



# The Early Care and Education Workforce of Contra Costa County



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## About the Study

Building on the [California Early Care and Education Workforce Study](#), this report provides a snapshot of the state of the licensed Early care and education (ECE) workforce in Contra Costa County. The Contra Costa County study was conducted by the Center for the Study of Child Care Employment (CSCCE) in Spring and Summer 2023. The study sample includes 520 educators across three groups: 178 family child care (FCC) providers, 101 center directors, and 241 center teachers and assistants. The survey took place online in English and Spanish.

## Core Findings

### County Workforce Profile & Economic Well-Being

- The ECE workforce is **predominantly** women of color, and nearly **one half** of center teachers and assistants are Latina. **Four in ten** FCC providers and center teachers and assistants were born outside the United States. Approximately **66%** of center directors have 20 or more years of experience, along with **42%** of FCC providers and **23%** of center teachers and assistants.
- Earnings in Contra Costa County were **lower** than California as a whole.

Type of ECE Educator	Median Annual Earnings	
	Contra Costa County	Statewide
Family Child Care Provider	\$30,000 - \$35,900	\$36,000 - \$45,000
Center Director	\$64,500	\$63,800

- The **majority** of our sample worried about being able to afford their housing costs. Within in the county, center teachers and assistants were also most likely to be worried about paying for their housing (**78%**), followed by FCC providers (**69%**). Black center-based educators were most likely to worry about affording housing. Among FCC providers, Asian respondents were most likely to share this worry.
- While few center directors used public assistance, **47%** of FCC providers and **42%** of center teachers and assistants did use programs like Medi-Cal or food stamps. FCC providers with less than five years of experience were particularly likely to use public assistance (**70%**).
- Compared to the broader California workforce, local FCC providers were twice as likely to sometimes or often not have enough to eat, and center teachers and assistants were three times as likely.

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To view the entire report, please visit [bit.ly/ece-workforce-contra-costa](https://bit.ly/ece-workforce-contra-costa)

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### Physical and Mental Well-Being

- Close to **one half** of FCC providers, center teachers, and center assistants reported being “moderately concerned” about infection to exposure and injury on the job.
- About **one third** of educators experienced at least one health condition with chronic pain (for instance, arthritis or knee/hip pain). The figure rose to **one half** of educators with more than 15 years of experience (excluding center directors).
- **One half** of FCC providers and two thirds of center teachers and assistants reported high levels of perceived stress.

### Lack of Stability in the Workforce

- Between January 2021 to Spring 2023, **95%** of centers had one or more positions turn over, with an average of 5.6 positions per site.
- Around **one half** of program leaders reported that they continue to experience reduced income from families, typically because of lower enrollment levels post-pandemic.
- About **one half** of all FCC providers went without paying themselves at some point between January 2021 and our survey in Spring 2023. Black educators were most likely to forego payment, especially among large FCC providers (**73%**).
- Center directors were more likely than FCC providers to report decreased enrollment of four-year-old children as a result of TK expansion (**5%, compared to 37%**). Some FCC providers also began to enroll or increased enrollment of infants and toddlers.

### Plans to Continue Working in the ECE Field

- Between **29%** to **48%** of ECE educators either don’t plan to continue to work in the ECE field in three years or don’t know if they plan to continue in the field.

#### Job Plan In Three Years by Type of ECE Educator

Type of ECE Educator	Not Continuing in the ECE Field	Don't Know
Family Child Care Providers	21%	8%
Center Directors	29%	10%
Center Teachers	23%	17%
Center Assistants	27%	21%

- Among small FCC providers, the most likely to plan to leave the field were Black educators (**30%**), followed by providers who held an associate degree (**20%**) or 5 to 15 years of experience (**20%**). Few large FCC providers expressed interest in leaving the field.
- Teaching staff in non-Head Start and Title 5 sites were more likely to plan on leaving the ECE field, along with educators with less tenure or educational attainment.