

# *Early Childhood Education workforce needs assessment – report summary review*



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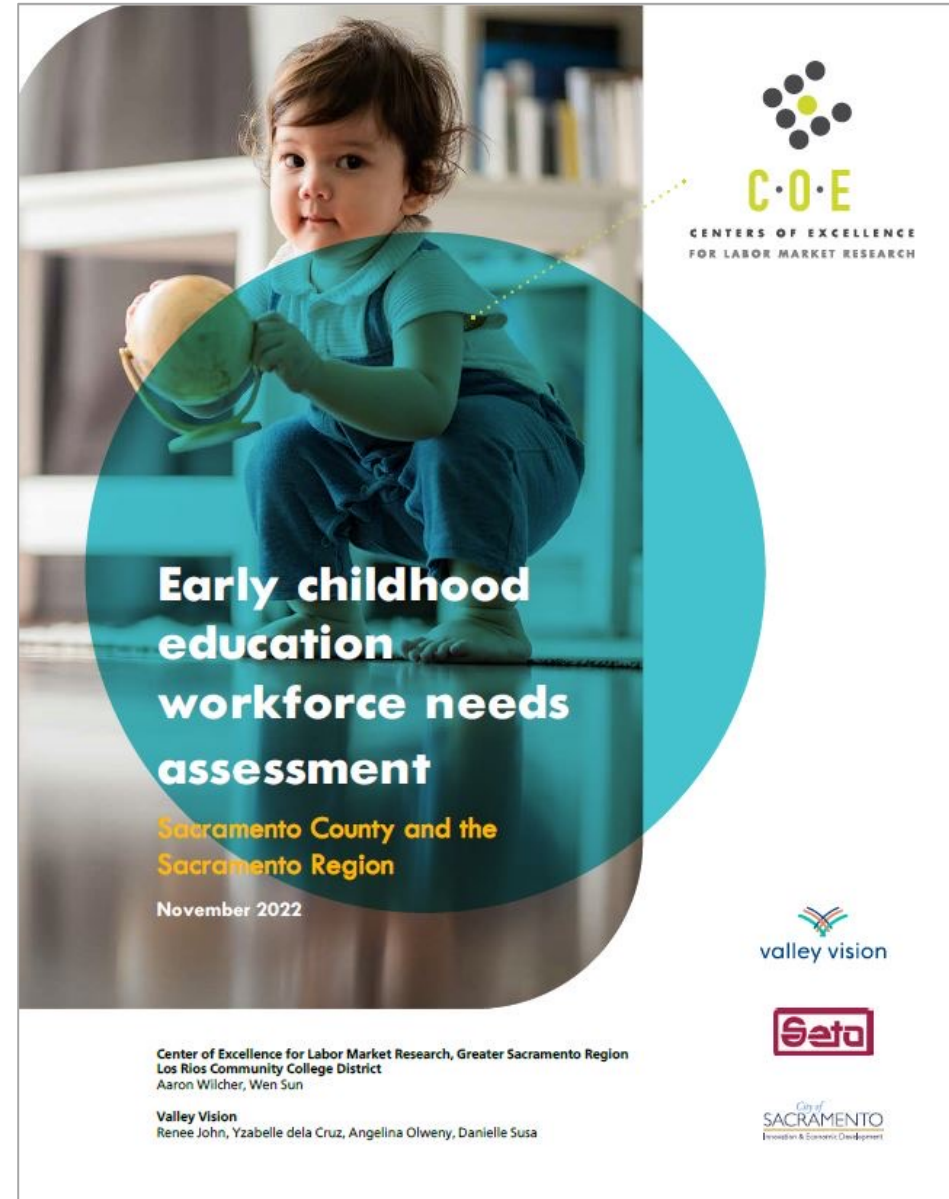


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Center of Excellence, Greater Sacramento region  
City of Sacramento  
Early Learning and Child Care Task Force  
October 21, 2022

# Agenda

- Project and report overview
- Key findings, data summary
  - **Overview of the industry**
  - **Facility trends**
  - **Population and capacity**
  - **Industry employment trends**
  - **Demographic profile**
  - **ECE award production**
  - **UPK**
  - **Recommendations**



# Report overview

## Industry overview

- Centers
- FCC homes
- License-exempt

## Regulatory overview

- Title 22
- Title 5
- Head Start

## Facility trends

- # of facilities
- Capacity/slots
- Public/private
- Funding source

## Population

- Comparison to capacity

## Industry job trends

- Annual 2010-2020
- Monthly
- Scenario estimate
- Job category estimate

## Edu Attainment

- CA CSCCE
- Census

## Wages

- # of facilities
- Capacity/slots
- Public/private
- Funding source

## Education / Training

- Requirements
- Education program assets
- Spotlight on TK
- Award trends

## Interview / Survey

- Employer interviews
- Worker survey

## Conclusion

- Findings
- Recommendations

## Geography comparison:

Sacramento County

6-County Sacramento region

California

Sac county zip codes (appendices)

# Overview of Industry

## Child Care Centers

- Head Start / Early Head Start
- Local Education Agencies (LEA) (State Preschool)
- Private (Private-pay) , Churches, Nonprofits

