

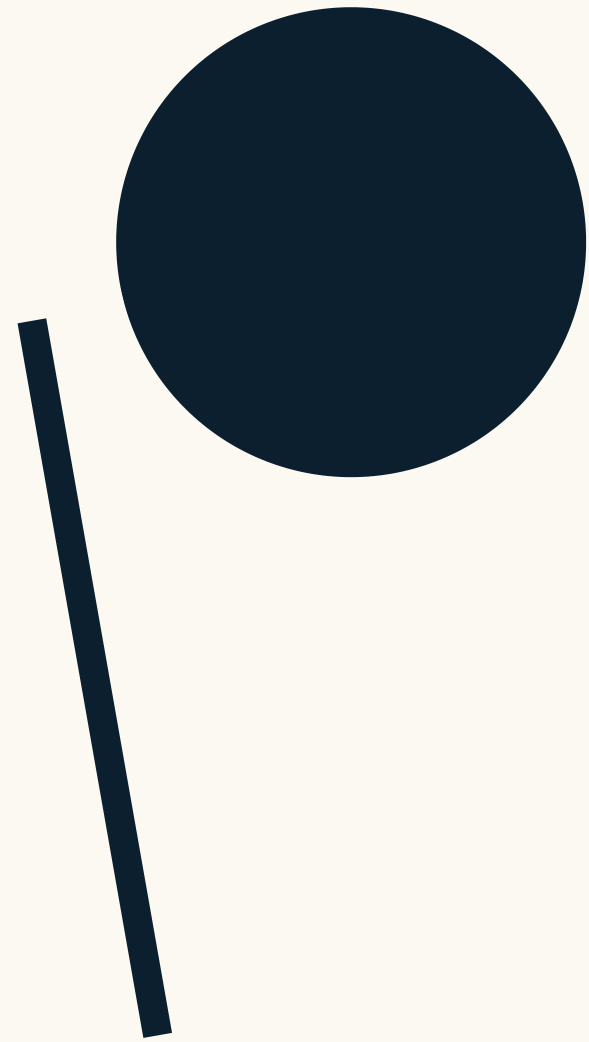
Findings on the Supply and Demand of Child Care in 2024

A CITY FOR FAMILIES: ADDRESSING THE CHILD CARE GAPS IN BOSTON

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Birth to Eight Collaborative Data Committee



City of Boston
Early Childhood



Child care is expensive because it takes a lot of people and space to do it right. But costs are capped by what families can afford. Providers keep wages low to stay in business, but low wages lead to high teacher turnover and workforce shortages. This dynamic creates a gap between the strong demand for child care and the supply, which cannot be met or sustained.

SUMMARY OF FINDINGS



Shortage of Seats

In 2024, if all families of the estimated 37,000 children ages 0 to 5 in Boston wanted to access formal early education and care programs, the existing supply (24,895) would leave one out of three children without a seat.

It's Worse for Infants and Toddlers

An estimated 71% of children aged birth to 2 years old in Boston did not have access to formal early education and care. As in previous years, the lack of seats for this age group continues to drive the overall gap for children ages birth to 5 ¹.

Insufficient Quality Care

The city-level quality gap for 0–5-year-olds was 68%, just under the 2022 quality gap of 70%. The decrease is driven by an increase in the number of quality seats available to children ages 3 to 5. As with the access gap, the quality gap is much higher for 0–2-year-olds (93%).

There Has Been an Increase in Seats

There has been an increase in the number of seats for children birth to 5, surpassing pre pandemic levels. Even with the increase for children under 3, the supply continues to be insufficient.

Increase of Family Child Care Providers

Boston's number of Family Child Care (FCC) providers has increased by 8% in the last five years (2019–2024); however, this number is still lower than the 571 FCC providers the city had in 2017. We need a greater supply of licensed family child care to increase access to quality care ³⁵.

Declining Children Population

The population of children five and under (37,002) in Boston has been declining over the past five years; since 2017, it shrunk by 10%. The decline is larger for children ages 3 to 5.

GLOSSARY

Readers must be aware that all gaps computed are potential, not absolute estimates given limitations of available data. For ease of reading, the terms potential or possible are not included throughout the text. In the report, we utilized 2017–2024 EEC-licensed capacity, 2017–2018 and 2022–2024 DESE enrollment, and 2012–17 and 2017–2022 ACS census data.

Access gap: The difference between the total number of formal early education and care seats (potential supply) and the number of children birth to 5 years of age (maximum potential demand) in a given geographical location, assuming all of these families would desire formal care near their homes.

Centers (CBO): Programs that offer licensed early education and care for children in non-school, non-residential settings.

Demand: We utilized the methodology proposed by the Center for American Progress and considered our demand for early education and care seats as the population of children ages birth through 5 years living in Boston in 2022 (2017–2022 ACS data). To the best of our knowledge, there is no available data on the actual number of families who are seeking licensed care for their young children in the city.

Family child care (FCC): Programs that offer licensed early education and care for children in a residential unit.

Formal early education and care: Licensed early education and care programs by the MA State Department and licensed-exempt schools.

Quality gap: The difference between the total number of identified “high-quality” early education and care seats (potential “high-quality” supply) and the number of children birth to 5 years of age (maximum potential demand) in a given geographical location, assuming all of these families would desire formal care near their homes. A higher gap indicates a larger shortage of seats.

Supply: Total number of seats for children birth to 5 years of age in licensed early education and care programs (June 2024 EEC-licensed capacity in family child care and centerbased care) and licensed-exempt seats in schools (2023–2024 DESE enrollment data for public and non-public schools). It is important to note that the supply of licensed child-care seats is overestimated in this report due to the loss of the early education and care workforce and classroom closures. This continues to limit programs’ abilities to fill their licensed capacity.



EXECUTIVE SUMMARY

According to the most recent American Community Survey (ACS) data, there are 37,000 children ages birth to 5 in Boston. Children in this age range make up 4.7% of Boston's population, compared to 6% nationwide². The most recent population estimate reveals a 10% decline in the number of residents 5 years of age and under in only five years (ACS, 2017 and 2022). This information indicates that more families are leaving Boston or deciding to have fewer or no children³. Since 2011, Boston births have been declining⁴; between 2017 and 2022, the number of births decreased by 15% (ASC, Massachusetts).

Several key factors contribute to the decline of children and the overall population in Boston. These include housing availability and affordability, the high cost of living, immigration trends, the decline in the birth rate, and changing job markets^{4,5}. This report will focus solely on the cost of living, specifically the access and affordability of formal child care for children ages five and under.

"We only have one child and would like a second, but sadly we will not be able to. The cost of childcare is too cost prohibitive. None of our friends in Boston are able to afford two kids; some aren't able to afford any." - 02130



“We struggle tremendously with the cost of child care... it far exceeds the cost of our mortgage. Additionally, affordable facilities have incredibly long waitlists” - 02131

It has now been five years since Boston’s Early Education and Care Supply and Demand trends have begun to be reported. There have been improvements in the investment and support of the field in Boston and statewide. The City of Boston has invested in licensing new family child care, capacity building for current family child care providers, additional seats in Boston Pre-K, and expanding the workforce through free credentialing programs in partnership with higher education. The Massachusetts Department of Early Education and Care has continued to invest in the field through the Commonwealth Cares for Children (C3) program which has provided much needed stability in Boston area providers.

In spite of this progress, challenges remain. In Boston, the gap for available seats persists, particularly for 0-2 year olds. Only three out of ten infants and toddlers can be cared for in a formal child care setting in Boston. And even if a family finds a seat, they might be unable to afford it. According to the Economic Policy Institute, infant care takes up 18.1% of a median family income in Massachusetts ⁶. This is more than double the federal benchmark of seven percent of family income for affordable child care. According to this measure, only 8.10% of families in Massachusetts can afford infant care ⁶.



“Finding appropriate childcare is VERY overwhelming. We are planning to relocate to find more affordable childcare. “ -02127

From responses obtained through the City of Boston Child Care Survey⁷, we know that the high cost of formal child care is likely one of the factors behind why families are moving out of Boston or have fewer children or no children⁷. Childcare is essential for Boston's working families, yet despite our interventions, it remains costly and difficult to access. There are not enough seats in the city, especially for children ages birth to 2.

While the cost of child care is a significant, and in some cases a determining factor in the type of child care families use, it is not the only one. To choose a care arrangement, families also consider the physical care setting, location, hours of operation, language, quality of the provider, the child's age, if they have more than one child, a child or parent's disability, to name some of them ⁸. In Boston, many families have limited choices that meet these other needs due to the lack of seats and the high cost. As a result, many families are left scrambling to find care arrangements that meet their needs and budget ^{9,10}.

To incentivize families to stay in Boston and to expand their families, outcomes crucial to Boston's economic growth and development, we must continue to increase:

- access (by increasing the number of providers),
- affordability (through policy and the number of providers), and
- quality (through programming and policy) of child care.
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Investing in child care is a social policy and an economic growth strategy.

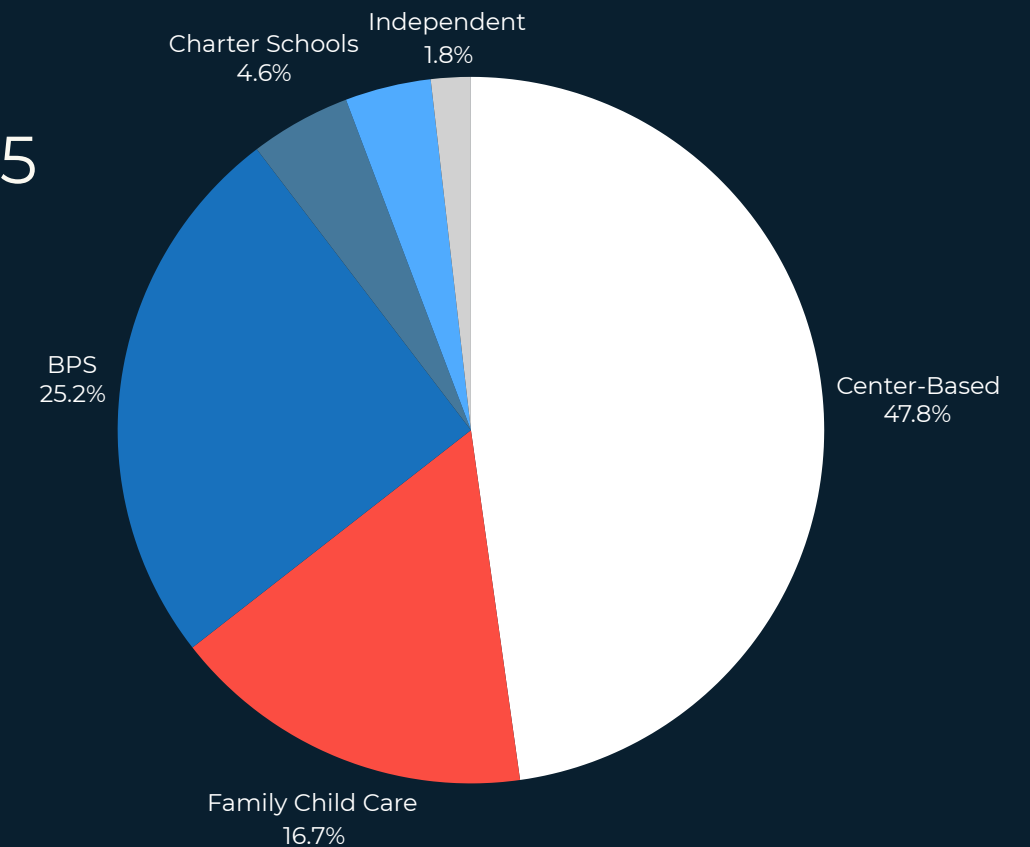
SUPPLY

In May 2024, there were **24,895 seats** for children ages birth to 5 in Boston. The majority of these seats, approximately 65%, are in licensed child care settings: Center-Based (CBO) and Family Child Care (FCC). The remaining seats are in license exempt settings: one-fourth of the seats are in Boston Public Schools (BPS) and the other 10% is divided among Charter, Independent and Parochial schools.

