The California Early Care & Education Workforce

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What Early Educators Need

Prepare
Teacher preparation to work with young children in group settings

Support
Supportive working environments with non-child contact time for professional responsibilities

Reward
Appropriate compensation, with dependable increases in pay and benefits

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EARLY CHILDHOOD WORKFORCE INDEX 2018
California Workforce

2,996,726
Children age 0-5

119,760*
Members of the early childhood teaching workforce
Selected Occupations Ranked by Earnings, 2017

- **2nd Percentile**: Child Care Workers
- **15th Percentile**: Preschool Teachers
- **49th Percentile**: Center Directors
- **61st Percentile**: Kindergarten Teachers
## California Wages

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care worker</td>
<td>$12.29</td>
</tr>
<tr>
<td>Preschool teacher</td>
<td>$16.19</td>
</tr>
<tr>
<td>Center director</td>
<td>$23.91</td>
</tr>
<tr>
<td>Kindergarten teacher</td>
<td>$38.33</td>
</tr>
<tr>
<td>Elementary teacher</td>
<td>$45.17</td>
</tr>
<tr>
<td>All workers</td>
<td>$19.70</td>
</tr>
</tbody>
</table>

### Earnings by Occupation

- In 2017 the median wage for child care workers was $12.29, a 3% increase since 2015.

- For preschool teachers the median wage was $16.19, a 3% increase since 2015.

- For preschool or child care center directors, the median wage was $23.91, a 6% decrease since 2015.
Younger Children, Lower Pay

Hourly Wage

$18.80 vs. $15.80

$6,240 Annually

Pay penalty for working with infants / toddlers
Persistent Racial Wage Gap

More than 50% of Black and Hispanic early educators earn less than $15/hr
Consequences of Low Pay & the Status Quo
## Public Support Programs
### Child Care Worker Participation

<table>
<thead>
<tr>
<th></th>
<th>EITC</th>
<th>Medicaid / CHIP</th>
<th>Food Stamps</th>
<th>TANF</th>
<th>Any Program</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>California</strong></td>
<td>43%</td>
<td>44%</td>
<td>22%</td>
<td>4%</td>
<td>58%</td>
</tr>
<tr>
<td><strong>National</strong></td>
<td>41%</td>
<td>30%</td>
<td>23%</td>
<td>1%</td>
<td>53%</td>
</tr>
</tbody>
</table>

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Consequences: Teacher Well-Being

Alameda County teachers have serious economic worries:

- **54%** of teaching staff worry about having enough food for their family
- **75%** of teaching staff worry about paying their family’s monthly bills
Consequences: Retention

Due to the high cost of living in San Mateo County:

- **55%** of ECE teachers resigned from 2016-2017
- **31%** of teachers moved out of the area

Source: *San Mateo County Child Care Partnership Council*
Plugging the "Hole in the Bucket"

- Investments in professional development & training leak out of the system
  
  When not accompanied by compensation increases

- Minimum wage increases across California (state and local) are not enough
Addressing Compensation

- Establish compensation standards:
  - Pay scales (use living wage standards as minimum)
  - For lead teachers with Bachelor’s degrees, standard should be parity with K-3 teachers

- Ensure adequate public funding is available to meet compensation standards
Current California Data Collection
California Data Deficit

- Lack of current, comprehensive data
- Last CA Workforce Study was released in 2006
- Difficult to plan effectively, respond to new policy, or measure change

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The California Early Care & Education Workforce Study will provide a picture of the California ECE workforce and will serve as the cornerstone for an ongoing, comprehensive data system for the early childhood workforce in California.
Study Goals

- Comprehensive survey of the workforce
- Statewide and regionally representative
- Address current policy and funding context
- Longitudinal analysis
- Inequities in the ECE system
Study Populations

- Center Directors
- Family Child Care
- Center Teachers
- TK Teachers
Using the Index for Advocacy & Action Planning
1. Understanding the State Context

Interactive Maps

EARLY CHILDHOOD WORKFORCE INDEX 2018

2018 Full Report

California’s ECE Workforce: What We Know Now and the Data Deficit That Remains

2018 California Profile
2. Communication

- **86% of infant & toddler teachers earn less than $15/hour, compared to 67% of wild约会 teachers**
- **African Americans are disproportionately affected by this wage penalty.**
  - 62% work with infants/toddlers, compared to 43% of all early educators.

**Media Kit**

**Video**

**Why do parents spend so much on child care, yet early childhood educators earn so little?**

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3. Spurring Action & Reform

**Essential Elements**

- Qualifications
- Workforce Data
- Financial Resources
- Work Environments
- Compensation

**Key Principles**

- Amplify educators' VOICES, informing decision making
- Increase CONSISTENCY, reducing fragmentation
- Provide OPPORTUNITY, ensuring access
- Maintain DIVERSITY, disrupting stratification
- Assure SUSTAINABILITY, dedicating sufficient funding

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Thank You!

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