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NCCP
National Center for Children in Poverty
Bank Street Graduate School of Education

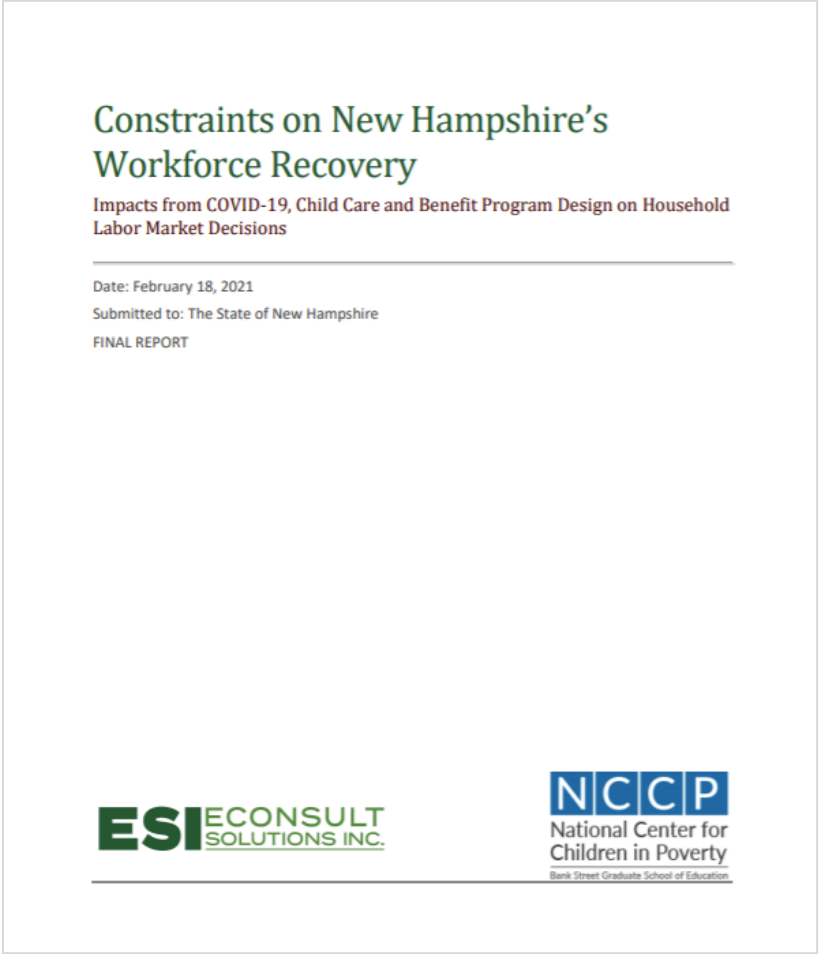
Constraints on New Hampshire's Workforce Recovery

Impacts from COVID-19, Child Care and Benefit Program Design on Household Labor Market Decisions

March 22, 2021

Agenda

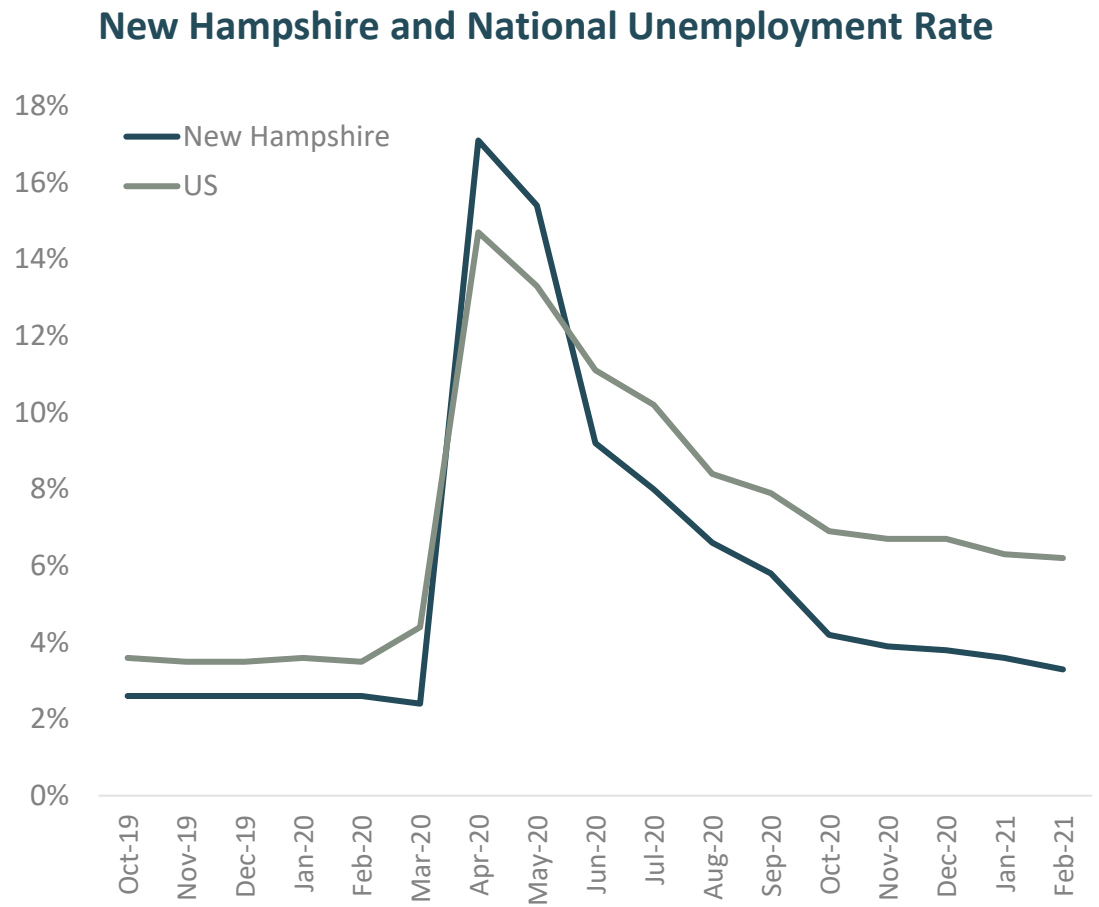
- Overview of Research Project
- Research Findings
  - Unemployment Analysis
  - Child Care Analysis
  - Benefit Cliff Analysis
- Policy Recommendations



See Report

Project Overview

- December 2019: Benefit cliff study began pursuant to NH HB4 (2019)
- March 2020: Onset of COVID-19 pandemic; study expanded to include:
  - Analysis of unemployment conditions and reasons relative to the pandemic;
  - Child care availability and affordability
- September 2020: Study period ended
- November 2020: Draft report submitted
- February 2021: Final report submitted



Research Team

Econsult Solutions, Inc. (ESI)

- ESI is a consulting practice based out of Philadelphia that provides business and public policymakers with economic consulting services.
- ESI's portfolio of work covers a full and diverse range of economic, fiscal and policy-related issues. Practice areas include public policy, economic development, transportation, and real estate, higher education and workforce.
- ESI's technical expertise ranges from big data analysis to GIS-based spatial analytics, sophisticated benefit-cost analysis to pro forma-based project feasibility analysis.
- Ethan Conner-Ross, Rebecca DeJoseph and Alix Sullivan were the primary ESI researchers on this study.

National Center for Children in Poverty (NCCP)

- NCCP is a nonpartisan public policy research center dedicated to promoting the economic security, health, and well-being of America's low-income families and children.
- NCCP uses research to inform policy and practice with the goal of ensuring positive outcomes for the next generation.
- NCCP conducts research and policy analysis and uses existing evidence to identify effective, innovative strategies that can improve the lives of children and families experiencing economic hardship.
- NCCP provides accessible information and recommendations about research-informed policies and initiatives that can help families and communities support children's success from infancy through young adulthood.
- Seth Hartig and Suma Setty were the primary NCCP researchers on this study.

Research Framework

Research Questions

- Analyze distortions in the normal operations of the labor market
  - Constraints on the ability of households to maximize short-term resources and long-term earning potential
- Potential constraints include:
  - Availability of employment
  - Household obligations such as child care
  - Policy disincentives such as benefit cliffs

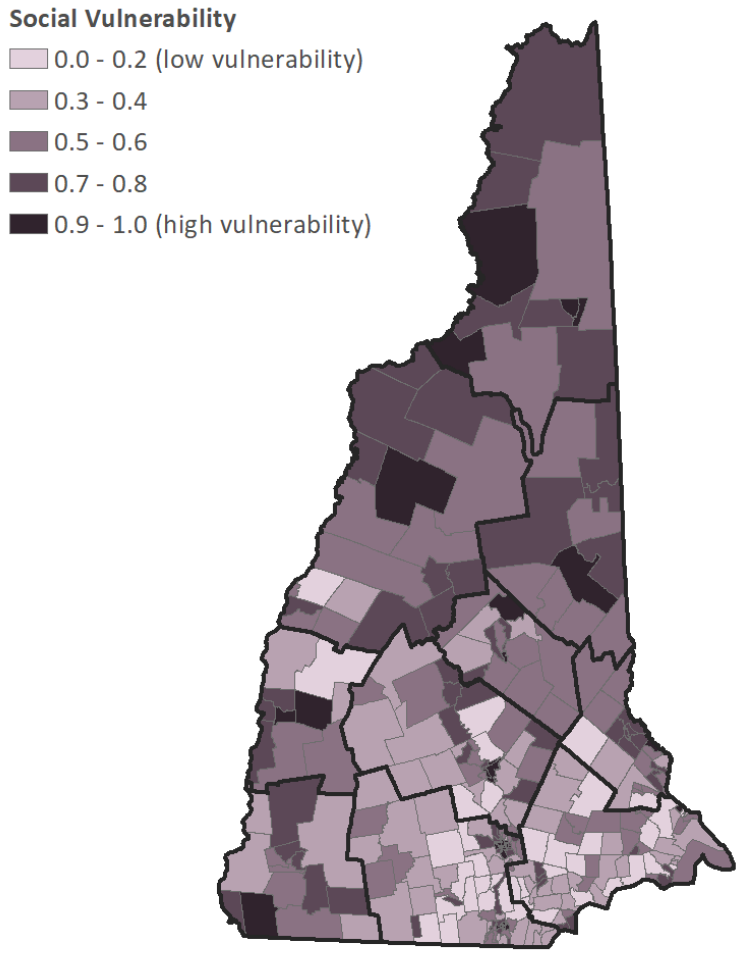
Research Methods

- Anonymized microdata on individual households
  - Benefits Programs, Unemployment
- Administrative data
  - Child care, employment, program regulations
- Longitudinal analysis
  - Baseline (pre-COVID), path during pandemic
- Geographic analysis
  - Variation by community, by county

Social Vulnerability

- Social vulnerabilities influence household decisions about workforce participation and ability to respond to stressors
- Existing Social Vulnerabilities
  - Defined through DHHS Social Vulnerability Index (SVI)
  - Factors like socio-economic status, household composition, access to social services, and the social determinants of health (SDOH)
- New and Exacerbated Social Vulnerability (COVID-19)
  - Many households found themselves newly vulnerable during the pandemic due to change in employment status, health conditions, caregiving needs, etc.

New Hampshire Social Vulnerability Index (Pre-COVID)



Geographic Analysis

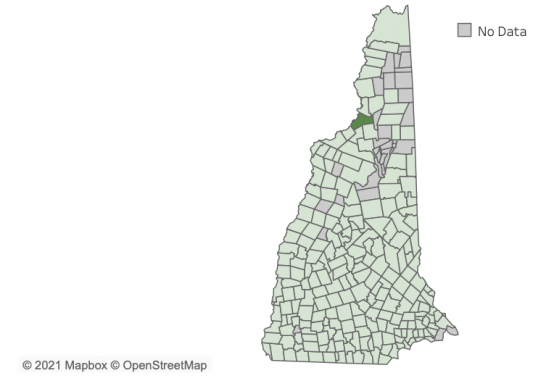
- Variation in workforce constraints and social vulnerability by town
- Typologies to define benchmarks:
  - County
  - Population density
  - Median household income
  - Social vulnerability
  - Employment composition
- Town-level data available in interactive appendix

Interactive Appendix by Town - Lancaster

Constraints on New Hampshire's Workforce Recovery

Benefit Cliff Workforce Constraints -- Technical Appendix

Use the dropdown to select a town. Lancaster



Town Characteristics - Lancaster

Population	3,249
Households	1,349
Median HH Income	$54,844
Social Vulnerability Index (0-1)	0.73
Poverty Rate	6.5%
% with Bachelors or Higher Degree	22.7%
Internet Access	81.3%
Sex Ratio (Males per 100 Females)	103

Typology

County	Coos County
Population Density	Mid-Low
Median HH Income	Low
Social Vulnerability	High
Employment Composition	Education & Health Services

Benefit Program Participation (Share of Total Households)

	New HEIG..	Medicaid	SNAP	CCDF	Subsidize..	TANF
Lancaster	25.9%	25.8%	6.7%	0.7%	6.2%	1.3%
New Hampshire	17.0%	17.0%	3.8%	0.6%	3.5%	0.7%
Coos County	22.6%	22.5%	6.5%	0.6%	6.4%	1.1%
Mid-Low Density	16.7%	16.7%	3.1%	0.5%	1.0%	0.6%
Low Income	26.0%	25.9%	7.3%	1.0%	6.5%	1.3%
High SVI	25.2%	25.1%	6.7%	0.9%	6.5%	1.1%
Education & Health Services	18.1%	18.0%	4.3%	0.7%	4.4%	0.8%

Prevalence of Benefit Cliffs that are High Risk

	Healthcare	Child Care	SNAP	Housing	LIHEAP	TANF
Lancaster	9.6%	53.8%	9.1%	12.5%	7.1%	0.0%
New Hampshire	11.3%	52.7%	12.9%	11.0%	9.8%	2.1%
Coos County	12.0%	50.1%	7.0%	11.4%	6.6%	3.4%
Mid-Low Density	10.8%	49.7%	11.2%	11.7%	10.3%	3.6%
Low Income	11.6%	52.0%	12.1%	11.7%	9.8%	1.9%
High SVI	11.3%	52.1%	11.9%	11.1%	9.7%	2.2%
Education & Health Se..	11.3%	52.0%	13.2%	11.2%	9.5%	1.6%

