

Race/Ethnicity & Languages of Oregon's Emergency Care Workforce

As of April 23, 2020

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Purpose

This report provides an overview of the race/ethnicity and languages of the Emergency Child Care (ECC) workforce in Oregon during the COVID-19 pandemic. In response to COVID-19 and Governor Kate Brown's Executive Orders, child care providers were ordered to close unless they were providing Emergency Child Care. To date, the Early Learning Division has approved applications of more than 2,000 child care providers choosing to remain open for emergency care. ECC prioritizes the needs of first responders, emergency workers, health care professionals, followed by critical operations staff and essential personnel; and serves children in stable groups of 10 children or less. This analysis looks at the racial and language diversity of the Emergency Child Care workforce as of April 23, 2020 as well as provides a comparison to Oregon's pre-COVID workforce.

Data Sources

Roman Kultajev, Early Learning Division, provided the following:

- a list of license numbers for all approved Emergency Child Care (ECC) facilities as of April 23, 2020
- a list of staff linked to approved ECC providers including position, race/ethnicity, primary and secondary languages. This list did not have all approved ECC facilities because some facilities did not have any linked staff in the Child Care Regulatory Information System (CCRIS) as of April 23, 2020
- data from Oregon Registry Online (ORO) with facility/license number, positions, race/ethnicity, primary language, and secondary language for all facilities and all positions from the Oregon Center for Career Development in Childhood Care and Education. Data current as of 2019. This was used to fill in information for ECC linked staff as well as provide information for ECC facilities that did not have any linked staff in CCRIS as of the date of this analysis.

As Emergency Child Care providers are in constant flux (e.g., new being approved, others no longer open for care), this analysis is current as of April 23, 2020.

For comparison purposes, the 2018 Workforce Report¹ was used. The Workforce Report is an annual report on individuals who work in Oregon's regulated early learning facilities. The report is focused on individuals in positions that work directly with children in regulated facilities including directors, site directors, head teachers, teachers, aides, assistants, and large and small home-based providers. The 2018 Report is the most recent report available at this time. The 2019 Report is expected in summer 2020.

To aid comparison, the list of positions analyzed for ECC providers mirrored the positions used in the Workforce Report. It is important to note, however, that ECC providers also includes individuals who are at preschool (PS) or school-based programs (RA). These facilities were grouped with Certified Centers to represent center-based programs.

¹Oregon Center for Career Development in Childhood Care and Education (OCCD) and Oregon Child Care Research Partnership (OCCRP). (2019). Oregon Early Learning Workforce: Six Years Beyond Baseline, Comparison of 2012 and 2018. <https://health.oregonstate.edu/sites/health.oregonstate.edu/files/early-learners/pdf/research/oregon-early-learning-workforce-2018-report.pdf>

Overview of Emergency Child Care Providers

As of April 23, 2020, there were 2,117 Emergency Child Care (ECC) facilities approved by the Early Learning Division. For 2,052 of these facilities, staff information was available in CCRIS. For an additional 10 facilities, ORO 2019 data was able to be linked to identify staff. For 55 facilities, individual level data was not available; these facilities were new or had reopened in early 2020 (n = 19) or were school-based RA programs (n = 36).

For the 2,062 facilities in which we were able to link ECC staff, there were 11,153 individuals in all positions (including cooks, drivers, household members, other leadership staff, volunteers, etc). As noted above, only positions who work directly with children were included in the analysis: directors, site directors, head teachers, teachers, aides, assistants, and large and small home-based providers. Since an individual can be linked to multiple facilities, the data was cleaned to provide an unduplicated count of individuals. If a person was in more than one type of position, the most prominent position was kept.

In total, there were 7,625 individuals in the desired positions at 2,062 ECC facilities as of April 23, 2020. Sixty-one percent of the ECC workforce were employed in center-based care (CC/PS/RA), 25% in large home-based care (CF), and 14% in small home-based care (RF). Table 1 provides the total number and percent of the ECC workforce in each type of care.

Table 1

ECC Workforce by Type of Care (N = 7,625)	N	% of ECC workforce
Center (CC/PS/RA)	4,659	61%
Large Home-Based (CF)	1,898	25%
Small Home-Based (RF)	1,068	14%

In centers, 73% of the staff were teachers, 20% aides, and 7% directors. In large home-based care, 67% of staff were providers and 33% were assistants. All individuals in small family homes were listed in the position of provider as small family child care home providers seldom hire staff. Table 2 shows the number and percent of ECC individuals who worked in each type of care by position.

