

1 **Parent-Educator Child Care Pilot Program**

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3 **Purpose**

4 Develop parent-educator childcare pilot program to expand access and workforce
5 participation utilizing Child Care Development Fund (CCDF) funds to test a parent-
6 participation childcare model. Goals are to address workforce barriers, reduce the
7 childcare waitlist, and strengthen the early childhood instructor pipeline.

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9 Texas continues to face challenges related to child care access and affordability.
10 Providers across the state are challenged to recruit and retain qualified childcare workers,
11 further limiting capacity.

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13 A pilot program could allow qualified parents to receive Child Care financial assistance
14 while also volunteering as caregiving staff at the eligible CCS provider where their child
15 attends. HHSC’s Child Care Regulation minimum standards allow volunteers (including
16 parents) who meet the CCR requirements (which include required training and passing
17 criminal background checks) to work in a childcare classroom, and count towards the
18 required adult-to-child staff ratios. Volunteer staff that count in ratio can reduce a
19 program’s operating costs.

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21 Explore funding a parent-volunteer and training structure to:

- 22 • Equip participating parents with skills and training to enter the early childhood
23 workforce. Participating parents complete 30 hours of training in Early Childhood
24 Development, including required pre-service training under Child Care Regulation’s
25 Minimum Standards thus qualifying them to enter the early childhood workforce.
26
- 27 • Support a parent volunteer commitment, in which they agree to work one full day
28 per week, for each child in care, in the childcare classroom; in return, they will be
29 exempt from the CCS waiting list, and will receive CCS financial assistance for a 12-
30 month eligibility period.
31 (Note: under federal CCDF regulations, parents may choose the childcare provider of
32 their choice and are required to receive 12-months of childcare. If the parents elect to
33 enroll their children in a new childcare provider during their 12-month eligibility period,
34 that request must be honored).
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- 36 • Address adult-to-child classroom rations in classrooms by having parents volunteer
37 as teachers, which can help reduce a program’s overall operating costs and reduce
38 the cost of childcare.
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- 40 • Require CCS eligible parents to complete required pre-service training and 30 hours
41 of required annual training in Early Childhood Development and volunteer one day
42 per week alongside an experienced educator.
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- 45 • Support participation family’s children attending childcare five days per week. Once
46 parents have completed the CCR required training, parents commit to volunteer
47 one day per week, for each child in care, in the childcare center. In return, the
48 parent receives a Full-Time CCS childcare scholarship, which supports their ability
49 to work, or attend education/training.
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51 **Proposal**

52 This model invites parents of eligible children to receive formal early childhood education
53 training and work in a child care classroom under the guidance of experienced early
54 childhood educators.
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56 Once trained, parents commit to volunteer one day per week, for each child in care, in the
57 child care center. In return, their child/children receive a full-time scholarship, enabling
58 the parent to pursue employment or education opportunities.

- 59 ➤ **Fund Pilot Sites:** Select up to five childcare program demonstration sites
60 ➤ **Contracted Slots:** Each participating Board will enter into a contracted slots
61 agreement with the selected childcare program demonstration site.
62 ➤ **Provide Child Care Scholarships:** Offer flexible scholarships to support
63 participating families using existing infrastructure processes.
64 ➤ **Evaluate Impact:** Monitor and assess impacts on:
65 ○ Parental employment and education outcomes
66 ○ Waitlist reduction
67 ○ Quality of the participating childcare programs
68 ○ Continuity of care
69 ○ Workforce retention and development within early education.
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71 By piloting this parent-educator child care model, TWC can test a cost-effective, high-
72 impact approach to reducing the child care waitlist while simultaneously strengthening
73 Texas’ workforce.
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75 **Decision Points**

- 76 • Dedicate up to \$4.7 million to this pilot project, utilizing funds made available
77 through the agency staff proposed discontinuation of the Child Care Investment
78 Partnerships Program in FY26.
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- 80 • Allow Boards, working in partnership with a childcare program(s) who offers a
81 parent-caregiver model to apply to participate in this pilot. Boards who wish to
82 participate must ensure that they publicly announce the availability of this funding
83 opportunity to provide any local childcare provider who offers a parent-caregiver
84 model to indicate their desire to participate.
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- Participating Boards must agree to:
 - conduct required CCS eligibility and overseeing the new pilot, and may use pilot project funding for the necessary administrative and operations costs;
 - ensure that the childcare provider meets all CCS requirements, including participation in Texas Rising Star, and TWC/Board payment rates;
 - enter into a contracted slots agreement with the child care program, and oversee the contracted slots parent-caregiver pilot; and
 - ensure the contracted slots parameters align with §809.96 Contracted Slots Agreements, including ensuring that any vacant slots are filled in a timely manner (§809.96 (b)).

 - Approve the parent-caregiver pilot as a Special Project under TWC rule §809.53, and waive the following rules for the pilot project to operate efficiently, as follows:
 - Allow parents who agree to participate in the parent-caregiver pilot project to be exempted from the local CCS waitlist, by waiving the requirements of §809.18.
 - Allow parents who agree to participate in the parent-caregiver pilot to count their hours volunteering at the child care program to count towards their CCS hourly work requirement, by amending the definition of work in §809.2. to include volunteer hours in the childcare program for parents participating in the parent-caregiver pilot program.

 - Direct staff to implement an application process for Board to apply to participate in the parent-caregiver pilot program.

 - Develop an evaluation framework as described above.

 - Direct staff to make necessary automation changes in TX3C to support the implementation of the pilot, and the tracking of participation parents and providers.