



Oregon Department of  
**Early Learning  
and Care**

# House Committee on Higher Education and Workforce Development: **Early Childhood Workforce**

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The Department of Early Learning and Care (DELIC) was established on July 1, 2023.

The agency focuses on increasing supports during a child's earliest years, primarily from prenatal to kindergarten.

DELIC administers the state's preschool and early learning and home visiting programs and supports infant-toddler care, funds professional learning services, and provides child care assistance to qualifying families. Additionally, DELIC provides child care licensing and health and safety monitoring through the Child Care Licensing Division.



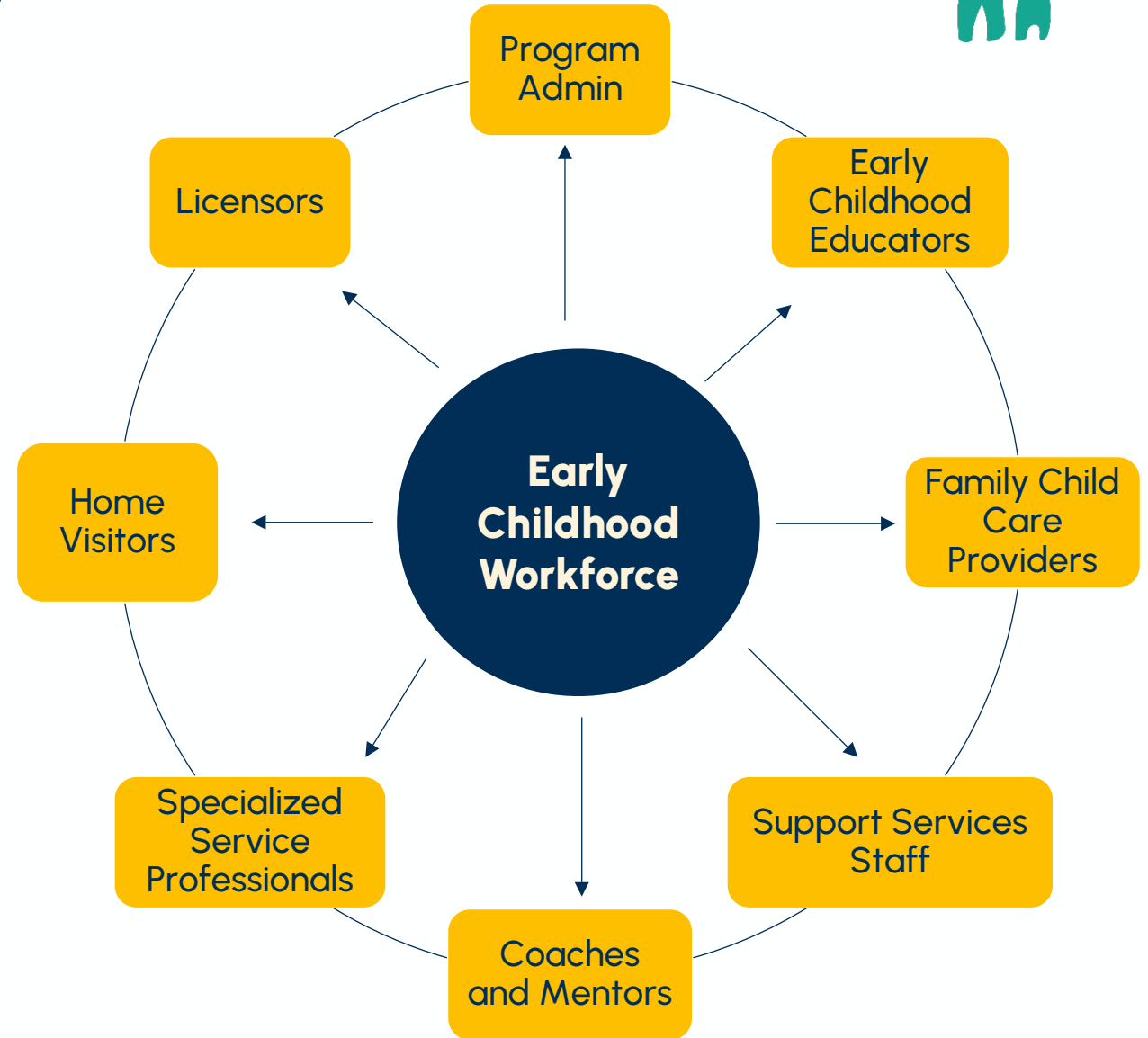
Oregon Department of  
**Early Learning  
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# Professional Learning & Workforce Supports: Who is the workforce?

