

HB 3008 A STAFF MEASURE SUMMARY

House Committee On Higher Education and Workforce Development

Action Date: 04/08/25

Action: Do pass with amendments and be referred to Ways and Means by prior reference.
(Printed A-Eng.)

Vote: 4-3-0-0

Yeas: 4 - Fragala, Hudson, McDonald, Munoz

Nays: 3 - Harbick, Wright, Yunker

Fiscal: Fiscal impact issued

Revenue: No revenue impact

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Meeting Dates: 2/11, 4/8

WHAT THE MEASURE DOES:

The measure appropriates \$9 million 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. It also appropriates \$6.46 million to the Department of Administrative Services for child care workforce training programs.

ISSUES DISCUSSED:

- Development of recruitment and retention payment system
- Proposed amendments

EFFECT OF AMENDMENT:

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

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 \$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.