

## IN HOME CARE NEEDS YOUR SUPPORT

### AHCA / IHC Campaign Key Messaging for Services & Educators

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- The In Home Care (IHC) sector strongly supports the gender undervaluation ruling and wage reform. However, unless wage retention payments are introduced for the IHC program, there is an immediate risk to its affordability, accessibility and survival.
- IHC is a tightly capped, highly targeted program within the Child Care Subsidy (CCS) scheme, reserved exclusively for families who cannot access standard early childhood education and care (ECEC). This includes shift workers, regional and remote families and children with complex needs or safety risks.
- Wage reform must be matched with funding so IHC remains accessible and vulnerable children and families are not further disadvantaged.
- The cost of delivering IHC is higher than other forms of ECEC. Under the current model, the CCS does not reflect the true the cost of care, leaving services and families to absorb the gap.
- Many eligible families are being priced out of the care they have been formally assessed as needing.
- Children are missing out on early learning and protective care at a critical stage of development because services cannot afford to continue under the current funding model.
- IHC educators deliver complex, high-responsibility education and care, often alone in private homes, during non-standard hours and in challenging environments.
- Educators face safety risks, professional isolation, and increasing workload pressures without adequate compensation or support.
- Services are struggling to recruit and retain educators, manage compliance, and maintain safety systems under the current CCS cap.
- Providers operating at a loss are being forced to reduce placements or leave the program entirely, shrinking access for families across the country.

- Important improvements in quality, safety, training and oversight achieved in recent years are at risk if services cannot remain viable.
- Families who qualify for IHC should not face higher out-of-pocket costs simply because their needs are more complex.
- As the Workforce Retention Grant does not apply to the IHC sector, the unaffordability of wage reform risks the program's viability.
- Fair wages, safe care and affordable access should go hand in hand; families and educators should not have to bear the cost of systemic underfunding.
- Urgent affordability reform is needed to keep IHC viable, support educators properly and ensure children who need care most are not locked out.