See Interactive Appendix

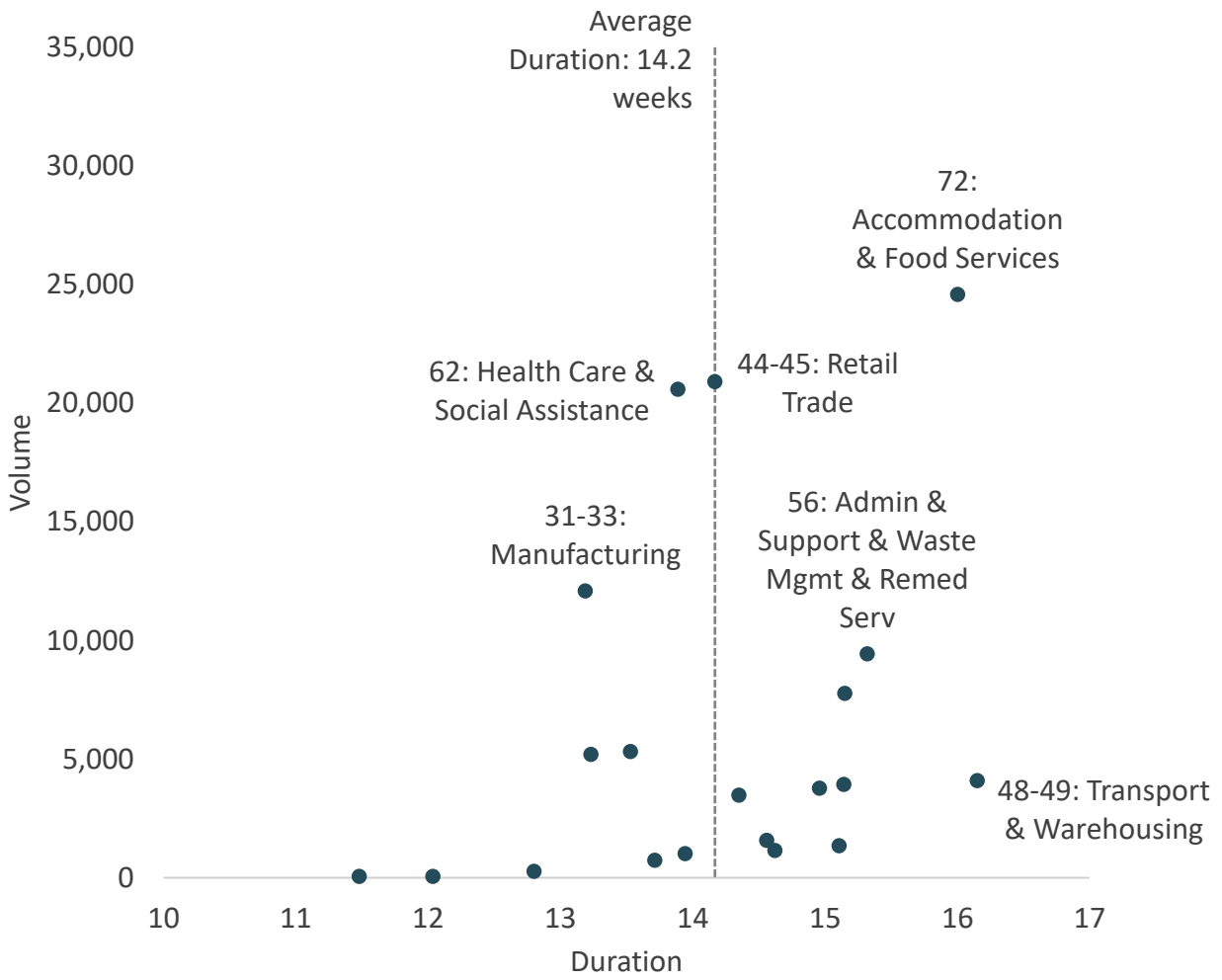
Research Findings

Unemployment Analysis

Sectoral Impacts

- Consumer-serving sectors have suffered the largest and most enduring job losses
  - Leisure and Hospitality
  - Retail
  - Health Care and Social Assistance

Volume and Avg Duration of Unemployment Claims by Sector (Feb – Sep 2020)

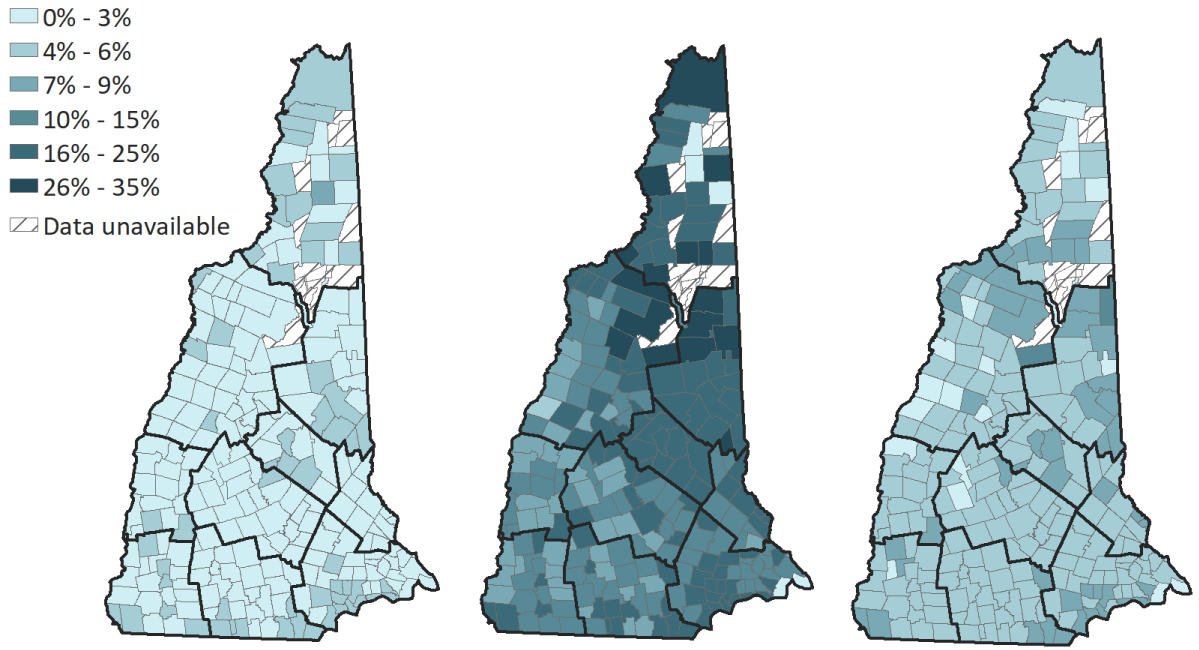


Unemployment Analysis

Geographic Variation

- Communities with lower median incomes and higher levels of social vulnerability have seen more durable increases in unemployment
- Job losses have been most enduring in the communities with the lowest density (most rural) and the highest density (most urban)

New Hampshire Unemployment by Town (Mar – Sep 2020)

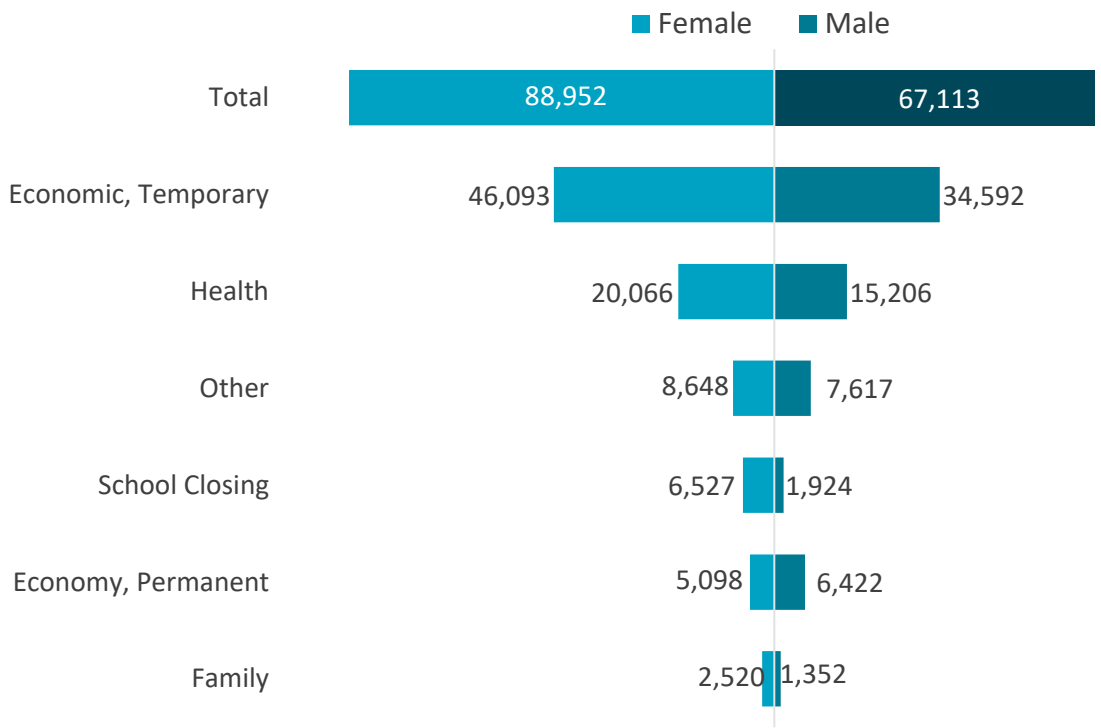


Unemployment Analysis

Gender Disparities

- Women have borne majority of unemployment and detachment from the workplace
  - Due to both the impacted sectors and to their disproportionate share of care responsibilities
  - Extended detachments from the labor force may have enduring effects on the labor participation and career trajectories of these women
- Underscores the barriers that women (in particular low-income) face balancing child care / family responsibilities with labor force participation opportunities

Reason for Unemployment by Gender (Apr – Sep 2020)



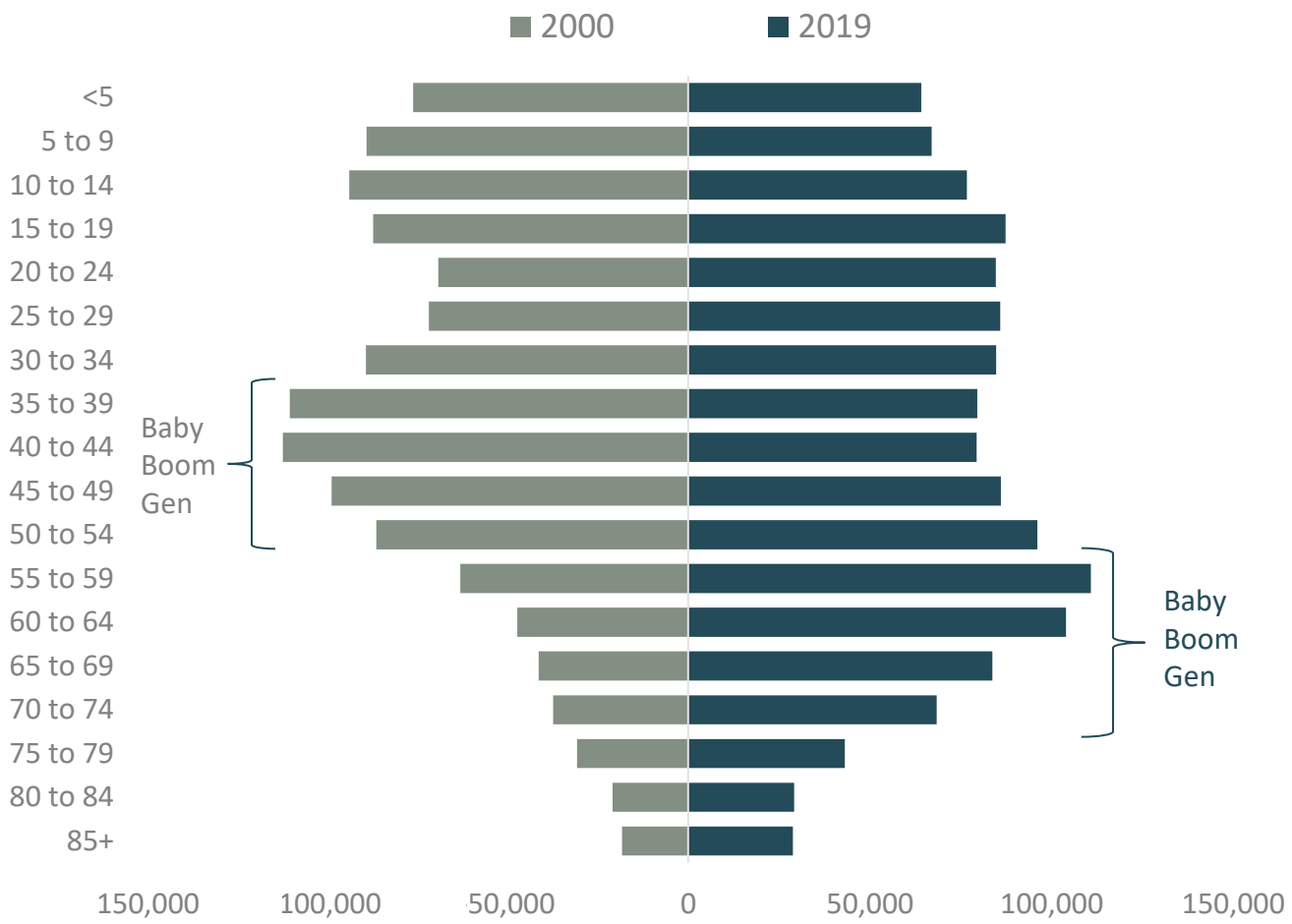
Unemployment Recommendations

Areas of Focus

- Supporting communities in service-concentrated industries
- Supporting unemployed workers
- Utilizing short-term compensation
- Enabling startup businesses

Demographic patterns dictate the long-term importance of labor force participation among harder to reach groups

New Hampshire Population by Age, 2000 & 2019



Child Care Analysis

Child Care Challenges (Age 0-6)

- **Affordability** of child care relative to incomes
- **Availability** of child care to families that are seeking it, including during non-standard hours
- **Quality** of care

Annual Cost of Child Care for Center-Based Care by County, 2019

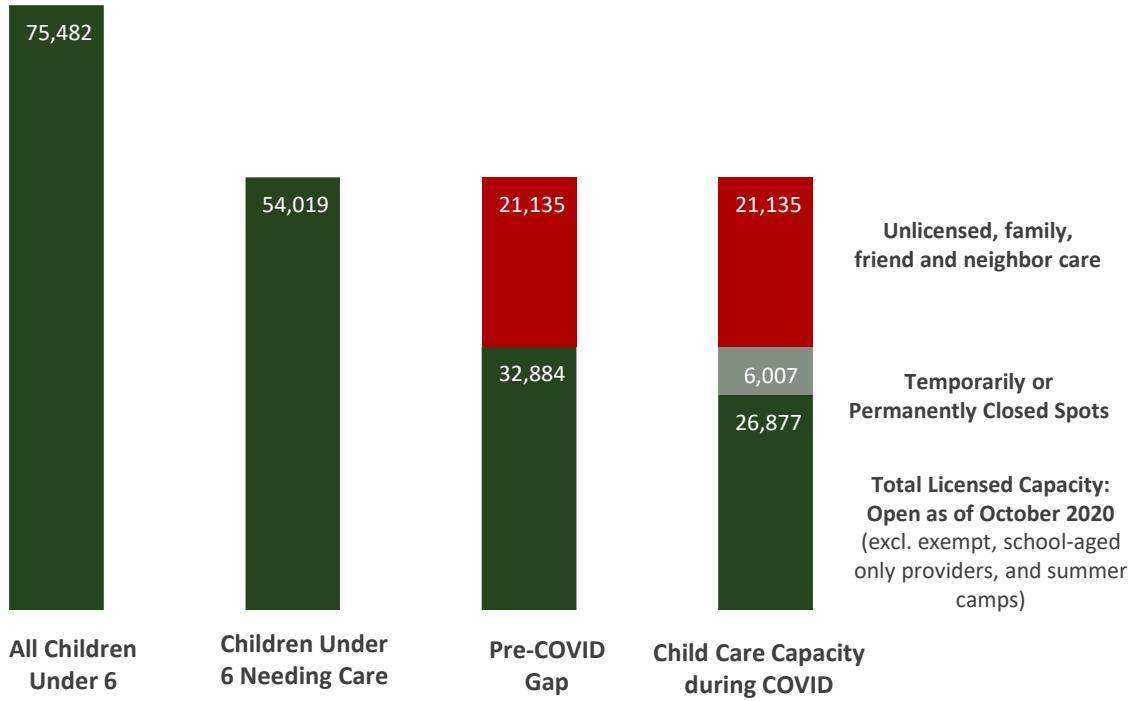
County	One Infant	Share of Median Income (2-Parent)	Two Children (Infant & 4yo)	Share of Median Income (2-Parent)
Belknap	$10,192	11%	$18,858	20%
Carroll	$10,247	14%	$18,857	26%
Cheshire	$12,009	13%	$21,460	24%
Coos	$9,193	14%	$17,253	25%
Grafton	$12,955	14%	$22,808	25%
Hillsborough	$13,106	12%	$23,497	22%
Merrimack	$11,604	12%	$21,395	22%
Rockingham	$13,897	12%	$24,961	22%
Strafford	$10,024	11%	$20,173	22%
Sullivan	$12,434	15%	$21,534	27%
State Average	**$13,044**	**12%**	**$23,647**	**22%**

