naeyc® National Association for the Education of Young Children

“We Are NOT OK”

Early Childhood Educators and Families Face Rising Challenges as Relief Funds Expire

February 2024

INDIANA

The problems are clear: As federal investments that have sustained the child care and early education sector expire, the structural challenges that have always plagued the sector have remained and grown. Program costs are rising, staff burnout and turnover remains high as wages remain too low, and already stretched families are having to pay more for the care they need. The result of these challenges is a reduced supply of high-quality care that everyone in our society—from families, to businesses, to communities—relies on to be successful.

The solutions remain clear: Public investments in child care and early learning remain necessary to build an early childhood education system that works. Congress should follow the example of the 11 states and District of Columbia that have invested new and significant state funding to support early childhood educators and stronger state systems by passing robust, sustained investments that ensure programs and educators have the support they need to provide high quality care for all families with young children.

In January 2024, more than 10,000 early childhood educators (ECE) from all states and settings—including centers, family child care homes, faith-based programs, Head Start, and public preschool programs—responded to a new ECE field survey from NAEYC. The survey results and accompanying stories illustrate the ongoing challenges facing this field, the exhaustion of providers, the clear benefits of public funding, and the need for additional support following the loss of federal funding that helped stabilize the sector before it expired in September 2023.

Here are some reflections from survey respondents in IN (Indiana):

“I am unable to recruit teachers at a sufficient and proper wage rate. I am unable to sustain the increases to salary that I provided to my current/long-term teachers with the grant. I have had to take funds from my husband’s and my retirement funds to cover monthly bills at my Center. I am unable to continue assisting parents who need help but don’t qualify for state subsidies.” - Director/Administrator

“We have been impacted by staffing issues. Lead teachers have left for higher paying jobs. We are hiring younger and less qualified assistants due to low wages. I worry that we will not be able to maintain our quality improvement rating due to less educated staff.” - Director/Administrator

“The turnover rate is adding extra stress- whether that is because we are desperate and hiring people who aren’t qualified or interested in early childcare and so they quit or leave because it’s actually more stressful than they thought, or because those that are dedicated to the job are being slowly over-worked and under-appreciated.”

- Early Childhood Educator

Here's a brief summary of the survey data from IN (Indiana):

	STATE	NATIONAL
Total sample size	218	10,128
Total employed in family child care homes	30	1,450
Total employed in child care centers	100	5,084
AMONG ALL RESPONDENTS:		
Supply		
% reporting at least one child care program in their community OPENING over the last year	30%	30%
% reporting at least one child care program in their community CLOSING over the last year	57%	55%
Compared to this time last year...		
% indicating they are more burned out now	52%	46%
% indicating their economic situation has improved	22%	16%
% indicating their economic situation has worsened	37%	32%
Total sample of center directors and family child care owner/operator respondents working in child care centers and family child care homes	80	3,815
AMONG CHILD CARE CENTER DIRECTORS AND FAMILY CHILD CARE OWNER/OPERATORS:		
Over the last 6 months...		
Supply		
% indicating their program was under-enrolled relative to capacity in the last 6 months	58%	56%
% indicating that they raised tuition	56%	48%
Staffing		
% indicating their program is experiencing a staffing shortage	75%	53%
% indicating that they raised wages	60%	51%
Costs		
% indicating their rent costs went up	27%	36%
% indicating their liability insurance costs went up	39%	49%
% indicating their property insurance costs went up	41%	53%

Methodology This online survey, created and conducted by NAEYC using SurveyMonkey, represents the responses of a non-randomized sample of 11,154 individuals working in early childhood education settings who completed the survey in English or Spanish between January 8-22, 2024. 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 2022 Occupational Employment and Wage Statistics (Codes: 11-9031, 25-2011, 25-2051, 39-9011). The final sample size for the national-level analysis is 10,128. 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.

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 and another 10 randomly selected respondents were provided complimentary registration to NAEYC's February 2024 Public Policy Forum 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/ece-workforce-surveys