



BOARD/COMMISSION RECOMMENDATION

Early Childhood Council

20220412-2bv: Recommendation to prioritize early childhood education workforce and families with young children in City anti-displacement planning

WHEREAS, the City of Austin Anti-Displacement Task Force was created and charged with setting metrics and goals, and giving preliminary recommendations for displacement prevention; and

WHEREAS, for families in Austin, child care is the second highest cost behind housingⁱ, and lack of access to affordable child care was one of the top barriers to workforce participation; and

WHEREAS, in Austin/Travis County there are almost 32,000 children under age 6 living in households with low-income (approximately 200% of the federal poverty level), and 90% of children living in poverty are children of color –only 10% are non-Hispanic White; and

WHEREAS, child care programs are experiencing an unprecedented staffing crisisⁱⁱ that is impacting child care access for families in Austin; including

- 89% of programs surveyed have experienced difficulty hiring staff in the past six months (95% of programs that accept child care subsidies)
- 75% of programs surveyed report current staff vacancies
- 56% of these programs are under-enrolled due to staffing shortages and 43% are limiting hours as a result

WHEREAS, according to the Center for the Study of Child Care Employment, the median wage for child care programs in Texas is \$10.14/hourⁱⁱⁱ and the City of Austin living wage is \$15;

WHEREAS, in Texas, compared to all workers in all other sectors with similar demographic characteristics (e.g. gender, race/ethnicity, education) child care workers earn 19.2% less than other sectors; and

WHEREAS, national data indicates that the predominately female (94%) early care and education workforce is more racially and linguistically diverse than K-12 teachers. People of color comprise 40% of early care and education professionals, and 22% are foreign born;^{iv} and

WHEREAS, local child care programs cannot increase wages without increasing the cost of care for families which disproportionately impacts families with low-income who have the least ability to pay for child care;

NOW, THEREFORE, BE IT RESOLVED that the Early Childhood Council recommends that the City of Austin Anti-Displacement Task Force prioritize families with young children living in low-income households, and the early childhood education workforce, in anti-displacement efforts, especially in

- Preserving and expanding the supply of affordable housing
- Preserving and growing small businesses and cultural assets
- Controlling land for community development
- Income and asset creation by providing needed services - childcare, transportation, a basic retail sector, access to health care, and employment opportunities - as a precondition for success

Date of Approval: _____

Record of the vote: _____

Attest: _____

ⁱ <https://data.austintexas.gov/stories/s/rt9g-qkym>

ⁱⁱ Attachment: Child Care Staffing Pulse Survey

ⁱⁱⁱ <https://cscce.berkeley.edu/workforce-index-2020/states/texas/>

^{iv} <https://www.ncsl.org/research/human-services/the-early-care-and-education-workforce.aspx>