



# Commonwealth of Massachusetts Department of Early Education and Care

EEC Workforce Council

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*December 8, 2022*



## **1. Welcome, Introductions & Agency Updates**

## **2. Items for Discussion and Feedback**

- Fall C3 Survey Data Preview
- EEC Board Workforce Working Group update
  - Providing Access to Child Care Financial Assistance for Early Education and Care Staff
  - Recruitment Campaign (Building the Educator Pipeline)
  - Building Family Child Care Capacity



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



## C3 Fall 2022 Survey Overview

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**In September, EEC launched the third 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.**

**The fall survey launched on September 28 and providers were required to complete the survey when they applied for their next monthly C3 grant.**

**This analysis includes responses from 6,010 providers (78%) that completed the survey prior to November 10, 2022. Respondents include:**

- 2,103 GSA programs (73%)
- 3,907 FCC programs (81%)
- 3,757 programs (87%) that serve children with subsidies\*

**Response rates by region range from 76% on the Southeast and Cape to 82% in Western MA.**

\*Note: For purposes of this survey analysis, “serve children with subsidies” is defined as a program that served a child with a subsidy in Feb 2020, May 2021, Nov 2021, March 2022, June 2022, and/or Sept 2022, as these are the points in time incorporated into the C3 formula.

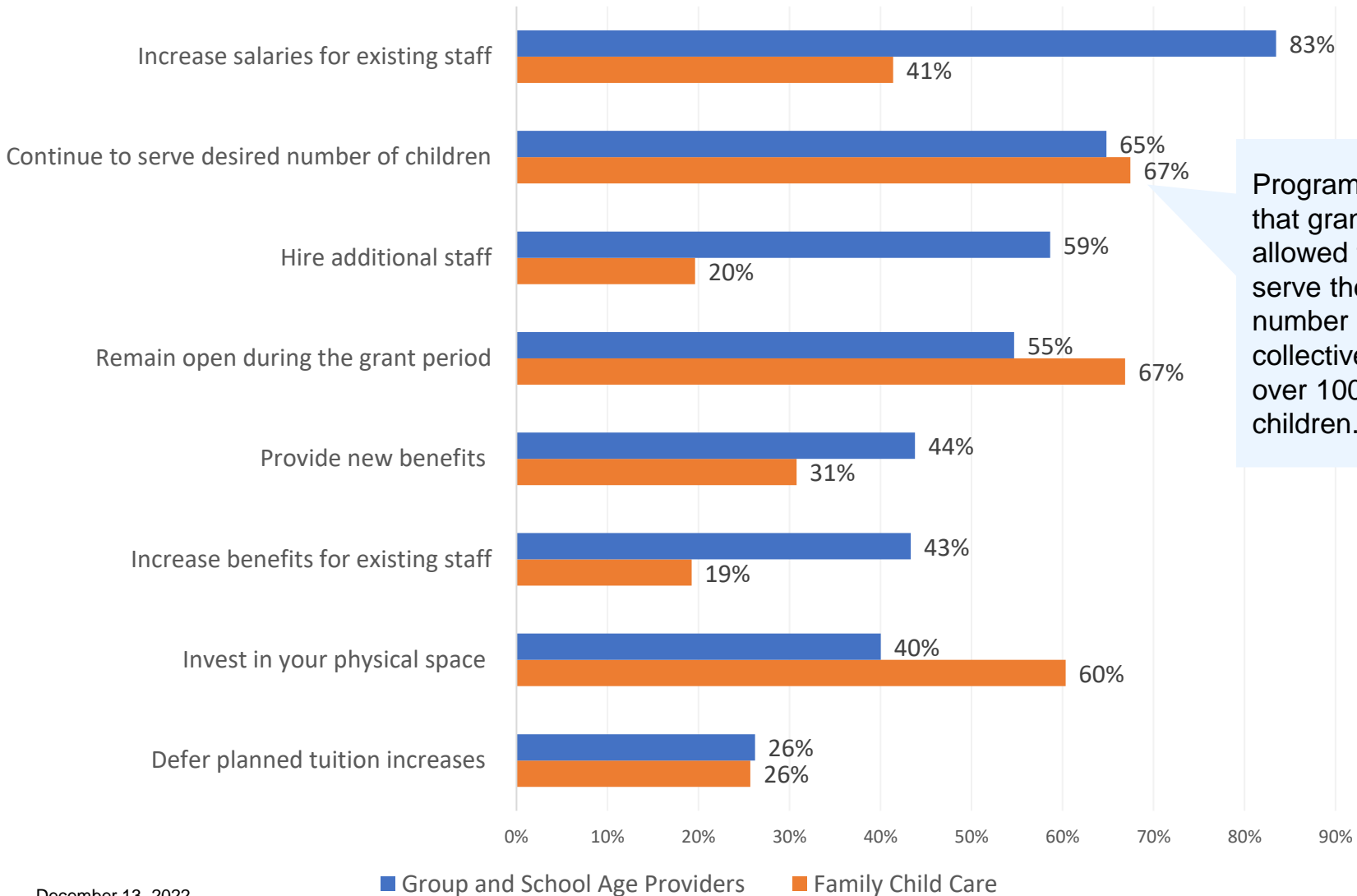


**Commonwealth Cares For Children (C3)  
Program Update & Preliminary Survey Findings  
Overall Impact of C3**

# C3 funds have helped programs remain open and serving children, hire staff, invest in staff and facilities, and defer family tuition increases



C3 Grants Funds Allowed My Program to...

