

Early Educator Job Quality

The Challenges of Caring for & Educating California's Youngest Children

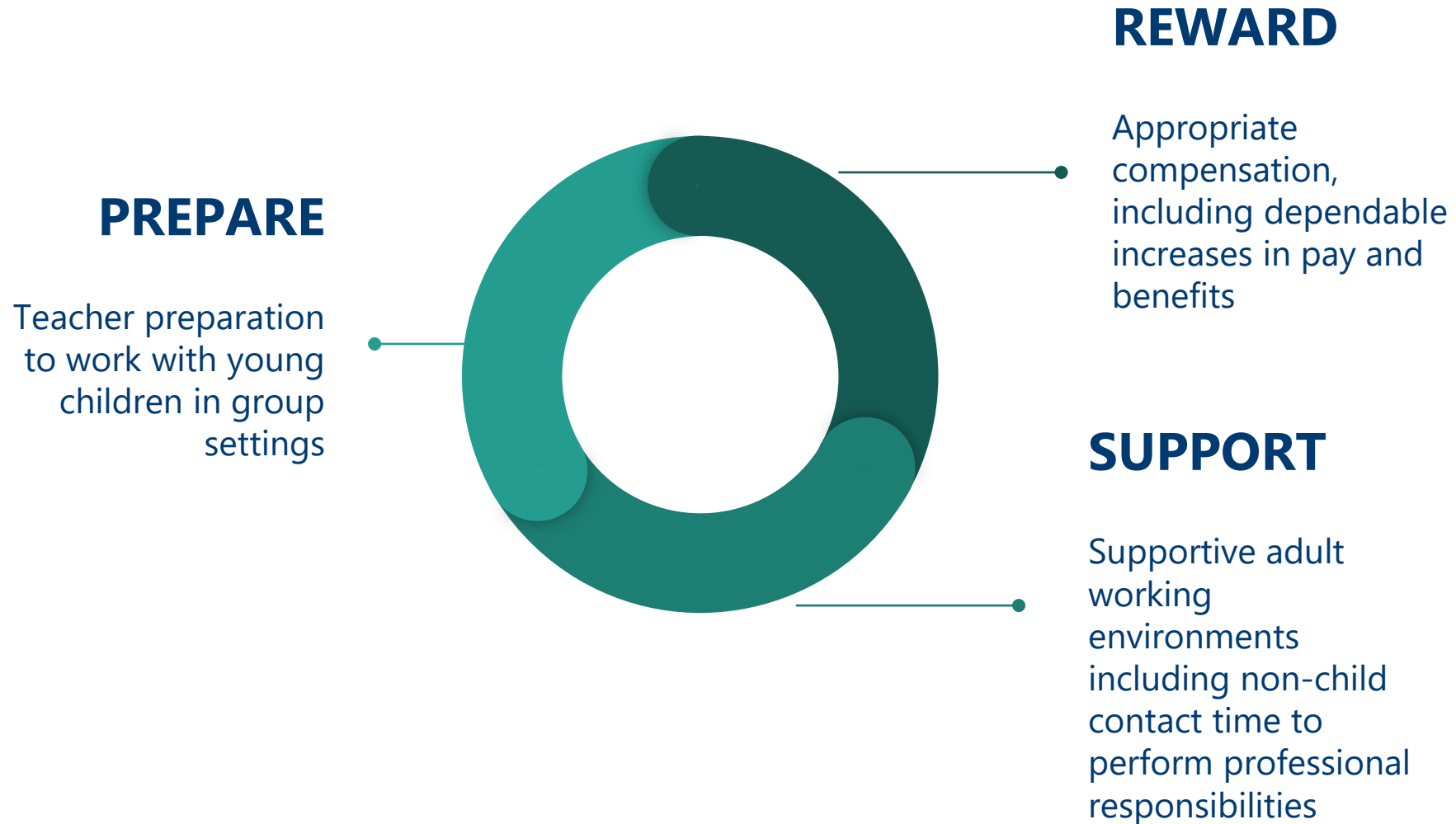


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What Early Educators Need



A Profile of California's Early Educators



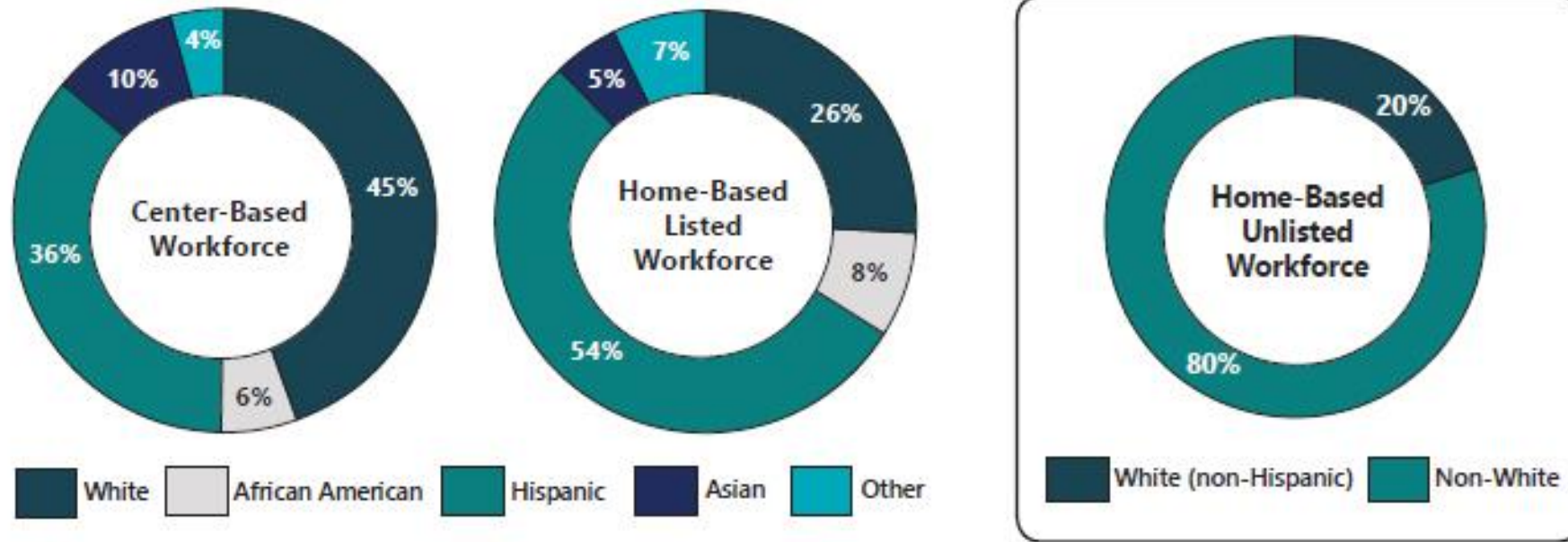
**54% of home-based providers
& 29% of center-based teaching staff
are immigrants**

**97% are
women**

*Total includes the following occupations as defined by the U.S. Bureau of Labor Statistics Occupational Employment Statistics (OES): “child care workers,” “preschool teachers, excluding special education,” “preschool teachers, special education”, “education administrators: preschool/child care center programs”. These data do not include the self-employed, although home-based child care assistants, who are employees, are likely included in the “child care worker” category. Due to the limited data available across states in the OES, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.

