

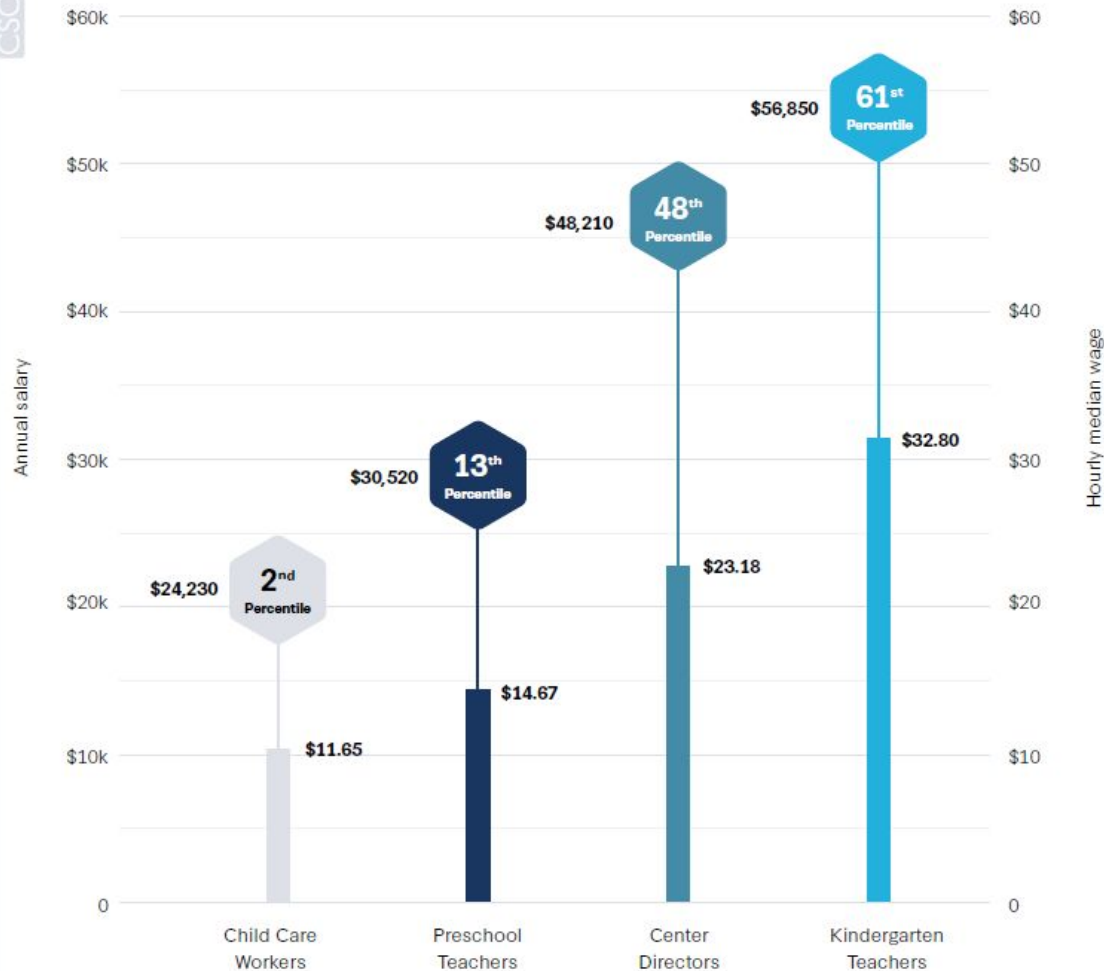
The Caregiving Crisis and Our Cities: Centering the CA ECE Workforce

Center for the Study of Child Care Employment
University of California, Berkeley

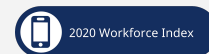


Dr. Ashley C. Williams
Senior Policy Analyst

Centering the Workforce



Occupations ranked by annual pay



Source: 2020 Early Childhood Workforce Index

California ECE Workforce



2,877,174
Children age 0-5



116,800
Early childhood
teaching workforce*



Source: [Early Childhood Workforce Index 2020](#)

