

Building ECE Career Pathways-The Challenge of Compensation



A Critical Link in Building Career Pathways for the Early Childhood Profession

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The T.E.A.C.H. Vision

Every child in an early childhood setting has a teacher who is well educated and well compensated. Every early childhood teacher has access to affordable college education, workforce supports and continuing professional development on a pathway to valued, sustained employment.

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES POLICY STATEMENT ON EARLY CHILDHOOD CAREER PATHWAYS

“ ...Highlight the importance of building a progression of professional development and education opportunities for the early childhood workforce, making it understandable to all stakeholders as a key strategy to expanding high quality early childhood education for all children from birth;”



Transforming the Workforce for Children Birth Through Age 8

A Call to Action

“Implementing the committee’s recommendations will produce substantive changes that elevate the perception of the professionals who work with children from birth through age 8 and improve the quality of professional practice, the quality of the practice environment, and the status and well-being of the workforce—and ultimately, outcomes for children.”

Presentation Goals

- Review the current compensation landscape
- Identify current barriers to higher compensation for the early childhood workforce
- Demonstrate how education and career pathways can increase compensation
- Respond to questions from the audience
- Discuss next steps

Compensation Conundrum



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ECE Compensation in the Headlines

- Early Childhood Educators Woefully Underpaid – *U.S. News and World Report*
- Small Children, Small Pay: Why Child Care Pays So Little – *The American Prospect*
- It Doesn't Pay To Be An Early Childhood Teacher – *National Public Radio*
- Child Care Teachers: Underpaid and Underappreciated – *New America*
- Parents' child-care costs doubled. But teachers still earn poverty wages – *The Washington Post*

Compensation—Why Does It Matter?

- Economic justice
- Turnover's effect on young children
- Need for an educated workforce
- Classroom and program quality
- Teacher's health and well-being
- Professionalization of the workforce

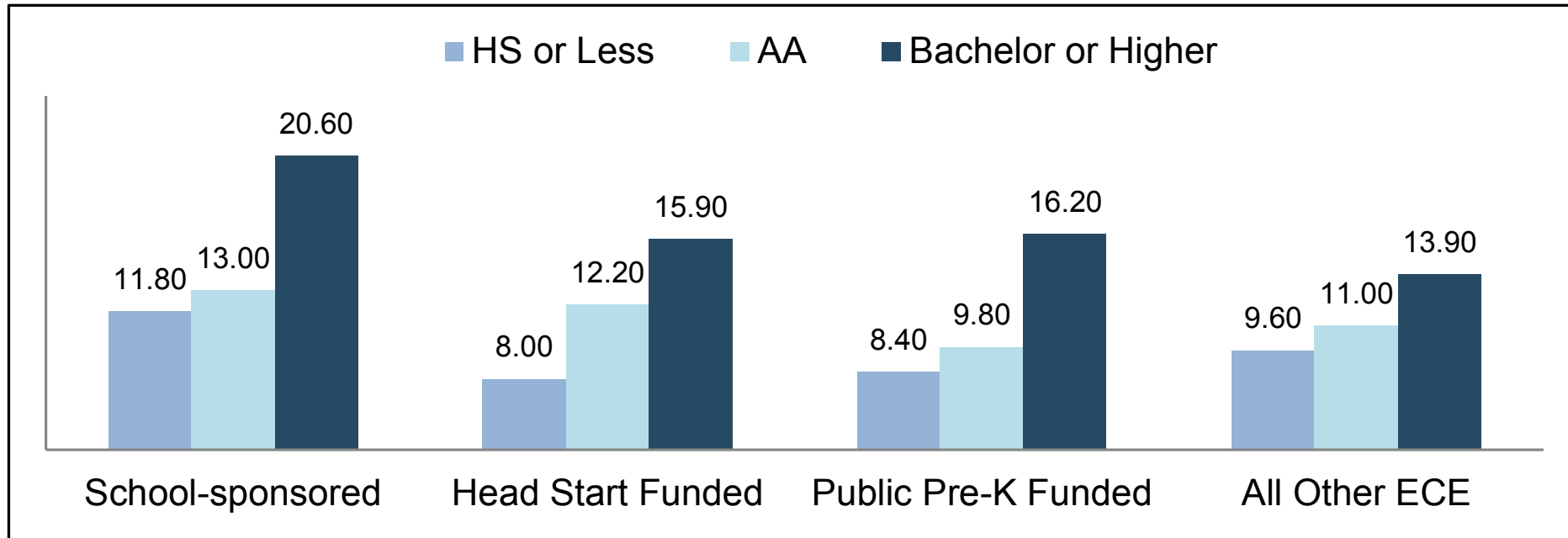


National Study of Early Care and Education (NSECE)

