverage financial resources



Systems Asset & Gap Analysis and Map



Development of EC baseline budget



Reinvigorate Early Childhood Investment Committee

Project name: **Building Integration in Vermont's P-3 Early Childhood and Maternal Child Systems (VIP-3)**



The State of Vermont's Children: Spotlight on Workforce Crisis

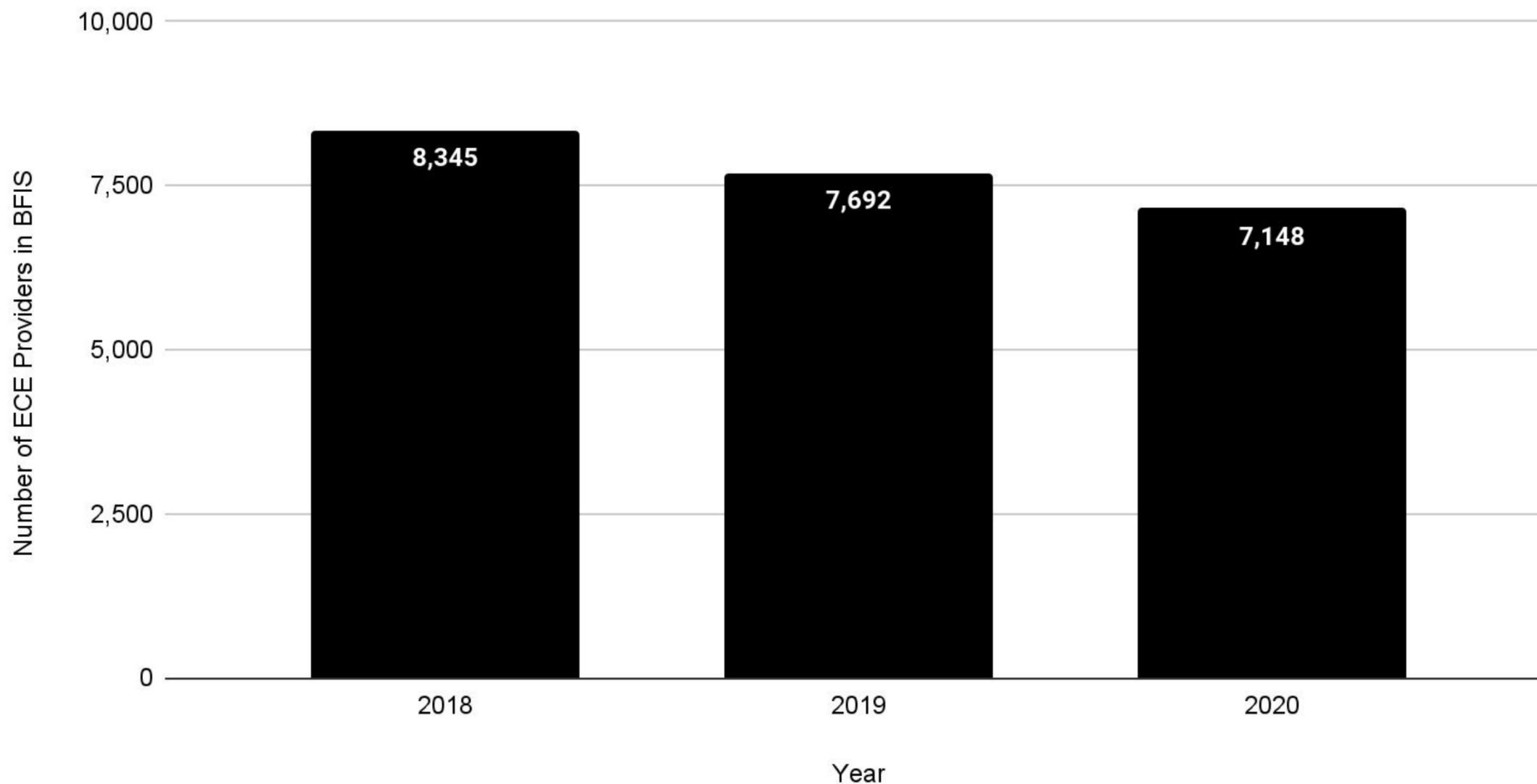


- Why workforce?
- Snapshot of child care and mental health workforces
- Partner presentation: Vermont Commission on Women and Change the Story



Child Care & Mental Health Workforce

Unduplicated individuals working in regulated child care settings, in positions working with children. From BFIS as of the end of December of each calendar year



- Decline in early educators between 2018 and 2020
 - A variety of factors at play
- Similarly, significant vacancies and turnover in mental health

Overall Workforce Changes & Challenges

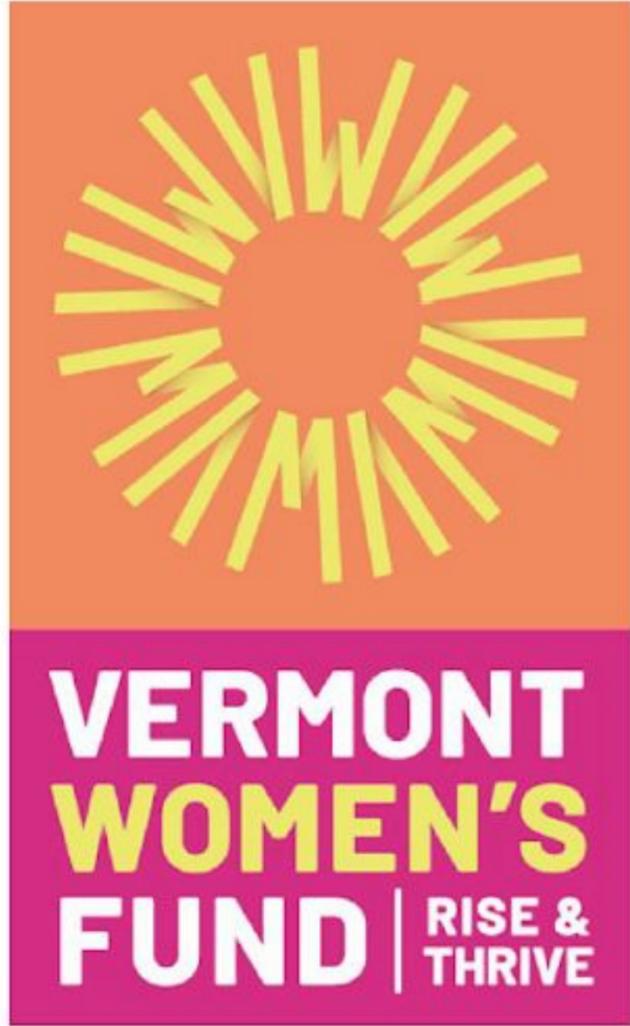


- Almost 3% of Americans left their jobs in August 2021
 - Early analysis suggests that those between 30 and 45 years of age and women are disproportionately represented in these resignations
- The Vermont labor force is continuing to decline
 - There are 28,000 fewer people in the VT labor force than 2 years ago



