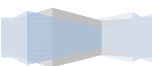


# **Building Iowa's Child Care Workforce for the 21<sup>st</sup> Century**

## **Results of the Center and Family Child Care Provider Wage Study**

*A report prepared for*  
Iowa Workforce Development

*by*  
Iowa State University  
Department of Statistics  
Ames, Iowa



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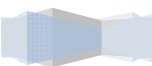
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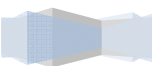
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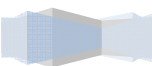


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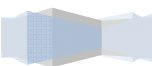
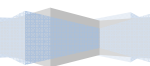


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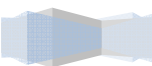
*Invest in Iowa's children now! Quality early education during the first two years of life is the most cost-effective and efficient way to prepare children to succeed in school ... and in life.*

**Factors impacting the quality of care** include the education, training, income, benefits, and turnover of those caring for and educating our children. Program funding also can impact the quality of care.

Child care is a fact of life in Iowa today. Iowa currently ranks third in the nation for the percentage of children under the age of six (72.6%, closely following South Dakota at 76.0% and Nebraska at 73.0%, and tied with North Dakota and Vermont) with all parents working (U.S. Census Bureau, 2006-2008 American Community Survey), compared to 62.5 percent nationally. Iowa children may attend regulated programs such as child care centers, preschools, or family child care homes, or they may be cared for in non-regulated situations by relatives, neighbors, babysitters, or nannies.

Quality early education during the first years in life is the most cost-effective and efficient way to prepare children to succeed in school and life. *From Neurons to Neighborhoods: The Science of Early Childhood Development*, released by the National Research Council and the Institute of Medicine in 2000, reported “Higher quality care is associated with outcomes that all parents want to see in their children, ranging from cooperation with adults to the ability to initiate and sustain positive exchanges with peers, to early competence in reading and math.”

- **Education:** Research confirms that caregivers with higher education levels offer higher-quality early education programs with more positive child outcomes. This is particularly true when caregiver education is in child development and early childhood education.
- **Training:** Caregivers who have completed results-based training (e.g., CDA) provide higher-quality training than caregivers who have not. Caregivers also need regular in-service training to stay current with best care and education practices and to comply with state regulations.
- **Gross Incomes and Benefits:** Individuals who receive adequate wages are more likely to remain in the early care and education field. Benefits such as health insurance, retirement savings, and vacation pay are also critical to maintaining a quality child care workforce.
- **Turnover:** A child's emotional health and ability to form positive, loving relationships are greatly influenced by the bond developed with a caregiver over time. It is critical that the child does not experience frequent changes in caregivers.
- **Funding:** Child care programs need a stable source of funding to build quality programs. Funding directly impacts the income and benefits, training and education opportunities, and ability to retain quality caregivers. Parental fees alone are not a stable funding source, and parents cannot bear the full cost of quality.



## Executive Summary

This study addresses information related to child care centers, registered child development homes, and unregistered and subsidy eligible child care providers. The definitions of these categories follow:

- “Child care center” or “center” means a facility providing child day care for seven or more children, except when the facility is registered as a child development home. This includes child care centers, preschools, and Head Start agencies licensed by the Iowa Department of Human Services. For the purposes of this document, the word “center” applies to a child care center, Head Start agency or preschool, unless otherwise specified.
- “Registered Child Development Home” means a person or program registered with the Iowa Department of Human Services that may provide child care to six or more children at any one time in a single-family residence.
- “Non-registered and subsidy-eligible child care provider” (unregistered) means a person or program eligible to receive Child Care Assistance (subsidy) for the provision of child care to five or fewer children at any one time that is not registered with the Iowa Department of Human Services.

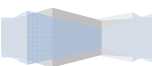
For ease of readability, in this document these categories of child care providers are referred to, respectively, as child care centers, registered family child care providers, and unregistered family child care providers.

As noted in the previous child care workforce report (CD-DIAL, 2006), the Early Care and Education (ECE) workforce represents a large segment of the Iowa workforce. Data on Iowa’s child care system show that currently the state has more than 14,000 facilities (centers or in-home) providing early care and education to more than half a million children under the age of 13 years. Larson, Artz, Hegland, Kuku, and Otto (2005) reported that, excluding preschool programs housed in public schools and informal child care arrangements where there is no reported exchange of money, Iowa’s child care workforce alone employs more than 17,000 persons. Recruiting and retaining qualified individual practitioners of that workforce through offering adequate wages, benefits, and educational and professional development opportunities are essential to reduce workforce turnover and provide a stable environment of high-quality care that is essential for children’s growth and development.

### Demographics

The most common age ranges of all family child care providers are 31-40 and 41-50 years old. Registered family child care providers are generally younger than their unregistered counterparts.

By far, the predominant race category was “White,” representing 90 percent of both registered and unregistered family child care providers. Unregistered family care providers were somewhat more likely to self-report their race identification as “Black or African American,” whereas registered family care providers were more likely to self-identify their ethnicity as “Hispanic or Latino” or their race as “American Indian/Alaska Native.”



The most common current marital status among all family child care providers was “Married or Living with Partner” (74%); this was more common for registered (78%) than for unregistered (64%) family child care providers. The least common current marital status categories were “Separated” and “Widowed.” “Divorced,” “Separated,” and “Widowed” all were somewhat more likely responses for unregistered family child care providers.

Nearly all (89%) responding family child care providers reported that they have a computer in their home. Home computer availability was more likely for registered (92%) than for unregistered (79%) family child care providers.

Home access to the Internet was also common (86%) among family child care provider respondents. Internet access was more likely to be reported by registered (90%) than by unregistered (75%) family child care providers.

In child care centers, the predominant race for employees was “White,” accounting for 97 percent of directors, 96 percent of teachers, and 91 percent of assistant teachers. “Black or African-American” was reported as the largest non-majority race group in five percent of assistant teachers, and two percent in both directors and teachers.

The results of the survey found that the vast majority of employees were females; teachers (98%), directors (94%) and assistant teachers (94%). The responding child care centers reported that directors and teachers were most often employed full-time while the majority of assistant teachers worked part-time.

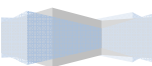
## **Education**

Among family child care providers, self-reported levels of highest educational attainment only rarely (10%) included a four-year degree or above, with only one percent attaining an advanced degree beyond the bachelor’s. The most common educational attainments for all family child care providers were “high school diploma or equivalent” (35%) or “some college, but without attaining a degree” (34%). Registered family home care providers generally had higher levels of educational attainment, compared to unregistered family home care providers; higher percentages of registered family child care providers reported their highest educational attainment was “some college, but without attaining a degree,” “associate’s degree,” “Bachelor’s degree,” and “Master’s degree or above.” A substantially higher percentage of unregistered family child care providers (10%) reported never graduating from high school, compared to just three percent of registered family child care providers.

Five percent of family child care providers, (3% of registered providers and 10% of unregistered providers) have less than a high school diploma, 35 percent (33% of registered providers and 43% of unregistered providers) have a high school diploma/GED, 59 percent (64% of registered providers and 47% of unregistered providers) have at least some college credits, 25 percent (28% of registered providers and 17% of unregistered providers) have an associate’s degree or above, and 10 percent (12% of registered providers and 5% of unregistered providers) have a bachelor’s degree or above.

Of those with an associate’s degree or above, 36 percent majored in child development or elementary education; two percent of those with some college credits but no degree, reported taking courses in child development or early childhood education. Education levels for Iowa’s family child care workforce average between slightly more than a high school diploma and an associate’s (two-year) degree.

Fewer than one percent of teachers in child care centers have less than a high school diploma, 24 percent have a high school diploma or equivalent, 76 percent have at least some



college credits, 55 percent have an associate's degree or above, and 38 percent have a bachelor's degree or above. Of the assistant teachers in child care centers, five percent have less than a high school diploma, 34 percent have a high school diploma or equivalent, 61 percent have at least some college credits, 14 percent have an associate's degree or above, and seven percent have a bachelor's degree or above. The most common level of educational attainment for child care center directors was "bachelor's degree" (50%). The least common were "high school diploma or equivalent" and "some college, but without attaining a degree" (both 10%). Advanced degrees were also somewhat rare (16%).

## Training

Almost all (91%) responding child care center directors reported that they felt child care-related training has had a positive effect on the quality of care being provided by their center staff.

Compared to center directors, family child care providers were less likely to see cost as a barrier to receiving training and more likely to feel that training does not increase earnings and that it was difficult to locate appropriate training. Compared to unregistered family child care providers, registered family child care providers were more likely to see inconvenient time and distance/location as barriers to receiving training, and to see poor quality of training or trainer, available topics not relevant, and difficulty locating appropriate training as reasons for not attending training.

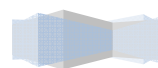
Child Development Associate (CDA) credentials were relatively rare; 10 percent of responding family child care providers indicated that they had a CDA credential. The incidence of CDA credentials is somewhat higher among registered (11%) than among unregistered (7%) family child care providers.

