

# Uncertainty Ahead Means Instability Now

## Why Families, Children, Educators, Businesses, and States Need Congress to Fund Child Care

December 2022

### CONNECTICUT



**The problems are clear:** Families can't find or afford child care because compensation is too low to attract and retain early childhood educators. As federal relief dollars that have saved the sector from complete collapse begin to dry up, the stability those dollars brought to programs will disappear with the funding.

**The solutions are clear:** The public benefits from public investments in child care and early learning. Congress needs to build on the successes of child care funding to prioritize additional, sustainable investments that ensure programs and educators can meet the needs of families, children, and businesses, and states can continue to build towards an early childhood education system that works.

In October 2022, more than 12,000 early childhood educators from all states and settings—including faith-based programs, family child care homes, Head Starts, and child care centers—responded to a new ECE field survey from the National Association for the Education of Young Children (NAEYC). The results of this survey continue to show that relief helped, but uncertainty about the future is impacting the present.

### Here are some reflections from survey respondents in Connecticut:

*“During the pandemic, we had a brief glimpse of the impact that low staff:child ratios had on improving the quality of care, and the impact that on young children. Unfortunately, these low ratios are not financially feasible to maintain without support.”—Child care center director*

*“I’m concerned that my and other programs will become dependent upon these funds for day-to-day operations, and when the grant funds run out, what will happen then? I’d love to use these funds for staff wage increase but how can I give money and then take it away since tuition does not support the staff’s hourly rate?”—Family child care center owner/operator*

*“We are fully enrolled with a waiting list for all age groups. Unfortunately, we cannot expand our program to accommodate more families due to staffing shortages.”—Child care center director*

*“It is extremely difficult to find and hire qualified staff who want to remain in early childhood to prevent staff turnover. The grants have allowed us to increase our base pay rates to hopefully attract more qualified staff, but we may not be able to afford to maintain higher pay rates without funding or grants.”—Child care center director*

## Here's a brief summary of the survey data from Connecticut:

	CONNECTICUT	NATIONAL
Sample Size	267	12,897
Child Care Center	52.8%	47.7%
Family Child Care	19.5%	18.6%
<b>STABILIZATION GRANTS<sup>1</sup></b>		
Child care directors/administrators who report receiving grants	81.6%	73.9%
Family child care owner/operators who report receiving grants	91.7%	85.7%
Total reporting that their program would have closed without grants	35.6%	34.0%
Total reporting that they believe their last payment will be in 2023	66.7%	61.0%
<b>When stabilization grants end:</b>		
Child care center directors saying their programs will have to raise tuition	52.4%	42.8%
Total reporting their programs will have to cut wages or be unable to sustain wage/salary increases	41.8%	23.0%
<b>STAFFING AND SUPPLY</b>		
<b>Current Challenges</b>		
Child care center directors reporting they are serving fewer children than they would like to serve	33.0%	46.4%
Most common reason they are under-enrolled?	Not enough staff	Not enough staff
Total reporting that their program is currently experiencing a staffing shortage	62.5%	67.0%
<b>Among respondents in programs with a staffing shortage:</b>		
› Reporting they are serving fewer children	32.9%	45.4%
› Reporting a longer waitlist	35.3%	37.4%
<b>Future Challenges</b>		
Total indicating “yes” or “maybe” to considering leaving their job or closing their family child care home	41.2%	29.2%
› In the field 5 years or less indicating “yes” or “maybe” to considering leaving their job or closing their family child care home	69.6%	45.0%
› Family child care providers considering leaving	52.8%	36.4%
› In minority-owned businesses considering leaving	71.6%	43.7%
› In non-minority-owned businesses considering leaving	28.7%	25.0%
Number one thing needed to stay	Competitive wages	Competitive wages
<b>ECE WORKFORCE WELL-BEING</b>		
Total respondents experiencing financial insecurity in the last year	24.0%	29.5%
Total respondents who received more money from a wage increase or supplement in the last year	56.9%	49.4%
Total indicating that burnout/exhaustion are “greatly” or “to some extent” contributing to problems retaining teachers	81.3%	78.0%

1. For more state-level information about the receipt of stability grants, please see ACF's state profiles. According to the profile for Connecticut, providers in 100% of Connecticut's counties received funds as of 6/30/22. [https://www.acf.hhs.gov/sites/default/files/documents/occ/Connecticut\\_ARP\\_Child\\_Care\\_Stabilization\\_Fact\\_Sheet.pdf](https://www.acf.hhs.gov/sites/default/files/documents/occ/Connecticut_ARP_Child_Care_Stabilization_Fact_Sheet.pdf)

**Methodology** This online survey, created and conducted by NAEYC using SurveyMonkey, represents the responses of a non-randomized sample of 13,037 individuals working in early childhood education settings who completed the survey in English or Spanish between October 5-23, 2022. To generate a more representative national sample from the pool of responses, a probability proportional to size (PPS) methodology was used to pull samples by state that are benchmarked to the share of the total early childhood workforce by state. These shares were calculated by the authors from the Bureau of Labor Statistics May 2021 Occupational Employment and Wage Statistics (Codes: 11-9031, 25-2011, 25-2051, 39-9011). The final sample size for the national-level analysis is 12,897. In contrast, for the state-level analysis, the entire sample of responses from each state were used. We are unable to supply detailed analysis in states for which there are very small sample sizes across sub-groups. Respondents were asked to select any setting that applied to them. They could choose from the following list: child care center, family child care home, non-profit, for-profit, school-based, Head Start, faith-based, multi-site. For this brief, only the percentages for child care center and family child care are reported.

The survey links were shared widely through email newsletters, listservs, social media, and via partnerships, and 10 randomly selected respondents were provided with a \$100 gift card for participation in a sweepstakes. Given the constantly changing and widely varying nature of the crisis, the broad analysis from this survey is intended to present the experiences of the respondents, as captured in the moment that they take the survey, with extrapolations for the experiences of the field and industry at large. Additional information available at [www.naeyc.org/pandemic-surveys](http://www.naeyc.org/pandemic-surveys)