



Scope of Work

Early Childhood Educator Compensation Policy Consultant

Time Period: January 2023 – May 2023

Background: Current payment mechanisms for child care providers, both public and private, are unstable, sporadic and insufficient, with rates that are primarily based on setting, age of child, number of children served, time of day of service, hours of service, etc. Evidence demonstrates that caregiver emotional well-being is undermined by the lack of stable funding, as is caregiver's ability build assets. At the same time, a lack of stable funding for caregivers undermines the availability and stability of care for families, as well as quality and responsiveness of care. As the early childhood field reckons with how to reform compensation, there is a need for models of compensation reform that can help reimagine how to support our child care workforce and support thriving economies.

Impact Charitable, in partnership with community-based organizations, is conducting a pilot for the Thriving Providers Project in Jefferson County as one model for childcare compensation reform. The Thriving Providers Project provides direct cash grants to supplement family, friend and neighbor (FFN) child care provider wages, offers language-accessible and culturally-responsive mental health services for FFN providers, and supports peer resource navigation and referral.

We believe that the Thriving Providers Project can generate meaningful evidence, provide a blueprint for how we can better support and compensate our child care workforce, and pave the way for policy reform that can create lasting systems-wide change.

In partnership with the Community First Foundation, we will use Jefferson County as a model for taking the Thriving Providers Project from "pilot to policy", leveraging the evidence generated from the program to inform, shape, and ultimately change policy on in Jefferson County. Specifically, we will aim to support policy reforms that increase the number of providers who have access to public payment for their child care services, increase the rate of payment for care sufficient to meet the economic needs of the caregiver, and increase the frequency and stability of payment for care. By cultivating champions and securing policy reform at the local level, we believe this can provide a roadmap for larger, statewide change.

We are seeking a policy consultant to help support the first phase of this work.

Scope of Work: The policy consultant will conduct a policy scan to understand the specific policy opportunities for compensation reform under Cornerstone #1 of the Bright Futures Roadmap. This will include stakeholder interviews, policy reviews, and deep dives with policy leaders in the Bright Futures coalition. The goals of this phase will be to frame pathways & opportunities for policy reform as it pertains to child care workforce compensation, identify policy barriers and ways to overcome them, identify specific policies to prioritize to support, and understand the landscape of actors required to drive policy change forward.

By the end of this phase of work, the consultant will have completed the following and synthesized this in a report:

- Identified key stakeholders, including mayors, legislators and their respective staffers, focal people within the local offices, lobbyists, advocates, think tanks, and other key focal people who will be important to partner with on this policy work;
- Conducted a rapid policy review to understand existing policies in place, process or previously proposed (but not passed) related to this policy opportunity;
- Analyzed national models/solutions and their relevance or applicability to this context (rapid);
- Prioritized stakeholders to collaborate with to further based on an understanding of project goals and completed a series of interviews and discussions with prioritized key stakeholders (to be prioritized);
- Based on policy review and stakeholder engagement, the consultant will have identified needs and barriers for policy reform and determined policy change recommendations to improve the rate and frequency of payment for child care in Jefferson County in alignment with the priorities of the Bright Futures Roadmap;
- Identified cascade approaches to longer-term policy goals to provide pathways for incremental milestones to be achieved that align with the broader policy objectives.

The total compensation for this scope of work should not exceed \$15,000.

To Apply: Interested consultants should send a proposal outlining their relevant experience, approach to completing the aforementioned scope of work, and associated fees to Jourdan McGinn, Director of Economic Mobility & Direct Cash Transfers, jourdan@impactcharitable.org (not to exceed 3 pages). The deadline to submit is November 11th, 2022.