

Who Cares for Kansas Children?

Early Education Workforce Study

2010 Kansas Child Care Workforce Profile



Kansas employers need child care in order to attract and retain a productive workforce that builds the Kansas economy. Parents need child care in order to work and provide for their families.

Child care employs close to 15,000 individuals and is more than a half billion dollar industry in Kansas. The 2010 *Who Cares for Kansas Children Study* examines the status of the Kansas child care workforce and is a follow-up to the Early Education Workforce Studies completed in 2002 and 2006. These studies show that since 2002, child care providers continue to work long hours, have few benefits, are paid low wages; and early education programs remain under-financed. These conditions limit the early childhood field from providing for the needs of Kansas families and therefore limit employers' ability to attract staff, resulting in a negative impact on the Kansas economy.

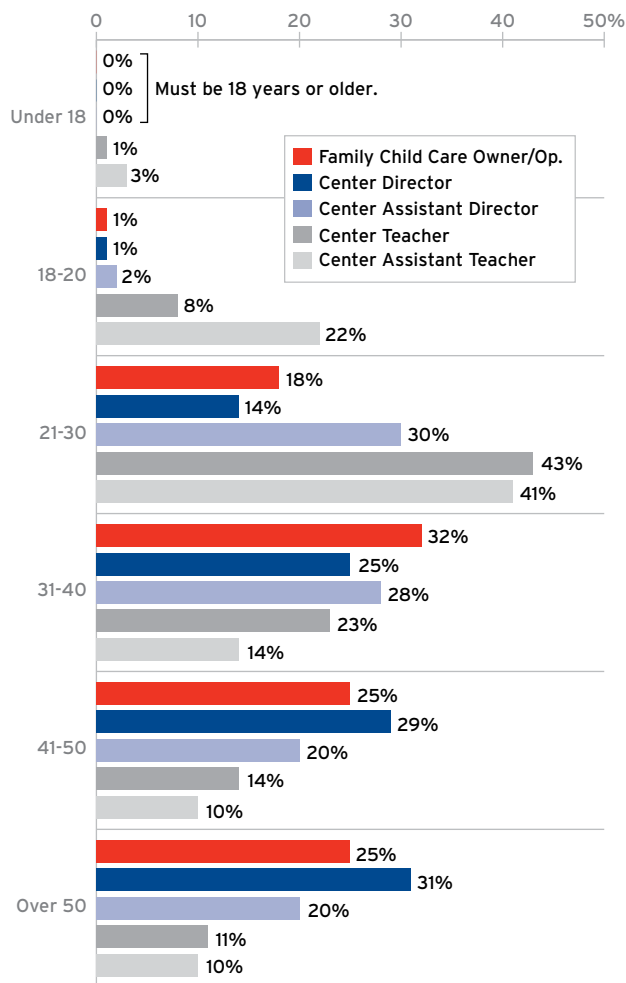
Kansas employers need quality child care so that employees are productive at work.

Child care is part of the economic infrastructure that supports local employers. When parents have the security of knowing their children are well cared for, they are more productive at work.

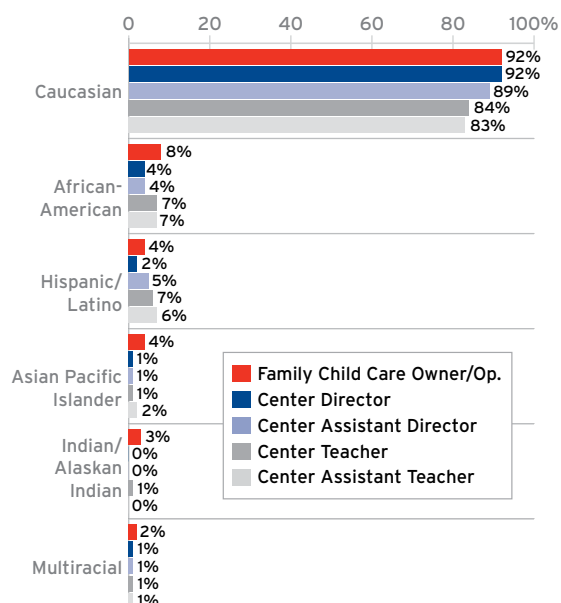
Children need high-quality child care in order to succeed in school and life.

