

IOWA

Child Care Center Workforce Study

For the study results, including more information on:

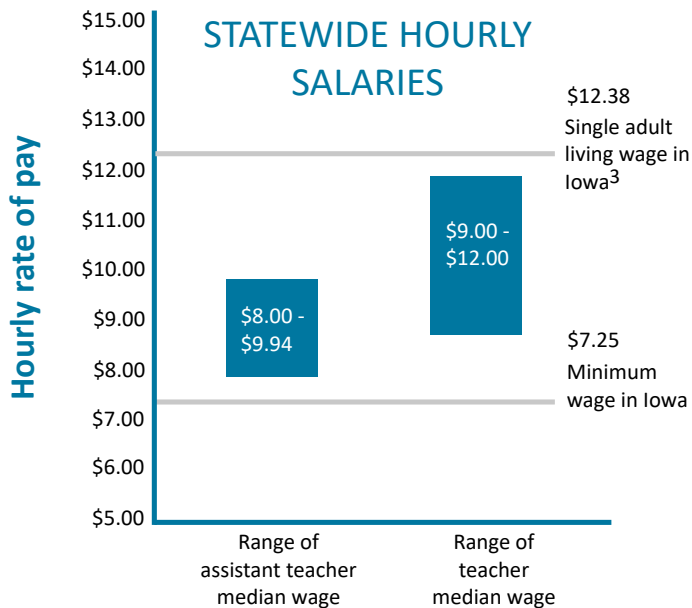
- statewide program quality levels
- staff compensation and benefits
- recommendations

visit bit.ly/iacestudy

Over 100,000 Iowa children annually attend one of nearly 1,500 child care centers/preschools across the state¹. 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 to advocate for a more highly qualified, educated and more equitably compensated workforce.



Teachers working in a public school in Iowa earn a minimum of

\$21.47 per hour²

which is nearly

twice as much

as much as child care teachers, sometimes holding the same educational qualifications.

STATEWIDE EDUCATION LEVELS

	Greater than AA Degree	AA Degree	Some College and/or CDA	High School or below	Total ECE degrees*
Assistant Teachers	6%	6%	39%	48%	6%
Teachers	23%	14%	28%	36%	23%

*includes associate, bachelor's or graduate degrees in early childhood education or child development.

STATEWIDE TURNOVER LEVEL

27%

annually for teachers and assistant teachers

Footnotes:

1 - Iowa Child Care Resource & Referral 2016 State Data. https://iowaccrr.org/resources/files/data/FY16_IA_State_Data_Report.pdf

2 - Iowa Department of Education, Guidance on the Iowa Teacher Leadership and Compensation System. <https://www.educateiowa.gov/sites/files/ed/documents/2013-07-15GuidanceOnTheTLCSystem.pdf>

3 - Iowa Policy Project, The Cost of Living in Iowa- 2016 Edition, Table 4: Basic Budget for Young, Single Adult, No Children Statewide Average: 2015. <http://iowapolicyproject.org/2016Research/160405-COL.html>

How much are Iowa's center directors paid?

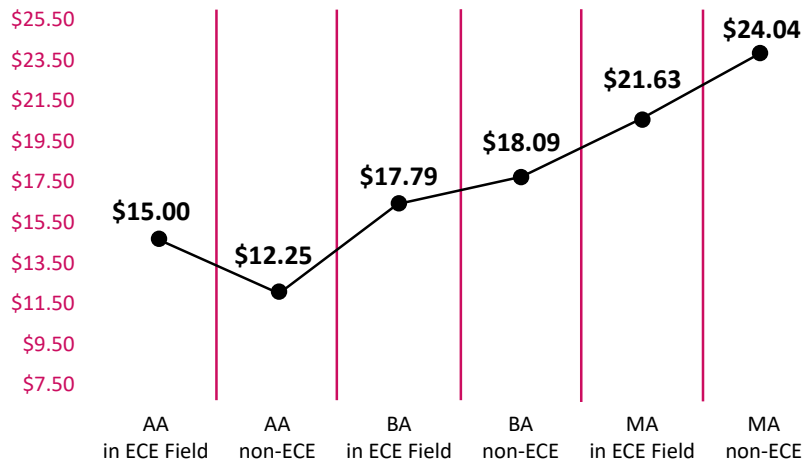
\$17.07 per hour

Median wage for all centers

\$24.40 per hour

Median wage for directors in NAEYC accredited centers

Median Hourly Wage of Directors by College 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 bachelor's degree in early childhood education.

QRS Participation and Staff Education

Child care centers not currently participating in Iowa's Quality Rating System have the most educated teachers. Because Iowa's QRS only minimally incentivizes employment of teachers with education beyond high school, programs on the QRS typically invest their limited resources in areas other than education and compensation of a quality 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[®] IOWA in your county, contact: WAGES Program Manager, Iowa AEYC, info@iowaaeyc.org.

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

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[®] 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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Child Care
WAGES[®] IOWA

Iowa Association for the Education of Young Children
5525 Meredith Drive, Suite F
Des Moines, IA 50310
(515) 331-8000
(800) 469-2392
FAX (515) 331-8995
info@iowaaeyc.org