

# Supporting Minnesota's Essential Early Childhood Workforce

The COVID-19 pandemic has highlighted for others what we all know: the precarious nature of child care as a business and the profoundly broken economic model in place across the United States. We need a process for rebuilding. The early childhood workforce is an essential workforce. The early childhood workforce (which includes Head Start teachers, child care center-based staff, small business owners operating home-based care, preschool teachers as well as family, friend and neighbor care) is a critical component in our state's overall economy. Early educators are key players in children's healthy brain development and help build the foundation that children need for future learning, behavior and health. Early educators are also key supporters of working parents, businesses and our economy.

**Without a strong and healthy early childhood workforce, we cannot sustain a strong and healthy economy.**

For more information see: [www.ecworkforcemn.org](http://www.ecworkforcemn.org)

*"Proposals for early childhood reform have focused primarily on improving access and affordability for families but have ignored the **elephant in the room**: early care and education is substantially "funded" through low teacher pay and inadequate supports for early childhood teachers, who are primarily women, specifically women of color. In addition to being a serious injustice, lack of adequate supports for early childhood teachers compromises the consistency and quality of care children receive."*

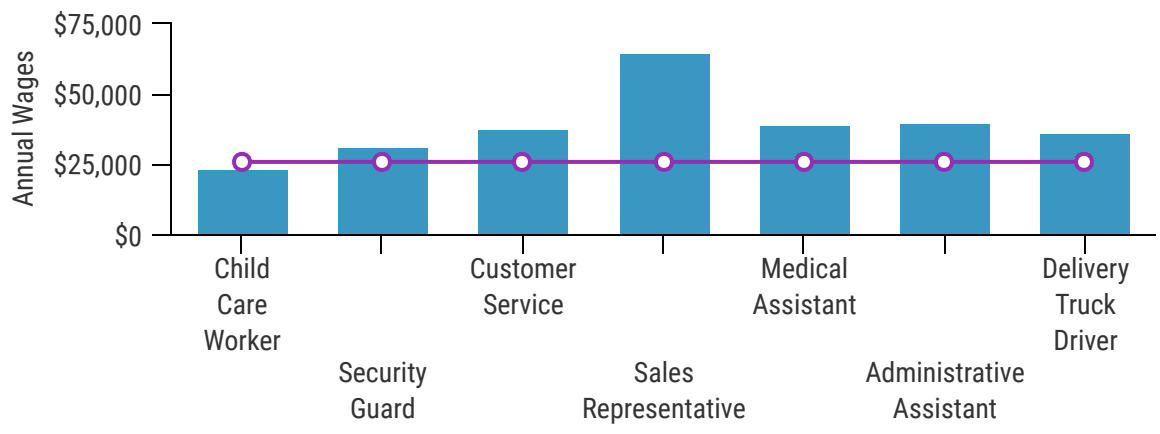


Economic Policy Institute Report, January 2020, available at [epi.org/180855](http://epi.org/180855)

In order to build a strong and healthy early childhood workforce it is recommended that Minnesota:

- Provide more support for ongoing education and professional development through TEACH, REETAIN and CDA scholarships for those already in the field
- Implement tax credits
- Include workforce support in grants to DEED, Minnesota Initiative Foundations and others
- Provide tuition support to those going into the field
- Expand "Grow Your Own" to include early childhood teachers
- Expand supports for early childhood teachers of color and American Indian teachers
- Increase funding to help families access quality early care and improve compensation for early educators who accept CCAP, scholarships and other public funds
- Support Minnesota's efforts to Transform the Early Childhood Workforce

## Wages of Career-Type Jobs in Minnesota That Require a High School Diploma and Short Term on the Job Training



All wage data from the Minnesota Department of Employment and Economic Development

