

# Home-Based Child Care: Family, Friend, and Neighbor (FFN) Policies and Supports Across the Nation

Tuesday, February 21, 2023



# Agenda



Welcome



State Scan of Family,  
Friend, and Neighbor  
(FFN) Policies and  
Supports



Los Angeles Home-  
Based Child Care  
Landscape Study



Next Steps



# Poll: SELECT ALL THAT APPLY.

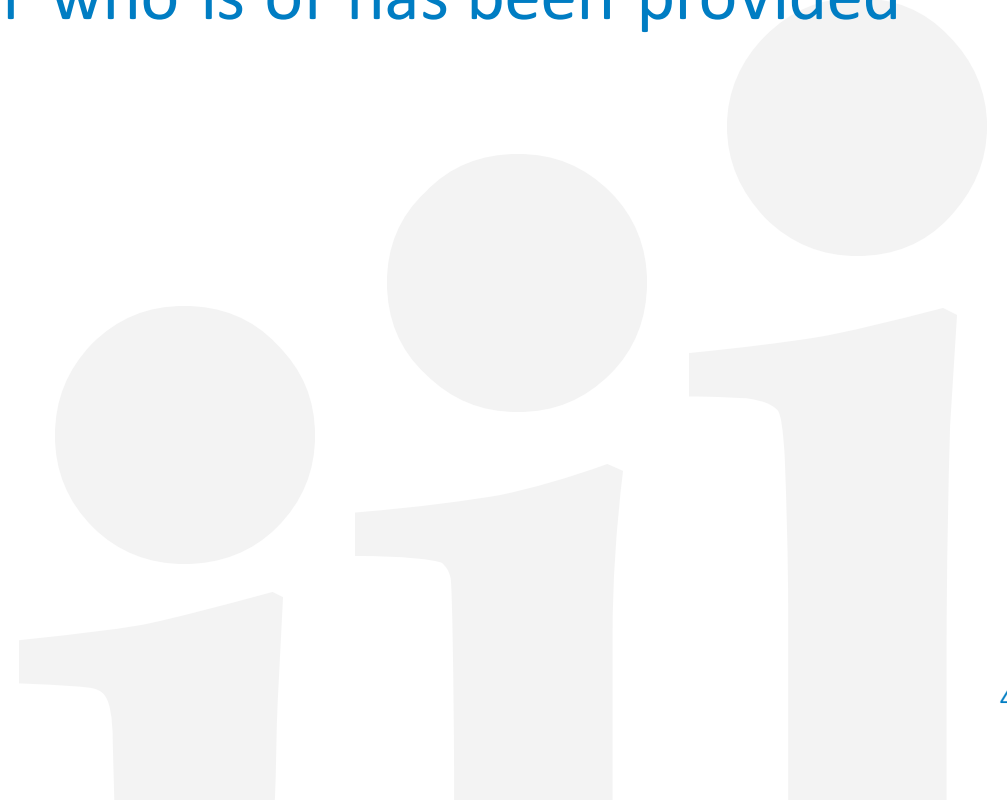
## What is your role in the home-based child care sector?

- HBCC Educator/Provider
- Support organization: I support providers via coaching, compliance, technical assistance, etc.
- System administrator: I work in the administration of systems that intersect with home-based child care (early learning, pre-k, early intervention, health, mental health).
- Other: Write in the Chat Box

# Poll: SELECT ALL THAT APPLY.

## **Family, friend, and neighbor(FFN) care and me...**

- I was cared for by a relative, family friend or neighbor when I was a child
- I am currently providing child care for a family member, friend, or neighbor or have in the past
- I have a family member, friend, or neighbor who is or has been provided FFN child care





# Core Beliefs

# Core Beliefs

1

Family child care and family, friend, and neighbor care settings, whether licensed or license- exempt, are part of the fabric of a mixed delivery system for early care and education.

2

Strategies and the system components supporting home-based child care settings should be resourced on par with center- and school-based settings.

3

Strategies to work with providers in these family care settings should be responsive to their needs and intentional in their development to reflect the unique modality of care.

