



National Fund
for **Workforce Solutions**

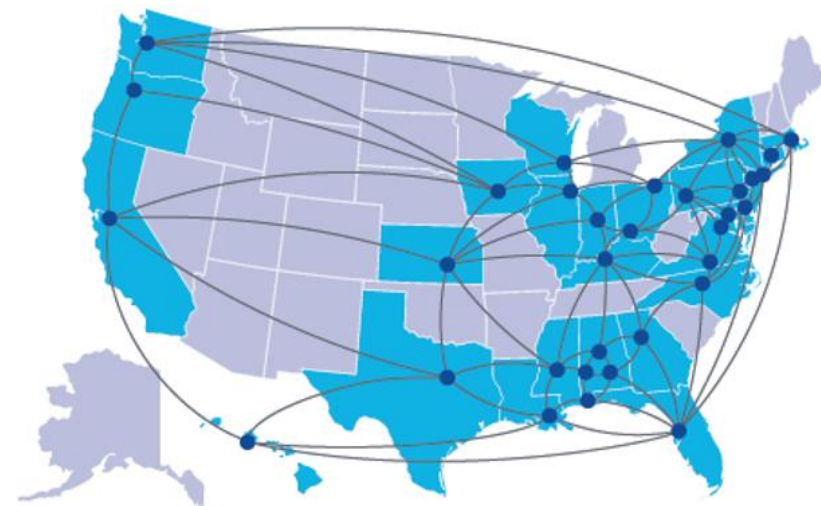
Shifting the Childcare Industry: Better Jobs for Better Access

Virtual Learning 1 | November 09, 2023

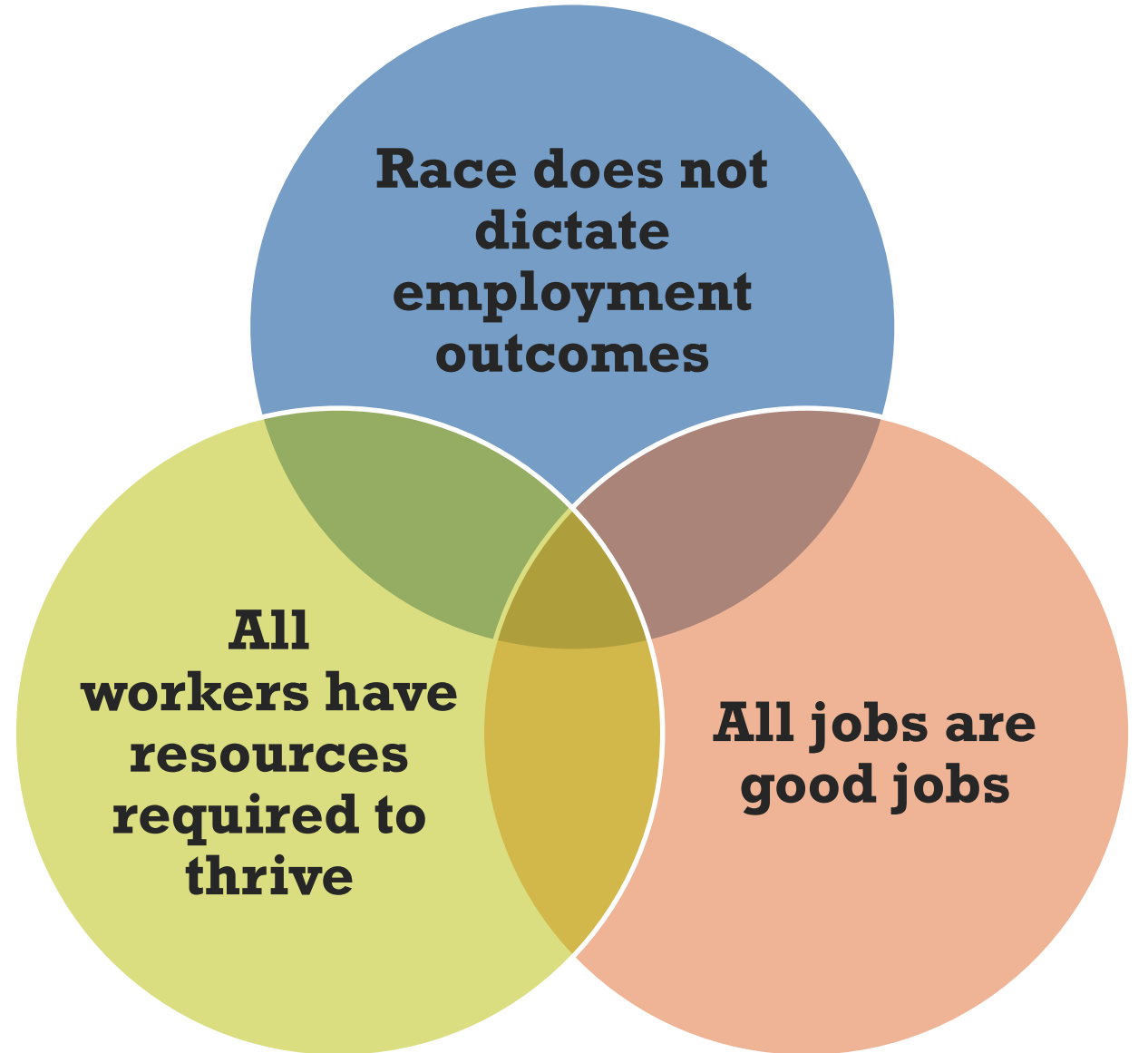
National Fund for Workforce Solutions

The National Fund for Workforce Solutions (National Fund) is a nonprofit organization that works to foster an equitable workforce – where all workers have the resources required to thrive, race does not dictate employment outcomes, and all jobs are good jobs.

