Early Educator Working Conditions

Elizabeth Pufall Jones, Ph.D.

October 7, 2024

Center for the Study of Child Care Employment
University of California, Berkeley
epj@berkeley.edu | cscce.berkeley.edu

CSCCE Website

Preparation, Support, & Reward

Working Conditions

SEQUAL Domains

- **Teaching Supports**

- **Learning Community**

- **Job Crafting**

- **Adult Well-Being**

- **Program Leadership**

What is the current state of early educator wages?

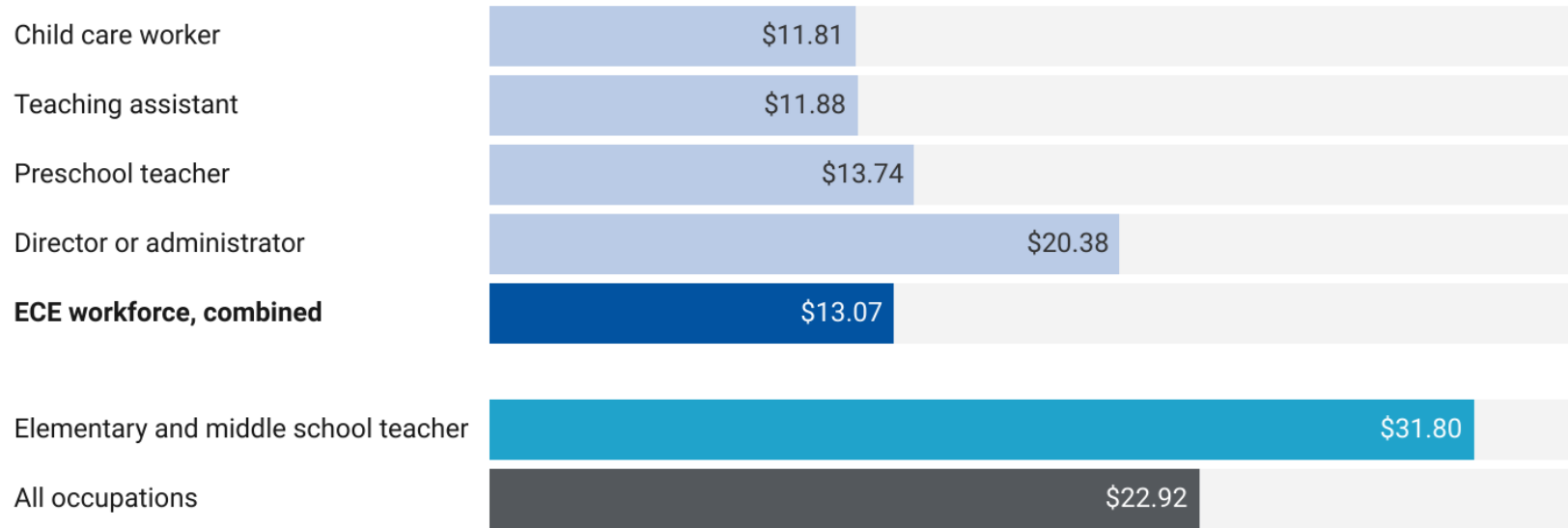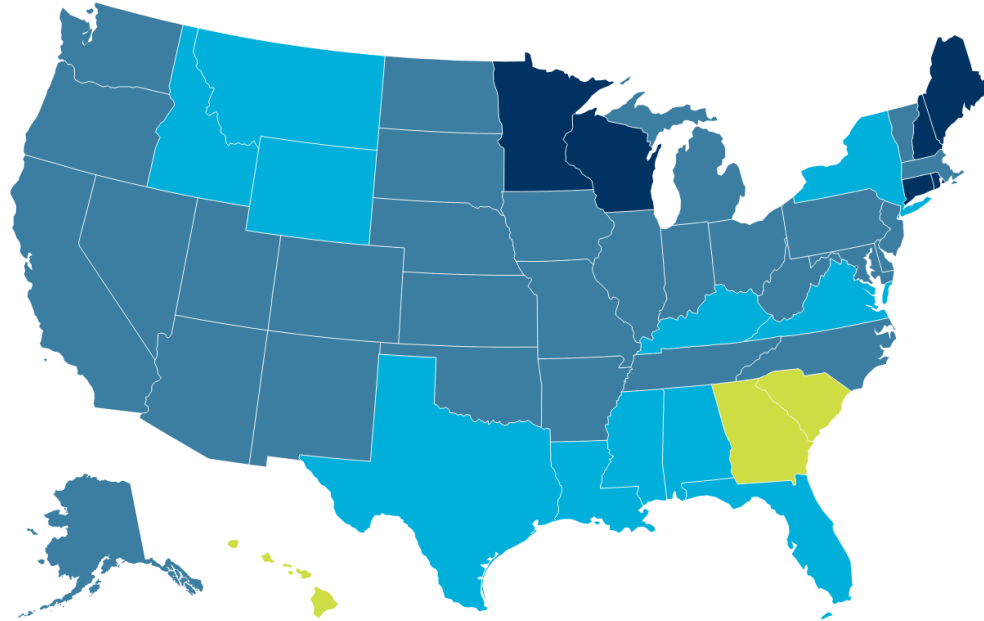# Median Hourly Wage by ECE Occupation

Occupation	Median Hourly Wage
Child care worker	$11.81
Teaching assistant	$11.88
Preschool teacher	$13.74
Director or administrator	$20.38
ECE workforce, combined	$13.07
Elementary and middle school teacher	$31.80
All occupations	$22.92

CSCCE
Center for the Study of
Child Care Employment

Living Wage Gap, By State, for the ECE Workforce

Legend: < 15% 15%–25% 25%–30% ≥ 30%

What do we know about early educators' working conditions and professional support?

