

NAFCC HOME-BASED FAMILY CHILD CARE GLOBAL LEARNING CONVENING FINAL REPORT

Dallas, Texas
United States
July 29 – 30, 2025



NAFCC
National Association for Family Child Care





Why the Global Convening Matters?

Around the world, families face urgent challenges in accessing quality child care especially during the earliest, most foundational years of life. In every corner of the globe, it is home-based child care providers who step forward with care, commitment, and a deep connection to community.

That is why this Global Learning Convening matters.

This first-of-its-kind international gathering brings together leading voices in home-based child care (HBCC) to share knowledge, amplify impact, and build a collective vision for change. We've convened leaders—educators, advocates, and innovators—who are advancing family child care in their communities and countries. Together, we are here to elevate provider voices, shape bold policy agendas, and reimagine what responsive, inclusive child care can and should be.

Family child care is not only essential, it holds transformational power. It reaches children and families where they are, with culturally rooted practices, flexibility, and trust. Yet, around the world, millions of young children still lack access to the care they need. And those who provide this care, predominantly women – too often remain unseen, under-supported, and under-resourced.

This convening is about changing that reality.

We are here to strengthen the global movement for home-based child care. To share promising models. To lift up lived experience. And to co-create solutions that are grounded in justice, equity, and respect for the educators at the heart of this work.

Your leadership, collaboration, and vision are vital.

Together, we can build a future where every child thrives, every family is supported, and every home-based child care provider is valued.

Greetings from the Global Learning Convening Team



**ZAKENYA
NEELY**

Director of Strategic Partnerships
and Market Solutions
HBCC Global Convening Project Manager
NAFCC



**EBONI
DELANEY**

Interim Director of
Policy and Movement
Building
NAFCC



**DR. JOAN
LOMBARDI**

International Early Childhood Expert



**EMMY
O'DWYER**

Project Consultant
Founder and Principal
ACE Consulting

Greetings from the HBCC Global Learning Convening Team,

We are grateful to be in community with you at the inaugural Home-Based Family Child Care Global Learning Convening. This gathering was created to uplift the lived experiences of home-based educators, build meaningful connections across borders, and deepen our shared commitment to equity, care, and the future of Home-Based Child Care around the globe.

Your voice and leadership matter deeply in this global conversation. Together, we have a unique opportunity to learn from each other, exchange ideas, and co-create solutions that respond to the urgent and unmet needs in home-based child care (HBCC) worldwide. We know that family child care is critical and holds transformative power to strengthen families and communities alike.

You are here because of your remarkable leadership in moving home-based child care forward in your respective and communities. Thank you for answering the call to engage in meaningful cross-cultural learning and collaboration.

With appreciation,
The Home-Based Family Child Care Global Learning Convening Team



Home-Based Family Child Care Global Learning Cohort 2025 -2026



Tanzina Quddus Dina
Bangladesh



Elizabeth Lule
United States



Grace Matlhape
South Africa



Areefa Zafar
Bangladesh



Juan Pablo Guzmán
Ecuador



Miren Algorri
United States



Vo Thi Hien
Vietnam



Ferdousi Khanom
Bangladesh



Arleen Lambert
United States



Kate MacCrimmon
Denmark - U.S.



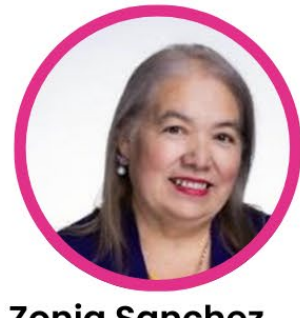
Sarah Cristine-Dallain
Chad



**Victoria Arciniegas
Gómez**
Colombia



Tiffany Jones
United States



Zonia Sanchez
United States



Jessica Harrison Fullerton
Kenya



COUNTRIES

Represented



Chad



Bangladesh



Colombia



Denmark



United States



Vietnam



Ecuador



South Africa



Kenya

Overview

In 2025, the National Association for Family Child Care (NAFCC) was funded by the Robert Wood Johnson Foundation (RWJF) to bring together leaders in home-based family child care from around the world in a Global Learning Convening. Fifteen educators, program leaders, and policy experts participated in a two-day event (ahead of NAFCC's national conference) focused on the following goals:

- **Exchange Ideas and Foster Collaboration:** Share knowledge and experiences to spark future collaborations that elevate family child care.
- **Raise Awareness and Highlight Effective Models:** Promote the vital work of HBCC and spotlight promising home-based child care practices globally.
- **Advocate for Supportive Policies:** Build advocacy skills and gain tools to drive policies that enhance HBCC accessibility and support for educators.
- **Inspire a Global Vision for HBCC:** Participate in professional development, foster learning, and inspire change across the world of home-based family child care.