- Comprised of more than 30 regional workforce collaboratives
- Located in Washington, DC
- Established in 2007



National Fund Vision



How We Approach Learning at the National Fund

Opening Perspectives

Real Examples

Space for Not Knowing

Kindness and Support

Accessibility

Concrete Takeaways

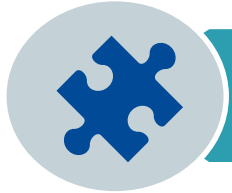
Before We Begin...



Be a learner, engage bravely and specifically



Take space, make space – and listen



Speak from the “I”



Acknowledge and attend to impact



Value multiple perspectives

Please be present with us and join with your video on (if possible)

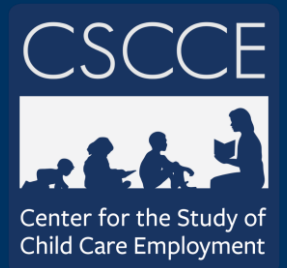
The Early Care and Education Workforce

Insights on the Workforce Behind the Workforce

Brandy Jones Lawrence, M.P.P.
Senior Analyst
September 21st, 2023

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Child Care Employment**
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Overview

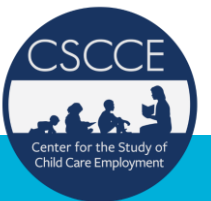
- Introduction
- The U.S. Child Care System
- A Broken System
- Overview of the Child Care Workforce
- Challenges and Inequities
- Supporting the Child Care Workforce

About CSCCE

Founded in 1999, the Center for the Study of Child Care Employment (CSCCE) is the national leader in early care and education workforce research and policy. We act on the premise that educators should be valued, respected, and guaranteed economic dignity, and that the provision of early care and education is a public responsibility.

Our Purpose

CSCCE provides research and analysis on the preparation, working conditions, and compensation of the early care and education workforce. We develop policy solutions and create spaces for teaching, learning, and educator activism. Our **vision** is to realize an effective public early care and education system that secures racial, gender, and economic justice for the women whose labor is the linchpin of stable, quality services.

