

The Size and Shape of The ECE Workforce: Different Data for Different Questions

Presentation to
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Scope of the ECE Workforce

Criteria: activity, payment, employer, availability

Sector: employees of firms or establishments providing service. Not all care for children.

Occupation/workforce: individuals paid to provide a certain service = caring for children, regardless of setting/employer.

Caregiving population: everyone who regularly takes responsibility for one or more children. May be unpaid.

Market-based caregiver: paid for caregiving and makes care available to public (NSECE).

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Note that self-identification NOT on the list of criteria. Professional i/d and intentionality are attributes of caregivers, not defining characteristics.

Shape of the Workforce: Distinctions

Setting in which ECE is provided: center-based (market vs. appropriated programs), home-based (formal or market vs. FFN)

Age and Needs of children: B-5 vs. School-age; sub-groups within each; special needs; DLL's

Characteristics of caregivers (demographic) vs. qualifications, competence and attitudes

Roles: proprietor, director, lead teacher, assistant, family member, specialist, support

Characteristics of individuals vs. organizations (e.g. stability vs. turnover; financial return; offering vs. participating in professional development; coaching individuals vs. coaching staff....

Distribution, Disparities, Incentives

Analytic questions requiring linking WF to other data – a few examples:

- Disparities by geographic area
- Disparities by SES, subsidy status of children and parents
- Relationship among compensation, qualifications, competence
- Relationship of quality improvement policies to staff attributes– incentives to individuals, organizations.

Estimating Workforce Size and Characteristics

Counting: *decennial census*. Detailed demographics, geographic divisions. Long-term consistency.

Surveys:

Current Employment and Occupational Employment Surveys of firms; employment, hours, wages; mostly center-based; FCC only for assistants. CES monthly; OES annual.

Census: Current Population Survey of households— center-based, FCC as self-employed. Monthly. *ATUS* allows inference of FFN and parental caregiving.

National Study of Early Care and Education. Multiple surveys of organizations and individuals: HH, formal, FFNN, workforce. Estimate number, characteristics, qualifications, attitudes, labor market info. Relate WF to local ECE market and demographics.

Demand-based estimate (Brandon & Whitebook): derived from hours in care, ratios and adjustment factors.

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Each method has advantages, disadvantages:

Census counts cover full population, allow geographic distinctions. Provide detailed demographic characteristics of workers. Do not provide distinctions by type of setting, age or other characteristics of children. Current challenge of combining pre-K and K (may be changing). Standard census categories not include FFN; *ATUS* allows an approximation, but relatively small N of respondents

CES: consistent monthly tracking over long time period. Only national, not state or local. Virtually all center-based. Not provide distinctions

Demand-based: covers all settings, distinguishes paid/unpaid and break down by characteristics of child and parent. *Disadvantages:* uncertainty in ratios, converting FTE to individuals, hard to get comparably for many geographic areas; not comparable with standard employment statistics

NSECE: multiple surveys in 2012;

- Cover all components = formal center and home-based, FFNN.
- Collect data on both provider organizations (sector) and individual staff and caregivers (workforce and caregiving population).
- Include ability to count number of workers, compensation (wages, benefits), demographic characteristics, qualifications, PD experiences, and attitudes (e.g. modernity, stress, depression), professional identification/intentionality.

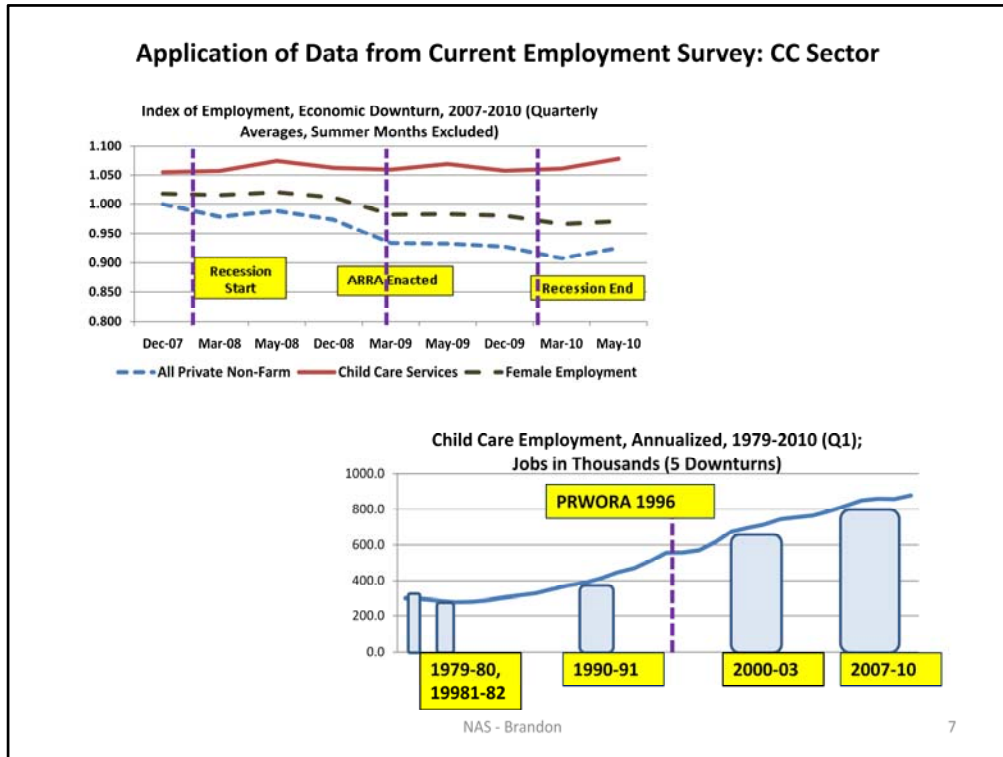
The **Household Survey** to be conducted with a parent or guardian of a child or children under age 13. Eligible respondents will be identified through the **Household Screener**. The NSECE data will include 17,512 interviews with adults in households with children under age 13.

