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# The California Early Care & Education Workforce

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Center for the Study of  
Child Care Employment  
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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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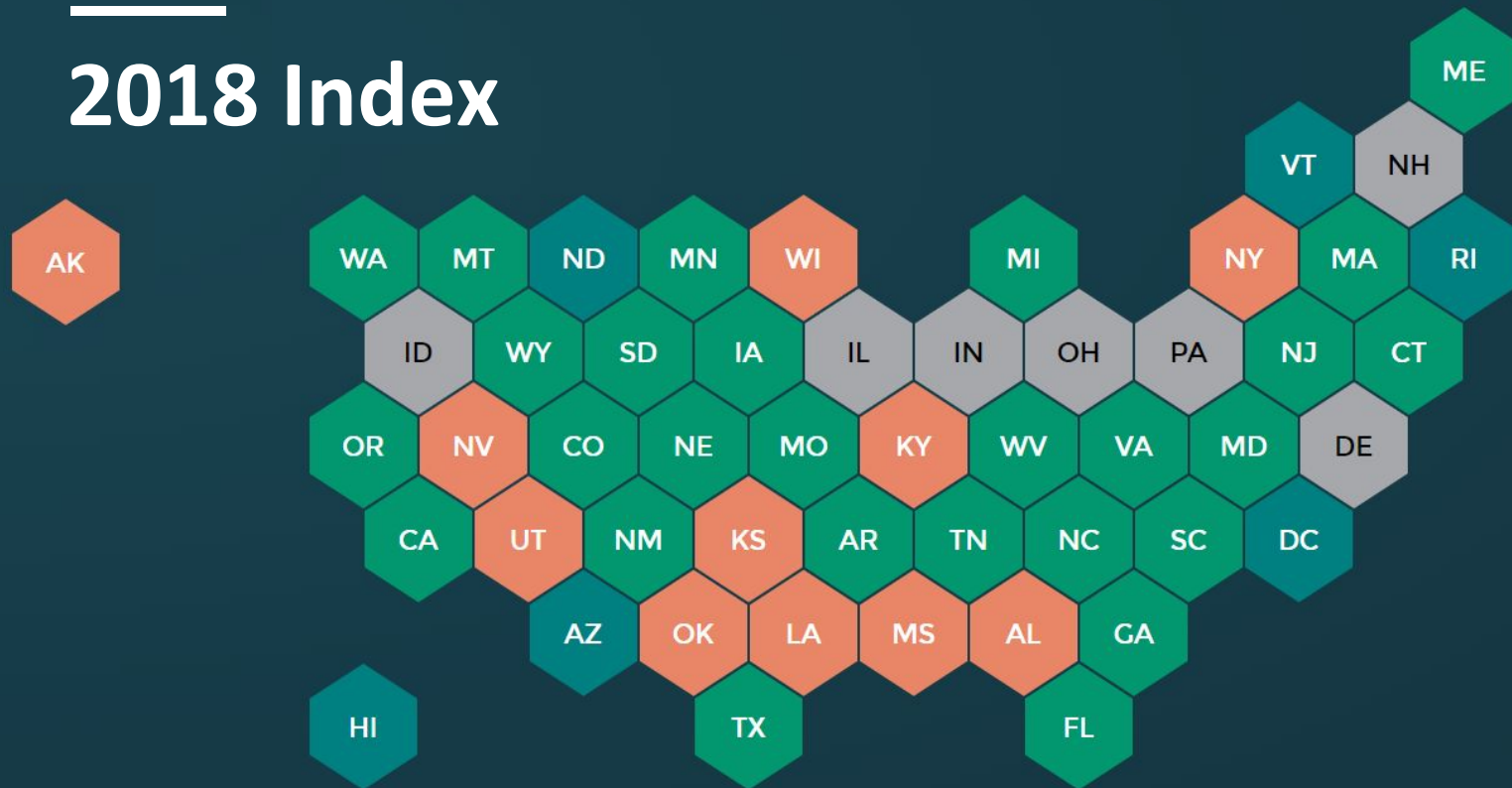
# 2018 Index