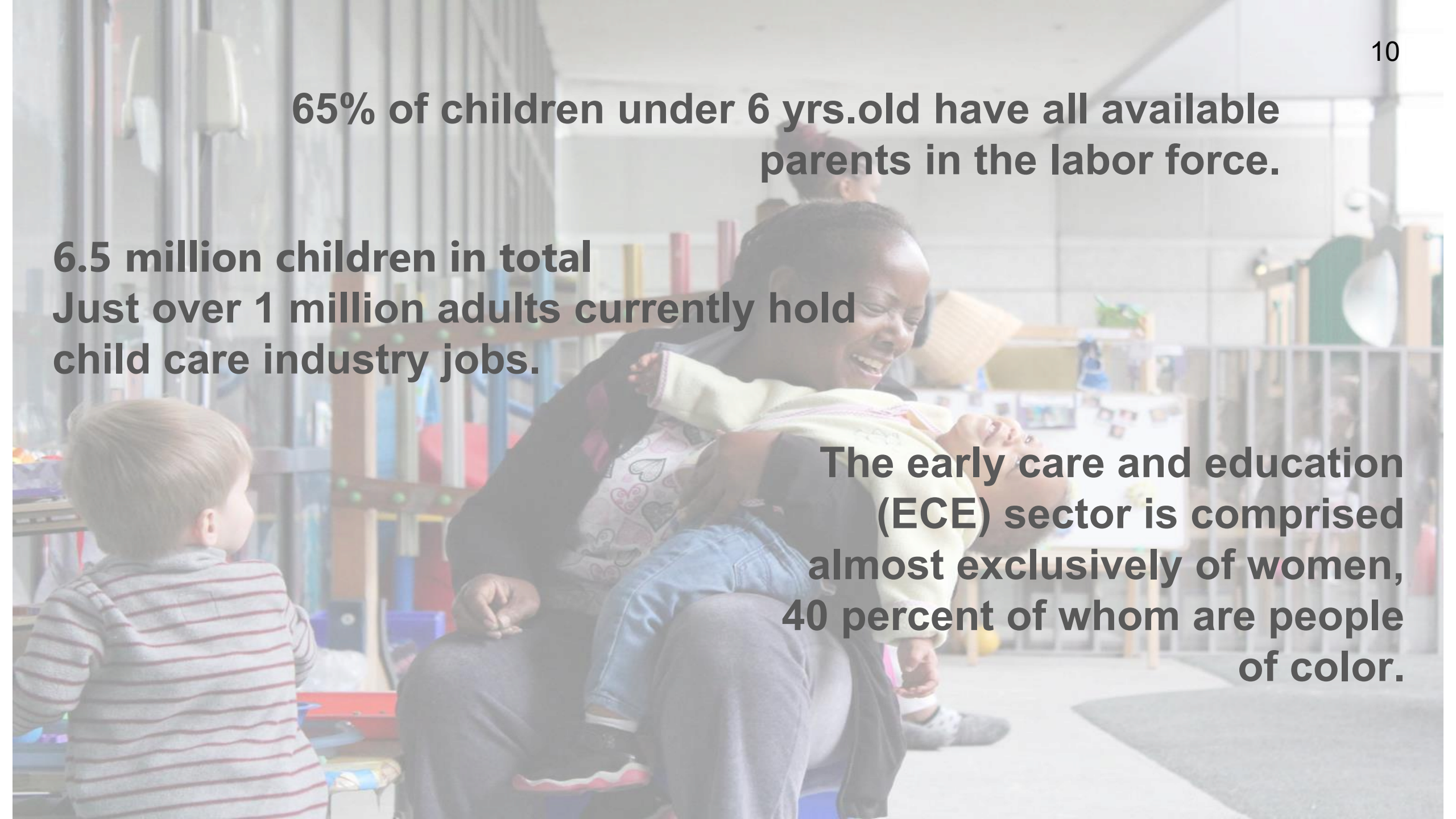


The U.S. Child Care System

65% of children under 6 yrs.old have all available parents in the labor force.

**6.5 million children in total
Just over 1 million adults currently hold
child care industry jobs.**

**The early care and education
(ECE) sector is comprised
almost exclusively of women,
40 percent of whom are people
of color.**



The U.S Child Care System

Social Welfare

- Redistributive versus distributive,; i.e. available to only those that are eligible and deemed “in need” and only in specified times and circumstances.
- Design and intention of program can be narrowly focused; i.e. child care is designed as a work support for parents vs. a child development program for children
- Supply is not automatically responsive to demand

VS.

Public Good

- Benefit society overall, sometimes by providing a benefit that is utilized by all and sometimes providing a benefit only used by some.
- Made available to all who can utilize it. Governed and paid for by the public sector. through a mixed-delivery system.
- Justice driven; designed to be accessible and effective especially for populations who are the most under-resourced.



