
Demographic Changes and the ECE Workforce

Working Forum on Multi-site
Organizations

Lihue, HI

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EARLY CARE
AND EDUCATION
CONSORTIUM

The Early Care and Education Consortium

- Alliance of quality early learning program providers
 - 7,600 center-based programs across the country
 - Enrolling 800,000 children
 - Deliver preK in 20+ states
- An advocacy voice
 - State and Federal, direct lobbying and advocacy grants
 - Birth to Five, whole child perspective
 - Policy-making informed by real-world implementation

Demographics and the ECE Workforce

- Factors in the labor market
- The changing face of our customer
- Dilemma of the ECE workforce today
- One workforce model
- Implications

Factors in the Labor Market

- Macroeconomic conditions
- Labor market within a labor market
 - Skills & characteristics
 - Extra-industry competitive pressures
- Socio-Political context
 - Regulatory requirements
 - Demographic shifts

Changing Face of Our Customer

- Children Age 0-8: 33.4 million in U.S.
 - 6.8 million – 20% Hispanic, many English Language Learners
 - By 2030, 26% Hispanic; 35% by 2050
- What skills and characteristics will you, your parents, and third party consumers want for these children?
- What are other demographic shifts you see that might have an impact?
 - Growth of single-parent households?

Child Care Workforce Dilemma Today

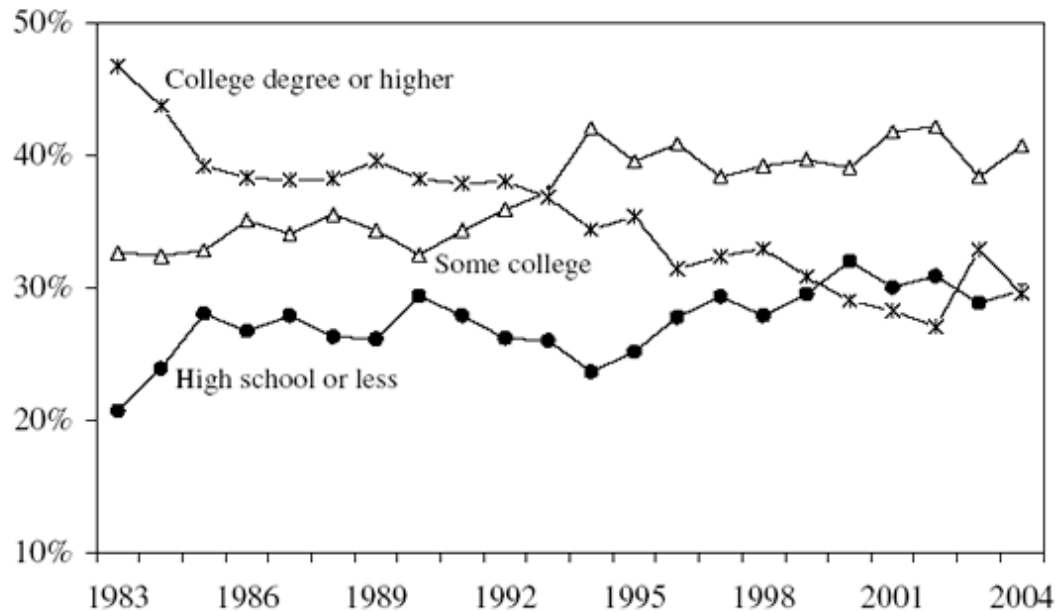
- Rising expectations
 - Consensus: early childhood education needs “quality”
 - The issue: quality = B.A? Conditions?
 - < Half of U.S. states with state-funded preK require all lead teachers in their programs to hold a bachelor’s degree
 - New pressure at the federal level: Head Start, preK
 - ECE/child care divide

Child Care Workforce Dilemma Today

- Workforce is 2.3M, 94.5% female
 - Difficult to be sure of what we know and don't know
- Current reality
 - Level of public/private financing limits compensation
 - Diminishing talent pool
 - Increasing competition with health care, education, service industries

Child Care Workforce Dilemma Today

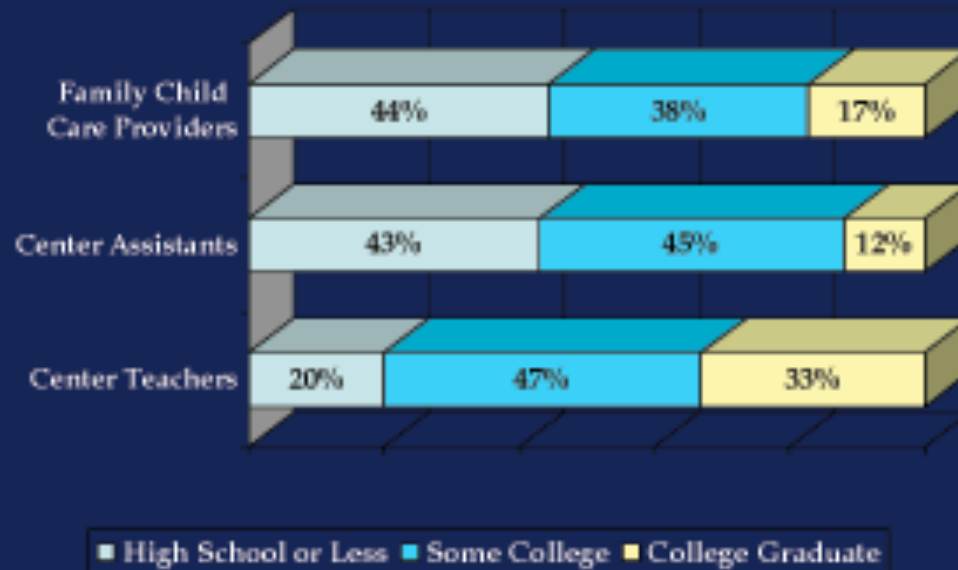
FIGURE A Educational attainment of teachers and administrators in center-based ECE, 1983-2004



Source: KRC analysis of the CPS Basic Monthly Survey.

