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

OREGON

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 OR (Oregon):

"We don't bring in enough tuition to meet salary. Increasing tuition would be a huge hardship on parents. We need to increase wages but can't afford to. I can't find qualified staff and have had to close a classroom. Morale is low, behaviors are challenging. We are NOT OK." - Early Childhood Educator

"I have seen much turnover of staff. Pay is up but they are overwhelmed by challenging behaviors in the classroom. Too many staff do not have field practice or foundational education in ECE." - Coach/Professional Development Professional

"We are unable to hire more staff to accommodate more families who need care. We have been unable to properly compensate current staff. We are barely making ends meet." - Early Childhood Educator

"We recently moved staff around from the positions they were in so that we could open more infant/toddler classrooms as that is where we have the most kids on the waitlist. We are opening 3 new classes this week. Our biggest barrier is a lack of qualified staff. When qualified staff apply they often turn down the position because of the wage." - Coach/Professional Development Professional

Here's a brief summary of the survey data from OR (Oregon):

	STATE	NATIONAL
Total sample size	150	10,128
Total employed in family child care homes	33	1,450
Total employed in child care centers	55	5,084
AMONG ALL RESPONDENTS:		
Supply		
% reporting at least one child care program in their community OPENING over the last year	43%	30%
% reporting at least one child care program in their community CLOSING over the last year	59%	55%
Compared to this time last year...		
% indicating they are more burned out now	39%	46%
% indicating their economic situation has improved	22%	16%
% indicating their economic situation has worsened	36%	32%
Total sample of center directors and family child care owner/operator respondents working in child care centers and family child care homes	42	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	55%	56%
% indicating that they raised tuition	59%	48%
Staffing		
% indicating their program is experiencing a staffing shortage	49%	53%
% indicating that they raised wages	56%	51%
Costs		
% indicating their rent costs went up	39%	36%
% indicating their liability insurance costs went up	48%	49%
% indicating their property insurance costs went up	50%	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