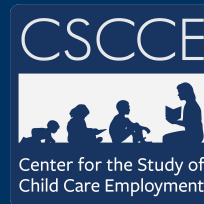

2024 Early Childhood Workforce Index

**Center for the Study of
Child Care Employment**

University of California, Berkeley

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Center for the Study of Child Care Employment

For 25 years, CSCCE has been the nation's only research and policy center focused on the preparation, working conditions, and compensation of the early care and education workforce.



Presenters



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Today's Agenda

- **Overview the 2024 *Early Childhood Workforce Index***
 - We'll share our key findings and how to use the 2024 *Index*.
- **The *Index* in Action: A look at New Mexico**
- **Audience Q & A**
- **Closing**

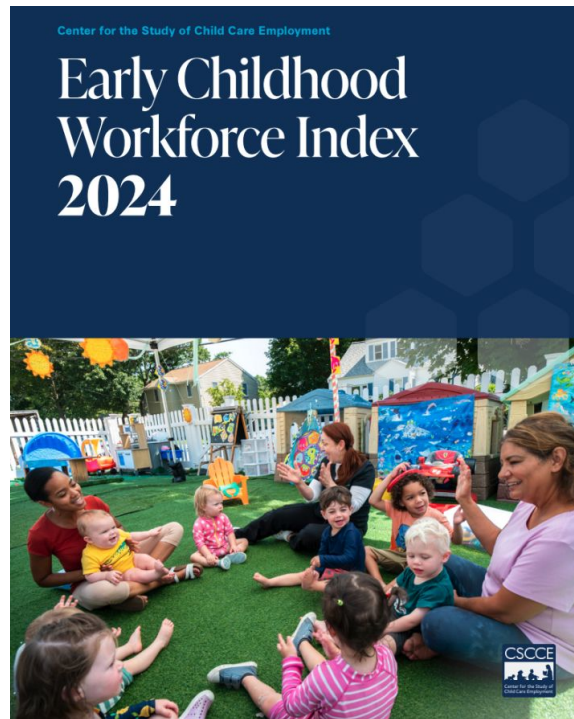


What is the *Early Childhood Workforce Index*?

- First released in 2016, the *Index* was created to fill the state and national data gap on the ECE workforce, making it indispensable to policymakers, news outlets, and the early care and education community.
- Each edition of CSCCE's Early Childhood Workforce *Index* includes national and state-by-state data on early care and education workforce pay, working conditions, and policies.

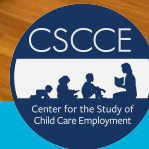
What's new in the *Index*

- A national data snapshot of the early childhood workforce (including self-employed educators like family child care providers);
- Pay and poverty rates for early educators versus K-8 teachers in every state;
- How states used federal relief funding; and
- Policy recommendations on what states can do to support this workforce.



Who is the ECE Workforce?

- Approximately **2.2 million adults** are paid to care for and educate more than 9.7 million children between birth and age five in center-based and home-based settings.
- The ECE workforce continues to be **predominantly female**.
 - About 98 percent of center-based teaching staff are female.
- **Women of color** make up approximately:
 - 40% of center-based teaching staff;
 - 49% of listed home-based providers;
 - 56% of unlisted home-based providers.



Who is the ECE Workforce?

- The **majority of early childhood educators have some higher education** across settings.
 - 30% of center-based teaching staff; 20% of home-based providers hold a bachelor's degree or higher.
 - 18% of the ECE workforce in center-based settings, 20% in listed home-based settings, and about 10% of unlisted home-based providers hold an associate degree.
- Many early educators have **16 or more years of experience**.
- The early care and education workforce **reflects the racial, ethnic, and linguistic diversity** of the children they serve.



Key Findings: Economic Insecurity

- Early childhood educators are paid a median wage of **\$13.07/hour**;
- Those hourly rates are **not a living wage** for a *single adult* in any state;
- **97% of other occupations are paid more** than early educators;
- Nearly **half (43%)** of childcare workers' families **survive on public assistance** like Medicaid and food stamps.



Key Findings: ECE Wages Lag Behind

- Between 2019-2022, wages have risen approximately **4.6% for early educators** nationwide.
- But compared to other occupations, **ECE wage growth lagged** behind:
 - 5.2% increase for fast food workers;
 - 6.8% increase for retail salespersons;
 - 4.9% across all occupations.



Five Key Policy Areas of the *Index*

EARLY CHILDHOOD EDUCATOR WORKFORCE POLICIES



Key Findings: Impacts of Federal Relief

ARPA provided a lifeline, stabilizing a crumbling ECE system.

- The majority of states used pandemic relief funds for workforce initiatives: increased **wages**, **wage supplements**, expanded **scholarships**, **personal protective equipment** and **mental health supports**.

Stabilization grants demonstrated the power of direct investment in ECE programs.



State Actions to Increase Compensation

States used ARPA as a springboard to try new initiatives:



Utah offered ECE programs additional funding tied to their stabilization grants, but only if programs paid at least half of their staff a minimum of **\$15 per hour**.