Of the 72 percent of family child care providers who received child care training in the last 12 months (88% of registered family home providers and 31% of unregistered family home providers), the average amount of training was 19.4 hours (20.7 hours for registered family home providers and 7.1 hours for unregistered family home providers). Also, 80 percent of those who received training reported having 10 or more hours of child care-related training (87% of registered family home providers and 24% of unregistered family home providers); 28 percent have not had child care-related training in the last 12 months (12% of registered family home providers and 69% of unregistered family home providers); and 13 percent of registered family home providers did not report receiving at least 10 hours of child care-related training.

The majority of child care center directors (94%) reported they completed 10 or more hours of in-service or professional development in the last 12 months. Also, a large amount of teachers (73%) and assistant teachers (71%) were reported to have completed 10 or more hours of professional development in the last 12 months.

Iowa's Quality Rating System (QRS) is a voluntary child care rating system for child development homes, licensed child care centers and preschools, and child care programs that are operated by school districts. The QRS was developed to raise the quality of child care in Iowa, increase the number of children in high-quality child care settings and educate parents about quality in child care. There are five levels in the QRS, with five being the maximum score. For more information see <http://www.dhs.state.ia.us/iqrs/>.

Most reporting centers (64%) were rated at three on the five level scale. Registered family child care providers were most likely (41%) to be scored at two.



## Gross Incomes and Benefits

### Gross Incomes

Median gross incomes are lowest for unregistered family child care providers (\$7,800), followed by child care center assistant teachers (\$17,680), child care center teachers (\$20,720), and registered family child care providers (\$22,356). All family child care providers, combining registered and unregistered, have a median annual income of \$19,760. In 2005, median salary for child care center teachers was reported to be \$18,720; results for the present study suggest an increase of 11 percent. Assistant teachers in child care centers were reported in 2005 to have median income of \$14,976; results for 2009 suggest an increase of 18 percent.

Expenses associated with maintaining the family child care activity account were a substantial portion (median of \$3,100; \$4,500 registered, \$1,200 unregistered) of family child care providers' annual incomes. Thus, after taking into consideration the costs associated with operating in home family child care, the median take-home pay was estimated to be \$17,856 for registered family child care providers (or roughly \$8.58 per hour, assuming a 40-hour work week) and just \$6,600 (\$3.17 per hour, assuming a 40-hour work week, which is a level well below minimum wage) for unregistered family child care providers.

Child care providers' median hourly wages compare poorly with many other occupations, and are particularly low with respect to wage rates for occupations in school settings who share the responsibility of caring for our children.

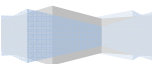
### Benefits

In no case (sick days, vacation days, health insurance, dental insurance, retirement plan, and private life insurance) did anywhere close to a majority of family child care providers have access to those benefits through their own employment. Only 13 percent of unregistered family child care providers benefited from sick days and vacation days.

In general, family child care providers' benefits are much more likely to accrue through their spouse or partner than through their employment. Provision of every category of benefits through a spouse or partner was more likely for registered than unregistered family child care providers. Registered family child care providers were more likely than unregistered family child care providers to have the benefits for themselves of sick days, vacation days, and private life insurance; in contrast, unregistered family child care providers were more likely to have the benefits for themselves of health insurance, dental insurance, and a retirement plan.

When they are available at all, health and dental insurance benefits for family child care providers are provided primarily through policies funded through combined employer and employee (or spouse of partner) contributions. Life insurance is provided primarily through a personal policy paid by the family child care provider or by the spouse or partner. It is essential to note that dental insurance coverage is unavailable to 44 percent of family child care providers (47% of those unregistered), no life insurance coverage to 36 percent (48% of those unregistered), and no health insurance to 22 percent.

Among child care center program staff, most directors have the benefits of sick days (70%), vacation days (76%), and a retirement plan (although only 53%). Most teachers benefit from sick days (67%) and vacation days (81%), but are much less likely (46%) to have access to a retirement plan through their center employment. Assistant teachers are much less likely to have any of these benefits (46% for sick days, 51% for vacation days, and just 33% for retirement plan).



Dental insurance coverage is rare; no dental insurance coverage is provided to 61 percent of directors, 54 percent of teachers, and 72 percent of assistant teachers. Health insurance is unavailable to 46 percent of directors, 40 percent of teachers, and 66 percent of assistant teachers. When available, health insurance is most likely to be paid through joint employer/employee contributions. The pattern of payment for dental insurance is less clear, with a mix of strategies used.

### **Turnover**

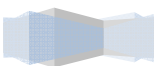
The results of this study show that, for child care centers, the average turnover rate across all programs is nine percent for directors, 14 percent for teachers, and 31 percent for assistant teachers. Turnover rates in for-profit programs were eight percent for directors, 14 percent for teachers, and 35 percent for assistant teachers. Non-profit programs had a turnover rate of 10 percent for directors, 13 percent for teachers, and 33 percent for assistant teachers.

Nearly two-fifths (39%) of all family child care providers do not know how long they will remain in business (34% registered, 53% unregistered), 14 percent plan to continue in business one to three years (13% registered, 20% unregistered), 12 percent plan to continue in business three to five years (14% registered, 9% unregistered), and 34 percent plan to continue in business five years or more (40% registered, 18% unregistered).

### **Funding**

Most center directors (70%) report that 50-100 percent of funding comes from parent fees. The mean percentage of reliance on parent fees for all reporting centers is 62 percent, but is substantially higher (78%) in for-profit centers than for nonprofits (54%). Most directors (88%) report that less than 50 percent of funding comes from public subsidies, although the mean percentage is higher for nonprofit (22%) than for for-profit centers (6%). Grants income provides a negligible source of income, but is relied on somewhat more by nonprofit (9%) than for-profit (4%) centers. Payments from parents' employers and corporate funding are essentially nonexistent. Nonprofit programs tend to receive a higher percentage of funding from public subsidies (22%) and lower percentage from parent fees (54%), compared to for-profit programs (6% from public subsidies and 78% from parent fees).

Family caregivers work an average of 47 hours per week caring for children (51 hours registered and 36 hours unregistered) and an additional 13 hours handling other duties related to their business (14 hours registered and 11 hours unregistered). In addition, family providers reported that 25 percent work a second paid job (25% registered, 24% unregistered), 45 percent do not get paid if a child is ill and does not attend (39% registered, 62% unregistered), 63 percent do not get paid if a child is on vacation (57% registered, 82% unregistered), and 74 percent have another adult in the household who contributes to the household income (76% registered, 70% unregistered).



# Descriptive Report

## Overview of Sampling and Survey Design

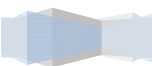
The 2009 Iowa Child Care Provider Study was conducted by the Department of Statistics at Iowa State University, with funding from Iowa Workforce Development (IWD), under the direction of University Professor Mack Shelley, a faculty member in the Department of Statistics and the Department of Political Science at Iowa State University and Director of the Public Policy and Administration Program. The Statistics Department collaborated with IWD and the Iowa Department of Education to generate the questionnaires, selected the sample of potential respondents to be surveyed from lists provided by the Iowa Department of Human Services, inputted and analyzed the data, and generated the report. IWD sent out, received, and processed the questionnaires.

Responses were obtained from 73 directors of child care centers in Iowa, and from 523 family child care providers (390 of whom are registered family child care providers and 131 of whom are unregistered family child care providers; for two respondents, it was not possible to determine if they were registered or unregistered).

The sampling frame for the survey was a list of child care center directors and in-home child care providers (family child care providers) compiled from the database of Iowa Department of Human Services. The databases included approximately 1,549 child care centers, 6,691 registered family child care providers, and 5,961 unregistered family child care providers. The intent of the survey was to provide an update to the results reported in the January, 2006 document, “Benefits Rewards & Support: Incentives to Build Quality & Reduce Turnover in the Iowa Child Care Workforce,” a report on a study conducted for The Iowa Empowerment Board and the Iowa Department of Management by Iowa State University’s Community Development-Data Information and Analysis Laboratory (CD-DIAL) in the Department of Sociology. In contrast to the 2006 report, data for this study were collected from family child care providers in addition to responses from child care centers; given the lack of previous information regarding family child care providers, sampling and survey distribution efforts concentrated on the family child care providers, with a relatively modest sample drawn from the sampling frame of child care centers.

Sampling for this 2009 survey was stratified by type of child care provider: child care center, registered family child care provider, and unregistered family child care provider. Sampling theory (e.g., Levy & Lemeshow, 2008) was applied to attempt to maximize response rate across the three strata. In contrast to previous related surveys regarding the child care workforce in Iowa, the design for this study required an effort, within budget limitations, to address three distinct sampling frames: child care centers, registered family child care providers, and unregistered family child care providers. This resulted in rather modest numbers of responses from any one of the three groups. On the reasonable presumption of a lower response rate from family child care providers, particularly those who are unregistered, compared to child care centers, the bulk of surveys were mailed out to home care providers; this resulted in a limited number of responses from child care centers.