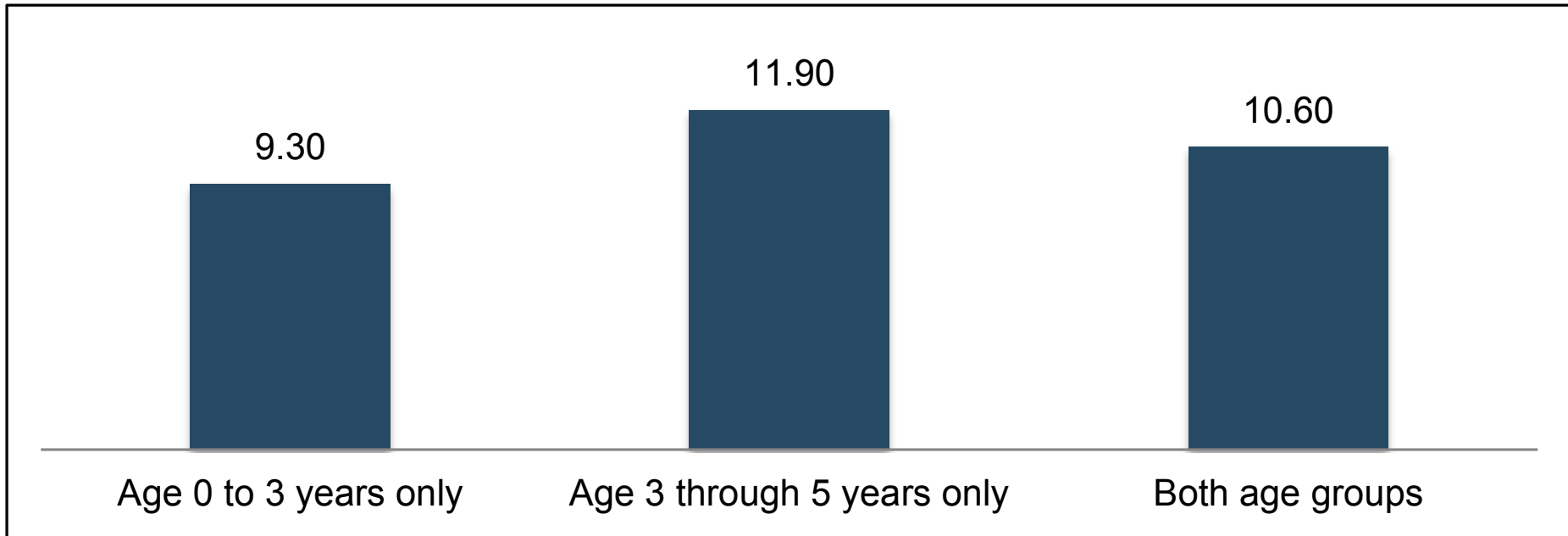
- Conducted by the Office of Planning, Research and Evaluation in ACF
- Completed in 2012
- Represented about 1 million teachers working in 130,000 centers
- Learned teachers are worth the investment
 - 13 years of experience (median)
 - 53% with college degree
 - Wages tied to auspice, age and education



Median Hourly Wages of Center-Based Teachers by Education and Type of Sponsorship