65% of licensed capacity in Sacramento County

## Family Child Care Homes

- In-home child care businesses

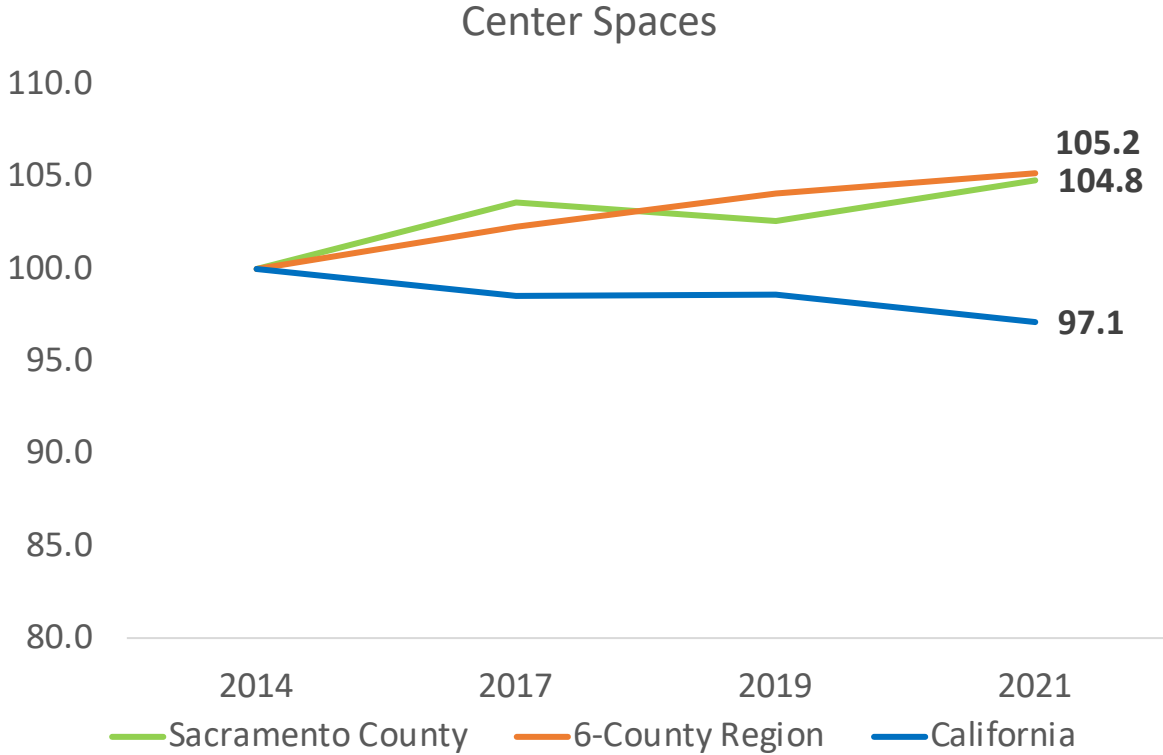
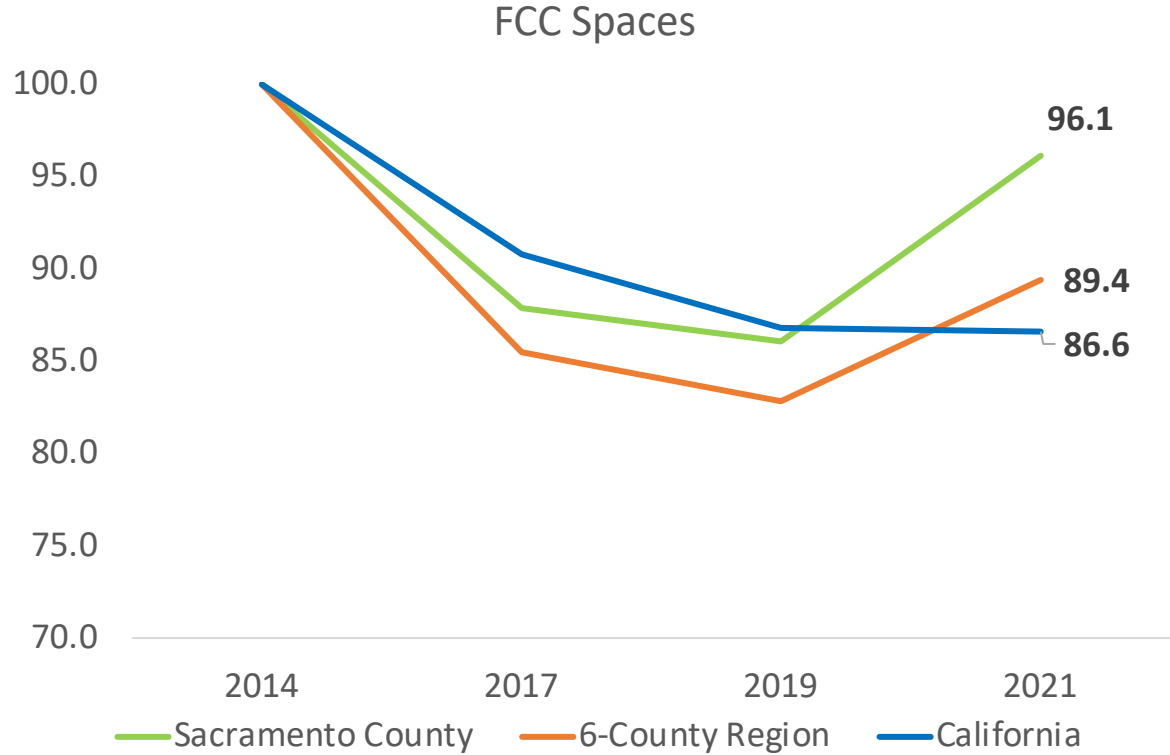
35% of licensed capacity in Sacramento County

## License – exempt

- Family, friends, and neighbors
- Gyms
- Crisis nurseries, homeless respite

Provides most child care, probably >60% of children in CA

# Spaces – Sac County and 6-County region, 2014 - 2021



Source: California Child Care Resource & Referral Network Data Tool

### Key finding:

**Reductions in family childcare homes** offset gains made by centers in facility #s and slots. In 2021, there were **only 1.6% more spaces** (Centers & FCC) than in 2014 in Sacramento County.

# Population and ECE capacity comparison

## Key finding:

The **population of children age 0 to 5** in Sacramento County and the region **did not significantly change** between 2014 and 2020.

In Sacramento County and Sacramento region, the number of licensed spaces equals just a third of the population of children age 0 to 5.

These figures have remained about the same since 2014.

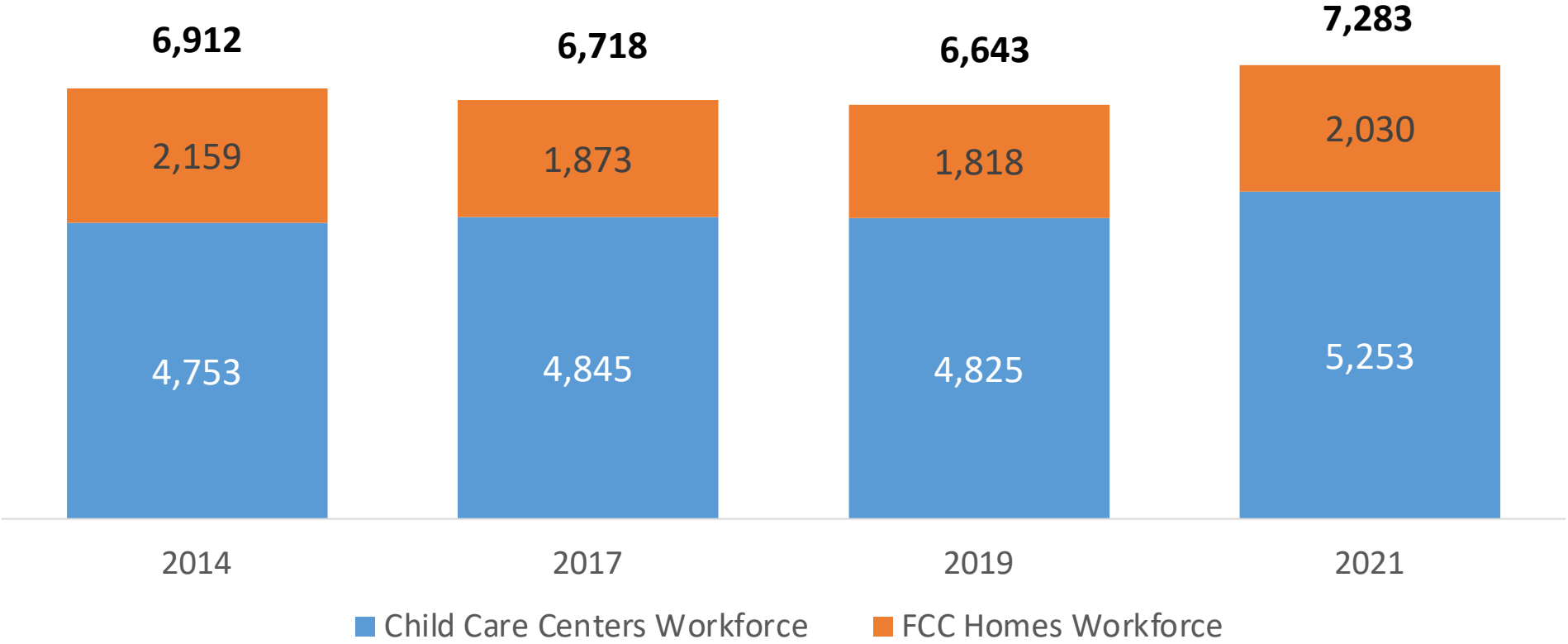
Population 0 – 5 compared to licensed spaces:

Sacramento County = **33.7%**

Sacramento Region = **34.1%**

California = **29.6%**

# Scenario Jobs Estimate, Sacramento County Child Care Facilities, 2014 - 2021

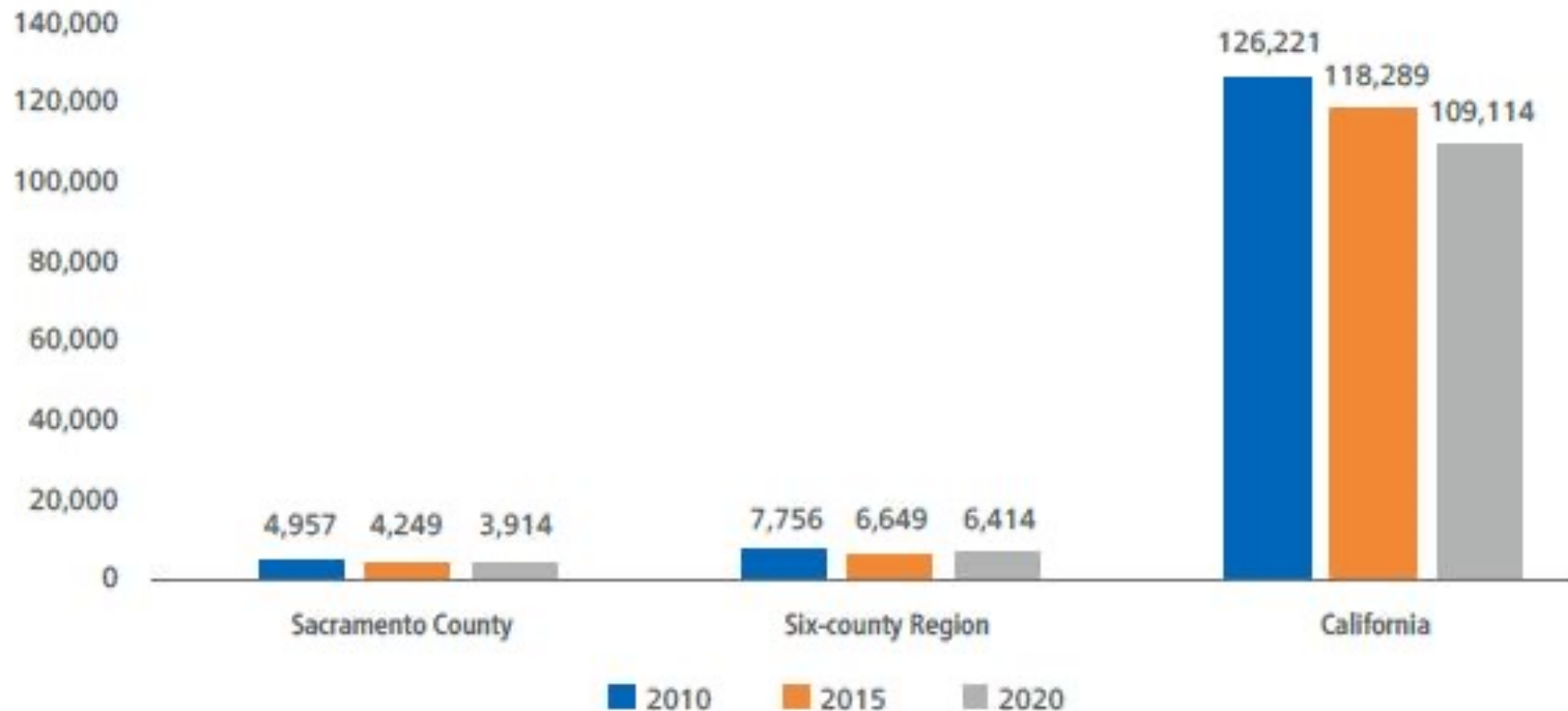


Source: California Child Care Resource & Referral Network Data Tool; Center for the Study of Child Care Employment, UC Berkeley; Calculations by COE

**In a modeled scenario, early childhood education jobs ought to have increased 5.4% in Sacramento County and 1.3% in the Sacramento region between 2014 and 2021.**

# Annual Industrial employment trends 2010 – 2020

**Exhibit 13. Child day care services employment, Sacramento County, Greater Sacramento region, and California, 2010–2020**