California Wages



Occupation	Median Wage
Child care worker	\$13.43
Preschool teacher	\$16.83
Center director	\$24.78
Kindergarten teacher	\$41.86
Elementary teacher	\$48.09
All U.S. occupations	\$21.24

Earnings by Occupation

- ▶ In 2019, the median wage for child care workers was \$13.43, **a 4% increase since 2017.**
- ▶ For preschool teachers, the median wage was \$16.83, **a 1% decrease since 2017.**
- ▶ For preschool or child care center directors, the median wage was \$24.78, **a 1% decrease since 2017.**



2020 Workforce Index

Source: [Early Childhood Workforce Index 2020](#)

Black early educators are paid on average \$0.78 less per hour than their White peers.



COVID-19 Impact

We've heard from the workforce...



"I don't think that they're paying that much attention to what they're asking us to do. The fact that we are the lowest paid people on the planet or that some of us are older. I can't afford to get COVID-19. I started thinking about writing my will the other day. I mean that's a serious step to take just because I don't want to be one of the hundred thousand people that died."

-FCC Educator, California

"We're having to pay out of pocket to obtain these higher degrees and we're not being compensated, even for some of us who are part of the public school system. In my case, we have a salary schedule, we have compensation, we have a decent package, but in over a decade, it hasn't been bargained. There hasn't been restructure and the cost of living keeps increasing and we can't even make a living. I have to make a decision if I'm going to pay my student loans or if I'm going to pay the mortgage or buy groceries for my family."

-School district early educator, California



"We are highly qualified educators, have the seniority, have the fidelity to the best practices; we're producing positive outcomes, but who's listening to us? Who's really doing something to take care of us? Who is going to take care of us? We take care of the children in this country by providing care, supervision, education and beyond. And who's going to take care of us? Who's listening to us? We're the backbone of the economy and we're the backbone of the educational system in early childhood, where the most critical brain development takes place... Enough is enough".

-Center-based Educator, California

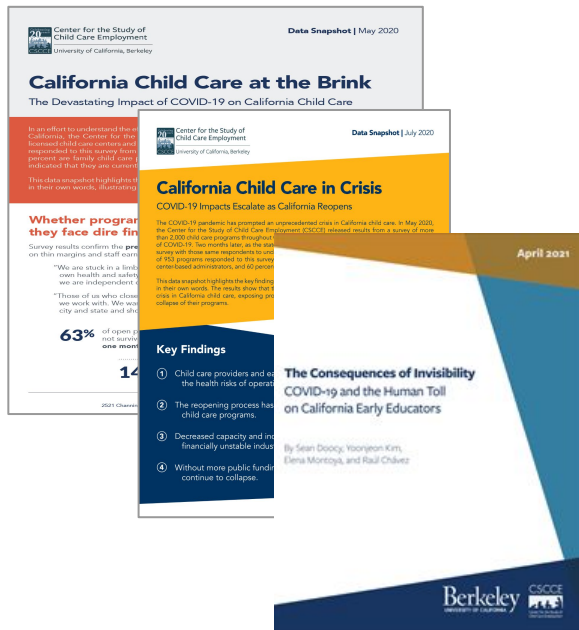
Impact of COVID-19 on CA ECE Programs



Between January 2020 and January 2021, California's ECE system has seen a 33% decrease in the number of centers and a 14% decrease in FCC programs

CA COVID-19 ECE Impact Study

- Conducted two surveys
 - April: 2,180 child care programs participated
 - June/July follow-up study: 953 child care programs participated
- Engagement with early educators
 - Informed development of surveys
 - Provided contextual qualitative information



See: [California Child Care at the Brink](#), [California Child Care in Crisis](#), and [The Consequences of Invisibility: COVID-19 and the Human Toll on California Early Educators](#)

The American Rescue Plan:

Recommendations for Addressing Early Educator Compensation & Supports

Recommendation 1

Ensure federal child care relief funds reach individual early care and education staff in the form of direct cash payments.

Recommendation 2

Ensure health coverage and guaranteed paid leave of at least two weeks for all staff working in regulated early care and education programs.