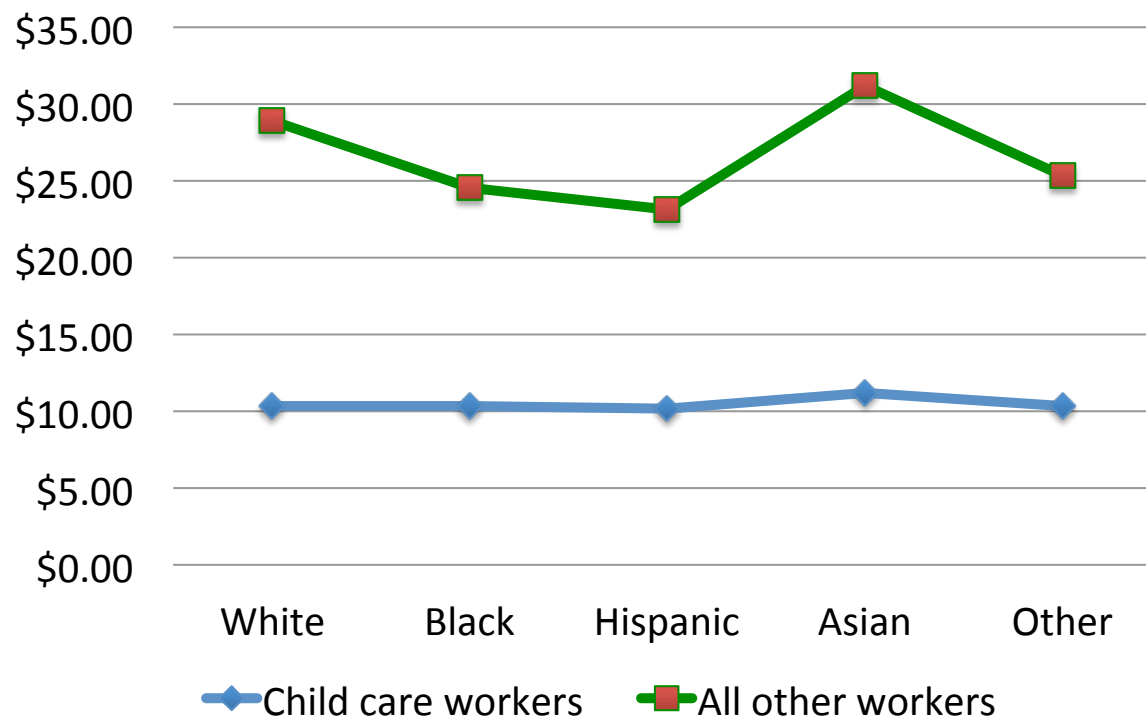
Median Hourly Wages of Center-Based Teachers by Age of Children Served



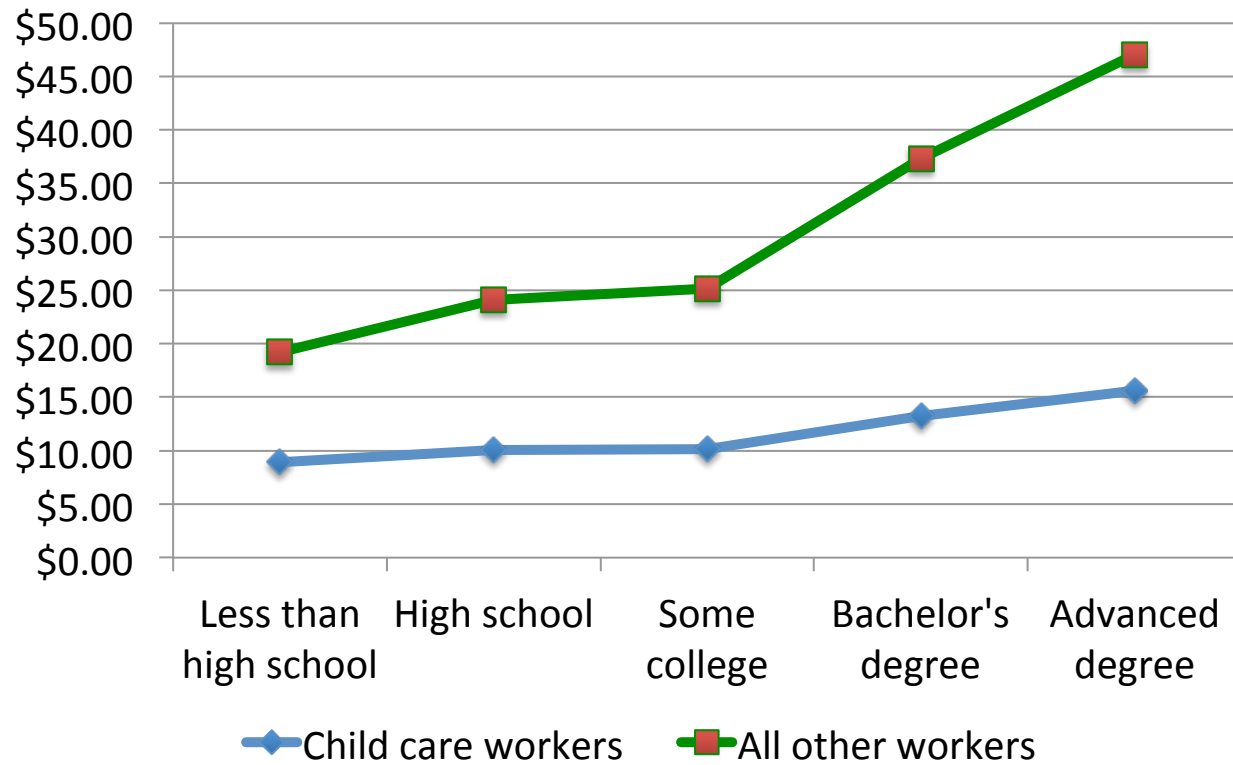
Child Care Workers Aren't Paid Enough to Make Ends Meet