A Profile of California's Early Educators

Race/Ethnicity of Early Childhood Workforce in California, 2012

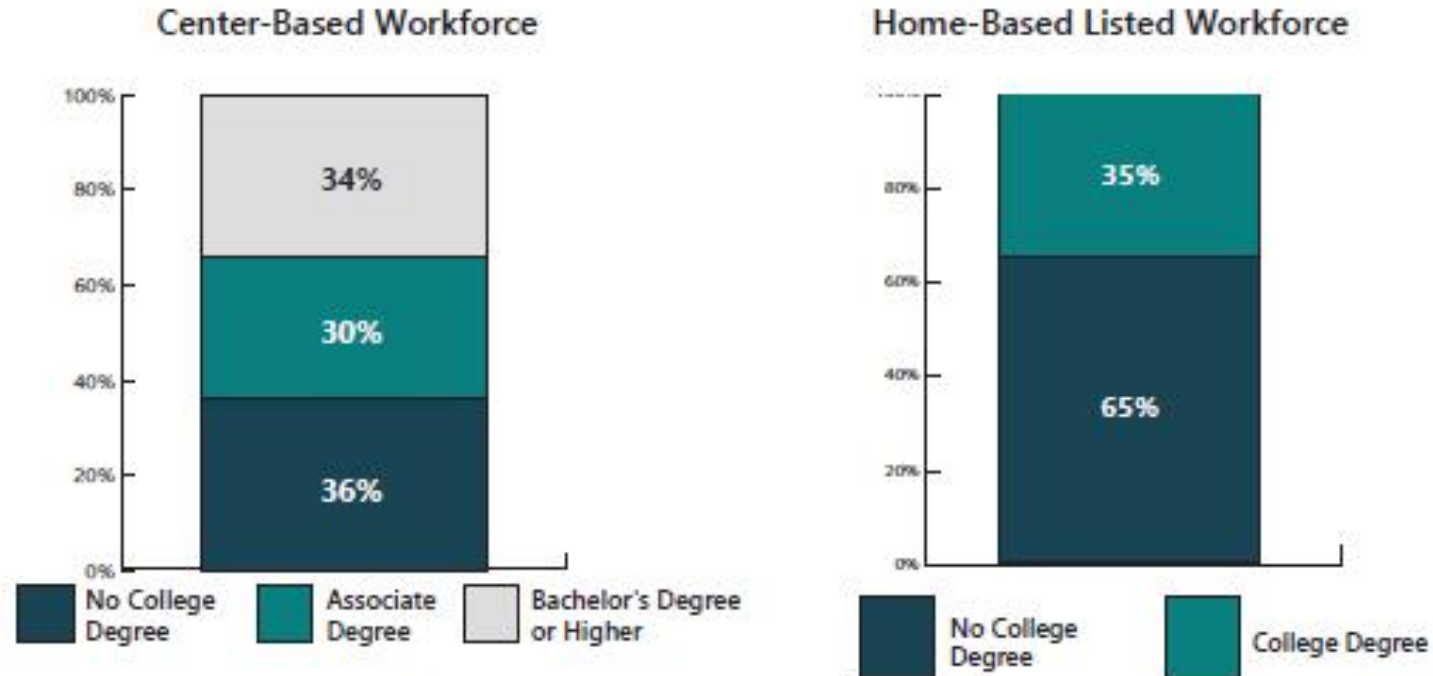


Note: Because the sample size of home-based unlisted providers was too small to report the five race/ethnicity categories reported for the center-based workforce and the home-based listed workforce, these five race/ethnicity categories were collapsed into two categories for this segment of the workforce.

Source: Austin, L.J.E., Edwards, B., & Whitebook, M. (2018). California's ECE Workforce: What We Know Now and the Data Deficit That Remains. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. <http://cscce.berkeley.edu/californias-ece-workforce/>

California's Early Educators Far Exceed Minimum Qualification Requirements

Educational Attainment of Early Childhood Workforce in California, 2012



Note: Because the sample size of home-based listed providers was too small to report the three educational levels reported for the center-based workforce, these three educational attainment categories were collapsed into two categories for this segment of the workforce. Data on the educational attainment of the home-based unlisted workforce is unavailable.

Source: Austin, L.J.E., Edwards, B., & Whitebook, M. (2018). California's ECE Workforce: What We Know Now and the Data Deficit That Remains. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. <http://cscce.berkeley.edu/californias-ece-workforce/>

California's Early Educators Are Among the Lowest Paid Workers in the State

Occupation	Median wage
Child care worker	\$12.29
Preschool teacher	\$16.19
Center director	\$23.91
Kindergarten teacher	\$38.33
Elementary teacher	\$45.17
All workers	\$19.70

