



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

February 22, 2023

TO: Representative Kyle T. Yamashita, Chair
Representative Lisa Kitagawa, Vice Chair
House Committee on Finance

FROM: Yuuko Arikawa-Cross, Director
Executive Office on Early Learning

SUBJECT: Measure: H.B. No. 547 H.D. 1 – RELATING TO CHILD CARE
Hearing Date: Friday, February 24, 2023
Time: 11:30 am
Location: Conference Room 308

EXECUTIVE OFFICE ON EARLY LEARNING'S POSITION: Support the Intent

EOEL supports the intent of H.B. No. 547 H.D. 1 and defers to the Department of Human Services.

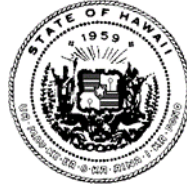
EOEL is committed to increasing access to early learning opportunities for children and families across the State. Challenges in recruiting and retaining qualified staff are a significant barrier to sustaining the early learning workforce.

EOEL recognizes that increasing compensation is an effective way to increase recruitment and retention of a qualified early learning workforce. Despite working in a specialized field with health, safety, and educational requirements with higher levels of education than the average American worker (Whitebook et al., 1990), many early childhood care and education providers remain at the second or third percentile in the Bureau of Labor and Statistics rankings of occupation, making wages comparable to that of parking lot attendants, bartenders, and laundry service workers. We also know that our youngest keiki, our infants and toddlers, comprise one of our biggest gap groups in Hawai'i with families facing difficulties in being able to find and secure care.

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. EOEL supports the intention of the bill to focus on the professionals who serve our youngest keiki as those most likely to be furthest from fair wages. We look forward to continuing to work with the Legislature to increase access quality early learning programs and services and to support the early childhood care and education workforce in the State.

Thank you for the opportunity to testify on this bill.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



CATHY BETTS
DIRECTOR
KA LUNA HO'OKELE

JOSEPH CAMPOS II
DEPUTY DIRECTOR
KA HOPE LUNA HO'OKELE

STATE OF HAWAII
KA MOKU'ĀINA O HAWAI'I
DEPARTMENT OF HUMAN SERVICES
KA 'OIHANA MĀLAMA LAWELAWE KANAKA
Office of the Director
P. O. Box 339
Honolulu, Hawaii 96809-0339

February 22, 2023

TO: The Honorable Representative Kyle T. Yamashita, Chair
House Committee on Finance

FROM: Cathy Betts, Director

SUBJECT: **HB 547 HD1 – RELATING TO EARLY CHILD CARE**

Hearing: Friday, February 24, 2023, 11:30 a.m.
Conference Room 308 & Via Videoconference, State Capitol

DEPARTMENT'S POSITION: The Department of Human Services (DHS) appreciates the bill's intent and provides comments. DHS respectfully requests that appropriations added to implement this measure not reduce or replace budget priorities identified in the executive budget or Governor's Messages.

PURPOSE: The purpose of the bill is to require the Department of Human Services to establish and implement a two-year infant and toddler child care worker subsidy pilot program to assist in retaining the existing child care workforce. Appropriates funds for the pilot program. Sunsets 7/1/2025. Effective 6/30/3000. (HD1).

The HD1 amended this measure by:

- 1) Inserting language establishing standards for the distribution of the funds appropriated in this measure as subsidies under the Infant and Toddler Child Care Worker Subsidy Pilot Program;
- 2) Changing the effective date to June 30, 3000, to encourage further discussion; and
- 3) Making technical, nonsubstantive amendments for the purposes of clarity, consistency, and style.

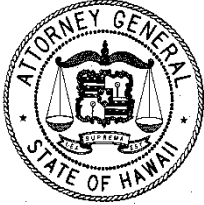
Regarding Section 2, Page 5, subsection (g), DHS does not have the capacity nor the means to enter into a contract with each eligible infant and toddler child care worker for the proposed two-year pilot period. According to our records from January 2023, there are approximately five hundred fifty (550) infant and toddler workers among sixty-seven licensed infant and toddler centers statewide.

DHS instead proposes that licensed infant and toddler child care centers would apply on behalf of their child care workers and provide proof that the child care worker meets the criteria in Section 2, Page 3, subsection (e) and be responsible for disbursing the subsidized participant's wages and ensuring that participants are paid wages of at least \$16.00 per hour.

DHS will develop standards and qualifications for child care workers' participation in the pilot program and review each request to determine whether the child care worker is eligible to participate in the subsidy pilot program and receive a subsidy.

To implement the two-year infant and toddler child care worker subsidy pilot program, DHS requests an effective date after December 31, 2023, to give DHS time to make the necessary program and system changes and develop administrative processes and rules.

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



**TESTIMONY OF
THE DEPARTMENT OF THE ATTORNEY GENERAL
KA 'OIHANA O KA LOIO KUHINA
THIRTY-SECOND LEGISLATURE, 2023**

ON THE FOLLOWING MEASURE:

H.B. NO. 547, H.D. 1, RELATING TO EARLY CHILD CARE.

BEFORE THE:

HOUSE COMMITTEE ON FINANCE

DATE: Friday, February 24, 2023

TIME: 11:30 a.m.

LOCATION: State Capitol, Room 308

TESTIFIER(S): Anne E. Lopez, Attorney General, or
James W. Walther or Melissa J. Kolonie, Deputy Attorneys General

Chair Yamashita and Members of the Committee:

The Department of the Attorney General provides the following comments.

The purpose of this bill is to require the Department of Human Services to establish and implement a two-year infant and toddler child care worker subsidy pilot program to retain the existing early child care workforce in licensed infant and toddler center settings. The bill also appropriates funds for the pilot program.

The Department previously presented testimony on this bill to the House Committee on Human Services at its February 2, 2023, hearing. The House Committee on Human Services adopted the sample standards that we attached to our testimony to address a potential constitutional issue under article VII, section 4, of the Hawaii State Constitution. House Draft 1, however, appears to have inadvertently added a semicolon and return after "pre-kindergarten level services" on page 7, line 4. The semicolon and return change the meaning of the definition of "private educational institution" by making the subsequent wording "that are provided by an entity that holds itself out to the public as a school or educational institution" apply to all the institutions listed in the preceding paragraphs (1) to (3), however, the wording is meant to apply only to the pre-kindergarten level services listed in paragraph (3). We recommend deleting the semicolon and bringing the wording "that are provided by" up to line 4 of page 7, so paragraph (3) would read:

- (3) Pre-kindergarten level services[;] that are provided by an entity that holds itself out to the public as a school or educational institution, or that are identified by the entity as educational services rather than solely as child care services.

Thank you for the opportunity to provide comments.

TO: Representative Kyle T. Yamashita, Chair
Representative Lisa Kitagawa, Vice Chair
House Committee on Finance

FROM: Robert G. Peters, Chair
Early Learning Board

SUBJECT: Measure: H.B. No. 547 H.D. 1 – RELATING TO CHILD CARE

Hearing Date: Friday, February 24, 2023
Time: 11:30 am
Location: Conference Room 308

EARLY LEARNING BOARD POSITION: Support the Intent

The Early Learning Board (ELB) supports the intent of H.B. No. 547 H.D. 1 and defers to the Department of Human Services.

ELB is the governing board for the Executive Office on Early Learning, charged with policy development supportive of a quality State wide early learning and care system. One of its priorities is ensuring there is a qualified workforce with the capacity to nurture the growth and development of children from pre-natal to age 5. Challenges in recruiting and retaining qualified staff are a significant barrier to sustaining the early learning workforce, particularly in the infant and toddler sector.

Increasing compensation is an effective way to increase recruitment and retention of a qualified early learning workforce. Despite working in a specialized field with health, safety, and educational requirements and having higher levels of education than the average American worker (Whitebook et al., 1990), many early childhood care and education providers remain at the second or third percentile in the Bureau of Labor and Statistics rankings of occupation, making wages comparable to that of parking lot attendants, bartenders, and laundry service workers. We also know that our youngest keiki, our infants and toddlers, are one of our biggest gap groups in Hawaii with families facing difficulties in being able to find and secure care.

Hawaii's early childhood care and education professionals are some of the most undervalued in our state. ELB supports the intention of the bill to focus on those who service our youngest keiki as they are the most likely to be furthest from fair wages.

We look forward to continuing to work with the Legislature to support increasing access to quality early learning programs and services and the workforce in the State. Thank you for this opportunity to offer testimony on this bill.