- Released by the Economic Policy Institute in November 2015
- Examined workforce data from the Current Population Survey found that
 1. Wages for child care workers are very low (\$10.31/hr.), 23% below \$17/ hr. for similar other workers.
 2. Child care workers are mostly women, more diverse and more likely to have at least some college.
 3. Only 15% receive health insurance from their job and only 9.6% are covered by a pension plan, far less than similar other workers.
 4. Over 1/3 of child care workers live in families with income of less than 200% of poverty.

Child Care Workers vs All Other Workers Race/Ethnicity



Child Care Workers vs All Other Workers - Education



Compensation Challenges

- Parents are the primary buyers
- Little or no public funding or policy is targeted to compensation
- Public do not see ECE as a public good
- Inadequate ECE funding forces quantity vs quality when buying ECE
- Failure of Workforce Investment Boards to embrace ECE as viable career

Compensation Opportunities

- Research evidence is widely available
- Public will is shifting to include compensation
- Strategies like Pre-K with parity requirements demonstrate possibilities
- Increasing public buy-in within some states for larger pre-k investments

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Compensation Pathways



- Robbin's Earnings – 67% gain over 10 years

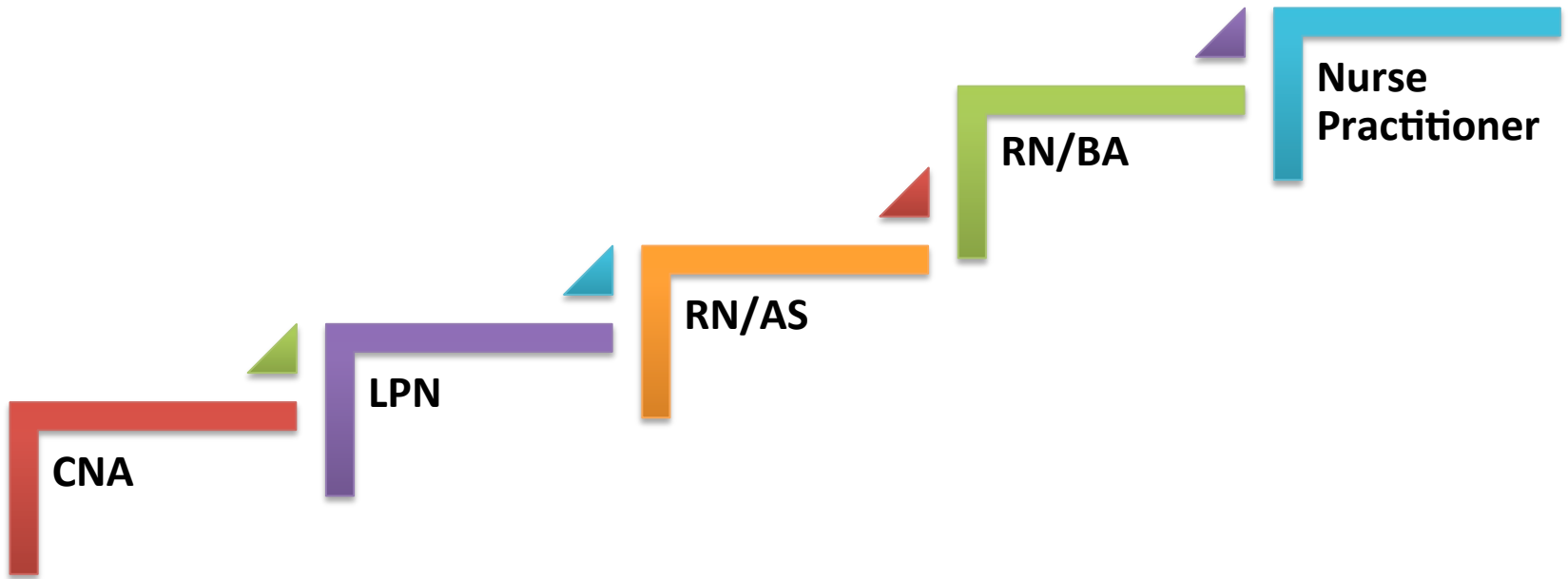


- Sarah's Earnings – 88% over 10 years

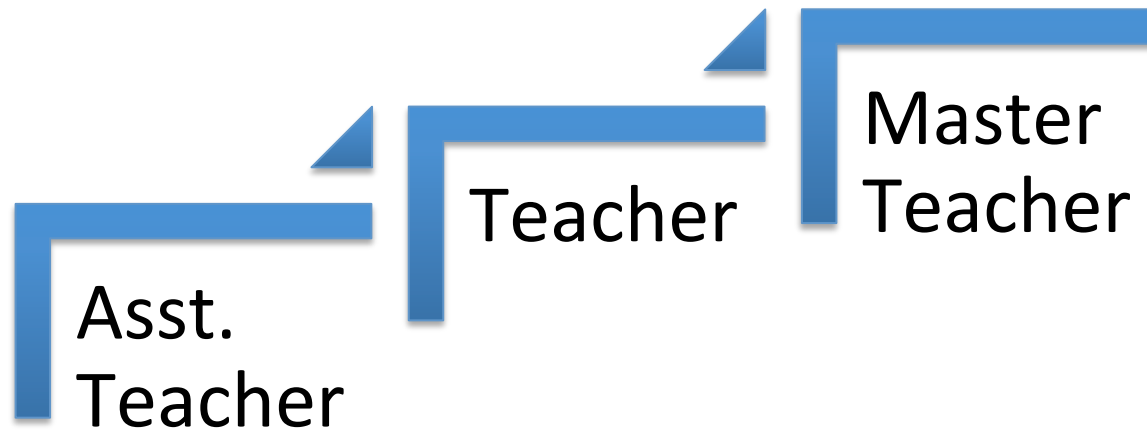
Career Pathways

- Provide comprehensive education and training
- Produce recognized credentials
- Include coaching/counseling
- Align with the needs of employers, consumers and regulators
- Lead to a ladder of jobs differentiated by knowledge, skills and compensation
- Build a skilled workforce