By the time a child turns 4, the necessary foundations for personal responsibility, conscience and compassion for others have been established. Research strongly indicates that the foundation for a child's later success in school and life is based on the early experiences that stimulate brain development forming critical connections essential for learning. High-quality child care providers nurture, educate and prepare our future leaders.

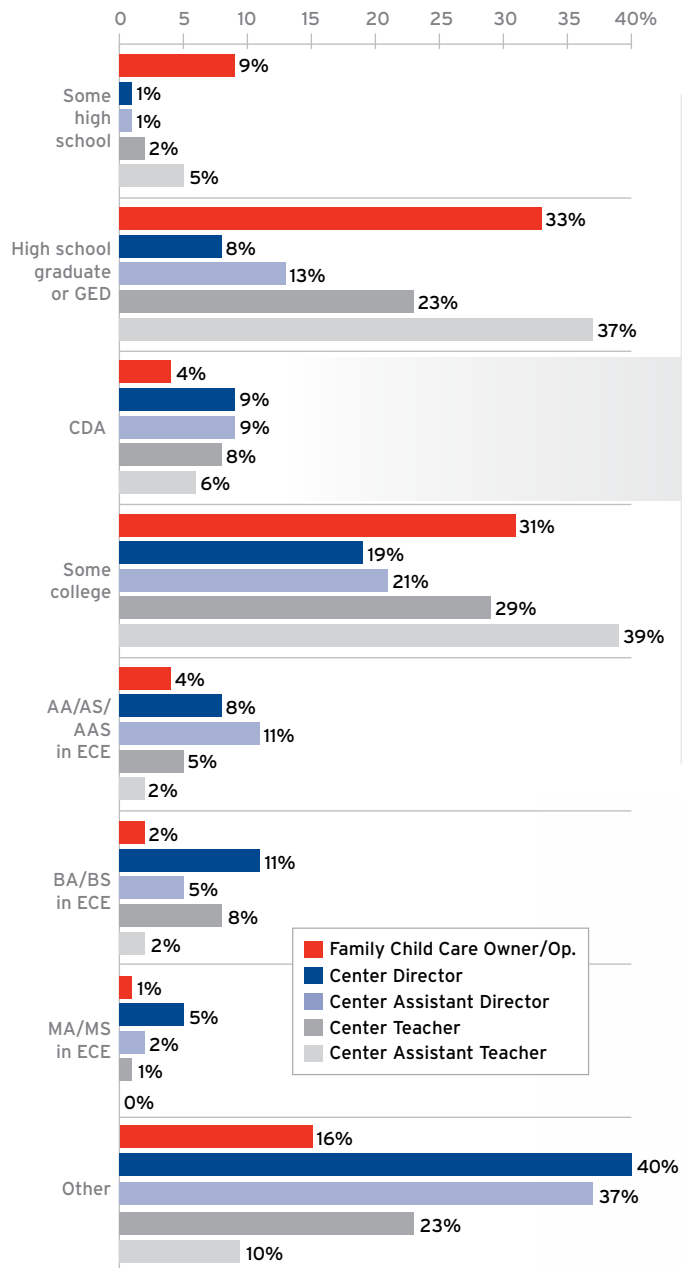
Age of Workforce



Ethnicity of Workforce

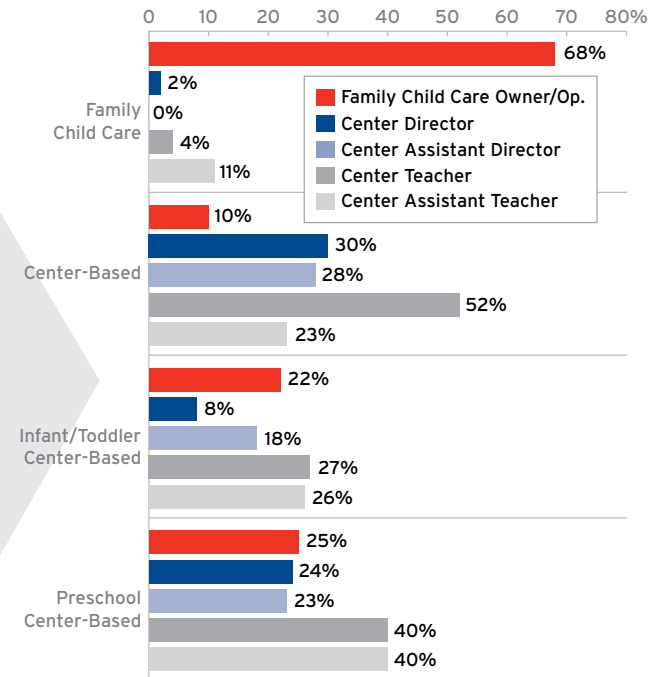


Workforce Education Level



“CDA” equals Child Development Associate Credential
 “ECE” equals Early Childhood Education
 “Other” equals AA/AS/AAS, BA/BS, MA/MS, and Ph.D. degrees other than early childhood education.

Child Development Associate (CDA) Credential Achieved

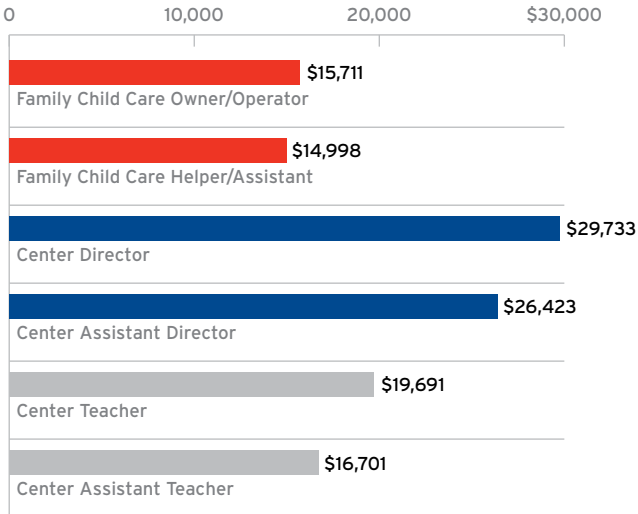


Family Child Care CDA Note: Numbers represent providers who have at least one CDA.

Center-Based CDA Note: Percentages represent the particular CDA type. Staff can appear in more than one category.



