



PANDEMIC RECOVERY OFFICE

Child Care Workforce Registry Final Report

Submitted by State of Rhode Island Pandemic Recovery Office

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<https://pandemicrecovery.ri.gov>

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Child Care Workforce Registry

Project Identification Number: 10038

Pandemic Recovery Office Approval Date: October 31, 2022

Project Completion Date: October 31, 2024

Funded Amount: \$1,000,000

Expended Amount: \$1,000,000

Project Expenditure Category: 2.11 Negative Economic Impacts: Health Childhood Environments: Child Care

Problem Statement: The pandemic had a devastating effect on the child care industry, resulting in a significant reduction in available child care seats. The child day care services industry in Rhode Island experienced a 14.9% employment loss, vs. a 9.8% loss nationally, from the first quarter of 2020 to the second quarter of 2021. This affected families who faced immense pressure to re-evaluate how to meet their child care needs. Faced with this burden, families had to make tough decisions regarding employment.

Without a child care workforce registry, the Rhode Island Department of Human Services (DHS) was unable to regularly assess the state of the early learning workforce in terms of credentialing, turnover, retention, and compensation, or capture aggregate information about gaps and opportunities for workforce development. DHS was unable to regularly communicate with the early learning workforce about workforce development opportunities, compensation programs, etc. Much of DHS' staff time was devoted to the manual collection of data rather than monitoring and structuring policies targeted at improving the sector.

Project Overview: Through a request for proposals (RFP) process, the State contracted with MTX Group Inc. in July 2023 to help create the child care workforce registry. The registry launched in February 2024. MTX Group Inc. helped design the registry and develop a cloud-based platform to house it.

Child care employees are encouraged to use the registry. Having an accurate list of past and present educators allows the State to survey educators on the working conditions in child care facilities and tailor policies to address these conditions and reduce staff turnover. The improvements that will be made in the child care workforce will benefit children and families.

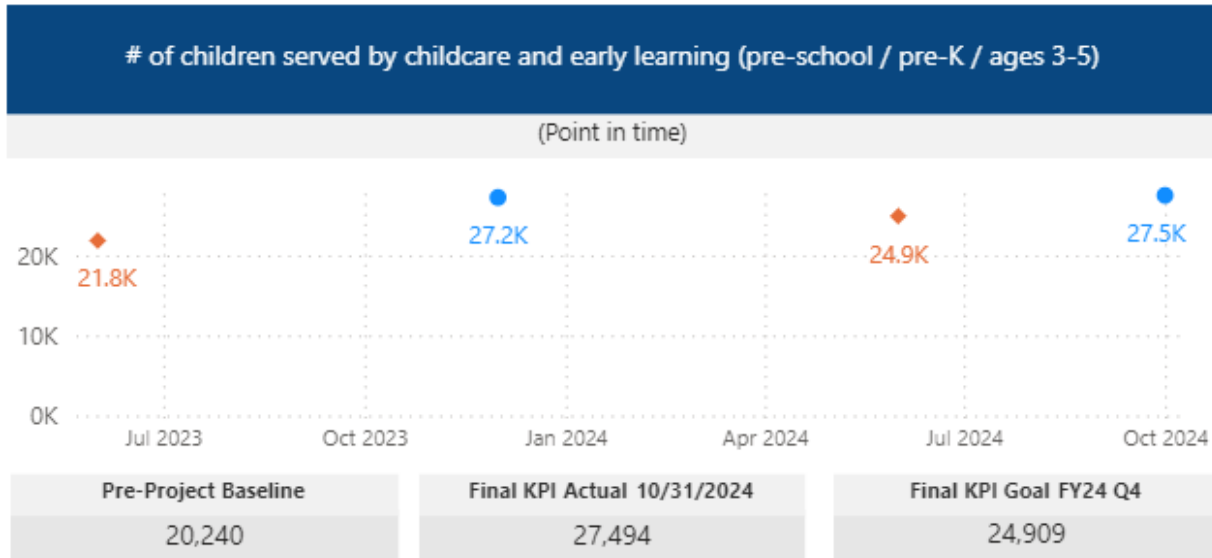
Financial Overview: All program payments can be found on the [Pandemic Recovery Office’s website](#) by filtering the “Project” box for “Child Care Workforce Registry.” The table below shows planned expenditures by fiscal quarter and actual expenditures by fiscal quarter:

Fiscal Year Quarter	Planned Expenditures	Actual Expenditures
FY 2023 Q2	\$158,081	-
FY 2023 Q3	\$158,381	-
FY 2023 Q4	\$158,380	-
FY 2024 Q1	\$68,771	-
FY 2024 Q2	\$68,770	\$69,493
FY 2024 Q3	\$68,771	\$680,273
FY 2024 Q4	\$68,771	\$239,580
FY 2025 Q1	\$62,519	\$10,654
FY 2025 Q2	\$62,518	-
FY 2025 Q3	\$62,519	-
FY 2025 Q4	\$62,519	-
Total	\$1,000,000	\$1,000,000
<i>Notes: A single audit fee applies to all State Fiscal Recovery Fund projects and accounts for \$300 of the \$1,000,000 in planned and actual expenditures.</i>		

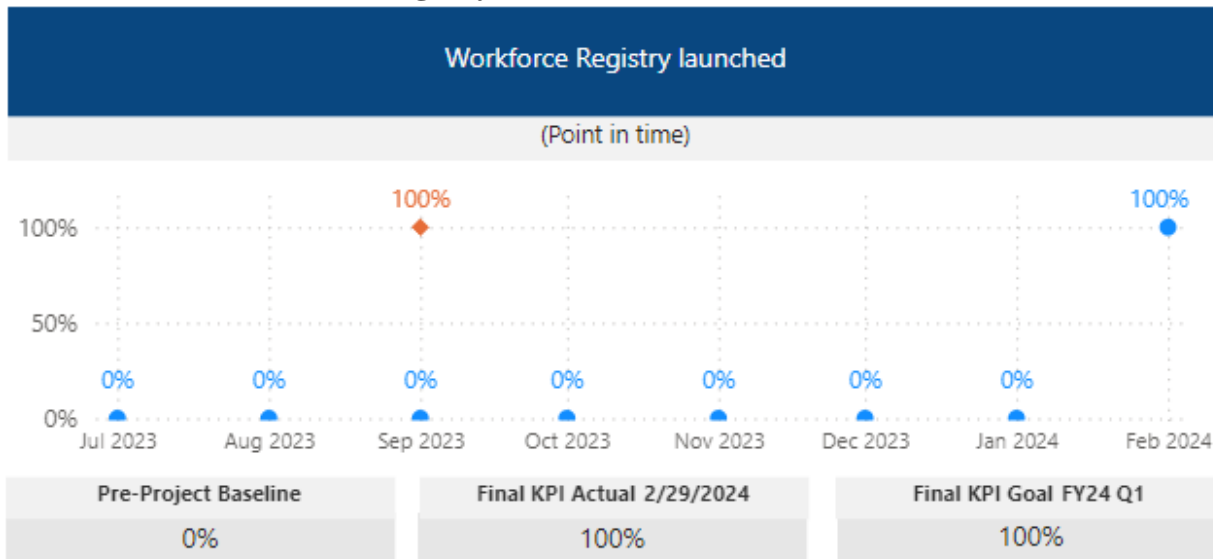
Key Performance Indicators: The following are the key performance indicators based on quarterly goals and monthly data collections.

