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Demographics of the California Early Care and Education Workforce

By Anna C. Powell, Yoonjeon Kim, Elena Montoya



This data snapshot features demographics for center directors, family child care providers, and center teachers in California. It is one of a series of releases from CSCCE's [California Early Care and Education \(ECE\) Workforce Study](#), the first comprehensive study of early educators in the state in more than 15 years.

From October through December 2020, we surveyed representative samples of approximately 2,000 center administrators and 3,000 home-based family child care

(FCC) providers, as well as non-probability samples of about 2,500 center-based teaching staff members and 280 transitional kindergarten teachers.

Demographics of Early Educators in California

Estimated by provider type, 2020

	FCC Providers	Center Directors	Center Teaching Staff
Age			
29 yrs or younger	3%	3%	18%
30 to 39 yrs	16%	19%	25%
40 to 49 yrs	29%	25%	24%
50 to 59 yrs	31%	31%	22%
60 yrs or older	22%	22%	11%
Country of Birth			
United States	58%	82%	72%
Another country	42%	18%	28%
Gender			
Women	98%	97%	98%
Men	1%	3%	2%
All other genders*	0%	0%	0%
Marital Status			
Married/Partnered	74%	76%	64%
Unmarried/Single	26%	24%	36%
Race/Ethnicity			
Asian	12%	9%	10%
Black	12%	6%	5%
Latina**	37%	20%	39%
Multiethnic***	6%	7%	8%
White	29%	55%	34%
Other	4%	3%	3%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Less than 1% of respondents from each population reported being non-binary, transgender, or self-described their gender.

** Because the early care and education workforce is overwhelmingly comprised of women, we use the gender-specific term “Latina” to describe members of the ECE workforce who identify as Hispanic, Latino/a, or Latinx.

*** We estimate multiethnic educators by tabulating those who selected two or more ethnic and/or racial backgrounds. All other race/ethnicity estimates reflect educators who selected only one category.

For additional details on our response options, see the section below on **Methodology**.

Languages Spoken by Early Educators in California

Estimated by provider type, 2020

	FCC Providers	Center Directors	Center Teaching Staff
Multilingualism			
Monolingual English	48%	69%	52%
Multilingual	39%	30%	46%
Monolingual other	13%	1%	2%
Language Fluency*			
American Sign Language	1%	1%	2%
Chinese	5%	2%	2%
English	87%	99%	98%
Korean	0%	1%	0%
Spanish	37%	19%	36%
Tagalog	0%	1%	1%
Vietnamese	1%	1%	1%
All other languages	10%	8%	8%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Language Fluency: Values do not sum to 100% because some educators speak multiple languages.

Demographics of Family Child Care Providers in California, by Region

Estimated by provider type, 2020

	Northern	Bay Area	Central	Los Angeles	Southern	Statewide
Family Child Care Providers						
Age						
29 yrs or younger	5%	3%	3%	3%	3%	3%
30 to 39 yrs	20%	13%	18%	14%	16%	16%
40 to 49 yrs	32%	28%	33%	22%	30%	29%
50 to 59 yrs	26%	32%	28%	34%	30%	31%
60 yrs or older	18%	25%	18%	26%	20%	22%
Country of Birth						
United States	83%	48%	68%	50%	60%	58%
Another country	17%	52%	32%	50%	40%	42%
Gender						
Women	98%	99%	98%	98%	99%	98%
Men	1%	1%	2%	2%	1%	1%
All other genders*	1%	0%	0%	0%	0%	0%
Marital Status						
Married/Partnered	76%	74%	77%	68%	75%	74%
Unmarried/Single	24%	26%	23%	32%	25%	26%
Race/Ethnicity						
Asian	2%	29%	4%	13%	5%	12%
Black	1%	10%	11%	19%	13%	12%
Latina**	18%	27%	39%	43%	43%	37%
Multiethnic***	10%	6%	9%	5%	6%	6%
White	66%	25%	34%	17%	28%	29%
Other	3%	4%	3%	4%	4%	4%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Less than 1% of respondents from each population reported being non-binary, transgender, or self-described their gender.

** Because the early care and education workforce is overwhelmingly comprised of women, we use the gender-specific term “Latina” to describe members of the ECE workforce who identify as Hispanic, Latino/a, or Latinx.