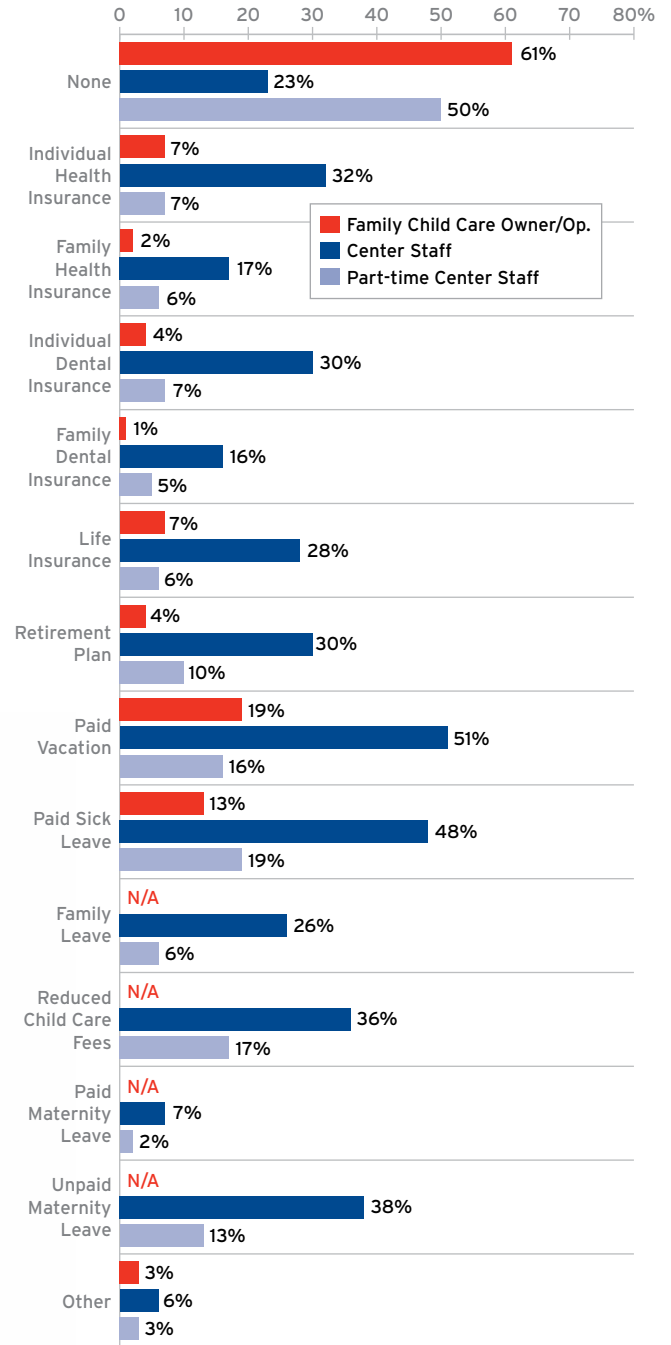
Annual Earnings



Salaries represent an average based on the number of hours worked, location of employment and the type of work completed. Reflects gross pay; excludes supplemental incomes from Child Care WAGES® KANSAS, the Kansas Quality Rating and Improvement System (KQRIS), Smart Start and Block Grants.



