



Early Learning Coalition of Sarasota County

Results from the Workforce Study

July 2007



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Purpose

In January of 2007, the Early Learning Coalition of Sarasota County began a workforce study in conjunction with a state-wide effort. Coalitions from across the state participated in the project. The project collected data on vacancies, turnover, educational levels, wages, benefits, and factors influencing tenure. This information will be used by the coalition and the state to adjust programs to meet providers' needs and to determine the impact of policy changes.

Methodology

Data were collected through a mail with phone follow-up survey of center directors and family child care home operators. The data collection tool was designed by the Office of Early Learning, Agency of Workforce Innovation, which is the state entity that oversees the local coalitions. Staff from the child care resource and referral agency conducted the phone follow-up interviews. Child care resource and referral staff have regular contact with providers and maintain a database of providers programs to share with parents. Staff completed the form while conducting the interview and temporary office staff were hired to transfer the data to an Excel spreadsheet. Robertson Consulting Group then prepared the final report.

There are 239 centers and family child care homes in Sarasota County. Responses to the survey included 104 centers (although the number responding to a specific question varied) and 69 family child care homes. Response rates were 85 percent and 59 percent respectively.

There are three limitations to the data. The first is the self-select bias, meaning that the centers and home that choose to respond may not be representative of those that did not respond. Second, the data was not always consistent –

Definition of Child Care Facility: Any child care center or child care arrangement that provides child care for more than five children unrelated to the operator, and that receives a payment, fee, or grant for any of the children receiving care, whether operated, and whether or not operated for profit.

Definition of a Family Day Care Home: An occupied residence in which child care is regularly provided for children from at least two unrelated families and which receives a payment, fee, or grant for any of the children receiving care, whether or not operated for profit.

Source: Florida Department of Children and Families Fact Sheet

meaning that a center may have reported 13 currently employed staff, but only reported 7 educational choices (or vice versa). Finally, there was significant variation in the number answering particular questions, which reduced the sample. When a percentage is reported, it is reported as the percent of those answering that particular question, not the percent of the total (meaning missing data is excluded from the denominator).

Findings – Child Care Facilities (centers)

This section provides data on the findings from child care centers. The average number of staff, turnover, and vacancies is presented first, followed by educational levels, wages, benefits and finally, most commonly stated reasons for staying in the field or leaving the field.

Average number of staff, turnover, and vacancies

This section provides data first on the total number of staff, then the average staff per center, vacancies and turnover. The responding centers reported 1,293 total staff, with 425 teachers, 336 Head or Lead Teachers, and 336 Assistant Teachers or Aides. This does not represent the total number of staff in all centers, just those responding to the survey.

Table 1: Total staff reported by responding child care centers

Position	Total Staff
Director	116
Head or Lead Teacher	336
Teacher	425
Assistant Teacher or Aide	336
Other	80
TOTAL	1,293

Table 2 presents the average number of staff in the position and then the annual turnover by position. Centers, on average, reported three Lead Teachers, four Teachers, and three Assistant Teachers or Aides. On average, centers reported 12.7 staff. Turnover among all staff was 19.9 percent, with the highest turnover rates for Assistant Teachers or Aides (26.4%), followed by Teachers (21.6%). Turnover was defined as the number of staff that left the position divided by the total number of position.

Table 2: Average child care center staff and annual turnover, by position

	Average number of staff	Average turnover
Director	1.1	6.0%
Head or Lead Teacher	3.2	17.8%
Teacher	4.1	21.6%
Assistant Teacher or Aide	3.2	26.4%
Other	0.8	11.8%
TOTAL	12.7	19.9%

At the time of the survey, 29.8 percent of responding centers reported having a vacancy in any position. Respondents were also asked, “How many times a month, on average, is your program short a teacher?” Of those responding to the question, 61 (64.9%) were short a teacher *3 days or less*, 19 (20.2%) were short *4 to 6 days*, 9 (9.6%) were short *7 to 9 days*, 3 were short *10 to 13 days* and 2 were short *17 to 19 days*.

The next section presents data on the educational levels of staff.

