



## Commonwealth Cares for Children (C3) Fall Survey Data

Please note these slides are from the Board of Early Education and Care meeting that occurred on February 12, 2025 and are not inclusive of all survey data.

# C3 Overview

For over three years, [Commonwealth Cares for Children \(C3\)](#) has served as a vital source of financial stability for the state's rebounding early education and care sector. Starting in November 2024, EEC implemented a revised funding formula to better align allocations with these goals.

## Since its launch, C3 funding has helped to support:



Stabilizing operational expenses and maintain capacity for working families



Addressing some of the challenges that the sector faces with recruiting and retaining educators and staff through new investments in the workforce including increased compensation, benefits, and professional development



Mitigating the need for tuition/fee increases in the face of significant rising costs, benefiting a broad range of working families



Sustaining and building the quality of services and education that families with young children need to work and thrive

# C3 continues to support critical outcomes for the field

Through C3 participation and ongoing surveys, EEC has an unprecedented understanding of programs' needs and progress across the diversity of the system.

## Tracking Changes Over Time



### Program Stability

- The number of programs in the system is now 5% greater than pre-pandemic levels
- Licensed capacity levels continue to increase, with more than 17,000 licensed slots added over the last two years.



### Workforce Supports

- Educator compensation continues to grow, increasing almost 20% in the past 3 years.
- Signs of improvement are seen in educator retention, with turnover rates decreasing by 6 percentage points since 2 years ago.

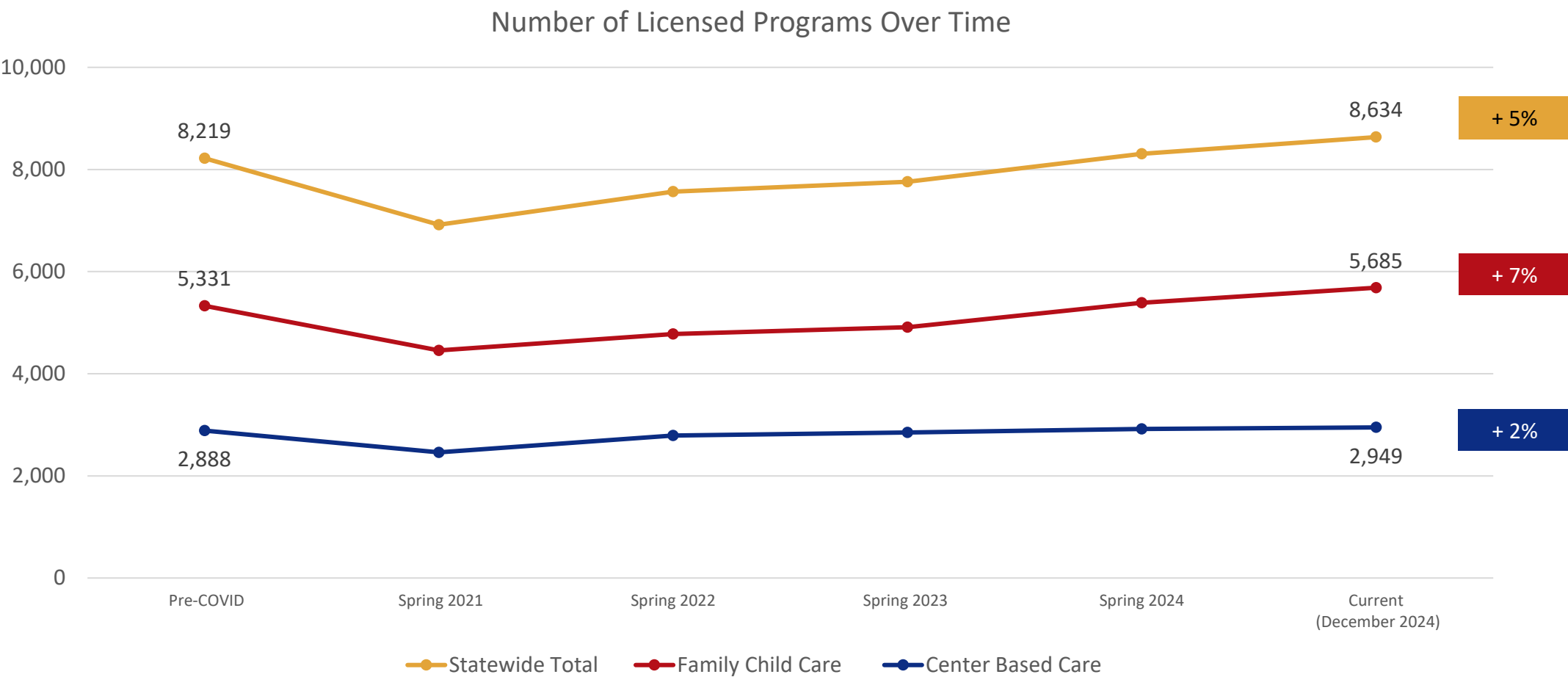


### Family Access

- Programs in low and very low opportunity communities are less likely to report annual tuition increases.