# Who is part of the Early Childhood Workforce?



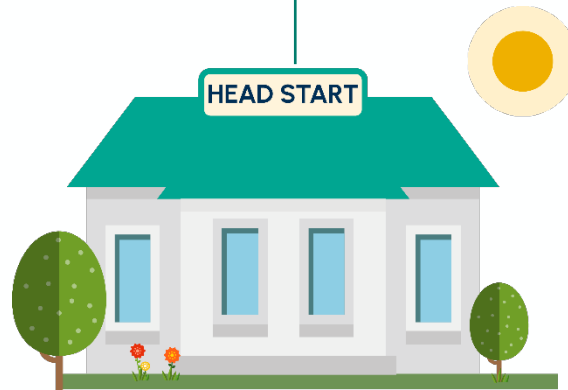
The early childhood workforce represents multiple roles, all essential for meeting the needs of children and families across Oregon



# Early Learning and Care is delivered across a variety of settings. This is why it is known as a "mixed-delivery" system.



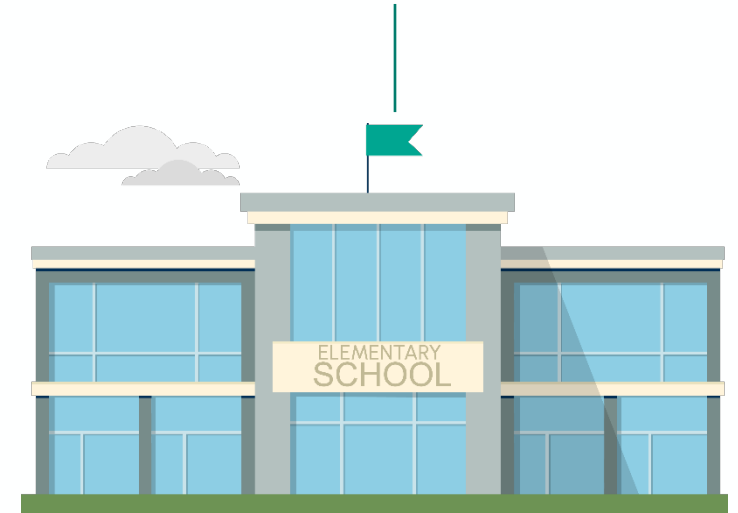
Head Start Centers



Child Care Centers



Public Schools



Before / After School Age Care

*Community Based Organizations including Culturally Specific Organizations*

Small and Large Family Child Care Homes



*Family, Friend, and Neighbor Care*