Vermont's Labor Force and Women

BBF State Advisory Council Meeting
October 25th, 2021



**ADVANCING WOMEN
POWERING THE ECONOMY**



Presenters



Al Johnson-Kurts

Communications Director,
Change The Story VT



Kellie Campbell

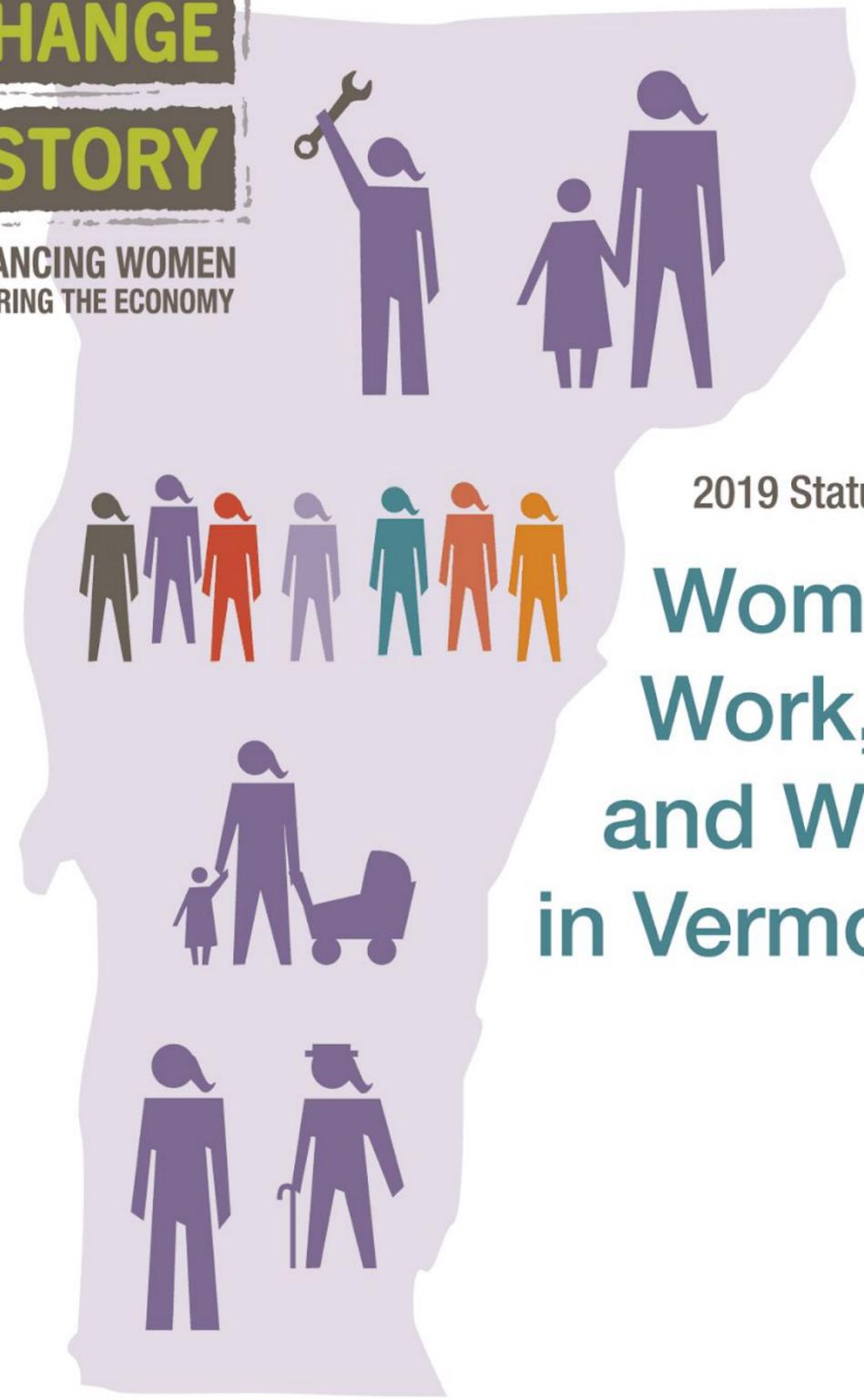
Co-Chair,
VT Commission on Women

Grounding in the Data

....How are we doing in VT?

CHANGE
THE STORY

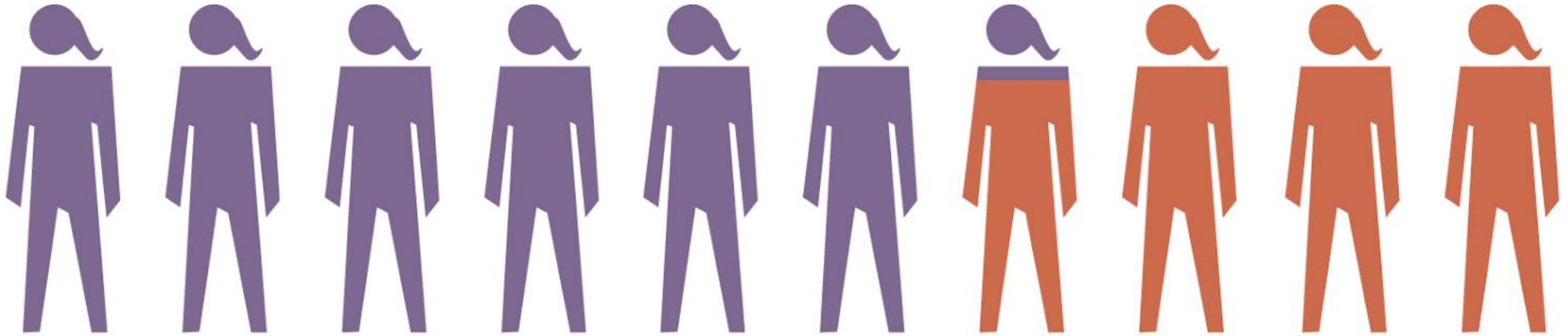
ADVANCING WOMEN
POWERING THE ECONOMY



2019 Status Report:

Women, Work, and Wages in Vermont





**38.8% Living Below
Basic Needs**

US Census Bureau Public Use Microdata Sample (2013-2017), full-time workers age 16+.