HB-547-HD-1

Submitted on: 2/23/2023 5:27:54 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Douglass S. Adams	Department of Research and Development, County of Hawaii	Support	Written Testimony Only

Comments:

Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee on Finance:

Thank you for the opportunity to testify in SUPPORT of HB 547 HD1, which requires the department of human services to establish and implement a two-year infant and toddler child care worker subsidy pilot program to assist in retaining the existing child care workforce, and appropriates funds for the pilot program. This effort is part of an integrated approach to enhancing the state's development of required child care and early learning infrastructure. In addition to the construction of physical infrastructure that is being pursued through organizations like the School Facilities Authority, human infrastructure needs require support. This bill offers a vital path forward toward creating a sustainable economic model for early childhood education and care.

We strongly encourage the Committee to move HB 547 HD1 forward with a POSITIVE recommendation for House passage.

very respectfully

Douglass S Adams

Director, Dept of Research & Development

County of Hawaii



**Testimony Presented to the House Committee on Finance
February 24, 2023, 11:30 a.m. (Room 308)**

HB 547, RELATING TO EARLY CHILD CARE

Aloha Chair Yamashita, Vice Chair Kitagawa, and Members of the Committee:

We write in **strong support of HB 547**, in which the Department of Human Services shall develop a two-year infant and toddler childcare worker subsidy pilot program to help retain our child care workforce and ensure that Hawaii families have access to quality child care.

aio is a locally owned company with holdings across a broad range of industries. Our companies are purpose-driven and firmly rooted in local values. At aio, Hawaii is at our core, and through our products and services, we work hard to make Hawaii a better place for future generations.

Our employees are our greatest asset, and we want to ensure that they have access to quality and affordable child care for their keiki. This subsidy pilot program is a good first step at retaining top child care professionals by improving their compensation.

Research shows that early childhood care professionals are critical to a child's development, and we want the best care possible to teach and mold the next generation.

Mahalo,

A handwritten signature in black ink that reads "Brandon H. Kurisu".

Brandon Kurisu
aio Family of Companies





Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

To: Representative Yamashita, Chair
Representative Kitagawa, Vice Chair
House Committee on Finance

Re: HB547 HD1, relating to early child care
11:30 a.m., Feb. 24, 2023

Aloha Chair Yamashita, Vice Chair Kitagawa and members of the committee:

On behalf of Hawai'i Children's Action Network (HCAN) Speaks!, mahalo for the opportunity to testify in **STRONG SUPPORT** of House Bill 547 HD1, relating to early child care.

At the heart of every early childhood care and education program are the professionals who cultivate the nurturing environment where our youngest keiki can grow, learn and thrive. Families will tell you that when they make their choices about child care one of the biggest priorities is the professionals doing the work of early care and education.

Too often though, these critical professionals do not make a living wage. In 2020, a study found that **1 in 3 child care workers faced food insecurity**. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that early childhood care and education professionals earned between \$13 and \$17 per hour on average. This is significantly below what's needed for a living wage. Nationally, we see that **those caring for and educating our youngest children—birth through 2 years old—tend to make the least of all child care workers and early childhood educators.**

Early childhood care and education professionals provide a public good that deserves public investment. They help children build critical skills that they'll rely on their entire lives. Infant and toddler care and education professionals are especially important. A child's most rapid brain development happens between birth and three years old. The professionals who care for and educate them help infants and toddlers build vital skills that lay the foundation for lifelong education—building foundations in social-emotional skills, math, motor skills and literacy.

In addition to helping develop the next generations of curious and engaged citizens, infant and toddler child care professionals enable parents, caregivers and other family members to go to work. **They are the workforce behind so many other workforces.**

Hawai'i Children's Action Network Speaks! is a nonpartisan 501c4 nonprofit committed to advocating for children and their families. Our core issues are safety, health, and education.

Even as critical as these professionals are, we are losing them in droves. According to the Center for the Study of Child Care Employment, Hawai'i lost 20% of its early childhood care and education workforce between 2018 and 2020. Even more left the field during the pandemic. Nationally, more than 7% of the workforce have not returned. This means that **over the last five years, we have likely lost a quarter of the early childhood care and education workforce.**

We need to retain the dedicated professionals currently in the workforce and attract the next generation of child care workers and early childhood educators. These efforts must start with raising their wages.

This bill is a crucial step forward in raising wages. HB547 requires the Department of Human Services (DHS) to pilot a program that would provide wage subsidies for staff in infant and toddler centers. The focus on infant and toddler centers makes sense because those educators are more likely to be farthest from fair wages. **It also helps identify a portion of the workforce small enough for DHS to be able to innovate solutions to implement this program long-term.** We hope that if this pilot program is successful, it can be implemented for early childhood care and education professionals across the birth to kindergarten continuum.

As the state continues its work to expand early childhood care and education options for families, we must focus on rebuilding the workforce. **It makes sense to start with the workforce educating and caring for our youngest, age birth to 3, and then expand to the entire early childhood care and education system. Please support HB547 HD1.**

Mahalo,

Ke'ōpū Reelitz
Director of Early Learning and Health Policy

HB-547-HD-1

Submitted on: 2/22/2023 5:47:08 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Doris Segal Matsunaga	Save Medicaid Hawaii	Support	Written Testimony Only

Comments:

Save Medicaid Hawaii supports HB 547



February 22, 2023

Committee: House Committee on Finance
Bill Number: HB 547 HD1, Relating to Early Child Care
Hearing Date and Time: February 24, 2023 at 11:30am
Re: Testimony of HPM Building Supply in support

Dear Chair Yamashita, Vice Chair Kitagawa, and Committee Members:

I would like to submit this letter and written testimony in support of HB 547 HD1, Relating to Early Child Care. The purpose of HB 547 HD1 requires the department of human services to establish and implement a two-year infant and toddler childcare worker subsidy pilot program to assist in retaining the existing childcare workforce and appropriates funds for the pilot program.

HPM Building Supply is a 100% employee-owned company serving Hawaii's home improvement market and building industry for over 100 years since 1921. With 17 locations across Hawaii and Washington State, HPM offers various services and products, including retail stores, building supply and lumber yards, home design centers, drafting and design services, and manufacturing facilities. HPM is dedicated to enhancing homes, improving lives, and transforming communities. The company is guided by its core values of Heart, Character, and Growth, striving to provide top-quality products and build exceptional customer loyalty. HPM has earned recognition as a leader in the industry for its products, services, and commitment to its community.

As a State-wide employer with over 500 employees, we understand that many of our employees face childcare decisions daily. Much-needed childcare services gives parents peace of mind to go to work knowing their child is being taken care of. This bill seeks to improve the support of childcare workers by increasing wages and providing a subsidy by appropriating State funds. These early childhood workers are underpaid, and they provide a necessary public good. Increasing the minimum wage of these workers would assist with recruitment and retention.



(808) 966-5466 • FAX (808) 966-7564
16-166 MELEKAHIWA STREET • KEAAU, HAWAII 96749

HPMHAWAII.COM





BUILDBETTER.LIVEBETTER.®

This bill also aligns with HPM's values of Heart, Character, and Growth. By supporting early childhood workers, we invest in our future. We show that we care about the future generations and our current workforce shaping it. Our company's value of Heart is caring for one another as a community.

Thank you for the opportunity to provide testimony in support of HB 547 HD1. I strongly encourage your support and passage of this measure.

Sincerely,

Dennis Lin
Community Relations Administrator



(808) 966-5466 • FAX (808) 966-7564
16-166 MELEKAHIWA STREET • KEAAU, HAWAII 96749

HPMHAWAII.COM





To: House Committee on Finance
Hearing Date/Time: February 24, 2023 11:30AM
Re: Testimony in SUPPORT of H.B. 547 HD1

Dear Chair Yamashita, Vice Chair Kitagawa, and the Members of Committee,

Members of AAUW of Hawaii thank you for this opportunity to testify in support of H.B. 547 HD1 which would establish a two-year infant and toddler child care worker subsidy pilot program within the department of human services and appropriate funds to assist in retaining the existing child care workforce.

Hawaii would need over 9,300 early childhood educators and we currently have closer to 4,000. Hawaii needs to increase the wages of the early childhood educators to recruit and retain the workforce. Going from no supplemental program to providing supplements for all will take time and a pilot would provide the experience required to fully implement the wage subsidy program.

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.

Sincerely,
Younghee Overly
Public Policy Committee, AAUW of Hawaii
publicpolicy-hi@aauw.net

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, Kaua'i, Kona, Maui, and Windward Oahu. AAUW's mission is to advance gender equity for equal opportunities in education, at workplace and for economic security, and in leadership.

