

Initiative Name
ARPA 25% Recruit and Retention Set Aside
ARPA Free Child Care Incentive
Workforce Publicity Campaign
Workforce Survey
Workforce Recruiting Events
D.O.L. Apprenticeship
ECE Scholarships for ECE and OST
NH Connections Job Bank
NHCIS Registry Update
Other Internships and Apprenticeships
High School Job Experience
Family Child Care Provider Mentor and Launch Program
Multiple Education Professional Development Initiatives

NH DHHS Child Care Workforce In		
Description	Status	Timeline
Within ARPA Stabilization funding programs must allocate 25% o of their award to staff recruiting and retention	Active	9/1/2021 - 9/30/2023
Within ARPA Stabilization grant - option to participate	Active	9/1/2021 - 9/30/2023
Partnership with BGC of Central NH where they have redirected their own funds towards a robust statewide tv and internet publicity campaign with a 4 series PSA campaign with 4 to 8 videos and accompanying press releases. Link to NH Connections Job Bank and also 10,000	Active	4/1/2022 - TBD
Solicit extensive data through a short version survey to capture current and past analytics on child care workforce using Central Registry and provider database - Director version as well.	Active	8/8/2022 - 9/9/2022
Package recruiting events materials, videos and informational pieces for recruitment and awareness. Will fund a group of "traveling" recruiters to attend multiple events	Active	Ongoing
Provide DOL Apprenticeships to prospective employment	Active	Ongoing
Provide college course scholarships	Active	Ongoing
Host online job bank for NH based child care positions	Active	Ongoing
Update to reflect current workforce	Active	Fall 2022
CDA, Internship and Apprenticeships program being held locally	Active	Ongoing
Link high school students with job placement experience	Active	Fall 2022
Program to help start up and expand family child care programs	Active	Fall 2022
Multiple professional developmnet opportunities online, intitited and funded by the Bureau etc.	Active	Ongoing

Initiatives as August 6, 2022

Funding Source	Partners	Audience
ARPA Federal		478 Providers receiving ARPA funds by application
ARPA federal		Providers
BGC of NH funded using ARPAS offset	Boys and Girls of Central New Hampshire	Prospective Providers
BCDHSC	Community partners, advocates, etc.	Current and past providers
CCDF/ARPA D	Multiple	Prospective employees
Blended CCDF/ARPA	SNHS/Providers	Prospective employees
CCDF/ARPA D	SNHS/Colleges	Current Providers
CCDF	SNHS/Community partners, advocates, etc.	Potential Providers, Current Program
Blended CCDF/ARPA	Community partners, advocates, etc.	Past, current providers and stakeholders
ARPAS/ARPA D		
CCDF/ARPA D		
ARPA D		Current and future family child care providers
Multiple	Multiple	Current and prospective child care providers

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Outcomes	Comments
Reported on quarterly reports	Mostly exhausted funds early on with wage increase and bonuses that had already been paid, some programs challenged with finding a solution, and some did not comply
Tax liability and sustainability of cost	Could not "pay" for child care with ARPA funds and incentive not large enough to offset cost
Stats to be provided	
Snapshot of child care staff across the state	Lack of workforce emails is a challenged - will work through programs to raise awareness of survey. In future will be housed in NHCIS
Conversions to interest and employment	
Stats to be provided	
Stats to be provided	
Stats to be provided	Should be expanded for other ec job categories - home visitors etc.
Stats to be provided	Duplicate and outdated accounts biggest challenge