# **Early Education and Care Professionals:**A Vital Workforce

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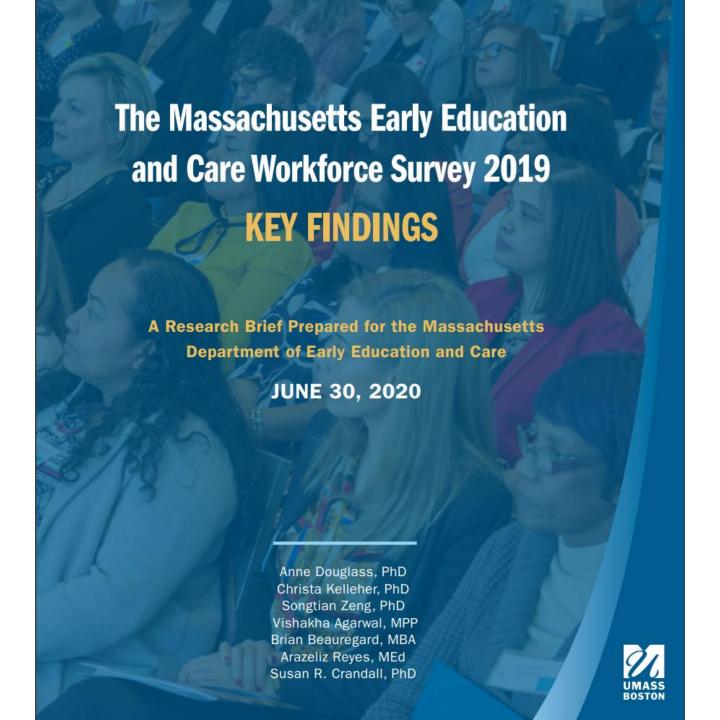


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## Workforce Study: Phases & Methodology

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!

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