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# California Legislature

## Senate Committee on Business, Professions & Economic Development

**Senator  
Curren D. Price, Jr.  
Chair**

### **Topic: The Economic Impacts of the Early Care & Education Workforce**

**Monday, May 6, 2013  
Upon adjournment of Session  
State Capitol, Room 3191**

I. **Welcome, Introductions and Opening Statements**

The purpose of the informational hearing is to examine the direct and indirect economic impact of the early care and education (ECE) workforce sector, to explore the relationship between ECE workforce investments and California's economic competitiveness, and to identify the challenges and opportunities for professionalizing the ECE workforce. Having a well-trained and adequately compensated ECE workforce is a foundation for providing the high-quality ECE programs that prepare children to succeed in school and become the skilled workforce that will sustain California's economy in the 21<sup>st</sup> century. And while the availability of high quality ECE programs is important for our future global competitiveness, this hearing will also examine the impact of the ECE workforce today. We will provide data that outlines the economic activity generated by the ECE workforce, and also identify how the availability of these programs affects employee retention and productivity for working parents.

II. **Panel 1:**

Panel I will explore the impact that the ECE workforce has on jobs, revenue, and economic activity, as well as the impact that the availability of ECE spaces has on labor force productivity and other indicators for working parents. The panel will also identify the data and measurement challenges of tracking this industry and explore the role that the state workforce classification system could play in illuminating these issues. This panel will also examine the relationship between ECE workforce investments and California's economic competitiveness. This panel will explore UCLA's research on the City Human Capital Index, and its



identification of ECE as the most efficient and effective way to raise educational attainment levels in a given region. The panel will also identify the relationship between the availability of qualified local workers and critical business decisions related to location and hiring, as well as examine the relationship between the availability of quality ECE programs in the workplace and worker satisfaction and productivity.

**Panelists:**

Ms. Laurel Lucia, UC Berkeley Center for Labor Research & Education

Ms. Victoria Bradshaw, Former Secretary of the California Labor and Workforce Development Agency

Dr. William Yu, Economist, UCLA Anderson School

Ms. Tamika Lang, Corporate Citizenship Practitioner and Education Subject Matter Expert, The Boeing Company

III. **Panel 2:**

Panel 2 will explore the relationship between ECE workforce quality, and program effectiveness. During this discussion, the panel will identify the unique skills and knowledge sets required to effectively guide the social and cognitive development of children ages zero to five years old. The panel will also outline the education and training necessary to produce a qualified ECE workforce, and examine the way that quality rating and improvement systems (QRIS) can incentivize professional development and appropriate levels of compensation.

**Panelists:**

Ms. Lupita Cortez Alcala, Deputy Superintendent, California Department of Education

Ms. Diane Levin, Chief Deputy Director, First 5 California

Mr. Duane Dennis, Executive Director, Pathways, Commissioner, First 5 Los Angeles

Mr. Scott Moore, Chief Policy Advisor, Early Edge California (formerly Preschool California)

IV. **Panel 3:**

Panel 3 will focus on the challenges and opportunities of professionalizing the ECE workforce. The panel will assess the capacity and structure of ECE

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workforce professional development opportunities, identify ongoing efforts to create credential and degree opportunities, and address the degree articulation challenges for institutions of higher education. The panel will also examine the challenging working conditions for ECE professionals as it relates to low wages and high turnover rates. Finally, the panel will explore the unique ECE workforce challenges for home-based verses center-based care, the relative advantages of certificate-based verses degree-based efforts, and the importance of integrating cultural competency and diversity in measures of workforce development.

**Panelists:**

Ms. Cris McCullough, Dean of Policy Alignment & Outreach, Calif. Community Colleges Chancellor's Office

Ms. Nina Buthee, Executive Director, California Child Development Administrators Association

Dr. Patricia Phipps, Vice President of Early Childhood & Development, Los Angeles Urban League

Ms. Terri Hess, Director of Workforce & Professional Development, Los Angeles Universal Preschool

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