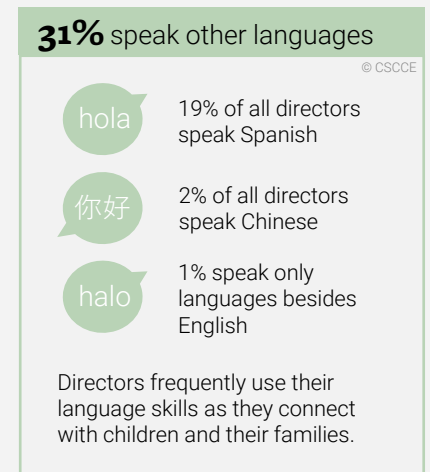
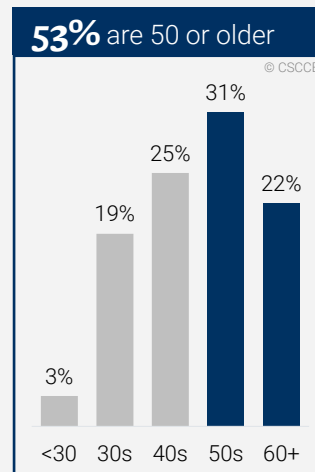
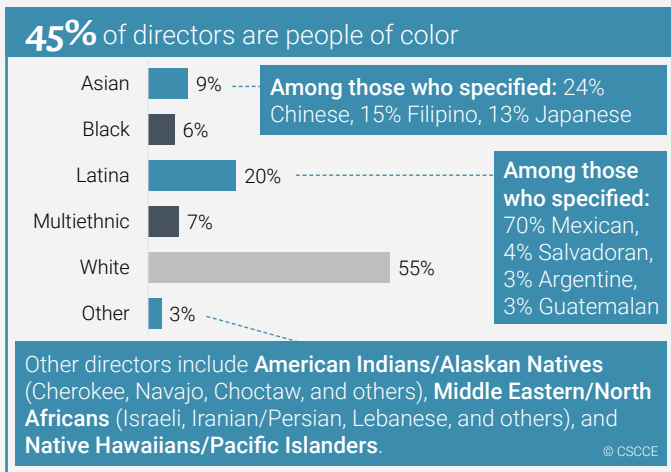


# Profiles of the California Early Care and Education Workforce, 2020

## Child Care Center Directors

### Demographics

There are more than 9,500 child care centers in California, each run by a director, site supervisor, or other administrator. Nearly all directors (97%) are women. [Read more about their characteristics.](#)



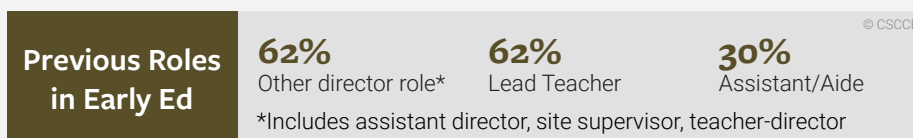
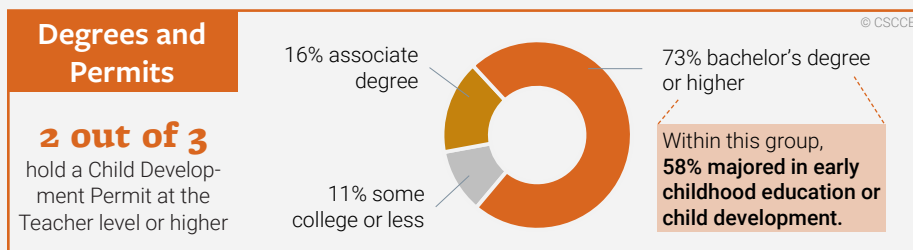
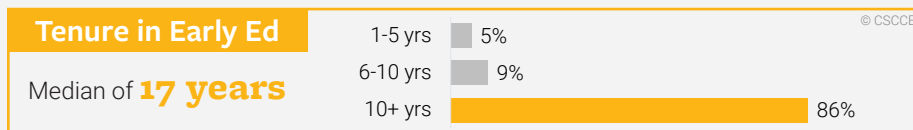
**76%** married/living with a partner

**43%** have children under age 18

**18%** born outside the U.S.

### Education and Experience

Most directors have deep experience and hold a bachelor's degree or higher. [Read more.](#)



"I describe my job as a facilitator for young children to have opportunities to learn about themselves, and learn how they can interact with the world around them, and make it a better place."