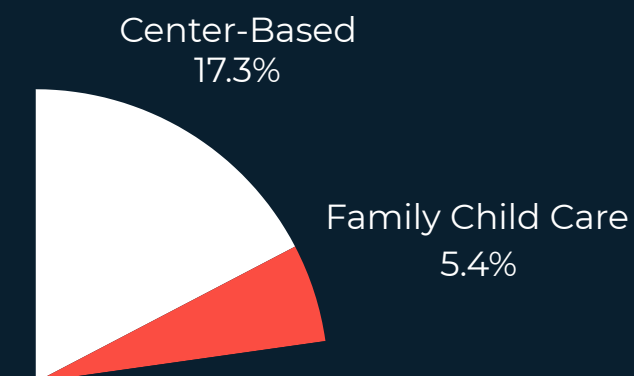
Only 23% of these seats are for children ages birth to 2, and they are all located in licensed settings. To put this in perspective, fewer than one out of four seats for children birth to five is an infant or toddler seat. The total number of seats for children in this age range, is less than one third of the seats available for 3 to 5 year olds.

“While the cost is super high, the biggest... barrier is waitlists. With both children, we got on the waitlist while 3 months pregnant and had to wait over 1 year for a spot.” -02131

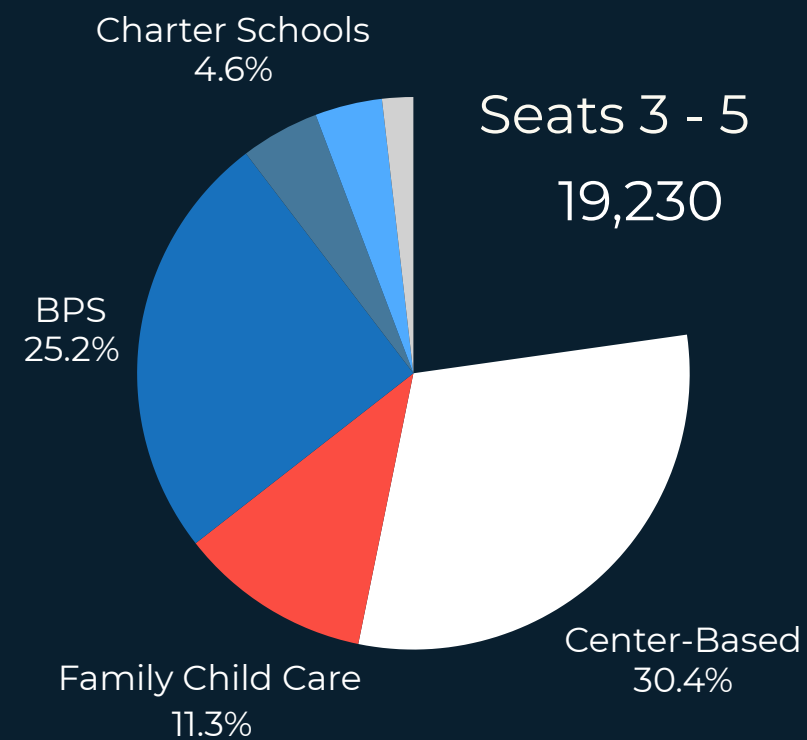
Seats 0 - 5
24,895



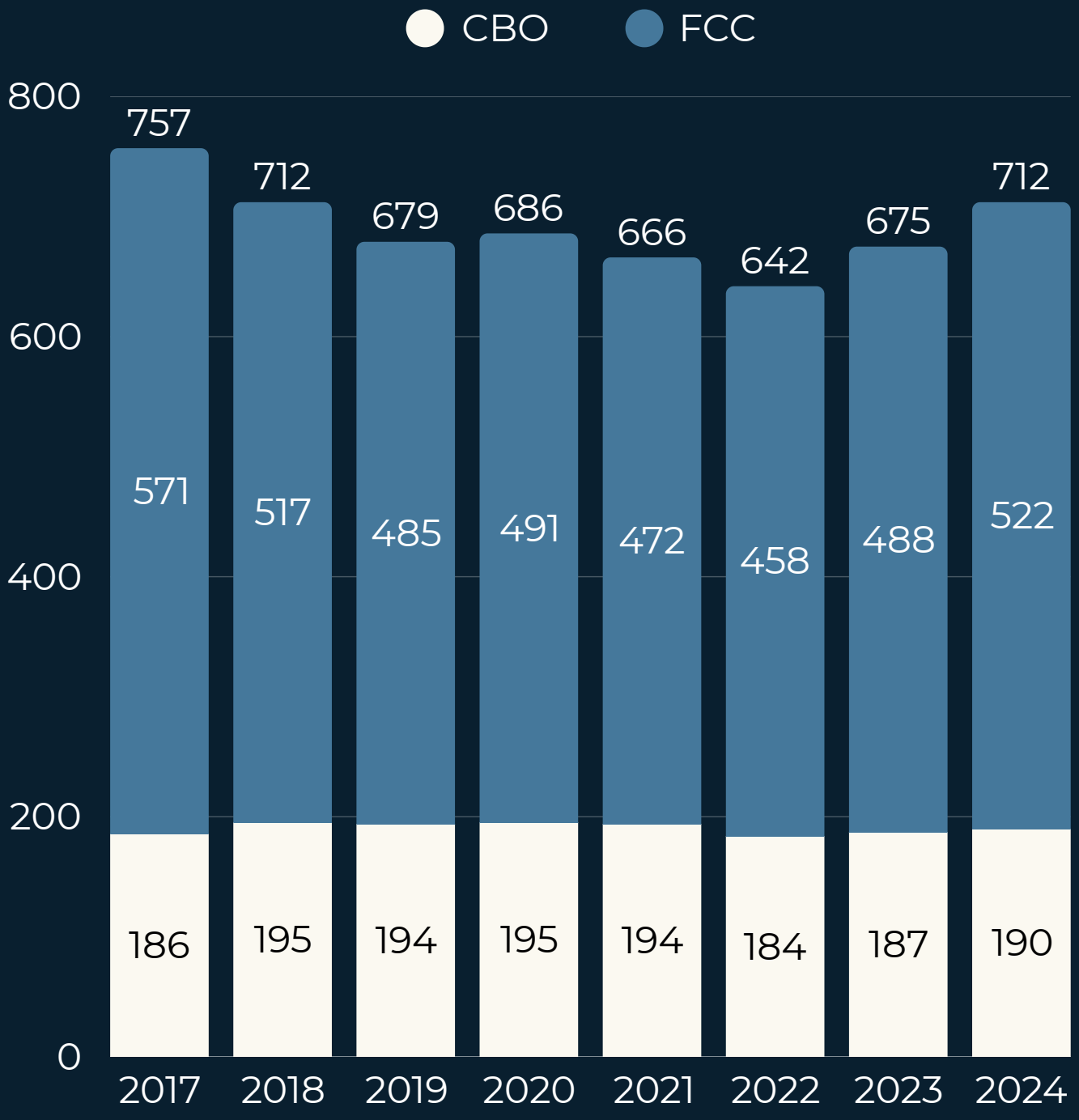
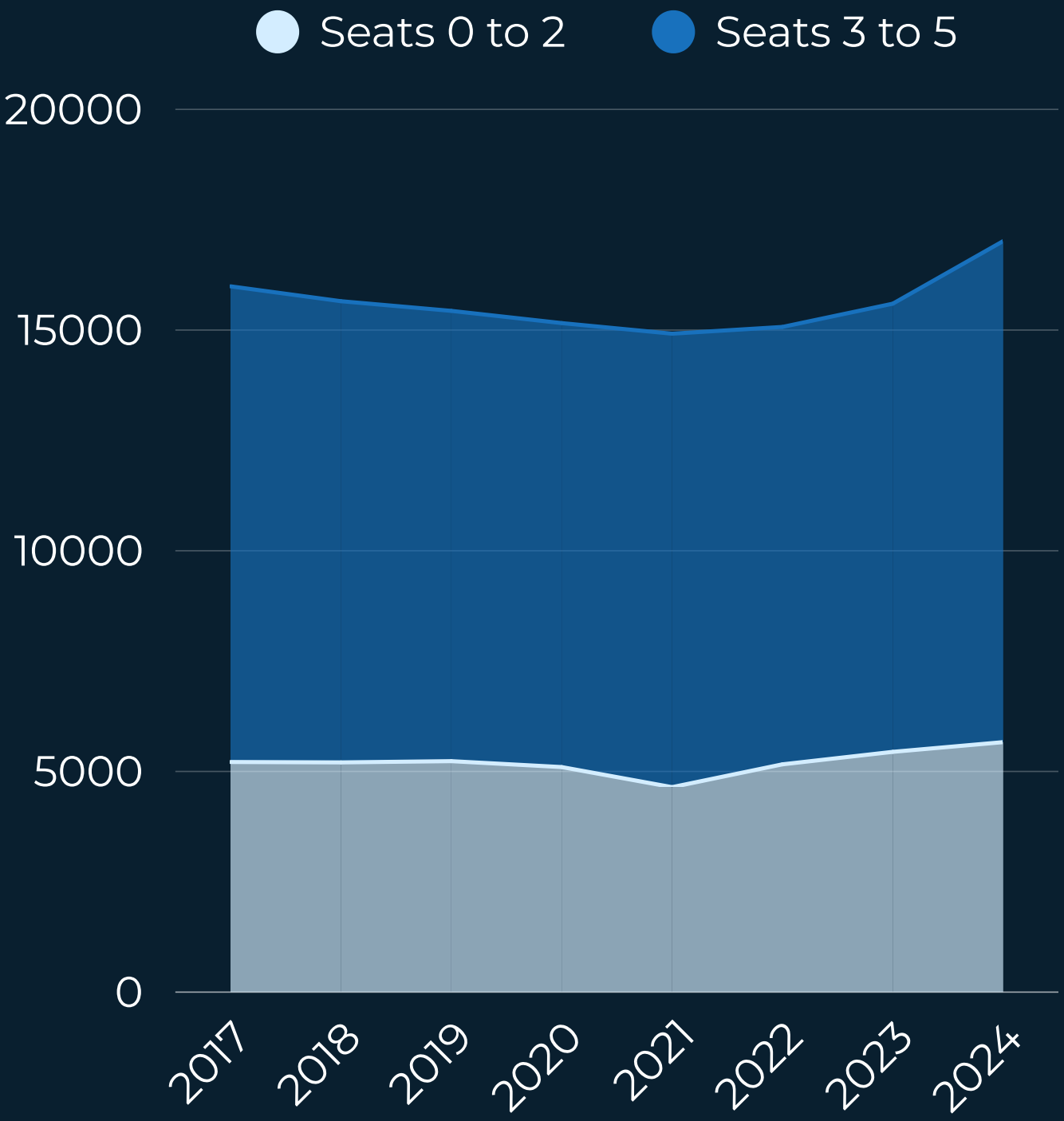
Seats 0 - 2
5,664