A Broken System for All

The Challenge of a Broken System



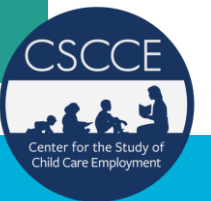
The U.S Child Care System

Private/Tuition Based

- Full price of care paid by families
- Conducted in multiple settings (provider homes, children's home (Nannies and/or relatives), employer sponsored facilities and community- based centers)
- Providers can be nonprofit or for profit organizations.

Publicly Subsidized

- A portion of the price of care is subsidized by federal and state funding for eligible families.
- Conducted in multiple settings and systems
- Providers can be nonprofit, or for profit organizations.



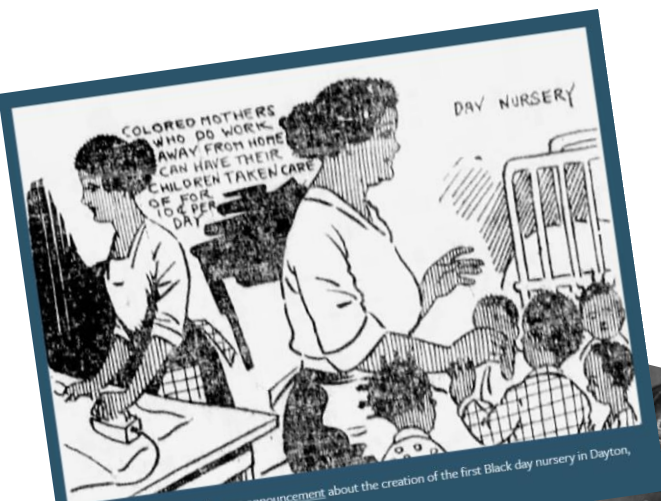
The Child Care Workforce

- Demographics

Entrenched Oppression

Racism and oppression have long been part of the legacy of child care

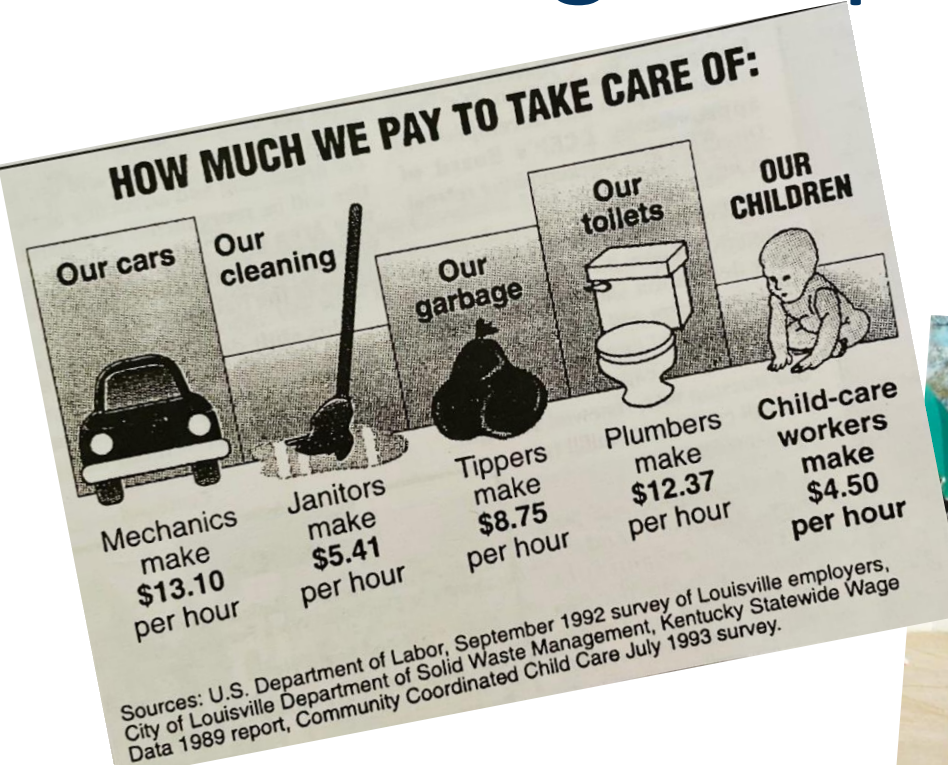
- Enslaved Black women: our nation's first child care providers, forced to care for White children with priority over their own
- Domestic workers: Black women shifted from one form of oppression to another, joined by Native, immigrant and other women of color