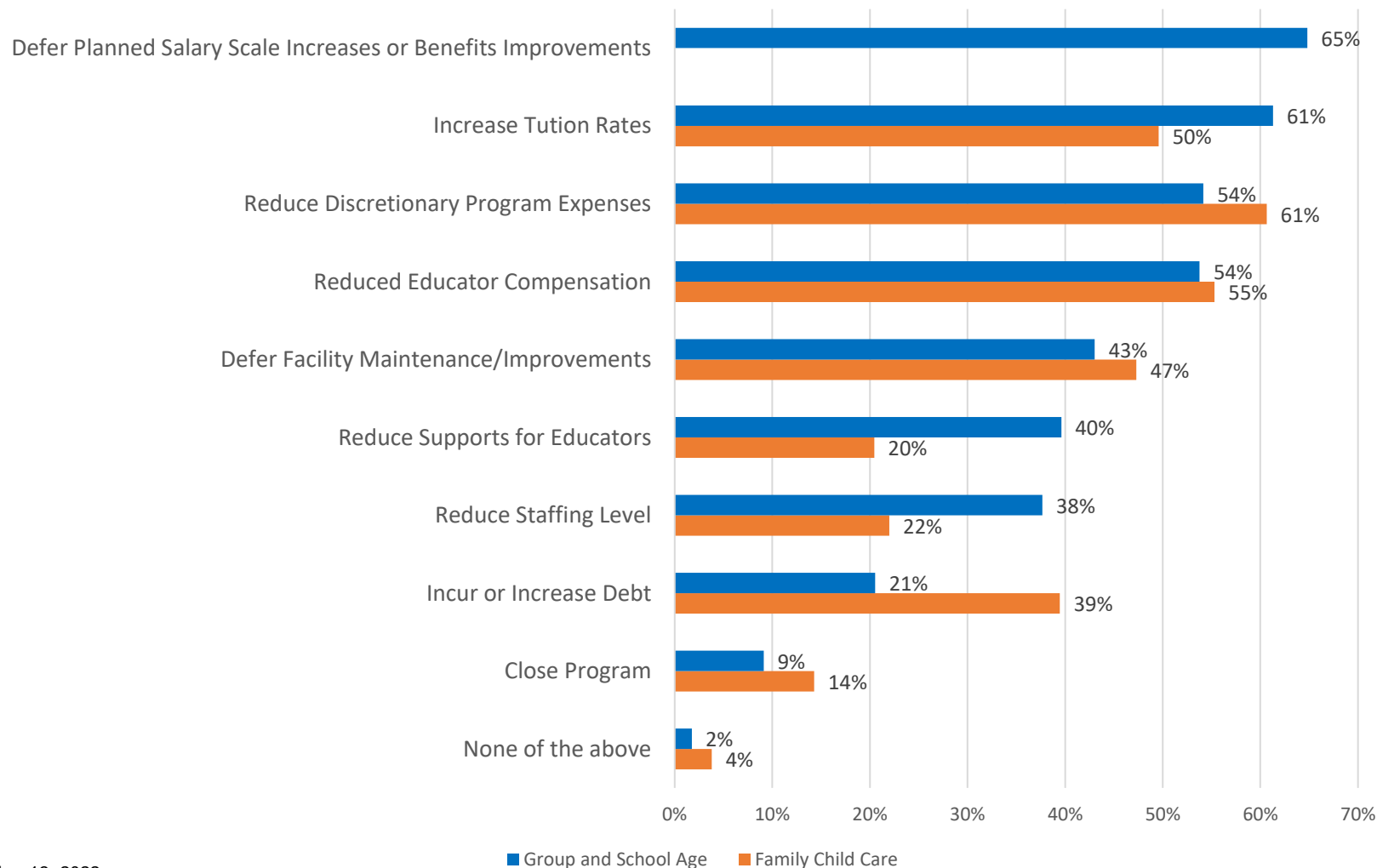


Programs that report that grant funding allowed them to serve their desired number of children collectively serve over 100,000 children.

# Families and educators would be significantly impacted if C3 funds were no longer available



Changes Providers Report that They Would Have to Make if C3 Were No Longer Available



# Many programs report that they would close if C3 funds were no longer available



Across the **751 providers** that report that they would have to close...

15,078

licensed  
seats

38%

are in the  
highest SVI  
communities  
(SVI > 0.75)

65%

serve  
children with  
subsidies

74%

are family  
child care  
providers

35%

do not serve  
children with  
subsidies





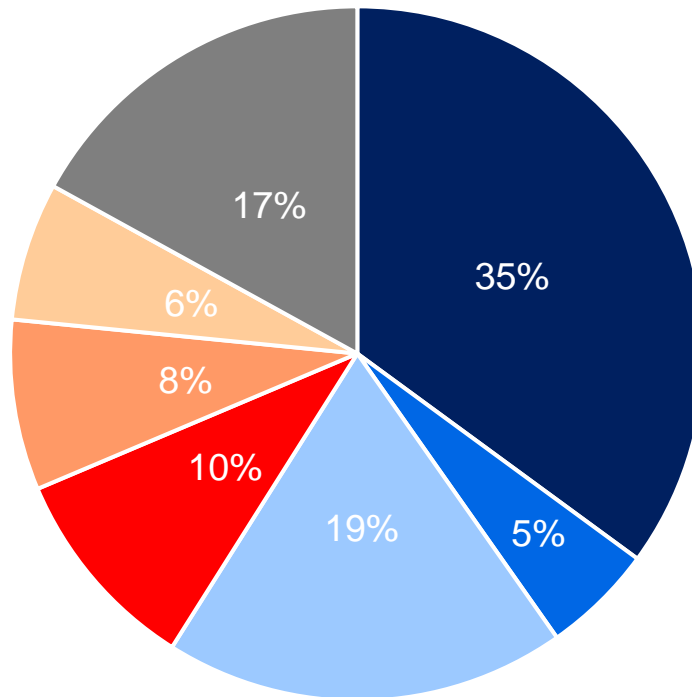
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**Commonwealth Cares For Children (C3)  
Program Update & Preliminary Survey Findings  
C3 Program Expenditures**

# Providers continue to spend the majority of C3 funding on existing operational expenses



Grant Spending by Category,  
July 2021 to October 2022



## Operational Spending

To date, providers have spent almost 60% of all grant funds awarded on operational expenses (compared to 66% at the same time last year).

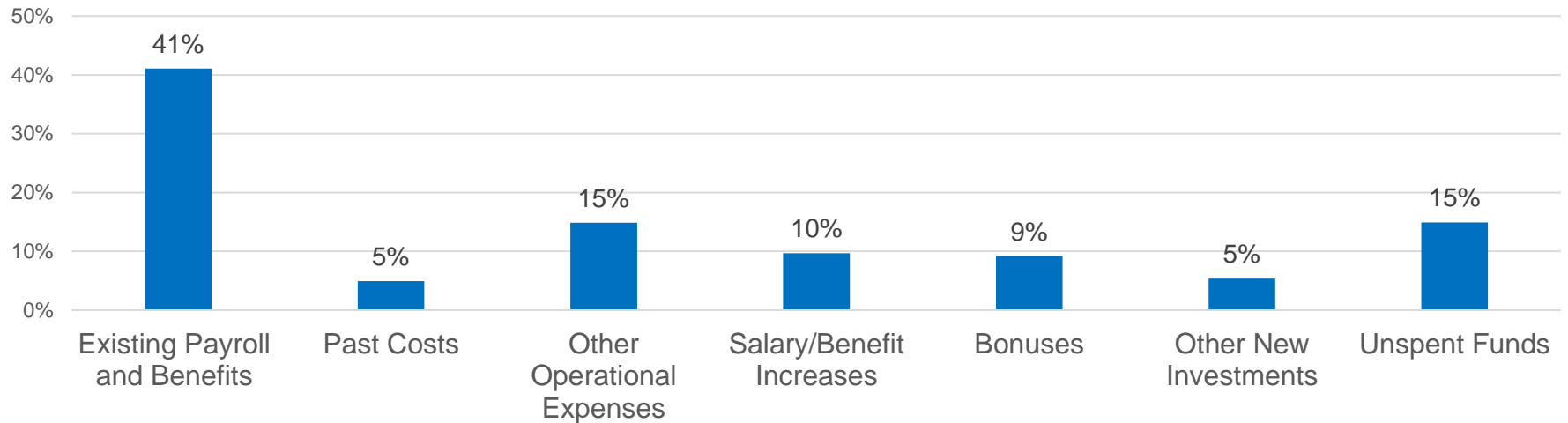
## New Investments

Providers have invested 24% of grant funding in new investments (compared to 20% at the same time last year).

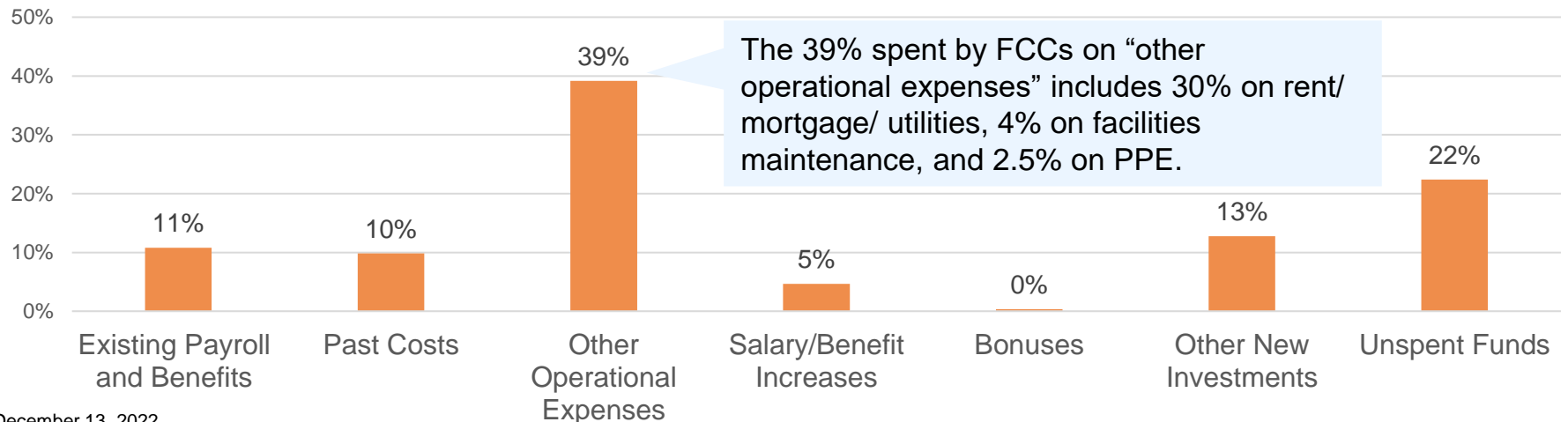
- Existing Payroll and Benefits
- Past Costs
- Other Operational Expenses
- Salary/Benefit Increases
- Bonuses
- Other New Investments
- Unspent

