



**STATE OF HAWAII**  
**Executive Office on Early Learning**  
2759 South King Street  
HONOLULU, HAWAII 96826

February 8, 2022

**TO:** Representative Ryan I. Yamane, Chair  
Representative Adrian K. Tam, Vice Chair  
House Committee on Health, Human Services, and Homelessness

**FROM:** Coleen Momohara, Interim Director  
Executive Office on Early Learning

**SUBJECT:** **Measure:** H.B. No. 2193 – RELATING TO THE EARLY CHILDHOOD REGISTRY  
**Hearing Date:** Thursday February 10, 2022  
**Time:** 9:00 a.m.  
**Location:** Conference Room 329 and Videoconference

**Bill Description:** Requires the staff of licensed and registered early childhood programs to annually provide specific information to the Department of Human Services' Early Childhood Workforce Registry. Requires a report to the Legislature. Makes an appropriation.

**EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Provides comments**

Aloha. I am Coleen Momohara, Interim Director of the Executive Office on Early Learning (EOEL). EOEL provides comments on H.B. No. 2193 and defers to the Department of Human Services (DHS).

EOEL is statutorily responsible for the development of the State's early childhood system that shall ensure a spectrum of high-quality development and learning opportunities for children throughout the state, from prenatal care until the time they enter kindergarten, with priority given to underserved or at-risk children.

EOEL recognizes that data collection not only helps to provide more robust information necessary for the implementation of programs and services that impact young children and the adults that care for them, but also in informing policy-making and ensuring more productive and successful public policies. EOEL defers to the DHS as it pertains to this bill, particularly on implementation and funding needs.

Thank you for the opportunity to provide testimony on this bill.



Date: February 8, 2022

To: House Committee on Health, Human Services, & Homelessness  
Representative Ryan Yamane, Chair  
Representative Adrian Tam, Vice Chair

From: Early Childhood Action Strategy

Re: Support for HB2193, Relating to the Early Childhood Registry

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Early Childhood Action Strategy (ECAS) is a statewide cross-sector collaborative designed to improve the system of care for Hawai'i's youngest children and their families. ECAS partners work to align priorities for children prenatal to age eight, streamline services, maximize resources, and improve programs to support our youngest keiki.

**ECAS strongly supports passage of HB2193**, which would require annual data collection on the child care workforce and make an appropriation to the Department of Human Services to invest in updating the technology supporting the Early Childhood Registry.

High-quality child care and early learning programs are fundamental to thriving children, flourishing families, and a robust economy. An effective, well-trained, early childhood workforce is the backbone of these programs. There is no comprehensive data, however, on the early care and learning workforce in Hawaii. Hawaii lacks basic information on who is caring for our keiki, forcing us to rely on national data that does not capture our local context. Additionally, the current system is time consuming and administratively burdensome for providers, further hampering the collection of key data critical to informing policy, administrative, regulatory and funding decisions related to child care and early learning in Hawaii.

Hawaii would need to more than double the estimated 4,000 early childhood workers in the state to support the 14,500 children between birth and age 5 needing child care. Action is needed to address the significant information-gap so we can better understand how to maintain and grow the state's early care and learning workforce and expand access to child care for Hawaii's children and families. Passage of **HB2193** would take an important step towards this effort.

Thank you for this opportunity to provide testimony **in support of HB2193**.



Hawai'i  
**Children's Action Network Speaks!**  
Building a unified voice for Hawai'i's children

To: Representative Yamane, Chair  
Representative Tam, Vice Chair  
House Committee on Health, Human Services, & Homelessness

Re: **HB 2193- Relating to the early childhood registry**  
9:00 AM, February 10, 2022

Chair Yamane, Vice Chair Tam, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to **testify in strong support of House bill 2193, relating to the early childhood registry. By making the registry required for a greater share of child care providers and requiring information be updated annually, we will be better informed to make improvements for our early care and learning workforce and programs.**

We lack the data necessary to understand our child care workforce, which hinders our ability to create strategic policy to address the critical workforce shortage. The Early Childhood Data Collaborative asks communities if they can answer these questions to understand if they have a data deficit<sup>1</sup>:

- What is the median wage of early educators by role and qualification level?
- What percentage of early educators already hold an associate's degree, bachelor's degree, or higher? Does this vary across settings and geographic regions, or demographics?

