



The Early Learning Workforce in Context

**Testimony to the House Committee on Early Childhood and
Family Supports**

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Overview

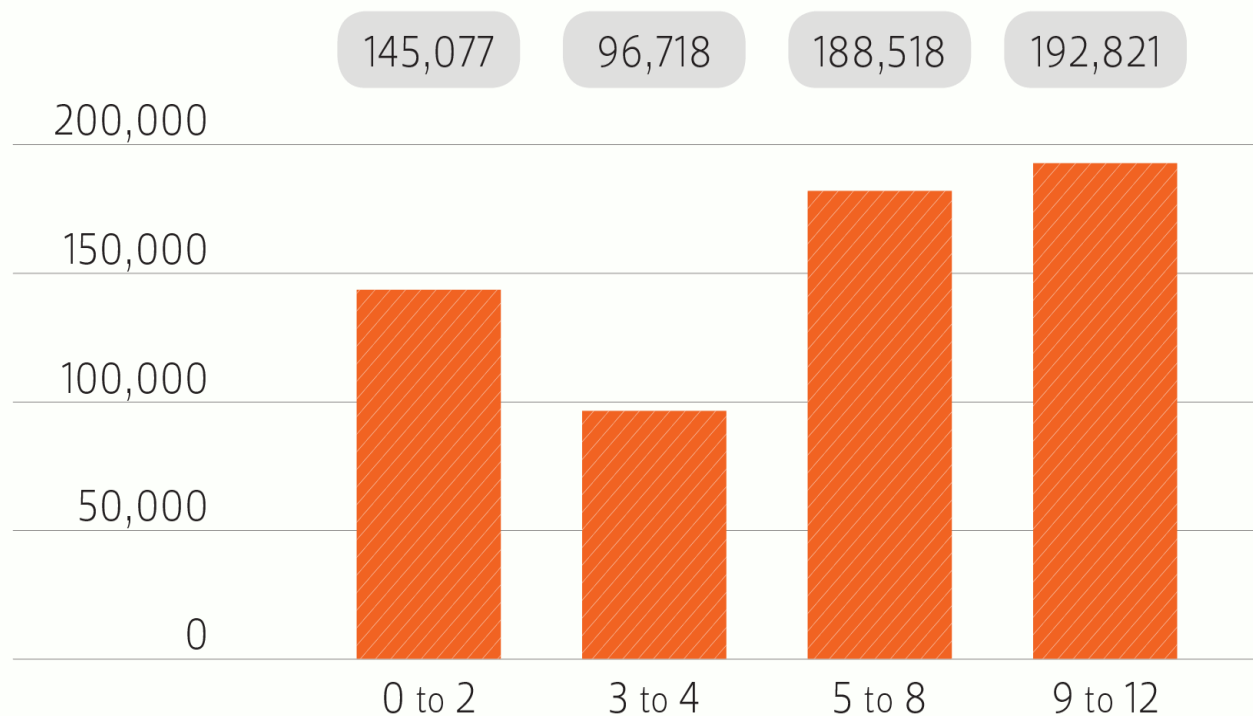
- Context
 - Children and their care
 - Child care and early learning financing
- Early Learning Workforce
 - Size and characteristics
 - Retention and compensation
 - Professional Development