Minnesota required that 70% of each grant to ECE programs be used for **compensation**.

State action continues - even without federal dollars

— “ —

The clear importance of this support for programs allowed our state to successfully advocate for [the] creation of the **Great Start Compensation Support Payments Program**, which will continue direct payments to programs to **increase compensation on an ongoing basis**.

– **Minnesota** state administrator

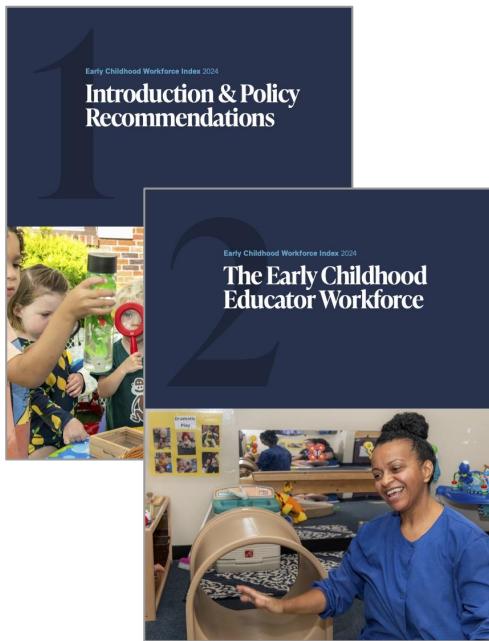
State action continues - even without federal dollars



Maine's Early Childhood Workforce Salary Supplement System provides funding to ECE programs to **supplement educators' pay** on a **monthly** basis.

The tiered wage supplements translate to slightly more than a **\$1-3/hour wage increase** for a full-time employee.

Policies to Prioritize



Invest in direct public funding for ECE programs

- Prioritize appropriate **compensation standards** across all settings to address wage inequity and improve pay; and
- Adopt **workplace standards** for paid time off, paid planning and professional development time, mental health and teaching supports.

Taking Action: The *Index* Policy Toolkit

We need **policy action** to solve the child care crisis for early educators and the children and families that rely on them.

The [Policy Toolkit](#) is a companion to the 2024 *Early Childhood Workforce Index* to channel its research into policy action. It includes:

- Detailed policy recommendations
- Talking points
- Examples of states in action



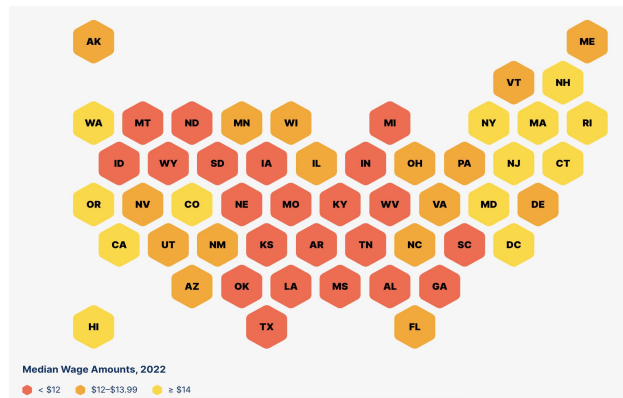
How to Use the 2024 *Index*

Check out the [interactive map](#)

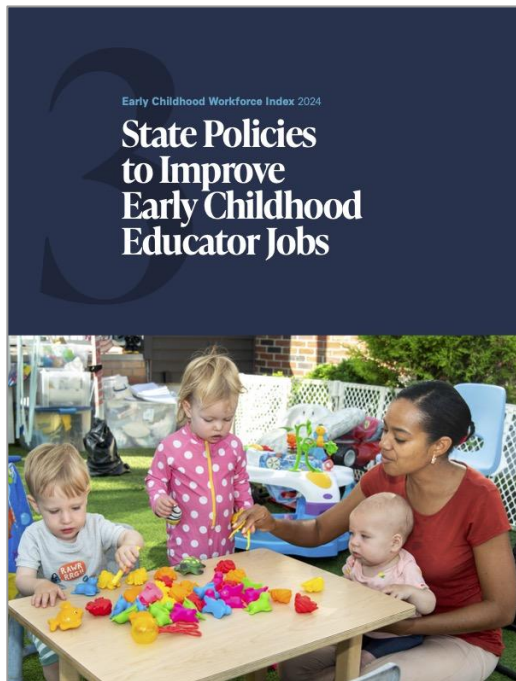
- Take a look at our interactive map that shows a comparison of state progress across ECE workforce policies.

Review your [state's profile](#)

- Dive deeper into your state's data through the state profiles.



Looking for more examples of state action?



Check out [Chapter 3](#)

- Discussion of state progress across all 5 policy areas
- Snapshot of how states used pandemic relief funds for the workforce

Don't forget the [appendix tables](#)!

- Dive deeper into every state's workforce initiatives and **how they're funded**

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Audience Q & A



Learn more about the *Index*
cscce.berkeley.edu/workforce-index-2024/

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