Advocacy, Policy, & Action: Using the Early Childhood Workforce Index in Your State

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Today’s Agenda

Part 1.
Overview: the *Early Childhood Workforce Index*

Part 2.
The *Index* in Action: Lessons from Minnesota

Part 3.
Leveraging the *Early Childhood Workforce Index* in Your State
Salary parity for pre-K teachers
ECE workforce role
stratification
Cost estimates & financing mechanisms
Minimum wage laws & ECE policy
ECE workforce data sources
Organizing & advocacy efforts

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Early Childhood Workforce Index 2016

Earnings & Economic Security

Early Childhood Workforce Policies

Family & Income Support Policies

Stalled

Edging Forward

Making Headway

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Making Headway: 5 Essential Elements of Early Childhood Workforce Policy

Visit the interactive 50-state map
NO STATE is making headway across all 5 essential elements of early childhood workforce policy.
Making Headway for the Early Childhood Workforce
Resources to Track, Measure, Inform, Inspire

- **New** At-A-Glance chapter-by-chapter version of the full report of the Index for easier viewing

- **New** Strategies for State Leaders - guide to the Index which provides talking points and suggestions on how to use the Index for action, advocacy, and policy

- Interactive mapping tool for viewing information on the workforce across the states

- Comprehensive profiles with data on each state

- Infographics and a media toolkit for quickly sharing key facts about the early childhood workforce
Track & Measure: Resources for Understanding State & National Data

Full Report

Interactive Map

State Profiles

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Inform: Resources for Advocacy & Communication

Infographic

46% OF CHILD CARE WORKERS, nearly two thirds of whom work full-time, and their families participate in public support programs like the Earned Income Tax Credit, Medicaid, or food stamps.

This is nearly double the rate for all families and more than triple the rate for elementary and middle school teachers.

Explore the toolkit
Inspire: Spurring Action & Reform Efforts

Policy Recommendations

- Establish a minimum educational requirement that reflects foundational knowledge for all early educators
- Develop workplace standards, such as paid planning time, which are necessary for educators to engage in professional practice
- Identify guidelines for compensation levels to raise the wage floor and move toward parity
- Commit to securing dedicated, sustainable funds
- Continue to develop comprehensive, up-to-date workforce data systems

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http://cscce.berkeley.edu/early-childhood-workforce-index/
The Index in Action: Lessons from Minnesota

Rozalyn (Roz) Zuest

Early Childhood Workforce Development Specialist
Minnesota Department of Human Services
Question 1

What work is currently being done in Minnesota to advance a more adequately prepared, supported, and compensated early childhood workforce?

- National Academies Round 2 cohort for *Transforming the Workforce*
- National Governor’s Association grantee
  - Focused on compensation strategies
- National Academies report *Promoting the Educational Success of Children and Youth Learning English: Promising Futures*
- NAEYC power to the Profession
Question 2

How have you and others in Minnesota used information and resources associated with the Index to advance this work?

- To advocate for unified, comprehensive data collection for MN’s EC workforce
- To embed new indicators in MN’s QRIS
- To strengthen collaborative relations with stakeholders and partners
- To encourage conversations about race, culture, gender and language diversification
- To identify scholarships, bonuses and loan forgiveness as supports rather than compensation
- To support proposals aimed to move the needle in MN
Question 3

Are there particular topics covered in the Index which have spurred discussion and advancement in specific areas of workforce policy in Minnesota?

QUALIFICATIONS:
• Alignment to MN’s Knowledge and Competency Framework
• Adult Educators-trainers, higher ed faculty and Relationship-Based Professional Development (RBPD)

QRIS: New indicators

COMPENSATION: Retention efforts

FINANCIAL RESOURCES: Significant investments in CDA, Director credential and T.E.A.C.H.

WORKFORCE DATA: Numerous conversations and momentum on efforts
Question 4

Are there any topics or issues which you would like to see developed further in the Index in order to support your efforts at the state level?

