



Comparing Potential Demand for Nontraditional-Hour Child Care and Planned Policies across States

Diane Schilder, Peter Willenborg, Cary Lou, Sarah Knowles, and Juanita Jaramillo

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Understanding the potential child care needs for parents who work early in the morning, evenings, nights, and weekends has become a growing concern for policymakers trying to make child care more accessible. Families working these nontraditional (NTH) schedules—defined here as anytime outside of 7:00 a.m. to 6:00 p.m. on weekdays—can face extra challenges finding child care, and the types of care they use are less supported by public funds (Adams et al. 2021a–c; Sandstrom 2018). Using data from the 2015–19 American Community Survey and 2016 Survey of Income and Program Participation, we estimated the potential demand for child care during these nontraditional hours (NTH).¹

Although parents of all types and income levels work NTH schedules, these schedules are much more common² among families who have faced structural barriers to employment, education, and good wages (Adams et al. 2021a–c). Research shows that people with lower incomes, who are Black and Latino, who have lower levels of education, and who are single parents face structural barriers to employment, education, and access to services. The pandemic has underscored these difficulties. It has deepened the child care crisis and heightened the nation’s understanding of how race impacts families’ risk and opportunities. In most states, children in families that have historically experienced these structural barriers are more likely to have NTH-working parents. Understanding which families are working NTH schedules allows policymakers to develop and implement policies that are equitable and meet different groups’ needs.

A Sizeable Share of Children under Age 6 Have Working Parents Who Work NTH Schedules

Across the US, 36 percent of children under age 6 in working families have parents who work NTH schedules. Yet the range varies substantially by state. Mississippi has the highest share of young children in working families that have NTH-working parents, and North Dakota has the lowest share (table 1).

TABLE 1

Depending on the State, between about One-Quarter and Nearly Half of Young Children in Working Families Have NTH-Working Parents

Share of children under age 6 in working families who have NTH-working parents

State	Percent	State	Percent
Mississippi	47%	District of Columbia	34%
Nevada	44%	New Mexico	34%
Alabama	42%	Washington	34%
Louisiana	42%	Wisconsin	34%
Arizona	41%	Wyoming	34%
Hawaii	41%	Florida	33%
Tennessee	41%	Iowa	33%
Arkansas	40%	New York	33%
Georgia	40%	Massachusetts	32%
Indiana	39%	Rhode Island	32%
Kentucky	39%	Virginia	32%
Texas	39%	Alaska	31%
Michigan	38%	Connecticut	31%
North Carolina	38%	Idaho	31%
Ohio	38%	New Jersey	31%
South Carolina	38%	Oregon	31%
West Virginia	38%	Colorado	30%
Maryland	37%	Minnesota	30%
Missouri	37%	Nebraska	30%
Delaware	36%	Kansas	29%
Illinois	36%	New Hampshire	28%
Pennsylvania	36%	Vermont	28%
United States	36%	Utah	26%
California	35%	Montana	25%
Maine	35%	South Dakota	25%
Oklahoma	35%	North Dakota	24%

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Children in Working Families with Low Incomes Have a Higher Share of Parents Working NTH Schedules

About half of young children in working families with low incomes have NTH-working parents. However, the share varies substantially by state. Alabama, the District of Columbia, Maryland, Mississippi, and Tennessee have the highest rates of children living in working families with low incomes whose parents work NTH schedules, and Montana and Vermont have the lowest rates (table 2).

TABLE 2

Across States, Around One-Third to One-Half of Young Children in Working Families with Low Incomes Have Parents Working During NTH

Share of children under age 6 in working families with low incomes (under 200 percent of FPL) who have NTH-working parents

State	Percent	State	Percent
Alabama	52%	Hawaii	45%
District of Columbia	52%	New Hampshire	45%
Maryland	52%	Rhode Island	45%
Mississippi	52%	Virginia	45%
Tennessee	52%	Iowa	44%
Kentucky	51%	Minnesota	44%
Georgia	50%	Washington	44%
Illinois	50%	Connecticut	43%
Nevada	50%	New York	43%
Ohio	50%	Oklahoma	43%
Pennsylvania	50%	Oregon	43%
Arizona	49%	Colorado	41%
Delaware	49%	Florida	41%
Louisiana	49%	Maine	41%
West Virginia	49%	Nebraska	41%
Arkansas	48%	New Jersey	41%
Michigan	48%	Kansas	40%
North Carolina	48%	Idaho	38%
South Carolina	48%	New Mexico	38%
Texas	48%	South Dakota	37%
Indiana	47%	North Dakota	36%
Missouri	47%	Alaska	35%
Massachusetts	46%	Wyoming	33%
Wisconsin	46%	Utah	32%
United States	46%	Montana	29%
California	45%	Vermont	29%