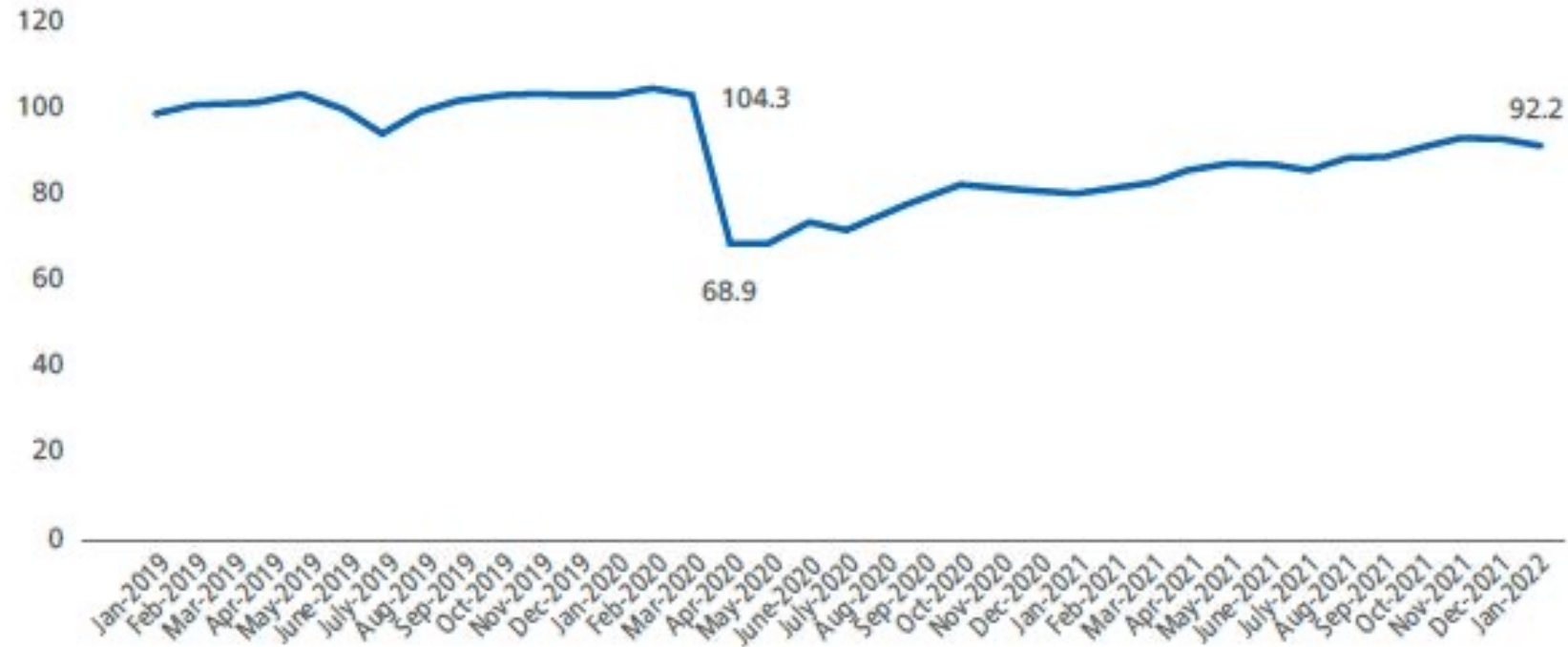
Source: Emsi, QCEW, Non-QCEW, Self-Employed, 2022.2

**Key finding:** Industry data shows that in 2020, Sacramento County had **7.9% less** ECE jobs than in 2015, and **21% less** jobs than in 2010.



# Monthly industrial employment trends, California, indexed to Jan 2019

**Exhibit 15.** Child day care services monthly employment, California, January 2019–January 2022 (indexed to January 2019)

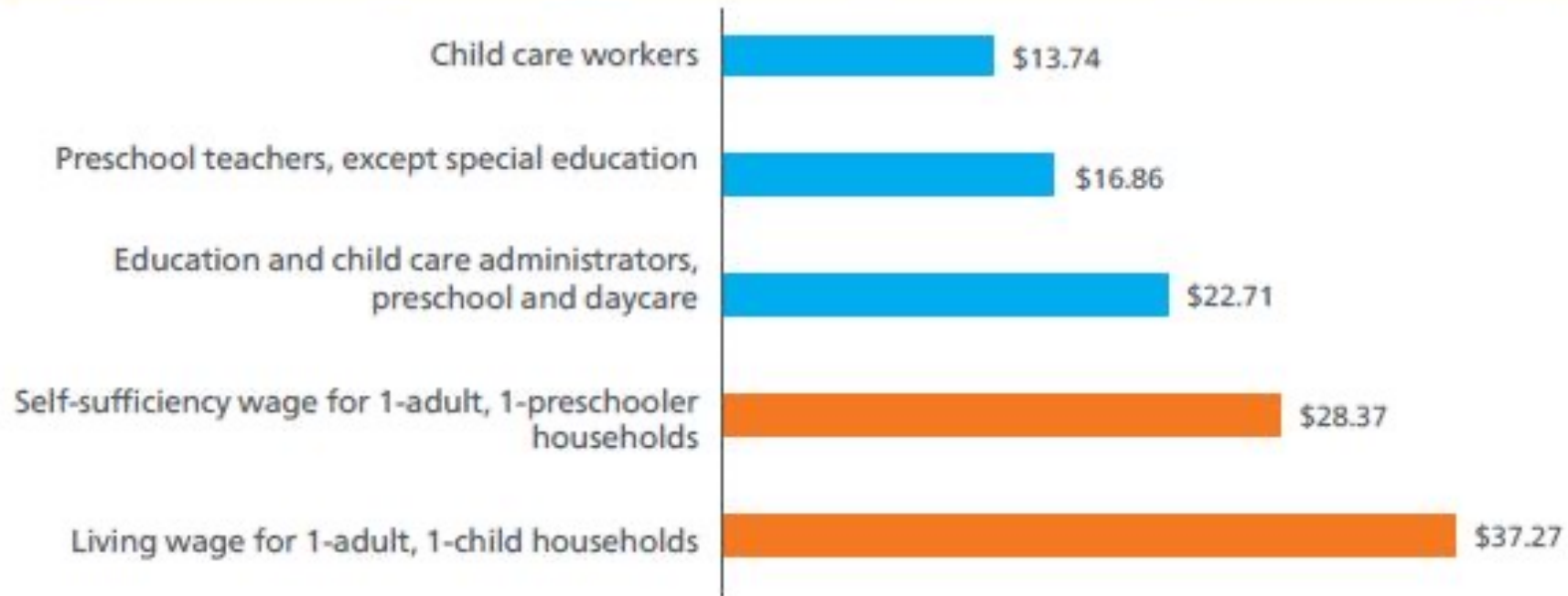


Source: Employment data—California Employment Development Department, Labor Market Information Division, Current Employment Statistics (CES).  
<https://www.labormarketinfo.edd.ca.gov/cgi/dataanalysis/areaselection.asp?tablename=ces>

**Key finding:** Between March 2020 and April 2020, the child care services industry in CA lost **34%** of its employment, resetting the industry on a **10-year course of job losses**.