WOMEN'S POVERTY RELATIVE TO MEN

VT Poverty Rate Comparison, by Family Type

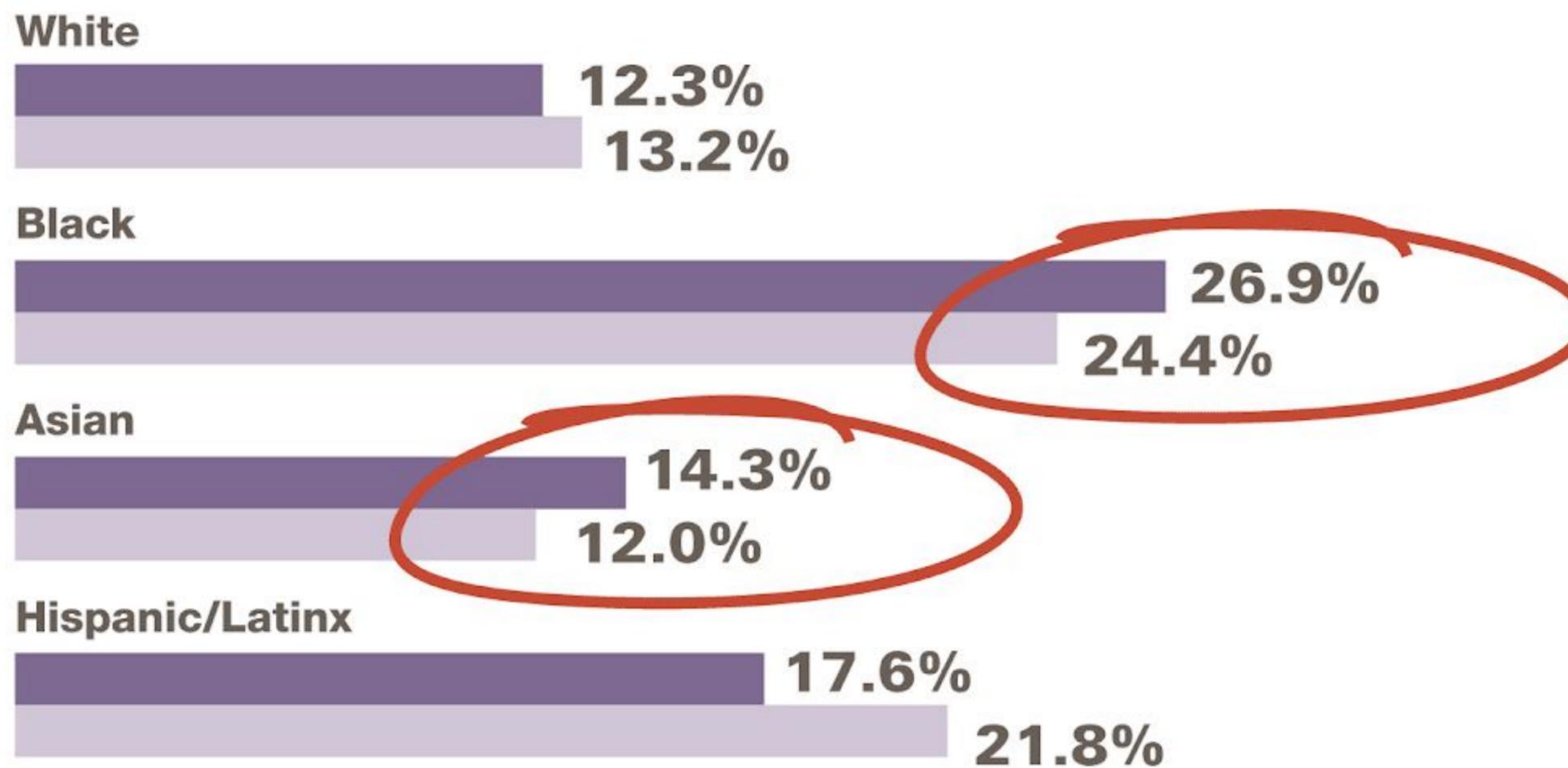
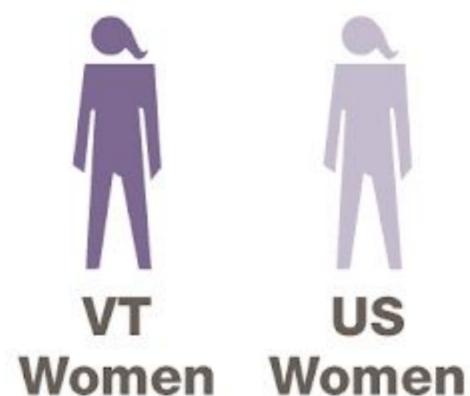
Single Female Householder

