

# **Oversight Hearing - Early Childhood Educator Workforce Development and Pipeline**

Held by the City Council Subcommittee on Early Childhood Education, Committee on Workforce Development and the Committee on Higher Education

April 15, 2026

Testimony by Emmy Liss, Executive Director, Mayor's Office of Child Care and Early Childhood Education

Good afternoon Chair Gutierrez, Chair Won, Chair Joseph, members of the Subcommittee on Early Childhood Education, the Committee on Workforce Development, and the Committee on Higher Education, and all other City Council members. My name is Emmy Liss and I am the Executive Director of the Mayor's Office of Child Care and Early Childhood Education. I am joined today by my colleagues from New York City Public Schools, NYC Talent, and the CUNY Professional Development Institute. Thank you for convening this important hearing and for giving us the opportunity to testify before you.

I also want to acknowledge and recognize the early childhood educators who have joined us for this hearing today, as well as the advocacy groups and organizations who support this critical workforce. We are so grateful for the work you do every day in our City's early childhood programs and appreciate you taking the time to be here to share your stories and experiences.

Universal child care is a critical pillar of the Mamdani Administration's agenda because we know how critical child care access is to children, families, and our economy. We also recognize that there is no universal child care without the child care workforce. We must take steps to lift up and recognize the labor of this workforce that has been under respected for too long. Child care work has been undervalued for generations, dating back to the time during and after slavery when women of color were forced to take care of the children of others without pay. We must reckon with decades of racism and injustice as we seek to do right by the child care workforce. This is why we must focus on delivering equitable wages to the child care workforce, reflecting the dignity owed to every educator regardless of the setting the work in, and invest in the workforce at every step of their career development to ensure this is a field where the workforce can continue to grow and thrive.

Child care work is essential work, it is skilled work, and it is deeply impactful work. The quality of a child's early education is directly shaped by the interactions they have with their adult caregivers and educators. Early childhood educators are the workforce behind the workforce – without them, parents could not meaningfully participate in our economy. I personally would not be sitting here before you today were it not for the early childhood caregivers and educators who are supporting and nurturing my two young children at this very moment.

The City's child care workforce is made up of self-employed workers, small business and nonprofit employees, large corporate employees, and public sector workers. These include individuals working in licensed residential-based settings, centers run by community based organizations, and schools, some of which are contracted with the City and others which run as entirely private businesses. While any adult working in a licensed child care setting must go through a robust vetting process and a government-run background check, because of the wide breadth of programs, both city contracted and private, the City has limited consolidated data on employment patterns and vacancies in child care programs.

Based on data from the NYC Comptroller and other analyses of Census data, we can estimate that between 33,000 and 40,000 people are working in child care today, and the vast majority of them are women of color. This is a workforce that is largely underpaid, with child care workers earning less than 96 percent of all professions in New York City. Wages and working conditions vary widely based on role and the setting that caregivers work in. We also know our early childhood educators are not just instructors –

they have complex, multi-dimensional roles as caregivers and partners to families, connecting them to resources and services, some are small business owners managing budgets, staffing and licensing requirements and running program operations. We also recognize there are thousands of informal child care workers in the City, many of whom have been doing this work for decades with deep passion and experience, though they are not recognized in formal data on the workforce. There are longstanding economic justice and worker justice challenges facing the child care sector that we must overcome as a City.

If we want to expand access to child care in the City, we need to support and sustain our current workforce and meaningfully grow the workforce for the future. Already, the limited child care workforce is a constraint on system capacity; we know that providers across the City struggle to staff up fully, which may prevent them from opening classrooms even where there is family demand. Child care is by definition labor-intensive work and for good reason: we know that low adult-to-child ratios matter for safety and supervision and for child development. That is only more critical as we expand access for younger children.

Sustaining and growing the child care workforce will require us to address challenges at every step of the pipeline. We must ensure that the child care workforce earns wages that allow them to live and thrive in New York City and we must take steps to close inequitable gaps in compensation and benefits across the child care sector. We need to think creatively about how we grow the pipeline and encourage new people to join the child care workforce, whether that's high school graduates or mid-career professionals looking to make a pivot. We need to adapt training and credentialing programs to meet the needs of those already working in child care who want to build their professional skills, and we must find new ways to recognize the years of experience that those already in the field have. And, we must invest in career pathways so that those who are committed to early care and education can continue to grow and advance.

To that end, the Mayor's Office of Child Care and Early Childhood Education is working to bring partners within and outside of City government together to build the City's first-ever comprehensive plan for how we will grow, sustain, and support the child care workforce. The plan will include well-defined, achievable career ladders and pathways to credentialing, affordable and accelerated degree programs, mentorship, coaching, and professional development opportunities, identifying business operation supports, and recognition and professionalization of the workforce. To that end, we have kicked off meetings with our City agency partners, in recent months and will be convening leaders across the CUNY system in coming weeks. Through these discussions, we are working to identify low- and no-cost policy changes we can make that will reduce barriers for the child care workforce, as well as short, medium, and long-term investments we can make to build and support the workforce.

We are looking at workforce development programs from other hard-to-hire, critical jobs fields such as nursing, skilled trades, human services to adapt ideas and lessons for the early childhood workforce. We will be working with business and philanthropy partners as well to test and try new ideas that can then be scaled if proven successful. Most importantly, we will be reaching out to current educators to hear from

them directly about their experiences navigating the training requirements, higher education systems, and credentialing programs so that their lived experiences inform our plan.

Doing this work will call on many City agencies, as well as our partners in higher education, labor, and throughout the early childhood sector. I am proud to sit here today with some of these leaders and to briefly highlight some of the work already underway in the City.

### **NYC Talent**

Our colleagues at the New York City Office of Talent and Workforce Development (NYC Talent) work with partners across the workforce system to ensure the City's workforce development strategy aligns with jobseeker needs, employer demand, and the changing economy. Their work includes piloting innovative workforce solutions that have the potential to be embedded in agencies to scale across the workforce system based on program outcomes and labor market demand.

In 2025, NYC Talent awarded a total of \$2 million to eight organizations to support planning and implementation of apprenticeship pathways in nontraditional sectors to help increase opportunities for New Yorkers to gain skills and earn wages simultaneously. These investments include \$600,000 in awards to support two apprenticeship programs for early childhood education workers. Research has illustrated that developing a registered apprenticeship program for new entrants to the child care sector can help grow the workforce and increase quality of care by helping workers build skills, credentials, and opportunities for wage increases.

### **New York City Public Schools**

New York City Public Schools supports child care workforce development, both through its partnership with thousands of child care providers in the City and by preparing the workforce of the future.

NYCPS Division of Early Childhood Education supports the early childhood workforce through a range of recruitment, pipeline development, and professional development initiatives focused on community-based organizations and family child care networks across the city.

Community-based organizations are responsible for their own hiring and primarily recruit through their existing networks and processes, with NYCPS connecting programs that opt in to candidates identified through its recruitment efforts. Since November 2024, these NYCPS-led recruitment efforts have generated interest from more than 4,000 job seekers and built a candidate pool of over 1,000 individuals to support programs seeking additional hiring pipelines. Within this candidate pool, approximately 15 percent of candidates meet qualifications for lead teacher roles, while the majority are qualified for other essential classroom positions, underscoring ongoing workforce challenges and the need for continued investment in credentialing pathways.

To address this, NYCPS supports individuals' qualifications and advancement through workforce development initiatives. Through a partnership with CUNY's Professional Development Institute and School of Professional Studies, NYCPS funds programming focused on growing and diversifying the early childhood workforce. This includes Child Development Associate (CDA) training in English and Spanish, preparation for New York State Birth–2 teacher certification, early childhood college coursework, and free transcript evaluation for internationally trained educators. NYCPS also works closely with CUNY, SUNY, and other higher education institutions to promote career pathways and degree attainment, including tuition-free options such as CUNY and SUNY Reconnect.

The early childhood division's workforce development team establishes partnerships with high schools, colleges, and workforce programs to build early childhood career pipelines and conducts recruitment initiatives, including information sessions, career fairs, and candidate pools, to support staffing needs across contracted programs. NYCPS also provides ongoing professional development and credential pathway support to early childhood staff, reinforcing advancement toward lead teacher roles.

In addition, NYCPS provides hiring support, workforce guidance, and technical assistance to contracted programs, contributing to the placement of more than 150 candidates into early childhood roles, including both lead and assistant teacher positions across contracted programs.

Together, these efforts are designed to strengthen the early childhood workforce pipeline and support the long-term sustainability of early care and learning programs across New York City.

Through the NYCPS Pathways Office, FutureReadyNYC currently serves 34 schools in education pathways, serving over 2000 students, each partnered with a CUNY or SUNY institution to provide early college credit, paid work-based learning, career-connected instruction, and advising

This model has established a strong foundation for preparing students for careers in education, combining academic rigor with real-world experience. With a strong foundation in place, there is an opportunity to build more seamless, structured transitions into postsecondary credentials and careers, particularly in early childhood and K–12 teaching. NYC Public Schools is exploring ways to build on this foundation by strengthening connections from high school into career pathways in early care and K–12 education. This work aims to better align student preparation with workforce demand, supporting both educator pipeline needs and long-term economic mobility for students

### **Child Care Workforce Grant and Services Program Bill**

The Administration supports the intent of the Child Care Workforce Grant and Services Program bill, which seeks to provide free tuition and related supports to individuals pursuing careers in the early childhood workforce. The Office of Child Care shares the goal of expanding the pipeline of early childhood educators, and recognizes that reducing financial barriers is a key strategy to attract more individuals to the field. With that said, we do have some concerns around implementation and costs, and look forward to discussing the bill with the Chair.

## **Conclusion**

As we work to deliver universal child care to all New Yorkers, beginning with the first 2,000 2-K seats this fall, we are deeply focused on the workforce because there is no universal child care without the workforce. We look forward to your questions today and your partnership in this work.

**TESTIMONY**

**NYC COUNCIL SUBCOMMITTEE ON EARLY CHILDHOOD EDUCATION**

**CHAIR, JENNIFER GUTIERREZ**

**&**

**NYC COUNCIL COMMITTEE ON WORKFORCE DEVELOPMENT**

**CHAIR, JULIE WON**

**&**

**NYC COUNCIL COMMITTEE ON HIGHER EDUCATION**

**CHAIR, RITA JOSEPH**

*Oversight - Early Childhood Educator Workforce Development and Pipeline*

**Presented on**

**Wednesday, April 14, 2026**



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Good afternoon, Chair Gutierrez, Chair Joseph, Chair Won, and committee members. My name is Henry Rubio, and I am the President of the Council of School Supervisors and Administrators. CSA represents nearly 18,000 in-service and retired educational leaders across New York City's public school system, including early childhood directors in both DOE-operated buildings and community-based centers.

We thank this subcommittee for its February hearing on the path toward universal childcare, and we appreciate your focus on early childhood workforce development as the topic for this second hearing. We applaud New York City's clear commitment to expand early childhood education because of what it represents for working families.

As we all recognize, access to childcare determines whether parents can go to work and whether children experience stable, consistent early learning environments. For families, the promise of universal childcare is not simply that a seat exists. The promise is that care will be reliable, that educators will be present and supported, and that children will experience continuity in the relationships that shape their development.

Stronger workforce development in early childhood is essential to accomplish the city's goals, and it's not simply a question of how we recruit teachers and leaders. It is also a question of whether the system is designed to retain them and sustain those relationships over time. Simply expanding the pipeline alone will not resolve challenges within the early childhood workforce, if the conditions that lead educators and leaders to leave CBO-based centers are not also addressed.

### **Workforce Challenges**

According to the December 2025 workforce report released by the Day Care Council of New York and authored by Emmy Liss - who has since become the Executive Director of the city's new Office of Childcare - New York City's licensed childcare system would require at least 30,000 additional workers to support a truly universal birth-to-five system. Even without expansion, the system needs 5,000 new educators each year simply to replace turnover.

The same report found that 57 percent of programs report being short-staffed, and 52 percent report that new teachers leave within five years. It also found that the median childcare worker earns approximately \$38,000 annually, significantly below the median wage across occupations in New York City.

These data points indicate that the workforce challenge is not only a matter of supply. It is also a matter of retention. Programs are working to recruit new educators while simultaneously managing high levels of attrition.

For families and children, this instability is experienced directly when a child's teacher leaves mid-year, when classrooms are reshuffled, when familiar faces disappear, and when consistency gives way to constant transition. For young children, whose development depends on stable relationships, this level of turnover disrupts not only learning, but trust and emotional security.

In discussions of workforce development, much of the focus is placed on teachers and classroom staff. While that focus is important, it is also necessary to consider the role of directors and assistant directors.

Early childhood directors who run CBO-based centers are responsible for recruiting, onboarding, and supporting staff. They guide instructional practice, ensure regulatory compliance, manage budgets and payroll, and maintain relationships with families and communities. In many cases, they are also responsible for responding to contracting requirements and overseeing administrative operations.

In a system with high turnover and a limited number of mid-career educators, directors take on an additional role in stabilizing programs. They support early-career teachers, manage ongoing vacancies, and maintain continuity in program operations so that families experience as little disruption as possible.

When leadership is stable, programs can absorb challenges. When leadership is unstable, those challenges reach classrooms more quickly and more visibly. Strengthening leadership capacity is therefore a central component of whether ECE workforce development efforts succeed.

### **Workforce Stability to Drive Retention**

Workforce development is often framed in terms of pipeline: training more educators, creating new credentialing pathways, and expanding recruitment efforts. These strategies are important, and they should continue to be part of the City's approach.

However, a workforce pipeline can only function effectively if the system into which it feeds is stable. As we shared in our testimony before this committee in February, early childhood education workforce stability is shaped by three core conditions: compensation, funding stability, and payment reliability. Each of these factors directly affects whether educators and leaders can remain in the field over time.

#### ***Compensation***

The workforce report released by the Day Care Council of New York found that childcare workers earn less than 95 percent of occupations in New York City. Many workers rely on public benefits to supplement their income.

Within the early childhood system, compensation also varies significantly depending on whether educators and leaders are employed in DOE-operated programs or community-based organizations. This disparity extends to leadership. The same report found that directors in community-based organizations lose more than \$2.2 million over a 25-year career compared to their counterparts in DOE-operated programs.

These compensation differences have direct implications for workforce development. When educators and leaders cannot sustain a career financially within the system, retention becomes more difficult. Over time, this contributes to ongoing staffing shortages and instability across programs, which in turn affects the consistency of care that families rely on.

### ***Funding Stability***

Workforce stability is also shaped by how programs are funded. In community-based organizations, funding is largely tied to enrollment. When enrollment fluctuates, program revenue changes accordingly. Even small changes in enrollment can have a meaningful impact on a provider's budget.

This variability affects hiring and retention. Programs may delay hiring, reduce staff, or adjust operations in response to changes in enrollment. Educators experience these conditions directly, and they influence decisions about whether to remain in a position or in the field.

For families, this instability can mean fewer available seats, reduced program capacity, or changes in staffing that disrupt continuity. In contrast, DOE-operated programs are funded in a way that provides greater institutional stability. This difference in funding structure contributes to differences in workforce stability across delivery models.

### ***Payment Reliability***

Procurement and reimbursement processes also play a significant role in workforce stability. Community-based providers are responsible for covering payroll, rent, benefits, and operating expenses, and then seeking reimbursement through DOE contract processes. When reimbursement is delayed, providers must continue to meet financial obligations without predictable cash flow.

These conditions affect staffing. Hiring may be delayed, positions may remain unfilled, and programs may operate with reduced capacity. For families, this can translate into fewer staff available in classrooms, disruptions in services, or uncertainty about program continuity. Workforce development efforts cannot be fully effective if the organizations employing educators are operating under financial uncertainty.

## **Recommendations**

As the City continues to expand early childhood education, it is appropriate to invest in recruitment and pipeline development. Partnerships with higher education institutions, training programs, and alternative pathways into the profession can all support workforce growth.

At the same time, recruitment efforts must be aligned with retention conditions. If attrition remains high, new educators entering the field will replace those who leave rather than contributing to net growth in the workforce. This dynamic places additional pressure on program leaders, who must continually recruit and train new staff while maintaining program quality and stability for families.

Workforce development, in this context, must be understood as both recruitment and retention. Addressing one without the other will limit the effectiveness of both. To support a stable and sustainable early childhood workforce, we respectfully propose the following:

- The City should fund pay parity for educators and leaders across DOE-operated programs and community-based organizations, aligned to comparable roles and responsibilities.

- Funding models for community-based providers should incorporate greater stability, so that modest fluctuations in enrollment do not result in significant staffing disruptions.
- Procurement and reimbursement processes should ensure timely and predictable payment, allowing providers to meet payroll and operate without financial strain.
- Investment in leadership capacity should be prioritized, recognizing the role of directors and assistant directors in recruiting, supporting, and retaining staff and maintaining stability for families.
- Expansion of early childhood programs should be aligned with demonstrated workforce capacity, so that growth in seats is supported by a workforce that can sustain those programs over time.

### **Conclusion**

New York City has made a clear commitment to expanding early childhood education and moving toward universal childcare. That commitment is deeply connected to the needs of working families and the developmental needs of young children.

Achieving that goal requires a workforce strategy that reflects the conditions within the system. Workforce development is not only a matter of how many individuals enter the field. It is also a matter of whether educators and leaders can remain in their roles over time, and whether programs are structured to support that continuity.

When the workforce is unstable, families experience that instability directly. When the workforce is supported, families experience reliability, trust, and consistency. By aligning compensation, funding structures, and operational systems with the goal of workforce stability, the city can strengthen both recruitment and retention and move closer to delivering on the promise of universal childcare.

CSA stands ready to work with the Council, the Administration, and our partners across the early childhood sector to support a workforce development strategy that reflects both the scale of the City's ambition and the realities of program operation.

Thank you for the opportunity to testify.



**Testimony of Grace Rauh, Executive Director of Citizens Union (home of the 5BORO Institute), to the New York City Council**

**Subcommittee on Early Childhood Education, Committee on Higher Education, and the Committee on Workforce Development**

**Oversight Hearing: Early Childhood Educator Workforce Development and Pipeline**

**April 15, 2026**

Thank you Chair Gutierrez, Chair Joseph, Chair Won, and members of the Subcommittee on Early Childhood Education, the Committee on Higher Education, and the Committee on Workforce Development for the opportunity to submit testimony today. As Executive Director of Citizens Union, home to the 5BORO Institute, I lead a public policy program that is tackling some of the biggest challenges facing New York City. Child care is a core focus for us because it is an essential need for families to be able to live and work here and it is foundational to a healthy, vibrant city and economy. Put simply: if we care about the future of New York City, then we have to care about child care.

New York City should be commended for its commitment to universal child care, and at the 5BORO Institute we are equally encouraged by the City Council's established focus on this issue and on the creation of the Subcommittee on Early Childhood Education. However, it remains the case that significant work and challenges are ahead. While considerable progress has been made since the enrollment lows of the pandemic to both address demand for child care assistance and reduce out-of-pocket costs for more families, dedicated investments in the people who actually power the supply of care – *New York City's child care workforce* – have been inadequate to date.

There can be no broadly accessible, sustainable child care system without a thriving early childhood workforce. Yet today, child care workers are among the lowest paid workers in the city; [98 percent](#) of occupations make more. According to the latest U.S. Census Bureau estimates, one in five employed child care workers in New York City are living below the federal poverty line - less than \$33,000 for a family of four. This crisis and the consequences of poor compensation are not isolated to one part of the sector. They are longstanding and pervasive, impacting everyone from the director of the large center who is forced to close classrooms she cannot staff to the home-based provider whose expenses outstrip revenue and cannot pay herself a salary. A recent survey of hundreds of licensed home-based providers conducted by the Center for New York City Affairs [found that almost half](#) of family child care providers do not pay themselves a wage. The average family child care provider makes just \$7.33 per hour.

This is unsustainable. As noted in the [5BORO Institute's 2024 report](#), there is no path toward significantly expanding the supply of child care in the city without meaningfully growing the early childhood workforce. Child care is labor-intensive, and if New York City is to succeed at creating universally accessible child care, including for infants and toddlers, we will need many more New Yorkers to decide to work and stay in this sector - both to fill existing vacancies and new positions. Indeed, one recent estimate indicated that at least [30,000 additional child care workers](#) would be needed. This can only be achieved, however, by making these jobs good jobs, worthy of the adults who would choose to devote their professional careers to the city's kids.

We believe the challenges facing the workforce must be tackled on multiple fronts and that there are numerous policy levers that could be better leveraged than they are today. This is an all-hands-on-deck moment that merits creativity and innovation. To that end, we applaud Chair Gutierrez's focus in the proposed legislation on addressing barriers to entering the field for those individuals with no prior experience - and to identify this next generation as early as in high school. Costs associated with meeting education and training requirements can be prohibitive, and government has a critical role to play in helping prospective early childhood educators manage these fees. In order to stem the loss of experienced educators in the workforce today and support recruitment of new educators, we would additionally elevate the following broad priorities:

- **Strengthen wages and benefits:** In the absence of State action to fund dedicated investments in workforce compensation, it will be left entirely to New York City to address the gap between existing wages and an actual living wage that will sustain and grow the sector. For that reason we urge the New York City Council to amplify calls to New York State to include a workforce compensation fund in the Fiscal Year 2027 Enacted Budget. A similar wage fund in Washington, D.C. coincided with a [7 percent increase](#) in child care sector employment, and there is evidence that even modest wage supplements boost retention: in [Virginia](#), a randomized trial found that retention bonuses of \$1,500 to child care workers halved turnover rates from 30 percent to just over 15 percent. As New York advances strategies to address compensation, we must also ensure these efforts are inclusive of access to benefits, including health insurance and retirement plans.
- **Expand scholarships and loan forgiveness:** To accelerate the pipeline of early childhood educators, there should be more no- or low-cost pathways to securing the requisite education and credentials. Certification programs, such as those available to obtain a Child Development Associate credential, should also reflect the diversity of the city and realities of individuals' working lives, offering flexible coursework and multi-lingual instruction. To support retention of existing early childhood educators, the City should, as noted in 5BORO's 2024 report, fund programs to help defray the costs of student loans. In [Vermont](#), the Student Loan Repayment Assistance Program for Early Childhood Educators provides up to \$4,000 annually to reduce debt for early childhood educators actively working in licensed programs.

- **Support hands-on learning and apprenticeships:** Expanding access to apprenticeship programs offers dual benefits, providing those new to the field with valuable on-the-job experience in an early childhood setting and providing additional sets of hands in the classroom itself. Enabling educators to acquire the knowledge and skills they need while also being paid and supporting understaffed classrooms is a win-win.
- **Offer professional learning and development:** We cannot expect to retain new early childhood educators without offering opportunities for growth. That is both why linking compensation to a clearly defined wage ladder is critical but also why the City should explore avenues for increasing access to professional development.

As New York City takes steps toward delivering on the promise of universal child care, we cannot forget the New Yorkers who make it all possible. Workforce investments stand to not only benefit those in the field now, improving retention and enabling these New Yorkers to better support their own families, but to also attract new professionals into the sector. The 5BORO Institute at Citizens Union appreciates this opportunity to lift up the work of these thousands of New Yorkers and stands ready to support efforts to ensure the implementation of universal child care and new public investments are responsive to their needs.



# Advocates for Children of New York

Protecting every child's right to learn

**Testimony to be Delivered to the New York City Council  
Subcommittee on Early Childhood Education,  
Committee on Workforce Development, and Committee on Higher Education**

**Re: Early Childhood Educator Workforce Development and Pipeline**

April 15, 2026

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Matthew Lenaghan

Thank you for the chance to discuss the importance of expanding the early childhood workforce to ensure that New York City children have access to high-quality early childhood care and education programs. My name is Betty Baez Melo, and I am an attorney and the Director of Early Childhood Education at Advocates for Children of New York (AFC). For more than 50 years, Advocates for Children has worked to ensure a high-quality education for New York students who face barriers to academic success, focusing on students from low-income backgrounds. Every year, we help thousands of families navigate the education system, starting from the time children are born.

To properly serve all children and families seeking to benefit from the City's expanding early childhood care and education programs, the City must be prepared to recruit, retain, and support staff who dedicate themselves to providing safe and nurturing learning environments. We appreciate the Council's efforts to cultivate this vital workforce.

As the City works to build the workforce needed to expand access to early care and education, it is important to ensure such efforts include providers that serve young children with disabilities.

We regularly hear from concerned families of children who have been evaluated and found eligible for Early Intervention or preschool special education services, but who wait weeks and months for the services they were promised to help their child learn. When families ask for help, they are often told that there are not enough special education providers or classrooms to serve all the children who need services.

At a recent hearing before this Council, New York City Public Schools (NYCPS) leaders testified that only about 63% of preschool students with disabilities are receiving all their mandated related services, and almost a quarter, 24.4%, are not receiving any. This means that a significant portion of preschool students are waiting for services like speech therapy, occupational therapy, and physical therapy that they



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need to communicate, hold a pencil, or follow instructions. In addition, only half the preschool students who should be working with a special education teacher for part of the school day are receiving this service. NYCPS also testified that there are between 100-150 children with more significant disabilities waiting for seats in integrated and special education classrooms. Younger children are facing comparable delays. The most recent data available shows that last year only 55% of infants and toddlers with developmental delays or disabilities received all their mandated Early Intervention services within the 30-day legally required timeframe.<sup>1</sup>

As the City looks for solutions to increase the early childhood workforce, it must also address the shortage of special education providers that is causing young children with disabilities to go without the services they need and have a legal right to receive – and that are essential for their inclusion and participation in the City's early childhood programs. Expanding early childhood options has the potential to lead to earlier identification of children with developmental delays or disabilities, resulting in positive outcomes for children and for the City, but only if we have the Early Intervention and preschool special education providers available to meet their needs. It is crucial for the supports proposed in Intro. 1656, as well as other early childhood pipeline and workforce development programs, to extend to individuals interested in pursuing careers serving young children with disabilities.

Thank you for the opportunity to testify. I would be happy to answer any questions you may have.

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<sup>1</sup> See NYC Department of Health: *Bureau of Early Intervention FY2025 Annual Report*, December 1, 2025



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**Testimony before New York City Council Joint Hearing  
Subcommittee of Early Childhood Education, Higher Education Committee, & Workforce  
Development Committee  
April 15, 2026**

Thank you for the opportunity to testify today. All Our Kin is a national organization that provides educational mentorship, professional development, and systems-building support to family child care educators. In New York City, we offer bi-lingual services of licensing coaching, business series, educational coaching and leadership coaching to hundreds of family child care educators, at no cost to them, who are primarily located in the Bronx.

Across New York City, almost [100,000](#) children spend their days in a licensed, family child care setting. These programs are deeply rooted in their communities and provide culturally and linguistically responsive care that families deeply value. Families who prefer family child care programs often speak of feeling as though their child has a “home away from home”, and deeply value the long-term bonds and connections that educators develop with children and their families, often across multiple generations.

We are encouraged by recent historic commitments from Mayor Mamdani and Governor Hochul to expand access and capacity of child care across the City. Yet we continue to anxiously await news of increased investments and new policies that support and nurture the child care workforce, particularly for family child care educators.

We remain committed to informing the expansion process and offer the following recommendations:

**Provide livable wages for educators that fully reflect the true cost of care and offer comprehensive benefits to the entire workforce. The child care workforce must have a defined career ladder and accompanying pay scale that is fully inclusive of multiple ways to demonstrate knowledge and competency.**

- According to the [NYS Comptroller's Office](#), low pay remains a *major* obstacle to expanding and stabilizing the child care workforce. The child care [workforce](#) is amongst the lowest paid professions, earning less than 98% of all other professions in New York State. In 2023, the median wage for those working in the sector was \$38,234 annually, more than \$20,000 less than the median wage for all New Yorkers. A November [report](#) from the Center for New York City Affairs at The New School found that public child care assistance rates cover 28–36% less than the true costs of operating a family child care program and delivering quality care.
- The overwhelming majority of family child care programs in New York City, approximately 80%, are small, independent businesses. Many family child care providers, those who own

the business, do not pay themselves a set wage, but rather collect what remains after all other costs are covered. Many qualify for Medicaid and SNAP, all while working an average of 70 hours a [week](#). Without access to comprehensive benefits, including insurance and retirement plans, the stress of meeting basic needs will continue to have a direct impact on staffing availability and vacant seats.

**Licensing & inspection that is fully inclusive of all modalities of care, with inspectors who are well versed with home-based settings, culturally responsive, and developmentally appropriate given the age-appropriate fear of strangers for young children.**

- Licensing and inspection regulations are an essential conduit to ensuring safety and continuity of care across the City, yet current regulations lack explicit guidance and directives for home-based settings, which can risk ambiguity and inconsistency in the inspection process.

**Ensure that professional development and continuing education opportunities have equitable opportunities of access for educators by offering courses in multiple languages and hours, and grounded in family child care settings and the unique qualities and strengths of family child care.**

- Opportunities for tuition assistance, and other costs associated with professional development, are also an essential conduit to ensuring equitable access to these opportunities. While some financial assistance does exist for programs, an increase in marketing and outreach is needed to ensure that financial responsibilities, coupled with ongoing insufficient wages, do not compound financial stresses.

We are greatly appreciative of the opportunity to focus on how to support and nurture this invaluable workforce. All Our Kin continues to be available any time to discuss these recommendations in more detail and would be happy to facilitate direct conversations with educators and coaches, if desired. Please feel free to contact me at [lara@allourkin.org](mailto:lara@allourkin.org).

Thank you to the Council for their continued support and dedication on this issue, particularly Chairs Gutierrez, Joseph, and Won, who continue to be steadfast champions for child care educators.



April 15, 2026

New York City Council  
Subcommittee on Early Childhood Education jointly with  
Committee on Workforce Development and  
Committee on Higher Education  
250 Broadway – 8<sup>th</sup> Floor – Hearing Room 1  
New York, NY 10007

*New York City Council Joint Oversight Hearing:  
Early Childhood Educator Workforce Development and Pipeline*

Dear Chair Gutiérrez, Chair Won, Chair Joseph and Members of the Committees,

Thank you very much for holding this oversight hearing on the critical topic of *Early Childhood Educator Workforce Development and Pipeline*. New York City has made significant investments in early childhood education and care and none of the services provided would be possible without a strong early childhood educator workforce. As the City continues to look to serve more New Yorkers, the workforce challenge will continue to be critically important.

Bright Horizons has been providing early childhood education and care in NYC for over three decades and have grown to serve 6,000 families across 40 locations licensed by the Department of Health and Mental Hygiene (DOHMH), with many of our programs delivering 3K and PreK for All through the Department of Education (DOE). We are very proud of the programs we manage and recognize that none of them would be possible without the 825 employees that make up our own early educator workforce.

Bright Horizons prioritizes our workforce with significant investments in wages and benefits and encourage the committees to continue to support the broader early childhood education and care workforce in a similar way. The largest cost to any early childhood education and care program is the workforce and those costs need to be balanced against the ultimate costs to families.

With the introduction of PreK, NYC began addressing the early childhood education workforce by setting initial salary requirements for services provided through the DOE by community-based programs. We encourage the City to continue to contemplate wage parity between early educators in community-based PreK programs and their counterparts in school-based programs.

We also encourage the City to consider the wage disparity that exists between DOE programs and the early childhood educators outside of DOE programs in community-based programs serving infants, toddlers and preschool children. Investments in wages are impossible without third party support given the already high cost of care for families, but the lack of such investments creates significant challenges and places major limitations on the early educator workforce and could ultimately negatively impact the broader NYC workforce.

In addition to investments in wages and more traditional workforce benefits, Bright Horizons supports our own workforce's early education and care needs and their pursuit of Associate, Bachelor, Master, and CDA degrees in early childhood education. As the City looks for possible ways to support the broader early childhood education and care workforce, we encourage you to consider these supports. Some jurisdictions outside NY have expanded eligibility for Child Care Assistance Programs to include early childhood educators regardless of income, while others have offered grants for advanced coursework and/or loan forgiveness.

Bright Horizons has experienced first-hand that by removing the financial barriers to professional advancement and encouraging educators to participate, hundreds of educators have been able to earn degrees and advance their careers through our Horizons Degree program. Through these investments we have seen the benefit of a better educated and more committed workforce, which has led to lower turnover, better quality and higher parent satisfaction. Our Horizons Degree program provides options for our early educators to take courses on-line or in-person, free of charge. In New York City we partner with a few local colleges and support those partnerships with our EdAssist coaches that help employees navigate advancing their education and reaching their full career potential. Our NYC Horizons Degree program was designed specifically to address the unique job requirements of DOHMH and has been further adapted for DOE. Any program the City develops should closely align with the agencies to ensure that educators can work in the field in compliance with regulations while on a study plan pursuing their advanced degree. This could certainly extend to high school students entering the field as well with the support of the agencies through a high school CDA program.

Bright Horizons strongly supports your consideration of additional supports for the early childhood education and care workforce, especially related to building a pipeline and a degree advancement program for early educators. We would be thrilled to share our learnings and experience and assist NYC in contemplating and developing such an offering.

Respectfully submitted,  
Michael Day  
Senior Vice President  
Bright Horizons

[www.BrightHorizons.com](http://www.BrightHorizons.com)  
[www.BrightHorizons.com/EdAssist](http://www.BrightHorizons.com/EdAssist)



## Church in the Gardens Nursery School

*Where play and learning go hand-in-hand*

Testimony EC Subcommittee  
4/15/2026

Dear Council Member Gutiérrez and all Early Childhood Subcommittee Council Members:

Thank you for this hearing and commitment to understanding the importance of funding early childhood education and helping to raise our voices up. This testimony can be read as a direct communication for Mayor Mamdani, in reference to “you.” This is what I want him to know. These are my experiences, thoughts, and needs that both align and overlap with many CBO providers beliefs as well. I appreciate this committee listening to and conveying the following testimony.

I am the Educational Director of a NYCEEC in Queens. I have worked at the same school for almost 15 years. I started as a sub, assistant, lead, co-director, and now for the past 5 years as the educational director. I recognize and ask that my experience and dedication to early childhood education not be taken for granted. I created a school that allows for all teachers to know that I value their expertise and trust their instincts - a true collaboration. But yet, I cannot pay them their true worth. I do not have the incentives that public school equivalents have to offer. I cannot afford to take teachers (and the programs) for granted and neither can you.

You can create all the positions and free early childhood education opportunities you want but at the end of the day, if you are not paying the CBO teachers their worth with benefits, not providing and keeping up with cost of living increases each year, and not paying providers on time, then universal childcare will collapse. The message being you don't value the teachers enough or respect the families enough to insure these quality teachers and programs can operate as financially stable.

**You cannot promote quality care if the morale and respect for the workforce is not truly appreciated and financed properly.**

It is extremely frustrating that CBOs are threatened with closure because of higher rents, higher operating costs, increased restrictions, and no additional financial support. And if they are forced to close, what happens to the promise of universal childcare? - You certainly did not do your best to keep your promise.

The very teachers that work at CBOs also need to afford living in NYC. When you stand with other workers on their strikes but do not openly acknowledge and show up for CBO teachers, the message is that these teachers are not valued, that it is okay to ignore their needs... When teaching in early childhood, modeling for children is important... We teach children to advocate for themselves... We teach children to respect themselves and others...



## Church in the Gardens Nursery School

*Where play and learning go hand-in-hand*

**Question:** What are you teaching by not providing pay parity, benefits, COLA, etc.??

**Answer:** Not only that the teachers don't matter but that ultimately, the children/families may not either - the families need to trust that there is stability within the programs you roll out.

And all of this is exponentially made more challenging with delays with Special Education rights and the needs of Emergent Multilingual Learners in early childhood education. Expecting CBOs to work twice as hard with less support is detrimental to children and their families who need evaluations and children who have legally binding IEPs, and/or need language support. For many children who may need/have IEPs, smaller class size is something that can make a tremendous difference for those children - but potentially needed accommodations are not even considered preemptively for programs. Programs are often in need of additional support for Emergent Multilingual Learners as well.

I use a majority of my budget to hire staff for maintaining coverage and 1:1 support for those children with and without IEPs. This also allows for prep time and curriculum meetings. With all of the additional requirements from the Department of Health, I also provide time to complete those requirements. Teachers and assistants should not have to spend extra hours completing these requirements outside of working hours and unpaid because the budget cannot sustain that. (The DOE could provide workshops and 1:1 support on maximizing budgets and assistance with amending budgets during the school year.)

I have a few ideas/petitions for some ways to ease CBOs operational functions that are in addition to the need for pay parity, COLA, etc. I would like to bring these to light over the next few weeks AND PERHAPS ask that they be a condition/amendment to the extension and new birth to five contracts for the 2026-2027 school year and beyond.

I showed up for you at Forest Hills Stadium and Inauguration Day. I am asking you to stand up for CBOs now. I believe in universal childcare. I believe in your mission. However, it needs to be rolled out thoughtfully and with the proper financial support in place to show that NYC universal childcare is achievable, maintainable, and RESPECTED. New York City has the opportunity to be a model example for other cities/states. The rallying words for months have been "reform before expansion" but at this point, "invest before collapse" may be more fitting.

Sincerely,  
Carolyn Yasharian  
Educational Director

P.S. (At my school, we believe in play pedagogy and promoting social emotional learning and self help skills in early childhood - these as the developmentally appropriate building blocks for kindergarten readiness. But curriculum is topic for another time.)



