

October 16 Pre-Work:

- *Understanding the options*
 - Colorado: The [Colorado Early Childhood Benefits Research Study](#) developed benefits package recommendations to enhance the compensation and job quality of the early care and education field. The Study explores the opportunities and challenges of expanding access to health insurance, retirement, and paid time off (PTO) benefits as part of a broader compensation package.
- *Health, life, and disability insurance; retirement*
 - Michigan: **Read the [one-pager](#) on the new Nurture Benefits pilot**, a partnership between the Michigan Small Business Association and Michigan Department of Lifelong Education, Advancement, and Potential. Additional resources:
 - [Michigan program aims to expand benefits for child care workers](#)
 - Nurture Benefits [website](#)
 - Washington, D.C.: **Read CSCCE's [blog post](#) on D.C.'s HealthCare4ChildCare initiative to learn more about how that program is structured.** Additional resources:
 - [Program overview](#)
 - [Outreach & Engagement Partnership Grant Program](#)
- *Child care subsidies*
 - Read this [brief](#) about categorical eligibility for the child care workforce, which started in Kentucky and has been adopted or explored by a number of other states. Additional resources:
 - [What the Bluegrass State Can Teach Us About Increasing Access to Child Care](#)
 - [Details on Maine's program](#)
- *Addressing the benefits cliff*
 - Massachusetts: Watch this [video](#) on a new initiative in Massachusetts that's working with employers and employees to mitigate the impacts of the benefits cliff. The current cohort focuses on healthcare workers, but the organization is hoping to do a cohort of early educators next.
- *Federal policy and H.R. 1*
 - The Georgetown Center for Children and Families has an [H.R. 1 hub](#) on all things Medicaid, including resources on impact to state budgets.
 - **Please read this report:** [Medicaid is a Critical Support for the Early Childhood Education Workforce.](#)

Further reading:

- *Time off*
 - Washington: [Washington's Early Care and Education Substitute Pool](#) is designed to support licensed providers in accessing substitutes for program coverage. The substitute pool program helps to recruit and train substitutes to become qualified and available across the state.
- *Retirement*
 - Arkansas: The state recently [passed a law](#) to make early educators and child care workers eligible to participate in the Arkansas Teacher Retirement System, a defined benefit retirement plan established for public school and other public education employees in the state.