

WHAT'S CAUSING THE SHORTAGE OF QUALIFIED EARLY CARE AND EDUCATION TEACHERS?

There's a hole in the bucket.

Teaching in early care and education is one of the lowest-paid occupations in the United States.

Average Annual Earnings¹

\$24,600
Federal Poverty Line²

\$22,290
Child Care
Workers

\$28,990
Preschool
Teachers

\$54,230
Kindergarten
Teachers

But we know that a qualified, stable workforce is key to expanding access to quality early education for all children.

Policymakers are trying to get there by prioritizing workforce training.



Professional development is one of the main ways states use federal Child Care Development Fund dollars.³



Meanwhile, the majority of center-based educators already have degrees: 35% have a bachelor's degree or higher and a further 17% have an associate's degree.⁴

Yet professional development investments are lost as long as poverty-level wages keep driving qualified teachers out of the field.



Over half of child care worker families and 43 percent of preschool and kindergarten teacher families rely on public income supports (like food stamps and the Earned Income Tax Credit) just to make ends meet.⁵



A bachelor's degree in early childhood education is the college major with the lowest projected lifetime earnings.⁶ In fact, most early childhood educators with bachelor's degrees earn less than \$15/hour.⁷

As a consequence, children lack qualified teachers and stable learning environments. Efforts to expand access suffer as the educator shortage intensifies.

THE SOLUTION?
FIX THE LEAK!

Increase compensation through public investment to keep early educators in the field.

References:

1. Early Childhood Workforce Index - 2018
2. For a Family of Four in 2017
3. States Report Child Care and Development Funds Benefit All Children in Care

4. Early Childhood Workforce Index - 2016
5. Early Childhood Workforce Index - 2018
6. Major Decisions: What Graduates Earn Over Their Lifetimes
7. CSCCE analysis of the National Survey of Early Care and Education, 2012