

# 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.**

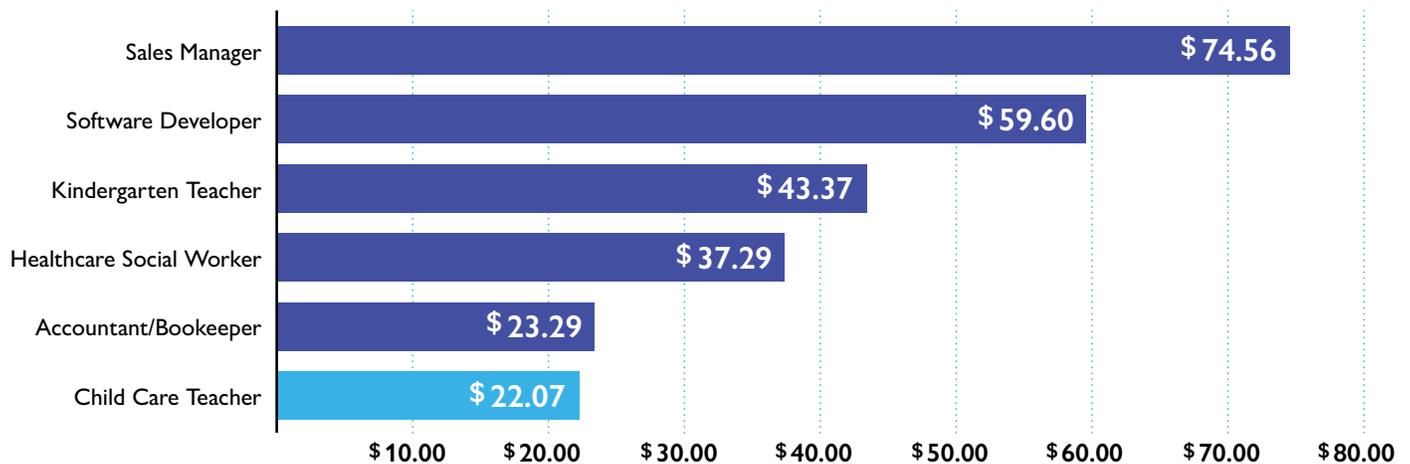
- Few childcare providers and early learning educators in the county earn a living wage
- Compensation for the ECE workforce is insufficient for those with children, and is low compared to wages in other fields requiring the same level of education
- 55% of ECE teachers resigned last year due to the 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](http://www.smcoe.org/ccpc)