Child Care Analysis

Child Care Capacity (Age 0-6)

- Pre-COVID, formalized child care capacity addressed about 60 percent of the estimated need for children under the age of 6 in New Hampshire
  - Gaps filled by unlicensed, family, friend and neighbor care alternatives
  - Availability challenges are most acute in rural areas (most likely to have “child care deserts”)
- At the height of the pandemic, child care capacity and demand were significantly reduced temporarily
  - While the majority of spots have reopened, capacity as of October 2020 met around 50 percent of the estimated need

Licensed Child Care Capacity in New Hampshire, Oct 2020

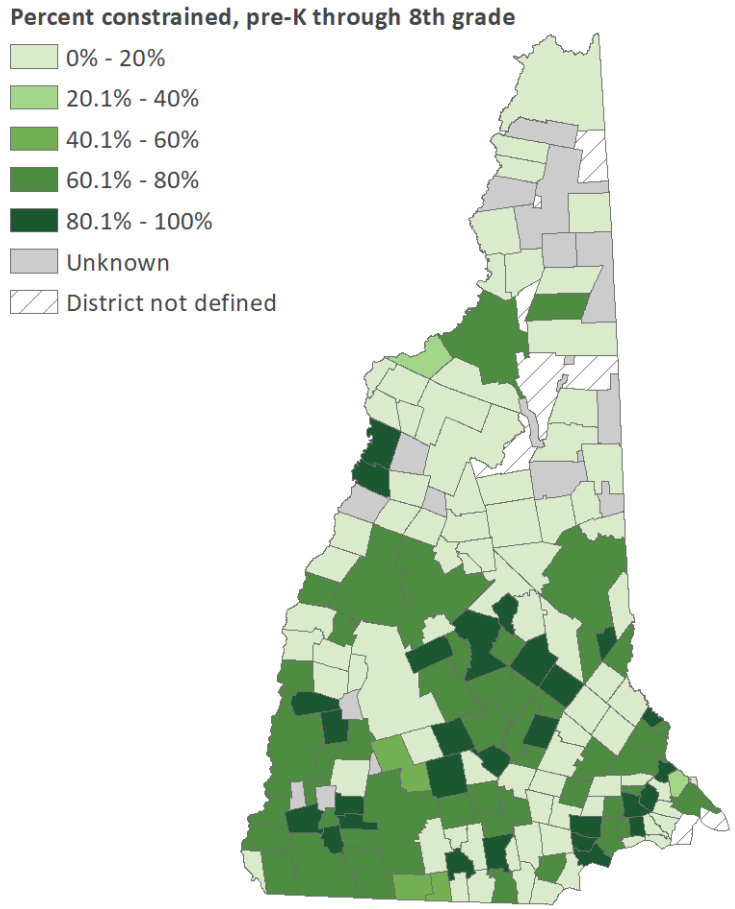


Child Care Analysis

School Age Children

- Estimated 59% of school districts implemented partial or full-time remote schooling at start of 2020-21 school year
  - Estimated 58,000 students (49% of school age children) requiring care during typical school hours
- 6% of NH unemployment claims due to school closing (79% claimed by women)

Est. School-Age Children Needing Care by District (Sep 2020)



Child Care Analysis

Weekly Potential Economic Impact of COVID-Related Child Care Issues in New Hampshire

Est. Impacts from Remote Learning (K-8 Students) (Fall 2020)



Est. Impacts from Reduced Licensed Child Care Capacity (Children <6)



Benefit Cliffs Analysis

Benefit Cliff Definition

- Occurs when families see a reduction of benefits due to new / increased income such that increased income does not offset the loss of the public benefits or increased costs (net resource loss)
  - May cause families to forgo valuable employment opportunities
  - Can lead to a less inclusive economy, sustain and promote generational poverty, and reduce overall economic activity

Programs Analyzed

- Medicaid
- Child Care and Development Fund (CCDF)
- Supplemental Nutrition Assistance Program (SNAP)
- Temporary Assistance for Needy Families (TANF)
- Housing assistance programs
- Low Income Home Energy Assistance Program (LIHEAP)

Benefit Cliffs Analysis

Net Resources Simulation

- Marginal framework based on methodologies pioneered through NCCP's Family Resources Simulator (FRS) online tool
  - FRS calculates net resources by comparing the value of a family's income and monetary equivalent of the public benefit they receive against expenses for basic needs
- Calculate net resources across incrementally increasing incomes allows user to pinpoint when benefit cliffs occur
  - When net resources fall instead of rise as income increases, this is an instance of a benefit cliff

Net Resources Calculation

$$\begin{aligned}
&\boldsymbol{Resources} \\
&= earnings + interest\ on\ savings + TANF + SNAP \\
&+ SSI + SSP + child\ support + EITC \\
&+ refundable\ portion\ of\ CTC
\end{aligned}$$

$$\begin{aligned}
&\boldsymbol{Expenses} \\
&= (federal, state, and\ local\ income\ taxes \\
&- nonrefundable\ credits) + payroll\ taxes + sales\ taxes \\
&+ (child\ care\ costs - CCDF\ subsidies) \\
&+ (rent - housing\ subsidies) + (utility\ costs - LIHEAP) \\
&+ (food\ costs - WIC - free/reduced\ price\ meals) \\
&+ transportation\ costs \\
&+ (health\ care\ costs\ if\ not\ on\ Medicaid - ACA\ subsidies) \\
&+ disability - related\ costs + debt\ payments \\
&+ miscellaneous\ expenses
\end{aligned}$$

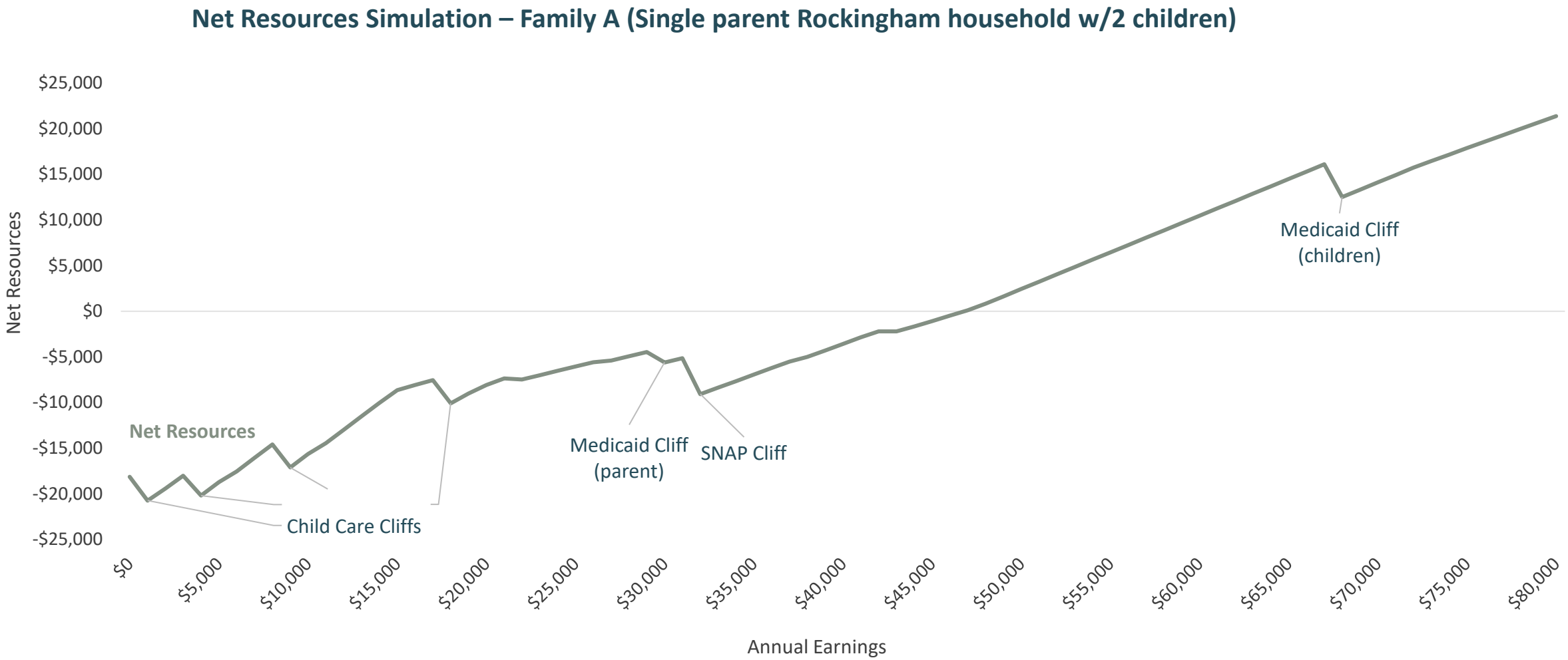
$$\boldsymbol{Net\ Resources} = Resources - Expenses$$

Benefit Cliffs Analysis

Characteristics of Typical Benefit Cliffs by Program

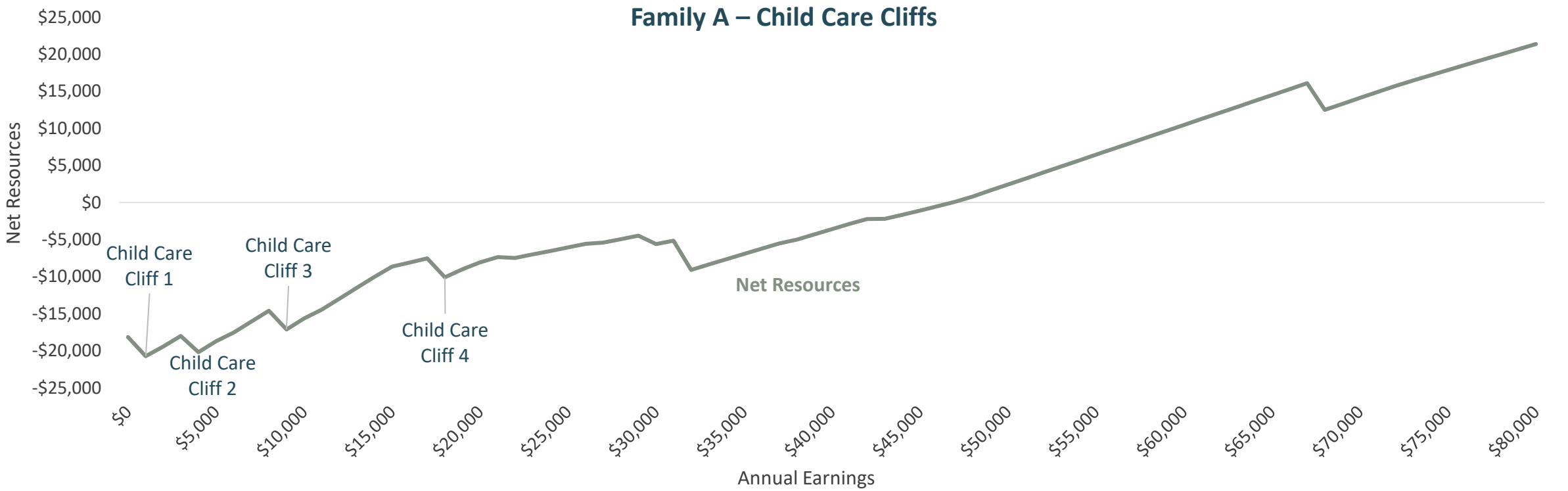
Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
Healthcare	61,633	57,413	Adults 138% FPL Children 318% FPL	Sudden benefit loss	ALL
Child Care	25,824	18,028	Single parent joining workforce Second adult w/children joining workforce	HH cost increase	All households w/ children
SNAP	11,786	6,440	185% FPL	Gradual decline up to sudden benefit loss	Single Adult w/Children
TANF	1,653	680	Combination w/SNAP, Housing	Gradual decline	Single Adult w/Children (without earnings)
Housing	7,683	2,200	Combination w/SNAP, TANF	Gradual decline	All households w/ children
LIHEAP	34,301	3,031	Stepwise declines, common cliffs at 100%, 200% FPL Combination w/ Healthcare or Child Care	Step decrease up to sudden benefit loss	Single Adult w/Children

Benefit Cliffs Analysis



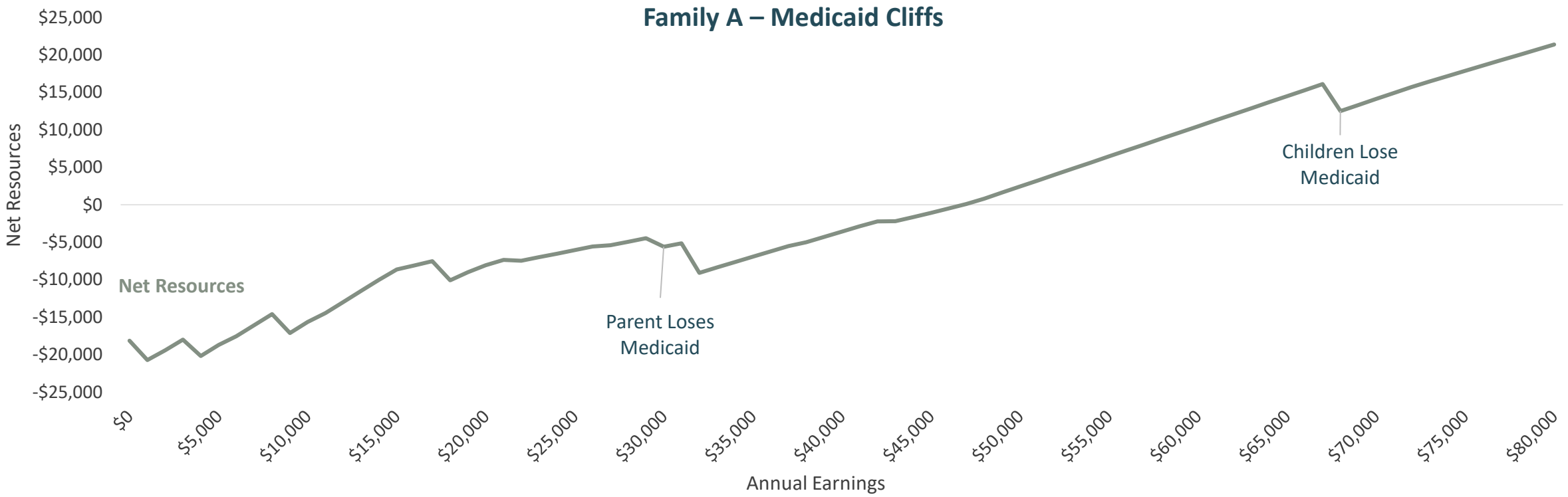
Benefit Cliffs Analysis – Child Care

Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
Child Care	25,824	18,028	Single parent joining workforce Second adult w/children joining workforce	HH Cost Increase	All households w/ children