4

Family child care needs to be approached in a systemic way across all the various federal initiatives and private funding opportunities, in order to leverage these fully while also keeping a laser focus on best practice for FCC

# Defining the terms:

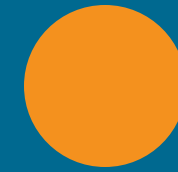
## Home-Based Child Care:

Is inclusive of wherever children are cared for in a home setting. Different states and communities refer to this in different ways:

- Family Child Care (FCC)
- Family, Friend, and Neighbor care (FFN)
- licensed, unlicensed
- registered, unregistered
- Etc....

## Who do we mean?

- Provider
- Educator
- Owner/Operator
- Practitioner
- Etc.....



# *National Survey of Supports*



# State Scan of Family, Friend, and Neighbor (FFN) Policies and Supports

BUILD Webinar  
February 21, 2023

Katie F. Kenyon, Ph.D.  
Kenyon Consulting, LLC

Prenatal-to-Three  
CAPACITY  
BUILDING **HUB**  
POWERED BY THE BUILD INITIATIVE

# Overview

**Project Purpose**

**Definitions**

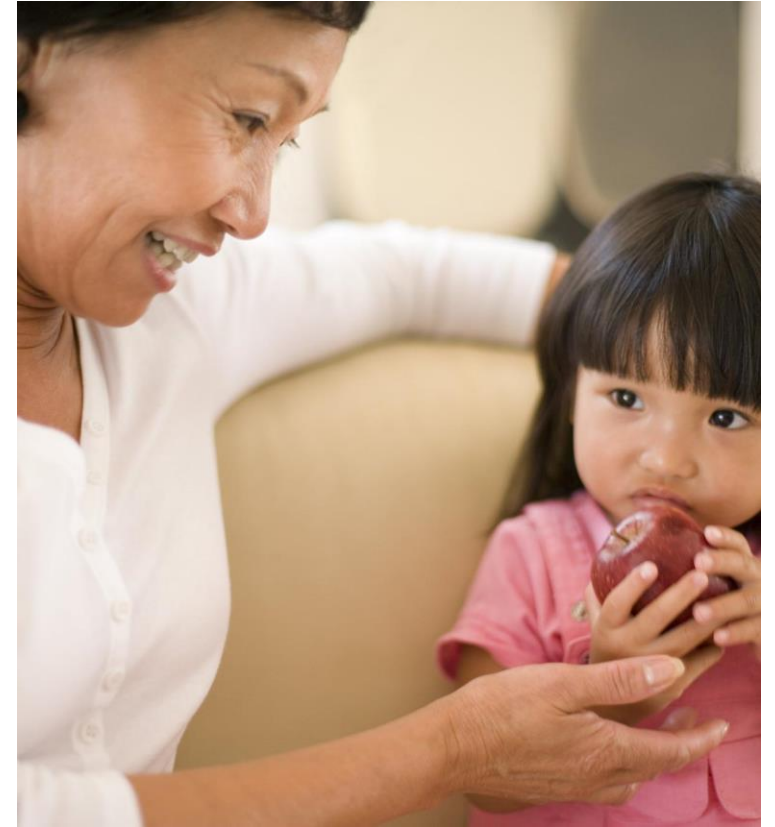
**State Policies and Supports**

**Local Supports**



## Purpose of the State-by-State Scan

- FFN is the most common type of child care in the U.S.
- While number of licensed HBCC declined dramatically between 2012-2019, the number of FFN providers increased in that same period. Pandemic forced many more families to turn to FFN.
- **Given that more children are in FFN care (now than ever), it is critical that states and local entities find ways to reach out to and support these providers – particularly those serving the lowest income families.**



## Who are FFN Providers?

Unlicensed caregivers who regularly care for children of families that they have a prior relationship in some way -- most often family members but also friends, and neighbors.

# Characteristics of FFN Providers

## DEMOGRAPHICS

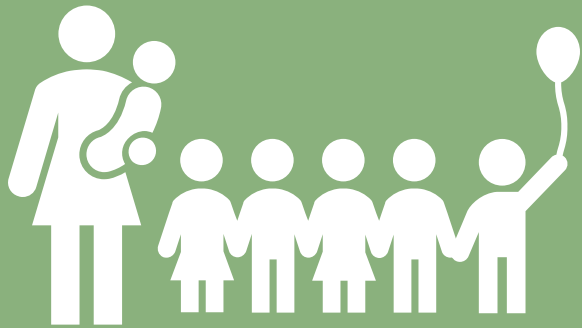
- Primarily female
- Someone that the parents trust
- Most often a relative – grandparent, aunt/uncle, or older sibling
- Often low- or very-low income
- Most are unpaid and are not part of the subsidy system
- More prevalent in rural areas

## ELEMENTS OF QUALITY

- Most flexible type of care
- Most affordable type of care
- Trusted by parents
- Share culture and language of the children
- Low adult-to child ratios
- Continuity of care/stability of care
- Nurturing and responsive

# Is Grandma exempt from licensing?

Grandma cares for her 4 grandkids and 2 of the neighbors' kids in her home.