HB-547-HD-1

Submitted on: 2/22/2023 10:09:21 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Angelina Mercado	Hawaii State Coalition Against Domestic Violence	Support	Written Testimony Only

Comments:

Dear Chair Yamashita, Vice Chair Kitagawa, and Members of the House Committee on Finance:

The Hawai'i State Coalition Against Domestic Violence (HSCADV) addresses the social, political, and economic impacts of domestic violence on individuals, families, and communities. We are a statewide partnership of domestic violence programs and shelters.

On behalf of HSCADV and our 28 member programs statewide, I respectfully submit testimony in support of HB547 HD1.

- **Hawai'i's early childhood care and education professionals are some of the most undervalued in our state.** In piloting solutions, we want to start with those most likely to be farthest from fair wages.
- The educators that care for our keiki deserve a living wage. A 2022 study showed that on average, they make between \$13 and \$17 per hour. This is far below a living wage.
- Preschools, childcare providers, and families already carry a heavy burden. They cannot carry more without support. **Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment.**

Sincerely,
Angelina Mercado, Executive Director

HB-547-HD-1

Submitted on: 2/23/2023 3:32:10 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Ed Schultz	Hawaiian Host Group	Support	Written Testimony Only

Comments:

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

Hawaiian Host Group strongly supports this bill.

To ensure families have access to early childhood care and education from birth to kindergarten, we must improve pay for the professionals who are the heart of those classrooms. Please support the creation of a child care worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals.

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. In piloting solutions, we want to start with those most likely to be farthest from fair wages. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that on average between \$13 and \$17 per hour. National trends suggest that the younger the child is that you care for and educate the lower your pay is likely to be.

Preschools, child care providers and families already carry a heavy burden. They cannot carry more without support. Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment.

We have to start somewhere with wage increases; starting with our early childhood care and education professionals who are most likely to be farthest from fair wages makes sense. Starting with our infant and toddler child care providers also helps families access quality care from the time babies need it most.

Please support this measure.



Date: February 23, 2023

To: House Committee on Finance
Rep. Kyle T. Yamashita, Chair
Rep. Lisa Kitagawa, Vice Chair

From: Early Childhood Action Strategy

Re: Support for **HB547 HD1**, Relating to Early Child Care

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 HB547 HD1, which would pilot a program to provide wage supplements or subsidies to early and education professionals working in infant and toddler centers.

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. This workforce, however, suffers from chronically low wages and turnover.

A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that the average hourly wage for early care and education professionals in Hawaii ranges between \$13 and \$17 per hour. The COVID-19 pandemic compounded the impact of annual workforce turnover rates for early childhood educators that already ranged from 26-40%. Based on national trend data in child care employment, Hawaii is likely to have lost more than a quarter of our early care and learning workforce between 2018 and now. This erosion in the workforce has reduced existing operating capacity and poses significant barriers to expansion of Hawai'i's child care and early learning programs.

To ensure families have access to early childhood care and education from birth to kindergarten, we *must* improve pay for the professionals who are the heart of those classrooms. Addressing workforce compensation must start somewhere. Piloting a wage supplement model with our infant and toddler child care providers, who earn 22% less than preschool providers, nationally, allows us to support those professionals who care for our children at their most critical stage of brain development, yet are the farthest from fair wages.

ECAS supports this wage subsidy measure for infant and toddler child care providers as a *first step* toward supporting early care and education professionals as a whole. In order for Hawai'i to rebuild fully from the pandemic and meet the education, employment, and economic needs of the state, the state must support and sustain the child care sector and improve families' access to child care and early learning programs by prioritizing strategies to stabilize and expand the early childhood workforce.

Thank you for this opportunity to provide testimony **in support of HB547 HD1**.



holomua

COLLABORATIVE

OUR MISSION

To support and advance public policies that make Hawai'i affordable for all working families.

OUR VISION

Collaborative, sustainable, and evidence-based public policies that create a diverse and sustainable Hawai'i economy, an abundance of quality job opportunities, and a future where all working families living in Hawai'i can thrive.

BOARD MEMBERS

Jason Fujimoto
Meli James, *Board Chair*
Micah Kāne
Brandon Kurisu
Mike Mohr
Brad Nicolai
Mike Pietsch

ADVISORY COMMITTEE

Josh Feldman
Brittany Heyd
Alicia Moy
Ed Schultz

Josh Wisch
President & Executive Director

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Page 1 of 2

Committee: House Committee on Finance
Bill Number: HB 547, HD 1, Relating to Early Child Care
Hearing Date and Time: February 24, 2023 at 11:30am (Room 308)
Re: Testimony of Holomua Collaborative in support

Aloha Chair Yamashita, Vice Chair Kitagawa, and Committee Members:

We write in support of HB 547, HD 1, Relating to Early Child Care. The purpose of HB 547, HD 1 is to have the Department of Human Services develop a two-year child care worker subsidy pilot program to retain the existing early child care workforce in infant and toddler center settings and appropriate funds for the program.

Hawai'i is having an increasingly difficult time retaining and recruiting infant and toddler child care workers. Indeed, between 2018 and 2020 Hawai'i lost 20% of its child care workforce. When child care workers leave the profession, it becomes harder for child care providers to stay open. This ultimately makes it harder for families to get child care as demand increases while supply shrinks. And this disparity between supply and demand for child care is why families struggle to pay for facilities that charge \$20,000 per year per child, because that is what they must do to stay afloat.

Holomua supports innovative initiatives that help make Hawai'i affordable to all working families. We are especially interested in fostering cross-sector collaboration and supporting policies that are evidence-based. The subsidy program crafted by the authors of HB 547, HD 1 is a perfect example of all this.

Innovation: Pilot programs are an effective way to take an initial step at solving big problems, allowing successive iteration and improvement along the way. And in piloting this solution, it makes sense that the bill starts with infant and toddler child care workers, as they are the educators most likely to be farthest from fair wages. This is because national trends suggest that the younger the age of the child being served, the lower the pay for the educator.

Cross-sector collaboration: This solution necessarily involves the nonprofit sector (advocates like the Hawai'i Children's Action Network and the Hawai'i Early Childhood Advocacy Alliance) who have created the idea of this program, the government sector (in the form of the Department of Human Services who will be in charge of developing out the program), and the private sector in the form of the child care providers themselves, who are currently faced with not having enough professional employees because they lack the funding to pay them.

Evidence-based: The RAND Corporation,¹ in a recently published report, noted that wages and salaries for early educators in Hawai'i are not competitive. Median hourly wages are estimated at \$13-\$17 per hour currently, while the living wage estimate in Hawai'i is \$28.50 per hour. This is unsustainable. That is why RAND recommended that a starting strategy for addressing shortfalls in the child care workforce would be one-to-two year pilot program like this.

Additionally, multiple studies have shown that a person's most dramatic brain development occurs in the first three years of their life. Making sure that the frontline child care workers—who are in charge of molding the minds of babies and other young children during these critical years—are paid well enough to stay in the profession benefits: (1) the child care workers who can now stay in the profession; (2) the children who will receive professional care during critical years; (3) businesses whose employees depend on child care; (4) parents who can stay at their jobs because of greater access to child care; and (5) society as a whole, because a new generation of children will be better prepared to learn, grow, and thrive.

We know that child care providers operate on miniscule financial margins with fixed costs that can't be negotiated or reduced, like rent or electricity. This means that when they need to lower expenses they must turn to wages. And in turn, child care professionals leave the state. If this trend continues, we are likely to have lost more than a quarter of this workforce between 2018 and today.

But this pilot program is the type of innovative, collaborative, evidence-based program that can break this cycle and put us on a path to greater affordability both for child care workers and for those who need access to child care. We are proud to support it.

Sincerely,



Josh Wisch
President & Executive Director

¹ See "Early Childhood Educators in Hawai'i: Addressing Compensation, Working Conditions, and Professional Advancement," at https://www.rand.org/pubs/research_reports/RRA1908-1.html.



**TITLE GUARANTY
HAWAII**

February 23, 2023

Committee: House Committee on Finance
Bill Number: HB 547, HD1, Relating to Early Child Care
Hearing Date & Time: February 24, 2023 at 11:30am (Room 308)
Re: Testimony of Title Guaranty of Hawai'i in support

Aloha Chair Yamashita, Vice Chair Kitagawa, and Committee Members:

We write in support of HB 547, Relating to Early Child Care. This bill requires the Department of Human Services to pilot a program to provide wage supplements or subsidies for early childhood care and education professionals, starting first with those professionals who specialize in infant and toddler care.

