The COVID pandemic has reinforced the essential role of child care and early learning for children, working families, and the economy. Emergency federal and state relief funds have provided critical support for stabilizing child care programs and preventing more widespread permanent program closures, but they do not address the systemic challenges that have plagued the child care market – parents and providers alike – for decades. As such, they are just the beginning of what is needed to recover and rebuild.

To understand the depth of the challenges, how relief is helping, and what more is needed, NAEYC surveyed more than 7,500 respondents between June 17 and July 5, 2021, working across all states and settings. For access to the national analysis, and prior survey data and analyses from March, May, July, and December 2020, visit NAEYC.org/pandemic-surveys.

State data from 46 states and the District of Columbia are shared on the following pages. (Not included are Nebraska, North Dakota, Rhode Island, South Dakota, and Puerto Rico due to low numbers of responses). Despite the variations in the number of responses in the states that are included, the data across states and at the national level are remarkably similar in terms of the story they tell, particularly around the way relief prevented widespread, permanent closures even as programs continue to face intensive staffing challenges, with substantial impact on children and families’ access to child care.

The data also tell a story about the impact of state policy and financing choices. At the national level, more than one in every three of respondents, inclusive of all settings, said they were considering leaving their child care program or closing their family child care home within the next year, with another 14% saying “maybe” they would leave or close. This percentage rises to 55% of minority-owned businesses and a full 70% of those who have been in the field for one year or less, portending disproportionate impacts among educators from communities of color, and a potentially significant pipeline problem for the early childhood educator sector. Yet these averages mask one of the more significant variations across states, with ranges from 14% to 65% of educators saying they are considering leaving or closing their program. With the caveats that other factors play a part, and there may be more correlation than causation, there is a potential pattern emerging in the states where positive, comprehensive, and prioritized investments in the early childhood education workforce (in states from New Mexico to Vermont and Georgia to Oklahoma) are aligned with lower percentages of educators who say they are considering leaving the field or closing their program. NAEYC urges states to continue to make priority investments in the early childhood workforce as the key driver of increased quality, access, and equity in the present and future.

It is within our nation’s power not only to save child care, but to solve the persistent challenges that have plagued the system for generations. Now is the moment for states to choose wisely in their implementation of relief funding, and for Congress to act, by building on relief, and making the bold, sustainable, and necessary investments in quality child care and early learning that will respond to our communities’ short and long term needs and support families’ economic security and children’s success.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

289 total respondents, including 35% child care centers and 31% family child care homes. Other respondents work in public school preK and Head Start. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding

› Child care centers and family child care homes are operating at an average enrollment rate of 67% of their licensed capacity, with 25% of enrolled children attending on an average day.

› 41% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 48% of all family child care providers and 70% of those who are a minority-owned business.

› 55% of respondents working in child care centers and 47% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 44% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 81% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 77% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 77% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 90% of child care centers are experiencing a staffing shortage.
  • 40% of programs impacted by staffing shortages are serving fewer children
  • 27% have a longer waitlist
  • 20% are unable to open classrooms
  • 23% have reduced their operating hours.

› 43% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the question of retention, 50% of respondents say that low wages are the most common reason that educators leave the field, followed by 27% who said lack of benefits. 7% of respondents pointed to exhaustion and burnout, while only 2% said regulations were a key challenge.

› In reflecting on their own time in the field, 55% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 17% saying maybe they would close.
  • The percentage of those considering leaving or closing their program rises to 70% of minority-owned businesses and a full 74% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

101 total respondents, including 63% child care centers and 25% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

**Impact and Opportunity of Relief Funding**

› Child care centers and family child care homes are operating at an average enrollment rate of 85% of their licensed capacity, with 43% of enrolled children attending on an average day.

› 52% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 48% of all family child care providers and 70% of those who are a minority-owned business.

› 48% of respondents working in child care centers and 48% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 47% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 82% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 84% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 76% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

**Staffing and Compensation**

› 94% of child care centers are experiencing a staffing shortage.
  • 43% of programs impacted by staffing shortages are serving fewer children
  • 41% have a longer waitlist
  • 13% are unable to open classrooms
  • 23% have reduced their operating hours.

› 49% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the question of retention, 74% of respondents say that low wages are the most common reason that educators leave the field, followed by 7% who said lack of benefits. 6% of respondents pointed to exhaustion and burnout, while only 1% said regulations were a key challenge.

› In reflecting on their own time in the field, 63% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 4% saying maybe they would close.
  • This percentage rises to 70% of minority-owned businesses and a full 76% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

213 total respondents, including 44% child care centers and 33% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding

› Child care centers and family child care homes are operating at an average enrollment rate of 73% of their licensed capacity, with 39% of enrolled children attending on an average day.

› 41% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 44% of all family child care providers and 49% of those who are a minority-owned business.

› 59% of respondents working in child care centers and 26% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 42% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 74% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 76% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 67% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 84% of child care centers are experiencing a staffing shortage.
  • 49% of programs impacted by staffing shortages are serving fewer children
  • 31% have a longer waitlist
  • 20% are unable to open classrooms
  • 20% have reduced their operating hours.

› 45% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 79% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else

› On the issue of retention, 67% of respondents say that low wages are the most common reason that educators leave the field, followed by 13% who said lack of benefits. 11% of respondents pointed to exhaustion and burnout, while only 2% said regulations were a key challenge.

› In reflecting on their own time in the field, 61% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 10% saying maybe they would close.
  • This percentage rises to 75% of minority-owned businesses and a full 83% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

139 total respondents, including 31% child care centers and 50% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

**Impact and Opportunity of Relief Funding**

- Child care centers and family child care homes are operating at an average enrollment rate of 79% of their licensed capacity, with 35% of enrolled children attending on an average day.
- 37% of respondents inclusive of all settings say their program likely would have closed without help.
  - That includes 36% of all family child care providers and 43% of those who are a minority-owned business.
- 53% of respondents working in child care centers and 48% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  - Another 47% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 70% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 76% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- 58% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

**Staffing and Compensation**

- 86% of child care centers are experiencing a staffing shortage.
  - 48% of programs impacted by staffing shortages are serving fewer children
  - 29% have a longer waitlist
  - 33% are unable to open classrooms
  - 18% have reduced their operating hours.
- 33% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic. (Q31)
- 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
- On the issue of retention, 62% of respondents say that low wages are the most common reason that educators leave the field, followed by 13% who said lack of benefits. 7% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.
- In reflecting on their own time in the field, 61% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 10% saying maybe they would close.
  - This percentage rises to 81% of minority-owned businesses and a full 87% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