# Growth of licensed programs

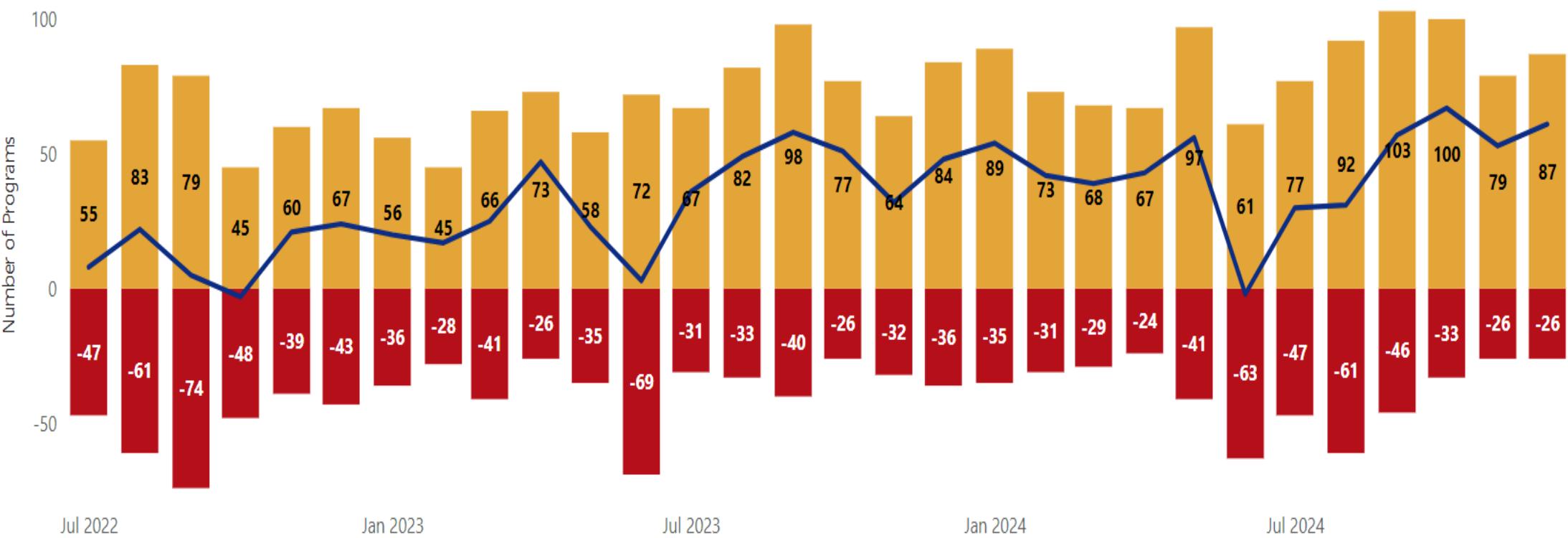
The number of licensed programs now exceeds pre-pandemic levels across all program types, with the largest growth amongst family child care providers.



# More programs are opening than closing, resulting in net positive growth.

Number of Newly Opened and Closed Licensed and Funded Programs

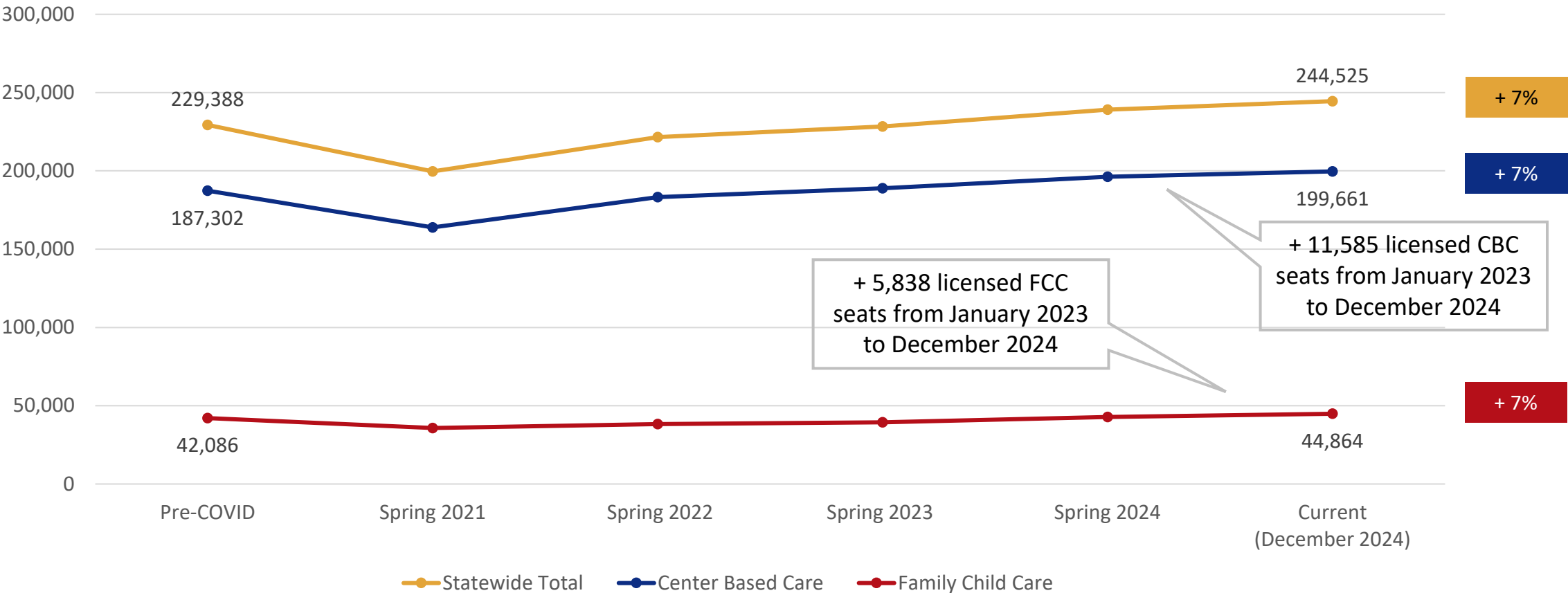
● Closed ● Opened ● Net Open/Closed Programs