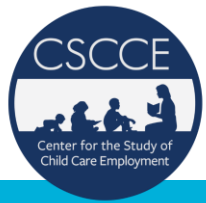
This drawing accompanied a 1920 announcement about the creation of the first Black day nursery in Dayton, Ohio.
Credit: Dayton Daily News, March 8, 1920.



Enduring Inequities



Graphic from *Between a Rock and a Hard Place: Raising Rates to Raise Wages. A How-To Book on Raising Rates*, Minneapolis Child Care Workers Alliance, 1990.



Economic Security

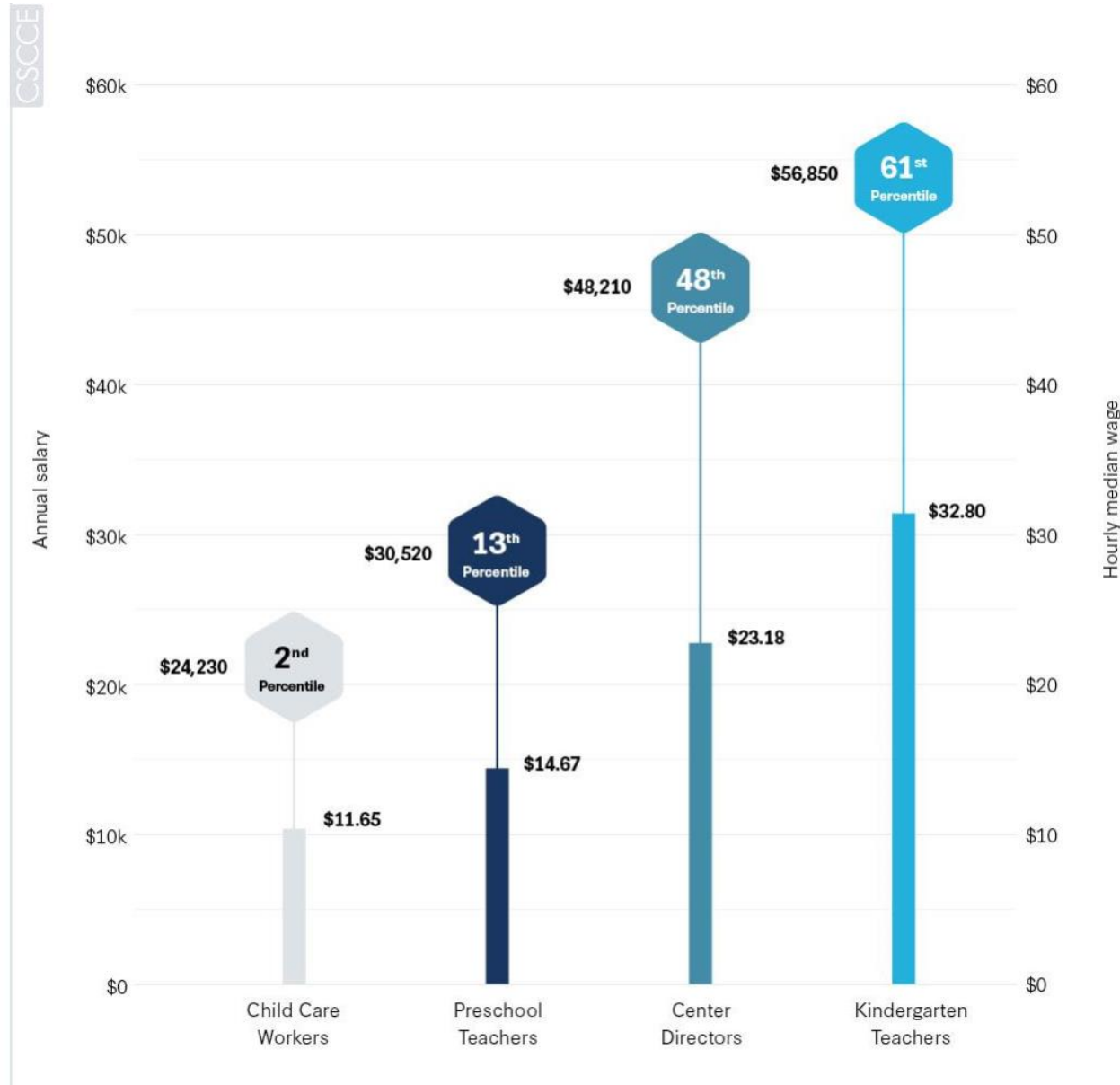
- Wages
- Disparities

Wages, Pay Gaps, & Poverty

8x	is how much higher the rate of poverty is for early educators compared to K-8 teachers
\$11.65	National median wage for child care workers, per hour
98%	of other occupations are paid more than child care teachers
\$4,406	is the wage gap between Black center-based teachers and their peers; a wage gap persists across levels of education
\$9,542	is the wage gap between BA- level infant and toddler teachers and their peers working with pre-K aged children; Black educators are more likely to work with infants and toddlers



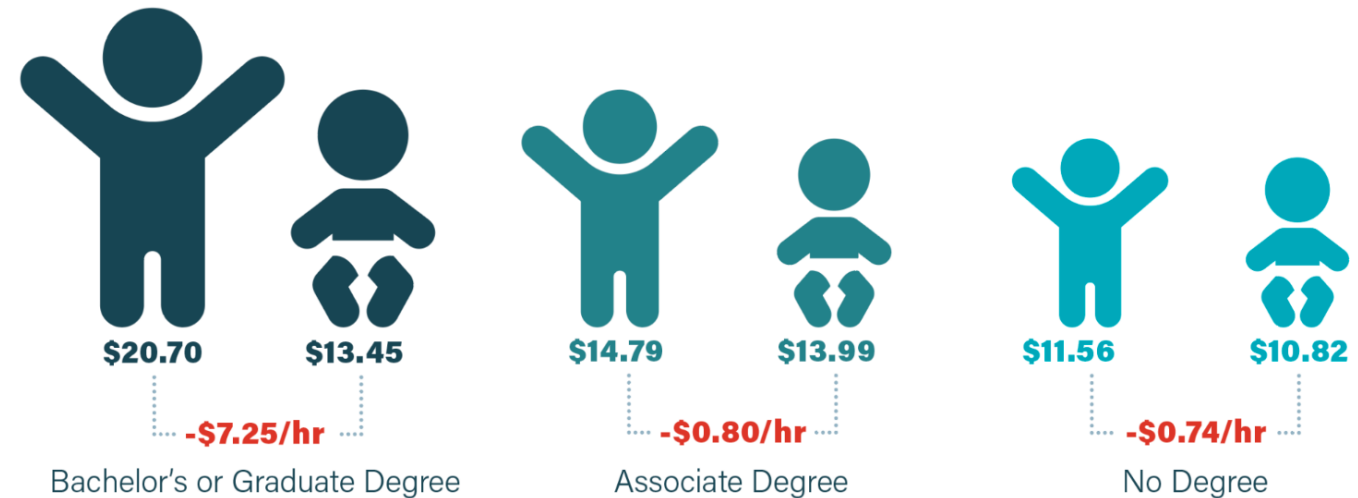
Occupations ranked by annual pay, 2020



The younger the child, the lower the pay for early educators

89% of infant & toddler teachers earn less than \$15/hour, compared to **64% of preschool teachers.**

In fact, there is a **wage penalty at every educational level for working with younger children.**



Poverty Rates and Pay Penalties

Poverty Rates & Pay Penalties for Early Educators & K-8 Teachers, by State, 2019

State	Total poverty rate	Poverty rate for early educators	Poverty rate for K-8 teachers	Pay penalty for early educators with bachelor's degrees
Indiana	10.7%	22.8%	2.7%	35.0%
Iowa	10.5%	24.0%	2.7%	35.7%
Kansas	10.2%	19.7%	2.5%	4.3%
Kentucky	11.7%	27.5%	2.4%	38.1%
Louisiana	11.5%	18.0%	3.4%	22.4%
Maine	9.4%	16.5%	2.0%	25.0%
Maryland	6.0%	13.1%	1.8%	42.0%
Massachusetts	8.7%	15.3%	2.3%	35.2%
Michigan	10.8%	18.9%	2.6%	21.5%

Educators Worry About...

	New York state	Miami-Dade County, FL	Marin County, CA
Having enough food for their families	50%	70%	39%
Paying their families' monthly bills	78%	81%	75%
Paying for their household's routine healthcare costs	70%	80%	62%

Pandemic Impact

Total Child Care Industry Jobs Nationwide, Monthly through October 2023

The industry continues to recover from sharp job losses it experienced early in the pandemic.