Single Male Householder



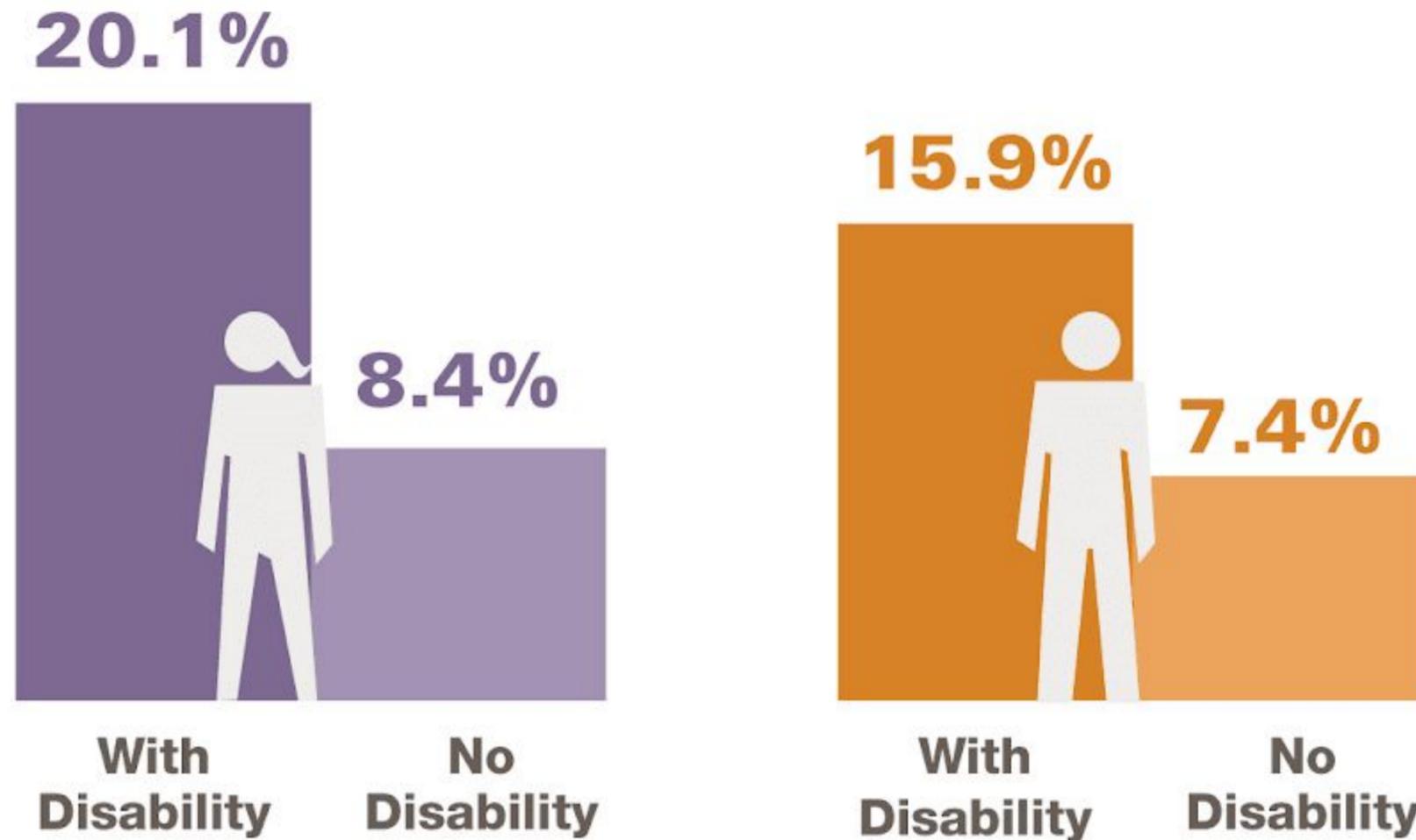
U.S. Census Bureau American Community Survey—Five Year Estimates (2013-2017)

Comparison of VT and US Women's Poverty Rates, by Race



U.S. Census Bureau American Community Survey—Five-Year Average (2013-2017), Persons 16 and older.

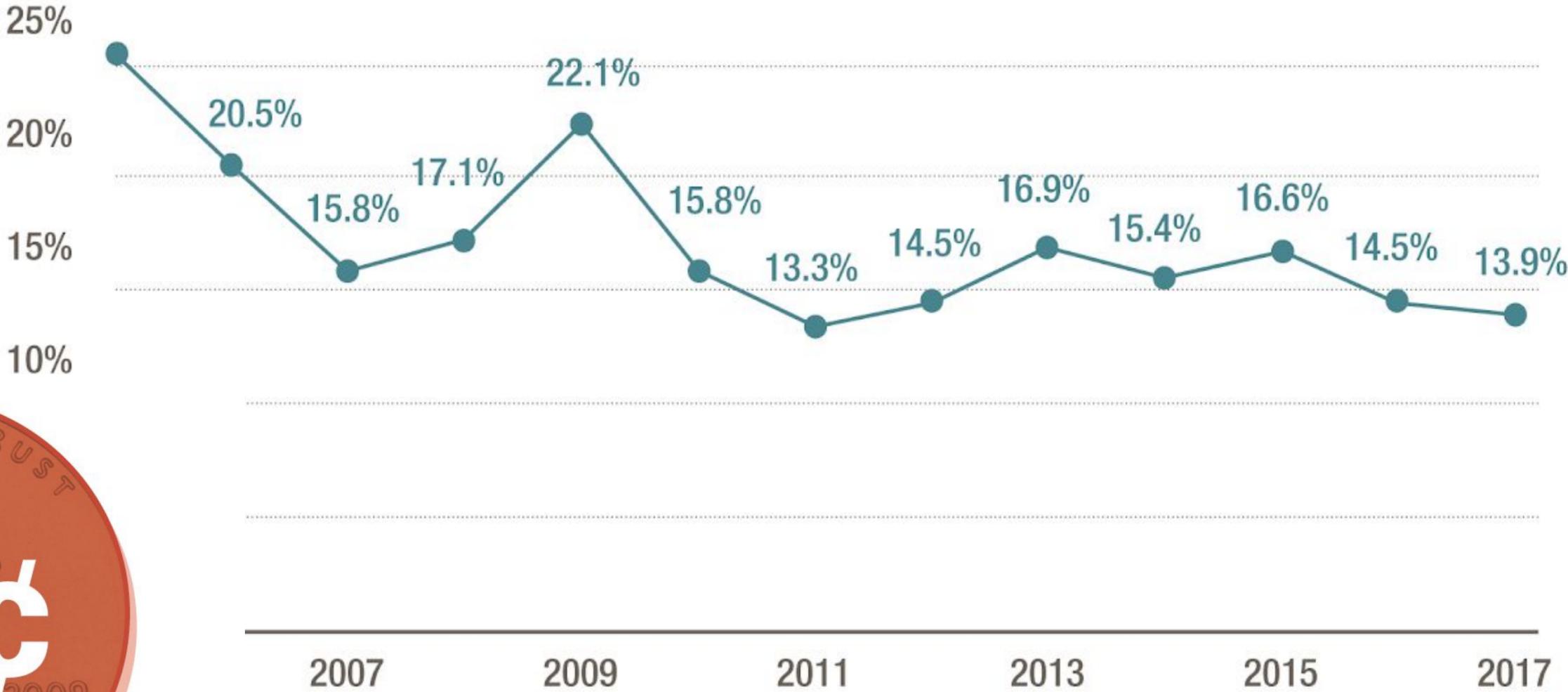
POVERTY RATES - WOMEN AND MEN WITH & WITHOUT DISABILITIES



U.S. Census Bureau Current Population Survey—4-Year Average (2015-2018).



