State of ECE Workforce Policy

Albert Wat, Alliance for Early Success
NCSL Early Learning Fellows
June 7, 2018
The Alliance for Early Success is a catalyst for bringing state, national, and funding partners together to improve state policies for children, starting at birth and continuing through age eight.

earlysuccess.org   @4earlysuccess
• Professionalizing the field….again
• Creating cognitive dissonance
Landscape of Early Childhood Workforce Projects (as of Sept 2017)

Key:
- NGA ECE Workforce Project (6)
- NAEYC’s Power to the Profession Project (5)
- National Academy of Medicine’s Cohorts (8)
- CSCCE’s Higher Ed Inventories (14)
- CEELO/BUILD Learning Project (5)
- Child Care Aware of America’s Policy Scan (3)
- New America’s Policy Scan (5)
- T.E.A.C.H. National Center Compensation Project (8)
- T.E.A.C.H. Scholarship only States (19)
- T.E.A.C.H. Scholarship and WAGE$ States (5)
- NASBE Alliance of Network States (4)
Diversity
Degree/Credential Attainment
Compensation
Diversity
An Emerging Policy Agenda

1. Pathways and Supports to Higher Degrees/Credentials
   - Articulation
   - Credits for existing experience/competencies
   - Scholarships
   - Cohort models
   - Guidance programs
   - Online programs
   - CTE in high schools
2. Diversity
3. Compensation
   - Wage supplements
   - Tax credits
   - Pay parity
   - Minimum wage
4. Leadership (competencies, credentials)
5. More rigorous professional development (e.g., coaching, PLCs)
Contact Info

Albert Wat
Senior Policy Director
Alliance for Early Success
awat@earlysuccess.org
@albert_wat

www.earlysuccess.org
Promoting Quality Child Care Through an Effective Workforce

Lauren Hogan, NAEYC
NCSL Early Learning Fellows
June 7, 2018

www.naeyc.org/profession
Early Learning in the U.S.

24+ million children in U.S. ages 0-5, with 45% living in low-income families
The Workforce

“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.”

Early Childhood Workforce Index 2016
Center for the Study of Child Care Employment, University of California, Berkeley
The Workforce’s Current Reality

- Varying nomenclature
- Varying preparation
- Varying qualifications
- Varying working conditions
- Varying expectations for practice
- Varying diversity
- Varying accountability
Why Focus on the Workforce?

We are focused on equitably advancing a diverse, effective, and compensated early childhood education profession across states and settings because it is the best and most effective way to improve outcomes for children and families.
“The ability of many early childhood programs to provide high-quality services is in jeopardy because they lack sufficient resources to fully cover the costs of quality. As a result, the development and well-being of millions of children may be at risk.”

- **NAEYC Position Statement**
- **Quality, Compensation, and Affordability, 1995**
Solving the Trilemma

The goal must be to ensure high-quality programs and affordable access without relying on the hidden subsidy of an early childhood education workforce that is inadequately compensated.
Affordability

Or, Parents Can’t Pay Any More…
The High Cost of Care

- Child care costs for an infant and 4-year-old in full-time care is greater than mortgage payments in 35 states.
- The average annual cost for an infant in center-based care was higher than a year’s tuition & fees at a four-year public college in 28 states and DC.
Industry Revenue & the Cost of Care

Percent of Total Receipts

- Consumer Fees (Families)
- Private (non-public, non-family)
- Government Funding

Infants:
- Center based: $4,863 to $16,430
- Family child care: $3,930 to $11,046

4-year olds:
- Center-based: $4,312 to $12,355
- Family child care: $3,704 to $10,259
Compensation

…but providers can’t make any less
Early childhood educators earn an average wage of $10.40/hour.

Without knowing the amount, most voters believe that early childhood educators are paid too little.
Importance of Early Childhood Educators

88% Voters view teaching young children as important work.
Voters overwhelmingly support increasing funding for ECE…

National Association for the Education of Young Children
…with the understanding that it would be directed towards increasing wages.
Because low compensation undermines quality.

Voters recognize the connection between early childhood educators and quality—including compensation and degrees.
Quality

…or, spend money to save money
Positive outcomes for our children, our families, and the economic future of our country.

The first years of a child’s life are the period of the most rapid brain development and lay the foundation for all future learning.

High-quality early childhood programs deliver a return on investment that outpaces average stock market gains.

Children’s cognitive, physical, social and emotional, and language and literacy development are built on a foundation of children’s positive interactions with adults, peers, and their environment.