- Cultural responsiveness, race/ethnicity and English Learners (EL) in the workforce
- Recruitment
Leveraging the Early Childhood Workforce Index in Your State

Harriet Dichter
State policy expert and consultant to CSCCCE

Using the Early Childhood Workforce Index to Inform State Advocacy, Policy, and Action: Strategies for State Leaders

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Leveraging the Early Childhood Workforce Index in Your State

**Step 1:** Get familiar with the Index and what it covers. You’ll find:

- Nationally representative data
- State comparative information
- 5 essential policy elements with specific policy indicators
- Ratings for each of the 5 essential policy elements
  - Making headway
  - Edging forward
  - Stalled
Leveraging the Early Childhood Workforce Index in Your State

**Step 1:** Get familiar with the Index and what it covers. You’ll find:
- Nationally representative information and infographics about the early childhood workforce
  - Age, education, race/ethnicity, income
  - Comparative earnings information relative to public school teachers and other occupations
  - Comparative earnings information by type of ECE sponsorship
  - Comparative earnings information by education and age of child served
- State comparative earnings information within ECE and compared to kindergarten teachers and all other occupations
Leveraging the Early Childhood Workforce Index in Your State

- The 5 Essentials for each state: **Making headway, edging forward, or stalled**

<table>
<thead>
<tr>
<th>The 5 Essentials</th>
<th>Policy Indicators</th>
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</thead>
<tbody>
<tr>
<td>Qualifications</td>
<td>❑ BA for all pre-K teachers</td>
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<tr>
<td></td>
<td>❑ At least CDA or vocational training for licensed providers</td>
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<tr>
<td>QRIS &amp; Work Environments</td>
<td>❑ Paid time in professional development</td>
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<tr>
<td></td>
<td>❑ Paid planning and/or preparation time</td>
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<tr>
<td></td>
<td>❑ Salary schedule/benefits</td>
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<td></td>
<td>❑ Same for home providers</td>
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<tr>
<td>Compensation</td>
<td>❑ Salary parity for pre-K teachers</td>
</tr>
<tr>
<td></td>
<td>❑ Wage supplement</td>
</tr>
<tr>
<td>Financial Resources</td>
<td>❑ State reported extra CCDBG spending</td>
</tr>
<tr>
<td></td>
<td>❑ State applied for federal grant</td>
</tr>
<tr>
<td></td>
<td>❑ Ratio of pre-K to K-12 spending over 50%</td>
</tr>
<tr>
<td>Workforce Data</td>
<td>❑ Formal data collection mechanism</td>
</tr>
<tr>
<td></td>
<td>❑ Includes compensation</td>
</tr>
<tr>
<td></td>
<td>❑ Reports data publicly</td>
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<tr>
<td></td>
<td>❑ Comprehensive</td>
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Leveraging the Early Childhood Workforce Index in Your State

- **People:** young children, families, workforce
- **Earnings:** EC workforce compared to other teachers and other professions
- **Government Assistance:** EC workforce participation in programs such as Medicaid or food stamps
- **State rating on each policy indicator**
Leveraging the Early Childhood Workforce Index in Your State

Raising Awareness

Increasing Salience

Taking Action
Leveraging the Early Childhood Workforce Index in Your State

**Step 2:** Determine what you are trying to change and the context for change. The Index can assist you throughout the change process.

- If **raising awareness** is the issue:
  - Examine the state context
  - Use the information in the Index to help understand the current situation
  - Use the policy indicators to help show feasible solutions
  - Create a plan of action with short and long-term actions and results
  - Use the state specific and national comparative information in the Index to help frame the issue and raise awareness
Leveraging the Early Childhood Workforce Index in Your State

**Step 2:** Determine what you are trying to change and the context for change

- If *increasing salience* is appropriate for your state,
  - Build urgency about the problem and the solutions, using Index state profiles, infographics to frame problems and policy indicators to frame solutions
  - Educate stakeholders about state progress and gaps relative to other states
  - Mine the Index to help coalition partners, influential and decision makers how the workforce is relevant to their priority
Leveraging the Early Childhood Workforce Index in Your State

Step 2: Determine what you are trying to change and the context for change

- If **taking action** is your next step
  - Use the policy indicators in the Index to frame your policy actions
  - Use the Index to show the areas where you state is stalled and determine what steps are needed to move forward in this policy area
  - Build on the areas of strength of the Index policy indicator where your state is edging forward or making headway
Thoughts?  Questions?