623,134




children currently under age 13
living in Oregon

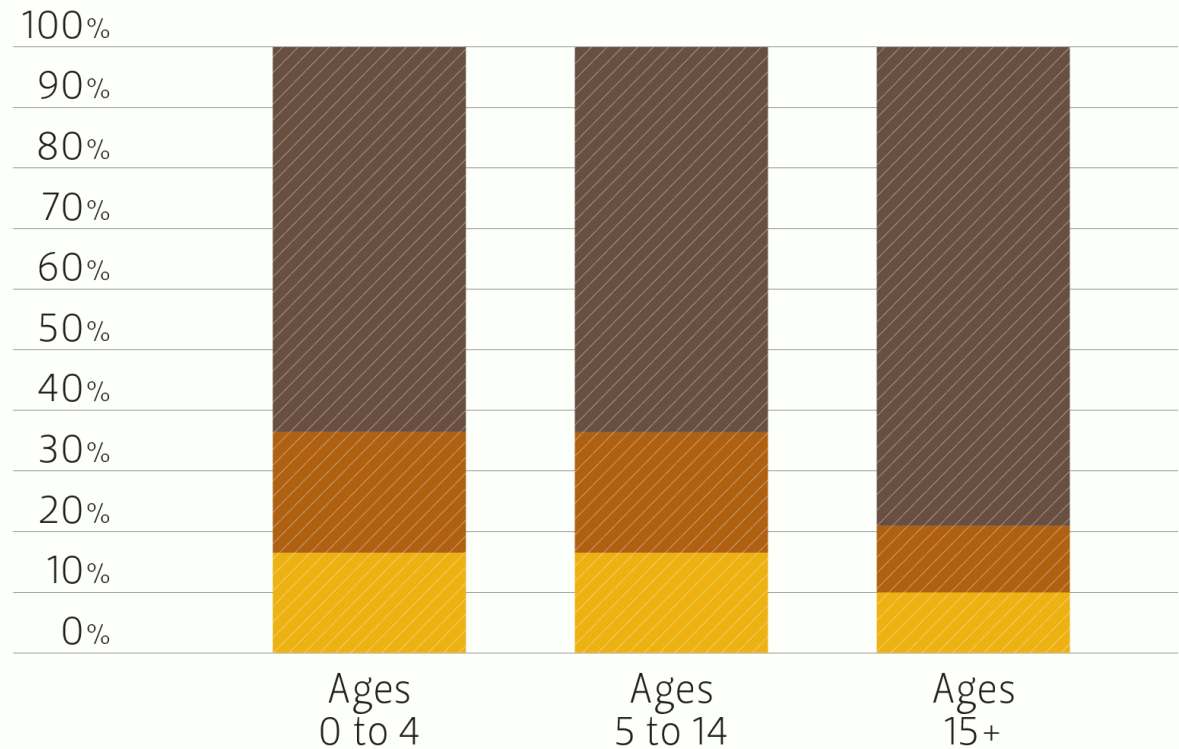
HOW MANY
CHILDREN
