



Early Care & Education Committee

January 24, 2025





Childcare Updates

Jessica Villarreal
Director of Child Care



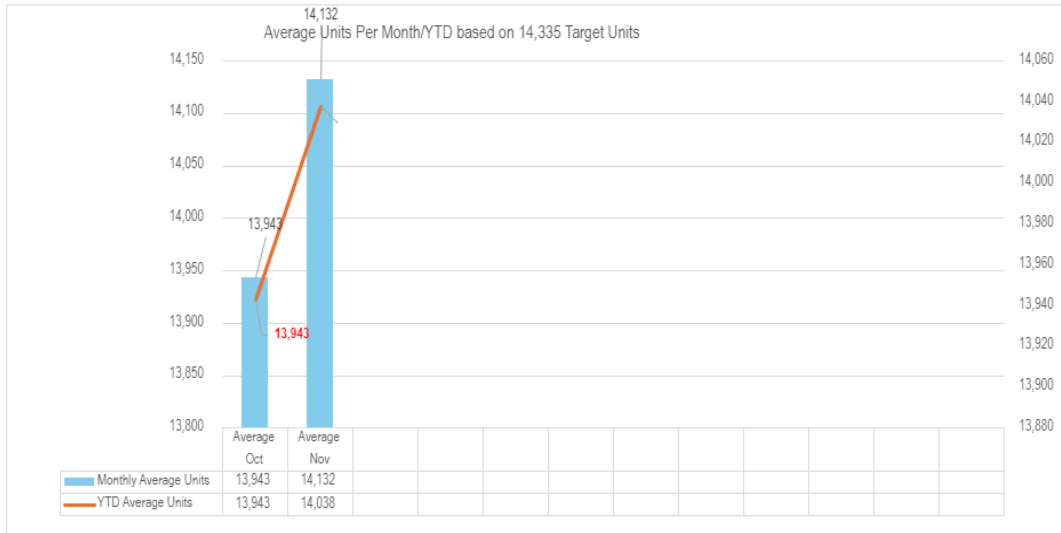
Childcare Performance Briefing





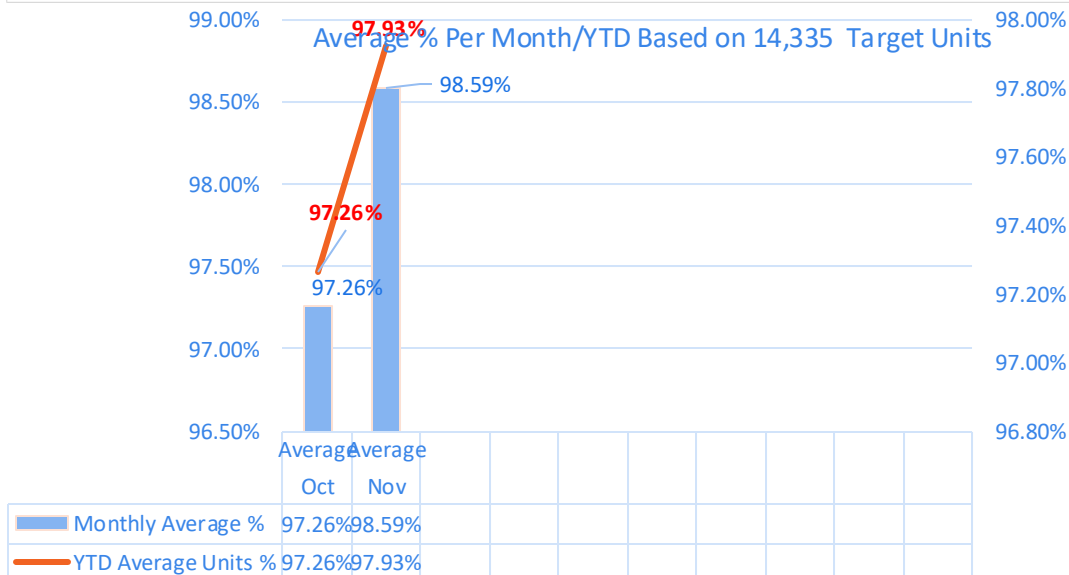
Childcare Performance Briefing FY 2025

**information pulled 01/08/2025*

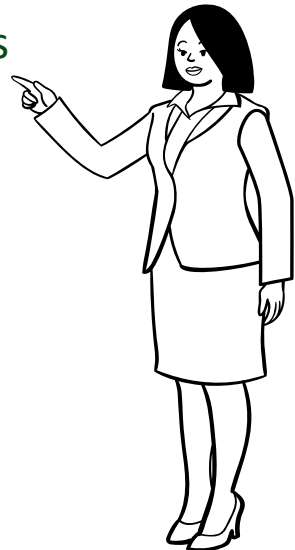


	Oct Average	Nov Average
Monthly Average	97.26%	98.59%
YTD Average Units	97.26%	97.93%

	Oct Average	Nov Average
Choices	182	164
Low Income	12,806	13,004
Former DFPS	736	734
Homeless	219	231
Monthly Average	13,943	14,132
Monthly % Average	97.26%	98.59%
YTD Average Units	13,943	14,038
YTD % Average	97.26%	97.93%
TWC Target	14,335	14,335



WSA's unofficial YTD avg for FY 2025 is 97.93%



CCDF Performance Status Methodology
 Year-to-Date numbers to calculate performance
 MP = 95%-105%
 +P = 105% or above
 -P = <94.99



Childcare Performance Briefing FY 2025

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Questions



Texas Workforce Commission's Child Care Connection (TX3C) System



The Texas Workforce Commission's new case management system for Child Care Services – the Texas Child Care Connection (TX3C), went live January 13, 2025.

With the launch of the new system:

- Provider payments moved from a reimbursement model to an advance payment approach
- A new statewide parent share of cost methodology
- Parent Share of Cost is paid on a weekly basis