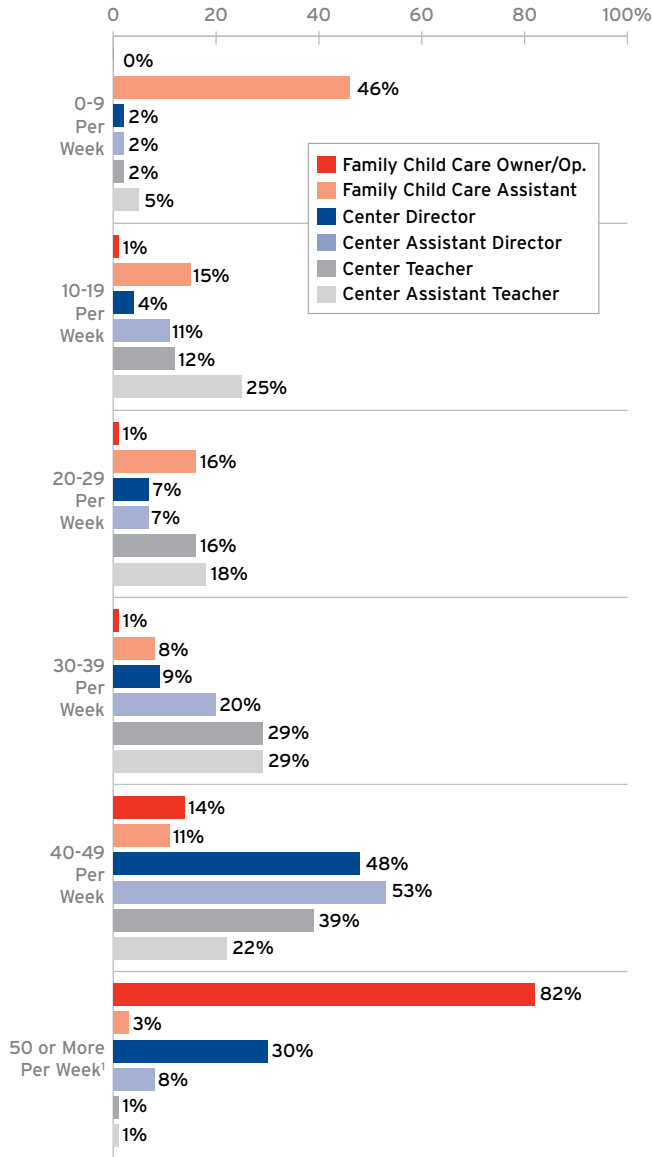
Percent of Workforce with Benefits



Family Child Care Notes: "Other" equals holiday pay, supplemental insurance, paid vacation, car insurance, home insurance for business, and 5 days of professional development.

Center Notes: Staff can appear in more than one category; "Other" equals