Dr. Joan Lombardi, a global expert in home-based child care policies and programs, facilitated the curation of participants from around the world including the following:

Organization	Country	Purpose
aeioTU	Colombia, Mexico	Supports Reggio-Emilia inspired HBCCs
BRAC University	Bangladesh	Provides training and support to educators
ECDAN	International	Advocates for holistic early childhood policy
iACT, Little Ripples	Chad/Sudan	Supports refugees to create care networks in communities along the Chad & Sudan border
Nurture First	International	Advocates and convenes HBCC organizations to improve systems globally
One Sky Vietnam	Vietnam	Supporting HBCC in industrial zones through policy and programs
Redni	Ecuador	Reduces child malnutrition through a variety of strategies including HBCC
Smart Start	South Africa	Works with partners and government to advance quality HBCC programs

World Bank	International	Provides financing and advisory services to governments with policy work in HBCC
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“
Being part of NAFCC’s inaugural Global Learning Convening was truly inspiring. It reaffirmed for me just how essential home-based child care is—not only as the foundation of early learning, but as a powerful force for strengthening families, communities, and our global future.”
Tiffany Jones
Precious Moments Family Child Care
Home-Based Family Child Care Global Leader, United States

NAFCC appointed five US based leaders including:

- Miren Algorri – a family child care educator, leader and advocate who helped pass retirement benefits for HBCC in California
- Arleen Lambert – a family child care educator, leader, NAFCC accreditation observer, NAFCC State Representative, and President of the Florida Family Child Care Association
- Tiffany Jones - a family child care educator, NAFCC State Representative, and FCC policy advocate based in Maryland
- Kate MacCrimmon, PhD - a former family child care educator and subject matter expert on the Danish home-based family child care system based in Wisconsin

- Zonia Sanchez - a home-based family child care educator from California who actively advocates for revisions to the provider pay systems

NAFCC contracted with Emmy O'Dwyer of Advancing Communities for Equity (ACE) to support the organization and design a series of planning meetings and the convening. The process began with an invitation for candidates to express interest in the convening, followed by an interview to gain insight into their work, and their organization's mission. Once the participants were selected, three Zoom meetings were held to co-create a two-day learning agenda. The meetings were designed to build community, relationships and align priorities for the convening. The priorities identified by the participants were:

- Systems change through policy, advocacy, and collective action
- Home-based family child care quality and standards
- Building a global learning infrastructure



Highlights from Day One

An ambitious, co-designed convening was developed with participants. Of the seventeen selected candidates, two participants were unable to join due to visa issues. Representatives from the Bainum Family and Robert Wood Johnson Foundations were in attendance during the event to support their grantees and the convening. Surveys were shared at the end of each day, and the results are integrated into the descriptions below, and are available in full in the Appendix.

On the first day, participants presented brief presentations that highlighted their work, accomplishments, challenges and goals for the future, followed by a brief question and answer session. 75% of participants described the presentations as “informative” and “necessary” with a 25% stating that there were “too many presentations all at once.” One participant suggested that having the presentations in advance might have been helpful. Another wanted more time for questions, and for a deep dive on common messages.

In the afternoon focused on “Problems of Practice,” where participants shared sticky problems with the cohort in a small group exercise. The activity provided the opportunity for others to give guidance and advice on “easy-to-define” but pressing issues. Additionally, participants shared challenges related to entrepreneurship, microfinance, franchise modeling, the stigma of HBCC, and integrating technology into the system. Survey results indicated, 82% of participants described the activity as “engaging” and “productive” with 73% stating that it was enjoyable, and others reported that it was “challenging in a positive way.” Another shared “(I’m taking back) actionable ideas that resulted from sticky problem sessions.”



