



Testimony Concerning SB 868
“Substitute Child Care Provider Pool Pilot Program - Established”
Submitted to the Senate Education, Energy, and the Environment Committee
March 5, 2025

Position: Favorable

Maryland Family Network (MFN) supports SB 868, which would establish a Substitute Child Care Provider Pool Pilot Program.

MFN has worked since 1945 to improve the availability and quality of child care and other supports for children and their families. We have been active in state and federal debates on policies that address the needs of working families and are strongly committed to ensuring that they have the supports they need to care for their children while meeting the demands of their jobs.

A substitute pool program could provide critical support to the child care workforce by facilitating access to job-ready caregivers who can step in when staff needs to attend professional development, address healthcare needs, or take personal leave. The ability to take time off can improve job quality and prevent burn-out. Access to substitutes improves child care stability for families.

The child care industry faces workforce challenges, including recruiting and retaining staff. A substitute pool as part of a more comprehensive shared services system that supports child care providers' back-end operations associated with running their businesses could support the provision of quality child care for Maryland families.

MFN supports SB 868 and respectfully requests a favorable report.

Submitted by Beth Morrow, Director of Public Policy

