

Early Education and Care Professionals: A Vital Workforce

Anne Douglass, Ph.D.
Professor, Executive Director
Institute for Early Education Leadership &
Innovation, College of Education & Human
Development

www.umb.edu/earlyedinstitute

&

Arazeliz Reyes, MEd.
Early Education Ph.D. Candidate
College of Education & Human
Development



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Email: Anne.Douglass@umb.edu
Twitter: [@aldouglass](https://twitter.com/aldouglass)

Email: Arazeliz.Reyes@umb.edu
Twitter: [@Choice4Parents](https://twitter.com/Choice4Parents)



The Massachusetts Early Education and Care Workforce Survey 2019

KEY FINDINGS

A Research Brief Prepared for the Massachusetts
Department of Early Education and Care

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Anne Douglass, PhD
Christa Kelleher, PhD
Songtian Zeng, PhD
Vishakha Agarwal, MPP
Brian Beauregard, MBA
Arazeliz Reyes, MEd
Susan R. Crandall, PhD



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Workforce Study: Phases & Methodology

Phase 1: Focus groups with 70 stakeholders to inform focus of survey in Phase 2

- Report published in 2018: *The Massachusetts Early Care and Education Workforce Study: Final Report Relevant to Survey Design*

Phase 2: Statewide Survey with 1,356 respondents

- Collected representative samples from
 - Center directors (522 responses)
 - Family Child Care providers (377 responses)
 - Center Educators from 35 centers (427 responses)

Workforce Study Findings – Experience and Educational Aspirations

- ▶ **Percent of those who want to earn a degree or attain a higher one if they already have one**
 - ▶ **Center Directors (58%)**
 - ▶ **Family Child Care providers (39%)**
 - ▶ **Center Educators (36%)**

- ▶ **Percent of those with more than 16 years of experience in the field**
 - ▶ **Center Directors (67%)**
 - ▶ **Family Child Care providers (53%)**

Workforce Study Findings – Workplace Culture

- ▶ **Nine of 10 early educators agree with the following**
 - ▶ I feel “supported and encouraged” by my colleagues.
 - ▶ My “unique skills” are “valued and utilized at work.”
- ▶ **Paid Planning Time**
 - ▶ 49% of Center Educators receive no paid planning time
 - ▶ 47% of Center Educators receive 3 or fewer hours of paid planning time per week
 - ▶ 3% of Center Educators receive 4-6 hours of paid planning time per week
- ▶ **Classroom Coverage During Prior Four Weeks**
 - ▶ 67% of Center Educators reported having to work in a different classroom or a with a different group of children **at least once**
 - ▶ 18% of Center Educators reported having to work in a different classroom or a with a different group of children **at least five times**
 - ▶ 17% of Center Educators reported having to work in a different classroom or a with a different group of children **more than five times**

Workforce Study Findings – Compensation & Benefits

- ▶ **Workforce compensation**
 - ▶ **Center Directors: \$53,934**
 - ▶ **Family Child Care providers: \$46,488**
 - ▶ **Center Educators: \$32,323**

- ▶ **Workforce benefits**
 - ▶ **Offered health insurance**
 - ▶ Center Directors (63%)
 - ▶ Center Educators (61%)
 - ▶ **Offered retirement plan**
 - ▶ Center Directors (55%)
 - ▶ Center Educators (50%)

Workforce Study Findings – Economic Insecurity

- ▶ **Worry about not having enough money for food**
 - ▶ Center Educators (40%)
 - ▶ Family Child Care providers (25%)
- ▶ **Worry about not being able to pay monthly bills**
 - ▶ Center Directors (51%)
 - ▶ Family Child Care providers (55%)
 - ▶ Center Educators (67%)
- ▶ **Receive at least one public benefit**
 - ▶ Center Directors (16%)
 - ▶ Family Child Care providers (36%)
 - ▶ Center Educators (33%)

Workforce Study Findings – Racial and Linguistic Diversity

- ▶ **Workforce of Center Educators and Family Child Care providers is racially diverse**
 - ▶ 46.7% identify as Hispanic/Latinx
 - ▶ 22% identify as Black or African American
 - ▶ 9% identify as Asian

- ▶ **Workforce of Center Educators and Family Child Care providers is linguistically diverse (26 languages cited by survey respondents)**
 - ▶ 45% of Family Child Care providers use a language other than English as their primary learning language
 - ▶ 15% of Center Educators use a language other than English as their primary learning language

Workforce Study Findings – Racial Inequities

Lack of racial/linguistic diversity among highest paid leaders in the workforce

- ▶ **90% of Center Directors are White**
- ▶ **5% of Center Directors are Hispanic/Latinx**
- ▶ **4% of Center Directors are Black or African American**
- ▶ **1% of Center Directors are Asian**
- ▶ **95% of Center Directors use English as their primary learning language**

Exploring further the pay disparities throughout rest of workforce

- ▶ **Hourly rate for Black Family Child Care providers: \$19.46**
- ▶ **Hourly rate for White Family Child Care providers: \$22.78**
- ▶ **Hourly rate for Hispanic/Latinx Center Directors: \$24.49**
- ▶ **Hourly rate for White Center Directors: \$26.03**

The ECE Workforce in Massachusetts: At a Turning Point

- ▶ **Moving Forward**
 - ▶ Recognize, value, and retain the strengths and talents of the workforce
 - ▶ Increase access to professional and leadership development pathways and opportunities
 - ▶ Identify and implement reforms to compensation and financing
- ▶ **Areas for Additional Research**
 - ▶ Explore racial pay gaps
 - ▶ Vulnerability of public benefits “cliff-effect”
 - ▶ Post Covid-19 impacts

Thank you!

Anne Douglass, Ph.D.
Executive Director & Professor

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