paid holidays, supplemental insurance, disability insurance, YMCA membership, flex time, free/reduced-rate on college classes, and paid trainings.

Average Weekly Hours Worked

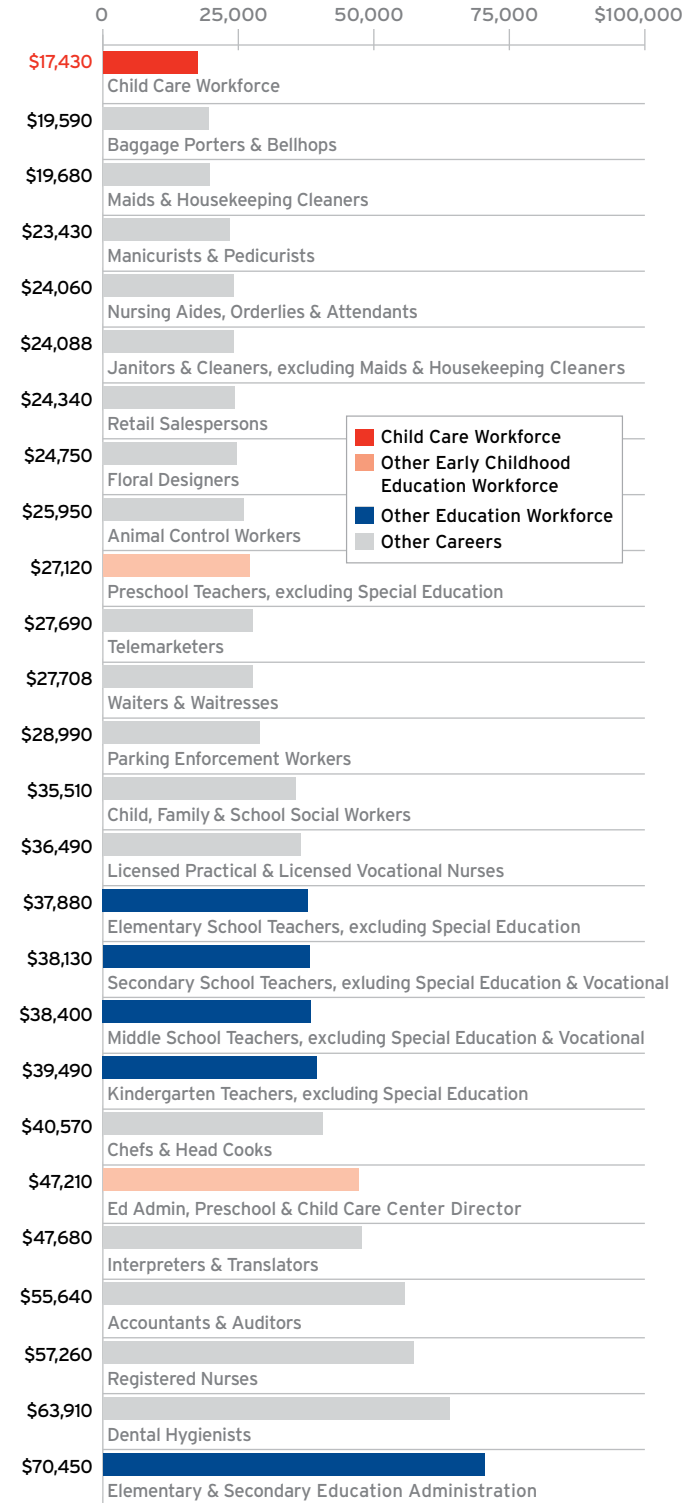


¹ "Family Child Care Owner/Op." and "Center Staff" hours reflect a typical work week.