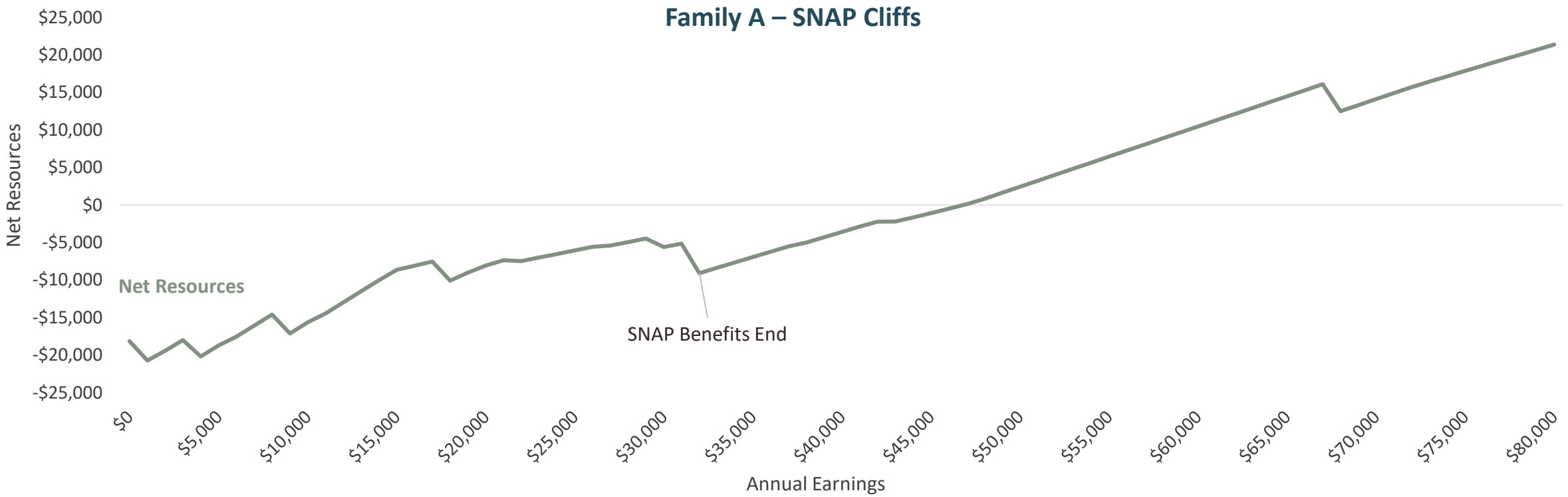
Benefit Cliffs Analysis - Healthcare

Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
Healthcare	61,633	57,413	Adults 138% FPL Children 318% FPL	Sudden benefit loss	ALL



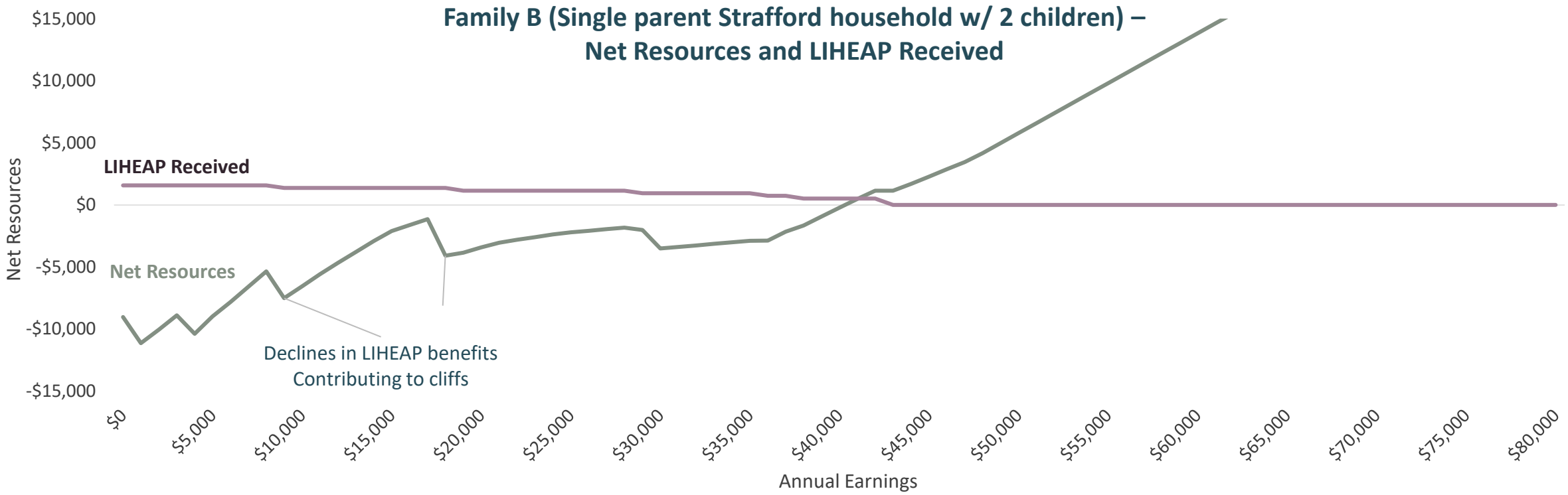
Benefit Cliffs Analysis - SNAP

Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
SNAP	11,786	6,440	185% FPL	Gradual decline up to sudden benefit loss	Single Adult w/Children

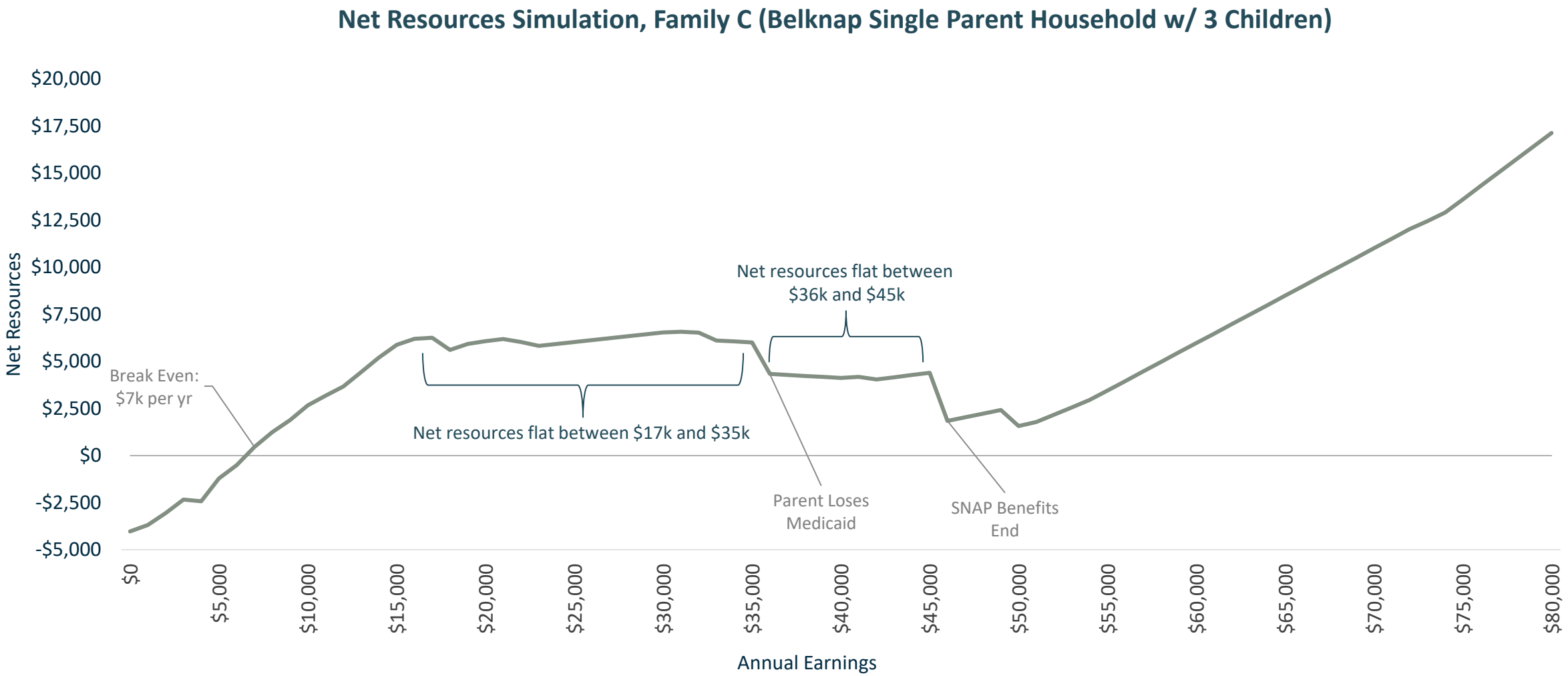


Benefit Cliffs Analysis - LIHEAP

Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
LIHEAP	34,301	3,031	Stepwise declines, common cliffs at 100%, 200% FPL Combination w/ Healthcare or Child Care	Step decrease up to sudden benefit loss	Single Adult w/Children

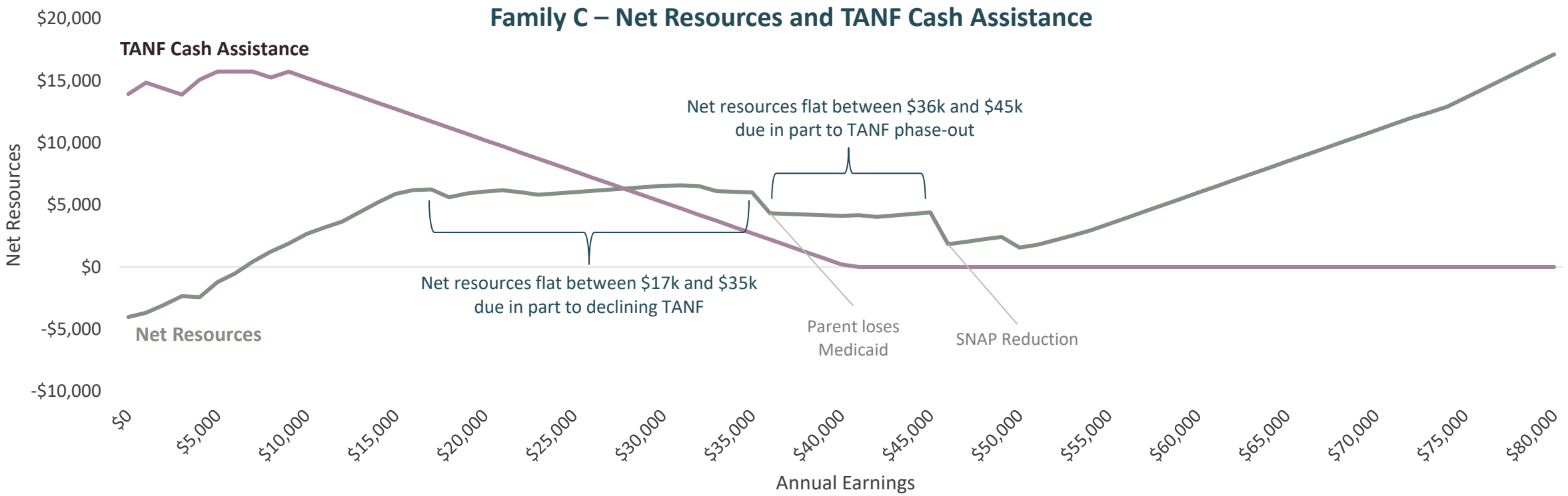


Benefit Cliffs Analysis - Combined Cliffs



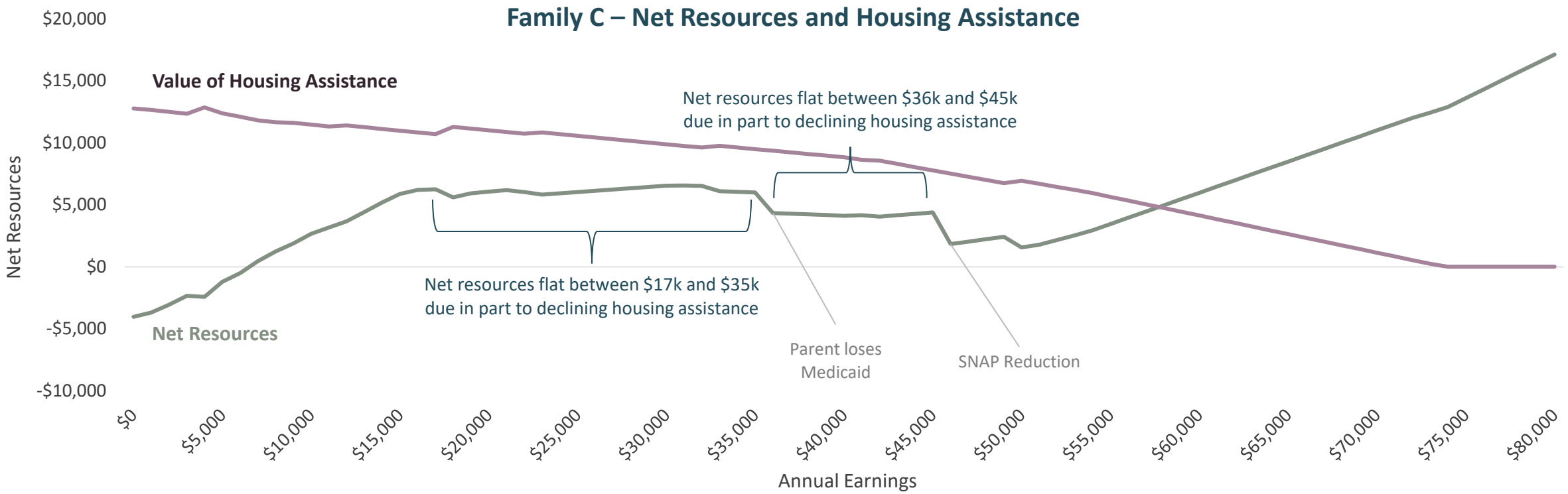
Benefit Cliffs Analysis - TANF

Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
TANF	1,653	680	Combination w/SNAP, Housing	Gradual decline	Single Adult w/Children (without earnings)



Benefit Cliffs Analysis - Housing

Program	# Families Affected	Unique Families Facing Cliffs	Common Cliffs	Nature of Cliff	Most Impacted Household Types
Housing	7,683	2,200	Combination w/SNAP, TANF	Gradual decline	All households w/ children



Recommendations

Child Care and Benefit Cliff Recommendations

Summary of Child Care and Benefit Cliff Recommendations

Category	Policy Recommendations
Child care	Expand funding for the CCDF program
	Adjust CCDF step options so that there are more intervals with smaller increments
	Raise state payment rates for non-traditional hours
	Continue to pay child care providers based on enrollment, not on attendance
	Include license-exempt providers in next market rate study
	Implement a statewide pre-K program
	Expand Head Start and Early Head Start
	Continue adequate funding for full-day kindergarten
	Encourage or support employer provision of onsite child care

Category	Policy Recommendations
Food insecurity / SNAP eligibility	Increase SNAP gross income limit
	Provide a nominal Heat and Eat payment to SNAP recipients receiving housing subsidies
	Encourage Community Eligibility Provisions take up
TANF Cash Assistance	Increase the TANF earned income disregard
	Increase the TANF child care deduction
Healthcare	Incentivize or encourage employers to offer dependent care FSA
Housing	Encourage greater use of the Public Housing flat rent option
Transportation	Incentivize or encourage employers to provide free transportation to employees