# How large is the child care workforce?



**23,988**

people working in regulated early learning and child care facilities in Oregon

*Oregon Early Learning Workforce Report – 2022 Findings*

**2,891**

additional early educators to address the child care worker shortage of 12.6%

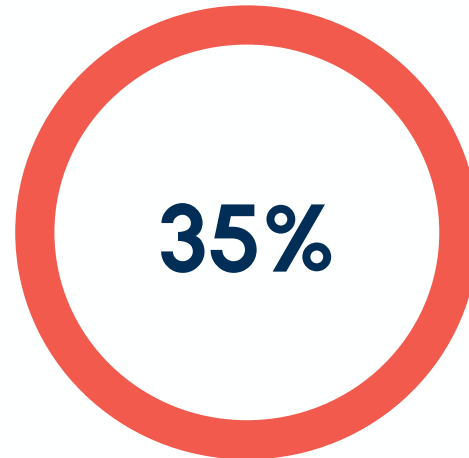
*2024 Oregon Talent Assessment*

# Who makes up the Child Care Workforce?

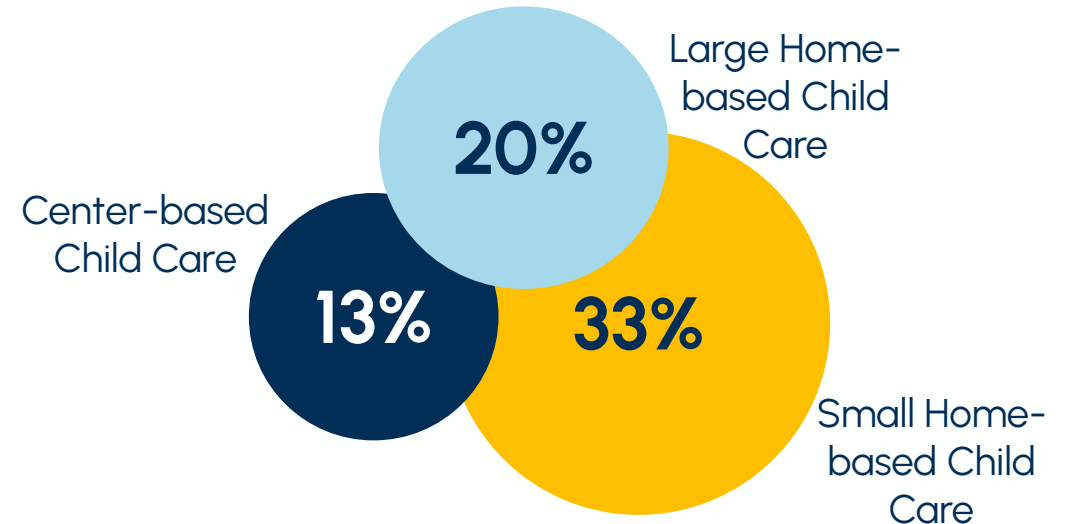
(2022 data)



The early learning workforce is predominantly comprised of women



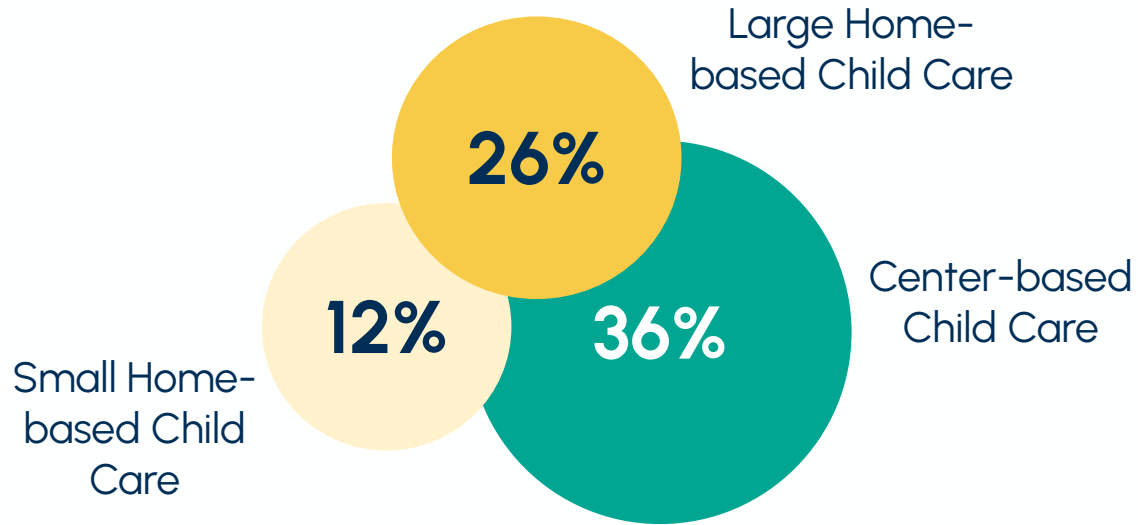
of the workforce identify as a person of color