Two separate surveys were developed, one for child care centers and one for both registered and unregistered family child care providers. Copies of the surveys and cover letters are provided in Appendix A. Survey distribution followed a three-phase mailing process, with cover letter and survey going to each child care center director or each family child care provider



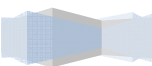
with a return postage-paid envelope. Approximately one week after the questionnaire had been distributed; a thank you/reminder postcard was mailed to all members of the initial distribution list. Subsequently, telephone follow-ups were used to distribute replacement questionnaires to those who indicated they had not received a survey. Responses were tracked using a coded number on the front of the questionnaire.

A total of 156 centers, 1,168 registered homes, and 876 unregistered homes were selected for the sample. All child care center questionnaires were sent out on November 6, 2009, together with approximately 300 home providers' questionnaires that were mailed without a code affixed to the survey form. To track the data better, all the questionnaires for home care providers were coded manually and sent out on November 11, 2009. To improve the response rate, reminder postcards were mailed from November 18, 2009 to November 24, 2009. Some surveys were re-mailed from November 13, 2009 to December 14, 2009, when current addresses became available. However, at least 167 surveys were unable to be delivered due to change of address and the lack of forwarding information. Since only 156 child care centers were selected into the sample, even after sending the reminder postcard the number of responses from centers was still limited. Efforts were made to contact the selected child care centers via telephone from December 7, 2009 to December 10, 2009, and coded questionnaires were resent to those who expressed a willingness to participate.

Data from returned surveys was entered into an Excel file according to the exact answer shown in the questionnaires without any change or imputation. During the process of entering information, some misunderstandings by respondents on the intent of the items in the questionnaires were noticed. Some family child care providers indicated that they were responding to care they provided only for their own grandchildren or great grandchildren. Other respondents did not really understand the difference between barriers to training and reasons for not attending training sessions. Certain respondents were confused about the difference between family child care and home child care. Some indicated that they no longer provided child care. There was some confusion by respondents who did not know if information about net income or gross income should be supplied. For child care centers, some respondents indicated that they were director and a teacher at the same time. Some responses were received from pre-schools, rather than child care centers, although it is not necessary to separate child care centers and preschools for the purposes of this study.

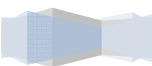
The Excel data file was imported into the SPSS statistical analysis package. Some problems occurred during the process of importation from Excel to SPSS. Some three-digit or two-digit numbers were changed into single digit numbers automatically during the transfer. Data cleaning was undertaken, and reasonable interpretations of responses were employed, to enable the data to be analyzed in a more efficient way. Typically, blank responses were interpreted as zero unless there were special reasons to treat them as missing values or not applicable. For example, question 2 of the child care center instrument asked for the percentage of funds received from different sources. If the sum of the percentages was other than 100%, the answer to this question was assigned as a missing value. Also, questions 19 and 20 of the child care center survey asked the hourly or weekly income for teachers and assistant teachers. If the hourly wage question was answered, it was not necessary to provide an answer for the weekly wage, and vice versa.

All survey data involved random and non-random sources of error. The data analysis results presented and discussed in this report were characterized by the following margins of error, which indicates the range within which the actual result would lie with 95% confidence in



successive replications of the sample: for the  $n=73$  centers,  $\pm 11.5$  percentage points; for the  $n=1,068$  center staff,  $\pm 3$  percentage points; for the  $n=521$  usable family child care providers,  $\pm 4.3$  percentage points; for the  $n=390$  registered family home care providers,  $\pm 5.0$  percentage points; for the  $n=131$  unregistered family child care providers,  $\pm 8.6$  percentage points.

The present report builds on the 2005 Iowa Child Care Directors' Survey conducted by the Community Development-Data Information and Analysis Laboratory (CD-DIAL) in the Department of Sociology at Iowa State University, with funding from the Iowa Business Council and the Department of Sociology, under the direction of Kathlene Larson, Research Director, CD-DIAL. It is important to distinguish the data collected for the present study from the data collected in the 2005 survey. The CD-DIAL database consists of 293 respondents who replied to a questionnaire distributed in January 2005. The sampling frame for the survey was a list of child care center directors compiled from the databases of Iowa Child Care Resources & Referral (CCR&R). Programs selected for the list were those that were known not to be funded by Head Start funds. However, some directors do report receipt of these funds and other state funds such as Shared Visions. The original intent was to provide an update to the Iowa Child Care Directors' Survey, originally conducted in 2000 by the Iowa Early Care and Education Professional Development project. Sampling for the survey was stratified by CCR&R's regions. However, the number of directors in all but one region was less than 200. Consequently, all directors in those four regions were included in the distribution list and a sample of 200 providers in the southeast region was also included. The distribution used a four-phase mailing process, with announcement letter going to each director, followed by a questionnaire, cover letter, and postage-paid envelope. Approximately one week after the questionnaire, a thank you/reminder postcard was mailed. Subsequently, a replacement questionnaire was mailed to those who had not responded. Responses were tracked using a number stamped on the front of the questionnaire.



## Sampling Frame and Response Rates

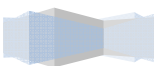
**Table 1. Sampling Frame (number of child care centers, registered child care providers, unregistered child care providers)**

	Number of Surveys Mailed	Number of Surveys Returned	Unadjusted Response Rate	Unable to Deliver	Response Rate Adjusted for Unable to Deliver
Centers	156	73	46.8%	3	47.7%
Registered Family Child Care Providers	1,168	390	33.4%	77	35.7%
Unregistered Family Child Care Providers	876	131	15.0%	70	16.3%
Total Family Child Care Providers	2,044	523*	25.6%	147	27.6%
Total	2,200	596	27.1%	150	29.1%

\*Includes two returned surveys for which it was not possible to determine whether the respondent was registered or unregistered; these two missing cases are deleted from subsequent analyses

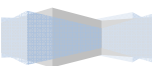
Table 1 reports the response rates for surveys mailed to both centers and family child care providers (registered and unregistered separately and in total), including number of surveys mailed, number of survey returned, unadjusted response rate (defined as the number of surveys returned divided by the number of surveys mailed), number of surveys unable to be delivered, and response rate adjusted by subtracting the number unable to be delivered from the number of surveys mailed. Of the 156 centers included in the sample, 73 responded, for an unadjusted response rate of 46.8 percent and an adjusted response rate of 47.7 percent. There were 390 responses from the 1,168 registered family child care providers included in the sample, for an unadjusted response rate of 33.4 percent and an adjusted response rate of 35.7 percent. The sample included 876 registered family child care providers, 131 responded, for an unadjusted response rate of 15.0 percent and an adjusted response rate of 16.3 percent. Of all 2,044 family child care providers, registered or unregistered, 523 responded (including two for whom it was not possible to determine whether the respondent was registered or unregistered), for an unadjusted response rate of 25.6 percent and an adjusted response rate of 27.6 percent. The total of 596 responses to the 2,200 surveys mailed to centers or family child care providers resulted in an unadjusted response rate of 27.1 percent and an adjusted response rate of 29.1 percent.

Table 2 reports the distribution of responding family child care providers, by city with Iowa. Table 3 reports the distribution of responding child care centers, by city within Iowa. Table 4 reports the distribution of responding family child care providers, by county within Iowa. Table 5 reports the distribution of responding child care centers, by county within Iowa. Figure 1 provides a map of Iowa with the borders of each of the state's 99 counties outlined, to help with understanding the county-level distribution of responses from family child care providers and from child care centers.



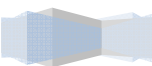
**Table 2. Distribution of Responding Registered Family Child Care Providers, by City**

City	Frequency	Percent
ADEL	1	0.26
AKRON	1	0.26
ALBION	1	0.26
ALTA	1	0.26
ALTON	1	0.26
ALTOONA	2	0.51
AMES	8	2.05
ANAMOSA	1	0.26
ANDREW	1	0.26
ANKENY	3	0.77
ATLANTIC	6	1.54
AUDUBON	1	0.26
BEDFORD	1	0.26
BELLE PLAINE	1	0.26
BELMOND	1	0.26
BERWICK	1	0.26
BETTENDORF	5	1.28
BLAIRSBURG	1	0.26
BLOOMFIELD	2	0.51
BOYDEN	1	0.26
BUFFALO CENTER	1	0.26
BURLINGTON	5	1.28
CAMANCHE	2	0.51
CAMBRIDGE	1	0.26
CARROLL	3	0.77
CARTER LAKE	1	0.26
CEDAR FALLS	1	0.26
CEDAR RAPIDS	34	8.72
CENTER PT	1	0.26
CENTERVILLE	1	0.26
CHARLES CITY	1	0.26
CLARION	1	0.26
CLARKSVILLE	1	0.26
CLINTON	6	1.54
COLFAX	1	0.26
CORALVILLE	3	0.77
CORYDON	1	0.26
COUNCIL BLUFFS	5	1.28



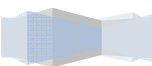
**Table 2. Distribution of Responding Registered Family Child Care Providers, by City, (continued)**

