

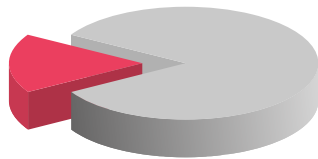
EQUITABLE INVESTMENTS IN THE CHILD CARE LABOR FORCE

» SECURING WEALTHY WAGES FOR ALL CHILD CARE PROVIDERS

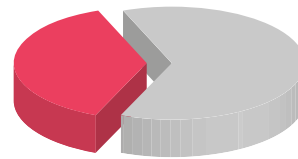
In California, child care providers are reimbursed by a complex system that does not pay a living wage. California utilizes two systems to reimburse providers:

- Standard Reimbursement Rate (SRR) which is a flat reimbursement rate for providers that fails to account for the cost of living for different parts of the state.
- Regional Market Rate (RMR) model that provides regional reimbursement rates for providers that are calculated every two years through a survey to capture the cost of care.
- Until 2021, providers are still reimbursed based on a 2016 RMR survey. Since 2015, California's minimum wage has risen at least 50 cents every year.
- For licensed family child care providers, child care can be broken down by an hourly reimbursement rate—for school-age children the rate is \$9.85 per child and \$11.34 for an infant.

The consequences are not only devastating for providers. When child care workers are not paid accordingly, they cannot afford to offer subsidized care and must charge higher rates, reducing a family's purchasing power if they must enroll their child in care.



17% of early childhood educators live in poverty in California.



38% Child care workers earn less than their educators in the K-8 system

Child care providers deserve reimbursement rates that reflect the true value of their work. Child care providers face devastating economic hardships as they continue to endure the volatility and disruptions caused by COVID-19. Many lack access to critical funding that will help them survive this crisis, and face even further cuts that will likely put them out of business permanently.

» INVESTING IN WORKFORCE DEVELOPMENT

The child care workforce suffers from high turnover rate. Since 2014, LA County has consistently lost child care facilities. The COVID-19 pandemic only exacerbate the lack of child care providers. Since the start of the pandemic over 8,500 child care centers across California have permanently closed.

The child care workforce, which is predominantly women of color, suffers from high turnover rates. Since 2014, LA County has consistently lost child care facilities. The COVID-19 pandemic only exacerbated the lack of child care providers. Since the start of the pandemic over 8,500 California child care centers have permanently closed, taking with them countless child care workers.



THE STATE OF CALIFORNIA

has nearly
3 MILLION
CHILDREN
BETWEEN
THE AGES OF
0 - 5

and

116,800
CHILD CARE
EDUCATION
WORKERS
to care for them.