The **Family, Friend, Neighbor and Nanny (FFNN) Survey** to be conducted with individuals who care in a home-based setting for children under age 13 who are not their own (and who do not appear on an administrative list of ECE/SA providers). Eligible respondents will be identified through the **Household Screener**. We estimate approximately 5,000 completed interviews with FFNN providers.

The **Formal Provider Survey** is to be conducted with directors of ECE/SA providers who can be identified from administrative lists such as state licensing lists, Head Start program records, or pre-K rolls. These providers will include regulated or registered home-based providers who appear on state-level administrative lists. The Formal Provider Survey data will include interviews with 18,800 programs.

The **Workforce Provider Survey** will be conducted with staff members of sampled formal providers. After each Center-based Provider interview is completed, one staff member from that organization will be sampled and administered the workforce interview. Workforce members from 10,800 programs will be interviewed.

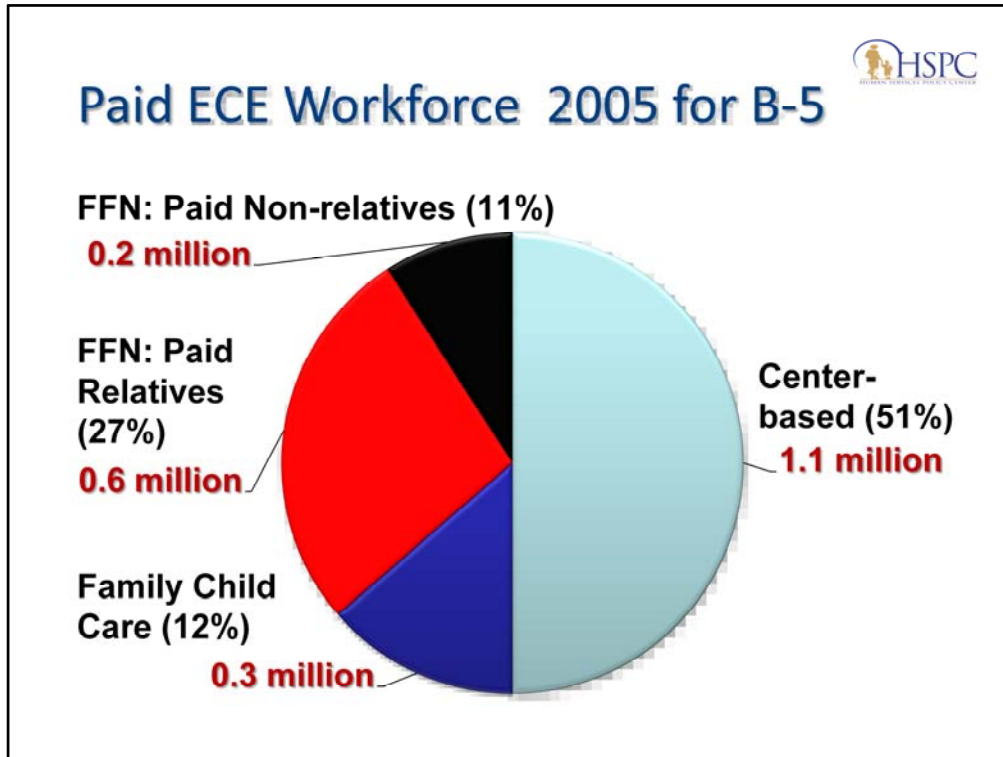
Examples of Workforce Data From Different Sources



Unpublished data from: Brandon, Richard N. (2010), “Child Care Sector Employment Through the Economic Downturn of 2007-2010.” Paper under review.