Alaska ✓  
Alabama ✓  
Arkansas ✓  
Arizona ✗  
California ✓  
Colorado ✗  
Connecticut ✓  
DC ✗  
Delaware ✗  
Florida ✓

# Is Velma exempt from licensing?

Velma cares for her friends' 3 children while they are at work



Alaska ✗  
Alabama ✗  
Arkansas ✓  
Arizona ?  
California ?  
Colorado ?  
Connecticut ✗  
DC ?  
Delaware ?  
Florida ✗

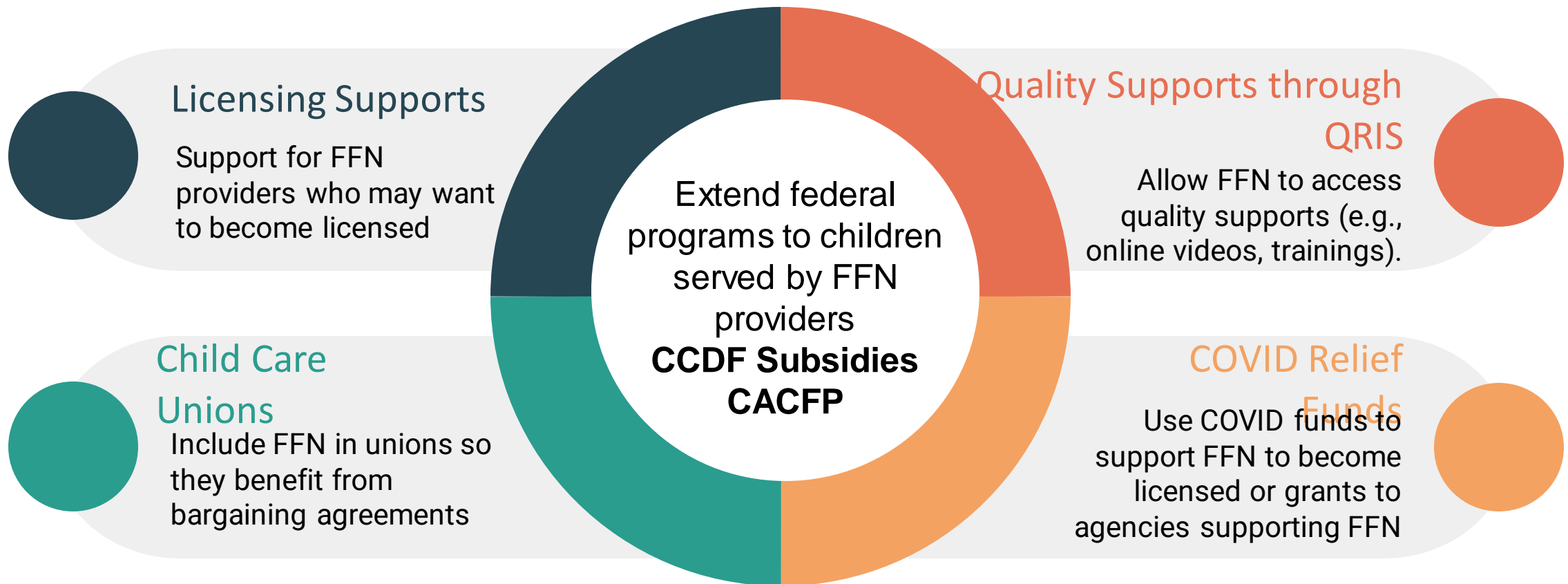


A photograph of a woman with short brown hair, wearing a pink turtleneck, sitting up in bed. She is holding a baby in her arms, and they are both looking towards the right. The room is softly lit by natural light from a window, creating a warm and intimate atmosphere. The background is slightly blurred, showing a lamp and some furniture.

