

# 2005 Workforce Study

## Ohio Early Childhood Centers General Analysis



Ohio Child Care  
Resource & Referral  
Association

[www.occrra.org](http://www.occrra.org)

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## About the Ohio Child Care Resource & Referral Association

The Ohio Child Care Resource & Referral Association (OCCRRA) is a statewide association for child care resource and referral agencies (CCR&Rs). OCCRRA's membership consists of community-based child care resource & referral agencies providing services to families, early childhood professionals and communities throughout Ohio. Along with direct services to over 40,000 Ohio families each year, Ohio CCR&Rs are involved in community activities which improve child care for all children. This includes efforts to improve laws, regulations, policies and funding.



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Each agency provides the following core services as well as many others:

- Develops and maintains a local database of child care and early education programs in their region
- Provides child care referrals and guidelines to help families choose child care
- Increases the supply of quality care by recruiting new family child care homes and helping with start-up, expansion and quality improvement of new school-age programs and child care centers
- Increases the quality of child care by offering training and professional development programs
- Provides information to child care decision makers to help them assess need and allocate resources

For additional information about OCCRRA and its members visit [www.occrra.org](http://www.occrra.org).

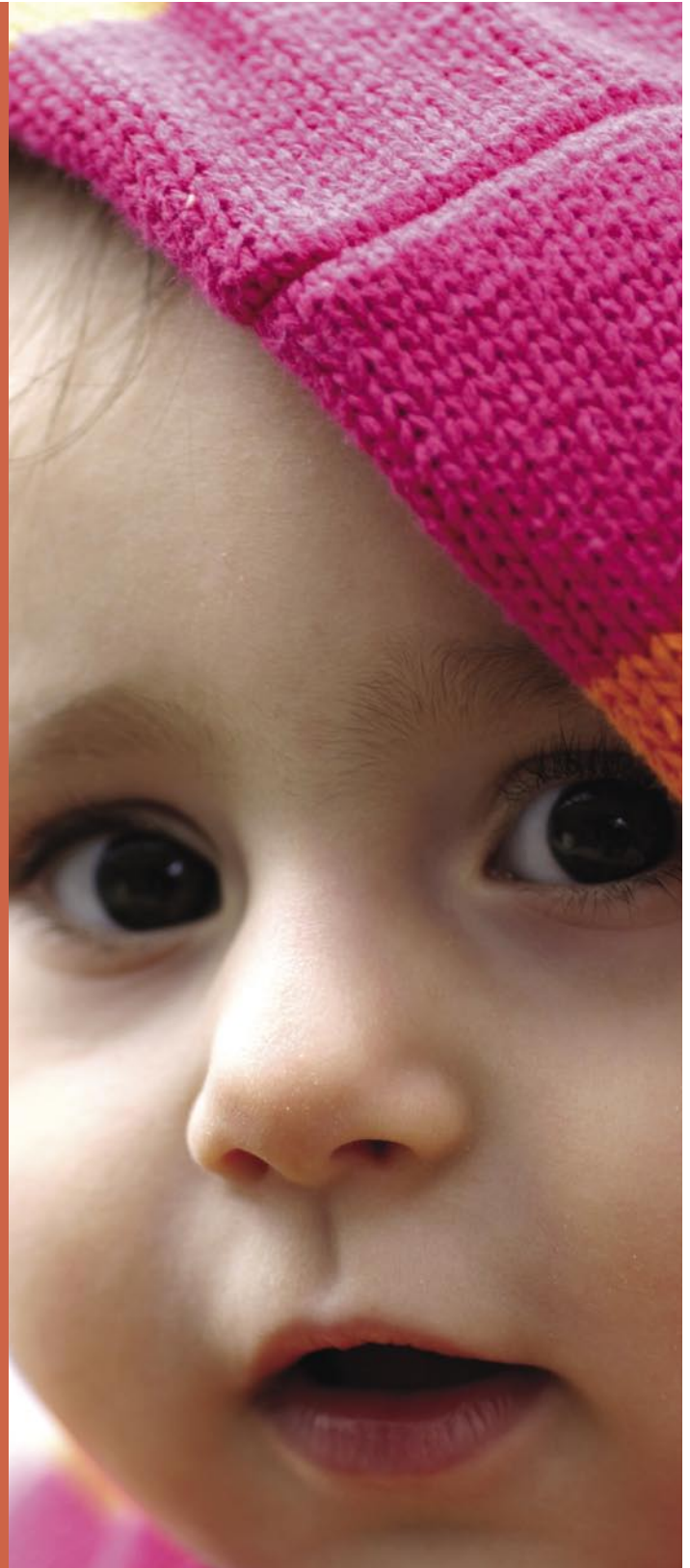
### 2005 Workforce Study: Ohio Early Childhood Centers