*** We estimate multiethnic educators by tabulating those who selected two or more ethnic and/or racial backgrounds. All other race/ethnicity estimates reflect educators who selected only one category.

For additional details on our response options, see the section below on **Methodology**.

Languages Spoken by Family Child Care Providers in California, by Region

Estimated by provider type, 2020

	Northern	Bay Area	Central	Los Angeles	Southern	Statewide
Family Child Care Providers						
Multilingualism						
Monolingual English	77%	39%	56%	40%	48%	48%
Multilingual	19%	46%	31%	46%	39%	39%
Monolingual other	4%	14%	13%	14%	12%	13%
Language Fluency*						
American Sign Language	2%	1%	1%	1%	2%	1%
Chinese	1%	15%	0%	4%	1%	5%
English	96%	85%	88%	86%	87%	87%
Korean	0%	0%	0%	0%	0%	0%
Spanish	18%	29%	35%	45%	43%	37%
Tagalog	0%	1%	0%	0%	0%	0%
Vietnamese	1%	2%	1%	2%	1%	1%
All other languages	2%	17%	7%	11%	7%	10%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Language Fluency: Values do not sum to 100% because some educators speak multiple languages.

Demographics of Center Directors in California, by Region

Estimated by provider type, 2020

	Northern	Bay Area	Central	Los Angeles	Southern	Statewide
Center Directors						
Age						
29 yrs or younger	4%	3%	3%	3%	3%	3%
30 to 39 yrs	20%	13%	18%	14%	16%	16%
40 to 49 yrs	29%	26%	24%	24%	25%	25%
50 to 59 yrs	28%	31%	31%	32%	30%	31%
60 yrs or older	20%	20%	22%	23%	24%	22%
Country of Birth						
United States	94%	78%	88%	74%	84%	82%
Another country	6%	22%	12%	26%	16%	18%
Gender						
Women	97%	97%	98%	95%	97%	97%
Men	3%	3%	2%	5%	3%	3%
All other genders*	0%	0%	0%	0%	0%	0%
Marital Status						
Married/Partnered	77%	75%	76%	78%	73%	76%
Unmarried/Single	23%	25%	24%	22%	27%	24%
Race/Ethnicity						
Asian	1%	19%	5%	11%	6%	9%
Black	0%	7%	3%	11%	5%	6%
Latina**	10%	11%	23%	26%	23%	20%
Multiethnic***	7%	7%	8%	5%	6%	7%
White	78%	52%	59%	42%	56%	55%
Other	4%	3%	2%	4%	4%	3%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Less than 1% of respondents from each population reported being non-binary, transgender, or self-described their gender.

** Because the early care and education workforce is overwhelmingly comprised of women, we use the gender-specific term “Latina” to describe members of the ECE workforce who identify as Hispanic, Latino/a, or Latinx.

*** We estimate multiethnic educators by tabulating those who selected two or more ethnic and/or racial backgrounds. All other race/ethnicity estimates reflect educators who selected only one category.

For additional details on our response options, see the section below on **Methodology**.

Languages Spoken by Center Directors in California, by Region

Estimated by provider type, 2020

	Northern	Bay Area	Central	Los Angeles	Southern	Statewide
Center Directors						
Multilingualism						
Monolingual English	86%	67%	74%	56%	72%	69%
Multilingual	14%	32%	25%	43%	28%	30%
Monolingual other	0%	1%	0%	1%	0%	1%
Language Fluency*						
American Sign Language	1%	1%	2%	1%	1%	1%
Chinese	0%	7%	0%	2%	1%	2%
English	100%	99%	100%	99%	100%	99%
Korean	0%	1%	0%	2%	1%	1%
Spanish	11%	12%	19%	29%	20%	19%
Tagalog	0%	2%	1%	1%	1%	1%
Vietnamese	0%	1%	0%	1%	0%	1%
All other languages	1%	12%	5%	10%	7%	8%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Language Fluency: Values do not sum to 100% because some educators speak multiple languages.