Many in the workforce report a primary language other than English

# Who makes up the Child Care Workforce?

(2022 data)



Much of the workforce holds a Bachelor's Degree or higher

## Median Wage for teachers/head teachers in center-based care



*55% of Oregon's average annual salary*





# Education Requirements

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## Licensing – Teacher (varies by license type)

At least 18 years of age and:

- Minimum number of hours in a comparable teaching environment, OR
- Step 6 in the Oregon Registry OR
- Minimum credit hours in Core Knowledge Categories OR
- Associate's Degree in relevant subject area OR
- State or nationally recognized credential, such as CDA



# Education Requirements continued

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## Programs – Lead Teacher

### Head Start Performance Standards requires Preschool Teachers to have:

- Bachelor degree in child development, early childhood education, or equivalent coursework; OR
- At least an associate's or bachelor's degree in child development or early childhood education, equivalent coursework.

### Head Start Performance Standards requires for Infant & Toddler Teachers to have:

- At minimum of a Child Development Associate (CDA) credential or comparable credential, and have been trained or have equivalent coursework in early childhood development with a focus on infant and toddler development.

### Preschool Promise requires the following:

- A bachelor's degree in early childhood education or a field related to early childhood education; or
- An associate degree with additional training or additional certification in early childhood education or a field related to early childhood education; or
- A Child Development Associate (CDA) Preschool Credential or step level 8 as determined by the Oregon Registry Online (ORO).



# Relevant Credentials & Scholarships

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While not required for licensure, there are two credentials available to child care providers.

- National infant/toddler Child Development Associate (CDA) Credential
- Preschool CDA

## Scholarships

- Head Start/Oregon Prenatal to Kindergarten funds these fully for their staff
- DELC funds the Oregon Center for Career Development at PSU to offer limited scholarships for credential fees

# Regional Differences in the Workforce

(2022 data)



Education by Location	2012		2022	
	Metro (10,838)	Non-Metro (2,027)	Metro (15,171)	Non-Metro (2,455)
Less than High School Diploma/GED	3%	3%	2%	2%
High School Diploma or GED	26%	31%	27%	25%
Some college, certificate, or foreign degree	22%	27%	22%	29%
Associate's degree	14%	20%	14%	20%
Bachelor's degree or higher	35%	20%	35%	24%

# Regional Differences in the Workforce


(2022 data)



Table 13

Average Community-Based Training Hours by Location and Position	2012		2022		Difference in Hours 2012 to 2022	
	Metro	Non-Metro	Metro	Non-Metro	Metro	Non-Metro
<b>Center</b>						
<b>Director</b>	22.2	26.1	29.1	38.5	7.0	12.4
Site Director/Supervisor <sup>6</sup>	16.9	19.3	24.5	32.6	7.6	13.4
<b>Head Teacher</b>	20.1	24.1	28.1	36.5	8.0	12.4
<b>Teacher</b>	18.2	22.7	23.7	33.2	5.5	10.4
Aide II	14.5	19.3	21.5	27.3	7.0	7.9
Aide I	13.5	18.0	15.9	23.4	2.3	5.4
<b>Large Home-Based</b>						
<b>Provider</b>	22.9	20.2	35.6	30.5	12.7	10.3
<b>Assistant II</b>	18.2	20.2	23.4	21.2	5.2	1.0
Assistant I	12.5	12.1	14.3	10.3	1.8	-1.8
<b>Small Home-Based</b>						
<b>Provider<sup>3</sup></b>	12.6	14.1	20.0	18.2	7.4	4.2

<sup>3</sup> Includes all small home-based providers regardless of renewal cycle. Small home-based providers are on a two-year licensing cycle, yet the training hours listed are for the 2022 calendar year.



