naeyc® National Association for the Education of Young Children

State Survey Data: Child Care at a Time of Progress and Peril

September 2021

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.[1] 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 and quotes from child care providers and parents 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.

1. More than 10,000 individuals participated in the survey. However, the number of responses from six states was well above the mean, so a smaller random sample from those states was selected for the national-level analysis to minimize a skew in the data results. All respondents are included in the state-level analyses, which is why the total number of respondents in the state-by-state data is greater than the number of respondents referenced in the national data analysis. For additional information on the survey methodology, please see page 3 of the national "Progress and Peril" brief. In addition, because this survey was entirely voluntary and results in a non-randomized sample, NAEYC recommends continuing to seek official sources from states tracking data such as program closures, enrollment, and attendance.

ALABAMA

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.

"I am feeling overwhelmed. I can't hire additional help. I can't have breaks, take off, or schedule appointments. We are not able to pay a decent enough wage for someone to live on. A lot is required to work in this field so many people would rather leave and work elsewhere." – Family child care owner, Harvest, AL

ALASKA

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.

"Being able to offer funding for education and comparable wages to my employees would be spectacular. My employees work long hours at a job most people couldn't do because of the emotional and physical demands. Offering them comparable pay and funding so they can continue their education seems as if it is the least we can do to show the respect we have for their tireless efforts and to say thank you for the care they provide our children." - Child care center director, Ketchikan, AK

ARIZONA

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.

"Congress investing in high-quality child care would mean our private NAEYC accredited center would be able to serve families who otherwise might not have the resources for quality care, it would make ECE more equitable for everyone. More students/families will have the advantage of all the proven lifetime benefits ECE provides for children 0-5. It would also provide a platform to raise the reputation of ECE." - Child care center owner / director, Flagstaff, AZ

ARKANSAS

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.

"We are a rural family child care home and our program never closed due to pandemic-related reasons. However, I have only been able to remain open because of what funding I have received. I am sure we most likely would not have made it otherwise." – Family child care owner, DeWitt, AR

CALIFORNIA

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.

"While I commend the $15/hr ordinance, it's still not enough to live in LA County. It would mean the world to the industry to make an ECE degree free. We know this field isn't going to be a lucrative one, so taking on student debt to continuously be in debt is driving folks away from our industry. This model continues to oppress women and women of color in particular." - ECE program executive director, Santa Monica, CA

COLORADO

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.

"All ECE programs in our small community are hiring. In our program new staff and staff earning higher credential levels have received an increase in pay. We also raised starting pay from $16 to $17/hr. However, the hotel and restaurant industry pays more. I still have two open positions and since we are understaffed, I am working as both the director and a part-time teacher." - Child care center director, Steamboat Springs, CO

CONNECTICUT

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

DELAWARE

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 qualified 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." - Child care center director, Newark, DE

DISTRICT OF COLUMBIA

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- 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

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- 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.

"Congress investing hundreds of billions of dollars in high-quality child care and mixed-delivery preschool means that families will have choices and access to affordable high-quality early learning experiences for their children. It will also mean that the educators, who are respected and valued professionals doing the crucial work, will be able to earn a livable income and remain in the field."
- Child care program director, Washington, D.C.

FLORIDA

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.

"Early childhood teachers can not provide for their own families with what they are paid now, yet are expected to give quality care for everyone else's family." Child care program director, Fort Myers, FL

GEORGIA

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.

"We are barely getting by. Lots of parents can't pay every week and some do payment plans. We have a staffing shortage with four open positions. This means our program has a longer waitlist, is serving fewer children, and we can't open classrooms. I got a 50 cent raise since the pandemic started, yet lots comes pay out of our pockets. I'm living paycheck to paycheck and need help." – Early childhood educator, McIntyre, GA

HAWAII

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.

"Prior to the pandemic, we were consistent with increasing our base pay for all our employees. During the 2020-2021 school year, we were unable to issue any wage increases/bonuses. We have been operating at a deficit for several years now, but the deficit from the fallout of COVID-19 is our most substantial to-date. At the same time, here in Hawaii, the cost of living continues to rise. This puts increasing stress upon our ECE professionals who worry about being able to afford their daily life - and must compartmentalize those emotions to be able to care for their students and families - who may also be struggling with the same issues."
– Child care center office manager, Honolulu, HI

IDAHO

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.

"During 2020 we couldn't do raises but when the relief money came this year we did increases in salary. We had to increase our starting pay to get new staff but now they are making more than half of our teachers. We will try to bring the rest of the teacher salaries up too, but we can only do that with relief money because we can't on our own." – Child care center director, Boise, ID

ILLINOIS

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.