Percent of total staff at each educational level

Figure 1 on the next page presents the percentage of staff with each degree. Table 3 presents the number of staff with each additional qualifications. Some centers reported more degrees than total staff reported above, others reported less. The percentage are based on the responses as a percentage of the total reported staff (1,293). It is most likely that staff were counted in two categories (i.e., a CDA and special needs training) and therefore that would be most relevant; however, data were not consistent. In either case, the most frequent response was a *High School Degree or GED*, followed by *CDA/CDA equivalency* (changed to Florida Child Care Professional Credential in April 2007). Less than 10 percent had a Bachelors degree in early childhood while 31 percent had an Associates degree or higher (in any field).

In 2001, the State of Florida conducted a statewide survey that gathered similar information. In that study, 81 percent of teachers had at least a High School Diploma or GED (compared to 66 percent in this study) and 51 percent had a CDA.

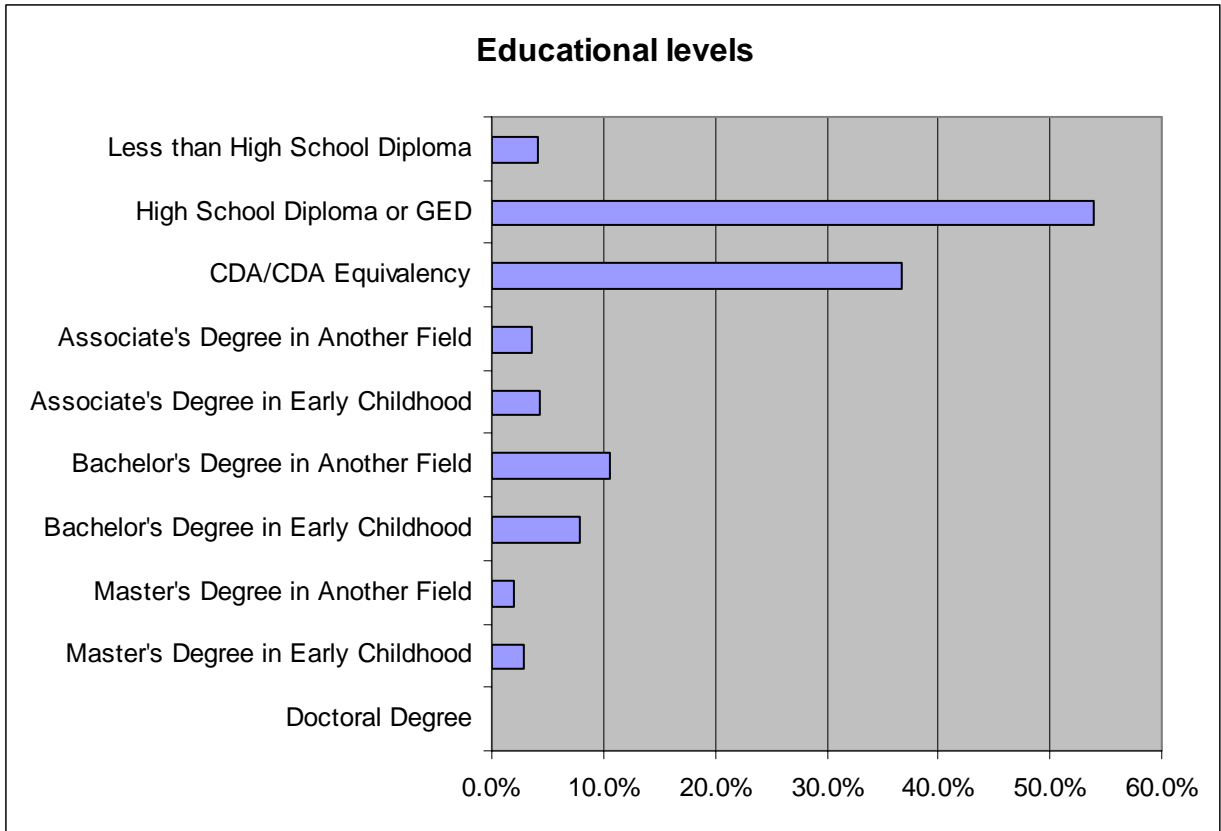


Figure 1: Educational levels of child care center staff

Table 3: Additional qualifications of child care center staff

Degree	% of total	% of reported staff
Administrator/Director's Credential	6.1%	9.4%
FCCH 2nd Helping	0.2%	0.3%
NAFCC FCCH Observer Training	0.8%	1.2%
Special Needs Training	10.8%	16.6%