Considering we do not collect information from all child care providers, Hawai'i would have a difficult time answering these questions. Attached is the required information collected by our registry for people working in child care centers.<sup>2</sup> Hawai'i's Early Childhood Registry is optional for family child care providers and between January 2016 and November 2021, 27 family child care providers had applied or updated their information in the registry<sup>3</sup>. That is 27 out of over 300 registered family child care providers. Additionally, for the majority there is no requirement to update information in the registry, so what little data we have may be outdated.

Relying on national data can result in misunderstanding what's happening on the ground. Compare the findings using the national data set and the state's registry report in Illinois. The national Occupational Employment and Wage Statistics data set states the median wage of a child worker is \$13.09 in Illinois. The [Illinois' Early Childhood Education Workforce Report](#) shows that the median

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<sup>1</sup> Center for the Study of Child Care Employment and The Early Childhood Data Collaborative, 2019, *A workforce data deficit hinders improved preparation, support, and compensation of early childhood educators*, <https://cscce.berkeley.edu/a-workforce-data-deficit-hinders-improved-preparation-support-and-compensation-of-early-childhood-educators/>

<sup>2</sup> Hawai'i Department of Human Services Early Childhood Registry, <http://16pqt945xhpi2jqbw34qwyw-wpengine.netdna-ssl.com/wp-content/uploads/2017/10/Form-1.pdf>

<sup>3</sup> Hawai'i Early Childhood Registry data request fulfilled by Department of Human Services in December 2021.

wage for Licensed Center Teacher is \$13.85 but the median wage for the Licensed Center Assistant teacher is \$11.00. The national data does not account for the different categories of early childhood educator and is insufficient to understand the state context.

Additionally, our current registry system is an administrative burden to child care providers. States that have made progress in planning for the future of early care and learning have made the investments in upgrading the registry system, so it is viewed as an asset instead of a barrier.

If we want to serve all children who need care and access to early learning programs, we must correct the data deficit and improve our collection and registry system.

**For these reasons, HCAN Speaks! respectfully requests the Committee to support this measure.**

Thank you,  
Kathleen Algire  
Director, Early Learning and Health Policy

# Form 1

Required for Employment in  
Center-Based Programs



## Hawaii Department of Human Services Early Childhood Registry

For Office Use Only

Received Date: \_\_\_\_\_  
 Position at ECC: \_\_\_\_\_  
 Position at IT: \_\_\_\_\_  
 Position at MS: \_\_\_\_\_  
 Framework Level: \_\_\_\_\_  
 Completion Date: \_\_\_\_\_  
 Renewal Date: \_\_\_\_\_

Type of Application  
(check one):

- New to Registry
- Renewal/Update
- Replacement/Lost

Participation in the Registry is required by the Department of Human Services (DHS) for employment in state licensed center-based programs. The Registry assists DHS in confirming your education and training experience to determine the position(s) you qualify for under state child care licensing rules. Once your application is processed, you will receive a Registry Certificate and be eligible for employment. If you are updating, you may receive a new Registry Certificate if your qualifications have changed. **ORIGINAL applications only. NO faxed, copied, or emailed applications accepted.**