# Operational Investments Vary By Program Type

Grant Funds Expended By GSAs Through Oct 2022, by Category



Grant Funds Expended by FCCs Through Oct 2022, by Category

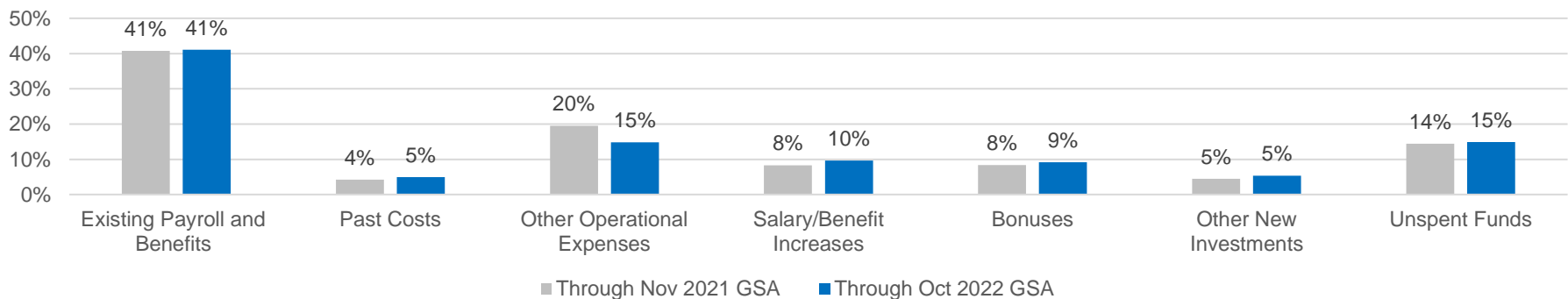


# Spending patterns are consistent over time, with a slight shift from expenditures on existing operations to new investments

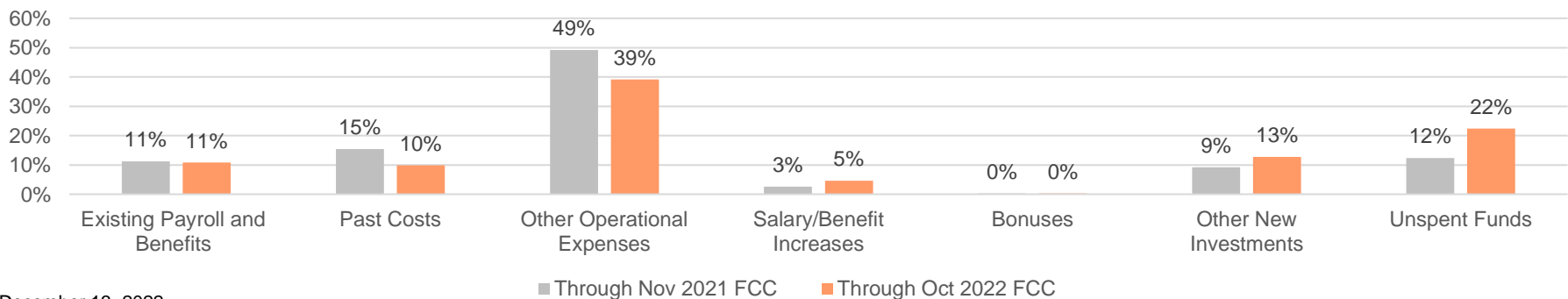


Overall, GSA programs continue to spend the largest share of C3 funds on existing payroll and benefits. Across program types, a smaller share of grant funds are being spent on other operational expenses (e.g., rent, mortgage, utilities, supplies) and GSA programs are spending slightly more funds on compensation increases over time.

Group and School Age Program Grant Spending Over Time



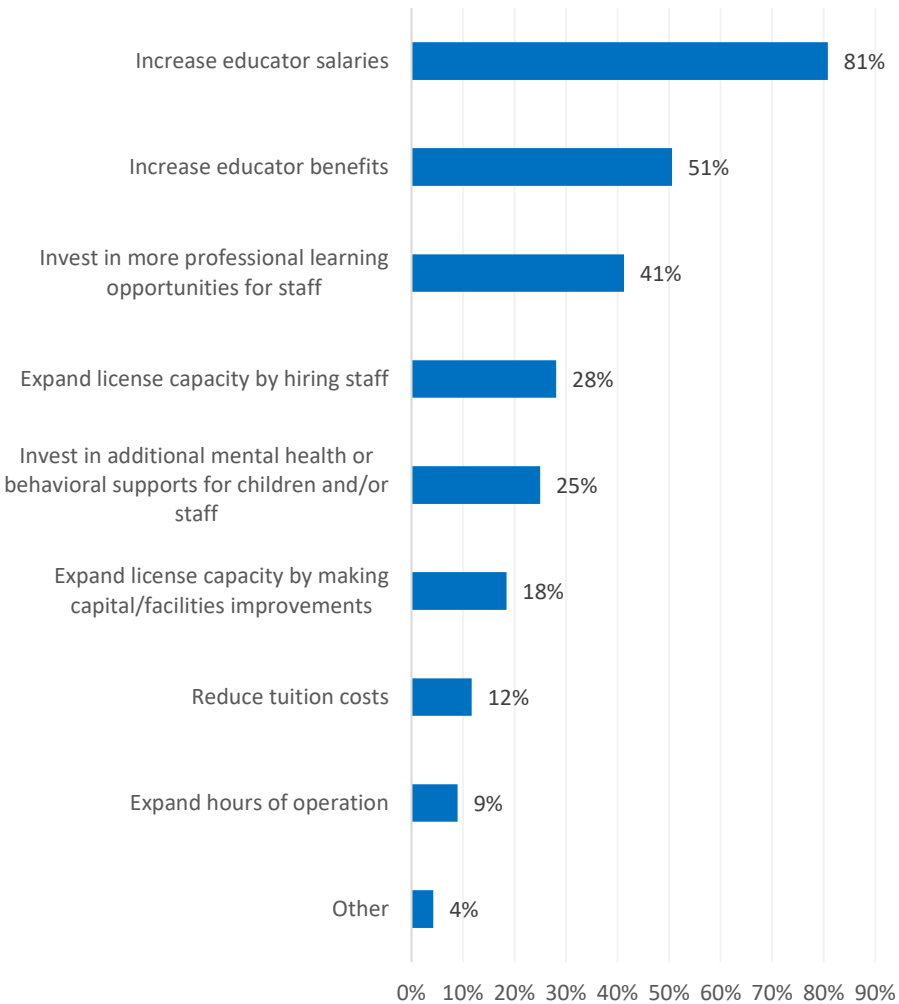
Family Child Care Provider Grant Spending Over Time



# Most providers report that they would prioritize educator compensation and professional learning if the grant is extended