**Testimony of Jenny Veloz, Policy Associate  
Citizens' Committee for Children of New York**

**Submitted to New York City Council Subcommittee on Early Childhood Education Workforce  
Development and Pipeline  
April 15, 2026**

For over 80 years, Citizens' Committee for Children of New York (CCC) has been an independent voice for children advancing child and family well-being through research, advocacy, and civic engagement. With deep expertise in data, policy and child-serving systems, CCC champions proven solutions and mobilizes allies to secure reforms that improve child outcomes and promote equity. CCC drives systems change to ensure every child is healthy, housed, educated, and safe.

We would like to thank Chair Gutierrez, Chair Joseph, Chair Won and all the members of the Subcommittee on Early Childhood Education, Committee on Higher Education, and Committee on Workforce Development for holding today's hearing on Early Care and Education (ECE) Workforce Development and Pipeline.

One of the greatest threats facing the sustainability of New York City's ECE system is long-standing inequities in compensation for the child care workforce. Teachers, staff, directors, and providers in both center and home-based programs are the backbone of the ECE system. There are approximately 40,000 child care workers in New York City. 96% of them are women, and approximately 82% are women of color.<sup>i</sup>

Child care workers, as well as the 3-K and Pre-K community-based workforce, are some of the lowest paid employees in New York City. The median wage for child care workers in the City is \$38,147, compared to other occupations that earn an average of \$64,747.<sup>ii</sup> They are often paid less than their counterparts in public schools, resulting in high turnover and staff shortages as they seek higher paying jobs in the public school system. Teachers working in community-based organizations are faced with \$1.7 million in wages lost over a 25-year career, with assistant teachers losing over \$235,000 over the same time period.<sup>iii</sup> Unable to retain staff, many center-based providers are forced to close classrooms and, in some instances, their business.

Family Child Care Centers (FCCs) also play an invaluable role in the ECE infrastructure. Families often look to FCCs as an option because many share the same cultural and linguistic backgrounds. FCC providers are small business owners, many of whom have been in business for an average of 10 years and have at least an associate's degree. They are an integral part of communities and can accommodate family schedules with early drop-offs, late pick-ups and weekend hours. However, FCC providers earn less than minimum wage (earning a median of \$7.33/hour), even before considering the additional 21 hours per week the average provider spends cooking, cleaning, preparing lesson plans, and completing paperwork.<sup>iv</sup> Although FCCs

do not have set wages, they often pay themselves whatever is left after paying their business expenses. They also struggle to hire staff because they cannot afford to offer a competitive salary. Because of low pay rates and long hours, many FCCs are unable to support themselves, relying on public assistance or SNAP benefits. Some FCCs have been forced to close their businesses, leaving families without a vital infrastructure in their communities.

The inability to retain staff could force center-based and home-based providers to close, decreasing child care options in some communities. Families would need to find care outside of their neighborhoods, traveling farther and paying more. Some may have to rely on family, friends or other alternative care options. Parents may be forced to reduce their work hours or quit their jobs to care for their children, creating more economic instability for families.

The City must bring salaries and benefits in contracted ECE programs to parity with their counterparts in public schools, including by instituting longevity differentials for the ECE workforce in line with comparable roles in public schools. Salaries and benefits must also reflect the true cost of care across the system. This includes salaries and compensation for Family Child Care providers, who are integral to the city's 2-care expansion. We do not want a repeat of Pre-K expansion when roughly 1,400 FCC providers were forced to leave the field.

City leaders must also ensure that the ECE workforce is equipped to serve children with disabilities. For too long, children with disabilities have been left behind in the city's efforts to expand access to care. At the end of May 2025, more than 7,000 preschoolers with disabilities were waiting for one or more of their services in New York City.<sup>v</sup> We were grateful that the FY27 Preliminary Budget baselined \$70 million for preschool special education services, evaluations and staffing. This will be critical for reducing waitlists for services, which are currently in violation of the legal rights of children with disabilities.

However, the City can take additional steps to ensure the ECE workforce is equipped to meet the needs of children with disabilities, particularly with the launch of 20K and expansion of 3-K. We urge city leaders to advocate that the State increase the enhanced rate for providers serving infants and toddlers with disabilities. Doubling the rate, as well as streamlining the process of accessing it, will help ensure more providers can provide high-quality services to children with disabilities. City leaders must also work with providers to integrate behavioral and developmental services into child care programs, ensuring no gaps in services.

The City should also ensure that programmatic information and outreach is delivered to immigrant communities in their native language. Necessary resources such as professional development, support for staff, educational materials, and language access are important to provide quality care for children with disabilities and immigrant families.

We are grateful for your recognition of the urgency of addressing challenges within the ECE workforce and pipeline to help ensure we have a strong ECE system able to serve all children and families in the city.

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<sup>i</sup> Day Care Council of New York (2025). Building a Stronger Child Care Workforce for New York City.

<https://www.dccnyinc.org/wp-content/uploads/2025/12/Workforce-Report-7sm.pdf>

<sup>ii</sup> Day Care Council of New York (2025). Building a Stronger Child Care Workforce for New York City.

<https://www.dccnyinc.org/wp-content/uploads/2025/12/Workforce-Report-7sm.pdf>

<sup>iii</sup> Day Care Council of New York (2025). Building a Stronger Child Care Workforce for New York City.

<https://www.dccnyinc.org/wp-content/uploads/2025/12/Workforce-Report-7sm.pdf>

<sup>iv</sup> Center for New York City Affairs (2025). Dignified Pay for Quality Care: What New York’s Family Child Care Providers Need to Thrive.

<https://static1.squarespace.com/static/53ee4f0be4b015b9c3690d84/t/69558195819b30409e21b29e/1767211413243/Dignified+Pay+for+Quality+Care-+Summary.pdf>

<sup>v</sup> AMNY (July 2025). “With new funding, advocates and City Council seek greater support for preschoolers with disabilities.” <https://www.amny.com/news/new-funding-advocates-city-council-seek-support-preschoolers-disabilities/>



**NYC Council Subcommittee on Early Childhood Education  
Oversight Hearing: The Early Childhood Educator Workforce Development and Pipeline  
Wednesday, April 15<sup>th</sup>, 2026**

**Testimony Submitted by the Committee for Hispanic Children & Families (CHCF)**

Thank you, Chair Gutierrez and the Subcommittee on Early Childhood Education, for your ongoing efforts to address longstanding challenges faced in the early care and education system, for both families and the childcare workforce. CHCF has a long history of supporting childcare and early learning programs – predominantly Family Child Care programs and providers whose primary language is other than English; as well as families in navigating access to high-quality care options and childcare voucher support. We currently serve as one of New York City’s four Child Care Referral Agencies within the New York City Child Care Resource and Referral Consortium<sup>1</sup>, in addition to leading a Family Child Care Network in partnership with NYCPS DECE, and delivering Early Head Start in contract with the Federal Office of Head Start.

While we continue to celebrate the commitments to establishing universal childcare in New York State and City, we eagerly await explicit commitments to ensuring that workforce compensation and access to benefits will be addressed alongside efforts to expand access to affordable care for New York families. For far too long the state and city have not prioritized the stability of the childcare workforce – a workforce predominantly made up of women of color and immigrant women in NYC – as leaders have promised to expand access to care. Up to this point many of the gains New York City has made towards expanding early care and learning have been carried on the backs of an undervalued and undercompensated childcare workforce. The ability to continue moving New York to a universal system is intertwined with the well-being and stability of the childcare workforce and their ability to increase capacity across the city and state.

Childcare workers in New York State are some of the lowest paid workers across all fields. It is not a coincidence that this reality is being inflicted upon a workforce overwhelmingly made up of BIPOC and immigrant women. There is a long history of our government withholding sustainable compensation and access to benefits from this workforce. Within the larger ongoing pay equity issues, there are additional disparities faced across program modalities that need to be addressed.

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<sup>1</sup> NYC CCRC: <https://nyccrr.org/>





Recent New York State Office of Children and Family Services data for 2025 shows that Family Child Care and Group Family Child Care providers make up over 60% of New York City’s licensed programs, holding over 40% of day care capacity in the city, and caring for 38% of children with vouchers (when accounting for Legally Exempt programs, home-based programming cares for 66% of children with vouchers in NYC).<sup>2</sup> A recent study released by the New School<sup>3</sup>, in partnership with the NYC Child Care Resource and Referral Consortium, provider groups, and organizations that support the FCC sector, found that the NYC FCC workforce is 94% female, 90% POC, 62% Hispanic, over 70% immigrant.

The income of this sector is largely driven by the market rate, which ultimately reflects what families can withstand when it comes to the cost of care. As we know, those rates are high for families and still do not reflect the true cost of care, including appropriate workforce compensation and benefits. Without any intervention by state and city leaders, providers carry the discrepancy between what families can pay and what it really costs them to run their businesses, and they continue to collapse under the enormity of the rate disparities. The market rate not only drives the threshold of out-of-pocket costs for families; it determines the rate paid out for children with vouchers – with the state paying only 80% of the market rate – and has also driven the reimbursement rates under NYCPS DECE contracts.

For the 20% of the FCC providers that are affiliated and delivering Early Learn and 3K seats, the rates being paid are barely in line with the state-set market rates, rather than reflecting the true cost of the care they are tasked with delivering in partnership with the city. With both voucher and contracted care rates held at levels insufficient to cover the true cost of care, the child care workforce has been subjected to grossly low take-home pay.

The recent New School report found that the median take home pay – based on current enrollment trends – for Family Day Care providers (max. capacity enrollment up to 8 children) is just over \$19,000; and for Group Family Day Care (max. capacity up to 16), it is roughly \$15,400. When accounting for the additional hours worked by providers, beyond the compensated care and learning hours, the median hourly rate for FDC providers is \$4.81, and for GFDC providers is \$4.16. If programs were engaged in city systems equitably and supported to maintain “good enrollment” (considered 6 or more children in FDC, and 10 or more children in GFDC), the

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<sup>2</sup> NYS OCFS (Jan 2026). Child Care Facts & Figures 2025. Retrieved from:

<https://ocfs.ny.gov/programs/childcare/assets/docs/factsheets/2025-DCCS-Fact-Sheet.pdf>

<sup>3</sup> Melodia, L. and Madge Paredes, A. (Nov 2025). Dignified Pay for Quality Care: What New York’s Family Child Care Providers Need to Thrive. The New School Center for New York City Affairs. Retrieved from:

<https://www.centernyc.org/reports-briefs/dignified-pay-for-quality-care-what-new-yorks-family-child-care-providers-need-to-thrive>





median take home pay rises to roughly \$58,600 and nearly \$48,000 respectively, with median hourly rates at \$15.52 for FDC and \$11.07 for GFDC.

The current treatment of the sector has naturally pushed talent away from this workforce. Beyond the inability of people passionate about ECE to join this workforce because of wage levels that don't meet the cost of living in New York City, poor city policy in the creation and expansion of 4K and 3K led to over 1,300 FCC programs closing between 2014 and 2019<sup>4</sup> (this is an isolated time frame to show the impact of PreK prior to COVID).

As New York City is preparing to expand 3-K and 2-K, with an expectation that Family Child Care will carry a significant amount of this enrollment, city leaders cannot move forward without caring for this workforce's well-being and stability. Beyond the immediate expansions, it is estimated that NYC will need tens of thousands more early care and education workers to be able to deliver universal child care.

We call on city leaders to recognize the injustice of past and current government practices that have driven some of the lowest workforce wages across all fields and spoken clearly to ECE professionals about the systemic undervaluation of their work. While we know that the administration is aware of the compensation challenges and plans to address these challenges, address of these conditions cannot be kicked down the road. To fulfill the grand plans for expanding 3K and 2K, with an eye towards a universal child care system, these conditions must be improved *alongside* expansions of programming. The workforce simply cannot wait, they have been carrying the weight of the city's childcare and early learning systems, rising to meet the moment time and time again, and deserve better.

We offer some recommendations for addressing the maltreatment of the ECE workforce, which will not only stabilize those currently in the field, but impact the pipeline of talent into the field to build towards the necessary levels to deliver a universal system:

1. Ensure funding that covers the true cost of care, which includes worker compensation and comprehensive benefits.
  - a. For affiliated providers, reimbursement rates that reflect the true cost of delivering the care they are contracted to deliver under NYCPS, including staff wage and benefits.
  - b. For independent providers, establishing a compensation fund to offset the inadequate rates currently set by the state; and establishing a means of

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<sup>4</sup> Melodia et al. (2025), Dignified Pay for Quality Care.





accessing affordable benefits options (similar to what Washington D.C. has done for its ECE workforce<sup>5</sup>).

2. Establish a career and salary lattice that reflects existing experience, expertise, and relevant credentialing, and recognizes and incentivizes continued development and education of the workforce.
3. Professional development and continuing education opportunities that are responsive to the unique needs and interest of the FCC workforce and offers equitable opportunities of access for all educators (i.e. free/affordable, varied location offerings closer to programs, and multi-lingual).
4. Offer financial support for continuing education to offset the cost of higher education in light of the sector's inadequate compensation; and to draw more talent to the field.

We thank you again for your address of challenges facing the ECE sector. We appreciate the commitment of the administration and the council to delivering a child care system that supports families and children, and simply want to ensure that conditions of the workforce are recognized as integral to their plans that cannot be treated as an afterthought. CHCF continues to support city leaders in thought partnership and looks forward to our continued work together in support of New York City's children, families, and the essential early care and education workforce.

*CHCF is a non-profit organization with a 44-year history of combining education, capacity-building, and advocacy to strengthen the support system and continuum of learning for children and youth from birth through school-age. To find out more about our organizational work or to ask questions of the provided testimony, please reach out to Danielle Demeuse, Director of Policy for CHCF, at [ddemeuse@chcfinc.org](mailto:ddemeuse@chcfinc.org).*

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<sup>5</sup> Doromal, J.B., Nikolopoulos, E., Mefferd, E., Greenberg, E., Sandstrom, H., Lamb, R., González, A., & Triplett, T. (Oct 2025). Studying DC's Early Childhood Educator Compensation Program. The Urban Institute. Retrieved on April 16, 2026 from: <https://www.urban.org/research/publication/studying-dcs-early-childhood-educator-compensation-program-technical>





## Consortium for Worker Education

305 Seventh Ave, Third Floor, New York, NY 10001  
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### **Testimony to the Committee on Workforce Development on Training Child Care Workers and Building a Network of Legally Exempt Providers - April 15<sup>th</sup>, 2026**

Good afternoon Chair Won, Chair Gutiérrez, Chair Joseph, and members of the Committee. My name is Tarmo Kirsimae and I am testifying on behalf of the Consortium for Worker Education (CWE) where I serve as the Director of Child Care. We serve as the workforce development arm of the NYC Central Labor Council, providing training, education, and child care services to thirty-three unions and their affiliated locals each year.

CWE supports our child care system in two crucial ways: assisting families in accessing affordable care and training child care workers. Through our Facilitated Enrollment and Scholarship programs, we connect working families to vouchers and subsidized care. Additionally, we fund training for unionized child care workers and, through the We Rise Nanny Training program, educate at-home providers. We know that building a truly universal child care system will require a major upscaling of the workforce.

A persistent gap we work to address is care for parents who work nontraditional hours, episodic workers, and families with children with special needs. The Administration's expansion of 2-K hours from 8 am to 6 pm is a meaningful step. However, New York City is a 24-hour city with a 24-hour workforce. Parents who work in health care, transportation, and hospitality can face real challenges outside that window. For the thousands on the voucher waitlist, the options are often informal arrangements, job-threatening compromises, or expenses that stretch family budgets to the breaking point.

One of the most direct ways to support this population is by investing in training for legally exempt providers and helping them obtain licensure so they can serve more children. These providers typically operate in home-based settings, which are often the best fit for workers with nontraditional schedules or for children with special needs, offering a level of flexibility that center-based care often cannot match. CWE is currently developing a pilot proposal in partnership with the Central Labor Council to do just that, integrating union training infrastructure with a network of existing and new legally exempt providers to expand capacity while creating quality jobs in the process.

We are encouraged by the legislation being introduced today to educate child care workers and build capacity. As these initiatives roll out, CWE stands ready to partner with the Council on further training initiatives to build a system capable of meeting the needs of all working parents. Thank you.



**The City University of New York**

**Testimony of Ashleigh Thompson, PhD  
University Dean for Education**

**New York City Council Subcommittee on Early Childhood Education with the  
Committees on Workforce Development and Higher Education**

**Early Childhood Educator Workforce Development and Pipeline**

**Wednesday, April 15, 2026**

Good afternoon.

I would like to thank Chair Gutierrez, Chair Joseph, and Chair Won, as well as the members of the Subcommittee on Early Childhood Education, and the Committees on Higher Education and Workforce Development, for the opportunity to speak to you on the topic of early childhood education.

My name is Ashleigh Thompson, and I serve CUNY as University Dean for Education. In this role, I oversee Education programs across the university. I am pleased to tell you about our support of more than 15,000 students in this important academic and workforce area, a majority of whom are people of color. For the first time since the pandemic, CUNY Fall 2025 enrollment data show increases for students pursuing degrees in Education, bolstered by programs like CUNY Reconnect providing free tuition for eligible associate degree students.

About 3,600 of CUNY's education students are in Early Childhood programs. Of these, 2,000 are enrolled in bachelor's and master's programs that lead to teacher certification, though we know from state Department of Labor data that our Early Childhood graduates work in a range of settings, as they do while they are pursuing their degrees. Five years after graduation, nearly 90% of Early Childhood bachelor's graduates are working in Education: in NYC Public Schools, child day care services, in other city agencies, education-related organizations, and charter and private schools.

As New York City and State work to expand childcare and implement the Class Size Law, CUNY is actively building the pipeline of well-prepared educators that these commitments require. New grants and partnerships support outreach to alumni, certification exam vouchers, recruitment events for both college enrollment and teacher hiring, creation of new undergraduate programs in bilingual early childhood, recruiting Education students for paid jobs as paraprofessionals, and more. This summer 2026, CUNY is projected to enroll more than 800 NYC Teaching Fellows, an increase of more than 30% from last year. CUNY Reading Fellows provides free, evidence-based reading instruction to nearly 2,800 children in grades K-2 in NYC Public Schools, while providing CUNY tutors with a paid, career-aligned job that strengthens their skills in early literacy. NYC Men Teach at CUNY, a partnership with the city's Young Men's

Initiative and NYCPS, supports 600 teacher candidates a year, including dozens majoring in Early Childhood. We're engaging Education students even before they apply to CUNY. Through NYCPS FutureReady, the Education Pathway is currently offered at 30 high schools, reaching an estimated 1,500 students who take Education courses through College Now that can be an on-ramp to a variety of Education paths, including Early Childhood. My office works in close collaboration with a wide range of partners, utilizing data sharing agreements to ensure that we can identify trends and support students throughout the educator pipeline.

These investments yield returns for our city and state, and for our students, too. Wage outcomes for CUNY's Education majors are strong. For bachelor's and master's graduates at CUNY, Education majors surpass the median wage for other CUNY graduates at the 3-year, 5-year and 10-year mark.

A renewed opportunity for our city in its focus on Early Childhood is to strengthen sector-specific jobs and livable wages, building career ladders that enable these college students to go on to educate our youngest New Yorkers with quality and passion. Working collaboratively across our city to ensure alignment and improve communication will make a meaningful difference for the Early Childhood workforce. CUNY provides many affordable pathways into an education career for thousands of candidates from a wide range of backgrounds and starting points. We will continue to work and innovate to expand the pipeline for Early Childhood Education programs to help bolster New York's workforce in this critical Early Childhood sector.

Thank you.



**Testimony of Day Care Council of New York  
Before the New York City Council Committee on Education  
Honorable Eric Dinowitz, Chair and  
The Subcommittee on Early Childhood Education  
Honorable Jennifer Gutiérrez , Chair  
Honorable Julie Won, Chair  
Committee on Workforce Development  
Honorable Rita Joseph, Chair  
Committee on Higher Education  
At the Oversight Hearing on the Child Care Workforce**

**April 15, 2026**

Prepared by Gregory Brender, Chief Policy Officer, and  
Shelby Lohr, Senior Policy Analyst

Thank you, Chairs Dinowitz, Gutiérrez, Won and Joseph, and members of the Committee on Education, the Subcommittee on Early Childhood Education, the Committee on Workforce Development, and the Committee on Higher Education, for the opportunity to testify.

Over the past several years, the City Council has fought hard to save child care centers threatened with closure and to increase the salaries of teachers, directors, and support staff in community-based child care centers and home-based programs. With a historic expansion of early childhood education starting this year, New York City must invest in salary parity for the early childhood education workforce and invest in programs that build the pipeline of early childhood education workers at all levels.

The Day Care Council of New York (DCCNY) is the membership organization of early care and education providers across New York City. DCCNY envisions a future in which all children have access to high-quality early childhood education and where providers and their workforce have the tools and resources needed to deliver it.

DCCNY supports its members and the broader early childhood field through policy research and advocacy, labor relations and mediation, workforce training and professional development, and referral services for families seeking child care. Our member organizations operate more than 200 sites across all five boroughs.

Most DCCNY member organizations contract with New York City Public Schools, while others rely on child care vouchers issued by ACS and HRA, federally funded Head Start contracts, or private funding. Collectively, DCCNY member organizations employ over 4,000 New Yorkers – predominantly Black and Brown women - and serve children and families citywide.

### **Early Childhood Expansion**

DCCNY has long advocated for universal access to high-quality early childhood education. We are excited that our member organizations will be part of the growth and expansion of the early childhood education proposed in both Mayor Mamdani's and Governor Hochul's budget proposals.

However, these investments will only succeed if early childhood providers and the workforce have the infrastructure needed to operate sustainably. DCCNY looks forward to working with the administration and City Council to ensure that these expansions create stability for early childhood education provider organizations and fair compensation for the early childhood workforce, which has been undervalued for too long.

DCCNY projects that to have a truly universal child care system in New York City that serves children from birth to five in licensed child care settings, child care providers would need at least 30,000 additional child care workers. For New York City to have a truly universal child care system that serves children from birth to five in licensed child care settings, we would need at least 30,000 additional child care workers.<sup>1</sup>

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<sup>1</sup> Day Care Council of New York. Building a Stronger Child Care Workforce for New York City. <https://www.dccnyinc.org/wp-content/uploads/2025/12/Workforce-Report-7sm.pdf>, December 2025

With approximately 36,000 New Yorkers currently working in child care, this means doubling the system. Based on average turnover rates in early childhood classrooms, the city will need an average of nearly 5,000 new early educators every year.<sup>2</sup>

And New York City's child care programs face a staffing crisis. Low pay and an aging workforce, with many members close to retirement, are causing a dire need to build a pipeline of new workers that will sustain child care programs. In 2023, DCCNY conducted a survey and interviewed more than 250 child care centers in New York City. 83% of centers reported dealing with staff vacancies. Among that 83%, nearly a quarter of centers dealt with seven or more vacancies at their site. DCCNY's research also demonstrated that although 68.3% of centers had one staff member with more than ten years' experience, 51.9% of centers reported that, on average, newly-hired teachers quit within five years.<sup>3</sup>

This staffing crisis significantly impacts the availability of child care. Several centers operating with contracts with New York City Public Schools currently have fewer classrooms than their contract budgets allow, and a statewide survey conducted by the Empire State Campaign for Child Care and Schuyler Center for Analysis and Advocacy this March uncovered that 776 classrooms in community-based organizations closed due to understaffing.<sup>4</sup>

### **Salary Parity for the Early Childhood Education Workforce**

In every type of early childhood education setting, the workforce is underpaid and underappreciated. The early childhood workforce is overwhelmingly women, and in New York City, it is overwhelmingly women of color. Yet teachers, staff, directors, and home-based providers continue to earn significantly less than their counterparts in public schools.

This means that people who have the skills, knowledge, and education to be great early childhood professionals often cannot—and do not—stay in their roles because they cannot sustain their lives with lower salaries.

In order to address these inequities and ensure that child care provider organizations can attract and retain a quality workforce, **urges New York City to achieve salary parity between the ECE workforce in public schools and community-based**

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<sup>2</sup> Day Care Council of New York. Building a Stronger Child Care Workforce for New York City. <https://www.dccnyinc.org/wp-content/uploads/2025/12/Workforce-Report-7sm.pdf>, December 2025

<sup>3</sup> New York City Council Black, Latino and Asian Caucus and Day Care Council of New York. The Enduring Value of the Early Childhood Workforce: Why New York City Must Complete the Path to Parity for the Community-Based Early Childhood Education Workforce. September 2023. <https://www.dccnyinc.org/our-work/public-policy/publications/>

<sup>4</sup> Empire State Campaign for Child Care and Schuyler Center for Analysis and Advocacy. Staffing Shortages Due to Low Wages are Driving the Child Care Crisis in New York. March 2023. <https://www.empirestatechildcare.org/staffing-shortages-and-the-child-care-crisis.html>

**organizations.** NYC should work with management and labor to ensure salaries and benefits across the sector that achieve parity with the public school system, including longevity increases for veteran educators, staff members, and directors.

Salary parity must include:

- Establishing a defined career ladder for early educators and articulating appropriate compensation at each rung.
- Setting a minimum wage for child care workers that recognizes their labor and the skills required. This would, in particular, benefit teaching aides and staff in other support roles whose salaries are currently pegged to the citywide minimum wage.
- Working with labor and management to address inequities in the current collective bargaining agreements. Notably, future contracts should include longevity increases comparable to what UFT members earn and provisions to address the longer day and year that many child care center teachers work. Contracts should include cost escalators to ensure salaries keep pace with inflation and COLAs.

### **Building a Workforce Pipeline**

In December 2025, DCCNY released “Building a Stronger Child Care Workforce for New York City” which detailed the steps the city must take to attract and retain a workforce that can meet the demands of a truly universal system.

**Establish a wage fund:** As part of the Empire State Campaign for Child Care, DCCNY is advocating for a dedicated State-level fund to increase compensation for child care workers. A fund like this at the city level could close the gap between what families can afford to pay for care and what programs need to appropriately compensate their workforce.

### **Provide universal health insurance coverage for child care workers**

The city could expand health care coverage by providing access to free or very low-cost insurance plans, inclusive of the center-based and home-based workforce. In the past, the city had a health insurance program that CBOs could opt into. The city should revisit this model and determine how to make it more effective.

### **Expand access to pension plans**

A majority of early childhood educators do not have access to employer- or union-supported retirement plans and are unable to save for retirement themselves. There are

some publicly supported retirement systems, including the Cultural Institutions Retirement System (CIRS), which already include some child care workers. The city could work with CIRS to expand eligibility criteria, allowing more private child care programs to opt in for their employees.

**Provide housing support**

City workers, including public school teachers, are already eligible for priority in housing lotteries. However, this priority does not currently include child care workers. The city could set specific priorities within the Department of Housing Preservation and Development's affordable housing lotteries to ensure that child care workers receive the same priority as other essential workers.

**Create career exposure and dual enrollment training programs for high school students**

NYCPS continues to expand opportunities for workforce development and career exploration for high school students, child care careers should be added to the portfolio. Programs of this type have the dual benefit of attracting new people to the child care workforce while also filling immediate staffing gaps.

**Launch a city-funded apprenticeship program**

New York City could develop a city-funded apprenticeship program that matches current and aspiring caregivers with existing home-based or center-based programs to provide paid on-the-job learning opportunities, and also matches apprentices with low-cost or tuition-free credential programs. New York already has a robust infrastructure in place to support apprenticeships across sectors. Given the fragmentation of child care and the small scale of most programs, an apprenticeship program would likely need to be driven at the sector level by the city or an intermediary, such as DCCNY, rather than by individual child care programs.

DCCNY also urges New York City to work with New York State to:

**Speed up the background check process for new staff**

The city must continue to focus on expediting the background check process so that teachers can begin working in programs faster. The city should also explore making background checks portable. Currently, educators must undergo the background check process again if they start a new program, which may deter some educators from staying in the field. There is some precedent for expanding portability; currently, staff

can work in different sites operated by the same organization. Moving to full portability would require state action.

### **Experiment with new credentialing models**

Across the country, including [elsewhere in New York](#) State, community colleges are introducing new stackable [microcredentials](#) to support current or aspiring early childhood educators who want to enhance their qualifications but may not have the time, budget, or interest to pursue a full degree. With buy-in from the city that microcredentials could be tied to pay increases for early childhood educators, community colleges, and child care programs could work together to develop coursework that addresses specific learning gaps they are seeing in the workforce. For child care workers, this could be a mechanism to build particular skills and be compensated for them.

### **Create substitute teacher pools**

When a child care worker is absent, programs typically have to scramble. Child care centers that contract with the city can access NYC Public Schools substitute teachers. However, they are required to pay those substitutes the UFT-negotiated rate of about \$50 an hour, which is more than centers can afford - and highly problematic internally when their own substitute teachers and support staff earn minimum wage (or \$18 per hour, if subject to DC-37's CBA). Governor Hochul recently announced that funding for the State's substitute pool would only support home-based providers in New York City due to DOHMH regulations. New York City could launch its own substitute pool, in collaboration with the state or on its own.

### **Stabilize Early Childhood Education Providers**

Despite the overwhelming enthusiasm for early childhood education, child care providers continue to struggle to keep their doors open and pay their bills on time. New York City must take action to support the organizations and small businesses that provide early childhood education.

This has a direct impact on the workforce and providers' ability to attract and retain qualified staff. DCCNY urges New York City to take the following actions to stabilize early childhood education provider organizations.

**In order to stabilize community-based early childhood education providers, DCCNY offers the following recommendations:**

**Implement Cost Escalators in Child Care Contracts.**

New York City Public Schools is in the process of extending contracts for two years with early childhood education providers who won contracts through the Birth-to-Five RFP. The Birth-to-Five RFP was issued in 2020 and went into effect in the fall of 2021. It includes the City's contracts for Pre-K, 3-K, and Extended Day/Extended Year programs.

The Birth-to-Five contract made significant advances in early childhood education, and we are glad that the Administration has shown a willingness to engage with providers to ensure that the next procurement of early childhood contracts is a success. However, maintaining flat funding levels over the next two years fails to account for many of the rising costs providers face.

DCCY urges the City to immediately implement cost escalators of at least 3% to reflect increased costs for insurance, utilities, and other necessities of maintaining child care programs.

**Ensure On-Time Payments**

DCCNY is grateful to Speaker Menin, Councilmember Gutierrez, and the City Council for passing legislation that will provide greater transparency into how quickly contracted early childhood education providers are paid. The City must continue to work to secure on-time payments for providers by reducing regulatory burdens and fully staffing the Division of Early Childhood Education.

**Hold providers harmless from enrollment-based penalties while NYCPS controls enrollment.**

As long as enrollment is managed through a centralized system, providers should not be penalized for under-enrollment, consistent with protections afforded to early childhood programs operating in public schools.

Center-based and home-based programs should be held harmless for under-enrollment when NYCPS' district schools are held harmless for under-enrollment in their 3K and Pre-K classrooms.

Thank you for the opportunity to testify. We are happy to answer any questions and can be reached at [gbrender@dccnyinc.org](mailto:gbrender@dccnyinc.org) and [slohr@dccnyinc.org](mailto:slohr@dccnyinc.org).



**Date: April 15 2026**

**Honorable Chair and Members of the Committee,**

Good afternoon. My name is Tsering Diki, and I am the Founder and Executive Director of the Diki Daycare Group. Since 2005, we have been operating and now we have five early childhood centers across New York City.

I am here today to speak about the urgent challenges facing the early childhood educator workforce.

**First, we must address the pay disparity between Department of Education educators and those working in community-based organizations.**

We do the same work, serve the same children, and meet the same standards—yet CBO educators are paid significantly less.

This is not sustainable. It is driving experienced teachers out of the field and creating constant staffing instability in the communities that need consistency the most.

**Second, we need more inclusive and flexible qualification pathways.**

Current requirements, such as mandatory high school diplomas for all staff, can unintentionally exclude immigrants and dedicated caregivers with years of experience.

These individuals bring cultural understanding, commitment, and real-world skills that our classrooms depend on.

We must create pathways that recognize experience while supporting professional growth. On the issue of inclusive career pathways, I want to emphasize the importance of recognizing experience as a core qualification in infant and toddler care.

In my experience working in the field for over 20 years, I have seen that infant and toddler classrooms often benefit greatly from caregivers who bring deep hands-on experience, strong caregiving instincts, and long-standing relationships with children and families—even when they may not have formal high school or college credentials.

At the same time, I also value the role of educators with formal early childhood education training, as they bring essential knowledge in child development, curriculum planning, and classroom structure.

However, what is often missing in current workforce structures is a true pathway that integrates both forms of expertise. Many experienced caregivers—who have developed strong, responsive caregiving skills over years of practice—are excluded from advancement opportunities due to rigid credential requirements. This limits our workforce at a time when we are already facing critical shortages.



Creating inclusive career pathways would allow us to recognize and elevate lived experience alongside formal education, ensuring that teams that combine both practical caregiving expertise and academic training staff infant and toddler classrooms.

**Third, we must invest more in early childhood special education.**

Educators are increasingly supporting children with complex developmental and behavioral needs—but without adequate training or resources.

This leads to burnout and high turnover.

Without proper support, we are failing both educators and the children who rely on them.

**In closing, I urge the Council to take action to ensure pay parity, create inclusive workforce pathways, and invest in training and special education support.**

Supporting the early childhood workforce is essential to the future of our children and our communities.

Thank you for the opportunity to testify.

Tsering Diki

[director@dikidaycarecenter.com](mailto:director@dikidaycarecenter.com)

April 15, 2026

New York City Council  
Subcommittee on Early Childhood Education  
250 Broadway – 8<sup>th</sup> Floor – Hearing Room 1  
New York, NY 10007

*New York City Council Subcommittee on Early Childhood Education Oversight Hearing: Early Childhood Educator Workforce Development and Pipeline*

Dear Chair Gutiérrez and Members of the Subcommittee,

Thank you for holding this important hearing, and for your commitment to ensuring access to high-quality early care and education for our youngest learners. The Early Care and Education Consortium (ECEC) is a national nonprofit comprised of the leading high-quality multi-site child care providers, state child care associations and education service providers. Collectively, our members operate 7,500 child care centers nationwide, serving over one million children each day. In New York State, our members operate 256 centers, including 86 in New York City, employing 1,989 educators and staff, and with the capacity to serve 8,527 children, 27% of whom receive City or State subsidies. Additionally, 37 of our New York City centers currently participate in the City’s Universal Pre-K program, serving about 2,200 children in 3-K and 4-K. We look forward to increasing these partnerships through the Mayor’s ongoing expansion.

*Support for “Establishing a child care workforce grant and services program”*

I wanted to start off by thanking Chair Gutiérrez for introducing the bill under consideration today, “Establishing a child care workforce grant and services program.” As members of this subcommittee know, recruiting and retaining a qualified, dedicated child care workforce has presented a longstanding challenge, not only in New York City, but across the country. Chair Gutiérrez’s bill would help build the pipeline of early educators while easing economic barriers facing interested individuals—each exam is \$100, and pre-k teachers are required to take three to four exams—and guaranteeing retention in City programs.

Because of New York City’s stringent degree requirements, prospective child care and pre-k teachers often come in with an AA or a BA, but do not have their degree in an approved field. This requires them to submit a study plan and gain additional credits in order to educate and care for children in Department of Health and Mental Hygiene (DOHMH) and Department of Education (DOE) programs. Additionally, in New York City, Assistant Directors are required to meet the same qualifications as Center Directors (“Certified Education Directors”), which poses a challenge for providers seeking to recruit Assistant Directors. Chair Gutiérrez’s proposal would help support individuals who are on study plans to become certified for their respective role. Particularly in light of Mayor Mamdani’s historic investments in child care and pre-k, it is critical New York City also work to ensure adequate educators and staff to make universal child care a reality.

### *High-Quality Early Childhood Education Depends on Recruiting and Retaining a Skilled Workforce*

In order for early childhood education (ECE) to be effective and truly prepare children for school and for life, programs must have skilled and dedicated educators. However, building a qualified workforce is challenging—the industry faces both immediate educator retention challenges and long-term recruiting challenges. Each year, qualified educators leave the ECE profession, while fewer and fewer students choose to work with young children. Child care providers across New York City struggle daily to maintain the requisite qualified and talented staff to guide the development of the young children in their care.

According to the McCormick Institute for Early Childhood, the average turnover rate within the child care industry is 33%. Some child care centers, however, experience turnover rates as high as 164%.<sup>1</sup> This is considerable compared to the 13.5%<sup>2</sup> average turnover rate across all sectors. Across New York City, providers are contending with increases in non-commitments for the upcoming school year, with teachers leaving the ECE field for higher paying opportunities. These high turnover rates not only impact providers, but they also have negative implications for children. Without continuity of instruction, children face increased difficulty with language development, early literacy and foundational math skills, leading to increased experience gaps long-term.<sup>3</sup>

While ECEC providers offer significant benefits to their teachers, including health, mental health, dental, vision, paid leave and retirement plans, this is not the case across much of the field. Additionally, the vast majority of our member companies (92%) fully cover the cost of the CDA credential, and the same percent cover tuition assistance. Further, nearly all of our providers offer in-house training, external coursework, coaching and mentoring opportunities. In order to improve the state of the ECE workforce and address the root causes of high turnover rates, however, the industry and lawmakers must help make the provision of these types of benefits the norm across the field.