Please print clearly

| SECTION A: PERSONAL INFORMATION                                                                                                                                                                                                 |                                                                                                                               |                                                     |                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------------|
|                                                                                                                                                                                                                                 |                                                                                                                               | <input type="checkbox"/> No updates to this section | <input type="checkbox"/> Update this section                              |
| * Legal Name Last                                                                                                                                                                                                               | First                                                                                                                         | MI                                                  | Caregiver ID:                                                             |
| * Social Security No:                                                                                                                                                                                                           | * Birth Date:                                                                                                                 |                                                     | * Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female   |
| * Home Address                                                                                                                                                                                                                  |                                                                                                                               |                                                     | Unit No:                                                                  |
| * City:                                                                                                                                                                                                                         | * State:                                                                                                                      | * Zip:                                              |                                                                           |
| Mailing Address, if different:                                                                                                                                                                                                  |                                                                                                                               |                                                     | Unit No:                                                                  |
| City:                                                                                                                                                                                                                           | State:                                                                                                                        | Zip:                                                |                                                                           |
| Email Address (optional):                                                                                                                                                                                                       | Phone:                                                                                                                        | Alt. Phone:                                         |                                                                           |
| SECTION B: IF APPLICABLE, CURRENT EARLY CHILDHOOD RELATED EMPLOYMENT INFORMATION<br>(TO BE COMPLETED BY THE DIRECTOR)                                                                                                           |                                                                                                                               |                                                     |                                                                           |
|                                                                                                                                                                                                                                 |                                                                                                                               | <input type="checkbox"/> No updates to this section | <input type="checkbox"/> Update this section <input type="checkbox"/> N/A |
| Business Name:                                                                                                                                                                                                                  |                                                                                                                               | Site Name (# business has multiple sites):          |                                                                           |
| Site Mailing Address:                                                                                                                                                                                                           |                                                                                                                               |                                                     |                                                                           |
| City:                                                                                                                                                                                                                           | State:                                                                                                                        | Zip:                                                |                                                                           |
| Applicant's Current Position:                                                                                                                                                                                                   | <input type="checkbox"/> Full-time<br><input type="checkbox"/> Part-time @ _____ hours/week                                   |                                                     |                                                                           |
| Applicant's Date of Hire:<br>(MUST BE EMPLOYED)      /      /<br>(month / day / year)                                                                                                                                           | Facility Type: <input type="checkbox"/> Center based <input type="checkbox"/> Home based <input type="checkbox"/> School aged |                                                     |                                                                           |
| Age worked with: Check all applicable boxes <input type="checkbox"/> Infants-Toddlers (6wks-35 mos) <input type="checkbox"/> Preschool (3-5 yrs) <input type="checkbox"/> FQCH <input type="checkbox"/> School aged (K-12 yrs.) |                                                                                                                               |                                                     |                                                                           |
| Director's Name:                                                                                                                                                                                                                | Phone:                                                                                                                        | Email:                                              |                                                                           |
| * Initial all that has been completed. Required in order to process Registry application.                                                                                                                                       |                                                                                                                               |                                                     |                                                                           |
| _____ All employment verification has been completed for this individual (including that listed in Section D of this application). This will be used to determine if the applicant meets the DHS experience requirement.        |                                                                                                                               |                                                     |                                                                           |
| _____ Orientation training has been completed for this individual.                                                                                                                                                              |                                                                                                                               |                                                     |                                                                           |
| * Director's signature                                                                                                                                                                                                          |                                                                                                                               |                                                     | Date:                                                                     |
| <input type="checkbox"/> Center Director                                                                                                                                                                                        |                                                                                                                               | <input type="checkbox"/> School Principal           | <input type="checkbox"/> Human Resources Officer                          |
|                                                                                                                                                                                                                                 |                                                                                                                               | <input type="checkbox"/> School Principal           | <input type="checkbox"/> Owner                                            |

\* REQUIRED INFORMATION

April 2017



To: House Committee on Health, Human Services, and Homelessness  
Hearing Date/Time: February 10, 2022 9:00AM  
Place: Hawaii State Capitol, Room 329 & Video Conference  
Re: Testimony in STRONG SUPPORT of HB2193

Dear Chair Yamane, Vice Chair Tam, and the Members of Committee,

Members of AAUW of Hawaii thank you for this opportunity to testify in strong support of HB2193 which would improve the data collection of the Early Childhood Registry.

Hawaii would need over 9,300 early childhood educators and we currently have closer to 4,000. This is only an estimate since we are using national data sources which do not capture Hawaii's local system. We need better data so we can better understand what we need to do to grow the childcare workforce.