UNDER 13
LIVE IN
OREGON?



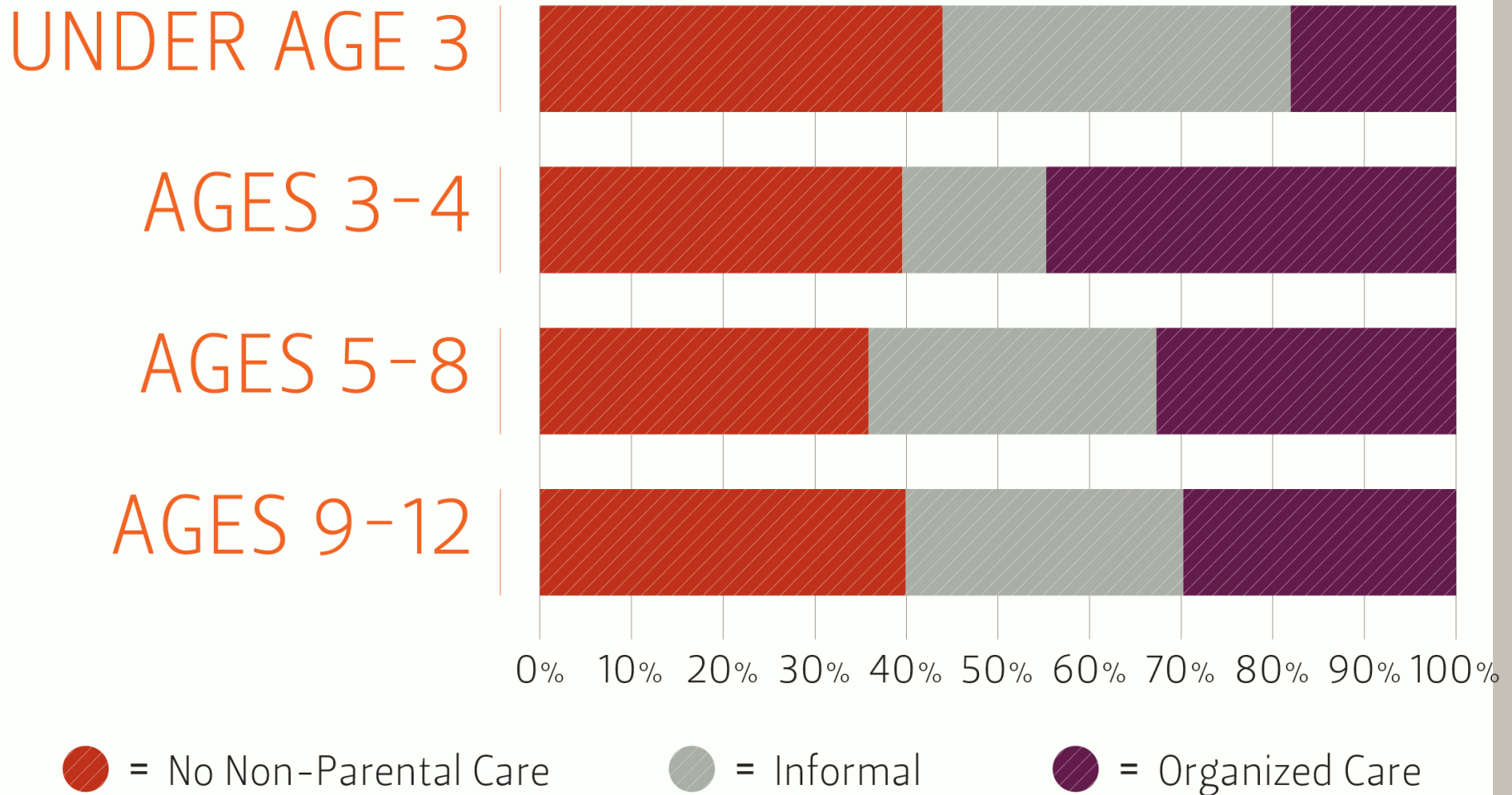
Almost 40% of Children are NonWhite and/or Hispanic