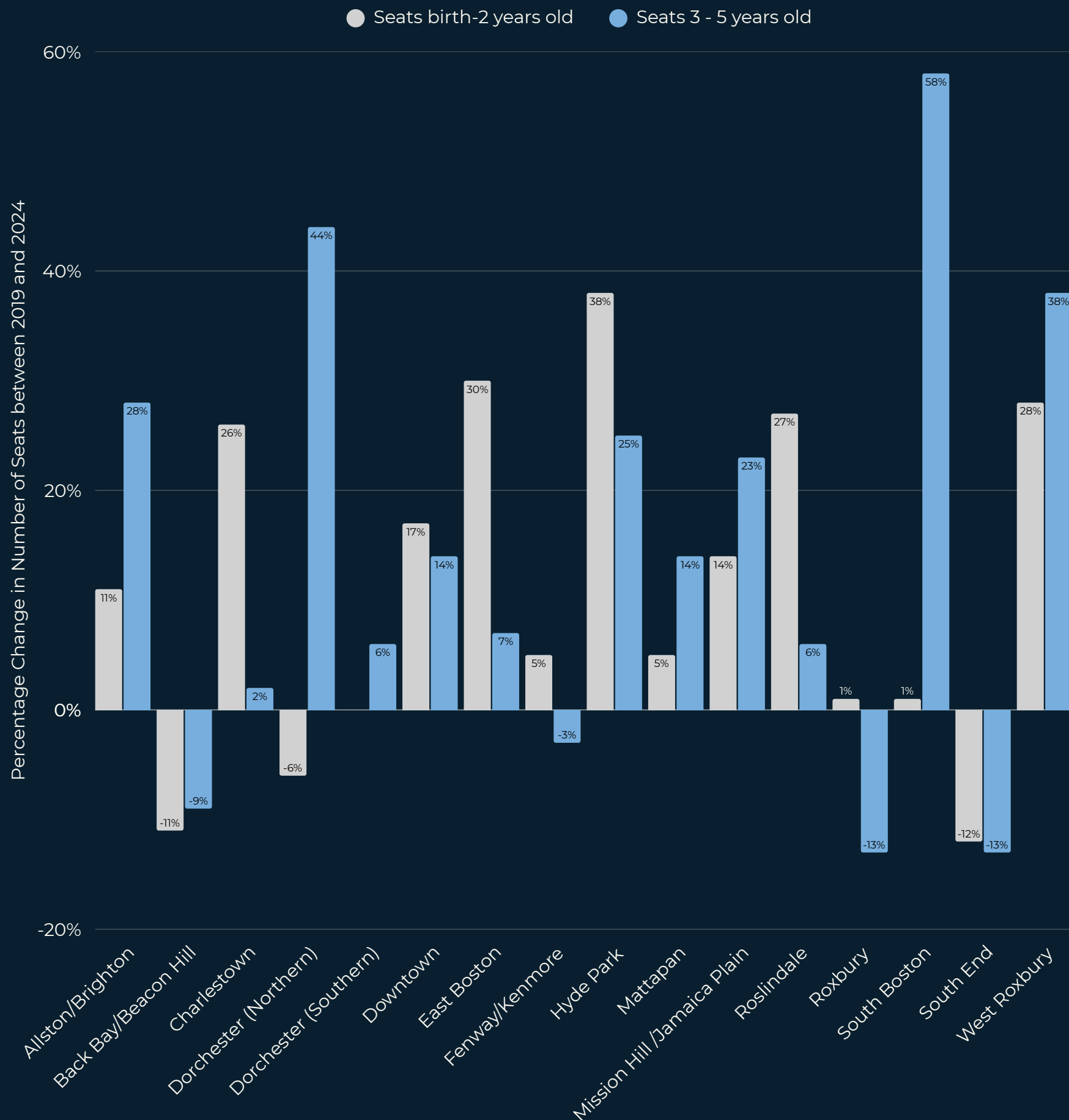


Seats 3 - 5
19,230



There has been an increase in licensed child care providers and seats in the last five years in Boston.





INCREASED SUPPLY

Boston's number of Family Child Care (FCC) providers has increased by 8% in the last five years, reaching pre-pandemic numbers. An increase in providers translates into more seats.

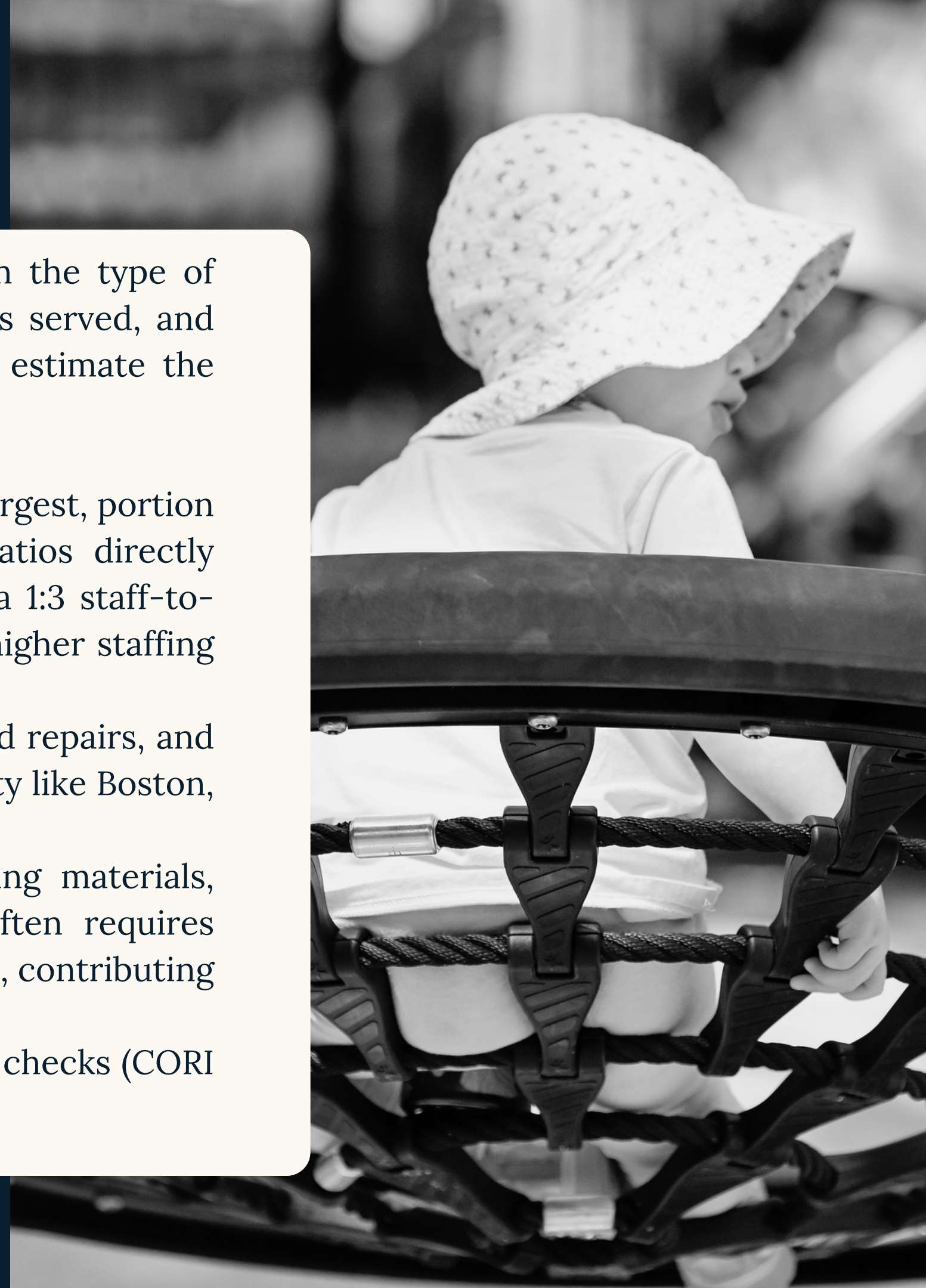
In 2024, Boston had more seats for children birth to five in licensed child care settings than in 2019, surpassing pre-pandemic numbers. Between 2019 and 2024, the number of seats for infants and toddlers increased by 8% and for preschoolers by 11%. With the exception of Back Bay/Beacon Hill and the South End, every neighborhood in the city has seen an increase in the number of seats for children birth to 2, 3 to 5, or birth to 5. Neighborhoods like South Boston, and Allston/Brighton experienced an increase above 25% in the number of seats for children ages 3 to 5. Hyde Park, East Boston, Roslindale, and Charlestown experienced large increases of seats for children ages birth to 2. While West Roxbury saw increases above this percentage for both age groups.