Demographics of Center Teaching Staff in California, by Region

Estimated by provider type, 2020

	Northern	Bay Area	Central	Los Angeles	Southern	Statewide
Center Teaching Staff						
Age						
29 yrs or younger	21%	17%	21%	16%	18%	18%
30 to 39 yrs	25%	26%	28%	25%	23%	25%
40 to 49 yrs	20%	22%	21%	28%	24%	24%
50 to 59 yrs	19%	24%	23%	19%	23%	22%
60 yrs or older	14%	10%	8%	11%	11%	11%
Country of Birth						
United States	90%	64%	77%	74%	70%	72%
Another country	10%	36%	23%	26%	30%	28%
Gender						
Women	95%	96%	99%	98%	99%	98%
Men	3%	2%	1%	2%	1%	2%
All other genders*	2%	1%	0%	0%	0%	0%
Marital Status						
Married/Partnered	73%	65%	63%	61%	64%	64%
Unmarried/Single	27%	35%	37%	39%	36%	36%
Race/Ethnicity						
Asian	5%	19%	7%	10%	6%	10%
Black	0%	7%	4%	9%	3%	5%
Latina**	15%	27%	43%	49%	42%	39%
Multiethnic***	8%	9%	11%	6%	9%	8%
White	68%	36%	29%	23%	37%	34%
Other	4%	3%	5%	3%	3%	3%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Less than 1% of respondents from each population statewide reported being non-binary, transgender, or self-described their gender.

** Because the early care and education workforce is overwhelmingly comprised of women, we use the gender-specific term “Latina” to describe members of the ECE workforce who identify as Hispanic, Latino/a, or Latinx.

*** We estimate multiethnic educators by tabulating those who selected two or more ethnic and/or racial backgrounds. All other race/ethnicity estimates reflect educators who selected only one category.

For additional details on our response options, see the section below on **Methodology**.

Languages Spoken by Center Teaching Staff in California, by Region

Estimated by provider type, 2020

	Northern	Bay Area	Central	Los Angeles	Southern	Statewide
Center Teaching Staff						
Multilingualism						
Monolingual English	80%	51%	54%	46%	50%	52%
Multilingual	19%	46%	42%	53%	48%	46%
Monolingual other	1%	3%	3%	1%	2%	2%
Language Fluency*						
American Sign Language	1%	2%	2%	2%	1%	2%
Chinese	0%	6%	1%	2%	1%	2%
English	99%	97%	97%	99%	98%	98%
Korean	0%	0%	0%	1%	0%	0%
Spanish	15%	28%	37%	45%	40%	36%
Tagalog	0%	1%	0%	0%	0%	1%
Vietnamese	0%	3%	2%	0%	1%	1%
All other languages	4%	13%	4%	6%	8%	8%

Chart: Center for the Study of Child Care Employment, University of California, Berkeley.

* Language Fluency: Values do not sum to 100% because some educators speak multiple languages.

Methodology

In the California ECE Workforce Study, CSCCE asked individuals to self-identify their age, country of birth, gender, marital status, race/ethnicity, and language fluency. Each of the questions provided the option for the respondent to decline to answer. Non-response falls below 1% per question among those who completed the full survey for age and gender, and remained low for country of birth (5%), marital status (6%), and race/ethnicity (4%). The tables in this snapshot are weighted to adjust for unequal response rates based on underlying program characteristics.

For **age**, we asked survey respondents to provide their year of birth. We grouped responses by decades.

For **country of birth**, survey respondents could select either “United States” or “Other,” with the option of a write-in response.

For **gender identity**, we asked survey respondents to select among the following options. Starred identities are grouped under “All other genders” and sum to less than 1%.

- Woman
- Man
- Transgender *
- Non-binary *
- Prefer to self-describe: [write-in] *

For **marital status**, we asked survey respondents to select among the options below. All answers besides “Married/Partnered” are grouped under “Unmarried/Single” in this data snapshot.

- Married or living with a partner
- Never married, not living with a partner *
- Separated *
- Divorced *
- Widowed *