Chart: Center for the Study of Child Care Employment, UC Berkeley • Source: U.S. Bureau of Labor Statistics, "Current Employment Statistics," Series Code: CES6562440001, available at <https://beta.bls.gov/dataViewer/view/timeseries/CES6562440001> • Created with Datawrapper

-38.2K

Child care jobs lost since
Feb 2020

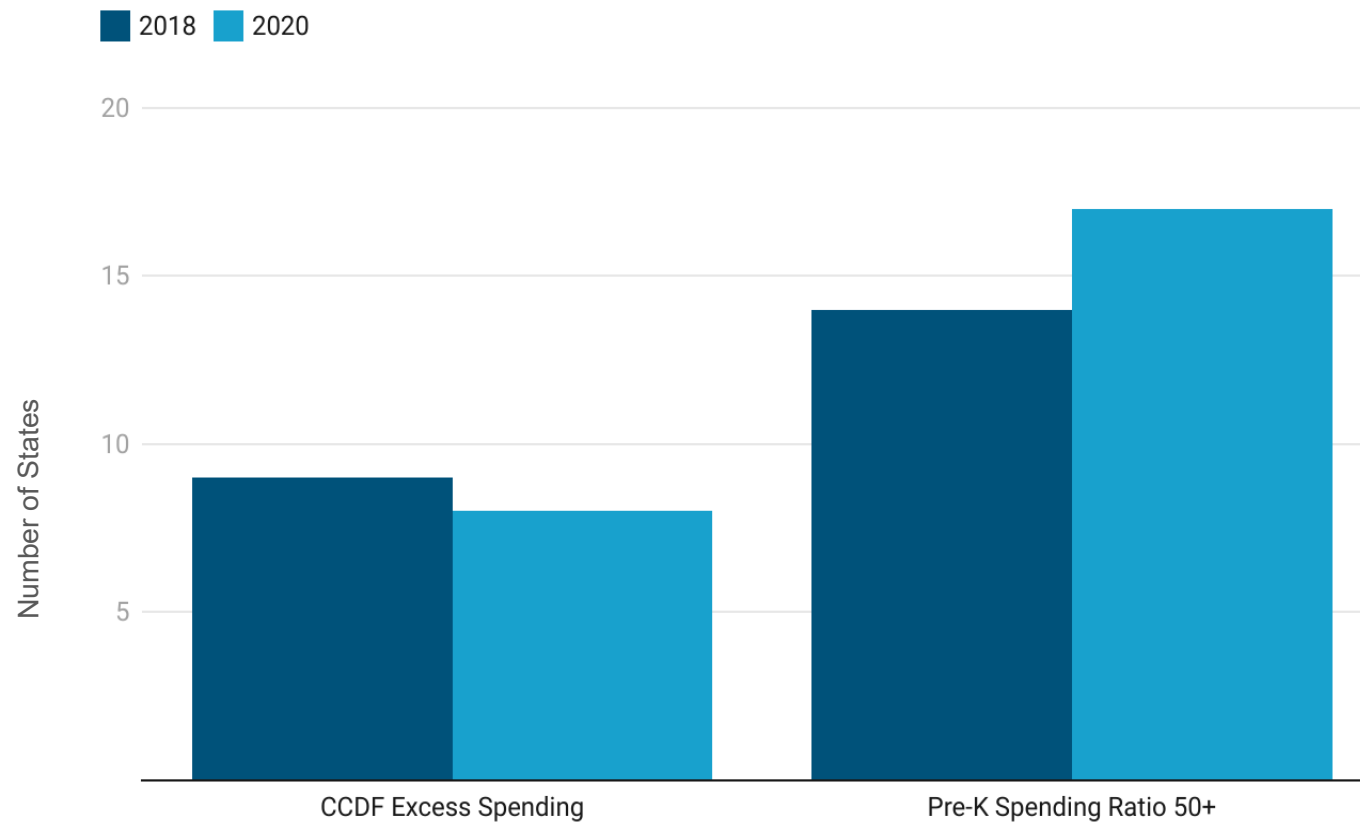
96.4%

Child care jobs today as
a percentage of those in
Feb 2020

Financial Resources

Child Care Spending

State Progress on Financial Resources per Indicator, 2018 & 2020



Source: © 2021 Center for the Study of Child Care Employment • Created with Datawrapper

Work Environments

Work Environment

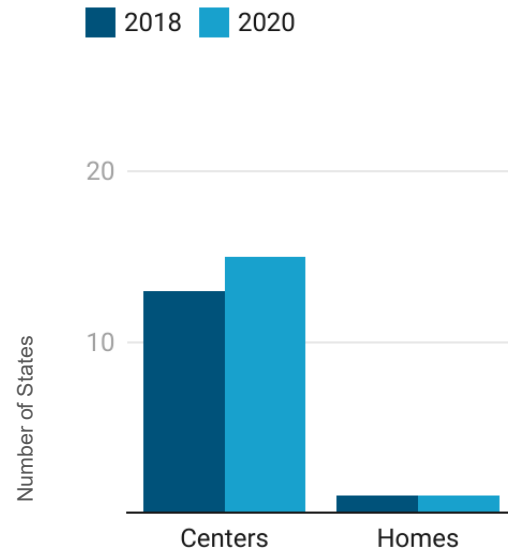
Model Child Care Work Environments Include:

- Sufficient staffing
- Paid non-child contact time for completion of professional responsibilities and reflection with colleagues
- Opportunities to provide input into decisions that affect programs, classrooms, and teaching practices
- Opportunities for ongoing learning

