



The Early Education Workforce is Central to Quality Early Learning

A qualified early educator—one who knows how to create a dynamic learning environment—is at the center of a high-quality early learning experience. Critical economic and societal benefits of a quality early childhood are determined by the long-term development of a trained and supported workforce. Only the most effective educators and staff can ensure that the littlest learners in their care have the early experiences they need to succeed in school, graduate on time, and thrive later in life.

Ohio's Early Education Workforce

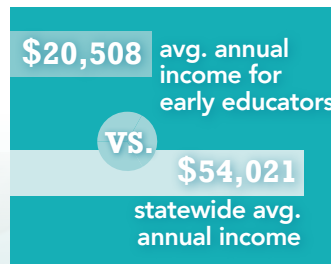
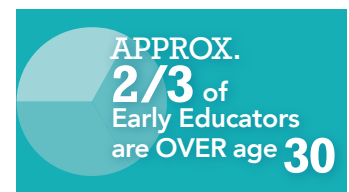


In Ohio, more than

53,000

EARLY EDUCATORS

have dedicated their careers to ensuring our young children—our state's future—receive the nurturing care and early learning experiences that lead to healthy development and lifelong success.



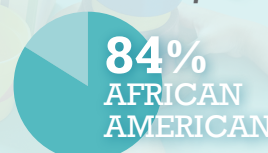
SOURCE: 2013 Workforce Study, Ohio Early Learning & Development Programs

More than half of early educators in Ohio rely on some form of public assistance.

MOREOVER:

There are clear gaps in compensation between African American early educators and their peers.

Early Educators Earning Less than \$15 per hour:





Challenges within Ohio's Early Education Workforce



On average, early educators earn a wage of about **\$9.86 per hour**—putting them toward the bottom of the wage-earning percentile across all occupations, which leads to high rates of employee turnover.

When early educators leave early learning environments, it disrupts the consistent, nurturing environment that developing children need to thrive. Employers are also left with the additional economic burden of constantly recruiting and training new staff members to ensure safe learning environments. By providing necessary supports for the wellbeing and financial stability of the early education workforce, retention rates increase, child outcomes improve, and the whole state benefits.

Supporting Ohio's Early Educators

Ohio can continue to invest in the early education workforce to improve outcomes for at-risk children by exploring the following strategies:



Support statewide career pathways that provide a road map for early childhood professionals to advance their careers through increasing levels of education, experience, demonstrated competencies, and compensation.



Increase compensation and improve benefit standards.



Promote data-driven policies and programs for the workforce through a statewide workforce registry.



Maintain and improve a comprehensive professional development system with stable funding and measures for quality assurance.



Bolster scholarship programs for early educators.



Reward degree completion with wage supplements or tax credits.

Sources:

[Center for American Progress, 6 policies to support the Early Childhood Workforce, 2017](#)

[Center for the Study of Child Care Employment, University of California, Berkeley, Early Childhood Workforce Index, 2018](#)

[Committee for Economic Development, Child Care in State Economies, 2019](#)

[National Academy of the Sciences, The Early Childhood Care and Education Workforce: Challenges and Opportunities, 2012](#)

[Report to Early Childhood Advisory Council \(ECAC\), 2013 Workforce Study, Ohio Early Learning & Development Programs](#)

[T.E.A.C.H. Early Childhood National Technical Assistance & Quality Assurance Center](#)



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