Without the childcare capacity, more women in Hawaii will be forced to leave the labor force. Women already shoulder a disproportionate burden of child care responsibilities: about 27% of mothers stay at home (versus 7% fathers), three fourth of the mothers who stay at home do so to care for family (versus one fourth of the fathers) according to a 2018 survey from Pew Research. Being forced to leave the labor force to do unpaid care work limits women's advancement and corresponding pay increases, contributing to the gender pay gap. The gender pay gap also continues into retirement, with the 2019 U.S. Census Bureau American Community Survey showing a nearly 30% difference in total retirement income between men and women. There are serious and disproportionate financial barriers to seniors aging in place and avoiding institutionalization.

The American Association of University Women (AAUW) of Hawaii is an all volunteer, statewide chapter of a national organization and is made up of six branches: Hilo, Honolulu, Kaula'i, Kona, Maui, and Windward Oahu. UH Hilo, UH Manoa, UH Maui College, and Windward Community College are also AAUW partners. AAUW's mission is to advance gender equity for equal opportunities in education, at workplace and for economic security, and in leadership.

Please pass this important measure.



with Aloha,  
Younghee Overly

A handwritten signature in grey ink, appearing to read "Y. Overly".

Public Policy Chair, AAUW of Hawaii  
[publicpolicy-hi@aauw.net](mailto:publicpolicy-hi@aauw.net)



February 8<sup>th</sup>, 2022  
Hawai'i State Capitol  
415 S Beretania St.  
Honolulu, HI 96813

RE: HB2193/SB2700, Relating to the Early Childhood Registry

Aloha Committee Chairs and members,

The Hawai'i Association of School Psychologists supports HBHB2193/SB2700, bills that establish data collection methods for registered early childhood program staffing for the following reasons:

Because there is currently no comprehensive national data on the early care and learning workforce.

Because Hawai'i would need over 9,300 early childhood educators to support the number of children needing care (14,500 children between birth to 5). Hawai'i currently has approximately 4,000.

Because relying on national data alone can result in a misrepresentation of Hawai'i's early care and learning workforce.

Because the current system is an administrative burden on child care providers and workers.

Respectfully Submitted,

Alec Marentic, NCSP  
President-Elect, Hawai'i Association of School Psychologists (HASP)  
*Email:* [hasp808@gmail.com](mailto:hasp808@gmail.com)



**HB-2193**

Submitted on: 2/8/2022 9:06:08 AM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Toni Fujimoto       | Individual          | Support                   | No                                |

Comments:

**Please support SB 2700/HB 2193, that would require annual data collection on the child care workforce and make an appropriation to the Department of Human Services to invest in updating the Early Childhood Registry. Hawai‘i lacks basic information on who is caring for our keiki. We rely on national data but it does not capture our local context. Additionally, the current system is time consuming for providers and is an administrative burden. If we hope to improve our early care and learning system, we must have the data and information to do so.**

**HB-2193**

Submitted on: 2/8/2022 9:14:40 AM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Alice Luck          | Individual          | Support                   | No                                |

Comments:

I support this bill because we need timely data on the workforce in order to make informed decisions about policies that can increase the number of providers in each county to ensure we have the capacity needed to increase enrollments. We need to understand and be able to identify trends in workforce entry and exit.

**HB-2193**

Submitted on: 2/8/2022 10:06:20 AM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Sandra Mactagone    | Individual          | Support                   | No                                |

Comments:

How many child care educators are working in our child care programs? How do we make important decisions and investments in our future educational system? These educators are the backbone to our community and economy. They support healthy development for our children and support our families that need to work. To improve our child care system, we need to know what's really happening. **House Bill 2193** would improve the state's Early Childhood Workforce Registry to provide the data we really need.

**HB-2193**

Submitted on: 2/8/2022 12:16:28 PM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Ileana H Ruelas     | Individual          | Support                   | No                                |

Comments:

*For HB2193:*

Dear Chair Yamane, Chair Luke, Vice Chair Tam, Vice Chair Cullen and members of the House Health, Human Services, & Homelessness and Finance Committees,

I **SUPPORT** HB2193, which seeks to gather early childcare and education workforce data via a workforce registry that could provide an objective framework for professional development and compensation, and to consistently collect, analyze, and report on this data.