**Professional Learning &  
Workforce Supports:** How is  
Oregon Supporting the  
Workforce?



# Professional Learning & Workforce Supports

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**Professional learning is crucial for the early childhood workforce.**

**It equips individuals to:**

- enter the workforce prepared
- stay current on the latest research and best practices
- develop new skills

**Ultimately leading to:**

- increased access to high quality programs
- improved learning experiences
- better outcomes for young children, families, and early learning and care professionals



## PREPARE

**Equipping current and aspiring professionals with the knowledge, skills, and qualifications needed to succeed in their roles.**

This includes programs that support access to education, professional development, and career advancement within the field.



## GROW

**Expanding the availability and accessibility of early learning opportunities to meet the needs of children and families.**

This involves initiatives aimed at increasing the capacity of early childhood programs and the workforce that supports them.



## STRENGTHEN

**Enhancing the quality, sustainability, and impact of early learning programs by supporting the ongoing growth and development of professionals in the field.**

This approach ensures that educators and caregivers have the resources, skills, and support needed to deliver high-quality care and education.



## RETAIN

**Support and sustain early childhood professionals in their roles over time by addressing challenges such as burnout, workload, job satisfaction, and belonging.**

This helps ensure stability and continuity in the workforce.



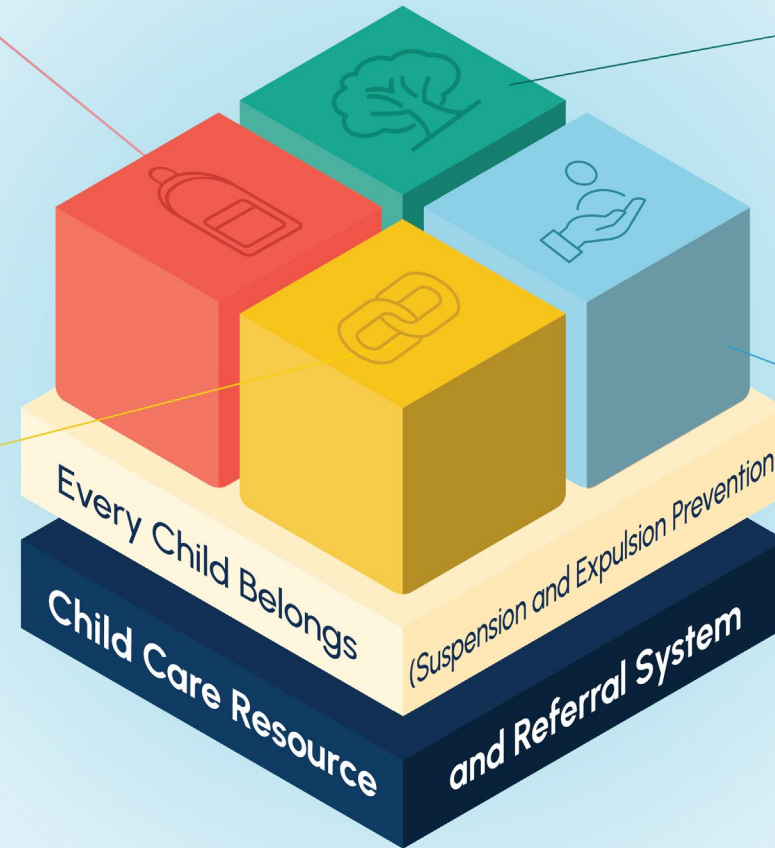
# DELC Professional Learning System and Workforce Investments

## PREPARE

- Higher Education Consortia
- Oregon Registry
- Training and Higher Education Scholarships
- Training Financial Supports and Reimbursements
- Trainer and Training Approval

## STRENGTHEN

- Focused Child Care Networks
- Shared Services Alliance - Business Coaching
- Spark Quality Recognition and Improvement System
- Technical Assistance Capacity Building Center
- Coaching System
- Professional Development



## GROW

- State Center for Business Technical Assistance
- Child Care Infrastructure Fund Technical Assistance
- Tribal Business Expansion Support

