

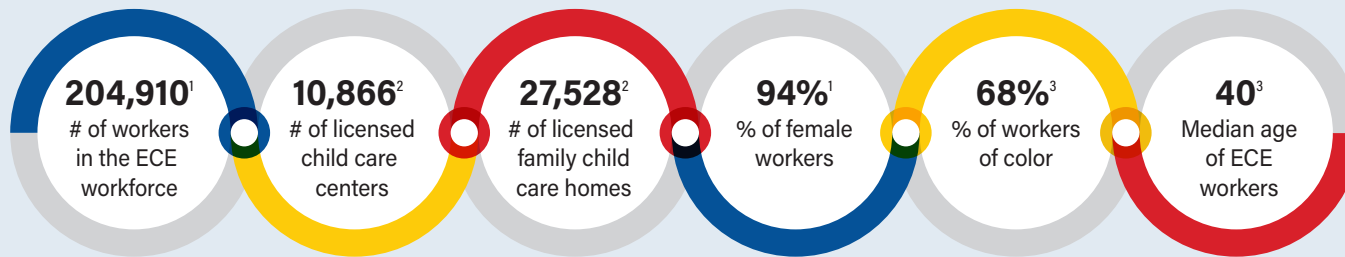


EARLY CARE & EDUCATION: A KEY LEVER IN WORKFORCE DEVELOPMENT


CALIFORNIA FACT SHEET

In order for California's 3 million young children (birth-age 5) to reap the social-emotional and academic benefits of early care and education (ECE), we need a well-trained, well-treated, well-compensated workforce. But thousands of ECE teachers and providers work for wages that cannot sustain a family, and many labor under conditions that undermine their own well-being. As a result, California faces an ECE workforce crisis resulting in an alarming shortage of workers for child care centers, Head Start, preschools and family child care homes - a shortage expected to intensify in coming years. The crisis is intensely felt by children and parents, and deeply consequential for communities, business and the economy. Solving the crisis will require that we understand the problem and its causes, and work together to address it.


WHO MAKES UP THE EARLY CARE & EDUCATION WORKFORCE?



WHAT IS THE COST OF THE ECE WORKFORCE CRISIS?


 **\$1.8 billion⁴**
Annual cost to business due to absenteeism and turnover among working parents


 **\$8 billion⁴**
Annual cost to the economy in lost earnings, revenue and productivity

 **\$1,150⁴**
Annual cost per working parent lost to businesses in reduced revenue and extra hiring costs

HOW LARGE IS THE IMBALANCE BETWEEN ECE WAGES AND THE ECONOMIC IMPACT OF THE INDUSTRY?

 **\$13.5 billion⁵**
Gross receipts generated annually by the ECE industry - comparable to women's clothing stores and spectator sports

 **58%⁶**
% of families of ECE workers who participate in at least one income-support program (e.g., CalWORKS, Medi-Cal)

 **\$12.29⁶**
Median hourly wage of child care workers (\$16.19 for preschool teachers; \$38.33 for kindergarten teachers; \$45.17 for elementary teachers)

WHAT IS THE RETURN ON INVESTMENT OF QUALITY ECE?

Children who receive high quality early care and education are...

MORE LIKELY TO⁷

Graduate high school, enroll in college, find and maintain employment, own their own homes

LESS LIKELY TO⁷

Repeat a grade, need special education, get arrested, become incarcerated, experience teen pregnancy

13%⁸

Return on Investment for each dollar spent on quality ECE for children at risk of academic failure

HOW LIMITED IS THE AVAILABILITY OF HIGH-QUALITY ECE?



992,425²

of available slots in licensed center-based and home-based programs, only enough to serve 1/3 of young children (birth-age 5)



77%²

% of children with working parents for whom licensed child care slots are **unavailable** (including after school care)



\$16,542⁹

Average annual cost of center-based infant care (17.6% of the median income for a two-parent family)



MISSION

ECEPTS is committed to advancing the rigorous professional development and economic well-being of the Early Care & Education workforce so that all children can reap the full benefits of their early learning and care experiences.

VISION

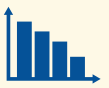
A society that fully respects and supports young children and those who teach and care for them.

STRATEGIES

- Program Development & Dissemination
- Systems Change
- Field Building

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WHAT IS THE IMPACT ON PARENTS WORKING NON-STANDARD HOURS? (evenings, overnights, weekends)



30%¹⁰

% of low-income parents who have jobs that require non-standard hours (nationally)



13%¹⁰

% of child care requests for care during non-traditional hours



3%²

% of center-based programs offering evening, weekend or overnight care

CAN ECE TRAINING LEAD TO JOBS OFFERING FAMILY-SUSTAINING WAGES?

Long-term, the ECE workforce must achieve compensation parity with the K-12 workforce. But as we work toward that goal, well-trained workers can climb the ECE career ladder and earn better pay in a variety of positions.

Median Annual Salaries

Size of CA Workforce

Projected Growth* (2016-2026)

Average # of Annual Openings

OCCUPATIONS IN EARLY CARE & EDUCATION

Child Care Program Administration	\$57,670	8,300	9.6%	720
Early Childhood Special Education	\$52,760	1,700	11.8%	140
Kindergarten Teacher	\$66,140	13,900	7.0%	973
Preschool/Nursery Teacher	\$36,760	55,600	9.7%	6,160

OCCUPATIONS IN RELATED FIELDS

Child & Family Social Worker	\$55,830	31,000	12.9%	3,690
Elementary School Teacher	\$77,990	152,700	6.9%	12,130
Occupational Therapist	\$89,870	11,300	24.8%	890
Speech-Language Pathologist	\$92,280	12,200	16.4%	850

*Average growth rate for all occupations is 7% (BLS).

<http://www.projectionscentral.com/Projections/LongTerm> | <https://www.onetonline.org> | https://www.bls.gov/oes/current/oes_ca.htm

FOOTNOTES:

¹ <https://cscce.berkeley.edu/californias-ece-workforce/>

² <https://www.kidsdata.org/topic/19/early-care-and-education/summary>

³ <https://www.migrationpolicy.org/sites/default/files/publications/ECEC-Workforce-California-FactSheet.pdf>

⁴ <https://www.strongnation.org/documents/646>

⁵ <http://laborcenter.berkeley.edu/investing-early-care-education-economic-benefits-california/>

⁶ <https://cscce.berkeley.edu/files/2018/06/2018-Index-California.pdf>

⁷ Campbell, F. A., Pungello, E. P., Burchinal, M., Kainz, K., Pan, Y., Wasik, B. H., . . . Ramey, C. T. (2012). Adult outcomes as a function of an early childhood educational program: An Abecedarian Project follow-up. *Developmental Psychology*, 48(4), 1033-1043.

⁸ https://heckmanequation.org/www/assets/2017/04/F_Heckman_CBA_Infographic_Handout_040417.pdf

⁹ <https://edsources.org/reports/california-the-least-affordable-for-infant-child-care>

¹⁰ Dobbins, Lange, et al. *Child Care Aware of America. "IT'S ABOUT TIME! Parents Who Work Nonstandard Hours Face Child Care Challenges"* (2019). Found at: <https://cdn2.hubspot.net/hubfs/3957809/NSH%20Report%202019.pdf>.