City	Frequency	Percent
CRESTON	2	0.51
DAKOTA CITY	1	0.26
DAVENPORT	7	1.79
DAVIS CITY	1	0.26
DECORAH	1	0.26
DENISON	1	0.26
DES MOINES	56	14.36
DEWITT	1	0.26
DUBUQUE	1	0.26
DUNKERTON	1	0.26
DURANT	2	0.51
ELDRIDGE	1	0.26
ELKADER	1	0.26
ELY	1	0.26
EMMETSBURG	3	0.77
EVERLY	1	0.26
FAIRFIELD	1	0.26
FOREST CITY	2	0.51
FORT DODGE	6	1.54
FT MADISON	2	0.51
GARWIN	1	0.26
GILBERTVILLE	1	0.26
GLENWOOD	1	0.26
GRANGER	1	0.26
GRINNELL	2	0.51
HAMPTON	1	0.26
HANLONTOWN	1	0.26
HAWKEYE	1	0.26
HIAWATHA	2	0.51
HOSPERS	1	0.26
HUDSON	2	0.51
HUMBOLDT	1	0.26
INDEPENDENCE	1	0.26
INDIANOLA	4	1.03
IOWA CITY	3	0.77
IOWA FALLS	1	0.26
JOHNSTON	2	0.51
KELLERTON	1	0.26



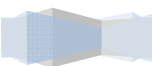
**Table 2. Distribution of Responding Registered Family Child Care Providers, by City,  
(continued)**

City	Frequency	Percent
KEOKUK	1	0.26
KEOSAUQUA	1	0.26
KNOXVILLE	1	0.26
LA PORTE CITY	1	0.26
LAMONI	1	0.26
LECLAIRE	1	0.26
LEMARS	3	0.77
LEON	1	0.26
LESTER	1	0.26
LEWIS	1	0.26
LISBON	1	0.26
LUZERNE	1	0.26
MANCHESTER	1	0.26
MANNING	1	0.26
MANSON	1	0.26
MAQUOKETA	1	0.26
MARCUS	1	0.26
MARION	2	0.51
MARSHALLTOWN	6	1.54
MARTELLE	1	0.26
MASON CITY	7	1.79
MASSENA	1	0.26
MONONA	1	0.26
MONTOUR	1	0.26
MORNING SUN	1	0.26
MOUNT AYR	1	0.26
MOVILLE	1	0.26
MT CARMEL	1	0.26
MT VERNON	2	0.51
MUSCATINE	5	1.28
NASHUA	1	0.26
NEVADA	2	0.51
NORTHWOOD	1	0.26
NORWALK	2	0.51
OMAHA	7	1.79
OSCEOLA	1	0.26
OSKALOOSA	3	0.77
OTTUMWA	3	0.77



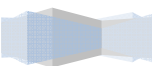
**Table 2. Distribution of Responding Registered Family Child Care Providers, by City, (continued)**

City	Frequency	Percent
PERRY	1	0.26
PRAIRIE CITY	1	0.26
QUAD CITES	20	5.13
ROCKWELL	1	0.26
RODNEY	1	0.26
ROLFE	1	0.26
ROYAL	1	0.26
SHEFFIELD	1	0.26
SIOUX CENTER	1	0.26
SIOUX CITY	12	3.08
SPENCER	5	1.28
SPELLVILLE	1	0.26
STATE CENTER	2	0.51
STUART	1	0.26
TAMA	2	0.51
TIPTON	1	0.26
TOLEDO	2	0.51
URBANA	1	0.26
URBANDALE	1	0.26
VAIL	1	0.26
VINTON	1	0.26
WAPELLO	1	0.26
WASHINGTON	2	0.51
WATERLOO	17	4.36
WAUKEE	1	0.26
WEST BRANCH	1	0.26
WEST UNION	1	0.26
WEVER	1	0.26
WILLIAMSBURG	1	0.26
WILTON	1	0.26
WINTERSET	2	0.51
WOODBINE	1	0.26
Missing	6	1.54
Total	390	100.00



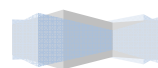
**Table 3. Distribution of Responding Registered Family Child Care Providers, by County**

County	Frequency	Percent
ADAIR	1	0.26
APPANOOSE	1	0.26
AUDUBON	1	0.26
BENTON	4	1.03
BLACK HAWK	23	5.90
BUCHANAN	1	0.26
BUENA VISTA	1	0.26
BUTLER	1	0.26
CALHOUN	1	0.26
CARROLL	5	1.28
CASS	8	2.05
CEDAR	4	1.03
CERRO GORDO	8	2.05
CHEROKEE	1	0.26
CHICKASAW	1	0.26
CLARKE	1	0.26
CLAY	7	1.79
CLAYTON	2	0.51
CLINTON	9	2.31
CRAWFORD	2	0.51
DALLAS	4	1.03
DAVIS	2	0.51
DECATUR	3	0.77
DELAWARE	1	0.26
DES MOINES	5	1.28
DUBUQUE	1	0.26
FAYETTE	2	0.51
FLOYD	1	0.26
FRANKLIN	2	0.51
HAMILTON	1	0.26
HARDIN	1	0.26
HARRISON	1	0.26
HUMBOLDT	2	0.51
IOWA	1	0.26
JACKSON	2	0.51
JASPER	2	0.51
JEFFERSON	1	0.26
JOHNSON	6	1.54

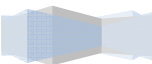
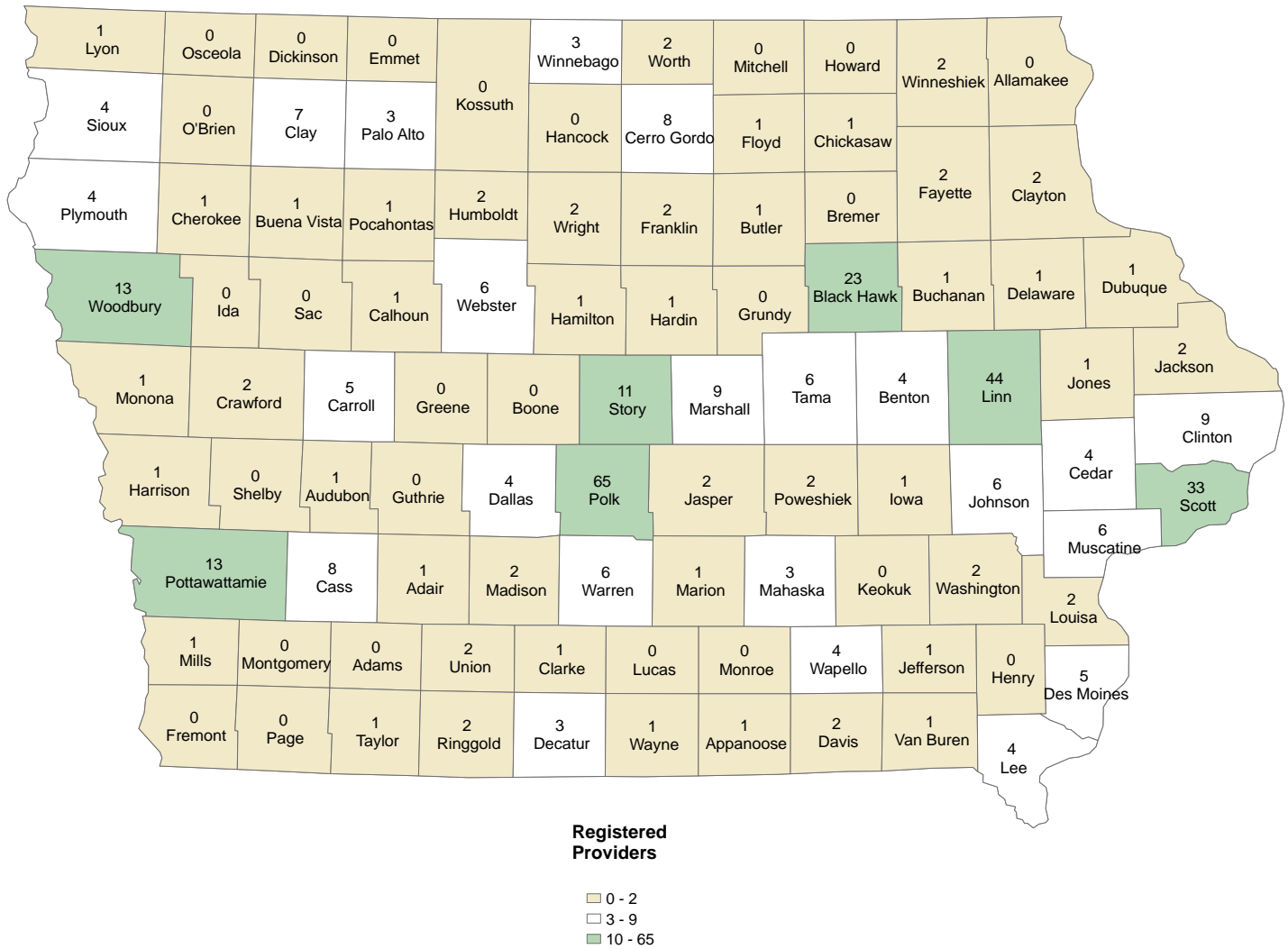