"In my opinion, $15/hr is not even close enough to a living wage. Higher base pay is needed to incentivize people to seek to teach young children as a career. It needs to be valued and respected so that people are proud of the work they are doing." - Early childhood educator, Peoria, IL

INDIANA

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.

"I LOVE my work as a child care provider, but it would not be possible to operate my program without my husband's higher paying job and family health insurance coverage. Without his health coverage, I would not be able to afford it on my own as I make $7.63 per hour or $5.43 straight time. If I were to increase my hourly wage to the current minimum wage at $7.50/hour, it would result in a $25/week rate increase for each of the 8 children enrolled in my program." Child care center director, South Bend, IN

IOWA

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 state's additional funding are the only things that have allowed us to do so." - Family child care owner, Dubuque, IA

KANSAS

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.

I called providers prepared to ask questions about the quality of their program, but it turns out the only question I needed to ask was, "Do/will you have a spot?" and the answer was overwhelmingly 'no' or 'I won't know until I do'. Parents should have a choice about where they send their children, not just to the first person that has a spot open." - Parent, Milford, KS

KENTUCKY

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.

"In lieu of our annual raises (because we were and still are unsure if we will get through this) we have given COVID Bonuses every time we receive any type of financial assistance. We are also doing attendance incentives weekly and monthly. Any staff who does not call out throughout the month receives a $100 bonus and we do weekly drawings based on attendance for $25 gift cards. Still, we are struggling."
– Child care center administrator, Louisville, KY

LOUISIANA

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.

"If there was enough funding for educators to have access to free community college or a wage increase, it would mean that teachers would have longevity at our child care center, which would allow them to become experts in the field. It would also provide them the opportunity to go back to school to get more credentials and continue to build relationships with the program's children." - Preschool executive director, Baton Rouge, LA

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

MARYLAND

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.

"If Congress would invest billions of dollars in high-quality child care, families such as ours would thrive. Our daughter would continue to learn, grow, and socialize in a great high-quality child care center and we could continue to do what is necessary to make sure she grows up accordingly. More investment in child care means that I can find work that meets my experience and education instead of scrambling to find any "job" so that I can pay for child care." - Parent, Greenbelt, MD

MASSACHUSETTS

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 child care 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 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." - Child care program director, Boston, MA

MICHIGAN

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.

"Early education professionals were told how essential they were to our economy and while many other essential workers have received additional compensation or hazard pay, many early childhood educators in our state have seen nothing. They are exhausted and feel deeply devalued." - Child care center owner, Lake Orion, MI

MINNESOTA

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.

"I work with 4 early childhood programs to place college students in field experiences and student teaching. Based on my experience working with those programs, recruiting college students into the field has become increasingly difficult. Our university recently decided to close the early childhood program and I believe that other institutions of higher education are under the same pressure." – University faculty member, Minneapolis, MN

MISSISSIPPI

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.

"With greater access to community college, we would be able to hire the most qualified applicants who truly see this field as a calling rather than just a job. We would have applicants who are interested in being life-long learners and who continually grow their professional knowledge to best serve their children and families."
- Child care and afterschool program owner, Clinton, MS

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.

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.

"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, St. Louis, MO

MONTANA

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.

"It's hard to find people who meet the requirements (example: have the proper training, background checks, etc.) AND who you trust or who has similar philosophies on education and caring for young children. This means I have a substitute position open and when I cannot find a sub, I have to close early, open late, or close for the full day(s)." – Family child care owner, Helena, MT

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.

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, NV

NEW HAMPSHIRE

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 fewer 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." - Child care center executive director, Concord, NH

NEW JERSEY

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.

"We've used relief funds to provide compensation increases but when the minimum wage went up it meant new people coming in were making the same amount as people that have been with us for years which caused us to have to raise their rate. No one wants to work at the same rate as a high school student just starting their career, especially when some of our staff have been there for years and have a greater role."
– Child care center administrator, Berlin, NJ

NEW MEXICO

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.

"I have been working in this field for more than five years. I do not have health insurance. I am underpaid and overworked. Yet what I really want to know is: Why do child care workers make less than fast food workers?"
– Early childhood educator, Albuquerque, NM

NEW YORK

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.

"I cannot overemphasize the effects of low wages in such a high-skill industry. Some investments cover only about half of a child's tuition in our area, and yet we are supposed to absorb the discrepancy alongside rising minimum wages? It's absolutely impossible for the vast majority of programs and makes early childhood education even more out of reach for both families and practitioners." - Child care center administrator, Cornwall, NY

NORTH CAROLINA

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.