Highlights from Day Two

On day two, participants learned more from The World Bank, the Early Childhood Development Action Network (ECDAN) and Nurture First, followed by small group activities to further investigate each other's work related to the priorities they identified during their preliminary calls.

Priority	Case studies and examples
Systems change through policy, advocacy, and collective action	<ul style="list-style-type: none"> • Zonia Sanchez - organizing to revamp the provider pay system in California • Juan Pablo Guzman - reducing incidents of child stunting by collaborating with HBCC in Ecuador • Tiffany Jones - organizing HBCC leaders to ensure their inclusion in EC policy in Maryland
Quality and standards	<ul style="list-style-type: none"> • Denmark's curriculum framework • Colombia's foundational policy for unpaid caregivers • Kenya's standards-development through a process of co-creation US - NAFCC's accreditation process and standards
Building a global learning infrastructure	<ul style="list-style-type: none"> • Nurture First & Smart Start's draft model to build a global coalition focused on home-based family child care

Areefa Zafar

“It’s been a powerful experience connecting with global colleagues who share a deep commitment to quality childcare. We gained a better understanding of the childcare system in the United States and other countries and realized that despite our different cultural and systemic backgrounds, we share so many common goals and challenges.”

BRAC University
Home-Based Family Child Care Global Leaders, Bangladesh

Ferdousi Khanom

Participants discussed each of the priorities in small group [round table sessions](#). The lessons from their dialogue informed the key takeaways of the report. It is worth noting that participants robustly engaged in learning from each other during these sessions, and continued the dialogue during mealtimes, in the hallways, and during breaks. The camaraderie was tangible, and the group left the event stating a mantra they created: “Community, Connection, Commitment.”

Key Takeaways from the HBCC Global Convening

The following themes emerged the two-day convening:

1. Home-based child care around the world faces similar challenges in unique contexts.

In addition to diverse languages and cultures, the locations where care takes place include industrial, rural, and humanitarian considerations. Across the globe, home-based care providers and systems’ leaders are grappling with questions related to the recognition of a system of care that often emerges organically. This includes issues related to participation in the education system, the unpaid labor of caregivers, and establishing standards that are contextually appropriate. Common themes related to devalued and underfunded work, issues of gender, mental health, poverty, and child nutrition underscore the opportunity for an advocacy agenda.

An example of context: In South Africa, the government wanted to develop safety standards for caregivers that included the requirement of flooring in the home. Smart Start was able to advocate for change, knowing that flooring is not prevalent in several villages that are providing quality care. This tension around developing quality standards in communities experiencing poverty resonated with participants from several countries in widely different contexts.

2. The presence and voices of providers are critically needed in global and local discussions and advocacy. The perspectives of the HBCC educators provided rich context for the importance of the work, and the difficulties of sustaining the profession. A case study presented by a Maryland HBFCC educator highlighted advocacy efforts to shift funding policies to include home-based care after initially being excluded. Another from Kenya described how the development of standards began with the HBCC educators. There was recognition throughout the two-day convening that having educators’ voices present grounds the work in the current realities and the gaps in existing systems. Countries are in widely varying places in this regard (and may be limited by their political orientation). Still, the question, “How do we shift power to the providers?” was asked more than once.

That we, as child care providers, are the foundation of the country's economy and therefore we have to unite to be able to move forward this economy. That is so important because the education of children is the foundation for each of the

countries in which we live.

I learned a lot about the tireless advocacy that American HBCC leaders are doing and I want to stay in touch to understand how I can support them in the US as well as carry forward my work in Kenya and globally.

I learned a lot from the providers. We need more storytelling to lift up their voices and ensure their recognition and protection.

-Delegate survey responses

3. **Global policy leaders desire and benefit from communities of practice** to share common challenges and innovations while recognizing that their context will shape the solution set. There is a keen interest in the approaches of others and learning “what works” in the complex home-based care system that addresses care, education, child nutrition, entrepreneurship, workforce development, as well as issues of gender and poverty. As one participant shared, “It’s like everyone has my same job in their country.” At the same time, each unique context will determine how policies are developed and implemented, the funding structures and partnerships that shape the system, and effective approaches to advocacy. Delegates require the opportunity to lean in and learn, and apply what may work in their home country.