- Director, Southern California

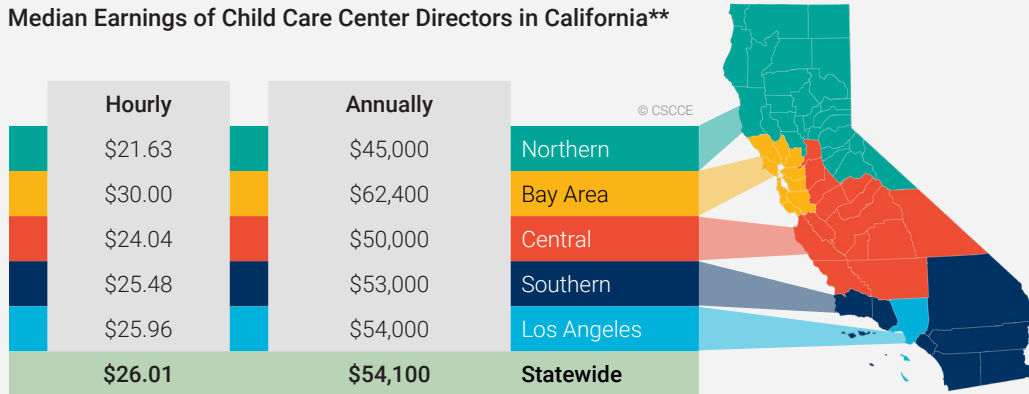
"There are a ton of expectations put on us without giving us the resources that we need to accomplish them."

- Director, Central Valley

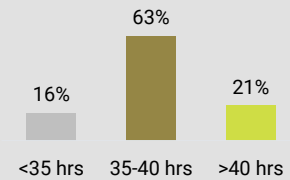
# Compensation

Less than one half (41%) of center directors earn most or all of their household's income through work with children. [Read the full report.](#)

## Median Earnings of Child Care Center Directors in California\*\*



\*\*For annual earnings, we estimate a full-time salary (working **40 hours per week**). In practice, however, some directors work more than that, though not necessarily for additional pay:



Most directors have **paid time off** through some combination of holidays, vacation, and/or sick days. Yet, only one half have **retirement** savings from any source.

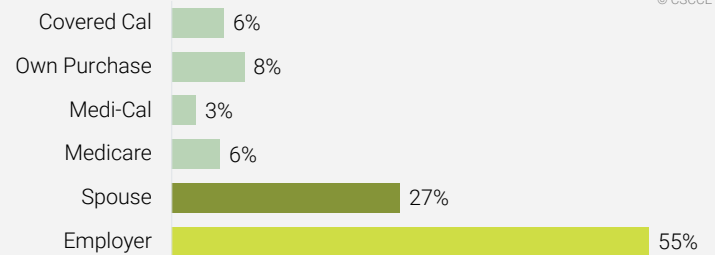


**98%** have some form of paid time off



**53%** hold retirement savings from any source

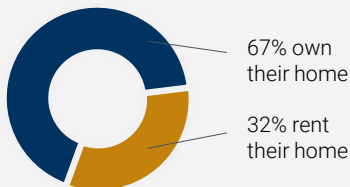
Most directors (93%) have **health insurance**. Slightly more than one half enroll with their employer, and more than one quarter enroll with a spouse or family member.



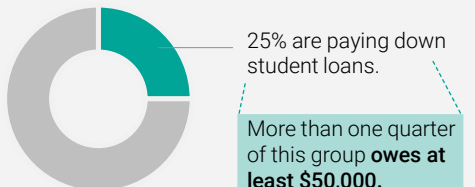
# Economic Well-Being

About one half (49%) of directors worry about having enough to pay their family's monthly bills. [Read our report.](#)

## Living Arrangements



## Student Loan Debt



## Food Security



“People need to know that so many early childhood educators do not get paid enough, do not have benefits, do not make enough to take care of their families, and yet, each and every one still loves their job, still has a passion for working with children, and will do their best each day to provide an amazing environment for each individual child, in which they are cared for, valued, respected, and honored for who they are.”

– Director, Southern California