# Growth of licensed system capacity

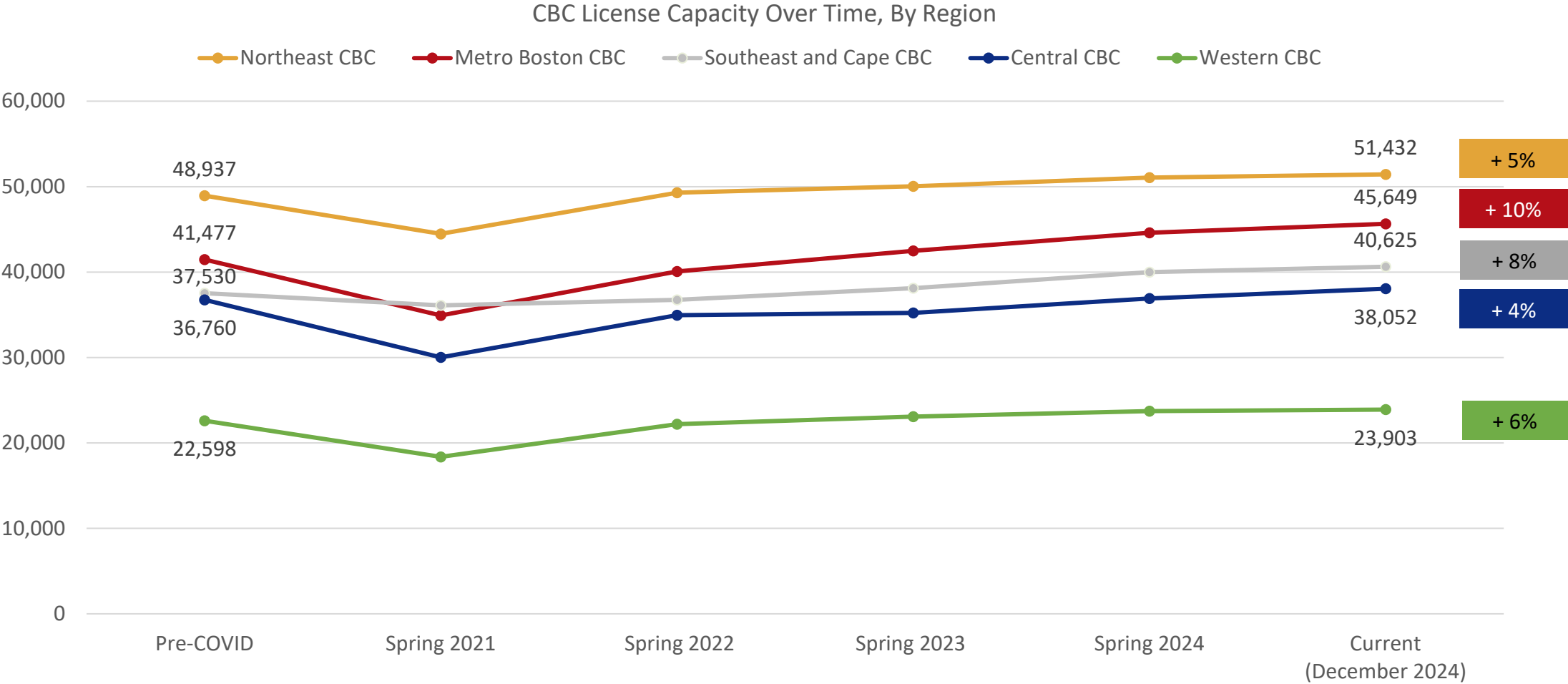
The licensed capacity of the system also continues to grow and exceeds pre-pandemic levels, which reflects both growth in the number of programs and increased capacity at existing programs.

Total License Capacity Over Time



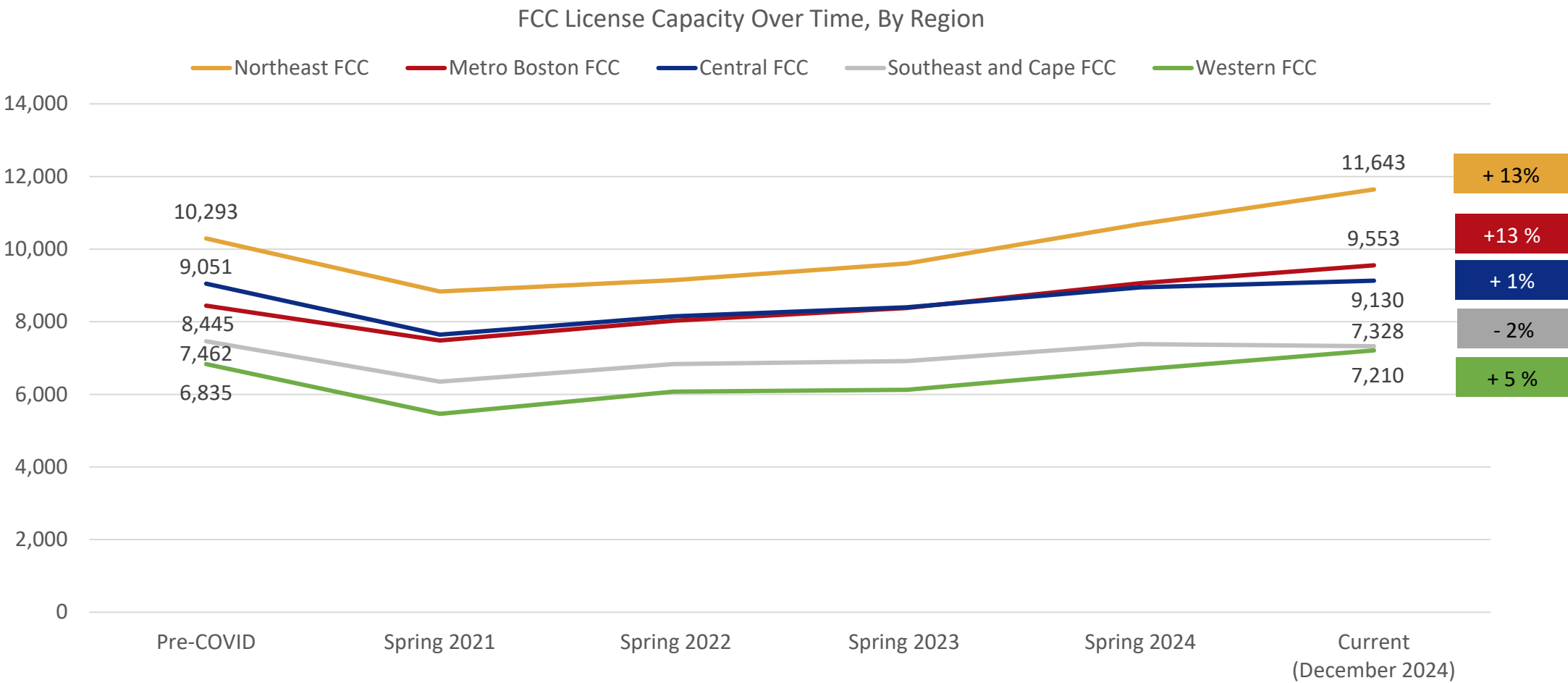
# Growth of center-based licensed capacity

