

Building Our Future

Supporting San Mateo County's Early Childhood Education (ECE) Workforce

Today's ECE teachers are building the workforce of the future. But how is the sector faring?

Together with First 5 San Mateo County, the Child Care Partnership Council (CCPC) conducted a study of ECE workforce compensation practices in center-based programs within San Mateo County.

FAMILY SIZE	LIVING WAGE
Single Adult	\$ 18.11
Adult with Two Children	\$ 45.40

POSITION	HOURLY WAGE
Teacher's Aides	\$ 15.47
Assistant/Associate Teachers	\$ 17.35
Teachers	\$ 22.07
Site Supervisors/Directors	\$ 27.17

Source: San Mateo County Early Childhood Education Teacher Compensation Study (November 2017). Davis Consultant Network

WHAT IS THE ISSUE?

San Mateo County's ECE workforce supports child development, working families, and the local economy **but lacks sufficient financial compensation, especially when faced with San Mateo County's high cost of living.**

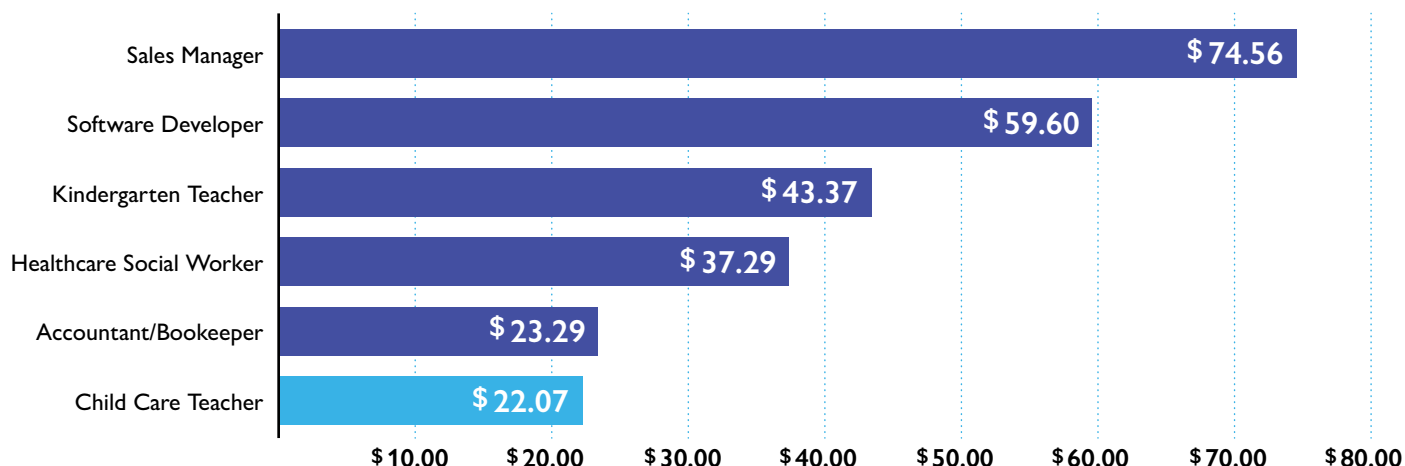
- Few childcare providers and early learning educators in the county earn a living wage
- Compensation for the ECE workforce is insufficient for those with children, and is low compared to wages in other fields requiring the same level of education
- 55% of ECE teachers resigned last year due to the county's high cost of living, and 31% of teachers moved out of the area
- The low teacher retention rate makes it difficult for center-based programs to stay open

WHY IS THIS IMPORTANT?

The availability of high-quality early childhood education is a critical component of a healthy 21st century community. Unfortunately, the field **suffers high vacancy and turnover rates due to low teacher compensation**, making it difficult to retain high performing staff and maintain quality centers. A quality early childhood education program does the following:

- **Provides a safe and stimulating place** for young children to develop mentally, socially, emotionally, and physically
- **Prepares children academically** for future school success
- **Enables parents to maintain employment**, confident that their children are getting adequate care
- **Helps employers**, as employees with adequate childcare are more likely to be on time and focused
- **Builds the future workforce** of San Mateo County

SAN MATEO COUNTY WAGES FOR JOBS THAT REQUIRE A B.A. DEGREE



Source: San Mateo County Early Childhood Education Teacher Compensation Study (November 2017). Davis Consultant Network

WHAT CAN BE DONE?

Early childhood education **must be treated as a respected field** that offers competitive wages and educational pathways.

FUND HIGHER WAGES

The ECE workforce needs to receive high, competitive wages to improve quality care and increase teacher retention.

- Advocate for the California Department of Education to increase reimbursement rates to fund higher wages (statewide for Title V providers)
- Build private-public partnerships across San Mateo County to pay for wages
- Pass legislation in San Mateo County to create sustainable funds for increasing local teacher compensation
- Create new stipend or subsidy programs that fund quality supports and compensation for early childhood providers

PROFESSIONALIZING ECE AS A FIELD OF PRACTICE

A highly skilled and educated workforce is essential to high quality early childhood education. Professionalizing the ECE field increases program quality and reduces teacher vacancies and turnover.

- Support the ECE workforce with stipends for completing higher education programs in comparison to similarly educated fields
- Partner and fund local colleges to bring a public ECE Bachelor of Arts program to San Mateo County
- Provide funding for professional development, paid release time, scholarships, and loan forgiveness to offset the cost of attending college
- Provide financial supports and resources for those with limited English proficiency or social service needs

**Help build
the future of
San Mateo County.
Get involved now.**

ACKNOWLEDGMENTS:

First 5 San Mateo County
San Mateo County Child
Care Partnership Council
San Mateo County Office
of Education



LEARN MORE:

www.smcoe.org/ccpc