Title Guaranty of Hawai'i is the oldest and largest title company in the state. We have been owned and operated by a kama'aina family since 1896 and we are proud to employ over 300 people who work in our branches all across the state. Being a longtime employer of so many people in Hawai'i, we know how important it is that our employees have access to quality and affordable child care. But we also know it's difficult for people to obtain child care in Hawai'i and when they do, it can be prohibitively expensive. For many parents, including those who work for us, being able to access child care they can afford is what allows them to continue to work. So, not having access is bad for us as an employer, stressful for the parents who we employ, and—most importantly—detrimental to the children. As not just a longtime employer, but also a committed member of our local community, we're lending our voice to support this effort because it is so important.

Early childhood care and education professionals are critical to young children's development. It is in their first three years when children's brains develop most rapidly. That means infant and toddler child care providers are critical to shaping the next generation of responsible, curious and contributing Hawai'i residents. These professionals come to their work with training that is specialized so that they can work with young children to grow and learn in developmentally appropriate ways. But we do not pay these folks nearly enough, which is why so many of them are leaving the profession. We can't afford to lose them.

Thank you for the opportunity to provide testimony in support of HB 547.

Sincerely,

Mike B. Pietsch
President and Chief Operating Officer
Title Guaranty of Hawai'i



Title and Escrow is our business. Hawaii is our home.





TO:

Rep. K. Yamashita, Chair
Rep. L. Kitagawa, Vice Chair
Committee on Finance Members

FROM:

Brenda Watanabe, VP Public Policy, HiAIEYC Board

SUBJECT: Measure: HB547 – RELATING TO EARLY CHILD CARE

Hearing Date: February 24, 2023

Time: 11:30am

The mission of the Hawaii'i Association for the Education of Young Children (HiAIEYC) is to promote, support, and expand quality and professionalism in early childhood programs and services for Hawaii'i's young children (birth to age 8) and their families." HiAIEYC is the Hawaii'i affiliate of the National Association for the Education of Young Children.

To ensure families have access to early childhood care and education from birth to kindergarten, we must improve compensation for the professionals who are the heart of those classrooms. Early care and education professionals should be provided equitable salaries and benefits commensurate with their qualifications, experience and job responsibilities. Equitable compensation will help reduce turnover in staffing and keep qualified staff in the field. Please support the creation of an infant and toddler child care worker subsidy pilot program as the first step toward improving wages for our professionals who provide a public good, therefore require public investment.

HiAIEYC strongly supports this measure and requests this measure be passed. Thank you for allowing us the opportunity to share our views and provide testimony.

Respectfully submitted,

A handwritten signature in black ink that reads "Brenda Watanabe".

Brenda Watanabe,
VP of Public Policy,
HiAIEYC Board



HAWAI'I COMMUNITY
FOUNDATION

To: HOUSE COMMITTEE ON FINANCE
Representative Kyle Yamashita, Chair
Representative Lisa Kitagawa , Vice Chair
And Members of the Committee

From: Micah Kāne, Chief Executive Officer & President - Hawai'i Community Foundation

Re: Testimony in Support of HB547 Relating to Early Child Care
Friday, February 24, 2023, 11:30 A.M.

The Hawai'i Community Foundation (HCF) **strongly supports House Bill 547** (HB547). HB547 is an important part of supporting local families by supporting much needed child care options. This is a key area within HCF's CHANGE Framework under the "C" sector of Community & Economy. Today's cost of living creates hardships on families with children (the demand) and those that provide child care (the supply). HB547 seeks to supplement the supply of childcare, allowing parents who must work for their families to survive and thrive the ability to find childcare options. We will continue to support ideas and efforts that can bring systemic change to Hawaii for the betterment of our future. HB547 provides a solid investment of government resource, support, and confidence into this area.

Thank you for this opportunity to testify in support of HB547.



Statement of
Meli James
Cofounder
Mana Up
before the
House Committee on Finance

HB 547, HD1, Relating to Early Child Care
Chair Yamashita, Vice Chair Kitagawa, and Committee members
Friday, February 24, 2023 at 11:30am (Room 308)

Aloha Chair Mizuno, Vice Chair Amato, and Committee Members:

On behalf of Mana Up, I write in support of HB 547, Relating to Child Care. The purpose of HB 547 is to have the Department of Human Services develop a two-year child care worker subsidy pilot program to retain the existing early child care workforce in infant and toddler center settings and appropriate funds for the program.

Hawai'i is having an increasingly difficult time retaining and recruiting infant and toddler child care workers. Indeed, between 2018 and 2020 Hawai'i lost 20% of its child care workforce. When child care workers leave the profession, it becomes harder for child care providers to stay open. This ultimately makes it harder for families to get child care as demand increases while supply shrinks. And this disparity between supply and demand for child care is why families struggle to pay for facilities that charge \$20,000 per year per child, because that is what they must do to stay afloat.

Mana Up supports innovative initiatives that help make Hawai'i affordable to all working families. Mana Up is a statewide initiative that supports entrepreneurs in Hawai'i, providing them with resources and tools to scale globally. As these entrepreneurs continue to grow, they also help to sustain the local community through economic diversification, local job creation, givebacks, investment, and a regenerative culture of entrepreneurship – providing a better future for generations to come here in Hawai'i. In fact, many of these entrepreneurs we work with who are helping contribute to growing our local economy having families, including young children requiring child care to be able to run their businesses and sometimes a full-time corporate job as well.

We know that child care providers operate on miniscule financial margins with fixed costs that can't be negotiated or reduced, like rent or electricity. This means that when

they need to lower expenses they must turn to wages. And in turn, child care professionals leave the state. If this trend continues, we are likely to have lost more than a quarter of this workforce between 2018 and today.

The subsidy program crafted by the authors of HB 391 is a perfect example of all this. Innovation: Pilot programs are an effective way to take an initial step at solving big problems, allowing successive iteration and improvement along the way. And in piloting this solution, it makes sense that the bill starts with infant and toddler child care workers, as they are the educators most likely to be farthest from fair wages. This is because national trends suggest that the younger the age of the child being served, the lower the pay for the educator.

- Cross-sector collaboration: This solution necessarily involves the nonprofit sector (advocates like the Hawai'i Children's Action Network and the Hawai'i Early Childhood Advocacy Alliance) who have created the idea of this program, the government sector (in the form of the Department of Human Services who will be in charge of developing out the program), and the private sector in the form of the child care providers themselves, who are currently faced with not having enough professional employees because they lack the funding to pay them.
- Evidence-based: The RAND Corporation,¹ in a recently published report, noted that wages and salaries for early educators in Hawai'i are not competitive. Median hourly wages are estimated at \$13-\$17 per hour currently, while the living wage estimate in Hawai'i is \$28.50 per hour. This is unsustainable. That is why RAND recommended that a starting strategy for addressing shortfalls in the child care workforce would be one-to-two year pilot program like this. Additionally, multiple studies have shown that a person's most dramatic brain development occurs in the first three years of their life. Making sure that the frontline child care workers—who are in charge of molding the minds of babies and other young children during these critical years—are paid well enough to stay in the profession benefits: (1) the child care workers who can now stay in the profession; (2) the children who will receive professional care during critical years; (3) businesses whose employees depend on child care; (4) parents who can stay at their jobs because of greater access to child care; and (5) society as a whole, because a new generation of children will be better prepared to learn, grow, and thrive.

But this pilot program is the type of innovative, collaborative, evidence-based program that can break this cycle and put us on a path to greater affordability both for child care workers and for those who need access to child care. We are proud to support it. We recognize that HB 391 and HB 547 are similar bills, and support passage of both or either vehicle. We appreciate the opportunity for Mana Up to testify.

Mahalo for the opportunity to submit this testimony on behalf of Mana Up.

Sincerely,

Meli James
Cofounder, Mana Up

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See “Early Childhood Educators in Hawai‘i: Addressing Compensation, Working Conditions, and Professional Advancement,” at https://www.rand.org/pubs/research_reports/RRA1908-1.html.



**Testimony to
The Senate Committee on Finance**

**Thursday, February 24, 2023
11:30 AM
Conference Room 308 & VIA Videoconference
Hawaii State Capitol**

HB 547

Chair Yamashita, Vice Chair Kitagawa, and members of the committee,

Hawai'i Gas supports HB 547, which would establish a refundable child tax credit for Hawaii's working families. This bill is needed because the expansion of the *federal* child tax credit that was included as part of the American Rescue Plan Act of 2021 was allowed to expire by Congress, sending many families back into poverty. Hawai'i now has the opportunity to fill the gap left by the federal government.

Since 1904 Hawai'i Gas has been the only franchised gas utility in the State of Hawai'i. Over the years we have installed gas pipeline infrastructure, built bulk storage facilities with access to the harbor and developed a highly skilled workforce on every major island. With our family of employees working in communities across Hawai'i, we know how important it is for people to get just a little bit of extra help to make ends meet, especially as their own families grow.