This convening—the space and time to share, reflect and exchange ideas, has given me insightful questions and frameworks to bring back to my work and child care program. I’ve made new connections and relationships important for our work!

This work is important. My world has gotten A LOT bigger because of this - I will take these learnings back to my state and local leadership. Hearing the voice of HBCC educators is necessary - I have to continue to teach advocacy to my fellow educators so we can make policy change happen! We need to facilitate connections and collaborative opportunities for funders and legislators to see how much of a public good HBCC is!

(My takeaway) Changing my vision of my work to a global perspective. Really look at data with a different set of lens.

-Delegate survey response

4. **Data infrastructure within and related to HBCC are needed.** Within the HBCC systems, information systems are needed to manage the pedagogical plans and outcomes of children served. Systemically (and cross-nationally?) more research into HBCC around the world is needed. Home-based child care is prevalent and often invisible in many communities, and therefore its impact on educational and health outcomes, and local economies is difficult to quantify. Greater visibility, recognition, and investment may follow more robust data collection of HBCCs, and analysis of the workforce that it supports. One delegate wondered, “How do we tell the story of the workforce behind

the workforce?” Another stated at the panel discussion, “We deserve economic acknowledgment of HBCC,” desiring data that reflects the collective return on investment from global HBCC. Quantitative data and storytelling together can play a powerful role in building awareness and support for HBCC.

We need the data to demonstrate the impact we are making and our role in the economies of our workforce.

-HBCC educator

- 5. There is a great desire to create a shared advocacy agenda.** The two day convening surfaced shared challenges for further development into an advocacy agenda:
- Strategies to improve policy leaders’ lack of understanding of HBCC and early care
 - Approaches for creating a liveable pay structures for HBCC educators
 - Adoption (by the US) of the United Nations’ Children’s Rights
 - The development of a manifesto for HBCC providers (the term “Dallas manifesto” was stated multiple times)
 - Government investment in HBCC, particularly the economic acknowledgment of HBCC

I've learned about the importance of HBCC as a grassroots movement. We have to think of new ways to involve and engage educators in advocacy strategies and policy making.

(I'm taking back) the global commitment to bring visibility to HBCC across the world so we can best support our youngest learners and the most vulnerable families.

The need to use testimonials as an advocacy tool as well as enhance the connection between people and decision makers.

-Delegate survey responses

- 6. Delegates are highly interested in continued collaboration and learning in general, and with NAFCC specifically.** There was active discussion on how to replicate the event annually. This finding was gleaned from the convening’s survey data, anecdotal discussion around future events, and keen interest in the activities of Nurture First as a convener for global discussions related to HBCC in low-income countries. NAFCC was specifically named as a potential partner for future efforts, and active discussion regarding the progress that US-based providers have been able to achieve. A follow-up discussion between Nurture First and ECDAN is recommended, to identify opportunities for future collaboration.

We need to continue with this kind of meeting to build a global movement.
identify other champions and learn from best practices.

- Debrief session participation

I learned that individually we don't have all the answers but collectively we do!
There is power in collective action and breaking down silo's. Hearing the stories of
what's happening in other countries inspires me to continue the work of
empowering educators to be leaders/businesswomen/etc.

I'll take up a number of the ideas to build the global HBCC action alliance and
leverage this group as the go-to set of stakeholders who can help pressure test
ideas. The concept of communications campaigns and all the ideas associated
with them is really compelling. I would like to jumpstart that work if I can find
funding.

-Delegate survey response



**This gathering was a space of learning and
inspiration that reminded us that, by learning
together and inspiring one another, we renew our
collective commitment and action to ensure that
every child begins life with the right conditions to
grow, dream, and reach their full potential, thereby
contributing to more just and resilient communities."**

Juan Pablo Guzmán

REDNI

Home-Based Family Child Care Global Leader, Ecuador



Appendix

At the end of the convening, participants provided feedback and insight into the convening.