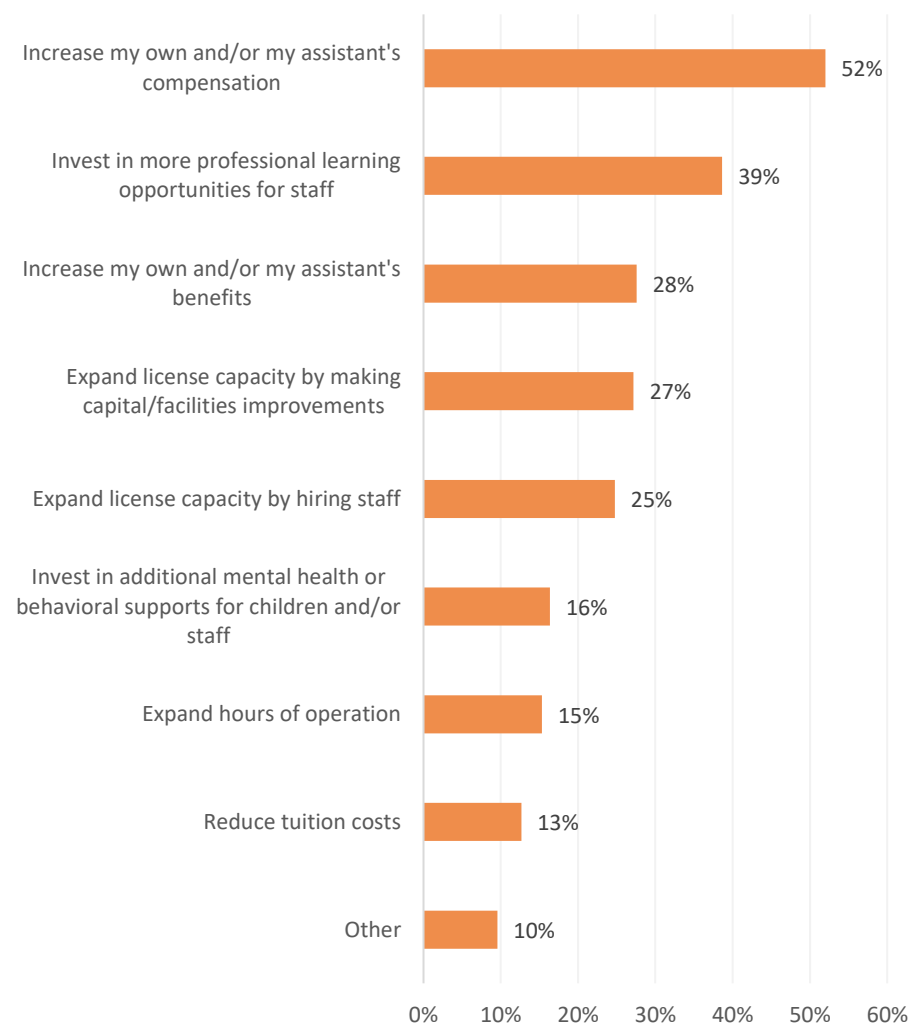


Activities that GSAs will prioritize if C3 funding were to continue



n = 2,103

Activities that FCCs will prioritize if C3 funding were to continue



n = 3,907



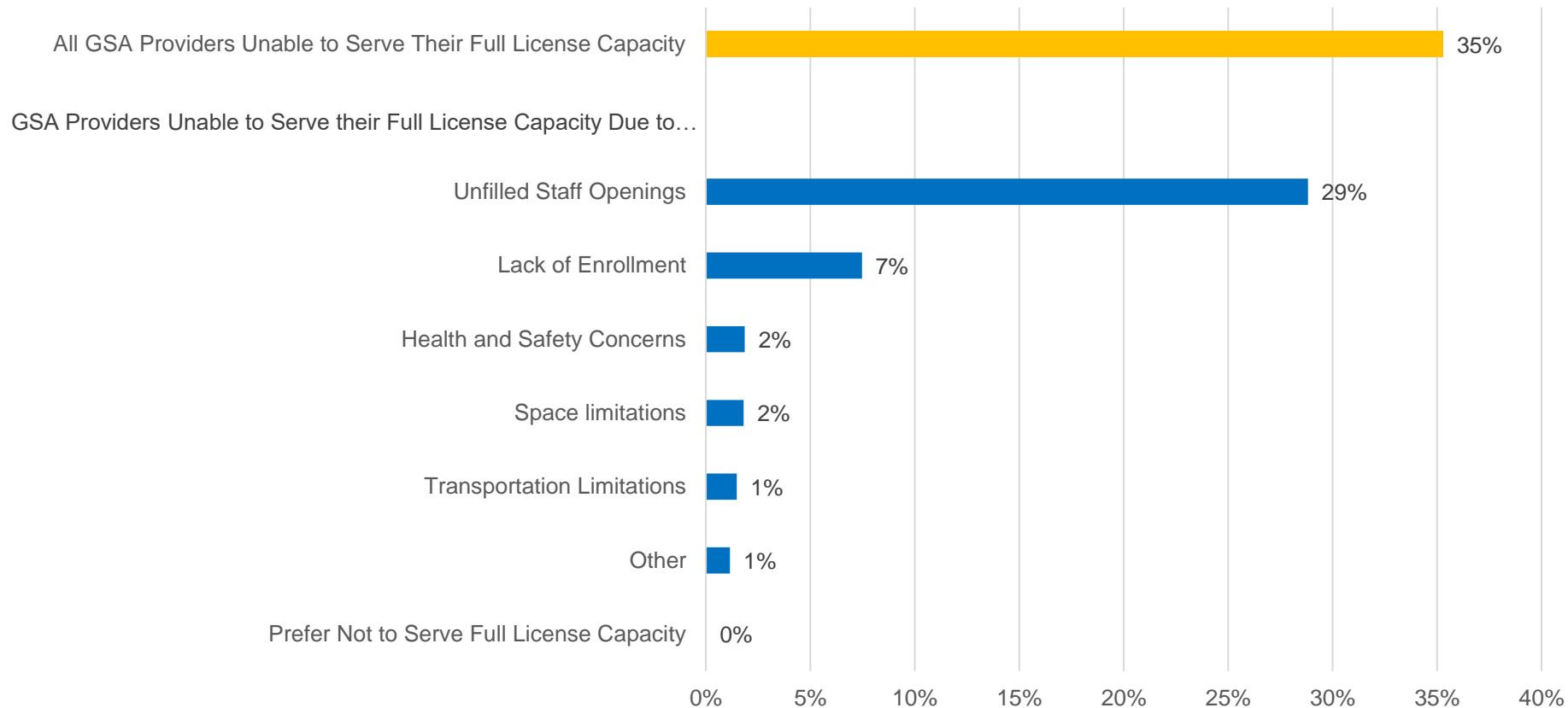
**Commonwealth Cares For Children (C3)  
Program Update & Preliminary Survey Findings  
Capacity, Staffing and Compensation**

# Overall, more than one-third of GSA providers report being unable to serve their full license capacity



The proportion of GSA providers that **are unable to serve their full capacity has increased** since the spring (from 28% to 35%). If these programs were fully staffed, they **could serve between 10,000 and 15,000 more children.**

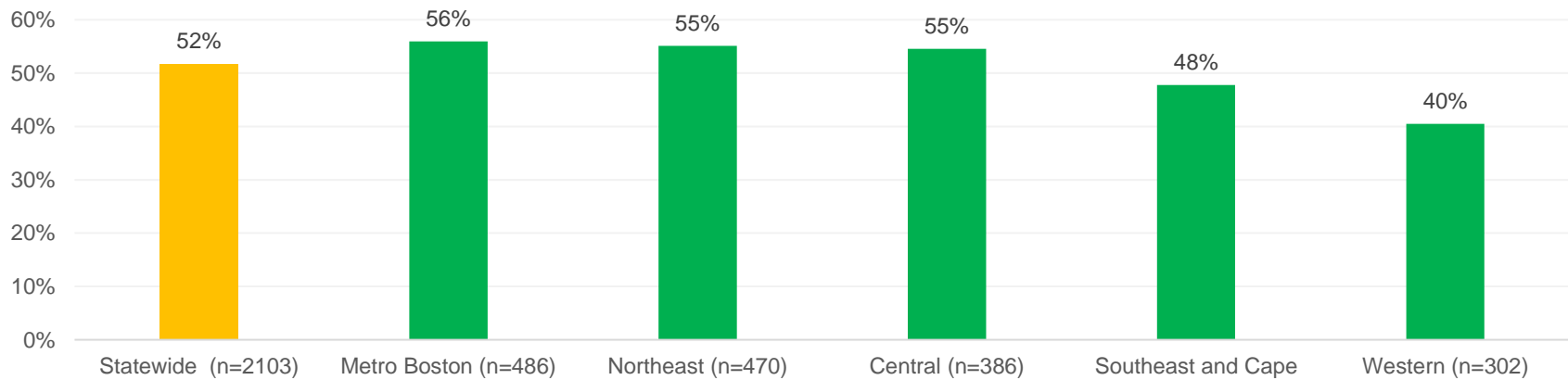
Factors Limiting GSA Programs' Ability to Serve their Full License Capacity