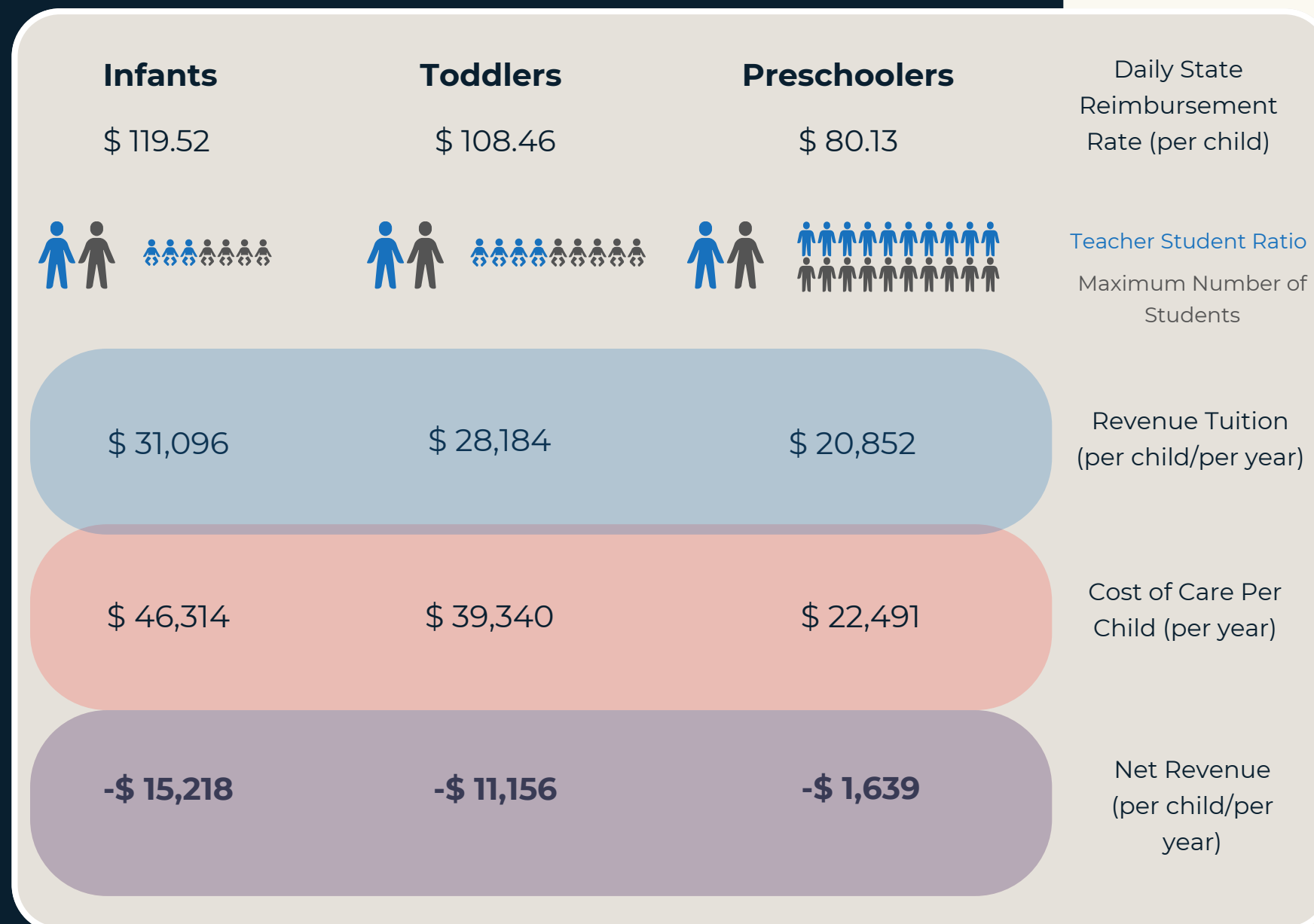
Even with the increase in seats for children under three, ***the supply remains insufficient.***

UNDERSTANDING SUPPLY: THE COST OF PROVIDING CARE

The cost of providing early education and care will vary depending on the type of licensed provider (center versus home-based), location, size, age groups served, and quality level. Yet, factors such as staff, facilities, and supplies help us estimate the annual costs and net revenue for child care providers.

- **Staffing:** Staff salaries and benefits constitute a significant, if not the largest, portion of a provider's expenses [27,28](#). The state-mandated staff-to-child ratios directly influence these costs. In Massachusetts, caring for infants requires a 1:3 staff-to-child ratio compared to 1:10 for preschool-aged children, leading to higher staffing costs for infant care.
- **Facilities:** Costs related to rent or mortgage, utilities, maintenance and repairs, and insurance are substantial components of a provider's expenses. In a city like Boston, these costs are higher [29,30](#).
- **Supplies and Materials:** Age-appropriate materials and toys, cleaning materials, food, and office supplies add to operational costs. Infant care often requires supplies specific to this age range, such as diapers and changing tables, contributing to higher expenses.
- **State Regulations:** License renewal, paying for employees background checks (CORI and SORI), and professional development.





pcqc.acf.hhs.gov

Tools like the Provider Cost of Quality Calculator (PCQC) provide estimated annual costs and revenue of operating a child care program.

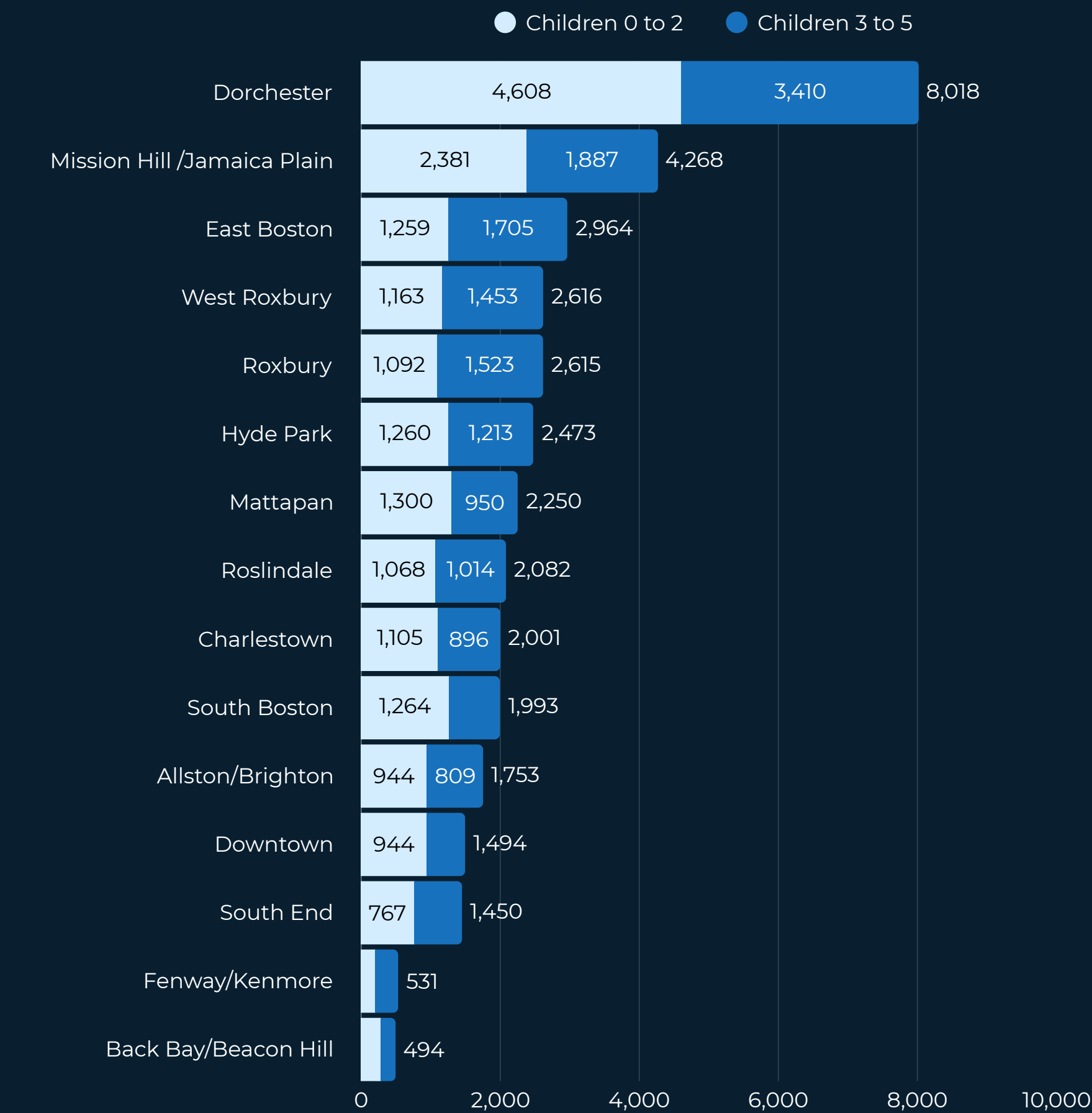
As we can see from the figure, the cost of operating a child care program in Boston, no matter the age groups served, tends to be higher than the net revenue, leading providers to experience a net loss. However, providing child care for younger children contributes to a higher net loss than caring for children ages 2.9 years and up. The high cost and intensive labor disincentivize child care providers from caring for infants and toddlers, leading to a shortage of seats for this age group.

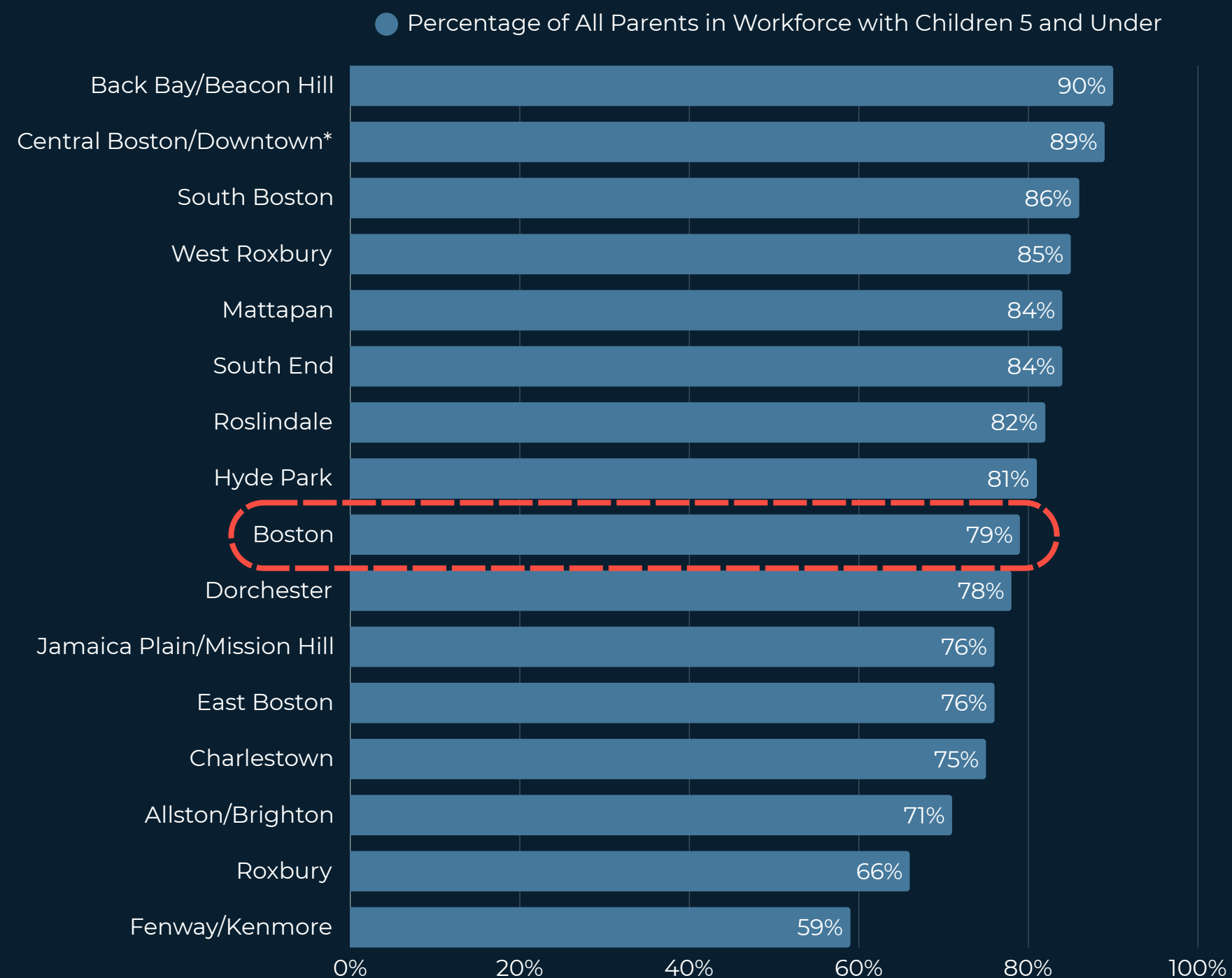
In an industry with high costs and low revenue, caring for older children is a way to stay in business. Leading to a larger supply of seats for children ages 3 to 5.

