Kentucky Workforce Study
Comparisons Across Child Care and Pre-K programs.

Wage and Benefit

<table>
<thead>
<tr>
<th>Annual Salary</th>
<th>Access to Health Insurance (Any Source)</th>
<th>Employer-Based Health Insurance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$80,000</td>
<td>91.3%</td>
<td>51%</td>
</tr>
<tr>
<td>$31,800</td>
<td>89.1%</td>
<td>27%</td>
</tr>
<tr>
<td>$43,000</td>
<td>86%</td>
<td>44%</td>
</tr>
<tr>
<td>$22,800</td>
<td>82%</td>
<td>20%</td>
</tr>
<tr>
<td>$22,600</td>
<td>82%</td>
<td>14%</td>
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</tbody>
</table>

Hold a second job

<table>
<thead>
<tr>
<th>20%</th>
<th>20%</th>
<th>15%</th>
<th>10%</th>
<th>5%</th>
<th>0%</th>
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For Administrators

Biggest Areas of Concern

- 54.2% Family Child Care
- 37.3% Staff levels and turnover
- 26.3% Employee wages and benefits
- 25.6% Work environment and Support for PD
- 25.6% Staff training
- 23.5% Quality Improvement

Methods

Web-based survey via 5 individually designed instruments:
- Public Preschool Coordinators
- Child Care Administrators
- Public Preschool Teachers & Assistant Teachers/Aides
- Type I and II Child Care Teachers & Assistant Teachers/Aides
- Family Child Care Homes

Contact information obtained through Early Care and Education Training Records Information System (ECE-TRIS) and a list of current public preschool coordinators.

Study Participants

- 47 Child Care
- 348 Preschool
- 466 Directors, 294 Teachers, 46 Family Child Care

Percent turnover of teaching staff in the past year

- 4.1% of preschool teachers
- 18.5% of child care teachers

Turnover and Retention

<table>
<thead>
<tr>
<th>Turnover Rate</th>
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<tbody>
<tr>
<td>4.1% of preschool teachers</td>
<td>18.5% of child care teachers</td>
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</tbody>
</table>

For Teachers

Biggest Areas of Concern

- 47.3% How to improve child outcomes
- 33.3% Their positions
- 32.9% Children they serve
- 27% Training and professional development
- 25.6% Quality improvement

Study Participants

- 1317 Public Preschool Teachers
- 1047 Preschool Teachers
- 317 Family Child Care

Supervisor Support of Teacher PD

- 60.3% of administrators
- 53.9% of teachers
- 52.9% of aides
- 54.3% of directors
- 53% of program coordinators

MRS and Workforce Study Timelines

- 2015: Study Participants
- 2015-2016: Turnover and Retention
- 2015-2016: Professional Development
- 2015-2016: Supervisor Support of Teacher PD
- 2015-2016: Study Participants

Describe the EC workforce related to:

- Perceptions of Directors and Administrators on:
  - Staff levels and turnover
  - Employee wages and benefits
  - Work environment and Support for PD
  - Staff training
  - Quality Improvement

- Perceptions of teachers and assistant teachers on:
  - Their positions
  - Children they serve
  - Training and professional development
  - Quality improvement

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