Work Environment Conditions

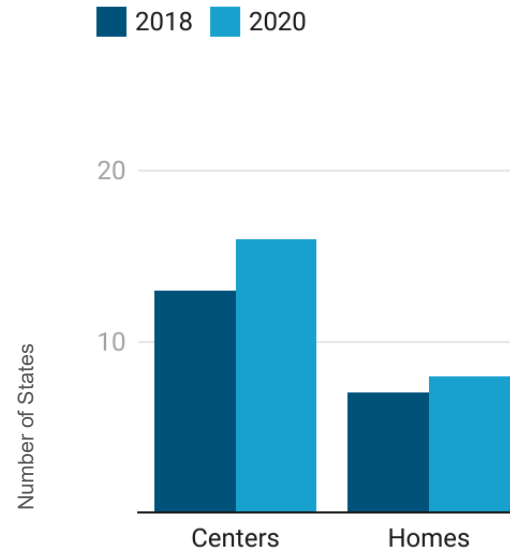
State Progress on Work Environment Standards per Indicator, 2018 & 2020

Paid time for professional development



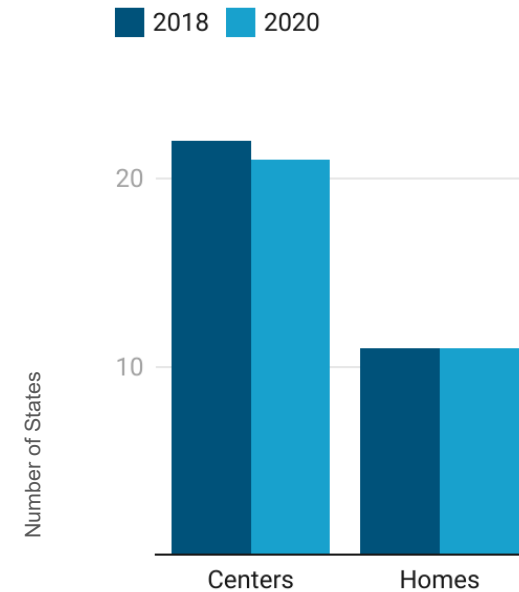
Source: © 2021 Center for the Study of Child Care Employment • Created with Datawrapper

Paid planning and/or preparation time



Source: © 2021 Center for the Study of Child Care Employment • Created with Datawrapper

Salary schedule/benefits



Source: © 2021 Center for the Study of Child Care Employment • Created with Datawrapper



Driving Progress for Educators

What early educators need

PREPARE

Teacher education and training to work with young children in group settings

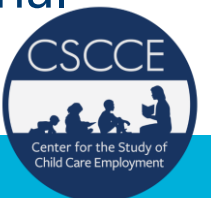


REWARD

Appropriate compensation, including dependable increases in pay and benefits

SUPPORT

Supportive adult working environments including non-child contact time to perform professional responsibilities



Essential ECE Workforce Policies

Compensation Strategies

- Create equitable salary scales
- Design models to assist with the cost of health insurance and contribute to retirement

Financial Resources

- Leverage Cost Models
- Dedicate funds for compensation

Working Conditions

- Sufficient staffing levels & paid planning/prep time
- Use **Model Work Standards** to establish quality indicators

Workforce Data

Invest in capacity to ensure equity through data collection infrastructure, analysis and reporting (i.e. workforce surveys, registries and broader scope collection/reporting)

Essential ECE Workforce Policies

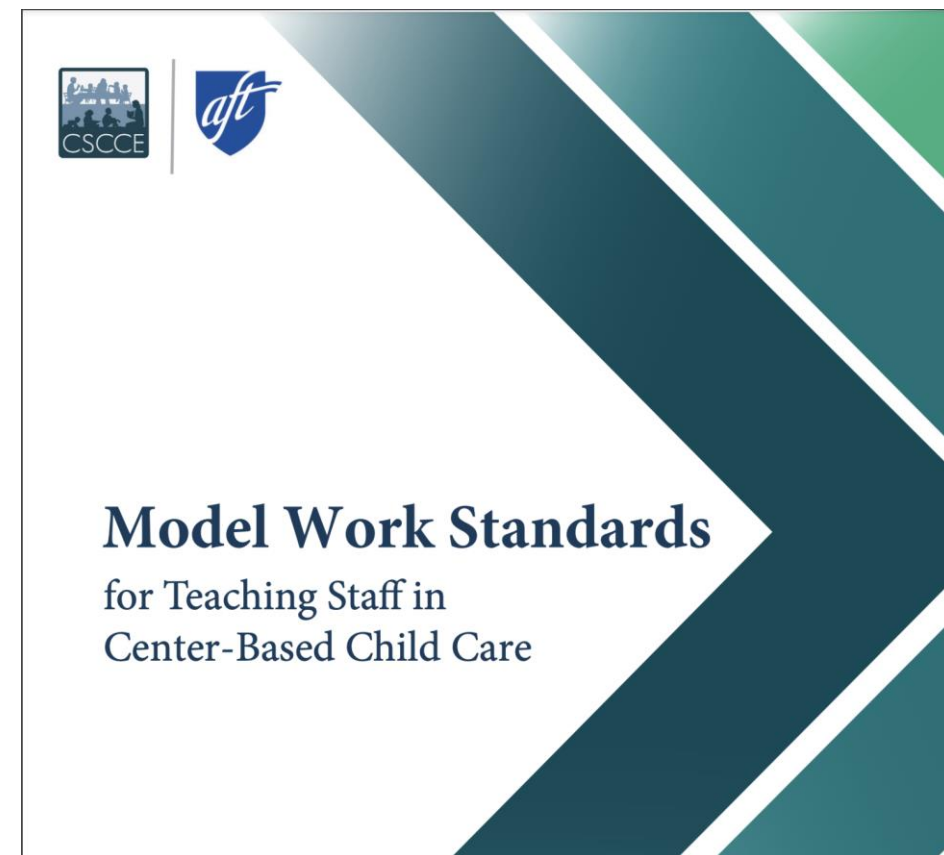
Qualifications & Education Supports

- Resources to colleges and apprenticeships
- Fund scholarships, cohort models, learning supports, community located
- Prioritize educators of color and immigrants

Model Work Standards

Declare the rights of, and respect for, the early care and education workforce by:

- Acknowledging the complex role of early childhood educators
- Supporting their economic, physical, and socioemotional well-being
- Reinforcing the fact that the needs of children and the needs of educators are interconnected.