This reform is desperately needed to:

- increase salary for early learning educators to provide livable wages
- address the critical shortfall of Early Learning educators in the state of hawaii
- provide much needed understanding of classroom availability for families struggling with early learning education needs
- reduce the level of stress/mental health challenges experienced for both families with young children and educators of young children

I would also advocate that:

- the process/procedure for data collection needs to be co-designed and co-led by preschool employees & early learning advocates who are compensated for their time to participate in the process.
- the process for data collection should demonstrate an understanding of strains on Preschool/Early Learning providers - and information should be collected in the least invasive manner - that is respectful, streamlined, efficient, & compassionate
- the process for data collection is intentionally inclusive - and proactively provides outreach to Family Child Interactive Learning centers (FCILs), Parent Participatory Programs, Homeless Preschools (i.e. Ka Pa'alana), Hawaiian Language Immersion Preschools (i.e. 'Aha Punana Leo), and other smaller providers that may serve critical Pacific Islander/Asian populations (i.e. We are Oceania, Partners in Development Foundation, INPEACE, Keiki o Ka 'Aina, etc).
- the process for data collection is intentionally thoughtful & reflective to include critical outreach to populations that are overrepresented in educational statistical trends (such as low rates of high school diploma completion, college enrollment/persistence/completion,

etc), underrepresentation in higher education, & overrepresentation in the criminal justice system.

- the process for data collection is inclusive and provides intentional outreach to families that are earning ALICE wages or below - to reflect genuine supports
- the process for data collection is inclusive and proactively outreaches to services that support Early Learning Screenings & Developmental services (physical, vision, hearing, developmental, etc) such as the Department of Health, Department of Education, Leadership in Disabilities Association of Hawaii - to ensure that the needs of learners that may be developmentally delayed - are incorporated into this work
- the process for data collection would include type, cost, subsidies, and providers of Early Learning Training including but not limited to Honolulu Community College, PATCH, INPEACE, & Keiki o Ka Aina
- the process for data collection would include the type of training offered -by category and with the option to fill in description , especially for Culture/Language Based Training, Trauma Informed Care Training, Continuing Education Credits, etc.
- the process for data collection would include an opportunity for Early Learning staff to indicate specific areas that they identify as areas of prioritized need for Professional Development
- the process for data collection would include which Early Learning Accreditation employers are certified under, and which employers help subsidize the cost of education/continuous education credits/training for their staff
- the process would potentially incentivize employers for providing supports for professional development, and training in trauma informed care & culture/place based training

Furthermore, there is a preponderance of information provided by Early Learning Advocates, DLIR, & available data to indicate that:

**According to [Child Care Services, April 2021](#):**

- A child's earliest years are a critical window of brain development. Early learning opportunities with a high-quality workforce lay the foundation for future success in school and in life.
- Yet, child care teachers, overwhelmingly women and primarily women of color, earn an average of just \$12/hour—less than \$25,000/year—even with a degree.
- Nearly 40% of child care educators rely on some form of public assistance because of their unlivable wages; they are seven times more likely to live in poverty than public school kindergarten teachers.
- Teachers working with infants and toddlers earn the least, regardless of educational level. This wage gap disproportionately affects people of color, who are more likely to work with younger age groups.
- Young children depend on stable, secure relationships and continuity of care to support their development.
- But with low pay and few benefits, turnover is high and 22% of teachers expect to leave the field within the next three years.
- Some work multiple jobs just to stay afloat and still be in the field they love.