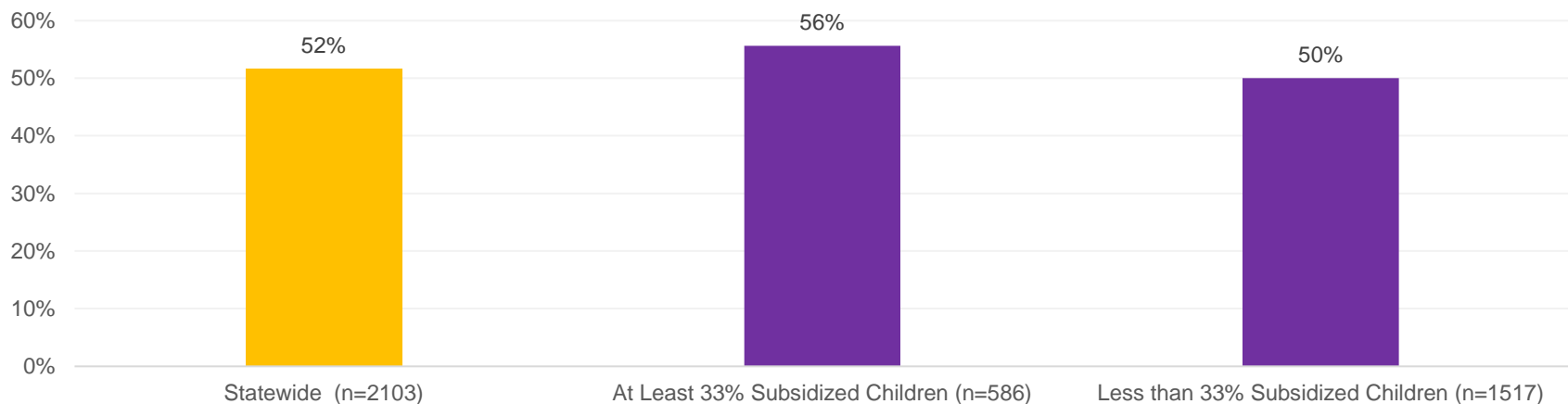
# Providers Continue To Report Staffing Shortages

**More than half (52%) of GSA programs report that they are currently hiring for at least one open educator position. Among these programs, the average program is hiring for 3.6 positions.**

Percent of Providers with at Least One Open Educator Position



Percent of Providers with at Least One Open Educator Position





# About 12% Of All GSA Positions Statewide Are Currently Open



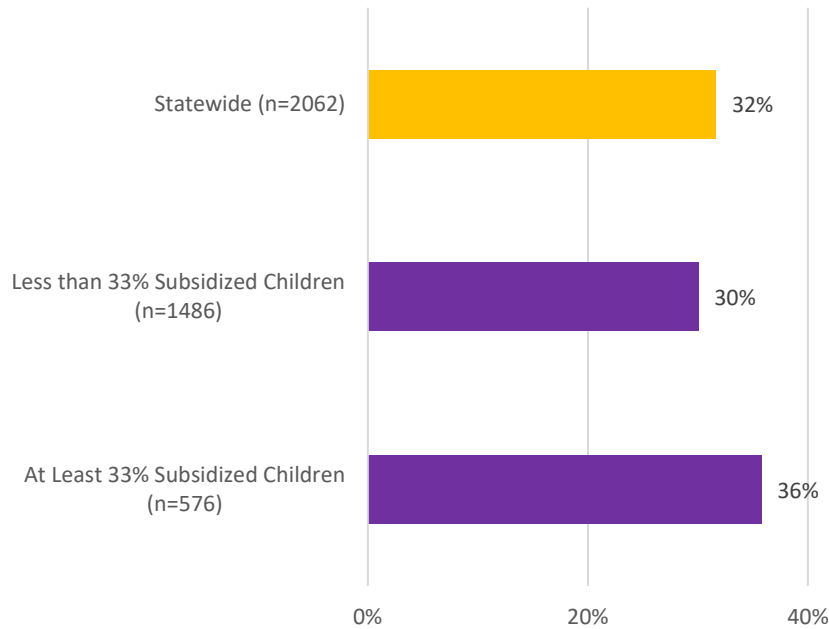
Role	Number of Open Positions Statewide	Percent of All Open Positions Statewide	Percent of All Positions that are Currently Open
Teacher	2,022	51%	12%
Assistant Teacher	1,219	31%	17%
Group Leader	393	10%	14%
Assistant Leader	175	4%	12%
Site Coordinator	53	1%	6%
Center Director	45	1%	2%
Program Administrator	28	1%	3%
<b>All Positions</b>	<b>3,935</b>	<b>100%</b>	<b>12%</b>

Providers report 2,022 open teacher positions, which make up 51% of all open positions and 12% of all teacher positions statewide.

