

# “We Are NOT OK”

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

February 2024

### PENNSYLVANIA



**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 PA (Pennsylvania):

*“Our waitlist continues to grow due to not having enough staff. We are not conducting many interviews and the people that do show up are underqualified. Bringing in people who lack knowledge causes more stress to my current staff.” - Director/Administrator*

*“Hiring qualified staff has become a nightmare. Hiring staff with fewer qualifications has become the norm and thus there is far more need for in-house staff training.” - Director/Administrator*

*“As a full-time lead teacher my hours have decreased because of low enrollment. The extra grants helped to aid my decrease in hours. Now that they are gone, I have to use my vacation & personal time to make up the difference. I have a BA in Art & now a CDA & struggle to financially survive. More families are leaving because of the cost of childcare. We as teachers do so much yet get paid so little.” - Early Childhood Educator*

## Here's a brief summary of the survey data from PA (Pennsylvania):

	STATE	NATIONAL
<b>Total sample size</b>	475	10,128
<b>Total employed in family child care homes</b>	49	1,450
<b>Total employed in child care centers</b>	324	5,084
<b>AMONG ALL RESPONDENTS:</b>		
Supply		
% reporting at least one child care program in their community OPENING over the last year	25%	30%
% reporting at least one child care program in their community CLOSING over the last year	64%	55%
<b>Compared to this time last year...</b>		
% indicating they are more burned out now	55%	46%
% indicating their economic situation has improved	13%	16%
% indicating their economic situation has worsened	41%	32%
<b>Total sample of center directors and family child care owner/operator respondents working in child care centers and family child care homes</b>		
	236	3,815
<b>AMONG CHILD CARE CENTER DIRECTORS AND FAMILY CHILD CARE OWNER/OPERATORS:</b>		
<b>Over the last 6 months...</b>		
Supply		
% indicating their program was under-enrolled relative to capacity in the last 6 months	63%	56%
% indicating that they raised tuition	56%	48%
Staffing		
% indicating their program is experiencing a staffing shortage	68%	53%
% indicating that they raised wages	53%	51%
Costs		
% indicating their rent costs went up	39%	36%
% indicating their liability insurance costs went up	49%	49%
% indicating their property insurance costs went up	51%	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](http://www.naeyc.org/ece-workforce-surveys)