

Worthy Work, STILL Unlivable Wages: The Early Childhood Workforce 25 Years after the National Child Care Staffing Study



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Hosted by



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“Our nation has implicitly adopted a child care policy which relies upon unseen subsidies provided by child care teachers through their low wages. But as we are painfully realizing, this policy forms a shaky foundation upon which to build a structure to house and nurture our children while their parents earn a living.”

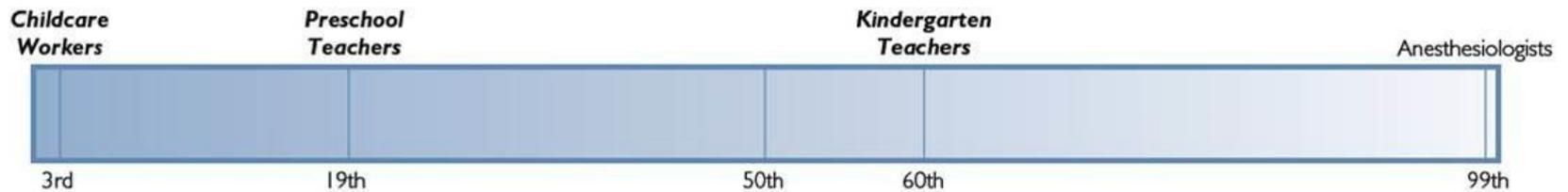
— National Child Care Staffing Study, 1989



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Inadequate Wages and Wage Structure

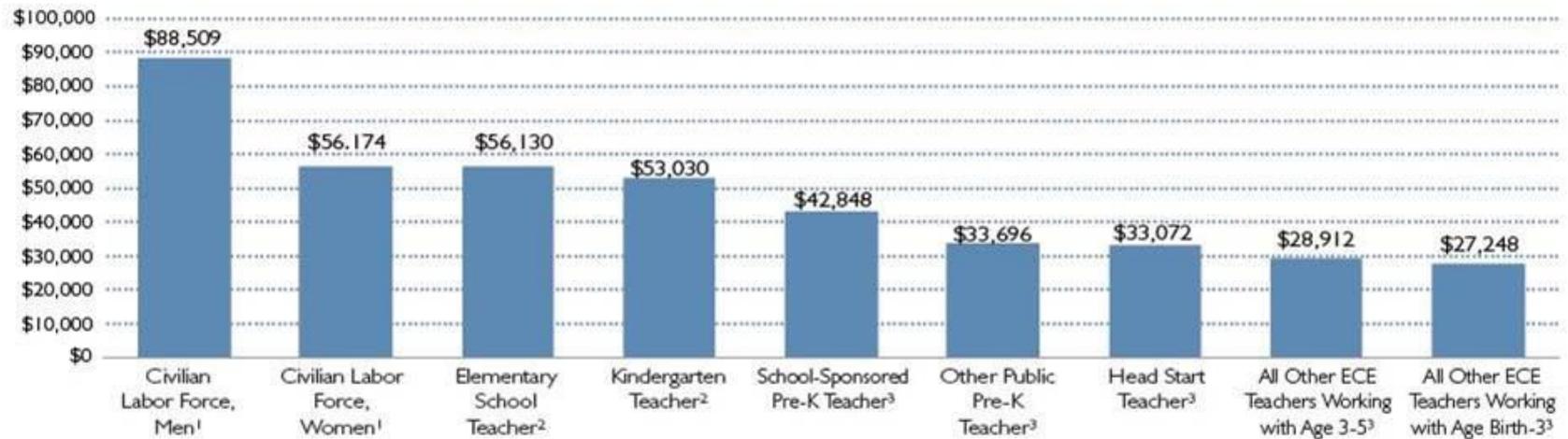
Selected Occupations Ranked by Mean Annual Salary, 2013



SOURCE: Occupational Employment Statistics Survey, Bureau of Labor Statistics, Department of Labor: <http://stats.bls.gov/oes/>.

Lack of Premium for Educational Attainment

Mean Annual Salary of Teachers with a Bachelor's or Higher Degree, by Occupation and for the Civilian Labor Force, 2012



¹Current Population Survey (CPS), United States Census Bureau: http://www.census.gov/hhes/www/cpstable/032013/perinc/pinc03_000.htm. Civilian labor force information was only for males and females over 25 years old.