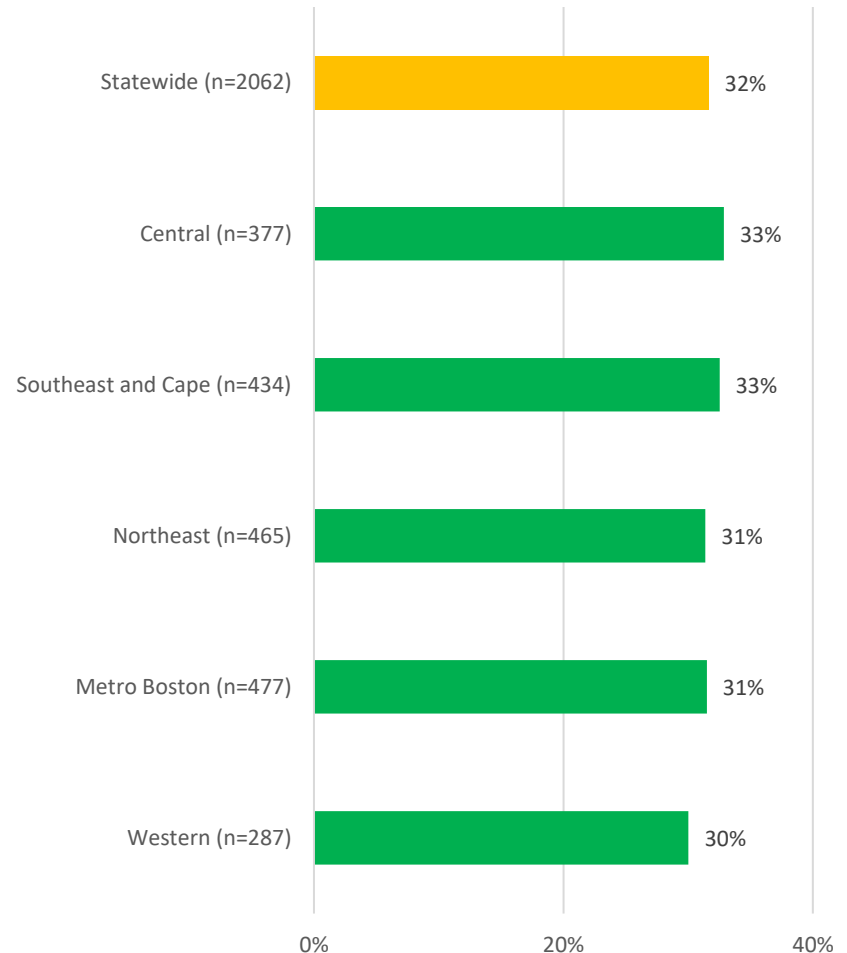


# Almost 1/3 of educator positions have turned over in the past year

Educator Turnover Rates



Educator Turnover Rates

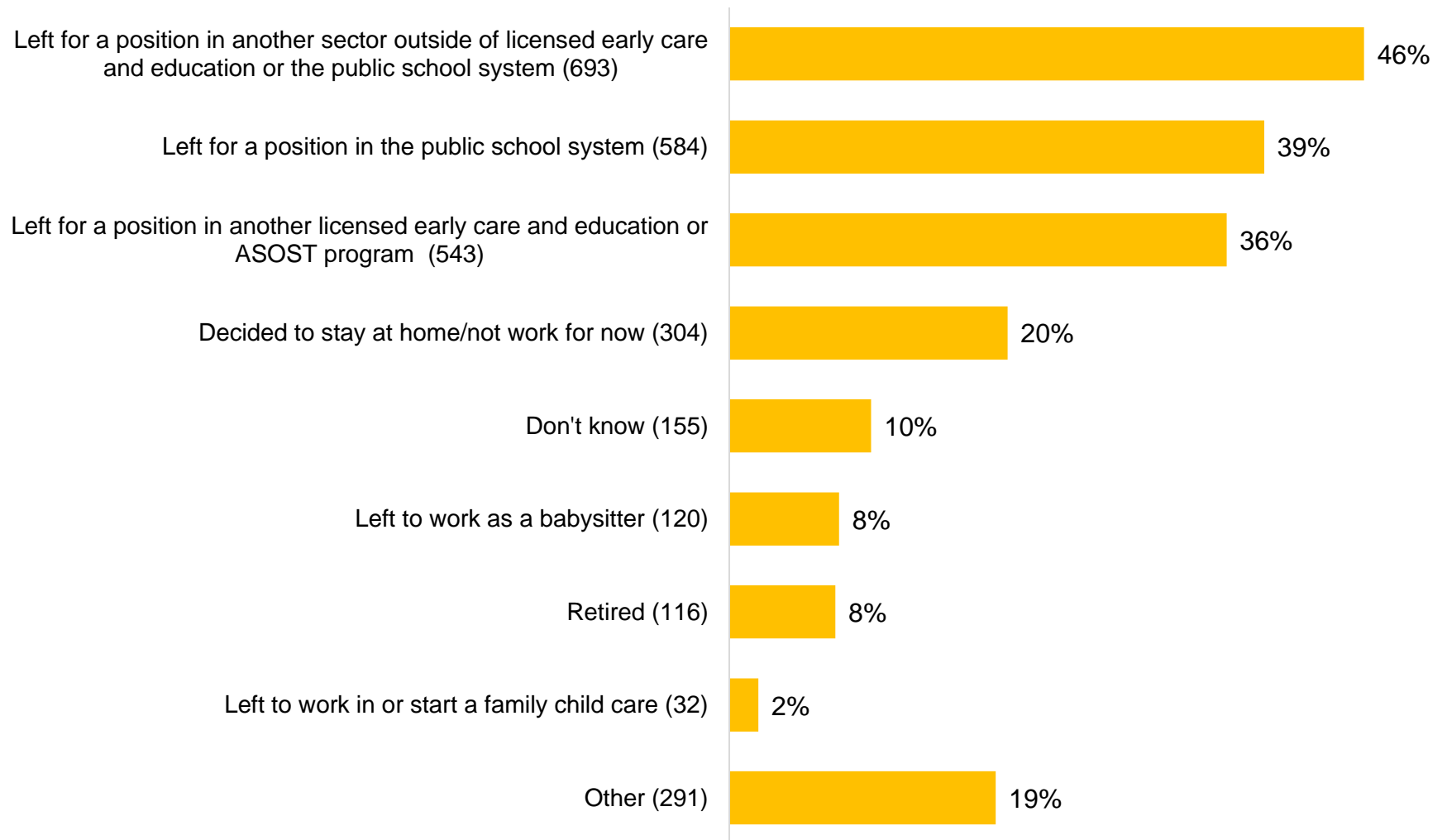


Educator turnover: The % of educators (all educator roles) employed 12 months ago who are no longer employed by the program.

# Providers report losing educators to opportunities outside of the ECE system, as well as to public schools and other ECE programs



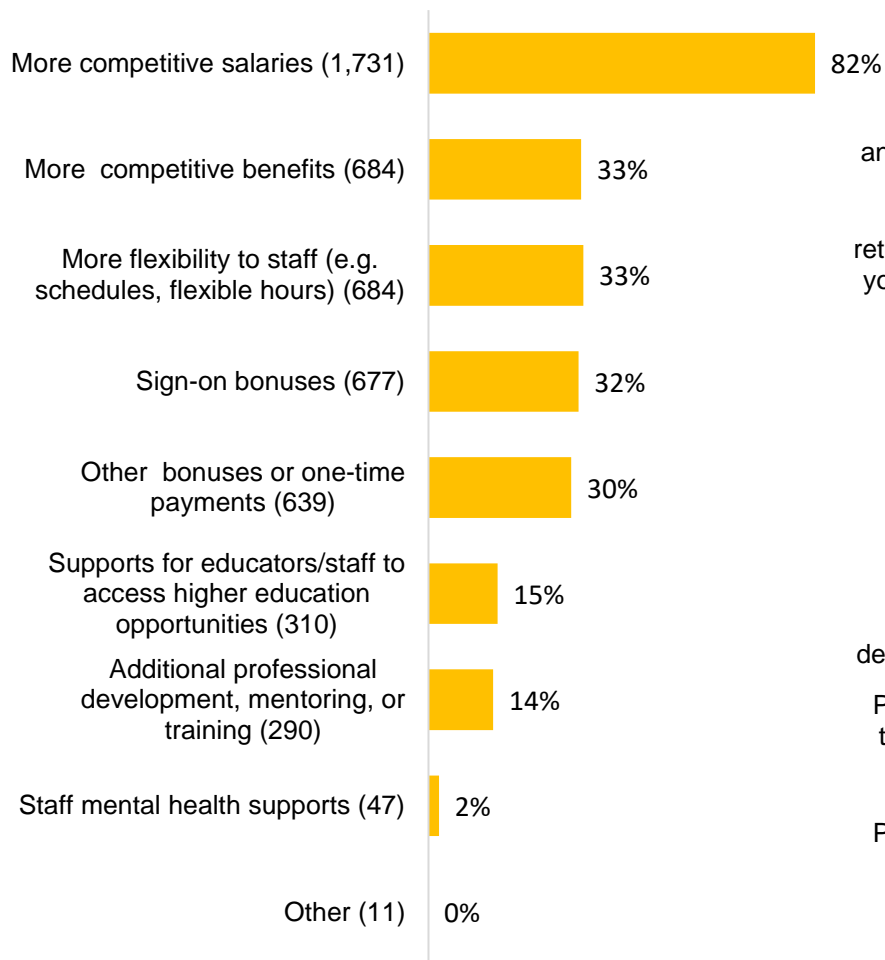
Most Common Reasons Reported for Educator Turnover