### *Impact of Background Check Processing Challenges on Workforce Stability*

In addition to recruitment and retention challenges, the comprehensive background check (CBC) process poses additional challenges for getting educators into the classroom. Background checks play a critical role in assuring parents that their children will be safely cared for, and importantly, a teacher cannot supervise a classroom until they receive a clearance (or renewal) from DOHMH. While we are in very strong support of thorough background checks, the length of time clearances are taking is undermining providers' ability to provide New York City's children with care and quality educational programming, and is significantly worsening the ongoing staffing crisis. In order to meet the city's commitment to expanding access to child care and pre-

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<sup>1</sup> <https://www.mccormickinstitute.ni.edu/examining-the-role-of-employer-benefits-and-turnover-in-center-based-child-care>

<sup>2</sup> <https://www.imercer.com/articleinsights/workforce-turnover-trends>

<sup>3</sup> <https://teachingstrategies.com/blog/the-impact-of-teacher-turnover-on-child-development-and-learning/#:~:text=When%20turnover%20rates%20are%20high,are%20challenging%20to%20recover%20from.>

k, we must ensure we are building a qualified workforce and have a consistent pipeline of educators to staff these programs.

The delays cause would-be educators to leave the sector, and result in classroom closures and shortening of programs' operational hours, which impacts working parents' ability to find and access care. It is critical DOHMH has the support it needs to ensure adequate staff, technology, and processes are in place to allow for thorough, but efficient, processing of background checks so the City can continue to expand access to high-quality education and care. We applaud recent improvements DOHMH made around portability of CBCs, allowing some clearances to more closely follow the person, as opposed to just being linked to the specific classroom. We hope additional flexibilities around portability will be introduced to further improve efficiencies, while maintaining appropriate safety measures. We look forward to next week's Subcommittee on Early Childhood Education Oversight hearing focused specifically on "Addressing the Childcare Background Check Backlog."

### *Conclusion*

While staffing challenges vary across sites and across boroughs, the workforce is both the most important and most challenging factor in providing high-quality early childhood education. Early childhood educators are the workforce behind the workforce, making it possible for all other professions to work. Without high-quality educators, parents of young children would struggle to remain and thrive in the workforce. At the same time, early educators care for and teach our youngest children, ensuring they are equipped with the skills they need to succeed in the modern world. As such, early childhood educators are key to the success of a multigenerational workforce—they support both the workforce of today and the workforce of tomorrow.

Thank you for the opportunity to submit this testimony. ECEC stands ready to work with City Council to develop and enact policies to help ensure our youngest learners have the support they need to thrive, and our educators are well-qualified, compensated, and committed to provide the best care and education to the children in their care.

Respectfully,

Sage Schaftel  
Assistant Executive Director  
Early Care and Education Consortium

**Testimony Submitted by Gladys Jones  
Founder & CEO, ECE on the Move**

**Wed., Apr 15 2026 @ 1:00PM - City Council - Subcommittee on Early Childhood Education (jointly with the Committee on Workforce Development and the Committee On Higher Education**

Good afternoon,

My name is Gladys Jones, and I am a family child care provider of over 20 years and the Founder of ECE on the Move, a network of providers and parents standing together during one of the most difficult moments our field has ever faced.

I am here today to speak the truth plainly: this is no longer just a workforce issue—this is a health emergency.

Across our network, we began reaching out to providers simply to check on their well-being. What we found was alarming. In one round of outreach, more than half of the providers we contacted were in the hospital. These were not isolated cases. These were providers suffering from severe stress-related conditions—high blood pressure, cardiac complications—directly tied to the instability of their income and the uncertainty of this system.

These are the individuals caring for our children every day. At the same time, many providers are surviving on earnings that fall far below what any working person should accept. After covering the cost of assistants, rent, and basic supplies, providers are left with wages that do not reflect the value or responsibility of this work. Even those operating at full capacity are unable to meet the basic cost of living.

We are working, but we are not surviving. The situation has only worsened with the ongoing Child Care Assistance Program waitlist. Thousands of families remain without access to care, while providers are left with empty seats they cannot fill. This is not just a policy failure—it is a direct threat to the stability of our programs and the families who depend on us.

We have seen this before.

Following the expansion of universal Pre-K, the city lost a significant number of home-based providers. That loss did not come from lack of dedication—it came from a system that expanded without protecting the very people holding it up. We are now on the same path, and the outcome will be even more devastating if action is not taken immediately.

We are also deeply concerned about the rollout of 2K. Expansion without stabilization will only accelerate closures. If providers cannot remain open today, there will be no one left to serve families tomorrow.

We need immediate action:

- Restore and expand access to child care subsidies so families can enroll and providers can remain open.
- Establish ongoing workforce payments to stabilize providers now—not later.
- Commit to a long-term compensation structure that reflects the true cost of care and allows providers to live with dignity.

The city has shown that when it recognizes an emergency, it can act quickly and invest real dollars. We are asking for that same urgency now.

Child care providers are essential. We are educators, caregivers, and small business owners. But more than that—we are protectors of children and pillars in our communities.

We cannot continue like this.

If nothing changes, providers will continue to close, families will lose access to care, and the system will collapse from the inside out.

We are not asking for favors. We are asking for survival—and for the ability to continue doing the work that makes all other work possible.

Thank you.

# NYC Child Care Workforce Survey / Encuesta Sobre El Personal De Guarderías En Nueva York Report

Form: ECE On The Move - NYC Child Care Workforce Survey / Encuesta sobre el personal de guarderías en Nueva York

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Teonidia George, George
Address	
Dirección	████████████████████ BRONX.NY 10452
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Afectado mi salud física y mental, ya que todos los precios están muy alto y el negocio está de mar en peor Gracias al sistema que no no está dando la oportunidad de seguir creciendo
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo

<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>, la falta de apoyo, financiero, me ha afectado a mí negocio el 40 % para mí ha sido difícil</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>No se puede comparar el nivel de apoyo en el tiempo de COVID-19 teníamos apoyo ahora no tenemos apoyo</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>En mi experiencia, todo más difícil porque hago promoción y los padres siempre dicen lo mismo están esperando el baucher</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>Afecta de una manera dramática, ya que todo está exageradamente caro y lo pagos están muy bajos</p>

Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si he tenido desafío, he cortado horas al personal por la falta de niño y el bajo salario de las proveedoras
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Para mí, mejor, apoyo financiero, sería aumentando el salario y dándonos la oportunidad a los proveedores de tener más niños
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	A la asamblea yo le diría que se concentren en el bienestar de los niños las escuelas no pueden darle el amor y la comprensión que los niños necesitan y que lo proveedores le damos
Added Time	17-Apr-2026 11:27:41
Referrer Name	<a href="https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtIJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU">https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtIJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU</a>
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Radames, Clavell
Nombre completo	
Address	██████████ Bronx, NY
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Directly, insomnia, high blood pressure. Bankruptcy
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	It's hard to operate with limited resources. Particularly getting paid monthly
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	No support aside from food program.
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	Voucher processing and enrollment is burdensome
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes, one day turns into another easily. Wish there where some respite time off for providers
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Direct salary to care providers.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Help
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	17-Apr-2026 10:17:34
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Gemma, Andrews-Cole
Nombre completo	
Address	<span style="background-color: black; color: black;">[REDACTED]</span> , Rosedale
Dirección	

Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Its affecting me physically and mentally
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	It's very hard

¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	Its very hard
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	You still have to pay your works
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	When Staffs take off, there's no no to replace them
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Yes
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Please have a better plan for day care providers
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	

Added Time	16-Apr-2026 20:27:04
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Dakenny, Diaz
Address	
Dirección	████████████████████ 10458, Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	No duermo de en las noches preocupada de como me voy a mantener y como voy a poder pagarles a mis empleadas
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>Me falta personal para poder dar un servicio</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Durante el Covi recibimos apoyo ahora nada . Estamos solas en esto, solo promesas</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Tengo 10 niños en lista de espera</p>

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Afecta terriblemente
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Claro esto me tiene con mucha ansiedad
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que abrieran las aplicaciones y qye nos den un pago justo a todas las privedoras
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que abrieran las aplicaciones y qye nos den un pago justo a todas las privedoras
Added Time	16-Apr-2026 16:42:49
Referrer Name	<a href="https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtIJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU">https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtIJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU</a>
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Niurka, Javier
Address	
Dirección	██████████, Bronx Ny -10466, ██████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil

Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Muy fuerte
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Muy frecuente
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	



Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	neutral
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Soy nueva
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Muy larga
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Mucho
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que aprueben los Baucher
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Bronx
Added Time	16-Apr-2026 13:26:46
Referrer Name	
Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	

Nombre completo	Yahaira, Colon
Address	
Dirección	██████████ Bronx ny 10467, ██████████ Bronx ny 10467, ██████████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Me afectado el 100%
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Dificultad para mantener el negocio
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Muy poco
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Es algo terrible, ya que hay padre que necesitan el cuidado y no puede internarlo, por la falta de fondos
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Afecta todo
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	No
What would better financial support or benefits look like for you?	

¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Implementando fondos para el cuidado infantil
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Bronx, Ny
Added Time	16-Apr-2026 12:37:14
Referrer Name	<a href="https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtIJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU">https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtIJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU</a>
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Yerainy María, Hernandez de Soriano
Address	
Dirección	[REDACTED], Bronx
Phone Number	
Número de teléfono	[REDACTED]
Email Address	
Correo electrónico	[REDACTED]
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	no estoy de acuerdo

<p>How has financial stress affected your health or well-being, or the health and well-being of providers you know?</p>	
<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	<p> Bronx</p>
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p> Bronx</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	

¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	[REDACTED] Bronx
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	[REDACTED] Bronx
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Mucho
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	No encuentro niños para mi negocio
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Encotrando niños en mi daycare
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Necesitamos ayuda porfavor
Added Time	16-Apr-2026 12:34:58
Referrer Name	<a href="https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtiJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU">https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtiJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU</a>
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Ingrid, Hidalgo
Address	
Dirección	[REDACTED]
Phone Number	

Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Mucho estamos fetado
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	




¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Si queremos trabajar y pollos
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Mucho no está fentado
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Estamos de esperadas
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Mucho
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si no quiero que no falte los fondo porque después no se puede pagar y los niños lo necesitan y los padres para ir trabajar
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que no de los fondos por favor
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Si no ai fondos no podemos seguir

Added Time	16-Apr-2026 12:27:05
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Suhail, Guzman
Address	
Dirección	[REDACTED]
Phone Number	
Número de teléfono	[REDACTED]
Email Address	
Correo electrónico	[REDACTED]
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	16-Apr-2026 11:13:49
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	sorelly, belliard
Nombre completo	
Address	 Bronx
Dirección	
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	There's a lot of anxiety about the rising cost of living, and we're still earning way less than the city's minimum wage. Plus, working 50 hours a week on a salary that barely covers living expenses.
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	Assistant doesn't want to work for minimum wage, and we as a provider don't earn enough to pay them accordingly.
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	N/a
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes, all Of this, not being acknowledged for our hard work and not being paid accordingly.
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Bronx
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	16-Apr-2026 08:52:43
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Solange, Calzada
Address	
Dirección	██████████, Bronx NY, █████

Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	El stress q todas las providers estamos pasando en estos momentos está afectando mucho la salud de todas en particular en la mía que la presión arterial ha estado elevada
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo

<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	

Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	16-Apr-2026 07:43:11
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Aidaliz, Santiago
Address	
Dirección	██████████ 11417
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	16-Apr-2026 07:41:54
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Leidy Conce bonilla, Leidy
Address	
Dirección	 Bronx
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	No hay vouchers, pago asistente , más los gastos.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Nadie está dispuesto a trabajar aveces
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	no estoy de acuerdo

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	No tenemos apollo
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Horrible, no es lo que merecemos
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Me quedo corta todos los meses
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si eh reducible el personal, y yo trabajar horas extra, estoy agotada fisica y mentalmente
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que quiten la lista de espera
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que nos apoyen, que somos una red importante que nos den lo que merecemos. Que quiten la lista de espera
Added Time	16-Apr-2026 07:26:00
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Dianne, Mejia
Nombre completo	
Address	 Saint Albans
Dirección	

Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Financial stress has significantly impacted the health and well-being of childcare providers by increasing anxiety, emotional exhaustion, and physical strain. Many providers experience sleep disturbances, burnout, and difficulty maintaining their own health due to long hours and financial instability. The unpredictability of payments, particularly through subsidy systems, adds to this stress, often forcing providers to make difficult decisions that affect both their personal well-being and the quality of care they strive to provide. Despite these challenges, providers remain deeply committed to supporting children and families, often at the expense of their own health.
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree

<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>Limited financial support makes it difficult to offer competitive wages, leading to high assistant turnover. This affects my ability to maintain required staff-to-child ratios, forcing me at times to reduce enrollment or turn families away. Constant hiring and training also disrupts program stability and quality. Without consistent funding, it is increasingly difficult to retain staff, stay in compliance, and keep the program open.</p>
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>Support during COVID-19 was stronger and more consistent, with grants and flexible policies that helped stabilize child care programs. Currently, support has decreased while costs have increased and subsidy payments have become less reliable. This has led to enrollment instability and financial strain, making it much harder to maintain staffing, cover expenses, and keep my program open.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>Families often face long waiting lists and delays in subsidy approval, which prevents them from enrolling in care even when spots are available. At the same time, providers experience enrollment instability and income loss when families cannot access or maintain assistance. These barriers make it difficult to match families with available care and create challenges for both access and program sustainability.</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes, staffing challenges, limited ability to take time off, and burnout are ongoing issues. Financial constraints make it difficult to retain assistants, which leads to staffing shortages. Without reliable coverage, I am often unable to take time off and must work long hours to stay in compliance. This has led to burnout and makes it increasingly difficult to sustain the program long-term.
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Better financial support would include reliable and timely payments, higher reimbursement rates, and funding that reflects the true cost of care. It would also provide access to benefits like health insurance, paid time off, and support for staffing, training, and program improvements. This would help stabilize programs, reduce turnover, and ensure providers can remain open and deliver high-quality care
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Child care is essential infrastructure, but providers are not being supported like it. Without reliable funding, fair reimbursement rates, and a more stable subsidy system, programs will continue to close—leaving families without care and unable to work. NYC must invest in child care the same way it did during COVID-19, or the system will continue to break down.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 21:18:56
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Doe, Jane
Nombre completo	
Address	██████████, Kingsbridge, Bronx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	██████████

Correo electrónico	
Which best describes you?	Advocate / Community Member
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	This job has been very stressful on maintaining a stable income.
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	We are not getting paid enough let alone for our workers
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	

<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>There aren't any support for providers anymore. Providers are being over looked and the DOE wants to take over.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>I feel parents are worried about daycare centers or private settings after all the incidents that have been occurring.</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	<p>Working for the community plus parents who aren't grateful and working with children all day has been a burnout over all.</p>
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	<p>A better financial support would be a life style that would fit today's economy.</p>
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	<p>I would like to tell the New York City Council with all due respect and my apologies for taking away any entrepreneur privileges to others. To stop opening childcare businesses to who ever has two exits in their facility. The Health Department needs to set higher expectations on who should be allowed to have a childcare business since there has been many incidents happening. To create a fare plan like a pension or other benefits for those providers who have been working years in, due to their experience in the business. There should also be job offerings in public school for those providers who are willing to close their daycare.</p>

Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 21:09:56
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Nervia, Sudre
Nombre completo	
Address	[REDACTED], Brooklyn, Brooklyn
Dirección	
Phone Number	[REDACTED]
Número de teléfono	
Email Address	[REDACTED]
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Very stressful, very unhealthy
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>Very disappointed</p>
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>No support,</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>Challenging and stressful</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Very much challenging.
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Support and understanding.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Enough is enough. Let small businesses breathe. These kids doesn't deserve to be part of any political fight.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 21:05:24
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Evelyn, Lopez
Nombre completo	
Address	██████████, Bromx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Many providers are currently hospitalized or experiencing serious health issues, including high blood pressure, largely due to the stress and uncertainty about what the future holds.
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	Many providers are finding it challenging to meet their overhead expenses and to pay assistants \$17 per hour. With limited hours available, both providers and their staff are facing financial strain.
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	During the COVID-19 pandemic, we were considered essential. Today, many providers are facing severe financial challenges, with some on the verge of housing instability.
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	The waitlist has negatively impacted providers and created additional barriers that are forcing many out of business. These policies are restricting our ability to operate independently, including the 2K requirement and mandatory participation in a network system.
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Better financial support for childcare providers would usually mean a combination of higher pay, more predictable income, and fewer out-of-pocket costs Better reimbursement rates that actually reflect the real cost of care—rent, utilities, food, supplies, insurance, and staff wages—so providers aren't operating at a loss.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	If I could speak directly to the New York City Council about childcare, I would ask for fair and sustainable wages, and for providers to be treated with respect as business owners. We should have the right to choose whether or not to join a network without being forced into a system that leaves us in a position where the only alternatives are joining a network or shutting down.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 20:51:16
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Maribel, Plata
Address	
Dirección	██████████ Bronx N Y . 10461, █
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Si me ha afectado . Insomnio de tanto pensar y a veces depresión
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>He tenido k bajarles horas a mi asistente</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Si esto sigue así prontamente tendré k cerrar Yina quedaríamos sin trabajo</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Me ha afectado mucho la lista de espera , he perdido niños ya que los padres han tenido k dejar de trabajar me afe</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>Me afecta ya que vivo sola con mi hijo más pequeño. Y muchos padres no quieren o lo pueden pagar el cuidado , ahí lo tendría ingreso para los gastos</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	<p>Si esto sigue así la asistente quizás no quiera seguir perdiendo horas de trabajo y se buscaría otro tipo de trabajo y yo tendría k cerrar.</p>

What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que nos incluyeran en k podamos seguir trabajando con esos niños y sin tener k entrar a una agencia.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que valoren el trabajo k hacemos con todos los niños y aunque no estemos en una agencia , no perdamos niños.
Added Time	15-Apr-2026 20:44:07
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Rosa, Martinez
Address	
Dirección	████████████████████, Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Me ha afectado bastante porque ahora tengo menos niños en el programa. El nivel de vida está bastante caro
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	A Las asistentes les tenemos que pagar a 17 las horas y a nosotros los proveedores nos pagan a \$6 dolares las horas. Estos me afectan mucho porque porque he tenido que estar trabajando más y usando mis tarjetas de crédito.
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Siento que nosotras somos esenciales cuando nos necesitan y siento que ahora se nos están olvidando

Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Lista de espera ha afectado a padres que necesitan la ayuda . En mi programa he tenido que ayudar a padres sin recibir dinero
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Afectando bastante porque ahora trabajo más hora y el pago que recibo no es suficiente para costear los gastos que tengo.
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si mucho desafío de estrés, siento que ahora tenemos un programa un poco inseguro siento que nuestra industria especialmente con las proveedoras que trabajamos en la casa nos quieren desmantelar nuestros programas.
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Con la ayudas de nuestros congresista y nuestro alcalde para que nos puedan ayudar y nos mejoren los pagos ya que la mayoría de nosotras trabajamos más de 10 horas al día.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	We need your support and we need yo feel recognized and appreciated for the great and important and amazing work that we all do in our lives. I been doing this job for more than 15 years with a lot of love and respect for my children and my parents.
Added Time	15-Apr-2026 20:33:50
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Allison, williams
Nombre completo	
Address	██████████ St Albans, New York
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████

Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	I can't sleep well as i have to pay assistant the the funds not enough or late
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	

<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>Support has decreased compared to during COVID-19. At that time, there were more resources and financial assistance available. Now, with less support and rising costs, it is more difficult to maintain operations and keep the program running Consistently.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>It's a lot of stress and parents a stranded with the waiting list There is a high level of stress for both providers and families. Many parents are left waiting due to long waitlists, and it is difficult to meet the demand for child care. Families are often left without options, which creates additional hardship.</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	<p>Yes, staffing has been a major challenge. It is difficult to find and retain qualified staff, which leads to increased workload and burnout. Limited coverage also makes it hard to take time off when needed, adding to overall stress. This what you call burnout.</p>
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	<p>It will look for me Better financial support would include increased funding for child care programs, subsidies that reflect the true cost of care, and grants to help cover staffing, supplies, and operational expenses. Consistent and reliable funding would help programs stay open and serve more families.</p>
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	<p>Child care is essential, not optional. Providers need more support, fair funding, and resources to continue serving families. Without proper investment, programs will continue to struggle, and families will be left without care. And doors will keep closing. We need childcare on the map.</p>

Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 20:32:33
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Nancy, Luciano
Address	
Dirección	[REDACTED], Bronx
Phone Number	
Número de teléfono	[REDACTED]
Email Address	
Correo electrónico	[REDACTED]
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Mucho ha afectado porque la economía ha aumentado y la falta de fondo afecta la salud mental.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Ha afectado mucho porque lo económico es importante.
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Hasta ahora el nivel de apoyo insuficiente porque la economía esta muy avanzada
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Como va la situacion vamos acerrar muchos daycare por la falta de recursos

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Mucho y
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si, porque es demasiado poco la paga al trabajo que hacemos . son demasiados horas.
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Un grant
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Muy difícil .
Added Time	15-Apr-2026 20:20:28
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Hidread, Samuel
Nombre completo	
Address	██████████, Bronx, New York
Dirección	
Phone Number	+ ██████████
Número de teléfono	
Email Address	██████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	I now have anxiety due to the instability of my future and my ability to care for my children
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	Offering a livable wage is challenging especially with enrollment fluctuations and late payments
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes due to having to cut staffing hours it has caused me to have to work longer hours. The burnout is very real and not only affects me but the program as a whole
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	On time consistent payments that allow the program to pay livable wages and have health benefits as well as retirement
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 20:20:17
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Vanessa, Rodriguez
Nombre completo	
Address	██████████ New York, N.Y 10029

Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	██
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	

How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	New York

Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 20:17:18
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Cristina, Florian
Nombre completo	
Address	██████████, Bronx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>No money to pay assistants</p>
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 20:17:04
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Glenny, Estrella
Nombre completo	
Address	██████████, Bronx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	██████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 20:16:40
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Yanelis, Polanco
Nombre completo	
Address	 Bronx
Dirección	

Phone Number	██████████
Número de teléfono	
Email Address	██
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Being in the hospital in the last year so many time with high blood pressure
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	

<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	
<p>Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?</p>	

Added Time	15-Apr-2026 20:15:12
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Auvidaira, Almanzar Rivero
Address	
Dirección	██████████ bronx ny 10463, ██████████ bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	El estrés financiero ha afectado mi bienestar y el de muchas proveedoras. Trabajamos largas horas con pagos muy bajos, mientras debemos cubrir altos costos y pagar salarios más altos a nuestras asistentes. Esto genera presión, agotamiento y falta de estabilidad económica. Es urgente que aumenten las tarifas para reflejar el costo real del cuidado infantil y permitir ingresos dignos
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>Neutral</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>La falta de apoyo financiero hace muy difícil retener asistentes. No podemos competir con otros empleos que pagan mejor, lo que provoca alta rotación. Esto afecta directamente la estabilidad del programa y hace más difícil mantener el cumplimiento de las regulaciones</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Aunque no operaba durante el COVID, actualmente los costos son altos y el apoyo es insuficiente. Esto hace difícil mantener el programa abierto y cubrir todos los gastos necesarios</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Veo que hay alta demanda y muchas familias necesitan cuidado, pero las listas de espera y los bajos pagos limitan la cantidad de niños que puedo aceptar. Esto deja a familias sin opciones y también afecta mis ingresos</p>

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Los pagos que recibo no cubren los costos reales de operar mi programa. Los gastos siguen aumentando, pero las tarifas no, lo que afecta mi estabilidad financiera.
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Sí, experimento agotamiento. Trabajo largas horas con poco descanso y con estrés financiero constante, lo que afecta mi bienestar
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Para mí, un mejor apoyo sería recibir pagos más justos que cubran los costos reales, ayuda para gastos operativos y acceso a beneficios como seguro médico y jubilación. Esto me daría estabilidad y permitiría mantener mi programa abierto
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	El cuidado infantil es un servicio esencial para el desarrollo de la niñez y el funcionamiento de la economía, sin embargo, actualmente no está siendo compensado de manera justa. Es fundamental que las tarifas reflejen el costo real de operación y la responsabilidad profesional que conlleva este trabajo. Un aumento en los pagos y un apoyo estructurado permitirían la sostenibilidad de los programas y garantizarían servicios de calidad para las familias
Added Time	15-Apr-2026 18:35:14
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Elsa, Nunez
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Address	██████████, Bronx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator

¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	It's very stressful because not being financially stable my health is weak because I don't get time to take care of myself.
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	It difficult to keep them because of financial difficulties. I need to lower my kids capacity to be in ratio.
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	

During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	During Covid we got more help but know with the voucher system being on the waitlist it hard.
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	Less children attending school because of the waiting list.
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes, especially with burnout because assistants teacher leave the job.
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Take away the waiting list. More funding for child care.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Please help child care provider so that they could maintain their staff and students.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 14:46:16
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Andy miguel Gil Alvarez, Gil alvarez
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Dirección	[REDACTED]
Phone Number	
Número de teléfono	[REDACTED]
Email Address	
Correo electrónico	[REDACTED]
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Preocupación , estrés y mucho cansancio
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo, En desacuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	No poder cumplir con los gasto para pagarle al personal de trabajo y más
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Es incomparable
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Eh tenido que cubrir muchísimo gasto Para poder mantener el programa abierto
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	En todos el sentido nos afecta
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si porque tengo que estar pendiente de todos 24/7
What would better financial support or benefits look like for you?	

¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Aviendo Bauche disponible y aumentando en nuestro ingreso
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que nos apoyen más nesecitamos recurso para nuestro programa
Added Time	15-Apr-2026 13:53:05
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Dabelba, Tarez
Address	
Dirección	██████████, Bronx NY, ██████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	<p>El cuerpo también lo siente:</p> <ul style="list-style-type: none"> <li>• Dolores de cabeza frecuentes</li> <li>• Problemas digestivos</li> <li>• Tensión muscular</li> <li>• Fatiga crónica</li> <li>• Aumento de la presión arterial</li> </ul> <p>Muchas veces las personas dejan de atender su propia salud (no van al médico, no compran medicamentos, comen peor) por ahorrar dinero.</p>
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>La falta de apoyo financiero tiene un impacto directo y significativo en la rotación de asistentes y en la dificultad para retener al personal. Cuando los salarios no son competitivos o no hay beneficios adecuados, muchos empleados buscan oportunidades mejor remuneradas en otros lugares, lo que provoca una alta rotación. Esto no solo genera inestabilidad en el equipo, sino que también aumenta los costos y el tiempo invertido en reclutamiento y capacitación de nuevo personal.</p> <p>Además, la escasez de personal estable puede afectar el cumplimiento de regulaciones, como las proporciones adulto-niño requeridas, y dificultar mantener el programa abierto de manera consistente. En algunos casos, los programas se ven obligados a reducir horarios, limitar la cantidad de niños inscritos o incluso cerrar temporalmente.</p> <p>En conjunto, la falta de financiamiento debilita la calidad del servicio, afecta la continuidad del cuidado para los niños y crea un entorno laboral menos sostenible para los educadores.</p>

<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Durante el COVID-19, el nivel de apoyo fue significativamente mayor, tanto a nivel financiero como en recursos. Recibimos ayudas como subsidios de emergencia, materiales de protección, guías claras de salud y seguridad, y en muchos casos apoyo directo para mantener el personal y cubrir gastos operativos.</p> <p>En la actualidad, ese apoyo ha disminuido considerablemente. Aunque algunas ayudas aún existen, no son suficientes para cubrir el aumento en los costos, como alimentos, materiales, renta y salarios. Esta reducción está afectando directamente nuestra capacidad para mantener el programa abierto de manera estable.</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>En mi experiencia, acceder y/o proporcionar cuidado infantil ha sido un proceso desafiante, principalmente debido a la alta demanda y la disponibilidad limitada de espacios. Las listas de espera han tenido un impacto significativo, ya que muchas familias necesitan cuidado inmediato para poder trabajar, pero deben esperar semanas o incluso meses para obtener un cupo. Esto genera estrés tanto para los padres como para los proveedores.</p> <p>Como proveedora, también he visto cómo las listas de espera afectan la planificación del programa, ya que es difícil prever cuándo se llenarán los espacios o cómo organizar los recursos de manera eficiente. Además, algunas familias desisten o buscan alternativas menos ideales debido al tiempo de espera.</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<ul style="list-style-type: none"> <li>• Los altos costos del cuidado infantil pueden crear estrés financiero, obligando a ajustar el presupuesto del hogar.</li> <li>• Algunas familias tienen que reducir gastos esenciales o depender de ayuda externa.</li> <li>• Puede limitar decisiones importantes, como tener más hijos o continuar estudios.</li> <li>• Genera estrés emocional, especialmente cuando no se puede acceder a cuidado de calidad.</li> </ul> <p>Impacto en el trabajo:</p> <ul style="list-style-type: none"> <li>• Muchos padres se ven obligados a reducir horas laborales o cambiar a trabajos menos exigentes pero también menos remunerados. provocar ausencias frecuentes si el cuidado infantil no es estable.</li> </ul>

Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Sí, he enfrentado varios desafíos, especialmente relacionados con la falta de personal y la carga de trabajo. En el cuidado infantil, mantener las proporciones adecuadas es esencial, y cuando alguien falta, el trabajo se vuelve más demandante y estresante. Esto ha limitado mi tiempo libre y en ocasiones ha provocado agotamiento físico y emocional. Además, el equilibrio entre el trabajo y la vida personal se vuelve difícil, ya que muchas veces llevo preocupaciones del trabajo a casa.
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Un mejor apoyo financiero incluiría salarios más competitivos que reflejen la importancia y responsabilidad del trabajo en la educación infantil. También serían de gran ayuda beneficios como seguro médico accesible, días de enfermedad pagados, vacaciones, y apoyo para el desarrollo profesional. Bonificaciones o incentivos también ayudarían a mejorar la motivación y estabilidad en el trabajo. Tener acceso a recursos para el bienestar emocional también sería muy beneficioso.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	<ul style="list-style-type: none"> <li>• Aumentar el financiamiento para programas de cuidado infantil</li> <li>• Mejorar los salarios y beneficios del personal</li> <li>• Reducir costos para las familias</li> <li>• Invertir en más espacios y menos listas de espera</li> </ul>
Added Time	15-Apr-2026 13:22:58
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Caridad, Potentini
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Dirección	████████████████████ Bronx NY 10468
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	

¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	De manera muy negativa, por la incertidumbre de que nos están sacando de lo que es nuestro trabajo
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Estamos desestabilizadas sin saber que hacer, y así no podemos mantener nuestras puertas abiertas

During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Ahora no recibimos ningún apoyo. Es muy difícil mantener mi programa abierto
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 13:15:25
Referrer Name	<a href="https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtiJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU">https://forms.zohopublic.com/eceinthemove/form/NYCChildCareWorkforceSurveyEncuestasobreelpersonal/thankyou/formperma/_g46EjTQCAtiJYs6ovvKO2NcyUn_sRVQEPF4qHaqtIU</a>

Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Jerika, Espinoza
Nombre completo	
Address	[REDACTED], Staten island, New york
Dirección	
Phone Number	[REDACTED]
Número de teléfono	
Email Address	[REDACTED]
Correo electrónico	
Which best describes you?	Advocate / Community Member
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	

<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>Wait list, not renew cases</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>No have childrens</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	

Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes with not make money
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Yes
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 12:59:43
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Victoria, Garcia
Address	
Dirección	██████████ Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Faltas de niños y bajo salarios
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Muy bajo unos afectan grandemente,no contamos con el apoyo del gobernador
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Es muy desesperante y frustrante ya que nos dejan en una lista de espera sin esperanza algunas.
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	No afectan grandemente,ya que lo poco que recibo no alcanza para todos los gastos
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	El apoyo seria dandole un grand para expandir el negocio y para reclutar personal,asi como pagandole sus entrenamientos o aumentos de salaries para todos que
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que por favor no nos quiten los niños de dos años y que nos ayuden con las aprobacion de cuido para todos los niños
Added Time	15-Apr-2026 12:59:12
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Daisy, Ferreras
Address	
Dirección	██████████ Bronx

Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Debemos alquiler, problems con nuestros gastos, no tenemos seguro de retiro, no cobramos a tiempo ect
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	

¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Muchisima inestabilidad economica
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Muchisimo necesitamos estabilidad economica para poder seguir trabajando
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Solo tengo un Niño , no le dan los voucher a las madres para poner mas. Ayudennos
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Muchisimo las madres no tienen para pagar cash. Por favor aprueven los vouchers
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Siii necesitamos finanzas para poner personal
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Aprueben subvencion para ayudarnos a los family tambien
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Aumenten Los vouchers, paguen semanal no mensual y den subversion a los family day care tambien

Added Time	15-Apr-2026 12:20:10
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Pamela, Alicea
Address	
Dirección	██████████ Bronx ny, █████ 10469
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>No puedo darle suficiente hora y Ella piden MAs y nosotras ganamos por abajo de la tasa y a Ella si hay Que pagarle por la tasa</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>neutral</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Vienen Padre en busca de cuidado pero no tienen suficiente economía para poder pagar cuidado</p>



<p>Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.</p>	<p>estoy de acuerdo</p>
<p>How has financial stress affected your health or well-being, or the health and well-being of providers you know?</p>	
<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	<p>Hevtenidonque tomar terapia psicologicas, para orientarme como hacer funcional mi sustento... Deudas, rentas atrasada. Es un abuso qué al provvedor si calculas la hora de trabajo es a \$8.00 dolares, pero a las asistentes hay que pagarle de acuerdo a la ley. Esto es importante solucionarlró..</p>
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>No se mantienen, por ese salario que unonpuede pagar, es mucha responsabilidad y mucho trabajo.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	

<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>no estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Es imposible inscribir niños en tubprograma, los padres no tienen dinero para pagar, no hay bouchers, ahora tienes que registrarte en un network obligatoriamente y los network no están recibiendo proveedoras, además los empleados de los network tienen daycare y relacionados inscritos con ellos, a donde cree usted que van a enviar los niños??? No va a ser al mío que soy nueva.</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>En este momento no estoy trabajando pues con la situación de los bouchers es imposible..... las deudas nos ahogan.</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	<p>Considero que debe regularse el pago a los proveedores de acuerdo a lo establecido por la ley de salarios.</p>
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	
<p>Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?</p>	<p>El cuidado infantil conyeva una responsabilidad y entrega, es el lugar donde brindamos, no solo cuido, les entregamos, formación, educación, amor, protección y apoyo a los niños que son el futuro de la sociedad... queremos un país productivo, personas con valores pero no apoyan a los que hacemos de este trabajo nuestra vida. Por que lo que entregamos es vida a esos niños, le enseñamos que la vida vale la pena vivirla si lo haces dentro de los valores morales. Y no nos valoran como se debe. Es cierto que esto es un trabajo, pero si no tienes los valores y cualidad humanas para el no podrás hacerlo.. Nosotros los proveedores nos somos solo cuidado somos vida.</p>

Added Time	15-Apr-2026 11:47:35
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Maritza, Tejeda
Address	
Dirección	██████████ Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	De una forma negativa ya que tenemos una incertidumbre que no sabemos que va a pasar con nuestro negocios.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>No se compara. No hay apoyo, lo contrario estamos perdiendo a los niños por falta de aprobación de los vouchers.</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>He perdido niños y los padres han tenido que dejar su trabajo o buscar otras alternativas poco seguras para dejar a sus hijos o que los busque en la escuela.</p>

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Mucho, el pago de los proveedores es muy bajo comparado con lo que se le tiene que pagar a los empleados.
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Aumentar el pago del cuidado y proveer los vouchers a los padres que los necesitan, también no quitarles los vouchers a los padres sin previo aviso.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	El cuidado Infantil es muy necesario para sostener a las familias de bajos ingresos ya que sin el cuidado no podrán ir a trabajar y si los padres se quedan en casa cuidando a sus hijos los GFDC Y FDC serán afectados ya que tendremos que cerrar nuestros programas por falta de niños al igual tendremos que dejar ir a nuestros empleados y entiendo que de una forma o otra eso afectaría la economía con el nivel de desempleo que la situación causaría
Added Time	15-Apr-2026 11:25:55
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Doris, Irizarry
Nombre completo	
Address	 Bronx
Dirección	
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	

<p>Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.</p>	<p>Agree</p>
<p>Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.</p>	
<p>How has financial stress affected your health or well-being, or the health and well-being of providers you know?</p>	<p>Im always stress worrying about losing voucher children constantly. Everyone keep thinking that family childcare provider are doing good because of all the miney invested. But if i have any children im making 6.02 an hour. All the elected official we vote for speak about investing in childcare but that is a lie WE ARE STILL MAKING \$6.02 an hour and less if you work more than 10 hour. Now we independent provider dont even have the children. We are suffering from high blood pressure, heart problem due to stress no being able to paid our household bill.</p>
<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	<p>Agree</p>
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>The lack of financial support has force many of us to keep active license/registration for FCC, while going into the workforce outside childcare to be able to survive. I dont understand how these smart elective official dont see how the math dont compute for example We make \$6.02 an hour but we must paid 17.00 an hour to our assistance plus Worker's conpersation, unemployment, and disability. I work love to give one elective official a FCC daycare to run for 6 month with only the tools that we are given to see how they manage.</p>

¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	During covid the FCC received a lot of financial support enough to help keep our door open. Right now there is a crisis for us. We don't even get any kind of support financially to help us navigate during this crisis. I'm afraid that the childcare system is the way to collapsing. Then everyone will start screaming. Everyone keep reinventing the wheel instead of fixing what is broken.
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	It is impossible for parents to access childcare via voucher. As a provider we see less vouchers being renewed. Special need children are in waitlist. There are waitlists in NYC for ACS, HRA, and DOE. HOW ARE WE TO SURVIVE THIS CRISIS.
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Burnout is more common to FCC we are too busy taking care of business that usually our health takes a back seat. Example I had spinal surgery during covid. After 2 weeks I was open giving care to parents.
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	What would feel like real support it would be that we get paid the cost of care but if not invest in ACS & HRA waitlist and accessible to all modalities of care and add some funds to the Worker's Supplemental Fund.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	

If you could tell the New York City Council one thing about child care, what would it be?	We are essential for the city to be able to sun smoothly. Without FCCin cluding the independent childcare provider. i believe that the childcare system will crash. You all keep trying to reinvent the wheel by wanting to help the new FCC but what about the seniors FCC
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 11:05:26
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Loanny, Morillo
Address	
Dirección	██████████ Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	<p>El estrés financiero ha tenido un impacto profundo en mi bienestar. Muchas veces genera ansiedad, preocupación constante y hasta agotamiento emocional, porque no es fácil dar lo mejor de uno cuando hay incertidumbre económica. También he visto cómo afecta a otros profesionales: aumenta el cansancio, la frustración y, en algunos casos, hace que pierdan la motivación por un trabajo que aman. Es una carga silenciosa que no siempre se ve, pero que pesa cada día.</p>
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>La falta de apoyo financiero ha hecho muy difícil retener asistentes, ya que no podemos ofrecer salarios competitivos ni beneficios adecuados. Esto provoca una alta rotación de personal, afectando la estabilidad del programa. Como resultado, se vuelve más complicado cumplir consistentemente con los requisitos regulatorios y mantener el programa abierto de manera continua y de calidad.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>

<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Ahora se recibe mucho menos apoyo que durante el COVID-19. En ese tiempo había más ayudas que me permitían mantener el programa estable. Hoy, con los costos más altos y menos recursos, se me hace más difícil sostenerlo abierto. Aun así, sigo esforzándome cada día para no cerrar y seguir apoyando a las familias.</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>“Como proveedora de cuidado infantil, he visto que muchas familias enfrentan dificultades para encontrar cupos disponibles que se ajusten a sus horarios, ubicación y necesidades económicas. En algunos casos, las listas de espera retrasan el acceso al servicio, lo que afecta la estabilidad de las familias y su capacidad para trabajar con tranquilidad. Desde el lado del proveedor, también representa un reto manejar la alta demanda con los recursos y espacios disponibles.”</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>“Los costos del cuidado infantil y la forma en que se realizan los pagos a los proveedores tienen un impacto directo tanto en las familias como en el trabajo de quienes ofrecemos este servicio. Para las familias, puede ser difícil mantener un cuidado estable y asequible. Para los proveedores, los pagos bajos o demorados dificultan cubrir gastos operativos esenciales, mantener personal calificado y sostener un servicio de calidad. Esto crea presión financiera en ambos lados.”</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	<p>Sí, he enfrentado varios desafíos relacionados con el personal y el tiempo libre. En ocasiones ha sido difícil encontrar y mantener personal confiable y capacitado, lo que aumenta mi carga de trabajo diaria. Esto también ha limitado mi tiempo de descanso, ya que muchas veces debo cubrir turnos adicionales. Como resultado, he experimentado agotamiento físico y mental, especialmente al equilibrar las responsabilidades del negocio con mi vida personal.</p>
<p>What would better financial support or benefits look like for you?</p>	
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	<p>Un mejor apoyo financiero incluiría subsidios más altos y consistentes para cubrir los costos operativos, especialmente para poder contratar y retener personal calificado. También sería de gran ayuda contar con beneficios como seguro de salud, incentivos económicos y acceso a programas de capacitación pagados. Este tipo de apoyo permitiría mejorar la calidad del servicio y reducir la carga financiera y emocional.</p>
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	


Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	“Como proveedora de cuidado infantil, estoy viviendo de cerca las dificultades de esta industria: pagos insuficientes, altos costos y falta de apoyo. Sin cambios reales, muchos centros tendrán que cerrar. Necesitamos más inversión y respaldo para poder seguir cuidando y educando a los niños de nuestra comunidad.”
Added Time	15-Apr-2026 11:02:35
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Pamela, Santana
Nombre completo	
Address	██████████, BRONX
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	██████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	

<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	<p>Agree</p>
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>During COVID, there were grants and emergency supports that helped cover payroll, supplies, rent, and safety needs. Now costs for food, utilities, insurance, and staffing have increased, but support has decreased. Without continued investment, many providers like me are struggling to survive and some are considering closing the community and children suffer the lack of childcare.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	

Please share your experience trying to access or provide child care, including any impact of waiting lists.	Many families in my daycare are on a on waiting lists. Parents cannot return to work, and as a provider im loosing children because families cannot afford private pay.
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes. It is hard to find staff, take time off, and avoid burnout. Providers work long hours and we often do everything ourself.
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Better support would mean staffingn with higher wages health insurance, paid time off, retirement benefits, grants, and help paying assistants.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Child care is essential it allows families to work and children to thrive from the ages of 6 weeks to 12 yearscof age not only 2 year olds . If providers are not properly funded and supported, programs will close, families will lose care, and the city's workforce will suffer. Investing in child care means investing in New York City's future.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 10:50:06
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Elizabeth, Cuevas Jimenez
Address	
Dirección	██████████ Bronx, ██████ New York
Phone Number	
Número de teléfono	██████████

Email Address	
Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	A afectado de una manera significativamente
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo, Neutral
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	

¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	No
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Ningun tipo de apoyo. Las proveedora de cuidado infantil estamos desesperada.
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Desfabable. Los vaucher para los padre se la ponen muy difícil para conseguir un vaucher de cuidado infantil
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Los costos estan un poco vajo
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	No
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Subiendo los costos del cuidado infantil de una manera justa y favorable, y proveyendo e intectando recursos para las proveedoras
If you could tell the New York City Council one thing about child care, what would it be?	


Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que las proveedoras de cuidado infantil somos de gran ayuda y muy necesaria para las familias de NY y que dedicamos nuestras vidas a dar un buen servicio a los padres cuidando de sus niños como si fueran nuestro. Que tambien tenemos derecho a que nos hagan un aumento en las tarifas y nos provean ayudas económicas y tambien prestamos para poder solventar las necesidades economicas de los cuidos
Added Time	15-Apr-2026 10:43:07
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Doris, Perez
Address	
Dirección	██████████ Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Viva con mucha ansiedad y estres porque lo que gano no me da para sobrevivir. Nuestro salario es muy bajo y nuestra falidad de vida tambien.

<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>Solo he podido mantener 1 empleada por el alto costo de vida y el salario de las asistente a es mas alto que el de las proveedoras</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Cuando el COVID nos ayudaron economicamente y con materiales de apoyo para el programa , podíamos sobrwvivir y mantener nuestras empleadas. El día de hoy no podemos segue abiertos por el alto costo de vida y por el alto costo del pago de las empleadas, necesitamos ayuda urgente</p>

Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Las listas de espera estan afectando a nuestros negocios y a los padres porque somos su estabilidad. Sin nosotros los padres no pueden trabajar o estudiar ya que no tendril queen les cuide sus hijos
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Lo affects de una manera negativa. Cobrando una vez al mes y tenemos muchos gastos en el negocio y de esto nos mantenemos.
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	No
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que se nos aumentara nuestros sueldos, tuvieramos jubilacion y seguro medico.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que somos el primer apoyo para los padres para con sus hijos. Cuidamos, educamos, amamos a esos ninos como si fueran propios, somos los educadores de primera infancia. Necesitamos que excluyan la lista de espera y necesitamos que nos apoyen con el presupuesto. Somos indispensables en la comunidades donde vivimos y laboramos.
Added Time	15-Apr-2026 10:34:53
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Yocaira Taveras, Yocaira
Address	
Dirección	██████████ Bronx
Phone Number	
Número de teléfono	██████████
Email Address	




Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	No sabemos como vamos a seguir resolviwndo con tanta insertidumbre, ya que no calificamos en nada
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	

During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 10:31:16
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Femaria, Pérez
Address	
Dirección	████████████████████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Como al 100 por ciento no está bien el tiempo y está vilidad emocional
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Que nosotros trabajamos más 10 hora y no no pagan como es
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Muy mal
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Bueno nosotras estamos dando lo mejor como siempre y no recibimos los pago como tiene que ser
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Al 100 por ciento
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si claro que si nos editamos más alluda
What would better financial support or benefits look like for you?	

¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que no suban los pago estamos esperando un momento más para que podamos dar los mejor
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Bronx
Added Time	15-Apr-2026 10:26:53
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Niurka, Javier
Address	
Dirección	
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Lamentable las cosas estan muy dificil
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	En todo
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	neutral
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	No tengo idea soy nueva

Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Ami me ha afetado tengo un solo niño
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Muy difícil
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Yo desde que estoy en el negocio no tomo vacation
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que huvieran mas vaucher
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Necesitamos caucher
Added Time	15-Apr-2026 09:34:54
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Cynthia, Leon
Nombre completo	
Address	██████████, Maspeth
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	

Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	I am spending lot more after all is expensive. Food , water, electricity, phone service, internet, rent or Morgage also rise .
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	It's hard to keep assistant with the minimum wage .Wanted to pay more give more benefits but can't. 3-k is not paying enough and take space in daycare but not pay breaks. We open in those days. And have to pay assistants .
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	

During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	They helped giving grants to keep open.
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	ACS waiting list is affecting new families and who need to re apply. And is not giving the support parent need to understand how to fill paperwork when they are self employed.
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	No
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Paying more for children, paying absents days and breaks. That will make my place to keep assistant and hiring one more with more hours to keep the assistant interested.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	They need to talk with providers the truth cost of childcare and how expensive has become but the city is not paying well and want us to work 10 hours less the minimum wage and then we pay our assistant \$17 wich is the minimum wage.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	15-Apr-2026 08:26:55

Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Lisbet, Munoz
Address	
Dirección	[REDACTED], Ozone Park ( Queens)
Phone Number	
Número de teléfono	[REDACTED]
Email Address	
Correo electrónico	[REDACTED]
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Esta parte se siente afectada en lo animico para relacionarce con otras personas incluso hasta dentro del hogar.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo

<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>Esto hace que se evadan actualizaciones y se niegue el soporte a las Asistentes para que se capaciten.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>No hay comoaracion. Puesto que son tiempos diferentes pero con las mismas necesidades wue el sistema desconoce</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Mu experiencia a sido poco agradable. No hay comunicacion ni ayuda para avanzar.</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>Afecta en el momento que tenemos que cortar gastos y eximirnos de cosas que no podemos adquirir sabiendo que son prioritarias pero que por la falta del dinero no podemos adquirir.</p>

Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Los desafíos son en el momento que piden se les brinde un soporte para capacitarse y no p l demos ayudarles porque no nos alcanza el dinero.
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Contando con un soporte economico fijo de parte del sistema
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Brindar garantías en capacitaciones y ayuda con vouchers para los padres que no pueden pagar
Added Time	15-Apr-2026 07:33:37
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Juana G, Pena
Address	
Dirección	██████████ Bronx NY, 10452
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	

Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Muchos no se duermes tenemos muchos gastos y los recursos no son suficientes
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Las falta de recursos no podemos mantener nuestros asistentes
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo




Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	El estrés financiero ha impactado negativamente el bienestar laboral y emocional del personal, afectando también a las familias que dependen de ellos. Para poder cumplir con las obligaciones económicas, ha sido necesario reducir horas laborales y establecer esquemas de pago mensuales. Estas medidas se han implementado procurando no afectar la calidad del servicio ofrecido a los niños; sin embargo, han generado una carga adicional en el equipo que influye en su estabilidad y desempeño.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	Neutral
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>La falta de apoyo financiero ha impactado directamente la estabilidad del personal, generando rotación y dificultando la retención de asistentes calificados.</p> <p>En particular, he perdido asistentes que mantenían continuidad en el programa debido a cambios en los tiempos de pago, la reducción de horas laborales y la eliminación de beneficios adicionales previamente ofrecidos, como la provisión de alimentos para el personal.</p> <p>Esta situación representa un reto para mantener la consistencia operativa, el cumplimiento normativo y la continuidad del programa abierto en condiciones óptimas.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Durante la pandemia de COVID-19, mi programa permaneció abierto al 100%, incluso desde el mismo día en que la ciudad cerró, con el compromiso de brindar servicio a personal esencial. En ese momento, existía un mayor nivel de apoyo que permitió sostener la operación en condiciones críticas.</p> <p>En la actualidad, el nivel de apoyo es considerablemente menor, lo que ha afectado directamente la estabilidad del programa. A pesar de cumplir con todas las regulaciones y contar con la capacidad y el espacio para operar, me encuentro en riesgo de cierre debido a la falta de recursos en las familias, quienes, al no contar con apoyo financiero suficiente, se ven obligadas a retirar a sus hijos del servicio.</p> <p>Existe una necesidad real tanto de proveedores como de servicios de cuidado infantil; sin embargo, la falta de ayudas accesibles para las familias está impactando directamente la continuidad de programas que, como el mío, están plenamente capacitados para operar.</p>

<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Mi experiencia al proporcionar cuidado infantil evidencia una desconexión crítica entre la alta demanda de servicios y las barreras de acceso para las familias. A pesar de contar con disponibilidad y cumplir con todos los requisitos regulatorios, muchas familias no logran acceder oportunamente a subsidios debido a procesos extensos y listas de espera prolongadas. Estas demoras provocan la pérdida de cupos disponibles y limitan la estabilidad del programa, afectando su sostenibilidad. La situación refleja una necesidad urgente de mejorar la eficiencia y el acceso a los apoyos, para garantizar que las familias puedan recibir el servicio y que los proveedores podamos mantener operaciones continuas.</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>Los costos del cuidado infantil y los niveles de pago a los proveedores tienen un impacto directo en la estabilidad tanto familiar como laboral. Por un lado, muchas familias no pueden sostener los costos sin apoyo adecuado, lo que limita su acceso al servicio. Por otro, los niveles de pago actuales a los proveedores no cubren plenamente los costos operativos, lo que afecta la capacidad de mantener personal calificado, cumplir con todas las obligaciones y sostener el programa de manera estable. Esta situación genera una presión constante que impacta la calidad, la continuidad del servicio y el bienestar de todos los involucrados.</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	<p>Sí, he enfrentado desafíos significativos relacionados con el personal, el tiempo de descanso y el agotamiento. La inestabilidad financiera ha dificultado la retención de asistentes, lo que incrementa la carga laboral y reduce las posibilidades de contar con tiempo libre adecuado. Esta situación no solo impacta el bienestar del personal, sino que también representa un reto para mantener un equilibrio sostenible en la operación diaria del programa.</p>
<p>What would better financial support or benefits look like for you?</p>	

<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	<p>Es fundamental que la ciudad implemente un esquema de apoyo financiero más sólido, que incluya pagos adecuados y puntuales alineados con los costos reales de operación, así como estabilidad en los subsidios para las familias, garantizando así una matrícula continua y sostenible.</p> <p>Se recomienda además la asignación de fondos específicos para la retención de personal, incluyendo beneficios básicos, y la simplificación de los procesos administrativos para facilitar el acceso oportuno a los recursos.</p> <p>De manera prioritaria, se debe garantizar que todos los programas que cumplen con los requisitos del Estado puedan operar plenamente y sean incluidos de forma activa en la expansión de servicios de educación temprana, como los programas 2K y 3K. Aprovechar la infraestructura y experiencia existente permitirá ampliar la cobertura de manera eficiente y responder a la alta demanda en las comunidades.</p> <p>Fortalecer este sistema no solo asegurará la continuidad de los programas, sino que también protegerá la calidad del servicio y el bienestar de las familias, los niños y los profesionales del sector.</p>
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	
<p>Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?</p>	<p>Si pudiera decirle una cosa a la Asamblea de la Ciudad de Nueva York, sería que el cuidado infantil no es un gasto, sino una inversión esencial para la estabilidad económica y social de la ciudad.</p> <p>Sin un sistema de apoyo financiero sólido y accesible para las familias y los proveedores, programas que cumplen con todas las regulaciones y están listos para servir a la comunidad se ven obligados a reducir operaciones o cerrar, a pesar de la alta demanda existente.</p> <p>Es urgente garantizar financiamiento adecuado, acceso real a subsidios y la inclusión de proveedores calificados en iniciativas como 2K y 3K, para sostener y expandir un servicio que es fundamental para el desarrollo de los niños y el bienestar de las familias trabajadoras.</p>
<p>Added Time</p>	<p>15-Apr-2026 06:49:18</p>
<p>Referrer Name</p>	
<p>Task Owner</p>	<p>eceonthemove@gmail.com</p>

<p>Your language / ¿Cuál es tu idioma preferido?</p>	<p>Español</p>
<p>Full Name</p>	
<p>Nombre completo</p>	<p>Yuberkis, De La Rosa</p>
<p>Address</p>	
<p>Dirección</p>	<p>██████████ 10453</p>
<p>Phone Number</p>	
<p>Número de teléfono</p>	<p>██████████</p>

Email Address	
Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	



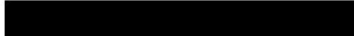
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>El estrés financiero ha afectado mi salud al hacerme preocupar constantemente por mis finanzas y cómo pagaré ciertos gastos en la industria de las guarderías.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>El nivel de apoyo en comparación con el Covid-19, la diferencia no es amplia, pero estoy recibiendo más económico apoyo.</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>El proceso de tratar de proporcionar cuidado infantil fue un proceso largo y complicado que hizo que no muchos niños vinieran tan a menudo a mi programa de guardería.</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>El costo del pago al proveedor afecta a mi familia al recibir apoyo para mi familia, especialmente en las facturas de la casa como los comestibles que deben pagarse.</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	<p>He tenido problemas con el tiempo libre y el agotamiento al no poder tener mucho tiempo libre fuera de la guardería, especialmente en ciertos días festivos cuando el gobierno no nos llama. Sin embargo, he encontrado una manera de lidiar con ello recibiendo más ayuda de mi asistente.</p>
<p>What would better financial support or benefits look like for you?</p>	
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	<p>Mejor apoyo financiero y beneficios me ayudarían a conseguir más juguetes o suministros como toallas de papel, pañales y ciertos alimentos para los niños.</p>
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	

Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Le diría a la Asamblea de la Ciudad de Nueva York que el cuidado infantil no es una tarea fácil de obtener, pero con el apoyo del gobierno o de otros programas, la familia y los amigos pueden ayudar.
Added Time	14-Apr-2026 23:03:48
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Beverley, Morrison
Nombre completo	
Address	██████████, Bronx, NY 10469
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Very bad times are getting harder
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>Very bad am trying to stay a float as we speak.</p>
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>Very bad needs help.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>This waiting list is too much it is really hard to coop and we don't know where to turn.</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	It would help to grow my business and to keep my staff happy and to pay my bills on time.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Stop hiding behind his desk and fight for what is right for us, we put him in office and he hasn't done nothing for us as childcare providers.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	14-Apr-2026 22:16:58
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Adelaida, Rodriguez
Nombre completo	
Address	 Bronx
Dirección	
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	Advocate / Community Member
¿Cuál de las siguientes opciones le describe mejor?	

Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree

Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	14-Apr-2026 22:12:49
Referrer Name	
Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Evelyn, Reyes

Nombre completo	
Address	██████████ Bronx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	<ul style="list-style-type: none"> <li>• Fear of losing clients or not being able to raise rates.</li> </ul> Stress can make it harder to stay patient and emotionally present with children
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree

<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>which directly affects the stability and compliance of a daycare program.</p> <p>Low or inconsistent income limits the ability to offer competitive wages, benefits, or paid time off. As a result, assistants often leave for higher-paying or more stable jobs. This creates frequent turnover, which disrupts daily operations and makes it hard to build a reliable team. New assistants require time for hiring, background checks, and training, and during those gaps, the provider may be left working alone.</p>
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>During COVID-19, there were more resources available—such as grants, subsidy support, and emergency funding—which helped cover operating costs, pay assistants, and keep up with rent, supplies, and cleaning requirements. That support made it possible to stay open even during uncertain times and reduced a lot of the financial pressure.</p> <p>Currently, that level of support is no longer available, while expenses have continued to increase (rent, food, supplies, and wages). Without those additional funds, it has become much harder to maintain consistent staffing, offer competitive pay, and manage day-to-day expenses. This has led to challenges in keeping assistants, maintaining enrollment, and staying fully compliant with staffing requirements.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	

<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>A major challenge I've experienced is that many parents are unable to access child care vouchers, which directly affects both families and my program. In my case, several parents who were interested in enrolling their children were placed on waiting lists or did not receive vouchers at all. Because of this, they were not able to afford care, even when I had availability. This creates a difficult situation where there are open spots, but families cannot enroll due to lack of financial assistance. As a result, I lose potential income, and families are left without reliable child care. Some parents are forced to delay working or look for informal care arrangements, which may not be stable or safe.</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	<p>Yes, I have experienced significant challenges with staffing, time off, and burnout, and they are all closely connected.</p> <p>Staffing has been one of the biggest difficulties. Due to limited financial resources, it is hard to offer competitive pay, which makes it challenging to hire and retain reliable assistants. When assistants leave, it creates gaps in coverage, and I often have to manage everything on my own.</p>
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	<p>Better financial support and benefits would make a major difference in my ability to keep my program stable, fully staffed, and open long-term.</p> <p>For me, it would look like consistent and reliable funding that reflects the true cost of providing quality child care. This includes higher and more timely subsidy/voucher payments so I can depend on steady income without long delays or uncertainty.</p> <p>It would also mean support to offer competitive wages for assistants. Being able to pay staff fairly would help me hire and retain reliable workers, reduce turnover, and maintain proper ratios without constantly worrying about coverage.</p> <p>Access to benefits for providers would also be very important—such as health insurance, paid sick days, and paid time off. Right now, taking time off often means losing income or risking closing the program. Having these supports would help prevent burnout and allow me to take care of my own health.</p>
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	






Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Financially I feel with a lot of stress I feel that we are underpaid for the work and time that we dedicated to our program. I feel that I am working to pay bills and to pay my business taxes .
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	Hard to support and keep my assistant full time
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree

Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	During COVID they were treating us as essential workers
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	The impact of this waiting lists has make a big impact in my program.
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Working more hours in order to have children in my program
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	By giving us more support it will provide me more opportunities and help me with my business
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	I feel that they want to dismantle our industry. I have dedicated 16 years of my life giving and providing support to many families in my community. It's a shame that now the city is forcing us to go to network instead of opening more voucher for our working parents.
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	14-Apr-2026 22:05:54
Referrer Name	
Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	Español

Full Name	
Nombre completo	Dora Núñez Nuñez, Dora
Address	
Dirección	██████████ Bronx NY 10466, ██████████ Bronx
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Me ha afectado mucho al momento de cubrir mis gastos y muchas compañeras mías an tenido que quitar sus negocios
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>He tenido que cambiar de asistente porque no puedo pagarles suficiente para retenerlos</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Bueno durante el COVID 19 recibimos más ayuda que ahora, porque a los padres les dieron Vucher sin ningún requisito y así nosotros estábamos mejor porque ahora casi todo están en lista de espera</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Esa lista de espera está impactando mucho el cuidado infantil porque los padres no pueden pagar y nosotros tenemos que cuidar los niños a muy bajo costo para no cerrar el negocio</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>Afecta mucho porque los padres no pueden pagar lo que cuesta el cuidado de un niño</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	<p>No porque cuando no tengo muchos niños les doy día libre</p>

What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Sería muy bueno que nos aumentaran el salario y que le den ayuda a los padres con los Vucher para los niños sin lista de espera
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que aprueben el presupuesto para el cuidado infantil y un aumento salarial
Added Time	14-Apr-2026 21:47:36
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Dora Núñez Nuñez, Dora
Address	
Dirección	 Bronx
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Me ha afectado mucho al momento de cubrir mis gastos y muchas compañeras mías an tenido que quitar sus negocios
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	He tenido que cambiar de asistente porque no puedo pagarles suficiente para retenerlos
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Bueno durante el COVID 19 recibimos más ayuda que ahora, porque a los padres les dieron Vucher sin ningún requisito y así nosotros estábamos mejor porque ahora casi todo están en lista de espera

Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Esa lista de espera está impactando mucho el cuidado infantil porque los padres no pueden pagar y nosotros tenemos que cuidar los niños a muy bajo costo para no cerrar el negocio
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Afecta mucho porque los padres no pueden pagar lo que cuesta el cuidado de un niño
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	No porque cuando no tengo muchos niños les doy día libre
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Sería muy bueno que nos aumentaran el salario y que le den ayuda a los padres con los Vucher para los niños sin lista de espera
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que aprueben el presupuesto para el cuidado infantil y un aumento salarial
Added Time	14-Apr-2026 21:47:27
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Desiree, Reid
Nombre completo	
Address	██████████, Bronx
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	

Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Sleep patterns are affected by stress. When providers don't sleep, they're not as sharp. That can be dangerous when taking care of young people. Providers must be aware and be "present " at all times
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	Payroll is my largest business expense. I've reduced the number of people per shift to cut back on expenses.
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	

<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>We had more financial support at that time. I've had to cut back on every aspect of my business and personal life.</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>My parent couldn't go back to work as scheduled because her child went onto the waitlist. I have her 2 older children. So, of course she wanted to keep her youngest with me</p>
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	<p>I have increased hourly wages to keep a good staff, but I reduced the number of people on shifts to save money</p>
<p>¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.</p>	
<p>What would better financial support or benefits look like for you?</p>	<p>I need some type of monthly salary outside of the market rate. The amount of care I give doesn't change as children get older. The market rate gets lower as children age. Yet, grocery prices increase. And salaries increase. Provider compensation needs to increase to keep pace with the true cost of care</p>
<p>¿Cómo sería un mejor apoyo financiero o beneficios para ti?</p>	
<p>If you could tell the New York City Council one thing about child care, what would it be?</p>	<p>Childcare is a vital component of the economy. We should be compensated accordingly. We're highly regulated, but not highly respected. We are entrepreneurs with a workforce that deserves adequate funding and benefits as well</p>
<p>Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?</p>	

Added Time	14-Apr-2026 21:44:21
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Modesta, Suarez
Address	
Dirección	██████████, Astoria, NY 11102
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	El estrés financiero está afectando mi salud, tengo dolor de cabeza tensión en los musculos en general mi estar está siendo afectado.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	

<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>La falta de apoyo financiero y los cortes a los voucher, hacen nuestros programas cada vez más difícil de mantener asistente de alta calidad pagándoles un salario equitativo.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Durante COVID 19 si recibimos apoyo . Sin embargo ahora no estamos recibiendo apoyo solo recortes a los subsidios ACD</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Mi experiencia es frustrante muchos padres aplican y los voucher están congelados.</p>

¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	En mi familia tengo que limitarme hacer actividades que implican gastos.
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si, ellas quiten aumento de salario
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Sería que incluyen a los programas de family child care, dentro de todos los nuevos planes que ellos tienen paraNYC
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Sería Family child care ha existido dando servicio de buena calidad a las familias por muchos años p. Porque nos quieren sacar de los nuevos planes para el cuidado infantil
Added Time	14-Apr-2026 21:22:33
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Ihspatia, Vargas
Address	
Dirección	██████████, New York, NY 10033, █████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	




<p>Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.</p>	<p>estoy de acuerdo</p>
<p>How has financial stress affected your health or well-being, or the health and well-being of providers you know?</p>	
<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	<p>La verdad, es muy difícil la incertidumbre que se vive cada día, por falta de respuesta y apoyo por falta de quienes deberían estar de nuestro lado, ya que somos una parte importante para este sistema.</p>
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>Es muy difícil, cada día susistir, a veces en mi casa he tenido que pagarles a los empleados y yo no puedo ni hacer mi cheque porque no tengo.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	

Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	No hay comparacion ya que ahora lo Que recibimos no es más que maltratos a nuestra industria.
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Tengo niño Que he tenido que Cuidar gratis porque los papas van y lloran conmigo porque no tienen para pagar la Renta tienen que trabajar, y tengo que darles el Apollo que no recibo de las autoridades. Es injusto.
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	No he podido ni tener un hogar digno con mi trabajo.
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Últimamente siento mucha ansiedad por todo esto, vivo reduciendo costo y ya mi mente no puede más.
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Que quiten la lista de espera para que por fin pueda hacer mi trabajo
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Vasta de minimizar mi trabajo, también soy madre de familia y aparte de mi trabajo trato de sacar mi familia adelante.
Added Time	14-Apr-2026 21:07:40
Referrer Name	
Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	

Nombre completo	Alba J, Rodriguez
Address	
Dirección	██████████ Richmond Hill NY11418, ██████████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Estoy llegando a fin de mes alcanzada con el pago de la cuota mensual de la casa, las facturas de gas, energía, teléfono e internet han aumentado terriblemente, el rate del pago semanal de las asistentes es muy alto en comparación de lo q me pagan por el cuidado Semanal de Cada niño y en realidad tengo q medirme en los gastos para mi sostenimiento personal y de mi familia.
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>Los asistentes desean mejores pagos y beneficios para sus ellos y para sus familias, se van buscando otras oportunidades laborales donde no tienen tanta responsabilidad y les pagan mucho mejor.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	<p>Actualmente no tenemos ningun apoyo asi q nos encontramos sosteniendo nuestros lugares de trabajo con lo poco q nos pagan por cada niño.</p>
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	
<p>Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.</p>	<p>Las listas de espera se toman demasiado tiempo para darle la ayuda de cuidado a las familias y esto nos ha hecho mantener nuestros lugares vacios, con 2 o 4 niños asistiendo y con las asistentes recortando horas o tratando de pagarles el tiempo completo para mantener el personal con nosotros de verdad q esto es un caos q nos afecta en lo personal y en lo familiar porq muchas de nosotras somos el sostenimiento del hogar.</p>
<p>¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?</p>	<p>No tenemos para responder a las necesidades basicas como es la vivienda, la salud, la Educación y hasta la alimentación, dificilmente podemos pensar en vacaciones y un retiro digno.</p>
<p>Have you experienced challenges with staffing, time off, or burnout? Please explain.</p>	

¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si, en 1 año cambie 3 veces de asistente porq ellas querían un mejor pago, no he podido tener vacaciones porq si cierro no recibo pago y si no me pagan pues no tengo presupuesto suficiente para pagar la cuota de la casa, las facturas, la Educación de mi hija y mucho menos para pagarme un plan de retiro.
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Subir los rates q nos pagan por cada niño, ampliar la cobertura y agilizar la asignación de ayuda para las Familias, pago de vacaciones y un 401k para nosotras las proveedoras.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Q somos trabajadores esenciales, q además de cuidar a los niños también somos maestras y personal de apoyo para las familias de Cada niño, que mientras las escuelas cierran en situación de "pandemia" nosotros nos mantuvimos abiertos atendiendo a los "niños de otros profesionales esenciales", que por favor valoren y respeten nuestro trabajo y que nos permitan diafrutar de lo que realmente nos merecemos.
Added Time	14-Apr-2026 20:49:45
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Wendy, Vasquez
Address	
Dirección	 Bronx ny
Phone Number	
Número de teléfono	
Email Address	
Correo electrónico	
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil

Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Actualmente el estrés nos arropa no sabemos cuándo ya no vamos a estar laborando cuando ya no podremos pagar nuestro viles cuando lastimosamente tendremos que despedir nuestra asistente porque con esta dificultades para los vaucher no sabemos cuánto tiempo vamos a sobrevivir
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Actualmente tuve que poner en pausa una de mis asistente porque no puedo pagar
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	

Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Nadie nos está ayudando en nada al contrario estamos pidiendo niños porque hay una lista de espera
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	La lista de espera cada día es más larga y la desesperación es más grande
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Esto es Terrible ya estoy pensando en cambiar de profesión
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Tuve que prescindir de una de mis empleadas no tengo para pagar
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Pagos justos ya que tenemos que pagar a 17 dólares a nuestra asistente
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Somos una industria indispensable para que la ciudad funcione sin el cuidado infantil los padres no pueden trabajar y por lo tanto irán a buscar asistencia pública
Added Time	14-Apr-2026 20:32:35
Referrer Name	
Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Winner, S

Nombre completo	
Address	██████████ Brooklyn
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Immensely
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree

Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	Very much so....staff turn over is way too high
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	Covid support was great however it should have continued. It's now a strain on my program's maintenance, staff upkeep etc .
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	Super long wait list Delays with vouchers  Having to reduce cost for cash payers
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	Yes! Staff quit in the middle of the day due to burnout and low pay
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	

What would better financial support or benefits look like for you?	Increase pay for all programs along with bonuses.
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	Respect and recognize us as the hero's you describe officers and firefighter
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	14-Apr-2026 20:08:31
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Edith, Villarreal
Address	
Dirección	██████████ East Elmhurst NY 11369, ██████████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	████████████████████
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

<p>¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?</p>	<p>Vengo trabajando con mi daycare desde hace 10 años, y este ha sido mi sustento económico, y he servido con amor a las familias de mi comunidad, ahora los cupos disponibles ya no se están llenando tan fácil por que yo estoy en una comunidad de bajos recursos donde los padres trabajando duro por un salario mínimo y no les alcanza para pagar por el cuidado infantil, por lo tanto ahora el daycare se va vaciando. La falta de fondos para subsidiar el cuidado infantil y las nuevas propuestas me están afectando mi bienestar económico y por consiguiente mi salud emocional.</p>
<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	<p>De acuerdo</p>
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	<p>De acuerdo</p>
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	<p>Es muy difícil retener una asistente con un grupo de niños reducido por que el dinero no alcanza a cubrir el sueldo y los gastos y es muy difícil encontrar alguien que venga a trabajar por unas cuantas horas la gente busca estabilidad.</p>
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	<p>estoy de acuerdo</p>

How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Ahora yo no he recibido ninguna clase de apoyo y es muy difícil salir adelante
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Mi daycare se va vaciando por qué en mi comunidad nadie puede pagar por el cuidado y las listas de espera tienen represados a tantas familias con necesidades que no pueden venir hasta que hayan fondos.
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que las comunidades de bajos recursos realmente necesitan la ayuda para poder trabajar y que la economía se mueva, y que nosotras somos mujeres que prestamos un servicio muy importante y que estamos luchando para que se nos escuche y no desaparezcamos
Added Time	14-Apr-2026 20:04:22
Referrer Name	
Task Owner	eceonthemove@gmail.com
Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Shanette, Linton
Nombre completo	
Address	████████████████████, Bronx

Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	My physical stress level has gone up. Worried how I will be able to pay myself and staff and my bills on time. Increased blood pressure level
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	Agree
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	Agree
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	

How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	I've had to lower my staff hours
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	Agree
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	It doesn't compare. There is little to no support
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	
Please share your experience trying to access or provide child care, including any impact of waiting lists.	I've had to market differently
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	
Have you experienced challenges with staffing, time off, or burnout? Please explain.	All of the above
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	
What would better financial support or benefits look like for you?	Receive a substantial living consistent wage
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	

If you could tell the New York City Council one thing about child care, what would it be?	The future is in the small children we care for. If we want a bright future we need providers available to do the work and be supported 100%
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	
Added Time	14-Apr-2026 19:50:10
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	English
Full Name	Denise, Vilella
Nombre completo	
Address	████████████████████
Dirección	
Phone Number	██████████
Número de teléfono	
Email Address	████████████████████
Correo electrónico	
Which best describes you?	Educator
¿Cuál de las siguientes opciones le describe mejor?	
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	Agree
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	Lots of fogginess and body ach
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	

<p>Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.</p>	<p>Agree</p>
<p>Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.</p>	
<p>FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs</p>	<p>Agree</p>
<p>Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.</p>	
<p>How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?</p>	<p>They there own responsibility an aren't able to play the waiting game with pay.</p>
<p>¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?</p>	
<p>During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.</p>	<p>Agree</p>
<p>Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.</p>	
<p>How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?</p>	<p>Lack of support has caused me to seek social service for help</p>
<p>¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?</p>	
<p>Please share your experience trying to access or provide child care, including any impact of waiting lists.</p>	<p>No matter how much I promote parent aren't able to work without childcare</p>



Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Estoy pasando por situaciones estresantes ya que doy cabeza de familia soy viuda, y además tengo situación de salud con un trasplante de Riñón
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Porque Cuando no tenemos suficiente niños para cubrir nuestros gastos nos vemos obligadas a bajarles las horas a las asistentes y Ella's decided irse porque también dependen de este trabajo para mantener a sus familias
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	

Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Ahora mismo no Somos nada, no tenemos apoyo de nadie, Durante el COVID heramos esenciales Ahora no lo Somos; pero claro Que si Somos y seguiremos siendo esenciales !
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Yo tengo 3 niños en lists de espera hace ya 6? Meses y los padres estan de desesperado porque no pueden pagar de sus bolsillos el cuidado infantil y esto me estas afectando tanto como a los padres
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Bastante ya que tengo que pagar por lis servicio la de comida, agua, electricidad university de mi hija y todas las Medicina de mi tratamiento ya que no califico para un seguro de salud
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Tenido inconveniente al tener que paral si personal por no tener niños suficiente para pagar un empleado
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Las dos cosas las necesitamos; porque no nos bamos a quedar joven toda la vida, en algun momento legaremos a viejo! Y ahi es Cuando mas necesitamos de nuestros beneficios.
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Que nosotras las Educadoras del cuidado infantil en casa Somos tan o mas importantes Que Los maestros en las escuelas ya que nuestro trabajo se vasa no solo en lo laboral si no en la passion y dedication con la cual lo hacemos y el no tener un Titulo de maestra en Educacion Jo's no hace menos Que aquel cual lo tienes y no lo ejerce como nosotras porque el Amor hace la diferencia!
Added Time	14-Apr-2026 19:26:13
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Maria, Garcia
Address	
Dirección	████████████████████
Phone Number	
Número de teléfono	██████████
Email Address	
Correo electrónico	██
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	
¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	Mental.me siento mal tengo que hacer pago
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	

Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Grande mente
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Queremos mas Apollo financiero
Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	La lista de espera no afecta mucho porque los niños no estan llegando a nuestro programa
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Bastante estamos recibiendo pago muy bajo
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si devpensar en los gasto mas el alquiler pago a los empleado
What would better financial support or benefits look like for you?	

¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Quitando la lista de espera y poniendo los fondo necesario para que los padre puedan aplicar
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Con el cuido infantil los padre pueden trabajar
Added Time	14-Apr-2026 19:21:00
Referrer Name	
Task Owner	eceonthemove@gmail.com

Your language / ¿Cuál es tu idioma preferido?	Español
Full Name	
Nombre completo	Carmen Julia, Garcia
Address	
Dirección	[REDACTED]
Phone Number	
Número de teléfono	[REDACTED]
Email Address	
Correo electrónico	[REDACTED]
Which best describes you?	
¿Cuál de las siguientes opciones le describe mejor?	Proveedor(a) de cuidado infantil
Financial stress caused by low pay, unstable enrollment, and rising costs is negatively impacting the health and well-being of family child care providers.	
Las dificultades económicas por bajos salarios, inestabilidad en la matrícula y aumento de costos afectan negativamente la salud y el bienestar de los proveedores de cuidado infantil familiar.	estoy de acuerdo
How has financial stress affected your health or well-being, or the health and well-being of providers you know?	

¿Cómo ha afectado el estrés financiero a tu salud o bienestar, o a la salud y el bienestar de los profesionales sanitarios que conoces?	
Child care providers should be paid enough to cover their costs, earn a livable income and have access to benefits like healthcare, retirement, and financial supports.	
Los proveedores de cuidado infantil deben recibir un pago suficiente para cubrir sus gastos, obtener un ingreso digno y tener acceso a beneficios como seguro médico, jubilación y apoyo financiero.	De acuerdo
FCC educators face hardship keeping assistants due to financial instability. Many assistants face economic insecurity, making this a high-turnover sector. Without more support, providers struggle to retain staff and maintain stable programs	
Los educadores de FCC tienen dificultades para retener asistentes por la inestabilidad financiera. Muchos enfrentan inseguridad económica, generando alta rotación. Sin más apoyo, cuesta mantener personal y programas estables.	De acuerdo
How has a lack of financial support led to assistant turnover or difficulty keeping assistants, and affected your ability to keep your program in compliance and open?	
¿Cómo ha provocado la falta de apoyo financiero la rotación de asistentes o la dificultad para retenerlos, y ha afectado su capacidad para mantener su programa en cumplimiento y abierto?	Las asistente dejan el trabajo porque solo podemos pagar el mínimo y en ocasiones reducir el horario por falta de pagos
During COVID-19, family child care providers received support to stay stable. Today's economic challenges are just as urgent, yet providers are not receiving the support needed to sustain their programs.	
Durante el COVID-19, los proveedores de cuidado infantil familiar recibieron apoyo para mantenerse estables. Hoy los desafíos económicos son igual de urgentes, pero no reciben el apoyo necesario para sostener sus programas.	estoy de acuerdo
How does the level of support you receive now compare to what you experienced during COVID-19, and how is it affecting your ability to keep your program open?	
¿Cómo se compara el nivel de apoyo que recibe ahora con el que recibió durante el COVID-19, y cómo está afectando su capacidad para mantener su programa abierto?	Ningún apoyo recibimos mejor nos a quitado niños

Please share your experience trying to access or provide child care, including any impact of waiting lists.	
Por favor comparte tu experiencia tratando de acceder o proporcionar cuidado infantil, incluyendo cualquier impacto de las listas de espera.	Las lista de espera son largas y sin ningun tipo de Esperanza de que se Moveran. En estos momento los programas están funcionando con una inscripcion minima
¿Cómo afectan los costos del cuidado infantil o el pago a los proveedores tu familia o tu trabajo?	Muchos desafios desde poca inscripcion hasta falta de personal por no tener dinero
Have you experienced challenges with staffing, time off, or burnout? Please explain.	
¿Has tenido desafíos con el personal, tiempo libre o agotamiento? Por favor explícalo.	Si porque no puedo tener personal suficiente para cubrir todas las horas de trabajo
What would better financial support or benefits look like for you?	
¿Cómo sería un mejor apoyo financiero o beneficios para ti?	Aumento de pagos, ayuda extra y eliminación de la lista de espera
If you could tell the New York City Council one thing about child care, what would it be?	
Si pudieras decirle a la Asamblea de la Ciudad de Nueva York una cosa sobre el cuidado infantil, ¿qué sería?	Nee York necesita de su ayuda en este campo
Added Time	14-Apr-2026 19:08:14
Referrer Name	
Task Owner	eceonthemove@gmail.com

**Testimony Submitted by Shanita Bowen  
Chief Operating Officer, ECE on the Move  
Co-Chair Steering Committee, Empire State Campaign For Child Care**

**Wed., Apr 15 2026 @ 1:00PM - City Council - Subcommittee on Early Childhood Education (jointly with the Committee on Workforce Development and the Committee On Higher Education**

My name is Shanita Bowen. I'm the Chief Operating Officer of ECE on the Move, representing over 800 family child care educators across New York City. I also spent 16 years as a family child care educator in the Bronx, and I serve as Co-Chair of the Steering Committee for the Empire State Campaign for Child Care.

I want to start here—because this matters:

We cannot talk about building a new workforce pipeline while ignoring the workforce that already exists.

You cannot build something new and shiny on top of what is becoming a graveyard of providers.

Since the launch of universal Pre-K in 2014, this city has lost approximately 1,400 family and group family child care programs. Only about 100 of those losses were due to COVID. The other 1,300 happened after Pre-K expansion.

So we've already seen what happens when expansion moves forward without stabilizing the base.

And now—we are at risk of doing it again.

Right now, providers are earning as little as \$6 to \$7 an hour after expenses. Some are on SNAP. Many don't have stable health insurance. And the stress is real—so real that when we conducted wellness checks, three out of five providers we reached were hospitalized due to stress-related conditions like high blood pressure and cardiac issues.

This is not sustainable. This is an emergency.

At the same time, nearly 20,000 families are on a waiting list for child care assistance.

So providers are under-enrolled and underpaid, while families cannot access care.

That is not a workforce shortage. That is a system failure.

And here is the core issue:

You cannot expect new educators to enter this field if the current workforce is struggling to survive.

No one walks into a system and expects to thrive when the people already in it are barely making it.

All the ideas to attract new child care workers—career ladders, incentives, health insurance, and retirement co-ops—sound great. But the current workforce isn't getting that now.

Start with us.

Invest in providers who've been here 20+ years, then build from there.

So if we are serious about building a workforce, we have to start by making the current workforce whole.

That means stabilizing income now. Supplemental payments are not optional—they are a bridge to survival. Providers are already telling us they will close before new initiatives like 2K can even scale.

The city has shown it can act quickly when it sees an emergency. During the February snowstorm, workers were paid \$30 an hour, \$45 overtime.

Meanwhile, the women caring for this city's youngest children are earning a fraction of that.

So the question is not whether the city can act. It's whether it will.

If we do not stabilize family child care now—through real compensation, through funding CCAP, and by supporting the providers who already exist—we will continue to lose the very foundation this system depends on.

And history will repeat itself.

Thank you.

## Testimony for New York City Council Subcommittee on Early Childhood Education, Committee on Higher Education, and Committee on Workforce Development

### Early Childhood Educator Workforce Development and Pipeline April 15, 2026

EdTrust-New York is pleased to submit testimony on the importance of City support and funding for Early Childhood Educator Workforce and Pipeline Development. Investments in the Early Childhood Educator workforce are critical to successful implementation of universal child care and the overall well-being of New York City. As a result, we welcome the Council's focus on these issues and discussion of policies that would establish a child care workforce grant and services program. Following are key data and rationale on why such investments and policies are necessary:

#### Early Childhood Educator Pipeline Hinges on Compensation

A universal early childhood educator (ECE) system cannot succeed without a stable and well-supported workforce. A child's first three years shape lifelong development, and child care professionals provide vital developmental support during this critical period. Yet in 2023, they earned only \$25,000 per year – less than [96% of workers in other New York occupations](#).

The low wages for child care workers are perhaps the single most critical factor contributing to the shrinking ECE pipeline, leading to fewer care workers entering the workforce. When daycares cannot recruit or retain their employees, it overstrains existing staff (predominately women and people of color), increases burnout, leads to the shuttering of programs, and creates a vacuum in which child care costs skyrocket, families leave the city or one parent (typically the mother) leaves their professions to fill in the provider gaps. The numbers detailing the ripple effect of this issue are startling:

- Family-based care costs [\\$18,000](#) per year while center-based care cost [\\$26,000](#)
- To afford childcare in NYC, a family must earn [\\$300,000 a year](#) – the average income for families with children in NYC is [\\$84,000](#).
- Nearly [375,000](#) NYC parents left their jobs to provide their own childcare
- 70,000 families with children four years or younger have left since 2020 due to lack of affordability -- that number is growing exponentially each year.
- In 2022, [\\$23 Billion](#) is the combined amount of economic activity and taxable revenue the city lost out on due to families leaving the city or leaving their jobs to provide care

The lack of care workers is the lynchpin to the child care affordability crisis, and major investments are required to fund the equitable and competitive salaries required to effectively recruit and retain the thousands of early child care educators the city needs.



## Worker Compensation

We urge the city to enact the following recommendations to increase compensation for early childhood educators:

- **New York City leaders should join the child care community and state lawmakers calling for the State Budget to implement a child care workforce compensation fund** to provide ongoing and reliable compensation supplements to all members of the child care workforce until New York has achieved statewide universal child care that pays providers adequate rates to pay the workforce a thriving wage (\$1.2 billion).
- **Further invest in CUNY's Early Childhood Professional Development Institute's (ECPDI) work to advance a universal salary scale, career ladder and shared pedagogies and practices that support and define professional growth that is paired with salary increases.** Care workers are not babysitters. They are skilled educators and should be compensated as such. This compensation requires a citywide wage floor to be set, and a career advancement spectrum established to bridge the large gaps between.
- **Child care workers should be explicitly included in the \$1B plan to ensure essential workers (teachers, EMS) have priority in affordable housing lotteries.** Considering the extraordinary high cost of living in NYC, combined with extremely low wages, child care workers need every possible incentive to pursue child care careers.

## Building Up Career Viability

While equitable and competitive pay and tertiary incentives are critical to recruiting a child care workforce, this must be simultaneously paired with efforts to build up the supports necessary for establishing ECE as a viable career field.

- **Early Childcare Education needs to be included in workforce development programs for both NYCPS and CUNY.** ECE will not be seen as a viable career choice until it is *actually* considered to be a career choice that demands training, apprenticeship and credentialling.
- **Credentialling for child care is incongruous across the city and needs to be consolidated to reflect consistent standards and pathways to fulfillment.** Due to the varying public and private child care programs offered across the city, there is little oversight dictating qualifications and therefore opportunities for professional development and career advancement cannot be tracked, standardized, and evaluated.
- **Expand opportunities for placement across registered public and private child care programs.** Students studying ECE are often placed in public programs to fulfil their student teaching requirements, and expanding placement could provide opportunities for student exposure, as well as fill current gaps.

## Recruiting into the Pipeline



Career exposure and formalizing ECE credentialing and training are important for building a future-ready pipeline, but there is still a need to address the current workforce gaps with urgency.

- **Accelerated credentialing programs professionals are essential for adults who are pursuing lateral entry into the child care field:** Similar to the NYC Teaching Fellows and other career pivot programs, there is a large swath of qualified, mid-career adults looking for more fulfilling work, as well as older adults who are participating in NYC's Older Adult Workforce Programs, who could be recruited into the ECE workforce
- **Continue to support the New York Early Childhood Professional Development Institute (PDI) Career Development Centers that are responsible for providing career guidance, academic advising and employment services to ECE workers.** This Center is responsible for providing these services to nearly 3,000 professionals in NYC every year.

### Raising Awareness

The lack of a strong ECE workforce is creating extreme challenges for ECE workers, families, and the New York economy. Compensating, recruiting, retaining, training and credentialing ECE workers is a priority and at the same time, a general awareness campaign must be prioritized as well.

- **NYCPS, CUNY and city government should launch a coordinated campaign calling for potential care educators to join the workforce and existing training programs.** This campaign should reframe child care work as essential and skilled work that is essential to the city economy.
- **City council and the comptroller's office should fully evaluate how the lack of an ECE workforce and the extremely high costs of childcare on families are collectively affecting the broader economy.**

Thank you for the opportunity to submit this written testimony. If you have any questions, please contact Jordan Pineda at [jpineda@edtrustny.org](mailto:jpineda@edtrustny.org)





**Testimony of the Empire State Campaign for Child Care  
Before the New York City Council Subcommittee on Early Childhood Education  
Honorable Jennifer Gutierrez, Chair  
Oversight - Early Childhood Educator Workforce Development and Pipeline**

**April 15, 2026**

**Prepared by Shoshana Hershkowitz, Campaign Manager, Empire State Campaign for Child Care, and Dede Hill, Vice President of Policy, Schuyler Center for Analysis and Advocacy**

Thank you, Chair Gutierrez, and members of the Subcommittee on Early Childhood Education, for the opportunity to testify.

The Empire State Campaign for Child Care (ESCCC) is a statewide coalition of parents, educators, and advocates who believe that every family in New York State deserves high quality, universal child care, and that every child care educator deserves to earn a thriving wage. The campaign was founded in 2017 and advocates at the state and federal level for investment in child care that best serves the needs of New York’s families and child care educators. Many of the organizational and individual leaders and members of our campaign are New York City residents.

In November 2025, the ESCCC released a comprehensive [plan](#) for achieving our goal of statewide universal child care, including rollout principals to achieving that goal in a manner that prioritizes the lowest income New York families, and avoids unintended consequences, like destabilizing the home-based child care sector or reducing the number of infant and toddler seats. A December 2025 [sign-on letter](#) to Governor Hochul—from more than 140 organizations representing New York parents, child care providers, child and family advocates, and business leaders from every corner of the state—indicates the widespread support for this vision in New York City and around the state.

We were thrilled to stand with New York Governor Hochul and Mayor Mamdani in early January—on the Mayor’s eighth day in office—when Governor Hochul proposed the state’s single largest investment in child care and pre-K in state history, and framed these investments as steps toward achieving statewide universal child care. This is a defining, consequential moment for New York State child care. If City, State, local and community leaders work together to invest boldly, and choose the rollout path thoughtfully, we could truly transform child care—and the lives of families in New York—for generations. We urge you to act directly at the city level—and indirectly by calling for action at the state level—to ensure the rollout to universal child care is equitable, prioritizes low-income and marginalized communities, and

increases compensation and supports for the early childhood education workforce beginning this year.

As you negotiate the New York City Budget, work with the Mayor to develop an implementation plan for expanding 3-K and implementing 2-K, and continue to monitor—and we hope, weigh in on—New York State budget negotiations, we urge you to consider the following recommendations.

## Top Urgent Universal Child Care Recommendations for the New York City Council for 2026

- **New York City leaders should join the child care community and state lawmakers calling for the 2026-2027 New York State Budget to implement a child care workforce compensation fund to provide ongoing and reliable compensation supplements to all members of the child care workforce until New York has achieved statewide universal child care that pays providers adequate rates to pay the workforce a thriving wage (\$500 million).** Neither New York State nor New York City can achieve universal child care without recruiting and retaining far more professionals in the field, which is not possible without a significant, sustained, compensation increase. This cannot be achieved without raising wages to recruit and retain educators.
- **New York City leaders should urge New York State leaders to adopt the Governor’s proposed \$1.2 billion in new investment in the Child Care Assistance program and add the funding necessary to meet demand for CCAP /vouchers in New York City as the City and State move toward statewide universal child care.**
- **New York City leaders should also urge New York State to include additional CCAP/voucher funding to clear the NYC voucher waitlist and meet need.** According to analysis conducted by The Children’s Agenda’s Pete Nabozny and the Center for NYC Affairs’ Lauren Melodia, **another \$1.14 billion in CCAP funding for the remainder of FFY 2026 (\$460 million) and FFY 2027 (\$680 million) is needed to clear the waitlist and meet projected need in NYC where** the CCAP/voucher waitlist currently includes more than 17,000 children, and has been growing by about 1,500 children per month since last spring.<sup>1</sup>
  - New York City leaders must ensure that New York City meets any matching requirements to draw down all CCAP funds.
  - New York City must act without delay to ensure that no early childhood seats are left empty while children from low-income families are languishing on the voucher waitlist.
  - ***If CCAP/voucher enrollment closures and waitlists are allowed to persist, the success of New York State and New York City’s plans to expand pre-K, 3-K and 2-K will be undermined—and could result in the exclusion of low-income families. Pre-K expansions alone will not ensure low-income parents can work and achieve economic stability because without CCAP, many families will be unable to afford child care for younger children and/or for before and afterschool care for their pre-K, 3-K, 2-K and school-aged children. As the state expands universal child care, the CCAP program can be scaled down.***

- o The CCAP/voucher waitlist is also impacting the early childhood educators who serve families with vouchers. As the waitlist grows by 1500 children per month, families are leaving their child care programs, because they cannot afford it. This further destabilizes the already fragile child care sector, forcing providers to scale back their programs or close. A November 2025 report by the New School’s Center for New York City Affairs, [Dignified Pay for Quality Care](#), demonstrates the extent to which under-enrollment in New York City home-based programs contributes to low-pay. The report found that home-based provider average hourly wages in 2023 were \$7.33 for Family Child Care and \$5.98 per hour for Group Family Child Care, their hourly wage increased threefold if they had full, or close to full enrollment, to \$18.84 and \$17.62, respectively. However, only 29 percent of the FCC providers and 51 percent of GFCC providers surveyed had “good enrollment” in 2023. Across the state, licensed home-based providers serve 38% of families receiving CCAP/vouchers, leaving this modality of care particularly vulnerable to the impacts of low-enrollment because families are languishing on a CCAP/voucher waitlist.
- **New York City Leaders should urge adoption of the Governor’s proposal to invest \$73 million to launch 2-K in New York City** focusing initially on high-need areas, and ensure that 2-K is implemented in a manner that guards against the loss of (already scarce) infant and toddler seats, with flexibility to adjust the model to a multi-age, community care or other model if these issues arise. Further, it is essential that all modalities of child care—including center and home-based child care providers—are able to fully participate in 2-K.

## How New York State and New York City Implements Universal Child Care Matters: Background

Low-income families must be prioritized, along with the workforce—which is among the lowest paid occupations in the state.

Further, the rollout must be structured to avoid unintended consequences like increased tuition for middle-income families, a loss of already scarce infant and toddler capacity, or the destabilization of community-based and family child care programs by pulling older children, who cost less to care for, into school-based settings.

## Other Core Principles

- **Middle-income families must be protected from rate hikes, benefits cliffs, and shifting supply as we scale up to universal child care.** Creating a state-funded child care workforce compensation fund allows for workforce wages to be increased without raising tuition for middle class families not yet able to access universal care. A capped-fee universal program for middle income families that is targeted to serve families just over the CCAP eligibility limit would be an approach that would address one of the sharpest benefits cliffs facing families who make just over the CCAP income limit.
- **Universal child care must be understood to include afterschool care, summer care, and evening and weekend care for children 0 to 13, and be inclusive of children with disabilities, and regardless of immigration status.** Families’ need for child care extends

beyond weekdays 9 to 5 (or 9-3 in the case of many pre-K programs), and long after a child enters pre-K or Kindergarten.

- **Infant and toddler seats must be preserved in pre-K and universal child care rollouts.** Rates to care for babies and toddlers are the highest because caring for very young children (appropriately) requires the most hands-on attention; as a result, these are already the hardest seats to find. Any rollout plan must be sure not to incentivize programs to switch scarce infant and toddler seats to care for older children.
- **All settings must be supported in pre-K and universal child care expansions** to ensure families have the freedom to choose the care setting that best meets their needs—home, center, and school-based.

Thank you for the opportunity to submit testimony. We are happy to answer any questions and can be reached at [shershkowitz@empirestatechildcare.org](mailto:shershkowitz@empirestatechildcare.org) and [dhill@scaany.org](mailto:dhill@scaany.org).

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<sup>1</sup> Note: this estimate is based on a reasonable set of assumptions around enrollment growth in New York City's Child Care Assistance Program. If enrollment growth is slower than projected, the funding gap could narrow considerably. For example, if attrition from the wait list is much higher than our model anticipates and only 9,000 children enroll in the program in May, June, and July, new enrollments in the income-eligible program slow to 750 children each month, and the growth in public assistance child care cases is half as fast as anticipated by HRA/ACS, the funding gap would fall to approximately \$582 million. In either scenario, it is clear that New York City's Child Care Assistance Program requires additional funding to meet its purpose of helping low and moderate-income New Yorkers afford child care so they can work, pursue an education, and build more economic security for their families.

**Public TESTIMONY**

The New York City Council

Subcommittee on Early Education hearing held Jointly with the  
Committee on Workforce Development and the Committee on  
Higher Education

Re: Stabilizing Early Childhood Education Workforce

Grand St. Settlement  
80 Pitt Street  
New York, New York

April 15, 2025



Testimony of Grand St. Settlement  
To the New York City Council Committee on Education  
Regarding The Preliminary Budget

April 15, 2025

**Submitted by Robert Cordero, CEO of Grand Street Settlement**

Chairs Rita Joseph and Jennifer Gutiérrez, and members of the Committees, good afternoon, and thank you for holding this important hearing.

My name is Robert Cordero, and I serve as CEO of Grand Street Settlement. We are a 110 year old community based organization serving families across the Lower East Side, the Bronx, and Brooklyn. We were an original federal Head Start grantee as part of the War on Poverty over 60 years ago. And today, we are one of the largest providers of community based child care services in New York City. I am also a proud Head Start graduate, a social worker, and a former fifth grade public school teacher. I am humbled to serve as CEO of Grand Street Settlement for over 10 years.

I want to start by acknowledging the historic nature of this moment. The mayoral administration's prioritization of building a truly universal child care system is significant, and the leadership of the City Council in advancing this vision has been critical.

This is a once in a lifetime opportunity to get this right for families today and for future generations.

I am not here as a policy expert. I am here as an early childhood provider.

And I want to be direct: universal child care will only succeed if it works for the community based and nonprofit providers who make it possible.

If we are serious about universal child care expansion, we need a workforce pipeline that is real and sustainable. Right now, we are asking early childhood educators, many from the very communities we serve, to take on student loan debt to enter a low paying, high stress, but mission-focused profession. At the same time, providers like us are struggling every day with recruitment and retention, competing with higher paying systems from the public sector, managing burnout, and trying to hold onto talented educators who are deeply committed to this work but cannot afford to stay. That is the wrong starting point. We need free tuition, not selective scholarships, for early childhood degrees through City University of New York (and State University of New York.)

Because New Yorkers who want to serve their own communities as early childhood educators should not have to go deeply into debt to do it.

If we remove that barrier, we open the door to the very workforce this system depends on, and give ourselves a real chance to recruit and retain them.

Kudos on the Administration's efforts thus far to expand care to 2 year olds. But let us recognize that for children six weeks to age two, nonprofit community based organizations and family child care centers are the backbone of the child care system. This is also the most complex and resource intensive child care to deliver, requiring smaller class sizes, specialized staff, and deeper supports for children and families.

We are rooted in neighborhoods. We are trusted by families. We are already doing the work.

Universal child care will not be built without us.

And even the strongest providers cannot succeed in a system that is slow, fragmented, and unpredictable.

We need streamlined procurement. We need clear contracts from City government. And we need on time reimbursement.

When payments are delayed, providers are forced to make impossible choices that directly impact children, families, staff, and further strain our ability to retain the workforce we have.

No system can scale on instability. Chairs, this is a moment to get this right.

If we invest in a true workforce pipeline, support recruitment and retention, center community based providers, and build a system that functions with reliability and respect, New York City can lead the nation for generations to come.

At Grand Street and among community based providers, we are ready to do our part. We just need a system that works with us in the communities that need us the most.

Thank you for your time and for your service.

Dear Esteemed Council Members,

Thank you for holding the hearing yesterday. It was great to have been there and see the City Council of NY in action. And thank you for allowing responses to be submitted to you after the hearing. I signed up to testify but I ran out of time and had to leave the hearing

My name is Fabiola Santos-Gaerlan. I am the Founder and Executive Director of Honeydew Drop Child Care. We are a family owned small business in Brooklyn since 1999. We care for 140 children in our 4 sites. We have contracts with the Dept of Educ for 3k and UPK classrooms. Having been in the industry for 26 years I've seen the ups and downs of the early childhood industry and I would say that the past 4-5 years has been the most difficult.

Teachers are leaving the industry because of low wages and benefits and the cost of education is high for such teachers. We lose many teachers to either the Dept of Education or to one of the corporations (owned by individuals who are not in our community) opening programs all over NY. Recruiting, training and retaining teachers has become unsustainable for educator-owners like myself.

After hearing the statements of the various agencies, I wanted to respond because sometimes educators and program leaders have different experiences of what they were saying.

1. Teacher Ratios. Having the required ratio of 2 teachers per 12 children is not enough anymore. There has been a large rise in the enrollment of special needs children who need one on one attention to flourish. 2 teachers cannot make that possible. Since my mission is to provide quality care, we place a third teacher - which then impacts our budget and we end up losing money in those classrooms. If the industry doesn't get substantial and consistent federal and state subsidies, many programs will close. Mine being one of them. We are already planning our exit from the industry in a couple of years. (In anticipation of the rapid increase of the minimum wage).
2. DOE states that program leaders are getting supported because they assign leadership coaches to programs. I am a leader and I've only met the leadership coach at the beginning of the school year and they don't have CBP group leadership meetings anymore like they used to years ago. They had one a few months ago.
3. Dept of Health's requirement of having a designee in addition to the Educational Director is making it impossible for our budgets as well. The designee has to have the same

qualifications as an Educational Director. It means that we have to have a budget for 2 ED's!. In the past, a group teacher can satisfy that requirement, as long as the ED is not absent for more than 5 days. It is VERY hard to find one teacher with a BA in ECE, much less 2!

4. There has not been a pay parity bonus in years, They took back the CARES state grant 2 years ago, And there has not been any since.
5. CUNY spoke about the EIP (Educational Incentive Program). There is an income eligibility threshold. Only unmarried assistant teachers will qualify. If someone is married and the household income is slightly higher they don't qualify for the EIP and Lead teachers make too much to qualify as well. The increase in minimum wages will make this hard as well.
6. The Academic Scholarship that they said they offer is not offered year round.
7. The DOE support for the programs have been so lackluster for the past few years. 2 years ago, they required all CBO's to use Teaching Strategies Gold for child assessment. We had to throw away the systems that we had created and trained everyone on. But then they didn't train us to use TSG Gold. It is a very cumbersome platform and needs a lot of training and practice. We had to pay money out of our pocket for our staff to use it the first year. And last year, we could not access the portal. In our three classroom, the DOE accounts were not working. Again, we had to buy our own accounts so our teachers can utilize TSG to meet the DOE requirements. The Instructional coordinators had no answers for us every time we asked.

Thank you for reading my input and thank you for being open to our feedback.

Sincerely,

Fabiola Santos-Gaerlan

Executive Director /Founder

Honeydew Drop Childcare

Brooklyn, New York

Director@honeydewdrop.com

# Aligning Preparation, Practice, and Sustainability in the Early Childhood Workforce

*Testimony submitted to the NYC Council Early Childhood Education Subcommittee*

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Good afternoon, Chair and members of the Early Childhood Education Subcommittee,

My name is Oksana Grebenyuk, and I am the Founder and Director of Early Childhood Development Center Kaleidoscope, a New York City preschool, where I have led and worked closely with children, families, and teaching teams since 2009. I am also a doctoral candidate in Educational Leadership at the University of Pennsylvania.

I appreciate the Council's focus on strengthening the early childhood workforce. Expanding access to educational pathways is important, and workforce development must be aligned with the realities of early childhood practice and the needs of children ages 0 to 5.

## **The Complexity of the Role**

Working with young children is complex, high-responsibility work. It requires academic preparation alongside emotional maturity, sound judgment, and the ability to respond consistently to children's developmental and emotional needs. Educators must be able to support children through distress, illness, and challenging behaviors while maintaining a safe, stable, and nurturing environment throughout the day.

Early childhood classrooms also require staff who can safely perform all essential functions of the role — diapering and toileting, lifting and assisting children, responding quickly to changing situations, and maintaining continuous supervision. When staff cannot carry out the full scope of these responsibilities, the burden shifts to others, creating operational strain and affecting the quality and safety of care.

## **Targeted Preparation Pathways**

For this reason, workforce development efforts should prioritize associate and bachelor's degree pathways specifically in early childhood education. These programs are more closely aligned with the knowledge, skills, and daily demands of the role. Outreach should also expand to adult applicants entering the field later in their careers, who bring maturity, life experience, and strong commitment to this work.

Data from New York State illustrates why this distinction matters. Of approximately 981 early childhood education graduates annually, the largest group holds Master's degrees (485), followed by Bachelor's degrees (318) and Associate degrees (86) (TeachingDegreeSearch.com, based on National Center for Education Statistics data). Master's degrees in this field are frequently pursued as a career transition, meaning many graduates enter without the foundational early childhood coursework that Associate and Bachelor's programs specifically provide. Expanding and strengthening these targeted pathways is therefore essential to building a workforce prepared from the ground up for the realities of early childhood practice.

## **Preparation, Retention, and Long-Term Careers**

Preparation is one part of a larger picture. A sustainable early childhood system depends on alignment between preparation, practice, and working conditions. When this alignment is absent, we risk preparing individuals for a profession they leave after their five-year contract expires for a higher-paid job. Retention must be considered alongside recruitment to ensure long-term stability.

Growth in this profession also deserves a broader definition. In early childhood education, growth means deepening knowledge, refining practice, and building expertise within the classroom. A well-functioning system must value and sustain long-term teaching careers, recognizing the depth of skill that experienced educators bring to children and families every day.

Early childhood education depends on the consistent presence of skilled and committed educators. When preparation, practice, sustainability, and commitment are aligned, the result is stronger outcomes for children, greater trust for families, and a more stable and respected workforce.

**Thank you for your time and consideration.**



**DATE:** Wednesday, April 15, 2026

**RE:** Testimony to the NYC Council subcommittee on Early Childhood Education

**TOPIC:** Oversight - Early Childhood Educator Workforce Development and Pipeline

**TESTIMONY BY:** Carolyn Cleveland | [ccleveland@kenchild.org](mailto:ccleveland@kenchild.org)

Good morning Chair and Members of the Subcommittee. My name is Carolyn Cleveland, and I am COO of the Kennedy Children's Center, a 4410 program that serves more than 400 preschoolers in Harlem and the Bronx.

While most providers in our field are struggling with a staffing crisis, our schools are 100% staffed. This is thanks to our Grow Your Own pipeline, which recruits, trains, and certifies diverse and underemployed adults from our local communities. The City has articulated the need for pathways for nontraditional teacher candidates. Good news: our program is already making that vision a reality.

Each year, we train about 100 adults to become certified teacher assistants through a 7-week pre-apprenticeship program. Since 2017, we have helped more than 500 teacher assistants begin new careers in early childhood special education. Graduates can then enter our Registered Apprenticeship Program and work toward higher credentials, including teacher certification and school administrator certification.

We were able to convert Grow Your Own into a Registered Apprenticeship Program thanks in large part to a 2-year start-up grant from the Mayor's Office of Talent and Workforce Development. This investment has underwritten curriculum development, staff for coaching and instruction, and wraparound supports like childcare and tutoring. These are essential for nontraditional candidates balancing work, school, and family responsibilities. We currently employ more than 30 apprentices, which makes us the largest sponsor of education apprentices in New York State.

KCC is living proof that the Grow Your Own model works. However, one-time startup investments are not enough to sustain apprenticeship programs. We urge the city to invest in scaling models like ours that already exist, to build the strong, diverse early childhood workforce that we need.

Thank you.

**Learn more:**

Carolyn Cleveland, [ccleveland@kenchild.org](mailto:ccleveland@kenchild.org), 347-460-4329  
[www.kenchild.org/gyo](http://www.kenchild.org/gyo)

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TO: Members of the City Council

FROM: Jeanne Alter, CEO, Kennedy Children's Center

DATE: April 14, 2026

**RE: Oversight - Early Childhood Educator Workforce Development and Pipeline**

As a lifelong early childhood educator and administrator, I want to thank you for holding this hearing on such an important topic. I have spent my career advocating for preschool children with developmental disabilities as there has never been enough educators to meet the needs of these vulnerable and capable children.

As the city expands its commitment to its youngest students, "Who will teach the children?" is the most important question you can ask right now. Early childhood education is the foundation for all other learning. Our approach to education is wholly different from the K-12 field. Having educators who understand how young children learn, and most importantly, can recognize developmental delays and respond with appropriate supports, is what makes this education so vital.

Yet, the early childhood workforce is in crisis. Programs across New York City struggle daily to recruit and retain qualified teachers and teacher assistants. Low compensation, limited career pathways, and inequities between early childhood and K-12 salaries have driven dedicated professionals out of the field. This is especially true in programs serving children with disabilities, where specialized knowledge is required but not adequately compensated.

Without a stable and well-supported workforce, the city's investments in early childhood expansion cannot succeed. Classrooms cannot open, mandated services cannot be delivered, and children who need early intervention the most will fall further behind during the most critical period of brain development.

To address this, I urge the Council to prioritize workforce development strategies such as programs like KCC's Grow Your Own pre-service training program that leads individuals to an early childhood teacher pipeline program through the Registered Apprenticeship Program (RAP). We are grateful to the Mayor's Office of Talent and Workforce Development that is providing funding for our RAP program. The field of early childhood education needs more investment like this in training and support for early childhood and special education providers. We must also create pathways for advancement and salaries that provide a living wage for the early childhood educators who dedicate their careers to the city's youngest learners.

Thank you for your attention to this critical issue and for your continued commitment to New York City's children and families.

## Written Testimony – NYC Council Hearing

### Kevin Kung

Executive Director

Kuei Luck Early Childhood Center

2-03 Borden Ave

Long Island City NY

[kkung@klpreschool.com](mailto:kkung@klpreschool.com) | 718-679-9919

Good afternoon, and thank you for the opportunity to provide testimony.

I want to start by acknowledging that the intent behind this proposal is positive. Any effort to support the early childhood workforce is a step in the right direction. However, from the perspective of a provider operating multiple centers in New York City, I have serious concerns about whether this measure will meaningfully address the staffing crisis we are facing.

First, the current compensation structure in early childhood education remains fundamentally uncompetitive. Even with incremental supports, the field is not attractive enough for candidates to choose it as a long-term career. In practice, many teachers view early childhood education as a stepping stone. After gaining initial experience, they often transition into the NYC Public School system, where compensation, benefits, and long-term career stability are significantly stronger.

Second, the pipeline itself is structurally misaligned. Advisors frequently guide students toward degrees in childhood education rather than early childhood education. This is not accidental—principals in NYC Public Schools prefer candidates with childhood education licenses because it provides greater flexibility in staffing and compliance with NYSED and NYCPS requirements. As a result, the early childhood workforce is continually losing potential candidates before they even enter the field.

Third, community-based organizations (CBOs) are competing directly with NYC Public Schools for the same talent pool—but without the same resources. In some cases, candidates can receive comparable or better offers through pathways such as Teach For America that place them directly into public schools. This further weakens the ability of CBOs to recruit and retain qualified educators.

Fourth, even when individuals are interested in entering the field, there are significant structural barriers. Many working teachers cannot realistically balance full-time classroom responsibilities with the requirements of higher education programs. Our programs require teachers to work 8–9 hour shifts, and extended day/year (EDY) programs can run up to 10

hours. However, most college programs are not designed to accommodate these schedules.

This structural misalignment is further compounded by regulatory requirements. Under DOHMH regulations, group teachers must be present at all times in the classroom. This creates a real operational constraint—staff cannot step away for classes, training, or professional development without immediately impacting ratio compliance. As a result, the system effectively limits the ability of working teachers to advance their credentials while remaining employed.

Finally, I believe there is an opportunity to provide immediate, meaningful relief by aligning New York City's group teacher qualification requirements with New York State standards. The current mismatch creates unnecessary barriers to hiring qualified staff who are otherwise eligible under state guidelines. Aligning these requirements would expand the candidate pool overnight without compromising quality.

In closing, while I appreciate the intent of this proposal, I do not believe it goes far enough to address the urgency of the workforce crisis. We need structural changes that improve compensation, expand the pipeline, reduce unnecessary barriers, and create realistic pathways for working educators.

Thank you for your time and consideration.



New York City Council Early Education Subcommittee  
Oversight Hearing: Early Childhood Workforce Development & Pipeline  
April 15, 2026

### How LINC Supports The Development of the Early Childhood Careforce

Our LINCubator model ensures that every child is supported by a unified community of adults working toward their success. LINC fills the need for culturally grounded, science-based literacy support that reaches both families and family childcare and early childhood providers. Families and childcare providers and even educators often receive disconnected guidance on how early literacy develops. This project bridges that gap by pairing parent workshops with professional development for early childcare providers, ensuring both groups receive the same essential content tailored to their role in supporting a child's learning.