Policy Recommendations: Child Care

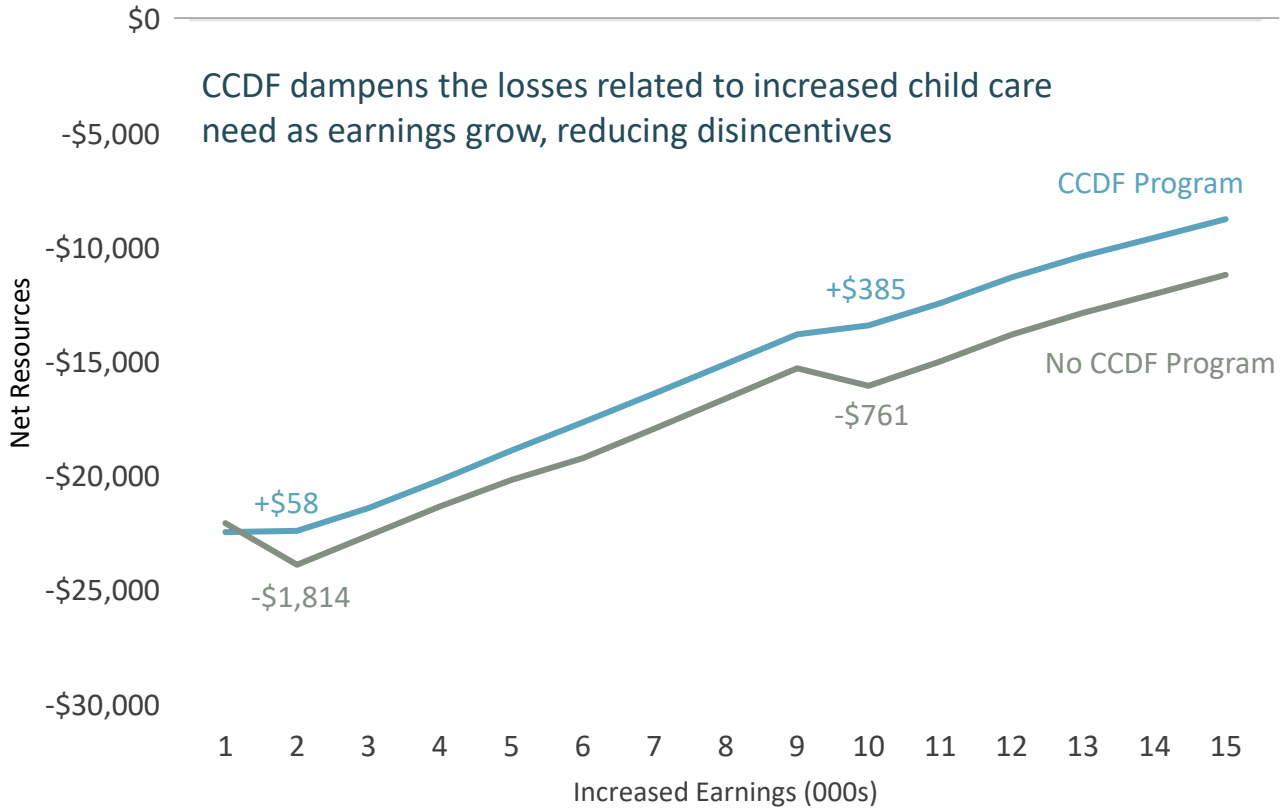
Expand funding for the CCDF Program

- Support expansion through increasing program funding at the federal level

Extend recertification period

- Explore extending recertification time beyond 12 months and aligning it with child care enrollment schedules
  - Would allow more children to be able to complete school terms in a stable child care environment
  - Families may be more willing to work more hours and/or seek higher wages in the short term

Paths of Similar Families based on CCDF Enrollment



Policy Recommendations: Child Care

Raise state payment rates for nontraditional hours (NTH)

- Very few child care providers provide child care during weekends or evenings
- Low-income families most likely to have demand for child care during these times
- Raising state payment rates for nontraditional hours increase the supply of providers that offer nontraditional hours

Demand-side

53% of families with children under age 6 work *at least some* NTH

Supply-side

Small *and decreasing* availability of NTH Care (2018 NH MRS)

Solution

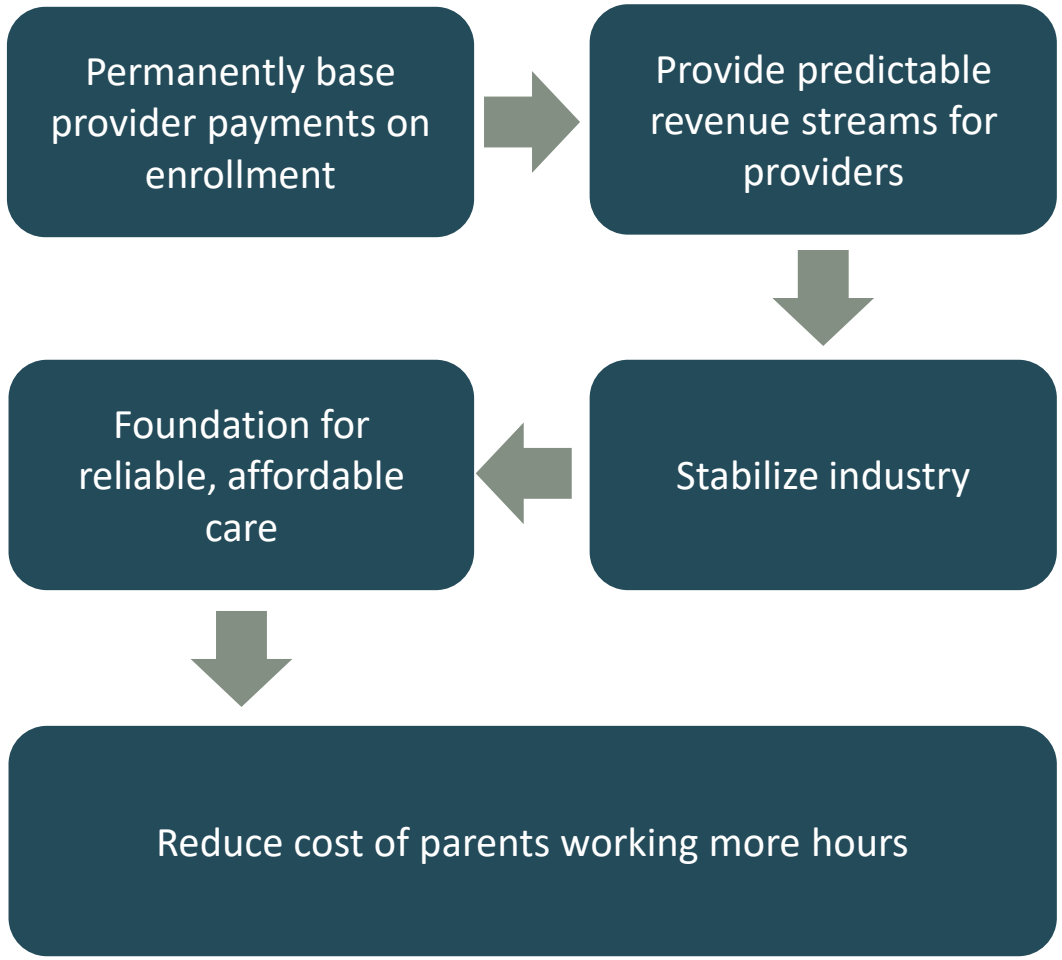
Increased SPRs to providers who offer care at nontraditional hours → More providers offering nontraditional hours → More high-quality options and choices for families needing nontraditional care

Policy Recommendations: Child Care

Continue to pay child care providers based on enrollment, not attendance

- During pandemic – NH allowed providers to use "Disaster Billing"
  - Provider payments based on full enrollment, whether or not program was open / every child was present
- Child care programs are staffed based on enrollment, not anticipated attendance
  - Tying provider payments to enrollment basis permanently could make salaries and other fixed costs less burdensome and provide predictable revenue streams for providers
  - More stable revenue stream could stabilize the industry, laying a foundation for reliable, affordable child care

Impacts of Continuing Provider Payments based on Enrollment

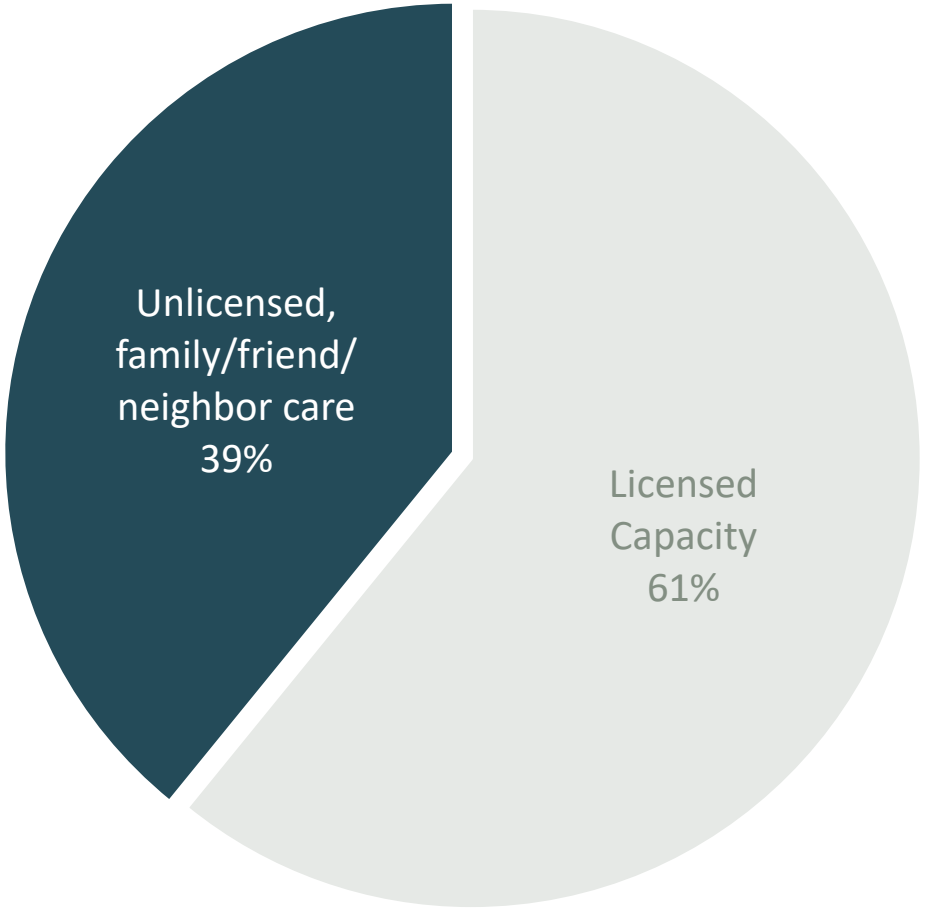


Policy Recommendations: Child Care

Include license-exempt providers in the next market rate study

- Latest market rate study used to inform SPRs limited scope to licensed providers
- Prior to pandemic, only 61% of child care was provided by licensed providers, meaning nearly 40% of child care provided was not factored into calculating SPRs
  - During COVID, many parents were pushed towards other providers (share of non-licensed providers may be even higher moving forward)
- Including license-exempt providers in the next market rate study would help ensure that SPRs are adequately close to market rates & help avoid large, fixed costs that can occur when available rates exceed maximum SPRs

Child Care Capacity in New Hampshire, 2020

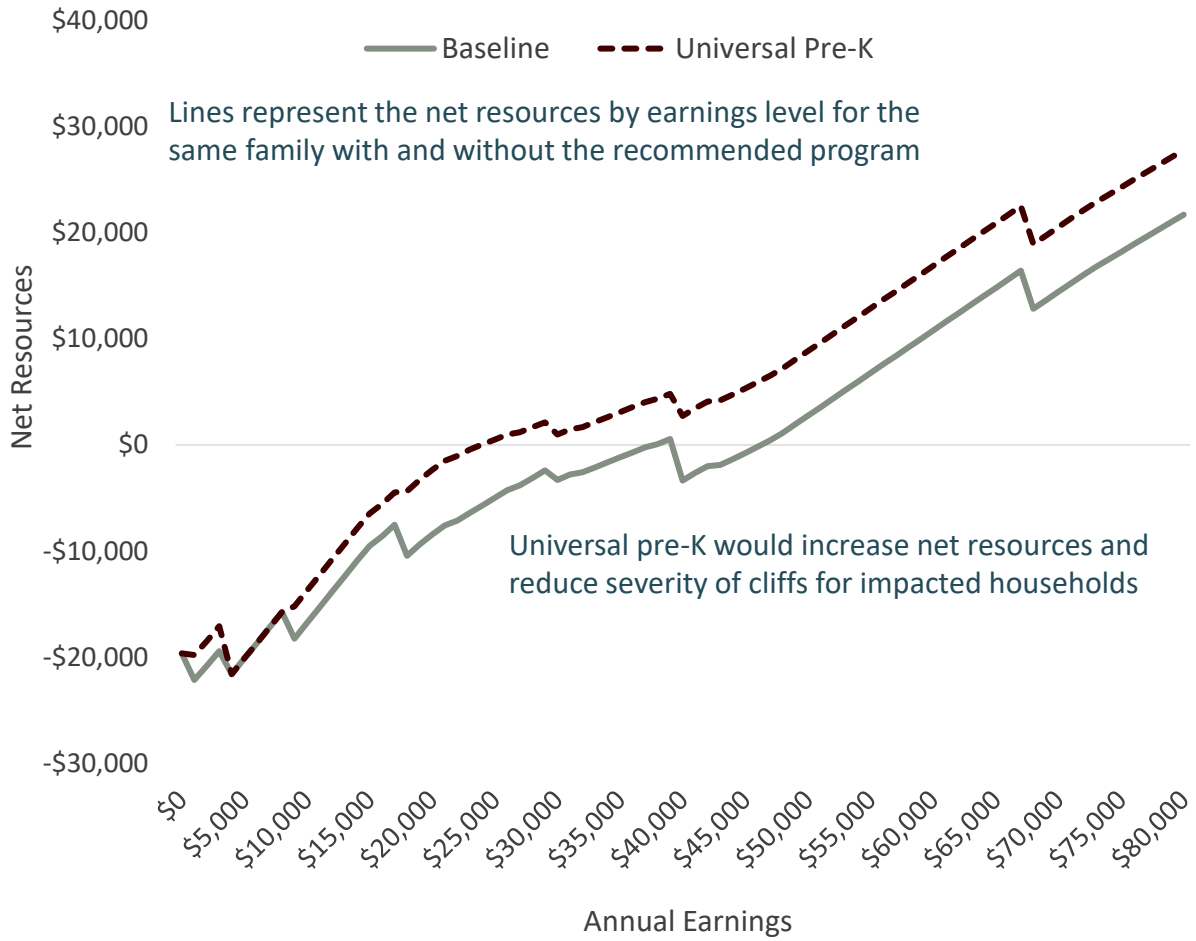


Policy Recommendations: Child Care

Implement a statewide pre-K program

- ~25% of of four-year-olds attended public pre-K in 2019
- NH one of six states that does not have a statewide pre-K program meeting standards of the National Institute for Early Education Research (NIEER) definition
- Households impacted: Parents with children aged 3-4 years old