Table 2

ECC Workforce by Position	N	% of persons within type of care
Center		
Director/Site Director	321	7%
Head Teacher/Teacher	3,406	73%
Aides (1 & 2)	930	20%
Large Home-Based		
Provider	625	33%
Assistants (1 & 2)	1,275	67%
Small Home-Based		
Provider	1,068	100%

Race/Ethnicity of Emergency Child Care Workforce

Race/ethnicity information was available for 79% of the Emergency Child Care workforce. Of the 6,050 individuals with race/ethnicity information, 69% were White and 31% were persons of color which includes those who are Hispanic/Latino, Black, Asian, Native Hawaiian, American Indian, or multiracial. Table 3 provides the percent of ECC staff in each race/ethnicity category.

Table 3

Race/Ethnicity of ECC Staff (N = 6,050)	N	%
American Indian	90	1%
Asian	216	4%
Black	246	4%
Hispanic/Latino/Spanish	1,168	19%
Native Hawaiian	48	1%
White	4,193	69%
Multiracial	69	1%
Other	20	0%

As seen in Figure 1, the race/ethnicity of staff varied by position type, ranging from 16% of directors being persons of color to 38% of large family assistants being persons of color. Center aides, large home-based staff, and small home-based providers were more likely to identify as a person of color compared to center directors and teachers.

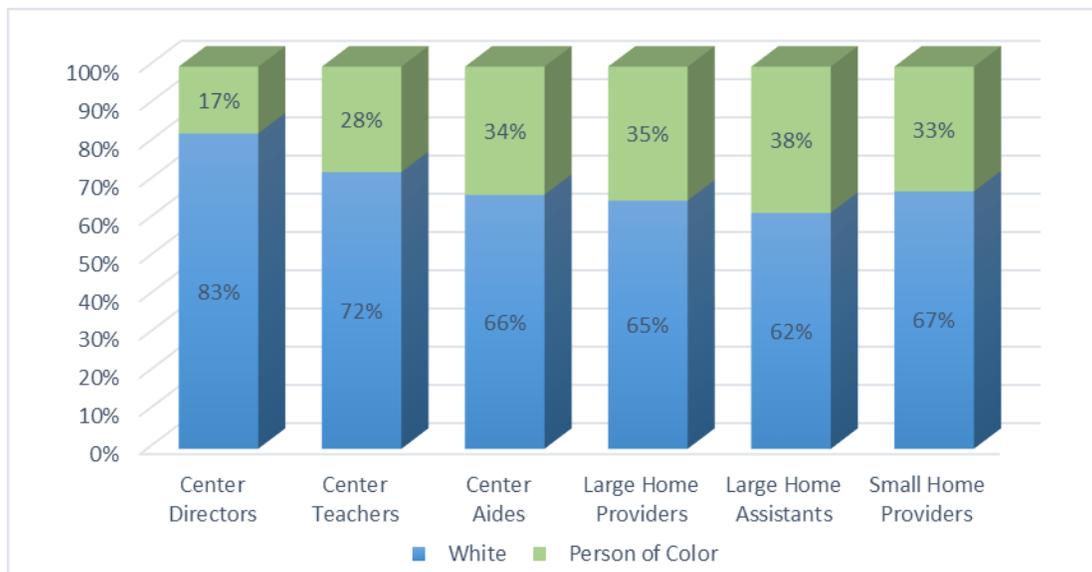


Figure 1

Language of Emergency Child Care Workforce

Primary language was available for 87% of the Emergency Child Care workforce. Of the 6,418 individuals with primary language information, 84% spoke English and 16% had a primary language other than English. Languages other than English include Spanish, Russian, Vietnamese, and Other.

Twenty-one percent of the ECC workforce reported speaking two or more languages (N = 1,351). Of those, English and Spanish were the most commonly spoken. Table 4 provides the percent of ECC staff in each language category for primary and secondary languages.

Table 4

Primary Language of ECC Staff	Primary Language (N = 6,418)		Secondary Languages (N = 1,416)	
	N	%	N	%
English	5,413	84%	574	42%
Spanish	718	11%	468	35%
Russian	105	2%	25	2%
Vietnamese	27	0%	8	1%
Chinese	27	0%	12	1%
Other	128	2%	201	15%
More Than One Second Language			63	5%

Primary language also varies by position, with just over a third of small home-based providers having a primary language other than English, compared to approximately 10% of combined center staff and 19% of large home-based providers and assistants. Figure 2 displays the percent of those speaking English and languages other than English for each position category.

