



U.S. DEPARTMENT OF LABOR

GUIDANCE ON SUPPORTIVE SERVICES FOR CHILD CARE AND LONG-TERM CARE

REQUIRING, PREFERENCING, OR ENCOURAGING LANGUAGE FOR AGENCIES TO INCLUDE CARE PLANS IN FUNDING OPPORTUNITIES

The following guidance and template language – excerpted from the [U.S. Department of Labor Guidance on Supportive Services for Child Care and Long-Term Care](#) – is for Federal funding agencies looking to require, preference, or encourage supportive services and care supports as part of their funding opportunities.

There are many Federal programs that allow or preference applicants who will help invest in providing access to quality, affordable child care and long-term care as part of their projects, and applicants are encouraged to provide a plan on how they will meet the care needs of workers. (For a list of many Federal funds in which care is an allowable expense and where supportive services are required, preferred, or encouraged see the White House [Advancing Care as a Supportive Service](#) guide.) Given the unique challenges each project will face and stakeholders who will need to be involved in developing care plans, flexibility is key. There is no one-size-fits-all solution to care access: affordability will be the main issue in some areas, poor job quality for care providers and limited supply will be an issue for some regions, and still others will struggle with providing [nonstandard hour care](#) for workers in certain industries, such as the construction and manufacturing workforce. As such, each applicant is encouraged to develop a plan that will fit the needs of their specific geography and workforce.

Supportive Services — Care

Implementing agencies have also found that requesting information on specific applicant commitments using true and false response options is an effective way to secure concrete job quality, worker empowerment, and equity commitments. The below language directs applicants to describe how they will provide for care and better assure caregivers' ability to obtain good jobs. Where appropriate, agencies should also clarify if workforce development, including supportive services, is an allowable use of funds and prioritize applicants that commit to dedicating project funds to proven workforce strategies.

Recommended Language:

Requiring (or Prioritizing or Encouraging): A goal of this award is to ensure that jobs stemming from this investment remove employment barriers for underserved populations and individuals underrepresented in the workforce, including caregivers, who are disproportionately women. Accordingly, applicants must (alternatively, applicants will be prioritized if they / applicants are encouraged to) describe a plan for providing support to workers or participants to care for their

child(ren), dependents or others for whom they are responsible for providing care. This care and other support must be affordable for low- and middle-income households; and reliable. When caregiving is provided directly or subsidized, it must be of high-quality; provide a safe and healthy environment that families can trust; and accessible, at a convenient location with hours that meet the worker or workforce development program participants' needs. Applicants may provide or support this care through methods including, but not limited to, subsidies, on- or near-site care, agreements with care providers, and referral networks. Components for such a plan must include whether and how the applicant is:

- Working with care providers to establish or expand care options that meet family needs, such as nonstandard hour care;
- Providing a contract, stipend, or other type of subsidy to defray care costs;
- Partnering with established, high-quality care providers to offer care services and information or referrals to families (and including a letter of support from established care providers);
- Partnering with (and including a letter of support from) unions, care providers, or other relevant community-based organizations to expand access to quality, affordable care, and improve job quality for the care workforce to address persistent care workforce shortages, such as through increasing wages and benefits for care workers.

Data Collection and Reporting

To support the goals of this program as well as the administration's job quality, equity, and worker empowerment priorities, the Agency may require recipients to collect and report data relating to project-level labor standards, training programs, expected labor needs, and workforce outcomes. Examples of types of data that the recipient may be required to collect and report include, but are not limited to:

- Demographic information and other characteristics of workers, including their race, ethnicity, gender, age, disability status, veteran status, and union membership status as well as pay, hours worked, and other metrics that may be used to identify disparities and issues impacting specific underserved communities.
- Data on workers' receipt of benefits or supportive services, including support for care, employer-sponsored health and dental insurance, retirement benefits, or paid leave.
- Information on partnerships that assist with recruitment, training, retention, or provision of supportive services to workers or training participants.
- Demographically disaggregated data on workers' participation in training programs including Registered Apprenticeship Programs, apprenticeship readiness or pre-apprenticeship programs, and other joint-labor management programs.

After funds have been awarded the Agency may establish specific reporting requirements for project and workforce data that could include standardized measurement approaches, data system requirements, and any other requirements the Agency determines to be necessary. Data collection may be required prior to the start of a project, during a project's performance period, upon completion, and/or annually for a specified period after the project's completion.

Examples:

Requiring: "Child care is critical to expanding employment opportunity for economically disadvantaged individuals, including economically disadvantaged women. The Department requires

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that any applicant requesting CHIPS Direct Funding over \$150 million provide a plan for access to child care for facility and construction workers, e.g., through on- or near-site child care, pre-arranged agreements with existing child care providers, child care subsidies, or other similar measures. To meet families' needs and thus expand employment opportunity, child care should be:

- **Affordable:** costs are within reach for low- and medium-income households
- **Accessible:** at a convenient location with hours that meet workers' needs
- **Reliable:** granting workers confidence that they will not need to miss work for unexpected child care issues
- **High-Quality:** providing a safe and healthy environment that families can trust and that nurtures the healthy growth and development of children.”

[Department of Commerce — [CHIPS Incentives Program – Commercial Fabrication Facilities](#); p.21]

Preferencing: “Among zero-emission applications, FTA will give priority consideration to zero-emission applicants that ... include steps to provide or connect workers to supportive services (such as child care and transportation assistance)” [Department of Transportation — [FY 2023 Low or No Emission Grant Program and the Grants for Buses and Bus Facilities Competitive Program](#); p 8]

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