# Median hourly earnings vs. living wages (Sacramento County)

**Exhibit 25.** Median hourly earnings for child care workers and administrators and preschool teachers compared to self-sufficiency and living wages for one-adult, one-child households, Sacramento County, 2020

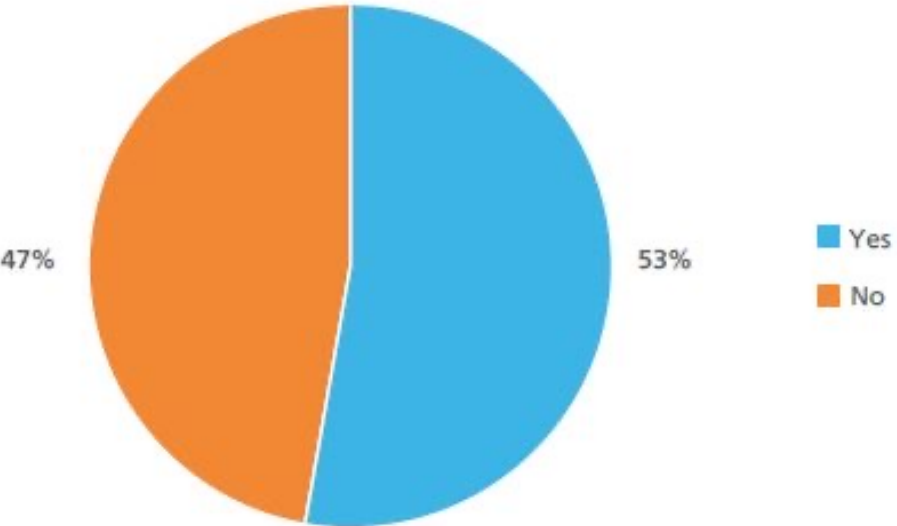


Sources: Emsi, QCEW, Non-QCEW, Self-Employed, 2022.2; Self-Sufficiency Wage Standard, Center for Women's Welfare, University of Washington, <https://selfsufficiencystandard.org/>; Amy K. Glasmeier, Living Wage Calculator, Massachusetts Institute of Technology, <https://livingwage.mit.edu>

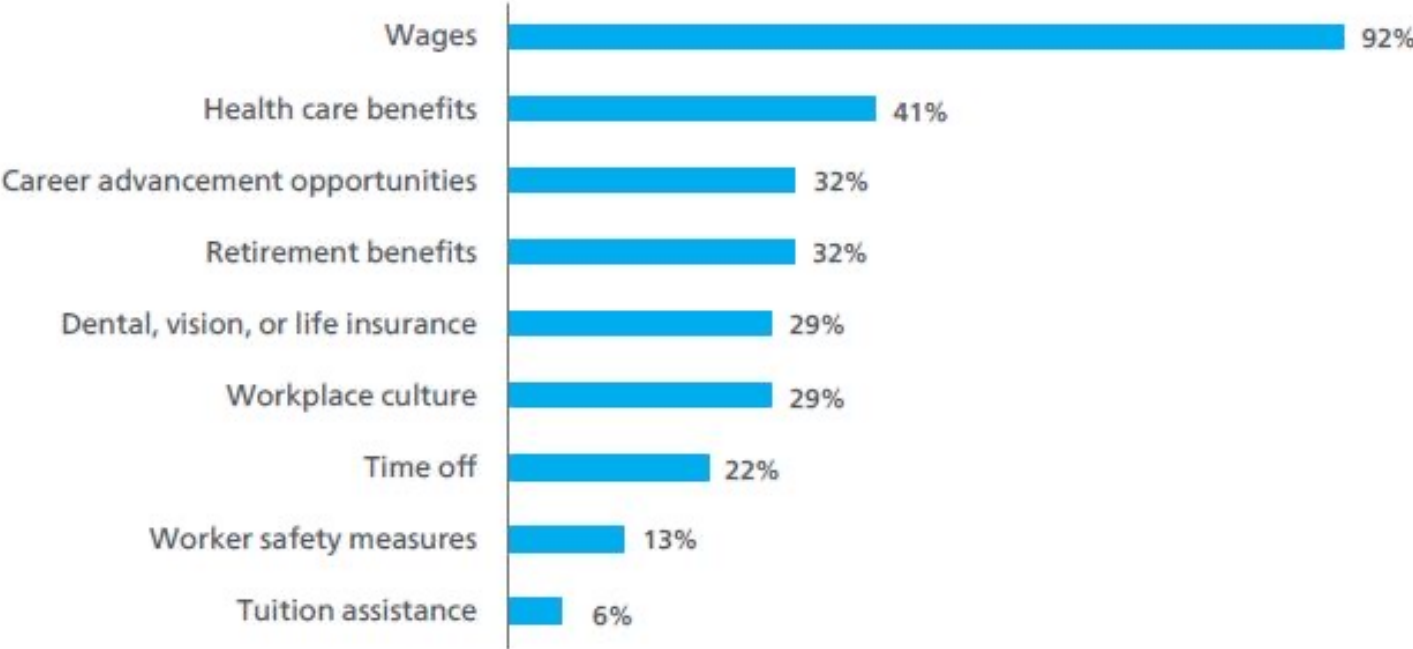
**Key finding:** In Sacramento County, median wages for child care workers are just **37%** of the living wage for a one-adult, one-child household. Preschool teachers earn just **45%** of the living wage.

# Employer interviews and worker survey

Have ECE workers considered changing careers?  
(n = 227)



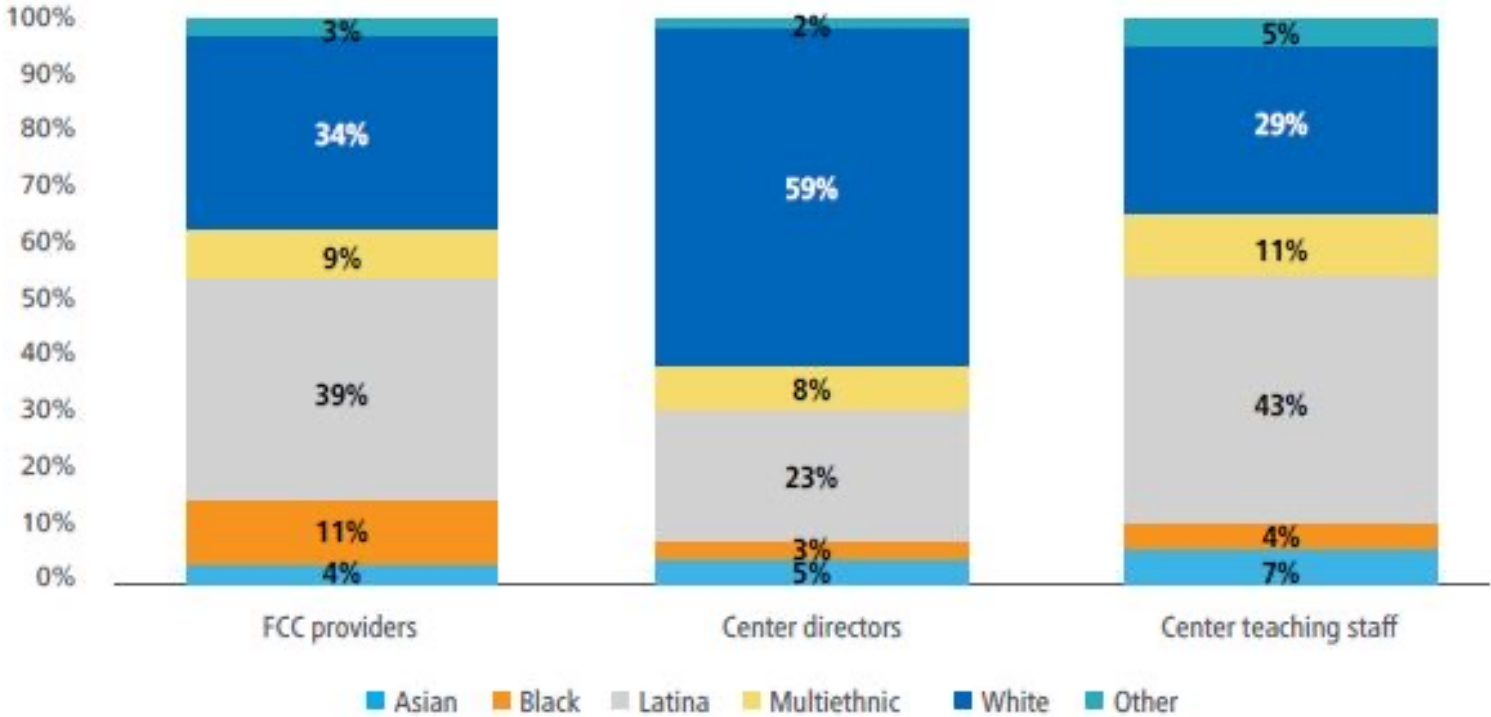
Reasons ECE workers considered changing careers:  
(n = 116)