A THIRD OF YOUNG OREGON CHILDREN ARE HISPANIC OR NONWHITE

White; Non-Hispanic = 
Hispanic; Any Race = 
Non-White; Non-Hispanic = 

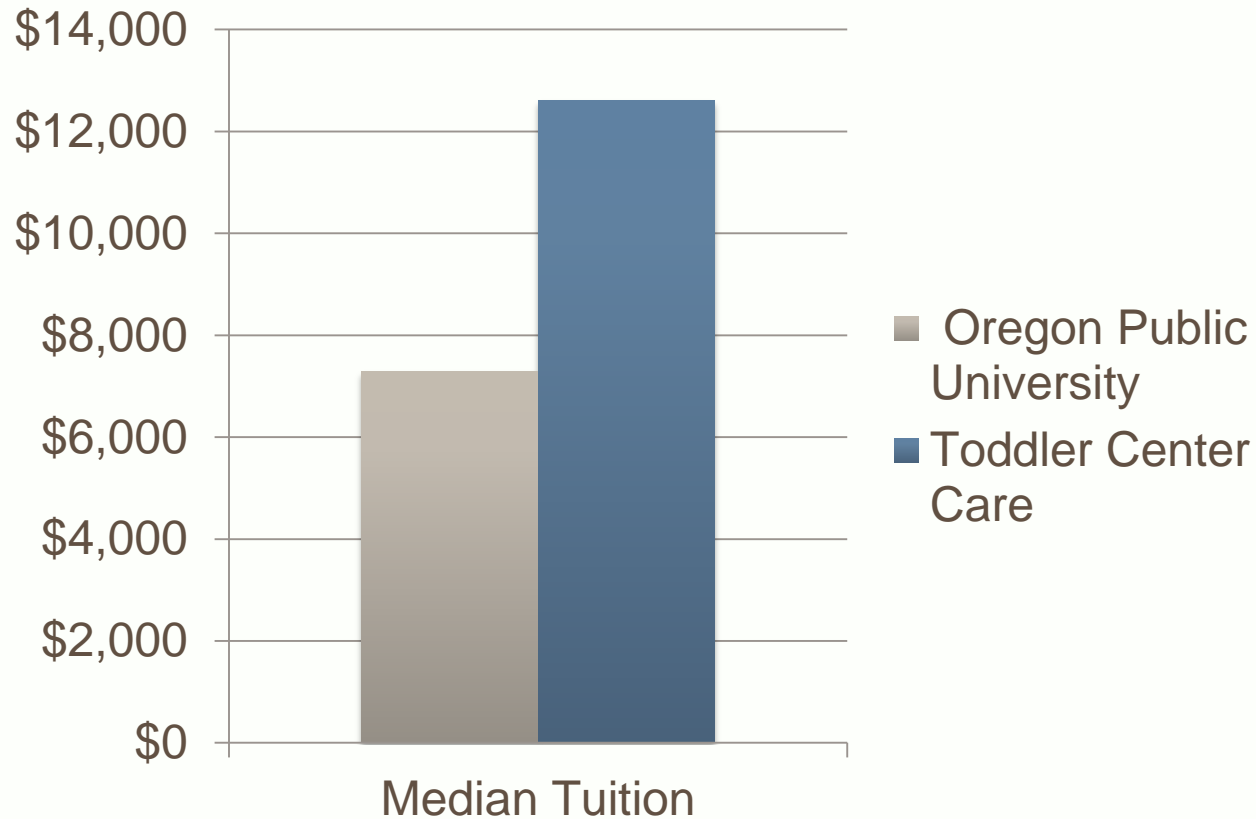


Type of Care Varies by Age of Child



Financing Oregon Early Learning: Affordability for Families is a Major Issue

Child Care Prices Likely to Exceed College Tuition



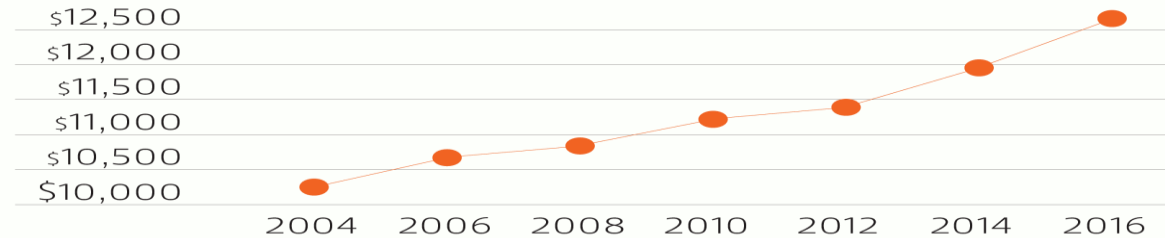
Why Affordability is a Growing Issue

STABILIZING MEDIAN INCOME

- Married Couples = 
- All Households = 
- Single Female = 



INCREASING CHILD CARE PRICES



Child Care Center Finances

- 80% of child care costs are linked to personnel
- Center teacher median wages range from \$20,320 to \$30,160
- Almost half of teachers have a BA or higher
 - 48% of head teachers
 - 40% of teachers
- Typically operate with less than 3% profit

Family Child Care Finances

- Charge lower prices and serve smaller numbers of children
- National study documents that they work long hours:
 - Average 57 hours directly working with children
 - Average 14 hours in additional hours related to providing care
- A quarter or less have a BA or higher
 - 28% of large home-based providers
 - 12% of small home-based providers

