

Race/Ethnicity & Languages of Phase 1 Emergency Child Care Grantees

As of June 18, 2020

By Michaella Sektnan & Megan Pratt, Oregon Child Care Research Partnership,
Oregon State University

Purpose

This report provides an overview of the race/ethnicity and languages of the Emergency Child Care (ECC) providers who were awarded funding during the first phase of grants during the COVID-19 crisis. To be eligible for a Phase 1 grant, child care providers must have submitted an application to provide Emergency Child Care by April 8, 2020 and be currently operating an open ECC facility at the time of the grant application submission in early May 2020. Regulated subsidy or relative care providers receiving Employment Related Day Care (ERDC) who were currently open and caring for a child of an essential worker were also eligible to apply. All award recipients agreed to remain open and serve children through the end of July 2020.

The first phase of the Emergency Child Care grant program included \$8 million in funding provided to Oregon through the federal CARES (Coronavirus Aid, Relief, and Economic Security) Act. Grant amounts varied by provider type, ranging from \$700 for relative/subsidy providers to \$4,680 per classroom for up to three classrooms at certified centers and recorded programs.

This analysis examines the racial and language diversity of the Emergency Child Care workforce at facilities that received Phase 1 Grants as of June 18, 2020 as well as provides a comparison to Oregon's pre-COVID workforce.

Data Sources

The Early Learning Division provided the following:

- a list of license numbers for all approved Phase 1 Emergency Child Care (ECC) grantees as of June 18, 2020
- a list of staff linked to approved ECC providers as of April 23, 2020 including position, race/ethnicity, primary and secondary languages. This list did not have all grantee facilities because some facilities did not have any linked staff in the Child Care Regulatory Information System (CCRIS).
- 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.

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.

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 Phase 1 Emergency Child Care Grantees

The Early Learning Division received 2,188 applications from child care providers during the first round of COVID-19 relief funding. Of the applications received, 1,871 (86%) were from licensed and recorded programs and 317 (14%) were from regulated subsidy and relative care providers.

As of June 18, 2020, Phase 1 grants had been awarded to 1,853 Emergency Child Care facilities. As seen in Table 1, 16% of grants went to center-based care (CC/RA), 28% to large home-based care (CF), 42% to small home-based care (RF), and 14% to license-exempt regulated subsidy or relative care providers.

Table 1

Phase 1 Grant Facilities by Type of Care (N = 1,853)	N	% of facilities
Center-Based (CC/RA)	288	16%
Large Home-Based (CF)	526	28%
Small Home-Based (RF)	787	42%
Other (Regulated Subsidy and Relative Care)	252	14%

*Certified Centers and school-based RA facilities are grouped to represent center-based programs. Of the 264 center-based programs, 24 were RA programs.

For 1,531 of these facilities, information to identify the specific staff working during emergency care was available in CCRIS. For an additional 41 facilities, ORO 2019 data was able to be linked to identify staff. For 281 facilities, individual level data was not available; these facilities were new or had reopened in early 2020 (n = 13), were regulated subsidy or relative care providers (n = 252), or were school-based RA programs (n = 16). Therefore, results represent 1,565 of the 1,853 facilities awarded Phase 1 grants (84% of grant facilities).

For the 1,565 facilities in which we were able to link ECC staff, there were 8,837 individuals in all positions (including cooks, drivers, household members, other leadership staff, volunteers, etc). In order to align with previous workforce reports, 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 6,085 individuals in the desired positions at the 1,565 ECC Phase 1 grant facilities. In centers, 74% of staff were teachers, 19% aides, and 7% directors. In large home-based care, 32% of staff were providers and 68% 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

Positions of Phase 1 Grant Staff	N	% of persons within type of care
Center		
Director/Site Director	245	7%
Head Teacher/Teacher	2,719	74%
Aides (1 & 2)	713	19%
Large Home-Based		
Provider	524	32%
Assistants (1 & 2)	1,108	68%
Small Home-Based		
Provider	776	100%

Race/Ethnicity of Phase 1 Grant Emergency Child Care Workforce

Race/ethnicity information was available for 80% of the Emergency Child Care workforce at Phase 1 grantee facilities. Of the 4,845 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.

In addition, the racial diversity of the Phase 1 grantee workforce is also fairly consistent with the diversity of the pre-COVID 2018 workforce. Thirty-one percent of the ECC grantee 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 3

Workforce by Race/Ethnicity	Phase 1 Grant Workforce N = 4,845		2018 Workforce N = 24,203		Difference ECC to 2018 Workforce
Overall					
White	3,360	69%	12,253	70%	-1%
Person of Color	1,485	31%	5,351	30%	1%
Race/Ethnicity by Category					
American Indian	60	1%	259	1%	0%
Asian	183	4%	774	4%	0%
Black	193	4%	615	3%	1%
Hispanic/Latino/Spanish	940	19%	3,346	19%	0%
Native Hawaiian	39	1%	144	1%	0%
White	3,360	69%	12,253	70%	-1%
Multiracial	55	1%	137	1%	0%
Other	15	0%	76	0%	0%

As seen in Figure 1, the race/ethnicity of staff at Phase 1 grant facilities varied by position type, ranging from 17% of directors being persons of color to 41% of large family assistants being persons of color. Large home-based staff and small home-based providers were more likely to identify as a person of color compared to center directors, teachers, and aides.

