



ASSEMBLY BILL 753 Childcare Staffing Crisis



ASSEMBLYMEMBER

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SUMMARY

The ongoing staffing crisis in Early Childhood Education (ECE) programs across the state threatens the stability and availability of care for children and families. Providers continue to struggle hiring enough teachers to keep all classrooms fully staffed and open. With 2 million children awaiting childcare, an urgent solution is needed.

AB 753 helps address these staffing shortages and lengthy facility licensing barriers that exist within early learning and care programs, by providing a workforce pathway for Early Childhood Education (ECE) Teachers and modifying the licensing process to make it easier for facilities to serve infants and toddlers.

BACKGROUND

California is currently facing a dire ECE staffing shortage, impacting the availability of quality care for children from infancy to age 5. Quality childcare provides a setting where children can engage in educational and social activities that foster cognitive, emotional, and social development. Without these opportunities, children may miss out on critical learning experiences that prepare them for school and life. In addition, when families cannot access childcare, their economic mobility is often limited. Given the demographics of those who primarily utilize these services, a lack of services can further exacerbate the achievement gap.

Existing law requires teachers to possess an associate teacher permit to supervise children in childcare centers. Staffing ratios requires that there must be one teacher in the classroom, for every eight children. Existing law requires child care centers to be licensed to operate by the Department of Social Services prior to operating a child care center or preschool.

PROBLEM

Childcare providers are struggling to hire a sufficient number of qualified teachers to keep all classrooms fully staffed and open. Furthermore, the lack of care available for infants and toddlers is acute across the state. Compounding the problem are lengthy licensing wait times.

The demand for new childcare slots is apparent— according to the California Budget and Policy Center, only 11% of eligible

children currently have access to ECE programs— as close to 2 million children are waiting to receive care. However, child care programs do not have a sufficient number of teachers to staff current classrooms, let alone new classrooms, and are therefore disincentivized from applying for these new contracts.

In a report released in 2022 by Child Care Resource Center, 88% of programs reported having staff leave the field for better wages and benefits. Programs also reported a range of 20%-52% decline in staffing, with one program closing an entire location due to insufficient staff. It has been widely acknowledged that the current situation is not sustainable for providers and for families.

SOLUTION

AB 753 increases access to childcare and early learning programs by reforming lengthy licensure wait times. This bill enables childcare and preschool programs to hire a teacher and provides them with 2 years from their hire date to pursue the necessary permit or complete additional coursework to meet the credentialing requirements for their position.

Additionally, to expedite the licensing process for facilities who have an application pending to serve infants and toddlers, this bill allows child care and preschool programs, that are already licensed child care facilities providing services to preschool children, to also serve infants and toddlers, as long as the facility’s existing license is not on probation and the provider has submitted a complete application.

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Support

- Child Action (co-sponsor)
- Child Care Resource Center (co-sponsor)
- Early Edge California (co-sponsor)
- Kidango (co-sponsor)
- Unite-LA (co-sponsor)