100% shared that the event was worth their time, adding:

- *It was worth it, since I learned a lot that will help me to be able to give the families, my children, and my community all the necessary information that I learned today from each of the delegates from around the world.*
- *This was the most impressive gathering of leaders I have been to in terms of sharing actionable learning and developing meaningful partnerships. The people in the room and the facilitator were masterful and authentic - there's a genuine commitment to collaboration and moving forward this work in tangible ways. We look back to Dallas as the seeds for a new global action alliance.*
- *To be in community with global leaders was beyond inspiring. To be among such powerhouse leaders is an honor - now how do we continue these rich conversations?*

When asked if the convening met the pre-stated objectives, 100% shared that the following were met “to a great extent” or “completely.”

- Inspire leaders in HBCC and foster learning, collaboration, and professional development among attendees.
- Encourage the exchange of ideas and experiences among participants and gather feedback to inform future potential collaborations.
- Raise awareness about the importance of HBCC and promising models employed in different countries to support HBCC.

When asked if the convening met the stated objective “to advocate for policy changes or actions that support increasing families’ access to HBCC and improving conditions for HBCC,” 14% responded that this was met “to a moderate extent.”

When asked for one or two key takeaways:

The need to **build a global network** focused on promoting HBCC by connecting people and providers with decision makers

The global **commitment to bring visibility** to HBCC across the world so we can best support our youngest learners and the most vulnerable families.

I'll be **sharing what I've learned** with other FCC providers in my home state and possibly Denmark

The importance of **building a case of Home -based Care**; The shared questions about professionalization

This work is important. My world has gotten A LOT bigger because of this - I will take these learnings back to my state and local leadership. **Hearing the voice of HBCC educators** is necessary - I have to continue to **teach advocacy to my fellow educators** so we can make policy change happen! We need to facilitate connections and collaborative opportunities for funders and legislators to see how much of a **public good HBCC is!**

Systems thinking for childcare (maps- ECDAN) to mobilize resources and maximize the impacts of intervention to ECE; knowledge products of World Bank and innovation from SMART START;

Building a **global movement** and fostering learning opportunities

Changing my vision of my work to a global perspective. Really **look at data with a different set of lens**

1) **actionable ideas** that resulted from sticky problem session

I will take up a number of the ideas to **build the global HBCC action alliance** and leverage this group as the go-to set of stakeholders who can help pressure test ideas. The concept of **communications campaigns** and all the ideas associated with them is really compelling. I would like to jumpstart that work if I can find funding.

Common challenges but many opportunities to **learn from each other** and co create and I Loved the solutions

(translation) What I do take away with me is the knowledge of each of my colleagues, and I am going to put it into practice by sharing the information with everyone around me, whether in the union or the families I serve.

We need to **form the global coalition** for HBCC and have a global policy framework for Home based Care

Renewed the **commitment** to work on behalf of young children, families and those who care for them



”

What stood out most was the profound sense of family that permeated the convening. Educators, business owners, community leaders, and advocates from across the globe came together, creating an atmosphere of kinship and solidarity. ”



Arleen Lambert

Florida Family Child Care Home Association
Home-Based Family Child Care Global Leader, United States

100% shared that they had developed at least one relationship that they plan to maintain after the convening. For example:

- Ecuador-US connection to discuss a structure for HBCC there.
- Denmark-Vietnam-Bangladesh connections
- Many interested in follow-up conversations as a group

100% shared that there was an interest in staying connected with the Nuture First Global Action group, and many delegates referenced these future activities in the relationships that they will pursue, and areas for future work.

When asked, “What three words would you use to describe the convening”

Inspiring (6)
Informative (3)

Fair
Exhilarating

A start
Empowering

Global
Joyful

Connected (2)	Community	Necessary	Authentic
Amazing (2)	Co-created	Motivating	Exciting
Committed (2)	Grateful	Transformative	Trust
Powerful	Invigorating	One-of-a-kind	Energizing
	Multi-faceted	Action	

When asked what would have made the gathering more productive:

- 50% referenced something related to time, including an extra day or half-day, including time in-between activities
- Goal setting for the Global Action goals
- Interest in a visit to a local HBCC
- More coffee, a warmer room, and better audio quality were also named

When asked about impactful lessons from the convening, centering relationships and providers were common themes.