Use of CES Data: Child Care Sector: only center-based. Workforce = ~ 880,000 incl. school-age

- Allows monthly/quarterly tracking; identify and adjust for seasonal patterns
- Consistent over long time periods; distinguish between secular and cyclical trends
- Can compare to other components of US WF, other sectors
- Compare to significant events, such as recessions and major legislation



Citation: Brandon, R.N., T.J. Stutman & M. Maroto (2010, Forthcoming), "The Economic Value of Early Care and Education in the US," in Weiss, E. and R. Brandon (2010 Forthcoming), "Economic Analysis: The Early Childhood Sector." Washington, DC: Partnership for America's Economic Success.

Demand Based estimate = 2.2 million paid ECE workforce for children B-5 – distinct from School-age

□ Plus 3.2 million unpaid, mostly relatives

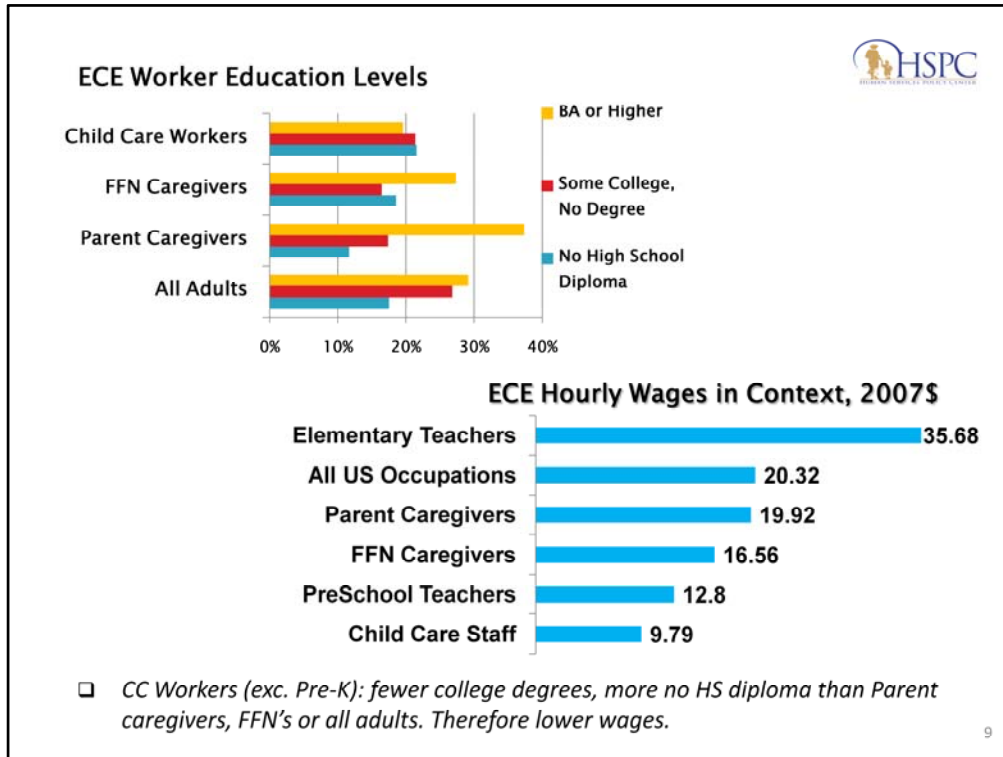
Paid ECE = 31% of P-20 Educational workforce; 3.5% of US female workforce

= > BLS: 1.2 million for B-12+ = center staff + self-employed; not include paid FFN.

Examples of child characteristics from demand-based approach:

□ Share of paid workforce: Infants 23%, toddlers 31%, preschoolers 47%

□ 33% WF is with special needs kids; 21% with DLL (midpoint estimates)



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ATUS/Census data for educational attainment

- ☐ FFN and Parental caregivers based on self-report of time in primary care of child, not list child care as occupation
- ☐ CC Workers (exclude pre-K) less likely to have 4-year degrees than parent or FFN caregivers or all adults

Two Sources for Wage Comparison:

- ☐ BLS/OES for wages;
- ☐ ATUS for estimating parent caregiver and FFN foregone wages
- ☐ CC staff has below-average wages (-\$10/hr), but also lower qualifications (education, job experience)
- ☐ CC occupational wage deficit: - \$2.20/hour; - 31%

Conclusion

Is not and not likely to be a single data set that can answer all our questions.

Therefore:

- Make sure all components are covered
- Provide sources to reveal all important distinctions
- Maximize consistency in definitions across data sources