1230 total respondents, including 48% child care centers and 34% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 71% of their licensed capacity, with 39% of enrolled children attending on an average day.
› Nearly half of respondents, inclusive of all settings, say their program likely would have closed without help.
  • That includes 43% of all family child care providers and 59% of those who are a minority-owned business.
› 29% of respondents working in child care centers and 13% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 48% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 70% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 83% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 56% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 77% of child care centers are experiencing a staffing shortage.
  • 48% of programs impacted by staffing shortages are serving fewer children
  • 28% have a longer waitlist
  • 34% are unable to open classrooms
  • 20% have reduced their operating hours
› 43% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 77% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 63% of respondents say that low wages are the most common reason that educators leave the field, followed by 12% who said lack of benefits and 11% of respondents who pointed to exhaustion and burnout. Only 3% said regulations were a key challenge.
› In reflecting on their own time in the field, nearly every other respondent (47%), inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 9% saying maybe they would close.
  • This percentage rises to 64% of minority-owned businesses and a full 77% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

173 total respondents, including 47% child care centers and 38% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding

› Child care centers and family child care homes are operating at an average enrollment rate of 72% of their licensed capacity, with 31% of enrolled children attending on an average day.
› 39% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 26% of all family child care providers and 41% of those who are a minority-owned business.
› 49% of respondents working in child care centers and 34% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 49% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 73% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 73% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 53% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 80% of child care centers are experiencing a staffing shortage.
  • 47% of programs impacted by staffing shortages are serving fewer children
  • 34% have a longer waitlist
  • 40% are unable to open classrooms; and
  • 26% have reduced their operating hours.
› 47% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 72% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 57% of respondents say that low wages are the most common reason that educators leave the field, followed by 12% who said lack of benefits. 12% of respondents pointed to exhaustion and burnout, while only 5% said regulations were a key challenge.
› In reflecting on their own time in the field, 37% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 14% saying maybe they would close.
  • This percentage rises to 57% of minority-owned businesses and a full 69% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

287 total respondents, including 49% child care centers and 32% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 70% of their licensed capacity, with 53% of enrolled children attending on an average day.
› 45% of respondents inclusive of all settings say their program likely would have closed without help.
   • That includes 29% of all family child care providers and 50% of those who are a minority-owned business.
› 35% of respondents working in child care centers and 32% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 33% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 59% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 78% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 35% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 72% of child care centers are experiencing a staffing shortage.
   • 42% of programs impacted by staffing shortages are serving fewer children
   • 23% have a longer waitlist
   • 23% are unable to open classrooms
   • 19% have reduced their operating hours.
› 49% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 73% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 69% of respondents say that low wages are the most common reason that educators leave the field, followed by 9% who said lack of benefits. 9% of respondents pointed to exhaustion and burnout, while only 2% said regulations were a key challenge.
› In reflecting on their own time in the field, 28% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 15% saying maybe they would close.
   • This percentage rises to 51% of minority-owned businesses and a full 81% of those who have been in the field for one year or less.

"I am embarrassed to tell others what I make as a director. I would like to receive benefits along with my staff, but we don’t. Low wages in our field (along with a lack of benefits) prevents me from hiring and maintaining qualified staff that can fully move forward our vision of what high quality looks like for infants, toddlers, and preschoolers." - Child Care Center Director, New Canaan, CT
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

60 total respondents, including 39% child care centers and 48% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding
› Child care centers and family child care homes are operating at an average enrollment rate of 72% of their licensed capacity, with 33% of enrolled children attending on an average day.
› 55% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 39% of all family child care providers and 53% of those who are a minority-owned business.
› 59% of respondents working in child care centers and 8% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 56% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 77% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 86% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 73% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 96% of child care centers are experiencing a staffing shortage.
  • 45% of programs impacted by staffing shortages are serving fewer children
  • 39% have a longer waitlist
  • 50% are unable to open classrooms
  • 35% have reduced their operating hours.
› 41% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 73% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 57% of respondents say that low wages are the most common reason that educators leave the field, followed by 22% who said lack of benefits. 6% of respondents pointed to exhaustion and burnout, while only 2% said regulations were a key challenge.
› In reflecting on their own time in the field, 46% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 14% saying maybe they would close.
  • This percentage rises to 63% of minority-owned businesses and a full 46% of those who have been in the field for one year or less.

"Seeking highly quality staff to ensure quality in our programs is crucial. The staff in our early childhood programs and before/after school programs are critical members of each child’s education and many times are qualified at the same levels as public school educators. We want to be able to retain the staff with high qualifications instead of just being their stepping stone into the public school system." - YMCA Child Care Director, Newark, DE
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

102 total respondents, including 58% child care centers and 21% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

**Impact and Opportunity of Relief Funding**

› Child care centers and family child care homes are operating at an average enrollment rate of 61% of their licensed capacity, with 33% of enrolled children attending on an average day.

› 43% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 38% of all family child care providers and 49% of those who are a minority-owned business.

› 38% of respondents working in child care centers and 13% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 55% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 71% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 89% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› 58% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

**Staffing and Compensation**

› 84% of child care centers are experiencing a staffing shortage.
  • 36% of programs impacted by staffing shortages are serving fewer children
  • 29% have a longer waitlist
  • 42% are unable to open classrooms
  • 37% have reduced their operating hours.

› 35% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 73% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the issue of retention, 59% of respondents say that low wages are the most common reason that educators leave the field, followed by 14% who said lack of benefits. 11% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.

› In reflecting on their own time in the field, 42% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 10% saying maybe they would close.
  • This percentage rises to 61% of minority-owned businesses and a full 54% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

383 total respondents, including 54% child care centers and 29% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 68% of their licensed capacity, with 41% of enrolled children attending on an average day.
› 42% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 34% of all family child care providers and 52% of those who are a minority-owned business.
› 38% of respondents working in child care centers and 30% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 48% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 70% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 72% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 50% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 85% of child care centers are experiencing a staffing shortage.
  • 51% of programs impacted by staffing shortages are serving fewer children
  • 35% have a longer waitlist
  • 42% are unable to open classrooms
  • 23% have reduced their operating hours.
› 53% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 71% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 57% of respondents say that low wages are the most common reason that educators leave the field, followed by 13% who said lack of benefits.
  13% of respondents pointed to exhaustion and burnout, while only 3% said regulations were a key challenge.
  • In reflecting on their own time in the field, 37% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
    • This percentage rises to 54% of minority-owned businesses and a full 60% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

359 total respondents, including 47% child care centers and 35% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 67% of their licensed capacity, with 44% of enrolled children attending on an average day.
› 41% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 34% of all family child care providers and 48% of those who are a minority-owned business.
› 36% of respondents working in child care centers and 38% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 41% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 56% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 72% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 35% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 81% of child care centers are experiencing a staffing shortage.
  • 44% of programs impacted by staffing shortages are serving fewer children
  • 30% have a longer waitlist
  • 38% are unable to open classrooms
  • 18% have reduced their operating hours.
› 49% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 65% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 54% of respondents say that low wages are the most common reason that educators leave the field, followed by 15% of respondents who pointed to exhaustion and burnout. 12% said lack of benefits were the main reason, and 5% said regulations were the key challenge.
› In reflecting on their own time in the field, 28% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 18% saying maybe they would close.
  • This percentage rises to 37% of minority-owned businesses and a full 58% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