DEMAND

As of 2022, there were approximately 37,000 children ages birth to five in Boston. More than half, 53% are between the ages of 0 and 2 (19,641), and three out of four neighborhoods have more children in this age range than between the ages of 3 and 5 (17,361).

The neighborhood with the highest number of children is Dorchester, where 22% of all the children in Boston ages birth to five reside, followed by Mission Hill/Jamaica Plain (12%), and East Boston (8%). Two out of five children in the city live in one of these three neighborhoods. However, only 1% of all the children in this age range reside in Fenway/Kenmore and Back Bay/Beacon Hill, respectively. Making them the two neighborhoods with the least number of children. Other neighborhoods have between 4% and 7% of the total population of children five and under.





At 79%, Boston continues to have high participation rates in the labor force of all parents with children ages five and under. The percentage is higher in eight neighborhoods out of the 15 neighborhoods. Bay/Beacon Hill and the Downtown area have the highest percentage of all parents in the workforce, with 90% and 89%, respectively. The two neighborhoods with the lowest participation rates are Roxbury, with 66%, and Fenway/Kenmore, with 59% of all parents in the labor force.

Working parents rely heavily on early education and care to continue in the workforce. For families with children, child care represented an additional factor to consider when making employment decisions ⁹. Therefore, parental labor force participation and interest in participation is one indicator of demand for child care ^{11,12}. This leads to the following question: if almost 80% of all parents are in the labor force, who cares for the children who cannot find a seat in a formal setting? How many more parents would be in the labor force if they could access affordable child care?

Currently, there is no citywide data on informal early education and care arrangements for children ages birth to 5 years old. However, data collected from the Boston Child Care survey and a Nationwide Child Care Poll suggest that parents rely on informal care, such as grandparents or nannies, or that they rotate care among family members to continue participating in the workforce. Those who are not able to do so exit the workforce until their children are school-aged ^{9,13}.

“When our son was an infant, we couldn't find an open spot at a licensed daycare, so he went to an unlicensed one, which was ok but not ideal.” - 02125

“Our current childcare costs for one child aged 13 months are nearly \$3,000/month in a nanny share... We were unable to get off the waitlist at multiple family daycares. “ -02128

“I work from home and take care of my almost 2-year old.”- 02131

“Grandparents thankfully provide childcare so that both parents can work. Would likely have to move out of city if we had to start paying for childcare.” -02135

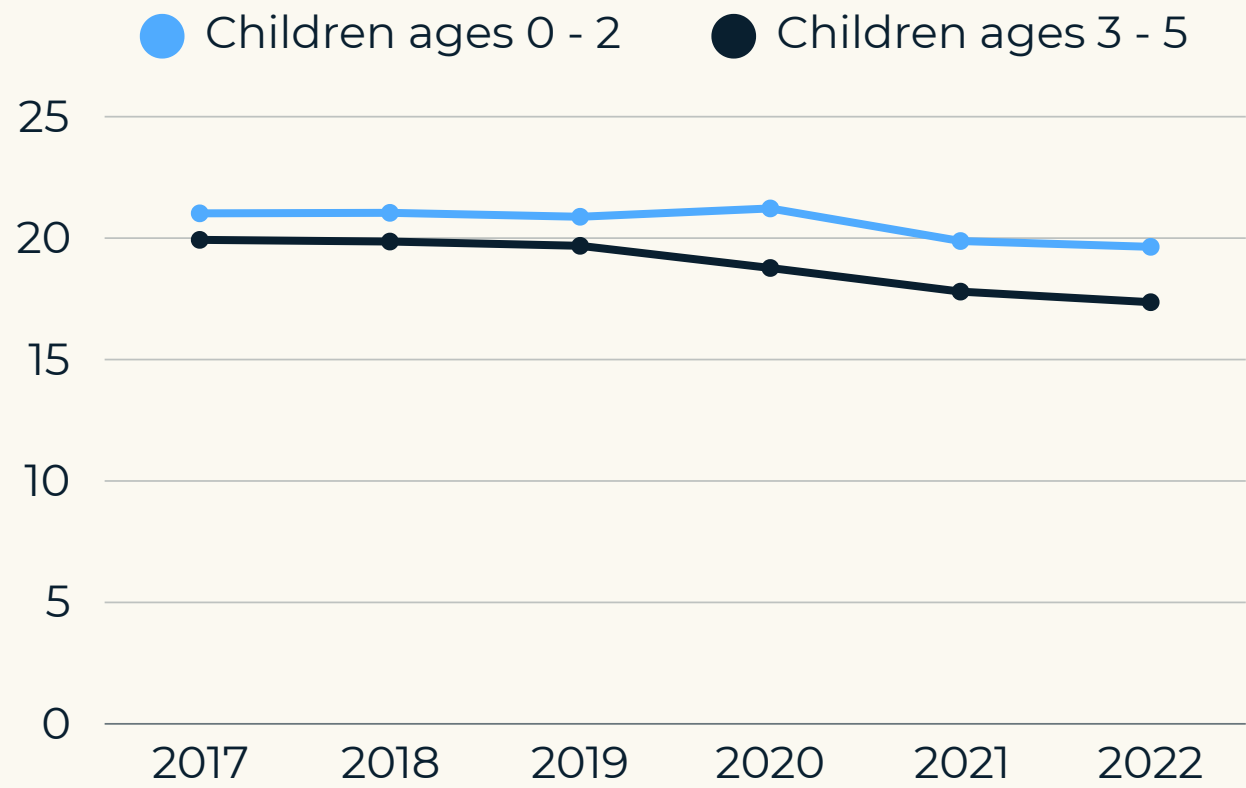


DECREASED DEMAND

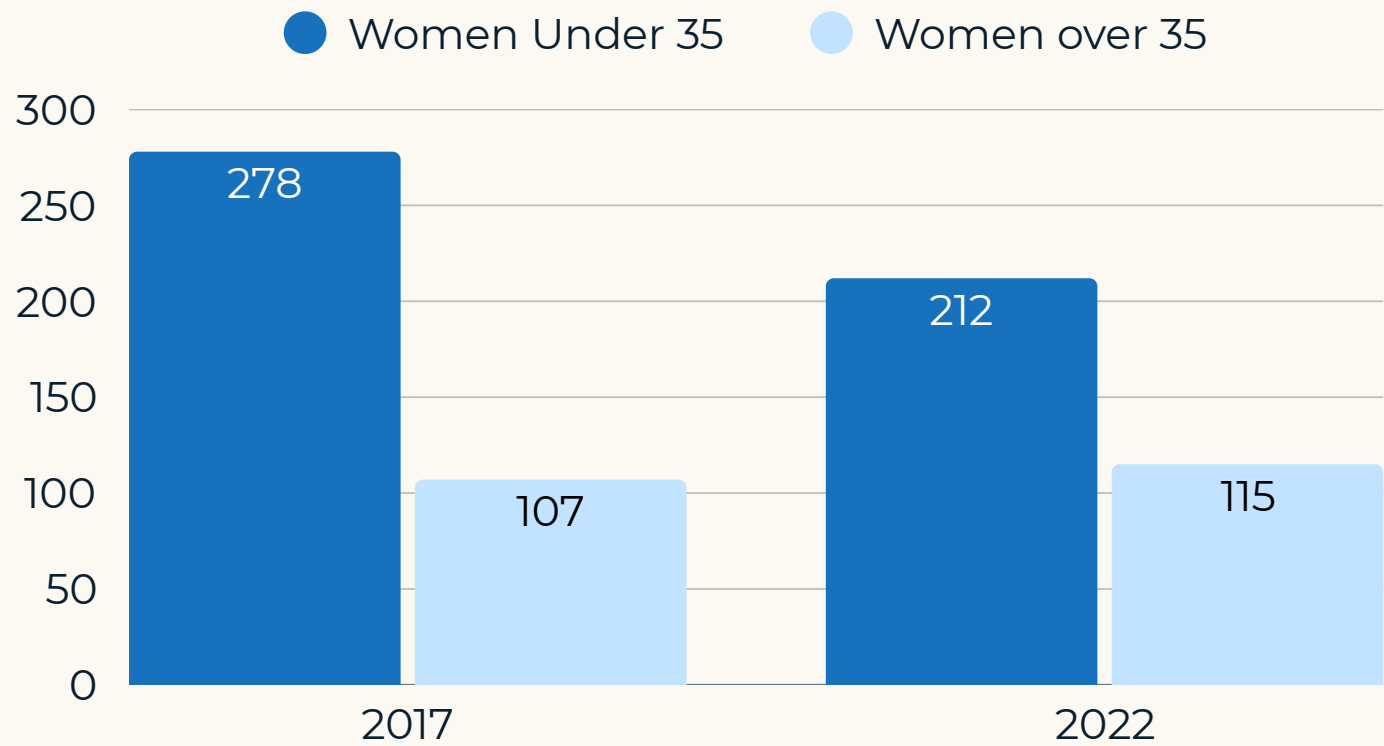
Between 2017 and 2022, the population of children ages birth to 5 decreased by 10%. The decrease is more prominent for children ages 3 to 5 (13%) than for children ages birth to 2 (7%). The decline in the older age group suggests that families with young children are moving out of Boston^{4,14}. Since 2010, Boston has experienced a significant outmigration of children under 14 and adults between 30 and 44 years old^{4,15}.

However, family relocation is only one of the factors impacting demand. Boston's birth rate has also decreased. The number of women between 15 and 50 who report giving birth in the past 12 months decreased by 15% in five years (ACS). When we evaluate the number of resident births in Boston, they have also decreased by 15%, going from 3,772 in 2017 to 3,178 in 2022 per 10,000 births^{4,16}.

Number of Children ages 0 to 5 in Boston (2017 - 2022)



Women who had a birth in the past 12 months (per 10,000 women ages 15 to 50)



The reasons for moving out of Boston or having fewer or no children vary greatly, and they can be motivated by personal decisions or external factors that influence these decisions [3,15](#). The high cost of living, specifically the cost of child care, is likely one of them^{[17](#)}. Since 1990, child care costs have increased nearly twice as fast as other major consumer expenses, such as housing and groceries^{[18](#)}.

When child care is not accessible or affordable, families delay or refrain from having children due to financial and logistical constraints^{[19](#)}. Some families move to places where it is easier to find and afford child care options that fit their needs. However, moving is not an option for many families, and in most places in the country, quality child care is unaffordable and inaccessible, so it is also not a solution ^{[20,21](#)}. For Boston, the declining number of children and families is a problem.

Out-migration of families and young children of metropolitan areas has negative economic consequences due to a current and future reduced workforce and a decline in the consumer demand for goods and services such as housing, groceries, recreation, and education^{[22](#)}. It also has social consequences such as under-enrollment in public schools, and a reduced urban cohesion, diversity, and vitality^{[14,22](#)}.