Increased across all regions, relative to pre-pandemic levels, with the largest growth in Metro Boston



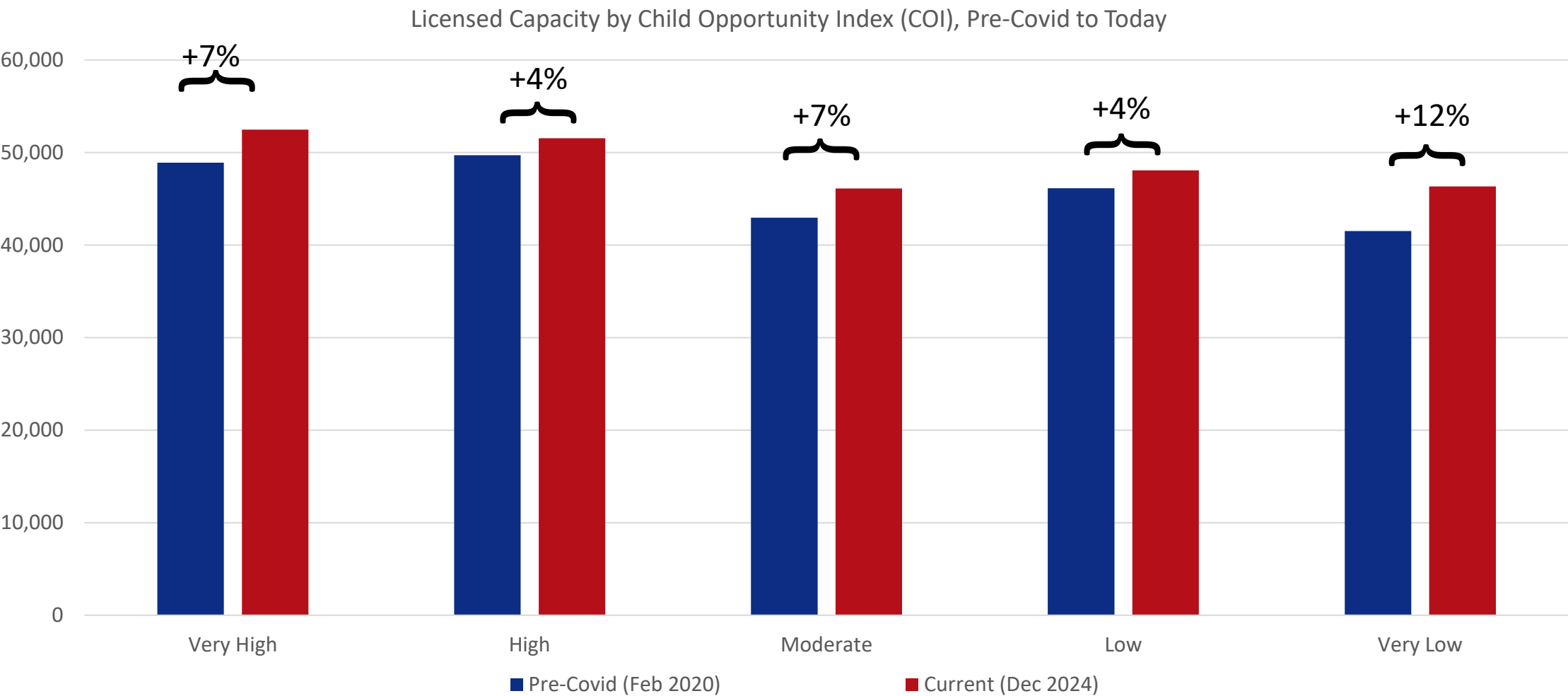
# Growth in FCC licensed capacity varies by region

Largest growth in the Northeast and Metro Boston, slower growth in Central, and a slight decline in the Southeast