Because of the time during the COVID pandemic that the expanded federal child tax credit was in effect we have the data to know that it worked. It resulted in a sharp, historic drop in child poverty rates, less food insecurity, and more financial stability. And because of the innovation to make the refundable credits paid monthly—as is the case with SB 312—families were better able to engage in financial planning, which helped keep them from falling behind in their finances throughout the year. This, in turn, infused more money into local economies each month. This positive impact was felt by small businesses as well. Thanks to a survey conducted by Small Business for America's Future, we learned that 62% of small business owners said the flexibility and predictability of the child tax credit allowed parents to increase expenditures on things like home-and-family based childcare, which benefits small businesses that need workers with stable schedules.

In short, the expanded federal tax credit lifted millions of people out of poverty, was designed in such a way that it helped with family financial planning, pushed more money into local small businesses and local economies, and was also shown to have no negative impact on employment. In fact, many families reported using child tax credit payments for childcare, *reducing* a barrier to employment. But since the federal tax credit was allowed to expire, all these benefits have been put at risk.

Hawai'i is in a good position to eliminate that risk and provide more security to local families by passing the state child tax credit, and we urge the committee to pass HB 547.

Thank you for the opportunity to testify.

HB-547-HD-1

Submitted on: 2/22/2023 1:43:23 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kelsey Gans	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

I am a student at the University of Hawaii at Manoa studying Human Development and Family Studies. This discipline is the scientific study of families and interpersonal relationships. One of the pillars of this discipline is the importance of strong community care. Strong families are created and supported by strong communities. **A foundational requirement for strong communities is child care.**

Many individuals in my field go on to be childcare providers or early childhood educators. They experience high turnover, stress, and often work second jobs to support themselves due to the low wages paid to childcare providers. This bill is paramount in securing a stronger future for Hawaii's families, childcare providers, and children.

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. In piloting solutions, we want to start with those most likely to be farthest from fair wages. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that average pay for providers is between \$13 and \$17 per hour. National trends suggest that the younger the child is that you care for and educate the lower your pay is likely to be.

Preschools, child care providers and families already carry a heavy burden. They cannot carry more without support. Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment. **Please support the creation of a child care worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals.**

HB-547-HD-1

Submitted on: 2/22/2023 3:26:10 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Toni Fujimoto	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

To ensure families have access to early childhood care and education from birth to kindergarten, we must improve pay for the professionals who are the heart of those classrooms. Please support the creation of a child care worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals.

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. In piloting solutions, we want to start with those most likely to be farthest from fair wages. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that on average between \$13 and \$17 per hour. National trends suggest that the younger the child is that you care for and educate the lower your pay is likely to be.

Preschools, child care providers and families already carry a heavy burden. They cannot carry more without support. Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment.

We have to start somewhere with wage increases; starting with our early childhood care and education professionals who are most likely to be farthest from fair wages makes sense. Starting with our infant and toddler child care providers also helps families access quality care from the time babies need it most.

Please support this measure.

HB-547-HD-1

Submitted on: 2/22/2023 5:27:07 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Ryan Samonte	Individual	Support	Written Testimony Only

Comments:

I support this bill

Feb. 22, 2023

To: Representative Kyle Yamashita, Chair
Representative Lisa Kitagawa, Vice-Chair
Senate Committee on Finance

Subject: **Measure** – HB547 HD1 RELATING TO EARLY CHILD CARE
Hearing Date – Feb. 24, 2023
Time - 11:30 AM
Location - Room 308

This testimony is in support of HB547 HD1.

My name is Dr. Terry Lock. I am with the University of Hawai'i at Mānoa (UHM) College of Education (COE) and serve as the director of the Hawai'i Early Childhood Educator Excellence and Equity (ECE³) Project.

High quality child care and early learning is vital for our state's keiki, families, and communities. During the pandemic, the child care and early learning workforce became essential for our economy. However, even before the pandemic, problems of low wages, limited benefits, and poor working conditions for the early childhood workforce have existed.

To better understand these issues, the project I lead at the UH at Mānoa commissioned the RAND Corporation to study Department of Human Services (DHS) licensed child care center staff and regulated family child care providers. This study found that on average they earn between \$13 and \$17 per hour, which is far behind other occupations, like public school teachers, with similar credentials.

Through focus groups and survey responses in this study, early educators described the difficult tension between their low wages and the messaging about the importance of early childhood development and education for children's success in school and in life. The wages for the ECE professionals who spend the most time caring for and educating children during this life phase do not reflect the perceived importance of their work.

From this study, a teacher working in a child care center said, "*I still like [this work], I love it, [...][but] I'm leaving the field because I'm getting a job that's going to pay me double.*"

The resulting challenges of low compensation, which include high staff turnover and difficulty with recruiting individuals in joining the profession, ultimately lead to a lack of continuity of care for children and a reduction in the quality of care that is provided which affects program quality and child learning outcomes.

Therefore, we must improve pay for the professionals who are the heart of these programs while not adding more cost to the preschools, child care programs and families that already carry a heavy burden. They cannot carry more without support.

Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment.

We have to start somewhere with wage increases and it makes sense to start with our infant and toddler child care professionals. Infant and toddler child care professionals are in high demand and help parents go to work.

These infant and toddler child care professionals have specialized knowledge and skills to offer a safe, nurturing, and stimulating environment and activities. They are helping mold the minds of babies, at a time when brains are rapidly developing.

National trends show that the younger the age of the child being served, the lower the pay for the educator. To recruit and retain infant and toddler child care professionals, we must improve the wages of these infant and toddler child care professionals.

Please **support the creation of a child care worker subsidy pilot program** as the first step toward improving wages for early childhood care and education professionals.

Mahalo for the opportunity to testify.

HB-547-HD-1

Submitted on: 2/22/2023 6:19:42 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Shelly Tokunaga May	Individual	Support	Written Testimony Only

Comments:

Aloha

I am in support of this bill that will help our childcare workers take care of our keiki.

Mahalo

Shelly Tokunaga-May, EdD, LSW

Elaine Yamashita
105 Kamehameiki Rd.
Kula, HI 96790-8451
808-281-1216
elainey208@gmail.com

February 22, 2023

Aloha to Chair Yamashita, Vice-Chair Kitagawa and committee members:

I am in support of HB 547, HD1. I'm an advocate for early care and education, longtime Hawai'i Association for the Education of Young Children (HiAEYC, an affiliate of NAEYC) member, and professor emerita of UH Maui College.

I have been in the early childhood profession for over 40 years. Infant/toddler care has been a great need all the way through. Programs are struggling to stabilize staffing. Working with infants and toddlers, understanding and providing for their development and needs, communicating with families, and providing a loving, caring environment takes a great deal of work, knowledge, and skill. There is also constant new information on child development, and early childhood educators are committed to providing the best they can for the keiki and their 'ohana.

This would hopefully be the beginning of an effort that will include all early childhood educators. Our keiki and their 'ohana need these important professionals and to keep them, they need a living wage.

Mahalo for your consideration of this bill.

Mahalo,
Elaine Yamashita

HB-547-HD-1

Submitted on: 2/22/2023 6:41:29 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kristy Arias	Individual	Support	Written Testimony Only

Comments:

I support this bill!!!

HB-547-HD-1

Submitted on: 2/22/2023 7:46:56 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Molly Takagi	Individual	Support	Written Testimony Only

Comments:

- Hawai'i's early childhood care and education professionals are some of the most undervalued in our state.
- Preschools, child care providers and families already carry a heavy burden. We cannot carry more without your support.
- Please support a child care worker subsidy pilot program as a first step toward improving wages for early childhood care and education professionals that do so much for me, my family, and my community.

HB-547-HD-1

Submitted on: 2/22/2023 8:07:57 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Will Caron	Individual	Support	Written Testimony Only

Comments:

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. Preschools, child care providers and families already carry a heavy burden and cannot carry more without additional support.

Please create a child care worker subsidy pilot program as a first step toward improving wages for early childhood care and education professionals that do so much for Hawai'i's working families and the community. Please support HB547 HD1.

HB-547-HD-1

Submitted on: 2/22/2023 9:41:58 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Shantell Calarruda	Individual	Support	Written Testimony Only

Comments:

I support this bill.

HB-547-HD-1

Submitted on: 2/22/2023 9:47:57 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Caroline Kunitake	Individual	Support	Written Testimony Only

Comments:

Please support HB547 HD1.