Child Care Workforce Dilemma Today

Education of Child Care Workforce



Dilemma: Where Will the Workforce of the Future Come From?

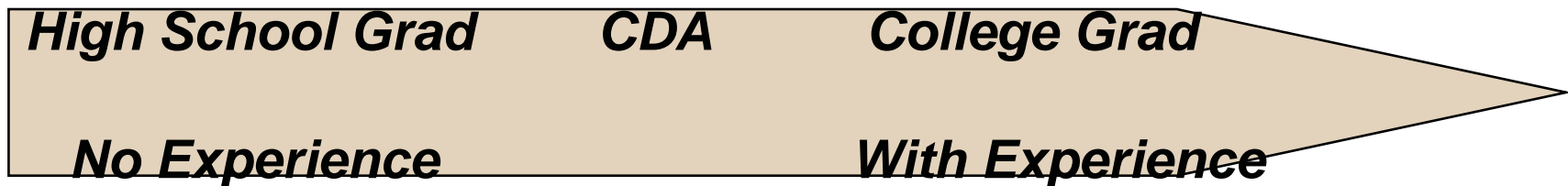
- The number of women age 25 - 54 in the labor force will grow only 9% from 2000 – 2050
- College-educated workforce is more female and women are more educated
 - 57% of degrees awarded in 2000, up from 43% 1969-70
- Women are more educated and more diversely educated
 - In 2000, 30% of women aged 25 - 34 had four-year college degrees, up from 18% in 1975,
 - Biological science up 51%
 - Business administration up 40%
 - Accounting up 40%
 - Education...increased only 1%

Where Will the Workforce of the Future Come From?

- Men in education: lowest number in 40 years
 - Male elementary school teachers: from 18% in 1981 to 9% in 2004
 - ECE male workforce: under 4% (est.)
- More competition with all better paid education and special education
- Better paid health care competition
 - Increase in demand for RN/LPN and long term care workers of close to 50% from 2000 to 2010, 80%-100% by 2020
 - Entry level salary for 1- and 2-yr trained LPN's and 2-4yr RN's is 25% - 120% higher than child care teachers' salary

DoD Workforce Model

- 800 centers in 300 locations, 1.2M children
- About 15,000 Direct Care Staff
- Paraprofessional
- Wide Range of Experience and Education



DoD Workforce Model

- Training & Curriculum Specialist Position Critical to Workforce Model
 - ❑ Ensures Mandatory Training Completed
 - ❑ Improves Practice Through Observation & Feedback
 - ❑ Supports CDA/AA/BA Continuum
 - ❑ Frees Director to Work Management Issues

Implications for the Future

- More diverse staff
- More mature staff
- More part time staff
- More English as second language staff
- Fewer staff with pre-service training and college coursework
- Fewer staff able or willing to achieve certification or degrees

Implications for the Future

- Greater investment in professional development is needed
 - T.E.A.C.H.®
 - Tied to heightened requirements

Implications for the Future

- Focus on the pipeline for training and educating the workforce
 - "There is a growing movement to mandate a bachelor's degree for teachers and administrators of young children from birth to age five. However, colleges and universities, understaffed and under-resourced at all levels, do not have the capacity to meet the needs of this increasingly diverse and non-traditional student population. The relevance and quality of a baccalaureate education for staff is questioned."

Role, Relevance, and Reinvention: Higher Education in the Field of Early Care and Education, September 2008

Implications for the Future

- We need an open and focused dialogue on the workforce
 - To assure quality in the classroom
 - To align requirements with realities
 - To approach challenges in a “planful” rather than fateful manner

Resources

- *Para nuestros niños: Expanding and Improving Early Education for Hispanics* (National Task Force on Early Childhood Education for Hispanics, March 2007)
http://www.ecehispanic.org/work/expand_MainReport.pdf
- NACCRRA's Child Care Workforce website:
<http://www.naccrra.org/randd/data/childcareworkforce.pdf>
- Herzenberg *et al.*, *Losing Ground in Early Childhood Education: Declining Workforce Qualifications in an Expanding Industry, 1979-2004* (EPI, September 2005)
http://www.epi.org/content.cfm/study_ece_summary

Resources

- Valora Washington, Role, Relevance, and Reinvention: Higher Education in the Field of Early Care and Education (CAYL Institute, September 2008)
<http://www.cayl.org/files/Role%20Relevance%20Reinvention.pdf>
- DoD Office of Children and Youth Website:
<http://militaryhomefront.dod.mil>
 - Select Children & Youth
 - Look for “Model Programs”
- Schwartz, et al., *Staffing Your Child Care Center: A Theoretical and Practical Approach* (2003)
http://www.cfs.purdue.edu/mfri/pages/research/staffing_your_child_care_center.pdf

Contact Us



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