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Notes: FPL = federal poverty level. For family income, a small group of children living with unrelated household members or in group quarters falls into a not applicable category. Poverty status is not calculated (and not shown here) for these children.

Higher Shares of Black and Latino Children Have Parents Working NTH Schedules Than White Children

Higher shares of young Black and Latino children in working families than their white peers have parents who work NTH schedules. In the US overall, 51 percent of Black children under age 6 in working families have NTH-working parents, compared with 41 percent of Latino children and 29 percent of white children. However, the share of young children with NTH-working parents varies across states for Black, Latino, and white children. Out of all Black children under age 6 whose parents work, the share with NTH-working parents was highest in Iowa, Michigan, Mississippi, and Nevada and lowest in the District of Columbia (table 3). Out of all Latino children under age 6 in working families, the percentage with NTH-working parents was highest in Delaware and lowest in Florida (table 4). Out of all white children under age 6 in working families, the percentage with NTH-working parents was highest in West Virginia and lowest in North Dakota (table 5).

TABLE 3

The Share of Young Black Children in Working Families Who Have NTH-Working Parents in Each State Varies between about 40 Percent and 60 Percent

Share of Black children under age 6 in working families who have NTH-working parents

State	Percent	State	Percent	State	Percent
Iowa	59%	Texas	51%	Maine	*
Michigan	59%	United States	51%	Montana	*
Mississippi	59%	Connecticut	49%	New Hampshire	*
Nevada	59%	Kansas	49%	New Mexico	*
Arkansas	57%	Maryland	49%	North Dakota	*
Tennessee	57%	New York	49%	Oregon	*
Wisconsin	57%	Oklahoma	49%	Rhode Island	*
Illinois	56%	California	48%	South Dakota	*
Kentucky	56%	New Jersey	48%	Utah	*
Ohio	56%	Delaware	47%	Vermont	*
Alabama	55%	Minnesota	47%	West Virginia	*
Louisiana	55%	Washington	47%	Wyoming	*
Pennsylvania	55%	Virginia	46%		
Arizona	54%	Florida	45%		
Indiana	53%	Nebraska	45%		
North Carolina	53%	Massachusetts	44%		
South Carolina	53%	District of Columbia	43%		
Colorado	52%	Alaska	*		
Missouri	52%	Hawaii	*		
Georgia	51%	Idaho	*		

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Note: * Value not shown because of sample size limitations.

TABLE 4

The Share of Young Latino Children in Working Families Who Have Parents Working During NTH in Each State Varies between One-Third and Half

Share of Latino children under age 6 in working families who have NTH-working parents

State	Percent	State	Percent
Delaware	49%	United States	41%
Indiana	48%	Colorado	40%
Arizona	47%	Connecticut	40%
Iowa	47%	Georgia	40%
Nevada	47%	Hawaii	40%
Tennessee	47%	Minnesota	40%
Pennsylvania	46%	Rhode Island	40%
Michigan	45%	Alabama	39%
Ohio	45%	New York	39%
Wisconsin	45%	Virginia	39%
Massachusetts	44%	Kansas	37%
Mississippi	44%	New Mexico	37%
Washington	44%	South Carolina	37%
Illinois	43%	Utah	37%
Louisiana	43%	New Jersey	36%
Missouri	43%	Florida	33%
Nebraska	43%	Alaska	*
North Carolina	43%	District of Columbia	*
Kentucky	42%	Maine	*
Texas	42%	Montana	*
Arkansas	41%	New Hampshire	*
California	41%	North Dakota	*
Idaho	41%	South Dakota	*
Maryland	41%	Vermont	*
Oklahoma	41%	West Virginia	*
Oregon	41%	Wyoming	*

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Note: * Value not shown because of sample size limitations.