# **Policies and supports for FFN**



# State Policies and Supports for FFN Providers



# Extending federal programs to include FFN

## Strategy

- Most states allow exempt or registered FFN providers to serve children who are eligible for federally funded child care subsidies (Child Care and Development Fund, or CCDF)
- Some states also allow exempt or registered FFN providers to be reimbursed for meals served to children through the Child and Adult Care Food Program (CACFP).

## Examples

- **Georgia** - made it easier for FFN providers to serve children receiving subsidy by allowing COVID-19-related reasons as a justification for FFN care. By being more flexible with the requirements, the state was able to expand the number of families eligible to use their subsidies for FFN care.
- **New Mexico** - requires that all FFN providers serving children with subsidy (“registered home child care providers”) participate in the Child and Adult Care Food Program. Child care specialists monitor and provide TA to these providers.

# Expanding licensing supports to FFN

## Strategy

- Outreach and recruitment
- Orientation to regulations
- Training to meet CCDBG requirements
- Payment of fees
- Supplies/materials
- “Hand holding”, encouragement, mentorship

## Examples

- **Nevada** used some COVID relief funding to implement a statewide effort to recruit and mentor FFN providers to become licensed through one-stop hub model.
- **Louisiana** was successful in increasing the number of FFN to become registered (exempt) by making it simpler and more streamlined. The state then partnered with the Child Care Resource and Referral agencies to reach out to FFN providers in the state to encourage them to become registered.

# Allowing FFN in Child Care Unions

## Strategy

- Growing movement to allow home-based child care providers to unionize
- Unions in at least 7 states include FFN who serve children receiving public child care subsidies

## Example

- In 2021, **California's** governor reached a collective bargaining agreement with Child Care Providers United, which includes license-exempt FFN providers who serve children receiving subsidy.
- The agreement included increased reimbursement rates and a commitment to move to a single reimbursement rate system within the state.

# Including FFN in QRIS

## Strategy

- A handful of states **require QRIS** participation from exempt/registered FFN serving children with subsidy and some allow or encourage FFN participation

## Example

- **Michigan:** FFN providers (“exempt” HBCC) can access supports through the states Great Start to Quality system. Michigan uses the QRIS as a mechanism to ensure pro

# Allowing FFN to access stabilization funds

## Strategy

- At least 13 states used the federal COVID stabilization funds to invest in FFN providers.

## Examples

- **Arizona** allowed FFN (who serve children eligible for subsidy) to access Child Care Stabilization Grants. FFN were also eligible to receive an additional amount that could be used, among other things, to maintain or increase their own wages up to \$750/month through June 2023.
- **Montana** also offered Child Care Stabilization Grants to FFN providers who are registered and serving eligible children. Providers could receive up to \$8,400 per child and funds could be used for the providers time, rent/mortgage, as well as utilities such as electricity, gas, and water.

# Local Models to support FFN

Trainings and workshops, including support for licensure

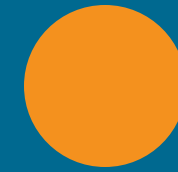
Support Groups and Peer Networks

Play and Learn Groups

Resources and Materials

Home Visitation

*Most models use a combination of strategies*



# *Child Care Resource Center FFN Findings*





# Los Angeles Home-Based Child Care Landscape Study

BUILD Webinar

February 21, 2023

Funded by  **first 5 la**  
Giving kids the best start

In partnership with  **CHILD CARE  
ALLIANCE  
LOS ANGELES**

CCRC cultivates child, family and community well-being.





# What is Home-Based Child Care (HBCC)?

## Family, Friend, and Neighbor Provider (FFN) [AKA license-exempt]

- Paid (by parent or through vouchers from the state (via agencies like CCRC))
  - If receiving vouchers:
    - Can care for children from one family in addition to their own
    - Background checks (unless grandparent, aunt or uncle) – criminal and child abuse checks<sup>2</sup>
- Unpaid – not a focus of this landscape study, but some are likely included

## Licensed Family Child Care (FCC)

- In own home for less than 24 hours/day<sup>1</sup>
- Small: no more than 8 children
- Large: no more than 14 children with additional adult
- Criminal/child abuse background check
- CPR training, review process, inspection by Community Care Licensing and Fire Marshall
- Paid by parents or through vouchers from the state (via agencies like CCRC)

<sup>1</sup> <https://www.cdss.ca.gov/inforesources/child-care-licensing/resources-for-parents>

<sup>2</sup> 5 Cal. Health & Safety Code §§ 1596.66(a) and 1596.67(a); Cal. Welf. & Inst. Code § 10375 (Added by Stats. 2021, Ch. 116, Sec. 260)(providing for form for certifying health and safety requirements).