79 total respondents, including 44% child care centers and 38% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding
› Child care centers and family child care homes are operating at an average enrollment rate of 73% of their licensed capacity, with 38% of enrolled children attending on an average day.
› 39% of respondents inclusive of all settings say their program likely would have closed without help.
• That includes 36% of all family child care providers and 34% of those who are a minority-owned business.
› 40% of respondents working in child care centers and 36% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
• Another 47% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 66% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 76% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 67% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 80% of child care centers are experiencing a staffing shortage.
• 47% of programs impacted by staffing shortages are serving fewer children
• 30% have a longer waitlist
• 35% are unable to open classrooms
• 9% have reduced their operating hours.
› 36% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 89% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 70% of respondents say that low wages are the most common reason that educators leave the field, followed by 9% who said lack of benefits.
9% of respondents pointed to exhaustion and burnout, while only 2% said regulations were a key challenge.
› In reflecting on their own time in the field, 64% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 5% saying maybe they would close.
• This percentage rises to 86% of minority-owned businesses and a full 88% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

108 total respondents, including 53% child care centers and 25% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 75% of their licensed capacity, with 41% of enrolled children attending on an average day.
› 47% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 59% of all family child care providers and 53% of those who are a minority-owned business.
› 50% of respondents working in child care centers and 36% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 39% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 73% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 73% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 67% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 91% of child care centers are experiencing a staffing shortage.
  • 48% of programs impacted by staffing shortages are serving fewer children
  • 41% have a longer waitlist
  • 37% are unable to open classrooms
  • 25% have reduced their operating hours.
› 44% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 84% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 66% of respondents say that low wages are the most common reason that educators leave the field, followed by 14% of respondents who pointed to exhaustion and burnout. 10% said a lack of benefits, while only 3% said regulations are the key challenge.
› In reflecting on their own time in the field, 49% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 8% saying maybe they would close.
  • This percentage rises to 73% of minority-owned businesses and a full 86% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

514 total respondents, including 50% child care centers and 32% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 68% of their licensed capacity, with 51% of enrolled children attending on an average day.
› Nearly half of respondents (45%), inclusive of all settings, say their program likely would have closed without help.
   • That includes 46% of all family child care providers and 51% of those who are a minority-owned business.
› 24% of respondents working in child care centers and 13% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 41% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 50% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 76% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 32% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 83% of child care centers are experiencing a staffing shortage.
   • 50% of programs impacted by staffing shortages are serving fewer children
   • 28% have a longer waitlist
   • 37% are unable to open classrooms
   • 31% have reduced their operating hours.
› 48% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 69% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 63% of respondents say that low wages are the most common reason that educators leave the field, followed by 13% who said lack of benefits and 13% who pointed to exhaustion and burnout. Only 5% said regulations were a key challenge.
› In reflecting on their own time in the field, one in every three respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 16% saying maybe they would close.
   • This percentage rises to 47% of minority-owned businesses and a full 71% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

216 total respondents, including 51% child care centers and 37% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

### Impact and Opportunity of Relief Funds
- Child care centers and family child care homes are operating at an average enrollment rate of 73% of their licensed capacity, with 55% of enrolled children attending on an average day.
- 41% of respondents inclusive of all settings say their program likely would have closed without help.
  - That includes 45% of all family child care providers and 59% of those who are a minority-owned business.
- 26% of respondents working in child care centers and 30% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  - Another 28% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 58% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 65% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- At the same time, 37% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

### Staffing and Compensation
- 90% of child care centers are experiencing a staffing shortage.
  - 44% of programs impacted by staffing shortages are serving fewer children
  - 41% have a longer waitlist
  - 36% are unable to open classrooms
  - 25% have reduced their operating hours
- 50% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
- 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
- On the issue of retention, 64% of respondents say that low wages are the most common reason that educators leave the field, followed by 17% of respondents who pointed to exhaustion and burnout. 15% said lack of benefits, while only 1% said regulations were the key challenge.
- In reflecting on their own time in the field, 36% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 11% saying maybe they would close.
  - This percentage rises to 67% of minority-owned businesses and a full 77% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

165 total respondents, including 49% child care centers and 34% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
- Child care centers and family child care homes are operating at an average enrollment rate of 74% of their licensed capacity, with 48% of enrolled children attending on an average day.
- 36% of respondents inclusive of all settings say their program likely would have closed without help.
  - That includes 33% of all family child care providers and 51% of those who are a minority-owned business.
- 37% of respondents working in child care centers and 43% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  - Another 38% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 56% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 65% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- At the same time, 41% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
- 89% of child care centers are experiencing a staffing shortage.
  - 37% of programs impacted by staffing shortages are serving fewer children
  - 38% have a longer waitlist
  - 35% are unable to open classrooms
  - 16% have reduced their operating hours.
- 40% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
- 68% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
- On the issue of retention, 63% of respondents say that low wages are the most common reason that educators leave the field, followed by 16% who said lack of benefits. 10% of respondents pointed to exhaustion and burnout, while only 5% said regulations were a key challenge.
- In reflecting on their own time in the field, 36% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
  - This percentage rises to 67% of minority-owned businesses and a full 77% of those who have been in the field for one year or less.

"I am 68 and my husband is 69 years old. Because of our age we get social security. I was holding off starting mine, but ended up starting it. Coupled with the extra funding provided by the state, we were able to not charge our families to hold their spot. While at one point we were unsure if we would reopen, we did reopen with lower rates for our families, not just to get them back, but to help support them better and thank them for their support through this situation. However, tapping into our own resources and the states additional funding are the only things that have allowed us to do so." - Family child care owner, Dubuque, IA
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

89 total respondents, including 35% child care centers and 44% family child care homes. (Q14). These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

- Child care centers and family child care homes are operating at an average enrollment rate of 77% of their licensed capacity, with 50% of enrolled children attending on an average day.
- 40% of respondents inclusive of all settings say their program likely would have closed without help.
  - That includes 33% of all family child care providers and 55% of those who are a minority-owned business.
- 50% of respondents working in child care centers and 33% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  - Another 49% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 58% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 82% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- At the same time, 65% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

- 73% of child care centers are experiencing a staffing shortage.
  - 43% of programs impacted by staffing shortages are serving fewer children
  - 28% have a longer waitlist
  - 9% are unable to open classrooms
  - 19% have reduced their operating hours
- 41% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
- 68% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
- On the issue of retention, 64% of respondents say that low wages are the most common reason that educators leave the field, followed by 16% who said lack of benefits.
  - 9% of respondents pointed to exhaustion and burnout, while only 1% said regulations were a key challenge.
  - In reflecting on their own time in the field, 55% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
  - This percentage rises to 78% of minority-owned businesses and a full 95% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

