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State of the Early Care and Education Workforce — Santa Barbara County, 2025

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# State of the Early Care and Education Workforce

## Santa Barbara County

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The views presented herein are those of the authors and may not reflect the views of the report's funders or those acknowledged for lending their expertise or providing input.

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We are grateful to our colleague Yoonjeon Kim who contributed to the 2025 California Early Care and Education Workforce Study and related county studies. Thank you also to our research assistants, Leah Gutierrez, Kelly Loc, and Claudia Martinez. Additional thanks to Jacquilyn Banta at Children's Resource & Referral of Santa Barbara County for promoting survey outreach.

**Editor**: Deborah Mecham **Updated January 2026**

## Notes From Santa Barbara County Leaders

Santa Barbara County Child Care Planning Council (CCPC) is currently in the process of completing a **2025–2030 Needs Assessment and Strategic Plan** to align efforts with current community needs. Goals of this plan include strategies to increase access to quality child care, workforce development, and alignment between early care and education (ECE) and transitional kindergarten. The Needs Assessment and Strategic Plan support the CCPC mission to lead and collaborate in planning, coordinating, and advocating for **quality, affordable, accessible early care and education** for all children and families in Santa Barbara County.

Participation in the 2025 California Early Care and Education Workforce Study enables CCPC to better understand the nuances of our current early learning workforce. Data identified in the study contribute to enhancing internal community support programs such as Quality Counts, the Inclusion Initiative, and the ECE Internship Program and encouraging community partnerships.

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For more information, please visit: https://www.sbceo.org/programs/ece/local-planning-council

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On behalf of Children's Resource & Referral of Santa Barbara County (CRR), we are honored to contribute to the Santa Barbara County Early Care and Education (ECE) workforce profile. This effort provides an important opportunity to highlight both the strengths and challenges of our local ECE system, ensuring that data, stories, and strategies are aligned with the current needs of children, families, and providers.

CRR has been deeply engaged in provider outreach and data collection, ensuring the voices of family child care homes and center-based programs across the county are well represented. Over the past 18 months, we have supported the licensing of more than **1,200 new child care spaces** and continue to partner with local agencies, school districts, and family networks to sustain and expand access. These results underscore the vital role that coordinated resource and referral services play in strengthening the workforce pipeline and meeting family demand.

We also recognize the value of collaboration with our county's Child Care Planning Council (CCPC) and the Center for the Study of Child Care Employment (CSCCE). Together, these partnerships provide a comprehensive lens into the current workforce realities, such as compensation, training pathways, and inclusion initiatives, while also identifying long-term strategies to stabilize and elevate the field.

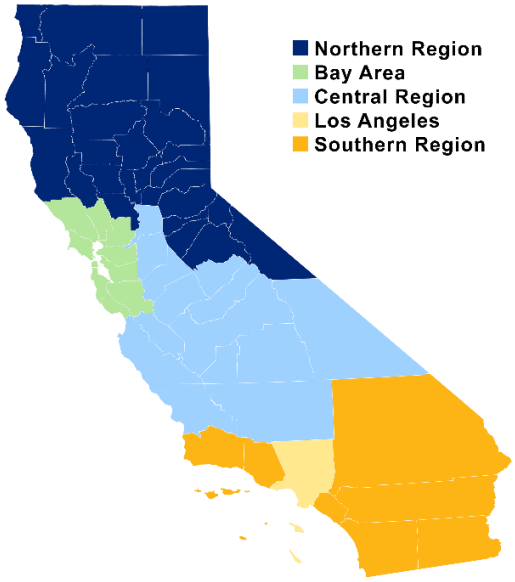
Finally, we wish to acknowledge and thank our funders and partners who have made this work possible, including the County of Santa Barbara, Santa Barbara Foundation, Santa Barbara County Education Office (SBCEO), and other state and local supporters. Their investment ensures that data collection is not only rigorous, but actionable in shaping programs such as **Quality Counts**, the **Inclusion Initiative**, and the **ECE Internship Program**.

We are grateful to be included in this collaborative process and look forward to continuing to advance a system that is accessible, affordable, and equitable for all children and families in Santa Barbara County.