HB-547-HD-1

Submitted on: 2/22/2023 10:36:44 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Dena Akiu	Individual	Support	Written Testimony Only

Comments:

TESTIMONY BEFORE THE FINANCE COMMITTEE

PERSON TESTIFYING: Dena Akiu

DATE: February 24, 2023

TIME: 11:30 a.m.

LOCATION: State Capitol House Conference Room 308 via Videoconference

TITLE OF BILL: HB547 HD1 RELATING TO EARLY CHILD CARE

Honorable Chair Yamashita, Vice Chair Kitagawa, and Committee Members Aiu, Chun, Cochran, Garrett, Kahaloa, Kila, Kobayashi, Lamosao, Morikawa, Nishimoto, Poepoe, Takenouchi, Alcos and Ward,

I am submitting testimony in strong **SUPPORT** of **HB547 HD1**.

The long-term benefits and supports that quality early learning programs provide is crucial in a young child’s most formative years. I’ve experienced these positive impacts in each of my roles as a mother, grandmother and an early childhood educator. In strengthening the early childhood educator workforce, we strengthen our youngest learners by building their brain development and instilling a positive disposition for life-long learning.

Hawai‘i’s early childhood care and education professionals are some of the most undervalued in our state. According to a study* conducted by the Hawaii Hawai‘i Early Childhood Educator Excellence and Equity (ECE3) Project at the University of Hawai‘i at Mānoa, median hourly wages, estimated at approximately \$13–\$17 per hour, are well below the living wage estimate of at least \$28.50 per hour for the state. Although median wages for child care workers in Hawaii exceed the national median, the pattern is reversed once the high cost of living in the state is accounted for. (*[summary report](#))

Early educators are engaged in incredibly difficult and complex work that has been recognized as essential to children’s learning and development, supportive for families, and foundational to the

economy ([Early Childhood Workforce Index 2020](#)). Preschools, child care providers and families already carry a heavy burden. We cannot carry more without your support.

Please support the creation of a child care worker subsidy pilot program. It is the first step toward improving wages for early childhood care and education professionals that do so much for Hawai'i's young children and families.

Mahalo for this opportunity to submit testimony in **SUPPORT** of this measure.

Aloha,

Dena Akiu

HB-547-HD-1

Submitted on: 2/23/2023 8:31:32 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kika Kwan Wing	Individual	Support	Written Testimony Only

Comments:

I support this bill.

HB-547-HD-1

Submitted on: 2/23/2023 8:33:51 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Philomena Scherling	Individual	Support	Written Testimony Only

Comments:

I support this bill!

HB-547-HD-1

Submitted on: 2/23/2023 8:40:07 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Colleen Rost-Banik	Individual	Support	Written Testimony Only

Comments:

My name is Colleen Rost-Banik and I am an instructor of Sociology at UH, Mānoa. I fully support HB547 and encourage you to do so too. The people who care for the youngest of people in society need better pay and working conditions. It is incredibly hard work, and they should be paid accordingly. Please support a child care worker subsidy pilot program as a first step toward improving wages for early childhood care and education professionals that do so much for our communities.

Mahalo for your time.

Colleen Rost-Banik, PhD

Committee on Finance
The Hawaii State House of Representatives
415 S Beretania St.
Honolulu, HI 96813

Re: SUPPORT HB547

Feb. 23, 2023

Dear Chair Yamashita, Vice Chair Kitagawa, and esteemed members of the Committee on Finance,

I am writing to ask that you SUPPORT BILL [HB 547](#), which seeks to implement subsidies to retain qualified child care workers nurturing our youngest of keiki.

As an educator in higher education and a parent of two children of my own, I know first hand how necessary qualified, caring child care workers are. In the wake of the pandemic, a number of our workers still have not come back to working full time due to parental obligations. The limited number of child care workers and slots for children, paired with the high cost of living and care make navigating child care decisions difficult at best.

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. Preschools, child care providers and families already carry a heavy burden and cannot carry more without your support. The creation of a child care worker subsidy pilot program would provide the first step toward improving wages for early childhood care and education professionals that do so much for me, my family and my community. Let's make sure to incentivize workers nurturing our young keiki to stay by paying them living and competitive wages. Hopefully, this will result in more of our children attaining loving care from workers that truly enjoy their jobs, feel valued, and want to stay in their chosen vocation.

For all these reasons and more, I strongly SUPPORT BILL [HB 547](#). Mahalo nui for introducing and hearing these bills!

Sincerely,

A handwritten signature in black ink, appearing to read 'Erika Molyneux', written in a cursive style.

Erika Molyneux
Mother of two, Resident of Kaneohe, Hawai'i
Instructor, New Media Arts, Leeward Community College

HB-547-HD-1

Submitted on: 2/23/2023 8:50:24 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Raya Esteban	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

Please support HB 547 HD1, which would support the creation of a child care worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals. To ensure families have access to early childhood care and education from birth to kindergarten, we must improve pay for the professionals who are the heart of those classrooms.

Hawai'i's early childhood care and education professionals are some of the most undervalued in our state. In piloting solutions, we want to start with those most likely to be farthest from fair wages. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that, on average, early care educators earn between \$13 and \$17 per hour. In the same study, one survey respondent commented,

“Retaining and finding staff is unbelievably difficult. This is due to low wages. People make more money working [in fast food] than in early childhood education. This is a disservice to staff who work hard daily and a disservice to children.”

National trends suggest that the younger the child is that you educate and care for, the lower your pay is likely to be.

I was a preschool teacher for three years, and though I loved my job, I often struggled to make ends meet. I had to take on multiple jobs to supplement my income and earn a livable wage; oftentimes, the toll of working numerous jobs left me exhausted and unable to provide the quality care my kids deserved. At the time, I was living under my parents' roof, and so I did not have to pay for rent. But if I had to account for housing expenses, there would have been no possibility for me to fulfill my vocation as an early care educator. This would have been a colossal waste of my talent, expertise, and dedication for early care and education—a professional field that requires specialized skills and knowledge.

Any individual with the passion and finesse to care for and educate young children should not have to suffer through poverty-level wages as a consequence. That is a disgrace to our early care

educators, to the children and families that they serve, and the whole of society that depends on the early care workforce to mold the minds and hearts of our next generation of leaders.

Preschools, child care providers, and families already carry a heavy burden. They cannot carry more without support. Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment.

We have to start somewhere with wage increases; starting with our early childhood care and education professionals who are most likely to be farthest from fair wages makes sense. Starting with our infant and toddler child care providers also helps families access quality care from the time babies need it most.

Please support this measure.

Mahalo,

Raya Esteban

HB-547-HD-1

Submitted on: 2/23/2023 8:57:30 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Gemma Medina	Individual	Comments	Written Testimony Only

Comments:

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

Our families deserve to have access to early childhood care and education from birth to kindergarten. For this to happen, we have to improve pay for the professionals who are the heart of this important work. As an Early Childhood professional in Hawai'i for 23 years, 5 of which were as an infant/toddler teacher, I know first hand the struggle of doing what I love but not getting paid enough to live on. I had to have multiple jobs to support myself alone, often leaving me exhausted and not able to be the high quality teacher that I was capable of being! Please support the creation of a child care worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals.

As an instructor of Early Childhood Education, I have watched too many of our students drift into teaching higher grades due to the higher pay, even though their passion and talents lie with younger children. According to a recent study, the younger the child, the less pay the worker receives. This is criminal when we know that the first 5-years are the most critical for brain development.

Parents cannot pay more and professionals cannot work for less. Preschools, child care providers and families carry a heavy burden. They cannot carry more without support. Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment.

Please support this measure.

Thank you,

Gemma Medina, M.Ed

HB-547-HD-1

Submitted on: 2/23/2023 9:13:51 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Mele Andrade	Individual	Support	Written Testimony Only

Comments:

I am in support of HB547. We need quality childcare for our keiki! The quality of the childcare workforce has greatly gone down. There is also a HUGE need for childcare workers in Hawaii. When my son was 2 years old, there was a waitlist for every licensed childcare worker on Maui, except one. I sent him there and he was hit with a wooden spoon because he wouldn't take a nap one day! That is not acceptable! I believe that if childcare workers had more support, including higher pay, these types of things would be less likely to happen. We would also have more quality options for our children in care. Please support this bill.