# Equity and Social Justice

## Vulnerable families intentionally choose HBCC

- Low-income, infants/toddlers  
(Barnett & Li, 2021; Datta et al., 2021; NSECE, 2015)
- Marginalized families of color (Black, Latine, immigrant and indigenous), families whose children have special needs and those who live in rural communities  
(Bromer, Melvin, et al., 2021; Henley & Adams, 2018)

## Many of these groups are more likely to live in a licensed child care desert

(CCRC; <https://ccrc.maps.arcgis.com/apps/MapSeries/index.html?appid=ad5dc6ff934c41299e829f8d2b614f20>)

## Black and Latina women are over-represented in the home-based care workforce

(Whitebook et al, 2019)

## Yet little is known about Home-based care providers



# HBCC Landscape Study



# 5 Year Strategic Partnership

## 5 Year Strategic Partnership with First 5 LA and Child Care Alliance of Los Angeles

- Phase 1: Launch **landscape analysis**; establish **Provider Advisory Group**.
- Phase 2: **Learn** from landscape analysis and the Provider Advisory Group to further inform strategy, partners, and design.
- Phase 3: **Design pilots** that support and enhance HBCC providers' inherent assets and ability to provide quality early learning experiences.
- Phase 4: **Lessons learned** from pilots; **take to scale** to ensure publicly funded systems better meet the unique needs of HBCC providers in LA County.
- Phase 5: Create **sustainable systems change and inform policy** priorities to enhance the system of home-based care providers across the county.



# Research Questions

- **Research Question 1:** **Who** are Los Angeles County's HBCC child care providers? How do they **view their job**?
- **Research Question 2:** How do Los Angeles County's HBCC providers currently **access resources, services, and supports**?
- **Research Question 3:** What do Los Angeles County's HBCC providers **need** to become a successful family business? What are their **barriers to success**?
- **Research Question 4:** How has **COVID-19** changed the experiences of Los Angeles County's HBCC providers and the children they serve?
- **Research Question 5:** **Who are the children and families** that Los Angeles County's HBCC providers serve? **How do they view** their HBCC provider?
- **Research Question 6:** What **policies** are needed to build a stronger, more sustainable HBCC sector for the future?



# Hearing from the community

## 1,944 Surveys

- 775 FCC
- 459 FFN
- 710 Parents

## 30 Family, Friend, and Neighbor Key Informant Interviews

## 13 Focus Groups

- 9 FCC groups
- 4 Parent groups

## 10 Listening sessions: FCC, FFN, Parents, CBOs to interpret data



# Survey: Race and Ethnicity

Race / Ethnicity	FCC	FFN	Parents
American Indian or Alaskan Native	5 (1%)	8 (2%)	11 (2%)
Asian or Asian American	73 (9%)	7 (2%)	17 (2%)
Black or African American	116 (15%)	130 (28%)	150 (21%)
Hispanic or Latino	438 (57%)	265 (58%)	393 (55%)
Native Hawaiian or Pacific Islander	-	2 (<1%)	4 (1%)
White or Caucasian	103 (13%)	45 (10%)	133 (19%)
Multiple ethnicities	17 (2%)	14 (3%)	35 (5%)
Not listed	13 (2%)	1 (<1%)	10 (1%)
Prefer not to answer	45 (6%)	21 (5%)	38 (5%)





# Group characteristics

Characteristic	FCC	FFN	Parents
Average age	54 years	49 years	34 years
Female	755 (97%)	419 (91%)	685 (97%)
Marital Status	Married, living with partner (65%)	Married, living, with a partner (42%)	Never married, not living with a partner (48%)
Median education	Some college, no degree	High school graduate or GED	Trade or technical school certificate
Median household income in 2021	\$50,001-\$65,000	\$15,001-\$25,000	\$15,001-\$25,000
Own a home	542 (70%)	113 (25%)	