**Jacquilyn Banta**, Chief Operating Officer
Children's Resource & Referral of Santa Barbara County

www.crrsbc.org

## About the Data




The data in these profiles were collected as part of the 2025 California Early Care and Education Workforce Study. The study was conducted by the Center for the Study of Child Care Employment (CSCCE) at the University of California, Berkeley. While most data were collected in spring 2025, a small number of sites were surveyed in early fall 2025. The surveys took place online in English, Spanish, Arabic, and Chinese. CSCCE invited all available licensed early care and education (ECE) programs serving children from birth to five in California, using contact information from Community Care Licensing and California State Preschool.

The survey received outreach support from local resource and referral agencies, professional associations, and the California ECE Workforce Registry. Data are weighted using a post-stratification method by program type and region. These adjustments allow us to align the study sample with the full population of sites locally. Unfortunately, our request for a list of small family child care (FCC) providers from Community Care Licensing is still under review. As a result, small FCC data at the regional and state level are not yet available. These missing estimates are marked with a hashtag. Finally, Table 11 was updated in January 2026.

In this snapshot, we compare county findings to the surrounding region and California as a whole. We group counties into five regions:

| Northern Region | | Bay Area | Central Region | Los Angeles | Southern Region |
|---|---|---|---|---|---|
| Alpine | Mono | Alameda* | Fresno* | Los Angeles*, ** | Imperial |
| Amador | Nevada | Contra Costa*, ** | Inyo | | Orange |
| Butte* | Placer | Marin | Kern | | Riverside* |
| Calaveras | Plumas | Napa* | Kings* | | San Bernardino |
| Colusa | Shasta | San Francisco* | Madera* | | San Diego* |
| Del Norte | Sierra | San Mateo** | Mariposa | | Santa Barbara* |
| El Dorado* | Siskiyou | Santa Clara | Merced | | Ventura*, ** |
| Glenn | Sutter* | Santa Cruz | Monterey* | | |
| Humboldt* | Tehama | Solano | Sacramento* | | |
| Lake | Trinity | Sonoma** | San Benito | | |
| Lassen | Tuolumne | | San Joaquin | | |
| Mendocino | Yolo | | San Luis Obispo* | | |
| Modoc | Yuba* | | Stanislaus** | | |
| | | | Tulare | | |

* Our study website includes a 2025 profile for this county.
** We released a detailed report using 2023 or 2024 for this county.

## Key Terms

**Early care and education (ECE)**: By “early care and education,” we mean licensed programs that serve children under six years of age (less than 72 months). While some children age four and older attend transitional kindergarten, a grade level in elementary school, this profile focuses on the two primary settings serving the full ECE age range: child care centers and family child care homes.

**Center type:** Title 22 centers follow the fundamental rules of health and safety associated with licensure. A smaller portion of centers participate in stricter standards governed by Head Start and/or Title 5, in which teachers work with a smaller group size and must complete more units in early childhood education coursework. State Preschool programs are subject to Title 5 rules and fall under this category in our snapshot.

**Center teaching staff:** This term covers a combination of lead and assistant teachers who work directly with children. Assistants (sometimes called “teacher aides” or “associate teachers”) work under the supervision of a lead teacher (sometimes referred to as a “head teacher” or “master teacher").

**Family child care (FCC) provider:** FCC educators obtain a license to provide child care for a mixed-age group of children in their home. FCC homes may be owned or rented, but all sites must meet the strict requirements of state licensing.

**FCC license type:** An FCC provider can hold either a “small” or “large” license, a distinction that corresponds to the maximum group size (up to eight children for a small license and up to 14 for a large license). Most often, small FCC educators operate their child care program on their own, while large FCC educators work with at least one assistant.

# Program Landscape

Early care and education operates in a mixed-delivery system, where families may enroll children at a child care center or family child care home. Many parents also rely on family, friend, and neighbor caregivers, both as their primary strategy and in combination with licensed care. By the 2025-2026 school year, all four-year-olds will also have the option to enroll in transitional kindergarten at a public school. In this profile, we focused on the licensed settings (center- and home-based) serving children from birth through age five.