# EARLY CHILDHOOD WORKFORCE INDEX 2018



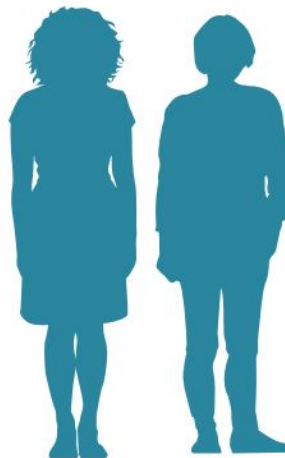
# 2018 Index



# California Workforce



2,996,726  
Children age 0-5



119,760\*  
Members of the  
early childhood  
teaching workforce

# National Wages



## Selected Occupations Ranked by Earnings, 2017



# California Wages



Occupation	Median wage
Child care worker	\$12.29
Preschool teacher	\$16.19
Center director	\$23.91
Kindergarten teacher	\$38.33
Elementary teacher	\$45.17
All workers	\$19.70

## 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



**\$6,240**  
Annually

**\$18.80 vs. \$15.80**  
Hourly Wage

Pay penalty for working with  
infants / toddlers



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# Persistent Racial Wage Gap



## More than 50%

of Black and Hispanic  
early educators earn  
less than \$15/hr

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# Consequences of Low Pay & the Status Quo



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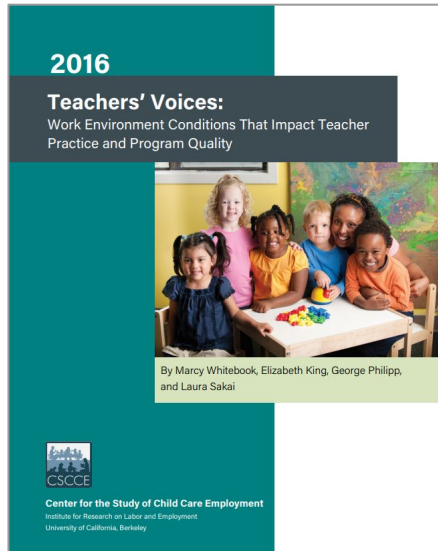
# Public Support Programs

## Child Care Worker Participation

	EITC	Medicaid / CHIP	Food Stamps	TANF	Any Program
California	43%	44%	22%	4%	<u>58%</u>
National	41%	30%	23%	1%	<u>53%</u>



# 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\*](#)



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# 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



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# Addressing Compensation

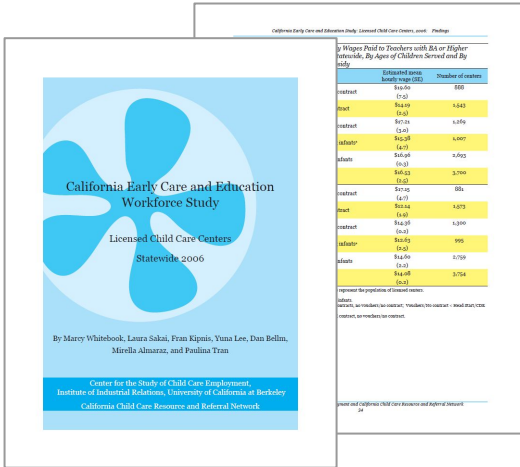
- Establish **compensation standards**:
  - **Pay scales** (use living wage standards as minimum)
  - For lead teachers with Bachelor's degrees, standard should be **parity with K-3 teachers**
- Ensure adequate **public funding** is available to meet compensation standards

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# Current California Data Collection



# California Data Deficit



2006 Study

- 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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## 2019 Study

# California Early Care & Education Workforce Study



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.



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# 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**