The 2005 Workforce Study was made possible by funding provided by the Ohio Department of Job and Family Services Bureau of Child Care and Development, Ohio Head Start Collaboration Project and Build Ohio. The report was written by Chris Stoneburner, Early Childhood Consultant in consultation with OCCRRA staff members.

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## Overview

More than twenty years of research and study have consistently found a link between the education and compensation of the early childhood workforce, and program quality and outcomes for children. In order to design programs that strengthen early childhood professional development and address the needs of the workforce, it is important to understand the characteristics of the current workforce. This report highlights key characteristics of the 2005 early childhood center workforce in Ohio. Where comparable data was available, data from a 2001 survey conducted by the Ohio Association for the Education of Young Children is included.

### Survey Techniques

Survey packets were sent to 3,600 randomly selected centers in April 2005, representing centers licensed by the Ohio Department of Job and Family Services (ODJFS) and, for the first time, programs licensed by the Ohio Department of Education (ODE). Each packet included a questionnaire for the program director that collected information about the center, its staff and the director. A second questionnaire collected specific information from a randomly selected staff member. The response rate was 27% for directors and 22% for the selected staff member.

The 2005 Early Childhood Center Workforce Survey was made possible with funding from ODJFS Bureau of Child Care and Development, the Ohio Head Start Collaboration Project and Build Ohio. The survey was conducted by the Ohio Child Care Resource & Referral Association (OCCRRA) in partnership with The Ohio State University Department of Statistics Consulting Service.

Other partners who provided input and support include the Ohio Early Childhood Professional Development Committee, Ohio Association for the Education of Young Children, Ohio Head Start Association Inc., the T.E.A.C.H. Early Childhood® Ohio Advisory Committee and Child Care Services Association of North Carolina.

### Breaking New Ground

The 2005 Workforce Study included programs licensed by ODE in addition to those licensed by ODJFS. Previous surveys focused only on the ODJFS licensed segment of the early childhood workforce. For the first time, Ohio has collected data that reflect the broader center-based early childhood field. The General Analysis reports data with comparisons to the 2001 study by OAEYC. A second report, *A Profession Divided*, analyzes key data based on program sponsorship, funding or affiliation as reported by the programs, and identifies key policy issues. Both reports are available at [www.occrra.org](http://www.occrra.org).

### Strong Survey Response

Overall, 989 centers responded representing 388 ODE licensed programs and 577 ODJFS licensed programs. In the 2001 OAEYC survey, 314 ODJFS licensed centers responded. The ODJFS licensed centers that responded in 2005 reflect a very similar distribution of program type as those responding in 2001. Therefore, where comparable data is available, 2001 data are included alongside the ODJFS 2005 data.





## Key Findings

### Diversity

- Percent of male staff increased from 3% in 2001 to 5% in 2005.
- Percent of male directors in ODJFS licensed centers declined from 7.7% in 2001 to 2.4% in 2005.
- Staff is less ethnically diverse than in 2001 with ODE licensed centers having the highest percentage of white staff.
- Staff in ODE licensed programs tend to be older with 45% of directors age 50 or older.

### Tenure/Turnover

- Slightly over half of staff have worked in their current position for three years or less.
- Turnover is highest among assistant teachers and lowest for directors.