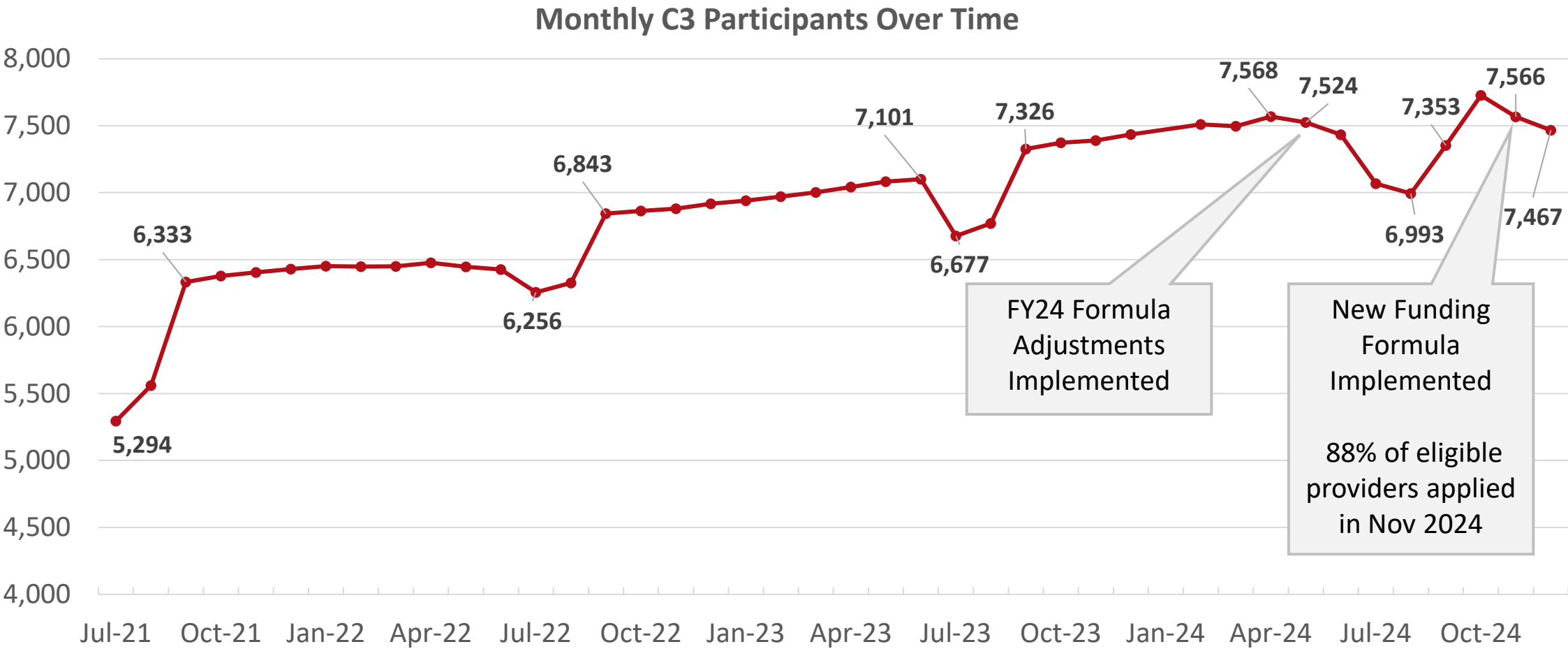




# Capacity has also grown across different types of communities, with very low opportunity areas seeing the largest growth.



# EEC continues to monitor C3 participation rates as the new C3 formula takes effect.



C3 Application Data, Data pulled 1/24/2025

# August 2024 C3 Survey Overview

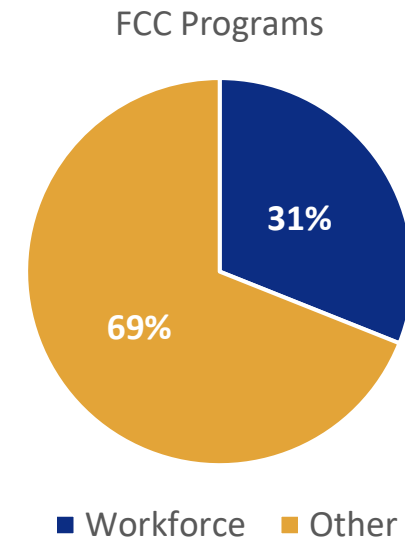
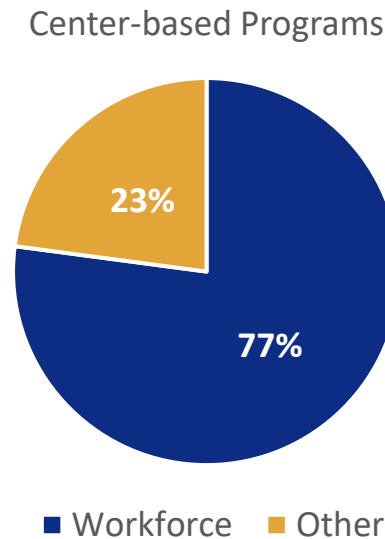
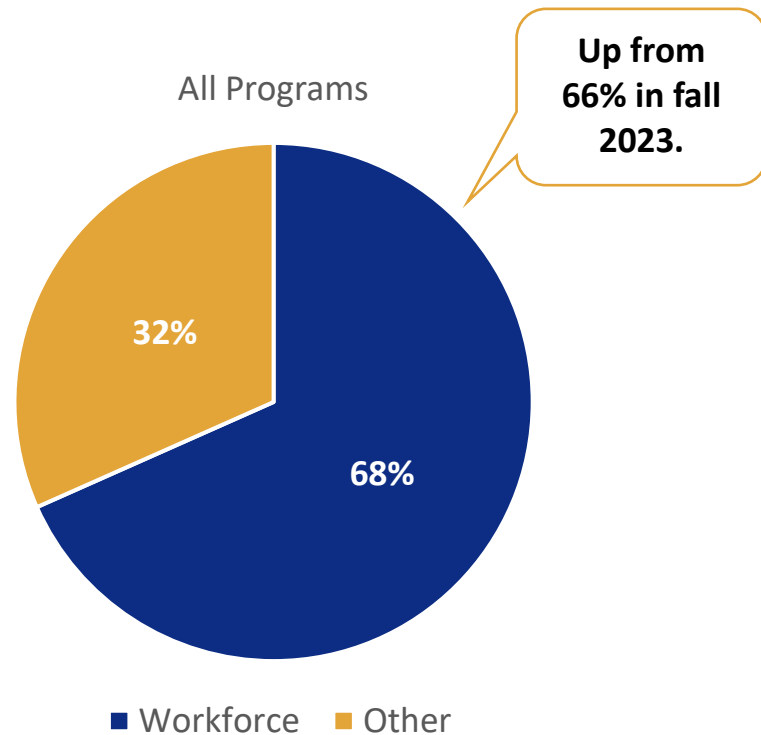
In August 2024, EEC launched the sixth in a series of surveys to gather additional information about programs' use of C3 grant funds, ongoing financial needs, investments in educators, and services provided to families.

This analysis includes responses from 7,393 providers (87%) that completed the survey prior to September 30, 2024. Respondents include:

- 2,662 center-based programs (90%)
- 4,731 family child care providers (86%)
- 5,301 programs (94%) that participate in CCFA

Response rates by region range from 86% in the Southeast and Cape Region to 89% in Western MA.