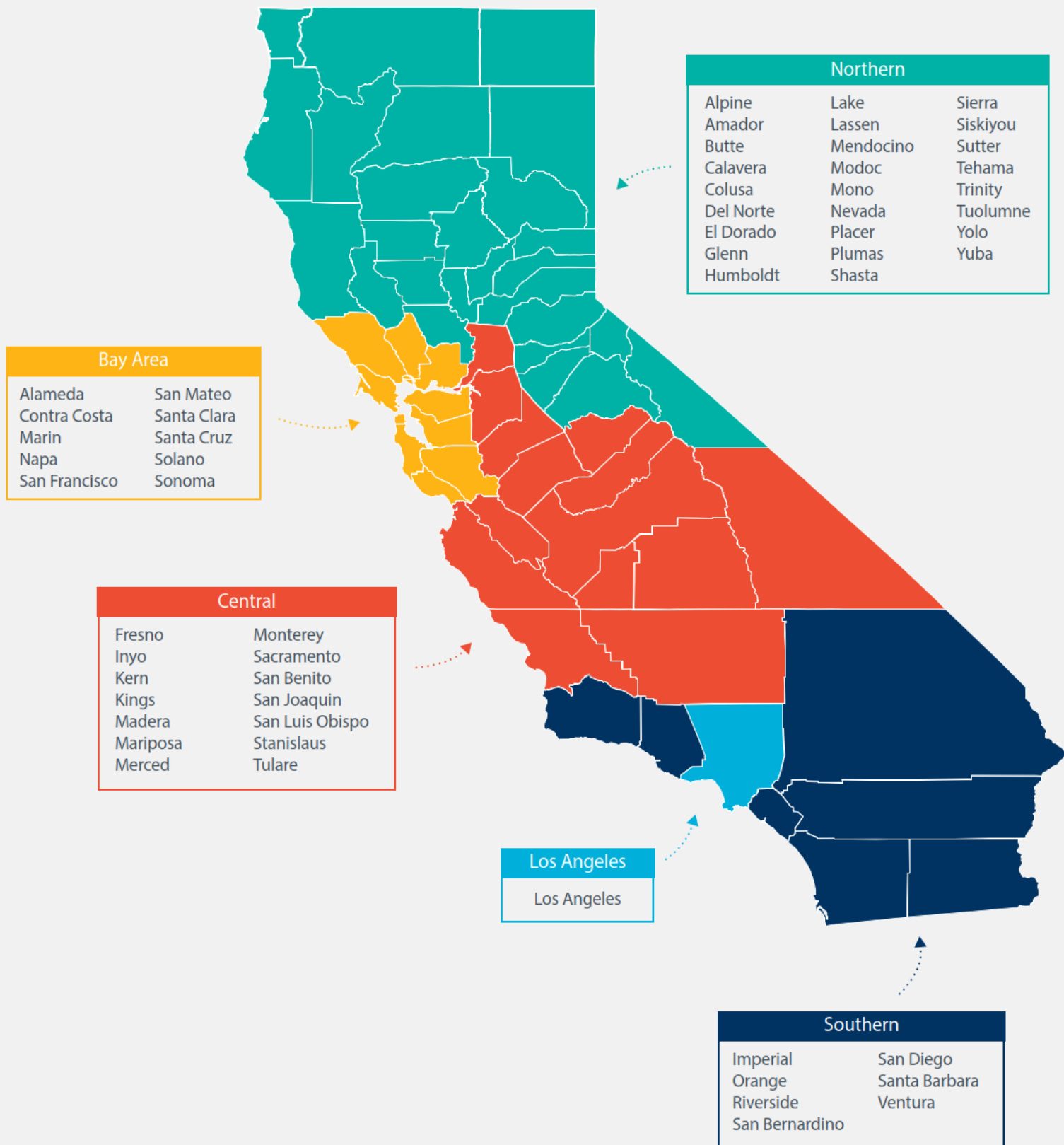
For **ethnic and/or racial background**, we asked survey respondents to select all that applied among the options below, with the option to write in origins. Our forthcoming publications will provide analysis of educators’ write-in responses within each category (for instance, Asian educators who wrote “Chinese” or “Pakistani”). We estimate multiethnic educators by tabulating those who selected two or more ethnic and/or racial backgrounds. Starred items are grouped under “Other.”

- American Indian or Alaska Native *
- Asian
- Black or of African descent
- Hispanic, Latino/a, or Latinx **
- Middle Eastern or North African *
- Native Hawaiian or Other Pacific Islander *
- White
- Other race, ethnicity, or origin (please specify): [write-in]

* This snapshot does not provide separate estimates for these educators due to suppression of small cell sizes.

** Because the early care and education workforce is overwhelmingly comprised of women, we use the gender-specific term “Latina” in our table to describe members of the ECE workforce who identify as Hispanic, Latino/a, or Latinx.

Regional Map of California



Suggested Citation

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