87 total respondents, including 51% child care centers and 24% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 72% of their licensed capacity, with 41% of enrolled children attending on an average day.
› 59% of respondents inclusive of all settings say their program likely would have closed without help.
   • That includes 18% of all family child care providers and 75% of those who are a minority-owned business.
› 56% of respondents working in child care centers and 62% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 38% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 70% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 87% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 42% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 85% of child care centers are experiencing a staffing shortage.
   • 49% of programs impacted by staffing shortages are serving fewer children
   • 35% have a longer waitlist
   • 34% are unable to open classrooms
   • 37% have reduced their operating hours.
› 48% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
   On the issue of retention, 71% of respondents say that low wages are the most common reason that educators leave the field, followed by 9% of respondents who pointed to exhaustion and burnout. 7% said lack of benefits, while only 4% said regulations were the key challenge.
   In reflecting on their own time in the field, 42% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 12% saying maybe they would close.
   • This percentage rises to 68% of minority-owned businesses and a full 91% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

74 total respondents, including 44% child care centers and 32% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 68% of their licensed capacity, with 35% of enrolled children attending on an average day.

› 43% of respondents inclusive of all settings say their program likely would have closed without help.
  - That includes 29% of all family child care providers and 53% of those who are a minority-owned business.

› 56% of respondents working in child care centers and 17% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  - Another 49% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 63% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 83% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 54% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 84% of child care centers are experiencing a staffing shortage.
  - 43% of programs impacted by staffing shortages are serving fewer children
  - 43% have a longer waitlist
  - 21% are unable to open classrooms
  - 14% have reduced their operating hours.

› 36% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the issue of retention, 66% of respondents say that low wages are the most common reason that educators leave the field, followed by 16% of respondents who pointed to exhaustion and burnout. 8% said lack of benefits. No one responding from the state listed regulations as the key challenge for educator retention.

› In reflecting on their own time in the field, 51% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 15% saying maybe they would close.
  - This percentage rises slightly to 53% of minority-owned businesses and a full 86% of those who have been in the field for one year or less.
MAINE

Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

108 total respondents, including 59% child care centers and 26% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 73% of their licensed capacity, with 50% of enrolled children attending on an average day.
› 61% of respondents inclusive of all settings say their program likely would have closed without help.
   • That includes 50% of all family child care providers and 95% of those who are a minority-owned business.
› 51% of respondents working in child care centers and 28% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 27% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 65% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 57% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 25% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 85% of child care centers are experiencing a staffing shortage.
   • 36% of programs impacted by staffing shortages are serving fewer children
   • 42% have a longer waitlist
   • 20% are unable to open classrooms
   • 16% have reduced their operating hours.
› 47% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 83% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 58% of respondents say that low wages are the most common reason that educators leave the field, followed by 20% of respondents who pointed to exhaustion and burnout. 10% said lack of benefits, while only 3% said regulations were the key challenge.
› In reflecting on their own time in the field, 25% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 20% saying maybe they would close.
   • This percentage rises to 43% of minority-owned businesses and a full 86% of those who have been in the field for one year or less.

"I leave my house at 4:30 am to begin my workday and I do not leave until 7:00 pm on most nights. I have two young children of my own that either stay with me at work until late in the evening or who I am missing. I am here such long hours because I am so understaffed that I have to do the job of 4 people." - Child Care Center Owner / Director, Caribou, ME
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

181 total respondents, including 45% child care centers and 32% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 68% of their licensed capacity, with 42% of enrolled children attending on an average day.
› 40% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 32% of all family child care providers and 46% of those who are a minority-owned business.
› 34% of respondents working in child care centers and 33% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 46% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 61% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 68% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 32% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 74% of child care centers are experiencing a staffing shortage.
  • 43% of programs impacted by staffing shortages are serving fewer children
  • 21% have a longer waitlist
  • 35% are unable to open classrooms
  • 28% have reduced their operating hours.
› 38% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 75% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 57% of respondents say that low wages are the most common reason that educators leave the field, followed by 17% of respondents who pointed to exhaustion and burnout. 9% said lack of benefits, while only 6% said regulations were the key challenge.
› In reflecting on their own time in the field, 34% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
  • This percentage rises to 52% of minority-owned businesses and 39% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

224 total respondents, including 45% child care centers and 29% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 74% of their licensed capacity, with 53% of enrolled children attending on an average day.
› 37% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 39% of all family child care providers and 54% of those who are a minority-owned business.
› 25% of respondents working in child care centers and 42% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 28% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 54% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 63% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› 33% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 72% of child care centers are experiencing a staffing shortage.
  • 44% of programs impacted by staffing shortages are serving fewer children
  • 36% have a longer waitlist
  • 37% are unable to open classrooms
  • 33% have reduced their operating hours.
› 48% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 78% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 70% of respondents say that low wages are the most common reason that educators leave the field, followed by 11% of respondents who pointed to exhaustion and burnout. 6% said a lack of benefits, while only 5% said regulations were a key challenge.
› In reflecting on their own time in the field, 26% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 18% saying maybe they would close.
  • This percentage rises to 43% of minority-owned businesses and a full 68% of those who have been in the field for one year or less.

“I have worked all my life as a teacher or administrator in childcare and have a Masters Degree in Early Childhood Education. I love my work but at nearly 75 cannot afford to retire or even cut back. I am an instructor at several colleges and I mentor to many young people who would like to become early childhood teachers but cannot afford to do this work that they are well equipped to do. I have seen the candidates for jobs in our programs turn down positions because they cannot survive on the salaries. The system is breaking down and it is families and young children who suffer the most.” - Director, Child Care Services, Boston, MA
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

205 total respondents, including 56% child care centers and 20% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 65% of their licensed capacity, with 48% of enrolled children attending on an average day.
› 46% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 44% of all family child care providers and 70% of those who are a minority-owned business.
› 29% of respondents working in child care centers and 44% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 39% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 58% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 78% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 36% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 87% of child care centers are experiencing a staffing shortage.
  • 49% of programs impacted by staffing shortages are serving fewer children
  • 38% have a longer waitlist
  • 25% are unable to open classrooms
  • 28% have reduced their operating hours
› 61% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 79% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 65% of respondents say that low wages are the most common reason that educators leave the field, followed by 14% of respondents who pointed to exhaustion and burnout. 6% said lack of benefits and another 6% said regulations were a key challenge.
› In reflecting on their own time in the field, 30% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 19% saying maybe they would close.
  • This percentage rises to 55% of minority-owned businesses and 58% of those who have been in the field for one year or less.

