Early Education and Care Professionals: A Vital Workforce

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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 with a different group of children at least once
  - 18% of Center Educators reported having to work in a different classroom or with a different group of children at least five times
  - 17% of Center Educators reported having to work in a different classroom or 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!

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