### Wages

- Lowest average starting wages declined for teachers in ODJFS licensed centers from \$8.67 per hour in 2001 to \$7.23 per hour in 2005.
- Average current wage for teachers in ODJFS licensed centers is \$9.81 per hour compared to \$18.90 per hour in ODE licensed programs.
- Staff with an associate degree earn nearly 30% more per hour than those with only a high school education, \$8.44 compared to \$10.91 per hour.

### Benefits

- 8% of teachers in ODE licensed centers work year round compared to 64% of teachers in ODJFS licensed centers.
- The percent of ODJFS licensed centers offering full or partially paid health insurance has declined nearly 40 percentage points since 2001.

### Education

- ODE licensed programs have higher rates of staff with bachelor and graduate degrees than ODJFS licensed centers.
- 49% of teachers in ODE licensed programs hold an Early Childhood Teaching License compared to 12% in ODJFS licensed centers.



## Center Characteristics

### Program Type

#### Percent of Responding Centers By Program Type

Center Type ODFS License Only	2001 Survey	2005 ODJFS
For Profit Local or National Chain	3.8	3.1
For Profit Corporate Sponsored	1.2	1.2
For Profit Independent	24.5	28.9
Nonprofit Corporate Sponsored	1.6	2.1
Nonprofit College	2.2	2.3
Nonprofit Community Based	2.2	5.9
Nonprofit Parent Co-op	2.5	2.9
Nonprofit Government	3.2	1.4
Nonprofit School	5.4	1.4
Nonprofit Independent	9.6	9.6
Nonprofit Head Start	9.9	7.6
Nonprofit Faith Affiliated	30.6	34.0

### Accreditation

#### Percent Accredited by National Association for the Education of Young Children

	2001 Survey	2005 ODJFS	2005 ODE	2005 Ohio
NAEYC Accredited	16%	12.8%	13.7%	8.2%
Pursuing Accreditation	20%	7.0%	8.2%	N/A

Note: 2005 Ohio represents all NAEYC accredited Ohio licensed programs (486 accredited of approximately 5,705 licensed, 11/22/05)



## Diversity

8,158 total staff were represented in the data gathered compared to 4,866 in 2001

### Gender

95% of all staff members are female compared to 97% in 2001

Percent of Male Staff	2001	2005 ODJFS	2005 ODE
Directors	7.7	2.4	6.5
Teachers	3.8	3.2	4.5
Assistant Teachers	2.5	4.9	4.3



### Ethnicity

#### Percent of Staff by Ethnicity

	2001	2005 ODJFS	2005 ODE
<b>Percent African-American</b>			
Director	16	7	3
Teacher	16	9	4
Assistant Teacher	25	12	6
<b>Percent Hispanic/Latino</b>			
Director	<1	1	<1
Teacher	1	1	1
Assistant Teacher	1	3	1
<b>Percent White, European</b>			
Director	83	91	95
Teacher	82	87	92
Assistant Teacher	73	82	90
<b>Percent Other</b>			
Director	<1	2	1
Teacher	1	3	3
Assistant Teacher	1	4	3

## Age

### Percent of Staff by Age Grouping (Years)

	<20	20 to 29	30 to 39	40 to 49	50 to 59	>59
<b>Director</b>						
2001	0%	10%	24%	36%	26%	5%
2005 ODJFS	0%	11%	24%	30%	27%	10%
2005 ODE	0%	5%	21%	29%	37%	8%
<b>Teacher</b>						
2001	6%	38%	25%	20%	8%	3%
2005 ODJFS	3%	31%	24%	24%	15%	4%
2005 ODE	1%	19%	28%	28%	21%	3%
<b>Assistant Teacher</b>						
2001	3%	34%	26%	25%	10%	2%
2005 ODJFS	9%	42%	17%	17%	11%	4%
2005 ODE	5%	14%	25%	34%	18%	3%

Overall 25% of teaching staff and 8% of directors are under age 30.