“Childcare is so expensive here though. It makes us second guess again and again if we want to stay in the city.” - 02114

“We are expecting a second child, once we need childcare for both it will cost more than our mortgage. We are considering leaving the state for more affordable cost of living” - 02128

“Childcare costs are outrageous (\$3,600/mo). We make a decent income, but we still plan on moving away before having a second child. Just can't imagine paying over \$7k/mo for daycare.” - 02129

“We are statistically “well off” and the cost of childcare is overwhelming enough to place considerable strain on us. We would love to have another child, but the fact there is almost zero financial relief for us due to our income means that doing so is just economically impractical.” - 02127

“The most inexpensive estimate I received \$500 per week per child. It is unreasonable for a family to have to pay \$4000 monthly for childcare. My family is looking to move somewhere with more affordable childcare.” - 02122

“The cost of daycare in the city is atrocious and extremely high. It is a major consideration to move out of the city.” - 02135

UNDERSTANDING DEMAND: THE COST OF ACCESSING CARE

The Price of Child Care in Suffolk County, Massachusetts

Age of Child	Type of Provider	Price (2024 inflation adjusted)	Price as a share of median family income
Infant	Center-Based	\$34,024	29.9%
	Family Child Care	\$18,454	16.2%
Toddler	Center-Based	\$28,434	25%
	Family Child Care	\$16,147	14.2%
Preschool	Center-Based	\$20,184	17.7%
	Family Child Care	\$14,417	12.7%

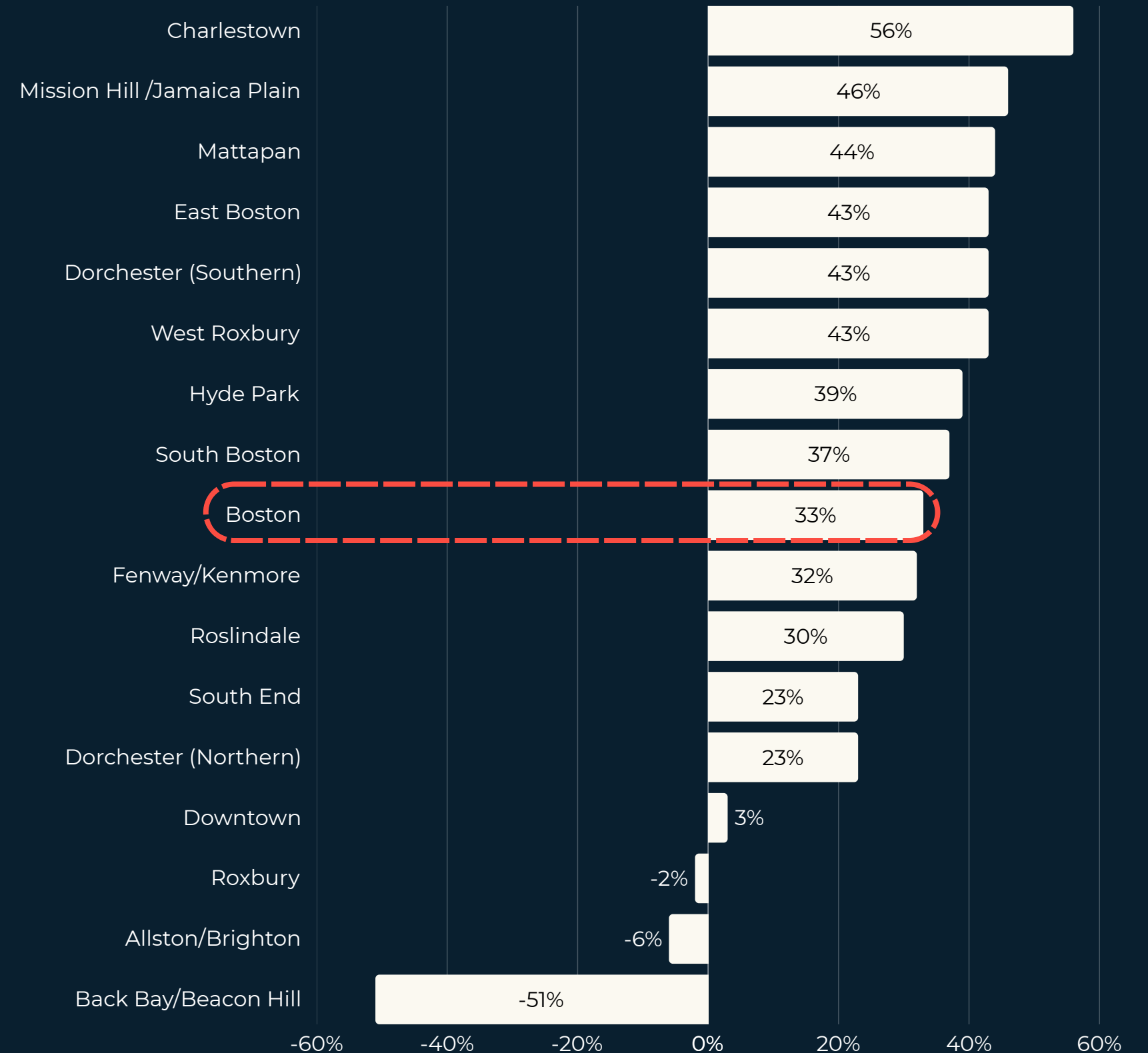
In the United States, families use, on average, more than one-third of their income to pay for full-time child care for two children²⁴. In Massachusetts, care for children ages birth to 5 costs more than in-state tuition for a four-year public college⁶. A recent Cost of Care Report found that it was the third most expensive state for child care, with weekly costs averaging \$372^{6,25}. Another report comparing the cost of full-time child care for two children in 100 cities found that at \$3,648 a month, Boston was the second most expensive place to have two young children in child care, just behind Washington D.C²⁶. When families pay for child care, they are covering a lot more than just supervision for their child. The high cost comes from salaries, facilities, regulations, and other factors that guarantee the safety and education of their children.

“We struggle tremendously with the cost of childcare... it far exceeds the cost of our mortgage.” - 02131

THE ACCESS GAP

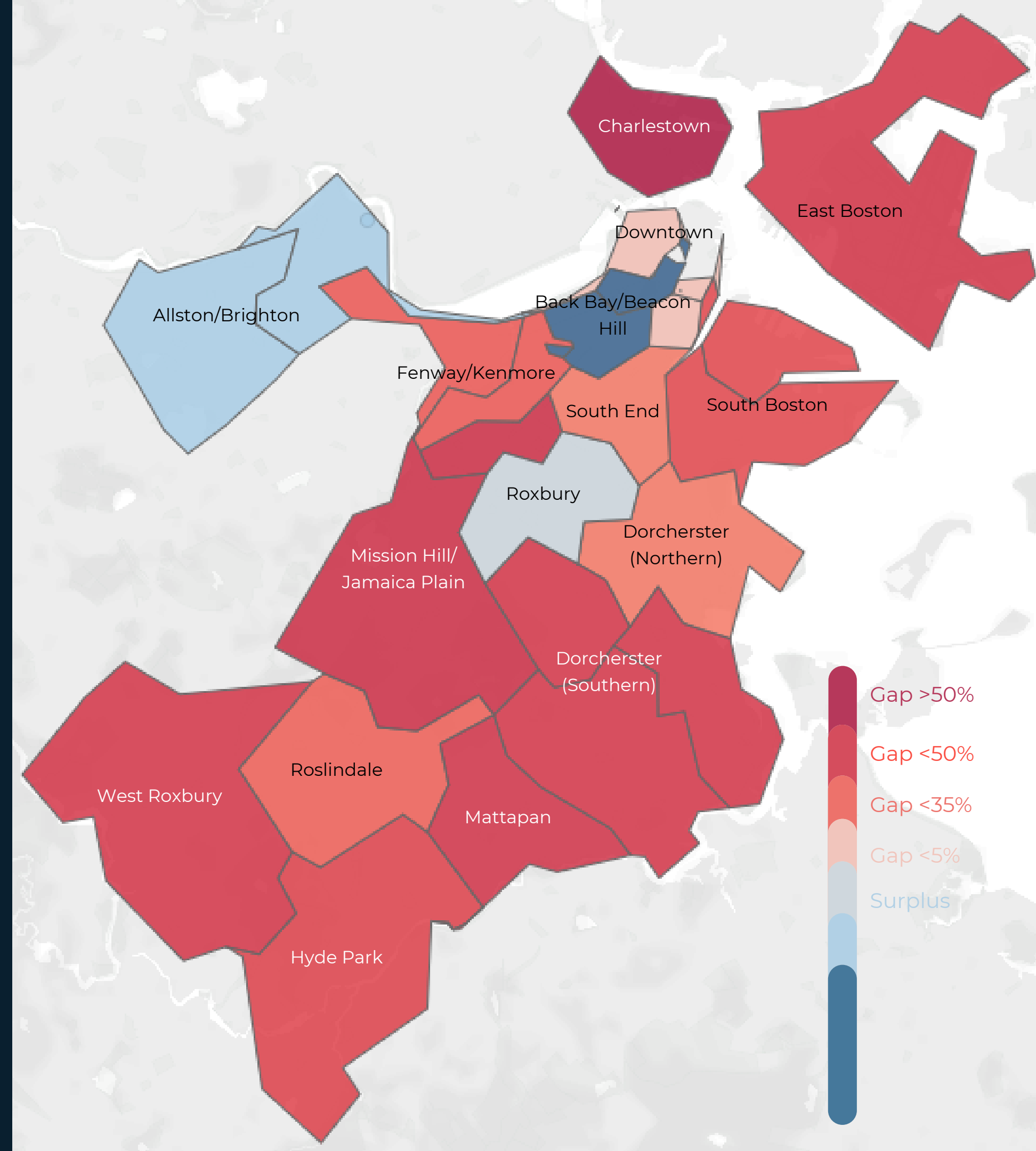
In 2024, the gap of seats for children ages birth to 5 in Boston was 33%, a decrease of 6% compared to 2022 ¹. Most neighborhoods in the city had a smaller gap, except for Downtown, Jamaica Plain/Mission Hill, and East Boston, where the gap increased.

Four out of five neighborhoods in Boston have a gap of seats for children ages birth to 5. At 56%, Charlestown is the neighborhood with the highest gap; only one out of two children would find a seat in a licensed child care setting.