²Occupational Employment Statistics Survey, Bureau of Labor Statistics, Department of Labor: <http://bls.gov/news.release/ocwage.htm>.

³National Survey of Early Care and Education Project Team. (2013). *Number and characteristics of early care and education (ECE) teachers and caregivers: Initial findings, National Survey of Early Care and Education (NSECE)*. OPRE Report #2013-38. Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. Tables 12 and 19. Retrieved from http://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf. Annual wages calculated by multiplying the hourly mean wage by a year-round, full time hours figure of 2080 hours.

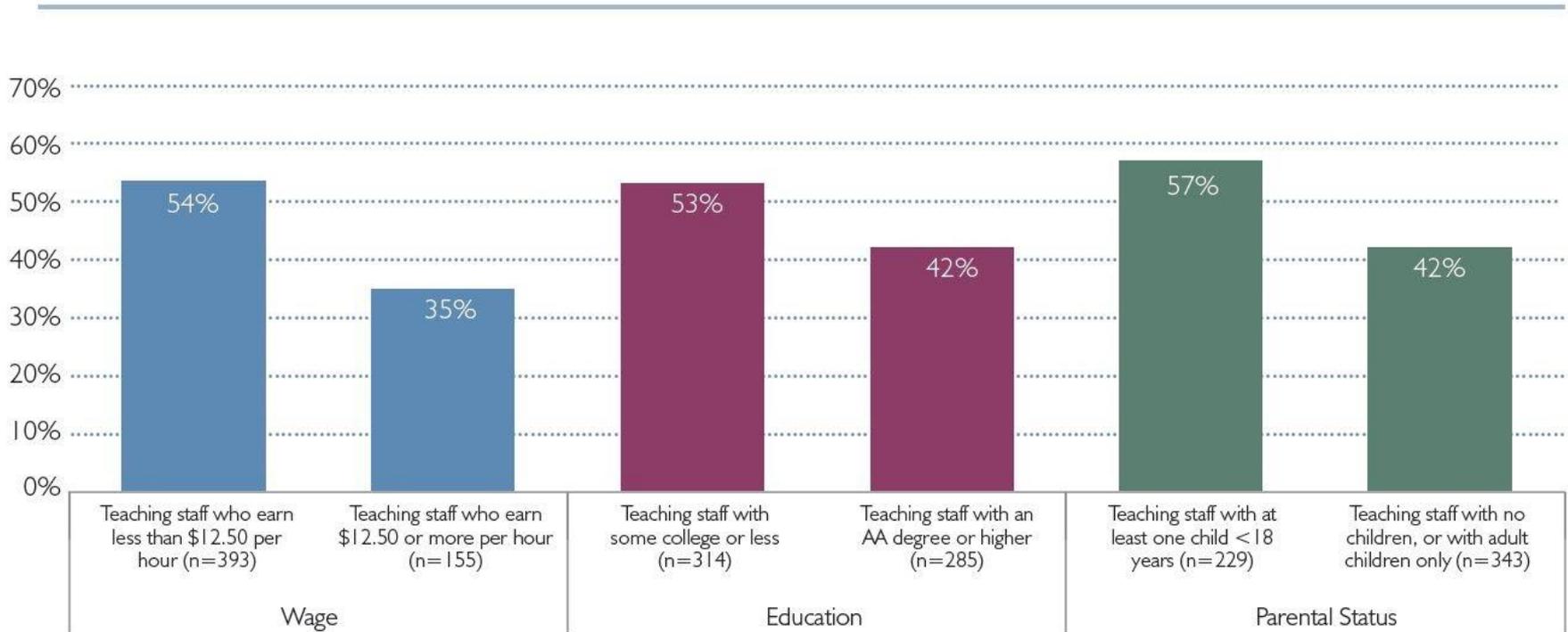


Credits to Paula Xavier, NorthStar Learning Centers

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Economic Insecurity

Percentage of Teaching Staff Worried¹ about having Enough Food for Their Families, by Wage, Educational Level, and Parental Status²