Legend: ● Actual KPI Value Reported ◆ Quarterly Goals

1. Number of children served by child care and early learning



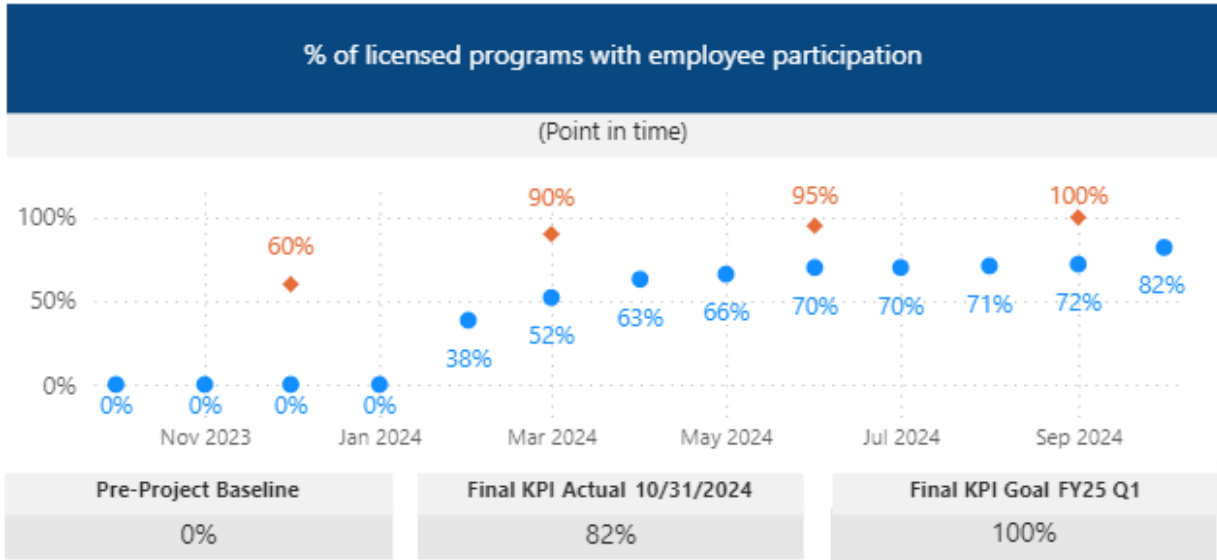
2. Launch of workforce registry¹



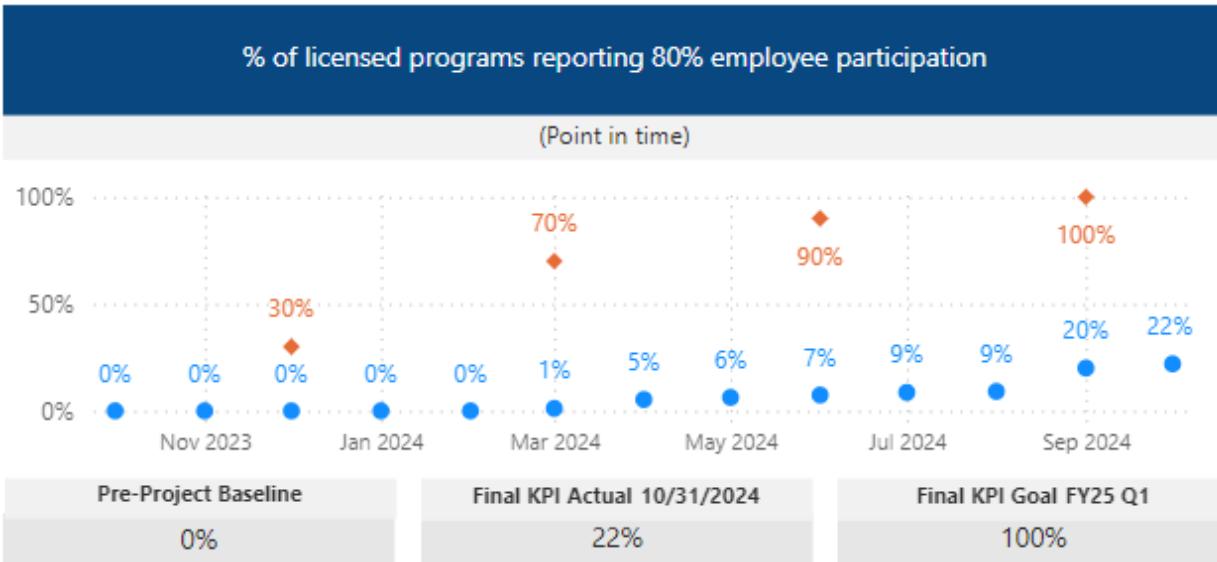
¹ This is a yes/no binary indicator: 0 meaning ‘no’, and 1 meaning ‘yes’.

Legend: ● Actual KPI Value Reported ◆ Quarterly Goals

3. Percentage of licensed programs with employee participation



4. Percentage of licensed programs reporting 80% employee participation



Legend: ● Actual KPI Value Reported ◆ Quarterly Goals

5. Number of educators with complete profiles