**According to the ALICE Report 2020 for Hawaii:**

- The hourly wages needed to support budgets are \$15.53 for the single adult Survival Budget; \$17.15 for the Senior Survival Budget; and \$45.41 for one worker or \$22.70 each for two workers for the Survival Budget for a family of four. To put these budgets in perspective, the median hourly wage for the most common occupation in Hawai‘i, retail sales, was \$13.03 in 2018, or \$26,060 if full time, year-round — not enough to support any of the ALICE budgets.<sup>11</sup>

**According to [Star Advertiser](#):**

- Even before the pandemic, Hawaii’s state-funded preschool served just a tiny fraction of the population — 679 students, or an estimated 4% of the state’s 4-year-olds — in the 2019-2020 school year, according to the [2020 State of Preschool Yearbook](#) issued by the National Institute for Early Education Research.
- The Executive Office on Early Learning was established in 2015 to create the public prekindergarten program and coordinate early childhood learning statewide. It now has 37 prekindergarten classrooms at 34 public schools statewide, out of a total of 174 Department of Education elementary schools.

**According to [HI-CAN](#):**

- 28% of Hawaii's Households with children lost employment income in the past 4 weeks
- 24% of Hawaii's households with children have little or no confidence in their ability to pay their next rent or mortgage on time
- 15% of Hawaii's households with children sometimes or often did not have enough food to eat in the past week
- 28% of Hawaii adults living in households with children - felt down, depressed or hopeless most days or nearly every day for the past week.
- 19% applied for but did not receive Unemployment Insurance benefits

Accordingly, I respectfully urge you to consider immediately actionable solutions that address the short term needs of early learning providers & their families, such as:

- Direct unused funds towards immediate pay raises & family Early Learning stipends
- Utilize existing bodies of knowledge to convene and mobilize actionable items identified by Early Learning advocates that cost \$5,000 or less
- Ensure

Accordingly, I respectfully urge you to **PASS** HB2193

Mahalo nui for the opportunity to provide my testimony.

Ileana H Ruelas

**HB-2193**

Submitted on: 2/8/2022 1:29:28 PM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Liza Ryan Gill      | Individual          | Support                   | No                                |

Comments:

Dear Committee Members,

I STRONGLY SUPPORT HB 2193. It is so crucial that we have accurate information concerning our childcare providers. As a new parent I struggled to find care for my child, calling all over my area to see who was accepting. In the end we were unable to find a place for our baby until she turns 13months old.

Parents are struggling with the lack of reliable, affordable AND accessible childcare. I have advised many friends that are expecting children to start calling centers before their baby is born to see if they can find a place.

It is urgent that we get a sense of what we are really dealing with. Without information we can't make good policy choices.

Mahalo,

Liza Ryan Gill

Round Top Drive

**HB-2193**

Submitted on: 2/8/2022 1:31:20 PM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Patricia Blair      | Individual          | Support                   | No                                |

Comments:

I support HB2193. Data is important.



Feb. 9, 2022

To: Representative Ryan Yamane, Chair  
Representative Adrian Tam, Vice-Chair  
House Committee on Health, Human Services, and Homelessness

From: Dr. Terry Lock, Director,  
Hawai'i Early Childhood Educator Excellence and Equity Project  
University of Hawai'i at Mānoa College of Education

Subject: Measure - HB 2193  
RELATING TO THE EARLY CHILDHOOD REGISTRY  
Hearing Date - February 10, 2022  
Time - 9:00 AM  
Location: Room 329 and videoconference

My name is Dr. Terry Lock. I am with the University of Hawai'i at Mānoa College of Education and currently serve as the director of the Hawai'i Early Childhood Educator Excellence and Equity Project. The goal of this project is to transform early childhood education lead teacher preparation programs and compensation/ financing systems.

Thank you for the opportunity to testify. I strongly support HB 2193. This bill seeks to Improve the data collection of the Early Childhood Registry and makes an appropriation so the Department of Human Services (DHS) can update the workforce registry technology.

Early childhood educators play an essential role in our state. Skilled and knowledgeable early childhood educators are one of the most important factors contributing to quality early childhood education. They set the foundation for our children's academic, health, and social development, as well as contribute to Hawai'i's economic success by caring for young children so parents can work. Despite working in an essential occupation, Hawai'i's early childhood educators are often unseen by policymakers.