Wages

The survey also asked about pay arrangements (hourly or salaried), the average wage per position, and the average hours worked. Table 4 presents that data. For example, 80 percent of Head or Lead Teachers are hourly and 20 percent are salaried. Those that are hourly work an average of 35 hours per week for an average rate of \$11.17; the range is from \$7.50 per hour to \$16.50 per hour. In the 2001 statewide study, the average teacher salary was \$8.26 per hour, with 36.7 average hours worked per week.

Table 4: Type of child care center pay arrangements, per position

Position	Pay Arrangement	Average Wage	Average Hours	Wage Range
Director	Hourly 13%	\$13.19	40	\$8.50 to \$18.00
	Salary 87%	\$32,550.79	45	\$13,000 (for 30 hours) to \$90,000 (reported hours of 70+)
Head or Lead Teacher	Hourly 80%	\$11.17	35	\$7.50 to \$16.50
	Salary 20%	\$32,550.79	40	\$19,000 to \$63,000
Teacher	Hourly 82%	\$9.69	35	\$7.00 to \$15.00
	Salary 18%	\$24,014.09	40	\$17,000 to \$44,000
Assistant Teacher or Aide	Hourly 92%	\$8.39	30	\$6.50 to \$12.00
	Salary 8%	\$18,502.00	40	\$11,520 to \$26,990
Other	Hourly 87.5%	\$9.75	26	\$7.50 to \$17.00
	Salary 12.5%	n/a	n/a	n/a

Benefits

In addition to wages, the survey asked centers to report benefits provided to full time, both full and part time, and part time staff. Table 5 presents the percent of centers responding to the question that reported each benefit, and to which staff. The most common reported benefit among all staff were paid sick time and personal days, followed by reduced rates for children of staff and paid vacations. Among staffing categories, the most common benefits are bolded. The least common benefits are paid parental leave, disability insurance, retirement plans, and dental insurance.

Table 5: Percent of centers that provide benefits, and to which positions

Benefit	Full Time	Full/Part	Part Time	Do not Provide
Paid Vacation	54.5%	25.3%	2.0%	18.2%
Reduced Rates for Children of Staff	41.4%	30.3%	5.1%	23.2%
Financial Assistance for In-Service Workshops, etc.	39.4%	34.3%	3.0%	23.2%
Paid Sick Time and Personal Days	45.5%	25.3%	4.0%	25.3%
Financial Assistance to Cover Courses (College Courses)	34.7%	22.1%	2.1%	41.1%
Health Insurance	47.5%	9.1%	1.0%	42.4%
Dental Insurance	28.6%	9.2%	1.0%	61.2%
Retirement Plan	24.2%	11.1%	2.0%	62.6%
Disability Insurance	21.2%	9.1%	1.0%	68.7%
Other	5.1%	11.1%	0.0%	83.8%
Paid Parental Leave	7.1%	4.0%	0.0%	88.9%

Factors impacting Tenure

The survey also asked, “What are the most common reasons staff stated for leaving?” and “What are the most common reasons staff have stayed?” Respondents could check more than one response. The most commonly reported reasons for leaving were *relocation, better opportunity outside child care, and family issues*. The most commonly reported reasons for staying were *good working relationships, family friendly workplace, and commitment to teaching*.

Table 6: Percent of child care center responses for leaving/staying

Reason for Leaving	
Relocation	42.1%
Better Job Opportunity outside Child Care	41.1%
Family Issues	35.8%
Pay	29.5%
Benefits	23.2%
Other	16.8%
Burn-out	14.7%
Conflict with Co-Workers or Employer	4.2%
Better Job Opportunity within Child Care	3.2%
Lack of Career Ladder	3.2%
Reason for Staying	
Good Working Relationship with Co-Workers / Employer	83.2%
Family Friendly Workplace	77.9%
Commitment to Teaching and/or Joy of Teaching	73.7%
Managerial Support	55.8%
Benefits	35.8%
Pay	34.7%
Other	13.7%

Findings – Family Child Care Homes

This section provides data on the findings from family child care homes. The average number of staff, turnover, and vacancies is presented first, followed by educational levels, wages, benefits and finally, most commonly stated reasons for staying in the field or leaving the field. Some survey choices were not aligned with the family child care environment, and this may be resulted in the lower response rate to some questions. It also makes it difficult to interpret some of the data.

