



OVERVIEW OF 2019 ECE WORKFORCE BILLS



TRAINING (includes higher education & professional development)

Vision: We envision a future in which all educators and caregivers are well-equipped to cultivate the learning and development of every child across all settings in which children are served and there is a system of preparation, certification, and professional supports for a diverse workforce.

8/24/18 Workforce Convening Policy Recommendations	Bill Number	Author(s)	Description
Establish a high-quality, job-embedded professional development system for the ECE workforce in all settings that is grounded in collaboration and shared learning	AB 1716	Kiley	Requires Family Child Care Home Education Network (FCCHEN) contractors to offer providers at least 12 hours annually of training and technical assistance in group or individual settings on a variety of topics.
Invest in financial supports for current and aspiring early educators to access training and educational supports	AB 123	McCarty, Berman, Bonta, Burke, Carrillo, Chiu, Friedman, Gonzalez, Limón, Reyes, Santiago, Ting, and Wicks	Expands access to state preschool for all 4-year-olds living in low-income neighborhoods and all 3-year-olds in poverty, and raises preschool quality and funding to help close the school readiness gap. <ul style="list-style-type: none"> Increases salaries and qualifications of state preschool teachers with scholarships and financial supports to attain higher qualifications.
	AB 167	Blanca Rubio	Creates the California Partnership for Infants and Toddlers. Provides that a state grant be made available and distributed to qualifying childcare and development programs and family childcare home education networks (FCCHEN) that serve infants and toddlers (birth to 3) at a base grant amount of \$4,000 annually per child. Funds can go to: <ul style="list-style-type: none"> Support from FCCHENs to providers, including, but not limited to, site visits, training, coaching, and assessment. Qualifications, training, and compensation of staff, including teachers, directors, and family childcare home education network staff. Research-based coaching and professional development for staff.
	AB 1012	Reyes	Makes critical investments in bilingual education, beginning in early childhood and continuing through high school graduation. <ul style="list-style-type: none"> Provides \$10M annually for three years for DLL-focused professional development for licensed Early Learning teachers.

8/24/18 Workforce Convening Policy Recommendations	Bill Number	Author(s)	Description
	AB 324	Aguiar-Curry	<p>Amends existing law (AB 212) that allocates funds to local child care and development councils to address the retention of qualified childcare employees in state-subsidized childcare centers. Provides that stipends shall be available for childcare providers across child development program types and settings, and across childcare provider types, including, but not limited to, family daycare home providers, as well as center-based aides, teachers, and site directors. Stipends shall:</p> <ul style="list-style-type: none"> • Be integrated into and aligned with the comprehensive Quality Counts California professional development system. • Support a childcare provider’s higher education attainment and professional development plan and shall support a childcare provider to move up the California Early Learning Career Lattice. • Support individual childcare provider growth, and shall be part of the childcare site’s quality improvement plan. <p>Includes funding for:</p> <ul style="list-style-type: none"> • Quality Counts California’s quality rating and improvement system local consortia to provide professional development and higher education support for all qualified childcare providers who work directly with children who receive state-subsidized childcare services. • California Child Care Initiative Project to support unlicensed childcare providers in obtaining a family childcare home license and provide professional development opportunities for these providers.
Create a sector navigator/apprenticeship for ECE within the context of workforce development systems	AB 324	Aguiar-Curry	<p>Amends existing law (AB 212) that allocates funds to local child care and development councils to address the retention of qualified childcare employees in state-subsidized childcare centers. Includes funding for:</p> <ul style="list-style-type: none"> • Family care provider apprenticeships to provide pre-service and mentoring for family care providers. • Local and online community college infrastructure to be updated to provide competency-based coursework and issue-specific counseling and navigator support at community colleges for childcare providers.
Ensure the professional development system is inclusive of paid release time			
	AB 1154	Bonta	Enacts future legislation to create a pilot program at 4 California State University campuses to offer a major in early care and education for children zero to 5 years of age.

QUALIFICATIONS (includes credentialing & competencies)

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8/24/18 Workforce Convening Policy Recommendation	Bill Number	Author(s)	Description
Establish a competency-based certification and assessment system for the incoming and incumbent ECE Workforce	AB 324	Aguiar-Curry	Amends existing law (AB 212) that allocates funds to local child care and development councils to address the retention of qualified childcare employees in state-subsidized childcare centers. Includes funding for: <ul style="list-style-type: none"> • Local and online community college infrastructure to be updated to provide competency-based coursework.
	AB 123	McCarty, Berman, Bonta, Burke, Carrillo, Chiu, Friedman, Gonzalez, Limón, Reyes, Santiago, Ting, and Wicks	Expands access to state preschool for all 4-year-olds living in low-income neighborhoods and all 3-year-olds in poverty, and raises preschool quality and funding to help close the school readiness gap. <ul style="list-style-type: none"> • Increases salaries and qualifications of state preschool teachers with scholarships and financial supports to attain higher qualifications. • Provides that, by July 1, 2028, state preschool teachers have a BA with at least 24 ECE units. • Provides a process by which experienced state preschool teachers can obtain an alternative certification rather than a BA.
	AB 167	Blanca Rubio	Creates the California Partnership for Infants and Toddlers. Provides that a state grant be made available and distributed to qualifying childcare and development programs and family childcare home education networks (FCCHEN) that serve infants and toddlers (birth to 3) at a base grant amount of \$4,000 annually per child. Funds can go to: <ul style="list-style-type: none"> • Support from FCCHENs to providers, including, but not limited to, site visits, training, coaching, and assessment. • Qualifications, training, and compensation of staff, including teachers, directors, and family childcare home education network staff.