VT Gender Wage Gap by Year



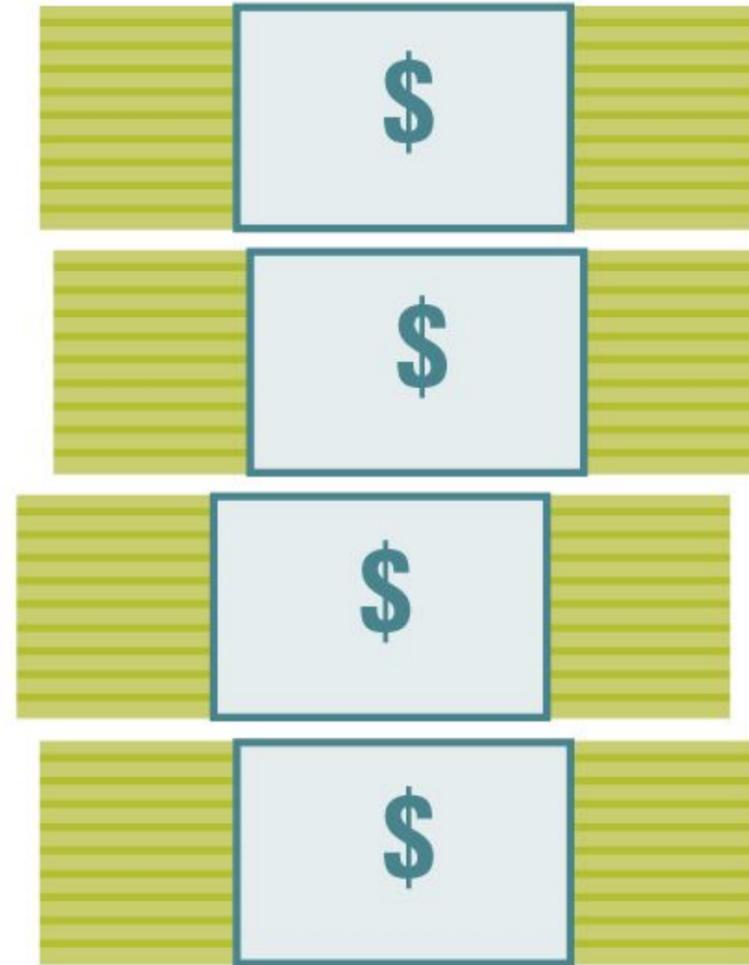
US Census Bureau American Community Survey (2000-2017), Full-Time, Year-Round Workers, Ages 16+.



REASONS FOR THE WAGE GAP

40%

Bias, Discrimination, and Gender Norms



Bias is reflected in differences in children's allowances...



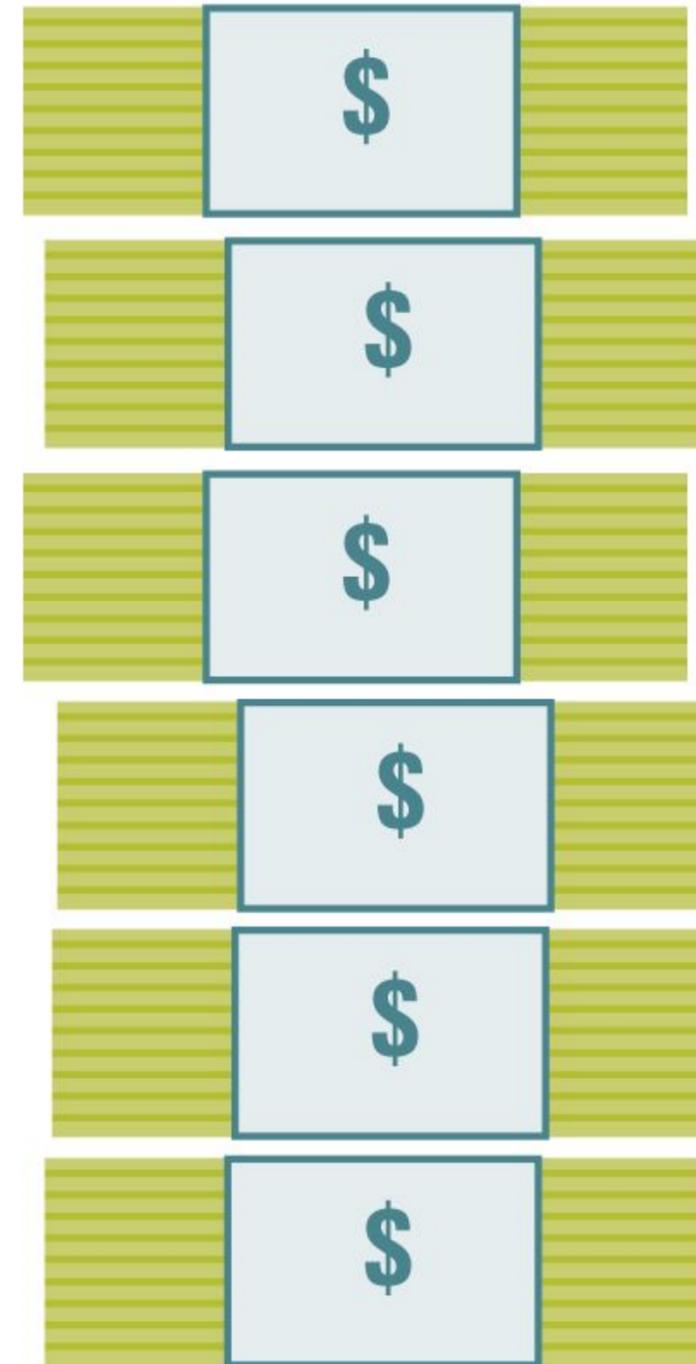
...and in earnings just a year out of college.

REASONS FOR THE WAGE GAP

60%

**Differences in Industry
and Occupation**

Years in the Labor Force



WHERE WOMEN WORK:

**45% of
full-time
workers**

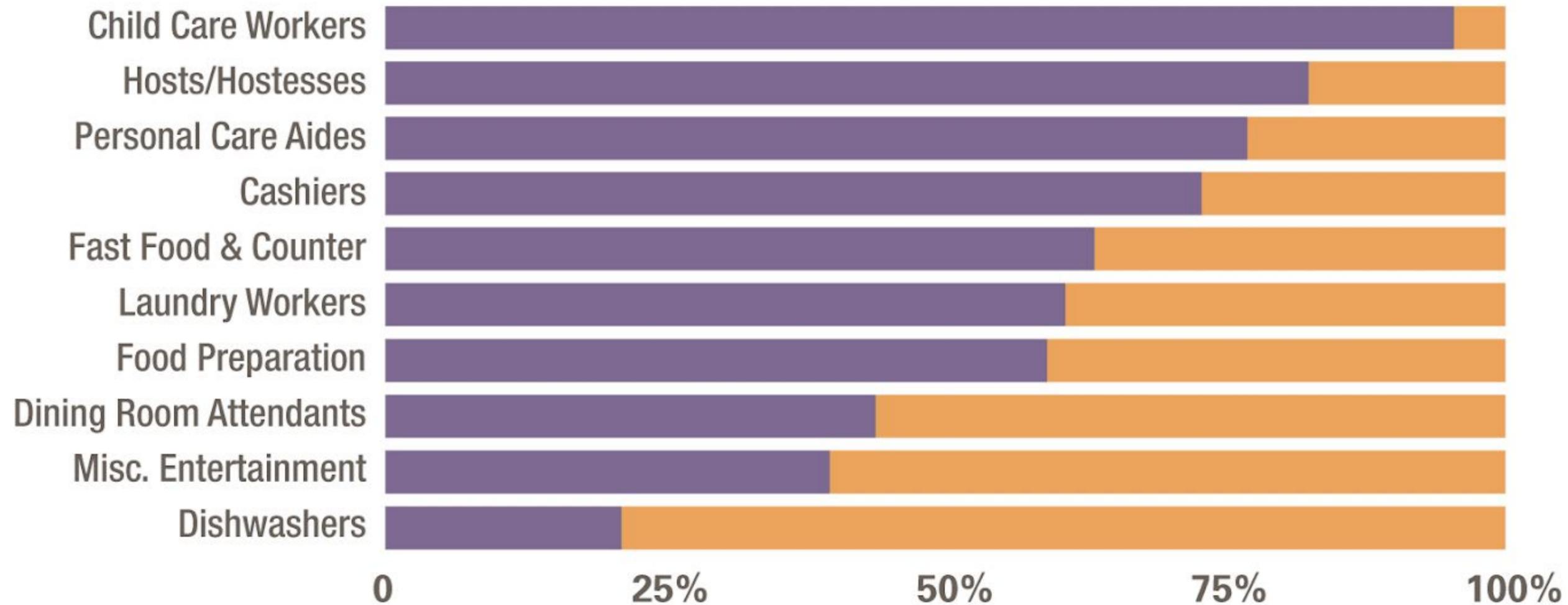
but

**53% of those
who earn less
than \$11 an hr.**

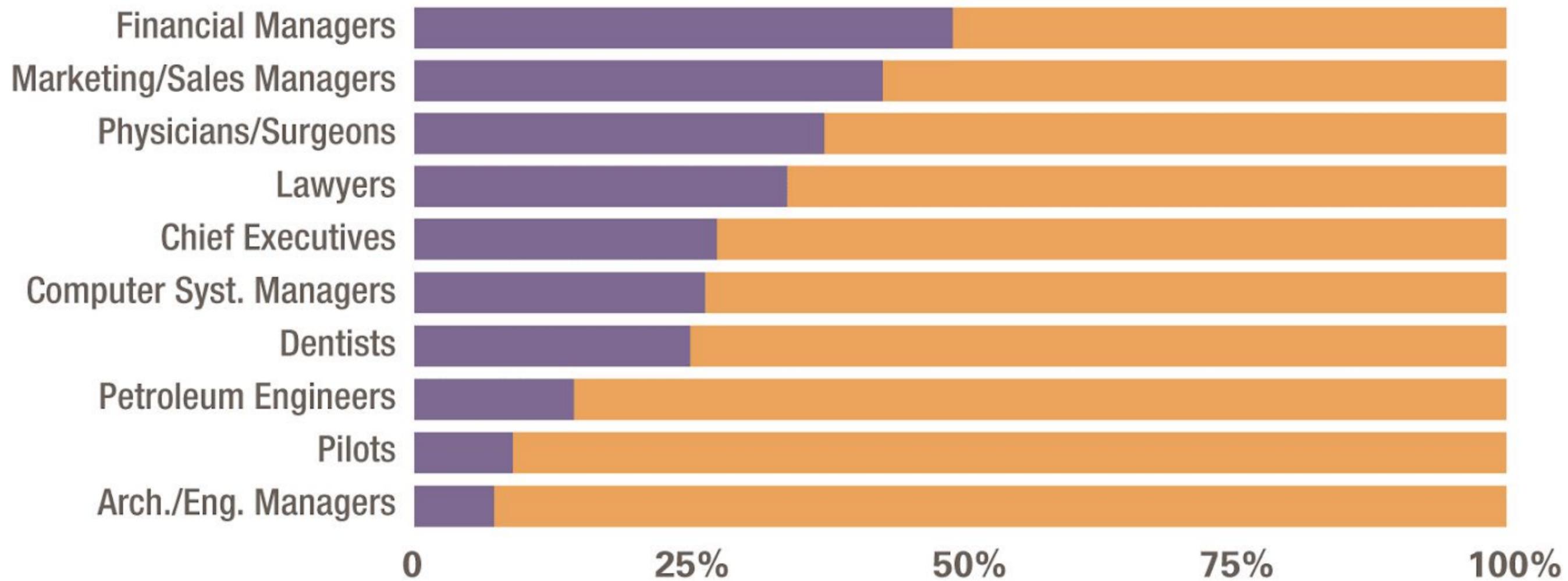


Occupational Segregation

U.S. Gender Ratio, Ten Lowest-Paying Occupations (2015)



U.S. Gender Ratio, Ten Highest Paying Occupations (2015)



Why Do Women (on average) Spend Less Time in the Labor Force?

- 1) **Unequal Family Care Responsibility:** Women are 4x more likely than men to cite family and/or personal obligations as reasons for working part time. **Women are 7x more likely than men to cite child care problems as a reason to work part time.**

(Bureau of Labor Statistics)