- Parents can check in their children via a tablet at the provider location or on their smart phones
- One statewide online application for all parents
- Staff are participating in daily 2-hour Post-Deployment meetings for TX3C.

Challenges Include:

- Production environment is different from UAT (testing) environment
- Service Now tickets are slow to get answered
- Many items brought to TWC's attention prior to launch are still not addressed
- Throughout the Child Care Network, all 28 boards are reporting issues and challenges.
- Post-Deployment requirements are unclear





Questions



Texas Rising Star Assessment Update



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Texas Rising Star Centers

Total # of Currently Certified Centers

303

* Report(s) pulled: 01/09/2025



2 Star	22
3 Star	102
4 Star	180



Percentage of TRS/CCS

County	TRS Capacity
Atascosa	371
Bandera	119
Bexar	29645
Comal	789
Frio	225
Gillespie	258
Guadalupe	2166
Kendall	135
Kerr	350
Medina	558
Wilson	255
Grand Total	34871

Location	Programs	CCS Programs	TRS Programs	Percentage TRS of CCS Programs
Bexar Early Learning Programs	839	475	251	52.8%
Rural Early Learning Programs	312	131	51	38.9%
Total	1151	606	302	49.8%

* Report pulled 01/08/2025

Note that capacity is based on max capacity outlined by Child Care regulations, which may vary based on actual enrollment. Military centers are not regulated by Child Care regulations, therefore are not included in these totals.