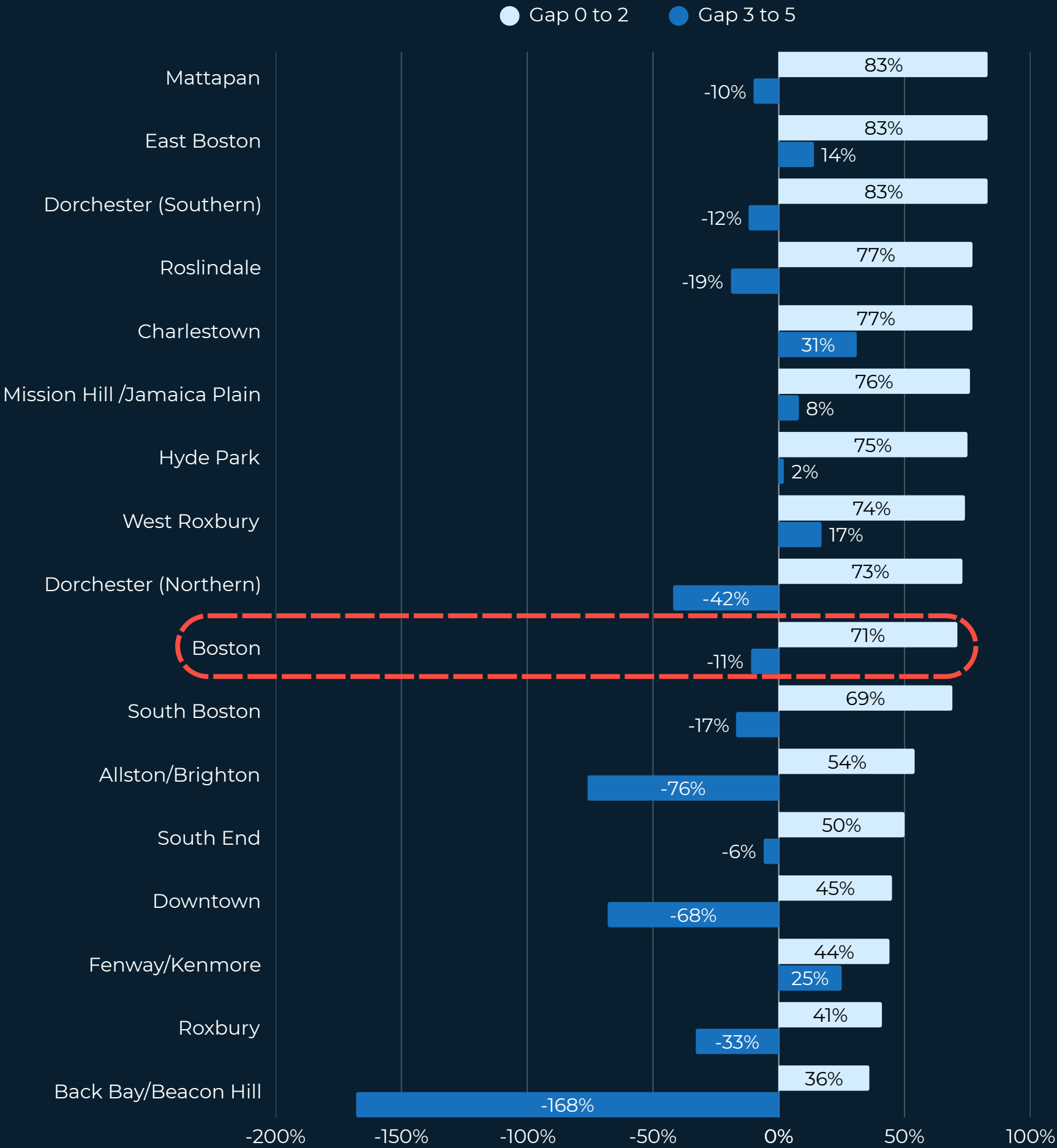


Three neighborhoods had more seats than resident children. Contrary to most neighborhoods, in Back Bay/Beacon Hill, half the resident population ages birth to 5 has access to more than one seat in a licensed child care setting. It is also the only neighborhood that continually has more seats than resident children.

The concentration of child care seats in Back Bay/Beacon Hill is largely driven by the needs of working families who require accessible child care options near their workplaces ²³. The demand for child care near the workplace leads to a high number of seats in neighborhoods with a low population of resident children.



THE GAP BY AGE GROUP



The analysis by age groups revealed wider disparities and an outlook for children ages birth to 2 that is not encouraging. In 2024, an estimated 71% of Boston's children aged birth to 2 had no access to formal early education and care. As in prior years, the lack of seats for infants and toddlers drives the overall gap in the birth to 5 age population.

All neighborhoods experienced an access gap in this age group, and in most, more than half of the resident children ages birth to 2 would not have a seat in a formal early education and care setting if desired by all families. The gap varied from 36% in Back Bay/Beacon Hill to 83% in Mattapan, Roslindale, and East Boston, where only one out of five children could access a licensed infant or toddler seat.

There were 19,231 seats for preschoolers to serve approximately 17,361 children. At present we have an increased number of seats and a decreased number of young children ages 3-5, compared to 2022¹. In 2022, there was a 2% surplus of seats for this age group; now, that surplus has increased to 11%. The average estimate masks access gaps in six neighborhoods ranging from 2% in Hyde Park up to 31% in Charlestown.



UNDERSTANDING THE GAP, A SPACE WHERE DEMAND EXISTS BUT SUPPLY CANNOT BE MET OR SUSTAINED

Unlike other industries like legal services, where high costs for consumers translate into high revenues and profits for the businesses providing the service, the high cost of child care does not lead to high revenues. It seems like a contradiction—families are paying a lot for child care, but child care providers aren't making much money.

What is happening?

- **Providing child care is labor-intensive** – Child care has strict rules about child-to-educator ratios to ensure safety and quality. A child care provider needs a lot of staff to care for a relatively small number of children. Children require constant supervision and care, providers cannot and should not lower costs by hiring fewer people or having more children than those allowed by law.
- **High operating costs** – Child care providers must pay for rent, insurance, utilities, food, cleaning supplies, toys, and more.
- **Families have limited ability to pay**– Unlike higher education or health care, families cannot access third-party payers (government loans or insurance companies) to help cover costs. Since many families already pay too much ⁶, child care providers can't just charge higher tuitions for their services. Doing so would drastically curb demand.
- **Little government funding** – Public schools get most of their funding from the government ³¹, while child care revenue comes mainly from tuition ³². And subsidies don't cover most families ³³, leaving the financial burden on families²⁰.
- **Educators' pay suffers** – With money for facilities, supplies, materials, and meeting safety regulations, there's not much left for wages. Since costs are capped by what families can afford, providers keep wages low to stay in business ^{6,34}.

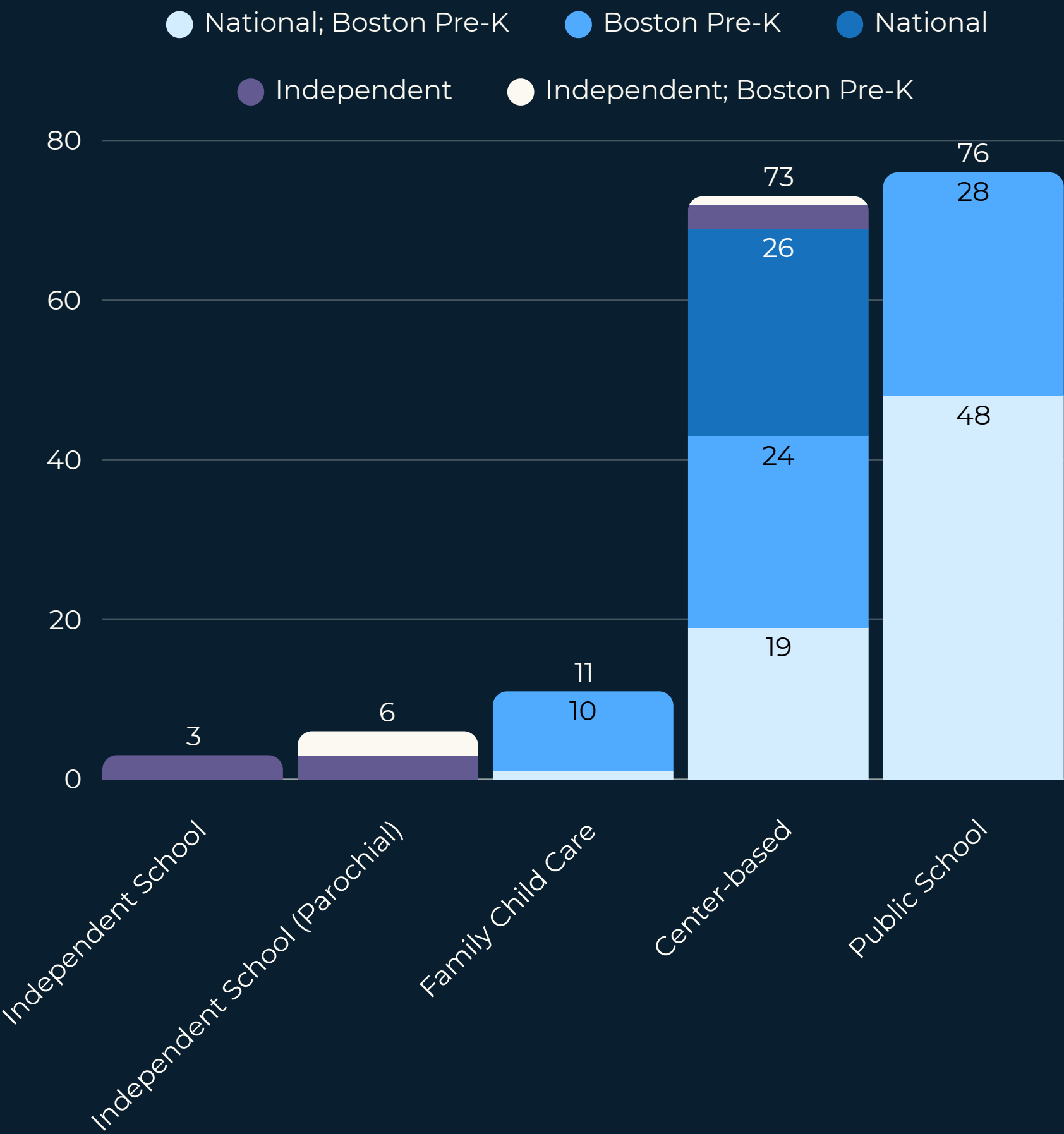
In conclusion, child care is expensive because it takes a lot of people to do it right, therefore the costs are high—but since families aren't able, and should not pay unlimited amounts for care, wages for educators end up being low. Low wages lead to high educator turnover and workforce shortages, which lead to classroom closures and a loss of seats³⁴.

IT'S NOT ONLY ABOUT QUANTITY BUT ALSO ABOUT QUALITY

Families struggle with finding and paying for child care, but they also struggle with finding and paying for quality child care, and assessing the overall quality of a provider is no easy feat. There are quality indicators, such as being part of Boston Pre-K or accreditation from national associations for early learning, such as NAEYC and NAFCC, or by independent school associations like AISNE and NEASC. We did not use the MA Department of Early Education and Care Quality Rating and Improvement System (QRIS) for this analysis since it is on pause.

While these mechanisms are objective indicators for defining overall quality, they are limited in providing an accurate count of high-quality seats. External accreditation is costly and labor intensive, and accreditation obtained through self-evaluation can be inaccurate and biased. For these reasons, centers and FCCs that cannot afford the application or do not have administrative personnel to oversee the work may provide high-quality seats not captured by these indicators.