### Table 1. Early Care and Education Sites

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Child care centers** | **129** | **2,756** | **10,254** |
| Title 22 centers | 73 | 1,692 | 6,150 |
| Head Start/Title 5 centers | 56 | 1,064 | 4,104 |
| **Family child care homes** | **716** | **8,689** | **28,659** |
| Small license | 399 | 4,885 | 14,983 |
| Large license | 317 | 3,804 | 13,676 |
| **All sites** | **845** | **11,445** | **38,913** |

Note: **Table 1** refers to specific sites, not licenses, as child care centers may hold multiple licenses. Centers licensed to serve school-age children only are excluded from the study. To determine the number of sites, CSCCE analyzed the list of child care licenses by address and agency name. Where possible, we added State Preschool sites that are operated by school districts AND exempt from licensure to "Head Start/Title 5." However, there may be more district-run, exempt preschool programs we were not able to tally. Likewise, exempt programs operated by Tribes and military bases are not included in our study sample.

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

## Table 2. Child Care Center Staffing

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Title 22 centers** | | | |
| **Lead teachers** | **(n=18*)** | **(n=318)** | **(n=865)** |
| Average per site | 7.6 | 9.4 | 8.1 |
| Annual turnover rate | 22% | 22% | 24% |
| Estimated workforce size | 560 | 15,900 | 49,800 |
| **Assistant teachers**** | **(n=13*)** | **(n=219)** | **(n=593)** |
| Average per site | 3.9 | 4.4 | 4.2 |
| Annual turnover rate | 34% | 33% | 29% |
| Estimated workforce size | 200 | 5,100 | 17,500 |
| **Head Start/Title 5 centers** | | | |
| **Lead teachers** | **(n=7*)** | **(n=105)** | **(n=492)** |
| Average per site | 6.9 | 6.1 | 5.8 |
| Annual turnover rate | 36% | 27% | 19% |
| Estimated workforce size | 390 | 6,500 | 23,800 |
| **Assistant teachers**** | **(n=6*)** | **(n=84)** | **(n=400)** |
| Average per site | 6.5 | 6.7 | 5.8 |
| Annual turnover rate | 26% | 26% | 23% |
| Estimated workforce size | 330 | 5,600 | 18,800 |
| **All centers** | | | |
| **Lead teachers** | **(n=25*)** | **(n=423)** | **(n=1,357)** |
| Average per site | 7.4 | 8.2 | 7.2 |
| Annual turnover rate | 28% | 24% | 22% |
| Estimated workforce size | 950 | 22,400 | 73,600 |
| **Assistant teachers**** | **(n=19*)** | **(n=303)** | **(n=993)** |
| Average per site | 4.9 | 5.3 | 4.9 |
| Annual turnover rate | 30% | 30% | 26% |
| Estimated workforce size | 530 | 10,700 | 36,300 |

* Interpret with caution (fewer than 40 respondents).

** In some instances, sites only employ lead teachers. Estimates for assistant teachers reflect averages among sites with at least one assistant teacher position.

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

## Table 3. Paid Assistants in Family Child Care

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Small license** | **(n=77)** | **#** | **#** |
| Any paid assistants | 10% | # | # |
| Average per site* | 1.0 | # | # |
| Annual turnover rate | 0% | # | # |
| Estimated asst. workforce size | 40 | # | # |
| **Large license** | **(n=54)** | **(n=505)** | **(n=1,658)** |
| Any paid assistants | 57% | 59% | 63% |
| Average per site* | 1.5 | 1.6 | 1.6 |
| Annual turnover rate | 46% | 35% | 30% |
| Estimated asst. workforce size | 280 | 3,500 | 14,000 |
| **All FCC providers** | **(n=131)** | **(n=903)** | **(n=2,635)** |
| Any paid assistants | 30% | 42% | 52% |
| Average per site* | 1.4 | 1.5 | 1.6 |
| Annual turnover rate | 36% | 34% | 30% |
| Estimated asst. workforce size | 320 | 4,200 | 17,200 |

# We are unable to survey a representative sample of small FCC providers until our request for their contact information is fulfilled by Community Care Licensing.

* Average calculated among providers with at least one paid assistant.

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

# Demographics

Early educators in California are most often women of color, and many are also immigrants. Their backgrounds mirror the children in their care, supporting culturally relevant early learning instruction.