Questions



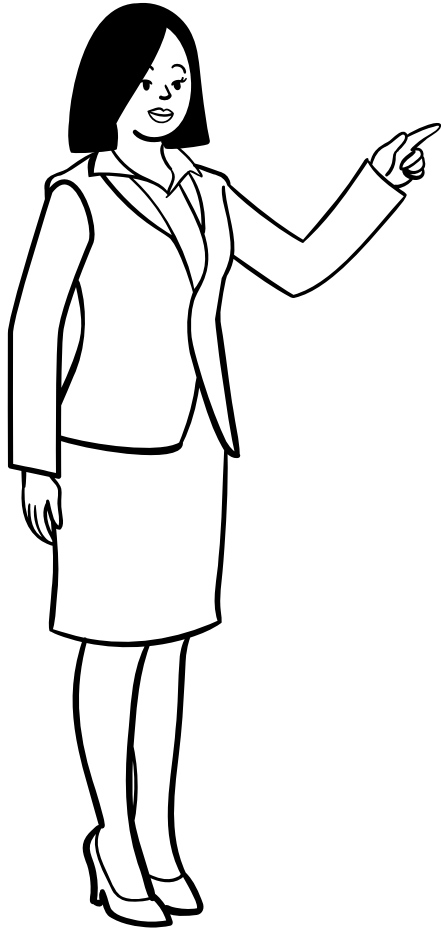
Child Care Quality Areas of Focus



Federally Allowable uses for Child Care Quality Funds

- A. **Training and Professional Development**, which includes costs associated with any training (not including infant- and toddler-specific training), professional development, and/or postsecondary education opportunities provided to Child Care provider staff
- B. **Texas Rising Star**, which includes any costs associated with Texas Rising Star recognition, maintenance, and mentor staff
- C. **Infant and Toddler Activities**, which includes any costs associated with specifically addressing infant and toddler program establishment or expansion, infant- and toddler-specific professional development, early intervention partnerships, and infant and toddler materials
- D. **Health and Safety**, which includes any costs associated with assisting early learning programs in maintaining Child Care licensing compliance or providing high-quality health and safety provisions that do not include activities specific to infants and toddlers
- E. **Evaluation**, which includes any costs associated with purchasing assessment tools that measure effective practices for child development, training staff to implement the tools, and/or conducting formal evaluation studies of quality efforts, which requires the submission of an evaluation report to TWC
- F. **National Accreditation Support**, which includes any costs associated with helping early learning programs obtain or maintain national accreditation (for example, fees and materials)
- G. **Other Allowable Activities**, *which are limited to costs for the following:*
 - Shared Services
 - Prekindergarten partnerships
 - Child care and early learning mental health supports (such as infant and early childhood mental health consultation or Child Care staff wellness resources)
- H. **Supply building activities**, including:
 - capacity expansion grants, stipends, or resources for existing providers to increase capacity (either total or for a target population, such as infants, children with disabilities, or children enrolled in the Child Care Services program); and
 - wage supports for Child Care staff, such as recruitment and retention bonuses or wage supplements.





Infant & Toddler (including professional development) \$900,000	
Infant/Toddler Curriculum, Indoor & Outdoor and Furniture	Q2 & Q3
Infant/Toddler Specific Training	Q1
Professional Development \$550,000	
Trainings for Children with Differing Abilities	Q2
Local and State Conferences	Q1
Teacher & Director Conference	Q3 & Q4
Curriculum Training and Other Training	Q1 & Q4
Texas Rising Star Quality Improvement (except PD) \$3,835,979	
TRS Maintenance Incentive	Q2
Curriculum	Q2
TRS Personnel	Q1-Q4
Indoor and Outdoor Material	Q3 & Q4
TRS Conference Reimbursement	Q4
CLASS Training for Mentors	Q3
Supporting Health & Safety Standards \$50,000	
First Aid/CPR Training Reimbursement	Q1
Evaluation & Assessment \$70,000	
ASQ SE & ASQ 3	Q1
ECERS & ITERS	Q3
Supporting National Accreditation \$19,145	
Accreditation Fees	Q1
Other Activities \$3,000,000	
TRS Retention Bonus	Q1
CCS Wage Supplement	Q4
Newly Certified Wage Supplement	Q1





Questions



Business Services Update



Business Coach Highlights:

Fiscal Impact Snapshot:

(Data Collected Week of Jan. 13-17)