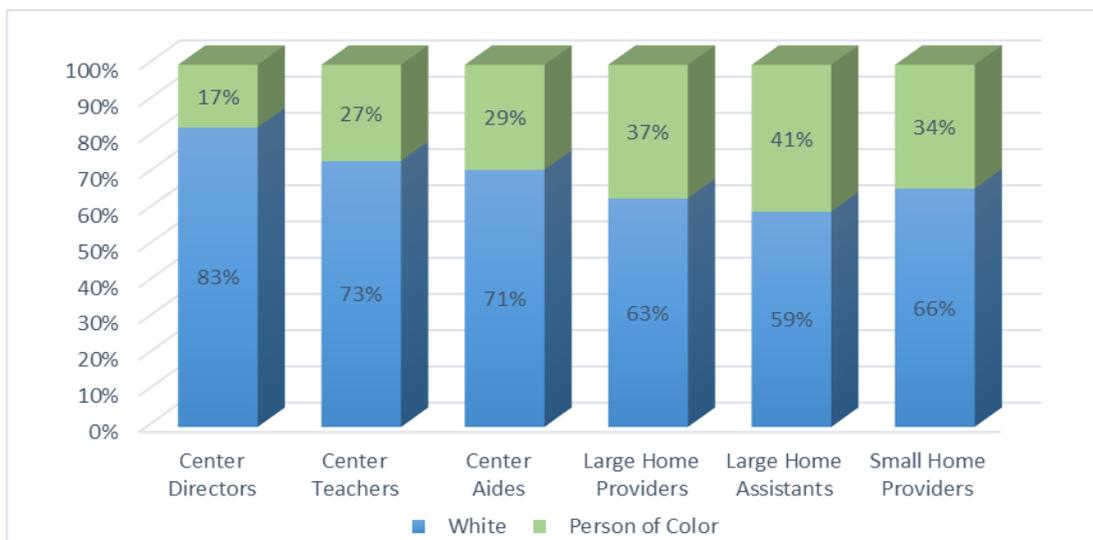


Figure 1

Language of Phase 1 Grant Emergency Child Care Workforce

Primary language was available for 88% of the Emergency Child Care workforce at facilities awarded Phase 1 grants. Of the 5,328 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, Chinese, and Other. Table 4 provides the percent of ECC staff in each race/ethnicity category.

In addition, language diversity of the Emergency Child Care Phase 1 grantee workforce mirrors a similar representation to the 2018 workforce. As seen in Table 4, 16% of the ECC grantee 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.

Table 4

Demographics	Phase 1 Grant Workforce N = 5,328		2018 Workforce N = 24,203		Difference ECC to 2018 Workforce
Overall Primary Language					
English	4,457	84%	16,148	85%	-1%
Language Other Than English	871	16%	2,815	15%	1%
Primary Language by Category					
English	4,457	84%	16,148	85%	-1%
Spanish	618	12%	1,974	10%	1%
Russian	91	2%	192	1%	1%
Vietnamese	22	0%	83	0%	0%
Chinese	24	0%	114	1%	-1%
Other	116	2%	452	2%	0%

Primary language also varies by position, with over a third of small home-based providers having a primary language other than English, compared to approximately 9% of combined center staff and 20% of large home-based providers and assistants. Figure 2 displays the percent of Phase 1 grantee staff speaking English and languages other than English for each position category.

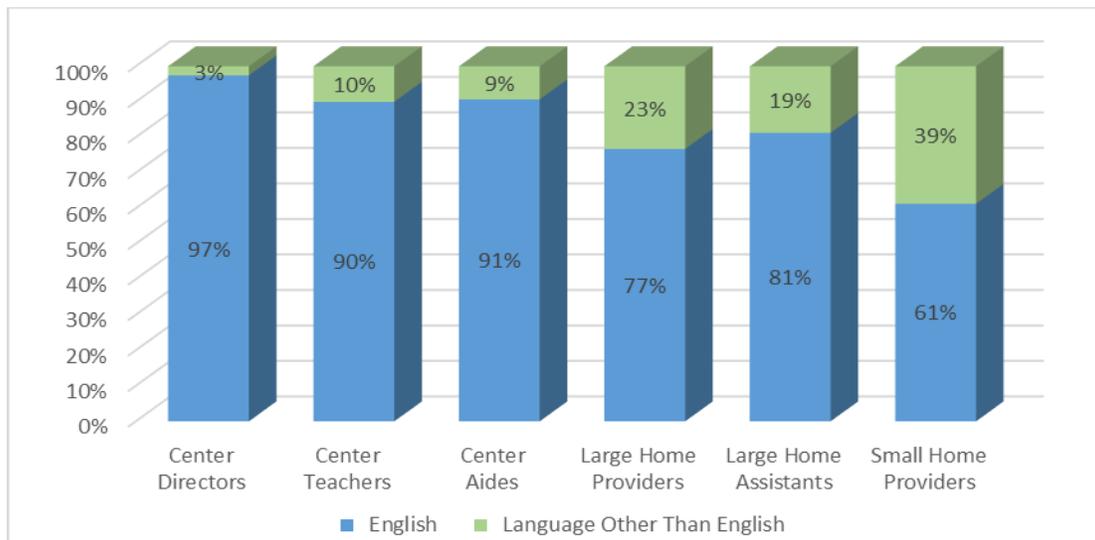


Figure 2

Language of Phase 1 Grant Workforce (continued)

In addition, 22% of the Phase 1 grantee workforce reported speaking two or more languages (N = 1,161). Of those, English and Spanish were the most commonly spoken. Table 4 provides the percent of ECC staff in each language category for secondary languages.

Table 5

Secondary Language of Phase 1 Grant Staff	Secondary Languages (N = 1,161)	
	N	%
English	574	42%
Spanish	468	35%
Russian	25	2%
Vietnamese	8	1%
Chinese	12	1%
Other	201	15%
More Than One Second Language	63	5%

Conclusion

Overall, the Emergency Child Care workforce at facilities that received Phase 1 grants shows notable 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 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.