NH Child Care Advisory Council

2024-2025 Annual Report







Prepared by
NHCCAC Executive Council

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About NHCCAC

Established in 1995 under RSA 126-A:17, the New Hampshire Child Care Advisory Council (NH CCAC) advises the Commissioner of Health and Human Services on child care policy. The Council also informs and engages the Legislature, the Governor, and the Commissioner of Education to strengthen child care across the state.



Mission and Commitment

Mission

It is the Child Care Advisory Council's mission to support the child care industry in New Hampshire so it can continue to support the families and businesses who depend on safe, high-quality, reliable child care. We will continue to maintain a coalition among providers, state agencies, and other stakeholders throughout the state. The coalition will work together to create messaging that elevates and emphasizes the importance of child care for the economic well-being of our families and the economy.

Commitment

The NH CCAC is committed to enhancing the child care system in New Hampshire by:

Promoting the development of quality, affordable child care.

Providing a collaborative forum for stakeholders across child care and related sectors.

Advising DHHS on child care legislation and policy matters.

Communicating early childhood priorities to state leadership.

Supporting the Bureau of Child Development and Head Start Collaboration.

Child Care is an Economic Driver

A recent report by the NH Fiscal Policy Institute, *The Economic Impact of the Granite State's Child Care Shortage*, highlights the financial stakes:

- **NH businesses lose $35-$55M annually due to child care shortages.**
- **The state forfeits $9M-$14M in tax revenue**
- **Families lost $114M-$178M in potential income in 2023 alone**
- **An estimated 17,000 residents are out of the workforce due to lack of child care**

2023 ECONOMIC IMPACTS OF LIMITED EARLY CARE AND EDUCATION AVAILABILITY

Total Estimated Financial Costs Associated with High and Low Impact Scenarios and Per Unavailable Early Care and Education Slot for Family Incomes and Businesses, Local, and State Tax Revenues

	Low Impact Total	High Impact Total	Low Impact Per Slot	High Impact Per Slot
Family Income	$113.9M	$177.9M	$16,111	$25,159
Business Revenues	$35.6M	$55.5M	$5,027	$7,850
Local & State Tax Revenues	$9.0M	$14.1M	$1,278	$1,996
Overall Total	**$158.5M**	**$247.5M**	**$22,416**	**$35,004**

Source: NHFPI calculations as detailed in NHFPI's February 2025 report, "The Economic Impacts of the Granite State's Child Care Shortage."

nhfpi.org

Child care is an economic driver. Yet with profit margins under 1%, solutions like asking businesses to open child care programs are unrealistic.
NH CCAC proposes systemic solutions, such as a $200 annual LLC fee increase, potentially raising $25M to fund the child care workforce, delivering ROI far greater than the cost.
We must also challenge perceptions. Child care providers are skilled business owners operating in a structurally underfunded system. While DHHS excels at regulation and scholarship administration, broader economic strategy may warrant including child care under the Division of Economic Development.

How We Work

The NH CCAC promotes inclusive, statewide engagement through

Hosting Bi-monthly in person/ZOOM meetings

Meetings are always open to the public to meet in person. We also find it helpful to have a ZOOM option and since COVID we have had over 100 participants regularly virtually attending our meetings.

Evening "recap" Meetings

Because our meetings are held in the middle of the day it is difficult for providers to attend. This year we have started hosting evening meetings encouraging more provider participation. These meetings allow us to share all the information from the day time meeting.

Training Series & Webinars

The council hosts a variety of informational webinars that focus on key aspects of child care in New Hampshire. These webinars help providers better understand that what they do everyday matters greatly!

Active Participation in Statewide Workgroups

Partnership for Progress

Wages Workgroup

Regional Coalitions

Endowment for Health Community of Practice

NH Children's Trust

Manchester Community Action Coalition

ELNH Child Care Community Calls

New Future, Mom's Rising, SCAN, and other Advocacy work

NH State Leadership Team

Critical Progress in NH Child Care

Over the past year there has been remarkable increase in the utilization of the Child Care Scholarship (61.6% January 2024 - April 2025) as a result of the following changes to eligibility for the Child Care Scholarship and rates (HB2 24/25)

- eligibility income limited increased from 220% FPL to 85% SMI effective 1/29/24;
- parent cost share decreased to 3 levels of 0 to 7% max effective 1/29/24
- eligibility income limit increased again based on federal poverty guidelines effective 7/1/24;
- the provider payment rate methodology changed from 55th (60th for infants and toddlers) percentile to 75th percentile based on a federally required Market Rate Survey, effective 7/23;
- the Market Rate Survey results increased provider payment rates effective 8/24; and
- the 24/25 budget authorized funding that changed the method of provider payment from “attendance-based” to “enrollment-based”, effective 8/23.

Critical Progress in NH Child Care

Statewide Leadership Team- initiated August 2024; 4 meetings held to date

The STL convenes representatives of the child care community and other stakeholders together to closely look at;

- data to identify gaps in services across NH to inform strategy
- promising practices and tested strategies to strengthen childcare systems
- barriers to accessing Child Care Scholarship
- Market Rate Survey and Narrow Cost Analysis
- streamlining providers' administrative processes
- streamlining families' CCS application process
- Head Start

Focus Areas and Key Achievements



Focus Areas and Key Achievements

Child Care Liability Insurance

Helping to ensure that providers have access to affordable liability insurance. Engaging in conversations with NH Insurance Department.

Workforce Recruitment & Retention

Advocating for retaining funding for child care in the state budget. Ensuring that cuts to community colleges do not impact the pipeline for the workforce

Supporting Family Child Care

Working with agency partners and legislators to help eliminate zoning and insurance barriers. Supported the release of the Guide to Becoming a Family Child Care Provider.

Streamlining Licensing Rules

We partnered with the Bureau of Child Care Licensing to eliminate outdated regulations, reducing rule length by 30% and making compliance more straightforward for providers.

Oversight of State Contracting

Advocated for transparency regarding use of funds, procurement process including local contractors, strengthened relationships with the Executive Council

Enhancing Granite Steps for Quality

Urging DHHS to revamp this quality improvement initiative to be more strength-based and inclusive. Seeking a redesigned system that encourages broader provider participation.

Impact of Environmental Regulations from Other Agencies

Monitoring unintended consequences of new amendments to lead regulations. Highlighting provider remediation costs and regulatory misalignment.

Ensuring that Data and Information is Communicated to the Field

As data collection is becoming more prevalent throughout the state the Council is ensuring that the providers know what they are being asked for through surveys and the benfits of them sharing accurate information.

Looking Ahead

To remain responsive and relevant over the next few years the NHCCAC will:

Increase visibility and communication with stakeholders across the state.

Support DHHS in the search to fill the Bureau Chief position.

Pursue alternative revenue streams to fund child care sustainably in NH.

Drive systematic change to ensure child care is accessible, equitable, and economically viable.

Reevaluate council membership to ensure all critical agencies and voices are represented.

Create a centralized resource HUB for child care information relevant to NH

There is no one-size-fits-all solution, even among New Hampshire counties and municipalities, and thus, multifaceted solutions will need to be implemented to help make progress toward meeting New Hampshire's ECE needs while ensuring safe, enriching environments for the Granite State's youngest residents.

NHFPI, The Economic Impact of the Granite States Child Care Shortage (Feb, 2025)

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