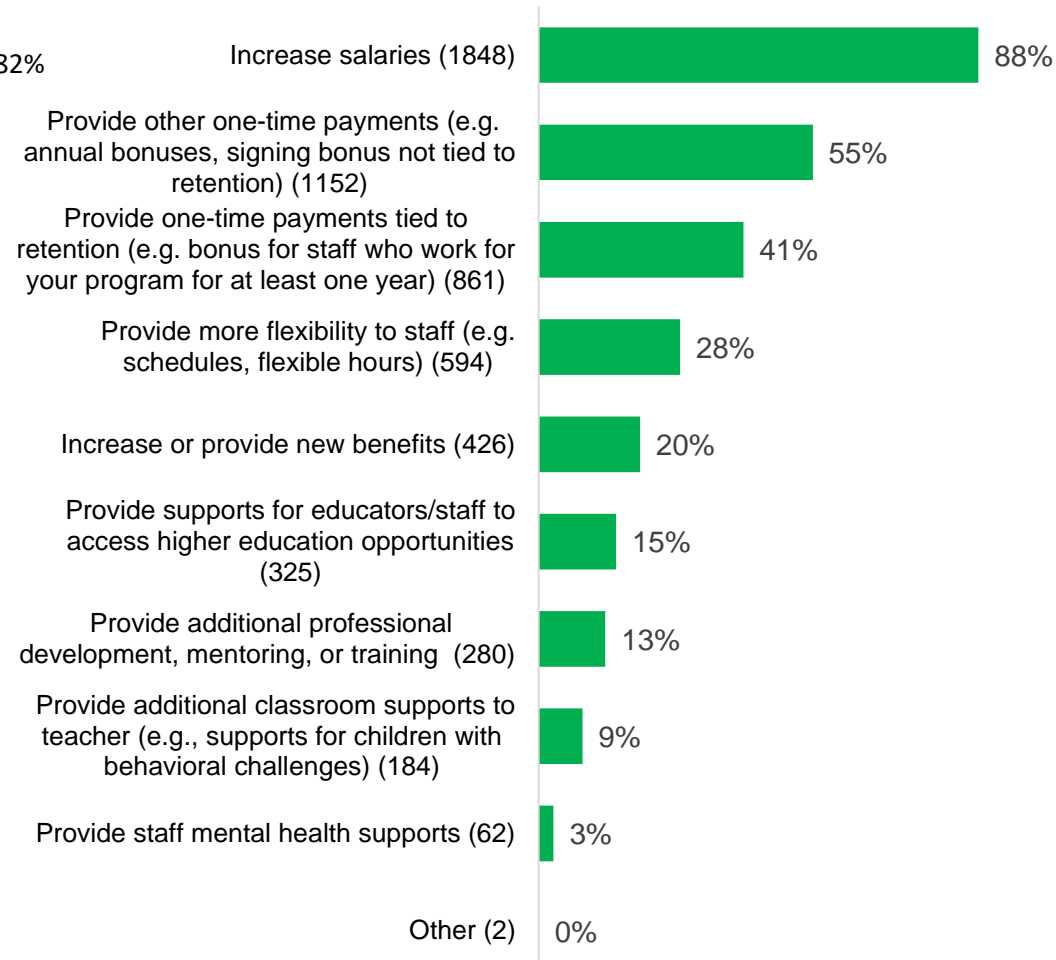
# The most frequent recruitment and retention strategy is improving staff compensation



Strategies to Recruit New Staff (N = 2103)



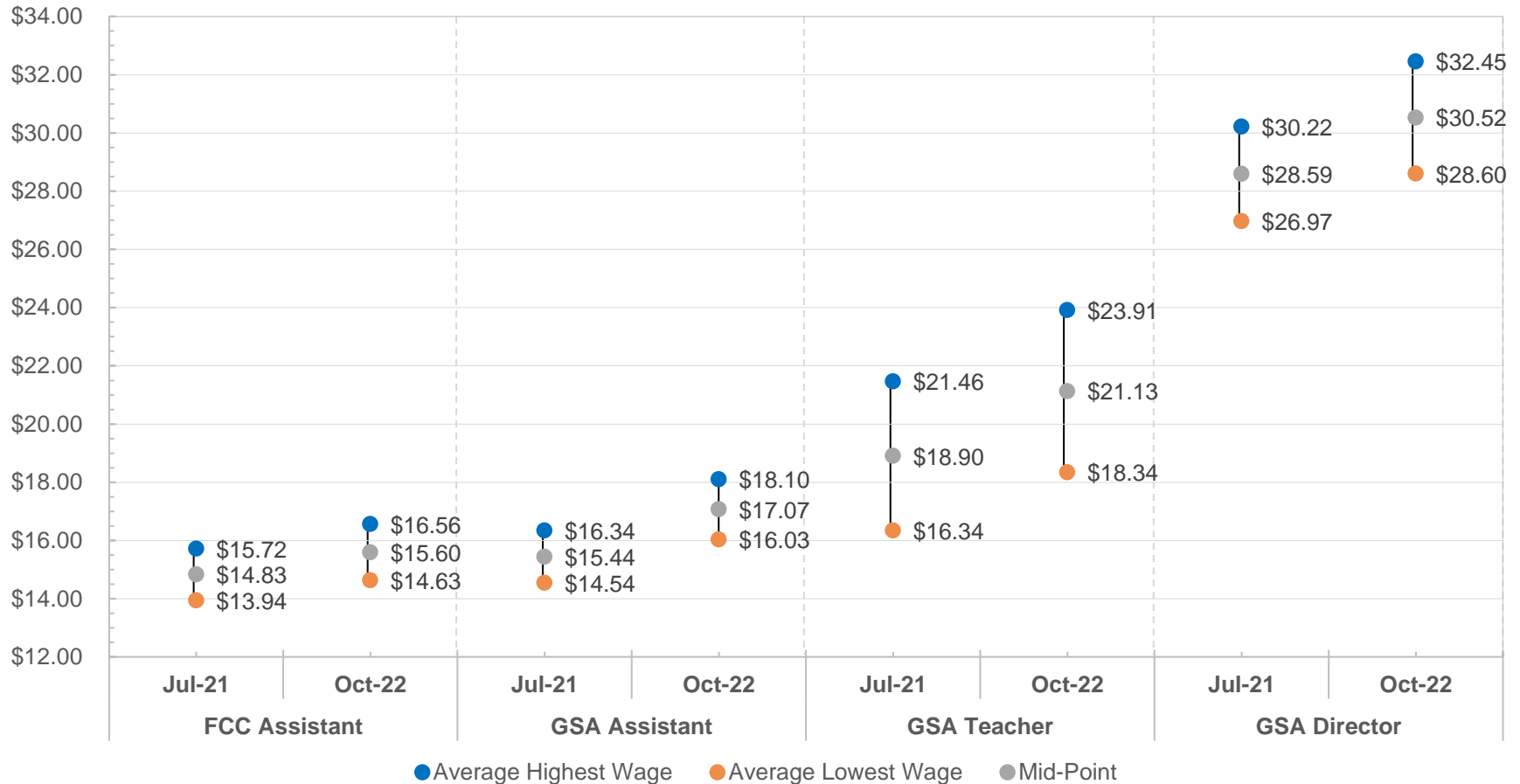
Strategies to Retain Staff (N= 2103)