Example Model Output: Universal Pre-K

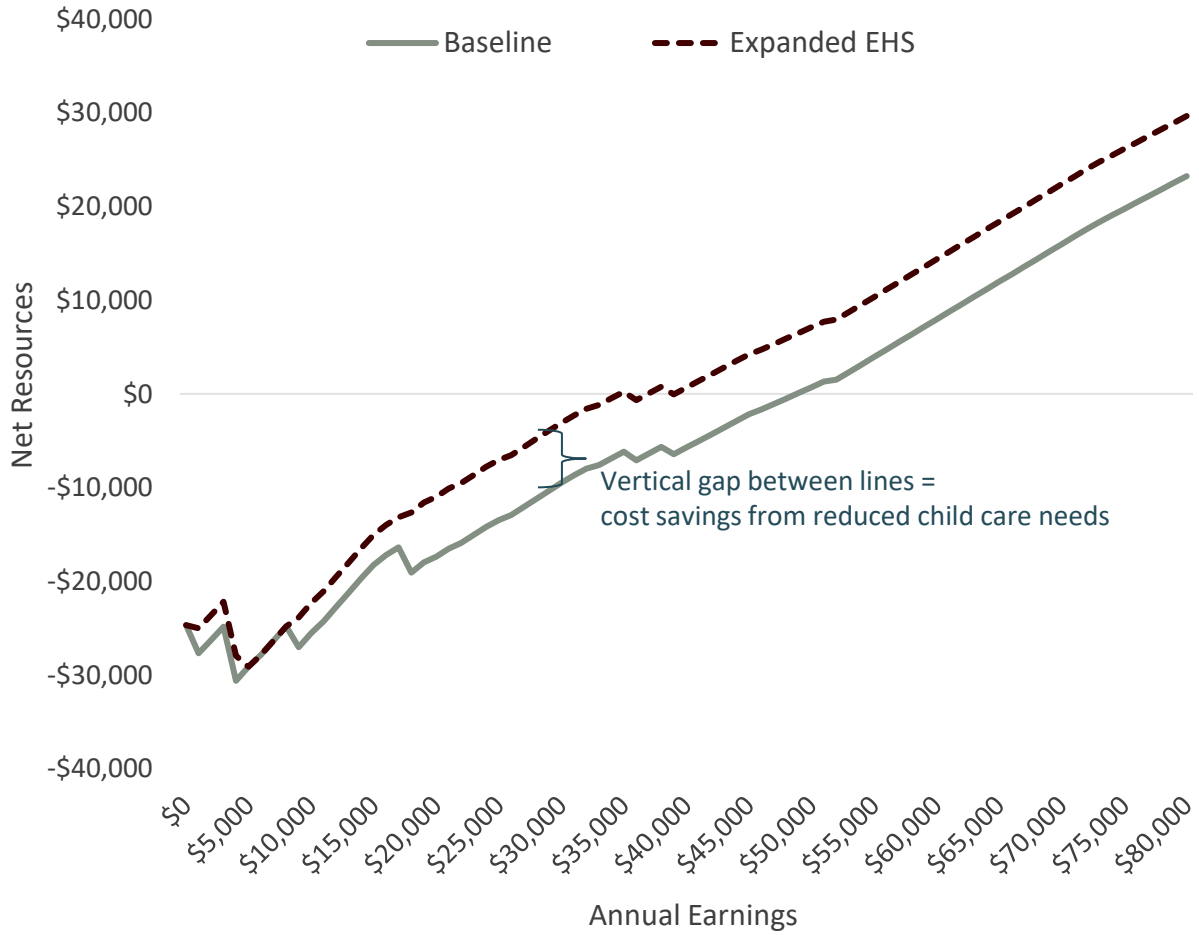


Policy Recommendations: Child Care

Expand Head Start and Early Head Start

- Can be significant overlap between Head Start and what can be considered pre-K, would serve similar households
- Expanded Early Head Start would impact households with children younger than 3 years old

Example Model Output: Expanded Early Head Start

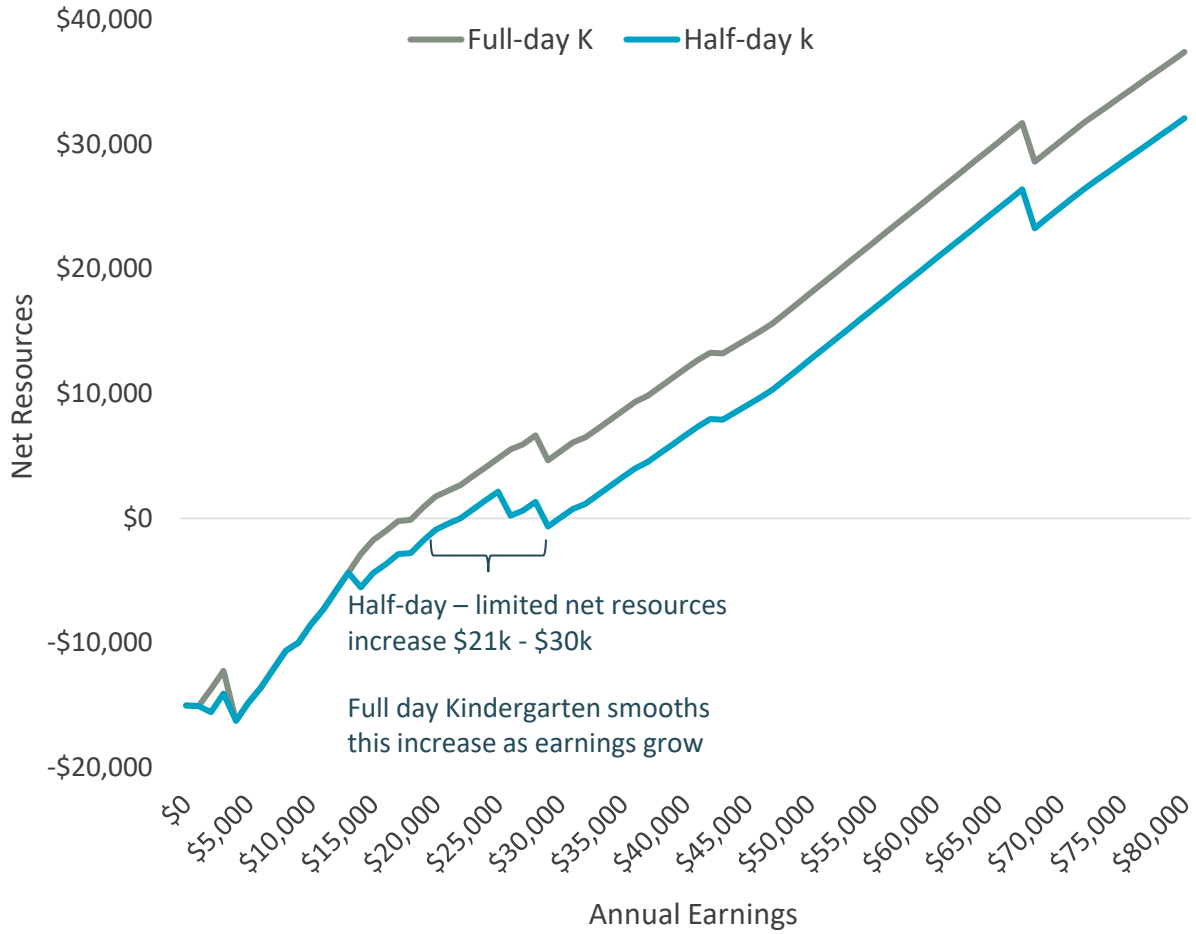


Policy Recommendations: Child Care

Continue funding for full-day kindergarten

- Prior to pandemic, most NH school districts offered full-day kindergarten options, but full-day is not statutorily mandated
  - State funding support has increased in recent years
- If kindergarten availability decreases, child care costs would increase for parents of kindergarten-age children

Example Model Output: Full- vs. Half-day Kindergarten

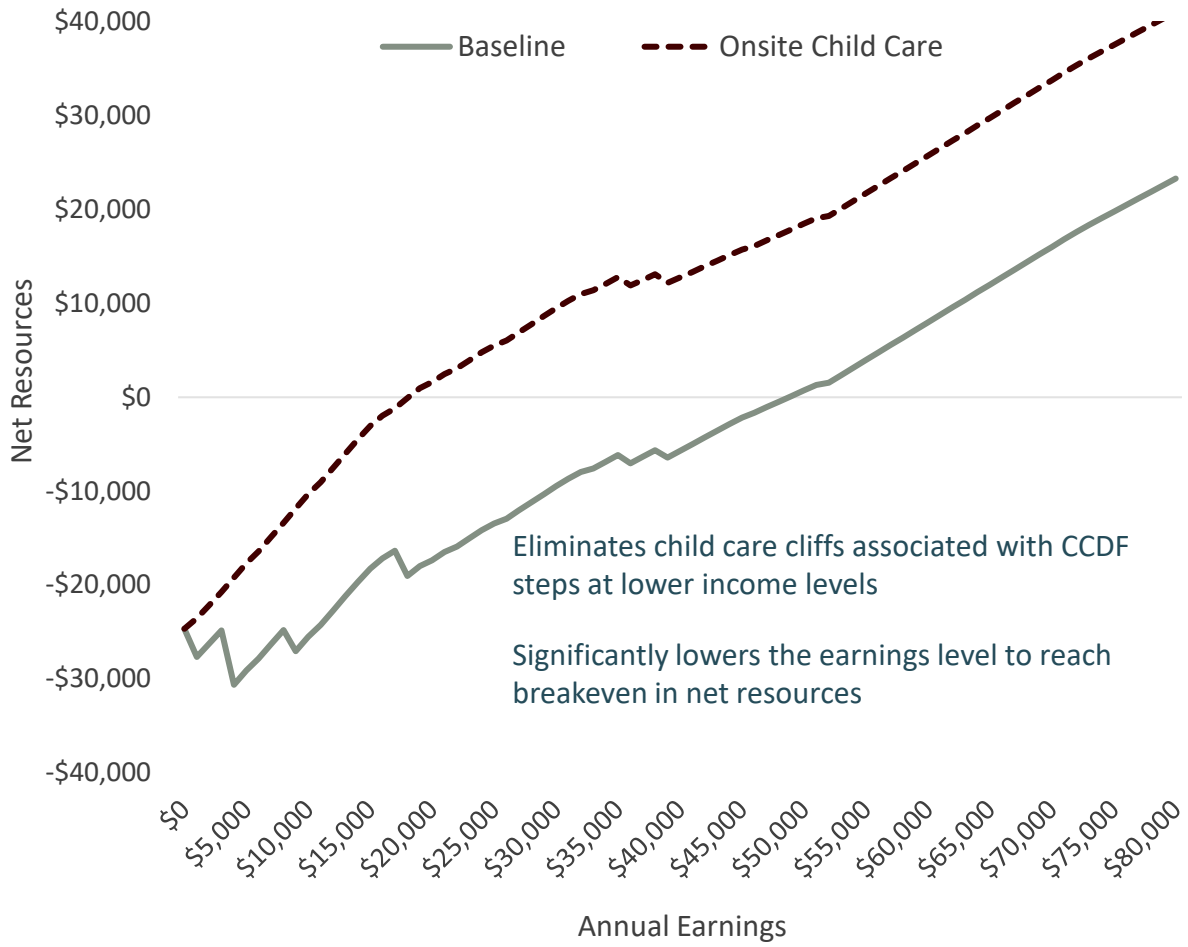


Policy Recommendations: Child Care

Encourage or support employer provision of onsite child care

- As work hours increase, so does child care demand
- Providing free onsite care at workplaces would eliminate the vast majority of child care cliffs
- Some employers have begun to offer such services to appeal to and retain workers
- Potential increases to productivity from high-quality care in addition to participation

Example Model Output: Onsite Child Care

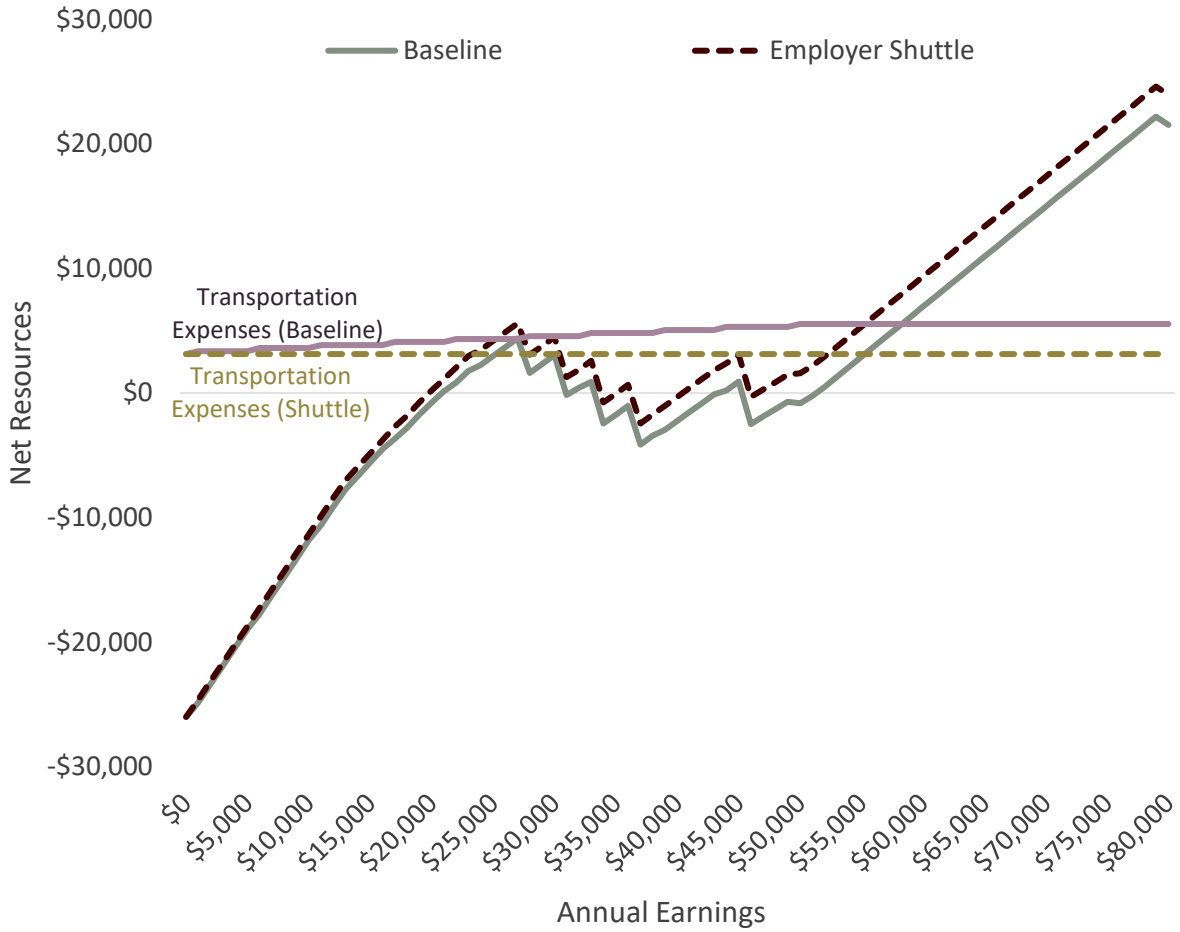


Policy Recommendations: Transportation

Incentivize or encourage employers to provide free transportation to employees

- Increased transportation costs rarely sufficient to directly cause benefit cliffs, but often contribute to ”combination cliffs”
- Transportation provision by employers could eliminate barriers for some workers
  - Partnership with ride sharing company
  - Collective shuttle service where feasible
  - Partnerships with local car dealerships, banks, etc.