"I left the field 23 years ago to stay home with my children because the cost of child care outweighed my pay. When I returned, I find that most child care programs are still paying the same hourly wage ($13 hourly) with a Bachelors Degree in the field! I am unaware of other fields that are still at the same or similar pay some 20 years later." - Early childhood educator in St. Louis Public Schools, Missouri
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

143 total respondents, including 44% child care centers and 39% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

**Impact and Opportunity of Relief Funds**

- Child care centers and family child care homes are operating at an average enrollment rate of 75% of their licensed capacity, with 52% of enrolled children attending on an average day.
- 35% of respondents inclusive of all settings say their program likely would have closed without help.
  - That includes 27% of all family child care providers and 28% of those who are a minority-owned business.
- 22% of respondents working in child care centers and 54% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  - Another 33% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 56% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 62% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- At the same time, 29% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

**Staffing and Compensation**

- 79% of child care centers are experiencing a staffing shortage.
  - 39% of programs impacted by staffing shortages are serving fewer children
  - 32% have a longer waitlist
  - 15% are unable to open classrooms
  - 20% have reduced their operating hours.
- 38% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
- 78% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
- On the issue of retention, 63% of respondents say that low wages are the most common reason that educators leave the field, followed by 19% of respondents who pointed to exhaustion and burnout. 7% who said lack of benefits, while only 4% said regulations were a key challenge.
- In reflecting on their own time in the field, 24% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 16% saying maybe they would close.
  - This percentage rises to 45% of minority-owned businesses and 54% of those who have been in the field for one year or less.
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Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

78 total respondents, including 67% child care centers and 14% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 63% of their licensed capacity, with 48% of enrolled children attending on an average day.

› 46% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 29% of all family child care providers and 54% of those who are a minority-owned business.

› 49% of respondents working in child care centers and 29% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 31% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 55% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 86% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 40% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 81% of child care centers are experiencing a staffing shortage.
  • 54% of programs impacted by staffing shortages are serving fewer children
  • 33% have a longer waitlist
  • 34% are unable to open classrooms
  • 19% have reduced their operating hours

› 65% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 69% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the issue of retention, 66% of respondents say that low wages are the most common reason that educators leave the field, followed by 8% who said lack of benefits. Only 2% of respondents pointed to exhaustion and burnout and 4% said regulations were a key challenge.

› In reflecting on their own time in the field, 32% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 15% saying maybe they would close.
  • This percentage rises to 37% of minority-owned businesses and a full 78% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

131 total respondents, including 51% child care centers and 31% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 73% of their licensed capacity, with 53% of enrolled children attending on an average day.
› 42% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 33% of all family child care providers and 44% of those who are a minority-owned business.
› 26% of respondents working in child care centers and 32% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 47% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 61% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 69% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 51% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 88% of child care centers are experiencing a staffing shortage.
  • 46% of programs impacted by staffing shortages are serving fewer children
  • 40% have a longer waitlist
  • 34% are unable to open classrooms
  • 29% have reduced their operating hours.
› 50% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 90% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 72% of respondents say that low wages are the most common reason that educators leave the field, followed by 13% who said lack of benefits. 10% of respondents pointed to exhaustion and burnout and no respondents in the state identified regulations as the key challenge.
› In reflecting on their own time in the field, 35% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 20% saying maybe they would close.
  • This percentage rises to 57% of minority-owned businesses and 60% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

36 total respondents, including 10 child care centers and 14 family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Respondents are operating at an average enrollment rate of 73% of their licensed capacity, with 39% of enrolled children attending on an average day.
› 7 of the 36 respondents say they likely would have closed without help.
› 30% of respondents working in child care centers and 36% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 33% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› Half of the respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 63% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, one-quarter of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 6 of the 10 child care centers are experiencing a staffing shortage plus 2 of the family child care homes.
  • 7 programs impacted by staffing shortages are serving fewer children
  • 8 have a longer waitlist
  • 3 are unable to open classrooms; and
  • 2 have reduced their operating hours.
› One-third of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 81% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, half of the respondents say that low wages are the most common reason that educators leave the field, followed by 29% who said lack of benefits. 7% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.
› In reflecting on their own time in the field, 15 of the 36 respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 4 saying maybe they would close.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

69 total respondents, including 29 child care centers and 11 family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 70% of their licensed capacity, with 42% of enrolled children attending on an average day.
› 21 respondents say their program likely would have closed without help.
› 57% of respondents working in child care centers and 27% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
    • Another 41% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 59% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 74% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 32% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families' well-being.

Staffing and Compensation
› 79% of child care centers are experiencing a staffing shortage.
    • 65% of programs impacted by staffing shortages are serving fewer children
    • 38% have a longer waitlist
    • 36% are unable to open classrooms
    • 19% have reduced their operating hours.
› 41% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 74% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 70% of respondents say that low wages are the most common reason that educators leave the field, followed by 11% of respondents who pointed to exhaustion and burnout. 7% who said lack of benefits and no respondents from the state indicated that regulations were the key challenge impacting retention.
› In reflecting on their own time in the field, 15 educators said they were considering leaving their program or closing their family child care within the next year, with another 4 saying maybe they would leave or close.

“We have so many educated teachers leaving our center for higher paying jobs in restaurants and house-cleaning just so they can afford rent and groceries when they would rather be working with children.” - Preschool Director, Stateline, Nevada
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

126 total respondents, including 77% child care centers and 13% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 68% of their licensed capacity, with 72% of enrolled children attending on an average day.
› 45% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 22% of all family child care providers and 67% of those who are a minority-owned business.
› 37% of respondents working in child care centers and 60% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 35% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 71% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 69% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 16% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 87% of child care centers are experiencing a staffing shortage.
  • 57% of programs impacted by staffing shortages are serving fewer children
  • 58% have a longer waitlist
  • 43% are unable to open classrooms
  • 39% have reduced their operating hours
› 70% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 72% of respondents say that low wages are the most common reason that educators leave the field, followed by 21% of respondents who pointed to exhaustion and burnout. Only 2% said lack of benefits and 1% said regulations were the key challenge.
› In reflecting on their own time in the field, 21% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 14% saying maybe they would close.
  • This percentage rises to 75% (9 of 12) minority-owned businesses and a full 88% of those who have been in the field for one year or less.

