



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 no later than January 30, 2026, this bill authorizes the Commission on Teacher Credentialing to issue an assistant teacher permit to individuals with at least 6 units that authorizes the permit holder to assist in the supervision of children for no more than 120 minutes per day while the supervising employee leaves the classroom for purposes of offering flexibility for classroom support, during breaks, or escorting children outside of the classroom. Assistant Teachers can hold this permit for up to two years while they work to meet the 12 units required for an Associate Teacher Permit (AT).

As a condition, a contracting agency shall not employ staff who possess this permit for more than 50 percent of a site's classrooms and may assign no more than one individual who possesses this permit per classroom. An employee who holds an assistant teacher permit with this new authorization shall be under the supervision of an employee who holds a valid commission-issued child development permit at the teacher level, or at an equivalent or higher permit level. Contracting agencies must provide data through the annual program self-evaluation that includes the number of employees hold this permit to Department of Social Services and Department of Education.

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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)