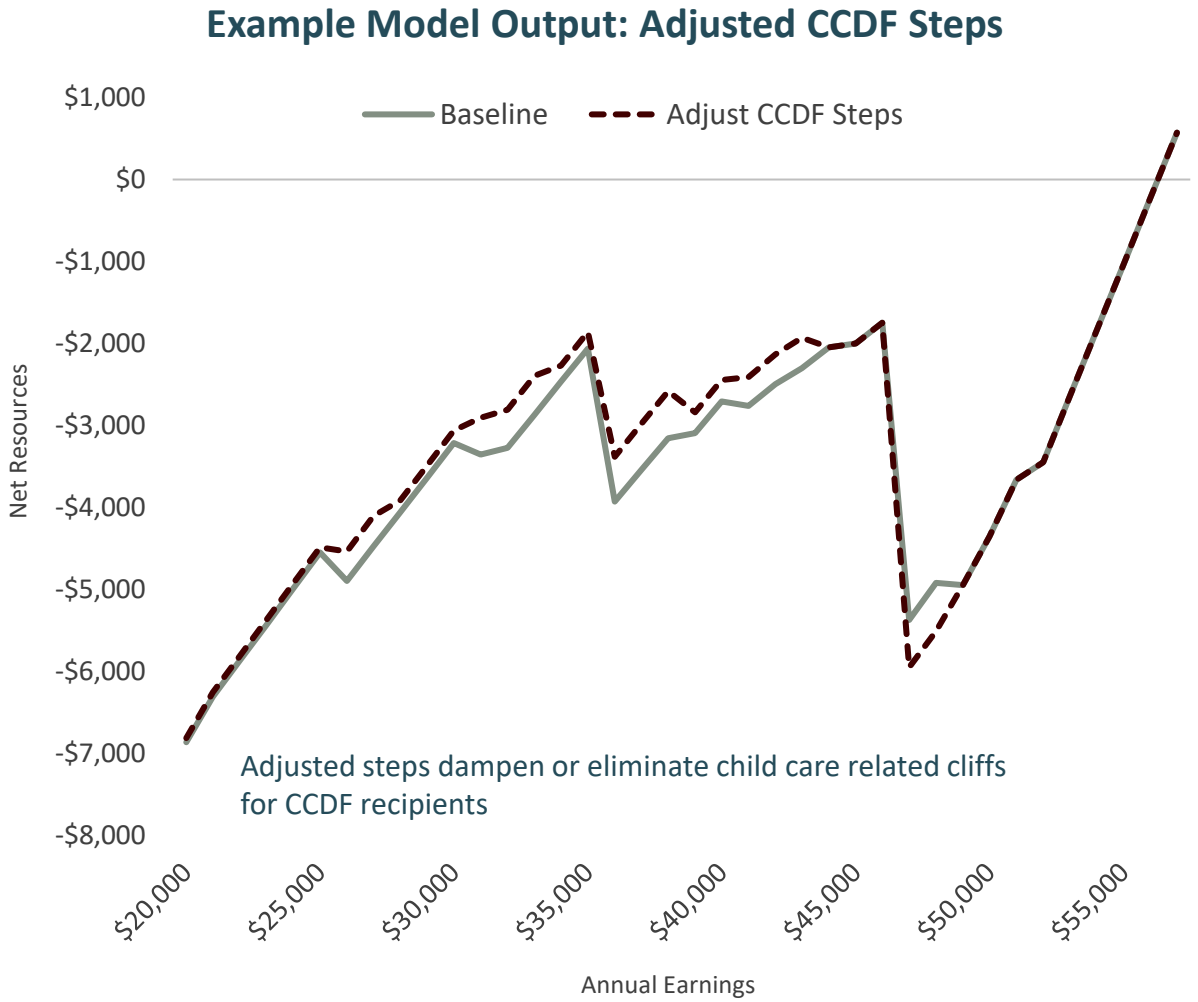
Example Model Output: Employer-Provided Transportation



Policy Recommendations: Child Care

Adjust CCDF step options so there are more intervals with smaller increments

- As parent earnings increase, household CCDF step increases as well, increasing the amount paid by the household for child care
- With more intervals and smaller increments, child care cliffs can be decreased in number, risk, and/or magnitude

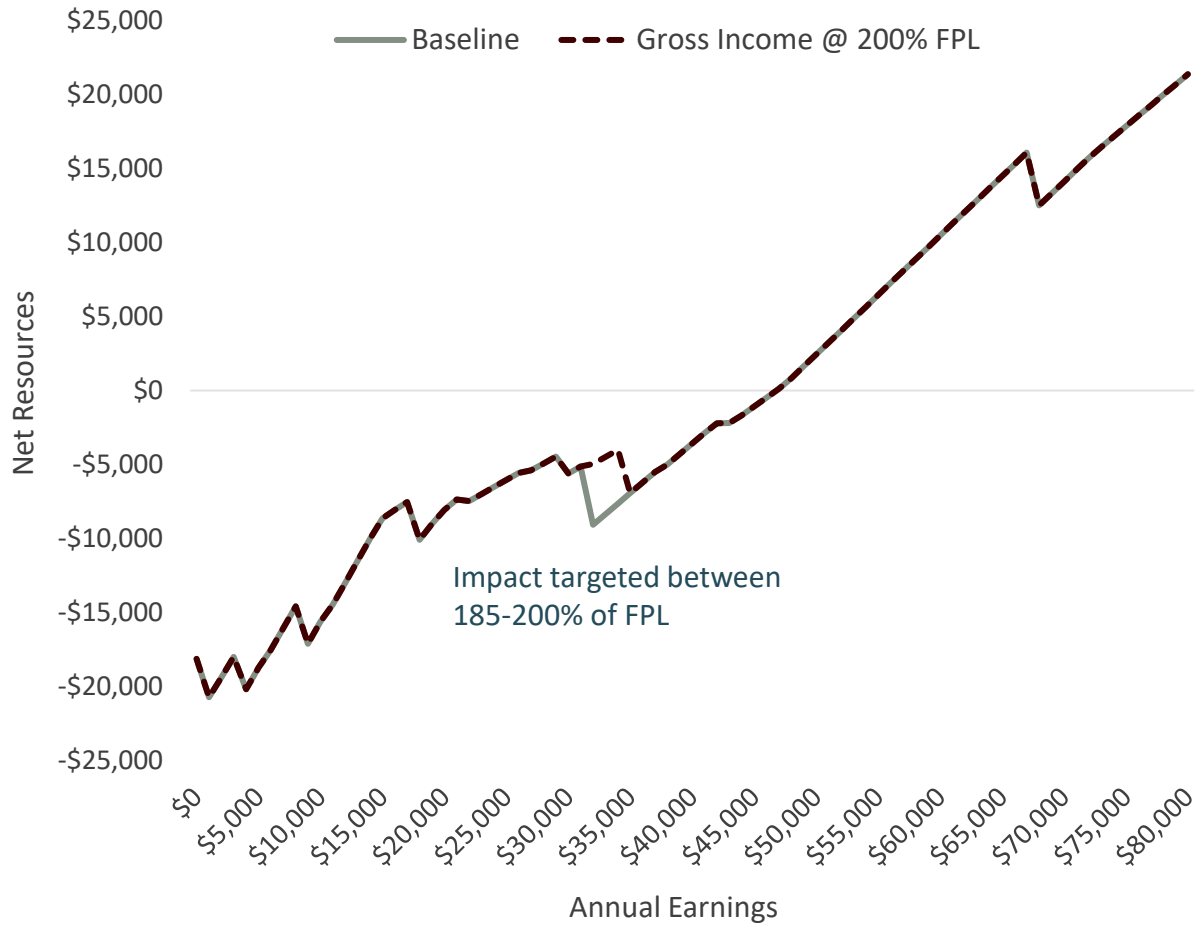


Policy Recommendations: Food Insecurity and SNAP

Increase SNAP gross income limit

- Current Gross Income Limit in NH is 185% FPL
  - Gross income can be reduced through SNAP deductions (shelter deduction, child care deduction)
- 18 states current eligibility limit is 200% FPL, which is the federal maximum level allowed
  - Child care deduction can reduce impact of increased child care need, so child care cliffs would be reduced as well
  - Would also confer eligibility for free school meals, further decreasing families' food expenditures

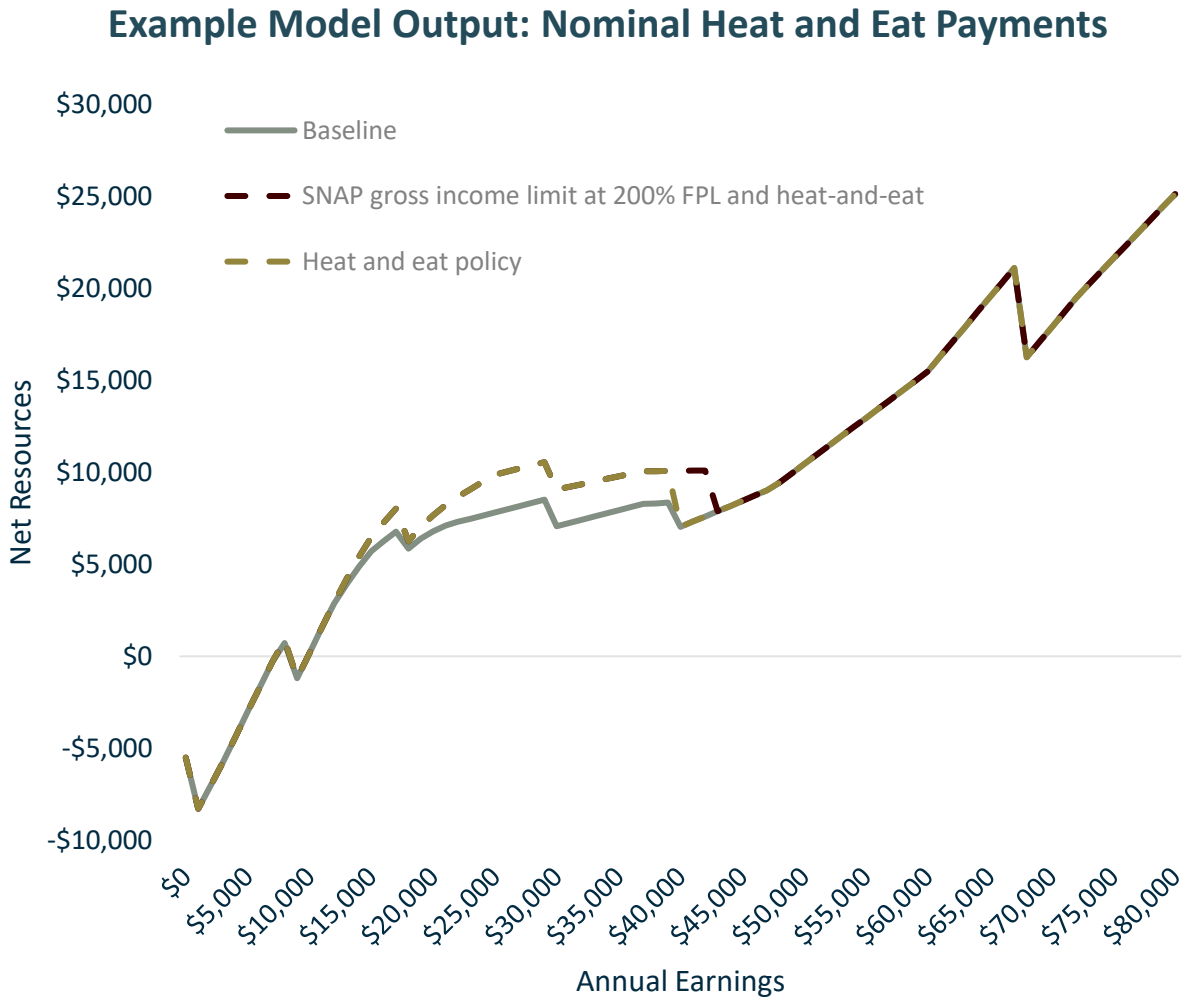
Example Model Output: Increase Gross Income Limit from 185% FPL to 200%



Policy Recommendations: Food Insecurity and SNAP

Provide a nominal Heat and Eat payment to SNAP recipients receiving housing subsidies

- New Hampshire currently does not provide a nominal LIHEAP payment to SNAP applicants
- If New Hampshire enacted a state option to provide such a payment to people not paying utility costs out of pocket:
  - Individuals would be able to remain on SNAP at higher incomes
  - Would also remain eligible for USDA's free meal programs (free school lunch and breakfast).
- While this program could incentivize work through allowing SNAP benefits to remain high, the higher amount of SNAP benefits individuals receive may increase the size of the SNAP benefit cliff when SNAP is lost.

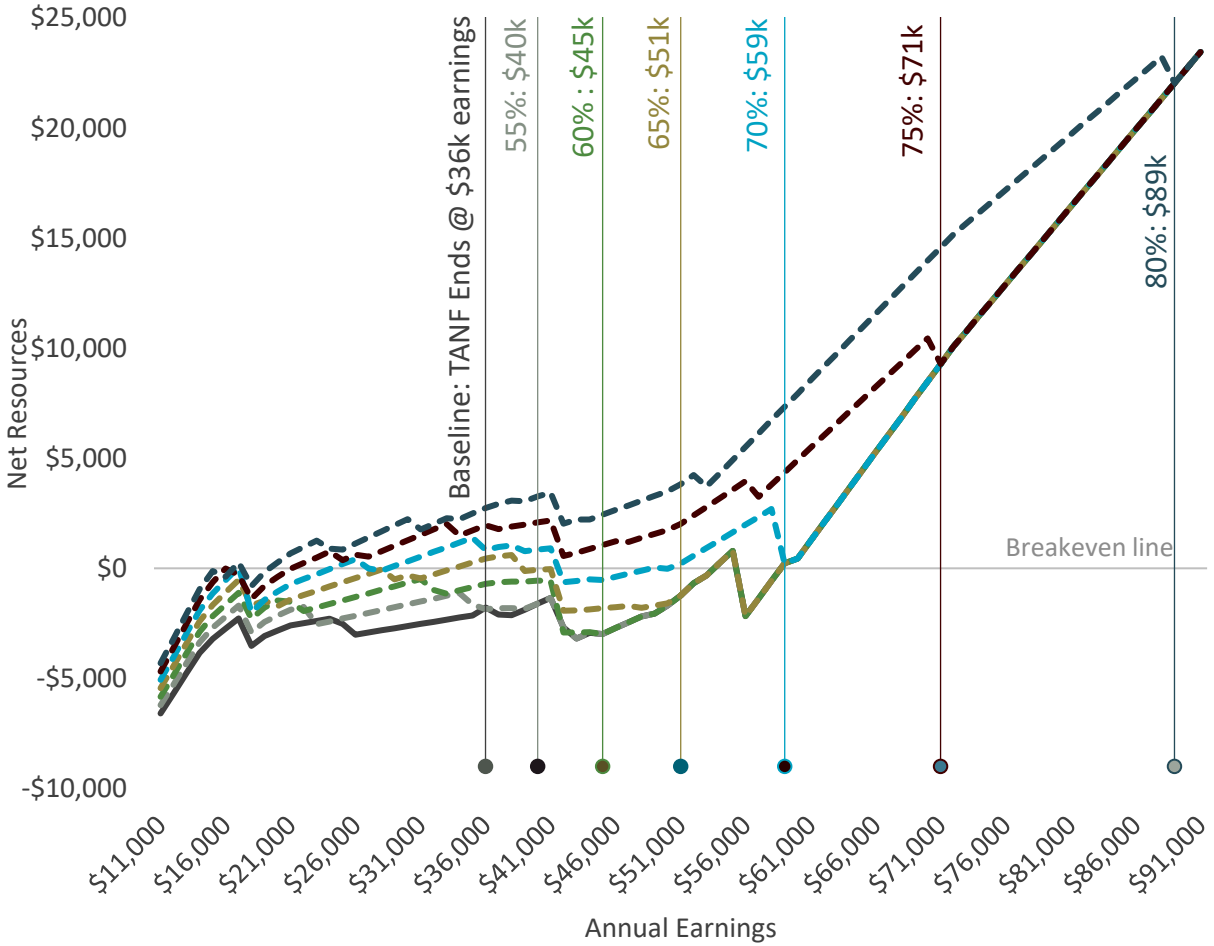


Policy Recommendations: TANF

Increase the TANF earned income disregard

- Increasing earned income disregard from current level of 50% would increase cash assistance received and decrease the effective marginal tax rate faced in the TANF programs as earnings increase
- Reduction in marginal tax rate is not substantial enough to decrease cliff occurrences and magnitude until a disregard level of at least 60%
- Receipt of TANF cash assistance also allows eligibility for free school meals