“The funding we have received has been hugely helpful. We are still here, but we are serving far less children than we have in the past because of the staffing shortage, and my waitlists are incredibly long. I’m not sure how much longer I will be able to sustain keeping all my programs open.” - Executive Director, Child Care Centers, Concord, NH
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

142 total respondents, including 47% child care centers and 24% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 75% of their licensed capacity, with 47% of enrolled children attending on an average day.
› 59% of respondents inclusive of all settings say their program likely would have closed without help.
   • That includes 57% of all family child care providers and 82% of those who are a minority-owned business.
› 40% of respondents working in child care centers and 42% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 38% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 73% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 84% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 56% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 86% of child care centers are experiencing a staffing shortage.
   • 53% of programs impacted by staffing shortages are serving fewer children
   • 36% have a longer waitlist
   • 34% are unable to open classrooms
   • 25% have reduced their operating hours
› 54% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 69% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 51% of respondents say that low wages are the most common reason that educators leave the field, followed by 16% who said lack of benefits. 11% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.
› In reflecting on their own time in the field, 41% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 15% saying maybe they would close.
   • This percentage rises to 69% of minority-owned businesses and a full 71% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

313 total respondents, including 52% child care centers and 11% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 72% of their licensed capacity, with 58% of enrolled children attending on an average day.
› 55% of respondents said they weren’t sure whether their program would have closed without help; 18% of respondents say they likely would have. This percentage rises to 26% of minority-owned businesses.
› 11% of respondents working in child care centers and 24% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 24% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 42% of respondents in child care centers and family child care homes say they received an increase in compensation through bonuses or an increase in baseline pay.
› 64% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 26% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 61% of child care centers are experiencing a staffing shortage.
  • 33% of programs impacted by staffing shortages are serving fewer children
  • 33% have a longer waitlist
  • 19% are unable to open classrooms
  • 12% have reduced their operating hours.
› 37% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 74% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 69% of respondents say that low wages are the most common reason that educators leave the field, followed by 9% of respondents who pointed to exhaustion and burnout. 6% said lack of benefits and only 4% said regulations were a key challenge.
› In reflecting on their own time in the field, 16% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 15% saying maybe they would close.
  • This percentage does not increase for minority-owned businesses, 15% of whom are considering leaving or closing, and only mildly increases (to 22%) for those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

839 total respondents, including 52% child care centers and 32% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 71% of their licensed capacity, with 42% of enrolled children attending on an average day.
› 60% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 48% of all family child care providers and 74% of those who are a minority-owned business.
› 39% of respondents working in child care centers and 11% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 37% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 66% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 87% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 58% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 87% of child care centers are experiencing a staffing shortage.
  • 43% of programs impacted by staffing shortages are serving fewer children
  • 38% have a longer waitlist
  • 24% are unable to open classrooms
  • 17% have reduced their operating hours.
› 53% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 85% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 73% of respondents say that low wages are the most common reason that educators leave the field, followed by 8% who said lack of benefits. 7% of respondents pointed to exhaustion and burnout, while only 6% said regulations were a key challenge.
› In reflecting on their own time in the field, every other respondent (51%), inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
  • This percentage rises to 73% of minority-owned businesses and a full 82% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

327 total respondents, including 58% child care centers and 19% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 76% of their licensed capacity, with 66% of enrolled children attending on an average day.
› One out of every three respondents, inclusive of all settings, say their program likely would have closed without help.
  • That includes 22% of all family child care providers and 39% of those who are a minority-owned business.
› 31% of respondents working in child care centers and 53% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 46% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 64% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 65% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 32% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 82% of child care centers are experiencing a staffing shortage.
  • 47% of programs impacted by staffing shortages are serving fewer children
  • 40% have a longer waitlist
  • 27% are unable to open classrooms
  • 18% have reduced their operating hours
› 50% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 75% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 62% of respondents say that low wages are the most common reason that educators leave the field, followed by 12% of respondents who pointed to exhaustion and burnout and 11% who said lack of benefits. Only 3% said regulations were a key challenge.
› In reflecting on their own time in the field, 22% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 17% saying maybe they would close.
  • This percentage rises to 32% of minority-owned businesses and a full 60% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevent more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

540 total respondents, including 51% child care centers and 15% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 66% of their licensed capacity, with 56% of enrolled children attending on an average day.
› One-third of respondents, inclusive of all settings, say their program likely would have closed without help.
  • That includes 41% of all family child care providers and 46% of those who are a minority-owned business.
› 20% of respondents working in child care centers and 7% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 39% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 47% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 57% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 26% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 76% of child care centers are experiencing a staffing shortage.
› 44% of programs impacted by staffing shortages are serving fewer children; 40% have a longer waitlist; 36% are unable to open classrooms; and 19% have reduced their operating hours.
› 48% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 75% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› Similarly, 68% of respondents say that low wages are the most common reason that educators leave the field, followed by 17% of respondents who pointed to exhaustion and burnout, and 6% who said lack of benefits. Only 3% said regulations were a key challenge.
› In reflecting on their own time in the field, 19% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 16% saying maybe they would close.
  • This percentage rises to 38% of minority-owned businesses and 50% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

102 total respondents, including 60% child care centers and 22% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 80% of their licensed capacity, with 61% of enrolled children attending on an average day.
› 41% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 53% of all family child care providers and 55% of those who are a minority-owned business.
› 27% of respondents working in child care centers and 24% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 43% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 51% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 56% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 33% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 73% of child care centers are experiencing a staffing shortage.
  • 33% of programs impacted by staffing shortages are serving fewer children
  • 43% have a longer waitlist
  • 30% are unable to open classrooms
  • 21% have reduced their operating hours
› 51% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 75% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 46% of respondents say that low wages are the most common reason that educators leave the field, followed by 20% who said lack of benefits. 19% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.
› In reflecting on their own time in the field, 16% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
  • This percentage rises to 25% of minority-owned businesses and 46% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

97 total respondents, including 40% child care centers and 29% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 76% of their licensed capacity, with 59% of enrolled children attending on an average day.
› Every other respondent (49%), inclusive of all settings, says their program likely would have closed without help.
  • That includes 58% of all family child care providers and 71% of those who are a minority-owned business.
› 44% of respondents working in child care centers and 37% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 41% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 64% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 75% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 43% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 69% of child care centers are experiencing a staffing shortage.
  • 49% of programs impacted by staffing shortages are serving fewer children
  • 28% have a longer waitlist
  • 42% are unable to open classrooms
  • 28% have reduced their operating hours
› 60% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 65% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 54% of respondents say that low wages are the most common reason that educators leave the field, followed by 19% of respondents who pointed to exhaustion and burnout, and 14% who said lack of benefits. Only 5% said regulations were a key challenge.
› In reflecting on their own time in the field, 29% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 18% saying maybe they would close.
  • This percentage rises to 43% of minority-owned businesses and 55% of those who have been in the field for one year or less.

"Educators are already making an income that is not livable. Many of us work side jobs just to be able to afford the high cost of living, and that is after working 10 hours a day. This is a job that takes so much out of us, if we were able to be free of the stress of student loan debt or the stress of being able to afford to LIVE, we would be so much better equipped to do our jobs and there would be much less turnover in our field." - Lead teacher, child care center, Portland, OR
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

306 total respondents, including 67% child care centers and 20% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 62% of their licensed capacity, with 56% of enrolled children attending on an average day.