"If Congress invested hundreds of billions of dollars into child care, the turnover rate would definitely drop and I would get more high-quality applicants. One of the problems of getting people interested in applying to work in ECE is the low start in pay. You can't pay them higher pay if they are not educated in ECE but it's hard for them to afford college classes if they don't get enough pay. We also can't compete with other businesses in terms of wages. We have a local Chick-fil-A that starts out full-time employees at $19.00 an hour. As a director and owner of a child care program, I don't even make close to that myself." - Child care center owner, Flat Rock, NC

OHIO

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.

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.

"Right now, I make less than minimum wage in my small in-home child care. My family lives on less than $30,000 a year with my husband and I both working. Each month it gets harder to pay the bills and every month I have to answer the question "can I afford to keep providing child care?" At any given time, I could be forced to close due to not being able to afford to stay open, which will result in taking yet one more quality child care program away from children and families." - Family child care owner, Sabina, OH

OKLAHOMA

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.

"Congress investing in early childhood education would be my dream come true. I have a hard time hiring qualified early childhood educators because the compensation is too low for the work and liability that it requires caring for and teaching children." - Child care center owner, Oklahoma City, OK

OREGON

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." - Early childhood educator, Portland, OR

PENNSYLVANIA

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.

"If Congress invested more funding in child care, we would be able to hire more teachers who would want to work in this field because we would have the ability to pay higher salaries with better benefits. The ECE field is suffering from a lack of workers due to low pay. We need additional funding ASAP. We can't compete with larger companies like Walmart and Amazon, nor can we compete with local school districts. It's too difficult to provide daily care let alone quality care." - Child care center owner, Sharon Hill, PA

SOUTH CAROLINA

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.

"Thanks to relief funding we increased our starting wage matrix to be more competitive with other industries. This also required us to increase current staff to meet new matrix standards yet we're concerned about sustaining these increases without additional funding. Still, our program is struggling. I have eight open roles. We have a longer waitlist, are serving fewer children, and are unable to open classrooms." – Child care center administrator, Hilton Head, SC

TENNESSEE

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.

"Additional funding from Congress would mean that I can bring back high-quality staff to better serve our community. Also as an owner and director of a child care center, it would mean that I can start paying myself and provide higher salaries to my teachers." - Child care center owner, Memphis, TN

TEXAS

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." - Child care center director, Sweeny, TX

UTAH

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.

"It is more difficult than it was before the pandemic to hire staff. We don't have people responding to our job postings. If they do respond, then they don't sign up for an interview. If they do sign up for an interview, then they don't show up for the interview. We used to be able to hire 2-3 people in 2-3 weeks. Now it takes 1-2 months to hire 1 person from a job posting, if we are lucky. Then the person is not usually as qualified as those we were hiring pre-COVID." – Child care center administrator, Salt Lake City, UT

VERMONT

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.

"There is no doubt that if I earned comparable wages to what I would make in the public school programs, I would not feel the pressure to leave my current position in order to provide financially for my own family, and have the appreciation/supports needed for my own mental health. This is not a sacrifice that any educator needs to make!" - Early childhood educator, Greensboro Bend, VT

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.

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." - Child care center owner, Burkeville, VA

WASHINGTON

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.

"With the relief funding we have received we have been able to give small bonuses, paid mental health days, and extra paid closure days. However, the instability of the current staffing issues makes it hard to retain both new and seasoned staff. Additionally, training resources and support are limited due to being short-staffed which creates frustration and leads to teacher burn out. Also, due to COVID protocols, teacher interactions with each other have been limited which changes the work culture/dynamic leading to less meaningful relationships being built and less belonging created. All of which leads to retention difficulties." - Child care center administrator, Redmond, WA

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.

"Thanks to pandemic relief funding we have provided an across the board raise for all employees, are offering temporary attendance bonuses, have temporarily increased financial support for continuing education and have added sick leave as a benefit for full time employees. However, our program is in a fragile state. Our employees are over worked and on the verge of quitting and it is more difficult to hire staff now than it was before the pandemic." - Child care center administrator, Oak Hill, WV

WISCONSIN

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.
- 55% 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

- 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.

"If there was enough funding for all educators to access free community college, be paid at least $15/hour, and earn comparable wages with kindergarten teachers with comparable qualifications, my life would be easier. I would not have to be defending my profession as much as I do, to be finally seen as comparable with a teacher would be amazing!" - Family child care owner, Oshkosh, WI

WYOMING

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.

"Early childhood education is seen as a luxury, not as a necessity, and as such, it is increasingly difficult to get administrators to agree to allow these programs to continue. We could retain full-time staff with more funding, and replace equipment that is outdated. We would be able to pour funds into culturally appropriate materials and provide training to our employees." - Early childhood educator, Fremont Country, WY