TABLE 5

The Share of Young White Children in Working Families Who Have Parents Working During NTH in Each State Varies between about 40 Percent to About 60 Percent

Share of white children under age 6 in working families who have NTH-working parents

State	Percent	State	Percent
West Virginia	38%	United States	29%
Mississippi	37%	Alaska	28%
Kentucky	36%	Florida	28%
Nevada	36%	Idaho	28%
Hawaii	35%	Illinois	28%
Indiana	35%	Maryland	28%
Tennessee	35%	New Hampshire	28%
Alabama	34%	Oregon	28%
Arkansas	34%	Vermont	28%
Maine	34%	New Mexico	27%
Missouri	34%	Rhode Island	27%
Ohio	33%	Massachusetts	26%
Wyoming	33%	Minnesota	26%
Arizona	32%	New York	26%
Louisiana	32%	California	25%
Michigan	32%	Colorado	25%
Pennsylvania	31%	District of Columbia	25%
Texas	31%	Nebraska	25%
Delaware	30%	Virginia	25%
Georgia	30%	Connecticut	24%
Oklahoma	30%	Kansas	24%
Washington	30%	Montana	24%
Iowa	29%	New Jersey	24%
North Carolina	29%	Utah	22%
South Carolina	29%	South Dakota	21%
Wisconsin	29%	North Dakota	20%

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Note: * Value not shown because of sample size limitations.

High Shares of Children with Working Parents Who Have A High School Education or Less Have NTH-Working Parents

Many children under age 6 with working parents who have a high school education or less have parents with NTH schedules. However, rates vary substantially by state. Mississippi has the highest share of children with working parents with this level of education who have NTH-working parents, and Vermont has the lowest (table 6).

TABLE 6

Across States, around 40 to 60 Percent of Young Children with Working Parents with a High School Education or Less Have Parents Working During NTH

Share of children under age 6 with working parents with this education level who have NTH-working parents

State	Percent	State	Percent
Mississippi	62%	United States	53%
Alabama	61%	Hawaii	52%
Michigan	60%	Kansas	52%
Tennessee	60%	Massachusetts	52%
Louisiana	59%	Nebraska	52%
Arizona	58%	New Mexico	52%
Indiana	58%	Virginia	52%
Kentucky	58%	California	51%
Ohio	58%	Delaware	51%
Missouri	57%	North Dakota	51%
North Carolina	57%	Oregon	51%
Arkansas	56%	Colorado	50%
Illinois	56%	Oklahoma	50%
Maryland	56%	Connecticut	49%
Pennsylvania	56%	New Hampshire	48%
Wisconsin	56%	New York	48%
Georgia	55%	Rhode Island	48%
Iowa	54%	Florida	47%
Maine	54%	Idaho	45%
Nevada	54%	New Jersey	45%
South Carolina	54%	South Dakota	45%
West Virginia	54%	Alaska	44%
District of Columbia	53%	Wyoming	44%
Minnesota	53%	Utah	43%
Texas	53%	Montana	41%
Washington	53%	Vermont	39%

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Note: Parental education level reflects the highest level of attainment between both parents for children living with two parents.

High Shares of Children Living with a Working Single Parent Have NTH-Working Parents

Many children under age 6 in working, single-parent families have an NTH-working parent. However, the rate varies substantially by state. Mississippi has the highest share of young children with working, single parents whose parent works an NTH schedule, and Alaska has the lowest share (table 7).

TABLE 7

Depending on the State, around 50 to 70 Percent of Young Children with a Working, Single Parent Have a Parent Working During NTH

Share of children under age 6 with a working, single parent who have an NTH-working parent

State	Percent	State	Percent
Mississippi	71%	Minnesota	64%
Kentucky	70%	Oklahoma	64%
Nevada	70%	Oregon	64%
Michigan	69%	South Carolina	64%
Ohio	69%	Texas	64%
Tennessee	69%	United States	64%
Maine	68%	California	63%
Maryland	68%	Colorado	63%
Missouri	68%	New Hampshire	63%
Wisconsin	68%	Nebraska	62%
Georgia	67%	Virginia	62%
Idaho	67%	Kansas	61%
Indiana	67%	Massachusetts	60%
Iowa	67%	New York	60%
Alabama	66%	Rhode Island	60%
Arizona	66%	Connecticut	59%
Arkansas	66%	New Jersey	59%
Hawaii	66%	Utah	59%
Pennsylvania	66%	New Mexico	58%
West Virginia	66%	North Dakota	58%
Illinois	65%	District of Columbia	57%
Louisiana	65%	Florida	57%
North Carolina	65%	Montana	56%
Washington	65%	South Dakota	55%
Wyoming	65%	Vermont	55%
Delaware	64%	Alaska	53%

Sources: Urban Institute analysis of Census Bureau microdata from the 2015–19 American Community Survey downloaded from IPUMS-USA and the 2016 Survey of Income and Program Participation.