"Hours worked per week" is defined as any time spent working to prepare and conduct business.



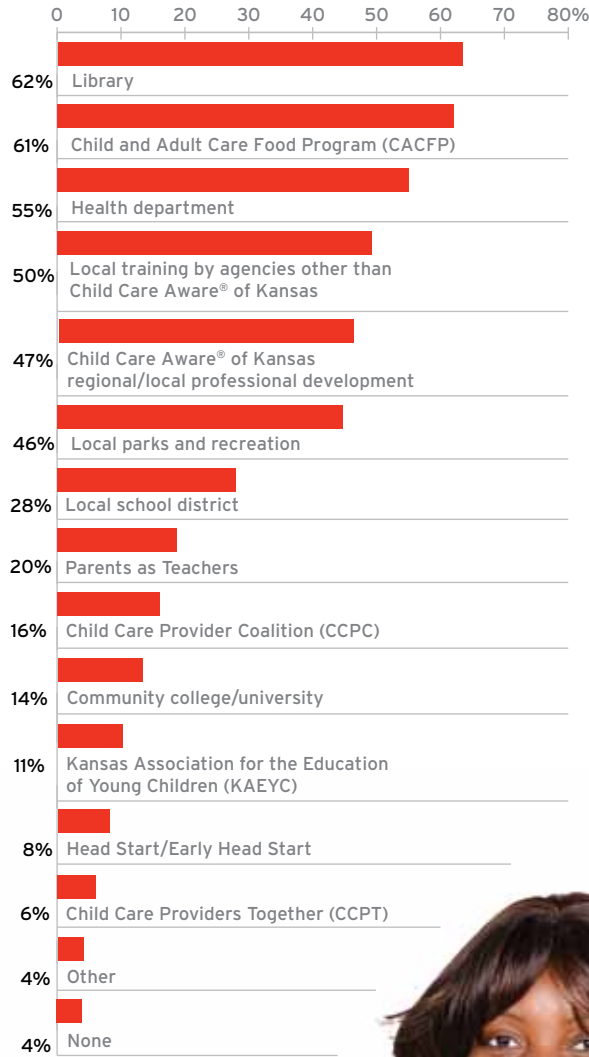
Salary Comparison of Workforce



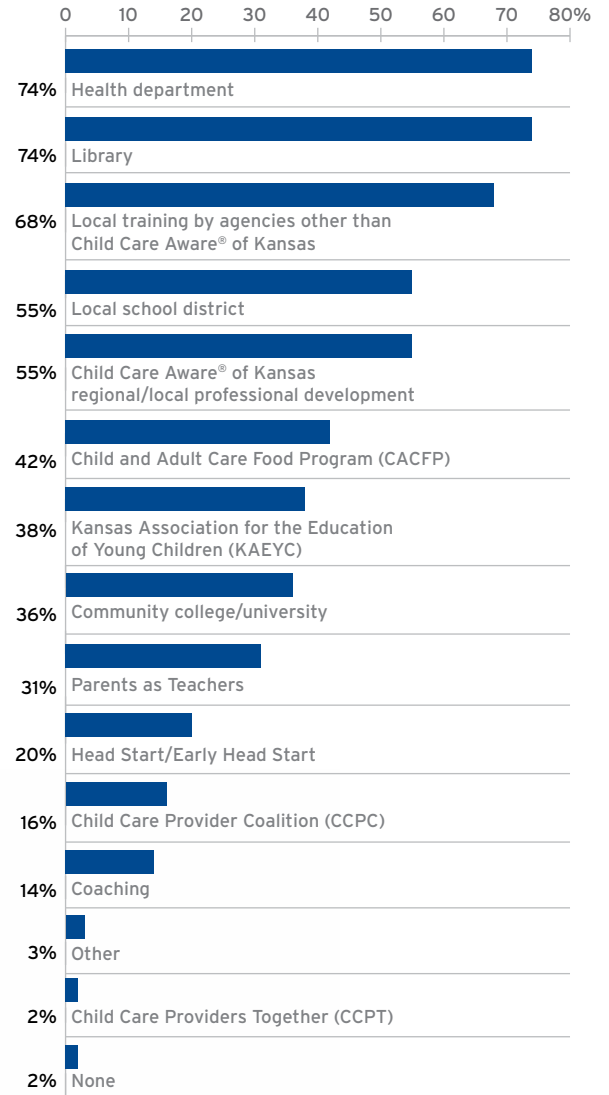
"Child Care Workforce" salary comparison based on average of all child care types and positions.