**Table 3. Distribution of Responding Registered Family Child Care Providers, by County  
(continued)**

County	Frequency	Percent
JONES	1	0.26
LEE	4	1.03
LINN	44	11.28
LOUISA	2	0.51
LYON	1	0.26
MADISON	2	0.51
MAHASKA	3	0.77
MARION	1	0.26
MARSHALL	9	2.31
MILLS	1	0.26
MONONA	1	0.26
MUSCATINE	6	1.54
PALO ALTO	3	0.77
PLYMOUTH	4	1.03
POCAHONTAS	1	0.26
POLK	65	16.67
POTTAWATTAMIE	13	3.33
POWESHIEK	2	0.51
RINGGOLD	2	0.51
SCOTT	33	8.46
SIoux	4	1.03
STORY	11	2.82
TAMA	6	1.54
TAYLOR	1	0.26
UNION'	2	0.51
VAN BUREN	1	0.26
WAPELLO	4	1.03
WARREN	6	1.54
WASHINGTON	2	0.51
WAYNE	1	0.26
WEBSTER	6	1.54
WINNEBAGO	3	0.77
WINNESHIEK	2	0.51
WOODBURY	13	3.33
WORTH	2	0.51
WRIGHT	2	0.51
Missing	6	1.54
Total	390	100.00

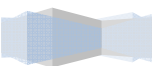


**Figure 1. County Map of Responding Registered Family Child Care Providers**



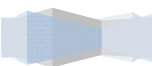
**Table 4. Distribution of Responding Unregistered Family Child Care Providers, by City**

City	Frequency	Percent
AFTON	1	0.76
ALBERT CITY	1	0.76
ALDEN	1	0.76
AMES	2	1.53
ANKENY	1	0.76
ATLANTIC	1	0.76
AUDUBON	1	0.76
BENTON	1	0.76
BERNARD	1	0.76
BETTENDORF	2	1.53
BODE	1	0.76
BURLINGTON	3	2.29
CEDAR FALLS	1	0.76
CEDAR RAPIDS	8	6.11
CHARITON	1	0.76
CHARLES CITY	1	0.76
CLINTON	3	2.29
COLO	1	0.76
COUNCIL BLUFFS	1	0.76
CRESTON	2	1.53
DANVILLE	1	0.76
DAVENPORT	5	3.82
DECORAH	1	0.76
DES MOINES	13	9.92
DUBUQUE	4	3.05
EAGLE GROVE	2	1.53
EARLVILLE	1	0.76
EDDYVILLE	1	0.76
FAIRFIELD	1	0.76
FORT DODGE	1	0.76
FT MADISON	1	0.76
GRIMES	1	0.76
HARVEY	1	0.76
HAZLETON	1	0.76
IDA GROVE	1	0.76
INDIANOLA	1	0.76
JEFFERSON	2	1.53
KEOKUK	1	0.76
KNOXVILLE	2	1.53
LADORA	1	0.76
LEMARS	1	0.76
LOGAN	1	0.76
LONG GROVE	1	0.76
LYNNVILLE	1	0.76
MAPLETON	1	0.76
MARION	1	0.76
MILLERSBURG	1	0.76
MO VALLEY	1	0.76



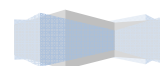
**Table 4. Distribution of Responding Unregistered Family Child Care Providers, by City  
(continued)**

City	Frequency	Percent
MONONA	1	0.76
MT AUBURN	1	0.76
MUSCATINE	1	0.76
NEOLA	1	0.76
NEW HAMPTON	1	0.76
NEW HARTFORD	1	0.76
NEWTON	1	0.76
NORWALK	1	0.76
OELWEIN	1	0.76
OMAHA	1	0.76
OSAGE	1	0.76
OTTUMWA	1	0.76
PACIFIC JUNCT	1	0.76
QUAD CITES	3	2.29
ROCKWELL CITY	1	0.76
SHEFFIELD	1	0.76
SHELBY	1	0.76
SHENANDOAH	1	0.76
SIOUX CITY	3	2.29
STOUT	1	0.76
STRAWBERRY PT	1	0.76
TAMA	1	0.76
TERRIL	1	0.76
TRIPOLI	1	0.76
URBANDALE	1	0.76
W BURLINGTON	1	0.76
WALKER	1	0.76
WATERLOO	10	7.63
WELLMAN	1	0.76
WESLEY	1	0.76
WEST POINT	1	0.76
WESTGATE	1	0.76
Missing	2	1.53
Total	131	100.00



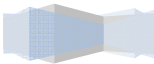
**Table 5. Distribution of Responding Unregistered Family Child Care Providers, by County**

County	Frequency	Percent
AUDUBON	1	0.76
BENTON	1	0.76
BLACK HAWK	11	8.40
BREMER	1	0.76
BUCHANAN	1	0.76
BUENA VISTA	1	0.76
BUTLER	1	0.76
CALHOUN	1	0.76
CASS	1	0.76
CHICKASAW	1	0.76
CLAYTON	2	1.53
CLINTON	3	2.29
DELAWARE	1	0.76
DES MOINES	5	3.82
DICKINSON	1	0.76
DUBUQUE	5	3.82
FAYETTE	2	1.53
FLOYD	1	0.76
FRANKLIN	1	0.76
GREENE	2	1.53
GRUNDY	1	0.76
HARDIN	1	0.76
HARRISON	2	1.53
HUMBOLDT	1	0.76
IDA	1	0.76
IOWA	2	1.53
JASPER	1	0.76
JEFFERSON	1	0.76
KOSSUTH	1	0.76
LEE	3	2.29
LINN	10	7.63
LUCAS	1	0.76
MARION	3	2.29
MILLS	1	0.76
MITCHELL	1	0.76
MONONA	1	0.76
MUSCATINE	1	0.76
PAGE	1	0.76
PLYMOUTH	1	0.76
POLK	16	12.21
POTTAWATTAMIE	4	3.05
RINGGOLD	1	0.76
SCOTT	11	8.40
STORY	3	2.29
TAMA	1	0.76
UNION	3	2.29



**Table 5. Distribution of Responding Unregistered Family Child Care Providers, by County  
(continued)**

County	Frequency	Percent
WAPELLO	2	1.53
WARREN	2	1.53
WASHINGTON	1	0.76
WEBSTER	2	1.53
WINNESHIEK	1	0.76
WOODBURY	3	2.29
WRIGHT	2	1.53
Missing	2	1.53
Total	131	100.00



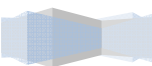


**Table 6. Distribution of Responding Child Care Centers, by City**

City	Frequency	Percent
ANKENY	1	1.4
ARMSTRONG	1	1.4
ATLANTIC	1	1.4
CARROLL	1	1.4
CEDAR FALLS	1	1.4
CEDAR RAPIDS	13	17.8
CHARLES CITY	1	1.4
DES MOINES	16	21.9
ESTHERVILLE	1	1.4
FORT DODGE	2	2.7
MARION	1	1.4
OAKLAND	1	1.4
OMAHA*	3	4.1
POSTVILLE	1	1.4
QUAD CITIES**	8	11.0
READLYN	1	1.4
ROCK RAPIDS	1	1.4
SIOUX CITY	1	1.4
SIOUX FALLS	1	1.4
WATERLOO	7	9.6
WAUKEE	1	1.4
Missing	9	12.3
Total	73	100.0

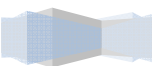
\*includes responses mailed from Nebraska for Iowa respondents