Note: A small group of children not living with their parents falls into a no parents category (not shown here).

State Plans Provide Insights about Intended Actions to Increase the Supply of NTH Care

Few states have planned to administer grants or contracts to child care providers who offer care during NTH or offer enhanced subsidy rates for providers who serve children during these hours. And many planned to restrict care during NTH. Yet some states seeking opportunities to enhance access to NTH care planned to use contracts and incentives.

In the Child Care and Development Fund Plans for 2019–21, states answered questions about the actions they planned to take to support care during NTH (table 8). States also provided answers to open-ended questions about actions to support NTH care that include the following: accreditation supports, child care health consultation, family child care networks, grants and contracts, mental health consultation, recruitment of providers, start-up funding, support for improving business practices, technical assistance, and tiered reimbursement rates (table 9).

TABLE 8
CCDF Policies
CCDF policies affecting the supply of quality NTH child care

State	Uses grants or contracts to increase the supply of programs serving children during NTH	Uses grants or contracts to increase the quality of programs serving children during NTH	Restricts hours of care during NTH	Has differential rate for NTH
AL				
AK				
AZ				
AR				✓
CA		✓		✓
CO	✓	✓		✓
CT				
DE	✓	✓		
DC				✓
FL	✓	✓		
GA			✓	
HI				
ID			✓	
IL	✓	✓		
IN				
IA				
KS	✓	✓	✓	
KY				✓
LA				
ME				✓
MD				✓
MA			✓	

State	Uses grants or contracts to increase the supply of programs serving children during NTH	Uses grants or contracts to increase the quality of programs serving children during NTH	Restricts hours of care during NTH	Has differential rate for NTH
MI				
MN			✓	
MS	✓	✓		
MO	✓	✓		✓
MT			✓	
NE			✓	
NV				
NH			✓	
NJ	✓		✓	
NM				✓
NY				✓
NC				
ND				
OH				✓
OK				
OR	✓			✓
PA			✓	
RI				
SC				
SD				
TN				
TX			✓	✓
UT				
VT				✓
VA				
WA				✓
WV				✓
WI			✓	
WY				
TOTAL	9	8	12	16

Sources: Reviews of each state's CCDF plan (2019–21).

Notes: The state indicated plans to address the items listed in the table, so they do not reflect implementation of the policy. Plans will be updated in 2021.