Average number of staff, turnover, and vacancies

A Family Child Care Home is typically a solo operation, unless the home has an assistant teacher or is classified as a large family child care home. Of the respondents, 13 Family Child Care Homes reported staff in addition to the Operator, with 1 (7.7%) reporting a vacancy at the time of the survey. Those homes that had staff reported 15.2 percent turnover. This data, however, was predominantly from one site that reported five total staff and had “center” in the name; this site may have been misclassified.

Percent of total staff at each educational level

Table 7 presents the educational levels of family child care staff. As is the case with the child care centers, the most commonly reported educational levels are *High School Diploma or GED*, followed by *CDA/CDA Equivalency* (changed to Florida Child Care Professional Credential in April 2007). Less than five percent have a Bachelor’s degree in early childhood, although 15 percent had an Associates degree or higher (in any field). In the 2001 statewide study, 27.9 percent had a CDA and 28 percent had an Associates degree or higher.

Table 7: Educational levels of family child care staff

Degree	Percent of total
Doctoral Degree	0.0%
Master's Degree in Early Childhood	0.0%
Master's Degree in Another Field	0.0%
Bachelor's Degree in Early Childhood	4.9%
Bachelor's Degree in Another Field	2.4%
Associate's Degree in Early Childhood	2.4%
Associate's Degree in Another Field	4.9%
Administrator/Director's Credential	7.3%
CDA/CDA Equivalency	22.0%
High School Diploma or GED	35.4%
Less than High School Diploma	1.2%
FCCH 2nd Helping	4.9%
NAFCC FCCH Observer Training	4.9%
Special Needs Training	9.8%

Wages

Few family childcare home operators responded to questions about their income; this has been true in other studies as well. For example, the statewide study did not ask about wages, only the gross monthly income (\$1,310 per month or \$15,720 per year). Few family childcare home operators answered this question; the raw data is presented here.

Table 8: Reported wages of family child care center operators

Center Director/FCCH Operator	Average Salary or Wage	Average Number of Hours Worked per Week
Hourly	\$ 8.10	75
Hourly	\$ 10.00	40
Hourly	\$ 10.00	60
Hourly	\$ 12.60	50
Hourly	\$ 13.72	55
Hourly	\$ 15.00	45
Hourly	\$ 25.50	30
Salaried	\$ 13,000.00	55
Salaried	\$ 24,000.00	50
Salaried	\$ 24,000.00	50
Salaried	\$ 25,000.00	55
Salaried	\$ 32,000.00	40

In addition, three sites reported the following:

- One salaried teacher at \$22,000
- One hourly other worker at \$10.00 per hour
- One hourly other worker at \$12.00 per hour

Benefits

Family child care operators reported limited access to benefits, with less than 5 percent reporting that they have the resources for *financial assistance for in-service workshops, paid vacations, paid sick time, or health insurance.*

Table 9: Family child care home operator benefits

Benefit	Full Time	Full/Part	Part Time	Do not Provide
Reduced Rates for Children of	2.9%	1.4%	1.4%	94.2%
Financial Assistance for In-	4.3%	1.4%	0.0%	94.2%
Paid Vacation	4.3%	0.0%	0.0%	95.7%
Paid Sick Time and Personal	4.3%	0.0%	0.0%	95.7%
Health Insurance	2.9%	0.0%	0.0%	97.1%
Financial Assistance to Cover	1.5%	1.5%	0.0%	97.1%
Dental Insurance	1.4%	0.0%	0.0%	98.6%
Retirement Plan	1.4%	0.0%	0.0%	98.6%
Disability Insurance	0.0%	0.0%	0.0%	100.0%
Paid Parental Leave	0.0%	0.0%	0.0%	100.0%
Other	0.0%	0.0%	0.0%	100.0%

Factors impacting Tenure

The survey also asked, “What are the most common reasons staff stated for leaving?” and “What are the most common reasons staff have stayed?” Respondents could check more than one response (only 11 family child care operators responded to this question. The most commonly reported reasons for leaving were *family issues* and *better opportunity outside child care*. The most commonly reported reasons for staying were *commitment to teaching* and *family friendly workplace*. A family friendly workplace may refer to the fact that family child care operators often care for their own children as well.