Career Pathways in Nursing: A Model

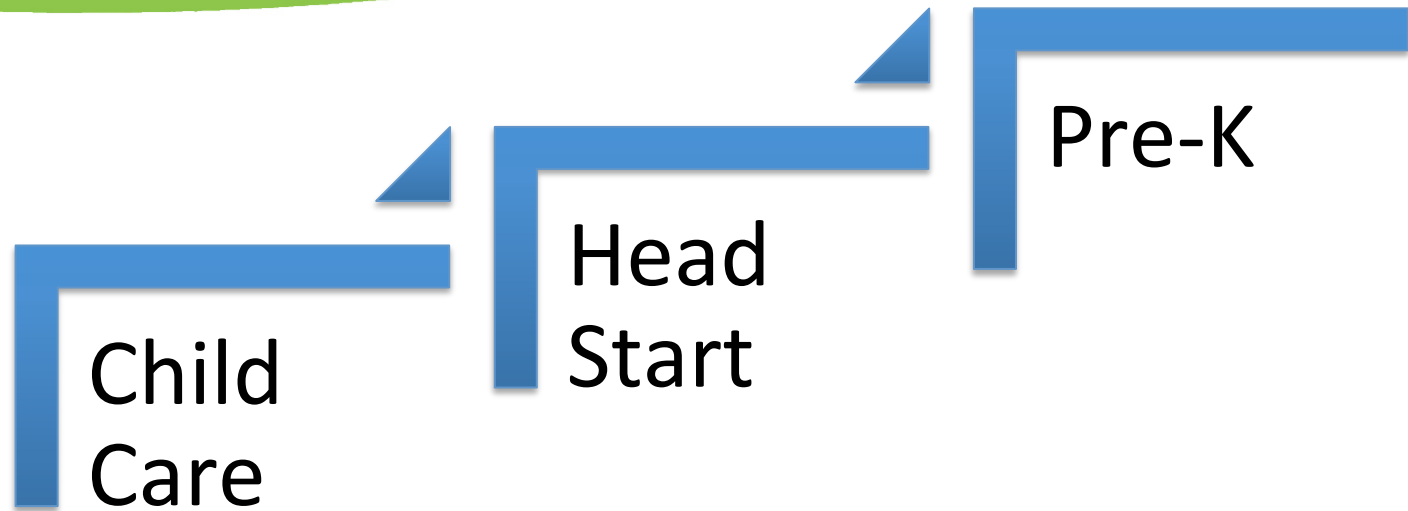


ECE Teacher Pathways by Role



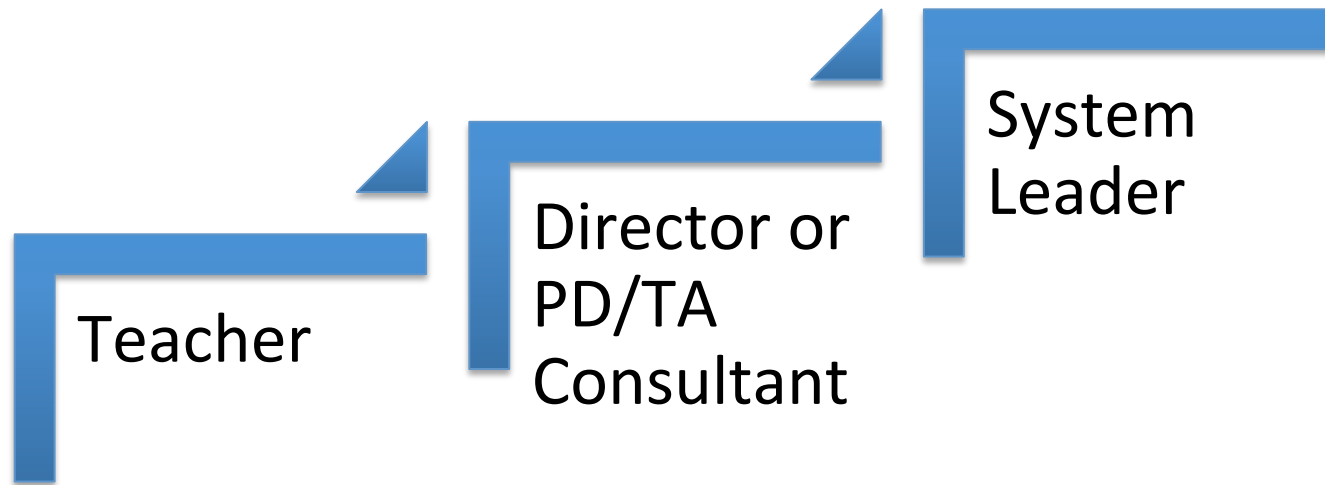
- Qualifications defined by employer and/or regulatory agency
- Job knowledge, skills and responsibility vary by role
- Compensation increases by role (and auspice)

