

Fact Sheet
Los Angeles County Investing in Early Educators Program (IEEP)
A Child Care Salary/ Retention Initiative Program

Subsidized child development programs make it possible for parents to participate in the work force and continue their education and/or training. Young children who have the opportunity to participate in high quality child development programs tend to arrive at school with the skills needed to succeed in school and life.¹ Well educated and consistent early educators are critical to high quality programs.

In Los Angeles County, approximately 96,000 children receive such services and an additional 19,700 children are income eligible, but waiting for a space to become available for them.

The Problem

Child care workers are seriously underpaid. In California, the mean hourly wage for child care workers in 2008 was \$11.14 per hour or \$23,171 per year.² Local positions with comparable mean hourly wages include entry level Los Angeles County Parking Lot Attendants (\$11.52 per hour), or entry level Los Angeles County Animal Care Attendant I (\$14.62 per hour).³

Low salaries and inadequate benefits undermine recruitment efforts and fuel staff turnover. Well educated and consistent caregivers impact the quality of care children experience. The quality of child development experiences impact child outcomes, including school and life success

The Solution

AB 212, introduced by Assembly Member Dion Aroner, was signed into law in 2000. This bill established the Child Care Salary/Retention Initiative for the purpose of increasing the retention of qualified early childhood educators working directly with young children in California Department of Education (CDE) contracted centers. While CDE developed overall program guidelines, individual counties were given the opportunity to tailor programs to meet local needs.

In Los Angeles County, the IEEP is open to persons working directly with children in child development programs funded by CDE or programs where a majority of the children receive CDE subsidies. In addition, participants are required to hold a Child Development Permit and complete at least one three semester unit college course in Child Development or leading to degree in child development. Successful participants are able to earn cash stipends, which mitigate their low salaries.

Local Results

- Between July 2001 and July 2010, IEEP will have awarded 17,511 stipends to early educators working in Los Angeles County.
 - In FY 2009-10, nearly 2,000 persons will earn cash stipends of between \$1,000 and \$2,000
 - IEEP stipends will infuse over \$3 million into the local Los Angeles County economy
- Over the life of the program, IEEP will have assisted 1,054 persons earn college degrees in child development or closely related fields (499 Associate of Arts, 479 Bachelor of Arts, and 76 graduate degrees).
- Research conducted in 2006 found that 63 percent of stipend recipients compared to 55 percent of non-recipients were more likely to still be working at the same center.⁴
- Ninety–seven percent of recipients felt better or much better able to work with children, families, and colleagues as a result of the course they took.⁵

¹ Examples include *The High Scope Perry Preschool Study through Age 40* by Lawrence Schwienhart, www.highscope.org, *The Children of the Cost Quality and Outcome Study Go to School*, Carollee Howes, et al, and *Success in Early Intervention: The Chicago Child-Parent Centers*, Arthur Reynolds.

² Source: Report by the Center for Child Care Workforce U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey: Occupational Earnings in the United States, 2008. www.bls.gov/ncs/ncswage2008.htm.

³ LA County Salary and Class Listing, February 2010.

⁴ *Final Report for the Investing in Early Educators Stipend Program*, prepared by ORC Macro, 2006, p. 3.

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For additional information on the Investing in Early Educators Program,
contact the Office of Child Care at 213/974-4103
or visit www.childcare.lacounty.gov