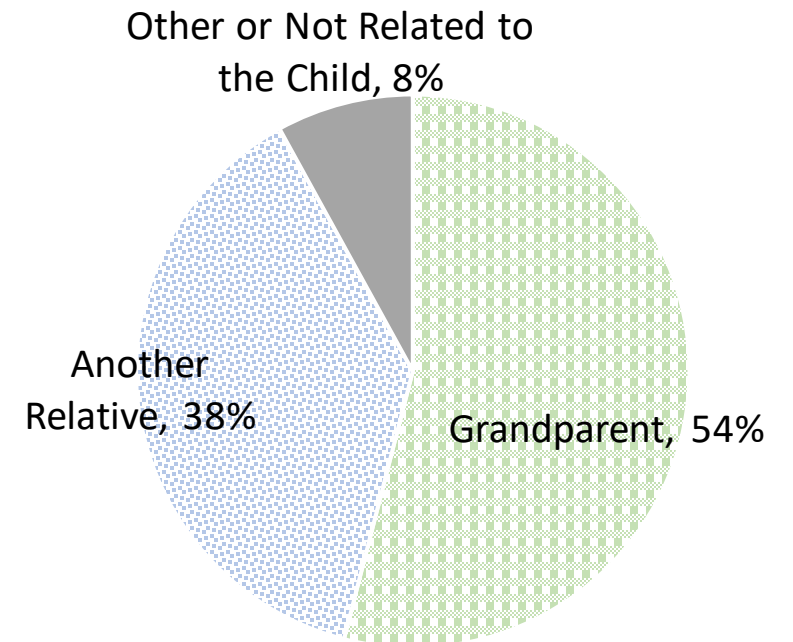


# Care offered by FFN

- More offer weekend care (45%) or non-standard hour care (60%) than any other provider option
- Most (73%) serve school-age children
- Majority (92%) were related to the child
- Serve more restricted background of children (because of one family) compared with FCC