Our survey of early educators included questions about personal characteristics. All data are self-reported. Respondents were allowed to decline to answer any of the questions, and we exclude those responses unless at least 5 percent of individuals selected it.

### Table 4. Race and Ethnicity

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=115)** | **(n=807)** | **(n=2,404)** |
| Asian | 0% | 6% | 13% |
| Black | 1% | 12% | 12% |
| Latina* | 77% | 49% | 44% |
| White | 11% | 16% | 18% |
| Multiracial/Other | 11% | 17% | 13% |
| **Center teaching staff** | **(n=63)** | **(n=1,408)** | **(n=3,689)** |
| Asian | 5% | 7% | 11% |
| Black | 2% | 2% | 4% |
| Latina* | 51% | 47% | 46% |
| White | 24% | 27% | 25% |
| Multiracial/Other | 17% | 16% | 14% |

* Because the early care and education workforce is overwhelmingly composed of individuals who identify as women, we use the gender-specific term “Latina” to describe members of the ECE workforce who identify as part of the Latin American diaspora. However, we know that data collection has not always accounted for gender diversity beyond a male/female binary. We gratefully acknowledge the contributions of early educators who identify as men, nonbinary, or another gender identity and recognize that the gendered oppression of women in the ECE workforce is related to the gender-based oppression of nonbinary, trans, and genderqueer educators.

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

## Table 5. Age

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=134)** | **(n=944)** | **(n=2,804)** |
| 29 years or younger | 10% | 6% | 5% |
| 30 to 39 years | 39% | 20% | 19% |
| 40 to 49 years | 28% | 28% | 27% |
| 50 to 59 years | 18% | 29% | 30% |
| 60 years or older | 4% | 17% | 20% |
| **Center teaching staff** | **(n=68)** | **(n=1,521)** | **(n=4,156)** |
| 29 years or younger | 33% | 28% | 24% |
| 30 to 39 years | 29% | 26% | 29% |
| 40 to 49 years | 12% | 22% | 23% |
| 50 to 59 years | 11% | 16% | 16% |
| 60 years or older | 15% | 8% | 8% |

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

## Table 6. Language Fluency

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=119)** | **(n=842)** | **(n=2,501)** |
| English | 66% | 82% | 81% |
| Arabic | 0% | 5% | 2% |
| Chinese | 0% | 0% | 6% |
| Farsi | 0% | 3% | 3% |
| Spanish | 82% | 51% | 45% |
| Other language | 3% | 11% | 12% |
| **Center teaching staff** | **(n=66)** | **(n=1,455)** | **(n=3,814)** |
| English | 100% | 98% | 97% |
| Arabic | 0% | 1% | 1% |
| Chinese | 0% | 1% | 4% |
| Farsi | 0% | 1% | 1% |
| Spanish | 47% | 44% | 43% |
| Other language | 14% | 8% | 9% |

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

## Table 7. Country of Birth

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=117)** | **(n=857)** | **(n=2,544)** |
| United States | 50% | 49% | 48% |
| Another country | 40% | 43% | 44% |
| Decline to state | 9% | 8% | 7% |
| **Center teaching staff** | **(n=66)** | **(n=1,463)** | **(n=3,872)** |
| United States | 78% | 79% | 74% |
| Another country | 20% | 18% | 22% |
| Decline to state | 3% | 3% | 4% |

Note: In the survey, we included the following message to educators about why we ask for country of birth: "We ask this question to better understand the diversity of early educators and to ensure our research reflects the experiences of people from different backgrounds. Your response helps us inform policies that support all educators. All information will be kept as confidential as possible and will be used to calculate averages."

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

## Table 8. Additional Characteristics

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=114-118)** | **(n=804-849)** | **(n=2,396-2,522)** |
| Female | 99% | 98% | 98% |
| Married or living with a partner | 72% | 69% | 70% |
| Child under age 5 in household | 35% | 23% | 22% |
| Child age 6 to 17 in household | 61% | 48% | 46% |
| **Center teaching staff** | **(n=61-66)** | **(n=1,385-1,455)** | **(n=3,583-3,819)** |
| Female | 99% | 98% | 97% |
| Married or living with a partner | 65% | 59% | 58% |
| Child under age 5 in household | 28% | 23% | 21% |
| Child age 6 to 17 in household | 39% | 42% | 39% |

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

# Education and Experience

Early educators face difference requirements for degrees, permits, and credentials, depending on the type of program where they work. To advance in the field—and to access better pay—educators often need a degree or at least coursework related to child development or early childhood education. However, many educators hold degrees above and beyond requirements.