Example Model Output: Increased Earned Income Disregard

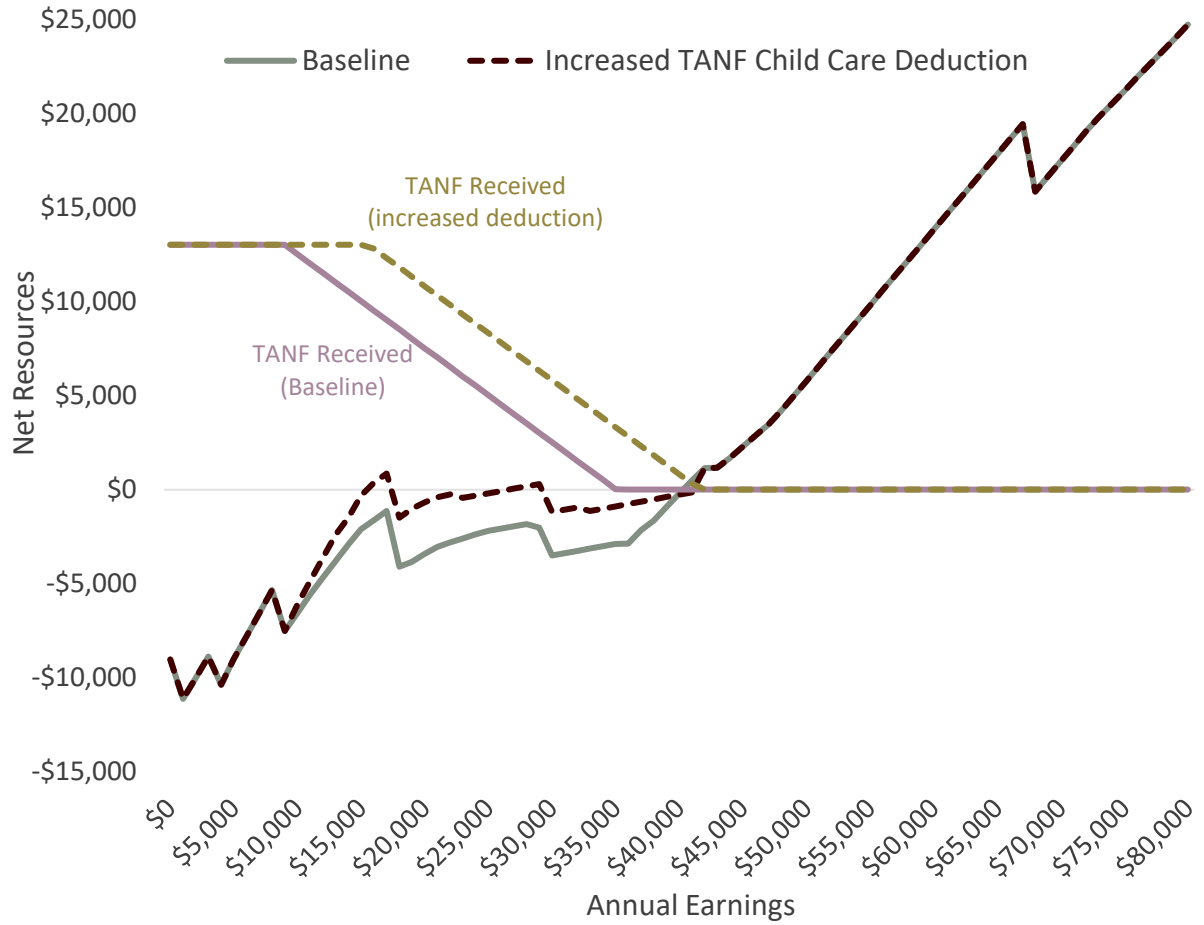


Policy Recommendations: TANF

Increase the TANF child care deduction

- Increasing caps would mitigate or eliminate cliffs in the CCDF program and further mitigate increases in child care costs

Example Model Output: Increase TANF Child Care Deduction

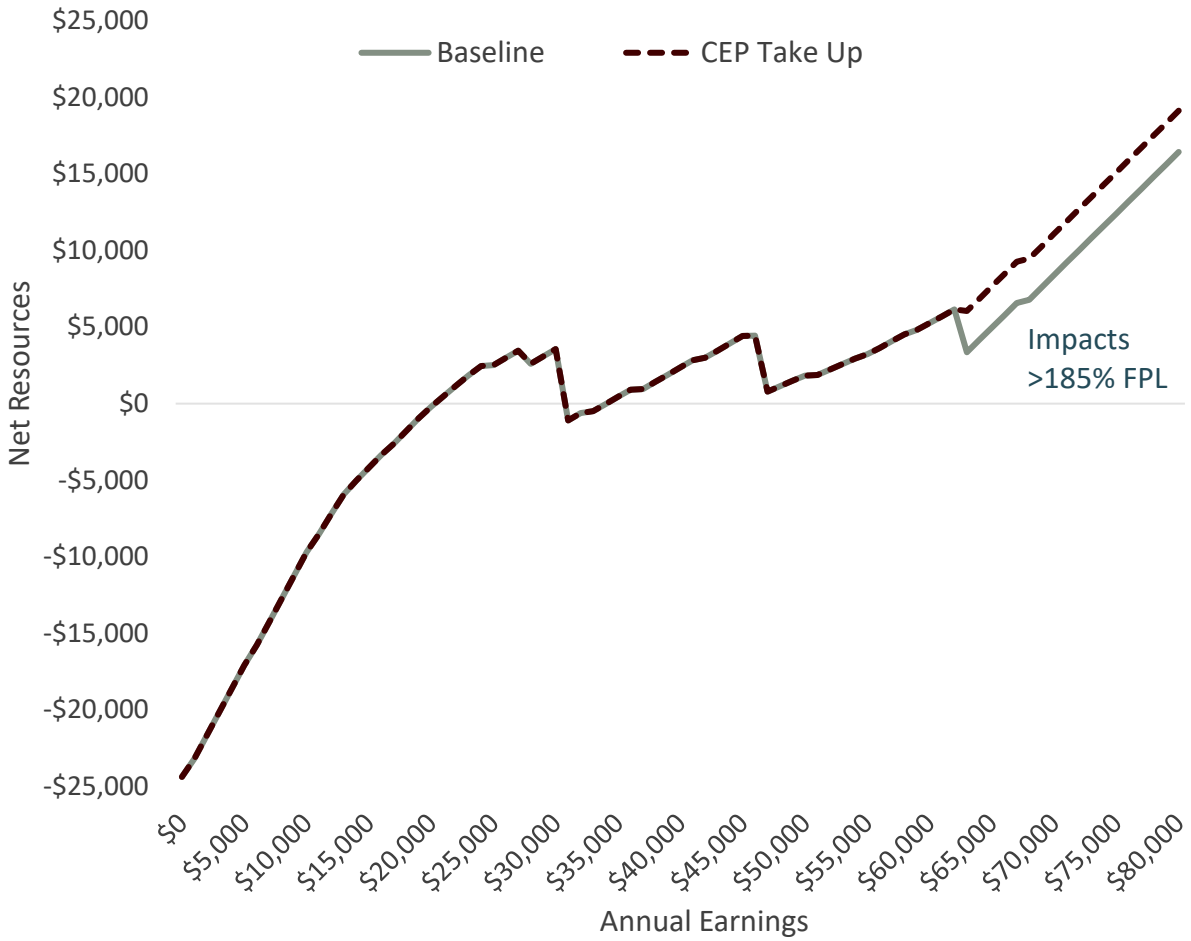


Policy Recommendations: School Meals

Encourage Community Eligibility Provision take up

- USDA program allows schools in which 40%+ of students qualify for free meals to provide all students with free meals
  - Lessens the implications of losing SNAP, which provides categorical eligibility for school meals
- Students at participating schools would receive free breakfast and lunch, regardless of specific household income level
  - Pre-COVID – few if any schools in NH participated
  - During COVID – legislation allowing all students access to free meals, universalizing the program

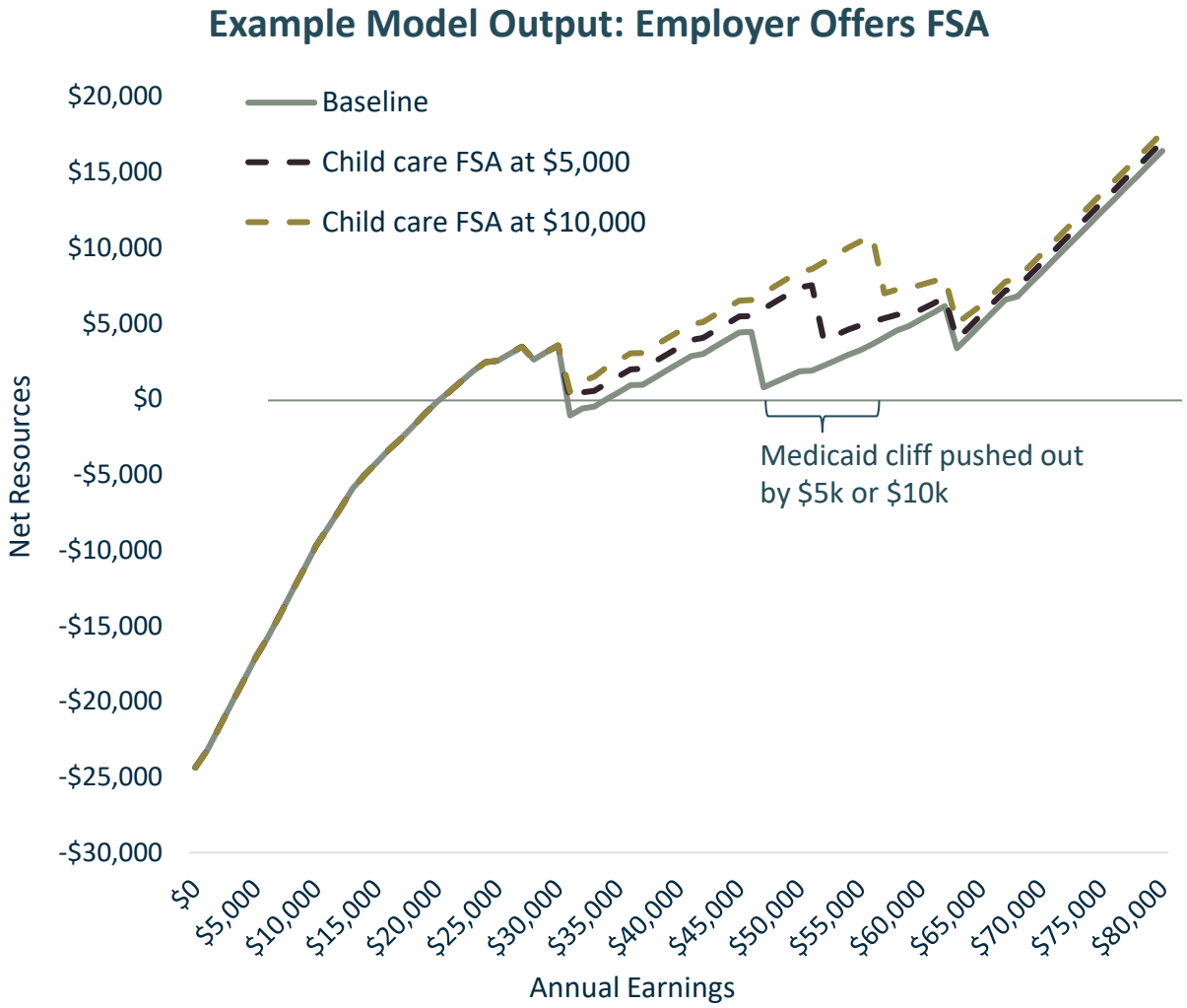
Example Model Output: CEP Take Up



Policy Recommendations: Healthcare

Incentivize or encourage employers to offer dependent care FSA

- FSA plans do not count toward MAGI income - employers have option of providing plans to cover the costs of child care expenses
- Prior to the passage of the American Rescue Plan, the limit on contributions to child care FSAs was $5,000.
- Use of FSAs raises the effective income limit for Medicaid for those with child care needs
- The American Rescue Plan (ARP) expanded the maximum contribution to child care FSAs to $10,500.



Policy Recommendations: Healthcare

American Rescue Plan (ARP) Changes

- The American Rescue Plan (ARP) also includes temporary changes that expand several widely used public benefits and tax credits.
- One change that addresses many of the benefit cliffs potentially facing NH residents is the adjacent readjustment through 2022 of the calculation of premium tax credits, which subsidize healthcare plans purchased through state or federal healthcare marketplaces:
  - People losing Medicaid (at 138% FPL) will pay 0% of their income for a benchmark silver plan under the new law, compared to 3.10% under previous rules, the amount they pay in premiums as income increases rises more slowly than under previous law.
  - There will no longer be a benefit cliff for these subsidies at 400% FPL; the new law provides subsidies so that anyone who has purchased health insurance this way will pay at most 8.5% of their income for health insurance premiums.

ARP Changes: % of Income Paid for Marketplace Benchmark Silver Premium Plan by Income Level

Income (% of FPL)	% of Income Paid: Affordable Care Act	% of Income Paid: American Rescue Plan
Under 100%	Not eligible for subsidies (other coverage)	Not eligible for subsidies (other coverage)
100-138%	2.07%	0.0%
138-150%	3.10 – 4.14%	0.0%
150-200%	4.14 – 6.52%	0.0 – 2.0%
200-250%	6.52 – 8.33%	2.0 – 4.0%
250-300%	8.33 – 9.83%	4.0 – 6.0%
300-400%	9.83%	6.0 – 8.0%
Over 400%	Not eligible for subsidies	8.5%

Source: Kaiser Family Foundation

Policy Recommendations: Housing

Encourage greater use of the Public Housing flat rent option among families receiving or seeking housing assistance

- Flat rents do not rise with income increases
- The option to have rent calculated on flat rents is not permanent, so families can opt for income-based rent if income declines.
- Eliminates housing-specific marginal tax rates on income using income-based rent structure:
  - Current structure: for every additional dollar earned, rental assistance subsidies decline by about 30 cents



Child Care and Benefit Cliff Recommendations

Summary of Child Care and Benefit Cliff Recommendations

Category	Policy Recommendations
Child care	Expand funding for the CCDF program
	Adjust CCDF step options so that there are more intervals with smaller increments
	Raise state payment rates for non-traditional hours
	Continue to pay child care providers based on enrollment, not on attendance
	Include license-exempt providers in next market rate study
	Implement a statewide pre-K program
	Expand Head Start and Early Head Start
	Continue adequate funding for full-day kindergarten
	Encourage or support employer provision of onsite child care

Category	Policy Recommendations
Food insecurity / SNAP eligibility	Increase SNAP gross income limit
	Provide a nominal Heat and Eat payment to SNAP recipients receiving housing subsidies
	Encourage Community Eligibility Provisions take up
TANF Cash Assistance	Increase the TANF earned income disregard
	Increase the TANF child care deduction
Healthcare	Incentivize or encourage employers to offer dependent care FSA
Housing	Encourage greater use of the Public Housing flat rent option
Transportation	Incentivize or encourage employers to provide free transportation to employees