



All Our Kin

*Testimony before the Joint Fiscal Committees
New York State Budget Hearing
Human Services Committee
February 5, 2026*

Thank you for the opportunity to submit testimony for the FY 2027 State Budget Hearing. All Our Kin is a national organization that provides educational mentorship, professional development, and systems-building support to family child care educators. Our mission is to ensure that family child care providers succeed as small business owners, while being able to support working families and providing an early childhood foundation that sets children up for success in school and life.

Across New York State, more than 100,000 children spend their days in a family child care setting. These programs are deeply rooted in their communities and provide culturally and linguistically responsive care that families deeply value. We are encouraged by recent historic commitments from Governor Hochul to expand access and capacity of child care across the state, and remain committed to ensuring that family child care is supported and included within the Governor's vision. We respectfully offer the following recommendations as critically needed steps towards creating a more comprehensive, equitable system that supports parent choice, and creates conditions for a well-compensated workforce to deliver high-quality care.

Recommendations for the 2027 Fiscal Budget:

Create a permanent state fund for the child care workforce, such as the Child Care Workforce Pay Equity Fund S.5533 (Brisport)/A. 492 (Hevesi)

The child care [workforce](#) is amongst the lowest paid professions, earning less than 98% of all other professions in New York State. Within a deeply underfunded field, family child care educators are paid even less. According to a recent [report](#) from the Center for New York City Affairs at The New School, the median hourly wage for the business owner is \$7.33/hour for a family child care program and \$5.98/hour for a group family child care program. The report also estimates that public compensation, via child care assistance rates, underpay between 28-36% of the actual costs to run a program and provide quality care.

Adopt the proposed \$1.2B recurring investment in New York State's Child Care Assistance Program (CCAP)

Recent expansions to CCAP family income eligibility have allowed a historic number of families to access subsidized child care. However, demand continues to outpace available resources, with nearly every county in the state on track to exceed their allotted funding for this critical program. In New York City alone, almost [16,000](#) children were on the waitlist list, as of January 2026, severely limiting parents' ability to meet their employment and educational commitments. At the same time, family child care programs, which already operate on extremely narrow margins, have been further strained by the CCAP funding shortage, making it increasingly difficult to provide the consistent, stable care that working families depend on. Families and family child care providers are urgently awaiting the proposed investment and we strongly urge lawmakers to include in the final budget a provision that allows immediate access to a portion of funds upon passage of the budget.

Ensure that the proposed 2-Care program includes family child care programs

Governor Hochul's proposal to launch a universal child care program for two- year-olds must include family child care in the design and implementation phases. The youngest children are most often in family child care settings, as parents often prefer the small, intimate settings that a family child care program offers. In order to ensure that 2-Care does not destabilize family child care programs, implementation must include flexible contracts that allow providers to adjust the ages of available seats over time to meet the evolving needs of families and communities.

Implement an equitable salary scale and career ladder based on recommendations from the [Child Care Workforce Collaborative](#)

As New York solidifies its commitment to provide universal child care to all families, it is essential that the State adapt a comprehensive salary scale and career ladder that offers diverse opportunities to demonstrate competency and knowledge that are not centered solely on educational attainment. This is especially pertinent for family child care educators, who have an average of 10 years of experience, yet face barriers to educational attainment, such as long working hours and low wages. A comprehensive pay scale and career ladder will ensure that all child care educators receive a livable wage and supports a defined career path that will support current and future educators.

Thank you for the opportunity to submit testimony to this committee. All Our Kin urges lawmakers to meet the scale of this child care crisis with investments and policies that reflect the essential role that child care, particularly family child care, plays in New York's economy and

within communities across the state. Sufficient, timely investments in the workforce and CCAP are critical to supporting working families and ensuring that those who care for the youngest children earn a living wage. We remain committed to working with state and local leaders to implement solutions that center equity, support parent choice, and build a child care system that truly works for families and educators alike.

Please feel free to contact Lara Kyriakou, Senior Director of Policy, at lara@allourkin.org with any questions. Thank you.