TABLE 9

CCDF Policy Narrative Information

State	Described methods or planned actions
Alabama	Technical assistance
Alaska	Grants and contracts for providers offering NTH child care hours; start-up funding for new providers; technical assistance; recruitment of providers with NTH care
Arizona	Technical assistance for certified family child care providers; tiered reimbursement rates based on quality; accreditation supports
Arkansas	Family child care networks providing information to the public and providers about high-quality care; technical assistance for recruitment of providers offering NTH care; tiered reimbursement rates (the Arkansas Department of Child Care and Early Childhood Education provides differential rates for providers with night and/or weekend care); support for improving business practices; child care health consultation; mental health consultation
California	Grants and contracts for voucher programs that allow services that include NTH; recruitment of providers: California’s plan also states it will meet the certified need during the hours of 6:00 p.m. to 6:00 a.m. on any day of the week or 6:00 a.m. Saturday to 6:00 a.m. Monday; the contractor shall receive an adjustment of 1.25 when 50 percent or more of the certified need occurs during those hours and an adjustment factor of 1.125 when at least 10 percent less than 50 percent of the certified hours fall within those time frames
Colorado	Grants and contracts: under the Colorado Child Care Assistance Program (CCCAP), each county has the option of developing contracts for slots with licensed child care centers and family child care homes (contracts for slots increase supply and quality and serve vulnerable and underserved families); county departments of human services may opt to pay higher rates for care during NTH
Connecticut	Family child care networks offer NTH care
Delaware	Grants and contracts, technical assistance: the Lead Agency contracts with Children and Families First, a private agency, to administer grants and technical assistance to providers who serve children in high-need areas, children who are infants/toddlers, English language learners who need care during NTH, and children with special needs; recruitment of providers serving children needing care during NTH; mental health consultation
District of Columbia	Tiered reimbursement rates: the Office of the State Superintendent of Education and Division of Early Learning’s rates include NTH care full-time and part-time differentials based on age and type, and they contracted with a national organization to conduct a study of supply and demand
Florida	Grants and contracts: utilization of contracted slots will be based on a community-needs assessment; family child care networks; technical assistance; support for improving business practices
Georgia	Family child care networks: networks and peer-mentor programs are in place that specifically target family child care programs that are more likely to serve children during NTH; recruitment of providers: partnerships with Early Head Start programs and the initiation of quality subsidy grants promote recruitment of providers who may not currently receive subsidy funds; tiered reimbursement rates: providers at higher-quality levels are eligible for tiered reimbursements for children receiving subsidies in their care; support for improving business practices
Hawaii	Technical assistance: the contracted service providers with the Child Care Resource and Referral agency that provides training for providers statewide also disseminate information about available professional development opportunities for licensed and registered providers caring for infants and toddlers. The contracted service providers also offer technical assistance to people interested in becoming registered family child care home providers, which are the primary types of regulated providers offering care during NTH; recruitment of providers: the contracted service providers also recruit and provide training to people interested in becoming registered family child care home providers; child care health consultation
Idaho	Start-up funding; technical assistance; recruitment of providers; accreditation supports; child care health consultation

State	Described methods or planned actions
Illinois	Grants and contracts; family child care networks; technical assistance; recruitment of providers; accreditation supports; mental health consultation
Indiana	The Indiana Business Research Center's child care desert project, which determines shortages in the availability of licensed family child care, will assist with increasing the supply and quality for child care during NTH; the Child Care Resource and Referral (CCR&R) system has previously used reporting from the National Data System to identify where NTH care is currently available compared with the need expressed by families that utilized the CCR&R system for phone or face-to-face referrals; additional workforce/commuting data points will be added to the Early Learning Indiana Data Center to provide awareness of areas of the state dependent on NTH care; this data center also utilizes data from Child Care Aware of America that offers near real-time data on NTH availability
Iowa	Technical assistance; recruitment of providers
Kansas	Grants and contracts: identify requests and availability of child care in high-need areas; technical assistance
Kentucky	Grants and contracts: work through the Kellogg Grant Early Childhood Project will include recruitment and support of family child care during NTH; technical assistance: licensed child care centers and certified family child care homes providing NTH care (i.e., evenings and nights) receive technical assistance regarding health, safety, and quality child care; recruitment of providers: designated regional staff respond to expressed shortages in NTH care and are available to assist in targeted recruiting efforts through community partnerships; tiered reimbursement rates: licensed or certified providers may also receive an additional one dollar a day to provide child care during NTH
Louisiana	Technical assistance, tiered reimbursement rates: rates are differentiated based on settings; rates vary for Type III early learning centers, school child care centers, family child care providers, in-home providers, and military child care centers
Maine	Technical assistance, tiered payment rates: Child Care Subsidy Program providers receive a quality bump in reimbursement for child care; support for improving business practices; accreditation supports; mental health consultation
Maryland	Tiered reimbursement rates: providers who have a Maryland EXCELS quality rating at levels 3, 4, and 5 receive differential payments of 10 percent to 44 percent above the regular subsidy reimbursement; in addition, child care providers receive an additional subsidy rate of 5 to 15 percent for providing care during NTH; accreditation supports
Massachusetts	Family child care networks; technical assistance; recruitment of providers
Michigan	Technical assistance, tiered reimbursement rates: based on need, determined on a case-by-case basis; mental health consultation: Race to the Top funded social and emotional consultants to serve child care providers in a set number of counties with NTH such as centers, home-based providers, and family child care providers
Minnesota	Start-up funding, technical assistance: coaching/consultation services are available to programs caring for children during NTH; support for improving business practices: business supports such as one-on-one consulting, marketing and competitive analysis, budgeting, and cash flow and income/expense analysis to inform business decisions such as serving children during NTH; accreditation supports: accreditation facilitation is available to school-age programs operating during NTH, and accreditation-fee reimbursement is available to child care centers and family child care programs operating during NTH; child care health consultation; mental health consultation: the supply and quality of child care is increased for children who receive care during NTH through a pilot mental health consultation program offered to child care providers who have participated in Parent Aware, Minnesota's Quality Rating and Improvement System
Mississippi	Grants and contracts, technical assistance, tiered reimbursement rates: at present, only a limited number of providers offer NTH care; the Lead Agency will collect and analyze data to assess methods for increasing care during NTH

