

CHILD CARE: LOWV Issue Forum

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weca Wisconsin Early
Childhood Association

reach  DANE

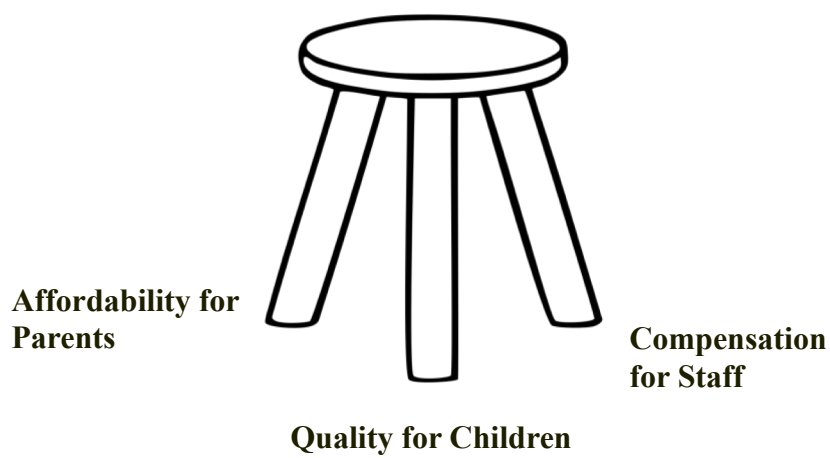
A Brief HERSTORY

- 1970's – "I can change the world"
- 1980's – Community organizing:
Madison Area Child Care Workers United
- 1990's – Voices for Change:
Child Care Teachers & the Worthy Wage Campaign
- 2000's – It's all about "quality" – early learning standards;
YoungStar
- 2010's – New Voices for Change:
the Child Care Staffing Crisis

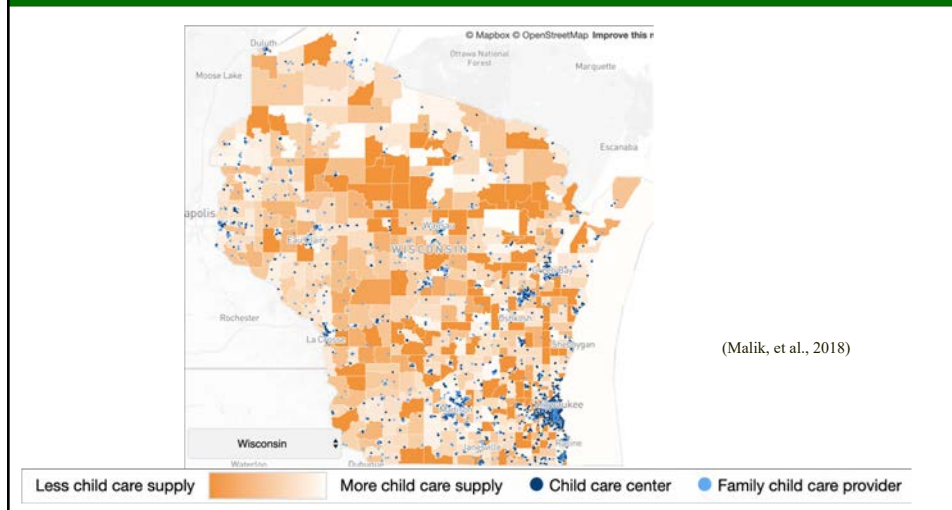
The Conundrum of Child Care

*"Parents can't afford to pay...
Child Care Providers can't
afford to stay.
There must be a better way!"*

The "Trilemma"



54% of WI residents live in a Child Care Desert



New Voices: Neuroscientists

- A child's brain undergoes an amazing period of development from birth to three—producing more than a million neural connections each second.
- Ongoing, reliable interaction with trusted adults is essential for the development of healthy brain circuits



Today, more than ever before, we understand the science behind how children develop.

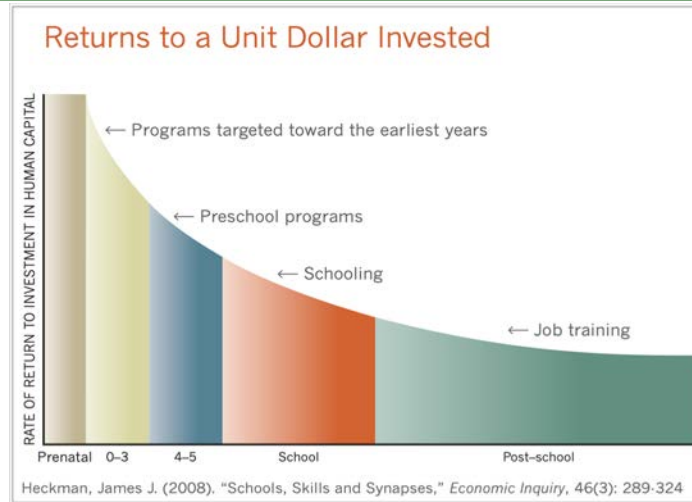
We know without a doubt that **high-quality early education** leads to positive outcomes for children and a better society as a whole.