-
- **Rural County Area: Two centers in the Rural County Area** demonstrated the potential for significant revenue increases through **participation in a Food Program**. Analysis suggests a **potential monthly revenue boost of \$8,240.00** for the **combined** centers.
 - A **third center** requires one additional staff member to accommodate the current waitlist of five children. This expansion has the potential to generate an **additional \$18,000 in monthly revenue**.
 - **Bexar County Expansion: One center** in Bexar County is actively **expanding** by **adding a new classroom** to accommodate **30 additional children**. This expansion is **projected to generate an additional \$22,800 in monthly revenue, create two new jobs, and contribute to staff retention**. Furthermore, the center is exploring the **possibility of reinvesting profits to purchase land** in a designated **desert area**, facilitating future **expansion of services** and **potentially generating an additional \$456,000 in annual revenue** and **creating approximately six new jobs**.
 - **Cost Reduction Strategies: Another Bexar County Center** is **implementing cost-reduction strategies**, including collaborative efforts with new church owners to **negotiate reduced or eliminate rent**. This proactive approach has the **potential to continue generating over \$800,000 in annual earnings** and **contribute to the center's long-term sustainability**.

Measurable Outcomes: In working with the **5 childcare centers** **Total potential earnings and estimated annual growth \$1,172,480.00.**



Program Reach:
121 Early Learning programs have partnered with the business coach (51 Rural, 70 Bexar).

Resource Dissemination:
Weekly business training updates and resources are distributed to an average of 575 childcare center directors.

Funding Exploration:
Contact initiated with the Lift Fund Representative for potential 2025 funding opportunities.

Staff Expansion:
Recruitment and interviews are underway for a second Business Coach.

Professional Development:
The Business Coach completed Civitas Business Financial Coach Certification training (currently working on assessment).

• **Key Partnerships and Initiatives:**

- Facilitating a partnership between UTSA-SBDC and childcare centers for business planning, marketing, and expansion resources.
- Attending interagency meetings in rural areas to gather and distribute resources.
- Collaborating with COSA Economic Development center on Bexar County grant opportunities.
- Collaborating with Workforce Solutions Career Center's Child Care Business Liaison for staff recruitment.
- Developing procedures and protocols for a Childcare Directors Collaborative (Advisor and Advisee).
- Setting SMART goals with childcare centers to prioritize needs like enrollment, marketing, and expansion.





Questions



Co-Ops for Childcare



Rural Co-op: Initial Stage

- ❖ The Childcare team has initiated research into the structural components of successful co-op models.
- ❖ The Business Coach has been tasked with developing a survey schedule to **assess** the needs of rural childcare providers. This schedule is currently being developed and will be shared when available.
- ❖ We are **studying** informational articles and materials to learn from existing successful co-op models and identify potential resources and support avenues.
- ❖ We are engaged in discussions with our Alamo Quality Pathway partners to ensure alignment of efforts and explore potential collaboration opportunities.
- ❖ We are actively **researching** existing community initiatives, meetings, and relevant activities to identify potential partnership opportunities for Workforce staff and determine how we can effectively contribute to ongoing efforts.



Phase 1 Exploratory	2-6 months
<p>Idea Development & Initial Group Formation: Identifying the need for a co-op and gathering a core group of interested individuals</p> <p>4- 8 weeks</p>	
<p>Research & Study: Assessing the sustainability of the co-op by analyzing market demand, competition, and potential financial performance</p> <p>8 – 24 weeks</p>	
<p>Develop a Business Plan: Creating a detailed roadmap for the co-op, including its mission, goals, structure, operations, and financial projections</p>	
Phase 2 Organizational Structure	6-12 months
<p>Choose a Structure: Determining the appropriate legal framework for the co-op (e.g., consumer co-op, worker co-op, producer co-op) and registering it with the relevant authorities if needed.</p> <p>4- 8 weeks</p>	
<p>Develop Agreements: Creating documents that outline the co-op's rules, rights and responsibilities, and decision-making processes</p> <p>8 - 24 weeks</p>	
<p>Secure Funding: Exploring funding options, such as member investments, loans, grants, or other.</p>	
Phase 3 Implementation & Launch	12-18 months
<p>Set up Operations: Establishing the co-op's physical space, equipment, technology, and other necessary infrastructure</p> <p>8 – 24 weeks</p>	
<p>Marketing and Outreach: Promoting the co-op to potential members and customers.</p> <p>ongoing</p>	