Earnings by Occupation

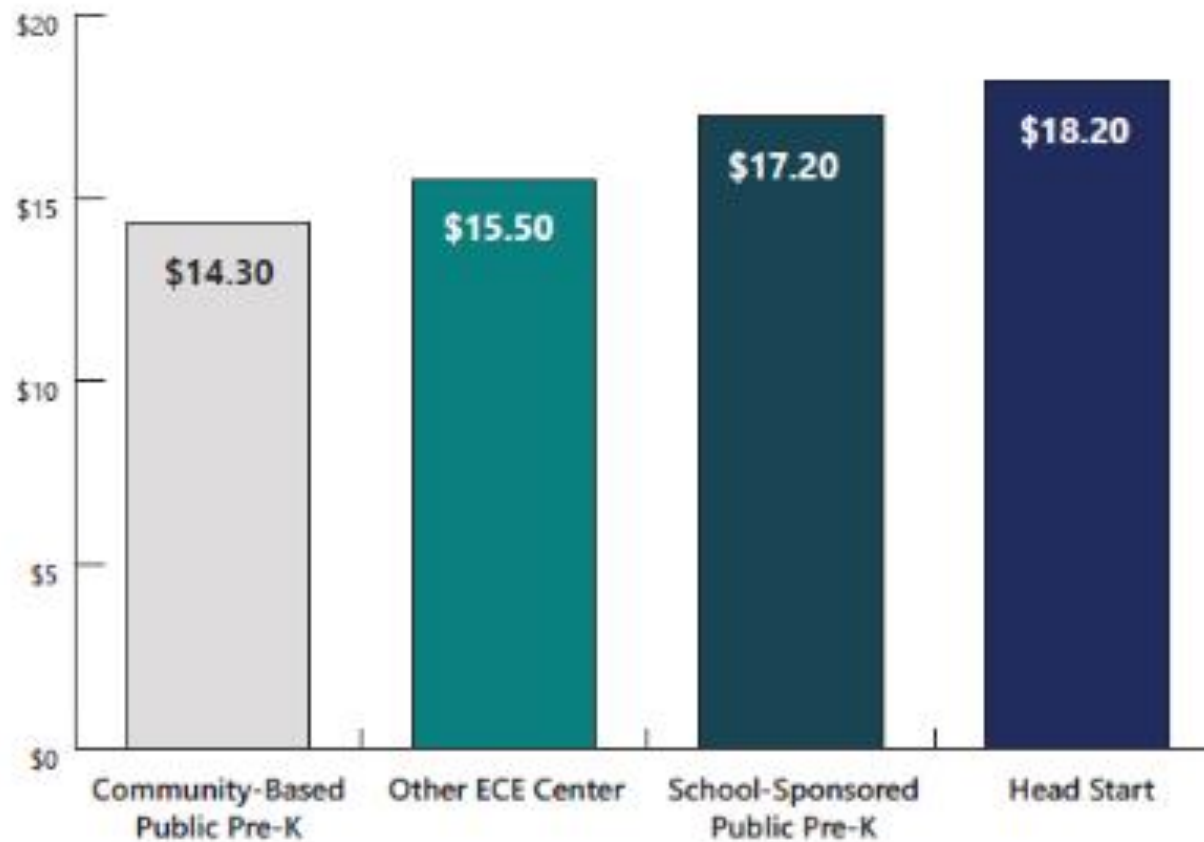
- In 2017 the median wage for child care workers was \$12.29, a **3% increase since 2015.**
- For preschool teachers the median wage was \$16.19, a **3% increase since 2015.**
- For preschool or child care center directors, the median wage was \$23.91, a **6% decrease since 2015.**

Use of Public Income Supports (EITC, Medicaid, Food Stamps, TANF)

- Child care worker families' participation in one or more public income support programs: **58%**

Funding Source Matters

Average Hourly Wage of Center-Based Workforce in California, by Funding Source and Sponsorship, 2012



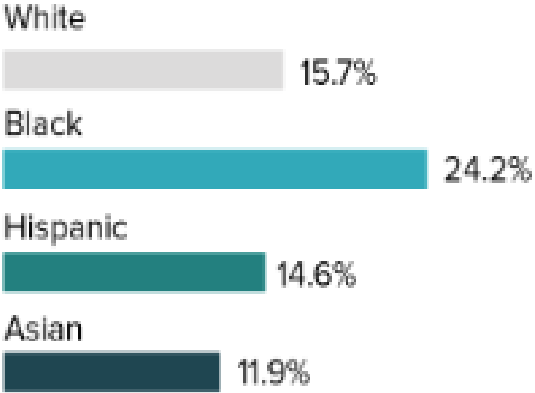
There is a Racial Wage Gap



Early educators are **six times more likely** than K–12 teachers to live in poverty.



Early educators who are black are even more likely to be in poverty
Shares in poverty, by race/ethnicity



The Younger the Child, the Lower the Pay

Early educators working with infants and toddlers face a sizeable wage penalty compared to educators working only with children age three to five, not yet in kindergarten.

In California, an early educator working full-time exclusively with infants and toddler **earns \$6,240 less** than educators who work with preschool age children.

Source: 2018 *Early Childhood Workforce Index*

The Myth of Good, Cheap Child Care

Child care costs too much for many families.

Early educators are undervalued and underpaid.

The root cause of the problems with the ECE system is underfunding.

“The amount of funding available for the workforce is the linchpin of a successful early care and education system.”

What does a values-based budget for children, parents, and teachers look like?

A California Case Study

An annual cost of \$29.7 to \$75.4 billion, or \$30,000 to \$37,000 per child

A one-time investment for recruiting and training teachers of \$3.0 to \$9.7 billion

Such a system could serve 323,000 to 826,000 children a year



Source: Gould, E., Whitebook, M., Mokhiber, Z., & Austin, L.J.E. (2019). Breaking the Silence on Early Child Care and Education Costs: A Values-based budget for children, parents, and teachers in California. Center for the Study of Child Care Employment and the Economic Policy Institute.

<https://cscce.berkeley.edu/files/2019/07/Break-the-Silence-on-Early-Child-Care-and-Education-Costs.pdf>

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