That we, as childcare providers, are the foundation of the country's economy and therefore we have to unite to be able to move forward this economy that is so important because the education of children is the foundation for each of the countries in which we live.	The need to use testimonials as an advocacy tool as well as enhance the connection between people and decision makers.	The orientation to NAFCC quality standards has helped me think about the optimal level we should aim to reach, but we also have to develop our own road maps to establish a system that supports reach to such standards.
I learned that private investment in HBCC may not be such a bad idea after all, but I will continue to seek out advice from the experts.	Educator led advocacy is still at its infancy in South Africa. Much to learn from NAFCC.	Look at data collection as a guide and get insights from providers before creating new systems.
I learned a lot about the tireless advocacy that American HBCC leaders are doing and I want to stay in touch to understand how I can support them in the US as well as carry forward my work in Kenya and globally.	I've learned about the importance of Home based care as a grassroot movement. We have to think of new ways to involve and engage educators in advocacy strategies and policy making.	I learned about this initiative which will help initiate more collective efforts to bring providers together on a global scale. Sharing this with other providers will spark hope, encouragement, and ideally, more action to make this initiative real.
Relationships matter	I learnt a lot from the	Use of Mapping System in

	providers. We need more storytelling to lift up their voices and ensure their recognition and protection.	design ECE program; advocacy for caregivers ' benefit
I learned that individually we don't have all the answers but collectively we do! There is power in collective action and breaking down silo's. Hearing the stories of what's happening in other counties inspires me to continue the work of empowering educators to be leaders/business women/etc.		

When asked about the impact of the convening on their country's HBCC system,

This was an investment that will serve us all in our daily life, for our business, for our lives, and for the lives of the children we serve.	This space allowed me not only to learn and have more tools to strengthen my work in terms of incidence, but it allowed me to connect with incredible human beings.	You have enabled the genesis of something that will have a long lasting impact in HBCC globally. This can only be the beginning. Thank you for seeing the vision and honouring it. Please stay the course...
Be bold and courageous	What a great opportunity to connect local to global and learn together. Our collective action will have a greater impact .	This was an important investment in reminding all of us that there are no borders in the care of children.
Being part of this convening has reminded us how powerful it is to connect local lessons with global voices. Sharing what we're learning in Colombia and learning from others has not only strengthened our work, but shown us that building a global Home based care coalition is both urgent and possible. We'd love to keep this momentum going — maybe with a hybrid network, and with Colombia as a real-world lab for what's next.	The NAFCC global HBCC gathering has been incredibly productive and soul soothing all at once. This is hard work and the opportunity to connect deeply to accelerate and deepen our impact in collaboration, as well as really authentically open up to each other was so refreshing and meaningful. Thank you - I hope this is the beginning of annual gatherings with this group; I know we will look back to Dallas as the pivotal moment we came together and launched a new global HBCC action coalition.	This convening is the first one I know of that centers providers. It is an example of a ground up theory of change incorporating reflection and action . These are the leaders we've been waiting for and empowering us is truly special . This helps me tremendously to highlight the amazing Danish system in a way that is accessible and easy to understand and I'm so grateful for the opportunity to be able to do so!
This convening— the space	The convention is very	This convening has been a

and time to share, reflect and exchange ideas, has given me insightful questions and frameworks to bring back to my work and child care program. I've made new connections and relationships important for our work!	helpful to our ECCE practitioners.	very powerful event, brought all HBCC voices together, laid the foundation for a global coalition for HBCC. It has initiated the long needed movement to recognize and support HBCC providers around the world.
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We deserve economic acknowledgment of HBCC, and we desire data that reflects the collective return on investment from global HBCC. Quantitative data and storytelling can play a powerful role in building awareness and support for HBCC.”

Grace Matlhape
SmartStart
Home-Based Family Child Care Global Leader, South Africa



Plenary Panel: Global Voices, Shared Vision

This featured plenary brings together family child care educators from Ecuador, Bangladesh, South Africa, and the United States. Speaking from their lived experience and cultural insight, these educators deepen our global understanding of home-based child care, language, identity, and leadership.

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