



Research Snapshots:

How the COVID-19 Pandemic is Impacting the Child Care Workforce in Delaware

The COVID-19 pandemic has created unprecedented challenges for the child care workforce. To better understand these challenges, the Delaware Institute for Excellence in Early Childhood (DIEEC) sent surveys to administrators in all licensed center-based programs in Delaware during the summer of 2021. Drawing on findings from 120 administrators, this brief sheds light on the state of Delaware's child care workforce.

Program Changes



29%

Of centers changed the **age groups** they serve.

28%

Of centers reported closing for at least one week since re-opening in June 2020



Change in Hours:

Reduced hours **32%**

2% Increased hours

Remained the same **49%**



Staffing Shortages

Required center directors to **cover classrooms**:

38%

Daily

10%

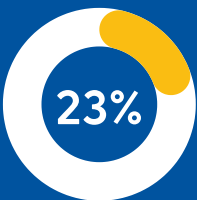
Monthly

25%

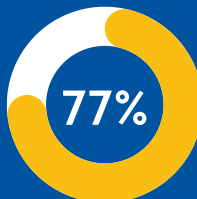
Weekly

8%

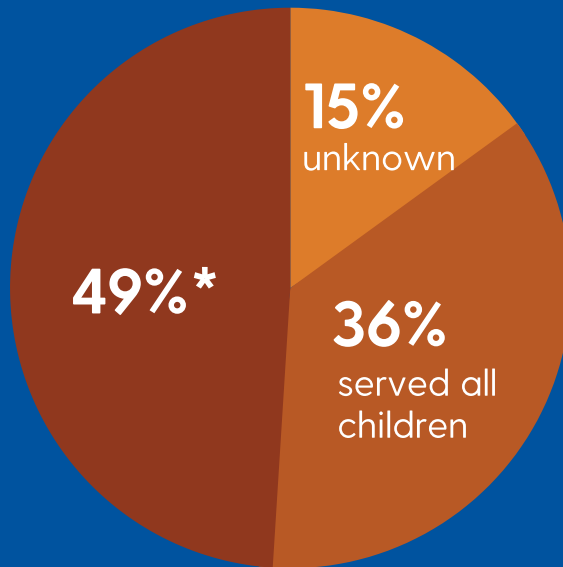
Other



Centers operating with **same number** of staff as pre-COVID.



Centers with current **staff openings**.



*Approximately half of centers reported **turning children away** due to staff shortages.

Hiring Strategies Used to **Retain Staff**

Increased Pay

48%

Bonuses

57%

Flexible Hours

51%

Mental Health Supports

21%

Other

19%