› Nearly every other respondent (47%), inclusive of all settings, says their program likely would have closed without help.
  • That includes 46% of all family child care providers and 62% of those who are a minority-owned business.

› 33% of respondents working in child care centers and 44% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 41% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 58% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 53% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 26% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 79% of child care centers are experiencing a staffing shortage.
  • 60% of programs impacted by staffing shortages are serving fewer children
  • 41% have a longer waitlist
  • 30% are unable to open classrooms
  • 27% have reduced their operating hours

› 57% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 78% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the issue of retention, 64% of respondents say that low wages are the most common reason that educators leave the field, followed by 16% of respondents who pointed to exhaustion and burnout, and 8% who said lack of benefits. Only 6% said regulations were a key challenge.

› In reflecting on their own time in the field, 18% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 21% saying maybe they would close.
  • This percentage rises to 35% of minority-owned businesses and a full 67% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

96 total respondents, including 53% child care centers and 16% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 68% of their licensed capacity, with 54% of enrolled children attending on an average day.
› 39% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 67% of all family child care providers and 77% of those who are a minority-owned business.
› 38% of respondents working in child care centers and 67% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 34% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 68% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 80% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 34% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 81% of child care centers are experiencing a staffing shortage.
  • 46% of programs impacted by staffing shortages are serving fewer children
  • 41% have a longer waitlist
  • 36% are unable to open classrooms
  • 21% have reduced their operating hours.
› 61% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 72% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 58% of respondents say that low wages are the most common reason that educators leave the field, followed by 17% of respondents who pointed to exhaustion and burnout and 14% who said lack of benefits. Only 2% said regulations were a key challenge.
› In reflecting on their own time in the field, 28% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 8% saying maybe they would close.
  • This percentage rises to 39% of minority-owned businesses and includes all of the respondents who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

115 total respondents, including 48% child care centers and 23% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 70% of their licensed capacity, with 47% of enrolled children attending on an average day.
› One in every three respondents, inclusive of all settings, say their program likely would have closed without help.
   • That includes 37% of all family child care providers and 41% of those who are a minority-owned business.
› 50% of respondents working in child care centers and 32% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 34% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 64% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 62% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 56% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 86% of child care centers are experiencing a staffing shortage.
   • 44% of programs impacted by staffing shortages are serving fewer children
   • 54% have a longer waitlist
   • 28% are unable to open classrooms
   • 14% have reduced their operating hours
› 47% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 73% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else
› On the issue of retention, 60% of respondents say that low wages are the most common reason that educators leave the field, followed by 12% who said lack of benefits and 12% of respondents who pointed to exhaustion and burnout. Only 3% said regulations were the key challenge.
› In reflecting on their own time in the field, 39% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 6% saying maybe they would close.
   • This percentage rises to 63% of minority-owned businesses and a full 90% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

703 total respondents, including 57% child care centers and 30% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

• Child care centers and family child care homes are operating at an average enrollment rate of 67% of their licensed capacity, with 43% of enrolled children attending on an average day.

› Half of all respondents (49%), inclusive of all settings, say their program likely would have closed without help.

• That includes 41% of all family child care providers and 58% of those who are a minority-owned business.

› 29% of respondents working in child care centers and 11% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.

• Another 56% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 64% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 79% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

At the same time, 53% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 86% of child care centers are experiencing a staffing shortage.

• 53% of programs impacted by staffing shortages are serving fewer children

• 33% have a longer waitlist

• 35% are unable to open classrooms

• 20% have reduced their operating hours.

› 47% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 79% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

On the issue of retention, 67% of respondents say that low wages are the most common reason that educators leave the field, followed by 12% who said lack of benefits. 8% of respondents pointed to exhaustion and burnout, while only 4% said regulations were a key challenge.

In reflecting on their own time in the field, nearly every other respondent (47%), inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 12% saying maybe they would close.

• This percentage rises to 59% of minority-owned businesses and 69% of those who have been in the field for one year or less.

"I have seen my center grow and become an important part of our community, yet it has not been easy. I have struggled to keep teachers who were excellent in the classroom because I could not compete with the $15/hour they would receive at the local convenience store, fast food restaurant, or big box stores. I would love to be able to pay my staff more, but there’s no way I can when I can’t charge parents more than I already do. A federal investment that would increase compensation would make such a difference for them and ultimately in the care, they give to children.” - Director, Child Care Center, Sweeny, TX
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

124 total respondents, including 49% child care centers and 27% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funding

- Child care centers and family child care homes are operating at an average enrollment rate of 69% of their licensed capacity, with 56% of enrolled children attending on an average day.
- More than one in every three respondents, inclusive of all settings, say their program likely would have closed without help.
- That includes 64% of all family child care providers and 61% of those who are a minority-owned business.
- 48% of respondents working in child care centers and 48% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
- Another 48% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
- 65% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
- 68% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
- At the same time, 34% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families' well-being.

Staffing and Compensation

- 80% of child care centers are experiencing a staffing shortage.
- 43% of programs impacted by staffing shortages are serving fewer children
- 28% have a longer waitlist
- 33% are unable to open classrooms
- 19% have reduced their operating hours.
- 45% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
- 80% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
- On the issue of retention, 58% of respondents say that low wages are the most common reason that educators leave the field, followed by 20% of respondents who pointed to exhaustion and burnout, and 16% who said lack of benefits. Only 3% said regulations were the key challenge.
- In reflecting on their own time in the field, one in every four respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 15% saying maybe they would close.
- This percentage rises to 54% of minority-owned businesses and 67% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

94 total respondents, including 46% child care centers and 39% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 82% of their licensed capacity, with 54% of enrolled children attending on an average day.
› Nearly one in every three respondents, inclusive of all settings, say their program likely would have closed without help.
› 16% of respondents working in child care centers and 50% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 30% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 60% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 72% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› 17% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 71% of child care centers are experiencing a staffing shortage.
  • 41% of programs impacted by staffing shortages are serving fewer children
  • 26% have a longer waitlist
  • 27% are unable to open classrooms
  • 41% have reduced their operating hours.
› 41% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 71% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 64% of respondents say that low wages are the most common reason that educators leave the field, followed by 20% of respondents who pointed to exhaustion and burnout. 6% said lack of benefits 7% said regulations were a key challenge.
› In reflecting on their own time in the field, 17% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 16% saying maybe they would close.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

154 total respondents, including 59% child care centers and 23% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 70% of their licensed capacity, with 55% of enrolled children attending on an average day.
› 43% of respondents inclusive of all settings say their program likely would have closed without help.
   • That includes 38% of all family child care providers and 57% of those who are a minority-owned business.
› 40% of respondents working in child care centers and 20% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
   • Another 42% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 71% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 64% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 45% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families' well-being.