Powered by the Science of Reading, both workshop formats integrate play-based learning, brain science, adult learning theory, and best practices in family engagement to teach how a child's brain develops literacy skills and the milestones children should reach by age five. Parents and educators leave with concrete, culturally affirming strategies they can implement immediately at home or in the classroom.

This paired model strengthens family–educator relationships by building a shared understanding of literacy development and aligned goals. Our workshops honor and uplift bilingualism, supporting monolingual Spanish-speaking caregivers raising bilingual children and emphasizing the positive transfer of literacy skills across languages. Our content is also available in additional languages. Families and educators alike gain confidence, knowledge, and actionable tools, reinforcing the cultural and linguistic assets non-English speaking families bring to reading.

#### The LINCubator

- Builds a consistent ecosystem of support for early reading development  
Families and educators gain a common understanding of early literacy, strengthening trust and collaboration.
- Strengthens early childcare provider skills and improve literacy outcomes  
Educators deepen their knowledge of how children learn to read and gain practical tools to improve instruction in classrooms.
- Empowers families and educators to honor New York City's multi-cultural communities  
Workshops celebrate the linguistic and cultural assets of our families, teaching strategies

**5030 Broadway, Suite 641, New York, NY 10034 • 212-620-5462 • [www.lincnyc.org](http://www.lincnyc.org)**



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Community



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to raise bilingual readers and transfer skills between languages. PD evidence shows culturally affirming content engages and empowers caregivers and educators, ensuring lasting impact.

By aligning families and educators around shared strategies and celebrating bilingualism, this project ensures Latino children enter kindergarten prepared to read and thrive.

By delivering a unified, evidence-based approach across homes, classrooms, and community settings, this project empowers families, builds educator capacity, and fosters trust and coherence. Together, parents and professionals create a supportive ecosystem that ensures all children enter school with the language, literacy skills, and confidence needed to thrive.

Our Very Involved Parent Academy training provides an opportunity for adults whose children (or grand children) have been participating in our ongoing Community Literacy Model programs to become more deeply involved in their neighborhoods. VIP volunteers are trained to prepare and deliver (with some staff support) simple read alouds that extend our reach and make reading visible throughout a community. We know that many VIP graduates go on to entry level positions in the education system. Given the need for qualified early childhood professionals, we see the opportunity to channel VIP participants to more formal credentials, a circumstance that would benefit individuals and improve the pool of caregivers.

**Albania Jimenez**

*Chief Of Advocacy & Community Mobilization.*

Literacy in Community

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# City's First Readers

An initiative of the New York City Council

## New York City Council Subcommittee on Early Childhood Education Oversight - Early Childhood Educator Workforce Development and Pipeline. April 15, 2026

Thank you for the opportunity to address this topic and for the advocacy which led to the creation of this much needed subcommittee. My name is Emmanuel Novy. I am the Chief of Strategic Initiatives for Literacy in Community - also known as LINC. In that capacity, I coordinate the City Council's only early literacy initiative, City's First Readers. At 17 partners strong, each delivering early literacy programming, City's First Readers organizations are very excited about the fact that the Council now has a subcommittee which can exert oversight and focus on this vitally important issue - early childhood education. And that's an understatement!

With early childhood programs funded by so many different sources with so many different deliverables, settings and requirements, this committee can play a significant role in compelling equity by focusing on standards, benchmarks, and reporting to generate effective policies and justify those policies as budget priorities.

We know that children's brains develop most rapidly from birth through age five. Learning to read doesn't start when a child enters a classroom; it starts the day they are born and prenatal environments affect their capacity to learn.

With the current expansion of childcare programs and the consequent expansion of staffing for those programs, it is essential that the careforce serving our youngest be trained to implement the strategies that will support children's pathways to school readiness.

This training must include not only the pre-reading stimulation that prepares children for formal literacy instruction but the equally critical nurturing that socializes children, the social-emotional security that allows them to thrive in school. While this hearing and the momentum of the moment are around childcare and the careforce, we should not overlook the opportunities to embed knowledge and practices about early literacy in every system that serves young children, especially our pediatric public health system..

We at LINC and our partners at City's First Readers are excited about the possibilities this subcommittee presents. We look forward to supporting your mission and collaborating with you to benefit New York City's youngest residents as they begin their journeys to reading.

**Emmanuel Novy**  
*Chief of Strategic Initiatives*  
*Literacy in Community*



4/15/26

Thank you To Council Julie Won and All the other Council Members for sponsoring this hearing.

We have addressed the issue of pay parity for our CBO's before. If we are expected to have the same credentials as the Department of Education then why can't we receive the same salary.

It takes us forever to get pay increases let alone receiving a cost of living increase. Daycare is the foundation for many of our children of Black + Brown families. Our children and staff should not be short changed.

Background checks can take up to 3 to 6 months and can discourage someone waiting to start work. It needs to be shortened.

DC 37

Local 205

V. President

Thank you  
Joyce McElammy

**New York City Council Council Hearing Room - Joint hearing with the Committee on Workforce Development, Committee on Higher Education, and Subcommittee on Early Childhood Education.** Testimony of New York City Employment and Training Coalition (NYCETC). Submitted by Gregory J Morris, CEO. April 15, 2026

My name is Gregory J Morris. I serve as CEO of the New York City Employment and Training Coalition (NYCETC) - the country's largest city-based workforce development association. NYCETC works to expand access to good jobs and better wages by helping build a stronger, more effective workforce system in NYC.

**I appreciate the focus of today's hearing because it highlights a fundamental misdiagnosis of the child care crisis.**

This is not, at its core, a supply problem.

It is a workforce system failure—one that is constraining access, driving up costs, and undermining quality across the early childhood sector.

Let us ground that in the data.

New York City currently serves fewer than half of children under five in formal early care and education settings. At the same time, providers report persistent vacancy rates and staffing instability. Research from the [New York Early Childhood Professional Development Institute](#) finds that early childhood educators in New York City earn substantially less than their K–12 counterparts, despite comparable credential expectations. The consequence is predictable: turnover rates that often exceed 20 to 25 percent annually, disrupting continuity of care and increasing system costs.

Simultaneously, the city continues to experience labor-market dislocation—particularly among low-wage workers and those seeking entry into stable career pathways.

In economic terms, we observe a classic coordination failure: unmet labor demand coexisting with underutilized labor supply, mediated by fragmented institutions and weakly aligned incentives.

The legislation before the Council is therefore equally timely and necessary.

A structured pathway into the early childhood workforce—combining financial support, training, and a service commitment—reflects what the evidence base tells us about effective workforce interventions. However, its success will depend not only on program design, but also on the extent to which it is embedded within a coherent, citywide workforce strategy.

I would offer three areas for consideration.

**1. The City must move from programmatic interventions to system-level workforce pathways.**

At present, entry into the early childhood workforce is diffuse, uncoordinated, and often disconnected from formal education and training systems. This proposal creates an opportunity to formalize that pipeline—but only if it is intentionally aligned with institutions such as the City University of New York, labor partners, and community-based training providers.

Critically, the City already operates a large-scale workforce entry mechanism through the New York City Department of Youth and Community Development, most notably the Summer Youth Employment Program, which serves approximately 100,000 young people annually.

However, SYEP largely functions as a short-term employment intervention rather than a structured career pathway.

The opportunity here is to convert SYEP from a point-in-time experience into a sequenced pipeline—placing participants in early childhood settings, connecting them to postsecondary credential programs, and supporting their progression into permanent roles. Evidence from [sector-based training models](#) suggests that when training is aligned with employer demand and includes work-based learning, placement rates can exceed 70 percent, with measurable gains in earnings over time.

This is the distinction between access and mobility.

## **2. Workforce stabilization must be treated as a precondition for system performance.**

Much of the current policy conversation focuses on recruitment. The evidence suggests this is insufficient.

Retention is the binding constraint.

Early childhood educators in New York City face wage structures that aren't competitive with adjacent sectors, including K–12 education and even entry-level service occupations. The result is persistent churn that imposes costs not only on providers but also on children and families, disrupting care environments.

Addressing this requires a combination of wage supports, credentialing pathways, and advancement opportunities—particularly for incumbent workers, many of whom are already performing core functions without formal recognition or compensation aligned to their responsibilities.

It also needs targeted investment in bilingual and culturally competent educators, who are essential in a city as diverse as New York.

Philanthropy has played an important, though necessarily limited, role in piloting and scaling elements of this work. Institutions such as the [Robin Hood Foundation](#) have demonstrated the impact of investments in coaching, wraparound supports, and sectoral strategies. However, these models achieve scale only when integrated into public systems and supported by sustained public funding.

From a policy perspective, staff retention should be understood not as a downstream outcome, but as a leading indicator of system quality.

## **3. Administrative and operational systems must be aligned to support workforce participation.**

Even well-designed workforce pathways will underperform if the wider system remains unstable.

Providers consistently report challenges related to delayed payments, fragmented contracting processes, and variable enrollment. These factors directly affect their ability to hire, retain, and invest in staff.

From an institutional standpoint, these are failures of system design rather than implementation.

If reimbursement timelines are unpredictable, providers cannot offer stable wages. If enrollment systems are misaligned, staffing becomes responsive rather than strategic.

The legislation's inclusion of child care supports for participants is important. But a complete approach requires modernizing contracting, improving payment systems, and greater coordination across administering agencies.

**In short, workforce policy cannot be separated from administrative reform.**

Stepping back, the early childhood workforce should be understood within the wider context of New York City's labor market and economic development strategy.

Across sectors—including health care, infrastructure, and public service—we observe similar patterns: persistent vacancies, fragmented training systems, and underutilized talent.

This is why NYCETC has consistently advanced the position that workforce development constitutes core economic infrastructure.

It is the mechanism through which public investments translate into employment, wages, and mobility outcomes. It is also central to the City's affordability agenda. Without access to stable, well-compensated employment, cost-of-living interventions alone are insufficient.

**The significance of this moment lies in the degree of institutional alignment.**

The Council, the Administration, higher education systems, providers, labor, and philanthropic actors are increasingly converging around a common understanding: that early childhood is essential infrastructure.

The question is whether we will build the workforce system required to sustain it.

The way forward is clear:

- Integrate SYEP and other entry points into structured career pathways.
- Align education, labor, and training systems around credentials and outcomes.
- Invest in wage growth and advancement to stabilize the workforce.
- And modernize administrative systems to support providers and workers alike.

If we do so, the returns are significant and measurable: increased labor force participation among parents, improved child outcomes, reduced turnover costs, and stronger long-term earnings trajectories for workers.

In that sense, this is not simply a sectoral intervention.

It amounts to a strategic investment in the City's economic capacity.

Workforce development is not adjacent to child care policy—it is the enabling condition that makes universal child care feasible.

Thank you.



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**The City University of New York  
Office of Early Childhood Initiatives  
New York Early Childhood Professional Development Institute**

**Testimony of Dona Anderson, Executive Director**

**for the**

**New York City Council Subcommittee on Early Childhood Education,  
Committee on Workforce Development, and Committee on Higher  
Education**

**Early Childhood Educator Workforce Development and Pipeline**

**Wednesday, April 15, 2026**



Thank you to Chairs Gutiérrez, Joseph, and Won and the members of the subcommittee and committees for the opportunity to give testimony today. My name is Dona Anderson and I am executive director of the New York Early Childhood Professional Development Institute (PDI), a public-private partnership at CUNY. I also lead the CUNY Office of Early Childhood Initiatives, working closely with CUNY Central colleagues and our 17 campus child care centers to strengthen the early childhood workforce and expand access to high-quality child care and education for CUNY student-parents.

We appreciate the City Council's focus on early educator workforce development. It is important to recognize that well-prepared educators are the key to providing high-quality, responsive care and education to New York City's youngest learners. CUNY has been a strong partner in these efforts, and we look forward to continuing this work to realize the bold vision of universal child care in our city and state.

The early childhood care and education workforce landscape is complex, with differing licensing and funding requirements depending on the age of children, the location, and the program modality. There are multiple entry points for new early care and education (ECE) professionals, and many pathways for those looking to advance within the field. Our institute exists to address this complexity. We take a holistic approach to serving the ECE workforce, recognizing that services and supports are needed in conjunction with college-level educator preparation programs.

The City's ECE workforce is made up primarily of women, and primarily women of color. They communicate with families in at least 31 different languages and have education levels that vary from high school diplomas to PhDs. The work of building the brain architecture of our littlest learners is essential to what they do. It is sophisticated, challenging and inspiring work, requiring high levels of skill, competencies, and knowledge to provide the best outcomes for children and families.

CUNY PDI supports the early care and education workforce in many ways. We operate the **Aspire Registry**, the state's **most comprehensive source of verified data about the ECE workforce**. More than 66% of licensed child care centers along



with 26,000 professionals and almost 2,000 trainers already participate in the Registry. Its data indicates that there are about 3,800 home-based providers in the city who do not have a Child Development Associate (CDA) credential or higher level of education, and that only about 1 in 4 lead teachers in licensed centers hold teacher certification. The Registry also allows professionals to find and access high quality training opportunities, including coaching.

We are also the implementing agency for **QUALITYstarsNY**, the state's quality rating and improvement system, which in the last four years has invested \$4.8 million in the city alone to create high quality learning environments, and also provided training scholarships for nearly 7,000 staff and professionals.

I want to especially highlight today the work that we do through our NYC **Career Development Center**. We have 10 Centers across the state that provide career and academic advising, employment services, and professional learning to over 6,000 people every year, almost 3,000 of whom are in NYC. The Center provides free, individualized academic planning and career guidance to early childhood professionals and its employment network offers hiring, job matching, and employment supports to both job seekers and ECE employers. The Center's **Early Childhood Leadership Initiative** offers leadership development and networking opportunities for directors, administrators, and family child care providers.

We also work with CUNY campuses on **ECE academic programs**. We've teamed with the CUNY School of Professional Studies (SPS) to create a credit-bearing CDA certificate program in both English and Spanish and this January launched a new master's degree program in early childhood policy and leadership. These programs are designed to meet the unique needs of New York's diverse early childhood workforce, so early childhood professionals can continue to work while pursuing their education.

Our most recent recruitment initiative is the **Early Childhood Apprenticeship**, a pilot program that drew 400 applicants for 30 spots. Participants are employed as assistant teacher apprentices while attending CUNY SPS. By the end of the



apprenticeship, they will have earned their CDA credential, 12 college credits and a wage increase from their employers. This work was funded through a combination of private philanthropy and the NYC Office of Talent and Workforce Development.

On a final note, a critical factor in our work is that early care and education professionals are among the lowest paid employees in New York City. The goal of universal child care gives New York a unique opportunity to make a fundamental and much-needed investment in the early childhood workforce and ensure that it is a sustainable support for families and a viable profession for years to come. Working with ECE stakeholders across the city and state, CUNY PDI has developed a **comprehensive career ladder and equitable salary scale** to address this challenge and grow the workforce needed for a universal, high-quality, accessible child care system.

We commend the City Council's attention to this workforce, and especially your understanding of the complexity of the issue in bringing together these three committees. We look forward to supporting the city's work as it continues along the pathway to universal child care.



### **Public Statement – New York State Montessori Alliance**

Good afternoon Chair and members of the Early Childhood Education Subcommittee,

Thank you for the opportunity to speak today on behalf of New York State Montessori.

As you consider the future of early childhood workforce development in New York City, we urge you to recognize that strengthening the educator pipeline must include diverse, high-quality pathways into the profession—including Montessori education.

Montessori-trained teachers represent a deeply committed and highly specialized segment of the early childhood workforce. Their preparation emphasizes child development, observation, differentiated instruction, and the cultivation of independence—skills that align closely with the goals of universal child care and long-term educational success.

However, despite this alignment, Montessori educators and programs are often excluded from the very systems designed to support and grow the workforce.

To build a sustainable and inclusive pipeline, we respectfully advocate for the following:

**First**, Montessori teaching credentials should be formally recognized within the career ladder for early childhood educators.

This ensures that Montessori teachers are compensated equitably within any publicly supported salary scale or reimbursement structure, and that schools employing them are not disadvantaged in accessing funding.

**Second**, Montessori philosophy and curriculum should be explicitly recognized as eligible within universal child care classrooms and as a valid educational model across the early childhood and

K–12 continuum.

Families across New York City actively seek Montessori education, and it should be accessible within publicly supported systems—not limited to private access.

**Third**, Montessori programs—whether for-profit, nonprofit, independent, or center-based—should be included among those eligible for subsidies, vouchers, tax credits, and public contracts.

An equitable system must reflect the diversity of providers that families rely on.

**Finally**, we ask for regulatory flexibility that acknowledges the unique structure of Montessori classrooms.

- Specifically, we request relief from the maximum group size restrictions tied to the “predominant age” rule under Article 47.23(f)(3), and instead propose that classroom capacity be determined by square footage as already assessed and approved by the Department of Health.
- Mixed-age classrooms are foundational to Montessori education and are intentionally designed to support peer learning, mentorship, and continuity—key elements of both child development and teacher effectiveness.

In closing, if New York City is serious about addressing the educator shortage and building a universal child care system, it must expand—not narrow—the pathways into the profession.

Montessori education is not an alternative to the system—it is a proven part of it. Recognizing and supporting Montessori educators will strengthen the workforce, broaden access for families, and contribute meaningfully to a more inclusive and sustainable early childhood landscape.

Thank you for your time and your commitment to New York City’s children and educators.

**Public Statement – New York State Montessori Alliance (1-minute)**

Good afternoon, Chair and members of the Subcommittee,

Thank you for the opportunity to speak on behalf of New York State Montessori.

As you address the early childhood workforce shortage, we urge you to include Montessori education as part of the solution. Montessori-trained teachers are highly specialized in child development, differentiated instruction, and fostering independence—skills that directly support the goals of universal child care.

To strengthen the educator pipeline, we ask for four key considerations:

**First**, recognize Montessori credentials within the career ladder so these educators are compensated equitably and schools can access funding.

**Second**, include Montessori as an eligible model within universal child care and across the K–12 continuum, expanding meaningful choice for families.

**Third**, ensure Montessori programs—regardless of structure—are eligible for subsidies, vouchers, and public funding.

**Finally**, allow flexibility for mixed-age classrooms by basing capacity on square footage, rather than the “predominant age” rule, which does not reflect Montessori design.

If we are serious about building a sustainable workforce, we must expand pathways—not limit them. Montessori educators are an essential part of that future.

Thank you.

## TESTIMONY

### **New York City Council Oversight: Early Childhood Educator Workforce Development and Pipeline April 15, 2026, Paula Magnus, President, Northside Center for Child Development, Inc.**

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Good afternoon, Chairperson, and members of the Committee.

Thank you to city staff for remaining present throughout the public testimony. Listening to Community input is critical, as it brings forward diverse perspectives on services, timelines, and payment processes.

My name is Paula Magnus, President of Northside Center for Child Development, founded in Harlem in 1946.

Our 30 teachers hold state certifications, manage IEPs, and shape the years that set a child's life trajectory. DOE teachers start at \$68,902 with a bachelor's degree and \$77,455 with a master's, with automatic annual step increases. And unlike DOE teachers, our educators receive no defined-benefit pension and work six weeks each summer providing essential childcare, without compensation that reflects either commitment. The result is a structural compensation gap we cannot close on current reimbursement rates. At our Brooklyn Head Start, for example, vacancy runs 50% and annual turnover runs 20%, driven by the same disparities.

The Council does not need to invent a new salary scale; it needs to require that reimbursement rates cover DOE salary and pension, indexed to the UFT step schedule.

Research shows every dollar invested in early childhood education returns up to \$13 in public savings<sup>1</sup>. Underfunding this workforce is not fiscal prudence. It is short-term savings paid for by the children we serve. Equalize the rates, and qualified teachers will fill the vacancies.

As the City considers expanding childcare services, it is essential that staff first engage with all current providers to ensure reimbursement rates adequately cover their costs. Without this, existing providers may not be able to remain in business. If rising expenses continue to go unmet, we risk losing providers, ultimately reducing the availability of childcare services rather than expanding them.

Expansion should not move forward until a sustainable financial structure is firmly in place for current providers. Otherwise, the result may be a net loss of services for children and families. Additionally, teachers working for the City's community-based providers deserve the same level of compensation and support as DOE teachers. Equity for educators must be part of any meaningful investment in childcare, as it directly impacts the quality and stability of care for children.

Teachers working for the City's community-based providers deserve what every DOE teacher gets. So do the children we serve. Thank you.

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<sup>1</sup> Heckman, J.J. et al., "The Lifecycle Benefits of an Influential Early Childhood Program" (2016). See: <https://heckmanequation.org/resource/13-roi-toolbox/> and <https://news.uchicago.edu/story/investment-early-childhood-programs-yields-robust-returns>



Testimony before the New York City Council Subcommittee on Early Childhood Education, Chair Jennifer Gutierrez; the Committee on Workforce Development, Chair Julie Won; and the Committee on Higher Education, Chair Rita Joseph

Thank you for convening today's hearing. My name is Joanne Derwin and I am the Executive Director of One World Project, a pioneering, nonprofit community center based in Brooklyn, offering innovative Spanish-immersion educational programs for all ages.

OWP started with 8 children in my living room and now serves more than 370 households annually and employs 44 teachers and staff from 13 countries.

One of OWP's core programs is our preschool which serves 1 to 5 year olds and includes UPK.

To help recruit, train, and retain qualified early childhood educators, we have developed a comprehensive in-house workforce development program that provides accessible career pathways for talented youth, aspiring teachers, and experienced educators to enhance their skills, gain experience, and grow within a supportive and inclusive community.

We think of our workforce development program as a river basin where each program is a tributary flowing toward one shared purpose -nurturing exceptional early childhood educators we need and deserve..

**We are prepared to expand our workforce development program and recruit, train, and place more teachers and have applied for \$120,000 in discretionary City Council funding to achieve this goal.**

OWP's CIT Program offers Spanish-speaking youth ages 14 to 17 an entry into the early childhood workforce through meaningful, hands-on experience and paid training. CITs learn about teaching and also gain collaboration and work readiness skills. We train 15 CITs annually.



Assistant Teachers at One World Project are supported through our in-house Teacher-in-Training Program which includes weekly paid training as well as coaching and mentorship.

This support includes:

- Helping teachers enroll in the means-based Workforce Development Scholarship program through CUNY
- Enrolling teachers in OWP's newly secured New York State Approved Apprenticeship Program which offers \$6,000 for classes at SUNY Empire State College.

Lead Teachers are encouraged and supported to pursue NYS Birth-2nd Grade Teaching Certification.

We connect teachers with funding through Quality Stars to off-set the cost of the Certification Exams and also help teachers secure grants for their Masters through Quality Stars and to a lesser extent the Workforce Development Scholarship Program through CUNY since funding is less generous for Master students.

With dedicated funding, we can expand these pathways, train more bilingual educators, and help solve the early childhood educator workforce crisis.

Thank you.

One World Project (OWP) is a pioneering nonprofit community center based in Brooklyn, offering innovative Spanish-immersion educational programs for all ages.



### CIT PROGRAM (Counselor in Training)

Paid workforce entry for Spanish-speaking youth ages 14-17

### NEW TEACHER-IN-TRAINING PROGRAM

Year-long, paid, on-site career program for new teachers 18+

### TEACHER PROFESSIONAL DEVELOPMENT PROGRAM

Ongoing coaching and collaborative teacher growth

### NYS CERTIFIED APPRENTICESHIP PROGRAM

State-approved childcare assistant

### CONTINUING EDUCATION AND DEGREE ADVANCEMENT

Personalized support for continuing teacher education

**AT ONE WORLD PROJECT WE HAVE DEVELOPED AN INCLUSIVE AND SUPPORTIVE WORKFORCE DEVELOPMENT SYSTEM. WE THINK OF IT AS A RIVER BASIN — EACH PROGRAM A DIFFERENT TRIBUTARY FLOWING TOWARD ONE SHARED PURPOSE, NURTURING EXCEPTIONAL EARLY CHILDHOOD EDUCATORS.**



# OWP WORKFORCE DEVELOPMENT PROGRAMS

**370+**

households served annually

**44**

teachers & staff

**13**

different countries represented



## CIT (Counselor-in-Training) PROGRAM

PAID WORKFORCE ENTRY FOR SPANISH-SPEAKING YOUTH AGES 14-17

**15 counselors trained annually**

- 44-hour training + work experience
- Social emotional learning, anti-bias education & play-based methodology
- Leadership & work readiness skills



## TEACHER PROFESSIONAL DEVELOPMENT PROGRAM

ONGOING COACHING AND COLLABORATIVE TEACHER GROWTH

**20 days of paid PD per year**

- 7-day workshop to open the school year
- Bi-weekly coaching and mentorship
- Group training days, individual PD + visits to schools & organizations
- End-of-year reflection — 3 days of review & planning



## NEW TEACHER-IN-TRAINING PROGRAM

YEAR-LONG, PAID, ON-SITE CAREER PROGRAM FOR NEW TEACHERS 18+

**174 hours of training & individualized support**

- 112 hrs — Professional workshops
- 28 hrs — Classroom immersion (observation, reflection & coaching)
- 34 hrs — Development cycle (20 hrs guided learning / 14 hrs independent work)
- Entry into paid Assistant Teacher role
- Progression toward Lead Teacher roles
- 1:1 feedback from the Education Director



## CONTINUING EDUCATION & DEGREE ADVANCEMENT

SUPPORTING EVERY STEP OF THE EDUCATIONAL JOURNEY

**10% of teachers reached academic milestones last year**

- 1:1 advising and support securing Workforce Development Scholarship for CUNY
- Flexible schedules for coursework, practicum & exams
- Peer mentoring & collaborative learning among educators



## NYS APPRENTICESHIP PROGRAM

**First registered site for Spanish-immersion Childcare Assistant in New York**



**LEARN MORE ABOUT OUR APPROACH TO WORKFORCE DEVELOPMENT**





## **Testimony Before the New York City Council**

### **Subcommittee on Early Childhood Education Council Member Jennifer Gutierrez, Chair Topic: Workforce and Pipeline Development**

**Submitted by Debra Sue Lorenzen, Director of Youth and Education  
April 15, 2026**

Thank you, Chair Gutierrez and members of the New York City Council Subcommittee on Early Childhood Education for convening today's hearing.

I am the Director of Youth and Education at St. Nicks Alliance. As North Brooklyn's settlement house and civic anchor, we provide diverse multigenerational services for very young children to the elderly, including operating the 50-year-old early childhood center, Small World.

St. Nicks Alliance applauds Mayor Mamdani and New York City Council's commitment to establish a high-quality, equitable, and universal child care system that meets the needs of all children and families. We are thrilled that the City Council has established this critical subcommittee to help drive this expansion. We also appreciate your attention to the needs of community-based organizations and family day care centers—who are the backbone of the early childhood sector in NYC.

As the topic of today's hearing acknowledges, expansion (or even sustaining current levels of service) is not possible without strengthening the workforce for early childhood education. At its core, the early childhood ecosystem needs more classroom educators—at least 1 per 6 new slots—in order to achieve universal childcare and meet families' needs. St. Nicks Alliance is grateful for the opportunity to make recommendations to the City Council that would help build this critical pipeline.

#### **Raise Wages Now**

Fair pay is the foundation upon which the ECE workforce pipeline must be built. If early childhood educators remain in the bottom 4% of wage earners in NYS, this career pathway is not a viable career pathway for most people.

For community-based providers, the most significant barrier to hiring and retaining early childhood staff is inadequate pay, a direct result of suppressed contract values set by the New York City Department of Education (DOE) and the shamefully low collective bargaining agreements for DC37 Local 95, DC37 Local 205 and Council of School Supervisors and Administrators.

As a result, center-based providers face staff shortages, preventing them from running at full capacity due to Article 47 child-to-adult ratios. This year Small World was forced to close three classrooms—a third of our capacity—due to inadequate staffing. These closures occurred despite receiving up to four applications for DOE-contracted 3K and UPK seats.

NYC contracts with community-based providers must allow for full parity with public school staff, including administrative leaders, classroom staff, social workers, family workers, custodians and kitchen staff. Our staff must be compensated using the same pay schedules for annual salaries, per diems, longevity rates and credentialing. Since center-based and FCCN are contracted with NYCPS to operate up to 260 days, our staff must earn per diems—consistent with NYCPS staff—for every day above the school year of 180 days. They must also receive the same hard and soft benefits. Anything less leaves community-based providers at an insurmountable disadvantage when competing for talent with NYCPS.

Beyond making the essential investment to achieve thriving wages, early childhood educators also need an investment in their professional development so they can advance in their professions along clear career pathways.

### **Think Holistically about the ChildCare Workforce**

NYC's childcare network stretches from birth to 13 years old, and includes our nation's largest publicly funded afterschool network. Through DYCD Compass Elementary alone, well over 12,000 youth workers supervise 107,000 K-5 children each day. This number will grow in the years ahead as DYCD expands services. St. Nicks Alliance, alone, has more than 350 staff serving in this role. If given the means and opportunity, might choose ECE as a profession.

DYCD's existing workforce development programs can be leveraged to build out a coordinated pipeline for the early childhood workforce from Birth to 2nd grade. Specialized ECE programs could connect credentialled training (ie. Child Development Associate), Learn and Earn, and SYEP as on ramps for Early Childhood Careers. Once on the ECE career pathway, low-cost, accessible training at CUNY would allow the workforce to advance from entry-level roles to certified, master's level lead teachers.

Special consideration must also be given to helping early childhood teachers to advance into Education Director and Administrative Director roles. These are very difficult positions to fill and harder to retain competent staff. Identifying, analyzing and correcting the causes for attrition across Center-based providers coupled with incentives to stay in the field would help retention.

### **Invest in Regulatory Agencies**

The Early Childhood Ecosystem is regulated by two agencies: New York City Department of Education (DOE) and New York City Department of Health and Mental Hygiene (DOHMH). Early childhood educators are subject to background clearances by both. While a second hearing is devoted to this issue, the long background clearance process often deters potential early childhood staff.

### **Conclusion**

New York City is at an important moment, with anticipated City and State investments to strengthen the early childhood education system, including the continued expansion of 3-K and the development of a new program for two-year-olds. These initiatives present a profound opportunity to build a more equitable and comprehensive system for families. However, their success will depend on whether the City meaningfully addresses longstanding workforce challenges, starting with higher wages.

Thank you for your time. To follow up, you can contact me at [dlorenzen@stnicksalliance.org](mailto:dlorenzen@stnicksalliance.org).

**OVERSIGHT HEARING: Early Childhood Educator Workforce Development and Pipeline - Subcommittee on Early Childhood Education Jointly with the Committee on Workforce Development and Committee on Higher Education.**

**Testimony of  
Angalie N. Dasai  
CEO/Executive Director  
*The Friends of Crown Heights Educational Centers, Inc.*  
April 15, 2026**

Good afternoon Chair Jennifer Gutiérrez, Chair Julie Won, Chair Rita Joseph, and Honorable Members of the New York City Council:

I am Angalie Dasai – Chief Executive Officer of *The Friends of Crown Heights Educational Centers*. We are a leading, City-contracted, not-for-profit provider of high-quality Early Childhood Education and Care. This year marks our 50<sup>th</sup> anniversary of continuous and dedicated service to the children and families of New York.

It is no secret that our city’s Early Childhood Care and Education system is experiencing a severe staffing crisis. According to the Day Care Council of New York, achieving a truly universal, high-quality Early Childhood Care and Education system from birth to age five, in licensed settings, would require **at least 30,000 additional child-care workers**.<sup>i</sup>

Moreover, this shortage extends well beyond our general education classrooms. One recent audit conducted by State Comptroller Thomas DiNapoli found that more than half of all children under the age of three who were eligible for Early Intervention or special education services were not receiving in a timely manner the full range of therapies to which they are entitled. The disparities are particularly troubling: Black and Hispanic children were less likely to be evaluated for Early Intervention services and less likely to receive timely care than their white peers.<sup>ii</sup>

To bridge such a gargantuan gap in both general and special-education services for our youngest learners, we will need to build and sustain a robust and reliable pipeline of professionals – one that not only prepares individuals for the field, but also values them through competitive compensation and professional respect. While recent investments signal a growing recognition of this need, more must be done to align preparation with practice. We are encouraged by recent developments which indicate a readiness to invest in this critical need. But we need to do more.

There are promising models already in place: across CUNY’s 26 campuses, *Chalkbeat* reports that roughly 3,600 students are currently pursuing degrees in Early Childhood Education.<sup>iii</sup> In addition, CUNY’s apprenticeship initiatives—supported by the New York City Workforce Development Corporation and the Early Childhood Career Development

Center— are providing aspiring educators with an affordable pathway to earn their Child Development Associate (CDA) credential while gaining paid, on-the-job experience in early childhood settings.<sup>iv</sup>

We applaud these initiatives as a necessary and encouraging step in the right direction. However, ***to truly meet the scale of our workforce needs, we must more intentionally integrate our higher education training programs with our Community-Based Organizations (CBOs), which for decades have delivered high-quality early childhood services across New York City.***

These organizations are not merely service providers; they are repositories of deep, practice-based knowledge and expertise. By formally partnering with CBOs as supervised training sites, colleges and universities can ensure that students complete their clinical and practicum requirements in real-world, high-quality early childhood environments. This approach would better prepare graduates for the realities of the classroom, strengthen retention by fostering early professional identity, and create a more seamless transition from training to employment.

To facilitate this process, we will of course need to streamline our screening and clearance protocols so that these aspiring educators are not left to languish in uncertainty for months on end while awaiting their eventual clearance to enter the classroom. This can readily be achieved by aligning the clearance protocols of our licensing agency (DOHMH), with those of our funding agency (DOE / NYCPS). As things currently stand, the DOE process is much faster, simpler and less stressful for applicants.

In short, if we are serious about building a sustainable and effective early childhood workforce, we must close the gap between theory and practice and utilize all available resources and expertise at our disposal. Integrating academic instruction with hands-on experience in trusted community-based settings is not simply an enhancement—it is an imperative. I therefore urge the Council to support policies and investments that incentivize and formalize partnerships between higher education institutions and Community-Based Organizations, thereby ensuring that the next generation of early childhood educators is both well-prepared and deeply grounded in the communities they will serve.

I thank you.

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<sup>i</sup> <https://www.dccnyinc.org/wp-content/uploads/2025/12/Workforce-Report-6sm.pdf>

<sup>ii</sup> <https://www.osc.ny.gov/press/releases/2023/02/dinapoli-thousands-young-children-disabilities-not-receiving-early-intervention-services>

<sup>iii</sup> <https://www.chalkbeat.org/newyork/2026/03/17/cuny-boosts-pipeline-early-childhood-educators-to-meet-demand/>

<sup>iv</sup> [https://earlychildhoodny.org/cdsc/apprenticeship\\_home.php](https://earlychildhoodny.org/cdsc/apprenticeship_home.php)

**Testimony  
for  
The New York City Council**

**4/15/26**

**Thank you for the opportunity to testify. My name is Jolene Gunther-Doherty, and I am the Director of The Guild for Exceptional Children's 4410 Preschool Special Education program.**

**I am here today to talk about the importance of finding funding to support future and existing 4410 preschool special education teachers.**

**We appreciate the City Council's immediate attention to the dire need for qualified early childhood educators. The city has fallen behind in their ability to provide seats for preschoolers with special needs. Ability to provide seats has come down to lack of salary parity as well as a diminished pipeline of new teachers. Investment in new teachers is needed if NYC is to make good on their promise provide free PreK services to all students. Without qualified early childhood special education teachers, the promise of early intervention for NYC's most vulnerable students will fall short and further slow down the development of our preschoolers with special needs.**

**The failure to act to fund preschool special education teachers will result in the continued resignations of many preschool special education teachers and teacher assistants. There is the potential for hundreds of 4410 classrooms being closed across the city due to the loss of teachers. The impact on preschool students with disabilities and their families would be devastating, causing hundreds of preschool children who have a legal federal right to special education services to sit at home waiting for a preschool special education seat with a qualified teacher to teach them.**

**Thank you for this opportunity to testify.**

Hello I am Dr. Susan Kambrich, Exec Dir of Twin Parks Montessori, an early childhood program on the upper west side. We have 450 children on three campuses which include 2 PreK for all programs with 66 children. We have 120 teachers and staff. While we operate as a school we function for most of our families as a day care.

Families need schools like ours to be able to live and work in our city. The current rules are causing a staffing crisis."

NYC article 47 programs and schools are losing talented, dedicated teachers to other industries because of the NYC DOHMH's rigid requirements. We have many teachers who work at Twin Parks who began as assistant teachers and have bachelor's degrees in other areas, like art history, music, phys. Ed, economics, and even engineering. Last year we even had a lawyer. To become a Montessori teacher, teachers must successfully complete a comprehensive MACTE Montessori teacher education program. Right now in NYC, a person with a bachelors degree in for example history and the added Montessori early childhood credential cannot be a lead group teacher in a NYC daycare. We have talented and well educated candidates that would be outstanding lead teachers if the pathway is there, .

I am requesting that you recommend that the MACTE Montessori teacher education program to be an approved pathway to qualification. By recognizing a MACTE-accredited Montessori credential as a lead-teacher qualifier, you immediately unlock a pipeline of highly trained educators who are already in our city but are currently blocked by the regulations.

