

# ESCCC FUNDING ACCESS TO QUALITY EARLY CHILDHOOD CARE AND EDUCATION

A survey was sent out through Child Care Resource and Referral networks, open to responses from November to December 2018, asking providers, directors, administrators, and teachers from across the state and varying setting-types to share their realities. [Here is what we heard:](#)

## CURRENT REIMBURSEMENT RATES ARE TOO LOW FOR MOST CHILD CARE PROVIDERS TO MAKE A LIVING

**78%** OF PROVIDERS WHO RESPONDED ARE SERVING AT LEAST ONE CHILD WITH A SUBSIDY

**MEANING** a significant part of the sector are financially impacted by the state-set market and reimbursement rates.

Within each setting type...	% with at least half of their children on subsidy
For-Profit Center	47%
Non-Profit Center	34%
Family Child Care Home	39%
Group Family Child Care Home	41%



ROUGHLY 40% OF EACH SETTING TYPE SIGNIFICANTLY IMPACTED BY THE STATE-SET MARKET RATE.

## WHAT WAGES LOOK LIKE

Providers, directors, and administrators shared the average hourly wages and hours worked per week for themselves and/or lead teachers.

	Lead Teacher – Masters	Lead – Bachelors	Lead – Associates	Lead – CDA	Full Time Hours/Week	Part Time Hours/Week
Center For-Profit	\$21.64	\$17.25	\$14.63	\$13.31	37.3	26.6
Center Non-Profit	\$19.21	\$16.28	\$13.71	\$12.43	38.1	24.1
FCC Home	--	\$14.50	\$13.60	\$10.88	55.75	--
GFCC Home	\$17.87	\$15.68	\$13.63	\$10.63	51	29

## WHAT YOU DON'T SEE

Average does not demonstrate the range of pay and hours reported, nor does it show what low wages truly look like to some providing this valuable service.

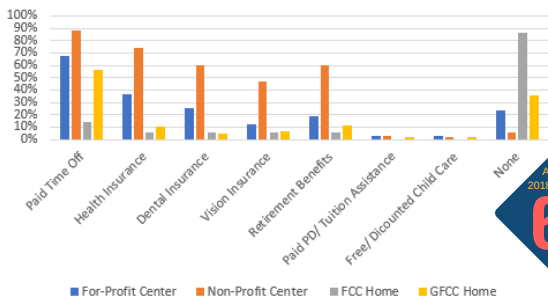
One Family Child Care provider reported working **75 hours/week** on average, with an annual salary that would equate to **\$5.89/hour**.

A Group Family Child Care provider reported working **98 hours/week** on average, with an annual salary that would equate to **\$3.34/hour**.

## PROVIDERS ARE STRUGGLING TO PAY STAFF THE INCREASED MINIMUM WAGE AND OFFER BASIC BENEFITS

**82%** OF TEACHERS WHO RESPONDED SAID THAT THE PAY THEY RECEIVE IS **INADEQUATE TO MEET THEIR NEEDS.**

Percentage Offering Benefits



70% OF TEACHERS REPORTED WORKING A SECOND JOB TO MAKE ENDS MEET.

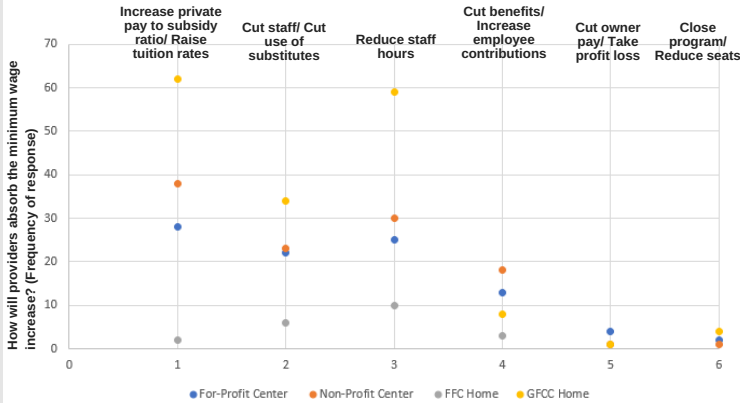
ACCORDING TO A 2018 BERKELEY STUDY

**65%**

of New York child care worker families are participating in at least one public income support or health care program (EITC, Medicaid and CHIP, SNAP, and/or TANF).

