

Key Takeaways from the Research Reports for each Work Group - **Workers**

Study C (Barriers to using Child Care Subsidy)

- Providers face challenges in paying staff adequate wages - unable to charge parents enough to cover staff wages

Study B (Supply and Demand Studies)

- Need to understand how to better support informal adult providers, many of who are unpaid.
 - In light of the low levels of regulated supply across the state, it is reasonable to assume that informal adults (family, friends, neighbors) are filling families' child care needs. Asking parents (survey) is best way to identify informal providers.
 - Community institutions, like public libraries, are well situated to engage and support anyone caring for a school-age

Other Resources

Race/Ethnicity & Language of Oregon's Emergency Care Workforce Brief Reports for ELD

- Emergency Child Care Workforce is similar to 2018 Pre-COVID workforce in terms of race/ethnicity and language spoken
- Compared to 2018, higher percentage of Emergency Child Care (ECC) workforce members in family care than center care are persons of color

Oregon Early Learning Workforce (one pager with graphics)

- Most of the workforce is located in centers, then large homes, then small-home-based settings.
- Small home-based providers are more likely to be a person of color and speak a language other than English than centers and large home workforce.
- Turnover rate is about 24% in centers and slightly less in large home
- Wages in centers is low (around minimum wage). We do not have wage information for home care
- 36% of center workforce has a bachelors, 27% of Large home and 11% small home [education]

Structural Indicators of Quality (one-pager with graphics) At the facility level:

- 75% of center staff and 80% of large family staff remain at average facility for 1+ years
- Half of both centers and large homes have most staff achieving 18+ hours of training over their licensing period. In contrast, only 23% of small family have most staff completing 18+ hours.
- A larger proportion of centers have at least half of their staff with associates degree or higher (49%) compared to large family providers (34%) and small family providers (14%)
- Large family providers have larger % of staff at step 7 or higher (59%) than centers (44%) and small family providers (19%)
- 66% of certified centers offer medical benefits to staff (question not asked of home-based child care)