\*\* includes responses mailed from Illinois for Iowa respondents

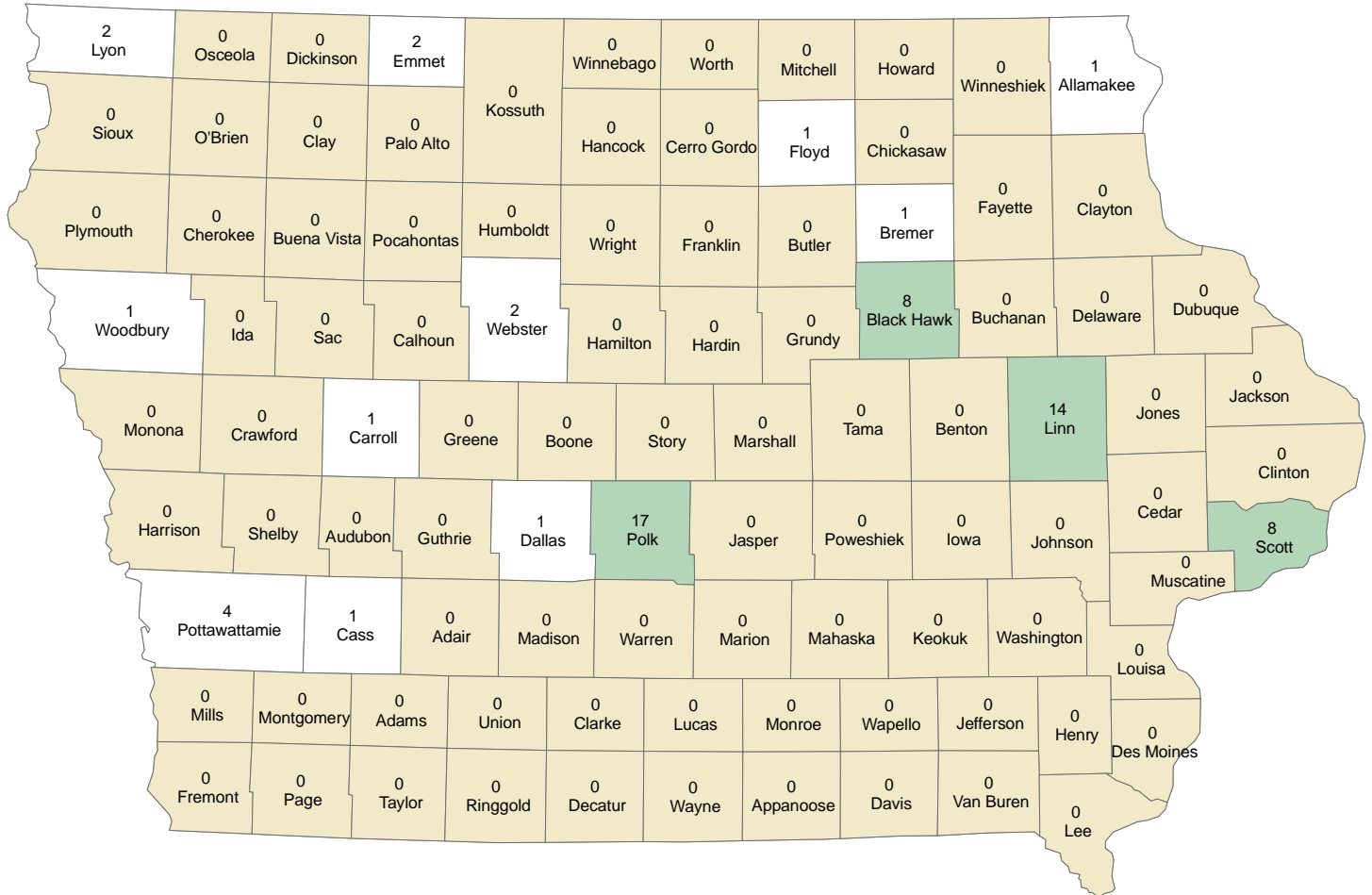


**Table 7. Distribution of Responding Child Care Centers, by County**

County	Frequency	Percent
ALLAMAKEE	1	1.4
BLACK HAWK	8	11.0
BREMER	1	1.4
CARROLL	1	1.4
CASS	1	1.4
DALLAS	1	1.4
EMMET	2	2.7
FLOYD	1	1.4
LINN	14	19.2
LYON	2	2.7
POLK	17	23.3
POTTAWATTAMIE	4	5.5
SCOTT	8	11.0
WEBSTER	2	2.7
WOODBURY	1	1.4
Missing	9	12.3
Total	73	100.0

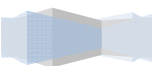


**Figure 3. County Map of Responding Child Care Centers**



**Child Care Centers**

- Zero Centers
- 1 to 4 Centers
- 8 or More Centers



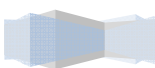
## Demographic Information

**Table 8. Age Distribution of Family Child Care Providers**

	<b>Number of All Family Child Care Providers</b>	<b>Percent of All Family Child Care Providers (n=509*)</b>	<b>Number of Registered Family Child Care Providers</b>	<b>Percent of Registered Family Child Care Providers (n = 383)</b>	<b>Number of Unregistered Family Child Care Providers</b>	<b>Percent of Unregistered Family Child Care Providers (n = 126)</b>
Under 21	1	<1%	0	0%	1	<1%
21-30	69	14%	56	15%	13	10%
31-40	142	28%	123	32%	19	15%
41-50	137	27%	106	28%	31	25%
51-60	115	23%	76	20%	39	31%
61 or over	45	9%	22	6%	23	18%

\*Two returned surveys for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on age, responses were available for a total of 509 respondents

The most common age ranges of all family child care providers are 31-40 and 41-50 years old. Registered family child care providers are generally younger.



**Table 9. Race/Ethnicity of Family Child Care Providers**

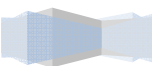
	<b>Number of All Family Child Care Providers</b>	<b>Percent of All Family Child Care Providers (n=510*)</b>	<b>Number of Registered Family Child Care Providers</b>	<b>Percent of Registered Family Child Care Providers (n = 384)</b>	<b>Number of Unregistered Family Child Care Providers</b>	<b>Percent of Unregistered Family Child Care Providers (n = 126)</b>
Black or African American	37	7%	25	7%	12	10%
Asian	3	<1%	2	<1%	1	<1%
Native Hawaiian/ Pacific Islander	2	<1%	2	<1%	0	0%
White	458	90%	346	90%	112	89%
Hispanic or Latino	14	3%	13	3%	1	<1%
American Indian/ Alaska Native	8	2%	8	2%	0	0%
Other***	1	<1%	1	<1%	0	0%

\*\*Two returned surveys for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on ethnicity, responses were available for a total of 510 respondents

\*\*Respondents were asked to check all that apply; percentages may not add to 100

\*\*\*Other response was “homo sapien”

By far, the predominant race category was “White,” representing 90 percent of both registered and unregistered family child care providers. Unregistered family care providers were somewhat more likely to self-report their race identification as “Black or African American,” whereas registered family care providers were more likely to self-identify their ethnicity as “Hispanic or Latino” or race as “American Indian/Alaska Native.”

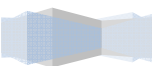


**Table 10. Current Marital Status of Family Child Care Providers**

	<b>Number of All Family Child Care Providers</b>	<b>Percent of All Family Child Care Providers (n=508*)</b>	<b>Number of Registered Family Child Care Providers</b>	<b>Percent of Registered Family Child Care Providers (n = 382)</b>	<b>Number of Unregistered Family Child Care Providers</b>	<b>Percent of Unregistered Family Child Care Providers (n = 126)</b>
Single	50	10%	37	10%	13	10%
Married or Living with Partner	378	74%	297	78%	81	64%
Separated	10	2%	4	1%	6	5%
Divorced	56	11%	36	9%	20	16%
Widowed	14	3%	8	2%	6	5%

\*Two returned surveys for which for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on marital status, responses were available for a total of 508 respondents

“Married or Living with Partner” (74% of all family child care providers was the most common current marital status; this was more common for registered (78%) than for unregistered (64%) family child care providers. The least common current marital status categories were “Separated” and “Widowed.” “Divorced,” “Separated,” and “Widowed” all were somewhat more likely responses for unregistered family child care providers.

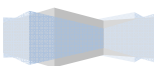


**Table 11. Availability of a Computer in the Home for Family Child Care Providers**

	<b>Number of All Family Child Care Providers</b>	<b>Percent of All Family Child Care Providers (n=509*)</b>	<b>Number of Registered Family Child Care Providers</b>	<b>Percent of Registered Family Child Care Providers (n = 383)</b>	<b>Number of Unregistered Family Child Care Providers</b>	<b>Percent of Unregistered Family Child Care Providers (n = 126)</b>
No	56	11%	30	8%	26	21%
Yes	453	89%	353	92%	100	79%

\*Two returned surveys for which for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on availability of a computer in the home, responses were available for a total of 509 respondents

Nearly all (89%) responding family child care providers reported that they have a computer in their home. Home computer availability was more likely for registered (92%) than for unregistered (79%) family child care providers.

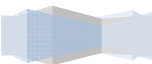


**Table 12. Access to the Internet in the Homes of Family Child Care Providers**

	<b>Number of All Family Child Care Providers</b>	<b>Percent of All Family Child Care Providers (n=506)</b>	<b>Number of Registered Family Child Care Providers</b>	<b>Percent of Registered Family Child Care Providers (n = 380)</b>	<b>Number of Unregistered Family Child Care Providers</b>	<b>Percent of Unregistered Family Child Care Providers (n = 126)</b>
No	69	14%	38	10%	31	25%
Yes	437	86%	342	90%	95	75%

\*Two returned surveys for which for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on access to the Internet in the home, responses were available for a total of 506 respondents

Home access to the Internet was common (86%) among family child care provider respondents. Internet access was more likely to be reported by registered (90%) than by unregistered (75%) family child care providers.