State	Described methods or planned actions
Missouri	Technical assistance: Educare specialists work with registered, license-exempt, and licensed family home child care providers who offer care to subsidy-eligible children; accreditation supports: rates for NTH care are higher than rates paid during normal work hours
Montana	Recruitment of providers: a Relative Care Exempt provider or family, friend, and neighbor can receive payment to provide care in a child's home; this type of care provider may make it easier to find a child care provider in an area where options are in short supply; support for improving business practices
Nebraska	Start-up funding: the Lead Agency will allow in-home child care for children who receive care during NTH
Nevada	No
New Hampshire	Technical assistance: Child Care Aware of New Hampshire provides technical assistance to support children who receive care during NTH; recruitment of providers: Child Care Aware regularly reaches out to the existing and potential provider market to encourage providers to consider offering care options during NTH, including nights, overnights, and weekends
New Jersey	Recruitment of providers: New Jersey ensures that Approved Homes are available as a choice for parents receiving child care assistance; most parents depend on the state's Approved Home providers including in-home and family, friend, and neighbor care when they have jobs with NTH (i.e., evening, overnight, weekend, or irregular hours)
New Mexico	Tiered reimbursement rates: the Children, Youth and Families Department pays a differential rate to providers who provide care during NTH as follows: 5 percent for 1 to 10 hours a week; 10 percent for 11 to 20 hours a week; and 15 percent for 21 or more hours a week
New York	Tiered reimbursement rates: local departments of social services (LDSSs) must pay eligible child care providers a differential payment rate of at least 5 percent above the actual cost of care or the applicable market rate for NTH; LDSSs may choose to set a differential payment rate greater than 5 percent above the actual cost of care or the applicable market rate, provided the rate does not exceed 15 percent
North Carolina	The North Carolina Division of Child Development and Early Education's quality efforts and supports are available to NTH care programs as well as traditional hour care programs; two of these efforts include compensation supplements for teachers and on-site technical assistance and coaching
North Dakota	Grants and contracts; technical assistance; recruitment of providers
Ohio	Tiered reimbursement rates: a 5 percent enhancement is added to the base rate; updated December 2019, beginning July 15, 2019, the application for licensure fee was reduced for centers from \$500.00 to \$50.00 and for family child care from \$250.00 to \$25.00
Oklahoma	Increased subsidy rate date to be determined (based on information in the plan)
Oregon	Recruitment of providers: the child care resource and referral system partners are continually providing outreach to providers on the need for child care during NTH
Pennsylvania	Child care health consultation; mental health consultation
Rhode Island	Technical assistance, tiered reimbursement rates: effective July 1, 2018, the maximum infant/toddler and preschool-age reimbursement rates to be paid by the Department of Human Services for licensed child care centers shall be implemented in a tiered manner, reflective of the quality rating the provider has achieved within the state's quality rating system; support for improving business practices: the Lead Agency contracts with the Center for Early Learning Professionals to provide prelicensure training to all family child care providers; mental health consultation
South Carolina	The Lead Agency is exploring options for increasing the supply of quality child care services for children needing care during NTH; they are also exploring the use of a differential rate for NTH care providers
South Dakota	Recruitment of providers: Child Care Services has recruitment procedures for areas in need of care; recruitment for NTH is completed on an as-needed basis for families in need