High-quality early childhood education depends on high-quality early childhood educators who ensure that children, supported by families, have the early experiences they need for a strong foundation.
With reforms and better training, we can increase the quality of early childhood education without raising costs for parents. Any major effort to increase the quality of early childhood education programs will result in parents paying more.
The Opportunity
Power to the Profession

- Shared framework and definition of the early childhood education profession, ages birth through 8, across all settings and states

- Comprehensive policy and financing strategy for the systemic adoption and implementation of the shared framework
Each strategy has its own opportunities & challenges. How do you maximize the opportunities, minimize the challenges, and address each element of the trilemma?
State Examples
Success at Scale

To transform our future, we can and must make investments that prioritize the professionals who, with complex and demanding jobs and responsibilities, are caring for and educating the next generation.
Thank you

Lauren Hogan
Senior Director, Public Policy & Advocacy, NAEYC
lhogan@naeyc.org
202-350-8837
What we are learning....

*Colorado is thriving and growing*

Availability of high-quality early childhood care and education in Colorado is no small matter.

- 63% of children under age 5 live in households where all parents work
- The number of children under age 5 is expected to grow by over 21% by 2026
- Estimate a 33 - 43% increase in the number of EC teachers needed by 2025 *(from 2015)*

Source: *Bearing the Cost of ECE in CO, 2017*
We envision a state where all children thrive because there is a stable, well-qualified, diverse, and appropriately-compensated early childhood workforce.
Project Components

**Research**
Collecting information on the experience and impact of the early childhood workforce.

**Plan**
Developing an actionable State plan to support the early childhood workforce.

**Explore**
Testing innovative strategies to recruit, retain, support, and compensate the early childhood workforce.

**Communicate and Sustain**
Sharing ideas and supporting sustainable change.
ECONOMIC ANALYSIS & WORKFORCE SURVEY
## ECE Generates Revenue That Stays Within the State

Every $1 Invested in Early Care and Education Contributes $2.25 to the State Economy

<table>
<thead>
<tr>
<th>Revenue Produced</th>
<th>Jobs Produced</th>
<th>Earnings Generated</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1.44 Billion</td>
<td>32,627</td>
<td>$619 Million</td>
</tr>
</tbody>
</table>

- **Revenue Produced**: Annual sales and services produced across the state’s economy.
- **Jobs Produced**: Number of jobs created statewide because of spending generated by the industry.
- **Earnings Generated**: Earnings generated for Coloradans.

*Source: Bearing the Cost of ECE in CO, 2017*
Wages are Low

Salaries are a large driver of cost.

Source: Bearing the Cost of ECE in CO, 2017
An ambitious three-year roadmap for a professional development system that promotes a high-quality, effective, diverse workforce for Colorado.
A new plan to support the early childhood workforce and professional development system that supports it, developed through work of the Cohort and taskforces.
Exploring Solutions With Communities
Theory of Change: For a Strong Early Childhood Workforce

Inputs
- Research and Planning
- State and Community Engagement
- Public-Private Partnership and Resources

Levers for Change
- State System & Policy Opportunities
- Targeted Recruitment
- Career Pathways
- Compensation
- Working Conditions

Short-term Outcomes
- Job satisfaction — Professional and personal well-being
- Recruitment and retention of an effective, qualified, diverse workforce

Intermediate Outcomes
- Consistent, high-quality care

Long-term Outcomes
- Increased Child Outcomes
- Better Family Outcomes: Parent Satisfaction, Decreased stress, Workplace productivity

State System & Policy Change
- Community or Program System & Policy Change
- Community / Program System & Policy Opportunities

Transforming the Early Childhood Workforce in Colorado
Implementing Solutions

Public-Private Partnership

Systems Building

State

Local

- Locally-driven Strategies
- Testing New Things

Replicable, Sustainable, Scalable Models

Policy Change

Proof of Concept and Success Stories

Workforce Data

Transforming the Early Childhood Workforce in Colorado
Workforce Innovation Grants
LEGISLATIVE ACTION

Communicate and Sustain
Strategic Plan to Address Teacher Shortages (Rep. McLachlan, Sen Coram)

Required Dpts. of Education & Higher Ed. to examine Pre-K – 12 Teacher Recruitment Preparation Retention

Strategic plan to address shortages submitted December 2017
• $500,000 to support training, education, & certification of e.c. workforce
• SB 18-162 increases access to substitute child care teachers
• HB 18-1004 continues Child Care Contribution Tax Credit to 2025, anticipated to result in more than $60M in investments in child care availability
• Colorado Workforce Development Council voted to make P-12 workforce their *only* sector focus this year. ECE Career Pathways will have specific emphasis.
• Governor’s Education Leadership Council: Teachers and Leaders Subcommittee with EC workforce representation
• Other state agency activities….​
THANK YOU

JENNIFER STEDRON
EARLY MILESTONES COLORADO

WEBSITE:
COLORADOECWORKFORCE.ORG