## RETAIN

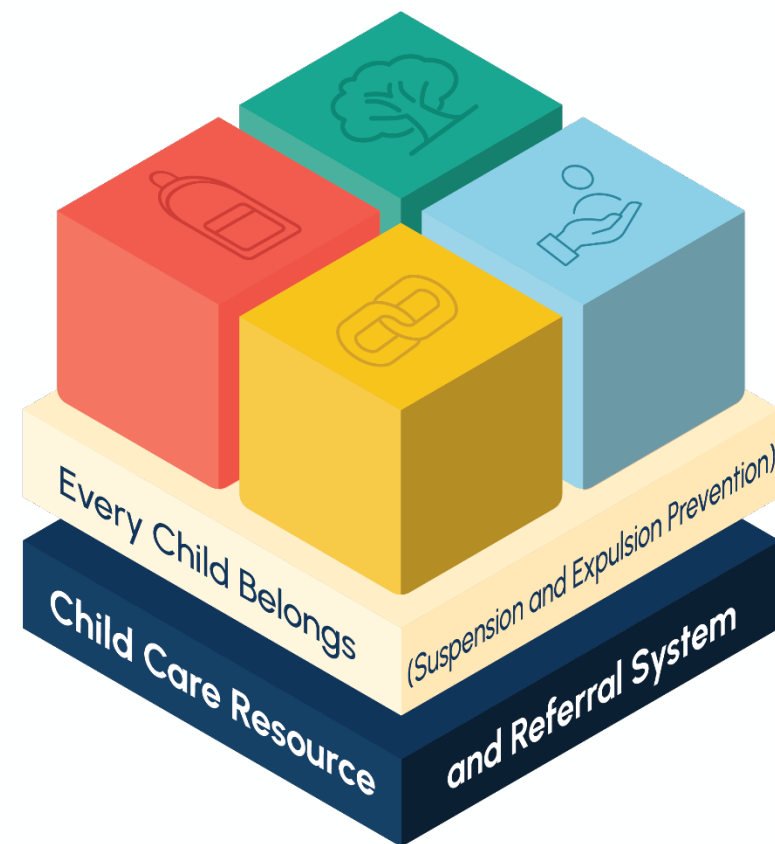
- Statewide Substitute Pool
- Central Coordination of CCR&Rs
- Connection to Specialized Supports
  - Pyramid Model Implementation
  - Infant Toddler Specialists
  - Regional Inclusive Partners
  - Infant and Early Childhood Mental Health Consultants



# Prepare

Equipping current and aspiring professionals with the knowledge, skills, and qualifications needed to succeed in their roles.


- Access to higher education
  - Higher Education Consortia
  - Scholarships
- Professional development registry
  - Oregon Registry
- Training
  - Financial supports and reimbursements



# Higher Education Consortium




- 7 colleges and 1 university currently participate in DELC funded consortia
- Goal is to reduce barriers to early childhood credential, higher education degree attainment



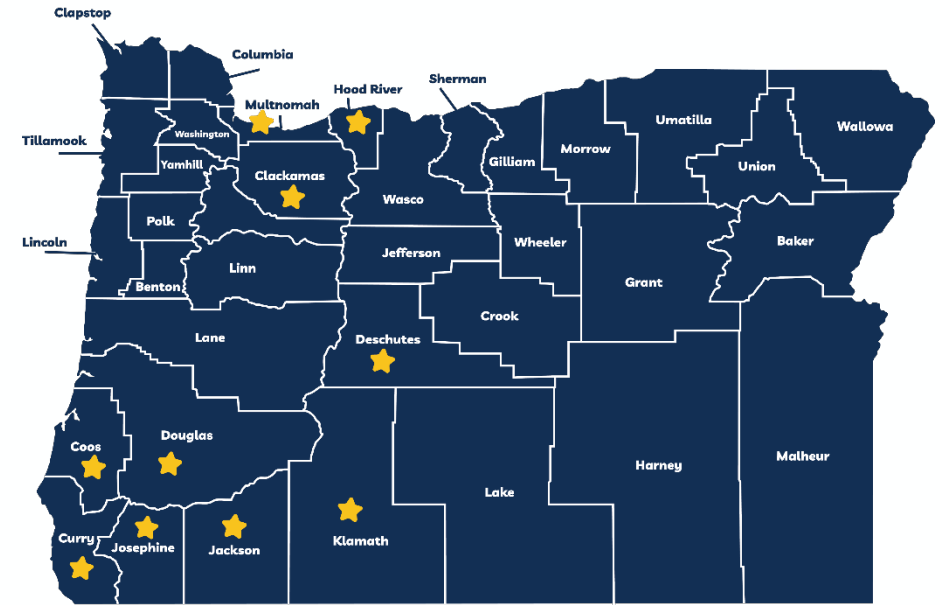
**560 students served in the last year**