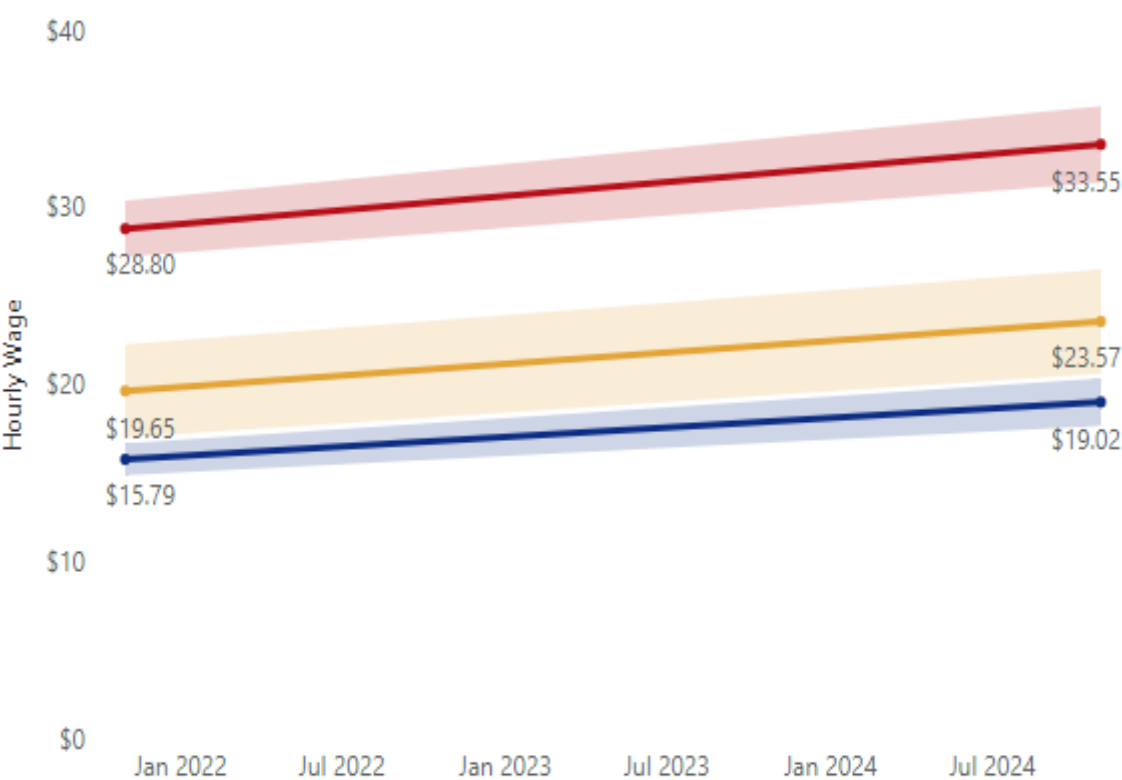
# Programs report continuing to spend a high proportion of C3 funds on workforce-related expenses over time.



# Educator wages have increased significantly over the past few years, although they remain low.

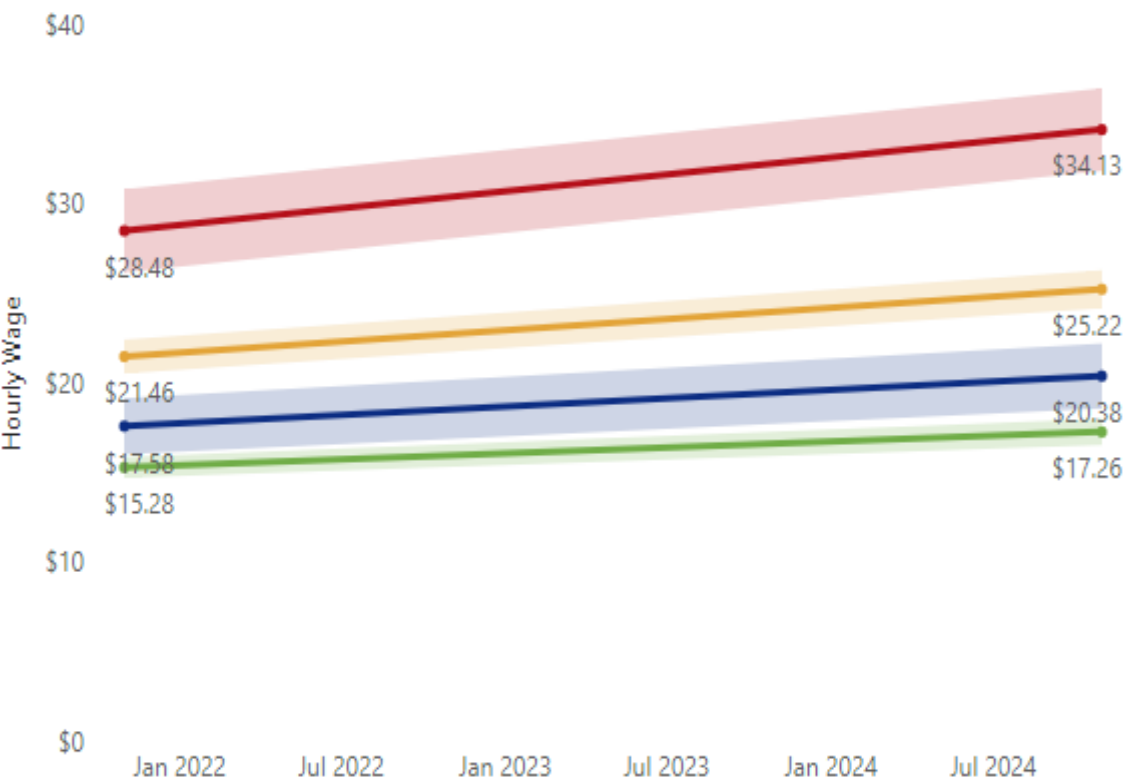
Average Hourly Wages - Center-Based Early Education