Parents Pay almost Three Fourths of Child Care Expenditures



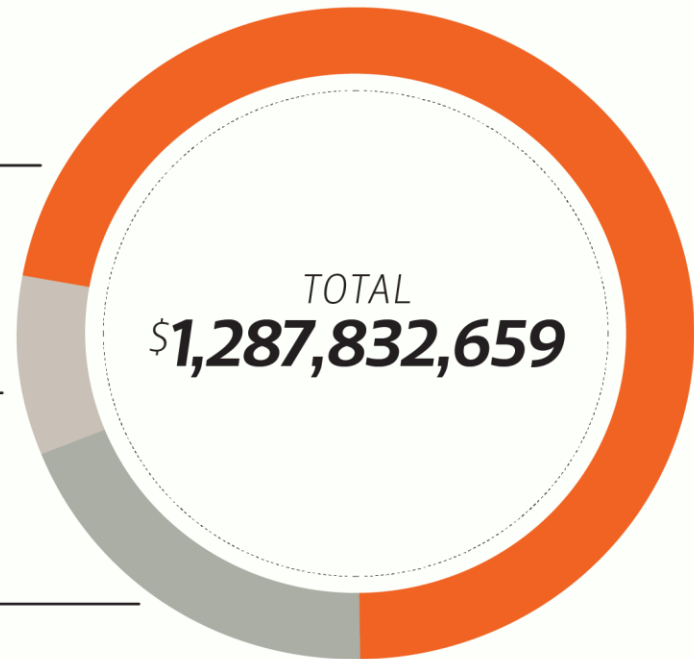
\$919,509,590 (72%)
paid by families



\$119,771,366 (9%)
paid by the state

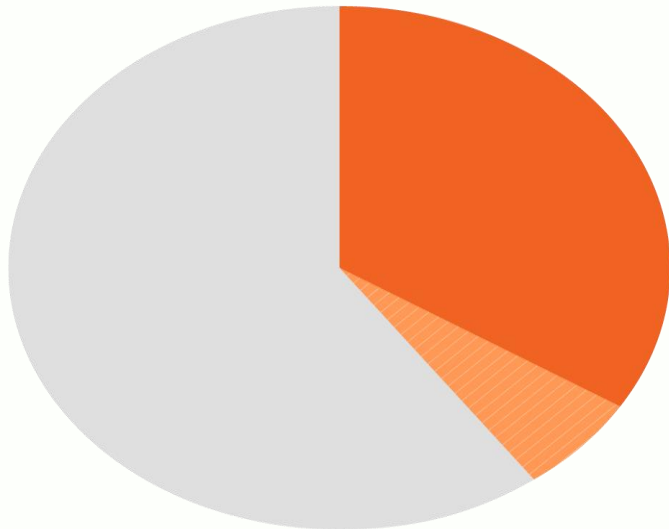


\$248,551,703 (19%)
paid by the federal government



Public Programs Can't Reach All Eligible Children

Child care subsidy Program served 18% of eligible children in 2013.
Cap now at 8,100 families or approximately 15,000 children.



- = **140,651** children allowed to be served by the state of Oregon under rules established by the federal government
- = **79,189** children eligible for a child care subsidy in 2013 under rules established by the state of Oregon
- = **14,291** children actually served by the state of Oregon in 2013 (18% of state allowance, 10% of federal allowance)

Oregon Head Start Prekindergarten and Preschool Promise serve:

- 62% of 3 & 4 year olds up to 100% of Federal Poverty Level
- 37% of 3 & 4 year olds up to 200% of Federal Poverty Level