**104 achieved degree or credential**



**43% of students indicated Spanish as primary language**



# Early Learning Degree Pathway Scholarship



- This scholarship mirrors the Higher Education Coordinating Commission early learning scholarship criteria
  - Available to people not yet working in the field
  - Coaches, specialists, and consultants that work with early educators may also apply
  - Supports multiple pathways from AA to BA and on to MA degrees
  - Can be utilized to support international degree evaluation
- In the **first 8 months** of the administration of the scholarship, **102 students** received financial support. The **\$500,000** fund was expended.
- The Oregon Center for Career Development at PSU administers other scholarships for slightly different purposes, including foundation funded and union negotiated scholarships.

# Oregon Registry at PSU's Center for Career Development



- Maintains all data related to ECE professionals
- Recognizes early educator training and education
- Provides a pathway for early educator future professional development
- Opens doors to funding related to attaining an Oregon Registry Step (Enhanced Rate, training and higher education scholarships)
- Approves trainings and trainers, provides awards and houses training data

Oregon Registry complexities spurred HB 2991 Workforce Barriers legislation. Revisions to the Registry are in process, with more changes necessary.

4,783 trainings were provided in the last year across the state from foundational to advanced

Training in Arabic, Chinese, English, Russian, Somali, Spanish and Vietnamese

**Oregon Center for Career Development  
Training Calendar, January 2024 – December 2024**

# HB 2991 Workforce Recommendations Report

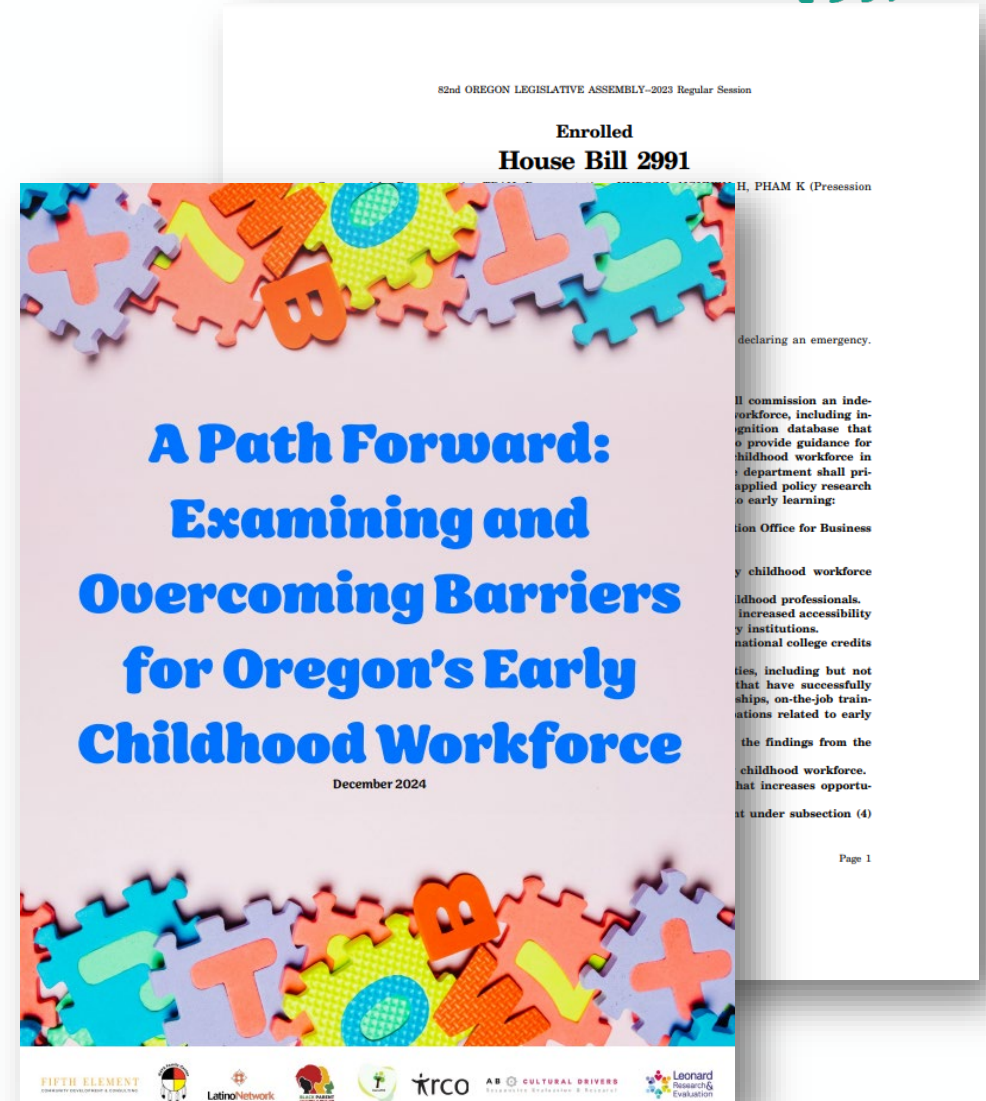


An independent study to explore workforce barriers and professional development solutions, engaging a wide range of communities

## Recommendation Categories:

- Compensation