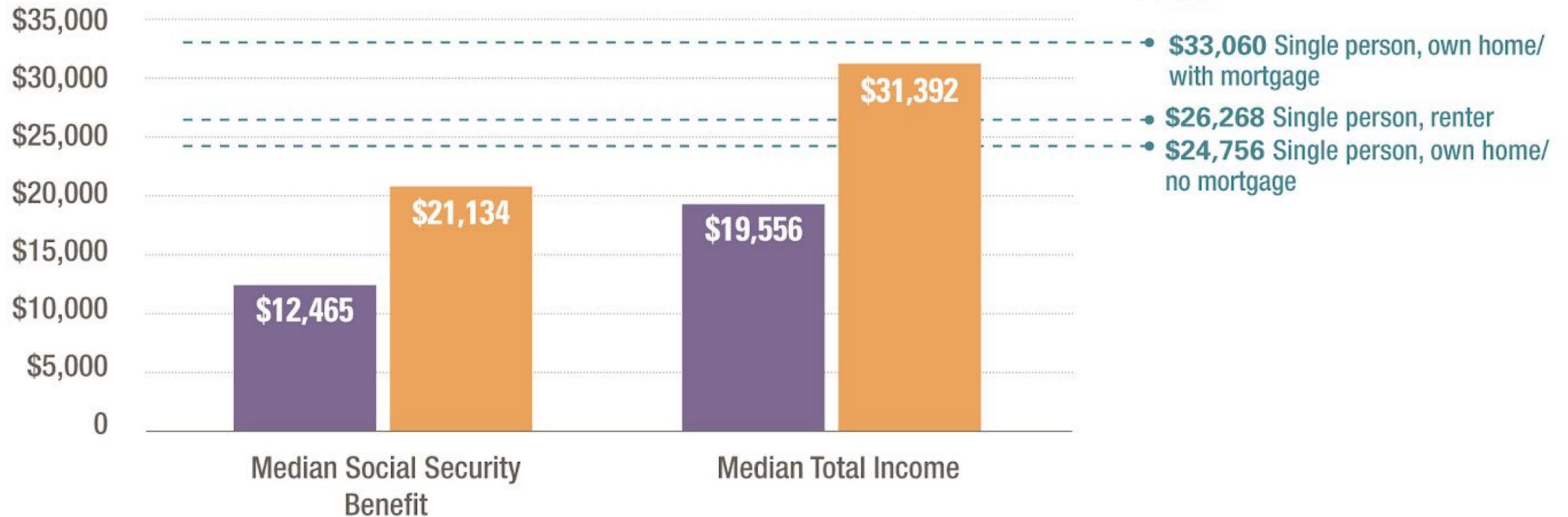
- 2) **Unequal Expectations in the Home:** Women in relationships with men reported doing more household labor than their partners, including cleaning, laundry, managing children's schedules, supervising remote learning. **Women in relationships with women reported sharing household labor more evenly.**

(Impact of COVID-19 on Vermont Households: Survey Analysis)



Adding it up for women...

Retirement Income, Vermonters over 65 by Gender



US Census Bureau, Public Use Microdata Sample, 2013-2017, persons 65+ years.
VT Elder Index figures calculated by the Gerontology Institute, University of Massachusetts, Boston.



If Women and Men of Comparable Ages, Education Levels, Backgrounds, and Hours Worked Were Paid Equally...

The poverty rate of children with working mothers

would fall

75.6% – the

largest drop in the nation.



+



\$1.2 billion





82%



% of **personal care workers**, including child care professionals, in Vermont who are women

“I graduated with a degree in Early Childhood Education in 2016 and 3 years later I was experiencing burnout. I can remember crying in the parking lot during my lunch break. I would then go back and hold the children as they woke up. I spent my days holding them, wiping their noses, wiping their tears, changing their diapers. We get sick every time they do. We don’t all have healthcare, we don’t all have paid sick days and even if we do we don’t have the support to take them.

Three years later I left the classroom. It wasn’t sustainable.”

--Franklin County Resident, August 2020

[COVID-19 Crisis and Vermont Women](#)

[COVID-19, Parenthood, and Vermont’s Economic Recovery](#)

[COVID-19, Women, and Vermont’s Economic Recovery](#)

[COVID-19, Childcare, and Vermont’s Economic Recovery](#)



Since the pandemic began, 80% of those who have left the workforce across the nation are women.

..."#MakeWorkWorkForUs – we are sharing Vermonters' stories about the need for affordable, quality child care, paid family and medical leave, pay equity, and health care."

"The survey results reinforce what we know: the pandemic has exacerbated existing gender and economic inequality," said Jessica Nordhaus, Director of Change The Story VT, an initiative of the Vermont Commission on Women, Vermont Women's Fund and Vermont Works for Women, who helped distribute the survey in Vermont. "Responding to these needs improves the lives, livelihood, and well-being of women, their families and our economy...."

[Vermonters Report Household Impacts of COVID-19: Survey Findings Highlight Challenges and the Supports Vermonters Say They Need Most](#)

SURVEY RESULTS: VERMONT HOUSEHOLDS IMPACTS OF COVID-19

Child Care & School Disruptions

A team of researchers from University of Massachusetts Amherst, Amherst College, and Indiana University investigated the socioeconomic impacts of COVID-19 on U.S. households.

Their survey questions covered employment, business operations, household finances, labor productivity, child care and education, mental and physical health, and substance use.

Over 500 Vermonters, 89% self-identifying as female, took part in the survey between October 2020 and February 2021. Among Vermonters' concerns: disruptions in child care and school and impacts to job productivity.

79%

of respondents with children attributed COVID-19 disruptions in school and child care to varying levels of job productivity loss



55%

of respondents with 1 or more children in kindergarten reported their productivity extremely affected by COVID-19 child care disruptions