Oregon Early Head Start serves 8% of age & income eligible

The Early Learning Workforce

Size of the 2014 Early Learning Workforce

Workforce	22,101
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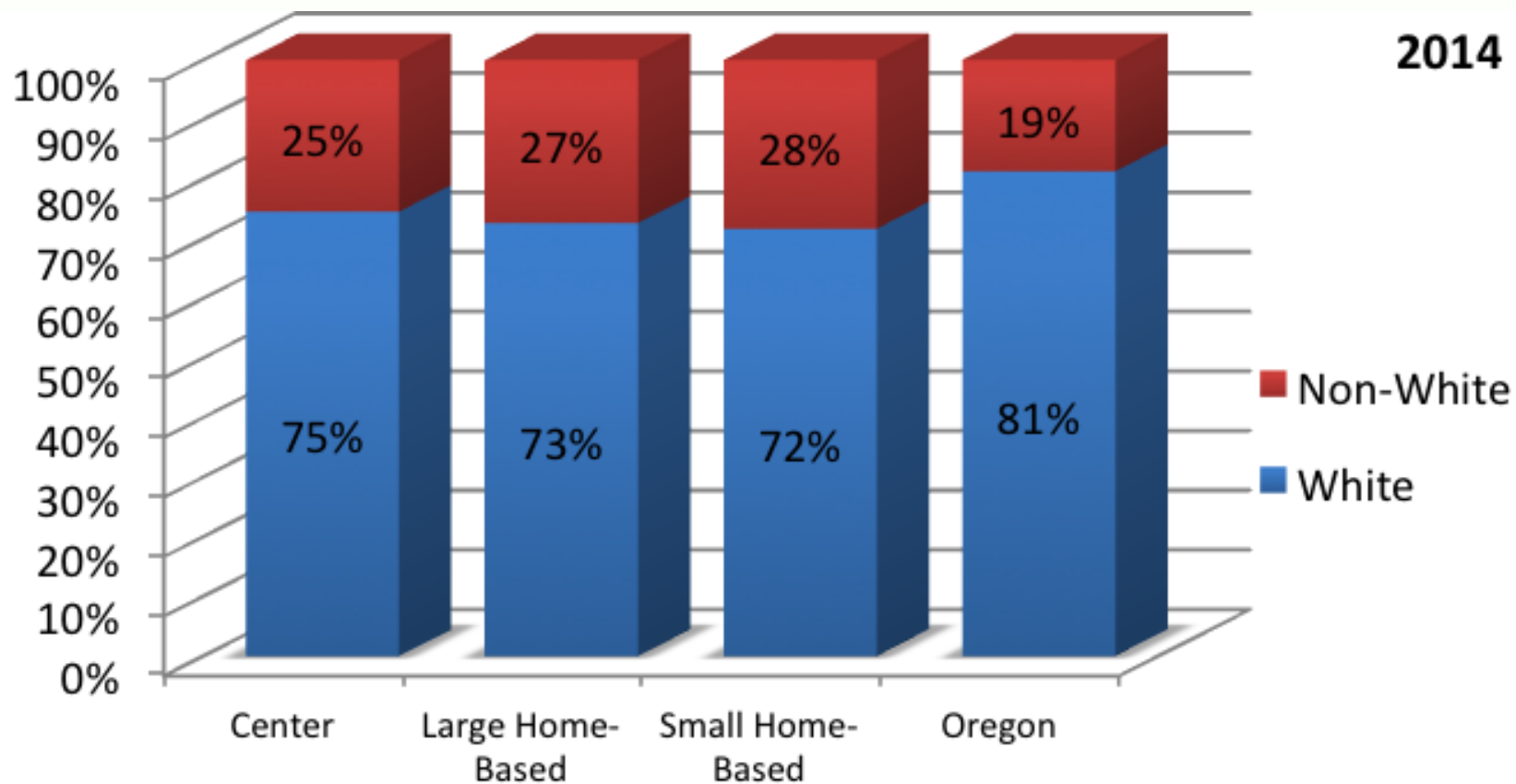
Workforce by Type of Care

