

# IOWA Child Care Center Workforce Study

*A Resource for Child Care Center Administrators*

For the study results, including more information on:

- statewide program quality levels
- staff compensation and benefits
- recommendations

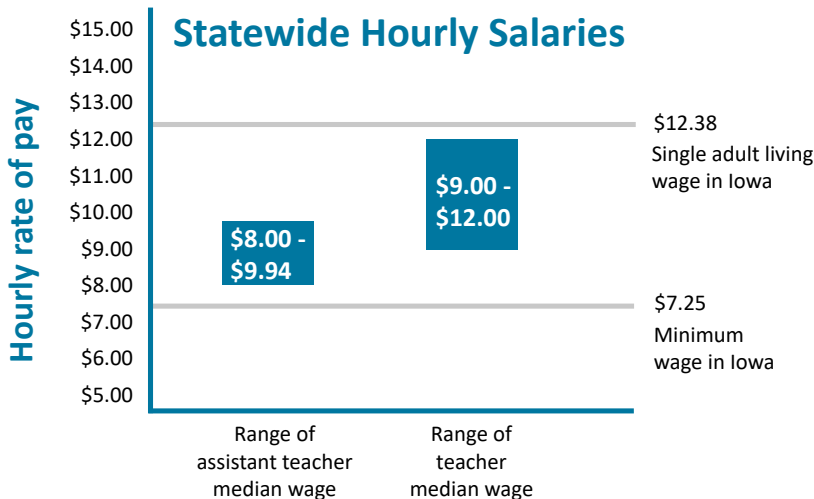
visit [bit.ly/iacestudy](http://bit.ly/iacestudy)

Over 100,000 Iowa children annually attend one of nearly 1,500 child care center/preschools across the state of Iowa<sup>1</sup>. This represents a workforce of nearly 10,000 Iowa early care and education professionals who live and work in large and small communities in every county of the state. How are decisions made in recruiting, retaining, and compensating these valuable child care center teachers and administrators?

*In 2016, the Iowa Association for the Education of Young Children completed a statewide child care center workforce study to determine education, retention levels, and compensation and benefits for those in full-day child care programs.*

This information should assist employers, faculty in early childhood education college programs, policy makers, and communities advocate for a more highly qualified, educated and more equitably compensated workforce.

## COMPENSATION AND BENEFITS FOR STAFF ARE DIRECTLY LINKED TO RETENTION.



\* Those working in NAEYC accredited program earn more, with the highest paid assistant teachers earning an average of \$12.00 per hour and the highest paid teachers earning an average of \$16.35 per hour

**Only 43%**

of programs pay for even a small part of health insurance costs for their employees and

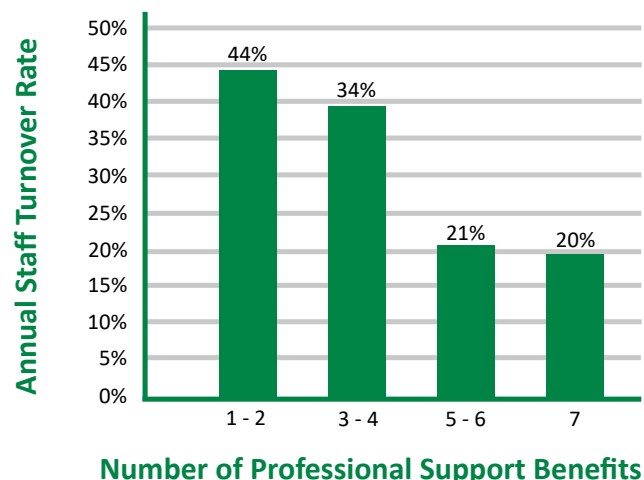
**only 6%**

of programs pay for employees' health insurance

The most common benefits offered are paid holidays and some vacation time, as well as a reduction in the cost of child care for the employees' own children.

### Professional Support Benefits

- Written Personnel Policies
- Orientation
- Written Job Descriptions
- Paid Education/ Training
- Time Off for Training
- Planning/Preparation Time
- Paid Breaks



**Number of Professional Support Benefits**

## EDUCATION OF DIRECTORS

If a director is **more** educated, he/she expects more education of the teaching staff.

Only 44% of directors with only a high school diploma have education requirements for their staff. Of these 44%, the education requirement 100% of the time is a high school diploma only. In contrast, half of the directors with a MA and a quarter of directors with a BA do require a college degree of some kind for their teaching staff.

**81%**

of center directors have an associate's degree or higher

but only

**39%**

of these degrees are in child development or early childhood education

**70%**

of center directors report that early childhood education levels of teachers is a key factor in determining the starting wages for new staff,

**and yet only**

**11%**

require teachers to have a bachelors' degree in early childhood education.

## EARNINGS OF DIRECTORS

Directors of centers accredited by NAEYC earn a median wage of

**\$24.40 per hour**

compared with the median wage of all center directors of

**\$17.07 per hour**

For more information, please visit:

**The Center for the Child Care Workforce** – <http://cscce.berkeley.edu/early-childhood-workforce-index/>

**Worthy Work, Still Unlivable Wages** – <http://cscce.berkeley.edu/files/2014/ReportFINAL.pdf>

**Transforming the Workforce for Children Ages Birth – Age 8** <http://www.nationalacademies.org/hmd/Reports/2015/Birth-To-Eight.aspx>

**The Building Blocks of High-Quality Early Childhood Education Programs** - [https://learningpolicyinstitute.org/sites/default/files/product-files/LPI\\_ECE-quality-brief\\_WEB-022916.pdf](https://learningpolicyinstitute.org/sites/default/files/product-files/LPI_ECE-quality-brief_WEB-022916.pdf)

**Early Educators Need Improved Working Conditions** – <http://cscce.berkeley.edu/early-educators-need-improved-working-conditions-to-advance-childrens-development/>

**Better Compensation: A Necessary Component for a Strong Head Start Workforce** - <https://www.newamerica.org/education-policy/edcentral/head-start-workforce/>

**Child Care WAGES** is a national initiative providing compensation cash stipends to educated child care center teaching staff to incentivize increasing education and retention in the child care program. At the time of this report, it was only available in less than 1/4 of Iowa's 99 counties. For information on how you can get Child Care WAGES<sup>®</sup> IOWA in your county, contact: WAGES<sup>®</sup> Program Manager, Iowa AEYC. [info@iowaaeyc.org](mailto:info@iowaaeyc.org).

Child Care WAGES<sup>®</sup> IOWA is a licensed program of Child Care Services Association, and is administered by the Iowa Association for the Education of Young Children.

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