Sharing the Vision:
Getting to A Better Way

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The Qualifications of Early Childhood Teachers Has Declined Over Time

Source: KRC analysis of the CPS Basic Monthly Survey
Educational Attainment Lower Among Home-Based Providers

Source: KRC analysis of the CPS Basic Monthly Survey 2000-2004
Low Compensation

Inflation Adjusted Median Wages 1983-2004

- Female College Graduates
- All Workers
- Center-Based Teachers and Administrators

Lack of Health Benefits

Percent of workers with health coverage through their own employer

- Center-based ECE: 28%
- All workers: 57%
- Female college graduates: 66%

Figure 19. Percent of Workers with a Pension Plan

Source: KRC analysis of CPS March Data.
Figure 18. Percent of Workers with No Health Insurance Coverage

Source: KRC analysis of CPS March Data.
Share of Workers Below a Self-Sufficiency Income

Percentage of Workers Below 200 Percent of the Poverty Threshold 2002-2004

- Center-based ECE: 31%
- Home-based ECE: 35%
- All workers: 19%
- Female college graduates: 7%

In mid-80s, Younger Teachers were More Often College-Educated than Older Teachers -- Like the Workforce as a Whole

Percent of Teachers and Administrators in Center-based Early Childhood Education with At Least A Four-Year College Degree by Age

Age (five-year averages; e.g., 24 means the average for ages 22-26)
Many College-Educated ECE Teachers and Administrators Near Retirement

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Percent of Teachers and Administrators in Center-based Early Childhood Education with At Least A Four-Year College Degree by Age

Age (five-year averages; e.g., 24 means the average for ages 22-26)
Today, Younger Teachers Are Less Often College-Educated than Older Teachers -- Unlike the Workforce as a Whole

Percent of Teachers and Administrators in Center-based ECE with At Least A Four-Year College Degree by Age

1983-1987

2000-2004

Age (five-year averages; e.g., 24 means the average for ages 22-26)
EARNINGS (data is for WI)

Median Wages

Center-based Educators: $8.22
All Workers: $14.71

Source: Keystone Research Center (KRC) based on the U.S. Census 2000.
EARNINGS

Median Wages

Source: KRC based on the U.S. Census 2000.
HEALTH INSURANCE

Employer-Provided Health Benefits, 2000-04

PENSIONS

Pension Benefits, 2000-04

- Center-based Educators: 13%
- All Workers: 53%
- Female College Graduates: 66%

Low Income Status

Share of Workers Below 200% of Poverty

- Center-based Educators: 32%
- Home-based Educators: 34%
- All Workers: 17%

Source: KRC based on U.S. Census 2000
Educational Attainment

Share with a 4-Year College Degree

![Bar chart showing educational attainment for center-based educators and all workers from 1983-87 and 2000-04.](chart)

- **Center-based Educators**
  - 1983-87: 43%
  - 2000-04: 20%

- **All Workers**
  - 1983-87: 22%
  - 2000-04: 29%

Source: KRC based on the CPS.
Teachers Can’t Afford to Stay
Parents Can’t Afford to Pay
There’s Got to Be a Better Way
Could Unions that Fit Early Childhood Education Help Build A Better Way?
Are Unions an Anachronism?

American trade unionism is slowly being limited in influence by changes which destroy the basis on which it is created...The changes -- occupational and technological -- which check the advance of trade unionism appear likely to continue in the same direction ...I see no reason to believe that American trade unionism will so revolutionize itself . . . as to become, in the next decade, a more potent social force....
When Was The Last Quote From?

• 1928: U.S. Chamber of Commerce Official
• Not long before New Deal brought industrial union growth
• What does it tell us? Today is not the first time period in which unions have had to reinvent themselves to be an effective “voice” and to mesh with a “new” economy
Unions

• Come in many shapes and sizes
  – Craft, amalgamated craft, industrial, occupational…
  – Each adapted to particular kinds of work, businesses, and industries

• Work best when they serve – and are seen to serve -- members’ interests and society as a whole

• Must today adapt to a service-dominated, post-industrial economy

• Economy includes many fragmented industries with small employers (or self-employed and independent business owners), professionals committed to their work, who don’t want to organize against the boss
A Union of Child Care Professionals?

Three key ingredients

• More organized educators -- center-based staff, family providers

• Stronger associations of providers
  – Collaborate with staff and unions to achieve the best jobs and best quality education possible with available resources

• Add more organized educators and stronger employer associations to pre-existing ECE advocates to get the public investment needed for quality jobs, quality education
How to Make This Model A Reality

• Organic leadership from within the ECE industry
• Resources and political power from unions
• Leading to
  – Industrywide “best-practice” unionism
  – Unions working arm in arm with advocates/associations
  – More resources, better jobs, better education
  – A Better Way

• Child Care unions that improve members’ jobs, cultivate their professional commitment, and do right by children, families, and society
Leaders Like You Can Make This Happen

• It’s happening in other states…
  – Pennsylvania, California, Oregon, Washington, New York…

• It can happen in Wisconsin

• It can happen across the country