

HB 3008 -2, -4 STAFF MEASURE SUMMARY

House Committee On Higher Education and Workforce Development

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Sub-Referral To: Joint Committee On Ways and Means

Meeting Dates: 2/11, 4/8

WHAT THE MEASURE DOES:

The measure directs funds to three programs related to the child care workforce. One appropriation would be distributed to the Oregon Center for Career Development in Childhood Care and Education at Portland State University to make recruitment and retention payments to child care providers; a second would be distributed to United We Heal Training Trust; and a third would be distributed to child care workforce training programs.

ISSUES DISCUSSED:

- Development of recruitment and retention payment system
- Proposed amendment

EFFECT OF AMENDMENT:

-2 The amendment specifies a \$9 million appropriation for recruitment and retention payments to child care providers and a \$6.46 million for child care workforce training programs. It removes the appropriation to United We Heal Training Trust.

-4 The amendment replaces the measure. It appropriates money to the Oregon Center for Career Development in Childhood Care and Education (OCCD) at Portland State University to make recruitment and retention payments to child care providers. It requires the Higher Education Coordinating Commission to condition the grant funding on OCCD affirming that all programs, services, and initiatives will be accessible to all individuals based on merit and without discrimination or preferential treatment. It appropriates money to United We Heal Training Trust and child care workforce training programs. The amendment requires the Department of Administrative Services to establish in rule an application process and procedures to verify that the grants have been used for the purposes they were awarded.

BACKGROUND:

[House Bill 2991 \(2023\)](#) directed the Department of Early Learning and Care (DELC) to commission an independent study to identify barriers to a high-quality early childhood workforce and to provide guidance for future professional development in the sector. The resulting [report](#), published in December 2024, included recommendations regarding compensation, recognition of competencies, career pathways, professional learning, higher education, and research and evaluation.

The [Oregon 2024 Talent Assessment](#), commissioned by the Higher Education Coordinating Commission (HECC), analyzed the childcare workforce, including shortages, wages, career skills, and career pathways.

In [2022, House Bill 5202](#) appropriated \$7.9 million to United We Heal Training and \$21 million to the Oregon Center for Career Development in Childhood Care and Education (OCCD). The distribution to OCCD specifically funded \$500 recruitment and retention payments to child care providers. According to the Legislative Fiscal Office, OCCD's recruitment and retention program became operational in 2024 and has so far distributed \$6.7 million of the \$21 million appropriated in 2022. In 2024, 13,500 early childhood educators received the Oregon Child Care Workforce Recognition Payment Program (WRP) award, representing providers from every county in Oregon.