- Competencies, Classification, Recognition, and Registry
- Career Pathways
- Professional Learning
- Higher Education

Full Report: <https://www.oregon.gov/delc/Documents/HB%202991%20-%20A%20Path%20Forward%20Final%20Report.pdf>



# DELIC Strategic Plan: **Growing Oregon Together**



GOAL 1: **Access** All families have access to high-quality (culturally responsive, inclusive, developmentally appropriate) and affordable early learning and care that meets their needs.

GOAL 2: **Tribal Sovereignty** DELIC honors and recognizes the sovereignty of the nine federally recognized Tribal Nations within Oregon and ensures strong government-to-government relationships to benefit Tribal communities.

GOAL 3: **Infants and Toddlers** All families with infants and toddlers are supported through early learning and care programs that recognize and meet their unique needs.



GOAL 4: **Workforce** The early learning and child care workforce is diverse, culturally responsive, highly qualified, and well compensated.

GOAL 5: **Relationships** DELIC deepens community engagement and empowerment, sustains partnerships, and communicates effectively.

GOAL 6: **Foundations** DELIC develops and improves operational foundations to efficiently serve Oregonians.

<https://www.oregon.gov/delc/about-us/Pages/default.aspx#StrategicPlan>



# Questions

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# Resources



- [\*\*A Path Forward: Workforce Barriers Research Study Findings and Recommendations\*\*](#) from HB 2991.
  - Coming soon, DELC analysis and policy approach
- [\*\*Oregon 2024 Talent Assessment\*\*](#) – prepared for the Workforce and Talent Development Board and the Higher Education Coordinating Commission. Significant recommendations related to child care
- [\*\*Regional Child Care Resource and Referral\*\*](#) system. Find the organization that serves your communities
- **Coming Soon!** Professional Learning System Investment Overview



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