Mahalo,

Mele Andrade

Testimony
Malia Tsuchiya
Hawaii State Legislature
Committee on Finance
Honolulu, Hawaii
Feb. 24, 2023

Committee On Finance
11:30 Pm
Conference Room 308 & Videoconference
State Capitol
415 South Beretania Street

HB 547 HD 1
IN SUPPORT

Aloha e Chair Yamashita, Vice Chair Kitagawa and respected members of the Committee on Finance,

Thank you for your time and for allowing me to submit testimony **IN SUPPORT of HB 547 HD 1**. My name is Malia Tsuchiya. I am a mother of five children, ranging in ages 17-2. I am also a preschool teacher and family childcare provider by trade and have spent many years helping organizations and individuals to meet state and national requirements for childcare accreditation and licensing. I humbly request for the committee to please vote IN FAVOR of HB 547 HD 1 for the following reasons:

HB 547 HD 1 will help to stabilize an already scarce workforce by potentially increasing the retention rate for Infant Toddler caregivers and incentivizing new caregivers to enter the field. HB 547 HD 1 will help to decrease the gap between pay and living wages and assist in providing the much needed funding that will allow Early Childhood Educators to provide for their most basic needs. Through this legislation, Hawai'i has the opportunity to increase the quality of care in our early childhood settings by first ensuring that basic needs of our early educators are met. Through this legislation we can help to ensure that early childhood education is provided in a way is not overshadowed by the economic disparities of the workforce.

Infant toddler care is an act of love. It takes a very kind, special and dedicated person to engage in infant toddler childcare and education for a living. Children at this age are ever demanding and require a caregiver for their every need. The task can be daunting and requires constant attentiveness. The job is ongoing, and a child's life literally depends on the quality of care that is provided. Unlike other fields, the demands of infant toddler care often require caregivers to work ten-hour days, forfeit time off and work extended hours or holidays in order to provide full time childcare for the families they serve. With long hours, constant attentiveness and poor pay it is no wonder that an estimated 30% of the workforce has left the field in the last two years (Center for the Study of Child Care Employment, 2021). If Hawai'i as a state is going to have any capability of maintaining any type of infant toddler childcare services it is essential that HB 547

HD 1 be passed. Increasing the wage for infant toddler caregivers is integral to stabilizing a workforce on which lives literally depend.

Hawaii's infant toddler caregivers are among the lowest paid in the nation (RAND study 2022). This fact creates alarm when we consider Hawaii's high cost of living. At present, Hawaii's early care professionals make an average of \$13-\$17 per hour (Hawaii's ECE 3 Project). With infant toddler caregivers by average being paid the least. By [HUD income limits](#) this would put the majority of infant childcare workers at the 'very low income' range. Hawaii's families depend on childcare and deserve quality childcare. In a state where words like 'Kuleana' 'Mālama' and 'Ohana' seem to be our hallmarks, the state of our current childcare worker wages present a much different picture. If we are to align our outward actions as a state, with our internal value systems it essential that HB 547 HD 1 be passed

Hawaii families and child care centers cannot bear the cost of increasing wages. For this reason, it is necessary for the state provide funds support for the cost of raising wages. Without raising wages, we will continue to lose this essential workforce. We will impede on family's abilities to work and make a living. We will decrease the number of new childcare workers to the field and will continue to see the spread of 'childcare deserts' throughout the state. Hawaii's young families in particular, are moving away at disheartening rates. The cost and challenge of childcare is often said cited as a reason. We have to make quality childcare accessible and affordable to families. To do this we must stabilize and increase our workforce. Infant toddler wages are good place to start, and though this is a small population to start with, a small start is better than no start at all.

Please vote **IN SUPPORT OF HB 547 HD 1.**

Thank you dearly to all committee members, and bill sponsors for this opportunity. Be well. Aloha kekahi I kekahi.

With Respect,

Malia Tsuchiya

HB-547-HD-1

Submitted on: 2/23/2023 9:25:53 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
claire bailey	Individual	Support	Written Testimony Only

Comments:

I support the bill HB547 because I am a working grandmother who didn't have the opportunity to have the privilege of taking leave of absence from work. I have 10 children and my husband and I both had to work hard and long hours to take care of our family's needs. It was very, very stressful, challenging, and alot of times our older children had to fulfill our roles as parents, which was not fair to them. Many things was not affordable, and as cost of living goes up, much has not changed in that area. I hope this bill can pass so our keiki of today can get the care they need.

Respectfully submitted...

HB-547-HD-1

Submitted on: 2/23/2023 9:34:11 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Julie Reyes Oda	Individual	Support	Written Testimony Only

Comments:

I support this bill. Hawai'i's early childhood providers are some of the most undervalued workers in the state. They provide an important job of watching our babies and toddlers while the parents go to school or work. This is a good start toward improving wages for early childhood care professionals who provide a valuable service to our communities.

HB-547-HD-1

Submitted on: 2/23/2023 10:22:20 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Laurie Tochiki	Individual	Support	Written Testimony Only

Comments:

As a member of the Hawaii Children's Action Network, I support this bill. Childcare is a critical need in all sectors of our community, and professionals caring for our children should receive adequate compensation.

HB-547-HD-1

Submitted on: 2/23/2023 10:35:14 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Kee Lo	Individual	Support	Written Testimony Only

Comments:

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

To ensure families have access to early childhood care and education from birth to kindergarten, we must improve pay for the professionals who are the heart of those classrooms. Please support the creation of a child care worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals.

Hawai‘i’s early childhood care and education professionals are some of the most undervalued in our state. In piloting solutions, we want to start with those most likely to be farthest from fair wages. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that on average between \$13 and \$17 per hour. National trends suggest that the younger the child is that you care for and educate the lower your pay is likely to be.

Preschools, child care providers and families already carry a heavy burden. They cannot carry more without support. Because Hawai‘i’s early childhood care and education professionals provide a public good, it requires public investment.

We have to start somewhere with wage increases; starting with our early childhood care and education professionals who are most likely to be farthest from fair wages makes sense. Starting with our infant and toddler child care providers also helps families access quality care from the time babies need it most.

Please support this measure.

Kee Lo

HB-547-HD-1

Submitted on: 2/23/2023 10:46:03 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Erin Hagan	Individual	Support	Written Testimony Only

Comments:

I write in strong support of the establishment, implementation and appropriation of funds for the early child care worker subsidy pilot program. Hawaii's (and indeed the nation's) health depends on the health of our children and the early childhood care and education providers that nurture them.

Today I write as a resident of Hawaii, but in my professional role as the deputy director of the Robert Wood Johnson Foundation's Evidence for Action program I have had the privilege of funding research evaluating how interventions designed to enhance early childhood education, care, and family environment impact health and developmental outcomes throughout the life course. Insights from this research are publicly available, should the committee like to review them (<https://www.rwjf.org/en/insights/blog/2020/10/research-shows-the-importance-and-paradox-of-early-childhood-care-and-education.html>).

Through this initiative, Hawaii has the opportunity to support the wellbeing of our keiki and some of our most critical service providers, as well as the potential to serve as a national model for valuing and investing in early childhood care and education.

I encourage the committee members to vote in support of HB547 HD1.

Thank you

HB-547-HD-1

Submitted on: 2/23/2023 11:00:23 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Pua Auyong-White	Individual	Support	Written Testimony Only

Comments:

To Chair, Vice Chair and members of the committee:

I am in support of HB 547 which calls for a strong child care and early education workforce to support Hawaii's children, working families, and communities. The demand for quality child care and early education far exceeds the number of qualified child care and early education professionals currently available in the State. Also am in support of increasing the minimum hourly wage to at least \$16.00 per hour. We are so desperately in need of good quality childcare to meet our working parents who are trying just as hard to survive in Hawaii.

Please accept my testimony in support of HB547 HD1

Pua Auyong (808) 222-5591

Honolulu, HI 96819

HB-547-HD-1

Submitted on: 2/23/2023 11:02:46 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Michael Oishi	Individual	Support	Written Testimony Only

Comments:

Aloha,

Hawai'i's early childhood care and educational professionals are some of the most undervalued in our state. Their work supports working families and ensure the education and wellbieng of our keiki. HB547 represents a first step toward improving wages for, and retaining, early childhood care and educational professionals that do so much for me, my family.

Please support this important bill.

Mahalo,

Michael Oishi

TO: COMMITTEE ON FINANCES

SUBJECT: HB 547 - RELATING TO CHILD CARE WORKERS

POSITION: IN SUPPORT

Draft Testimony

Aloha Chair Yamashita, Vice Chair Kitagawa and committee members,

Thank you for the opportunity to provide testimony concerning House Bill (HB) 547, relating to creating a wage subsidy pilot program to raise earnings for early childhood care and education professionals. As a member of the community, I strongly support HB 547, as I believe supporting the early learning workforce is critical to the economic and social health of our state.