Table 10: Factors impacting tenure of family child care operations

Reason for Leaving	
Family Issues	27.3%
Better Job Opportunity outside Child Care	18.2%
Pay	9.1%
Relocation	9.1%
Benefits	0.0%
Conflict with Co-Workers or Employer	0.0%
Burn-out	0.0%
Better Job Opportunity within Child Care	0.0%
Other	0.0%
Lack of Career Ladder	0.0%
Reason for Staying	
Commitment to Teaching and/or Joy of Teaching	81.8%
Family Friendly Workplace	72.7%
Good Working Relationship with Co-Workers / Employer	63.6%
Pay	36.4%
Benefits	18.2%
Managerial Support	18.2%
Other	0.0%

Conclusion

In November of 2003, the Coalition conducted a WAGES survey; 121 centers and homes completed a survey. The table below presents selected data from that study. While data from the 2003 study cannot be compared to the 2007 study as a different methodology was used, it does provide useful context for the 2007 results.

For example, this year, child care centers reported turnover between 17.8 percent to 26.4 percent among lead teachers, teachers, and assistant teachers. The reported wages for Lead Teachers has not increased since 2003, but has increased to \$9.69 for Teachers and \$8.39 for Assistant Teacher or Aides. Finally, the reported percentage of CDAs has decreased (as did all educational levels), though this should be interpreted with caution as methodologies were different.

Table 11: Responses from a 2003 WAGES study

Turnover	
Turnover among full-time teachers	16%
Turnover among part-time teachers	31%
Average annual salaries	
Lead Teacher	\$11.01
Teacher	\$ 8.98
Teachers Aide	\$ 7.21
Educational Experience for Full Time staff	
BA/BS in Early Childhood or Child Development	12.6%
AA/AAS in Early Childhood or Child Development	7.7%
AS/AAS in another field	6.5%
National CDA	18.0%
Florida CDA Equivalency	29.6%
High School Diploma/GED	23.3%
Did not graduate High School	2.2%

As noted above, turnover has been consistent, but wages have not increased nor have educational levels. In addition:

- Turnover rates among child care centers range from 17.8 percent to 26.4 percent. This is lower than the sub-pool survey, but consistent with the 2003 WAGES study. It may be that those centers with the highest turnover responded to the sub-pool survey.
- The table below presents the current wages (centers) by position, and the immediate minimum Quality Child Care Council goals for those wages.

	<i>Current Wage</i>	<i>Quality Childcare Council goal</i>
Director	\$32,550.70	\$34,320.00
Lead Teacher	11.17	\$12.00
Teacher	9.69	\$ 11.00
Assistant Teacher or Aide	8.39	\$10.00

Long-term, the Council would like to see private child care wages comparable to school district wages, and Director wages comparable to other professionals in the community.

- Educational levels are low, with the most common educational level being a High School Diploma. Educational levels have not increased since 2003, and may have decreased (direct comparisons not available). But an additional goal for the Quality Child Care Council is to increase educational levels of staff overall with scholarship assistance, working toward all teachers having at least a minimum of a CDA (Professional Credential). Statewide, and nationally, there is a push for higher educational requirements for preschool; we need to begin preparing the industry for this change.
- Wages for child care workers are lower than the county median; only the Center Director is higher than the median for full-time female workers (\$31,498 in 2005). Given the relatively low educational levels, however, this is not surprising. Meaning, the median wage for full-time female workers in

Sarasota county reflects high county educational levels.

- Paid vacations are offered to only 54.5 percent of center staff and less than half offer health insurance. Benefits are low (less than 5%) for family child care operators.

The Early Learning Coalition of Sarasota County is pleased to provide this information. It presents valuable data from which we can move forward and measure progress more definitively.

We would like thank the child care providers who took the time and effort to provide this valuable information; we hope that it is helpful to them as they serve our community's children.