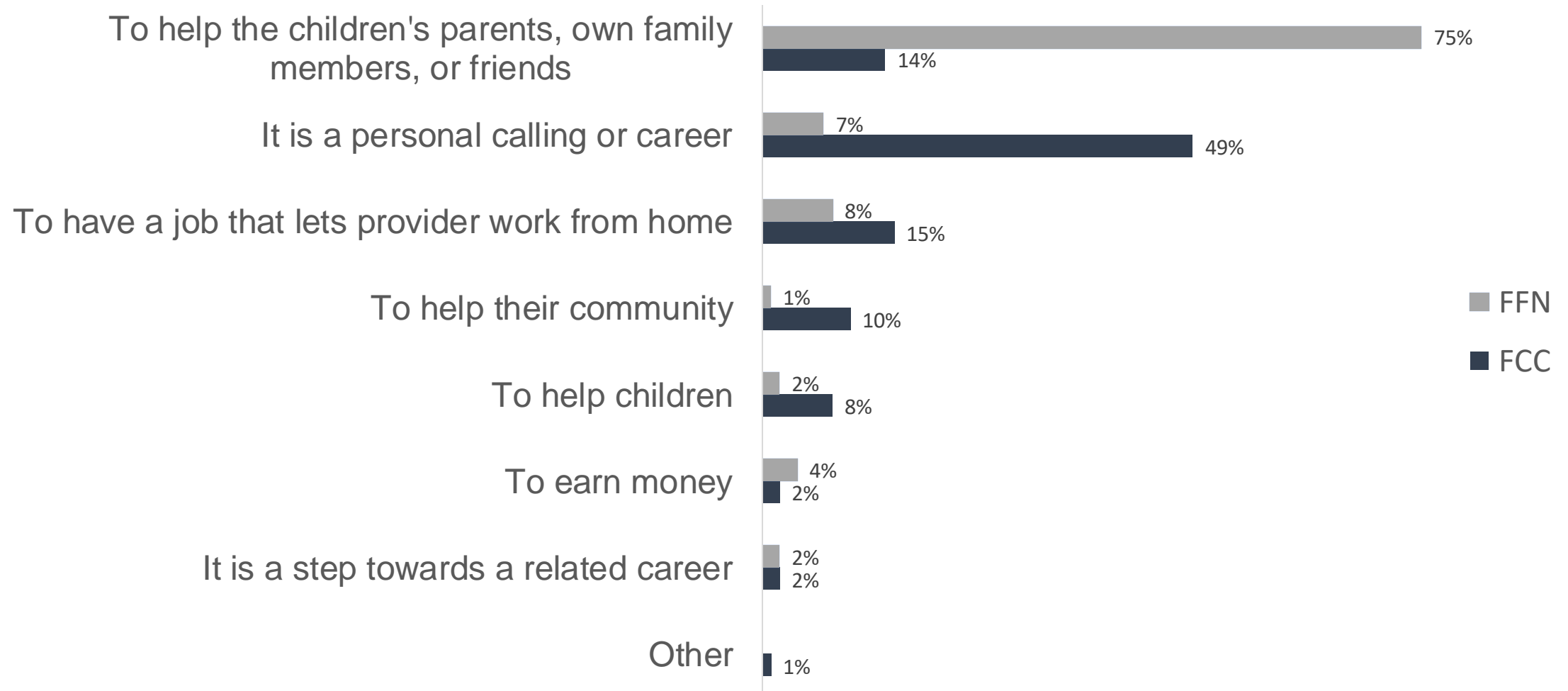
➡ Family Support Model

## FFN Relationship to the Child





# Reasons for providing care: Service implications





# Learning

72% do not participate in professional development activities

## Barriers

- 30% no barrier
- 36% lack of time
- 22% time/ location of service
- 21% cost of service
- 16% not knowing where to go

*"I'm **not interested** in them [the trainings and other resources] **because it's my grandkids**. So, it's **not** like I'm doing this for **a job**, I mean it's my grandkids." – English-speaking FFN provider*



# Security and stability before learning

## Greatest challenges

- Low pay (51%)
- COVID
- None

## Top expenses as a provider

- Food (particularly nutritious): 82%
- Rent, utilities, insurance: 51%

*“I was asked would I keep another child, but I tell them no because they’re paying like \$2 or \$3 an hour. I told them the **only reason** I’m keeping these kids is because **they are my relatives**, because **nobody in their right mind would babysit any of the kids for \$2 or \$3 an hour.**”*

*“It’s very **difficult to see any future in child care** because the current compensation rate is so low that you’re constantly trying to deal with each day you can’t think ahead or prepare for the future. That’s why **I’m going back to the health care field**. Right now, it is **not a livable wage**. \$40 a day for 12 hours of care. It’s incomprehensible that it’s that low. And they are ok with that?”*



## Grandparent FFN provider

*“Our **salary is never going to let us buy our own house.** **Landlords** might not permit us to care for children at their property. We aren't offered any type of **health insurance.** We as caregivers spend more **money on extra food or gasoline.** I have to pay my family out of my income to help out when we need help [caring for these children]. It seems that **the system wants everyone to be poor.** As I have to go out of my way to help take care of a child without a pay.”*



## Permeable line between care and family relationship

- Food was a significant theme across the survey, KIIs and community convenings
- Reimbursement money went to children rather than salary (food, supplies, etc.)
- COVID quarantine location for children [likely a safe haven for disasters in general]
- Length of time intended to care for children based on family need

*“Sometimes, I cook dishes for the parents.”* - Mandarin-speaking FFN provider



# Recommendations

1. **Involve providers** in planning and development as a means to ensure equitable and relevant programs and policies
2. Develop **distinct systems** for FFN and FCC providers that pertain to each group's **unique needs and experiences**
3. Develop and implement **new models for engaging providers**
4. Ensure **seamless, responsive and holistic models** of support for providers
5. Support a **mixed delivery system** and **livable wages** to ensure the ongoing sustainability of the child care provider community
6. Develop **strategic partnerships** to sustain home-based child care





# Recommendations

Recommendation 2: Develop distinct systems for FFN and FCC providers that pertain to each group's unique needs and experiences

- FFN and FCC are distinct groups in terms of their resources, motivation for providing care, and children and families they serve
- Family-support models, including home visitation, play and learn groups, and basic needs support may best serve FFN providers
- Leverage existing connections to provide holistic supports



# Recommendations

Recommendation 5: Support a mixed delivery system and livable wages to ensure the ongoing sustainability of the child care provider community

- Cost-based rather than market-based reimbursement model
- Support for basic needs are primary, before “educational” supports (e.g., DCT, CACFP)
- Ensure program or policy changes involve FFNs providers



# Meet the team!



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# HBCC: National Webinar

HBCC Educator Wellness  
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March 21, 2023

3:00 -4:00 PM EST

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Before we go.....