Center	16,208
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Large Home-Based	2,763
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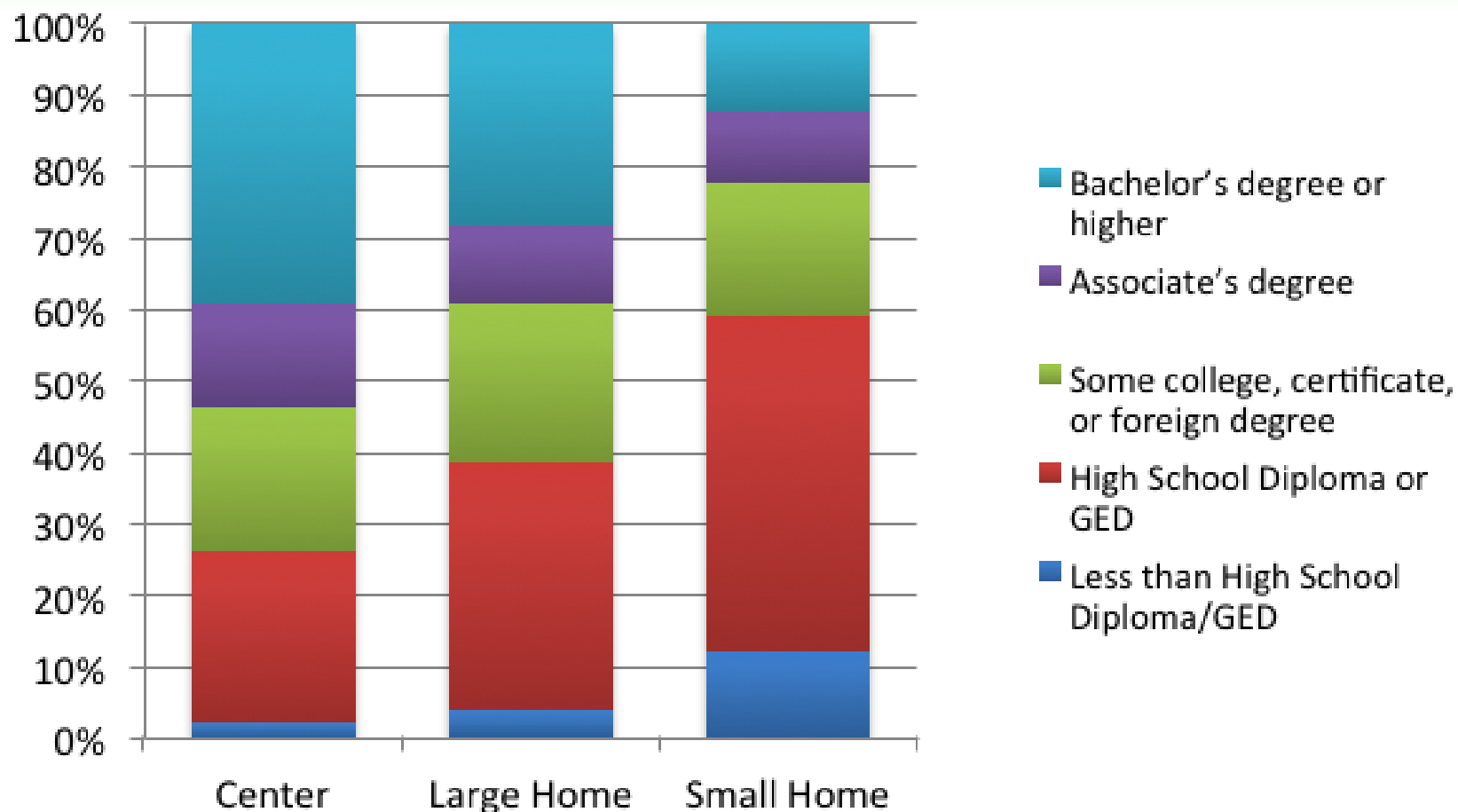
Small Home-Based	3,130
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Workforce is More Diverse than Oregon Adult But Less than Oregon Children



Source: U.S. Census Bureau; American Community Survey, Oregon, 2011-2013 3-Year

Education by Type of Care



Retention/Turnover

- Low levels of retention represent instability for children
- 76% one-year rate of retention (2013-2014)
 - Compares to a national K-12 retention rate of 92%
- 65% two-year rate of retention (2012-2014)
- Participation in professional development is associated with remaining in the workforce
- Lower retention rates are associated with lower wages

Effect of Teacher Education on Child Outcomes

- Both education and training are associated with more positive teacher behavior and child outcomes.
- Early research shows association between BA and child outcomes.
- Later research indicates that we do not know the level of education required to achieve positive outcomes.
- Education matters but research is not settled on how much is needed.

Education and Training Often Follow Employment

- Employment often precedes education and training in early childhood:
 - Degrees in unrelated fields.
 - No degrees or formal training
- After entry workforce members use training and college course work to increase knowledge and skills:
 - 20% of workforce has no degree beyond high school/GED but has some college, a certificate, or a foreign degree
 - 13% have an Associate degree
 - Annual training ranges from 14 to 28 hours annually

Early Learning Workforce Needs

- Children benefit from teachers who understand their culture and speak their language
 - **Increase access for targeted populations**
- Barriers prevent workforce from participating in professional development
 - **Reduce barriers and provide navigators**
- Pathways to certificates and degrees are often blocked
 - **Higher education, the Child Care Resource and Referral Agencies and others develop a system of portable, stackable professional development units**
- Low wages are associated with low retention and thus increased instability for children
 - **Improve compensation**

Data Sources

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Thank You

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Oregon Child Care Research Partnership
<http://health.oregonstate.edu/sbhs/family-policy-program/occrp>