### Table 9. Highest Level of Education

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=120)** | **(n=827)** | **(n=2,453)** |
| High school or less | 37% | 22% | 18% |
| Some college | 43% | 30% | 32% |
| Associate degree | 11% | 23% | 22% |
| Bachelor's degree or higher | 9% | 25% | 29% |
| **Center teaching staff** | **(n=66)** | **(n=1,449)** | **(n=3,785)** |
| High school or less | 3% | 2% | 3% |
| Some college | 29% | 33% | 28% |
| Associate degree | 34% | 23% | 27% |
| Bachelor's degree or higher | 34% | 42% | 42% |

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

### Table 10. Years of Experience in Early Childhood

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=97)** | **(n=752)** | **(n=2,287)** |
| Less than 5 years | 33% | 12% | 9% |
| 6 to 15 years | 31% | 30% | 31% |
| 16 to 25 years | 22% | 33% | 32% |
| More than 25 years | 14% | 24% | 28% |
| **Center teaching staff** | **(n=64)** | **(n=1,389)** | **(n=3,618)** |
| Less than 5 years | 22% | 20% | 20% |
| 6 to 15 years | 51% | 43% | 41% |
| 16 to 25 years | 22% | 23% | 24% |
| More than 25 years | 6% | 14% | 16% |

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

# Pay and Well-Being

Caring for young children has a long history of being undervalued and underpaid. Lack of public funding to offset costs for parents also keeps compensation as low as possible: early care and education requires lower numbers of children per adult to support safe and quality care, and tuition-paying parents cannot afford the true cost of supporting living wages for early educators. Consequently, while federal and state investments in ECE remain inadequate, the prevailing wages for early educators are still stubbornly low.

## Table 11. Center-Based Educator Hourly Wages

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Title 22 centers** Director-reported pay ranges | **(n=13*)** | **(n=264)** | **(n=745)** |
| Lead teacher | $23.00-$29.00 | $19.50-$24.00 | $20.00-$25.00 |
| Assistant teacher | $19.00-$23.00 | $18.00-$20.00 | $18.00-$20.00 |
| **Title 22 centers** Median self-reported wage | **(n=25*)** | **(n=647)** | **(n=1,319)** |
| Lead teacher | $24.63 | $21.50 | $22.00 |
| Assistant teacher | $20.00 | $19.00 | $19.50 |
| **Head Start/Title 5 centers** Director-reported pay ranges | **(n=6*)** | **(n=89)** | **(n=369)** |
| Lead teacher | $23-$32 | $23.00-$31.36 | $23.00-$31.00 |
| Assistant teacher | $19-$21 | $18.79-$24.00 | $18.20-$23.00 |
| **Head Start/Title 5 centers** Median self-reported wage | **(n=29*)** | **(n=556)** | **(n=1,903)** |
| Lead teacher | $25.00 | $26.82 | $27.00 |
| Assistant teacher | $19.70 | $20.00 | $23.56 |

* Interpret with caution (fewer than 40 respondents).

Note: The “director-reported range” reflects the median lowest and highest wages being paid across sites. In contrast, the “self-reported” wage comes from the teachers and assistants who took our survey and reported their earnings directly.

**Table updated in January 2026:** Bay Area self-reported analytical sample increased, so *n* for California were increased. Wage adjusted for California Title 22 assistants by approximately 1%. No change to county or region.

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

## Table 12. Family Child Care Annual Earnings

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Small license providers** | **(n=40)** | **#** | **#** |
| Estimated earnings range | $20,300-$35,200 | # | # |
| **Large license providers** | **(n=31*)** | **(n=309)** | **(n=1,044)** |
| Estimated earnings range | $75,000-$80,000 | $59,000-$70,000 | $52,000-$65,000 |
| **All FCC providers** | **(n=70)** | **(n=532)** | **(n=1,651)** |
| Estimated earnings range | $35,000-$47,200 | $45,000-$54,500 | $45,000-$56,000 |

* Interpret with caution (fewer than 40 respondents).