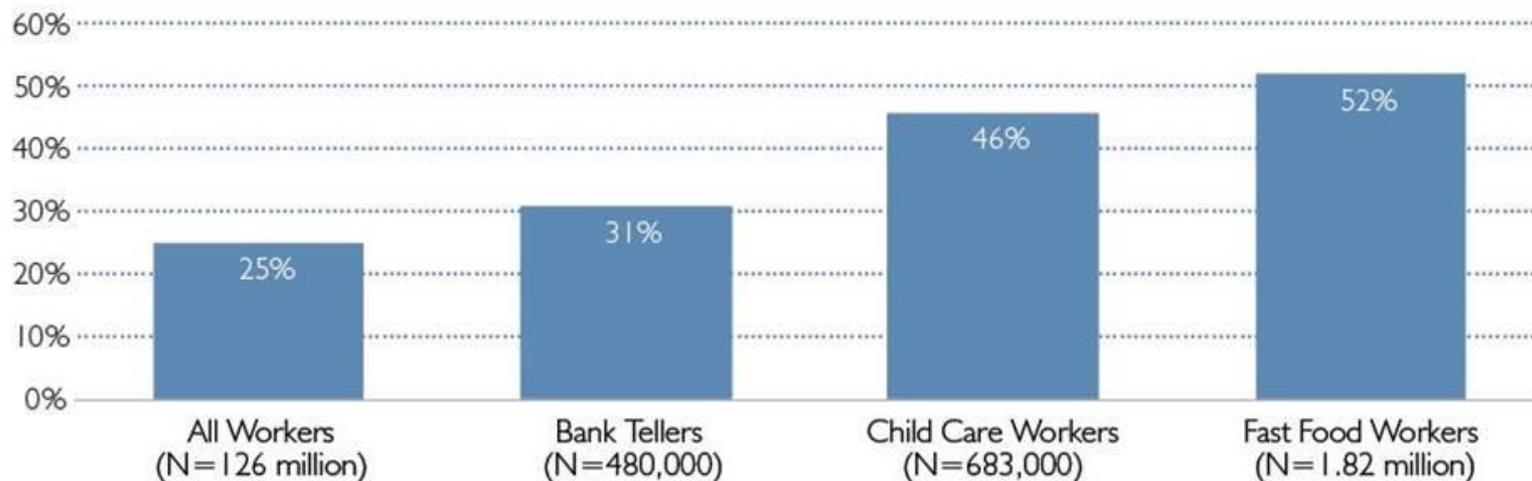


¹Teaching staff classified as "worried" about a particular item indicated that they somewhat to strongly agreed with a given statement, as represented by a 4 or higher on the Likert Scale.

²The sample was drawn from one state's for-profit, non-profit, and public early care and education programs. See endnote # 12.

Utilization of Public Support

Participation Rates in Public Support Programs, by Selected Occupations,
and for All Workers and Their Family Members
(Annual Averages, 2007-2011)



Source: Authors' calculations from 2008–2012 March Current Population Survey (CPS), 2007–2011 American Community Survey (ACS), 2011 Occupational Employment Survey (OES), program administrative data.

“The major funding sources for child care and early education should set aside a dedicated portion of funds to support initiatives that jointly improve the qualifications and increase the compensation and benefits routinely provides to children’s nonparental caregivers.”
– *Neurons to Neighborhoods, 2000*



A Path Forward

Engaging all stakeholders in
reassessing nation's ECE policies



Well-defined financing strategy for
equitable teacher compensation
and relief of cost burden on
families



Compensation guidelines and
workplace standards that support
professional practice



*Children's development
and learning*



Getting Started Now

Compensation and workplace benchmarks in states' ECE quality criteria

Earmarked funding to align Head Start/Early Head Start teaching staff qualifications and salaries

Funds to build, strengthen and sustain states' workforce data systems.

Renewed attention by researchers to the adult work environment and teacher well-being

“The time is long overdue for society to recognize the significance of out-of-home relationships for young children, to esteem those who care for them when their parents are not available, and to compensate them adequately...”

– Neurons to Neighborhoods, 2000



For more information, contact us at csceinfo@berkeley.edu or visit irle.berkeley.edu/csce

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