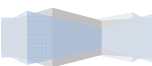


**Table 13. Number of Child Care Centers Employees, by Category**

	<b>Number of Employees, by Category</b>	<b>Percent of All Employees (n=1,068)</b>
Full-time Directors	72	7%
Full-time Teachers	290	27%
Full-time Assistant Teachers	144	13%
Part-time Directors	14	1%
Part-time Teachers	113	11%
Part-time Assistant Teachers	435	41%
Total	1,068	

The responding child care centers reported a total of 1,068 employees, of whom 72 (7%) were full-time directors, 14 (1%) were part-time directors, 290 (27%) were full-time teachers, 113 (11%) were part-time teachers, 144 (13%) were full-time assistant teachers, and 435 (41%) were part-time assistant teachers.

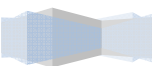
It is important to note that inconsistencies in how data from child care center surveys were reported mean that subsequent tables reporting results for child care centers may be based on numbers of employees that are not identical to those reported here.



**Table 14. Number of Child Care Centers Employees, by Gender**

	<b>Number of Employees, by Gender</b>	<b>Percent of All Employees (n=1,028)</b>	<b>Percent Female, by Category</b>
Male Directors	5	<1%	Directors
Female Directors	75	7%	94%
Male Teachers	8	<1%	Teachers
Female Teachers	358	35%	98%
Male Assistant Teachers	36	4%	Assistant Teachers
Female Assistant Teachers	546	53%	94%
Total	1,028		

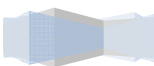
Of the 1,028 employee positions reported in response to this child care center survey item, the vast majority of positions are held by women. This is true of nearly all teachers (98%), and only slightly less so of directors (94%) and assistant teachers (94%). These results suggest that women dominate in both the teaching and administration functions at child care centers.



**Table 15. Number of Child Care Centers Employees, by Racial/Ethnic Group**

	<b>Number of Employees, by Category and Ethnicity</b>	<b>Percent of Employees, by Category</b>
<b>Directors</b>	n=92	n=92
Black or African-American	2	2%
Asian	0	0%
Native Hawaiian/Pacific Islander	0	0%
White	89	97%
Hispanic or Latino	1	1%
American Indian/Alaska Native	0	0%
Other (please specify)	0	0%
<b>Teachers</b>	n=370	n=370
Black or African-American	7	2%
Asian	4	1%
Native Hawaiian/Pacific Islander	1	<1%
White	354	96%
Hispanic or Latino	4	1%
American Indian/Alaska Native	0	0%
Other (please specify)	0	0%
<b>Assistant Teachers</b>	n=575	n=575
Black or African-American	27	5%
Asian	5	<1%
Native Hawaiian/Pacific Islander	3	<1%
White	524	91%
Hispanic or Latino	10	2%
American Indian/Alaska Native	3	<1%
Other (please specify)	3	<1%

The reported race self-identification of child care center employees is very heavily “White,” accounting for 97 percent of directors, 96 percent of teachers, and 91 percent of assistant teachers. The proportionate representation of non-majority employees increases only slightly moving downward in positional authority from director, to teacher, to assistant teacher. The largest proportionate representation of any non-majority group is the five percent of assistant teachers who are “Black or African-American.”



## Education

**Table 16. Highest Level of Educational Attainment for Family Child Care Providers**

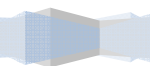
	Number of All Family Child Care Providers	Percent of All Family Child Care Providers (n=505*)	Number of Registered Family Child Care Providers	Percent of Registered Family Child Care Providers (n = 380)	Number of Unregistered Family Child Care Providers	Percent of Unregistered Family Child Care Providers (n = 125)
Did not complete high school	26	5%	13	3%	13	10%
High school diploma or equivalent	176	35%	124	33%	54	43%
Some college, but without attaining a degree	174	34%	137	36%	37	30%
Associate's degree	76	15%	61	16%	15	12%
Bachelor's degree	44	9%	38	10%	6	5%
Master's degree or above	7	1%	7	2%	0	0%

\*Two returned surveys for which for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on educational attainment, responses were available for a total of 505 respondents

Self-reported levels of highest educational attainment only rarely (10%) included a four-year degree or above, with only 1% attaining an advanced degree beyond the bachelor's. The most common educational attainment for all family child care providers was "high school diploma or equivalent" (35%) or "some college, but without attaining a degree" (34%). Registered family home care providers generally had higher levels of educational attainment, compared to unregistered family home care providers; higher percentages of registered family child care providers reported their highest educational attainment was "some college, but without attaining a degree," "associate's degree," "Bachelor's degree," and "Master's degree or above." A substantially higher percentage of unregistered family child care providers (10%) reported never graduating from high school, compared to just three percent of registered family child care providers.

Five percent (3% of registered providers and 10% of unregistered providers) of family child care providers have less than a high school diploma, 35 percent (33% of registered providers and 43% of unregistered providers) have a high school diploma/GED, 59 percent (64% of registered providers and 47% of unregistered providers) have at least some college credits, 25 percent (28% of registered providers and 17% of unregistered providers) have an associate's degree or above, and 10 percent (12% of registered providers and 5% of unregistered providers) have a bachelor's degree or above.

Thirty-six percent of those with an associate's degree or above majored in child development or elementary education; of those with some college credits but no degree, two percent reported taking courses in child development or early childhood education. Education levels for Iowa's family child care workforce average between slightly more than a high school diploma and an associate's (two-year) degree.

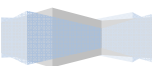


**Table 17. Highest Level of Education Completed by Child Care Center Directors**

<b>Category of Educational Attainment</b>	<b>Number of Directors (n=70*)</b>	<b>Percent of All Directors</b>
High school diploma or equivalent	7	10%
Some college, but without attaining a degree	7	10%
Associate's degree	10	14%
Bachelor's degree	35	50%
Master's degree or above (e.g., Ph.D., J.D.)	11	16%

\*Responses for three directors were missing.

The most common level of educational attainment for child care center directors was “bachelor’s degree” (50%). Least common were “high school diploma or equivalent” and “some college, but without attaining a degree” (both 10%). Advanced degrees were relatively rare (16%).

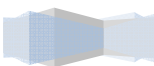


**Table 18. Highest Level of Educational Attainment for Child Care Center Teachers**

	<b>Number of All Child Care Center Teachers</b>	<b>Percent of All Child Care Center Teachers (n=326*)</b>
Did not complete high school	0	0%
High school diploma or equivalent	79	24%
Some college, but without attaining a degree	68	21%
Associate's degree	55	17%
Bachelor's degree	112	34%
Master's degree or above	12	4%

\*Responses from 17 centers were not available on these items

Of the teachers in child care centers, 0% have less than a high school diploma, 24% have a high school diploma or equivalent, 76% have at least some college credits, 55% have an associate's degree or above, and 38% have a bachelor's degree or above.

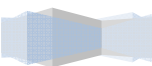


**Table 19. Highest Level of Educational Attainment for Child Care Center Assistant Teachers**

	<b>Number of All Child Care Center Assistant Teachers</b>	<b>Percent of All Child Care Center Assistant Teachers (n=572*)</b>
Did not complete high school	31	5%
High school diploma or equivalent	192	34%
Some college, but without attaining a degree	269	47%
Associate's degree	41	7%
Bachelor's degree	38	7%
Master's degree or above	1	<1%

\*Responses from eight centers were not available on these items

Five percent of the assistant teachers in child care centers have less than a high school diploma, 34 percent have a high school diploma or equivalent, 61 percent have at least some college credits, 14 percent have an associate's degree or above, and seven percent have a bachelor's degree or above



## Training

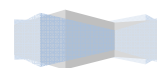
**Table 20. Family Child Care Providers with a Child Development Associate (CDA) Credential**

	Number of All Family Child Care Providers	Percent of All Family Child Care Providers (n=492)	Number of Registered Family Child Care Providers	Percent of Registered Family Child Care Providers (n = 371)	Number of Unregistered Family Child Care Providers	Percent of Unregistered Family Child Care Providers (n = 121)
No	442	90%	330	89%	112	93%
Yes	50	10%	41	11%	9	7%

\*Two returned surveys for which for it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on whether the family child care provider has a CDA credential, responses were available for a total of 492 respondents

A Child Development Associate (CDA) Credential is the credential an individual earns after having successfully completed the CDA process and an assessment by the Council for Professional Recognition, in Washington, D.C. The CDA Credential, a recognized part of the child care licensing/registration requirements in Iowa and across the country, is a way to earn points on Iowa's Quality Rating System, and is a part of the process of achieving accreditation standards. CDA Credentials have been awarded in the United States since 1971, and over 200,000 credentials have been granted. Some CDA candidates have associate or bachelor's degrees in a field other than early childhood education and are looking for an early childhood credential to meet some position or regulation requirement. Others use the CDA process as an avenue to experience college, without the requirement of committing to a full degree program. Some are required to earn their CDA Credential because of the standards set by their employer. The CDA Credential may be used to raise the level of professionalism for registration, licensing, Iowa's Quality Rating System, the Quality Preschool Program Standards, Head Start Standards, and National Association for the Education of Young Children accreditation. The recipient of a Child Development Associate Credential is able to meet the specific needs of children and works with parents and other adults to nurture children's physical, social, emotional, and intellectual growth in a child development framework.