Although early childhood care and education professionals in Hawaii are in high demand, the number of professionals in this sector has been decreasing significantly over the last 5 years. Personally, I know of a fellow student who received her degree in Early Childhood Education but is currently working a retail job, because the retail job is paying her more than what she can earn as a childcare provider. Her story is not unique, and it is sad to see that people with a passion for caring for infants and toddlers, who are so needed, are being driven to other employment. This wage subsidy pilot program can help stabilize the workforce, provide incentive to enrollment in early childhood education programs, and pave the way for a more long term funding solution.

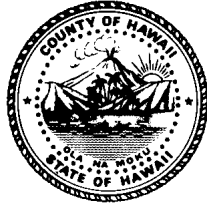
Because national trends suggest that the younger the child is, the lower the childhood care and education worker is paid, it is critical that we start with improving their wages. We have to start somewhere, and starting with our infant and toddler child care providers also helps families access quality care from the time babies need it most.

As a community member, I strongly believe we should have measures in place that support a healthy, robust early learning system. Taking care of our keiki means we must take care of those who care for them, as we cannot expect them to be able to provide quality care without proper compensation. I appreciate the opportunity to provide the Committee with my testimony in support of HB 547.

Thank you,

Moevanu Jameson
moevanu@yahoo.com

Jennifer Kagiwada
Council Member District 2 South Hilo



Office: (808) 961-8272
jennifer.kagiwada@hawaiicounty.gov

HAWAI'I COUNTY COUNCIL - DISTRICT 2

25 Aupuni Street • Hilo, Hawai'i 96720

DATE: February 23, 2023
TO: House Committee on Finance
FROM: Jennifer Kagiwada, Council Member
Council District 2
SUBJECT: HB 547

Aloha Chair Yamashita, Vice Chair Kitagawa, and members of the Committee,

I am writing to you in strong support of HB 547. This bill establishes and implements a 2-year child care worker subsidy pilot program to assist in retaining our childcare workforce. This program is crucial to help support those caring for our youngest keiki and early childhood educators. Preschools, child care providers, and families are already carrying a huge responsibility and financial burden and need this additional help. Please support this program as a first step towards improving wages for early childhood care and education professionals that do so much for our communities.

Mahalo,

A handwritten signature in black ink, appearing to read 'Jenn Kagiwada'. The signature is fluid and cursive.

Jenn Kagiwada

HB-547-HD-1

Submitted on: 2/23/2023 11:23:42 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Trevor Atkins	Individual	Support	Written Testimony Only

Comments:

Aloha mai kākou,

Our preferred, renowned pre-school had five staff members. Pūnana Leo o Mānoa is one of the most desirable pre-schools in our district because it offers Hawaiian-language education. In just one year, all five staff members had left for better paying jobs.

We pulled our children out of pre-school when we realized that nearly every pre-school has this issue--dedicated, passionate staff who can't afford to work for so little money.

Pre-school would be a great career if people could afford it.

As we all know, investing in pre-K education is the cheapest way to improve a society's intelligence, value system, SEL, motor skills, language skills, etc. If we ever want to be a competitive county, state, or nation, this is a low-hanging solution.

Please make this happen. SUPPORT HB547.

Me ke aloha,

Trevor Atkins, 15th year middle school teacher

HB-547-HD-1

Submitted on: 2/23/2023 11:29:29 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Dayle K. Turner	Individual	Support	Written Testimony Only

Comments:

As a parent and grandparent in Hawai‘i, I am well aware of the tremendous effort and dedication that early childhood care and education professionals put into caring for and educating our state’s children. They are some of the most valuable and undervalued members of our community and their hard work goes unrecognized and unrewarded. The costs of preschools, child care services, and other educational support for families are already high, and this burden cannot be carried any higher without your support. That is why I am asking you to please support a child care worker subsidy pilot program. This is an essential first step in improving the wages of early childhood care and education professionals and recognizing their invaluable contributions to me, my family, and my community. Mahalo.

February 23, 2023

To whom it may concern:

My name is Kuuipo Kainoa and I am a childcare provider here on the Big Island in Kamuela, Hawaii.

I strongly support bill HB547. Being a childcare provider for over 20 years I know the need for quality child care workers here in Hawaii. Not only provide a safe and loving place for the children to learn and grow but just as important to keep childcare affordable for the families. Having a subsidy pilot program would benefit not only my income but it would help me to keep my rates affordable so parents don't need to carry the burden thats already given to them by trying to make ends meet in today economy.

Lets keep this bill moving forward so that everyone can afford the needs of their children in our communities.

Mahalo
Kuuipo Kainoa

HB-547-HD-1

Submitted on: 2/23/2023 12:06:12 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Stacey mullen	Individual	Support	Written Testimony Only

Comments:

I support this bill and I support early childhood educators. My childrens teachers have been an extended family to us. I couldnt imagine raising my children with out the structure and experiences that they provide.

Mahalo, Stacey Mullen

HB-547-HD-1

Submitted on: 2/23/2023 12:33:12 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Erica Yamauchi	Individual	Support	Written Testimony Only

Comments:

Aloha, Chair, Vice Chair and Committee Members:

To ensure families have access to early childhood care and education from birth to kindergarten, we must improve pay for the professionals who are the heart of those classrooms. Please support the creation of a childcare worker subsidy pilot program as the first step toward improving wages for early childhood care and education professionals in Hawai'i.

Our early childhood care and education professionals are some of the most undervalued in our state. In piloting solutions, we want to start with those most likely to be farthest from fair wages. A 2022 study completed by the University of Hawaii Early Childhood Educator Excellence and Equity Project showed that on average between \$13 and \$17 per hour.

National trends suggest that the younger the child is that you care for and educate the lower your pay is likely to be. Preschools, childcare providers and families already carry a heavy burden. They cannot carry more without support.

Because Hawai'i's early childhood care and education professionals provide a public good, it requires public investment. We have to start somewhere with wage increases; starting with our early childhood care and education professionals who are most likely to be farthest from fair wages makes sense. Starting with our infant and toddler child care providers also helps families access quality care from the time babies need it most.

Please support this measure. Thank you for the opportunity to testify.

Erica Yamauchi, Kaimukī/Wilhelmina Rise

HB-547-HD-1

Submitted on: 2/23/2023 12:56:23 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Chris Barzman	Individual	Support	Written Testimony Only

Comments:

- Hawai'i's early childhood care and education professionals are some of the most undervalued in our state.
- Preschools, child care providers and families already carry a heavy burden. We cannot carry more without your support.
- Please support a child care worker subsidy pilot program as a first step toward improving wages for early childhood care and education professionals that do so much for me, my family, and my community.

HB-547-HD-1

Submitted on: 2/23/2023 2:39:32 PM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Karen L Worthington	Individual	Support	Written Testimony Only

Comments:

House Committee on Finance

Hearing on Friday, Feb. 24, 2023 at 11:30am

re: SUPPORTING HB547, HD1 RELATING to EARLY CHILD CARE

Dear Committee Chair Yamashita and Vice Chair Kitagawa,

Thank you for taking testimony on this important bill to support early childcare workers who care for infants and toddlers. I am a mother on Maui and know that finding a responsible, loving person to care for your young children is almost like winning the lottery—that's how hard it is to find a childcare slot that has availability, is geographically accessible, fits within your household budget, and has hours that match your work hours.

One of the reasons for the shortage of childcare slots is because the wages in this area are so incredibly low. Please support a child care worker subsidy pilot program as a first step toward improving wages for early childhood care and education professionals that do so much for our keiki and our communities!

Best regards,

Karen Worthington, 66 Puakea Place, Kula, HI 96790

To: Hawaii State House Committee on Finance
Hearing Date/Time: Thursday, February 24, 2023, 11:30am
Place: Hawaii State Capitol, CR 308 & Videoconference
Re: Judith Ann Armstrong is in strong support of HB547 to Increase Child Care Wages.

Dear Members of the Finance Committee,

I, Judith Ann Armstrong, am in strong support of HB547 Relating to Early Child Care.

- Hawai'i's early childhood care and education professionals are some of the most undervalued in our state.
- Preschools, childcare providers, and families already carry a heavy burden. We cannot carry more without your support.
- Please support the creation of a childcare worker subsidy pilot program. It is the first step toward improving wages for early childhood care and education professionals that do so much for me, my family, and my community.

Thank you for this opportunity to testify in support of HB547.

Sincerely,

Judith Ann Armstrong

HB-547-HD-1

Submitted on: 2/24/2023 8:38:52 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Erin ODonnell	Individual	Support	Written Testimony Only

Comments:

I support this bill! Please support. Child care workers deserve a living wage!

HB-547-HD-1

Submitted on: 2/24/2023 9:55:54 AM

Testimony for FIN on 2/24/2023 11:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Carolyn Lee	Individual	Support	Written Testimony Only

Comments:

I support this bill.