



To: Commissioners, First 5 Ventura County

From: Nani Oesterle, Program Manager

Date: September 19, 2019

Re: Recommendation to Grant Authority to Contract with the Center for the Study of Child Care Employment at University of California, Berkeley to Participate in the California Early Care & Education Workforce Study

Background

Established in 1999, the Center for the Study of Child Care Employment (CSCCE) at the University of California, Berkeley, is focused on achieving comprehensive public investments that enable the early childhood workforce to deliver high-quality care and education for all children. To achieve this goal, CSCCE conducts research and policy analysis about the characteristics of those who care for and educate young children and examines policy solutions aimed at improving how our nation *prepares, supports, and rewards these early educators* to ensure young children's optimal development.

CSCCE is conducting a new California Early Care & Education Workforce Study to collect comprehensive and representative workforce data on wages, benefits, educational attainment, training, demographics, and well-being to produce a statewide and several regional reports. Comprehensive statewide ECE workforce data has not been collected since CSCCE's 2006 Workforce Study. Twelve years later, California lags behind most other states in the collection of ECE workforce data.

CSCCE has invited First 5 Ventura County the opportunity to "buy-in" to the study by purchasing enough additional surveys in our county to obtain representative data at the county level and generate a county-specific data profile.

This is a tremendous opportunity to learn more about Ventura County's ECE workforce. As the state of California increases its investments in ECE spaces and facilities, it is vital to ensure that we have a qualified local workforce to serve our youngest learners. Currently, county specific data on the ECE workforce does not exist. This opportunity is so important that several local partners have agreed to participate as thought-partners and to share the cost of the Ventura County oversampling. To date, the Local Planning Council, Child Development Resources, Inc., and the Ventura County Community Foundation have pledged to contribute a minimum of \$22,500, with contributions from additional partners still pending. With these secured contributions towards the \$47,000 cost to CSCCE for oversampling, First 5 Ventura County estimates a maximum contribution of \$24,500 in Commission funds towards this project, with the possibility of less depending on the final financial commitments of our other partners.

Recommendation

Recommended action would grant authority to the Executive Director to enter into a contract with University of California, Berkeley to obtain specific Ventura County data from a statewide study on the early childhood education workforce. The total contract would be for an amount not to exceed \$47,000 for September 20, 2019 through June 30, 2021. No new allocation of funds is required, as funds are available within the total preschool initiative allocation.

California Early Care & Education Workforce Study



County Data Opportunity

The California Department of Education, First 5 California, the Heising-Simons Foundation, and the David & Lucile Packard Foundation are funding the Center for the Study of Child Care Employment (CSCCE) at UC Berkeley to conduct a new [California Early Care & Education Workforce Study](#), in partnership with the California Child Care Resource & Referral Network (Network).

As part of this effort, we are inviting your county to participate in an option to “buy-in” to the study by purchasing enough additional surveys in your county to obtain representative data at the county level and generate a county-specific data profile. Your county was selected because your ECE workforce is of sufficient size to benefit from the oversampling necessary to provide a comprehensive overview of your county’s workforce. The questionnaires for the county will be the same surveys used for the statewide data collection.

Study Populations, Process & Timeline

Beginning in the fall of 2019, surveys will be conducted with licensed family child care providers, center administrators, center-based teaching staff, and transitional kindergarten teachers. Surveys will be offered in web-based and telephone formats. Surveys for center-based teaching staff and family child care providers will be offered in English and Spanish. All respondents will be offered a gift card for completing the survey.

Every county in the state will have a portion of their licensed child care centers and family child care homes (FCC) included in the Workforce Study, based on the size of their provider population. Centers and family child care providers will be randomly selected from data supplied by the Network and local Resource & Referral agencies.

The sample will be large enough to allow for analysis at both the statewide and regional level. CSCCE will provide a report of the regional and state-level findings. The designated regions are: Northern, Bay Area, Central, Southern, and Los Angeles County (see region list below).

Additionally, a fixed number of counties are eligible for county-level analysis. CSCCE did a careful analysis of Network data to determine the size of the provider population needed in each county to obtain robust, representative county data. Ventura county meets the threshold for minimum provider population size.

Study Regions

Counties in each region

Northern		Bay Area	Central	Southern	Los Angeles
Alpine	Mono	Alameda	Fresno	Imperial	Los Angeles
Amador	Nevada	Contra Costa	Inyo	Orange	
Butte	Placer	Marin	Kern	Riverside	
Calaveras	Plumas	Napa	Kings	San Bernardino	
Colusa	Shasta	San Francisco	Madera	San Diego	
Del Norte	Sierra	San Mateo	Mariposa	Santa Barbara	
El Dorado	Siskiyou	Santa Clara	Merced	Ventura	
Glenn	Sutter	Santa Cruz	Monterey		
Humboldt	Tehama	Solano	Sacramento		
Lake	Trinity	Sonoma	San Benito		
Lassen	Tuolumne		San Joaquin		
Mendocino	Yolo		San Luis Obispo		
Modoc	Yuba		Stanislaus		
			Tulare		

Data Elements for the County Profiles

Counties will receive a county data profile that includes:

- A brief narrative providing context for county-level workforce data
- Data tables and figures highlighting findings from the FCC, center director, and center teacher surveys

In addition to the below tables, there are a series of data points that, depending on response rates and meaningful variations within counties, we may also be able to include in the profile: additional education information, resources for communicating with non-English speaking and trauma-affected children/families, professional development interests, additional measures of economic well-being (food security, housing, and commute), business supports for FCCs, and teaching supports for teachers.

California Early Care and Education Workforce Study
County Data Opportunity

Data Elements	FCC PROVIDERS	CENTER DIRECTORS	CENTER TEACHERS
About FCCs/Centers/Classrooms			
Children You Serve			
Number of children by age groups	✓	✓	✓
Number of children by race and ethnicity	✓	✓	
Number of children with special needs	✓	✓	✓
Languages spoken by children	✓	✓	✓
Number of children who are dual language learners	✓	✓	✓
About Your Program/Center			
Public contract (Head Start, Title 5, etc.)	✓	✓	
Serving children/families with vouchers	✓	✓	
QRIS participation (Yes/No)	✓	✓	
About Your Staff			
Turnover among teaching staff		✓	
Reasons for turnover		✓	
Challenges to staff recruitment and retention		✓	
Effects of minimum wage increases		✓	
Paid Assistants			
Number of paid assistants	✓		
Number of unpaid assistants	✓		
About Providers/Directors/Teachers			
Experience			
Tenure in field/position	✓	✓	✓
Education			
Education (highest degree)	✓	✓	✓
Student loan debt	✓	✓	✓

California Early Care and Education Workforce Study
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Demographics			
Age	✓	✓	✓
Gender	✓	✓	✓
Race and ethnicity	✓	✓	✓
Languages spoken	✓	✓	✓
Data Elements	FCC PROVIDERS	CENTER DIRECTORS	CENTER TEACHERS
Compensation & Wages			
Wages (hourly, monthly, or yearly)	✓	✓	✓
Benefits			
Paid leave	✓	✓	✓
Health coverage	✓	✓	✓
Retirement benefits	✓	✓	✓
Economic Well-Being			
Economic worry	✓	✓	✓
Utilization of public income support programs	✓	✓	✓
About the Workplace			
Professional Development			
Recent professional development experience	✓	✓	✓
Challenges			
Challenges faced	✓	✓	✓
Future Plans			
Future plans	✓	✓	✓