

THE EARLY LEARNING WORKFORCE

ACKNOWLEDGING EARLY LEARNING EDUCATORS FOR THEIR WORK



JOIN THE CONVERSATION

The Child Care Partnership Council (CCPC) is a local body of parents, early educators, community-based agencies, private and public providers, institutions of higher education, philanthropic organizations, policy makers, and other local partners that **identifies local priorities** for child care and early learning services for children ages birth to 13 and develops **policies and strategies** to meet these priorities. The CCPC operates under the joint auspices of the **San Mateo County Board of Supervisors** and **Superintendent of Schools**.

Visit us online to join our **mailing list** for **quarterly updates** or to learn more about our projects and priorities. www.smcoe.org/about/child-care-partnership-council.

THEY CAN'T SUPPORT US UNLESS WE SUPPORT THEM.

Child care and early learning professionals are vital to the human infrastructure supporting our children, families and community.

WORTHY WORK

Early learning educators steward children's development. With 85% of brain growth occurring by the age of five, educators lay the foundation for social-emotional, cognitive and physical growth and enable lifelong learning and well-being.

GROWTH OPPORTUNITIES

- **Wages:** Investing in early learning empowers women and people of color, who make up the majority of the early learning workforce. Early educators experience poverty at 8 times the rate as K-8 teachers (and make less than half of a kindergarten teacher's salary); 58% of early educators rely on public income support.
- **Number of Educators:** San Mateo County has a projected shortage of 2,500 early educators by 2025. Ninety percent of early educators who leave their jobs cite low wages.

INVESTING IN THIS VITAL WORKFORCE

- **Compensate equitably:** Graduates with a B.A. in Early Childhood Education have the lowest projected lifetime earnings among college majors. Public investment in fair pay will lower turnover rates and raise instructional quality.
- **Fund recovery:** Without public investments, San Mateo County could lose 43,000 child care spaces due to the pandemic, an impact of \$3.6B on our economy.
- **Support public good:** Our county should treat early learning as a public good, not a private obligation.



SOURCES

Brain Growth: ["InBrief: The Science of Early Childhood Development,"](#) Harvard University Center on the Developing Child.

Pay Inequity: ["Pay Inequity in Early Childhood,"](#) [Early Childhood Workforce Index 2018,](#) and [The Early Childhood Workforce Index 2020,](#) Center for the Study of Child Care Employment, University of California, Berkeley.

Educator Shortage: [2017 San Mateo County Child Care and Preschool Needs Assessment.](#)

Compensation/Lifetime Earnings: The Hamilton Project: [Major Decisions: What Graduates Earn Over Their Lifetimes;](#) Center for the Study of Child Care Employment, ["Hole in the Bucket"](#) Infographic.