The State of the ECE Workforce: Data/Trends, Drivers, and Goals

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Evidence re Workforce Need

Common Thread Linking Quality ECE programs?

Well-trained, -supported, -paid providers and teachers who can deliver engaging, high-quality curriculum and activities.
ECE Workforce
ECE Workforce: Size

Every day, in homes and centers across the country, approximately two million adults are paid to care for and educate more than 12 million children between birth and age five.

-NSECE, 2012
ECE Workforce: Demographics
Provider Quality, Stability Low
FFN vs. Center-based care

- Bar chart showing the percentage of households with a high school education or less (HS or less), some college (Some College), an AA degree or BA or more (AA degree BA or more) in Center-based care, Listed family CC, and Unlisted family CC.

- The y-axis represents percentage ranging from 0% to 50%.

- Key categories and their respective percentages are:
  - HS or less:
    - Center-based care: 45%
    - Listed family CC: 35%
    - Unlisted family CC: 25%
  - Some College:
    - Center-based care: 30%
    - Listed family CC: 25%
    - Unlisted family CC: 20%
  - AA degree BA or more:
    - Center-based care: 15%
    - Listed family CC: 10%
    - Unlisted family CC: 5%
Pre-k vs. Infant-and-Toddler Care

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Birth-three</th>
<th>Three-Five</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS or less</td>
<td>25%</td>
<td>10%</td>
</tr>
<tr>
<td>Some college</td>
<td>35%</td>
<td>20%</td>
</tr>
<tr>
<td>AA degree</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>BA or higher</td>
<td>45%</td>
<td>45%</td>
</tr>
</tbody>
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- Birth-three
- Three-Five
Why Mismatch? Market Failure

**The Positive Externalities of Child Care and Market Failure:**

- An article was published in StarTribune about the problems in the daycare market – especially in rural areas and especially for infant care.
- It’s become a problem for businesses and for the rural economy, because parents can’t find good enough daycare for their kids, and so either miss work or have to quit their jobs altogether.
Challenge I: Low/inconsistent demand

• Unlike K-12, ECE program access not assumed or universal, but largely private, varies by state and district
• This means ECE workforce is much smaller (proportionately), less consistent re standards, qualifications
• Differences between infants/toddlers, pre-k
Pre-K Access

Good news:
• State programs serve 1.4 million children
• Avg. spending almost $4,500 per student
• 7 states meet all 10 NIEER quality benchmarks

Bad news:
• Quality pre-k costs ~$10,000 per child
• 43 states do NOT meet all 10 quality benchmarks
• At current rate of progress, it will take decades to serve even 50% of 4-year-olds in state programs
Federal Programs

Figure 1

Number of Children (in Thousands) Enrolled in Head Start and Early Head Start, and Children Enrolled as a Percentage of Children in Poverty, ** Program Years 2006-07 to 2013-14

*Head Start includes Migrant Head Start
**Children in poverty, ages 0-3 for Early Head Start and ages 3 to 5 for Head Start
Challenge II: Very Low Pay

Child care providers don’t make enough money to afford child care for their children.

In every state in the U.S., a child care worker with two children pays more than half of their income toward child care.
Challenge III: Low, Inconsistent Standards

Minimum Lead Teacher Degree Requirement
Challenge IV: Unaffordable Child Care

Four-year-old child care costs as a share of full-time, in-state public college tuition, by state, 2014

Source: EPI analysis of NCES (2014) and EPI Family Budget Calculator (Gould, Cooke, and Kimball 2015)
Impacts: Children
Impacts: Parents

The share of prime-age women with a job has fared worse in the U.S. than in peer countries


Source: EPI analysis of OECD Labour Force Statistics

Economic Policy Institute
Impacts: Providers
Small Group Discussion
The preschools foster relationships in the community. There are fewer than six kids in each home preschool. The schools are operated by a homeowner, who we vet, train, and certify. ... In essence, they are very much like the neighborhood moms of the 1950s who watched over all the neighborhood kids. -Harris Rosen
Want more info?

Broader, Bolder Approach to Education

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