**Key finding:** ECE workers endure poor job quality and face uneven advancement opportunities.

# Race/ethnicity profile, early educators, CA, Central region

Exhibit 20. Race/ethnicity share of total family child care home and center workers, by job category, Central region



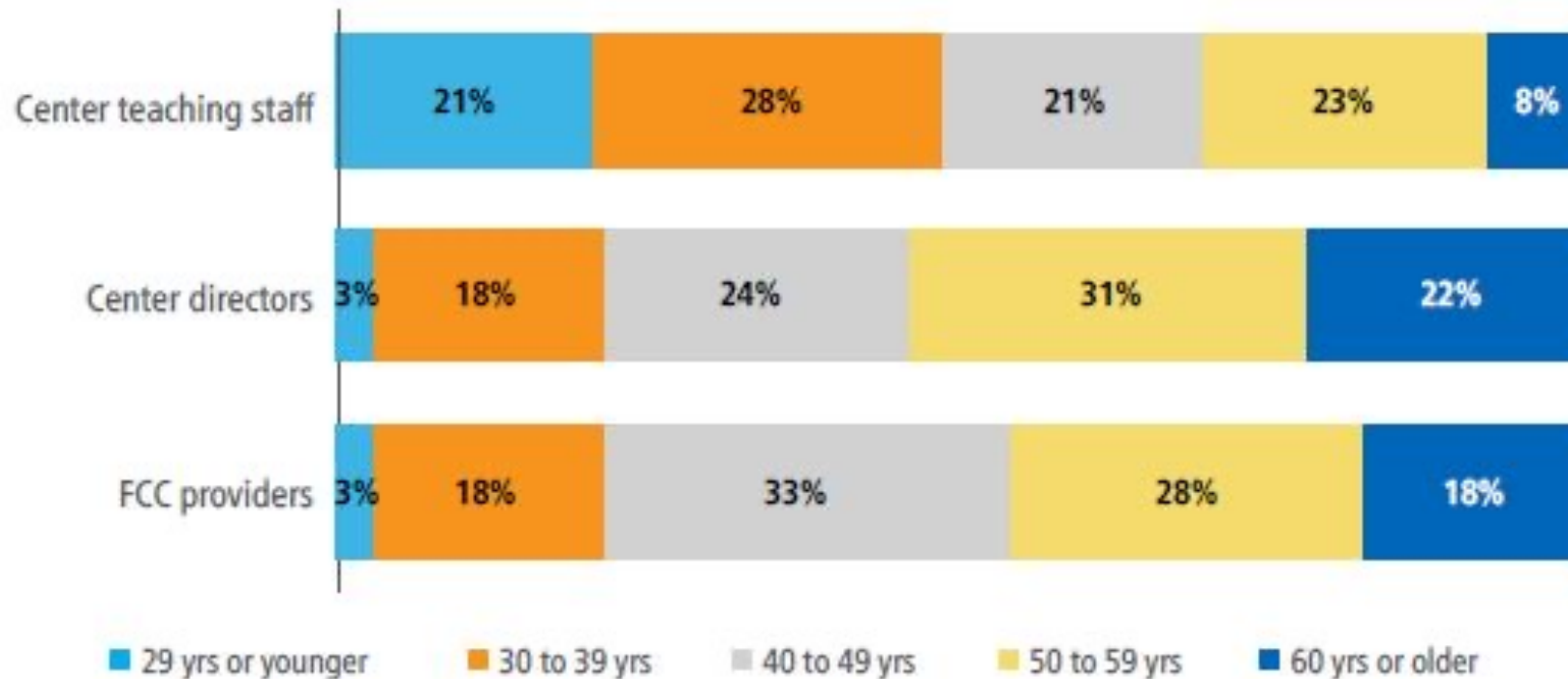
Source: Anna Powell et al, "Demographics of the California ECE Workforce," Center for the Study of Child Care Employment, January, 2022, <https://cscc.berkeley.edu/publications/data-snapshot/demographics-of-the-california-ecw-workforce/>.

Note: The Central region includes Sacramento County. The other five counties of the Sacramento region are counted in the Northern region of the state. Percentages are rounded and do not equal 100%.

**Key finding: Seven of 10** family child care home providers and center teachers are in nonwhite categories. Just **four of 10** center directors are nonwhite.

# Age profile, early educators, CA, Central region

Exhibit 21. Age share of total family child care home and center workers, by job category, Central region



Source: Anna Powell et al, "Demographics of the California ECE Workforce," Center for the Study of Child Care Employment, January, 2022,