Questions



Targeted Occupation - Early Child Care Workers



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Request for ECE Workers to be added as a Targeted Occupation

- ❖ Child Care Team has already begun pulling information and working with other Workforce staff to research.
- ❖ The Child Care Team reached out to other workforce boards to see if other boards have placed Early Child Care workers on their local plan as a targeted occupation.
 - Out of 28 boards
 - 8 boards responded
 - ❖ 4 boards HAD added this group
 - (1 of the 4 in discussions to remove, due to criteria not meeting high demand/high wage)
 - ❖ 4 boards DID NOT have them added
 - Due to local wages not meeting self sufficiency



ONET Title: Childcare Workers

ONET Code: 39-9011.00

Occup. Code	Summary Level	Occupation Title	Estimated Employment	Mean Wage	Entry Wage	Experience Wage
27-3092	Detail	Court Reporters and Simultaneous Captioners	40	\$70,116	\$25,241	92554
31-1131	Detail	Nursing Assistants	7,520	\$35,222	\$29,305	38180
31-2011	Detail	Occupational Therapy Assistants	450	\$74,294	\$58,904	81989
31-2021	Detail	Physical Therapist Assistants	950	\$71,170	\$48,779	82366
31-9011	Detail	Massage Therapists	490	49833	28410	60545
39-9011	Detail	Childcare Workers	3,790	\$29,034	\$21,876	32613





Questions





Partner Updates



United Way



Early Matters



Texas A&M University San Antonio



Pre-K for SA





CEO Report

- Child Care Rural Visits Calendar



Childcare Rural Community Meetings for January 2025





CEO Report: Child Care Rural Support

December 2024 & January 2025

December 2024

Date	County/City
12/03/2024	Pearsall & Kerrville
12/04/2024	Floresville & Boerne
12/10/2024	Hondo & Seguin
12/11/2024	Kenedy
12/12/2024	Pleasanton & New Braunfels
12/17/2024	Pearsall & Kerrville
12/18/2024	Floresville & Fredericksburg
12/19/2024	New Braunfels

January 2025

Date	County/City
01/07/2025	Pearsall & Kerrville
01/08/2025	Floresville & Boerne
01/09/2025	Pleasanton & New Braunfels
01/14/2025	Hondo & Seguin
01/15/2025	Kenedy
01/21/2025	Pearsall & Kerrville
01/22/2025	Floresville & Fredericksburg*
01/23/2025	Pleasanton & New Braunfels
01/28/2025	Hondo & Seguin
01/29/2025	Boerne



In Person: Child Care Services Community Support

Pending location: Fredericksburg



CEO Report: Child Care Rural Support

Community Events

December
2024 &
January
2025

12/03/2024: Gillespie: Connecting the Vine
Kerrville Interagency
Karnes Co. Interagency

01/07/2025: Gillespie: Connecting the Vine

01/08/2025: Wilson County Interagency

12/05/2024: ChildSafe Resource Event

01/09/2025: Atascosa/Pleasanton:
Atascosa Community Action & Pleasanton
Interagency

12/10/2024: Floresville Mini Resource Fair

12/12/2025: Pleasanton Community Meeting

01/16/2025: Wilson County Job Fair

12/17/2024: State of Child Care Summit: Kerrville
Bandera Interagency meeting

01/21/2025: Bandera Interagency

01/27/2025: Seguin Interagency

01/28/2025: Karnes County Interagency



Questions





Chair Report

Ana DeHoyos O'Connor
Committee Chair





Questions



Thank you!