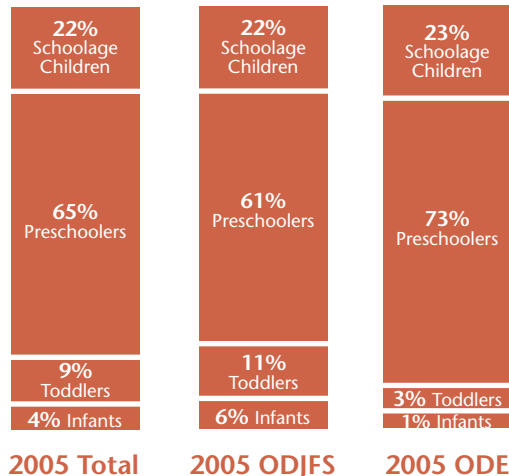
Average age of teaching staff is mid-30's and average age of directors is mid-40's which is comparable to the 2001 data.

## Who Did They Serve?

Over 66,000 children were enrolled in centers responding to the 2005 survey compared to 7,773 children represented by the 2001 survey results.



### Percent of Total Enrollment by Age Grouping in 2005



### Percent of Programs by Type of Enrollment in 2005

	ODJFS	ODE
<b>Full-time Care</b>		
Infants	35.2	4.6
Toddlers	46.0	6.6
Preschoolers	60.8	46.1
<b>Part-time Care</b>		
Preschool only	17.5	32.9
Schoolage Only	3.7	8.6

## How Long Did Staff Stay?

### Percent of Staff by Years in Current Position

	All Staff	All ODJFS Staff	ODJFS Directors	ODJFS Teachers	ODJFS Assistant Teachers	All ODE Staff	ODE Directors	ODE Teachers	ODE Assistant Teachers
Less than 1 year	23	26	11	23	35	18	10	16	23
1-3 years	29	30	28	28	33	27	23	26	29
3-5 years	16	16	15	16	15	16	18	16	15
More than 5 years	32	29	46	33	17	39	49	41	33



## Wages

### Average Wages Per Hour

	2001	ODJFS 2005		ODE 2005	
	Lowest Starting	Lowest Starting	Current	Lowest Starting	Current
Assistant	6.87	6.94	8.39	9.66	10.24
Teacher	8.67	7.23	9.81	13.79	18.90
Director	15.20	N/A	13.61	N/A	23.43

Note: 2005 data reflect the average of the total data for each position by licensing agency. 2001 data reflect the average of 13 different program types by position.

### Average Wages Per Hour by Highest Level of Education

Highest Education	Director Wage	Staff Wage
High School/GED	11.61	8.44
Some College	12.44	8.87
CDA	13.01	10.11
AA in ECE	12.96	10.91
BA/S in ECE	17.93	15.83

## Turnover

### Turnover Rate

	2001	ODJFS 2005	ODE 2005
Directors	15%	11%	10%
Teachers	27%	23%	16%
Assistant Teachers	41%	35%	23%

Note: The 2001 rates may be overstated due to the limitations of the data in calculating turnover.

## Work Schedules

### Average Hours Worked Per Week

	2001	ODJFS 2005	ODE 2005
Assistant Teacher	29	31	29
Teacher	34	34	37
Director	41	40	40

### Percent Working Year Round

	ODJFS 2005	ODE 2005
Assistant Teacher	47	8
Teacher	64	8
Director	71	28



## Benefits

### Percent of Programs Offering Health and Dental Coverage for Full-time Staff

	2001 Directors	2005 Teachers	ODJFS 2005	ODE 2005
<b>Health</b>				
Full or Partial Paid	74	62	37	66
Available but not Paid	3	4	8	7
Not Available	23	35	55	27
<b>Dental</b>				
Full or Partial Paid	49	38	21	56
Available but not Paid	8	10	8	10
Not Available	42	53	71	34

Note: 2001 data may not add to 100 due to rounding.