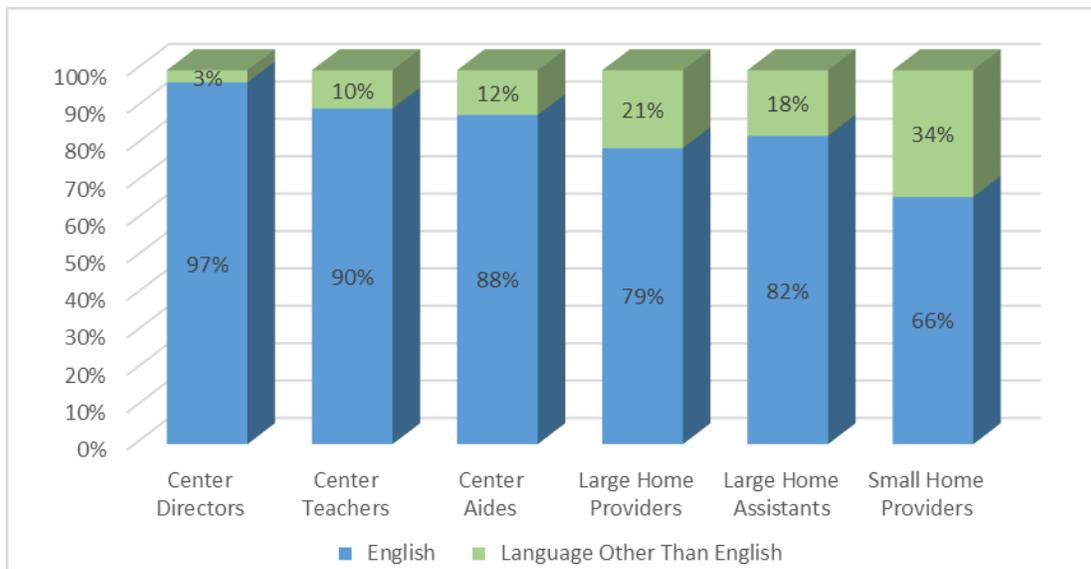


Figure 2

Comparison to 2018 Workforce

The following tables provide a comparison of the Emergency Child Care workforce with the 2018 Early Learning Workforce. Although the ECC workforce is a small subset of the early learning workforce, results show that it is fairly proportional to the overall pre-COVID workforce in terms of race/ethnicity and languages spoken.

As of April 23, 2020, the Emergency Child Care workforce consisted of 7,625 individuals in positions that work with children (teachers, directors, aides, providers, and assistants), which represents a proportion equivalent to approximately one-third of the pre-COVID workforce (N = 24,203).

As seen in Table 5, 60% of individuals in the Emergency Child Care workforce are employed in center-based care and 40% employed in family care. This represents a larger proportion for home-based providers than in the typical workforce as only 23% of the 2018 workforce were employed in family care. Figure 3 provides a side-by-side comparison of the proportion in each type of care for the ECC workforce and 2018 workforce.

Table 5

Workforce by Type of Care	ECC Workforce N = 7,625		2018 Workforce N = 24,203		Difference ECC to 2018 Workforce	
	N	%	N	%	N	%
Center	4,659	61%	18,640	77%	13,981	-16%
Large Home-Based	1,898	25%	3,332	14%	1,434	11%
Small Home-Based	1,068	14%	2,231	9%	1,163	5%

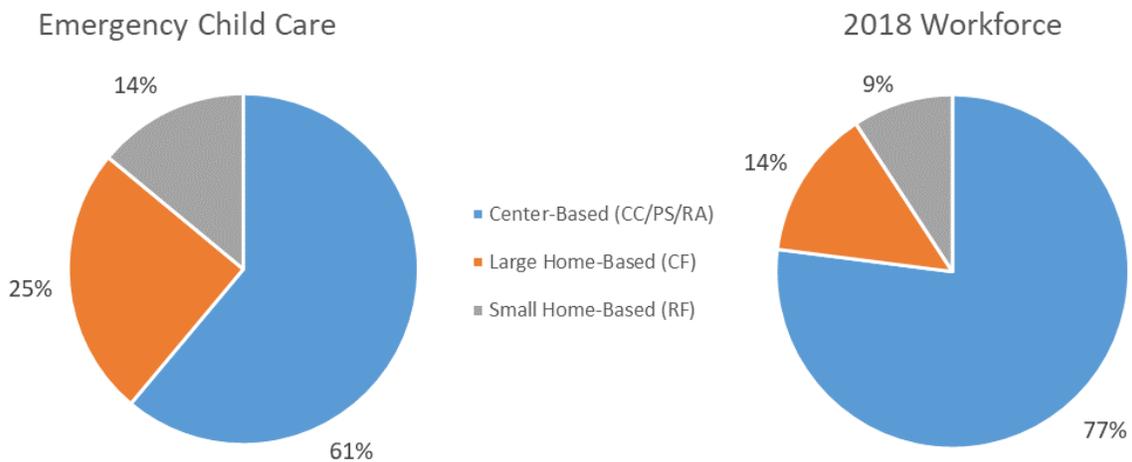


Figure 3

Comparison to 2018 Workforce (continued)