Center-based educators' perspectives on support

43% There was enough staff to provide children with individualized attention (**Teaching Supports**)

36% They had sufficient opportunities to meet with other teachers during paid work hours to discuss approaches to teaching (**Learning Community**)

32% They had input into which classrooms children should be assigned (**Job Crafting**)

65% Their program leader understood the challenges they face in their classroom (**Leadership**)

CSCCE
Center for the Study of
Child Care Employment
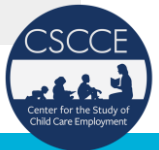
How are conditions impacting educators emotionally?

Educator Worry (Adult Well-Being)

I Worry About...	Agreement
Paying My Family's Monthly Bills	72%
Paying Housing Costs	66%
Paying Routine Health Care Costs	65%
Having Enough Food for My Family	47%

How are conditions impacting career intentions?

Supported Staff Want to Stay

Latent Profile Analysis: Location 1
Standardized means of SEQUAL dimensions by profile

1. Educators in the **below average** profile were more likely to report they wanted to leave.

1. Educators in the **above average** profile were more likely to report they wanted to stay.

1. Some dimensions stood out: economic well-being, wellness supports in the above average profile.
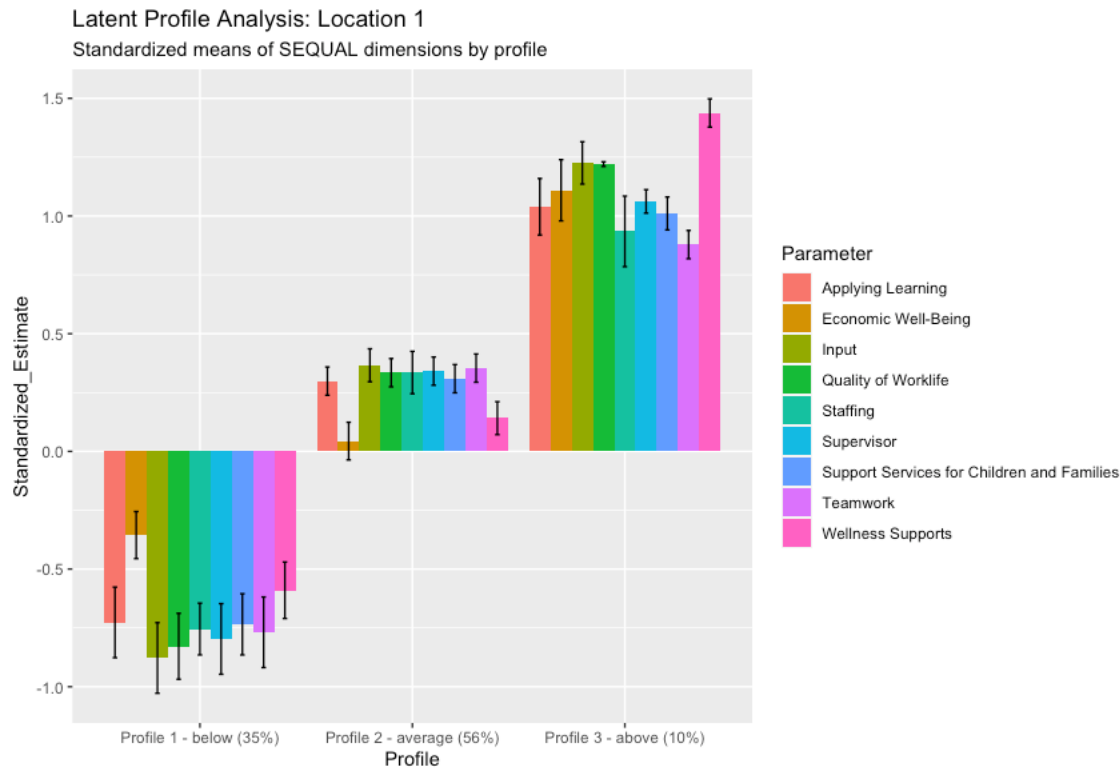
Translating into Policy and Practice

What's Needed in Research & Policy

1	**Comprehensive data across the whole system**	● Demographics & workforce characteristics, work environments ● Roles; Program settings, types
2	**Strategies & policies**	● Standards focused on work environments ● Funding towards work environment supports
3	**Engaging educators & centering their experiences**	● Understanding educators' experiences & engaging them as experts

CSCCE
Center for the Study of Child Care Employment

Systems, Program, and Individual Change

- What could be some **system level** policies or regulations?
  - How could this impact their/your work?

- What can your **program or organization** do?
  - How could this impact their/your work?

- What strategies can be implemented at the **individual level,** in the classroom, to support the educator?
  - How could this impact their work?

System level

Program Level

Individual level
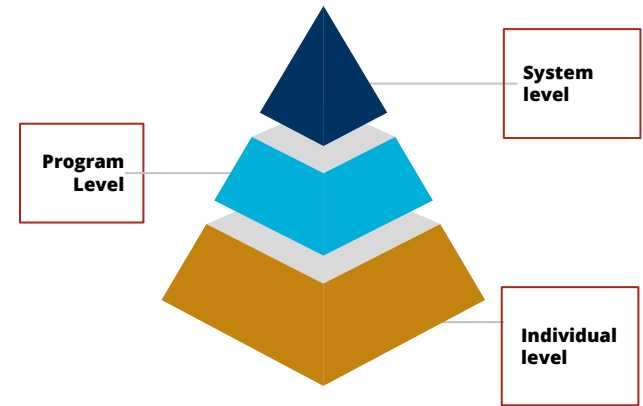
Questions? Please get in touch.

Elizabeth Pufall Jones|epj@berkeley.edu

CSCCE
Center for the Study of
Child Care Employment