



# Transforming the Workforce for Children Birth through Age 8

State Approaches to Increasing Workforce Qualifications

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Child Care and Early Education Policy Research Consortium

March 1, 2017



# Goals for Today's Session

- Quickly review status of ECE workforce qualifications
- Introduce National Academies' work to convening state-based planning groups
- Learn from two state planning teams – California and Minnesota – about their process and plan
- Facilitated Q&A discussion

# Panelists

**Kimber Bogard**, Director, Innovation to Incubation Program, National Academy of Medicine

*Transforming the Workforce Report: Pathways to Implementation*

**Caitlin Lawrence-Toombs**, Vice President, Glen Price Group and **Justina Acevedo-Cross**, Program Officer, David and Lucille Packard Foundation

*Implementation Plan for the State of California*

**Christa Anders**, Partner, Advance Consulting LLC and **Erin Imon Gavin**, Program Director, McKnight Foundation

*Implementation Plan for the State of Minnesota*

# National Survey of Early Care and Education

- An integrated set of surveys conducted in 2012 with
  - Households with children under 13
  - Home-based providers providing early care and education to children under 13
  - Center-based programs providing early care and education to children not yet in kindergarten
  - Center-based classroom-assigned staff.
- Sponsored by Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services



# About providers and children enrolled

Type of Provider	Number of Providers	Number of Children age 0-5
Center-based*	129,000	6,980,000
Listed Home-based	118,000	751,000
Unlisted, Paid Home-based	919,000	2,340,000
Unlisted, Unpaid Home-based	2,730,000	4,060,000

\* 1,000,000 teachers and caregivers work in center-based ECE programs.



# Just under half of center-based teachers and caregivers of preschoolers have a bachelors degree or higher.



## Center-based workforce serving children ages 3-5



### EDUCATION

- 45% college degree or higher
- 17% associates degree
- 24% some college
- 13% high school degree or less



### WAGES



- \$14.70 an hour
- \$30,679 full time annual pay

# One out of five center-based teachers and caregivers of infants and toddlers have a bachelors degree or higher.



## Center-based workforce serving babies and toddlers



### EDUCATION

19% college degree or higher

17% associates degree

36% some college

28% high school degree or less

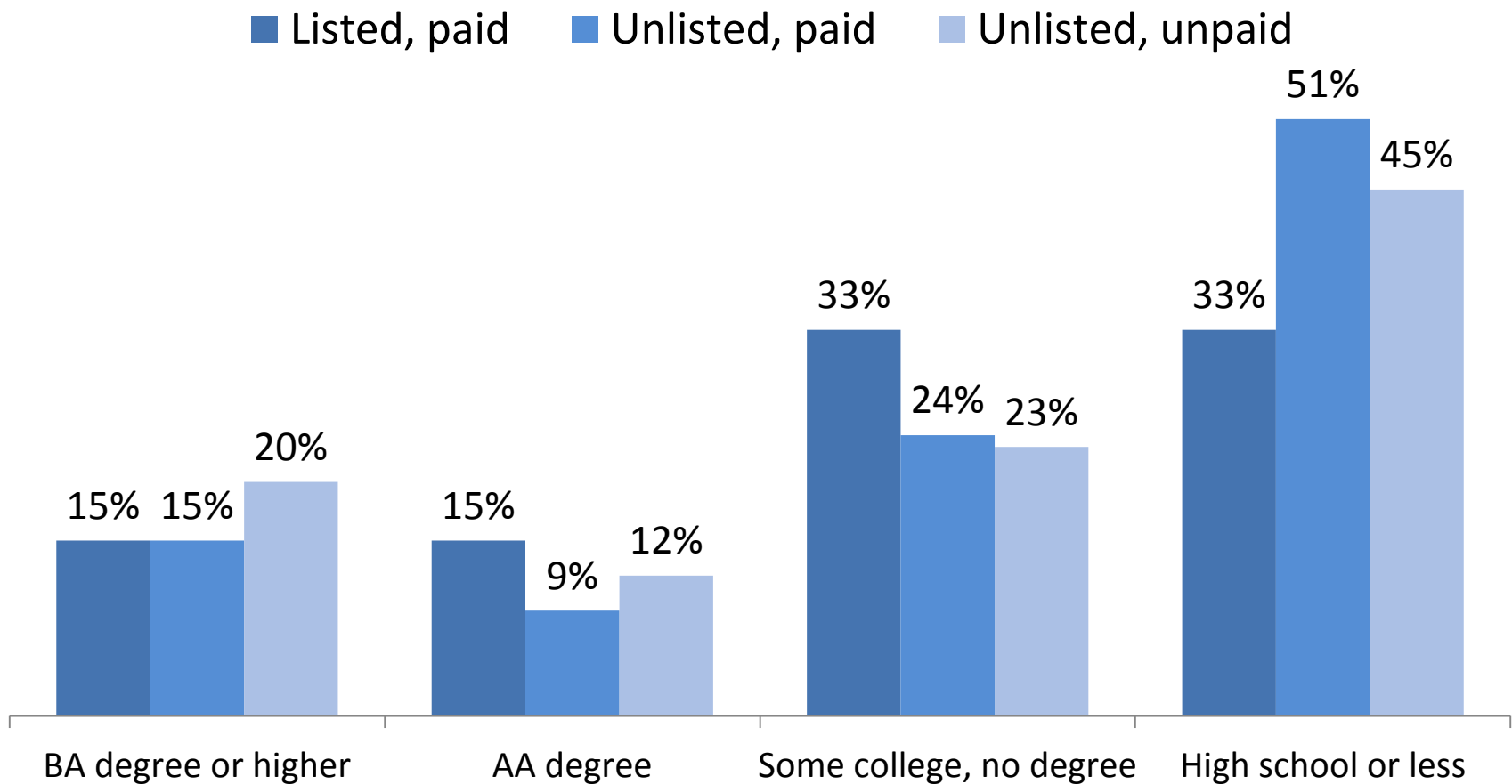
### WAGES

\$10.40 an hour

\$21,705 full time annual pay



# About one out of six home-based providers have a bachelors degree or higher.







# Thank you!

Contact Mallory Warner-Richter  
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with questions or comments



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