Staffing and Compensation
› 74% of child care centers are experiencing a staffing shortage.
   • 42% of programs impacted by staffing shortages are serving fewer children
   • 29% have a longer waitlist
   • 20% are unable to open classrooms
   • 30% have reduced their operating hours.
› 50% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 72% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 69% of respondents say that low wages are the most common reason that educators leave the field, followed by 10% of respondents who pointed to exhaustion and burnout and 8% who said lack of benefits. Only 2% said regulations were a key challenge.
› In reflecting on their own time in the field, one in every three respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 10% saying maybe they would close.
   • This percentage rises to 46% of minority-owned businesses and 55% of those who have been in the field for one year or less.

"COVID was the reason that I was forced to officially close my child care business, which I did at the end of July 2021. To be honest, I feel broken. I feel broken because I imagined being in business for at least 15 more years. I had a waiting list to attend my program, and saying goodbye to each child and family was soul-crushing." - Owner, Child Care Center, Burkeville, VA
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

189 total respondents, including 54% child care centers and 29% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 81% of their licensed capacity, with 43% of enrolled children attending on an average day.

› 43% of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 47% of all family child care providers and 49% of those who are a minority-owned business.

› 42% of respondents working in child care centers and 33% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 60% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 61% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 82% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› 53% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 86% of child care centers are experiencing a staffing shortage.
  • 53% of programs impacted by staffing shortages are serving fewer children
  • 30% have a longer waitlist
  • 33% are unable to open classrooms
  • 22% have reduced their operating hours.

› 52% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 75% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else

› On the issue of retention, 57% of respondents say that low wages are the most common reason that educators leave the field, followed by 15% of respondents who pointed to exhaustion and burnout and 11% who said lack of benefits. Only 6% said regulations were a key challenge.

› In reflecting on their own time in the field, more than one in every three respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 13% saying maybe they would close.
  • This percentage rises to 54% of minority-owned businesses and 64% of those who have been in the field for one year or less.
WEST VIRGINIA

Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

40 total respondents, including 25 from child care centers and 8 from family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds
› Child care centers and family child care homes are operating at an average enrollment rate of 55% of their licensed capacity, with 41% of enrolled children attending on an average day.
› 9 of the respondents say their program likely would have closed without help.
› 45% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 77% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.
› At the same time, 32% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation
› 8 of the 25 child care centers are experiencing a staffing shortage.
  • 58% of programs impacted by staffing shortages are serving fewer children and 61% have a longer waitlist.
› 38% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 75% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 39% of respondents say that low wages are the most common reason that educators leave the field, followed by 16% who said lack of benefits. No respondents from the state pointed to regulations as the key challenge for retention.
› In reflecting on their own time in the field, 27% of respondents, inclusive of all settings, or 9 individuals, said they were considering leaving their program or closing their family child care within the next year, with another 5 individuals saying maybe they would leave or close.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

609 total respondents, including 56% child care centers and 36% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 73% of their licensed capacity, with 61% of enrolled children attending on an average day.
› One in every three (33%) of respondents inclusive of all settings say their program likely would have closed without help.
  • That includes 26% of all family child care providers and 47% of those who are a minority-owned business.
› 16% of respondents working in child care centers and 18% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 27% say they will be able to reduce debt with future relief funds, such as the stabilization grants.
› 70% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.
› 43% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 78% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 68% of respondents say that low wages are the most common reason that educators leave the field, followed by 17% of respondents who pointed to exhaustion and burnout. 8% said lack of benefits, while only 4% said regulations were a key challenge.
› In reflecting on their own time in the field, 13% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 17% saying maybe they would close. (Q33)
  • This percentage rises to 19% of minority-owned businesses and 50% of those who have been in the field for one year or less.

Staffing and Compensation

› 76% of child care centers are experiencing a staffing shortage.
  • 38% of programs impacted by staffing shortages are serving fewer children
  • 40% have a longer waitlist
  • 29% are unable to open classrooms
  • 14% have reduced their operating hours.
› 43% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.
› 78% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.
› On the issue of retention, 68% of respondents say that low wages are the most common reason that educators leave the field, followed by 17% of respondents who pointed to exhaustion and burnout. 8% said lack of benefits, while only 4% said regulations were a key challenge.
› In reflecting on their own time in the field, 13% of respondents, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 17% saying maybe they would close. (Q33)
  • This percentage rises to 19% of minority-owned businesses and 50% of those who have been in the field for one year or less.
Federal and state relief funds have helped stabilize child care programs and prevented more program closures. However, staffing shortages, low wages, and a broken market mean that substantial, sustainable public investments are needed for this essential sector to recover and rebuild.

65 total respondents, including 36% child care centers and 36% family child care homes. These data are part of a NAEYC national survey provided in English or Spanish, taken by more than 10,000 individuals working in early childhood education settings between June 17 - July 5, 2021. To learn more, visit naeyc.org/pandemic-surveys.

Impact and Opportunity of Relief Funds

› Child care centers and family child care homes are operating at an average enrollment rate of 67% of their licensed capacity, with 56% of enrolled children attending on an average day.

› 40% of respondents inclusive of all settings say their program likely would have closed without help.

› 19% of respondents working in child care centers and 28% of those working in family child care homes have been able to reduce debt they took on during the pandemic using relief funds they have received to date.
  • Another 59% say they will be able to reduce debt with future relief funds, such as the stabilization grants.

› 27% of respondents in child care centers and family child care homes received an increase in compensation through bonuses or an increase in baseline pay.

› 63% of early childhood educators say they would want their compensation to increase temporarily (for 1-2 years), even if they knew it would eventually revert to what they receive now.

› At the same time, 12% of early childhood educators working in centers and family child care homes are worried about being cut off from public benefits (like SNAP or housing subsidies) if their compensation is increased, so policymakers must implement solutions that ensure educators who are receiving increased emergency financial support do not find themselves in a situation resulting in a loss of public assistance that is crucial to their families’ well-being.

Staffing and Compensation

› 65% of child care centers are experiencing a staffing shortage.
  • 47% of programs impacted by staffing shortages are serving fewer children
  • 22% have a longer waitlist
  • 20% are unable to open classrooms
  • 9% have reduced their operating hours.

› 33% of respondents say it is more difficult to recruit and retain qualified educators compared to before the pandemic.

› 79% of survey respondents identify wages as the main recruitment challenge because they are so low that potential applicants are either relying on pandemic unemployment or are recognizing they can make more money working just about anywhere else.

› On the issue of retention, 67% of respondents say that low wages are the most common reason that educators leave the field, followed by 8% who said lack of benefits. 13% of respondents pointed to exhaustion and burnout and no one from the state listed regulations as the key challenge for retaining educators.

› In reflecting on their own time in the field, 25% of respondents, or individuals from 12 programs, inclusive of all settings, said they were considering leaving their program or closing their family child care within the next year, with another 5 programs saying maybe they would close.