Center Director Teacher Assistant Teacher



Average Hourly Wages - Center-Based School Age

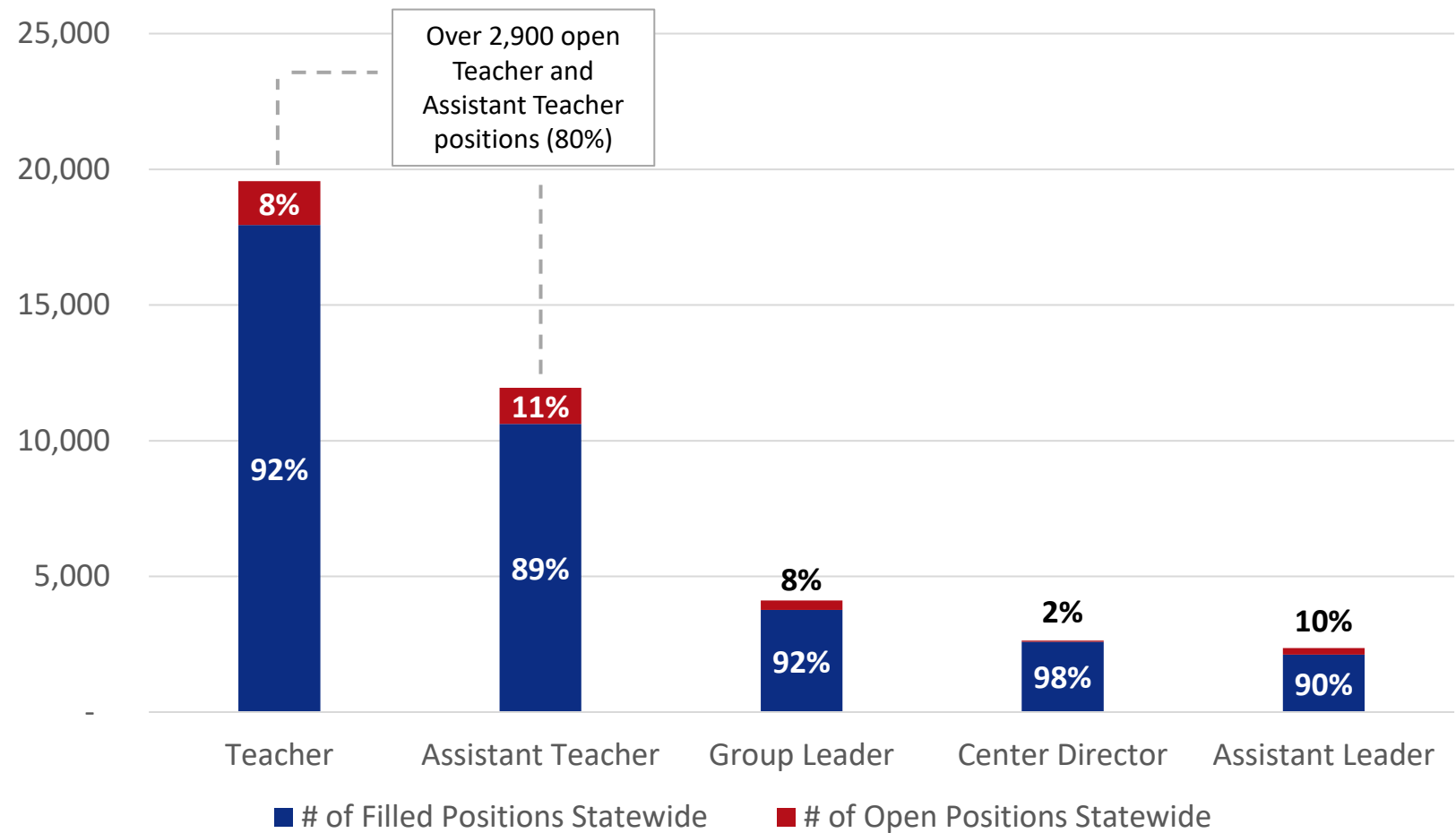
Program Administrator Site Coordinator Group Leader Assistant Leader



## Respondents reported that access to benefits beyond paid leave remains limited, particularly for family child care educators.

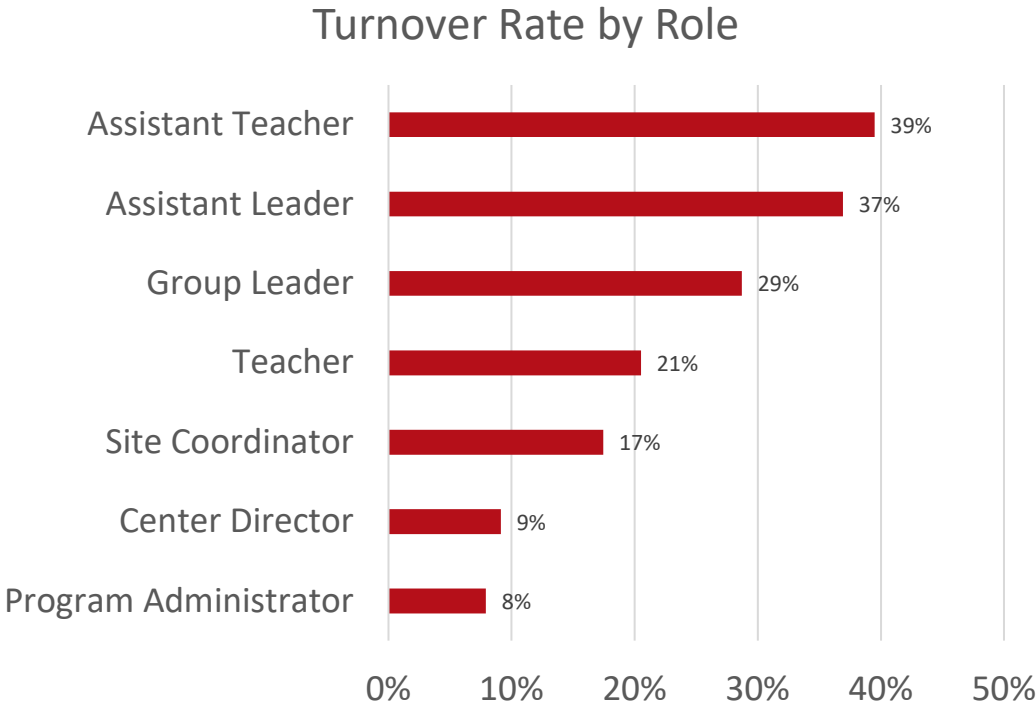
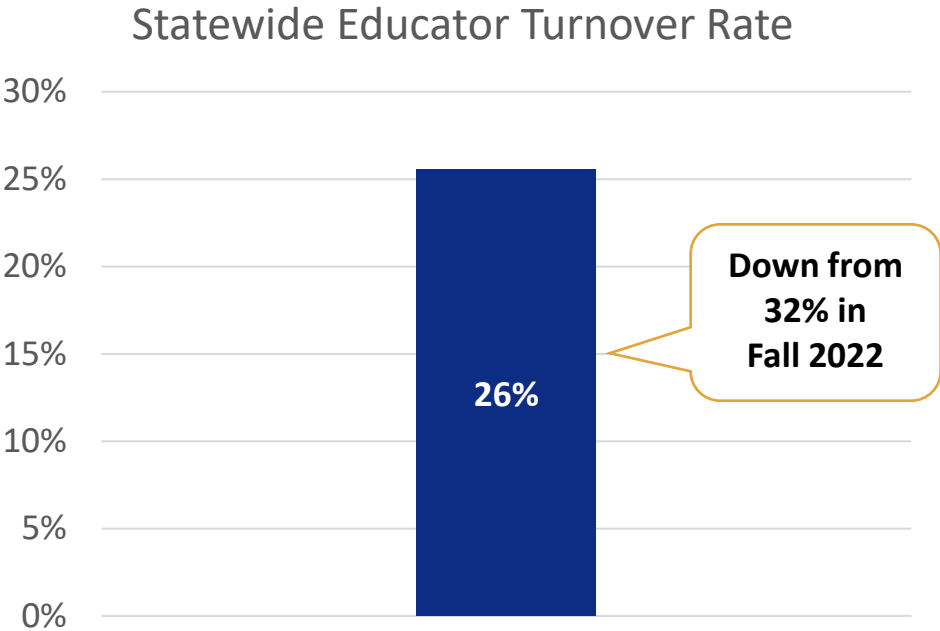
Benefit Type	Percent of Centers Offering Directors Each Benefit	Percent of Centers Offering Teachers Each Benefit	Percent of FCC Owners with Each Benefit	Percent of FCCs Offering Assistants Each Benefit
Paid Time Off	93%	93%	42%	41%
Paid Sick Leave	87%	87%	24%	26%
Health Insurance	66%	63%	15%	4%
Disability Insurance	44%	42%	1%	2%
Reduced Cost of Child Care	39%	42%	4%	6%
Retirement	39%	40%	5%	1%
Dental Insurance	35%	35%	7%	2%
Life Insurance	28%	28%	6%	1%