22 other states plus Washington DC and including our neighbors- New Jersey, Connecticut and Massachusetts have regulations to allow Montessori-credentialed teachers to be Lead Teachers in licensed centers.

In the fall I was excited to learn that flexibility for group teachers was implemented to make staffing easier. Group Teachers with infant or toddler qualifications can now lead preschool classrooms for 2 year old children. After issuing this, it was added that if children turned three, the children would need to be taught by a preschool qualified group teachers.

We establish classrooms with teaching teams in September and we keep the classroom cohort, with children and teachers together until June. When we enroll 2 year olds, they definitely will turn three by the end of the year. We respectfully request that you recommend that the new regulation would allow these children to complete the school year with their teachers. We are governed by the department of health so the focus is on health and safety, not on educational quality. Although we are classified as a daycare, we operate as a school as many programs do. Having classroom communities stay together throughout the school year is better for the education of our children.



**New York City Council Oversight Hearing-Early Childhood Educator Workforce  
Development and Pipeline**

**New York City Subcommittee on Early Childhood Education**

**Honorable Jennifer Gutiérrez**

**Submitted by:**

**Faith Behum, UJA-Federation of New York**

**April 15<sup>th</sup>, 2026**

Thank you, Chairperson Gutiérrez and members of the subcommittee on Early Childhood Education for holding this oversight hearing and for the opportunity to submit testimony. My name is Faith Behum, and I am the Manager of Government and External Relations at UJA-Federation of New York.

Established more than 100 years ago, UJA-Federation of New York is one of the nation's largest local philanthropies. Central to UJA's mission is to care for those in need—identifying and meeting the needs of New Yorkers of all backgrounds and Jews everywhere. UJA supports an expansive network of nearly 100 nonprofit organizations serving the most vulnerable and allocates nearly \$200 million annually to address poverty and food insecurity, nurture mental health and well-being, strengthen Jewish life, and respond to crises across New York City, Westchester, and Long Island.

UJA's non-profit partners run early childhood education programs across New York City. These nonprofits oversee New York City funded 3-K and Pre-K programs. They hosted these same programs before they were publicly funded using a fee for service model to sustain them. Many currently have fee for service birth to two-year-old child care programs. Working in a City funded early childhood education system has been challenging for community-based organizations (CBOs). Due to this, many CBOs are anxious about the impending implementation of a publicly funded 2-K program and how this will impact their ability to continue to serve families with young children in their communities.

Currently, there a number of issues that plague publicly funded 3-K and Pre-K programs located in CBOs. Attracting and maintaining staff is one of the most prevalent challenges community-based organizations face. One of the reasons CBOs struggle to maintain staff is the lack of comprehensive pay parity between CBOs and their DOE counterparts. The 2019 salary parity agreement eventually resulted in all certified CBO teachers in pre-kindergarten programs receiving the same compensation as entry level DOE pre-kindergarten teachers. Not included in this agreement were longevity increases which resulted in teachers who worked in CBO Pre-K programs for multiple years making the same amount as a teacher who is a new hire.

Directors and educational directors in CBO Pre-K programs were also not included in the 2019 salary parity agreement. As a result, many are compensated less than the teachers they supervise, resulting in directors and educational directors leaving CBOs for higher paying jobs. Additionally, non-teaching staff in CBOs, including assistants, janitors, cooks, and other staff, are being compensated less than their counterparts in New York City Public Schools.

In 2024, labor contract agreements were made between Local 95 (HeadStart providers) and Local 205 (nonprofit child care centers that contract with the DOE). Local 215 members and those who are not unionized were not included in these contract agreements. All of the 3-K and Pre-K programs in UJA's network of nonprofits are either members of Local 215 or not unionized. This means these providers are operating on different contract agreements than what was agreed upon for Local 95 and Local 205 and are offering their staff smaller salaries and less benefits due to continuing to work off an outdated salary agreement.

Preschool special education teachers in CBOs are also among the lowest-paid teachers in New York City, making less than their counterparts in the DOE. As a result, preschool special education teachers are leaving for higher-paying positions within New York City Public Schools. CBO preschool special education programs struggle to retain staff impacting their ability to remain open and provide access to legally mandated special education preschool programs for children with special needs. A shortage of speech and occupational therapists has also forced children with special needs in integrated classrooms to wait for their services, causing further harm and developmental delays.

CBOs also struggle to address the rising costs of overseeing early childhood education programs (which includes fringe benefits for staff) due to rates in contracts remaining stagnant. Recently, the DOE announced that they would be extending contracts for two years for all current Birth to Five providers. The Birth-to-Five RFP was issued in 2020 and went into effect in the fall of 2021. It includes the City's contracts for Pre-K, 3-K, and Extended Day/Extended Year programs. No additional funding was included in these contract extensions to address the rising costs providers have been confronted with since the contracts began over five years ago. The increasing costs of fringe benefits like health insurance has created one of the most significant cost burdens on CBOs. CBOs in general cannot match the type of fringe benefits offered to DOE teachers resulting in another reason teachers choose to leave CBO programs.

The DOE needs community-based organizations to serve the current population of children in special education preschools, 3-K and Pre-K programs. Any expansion of the system will increase the reliance on CBOs. The small pool of teachers willing to work in the early childhood field compounded by the lack of pay and benefit parity between the DOE and CBO programs will continue to pose a challenge for maintaining and expanding city funded early childhood education programs.

Before expanding the child care system, the City needs to immediately create true pay parity for the entire early childhood workforce. This would include Local 215 and non-unionized CBOs as well as ensure that staff at community-based preschool special education programs are included. The agreement would result in equivalent salaries and benefits for equal levels of education and experience between certified and uncertified early childhood educators inside and outside the

DOE programs. This should also account for the differences in school days and longer hours worked by CBO educators as well as include longevity increases. A minimum wage floor of \$25 an hour must also be included for non-teaching staff in CBOs. Lastly, when contract agreements are achieved, they must be promptly amended to include additional funds for CBOs to have the financial means to compensate their workforce according to those agreements. UJA is also urging the City to immediately implement cost escalators of at least 3% in current Birth to Five Contracts to reflect increased costs for insurance, utilities, and other necessities of maintaining early childhood education programs.

UJA requests the City make these critical investments that will strengthen the City funded early childhood education programs in community based organizations. Thank you for the opportunity to testify. Please contact [behumf@ujafedny.org](mailto:behumf@ujafedny.org) if you have any questions.



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4/15/26

To the Subcommittee of Early Childhood,

Please accept this testimony on behalf of Montessori educators all over New York City. Our teachers work very hard to get their Montessori AMS (American Montessori Society) and AMI (Association Montessori International) credential which is recognized nationwide and worldwide. Montessori education has roots from the 19th century and proven methodology and pedagogy that is highly effective to help young children reach their greatest potential. Teachers who get credentialed have to go through training that is 1-2 years long and also go through year-long student teaching placements as well. There is a certification for Infant-toddler and one for Primary aged (3-6 years old) and I implore you to consider allowing both to be accepted by the NYCDOH for lead teacher roles. The data for the retention rate of Montessori educated teachers to be incredibly high and we would love to see our teachers supported by having their certifications recognized by the NYCDOH. To ask a teacher to go through Montessori credentialing and then to also go through an Early Childhood Masters is financially prohibitive and there are real time constraints.

We thank you for considering this.

Best,

Lanny Cheuck

Executive Director



**Presentation to the Subcommittee on Early Childhood Education joint with Workforce Development  
and Higher Education  
Karen Tingley, Vice President, Education, Zoos & Aquarium  
Wildlife Conservation Society  
April 15, 2026**

Good afternoon, and thank you for the opportunity to testify.

My name is Karen Tingley, and I serve as Vice President of Education at the Wildlife Conservation Society, where we reach over 3.5 million New Yorkers each year across our zoos and aquarium.

I'm here to speak about the importance of high-quality science learning opportunities in early childhood and the role that cultural institutions can play in delivering them.

For the past three years, we have led STEM Starters, a partnership with NYC Public Schools that brings science learning into Pre-K classrooms and connects those classrooms to our parks. What makes this work powerful is not just the experiences for children, but the sustained investment in teachers and their classrooms.

Through ongoing professional development, co-designed curriculum, and classroom-ready science kits, we've seen measurable impact. Using Teaching Strategies GOLD, our evaluation shows gains in students' use of scientific tools, persistence in problem-solving, and early language and literacy development. These are foundational skills that extend far beyond science.

This is the point: early exposure to science is not about content alone. It builds identity. When young children see themselves as curious, capable investigators of the world, it shapes their confidence, their interests, and their academic pathways for years to come.

At WCS, we are not only educators in early childhood, we are also a leading provider of workforce development for young people ages 14 to 25 across New York City. Through paid internships, career exploration, and hands-on training in science, conservation, and education, we are actively building the next generation of talent.

With the support of the City Council, WCS has expanded its STEM Career Lattice, a tiered workforce development model that provides youth ages 14 to 24 with paid opportunities and clear career pathways. Each year, participating youth collectively earn approximately \$5.5 million dollars while gaining valuable professional experience. The program currently serves more than 1,900 young people, with strong participation from those underrepresented in STEM fields.



WCS also led the creation of SCI Network NYC, a collaboration of 8 science-based cultural institutions. With City Council support, this network provided 1,141 interns across more than 60 types of internships in fields such as animal care, horticulture, science research, education, and conservation advocacy, earning more than \$2.4 million in stipends.

What we see through these programs is just as important as the numbers. Many of the young people we serve are encountering these opportunities for the first time as teenagers. They are capable, motivated, and eager, but they are also catching up on exposure and access they should have had much earlier.

**That is exactly the point.** We are proving that the talent is already there across every community. But if we want to build a stronger, more prepared, and more equitable workforce pipeline, we cannot wait until age 14 to start investing.

This is also where workforce development begins. If we are serious about building a diverse, skilled future workforce in science, healthcare, education, and environmental fields, we cannot wait until high school or college. Early childhood is where interests are formed, where confidence is built, and where pathways begin, especially for children from communities that have historically been excluded from STEM opportunities.

But this doesn't happen by accident. It requires quality programming and prepared educators. Too often, early childhood teachers are asked to teach without the training, materials, or support to do it well. When we invest in teachers, not just through one-time workshops, but through sustained, practice-based professional learning and school partnerships, we see real shifts in both teaching and student outcomes.

Right now, too many young people are being asked to discover these pathways late. We have the opportunity to change that.

We also know this work is bigger than any one institution. Across New York City, science-based cultural institutions including the New York Botanical Garden, American Museum of Natural History, New York Hall of Science, Brooklyn Botanic Garden, Staten Island Zoo, and Wave Hill are actively engaging young children, supporting educators, and partnering with schools and community organizations.

However, this work requires public investment to scale and sustain. With the right support, we can expand access, strengthen teacher capacity, and ensure that high-quality science learning is not limited by zip code, but available to every young child in New York City.

And just as importantly, this investment should not treat cultural institutions as an afterthought. Our track record in workforce development shows what is possible when these institutions are resourced



as core partners. We are already delivering results at scale for teens and young adults—imagine the long-term impact if that same level of investment begins in early childhood.

As New York City continues to expand Pre-K, this is a moment to be intentional. Cultural institutions are not an add-on; they are essential partners in building a high-quality, equitable early childhood system that supports educators, engages families, and lays out the foundation for lifelong learning and career pathways.

Thank you.

Good afternoon Chair and all,

I am Adelo Ramirez and I am here to advocate for the implementation of a Financial Literacy Workbook across all middle and high schools. This is not just about teaching numbers — it is about building habits that will shape the future of our youth, our workforce, and our communities.

Right now, many teens reach adulthood without knowing how to manage money. There is no salary big enough if a young adult does not know how to manage it.

When students leave high school without these skills, they often fall into financial stress, debt, and long-term government dependency — not because they lack potential, but because no one taught them the basics early enough.

This workbook is designed to involve students, parents, and teachers together. When families learn the same financial language, everyone benefits. Teachers gain a structured tool that supports real-life learning with their own salaries. Parents gain clarity and confidence. And students begin building the habits that will carry them into adulthood.

We often hear proposals for free bus rides or free college. These efforts are meant to help, but they are the equivalent of giving someone a fish. Financial literacy is how we teach the next generation how to fish — how to budget, how to save, how to plan, and how to avoid the traps that lead to lifelong financial struggle.

If we want a stronger workforce, stronger families, and stronger communities, we must start early. Middle and high school are the years when habits are formed. If we give students the tools now, they will not need to rely on government support later. They will be prepared, confident, and capable.

Some people suggest raising taxes on homeowners or billionaires to solve the financial challenges the city faces. But prevention is something we have not fully tried when it comes to breaking cycles of poverty. Why not give it a real chance — by teaching teens financial literacy so they grow into adults who do not need government subsidies? Imagine the resources this could free up for other critical needs across the city.

This is an investment in prevention, not reaction. An investment in empowerment, not dependency. And an investment in the future of New York City.

Thank you

# Testimony to the NYC Council Subcommittee on Early Childhood Education

*Hearing on Oversight and Transparency in Child Care Facilities April 13, 2026*

To Chair Gutiérrez and members of the Subcommittee on Early Childhood Education:

I am writing as a parent to testify regarding the catastrophic systemic failures in the oversight of New York City daycare facilities, specifically the case of Eva Creche in Brooklyn. The recent criminal charges against a staff member for child abuse are not just a failure of one individual, but the direct result of a "safety net" that failed at every stage: vetting, inspection, and enforcement.

## 1. The Vetting Failure: Ignoring Proven Risks

The first failure occurs before a child ever enters a facility. The DOHMH granted a permit to this operator despite a 2020 state-level revocation of their prior license. That revocation was issued because the provider was violating staff-to-child ratios and refusing inspection access.

When questioned, the DOHMH justified this permit by stating the prior revocation did not indicate "immediate harm" to children. This reasoning is fundamentally bogus. If an operator successfully refuses inspection access, the Department cannot physically verify if harm is occurring. Using a "lack of documented harm" that was only "lacking" because the operator blocked the door as a reason to grant a new permit creates a dangerous loophole. It rewards the most obstructive providers with a clean slate and prioritizes an operator's right to a permit over the precautionary principle of child safety.

## 2. The Inspection Failure: 300% Capacity and Unvetted Spaces

The physical oversight of this facility was fundamentally broken. According to whistleblower testimony, the facility was operating at **300% of its legal capacity** at the time it voluntarily closed. This means dozens of children were being hidden from official tallies while in the city's care.

Furthermore, the facility was utilizing basement space for children before it had been properly vetted or approved by DOHMH supervisors. When inspectors fail to detect that a facility is housing three times the children it is permitted for, and using unvetted spaces, the inspection process is failing in its most basic duty: counting the children and checking the rooms.

## 3. The Investigative Failure: Protecting Operators over Children

The most harrowing failure occurred when a whistleblower actually tried to report the abuse. Following this report, DOHMH inspector Nikole Morris conducted an investigation that was a mockery of oversight. Her own records indicate she watched only one day of

video recordings and interviewed a staff member who was not even working with the abuser during the month the abuse was alleged to have occurred.

She even noted a total lack of mandatory incident reports but used that absence of paperwork to justify a "No Cause" finding, allowing the facility to keep operating. The consequences of this failed inspection were immediate:

- The whistleblower was fired by the operators for coming forward.
- The operators (Shareece Dukes and Gigi Freeman) despite being state-mandated reporters and hearing the recordings of the abuse directly from the whistleblower, failed to report it to the authorities.
- Action was only taken after the whistleblower, having been ignored by the city and fired by the operator, shared the recordings directly with parents.

#### **4. The Enforcement Loophole: Evasion through Closure**

Finally, the system allowed the operator to escape accountability. Once new, substantiated complaints were submitted, the DOHMH was unable to access the facility because the operator "voluntarily" shut down. Because of this loophole, it remains unclear if the DOHMH was ever able to fully investigate the extent of the abuse on-site or secure the evidence needed for administrative justice.

#### **Recommendations for the Subcommittee**

The current system allows bad actors to hide behind administrative loopholes while whistleblowers are punished for protecting children. I urge the Council to:

- Ensure immediate digital notification to parents when a center is under investigation or denies access to inspectors.
- Mandate that any prior revocation for ratio violations or refusal of access results in an automatic, permanent denial of future permits. **"No immediate harm" must never be used to excuse a history of obstruction.**
- Create a direct, protected channel for daycare employees to report abuse to the city that bypasses management and triggers an immediate response.
- Ensure the DOHMH and law enforcement maintain the power to inspect and seize records even if a facility chooses to close during an active investigation.

The city must stop providing a false sense of security and start providing actual oversight. Our children's safety cannot depend on the bravery of a single employee who is then left to face retaliation alone.

Thank you for your time and your commitment to this urgent reform.

Respectfully,

Hayro Gunc

**To:** Subcommittees on Early Childhood, Workforce Development, and Higher Education

**From:** Lacey Peters

**Date:** April 15, 2025

**Subject:** Support for Public-Investment in Early Childhood Workforce Development and Concerns about Private Equity in Early Childhood

My name is Lacey Peters, and I am on the faculty at Hunter College School of Education, working with undergraduate and graduate students in the early childhood programs. We work with hundreds of pre- and in-service teachers who educate and care for children and families across NYC's diverse early childhood contexts. I am deeply grateful for the joint committee's focus on workforce development and the efforts to establish comprehensive supports for individuals pursuing degrees and credentials, ranging from CDAs to Master's degrees. The initiatives to provide financial support will be integral to increasing people's access to higher education. Graduate students often struggle to pay their tuition and school fees because so few grants and scholarships are available to them. Student loans, or money from their own pockets or credit lines, are their only options, and many face high debt to obtain jobs as lead or head teachers.

One strategy students are using to avoid going into debt is seeking employment at for-profit, investor-backed programs like Bright Horizons. These programs are appealing to them because they will pay tuition or offer reimbursements to teachers obtaining degrees and seeking certification. While it is encouraging to see that these programs are offering such a benefit, there are many significant concerns about the costs that come with it. These concerns relate to a dangerous precedent that is being set, whereby profits are privileged over children and their diverse and pluralistic life and school experiences. Furthermore, the presence of private equity in early childhood is resulting in a [standardization](#) of the field that has a negative impact on teacher autonomy and well-being.

Enclosed with my written testimony is an open letter signed by numerous early childhood community members across NYC. Together, we express our issue and opposition to contracting with investor-backed, for-profit child care programs.

As early childhood educators and advocates, we are thrilled by the transformative public investment in early care and education in New York City. We call for that investment to be devoted to building a stable supply of 'highly quality,' culturally sustaining, community-based programs. We are specifically requesting that investor-backed, for-profit chains be excluded from contracting.

The [recent abuse and health code violations at Bright Horizons Columbus Circle](#), while particularly egregious, are symptomatic of [grave quality concerns at investor-backed chains around the globe](#). Studies in multiple countries have shown that private-equity owned childcare chains have weaker workforce and quality indicators than community-based or not-for-profit providers, including lower pay and benefits, greater staffing instability, more reliance on less-experienced staff or waivers, and, in some settings, more labor-related violations<sup>1</sup>. Children's well-being is directly tied to educator wellbeing. We cannot prioritize quick access to childcare supply over children's safety, attachments and care.

Families in New York City need stable, reliable sources of care. Private-equity ownership in childcare has been associated with greater market concentration and business models that prioritize debt repayment and investor returns over affordability and equitable access<sup>2</sup>. Relying on PE-backed centers, which focus heavily on borrowing and short-term returns, may pose sustainability risks to the education and care system in NYC. These patterns raise serious concerns about whether investor-backed childcare chains are appropriate stewards of public EC funds.

We envision a childcare system in New York City that is responsive, culturally and linguistically sustaining. We are heartened by the mayor's commitment to expand 3K so that families can find care in their own communities. Local care should be tied to local curriculum, so that children can discover and appreciate the wonder of growing up in New York City. Investor-backed companies promise pre-packaged experiences designed for an international market. These companies' broader concern is their business model rather than serving public needs. This is not the vision of quality we hold for New York.

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<sup>1</sup> [Australian Competition and Consumer Commission \[ACCC\], 2023](#); [Bansraj, 2025](#); [Statistics Canada, 2024](#).

<sup>2</sup> [Bansraj, 2025](#); [Simon et al., 2022](#); [UCL, 2025](#)

We call for greatly increased public investment in the early care and education workforce, including compensation parity for educators working in community-based programs. We believe that all early childhood educators working in New York should be able to belong to a strong union, and we are concerned by private-equity's record of resistance to early childhood workers' unionization efforts. Should the governor provide this increased investment, it should not be 'misdirected to create a revenue stream for extractive corporations.' Rather, it should strengthen community-based organizations run by New Yorkers, the majority of whom are women of color.

The time to act is now. New York can demonstrate strong stewardship of public money by ending contracts with investor-backed chains and not contracting with new ones.

#### **People's Early Childhood Coalition of NYC (PEC)**

Devora Cafiero, Instructional Coordinator, Division of Early Childhood Education, New York City Public Schools  
Petal Davis, 3K teacher, New York City Public Schools  
Beth Ferholt, Professor of Early Childhood Education, Brooklyn College, The City University of New York  
Helen Frazier, PreK Teacher, Compass Charter School  
Kori Goldberg, Early Childhood Teacher (retired)  
Beauty 'Lara' Jinadu, 3K Teacher and Director  
Pico Kassell, PreK Teacher, Roosevelt Island Day Nursery  
Megan Pamela Ruth Madison, Lecturer, Long Island University  
Maria Mavrides Calderon, Assistant Professor of Early Childhood Education, Hunter College, The City University of New York  
Kathy McCullagh, Education Administrator, Division of Early Childhood Education, New York City Public Schools (retired)  
Lacey Peters, Associate Professor of Early Childhood Education, Hunter College, The City University of New York  
Laura Sedlock, Instructional Coordinator, Division of Early Childhood Education, New York City Public Schools  
Diana Segovia, PreK Teacher, New York City Public Schools  
Stacey Sperling, Instructional Coordinator, Division of Early Childhood Education, New York City Public Schools  
Gillian Stauch, Instructional Coordinator, Division of Early Childhood Education, New York City Public Schools  
Sheila Vanesa Szklanny, Instructional Coordinator, Division of Early Childhood Education, New York City Public Schools  
Carolyn Yasharian, Educational Director, New York City Early Education Center  
Diandra Verwayne, Instructional Coordinator, Division of Early Childhood Education, New York City Public Schools

María Alejandra Vicco, PreK Teacher, New York City Public Schools

**ECE on the Move**

Gladys Jones Founder/CEO

Katie Albitz, Founder, Child Care Stories

Anna Allanbrook, Retired Principal, Brooklyn New School PS 146

Margaret Blachley, Co-Director of the Center for Emotionally Responsive Practice at Bank Street College

Lorraine Falchi, Early Childhood Education Coach

Bruce Kanze, City College of New York

Tovah P. Klein, Director/Professor Emerita, Barnard Center for Toddler Development; Barnard College, Columbia University

Lesley Koplow, Author, Teacher, Child Psychotherapist, Founder of Emotionally Responsive Practice

Lauren Melodia, Director, Economic and Fiscal Policy, The New School

Mark Nagasawa, Director, Strauss Center for Young Children and Families, Bank Street College of Education

Romelle Moore, Mental Health Specialist, The Center For Emotionally Responsive Practices, Bankstreet College

Lauren Monaco, teacher and parent, New York City Public Schools

Takiema Bunche Smith, Founder & CEO, Anahsa, LLC

My name is Rebecca Schneider-Kaplan (Ms. Becky). I am a proud UPK-4 teacher at Stepping Stones Preschool in Staten Island.

I support the proposed childcare workforce grant and services program—but let me be clear: I cannot support it without reform of the current system first.

Because right now, the system is not just strained—it is breaking the people who hold it together.

Yes, we need to recruit a new generation into early childhood education. But how can we do that honestly, when the current workforce is underpaid, undervalued, and unsupported?

Our directors are constantly awaiting payment from the DOE. In addition, they continue to go without any cost of living adjustments despite the rising cost of running a school in New York City.

If my own child told me they wanted to become a teacher in a Community Based Organization, I would tell them not to do it. Not because the work isn't meaningful—but because the conditions are unsustainable.

We are expected to shape the most critical years of a child's life while struggling to meet our own basic needs. We are dealing with inadequate healthcare, no real retirement security, and in many cases, no guaranteed lunch or prep time because there simply isn't enough funding for coverage.

Our programs lack crisis teams. Children are not consistently receiving the services they need. And still, we are expected to absorb it all.

One morning, I was laminating materials in my bed before sunrise. When my children saw me, they didn't question it—because it's normal in our home. This system has pushed us so far that overworking ourselves has become routine. I told them, "please don't think this is ok. Promise me you will never do this!" That is not acceptable.

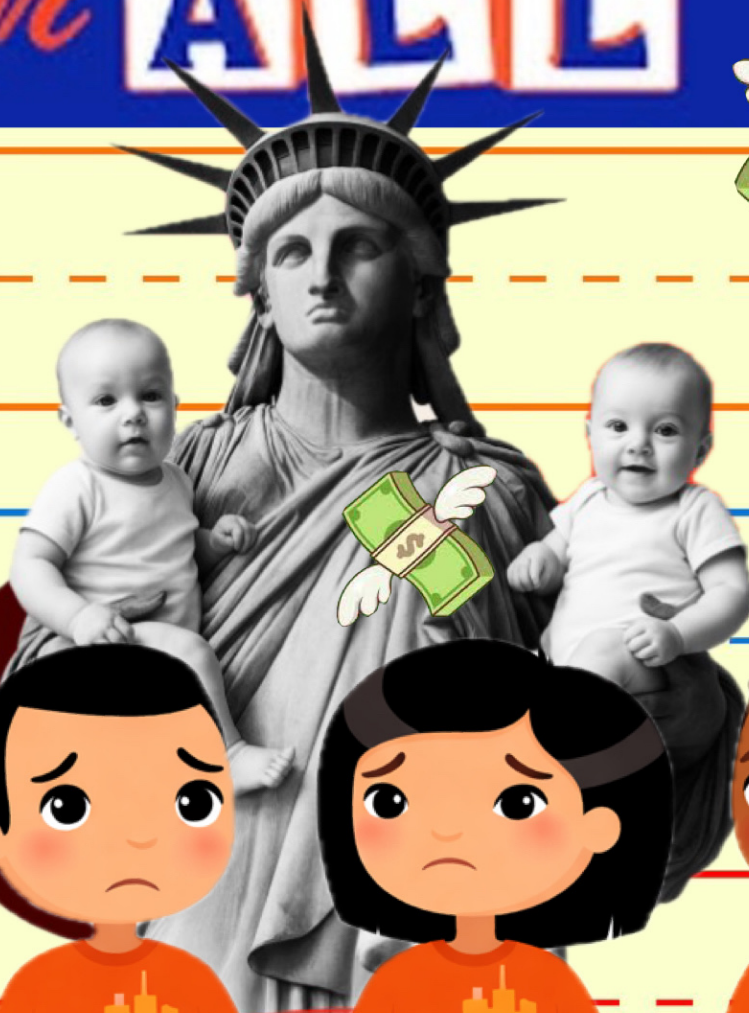
I am not embarrassed to say I feel frustrated. I am already doing this work, and I do not feel respected or valued for it. I cannot afford my student loans. I pay hundreds of dollars for childcare. I am doing the job of an educator—but I am not treated like a DOE employee.

So I ask you: how do we justify investing in a future workforce while neglecting the one that exists today?

Support this legislation—but pair it with real, immediate reform; because without that, this is not a solution—it's a replacement plan. We deserve better.

Thank you.

# CHILD CARE for ALL



DON'T FORGET ABOUT THE  
ONES PROVIDING

PRE-K  
FOR ALL

Teacher  
Or  
Fighter?

HELLO

my name is

Ms. Becky  
(Rebecca Schneider-Kaplan)





# Teacher Or Fighter?

By Rebecca Schneider-Kaplan

When I decided to become an early childhood educator in a Community Based Organization (CBO), I didn't realize just how much time and energy would be spent fighting.

I expected to be an advocate for my students in IEP meetings.



I expected to be occasionally challenged by children with behavioral needs.

I didn't expect to plead for help in supporting a dysregulated student due to the absence of an in-house crisis team in our centers.

I didn't expect to spend my lunch period in a "hostage negotiation" with students as they "rest." CBO teachers work the entire day without a consistent lunch break or midday prep. We eat and attempt to catch up on work, prepare materials, and organize our classrooms as children "rest"—or fail to rest—beside us. Our centers do not receive enough funding for lunch coverage. Oppositional behavior has increased significantly, and we are struggling to eat, breathe, and work in these conditions. My lunch is often tossed in the trash or put away until dismissal.

I didn't expect to beg and plead for back pay, a ratification bonus, and a real raise despite having a new contract. There is still a significant lack of contractual parity between teachers in "big schools" and "little schools." Teachers and directors also lack cost-of-living accommodations in their contracts.

I didn't expect our directors to make countless phone calls and send countless emails just to secure these funds.



I didn't expect to fight for quality medical and dental coverage for my family and me. Our benefits are inadequate, and many providers do not accept our insurance.

I didn't expect to fight sleep as I complete work while my family rests.

I didn't expect the need for a "reform before expansion" movement in our city.

I didn't expect to constantly justify the importance of our work.

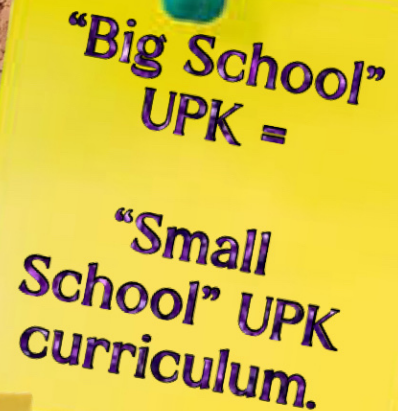
I didn't expect to be treated as "less than," despite teaching the same curriculum and having the same qualifications as teachers in the "big schools."

I didn't expect to feel so defeated while having a job I truly love.

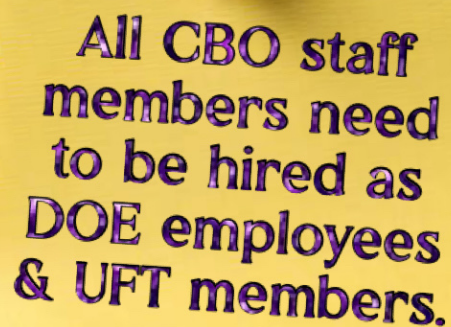
## #reformbeforeexpansion



Our  
directors  
need  
COLA!



"Big School"  
UPK =  
"Small  
School" UPK  
curriculum.



All CBO staff  
members need  
to be hired as  
DOE employees  
& UFT members.

New York City's 3K and PreK programs are free for families, but they are not free to operate. The city has a network of 3K and PreK programs that are in public elementary schools, dedicated DOE-operated 3K and PreK centers and local NYCEECs (NYC Early Education Centers, also known as CBOs, or Community-Based Organizations). Despite the fact that each of these programs are held to the same standards and required to adhere to the same regulations, teachers and staff employed at NYCEECs make significantly less than their DOE-employed counterparts.

Our school, Queensview Nursery School and Kindergarten, provides vital early childhood education and care, rooted in the community (we have been around since 1951). However, we are being asked to operate under unsustainable conditions, including years without a Cost-of-Living Adjustment (COLA), delayed payments, lack of pay parity and rising operational costs—all while demand for early childhood services continues to grow.

Our teachers are required to teach the same DOE curriculum and our school must follow the same regulations and expectations as educators in public school 3K and PreK classes. Despite doing the same work and meeting the same requirements, we do not receive equitable compensation. A new DOE teacher with only a **Bachelor's degree and no experience** will receive a **starting salary** of \$71,314 not to mention the added benefits that go along with the position—health insurance (approximate value of \$35,000 for a family), retirement benefits and regular salary increases. Our certified teachers who have **multiple Master's degrees and decades of teaching experience can only earn a maximum** of \$68,652 and do not receive health insurance nor retirement benefits.

Our school is currently under a five-year contract set to expire in 2026 and the city has sent emails indicating that they will extend contracts for an additional two years without any payment increase. Over the past five years, every operational expense has increased—food, utilities, insurance, classroom supplies—yet our funding remains the same as it was when the contract was signed during the pandemic. This has made it increasingly difficult to operate, let alone fairly compensate staff. Our inability to adequately compensate our staff leads to a difficulty in retaining them. Recently the DOE announced that they were **opening more DOE PreK Centers in Queens that will pay more and offer better benefits**—increasing competition to our school and drawing staff away from our program.

NYCEEC and all Early Childhood Educators are United in Saying

## ***Enough is Enough!***

**Before you expand a broken system, *be logical:***

**Stop Driving High-Turnover in Child Care Staff.** It's an illogical thing for DOE and DOH to do. It lowers the quality of childcare. Children need continuity of care. All educators know this. That's why they call the system "broken." Be logical - Don't expand *Broken*. Fix it first.

**Quick Fixes:** Pay equity; Alternative credentialing; Tell DOE to stop poaching our staff; Pay for the extra support needed by special needs children; Offer pension plans and health plans. Give us access to DOE sub-teachers.

**Stop De-Stabilizing Community Based Childcare Programs.** Just do the math. If the DOE has a \$500,000 contract with a community-based provider but doesn't pay for services delivered until 6 to 18 months after payment is due, then *how can we pay our staff?* With deferred paychecks?! Credit cards?! Second mortgages?! It's an improper way to do business with small vendors. Also disrespectful.

**Quick Fix:** Be responsible. Pay on time. Provide *Cost of Living Increases*. Pay interest for delays.

**Stop Asking Us to Go 7+ Years with no Cost-of-Living increase.** We've already gone 7! And now you're asking for 2 more? Do the Math. It's illogical! And not respectful of the lives we live.

**Quick Fix:** Build annual *Cost of Living Increases* into contracts & renewals. Subsidize Liability & Health Insurance.

**Stop Driving Small MWBE Childcares Out of Business.** The only ones left standing will be the national chains and childcare conglomerates. It's an illogical approach because families value the community-based organizations and small women and minority owned businesses that care for the children of the neighborhood. What kind of childcare will *Amazon* deliver when all of us are gone?

**Quick Fix:** Value small childcare enterprises. Value the community-based organizations who offer childcare. Value community residents who serve their community. Tell DOH and DOE we're all collaborators -not adversaries.

**Eliminate the Glass Ceiling in Childcare.** Since you don't want to pay for parity - do the logical thing: Allow very smart, skilled, passionate and nurturing people who do *not* have college credentials to care for the one, two, and three-year-olds of NYC. Of course, we know everyone benefits from courses, but must these be delivered by degree programs? Must learning be validated by licensing exams?

**Quick Fix:** *Alternative Credentialing Options:* Allow Education Director title to be attained with 5 years of early childhood experience plus OCFS training plus a BA in *any* subject area. Allow Group Teacher title to be attained with: Three years of early childhood experience plus 500 hours of coursework (non-credit bearing.)

**Stop Abandoning Special Needs Children in our Care.** When you delay assessments, and fail to provide the child's needed support services, everyone in the classroom is stressed and dis-served.

**Quick Fix:** Assess within 30 days; Timely delivery of services. Pay speech therapists and paras a living wage.

**Respect the People who Care for New York's Children.** Respect women workers. Respect women-owned and women-led small businesses and non-profits. Respect the men who work alongside us.



**The New York City Council  
Preliminary Budget Hearing Testimony  
March 2026**

The three public library systems of NYC (Brooklyn Public Library, The New York Public Library, and Queens Public Library) are founding City's First Readers (CFR) partners since the initiative's inception in 2014. We have enthusiastically participated in this collaborative effort to provide New York City children and families from birth through 5 years with the pre-reading stimulation and support they need to be ready for school.

Reaching children during their most critical window of brain development isn't just smart—it's essential. By age 3, 80% of a child's brain is developed; by age 5, it's 90%. Early engagement supports healthy brain growth and helps identify children who may need extra support to meet developmental benchmarks and reach their full potential. Prevention today is far more effective than intervention tomorrow.

Since FY15, the New York City Council has recognized the power of early literacy through its unique initiative: City's First Readers. While the Council supports multiple initiatives focused on adult literacy, CFR is its only investment dedicated exclusively to early literacy—and it stands out not just for its focus, but for the deep collaboration it fosters.

CFR is a true partnership with its 17 member organizations that meet quarterly, collaborate through dedicated committees—on topics such as Diversity, Equity, and Inclusion—and regularly co-promote or co-create programming. The Council's vision has enabled a model where each organization's expertise is not only valued but amplified through collective action. If we are serious about closing achievement gaps, we must start early. We cannot wait until students are already struggling. We need to meet them—and their families—where they are, from the very beginning. NYC Libraries are a key resource in helping children develop foundational early literacy skills and reaching the goal of ensuring every child in New York City is reading on grade level by 2035.

CFR partners operate in every Council district, including in libraries, throughout the city, with many programs intentionally designed to reach families in high-poverty neighborhoods and support our most vulnerable communities.

Due to the generous support of the Council through the City's First Readers initiative, NYC libraries have been able to expand services and innovate new programs in support of young children, parents, caregivers, and early educators since 2014. Attendance at NYC library programs for young children has been growing steadily since the Pandemic. In this fiscal year, our early childhood programs have had a cumulative attendance of 437,858 through December 2025, an increase of over 12,000 attendees from last fiscal year at this time.

As a proud CFR partner, we are deeply grateful for the Council's steadfast commitment to early literacy. On behalf of all three public library systems, I urge the City Council to ensure continued support for essential education programs that are set to expire in June 2026. These are not optional supports—they are foundational investments in equity.