# Educator hourly pay is increasing over time yet remains low

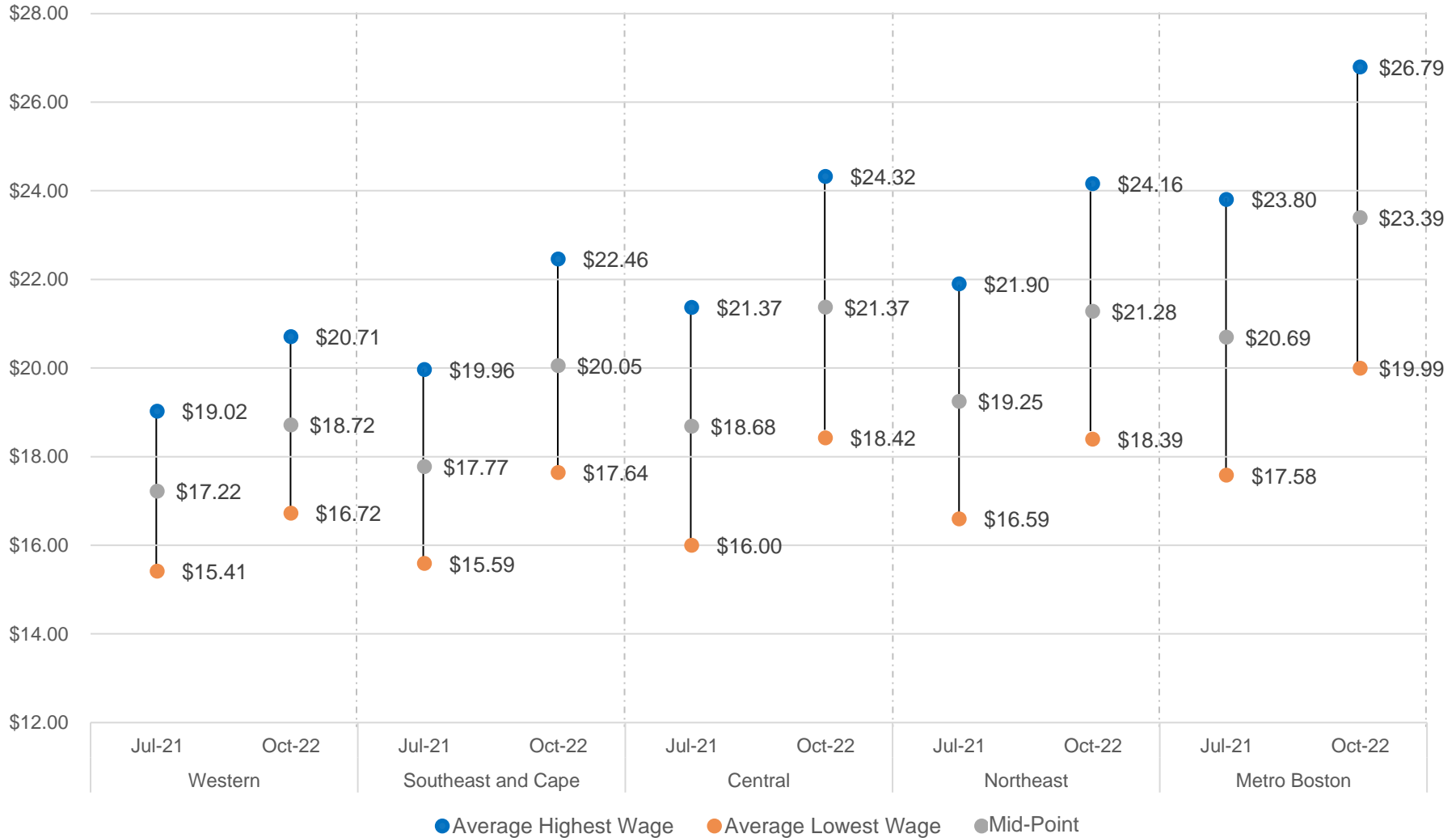
Educator Average Highest and Lowest Hourly Pay Over Time





# Educator hourly pay varies by region.

GSA Teacher's Average Highest and Lowest Hourly Pay By Region Over Time



# Educator hourly pay is lower in programs that serve more subsidized children



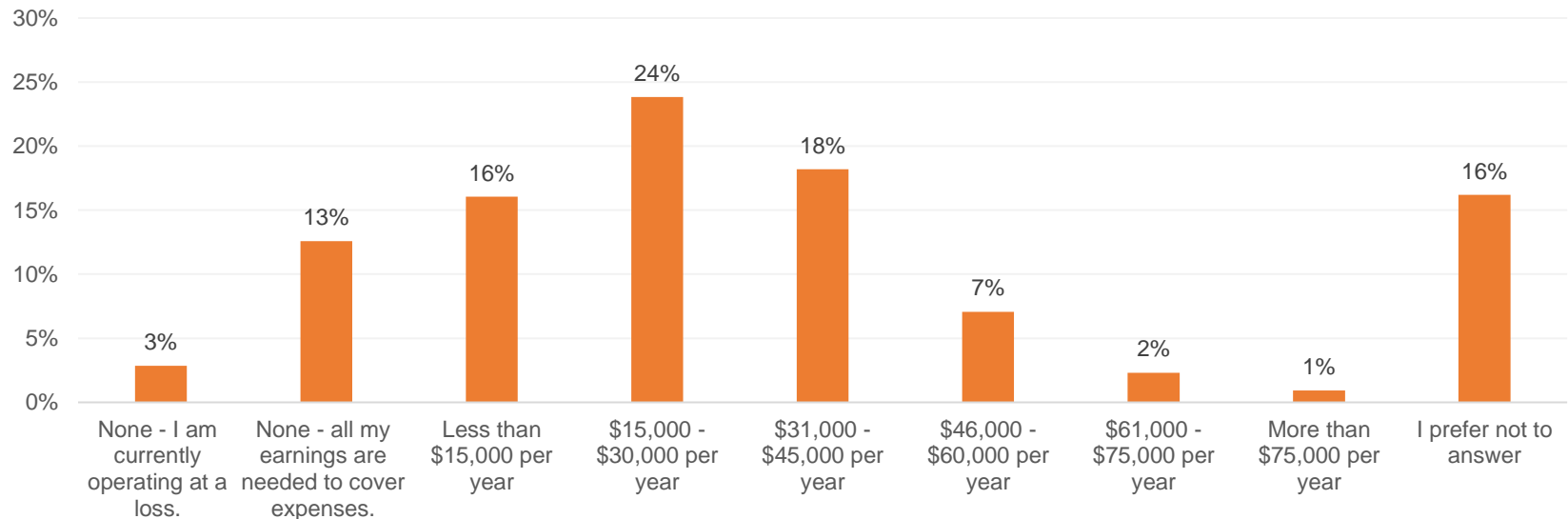
Teacher Average Hourly Pay By Percent of Subsidized Children Served



## FCCs report low annual take home pay and long hours

About one-quarter of FCC providers report **earning between \$15,000 and \$30,000 per year**, after subtracting all bills and expenses, and 16% (more than 600) report either operating at a loss or using all earnings to cover expenses.

FCC Annual Take Home Pay



More than half (53%) of FCC licensees report **spending between 41 and 50 hours per week with children**, and almost half (45%) report an additional **6-10 hours per week on other tasks** related to running their program outside of their time with children



## Key Learnings: Summary

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- Programs are relying on C3 funds to support core operational expenses and maintain capacity for working families.
  - A significant number of programs report they would close without C3 funds.
- C3 is supporting new investments in the workforce through increased compensation, benefits, and professional development.
- C3 has helped programs mitigate the need for tuition/fee increases in the face of significant rising costs, benefiting a broad range of working families.
- Programs have been reluctant to make systemic investments (e.g., increase salary scales) with C3 funds due to one-time/short term nature of the funding to date.



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## **Board of Early Education and Care: Workforce Working Group**

## Formation

The EEC Board Workforce Working Group was established in September 2022 to accelerate action planning for the early education workforce.

Given the agency's current strategic priorities and significant workforce challenges facing the field, EEC is engaging this group to focus on workforce development and innovations.

## Focus

The working group is guided by the broad goal of identifying promising strategies to increase and improve recruitment and retention of qualified educators.

In the short term, the group will take a specific focus on strategic innovation to strengthen and increase the educator pipeline.

# Building the Workforce System: Transitioning from Current to Future State



EEC will support two parallel, but equally important efforts to address system needs.

## Work to build robust professional opportunities and career pathways for educators



## Immediate steps to address workforce capacity challenges

- Provide access to child care financial assistance to early education and care staff
- Develop public awareness/outreach campaign to build the pipeline
- Build new capacity through targeted supports for new family child care businesses
- Promote recruitment and retention of new early educators through apprenticeship opportunities