ECE Teacher Pathways by Setting



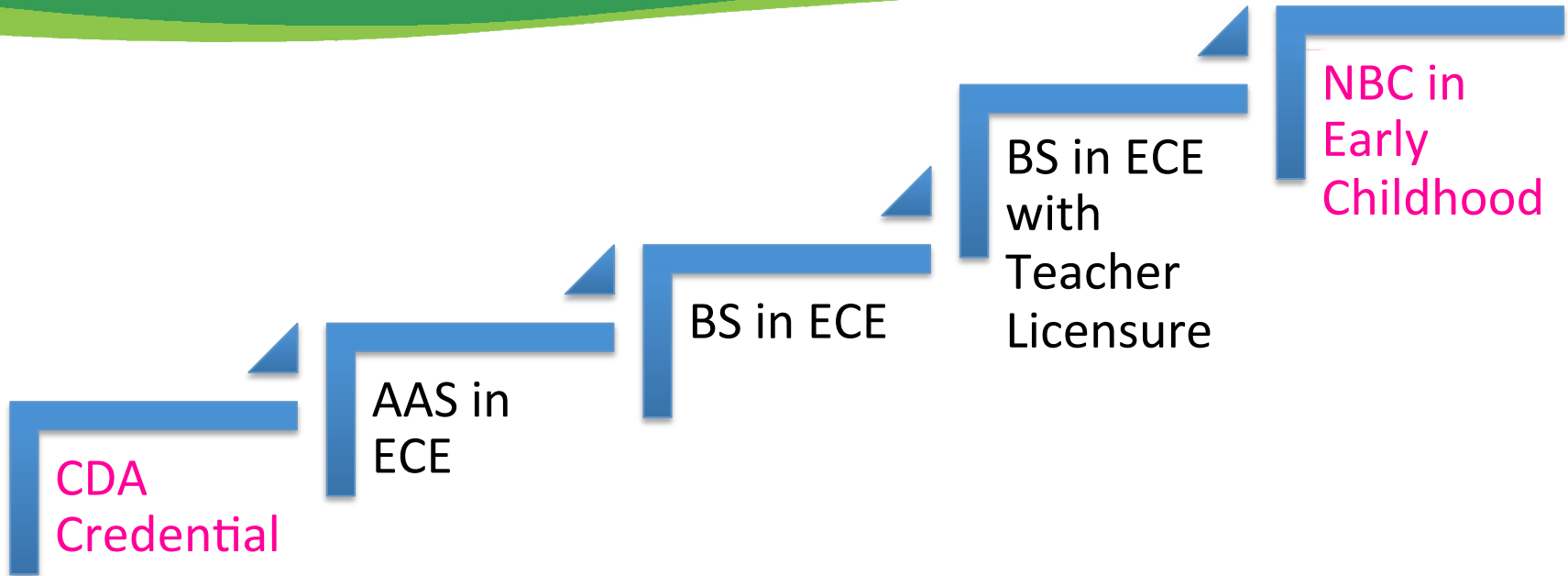
- Qualifications for teachers defined by system standards
- Compensation typically increases by setting

ECE Pathways by Role Change



- Job knowledge, skills and responsibility vary by role
- Compensation increases by role (and auspice)
- Jobs in and outside direct ECE settings

ECE Educational Pathways



The Key to ECE Role and Career Pathways

References

- Child Care Workers Aren't Paid Enough to Make Ends Meet, Economic Policy Institute
<http://www.epi.org/publication/child-care-workers-aren't-paid-enough-to-make-ends-meet/>
- National Survey of Early Care and Education
<http://www.acf.hhs.gov/programs/opre/resource/number-and-characteristics-of-early-care-and-education-ece-teachers-and>
- Worthy Work, STILL Unlivable Wages
<http://www.irle.berkeley.edu/cscce/2014/report-worthy-work-still-unlivable-wages/>

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