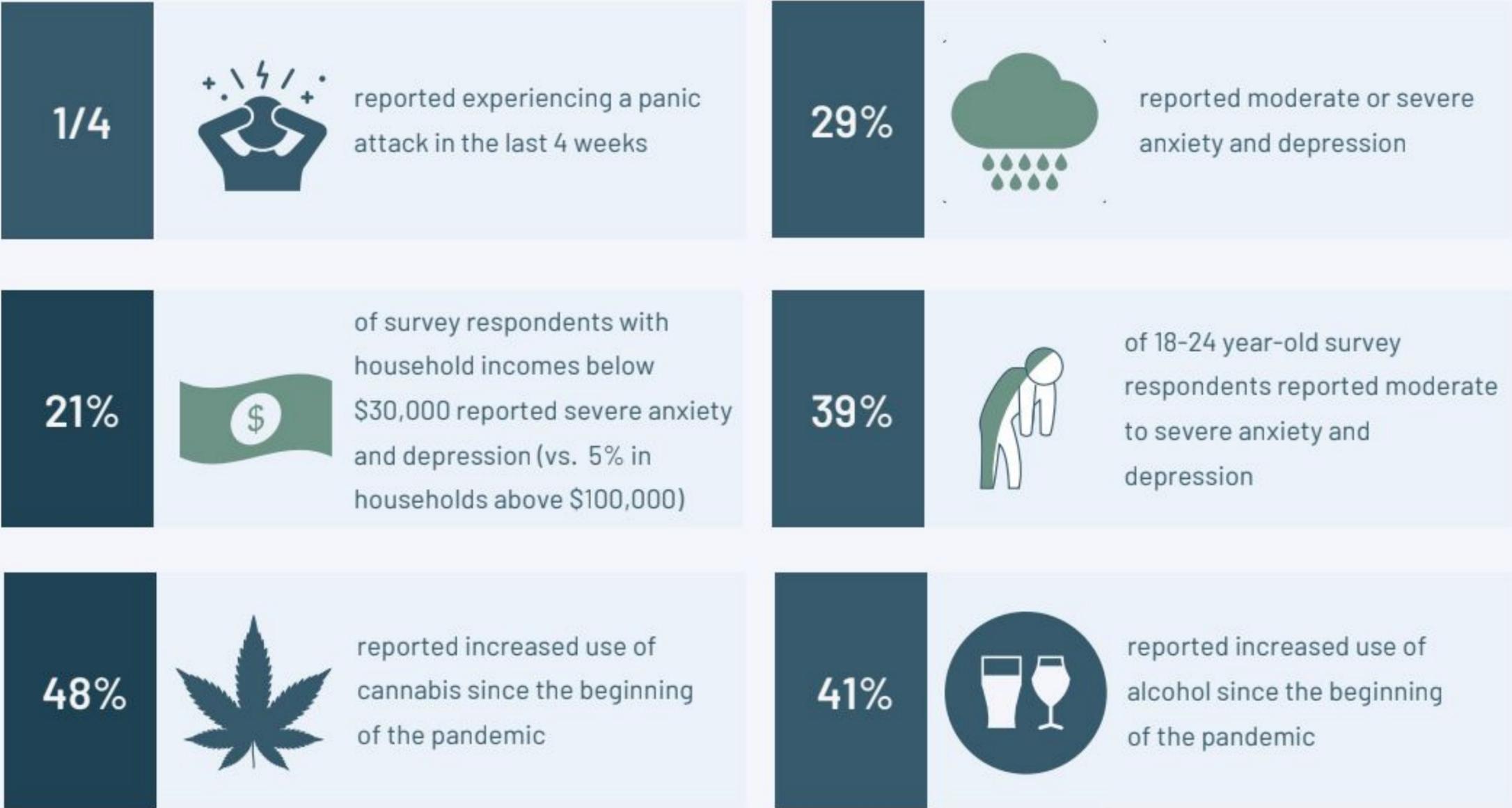
SURVEY RESULTS: VERMONT HOUSEHOLDS IMPACTS OF COVID-19

Mental Health & Substance Use

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Over 500 Vermonters, 89% self-identifying as female, took part in the survey between October 2020 and February 2021. Among Vermonters' concerns: increases in depression, anxiety, and substance use.



Vicarelli, Marta, Meredith Canada, Yu Ya Htut Tin, Anna Gishin, Madeline Leue, Elizabeth Murphy, Aryen Shrestha, Yash Tyagi. 2021. "Impacts of COVID-19 on Vermont Households: a Survey Analysis." School of Public Policy, University of Massachusetts Amherst, MA, USA.

- Our hope...
 - Update and expand reports
 - Additional data, partners
 - New questions?
 - Staffing



“While these stories and data were collected and analyzed prior to COVID-19, their results bolster our ability to understand and respond to the challenges Vermonters are facing during this uniquely difficult time. While responding to the pandemic’s impact here in Vermont, such data collected prior to the economic shutdown and health risks’ presence in our state, suggest we cannot simply “rebuild” or return to “normal”. Instead, this report’s results urge us to create systems, programs, and policies that address the underlying challenges experienced by women and their communities long before the pandemic.” (quoted from the [Listening Project](#), June 2020)

Challenge Identified	Percent of Respondents
Child Care	36.53%
Jobs & Businesses	26.54%
Affordability	22.35%
Health Care	16.29%
Low Income/Wages	13.74%
Equal Pay	11.72%
Housing	10.33%
Violence	9.65%
Work-Life Balance	8.21%
Paid Family and Medical Leave	6.97%

Intentions and Limitations

	Topic	Existing data/Progress	Limitations and Remaining Questions
Workforce	Education/ Training & Professional Development	<ul style="list-style-type: none"> Total BFIS accounts Competencies and credentials awarded Annual report by Northern Lights at CCV 	<ul style="list-style-type: none"> Quality of training and PD Lack of data on the effectiveness and of child care PD programs (ex. TEACH) Monitoring accountability Challenges with data tracking across AOE and AHS – CDD data systems, VT Dept. of Labor
	Wage & Compensation	<ul style="list-style-type: none"> VHSCO Wage and Fringe Comparability Study is anticipated to be released August of 21 	<ul style="list-style-type: none"> Some data exists, but many contributing factors are not captured (e.g. insurance, etc.)
	Capacity	<ul style="list-style-type: none"> Total number of programs Geographic location Licensed capacity 2020 Stalled at the Start (# likely to need care, number of spaces, number without access) Provisional Licensure Awarded 	<ul style="list-style-type: none"> Information about the size of the EC workforce uses “best estimates” which is an inaccurate measure of capacity. What cross-sector data is available about workforce capacity (e.g. mental health, health, education, etc.)? Turnover and staff retention data
	Definitions and measures	<ul style="list-style-type: none"> Progress in creating standard definitions under NAEYC Power to the Profession & Unifying Framework 	<ul style="list-style-type: none"> Challenges in how to measure/operationalize workforce in EC No one system integrates workforce data with child and service data across sectors
	Workforce perceptions		<ul style="list-style-type: none"> Provider/educator perspectives of training, professional development

What else?

Please join Building Bright Futures for the

Regional Early Childhood Council Summit

Wednesday, December 1st 1:30-3:00pm via Zoom

Register at: <https://bit.ly/councilsummit>

Build collective action across BBF Regional Early Childhood Councils by attending the inaugural Regional Council Summit on Wednesday, December 1st from 1:30-3:00pm via Zoom!

Gather with Regional Council partners to:

- celebrate the impact and contributions of Councils and their partners;
- share strategies on how Councils are addressing identified council priorities to improve child and family outcomes;
- identify challenges children and families face in accessing the high quality services they need (ie: education, health, basic needs);
- Emphasize the role of Regional Councils as the critical foundation of the BBF Network, discuss how to strengthen communication and feedback, and opportunities in the next year to build a more integrated, well-resourced and data informed system.

BBF's mission is to improve the well-being of each and every child and family in Vermont by using evidence to inform policy and bringing voices together to discuss critical challenges and problem solve.