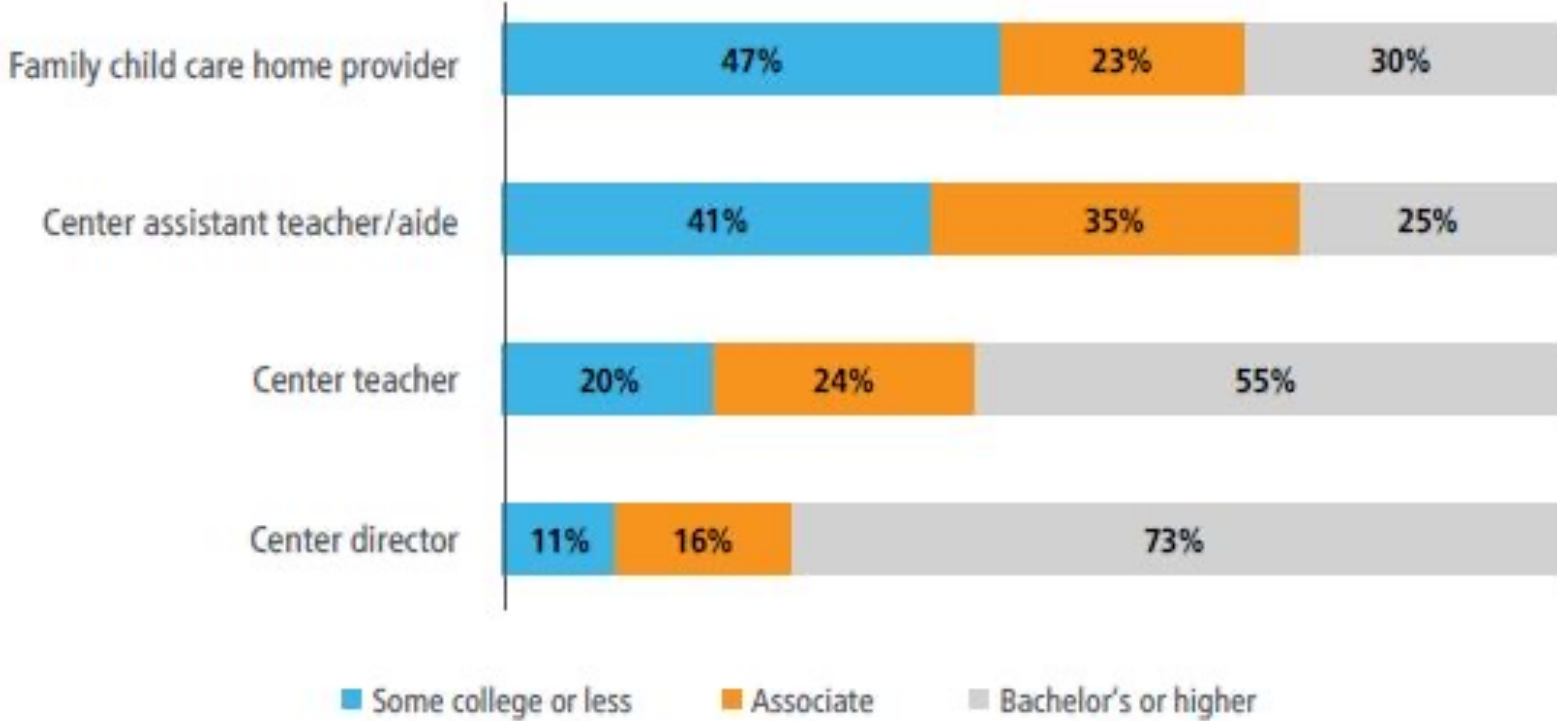
<https://csce.berkeley.edu/publications/data-snapshot/demographics-of-the-california-ece-workforce/>.

Note: The Central region includes Sacramento County. The other five counties of the Sacramento region are counted in the Northern region of the state.

**Key finding: 80%** of the family child care home workforce is age 40 and older. Just **3%** of family child care home providers and center directors are under age 30.

# Educational attainment, early educators, California

Exhibit 23. Educational attainment, family child care home providers, and center teachers and directors, California, 2020

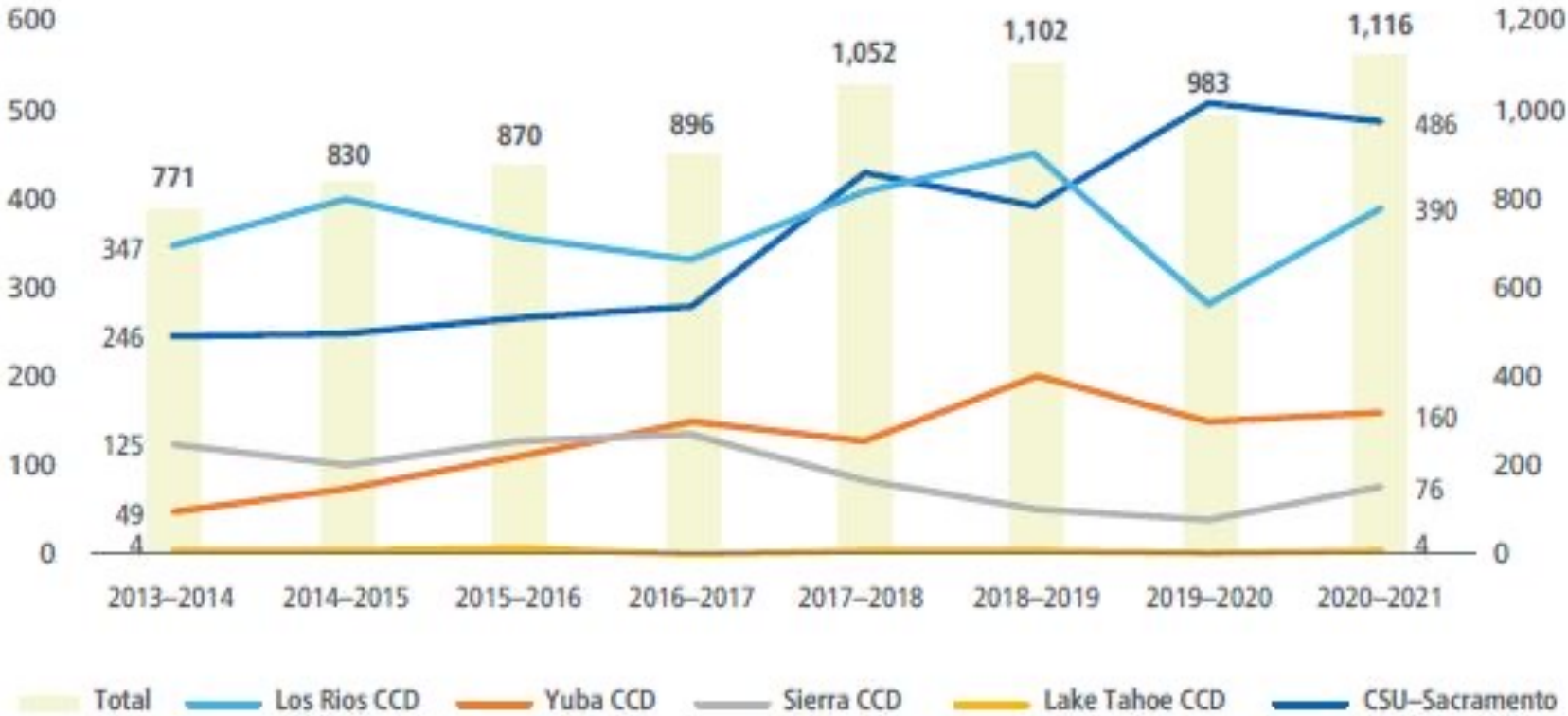


Source: Yoonjeon Kim et al, "Education and Experience of the California ECE Workforce," Center for the Study of Child Care Employment, February 2022, <https://cscee.berkeley.edu/publications/data-snapshot/education-and-experience-of-the-california-ecw-workforce/>

**Key finding:** More than half of licensed center teachers in California (55%) have bachelor's degrees. More than half of family child care home providers (53%) and 60% of center aides have an associate or bachelor's degree.