**Center  
Teachers**

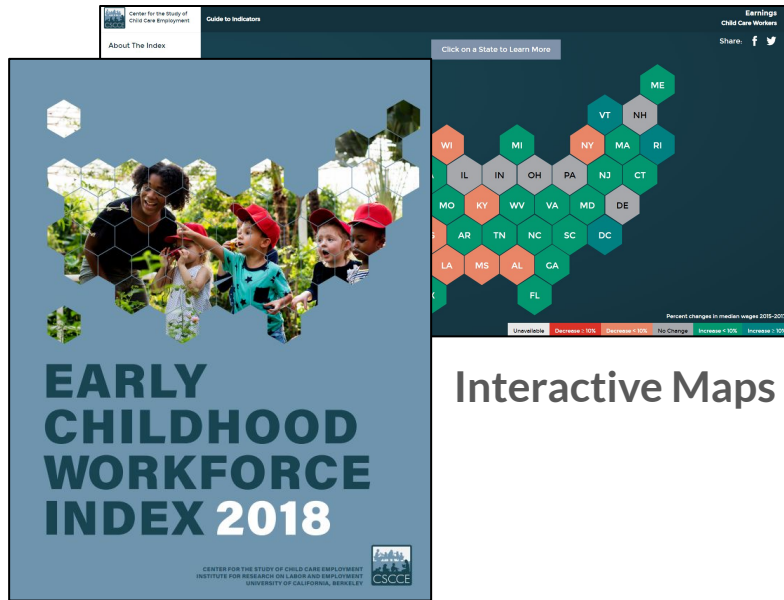
**Family  
Child Care**

**TK  
Teachers**

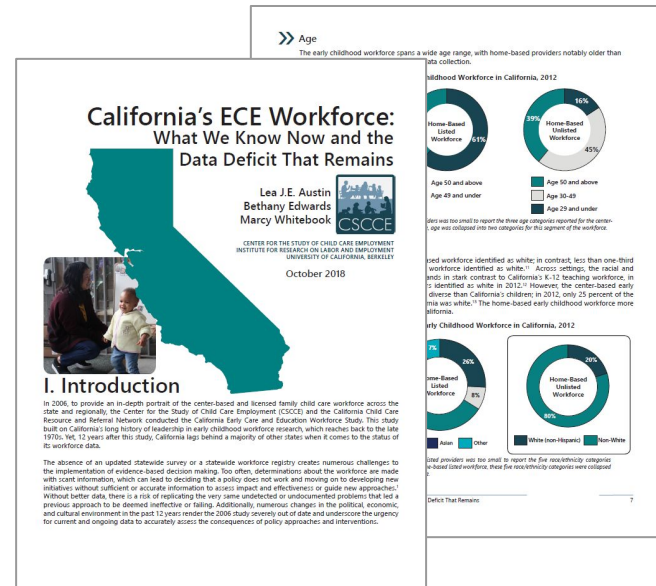
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# Using the Index for Advocacy & Action Planning

# 1. Understanding the State Context



2018 Full Report



2018 California Profile

## 2. Communication



**86% of infant & toddler teachers** earn less than \$15/hour, compared to **67% of**

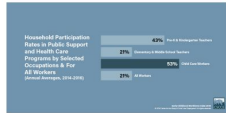
**African Americans are disproportionately affected by this wage penalty.**



**52%** work with infants/toddlers,

compared to **43%** all early educators.

[Download](#)



More than half of child care workers live in families enrolled in public support programs; rate is also high for pre-K&K teachers. #ECIndex

[Download](#)



Child care worker wages remain low at a median of \$10.72/hr, but have inched up since 2016 #ECIndex @CSCCEUCB

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Wages for center directors decreased when adjusted for inflation in more than half of states from 2015-17 @CSCCEUCB

[Download](#)



Only 13 states are making progress on @#ECE work environment standards. Is your state one of them? @CSCCEUCB

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3

**WHY DO PARENTS SPEND SO MUCH  
ON CHILD CARE,  
YET EARLY CHILDHOOD EDUCATORS  
EARN SO LITTLE?**

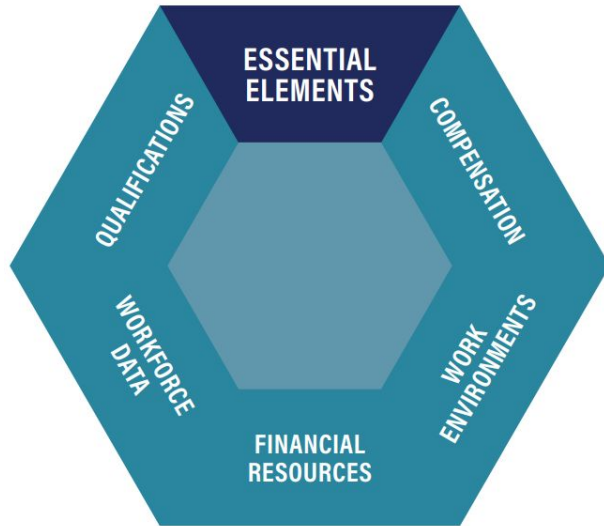


Video

Media Kit



### 3. Spurring Action & Reform



Essential Elements



Key Principles



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# Thank You!



**Sign Up for CA Study Updates**

[cscce.berkeley.edu/topic/workforce-data/ca-study/](https://cscce.berkeley.edu/topic/workforce-data/ca-study/)



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