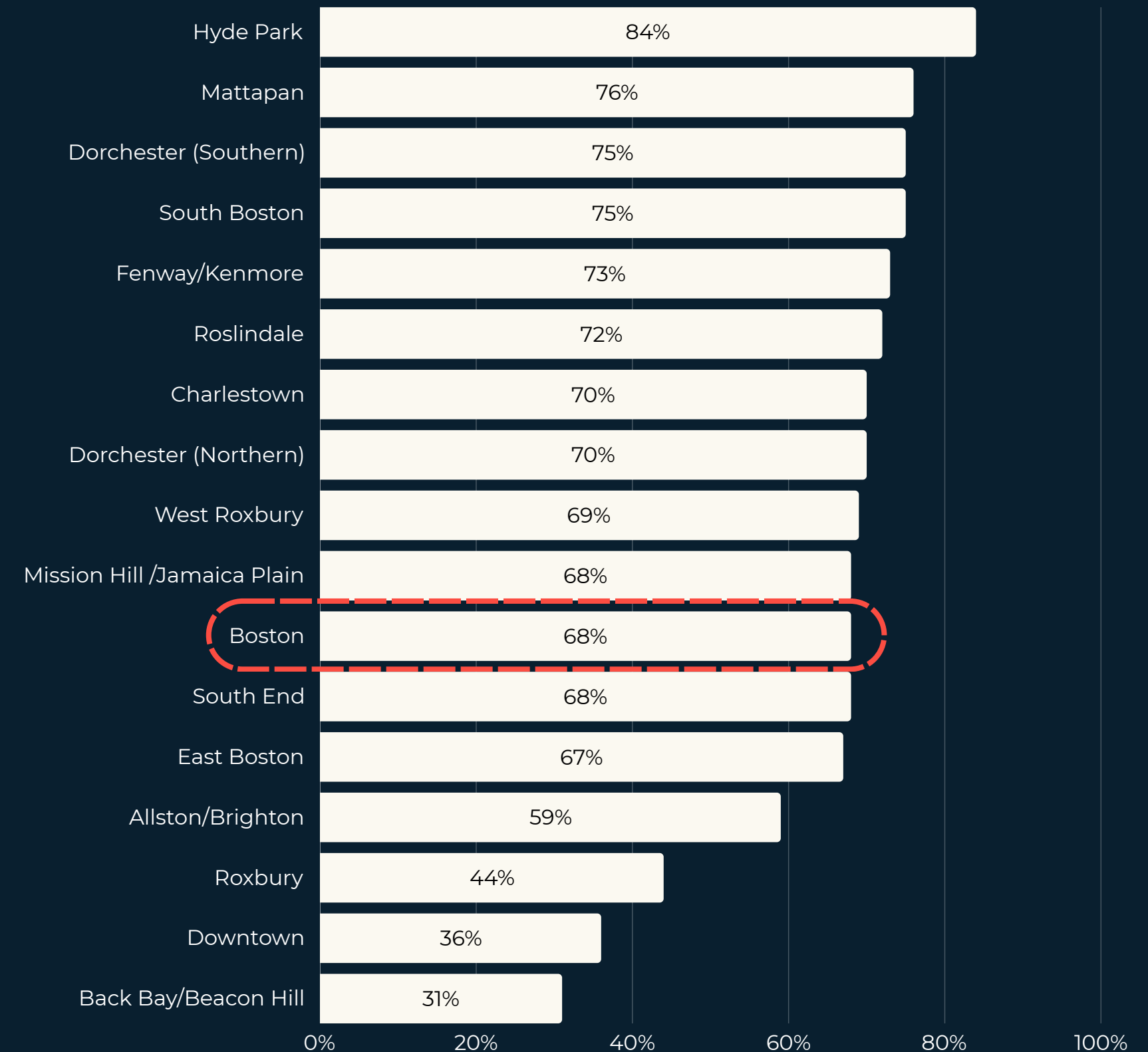
Of the 816 schools and providers with seats for children ages birth to 5 in Boston, 100% of the BPS schools, 60% of the Parochial Schools, 38% of the Independent Schools, 27% of the CBOs, and 2% of the FCCs are part of Boston Pre-K, accredited, or both. The chart on the right shows a breakdown of the number of schools and their accreditations.



THE QUALITY GAP

In 2024, the city-level quality gap for birth to 5-year-olds in Boston was 68%, just under the 2022 quality gap of 70%. The decrease continues to be driven by an increase in the number of quality seats available to children ages 3 to 5. Boston Pre-K has expanded the availability of high-quality seats for 3—and 4-year-olds in the city; currently, it offers over 3,000 seats at BPS and 1,500 across community settings, including CBOs, independent schools, and FCC providers³⁵.

We must continue to highlight the quality standards and assessment tools that are available and the importance of using them to ensure fidelity and alignment among child care providers.



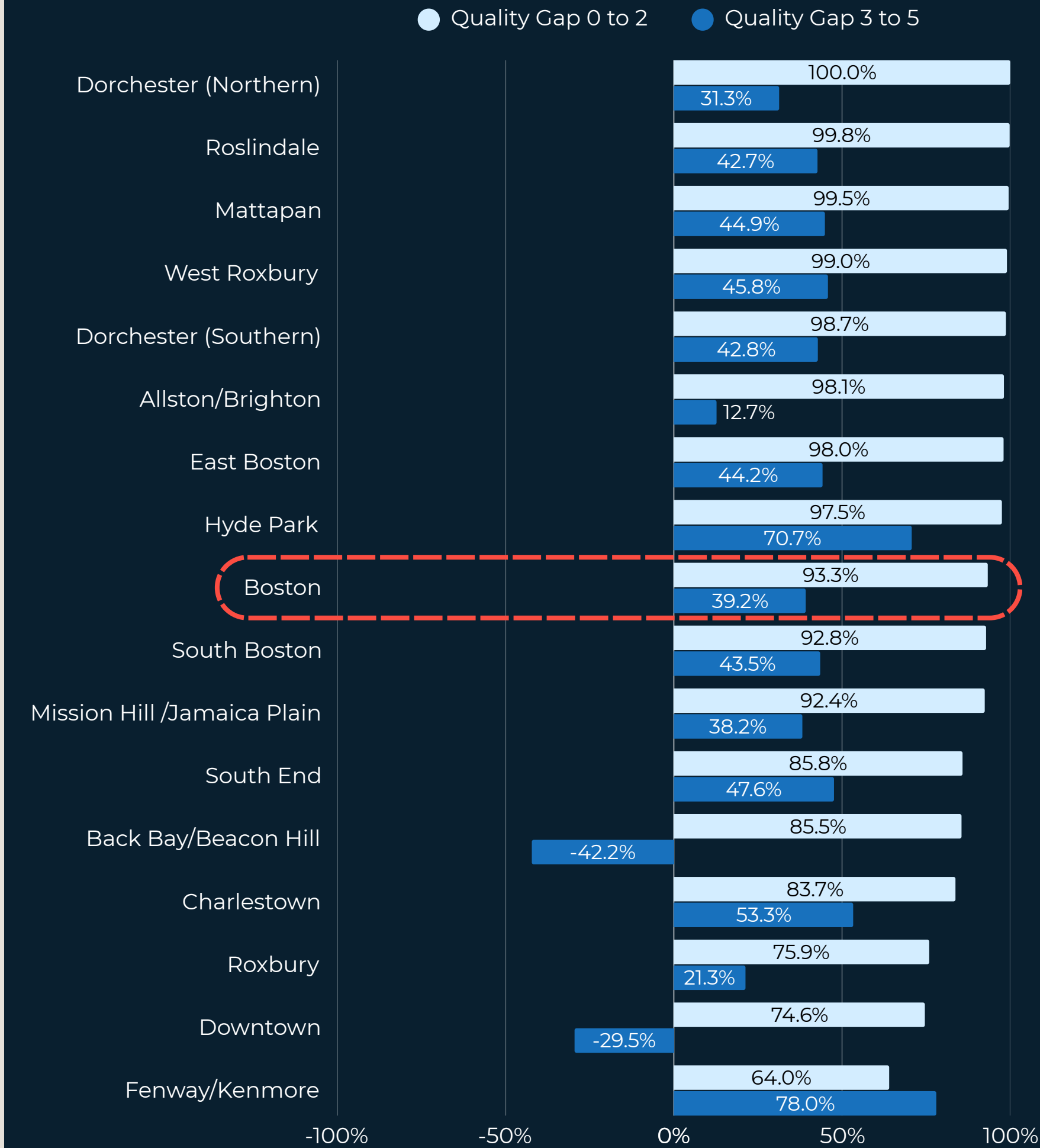
QUALITY GAP BY AGE GROUP

In 2024, the scale of the quality gap for infants and toddlers continues to be striking at the city level: 93% of Boston families with children ages birth to 2 would not find a high-quality seat in a formal early education and care setting. This is slightly lower than the 95% quality gap identified in 2022 for infants and toddlers.

The quality gap for children ages 3 to 5 was lower but still significant: 39% of Boston families with children ages 3 to 5 would not have been able to find high-quality seats in a formal early education and care setting. There was a slight decrease of 6% for this age range compared to 2022.

These gaps also varied by neighborhood. We found quality gaps for children ages birth to 2 across all Boston neighborhoods but not for children ages 3 to 5. Ten neighborhoods had quality gaps above Boston’s average of 39 percent, but two neighborhoods, Back Bay/Beacon Hill and Downtown, had more quality preschool seats than children ages 3 to 5.

In 10 neighborhoods, there were 90 percent more children under 2 years of age than quality early education and care seats available for them. One neighborhood, Dorchester (Northern), did not have any quality seats for this age group, as identified by our methodology. Mattapan and Roslindale neighborhoods had fewer than 6 and 2 seats, respectively.



ADDRESSING THE GAPS

Ongoing efforts to increase access, affordability, and quality of child care to decrease the gaps and make Boston the most family-friendly city.



01

Broaden the outreach of the child care survey to increase the response rate in every neighborhood to have reliable data on existing child care arrangements and families' preferences.

02

Continue investing in the licensing support program to help aspiring educators open family child care in Boston. In the past three years, 55 new FCCs have opened, and several others are waiting for their license. Infants and toddlers are more likely than children of other ages to be in FCC settings³⁵.

03

Provide continuous financial technical assistance and quality improvement programming for current family child care providers to sustain and strengthen their business³⁵.

04

Expand Boston Pre-K seats in neighborhoods with high access gaps for children ages 3 to 5, and increase the number of family child care educators participating in Boston Pre-K. In 5 years, it has grown to become a system that includes 76 BPS schools and 56 community provider sites³⁶.

05

Streamline and simplify the processes to find child care and apply for Boston Pre-K through Great Starts, the citywide platform designed to make exploring child care options and registration for BPS more accessible for all families.



For more information on our initiatives visit:
www.boston.gov/early-childhood

06

Provide continuous technical assistance for center-based providers to develop a long-term financial plan and support to attract, hire, retain, and develop qualified talent.

07

Highlight the quality measure tools available for early education and care providers to promote the alignment and use of existing tools, such as the Boston Pre-K curriculum, the FCCERS, the ASQ, and NIEER's Research Tools.

08

Make high-quality materials and resources affordable and accessible to schools and licensed early education and care providers through professional development, tailored technical assistance, programming, and grants.

09

Continue collaborating with the MA Department of Early Education and Care, BPS, higher education institutions, non-profits, child care providers, philanthropy, and advocates to increase the access, affordability, and quality of early education and care in Boston through continuous capacity building for current educators and free credentialing programs to expand the workforce.

10

Highlight grants, professional development, and other technical assistance and funding opportunities that different City of Boston departments offer for which child care providers are eligible.

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