Hawai'i lacks basic information on who is caring for our keiki. The absence of good data allows our own perspectives and bias to drive policy decisions. Often our state relies on national data but it does not capture our local context. Without quality comprehensive state early childhood workforce data, it's impossible to answer questions, like: Who constitutes the early childhood workforce? How does the early childhood workforce vary by county, island, district, and community? What is their current education and compensation levels? Which educators receive crucial supports, like paid time for planning and reflection to improve their practice in the classroom? And especially critical

during this national pandemic: Which educators lack access to health insurance? To paid sick time?

Having accurate and ongoing data that answer these key questions, can help policy makers, state departments, higher education, and child-serving agencies better understand the early childhood workforce and develop more effective solutions on how to recruit and retain a qualified early care and learning workforce to serve our children and families. If we hope to improve our early care and learning system, we must have workforce data and information to do so.

Additionally, the current workforce registry is time consuming for providers and is an administrative burden. Other states, like Nevada, have early childhood workforce registries where users create and access accounts.

Through the passage of HB 2193, the early child care workforce in Hawai'i will more easily enter their information into an Early Childhood Educator Workforce Registry, which is an online database to track their licensure and professional development requirements. Data collected within this registry will then provide a better picture of who makes up the early care and education workforce and where they are with regards to training, education, compensation, and experience. HB 2193 seeks to require DHS to then analyze the data and present it to legislators so that the voices of early childhood educators can be heard and answered.

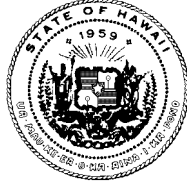
When the correct structures are in place to support our educators, they are better prepared to contribute to a thriving early childhood workforce and improve the quality children receive. If we invest in early childhood educators, we are investing in our children.

Please support this measure.

Respectfully submitted by:

Dr. Terry Lock

DAVID Y. IGE  
GOVERNOR



CATHY BETTS  
DIRECTOR

JOSEPH CAMPOS II  
DEPUTY DIRECTOR

STATE OF HAWAII  
**DEPARTMENT OF HUMAN SERVICES**

P. O. Box 339  
Honolulu, Hawaii 96809-0339

February 9, 2022

TO: The Honorable Representative Ryan I. Yamane, Chair  
House Committee on Health, Human Services & Homelessness

FROM: Cathy Betts, Director

SUBJECT: **HB 2193 – RELATING TO CHILD CARE.**

Hearing: Thursday, February 10, 2022, 9:00 a.m.  
Via Videoconference, State Capitol

**DEPARTMENT'S POSITION:** The Department of Human Services (DHS) appreciates the intent of the measure and provides comments. DHS respectfully requests that any appropriation not reduce or replace priorities identified in the executive budget.

**PURPOSE:** The purpose of the bill is to require the staff of licensed and registered early childhood programs to annually provide specific information to the Department of Human Services' Early Childhood Workforce Registry. Requires a report to the Legislature. Makes an appropriation.

DHS currently has a contract with People Attentive to Children (PATCH) to maintain the early childhood registry database for child care staff in licensed group child care centers, group child care homes, and infant and toddler centers. The database captures information related to caregiver qualifications and would need to be modified if the registry database is the system that would maintain the information identified in this measure.

DHS respectfully recommends that the information provided be aggregate data and not identify the person's unique information such as first and last name.

If the measure passes as drafted, DHS respectfully requests that the effective date be set after or later than December 31, 2022, to give DHS the time to make the necessary program and system changes and develop administrative processes and rules. The department's current program demands and efforts are focused on complying with provisions of the federal Child Care and Development Block Grant, which provides approximately \$30 million annually in federal Child Care and Development Fund grants. As the session progresses, DHS will update the resources needed to implement such a program.

Lastly, we ask that any appropriation not supplant fiscal priorities identified in the Executive Budget.

Thank you for the opportunity to provide comments on this measure.



## Children's Action Network Speaks!

Building a unified voice for Hawaii's children

To: Representative Woodson, Chair  
Representative Kapela, Vice Chair  
House Committee on Education

Re: **HB 2000, relating to education**  
2:00 PM, February 10, 2022

Chair Woodson, Vice Chair Kapela, and committee members,

On behalf of HCAN Speaks!, thank you for the opportunity to **testify in support of House bill 2000**, relating to education.

