

# Moving the Child Care Workforce to Higher Quality

*“Supporting Pre-Service & On-going Training”*



- What we know about the workforce
- Existing state requirements
- Making the case for pre-service training
- NACCRRA's 12 point plan
- Next Steps



# The Child Care Workforce

- Approximately 2.3 million individuals in the U.S. earn a living caring for children under age 5, of which about 1.2 million are providing child care in formal settings, such as child care centers or family child care homes.
- According to the Bureau of Labor Statistics, the average wage for child care providers is about \$9 an hour or, \$18,820 a year.



# Basics on the Workforce

- Child Care is one of the few professions where individuals have little or no pre-service training before working with children.
- The minimum education level required for child care providers varies greatly by state.



# Minimum Education Requirements

- 20 percent of center teachers, 43 percent of center assistant teachers, and 44 percent of family child care providers have a high school education or less.



# Pre-service Early Childhood Education Training

- States vary widely in their training requirements for licensed child care providers.
- Only 12 states have any pre-service Early Childhood Education (ECE) training requirement for staff in a child care center. (CA, DE, DC, HI, IL, MD, MA, MN, NH, NJ, VT, and WI)
- Only 10 states have any pre-service Early Childhood Education (ECE) training requirement for Family Child Care home providers. (AL, CA, DE, FL, HI, MD, MA, MI, OR, and TX).



# What the Research Shows...

- Research clearly shows a link between training and higher quality child care.
- Training improves caregiving skills such as attention to children, providing activities to enhance children's development, improving classroom environment, education materials, greater sensitivity, and more positive relationships with children.
- In fact, training has been shown to improve quality more than other factors associated with quality such as experience, group size, and adult:child ratios.



# State Health & Safety Requirements

- Only 5 states (CO, MN, NM, WA, and WY) require a pre-service orientation plus training in first aid, CPR, fire safety, and additional health & safety topics.



## State Minimum Education Requirements (Degrees)

- 21 states have *no minimum requirement*
- 28 states and the Department of Defense require only a high school diploma or GED



# Director Training & Education

- The leadership provided by a director is critical given that many of the individuals who work in child care have no prior experience, training, or education to prepare them for their responsibilities.
- A child care program's philosophy, curriculum, and staff training are determined in large part by its director.



# Center Director Qualifications

- Only New Jersey and the Department of Defense require directors to have a BA
- 40 states do not even require an AA or CDA
- ✓ NACCRRA recommends that all center directors have a bachelor's degree.



# What is required for other fields? Example: Virginia

- **Child Care Center Teachers:** 12 hours within the first month of work
- **Barbers:** 1,500 hours of training and a state exam
- **Manicurists:** 150 hours of training and a state exam
- **Certified Nursing Assistants:** Completion of a nurse aide education program, 40 hours of clinical experience, and a competency exam



# Our Goal

- All paid child care providers caring for *unrelated* children on a regular basis complete:
  - ✓ 40 hours of training in child development, first aid/CPR, recognizing child abuse, and basic health and safety *before* working unsupervised with children.
  - ✓ 24 hours of ongoing training based on the 13 CDA competency areas.



## What Parents Think....

According to NACCRRA's National Parent Poll:

- 72 percent of parents believe that caregivers are trained in first aid and CPR.
- 70 percent of parents believe that caregivers are trained to recognize the signs of child abuse.
- 65 percent of parents believe that caregivers are required to have training in child development.



## What Parents Want...

According to NACCRRA's National Parent Poll:

- ✓ **95 percent** of parents favor requiring training *before* child care providers work with children!



# Who Would Pay for Training?

- Public Funds should be used to ensure training is available at an affordable cost.
- Obtaining the training should be a personal responsibility of the potential employee to complete before applying.
- Increase the quality set-aside from 4% to 12% or higher.



# Who Would Pay for Training?

- In most professions, those who work in a licensed environment pay for their own training (i.e., teachers, barbers, manicurists, etc).
- Training should be a shared responsibility between the state, federal, and individual workers.



# What Role Do CCR&Rs Have?

- Minimum pre-service and ongoing training requirements are the first step in NACCRRA's 12-Point Plan to Improve Our Nation's Training.
- CCR&Rs are poised to offer this type of intentional, sequential training to providers.
- CCR&Rs train over 500,000 child care providers per year!



# Next Steps

- Complete “provider services” best practices
- Complete TA tracking
- Establish caseload requirements for CCR&R training and TA staff
- Complete 40 training framework
- Develop on-line learning capacity