Data from Kansas Department of Labor, Kansas Wage Survey, 2010.

Family Child Care Utilization of Resources



Child Care Center Utilization of Resources

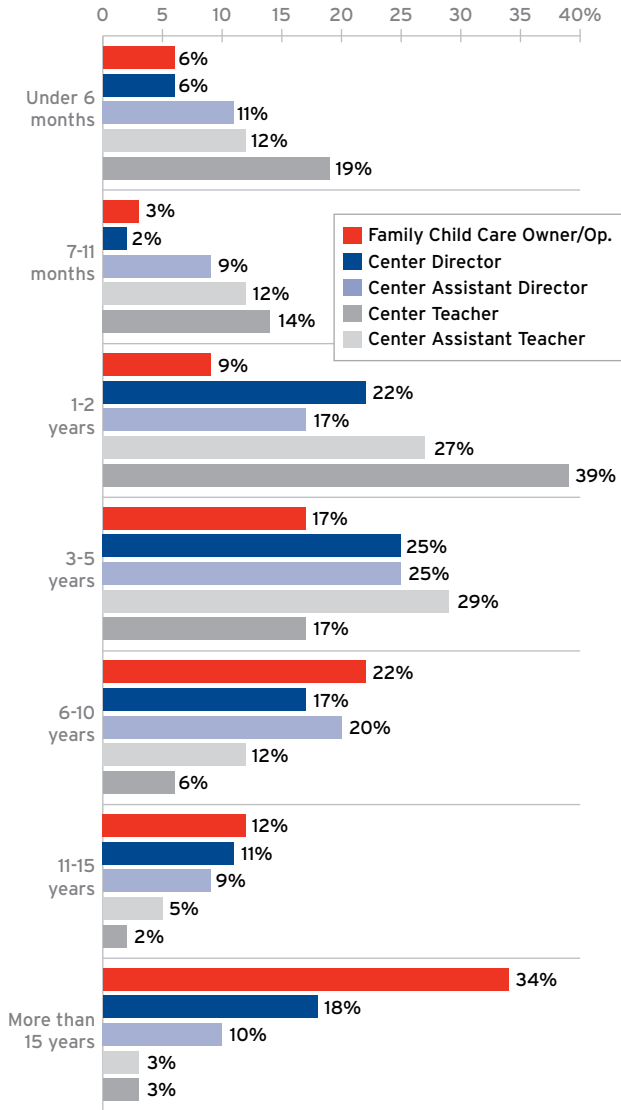


Family Child Care Notes: Responses can appear in more than one category; "Other" equals community college support groups, military child care trainings, etc. Number of survey responses: 1,210.

Center Notes: Responses can appear in more than one category; "Other" equals Project Ready Smile, Smart Start, etc. Number of survey responses: 414.