# Across C3 programs, the percentage of open educator positions continues to decrease, with about a 9% vacancy rate.



Almost 3,700 positions, or about **9% of all positions** statewide, are open, compared to 11% in Spring 2023

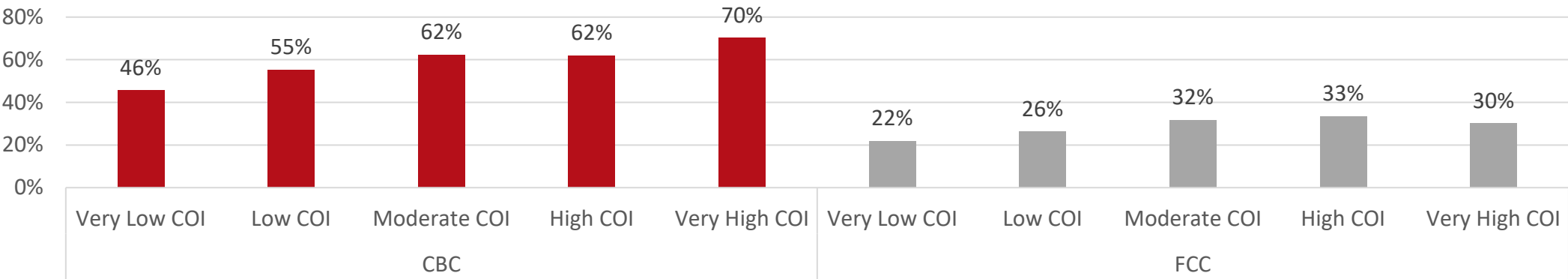
The overall statewide educator turnover rate has decreased since 2022, although it remains high. Assistant roles experience the highest turnover.



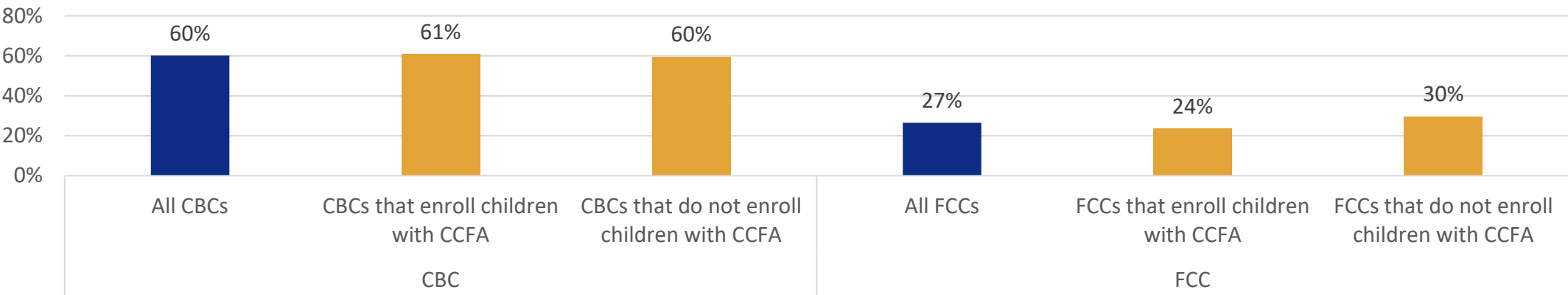


# Programs operating in low- and moderate-opportunity communities are less likely to report tuition increases.

Percent of Programs That Have Increased Tuition In the Past 6 Months or Plan to in the Next 6 Months by Child Opportunity Index (COI)



Percent of Programs That Have Increased Tuition In Past 6 Months or Plan to in Next 6 Months



# A majority of programs continue to report providing financial support to families beyond EEC Child Care Financial Assistance.

Percent of Programs that Reported Offering Financial Supports Other than CCFA