State	Described methods or planned actions
Tennessee	Family child care networks: the Lead Agency and its partners are providing statewide prelicensing/orientation and new rules training for new and existing family child care providers who also receive on-site coaching and mentoring supports to improve child care quality, and the Lead Agency will target accessibility and availability of quality child care services locally by promoting NTH care; technical assistance; recruitment of providers: the Lead Agency is increasing the number of statewide prelicensing/orientation trainings to recruit providers who will provide NTH care; tiered reimbursement rates, support for improving business practices, accreditation supports, child care health consultation, mental health consultation: through participation in the Administration for Children and Families' strengthening family child care quality peer-learning groups, the Lead Agency is developing strategies for increasing the supply of care during NTH
Texas	Recruitment of providers: the Texas Workforce Commission (TWC) works with boards to determine the NTH child care needs of workforce areas and target quality improvement funds to expand access in underserved areas; tiered reimbursement rates: TWC also works with boards to develop differential rate structures for care during NTH (i.e., nights and weekends); boards establish reimbursement rates and may target rate increases to provider types
Utah	The Lead Agency has not determined whether a shortage of child care providers for children receiving care during NTH exists; however, those providers are eligible to receive grants and technical assistance from the Lead Agency
Vermont	The division created a coalition of stakeholders to look at this issue, and the coalition has determined strategies and resources available to increase the supply of child care
Virginia	Technical assistance: the Virginia Department of Social Services (VDSS) Division of Licensing and Child Care Aware of Virginia assists providers wishing to become licensed or to receive subsidy payments, including those who serve children during NTH; technical assistance for providers wishing to serve children during NTH will also be available through the Shared Services Network for Family Day Homes pilot project; recruitment of providers, support for improving business practices: VDSS sponsors an annual Child Care Business Summit conducted by Child Care Aware of Virginia and is implementing a Shared Services Network for Family Day Homes pilot project, which has among its objectives increasing the availability and quality of care for children requiring care during NTH; the Shared Services Network for Family Day Homes pilot project is being implemented to provide supportive services to family day home providers to increase the availability and quality of care provided in underserved and stressed areas of the state for specific target populations, infants, toddlers, and children with special needs and children who require care during NTH
Washington	If a licensed provider cares for a child at least 30 hours a month between 6:00 p.m. one day and 6:00 a.m. the following day, and/or on weekends and holidays, the provider is eligible to receive an additional payment per child each month
West Virginia	No
Wisconsin	Children who need care during NTH can have child care provided in their own home if no other child care resources are available
Wyoming	Technical assistance; recruitment of providers

Sources: Reviews of each state's CCDF plan (2019–21).

Notes: The state indicated plans to address the items listed in the table, so they do not reflect implementation of the policy. Plans will be updated in 2021.

Notes

- ¹ We analyzed American Community Survey and the Survey of Income and Program Participation data to identify potential demand for NTH child care by estimating the number and shares of children younger than age 6 with particular individual and family characteristics that were likely to need child care during NTH out of those with all parents working. We define NTH as any point between 6:00 p.m. and 7:00 a.m. during the week, or anytime on weekends. Because our goal is to identify the potential need for child care, we only consider children whose parents all work and are all predicted to work or commute during NTH as children with NTH-working parents. For children living with two parents, we only count the children in two-parent families as children with NTH-working parents if both parents work and are working or commuting either during the same weekday hour or anytime during the weekend. Similarly, for children living with two parents, only those with both parents working were counted as children with working parents. For more details on data and methodology, please see Schilder et al. 2021. To view the full source files, click [here](#).
- ² Gina Adams, Peter Willenborg, Cary Lou, and Diane Schilder, “To Make the Child Care System More Equitable, Expand Options for Parents Working Nontraditional Hours,” *Urban Wire* (blog), January 14, 2021, <https://www.urban.org/urban-wire/make-child-care-system-more-equitable-expand-options-parents-working-nontraditional-hours>.

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About the Authors

Diane Schilder is a senior fellow in the Center on Labor, Human Services, and Population. She has led studies and evaluations of early care and education policies and programs for nearly three decades.

Peter Willenborg is a research assistant in the Center on Labor, Human Services, and Population. His research interests include early childhood education and development and policies that could support financial stability for families and individuals.

Cary Lou is a research associate in the Center on Labor, Human Services, and Population, focusing on children and families’ issues and policies related to poverty and opportunity.

Sarah Knowles is a research assistant in the Income and Benefits Policy Center. Her work focuses on social safety net programs within the Welfare Rules Database and TRIM3 Transfer Income Model microsimulation analyses.

Juanita Jaramillo is a summer intern in the Center on Labor, Human Services, and Population, focusing on early childhood policy.

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