

By: Thompson of Harris, Lopez, Button,  
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H.B. No. 619

A BILL TO BE ENTITLED

AN ACT

relating to developing a strategic plan to support the child-care  
workforce.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subchapter A, Chapter 302, Labor Code, is  
amended by adding Section 302.0062 to read as follows:

Sec. 302.0062. STRATEGIC PLAN TO SUPPORT CHILD-CARE  
WORKFORCE. (a) The commission shall prepare a strategic plan for  
improving the quality of the infant, toddler, preschool, and  
school-age child-care workforce in this state. The strategic plan  
must include:

(1) recommendations for local workforce development  
boards to improve, sustain, and support the child-care workforce;

(2) recommendations for increasing compensation for  
and reducing turnover of child-care workers;

(3) recommendations for eliminating racial and gender  
pay disparity in the child-care workforce;

(4) recommendations for increasing paid opportunities  
for professional development and education for child-care workers,  
including apprenticeships;

(5) best practices from local workforce development  
boards in this state and other programs designed to support  
child-care workers;

(6) recommendations for increasing participation in

1 the Texas Early Childhood Professional Development System;

2 (7) recommendations for public and private  
3 institutions of higher education to:

4 (A) increase the use of articulation agreements  
5 with school districts and open-enrollment charter schools; and

6 (B) assist in the education and training of  
7 child-care workers;

8 (8) specific recommendations for improving the infant  
9 and toddler child-care workforce; and

10 (9) a timeline and benchmarks for the commission and  
11 local workforce development boards to implement recommendations  
12 from the strategic plan.

13 (b) The commission shall convene a workgroup to assist the  
14 commission in developing the plan. The workgroup shall include:

15 (1) child-care providers;

16 (2) community stakeholders; and

17 (3) child-care workers.

18 (c) The commission shall use the following information in  
19 creating the plan:

20 (1) demographic data of child-care workers in this  
21 state, including:

22 (A) the race, ethnicity, gender, and educational  
23 attainment of child-care workers; and

24 (B) the ages of the children the worker serves;  
25 (2) compensation data for child-care workers

26 disaggregated by race, ethnicity, gender, and educational  
27 attainment;

1           (3) the information described by Subdivisions (1) and  
2 (2) for a representative sample set of child-care facilities in the  
3 state; and

4           (4) information provided by the workgroup established  
5 under Subsection (b).

6           (d) The commission shall provide the strategic plan  
7 prepared under this section to the governor, the lieutenant  
8 governor, and the speaker of the house of representatives.

9           (e) The commission shall update the strategic plan prepared  
10 under this section every three years.

11           SECTION 2. Not later than December 31, 2022, the Texas  
12 Workforce Commission shall make the strategic plan required by  
13 Section 302.0062, Labor Code, as added by this Act, available to the  
14 governor, the lieutenant governor, and the speaker of the house of  
15 representatives.

16           SECTION 3. This Act takes effect September 1, 2021.