



ASSEMBLY BILL 753

Childcare Staffing Crisis

ASSEMBLYMEMBER

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SUMMARY

The ongoing staffing crisis in Early Childhood Education (ECE) programs across the state threatens the stability and availability of care for children and families. Providers continue to struggle hiring enough teachers to keep all classrooms fully staffed and open. With 2 million children eligible for subsidized childcare, an urgent solution is needed.

AB 753 helps address these staffing shortages that exist within early learning and care programs, by providing a workforce pathway for Early Childhood Education (ECE) Teachers.

BACKGROUND

California is currently facing a dire ECE staffing shortage, impacting the availability of quality care for children from infancy to age 5. Quality child care provides a setting where children can engage in educational and social activities that foster cognitive, emotional, and social development. Without these opportunities, children may miss out on critical learning experiences that prepare them for school and life. In addition, when families cannot access childcare, their economic mobility is often limited. Given the demographics of those who primarily utilize these services, a lack of services can further exacerbate the achievement gap.

Existing law requires teachers to possess an associate teacher permit to supervise children in childcare centers. Staffing ratios require that there must be one teacher in the classroom, for every eight children.

PROBLEM

Childcare providers are struggling to hire a sufficient number of qualified teachers to keep all classrooms fully staffed and open. The demand for new childcare slots is apparent—according to the California Budget and Policy Center, only 11% of eligible

children currently have access to ECE programs— as close to 2 million children are waiting to receive care. However, child care programs do not have a sufficient number of teachers to staff current classrooms, let alone new classrooms, and are therefore disincentivized from applying for these new contracts.

In a report released in 2022 by Child Care Resource Center, 88% of programs reported having staff leave the field for better wages and benefits. Programs also reported a range of 20%- 52% decline in staffing, with one program closing an entire location due to insufficient staff. It has been widely acknowledged that the current situation is not sustainable for providers and for families.

SOLUTION

AB 753 increases access to childcare and early learning programs by providing workforce pathways for professionals aspiring to become ECE teachers. Commencing July 1, 2026, this bill authorizes childcare and preschool programs to hire an interim associate teacher and provides them with 2 years from their hire date to obtain a Child Development Associate Teacher Permit, or equivalent permit, if certain conditions are met to meet the credentialing requirements for their position.

As a condition, the interim associate teacher must have at least six units from an accredited institution of higher education in early childhood education, child development, or human development, or a combination thereof towards their Child Development Associate Teacher Permit or equivalent, the classroom must already have an employee with an Associate Teacher Permit or higher as the teacher of record, and there can be no more than one interim associate teacher pursuant to this provision allowed to work per classroom.

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Support

Child Action (co-sponsor)
Child Care Resource Center (co-sponsor)
Early Edge California (co-sponsor)
Kidango (co-sponsor)
Unite-LA (co-sponsor)