New Voices: Economists

The newest research from Professor James Heckman and colleagues finds 13% ROI (Return on Investment) for comprehensive, high-quality, birth-to-five early education.

James Heckman, Nobel Memorial Prize Winner in Economics

Investing in ECE



Longitudinal Studies on ECE

High quality ECE programs are associated with:

- ↑ Higher rates of high school graduation
- ↑ Higher levels of educational attainment into adulthood
- ↑ Better health and mental health outcomes in adulthood
- ↓ Lower rates of incarceration

New Voices: Employers

Survey responses to:
"What are the main workforce development challenges your company or the businesses in your community are facing?"

1. Lack of available workers
2. Lack of available childcare



**Wisconsin Economic Development Association
2017 Fall Conference.**

New Voices: Others...

- Local Governments
- Justice-Seekers: Minimum Wage, Paid Family Leave, Racial & Gender Equality...
- Child Care Workforce
- You??



“By failing to meet the needs of adults who work with young children, we are threatening not only their well-being, but that of the children in their care.”

Whitebook, Howes, Phillips

Key findings of 2016 ECE Workforce Study & 2018 Workforce Index

- Child care teachers are an educated workforce
- Advancements in education are not reflected in wages
- Wages are low : \$10-\$13/hour
- Turnover rate exceeds 35%
- Only 17% of child care teachers are eligible *and* participate in employer-provided health insurance
- 54% of ECE workforce accesses one or more public supports (e.g. food stamps, EITC, child care subsidy for their own child...)

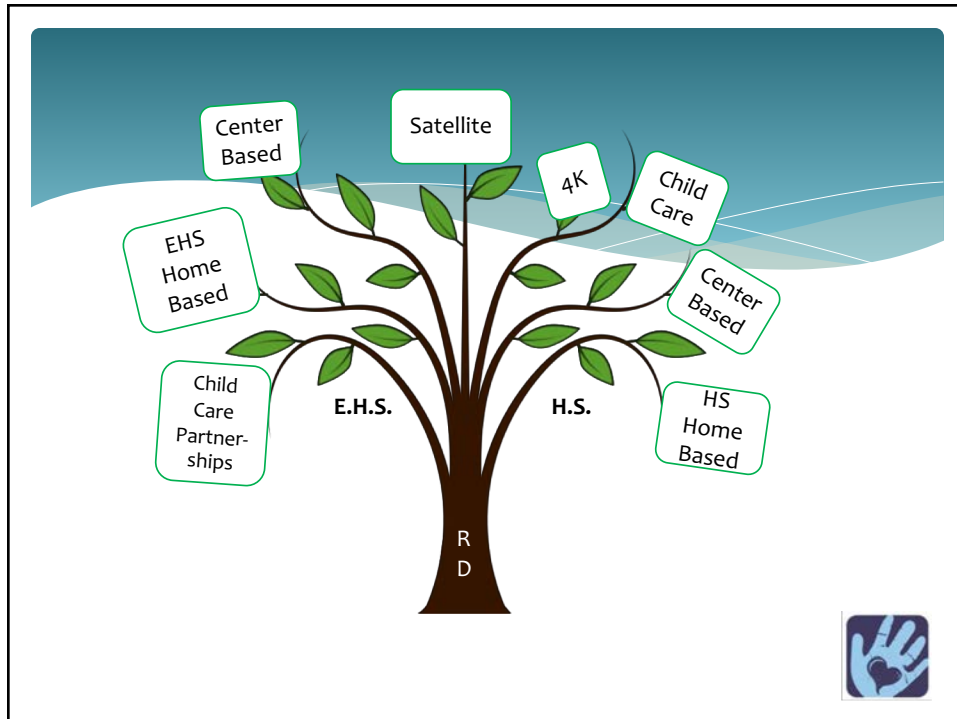
Sources: Center for the Study of Child Care Employment, Child Care Index 2018
COWS, Wisconsin Early Childhood Workforce Study, 2016

Immediate Action Steps 2019-21 Budget

- Increase Wisconsin Shares child care subsidy payment rates. Use available CCDBG and TANF dollars to increase Wisconsin Shares to 75% of market rate – federally recommended rate (currently at 15% in Wisconsin).
- Grow a stable and well-qualified workforce of early educators. Increase funding for T.E.A.C.H. and REWARD to improve and retain early childhood educators.