### Percent of Programs Offering Other Benefits for Full-time Staff

	2001 Teachers	ODJFS 2005	ODE 2005
Reduced Fee or Free Child Care	64	60	29
Unpaid Job-protected Maternity Leave	68	55	54
Paid Job-protected Maternity Leave	26	15	46
Retirement of Pension Plan	43	33	75
Paid Breaks	57	43	61
Paid Lunch Period	49	32	57
Paid Preparation Time	61	58	74
Paid Educational Expenses	51	72	78
Paid or Release Time for Training	61	47	69



## Education and Credentials

### Percent of Staff by Highest Level of Formal Education

	2001			ODJFS 2005			ODE 2005		
	AT	T	D	AT	T	D	AT	T	D
High School Diploma or GED	51	30	4	59	39	3	58	13	1
Some College	37	27	21	25	17	19	23	6	2
AA Degree in ECE or CD	6	19	19	4	15	28	6	11	8
AA Degree in Another Field	6	19	19	3	4	4	4	2	2
BS/BA in ECE or CD	6	22	41	3	10	13	2	25	15
BS/BA in Another Field	6	22	41	5	11	22	6	18	19
Graduate Degree in ECE or CD	0	3	15	<1	2	6	<1	16	23
Graduate Degree in Another Field	0	3	15	1	2	7	1	8	31

AT = Assistant Teachers, T = Teachers, D = Directors

May not add to 100 due to rounding.

### Percent of Staff with Credentials

	ODJFS 2005			ODE 2005		
	AT	T	D	AT	T	D
HS JV Child Care Certificate	12	11	9	8	2	2
Child Development Associate Credential	9	15	19	7	6	3
Pre-Kindergarten Teaching License	1	9	11	3	13	9
Early Childhood Teaching License	0	12	12	1	49	38
Other Teaching License	7	13	20	28	44	65

AT = Assistant Teachers, T = Teachers, D = Directors



## Conclusions

Ohio, like the nation, is losing ground in the desirable characteristics of its early childhood workforce. In particular, staff in centers licensed by the Ohio Department of Job and Family Services (ODJFS) are worse off than in 2001 and mirror the national trend identified in *Losing Ground in Early Childhood Education: Declining Workforce Qualifications in an Expanding Industry, 1979-2004*. Declining or stagnant wages and education levels, and significantly declining benefits were found in ODJFS licensed centers in the 2005 Ohio Workforce Study of Early Childhood Centers.

Also worth noting is that the centers represented in the survey are more likely to be accredited. National research indicates that accredited centers tend to have better educated staff, higher wages, better benefits and lower turnover. If this holds true in Ohio, the 3,612 ODJFS licensed centers not part of the survey sample are less likely to be accredited and worse off than the 2005 Ohio survey results would suggest.

### Teacher Credentials

A higher percentage of teachers in ODJFS licensed programs held a high school education in 2005 (39%) than in 2001 (30%). Ohio's rate is higher than the national rate. The rate of teachers holding at least a four-year degree has remained constant in Ohio at 25% since 2001. This percentage is lower than the national average. Fewer Ohio directors hold a four-year degree, declining from 56% in 2001 to 48% in 2005.

### Wages

Wages reveal a bleak picture. Since 2001, lowest average *starting* wages for teachers in ODJFS licensed centers have declined from \$8.67 per hour to \$7.23 per hour. The average *current* wage is \$9.91 per hour, similar to the national data. The average *current* wage for directors is \$13.61 per hour compared to the lowest average *starting* wage of \$15.20 per hour in 2001.

### Benefits

Like the national report, benefits have also declined in Ohio. In 2001, 74% of directors and 61% of teachers had full or partially paid health insurance. In 2005, only 37% of ODJFS licensed programs provided full or partial paid health insurance to full-time staff.



Ohio's report breaks new ground and differs from the national report because it includes programs operated by both public and private schools.

In general, programs licensed by the Ohio Department of Education (ODE) pay higher wages and offer more benefits. Staff in ODE licensed programs are older and less ethnically diverse. Staff have lower rates of turnover and hold degrees and teaching licenses at a higher rate than staff in programs licensed by ODJFS.

For a special workforce analysis of six programs types view *A Profession Divided* at [www.occrpa.org](http://www.occrpa.org).