There is also variation between the positions employed in ECC facilities compared to the 2018 workforce. Within centers, teachers make up a higher percentage of staff compared to the 2018 workforce (73% in ECC vs 64% in pre-COVID workforce). For large home-based care, there is a 5% difference in the proportion of providers versus assistants in the ECC workforce when compared to the 2018 overall workforce. Table 6 provides the number and percentages in each position by type of care for the ECC and 2018 workforce.

Table 6

Workforce by Position	ECC Workforce N = 7,625		2018 Workforce N = 24,203		Difference ECC to 2018 Workforce	
	N	% of persons within type of care	N	% of persons within type of care	N	%
Center						
Director/Site Director	321	7%	1,325	7%	1,004	0%
Head Teacher/Teacher	3,406	73%	11,936	64%	8,530	9%
Aides (1 & 2)	930	20%	5,379	29%	4,449	-9%
Large Home-Based						
Provider	625	33%	937	28%	312	5%
Assistants (1 & 2)	1,275	67%	2,395	72%	1,120	-5%
Small Home-Based						
Provider	1,068	---	2,231	---	1,163	---

Overall, the racial diversity of the Emergency Child Care workforce is fairly consistent with the diversity of the overall workforce. As seen in Table 7, 31% of the ECC workforce were persons of color, compared to 30% of the 2018 pre-COVID workforce. In addition, the proportion of each race/ethnicity category is within 1% of the 2018 workforce.

Table 7

Workforce by Race/Ethnicity	ECC Workforce N = 6,050		2018 Workforce N = 17,604		Difference ECC to 2018 Workforce
Overall					
White	4,193	69%	12,253	70%	-1%
Person of Color	1,857	31%	5,351	30%	1%
Race/Ethnicity by Category					
American Indian	90	1%	259	1%	0%
Asian	216	4%	774	4%	0%
Black	246	4%	615	3%	1%
Hispanic/Latino/Spanish	1,168	19%	3,346	19%	0%
Native Hawaiian	48	1%	144	1%	0%
White	4,193	69%	12,253	70%	-1%
Multiracial	69	1%	137	1%	0%
Other	20	0%	76	0%	0%

Comparison to 2018 Workforce (continued)

Language diversity of the Emergency Child Care workforce mirrors a similar representation to the 2018 workforce. As seen in Table 8, 16% of the ECC workforce speaks a primary language other than English, compared to 15% of the 2018 workforce. In addition, each language category is proportional within 1% to the overall pre-COVID workforce. Secondary language was not available in the 2018 workforce, however, it is noteworthy that 21% of the ECC workforce speaks one or more additional languages.

Table 8

Demographics	ECC Workforce N = 6,664		2018 Workforce N = 18,963		Difference ECC to 2018 Workforce
Overall Primary Language					
English	5,613	84%	16,148	85%	-1%
Language Other Than English	1,051	16%	2,815	15%	1%
Primary Language by Category					
English	5,613	84%	16,148	85%	-1%
Spanish	762	11%	1,974	10%	1%
Russian	105	2%	192	1%	1%
Vietnamese	27	0%	83	0%	0%
Chinese (Traditional)	26	0%	114	1%	-1%
Other	131	2%	452	2%	0%

Conclusion

Overall, the Emergency Child Care workforce shows striking similarities to the pre-COVID 2018 workforce on race/ethnicity and languages spoken. In particular, 31% of the ECC workforce are persons of color and 16% of the ECC workforce members speak languages other than English, which are proportional within 1% to the pre-COVID workforce. Likewise, when looking at each race and language category individually, the make-up of emergency care providers is representative of the overall diversity of providers in the overall workforce. As with the overall workforce, home-based staff, particularly small home-based providers, are more likely to identify as a person of color and speak a primary language other than English.

One distinguishing feature between the pre-COVID and ECC workforce is the higher percentage of emergency workforce members in family care compared to center care. Thirty-nine percent of ECC providers were employed in home-based care, compared to 23% in the overall pre-COVID workforce.