A Case Study: Child Care at Reach Dane





Sobering Statistics

- Reach Dane serves nearly 1,000 low income children ages 0-5 in Dane and Green Counties
- 82% of enrolled children are minorities
- From 2012 to 2016, the number of homeless infants and toddler **quadrupled** from 26 to 109. Reach Dane now serves more homeless children than any other Head Start program in the state

Our Children Are Losing Ground

Social-Emotional						
Program Year	Fall		Winter		Spring	
	Below	Meeting/Exceeding	Below	Meeting/Exceeding	Below	Meeting/Exceeding
2015-2016	29%	71%	18%	83%	9%	91%
2016-2017	34%	66%	19%	81%	10%	90%
2017-2018	44%	56%	24%	76%	13%	87%

Language						
Program Year	Fall		Winter		Spring	
	Below	Meeting/Exceeding	Below	Meeting/Exceeding	Below	Meeting/Exceeding
2015-2016	37%	63%	25%	75%	19%	81%
2016-2017	41%	59%	27%	73%	19%	81%
2017-2018	46%	54%	30%	70%	17%	83%

Workforce Issues Impact Children's Development

- Turnover rates in infant/toddler classrooms average 50% per year
- The most commonly cited reason for teachers leaving the agency is wages



Low Income Families Struggle to Find and Maintain High Quality Care

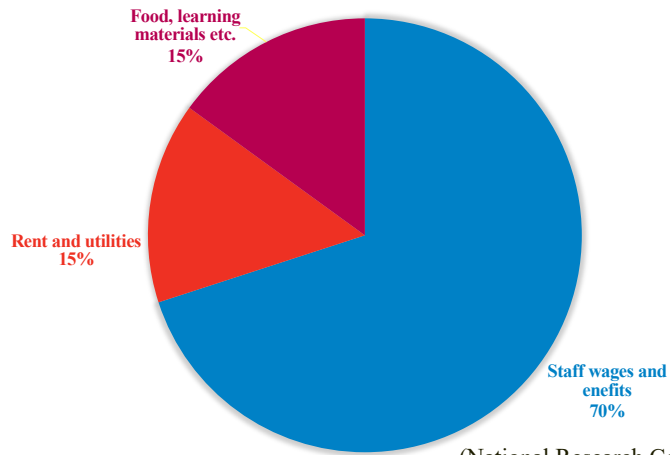


The effect of the child care crisis on WI's Workforce

- 74% of WI's children under the age of 5 live in households where all available parents are working
- Without affordable, dependable care, parents reduce their work hours or opt out of the workforce
- U.S. businesses lose \$3 billion annually due to child care breakdowns (Elswick, 2003)

The True Cost of Care

ECE PROGRAM BUDGET



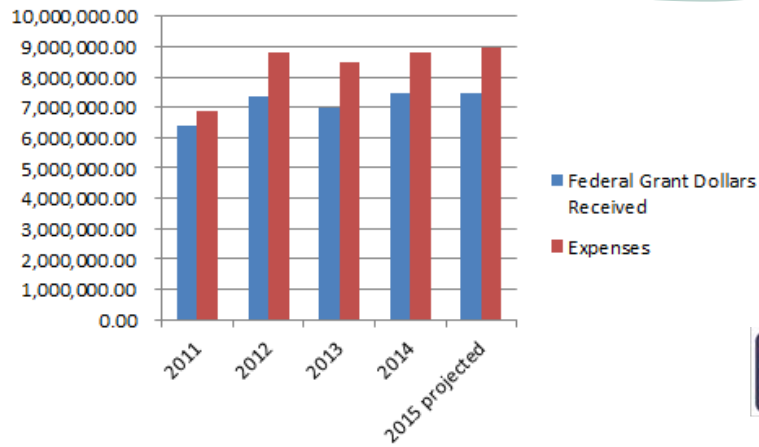
(National Research Council: 2012)

Critical Next Steps

- Our community desperately needs more high quality infant/toddler care and home visitation programs, particularly for low income families
- High quality care is expensive. We have to be willing to invest in our children
- Parents need support in their role as the first and most important teachers of their children

Funding

- Continued flat funding in federal grants
- Grants do not support staff salaries that are competitive based on the education level required



How you can get involved:



How you can get involved:

- www.wisconsinearlychildhood.org



THANK YOU!

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