Our libraries are the first social and educational experience many young families have, and we want it to be truly literacy-rich. Thank you for the opportunity to submit testimony.

Submitted by  
Angele DeNeve  
Coordinator of Early Learning Services  
Queens Public Library  
8911 Merrick Boulevard  
Jamaica, NY 11432



**Testimony before the  
Subcommittee on Early Childhood Education, Committee on Workforce Development, and  
Committee on Higher Education hearing on  
*Oversight - Early Childhood Educator Workforce Development and Pipeline***

**April 15, 2026**

**Lauren Melodia  
Director of Economic and Fiscal Policy  
Center for New York City Affairs at The New School**

Thank you, Chair Gutiérrez, Chair Won, Chair Joseph and members of the City Council Committees and Subcommittee for holding this hearing. My name is Lauren Melodia, and I am the Director of Economic and Fiscal Policy at the Center for New York City Affairs (CNYCA) at The New School. I am a labor economist by trade. I study the city's labor market broadly and the child care sector specifically.

CNYCA is an applied economic research institute. We analyze economic data at the city and state level to identify how broader economic changes affect New Yorkers.

Child care workers have been told for years that there is no money in the City or State budget to fairly pay workers in the field. Over time this has exacerbated two disparities that are contributing to a labor shortage in the field (see Appendix B).

The first is between the sector and the rest of the economy. The floor is too low. Assistant teachers and lead teachers in centers and family child care can earn more money in other industries with fewer training requirements than currently exist in the child care sector.

The second is the pay disparity between the public school system and centers and family child care. Existing City contract and voucher rates to these businesses have baked in pay disparities for all occupations in the field. This is one of the biggest challenges these providers face: high turnover from family child care to centers to the public school system as people gain experience and credentials and try to secure better wages for themselves. These are the more acute labor crises the sector is currently facing. If the City has funding for a grant program to incentivize new entrants to the field, I encourage the City to use those resources to retain experienced educators first.

Workers have been demanding a solution to this for years that has worked well in other cities and states: its called a wage subsidy fund (see Appendix B). This year a wage subsidy fund could provide a bonus to experienced, qualified workers to stay in the field. This is critical. These subsidies will be most meaningful to the lowest wage workers in the field, who are the family child care providers that, after working for ten years in the field, only earn \$6 per hour in NYC today.

These providers are educators and business owners and their programs are at risk of closing due to the City's current plan to administer 2K through contracts with network-affiliated providers. If the City doesn't use its resources to stabilize these programs with a wage subsidy, the City may lose up to 5,000 of these businesses over the next 4 years. Where will the new educators from this grant program work if the City doesn't stabilize the businesses who are expected to provide 2K?

The policy that is ultimately needed to incentivize new entrants and retain existing workers is for the City to commit to a career ladder and sector-wide salary scale that demonstrates to people there are real growth opportunities in the field, including for those who have extensive experience but haven't seen the value in obtaining more credentials because it currently translates to little or no increase in wages and benefits. Please see Appendix C for more information on a sector-wide career ladder.

I urge your committees to fund a wage subsidy program in this years budget and develop a career ladder and sector-wide salary scale to be incorporated into all City contract and voucher payments. Both of these policies are critical to retaining and attracting new workers to the field and will make a future grant program to train new entrants into the field more successful. Thank you.

#### Appendices:

- A: Excerpt from "Dignified Pay for Quality Care: What New York's Family Child Care Providers Need to Thrive," Center for New York City Affairs, November 2025.
- B: Explanation of labor policy solutions for sector, including wage subsidy, submitted to the State Joint Legislative Budget Hearing Committee on Human Services, February 2026.
- C: Memo submitted to transition committees regarding sector-wide career ladder and salary scale

Appendix A: Excerpt from “Dignified Pay for Quality Care: What New York’s Family Child Care Providers Need to Thrive,” Center for New York City Affairs, November 2025.

# Dignified Pay for Quality Care: What New York’s Family Child Care Providers Need to Thrive



Center for  
New York City  
Affairs

Lauren Melodia  
Alex Madge Paredes

November 2025



so many agencies. Many providers describe a lack of coordination across agencies resulting in slower processes and redundancies. These create extra work for providers, who often have to submit the same paperwork to multiple agencies or spend countless hours following up with agencies to check on the status of issues that disrupt their daily operations.

Providers' major challenges with City and State agency engagement include:

- Inadequate orientation regarding OCFS regulations, the role of City agencies, and small business law.
- Unclear timelines, poor communication, and the inability to receive human technical assistance regarding licenses, background checks, CCAP voucher and 3-K applications, and inaccurate or late payments.
- Inconsistencies with the inspection process.
- Lack of knowledge of existing efforts to support them, such as scholarships for training and CDA certificates and free dental and vision benefits from UFT.

*“They’re always asking me for the same document, the same. I go back and I send it, send it to the supervisor, upload it to FAM, bring it in personally, and like they said, you get your receipt and two days later they’re asking for it again. I have one [assistant] for eight months and the other for a year and a half and they’re not fully approved yet.” – L., age 52, GFCC provider in Bushwick, Brooklyn.*

*“If you have something wrong somewhere, you'll have a six-year violation! Parents these days will check online to see if your center is good...One time I had a violation. Do you know why? The doctor forgot [to] write down a dose he administered.” – W., age 49, GFCC provider in Flushing, Queens.*

“**If you have something wrong somewhere, you’ll have a six-year violation!”**

## Policy Recommendations

Based on our research with providers, this report recommends policy actions that will immediately and in the long-term align ECE supply and demand, decrease the cost burden on families, improve quality, and fairly compensate hard-working providers, who are currently living at or near poverty.

All such actions must:

- Involve meaningful FCC and GFCC provider input.
- Prioritize language justice for a widely multi-lingual provider universe.
- Provide adequate agency staff for human technical assistance and support to providers.
- Involve inter-agency cooperation and collaboration with the NYC CCR&R.

Business instability and low take home pay are the result of structural and systemic challenges that demand policy reform and public investment. There is not simply one policy solution. Our research demonstrates that a five-part policy package can resolve the challenges presented here and result in a high-quality, stable, home-based child care sector. As our research demonstrates, home-based child care is a critical component of early care and education and will continue to be for any plans to expand access to more parents through subsidized or universal care.

Figure 3



- 1. A true cost of care methodology** for all public vouchers and contracts would tie public rates to the actual costs of running an ECE program, including adequately compensating staff and providers. If adopted, this would immediately increase provider take home pay, staff wages and benefits, and ECE business stability for the 70 percent of providers that accept CCAP vouchers, and the 22 percent that provide contracted care for NYCPS.
- 2. Universal child care** in New York, meaning that all families, regardless of income level or immigration status, can access ECE subsidized by the government (with no or low-cost co-pays for families). All seats in a universal system would be paid through public vouchers or contracts. Therefore, low private pay rates would be eliminated and would no longer put downward pressure on business stability, provider take home pay, and staff wages.
- 3. A sector-wide career ladder** that guarantees compensation for similar work across all program modalities will have numerous benefits. Not only will it fairly compensate people that have been historically undervalued (based on working hours, experience, and credentials), it can bring new people into the ECE workforce, reduce the loss of existing ECE staff and providers, and remove pay disparities that cause turnover and quality difference across modalities.
- 4. A public marketing campaign for all ECE programs** should describe all such programs and clarify that 3-K and Pre-K are part of a broader sector. It should educate parents about the unique characteristics of FCC and GFCC programs, such as a mixed-age learning, that was overshadowed by the launch of universal Pre-K and 3-K. Such a campaign will immediately improve enrollment at FCC and GFCC programs. If all FCC and GFCC programs had good enrollment, provider take home pay would increase threefold.
- 5. A wage subsidy fund** at the State or City-level would be used to fill the gap between current salaries and a minimum wage standard for each ECE occupation. This gap may exist because of low or unstable

enrollment, low private pay rates, or vouchers or contracts using a market rate methodology. As independent contractors or small business owners, providers do not have the protections of an employment contract, so a wage subsidy fund is a necessary protection for them. If the City had a wage subsidy fund for ECE workers today, 6,500 FCC or GFCC providers and their staff would have immediate improvement to take home pay and wages.

*“The only time we hear about anybody is when they want their name on a ballot...They send a thousand of the same fliers during the week. I don't know you. I've never seen you in my community before. But you say, ‘Oh, we're going to do this for child care workers.’ Then you get into office...and now that I helped vote you in? I'm just mud.” – K., age 45, FCC provider in Mott Haven, Bronx.*

In addition to these systemic changes, our report includes 33 specific policy actions that range from short- to long-term and no-cost to requiring significant public investment. Fifteen of them, listed here, are actions the City can take today.

### **The Mayor's Office should:**

1. Replace or improve current City websites, like MyCity.nyc.gov, with one that houses all information about childcare supply and options for families. An improved marketplace will increase public awareness about current ECE options and help the City and advocates understand where (by neighborhood or program modality) there is a supply and demand mismatch. It should educate the public about modalities (home-based, center-based) and program types (full-day care, Pre-K programming) and their unique values. Users should be able to

**“The only time we hear about anybody is when they want their name on a ballot...They send a thousand of the same fliers during the week. I don't know you. I've never seen you in my community before.”**

- search by key criteria and locate programs on a map. It should easily connect families to application processes for subsidized ECE (CCAP vouchers and NYCPS programs).
2. Develop a new marketing campaign to educate the public about all ECE programs simultaneously and about options for families to affordably access these programs. Integrating a quality rating and improvement system into this marketing (and the related website above) can also improve matchmaking between parents and ECE programs.
3. Commit to using City revenue to guarantee that existing subsidized ECE options are accessible to all eligible families regardless of whether or not Child Care and Block Grant (CCBG) funds adequately cover costs.
4. Submit an annual report to the City Council that evaluates capacity and utilization across private and public ECE programs. Without this knowledge, public programs cannot be expanded in ways that prioritize vulnerable families and established ECE programs.
5. Work with the Fund for the City of New York to amend the rules governing its Returnable Grant Fund (RGF) program so that FCC and GFCC providers can access interest-free loans in the event of late payments from City agencies.

### **The City Council should:**

6. Hold an annual public hearing with all agencies involved in the ECE system as well as relevant community-based organizations (such as the NYC CCR&R), FCCNs, ECE program staff and providers, and parents to respond to the mayor's annual report

(see recommendation #4) and share their perspectives on the current ECE system. This hearing can break down silos between ECE businesses, parents, and agencies; improve understanding across these groups of what is currently working (and not); and facilitate democratic planning for the ECE system.

7. Amend its laws to include FCC and GFCC providers in the existing public pension programs (a process that would also include state legislation).

### **The Administration for Children's Services (ACS) should:**

8. Overhaul the Childcare Attendance & Payment System (CAPS) or replace it with a better one, so that providers can enter enrollment and attendance to be paid accurately and on time.
9. Implement presumptive eligibility, as has been permitted by the governor, permitting the City to use CCBG funding to cover the cost of care while ACS determines family eligibility for a CCAP voucher.

### **The Department of Health and Mental Hygiene (DOHMH) should:**

10. Communicate expected processing times for licenses and staff background checks, as well as contact information for appropriate staff for applications, inspections, and grievances to providers. Work with OCFS to identify strategies for improving license and staff background check processing times.
11. Work with OCFS to develop a written policy in layman's terms and in multiple languages for site visits, violations, and grievance processes that prioritizes education and safety.
12. Facilitate an inspection process that strikes a balance between technical assistance and public safety, pairing providers with the same inspectors when appropriate.

### **The Human Resources Administration (HRA) should:**

13. Partner with the NYC CCR&R and other community-based organizations to actively assist FCC and GFCC providers to maintain their Medicaid, SNAP, and other benefits in light of the 2025 One Big Beautiful Bill Act.

### **New York City Public Schools (NYCPS) should:**

14. Use a true cost of care methodology for its next five-year contract with FCCNs to deliver programs such as 3-K.
15. Work with FCCNs and their affiliated providers to improve the ability of providers to engage with parents during the 3-K enrollment process.



**Testimony before the  
Joint Legislative Budget Hearing Committee on  
the 2026-27 Executive Budget Proposal:  
Human Services**

**February 5, 2026**

**Lauren Melodia  
Director of Economic and Fiscal Policy  
Center for New York City Affairs at The New School**

Good morning distinguished chairpersons and members of the New York State Legislature. My name is Lauren Melodia, and I am the Director of Economic and Fiscal Policy at the Center for New York City Affairs (CNYCA) at The New School.

The Center for New York City Affairs is an applied economic research institute. We analyze economic data at the city and state level to identify how broader economic changes affect New Yorkers. Today, I will focus on how the Center’s labor market analysis of wages in the child care sector and economic research on the unique mix of business types in the sector point to urgent gaps in the Governor’s 2026-27 Human Services budget on child care and ways the Legislature can address those gaps.

Governor Kathy Hochul’s Executive Budget released last week includes \$4.5 billion for public child care programs for SFY 2026-27. This marks a major step toward phasing in a universal child care system. The governor proposes to continue and expand existing programs (3-K, Pre-K and Child Care Assistance Program – called “CCAP” – subsidies for low-income families) while also piloting new initiatives (phasing in “2-Care” in New York City and instituting universal 0-3 care in Broome, Dutchess, and Monroe counties).

Existing child care centers and home-based providers will be the vehicle for this expansion. That makes sense. These programs are already licensed and trained to care for infants and toddlers, who benefit from small, intimate settings that are culturally and linguistically responsive to them and their families. They’re the right places for starting to shape an equitable, efficient, and universal system.

In time, all these programs must be braided together, to eliminate inefficiencies and inequities arising from running them through multiple agencies under multiple contracts. An illustrative example: currently over 15,000 children from low-income New York City families do not have care they are eligible for, because insufficient CCAP funds were

allocated in this current fiscal year – even as the City budget also maintains funding for nearly 8,000 empty 3-K seats.<sup>1</sup>

But there’s one thing that cannot wait to be sorted out later: Ensuring adequate compensation for now woefully underpaid child care programs and workers. Such a commitment is missing from the governor’s Executive Budget, and has been widely reported on [public radio](#) and [print media](#). It’s an omission the State Legislature has the authority and responsibility to correct this legislative and budget session.

As I mentioned, the child care sector is split across a variety of sectors (home-based small businesses, non-profit centers, and public schools) and includes a mix of publicly funded seats and seats paid for out of pocket by parents. This creates a unique set of challenges not seen elsewhere in the economy and vulnerabilities that will be tested through a phase-in approach to universal child care. It will require a three-policy solution to address low wages, pay disparities and the impact these have on the supply of and aquality of child care.

That means the State Legislature must adopt these three essential measures:

**1. There must be a clearly defined and sector-wide salary scale and career ladder.**

Currently, the early care and education (ECE) field’s low starting pay discourages prospective workers, who can earn comparable wages in retail or fast food jobs that don’t require lengthy background checks or upfront, unpaid training. As the graph below shows, experienced professionals in the field also face significant pay and benefit disparities depending on whether or not they work in a public school, non-profit center, or home-based program.

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<sup>1</sup> Lauren Melodia, “How Mamdani Can Take a First Step Toward Universal Child Care,” Center for New York City Affairs, December 10, 2025, <https://www.centrernyc.org/urban-matters-2/how-mamdani-can-take-a-first-step-toward-universal-child-care>.

# Child care workers earn less than other workers with similar education requirements

Median hourly wage, 2023



\*NYC results include licensed FCC and GFCC providers from CNYCA survey; State results include all home-based providers from the American Community Survey.

\*\*ECE worker includes lead and assistant educators.

Source: CNYCA GFCC/FCC Provider Survey, January - August 2024; CNYCA analysis of American Community Survey 2023 5-Year Data, U.S. Census Bureau

For example, child care staff working in New York City Public Schools (NYCPS) are covered by a union contract with generous benefits and a salary scale that incentivizes obtaining additional education and experience. But NYCPS’s 3-K and Pre-K contracts with center and home-based programs (and the unions that represent their workers) don’t include a comparable salary scale and benefits package.

These factors contribute to high worker turnover, compromising the ability of programs to establish the long-term relationships so critical in early childhood development. That leaves many child care programs without the legally required staff levels needed to reach their licensed capacity of children.

A sector-wide wage scale and career ladder would address these issues by guaranteeing compensation for similar work across all program modalities and incentivize people to grow professionally in the field. It would bring new people into the workforce, reduce the drop-off of experienced staff and providers, and eliminate pay disparity as a cause of turnover and quality difference across modalities. This can be achieved by sectoral collective bargaining or a wage board at the State level.

## 2. The *true* cost of care must be the standard in contracts and vouchers for early care and education.

The State instead now uses a “market rate methodology” to determine public rates paid to home- and center-based providers for CCAP vouchers. The City also uses this methodology in its 3-K contracts with home-based providers. What this means, in

essence, is that the State Office of Children and Family Services periodically surveys the local market for private child care services, determines what providers are charging, and sets public reimbursement rates accordingly.

But this all rests on a fallacy. Program directors and providers know that parents cannot afford the true cost of care, and therefore discount private rates. A public rating setting built on this market failure leads to programs having inadequate funding to keep their businesses open and pay their staff.

The City's use of this methodology for 3-K contracts with home-based programs penalizes home-based programs vis-a-vis non-profit child care centers requiring identical programming and credentials for teachers. For example, the current extended day contract for NYCPS 3-K care pays home-based programs \$10,573 per year per child less than it does the average center-based programs. This creates significant downward pressure on wages and offerings in home-based programs.

It also leads to most home-based providers themselves earning less than the minimum wage. They are small business owners whose personal income is whatever is left after all business expenses are paid. The Center for New York City Affairs collected survey data from a representative sample of over 450 licensed home-based providers. In a report of that study's findings published in November 2025, I found that their median take-home pay in the city is only \$6.01 per hour.<sup>2</sup>

Legislation is needed to transition the State towards a true cost of care methodology that will correct these existing problems and establish a sound future framework for all public child care programs.

### **3. The legislature must enact an early care and education wage subsidy fund in the State FY2026-27 budget.**

As the City and State phase in universal child care, not every family will immediately have access to public options. Private sector center- and home-based programs will continue to be the norm, many serving a mix of families, some with access to public programs and some who pay out of their own pockets.

Without a wage subsidy fund, providers continuing to serve a mix of clients will face several options – all bad. They can improve salaries by increasing tuition for already financially hard-pressed private pay families. Or they can shrink their programs to only serve public clients, which will make child care less available to parents not yet eligible for phased-in new public programs. This is a particular concern for families needing infant care now, which is not included in Mayor Mamdani's approach to "age down the system." Or they can maintain their existing private tuition rates – but then they won't be able to adequately pay their staff according to a sector-wide salary scale.

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<sup>2</sup> Lauren Melodia and Alex Madge Paredes, "Dignified Pay for Quality Care: What New York's Family Child Care Providers Need to Thrive," *Center for New York City Affairs*, November 2025, <https://www.centernyc.org/reports-briefs/dignified-pay-for-quality-care-what-new-yorks-family-child-care-providers-need-to-thrive>.

A wage subsidy fund is the only policy tool that can mitigate these problems. It would be used to fill the gap between current salaries and any minimum wage standards established through in a sector-wide career ladder. For example, assistants at child care centers currently earn \$18 per hour in New York City. If this were to become a sector-wide standard, the fund would provide a subsidy to home-based providers in the city so that they can pay their assistants that wage.

This is the most critical of the three elements I've outlined today. While the other two will take time to implement, a wage subsidy fund can quickly address staffing shortages and wage differentials in the field. This will stabilize the supply of child care as well as the cost of care for private pay families waiting for universal child care to come to their neighborhood or their infants.

[A Child Care Workforce Pay Equity Fund](#) bill (S.5533 (Brisport)/A.492 (Hevesi)) has been introduced in both the State Assembly and Senate. The Empire State Campaign for Child Care advocates putting \$1.2 billion in this fund for the coming fiscal year. That would enable the State to provide a flat wage subsidy of \$12,000 to all child care staff and providers. This is similar to the average \$14,000 supplement that Washington D.C. implemented in 2022, which has been credited with significantly reducing turnover in the field, boosting child care educator employment, and expanding capacity.

Addressing low wages and wage disparities in our complex system of private and public child care modalities is critical for building a stable, high-quality system that can meet the increased demand that a universal child care system will likely create. Otherwise, the very programs city and state policymakers are relying on today and in the future could well go belly up.

Many of these policies have been championed by legislators and child development experts and advocates for years. This is the year to turn them into State policy.

## MEMORANDUM

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Re: Child Care Workforce Compensation  
Fund and implement early care and education sector-wide compensation standards and a career ladder

To: Members of Mayor-Elect Mamdani's Transition Team Committees

From: Members of the Child Care Workforce Collaborative:  
Dona Anderson, CUNY Early Childhood Professional Development Institute  
Tara Gardner, Day Care Council of New York  
Lauren Melodia, Center for New York City Affairs at the New School  
Dede Hill, Schuyler Center for Analysis and Advocacy  
Lara Kyriakou, All Our Kin  
Kristen Kerr, NY Association for the Education of Young Children  
Jenn O'Connor, Jenn O'Connor Consulting, LLC

Date: December 12, 2025

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Several policy proposals and cost estimates for City- or State-wide universal child care have been [publicized](#), though very little detail has been published about the underlying assumptions included in these estimates. This is concerning given historically low wages in the field that have contributed to [staffing shortages](#) and current, flawed State law (embedded in City contract rates) that contributes to these staffing shortages, as well as program closures. **If low wages and lack of growth opportunities continue to plague the child care workforce, supply will not be able to meet the demand unlocked by policies that make child care free or more affordable.**

The incoming Mayor campaigned to pay child care workers on par with K-12 public school teachers. Pay parity for teachers across all program modalities (center-based, home-based, and public) is critically important to the quality of care and sustainability of the workforce. Early care and education (ECE) is a profession that requires a specific set of skills, knowledge, and competencies to carry out the sophisticated work of developing brain architecture in young learners, 90% of which is formed before age five. Yet compensation remains dramatically unequal, predicated only on whether an educator works in a community-based center, a school classroom, or a family child care home. Teachers in community-based centers earn on average \$22,000 *less* than their counterparts in public schools, and they work the whole year, while public school teachers work only ten months. The disparities in benefits packages, including health insurance and retirement, are even greater.

**These compensation inequities diminish the availability and the quality of ECE for working families.** Community-based centers, which make up the majority of licensed capacity, are unable to open available classrooms due to staffing shortages. Assistant teachers and family child care (FCC) providers are leaving the sector for better pay in fast food and gig work. Teachers move from centers to public schools as soon as job openings become available, making it almost impossible for centers to offer the high-quality education that requires stable teacher-child relationships and a strong team culture.

On the path toward universal child care, **the City and State first need to stabilize the current ECE workforce.** A career ladder and salary scale are the foundational planning tools needed for the workforce fund that will address the economic gap within publicly funded programs, as well as the economic failure that still exists for many families trying to privately pay for the public good of child care.

Over the last two years, **ECE experts have developed a career ladder and salary scale that addresses these concerns.** The Child Care Workforce Collaborative, led by CUNY’s Early Childhood Professional Development Institute (PDI) and key stakeholders that have actively participated in the [State’s Child Care Availability Task Force](#), developed a City-specific and statewide career ladder that complies with City and State regulation for the required credentials of different child care occupations and program types. The ladder is pegged to the salaries of K-12 public school teachers and provides compensation incentives from the occupations in the field that require the least experience and credentials to roles with greater responsibilities and requirements (lead teacher, director, or home-based provider). This career ladder is necessary to incentivize New Yorkers entering this career and staying in the field to serve a universal child care system.

**This career ladder and salary scale have been well-vetted with key stakeholders, including child care workers across the City and State.** The Collaborative has held several focus groups to obtain input from child care workers and shared the proposal with numerous policymakers and leaders, including the NYS Early Childhood Advisory Council and the NYS Office of Children and Family Services. The Collaborative held three focus groups during summer 2025 with administrators, directors, and family child care providers throughout the State, including focus groups targeted to professionals based in New York City. The Collaborative is scheduled to host four additional focus groups by the end of January 2026. Attached to this memo below is the description of the Collaborative’s career ladder and salary scale.

### **Budget Efficiencies are Possible, but not at the Expense of Child Care Personnel**

**It is imperative that policy proposals and cost estimate models utilize this career ladder and salary scale to inform budget proposals and planning.** Funding a stable, high-quality universal child care system will require significant revenue raisers and political commitment. However, under-funding the necessary staffing requirements and compensation levels will lead to implementation issues, quality concerns, and insufficient supply to meet parent demand. There are other policy design choices that will improve program implementation and outcomes that could further reduce budget estimates. Some of these include:

- combining all existing ECE programs into one unified program,
- being strategic with the use of expensive contracts compared to vouchers, and
- streamlining administrative management costs—from the use of FCC Networks to better coordination between State and City agencies.

The Day Care Council of NY also recently released [a report](#) on the current status of the City’s child care workforce, and the Center for New York City Affairs (CNYCA) recently released [a report](#) on the City’s FCC providers. Both confirm the need for a career ladder, not just a wage floor. In addition, CNYCA has developed a cost model for child care expansion that incorporates the career ladder and salary scale. It finds that the City will need an additional \$6.7 billion (beyond its FY2026 adopted budget allocations for existing child care programs) to finance a comprehensive, fully implemented universal child care program for children five years old and younger. CNYCA is currently working on a statewide estimate. This model can be easily adjusted to estimate costs for a phase-in towards a fully universal system.

**Policy Recommendations we urge your Committee to advance:**

- **Implement the career ladder and salary scale** in current programming and contracts as well as incorporate it into planning towards an expanded public child care system.
- Given the complexities of child care policy, we know it will take time to implement a sector-wide career ladder and salary scale. **New York City and state leaders can take immediate steps to create an ongoing [public fund](#) to increase child care worker compensation.** The fund should include \$1.2 billion in the FY2027 budget for a wage supplement for existing staff and should be sustained until such time that the child care system is fully public, with rates paid at a level sufficient to pay the workforce according to the agreed upon career ladder and salary scale.
- As an initial step, New York City and state leaders can [stabilize the existing child care system](#) and workforce by **investing sufficient funds to serve all families on the NYC child care child care assistance waitlist.** The lack of assistance is destabilizing programs that serve the highest need families that cannot afford to cover the full cost of child care on their own.

We look forward to the opportunity to discuss any of the recommendations here, the complex policy landscape, and our insights on multi-year strategic planning and budget targets with you in more detail.

## Appendix 1: Child Care Workforce Collaborative Career Ladder and Salary Scale

New York’s early childhood workforce does not presently have a career ladder or salary scale that connects career progression with increasing credentials and degrees with more responsibility and higher pay. This lack of clarity makes it difficult to understand how to enter the field and harder still to grow professionally. Different funding streams and regulatory agencies also contribute to the confusion by requiring different credentials for the same role in different settings. A career ladder connected with predictable increases in compensation ensures the workforce is fairly compensated and encourages retention.

The career ladder below is inspired in part by [Power to the Profession’s Unifying Framework](#), a national collaboration to define the early childhood profession. It is rooted in opportunities that currently exist for New York early childhood providers/educators, including center- and home-based professionals. While the ladder is based around formal education opportunities, we also propose that professionals receive higher compensation based on years of experience in the field and additional responsibilities, such as the supervision provided by center directors and the many roles held by a FCC provider.

### New York State Early Childhood Education Career Ladder

Level	Credential
Pre-Level	High school diploma or its equivalent. Depending on role and regulatory agency, these professionals are required to have annual professional development in health and safety.
ECE I	Child Development Associate (CDA) Credential, NYS Infant Toddler Credential, or an Early Childhood Certificate with 12 credits in Early Childhood Education (ECE).
ECE II	Associate’s degree in early childhood education that includes at least 12 credits in ECE.
ECE IIA	Associate Degree in ECE (or in another area with at least 12 credits in ECE) + 30 credits towards a Bachelor’s degree in ECE (verified academic study plan in Aspire)
ECE III	Bachelor’s Degree in ECE or Bachelor’s Degree in another area with at least 24 credits in ECE
ECE IIIA	Bachelor’s Degree Program in ECE + NYS ECE Initial Teacher Certification
ECE IIIB	Bachelor’s Degree in ECE + NYS ECE Certification + Some Graduate Coursework in ECE (Verified Academic Study Plan in Aspire)
ECE IV	Master’s Degree in ECE or Master’s Degree with at least 15 credits in ECE
ECE IVA	Master’s Degree Program in ECE + NYS ECE Initial Teacher Certification
ECE V	Master’s Degree in Early Childhood Education + NYS ECE Professional Certification
ECE VI	PhD or EdD in Early Childhood Education

### Proposed Parity Compensation Scales

The skill and knowledge required to do this work must be recognized through equitable compensation at parity with similarly skilled professionals. We recommend that New York State establish compensation for the early childhood workforce that is at parity with similarly credentialed K-12 teachers. An early childhood provider/educator who has earned their Bachelor’s Degree in ECE and has a teaching

certification (ECE IIIA) should earn the same compensation and benefits as a K-12 educator. Providers/educators with a credential or an associate degree would earn a percentage of that compensation.

**Teacher:** The compensation scale below sets the starting salary for a Teacher at Level ECE IIIA equal to the 5<sup>th</sup> percentile K-12 teacher salary in New York City and the Rest of the State. Pre-level for a teacher is 65 percent of this baseline, with increasing salary as professionals earn degrees and credentials. This represents a starting point based on career ladder level, but progression beyond this initial scale should recognize years of experience in the field.

**Teacher Salary Scale (Average)**

Ladder Level	Pre-Level	ECE I	ECE II	ECE II A	ECE III	ECE III A	ECE III B	ECE IV	ECE IV A	ECE V	ECE VI
NYC	\$49,637	\$53,456	\$61,398	\$65,696	\$70,294	\$76,365	\$78,656	\$81,016	\$83,446	\$85,950	\$88,528
ROS	X	\$40,483	\$46,498	\$49,753	\$53,236	\$57,833	\$59,568	\$61,355	\$63,196	\$65,092	\$67,045

**Assistant Teacher or Assistant Family Child Care Provider:** Assistant teachers have fewer responsibilities than a lead teacher, and thus their salary starts at 55 percent of the 5<sup>th</sup> percentile K-12 teacher salary.

**Assistant Teacher Salary Scale (Average)**

Ladder Level	Pre-Level	ECE I	ECE II	ECE II A	ECE III	ECE III A	ECE III B	ECE IV	ECE IV A	ECE V	ECE VI
NYC	\$42,001	\$45,819	\$49,637	\$53,112	\$56,830	X	X	X	X	X	X
ROS	\$31,808	\$34,700	\$37,592	\$40,223	\$43,039	X	X	X	X	X	X

**Director and Family Child Care Provider:** Directors and family child care providers have a wider set of responsibilities than providers/educators. Center directors have administrative duties and supervise providers/educators and other site-based staff, while family child care providers play the role of business owners, educators, and administrators. The pay scale proposal below outlines a higher base rate of pay for those who fill these roles. For these roles, pre-level is 75% of the 5<sup>th</sup> percentile K-12 teacher salary.

**Family Child Care Provider Salary Scale (Average)**

Ladder Level	Pre-Level	ECE I	ECE II	ECE II A	ECE III	ECE III A	ECE III B	ECE IV	ECE IV A	ECE V	ECE VI
NYC	\$57,274	\$61,092	\$64,911	\$69,454	\$74,316	\$81,711	\$84,162	\$86,687	\$89,288	\$91,966	\$94,725
ROS	\$43,375	\$46,267	\$49,158	\$52,599	\$56,281	\$61,882	\$63,738	\$65,650	\$67,620	\$69,648	\$71,738

**Director Salary Scale (Average)**

Ladder Level	Pre-Level I	ECE I	ECE II	ECE II A	ECE III	ECE III A	ECE III B	ECE IV	ECE IV A	ECE V	ECE VI
NYC	X	X	X	X	\$74,316	\$81,711	\$84,162	\$86,687	\$89,288	\$91,966	\$94,725
ROS	X	\$46,267	\$49,158	\$52,599	\$56,281	\$61,882	\$63,738	\$65,650	\$67,620	\$69,648	\$71,738

**Salary Progression with Years of Experience in the field:** The salary scales represent a base salary. Pay scales traditionally include increases given years of experience. We recommend a 5 percent increase to recognize certain experience levels to recognize the importance of experience and encourage retention in the field. Below is an example of how this might look for a provider/educator at pre-level.

**Example: Salary Scale for Pre-Level Family Child Care Provider with Experience**

Years of Experience	0-3 years	3-5 years	5-10 years	10-15 years	15-20 years	20 + years
NYC	\$57,274	\$60,138	\$63,145	\$66,302	\$69,617	\$73,098
ROS	\$43,375	\$45,544	\$47,821	\$50,212	\$52,723	\$55,359

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Name: DEBRA SUE LORENZEN

Address: 2 KINGSLAND AVE 11211

I represent: St Nicks Alliance

Address: \_\_\_\_\_

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Name: GREGORY J MORRIS

Address: 1216th AVE 10013

I represent: NYC EMPLOYMENT AND TRAINING COUNCIL

Address: 1216th AVE NYC 10013

Please complete Sergeant-at-Arms

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Name: Emmanuel Nary

Address: 5030 Broadway

I represent: City's First Readers

Address: \_\_\_\_\_

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Date: 4/15/2024

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Name: Nora Moran

Address: \_\_\_\_\_

I represent: United Neighborhood Houses

Address: \_\_\_\_\_

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Date: 4/15/2024

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Name: Joyce McClammy

Address: 125 Barclay Street NY NY 10007

I represent: Executive Board Member Local 205

Address: DC 37

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(PLEASE PRINT)

Name: Anna Succes

Address: \_\_\_\_\_

I represent: Queensview Nursery School

Address: 21-36 33 ROAD

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Date: 4/15/2026

(PLEASE PRINT)

Name: Betty Baez Melo

Address: 151 W. 30th, NY, NY 10001

I represent: Advocates for Children of NY

Address: \_\_\_\_\_

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(PLEASE PRINT)

Name: Gregory Brender

Address: \_\_\_\_\_

I represent: Day Care Council of New York

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Stamo Karakrides

Address: 40 Rector St.

I represent: CSA

Address: \_\_\_\_\_

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in favor  in opposition

Date: 4/15/2026

(PLEASE PRINT)

Name: Lara Kyriakou

Address: 2929 Third Ave. Bronx, NY

I represent: All Our Kin

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Adelo Ramirez

Address: \_\_\_\_\_

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

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THE CITY OF NEW YORK**

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in favor  in opposition *High Quality  
ECE teacher el*

Date: 4/15/2026

(PLEASE PRINT)

Name: Gail Buffalo

Address: \_\_\_\_\_

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Angalie Dasai

Address: [redacted] Prospect Place Bklyn NY 11216

I represent: Friends of Crown Heights

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Anna Rita Westworth

Address: 25 Pine Street

I represent: New York State Montessori Alliance +  
Pine Street School

Address: \_\_\_\_\_

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Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Stamo Karalazaides

Address: 40 Rector St

I represent: CSA

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

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Name: Robert Cardo

Address: 115 Pelancey

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

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Name: Deputy Chancellor Simone

Address: Hawkins

I represent: Admin

Address: \_\_\_\_\_

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in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Doug Lipari, ED NYCTalent

Address: Admin

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

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Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Emmy Liss, ED Mayor's Office  
Address: of Child Care & Early Childhood  
I represent: Education  
Address: ADMIN

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 in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Jenny Veloz  
Address: [REDACTED]  
I represent: Citizens' Committee for Children of NY  
Address: 14 Wall Street, Ste. 4E

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 in favor  in opposition

Date: 4/15/26

(PLEASE PRINT)

Name: Lauren Melodia  
Address: [REDACTED]  
I represent: \_\_\_\_\_  
Address: \_\_\_\_\_

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in favor  in opposition

Date: 04/16/2026

(PLEASE PRINT)

Name: Olena Olson

Address: 371 4TH AVE, BK, NY 11215

I represent: Let's Play & Learn

Address: \_\_\_\_\_

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(PLEASE PRINT)

Name: Joyce McJANNY

Address: [REDACTED] NY 10096

I represent: Local 705

Address: \_\_\_\_\_

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in favor  in opposition

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Name: TSERING DIKI

Address: \_\_\_\_\_

I represent: DIKI DAYCARE-CENTER GROUP

Address: 3081 Steinway St, Astoria, NY

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Name: Ashleigh Thompson, University Dean for

Address: Education.

I represent: CUNY

Address: \_\_\_\_\_

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Name: Dona Anderson, Executive Director

Address: 555 W 57th St NY NY 10019

I represent: CUNY

Address: \_\_\_\_\_

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(PLEASE PRINT)

Name: Karen Timaly

Address: [Redacted] Brooklyn 11218

I represent: Wildlife Conservation Society

Address: 2300 Southern Blvd. Bronx, NY 10460

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(PLEASE PRINT)

Name: Susan K. Smith

Address: [Redacted] NY NY

I represent: Self

Address: \_\_\_\_\_

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Date: 4/15/26

(PLEASE PRINT)

Name: Paula Magnus

Address: \_\_\_\_\_

I represent: North side Center for

Address: Child Development

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 in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Joanne Derwin

Address: \_\_\_\_\_

I represent: Brooklyn, NY 1128

Address: \_\_\_\_\_

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 in favor  in opposition

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(PLEASE PRINT)

Name: Latoya Simon

Address: \_\_\_\_\_

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

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