

---

# Childcare Wage Innovation Proposal

Apprenticeship as a Path to Professionalizing Childcare

*Developed by Erin Baldwin Day, Christina Eubanks-Ohana, Zack Fields*

## OVERVIEW

The childcare sector in Anchorage requires immediate intervention and scalable innovation in order to recruit & retain a high-quality workforce and stabilize the availability of childcare services for working families. Per the Anchorage Child Care & Early Education (ACCEE) Fund Implementation Team's report dated January 2024, raising wages for childcare workers remains a high priority for public funding. This project leverages union apprenticeship to increase the capacity of the existing childcare workforce through ladder education, augmented employee wages, and development of the political influence needed to draw additional funding into the sector.

## GOALS

1. Create a viable mechanism for education-linked wage increases to be paid directly to childcare workers.
2. Employ a union apprenticeship model to administer the program.

## DESCRIPTION

A small cadre of local childcare centers will opt into an ACCEE-funded program whereby the centers commit to pay \$16/hr in base wages, and cohort their employees through an apprenticeship program developed and delivered by highly qualified childcare providers and administered by a local union. ACCEE innovation funds will be allocated as gap funding to meet a predetermined hourly wage indexed to employee educational attainment, which may be tied to the existing SEED levels for childcare workers or to a novel apprenticeship program indexed similarly. The goal of this program is to develop both proof of concept as well as the political interest to expand childcare funding from state and federal sources.