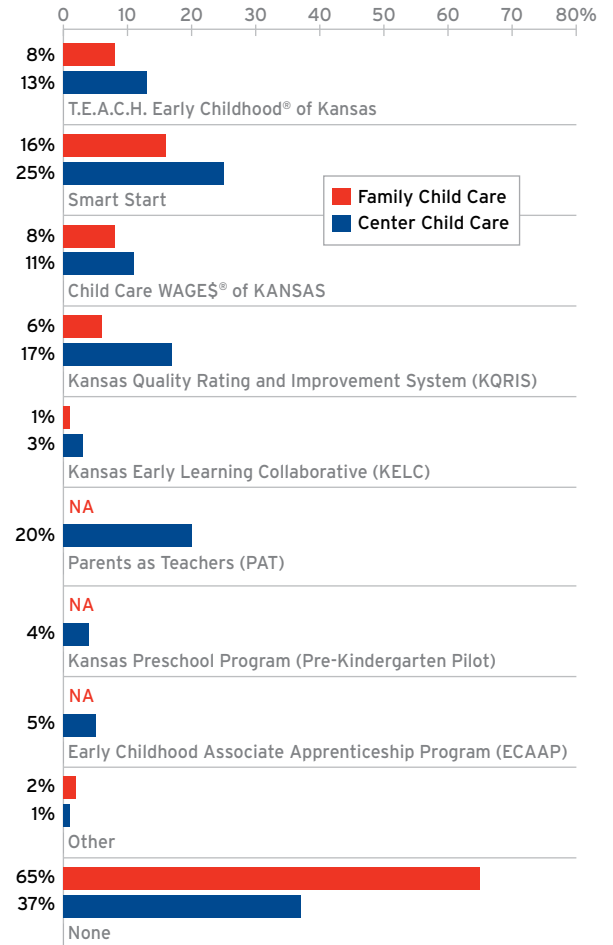


Longevity of Workforce



“Center” staff and “Family Child Care Owner/Op.” remain in child care for an average of 3 years. However, lower paying positions consistently have higher turnover.

Program Participation



Center Notes: Staff can appear in more than one category; “Other” equals Creative Learning Adventures, Strengthening Families. Number of survey responses: 414.

Family Child Care Notes: “Family Child Car Owner/Op. can appear in more than one category. “Other” includes (but not limited to) EXCEL, ACCYN, Health and Safety, Infant/Toddler Recruitment Program, etc. Number of survey responses: 1,210.

T.E.A.C.H. equals T.E.A.C.H. Early Childhood® Kansas (Teacher Education and Compensation Helps)

14,734
people work
in the child care
workforce

50%
do not have
benefits or health
insurance

60%
work more
than 40 hours
per week

\$17,430
is the average
annual salary
of the child care
workforce



What do the numbers tell us?

An early educator's skill level helps determine whether children in care are safe and have the early learning experiences they need to succeed in school and life.

Require all of the paid child care workforce to have a minimum of 40 hours of training in child development and behavior guidance, learning activities, first aid/CPR, recognizing child abuse, and basic health and safety practices prior to working with children. In addition, require 24 hours of ongoing training annually.

High-quality early education programs employ personnel with more formal education, provide better wages and benefits, and experience less turnover.

Support and expand quality improvement efforts, education compensation, salary supplements, and a quality rating and improvement system.

Low wages and lack of benefits undermines the on-the-job morale and commitment early educators need in their interactions with children and discourages them to continue formal education.

Address investment in early childhood education and employees as a workforce development issue by supporting a continuum of community-based training.



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Publication Date: September 2011.



About this study

In 2010, the *Who Cares for Kansas Children? Early Education Workforce Study* was conducted.

Early childhood professionals were surveyed about their employment. Their responses were used to develop the 2010 *Kansas Child Care Workforce Profile*.

Families were surveyed about the service they received after utilizing a child care resource and referral agency. Their responses, combined with other statistical resources, were used to create state, regional, and county profiles.

The result is a collection of reports (pictured above) that provides a detailed picture of the child care workforce and the families who need child care in Kansas.