Recommendation 3

Adjust eligibility requirements for public safety net programs utilized by early childhood personnel until the period when all state ARPA funds related to child care are liquidated.

Recommendation 4

Prioritize equitable distribution of funding to programs located in communities with the most need, which have been impacted most acutely by this pandemic.

Recommendation 5

Improve systems administration and technical assistance to facilitate accessible, simple application processes.

Recommendation 6

Establish essential, yet simple data collection protocols to examine the utilization and impact of ARPA funding in order to inform future policies and resource allocation.

Recommendation 7

Prohibit the use of quality ratings as a determining factor for eligibility to receive ARPA funds or to condition levels of payment.



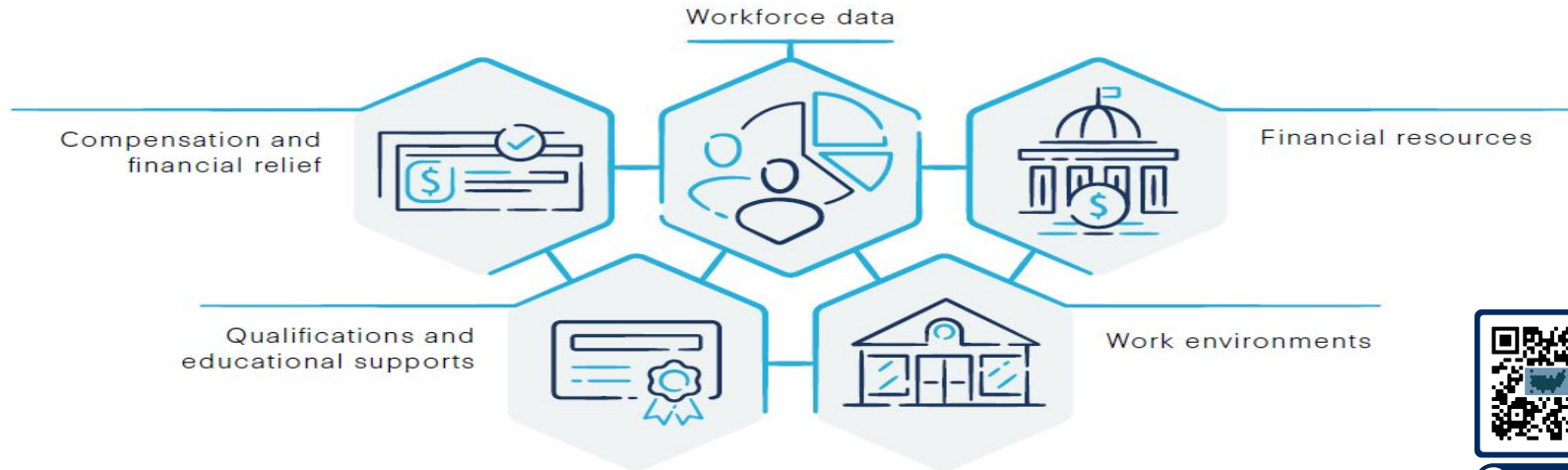
Source: [CSCCE ARPA Recc's](#)

Policy Areas to Support ECE Jobs

For each of the five interconnected elements, our policy opportunities present a pathway to making headway for the early childhood workforce.

CSCCE

EARLY CHILDHOOD EDUCATOR WORKFORCE POLICIES



Advocacy Toolkit

Source: [Early Childhood Workforce Index 2020](#)

Recommended Resources

- The American Rescue Plan: Recommendations for Addressing Early Educator Compensation and Supports
- Early Childhood Workforce Index 2020
- Early Care and Education Is in Crisis: Biden Can Intervene
- We Need Major Reform that Prioritizes the Needs of our Child Care Workforce
- Why do parents pay so much for child care when early educators earn so little?
- Breaking the silence on early child care and education costs: A values-based budget for children, parents, and teachers in California
- Who's Paying Now? The Explicit and Implicit Costs of the Current Early Care and Education System
- A Workforce Data Deficit Hinders Improved Preparation, Support, and Compensation of Early Childhood Educators

Thank You!



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CSCCE Website

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