# We are unable to survey a representative sample of small FCC providers until our request for their contact information is fulfilled by Community Care Licensing

Note: Many FCC educators do not pay themselves a salary, so it can be challenging to calculate a wage (annual, hourly, or otherwise). As a result, we estimate a range in which their earnings fall based on a series of questions about their total household income and the proportion gained through working with children. Read more about our methodology in the appendix of our 2022 report on ECE compensation.

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

## Table 13. Economic Well-Being

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=92-110)** | **(n=690-769)** | **(n=2,049-2,289)** |
| Homeowner | 53% | 65% | 64% |
| Enrolled in health insurance | 69% | 88% | 90% |
| Any retirement savings | 13% | 24% | 27% |
| Food sufficient* | 56% | 59% | 60% |
| Enrolled in public assistance** | 52% | 44% | 41% |
| **Center teaching staff** | **(n=54-63)** | **(n=1,282-1,337)** | **(n=3,256-3,552)** |
| Homeowner | 14% | 31% | 30% |
| Enrolled in health insurance | 93% | 95% | 94% |
| Any retirement savings | 43% | 44% | 54% |
| Food sufficient* | 53% | 57% | 57% |
| Enrolled in public assistance** | 49% | 35% | 34% |

* We use a question from the Current Population Survey Food Security Supplement about the food eaten in the household in the past 12 months and whether respondents were able to afford the food they needed. Educators who indicated they “had enough of the kinds of food [they] wanted to eat” are considered food sufficient. Other options included “enough but not always the kinds of food we wanted to eat,” “sometimes we did not have enough to eat,” and “often there was not enough to eat.”

** Public assistance programs include: Medi-Cal; CalFresh; Special Supplemental Nutrition Program for Women, Infants, and Children (WIC); subsidized housing; and food banks.

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

## Table 14. Emotional Well-Being

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=93-106)** | **(n=713-765)** | **(n=2,129-2,328)** |
| High level of perceived stress* | 52% | 47% | 53% |
| Significant depressive symptoms** | 16% | 21% | 24% |
| Feel they make a difference*** | 84% | 89% | 88% |
| **Center teaching staff** | **(n=57-61)** | **(n=1,298-1,372)** | **(n=3,454-3,702)** |
| High level of perceived stress* | 70% | 65% | 68% |
| Significant depressive symptoms** | 59% | 39% | 40% |
| Feel they make a difference*** | 78% | 82% | 80% |

* Reflects the proportion of respondents who scored six or more on the Perceived Stress Scale (PSS-4), the threshold for high levels of perceived stress

** Reflects the proportion of respondents who scored 10 or more on the Center for Epidemiological Studies Depression Scale (CES-D-10), the threshold for significant depressive symptoms.

*** Educators who replied they "very often" feel that their "work is making a difference with a child." This question included a four-point scale: 1) never; 2) rarely; 3) sometimes; and 4) very often.

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

## Table 15. Job Plans in Three Years

California, 2025

| | Santa Barbara County | Southern Region | California |
|---|---|---|---|
| **Family child care providers** | **(n=103)** | **(n=749)** | **(n=2,194)** |
| Continuing in the same role | 81% | 70% | 71% |
| Different job in ECE | 2% | 5% | 5% |
| Job outside of ECE | 4% | 2% | 2% |
| Retired | 3% | 10% | 9% |
| Don't know | 11% | 13% | 13% |
| **Center teaching staff** | **(n=57)** | **(n=1,295)** | **(n=3,326)** |
| Continuing in the same role | 48% | 44% | 46% |
| Different job in ECE | 29% | 26% | 28% |
| Job outside of ECE | 7% | 7% | 6% |
| Retired | 2% | 5% | 5% |
| Don't know | 13% | 17% | 15% |

Note: Working with children in kindergarten or older is considered "outside of ECE" for the purposes of this table, since we focus on children from birth through age five.

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