BREAK

BREAKOUT DISCUSSION

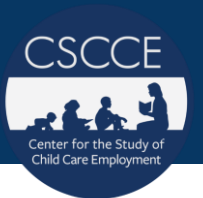
- How can your organization/coalition be part of the systemic change needed to address the challenges faced by the child care workforce?
- How will you go about including educators/providers in your future work in this area?

Question & Answer

Follow us @CSCCEUCB



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Resources

[ECE Workforce Compensation Strategies Tracker](#)

[Breaking the silence on early child care and education costs: A values-based budget for every state](#)

[Early Childhood Workforce Index](#)

[Child Care Sector Jobs: BLS Analysis](#)

[The American Rescue Plan: Recommendations for Addressing Early Educator Compensation and Supports](#)

[Early Childhood History, Organizing, Ethos and Strategy Project \(ECHOES\)](#)

Join Our Community Of Practice!

- **What is it?** A community of practice in online platform Mobilize.io
 - It's basically a facebook group!
- **Why do we have it?** A place for you to connect with peers and share information
 - Post questions, share resources, connect with others!
- **Who can participate?** National Fund members and their childcare partners
- **How do I join?** Register here:
 - <https://nationalfund.mobilize.io/registrations/groups/93828>
 - Try using Google Chrome for the best results



Next Steps

- Join our next session on December 05, 2023
- Same time, same place!
- This will be a working session – so we encourage you join via a laptop/desktop.
- Register here:

<https://us02web.zoom.us/meeting/register/tZMuceGvrTovHd01DI8iLQFibMjBCFZv05C9>



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THANK YOU

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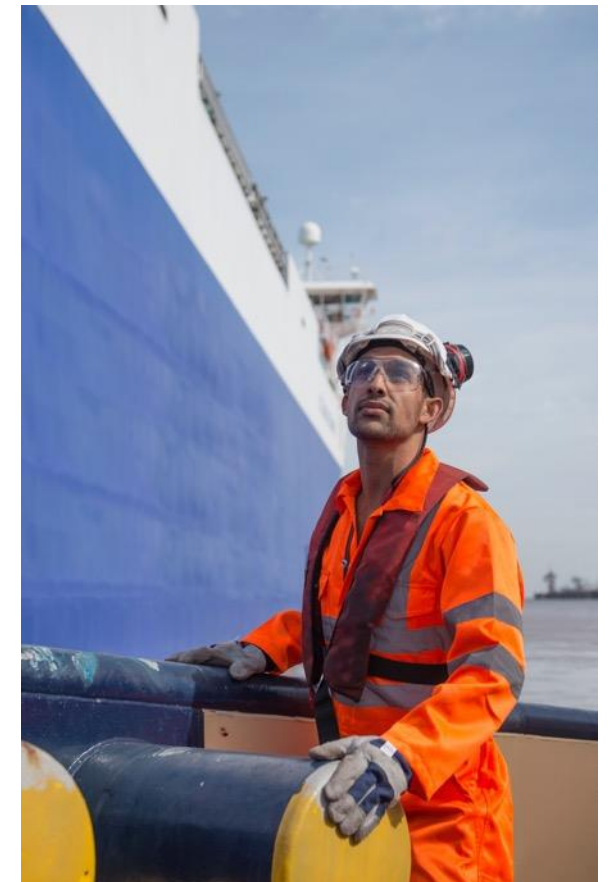
Director of Systems Change

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Appendix

Program Overview



Context: More than 60% of families cannot afford childcare. Moreover, in 2022 nearly 50% of parents quit or were fired from their jobs due to childcare disruptions. Job quality is a cause of this crisis, and women of color carry an unequal burden.



Hypothesis: Systematically improving job quality and certification requirements will attract more workers, and removing regulatory and other barriers will expand entrepreneurship in the childcare industry.



Grant Period: April 2024 – October 30, 2025 (18 months)

Plus, required webinars (November – December 2023) and final report (November 2025)



Total Award Amount: \$187,500 to \$250,000

Will require a 1:1 match

Program Timeline

Grant Period: April 2024 – October 30, 2025 (18 months)

- Application open: mid-Jan 2024
- Application close: early-mid Feb 2024
- Collaboratives selected: end of Feb 2024
- Official grantee kick-off: Apr 2024 (in-person, DC)
- Grantee Planning Phase (Year 1): Apr 2024 – Oct 2024
 - *April 11-12, 2024, kick-off in DC*
 - This year includes REI consultant support
 - This year includes process evaluation support and implementation
- Grantee Implementation Phase (Year 2): Oct 2024 – Oct 2025
 - This year includes process evaluation monitoring and review
- Final reports due: Nov 2025