We support the intention of HB 2000. Facilities for early care and learning programs are desperately needed. However, details, like the process of how locations for the construction of preschool facilities would occur and if construction includes renovations of an existing facility or creating a new facility, are unclear. We hope as the bill moves forward additional information becomes available.

I also request the measure be amended for more inclusive language that matches the context of preschool in Hawai'i.

SECTION 1. There is appropriated out of the general revenues of the State of Hawaii the sum of \$ \_\_\_\_\_ or so much thereof as may be necessary for fiscal year 2022-2023 for the construction of ~~preschool facilities.~~ **Early care and learning programs**

**HCAN Speaks! respectfully requests the Committee to amend and support this measure.**

Thank you,

Kathleen Algire  
Director, Early Learning and Health Policy

February 9, 2022

Chair, Vice Chair, and committee members,

I sincerely appreciate this opportunity to provide testimony for House Bill **HB 2193/SB 2700, relating to the early childhood registry**. This bill seeks to make annual data collection for the Early Childhood Registry mandatory which would broaden those required to provide information. It also appropriates funding to DHS to update the registry to improve the technology of the registry so the increased requirements do not become a barrier for providers.

Please support SB 2700/HB 2193, that would require annual data collection on the child care workforce and make an appropriation to the Department of Human Services to invest in updating the Early Childhood Registry. Hawai'i lacks basic information on who is caring for our keiki. We rely on national data but it does not capture our local context. Additionally, the current system is time consuming for providers and is an administrative burden. If we hope to improve our early care and learning system, we must have the data and information to do so.

Please support this measure.

Respectfully,

Helen Au, Ph.D., M.Ed.

**HB-2193**

Submitted on: 2/9/2022 2:19:56 PM

Testimony for HHH on 2/10/2022 9:00:00 AM

| <b>Submitted By</b> | <b>Organization</b> | <b>Testifier Position</b> | <b>Remote Testimony Requested</b> |
|---------------------|---------------------|---------------------------|-----------------------------------|
| Moevanu Jameson     | Individual          | Support                   | No                                |

Comments:

Co-Chairpersons and Committee Members:

I am in strong support of SB 2700, which would require annual data collection on the child care workforce and make an appropriation to the Department of Human Services to invest in updating the Early Childhood Registry. Hawai'i lacks basic information on who is caring for our keiki. We rely on national data but it does not capture our local context. Additionally, the current system is time consuming for providers and is an administrative burden. If we hope to improve our early care and learning system, we must have the data and information to do so. This bill would establish the much needed workforce registry and thus improve the visibility and professional development of early childhood educators.

Skilled and knowledgeable early childhood educators are one of the most important factors contributing to quality early childhood education. They set the foundation for our children's academic, health, and social development, as well as contribute to Hawaii's economic success by caring for young children so parents can work. Despite working in an essential occupation, Hawaii's early childhood educators are often unseen by policymakers—they receive extremely low wages, have few benefits, and receive limited training and professional development. The challenges that early childhood educators face impede them from providing the highest quality care.

Improving Early Childhood Educator Workforce Registry is an investment that would allow the early childcare workforce to more easily enter their information into an online database to track their licensure and professional development requirements. Data collected within this registry provides a better picture of who makes up the early care and education workforce and an understanding of where they are with regards to training, education, compensation, and experience. Senate Bill 2700 requires the Department of Human Services to then analyze the data and present it to legislators so that the voices of early childhood educators can be heard and answered.

Early childhood educators play an essential role in our state. When the correct structures are in place to support professionally our educators, they are better prepared to contribute to a thriving early childhood workforce and improve the quality children receive. If we invest in early childhood educators, we are investing in our children.

I hope that this information is helpful for the Committee's consideration. Please support Senate Bill 2700. I would be glad to answer any questions.

Respectfully submitted,

Moevanu Jameson

moevanu@hawaii.edu