COMPENSATION (includes benefits & overall working conditions)

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Establish a single rate reimbursement system that compensates for the costs of providing high-quality care	AB 125	McCarty	Expresses legislative intent to establish a single regionalized state reimbursement rate system for child care, preschool and early learning services that would achieve specified objectives.
	SB 174	Leyva	Establishes a single regionalized state reimbursement rate system for subsidized early care and education services , that includes items such as competitive compensation for early childhood teachers and providers.
Ensure the reimbursement system supports a fairly-compensated workforce	AB 123	McCarty, Berman, Bonta, Burke, Carrillo, Chiu, Friedman, E. Garcia, Gonzalez, Limón, Reyes, Santiago, Ting, and Wicks	Expands access to preschool for all 4-year-olds living in low-income neighborhoods and all 3-year-olds in poverty, and raises preschool quality and funding to help close the school readiness gap. <ul style="list-style-type: none"> • Provides for a 23% increase to State Preschool reimbursement rates to raise teacher pay to a professional wage. • Mandates that at least 65% of this additional funding go towards raising teacher and staff salaries.
	AB 167	Blanca Rubio	Creates the California Partnership for Infants and Toddlers. Provides that a state grant be made available and distributed to qualifying childcare and development programs and family childcare home education networks (FCCHEN) that serve infants and toddlers (birth to 3) at a base grant amount of \$4,000 annually per child. Funds can go to: <ul style="list-style-type: none"> • Qualifications, training, and compensation of staff, including teachers, directors, and family childcare home education network staff.
Develop a cost model for a well-qualified and compensated workforce in California that is inclusive of transition costs (include a salary scale that would be a minimum compensation level for all providers that take public funding).			
Establish collective bargaining rights for family child care providers	AB 378	Limón	Authorizes FCC providers (licensed and license exempt) to form, join, and participate in the activities of provider organizations and to seek the certification of a provider organization to act as the representative for FCC providers on matters related to child care subsidy programs .

FUNDING

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8/24/18 Workforce Convening Policy Recommendations	Bill Number	Author(s)	Description
Identify a sustainable funding stream that will support ongoing, significant investment in California’s ECE workforce.	N/A		N/A

SYSTEMS BUILDING AND ALIGNMENT

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Build a comprehensive ECE workforce data system which includes data on compensation, qualifications, and employment and can be tied to child outcomes	AB 1466	Irwin	Requires the Governor to convene a taskforce on the establishment of a statewide student longitudinal database , with representatives from K-12, postsecondary education systems, and state agencies relating to the workforce. The system should combine data about individuals from different state agencies or programs to answer critical questions about student outcomes, often including data from early childhood education through primary and secondary education and into the workforce.
	SB 2	Glazer, Allen	Expresses legislative intent to establish the Statewide Longitudinal Student Database to: <ul style="list-style-type: none"> • Collect and store data regarding individual students as they matriculate through Preschool-20 and in the workforce • Encourage education stakeholders to use such data to develop innovative approaches, services and programs that may have the potential to deliver education that is cost effective and responsive to student needs.
Establish and/or mandate a responsible state-level body (ex: SPI or a state agency) with analyzing, producing, and promoting an annual report of relevant workforce data to policy makers	SB 421	Pan	Establishes the Children’s Cabinet of CA to consist of the SPI, the Secretary of CA Health and Human Services, and the head of each agency and department within the state that provides services for the well-being of children. <ul style="list-style-type: none"> • Its powers and duties would include promoting and implementing information sharing, collaboration, increased efficiency, and improved service delivery among and within the state’s child-serving agencies, departments, and organizations.
	AB 6	Reyes, McCarty	Establishes an Early Childhood Education Branch within the CDE to ensure a holistic implementation of ECE programs and universal preschool. <ul style="list-style-type: none"> • Its responsibilities would include coordinating services with the California Department of Social Services and the California Health and Human Services Agency to ensure that social and health services are provided to children in early childhood education programs and to identify families eligible for early childhood education financial assistance.
Create bridges across the ECE and TK-12 professional development systems to support alignment and increase access	AB 123	McCarty, Berman, Bonta, Burke, Carrillo, Chiu, Friedman, Gonzalez, Limón, Reyes, Santiago, Ting, and Wicks	Expands access to preschool for all 4-year-olds living in low-income neighborhoods and all 3-year-olds in poverty, and raises preschool quality and funding to help close the school readiness gap. <ul style="list-style-type: none"> • Builds a more unified preschool system by aligning standards and making it easier to blend State Preschool and Transitional Kindergarten.