



# **MONTANA EARLY CHILDHOOD ACCOUNT BOARD FLEXIBLE WORKFORCE SUPPORT GRANT PROGRAM**

## **PROGRAM OVERVIEW**

The Flexible Workforce Support Grant Program is designed to provide funding to early childhood providers to implement strategies that strengthen and stabilize the workforce. Through this program, eligible providers would apply for funding by submitting a proposal outlining how funds will be used within Board-approved categories. Funding will be distributed through a non-competitive grant pilot program.

## **PILOT PROGRAM STRUCTURE**

The Flexible Workforce Support Grant Program is being explored as a two-year pilot initiative. The exact structure, funding approach, and implementation timeline for the pilot period remain under development and may evolve based on Board direction and provider feedback.

At the conclusion of the two-year period, the Board will review program outcomes and evaluation findings to determine whether a long-term or ongoing workforce support initiative should be sustained.

## **PURPOSE AND INTENDED IMPACT**

The purpose of this grant program is to support early childhood providers in addressing workforce challenges through flexible, provider-driven solutions.

Intended outcomes include:

- Increased workforce recruitment and retention
- Improved compensation and benefits for early childhood staff
- Expanded access to professional development and career advancement
- Greater flexibility for providers to respond to workforce needs at the local level

## **ELIGIBLE PROVIDER TYPES**

Eligible applicants include licensed early childhood providers. Provider types include:

- Centers
- Groups
- Family providers
- After School Programs

## **ALLOWABLE USE CATEGORIES**

Providers may request funding for one of the following workforce support strategies:



1. Child Care Cost Assistance for Employees
  - Offset the cost of care for employees' children enrolled in the program
2. Employee Benefits Support
  - Offset the cost of employee benefits, including health insurance or other benefit structures
3. Compensation Enhancements
  - Implement or expand progressive pay scales tied to education, experience, or role
4. Professional Development and Education
  - Support staff participation in continuing education, training, or credential attainment