# ECE award production, Sacramento region

**Exhibit 31.** Awards trends, including certificates and associate and bachelor's degrees, by community college district and university, and total, 2013–2014 to 2020–2021 academic years



Sources: California Community Colleges Chancellor's Office MIS System, DataMart; Emsi, IPEDS, 2022.2

**Key finding:** The Sacramento region has robust ECE programs at all eight community colleges and CSU Sacramento. On average, these programs award 1,000 certificates and degrees, steadily increasing awards since 2013.

# UPK and TK

## Key finding:

California's effort to expand ECE in its Universal Prekindergarten (UPK) initiative promises to improve wages and job quality, while also increasing workforce demand.

## UC–Berkeley CSCCE projection

By 2025 in California:

**8,000 to 11,000** additional transitional kindergarten teachers

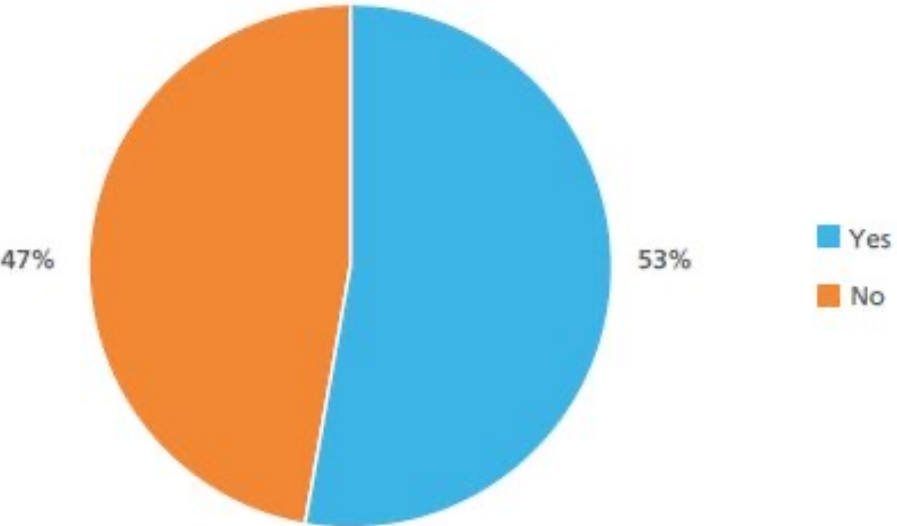
and

**26,000** additional aides

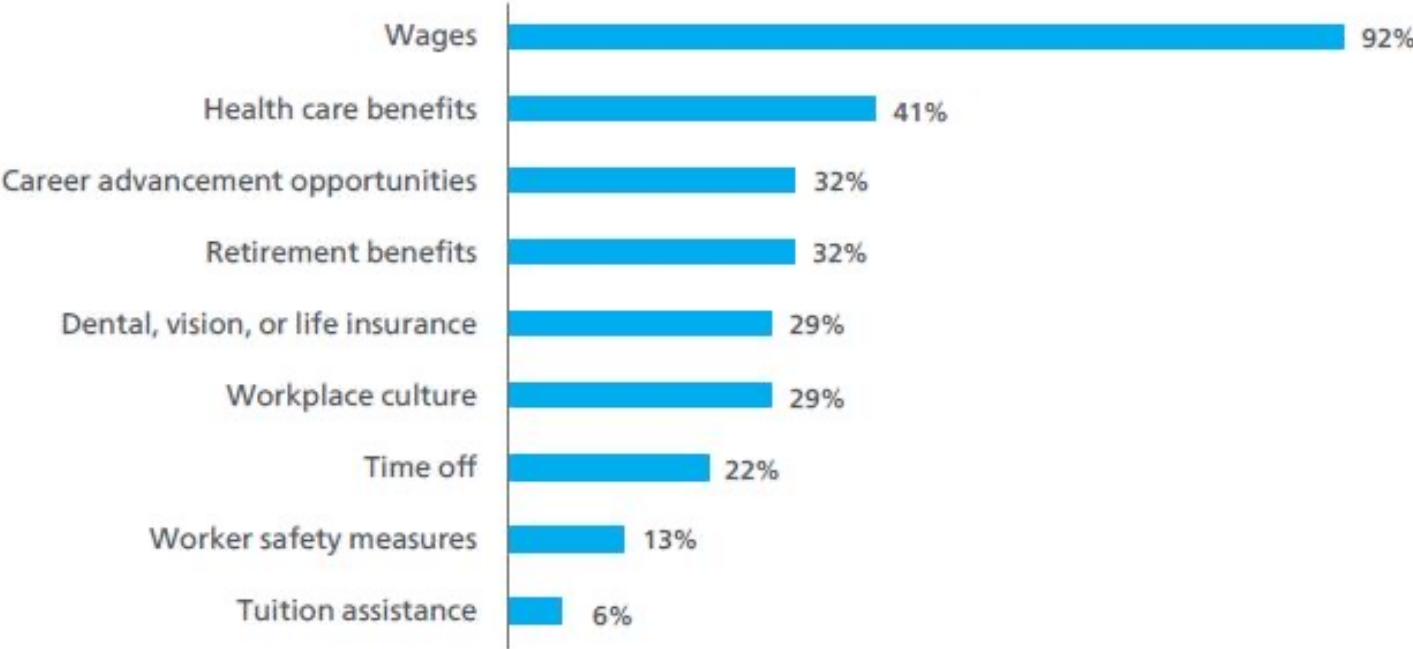


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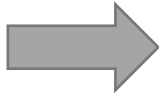


**Key finding:** ECE workers endure poor job quality and face uneven advancement opportunities.

# Recommendations, proposed solutions

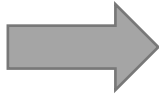
## *Challenges*

❖ Addressing job quality and wages



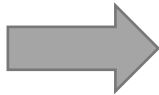
Support for UPK, TK expansion; other measures – reimbursement reform, other measures

❖ Remedy staffing shortages



Increasing award production, enhancing online, nontraditional modes of delivery

❖ Staffing shortages & equity issues



Enhancing pathway supports, cohort learning, math & English support. Education stipends

❖ Equity, esp. re: advancement

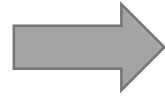


DEI supports – instruction, mentorship, targeted outreach – partnerships

# Recommendations, proposed solutions

## *Challenges*

❖ Navigating edu programs



Developing better resources, materials, marketing for students and workers

❖ TK demand



Leverage teacher preparation initiatives, enhance college-university connections

❖ Accelerating education pathways



Enhance credit for prior learning and work-based learning

❖ Expand small business supports



Access to training for providers/employees, permitting and other business supports

For more information on the research, please contact

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