# IMPACT OF MINIMUM WAGE INCREASE

Increasing the minimum wage to support Cost of Living increases is necessary. However, we must always be mindful of who will carry the burden of those costs. In this case, the child care sector is being so severely underfunded that **the cost will fall on:**



**Families** who will pay more out-of-pocket for care.

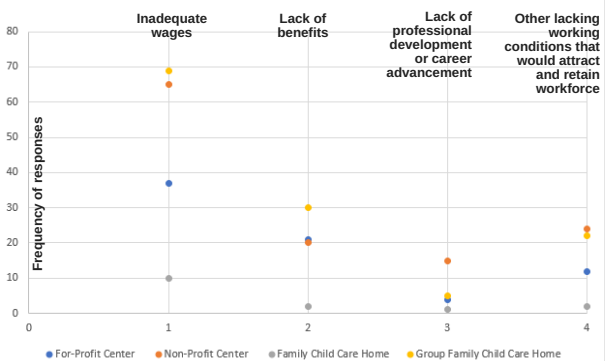
**Child Care Workforce** who lose hours, benefits, or positions

**The Business Owners** who lose profit or close programs.

## HIGH STAFF TURNOVER IS OCCURRING, WHICH NEGATIVELY IMPACTS CHILD LEARNING

Between January and November 2018	Average # of staff lost	Highest # reported
For-Profit Center	3.3	20
Non-Profit Center	4.7	20
FCC Home	.08	1
GFCC Home	.78	12

### TOP REASONS GIVEN FOR LEAVING



### WHAT YOU DON'T SEE

High staff turnover directly impacts the child:caregiver ratio, putting programs at risk of closure. Changes in staffing are highly disruptive to the learning process of children. Those who suffer most from high staff turnover are already negatively impacted by poverty.

## IMMIGRANT PARENTS ARE CONCERNED ABOUT ACCESSING GOVERNMENT ADMINISTERED PUBLIC BENEFITS

### ONE OUT OF THREE



SURVEY RESPONDENTS REPORTED THAT IMMIGRANT FAMILIES THEY SERVE ARE CONCERNED ABOUT ACCESSING CHILD CARE SUBSIDIES AND/OR OTHER PUBLIC BENEFITS.

New York State must do more to **OPEN ACCESS TO AND ENGAGE VULNERABLE COMMUNITIES** by providing culturally and linguistically responsive outreach, information, and systems support.

Check out Hispanic Research Center and Migration Policy Institute for full New York assessment

### BARRIERS NY SHOULD ADDRESS

- The **online application** for child care subsidies is not **available in top languages**.
- Prioritizing TANF** recipients **can limit immigrant family access** because requirements are more stringent
- Asking for social security numbers without explaining why** can **discourage immigrant families from applying** for fear of exposing themselves or their family members

### QUICK REFERENCE: SETTING TYPES

- Center-Based/ Day Care Center (DCC)** - provide care to an enrolled group of 7 or more children at a facility other than a personal residence. Maximum capacity is driven by square footage allowance.
- Family Child Care/ Family Day Care Home (FCC/FFDC)** - provide care to more than 2 non-relative children in a residence. Maximum capacity: 8 children/caregiver.
- Group Family Child Care/ Group Family Day Care Home (GFCC/GFDC)** - provide care to more than 2 non-relative children in a residence. Maximum capacity: 16 children/2 caregivers.

### QUICK REFERENCE: N-SIZE

Provider/Director/Administrator = 310  
Teacher/Assistant Teacher = 161