CDA Credentials were relatively rare; 10 percent of responding family child care providers indicated that they had a CDA credential. The incidence of CDA credentials is somewhat higher among registered (11%) than among unregistered (7%) family child care providers.

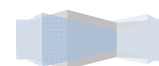


**Table 21. Barriers to Receiving Training and Reasons for Not Attending Training, for Family Home Providers and Center Directors**

	Percent of Family Home Providers			Percent of Center Directors*
	Overall*	Registered*	Unregistered*	
<b>Barriers to Receiving Training</b>				
No substitute was available	25%	24%	26%	28%
Inconvenient time	50%	53%	40%	46%
Distance/location	44%	48%	33%	44%
Cost	31%	30%	31%	46%
Other	4%	3%	8%	N/A
<b>Reasons for Not Attending Training</b>				
Training does not increase earnings	40%	40%	42%	32%
Training does not advance my career	26%	26%	29%	23%
Poor quality of training or trainer	9%	11%	3%	10%
Available topics not relevant	24%	28%	10%	25%
Difficulty locating appropriate training	33%	39%	11%	26%
Other	5%	4%	10%	10%

\* Overall 446 responses were available for the items “No substitute was available” through “Cost,” for family child care providers, 343 responses were available for registered child care providers, and 103 were available for unregistered child care providers; for the items “Training does not increase earnings” through “Other,” for family child care providers, 421 responses were available overall, 322 responses were available for registered family child care providers, and 99 were available for unregistered family child care providers; responses were available from 69 centers.

Compared to center directors, family child care providers were less likely to see cost as a barrier to receiving training and more likely to feel that training does not increase earnings and that it was difficult to locate appropriate training. Compared to unregistered family child care providers, registered family child care providers were more likely to see inconvenient time and distance/location as barriers to receiving training, and to see poor quality of training or trainer, available topics not relevant, and difficulty locating appropriate training as reasons for not attending training.

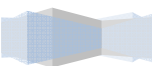


**Table 22. Number of Child Care Center Directors Who Have Received a Child Development Associate (CDA) Credential**

	<b>Number of Directors (n=70*)</b>	<b>Percent of All Directors</b>
No	58	83%
Yes	12	17%

\*\*Responses for three directors was missing.

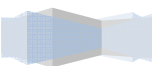
Nearly one-fifth (17%) of directors reported they had received a Child Development Associate (CDA) credential.



**Table 23. Number of Child Care Centers Staff Who Have a Child Development Associate (CDA) Credential**

	<b>Number of Teachers (n=403)</b>	<b>Percent of Teachers</b>	<b>Number of Assistant Teachers (n=579)</b>	<b>Percent of Assistant Teachers</b>
Yes	26	6%	17	3%
No	377	94%	562	97%

Child Development Associate (CDA) credentials were quite rare for teachers and assistant teachers. Twenty-six (6%) teachers and 17 (3%) assistant teachers were reported to have CDA credentials.

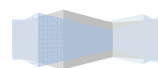


**Table 24. Quality Rating System Rates for Child Care Centers and Registered Family Child Care Providers**

	Number of Centers	Percent of Total (n=22)	Number of Registered Family Child Care Providers	Percent of Total (n = 94)
0	0	0%	0	0%
1	0	0%	18	19%
2	4	18%	39	41%
3	14	64%	20	21%
4	3	14%	10	11%
5	1	5%	7	7%
Total	22		94	
Other	8		0	
Does not participate in QRS	43		296	

Iowa's Quality Rating System (QRS) IS a voluntary child care rating system for child development homes, licensed child care centers and preschools, and child care programs that are operated by school districts. The QRS was developed to raise the quality of child care in Iowa, increase the number of children in high-quality child care settings, AND educate parents about quality in child care. There are five levels in the QRS, with five being the maximum score. For more information see <http://www.dhs.state.ia.us/iqrs/>.

Most reporting centers (64%) were rated at three on a scale of five. Registered family child care providers were most likely (41%) to be scored at two.

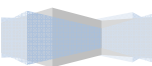


**Table 25. Percentage of Child Care Center Directors Who Feel That Child Care-Related Training Has Had a Positive Effect on the Quality of Care Being Provided by Staff**

	<b>Number of Directors (n=70*)</b>	<b>Percent of Directors</b>
No	6	9%
Yes	64	91%

\*\*Responses for three directors were missing.

Almost all (91%) responding child care center directors reported that they felt child care-related training has had a positive effect on the quality of care being provided by their center staff.



**Table 26. Number of Child Care Center Directors Who Have Completed 10 or More Hours of In-Service or Professional Development in the Last 12 Months**

	<b>Number of Directors (n=70*)</b>	<b>Percent of Directors</b>
No	4	6%
Yes	66	94%

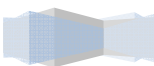
\*\*Responses for three directors were missing.

Most (94%) of child care center directors reported that they have completed 10 or more hours of in-service or professional development in the last 12 months.

**Table 25. Number of Child Care Center Teachers and Assistant Teachers Who Have Completed 10 or More Hours of In-Service or Professional Development in the Last 12 Months**

	<b>Number of Teachers (n=403)</b>	<b>Percent of Teachers</b>	<b>Number of Assistant Teachers (n=579)</b>	<b>Percent of Assistant Teachers</b>
No	110	27%	168	29%
Yes	293	73%	411	71%

Most teachers (73%) and assistant teachers (71%) were reported by their center directors to have completed 10 or more hours of in-service professional development in the last 12 months.



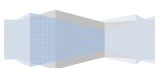
**Table 28. Number of Hours of In-Service or Professional Development Completed by Family Child Care Providers in the Past 12 Months**

	Number of All Family Child Care Providers	Percent of All Family Child Care Providers (n=449)	Number of Registered Family Child Care Providers	Percent of Registered Family Child Care Providers (n = 358)	Number of Unregistered Family Child Care Providers	Percent of Unregistered Family Child Care Providers (n = 91)
0	75	17%	23	6%	52	57%
1-11	97	22%	66	18%	31	34%
12 or more	277	62%	269	75%	8	9%

\*Two returned surveys for which for which it was not possible to determine whether the respondent was registered or unregistered are not included in this analysis; due to missing data on number of hours of in-service or professional development completed, responses were available for a total of 449 respondents (two extreme values of “1920” and “2800” were re-coded as missing)

Nearly two-thirds (62%) of all responding family child care providers reported completing 12 or more hours of in-service or professional development within the past 12 months. Relatively few reported completing zero hours (17%) or 1-11 hours of in-service of professional development within the past 12 months. There is a strong and very sharp difference between registered and unregistered family child care providers; registered family child care providers (75%) were much more likely than unregistered family child care providers (9%) to report having completed 12 or more hours, whereas completing zero hours of in-service or professional development was much more likely for unregistered (57%) than for registered (17%) family child care providers.

For all respondents, the mean is 18 hours, the median is 12 hours, the mode is 0 hours, the range is from 0 to 630 hours, and the standard deviation is 38. For registered family child care respondents, the mean is 20 hours, the median is 15 hours, the mode is 12 hours, the range is from 0 to 176 hours, and the standard deviation is 18 hours. In contrast, for unregistered respondents, the mean is 14 hours, the median is 0 hours, the mode is 0 hours, the range is from 0 to 630 hours, and the standard deviation is 78 hours.

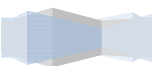


## Income and Benefits

**Table 29. Median Annual Income for Child Care Personnel**

Child care center assistant teachers	\$17,680
Child care center teachers	\$20,720
Family child care providers (n=470)	\$19,760
Registered (n=361)	\$22,356
Unregistered (n=109)	\$7,800

Median incomes are lowest for unregistered family child care providers (\$7,800), followed by child care center assistant teachers (\$17,680), child care center teachers (\$20,720), and registered family child care providers (\$22,356). All family child care providers, combining registered and unregistered, have median annual income of \$19,760. Expenses associated with maintaining the family child care activity account were a substantial portion (median of \$3,100; \$4,500 registered, \$1,200 unregistered) of family child care providers' annual incomes.



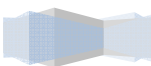
**Table 30. Wage Comparisons**

<b>Occupation Title</b>	<b>Median Hourly Wage</b>
Education administrators, preschool and child care center/program	\$15.31
Education administrators, elementary and secondary school	*\$37.22
Preschool teachers, except special education	\$10.24
Kindergarten teachers, except special education	*\$18.75
Elementary school teachers, except special education	*\$18.60
Middle school teachers, except special and vocational education	*\$19.13
Secondary school teachers, except special and vocational education	*\$18.67
Vocational education teachers, secondary school	*\$19.61
Special education teachers, preschool, kindergarten, and elementary school	*\$19.86
Special education teachers, middle school	*\$20.52
Special education teachers, secondary school	*\$20.20
Adult literacy, remedial education, and GED teachers and instructors	\$15.96
Self-enrichment education teachers	\$17.84
Teacher assistants	*\$9.54
Home health aids	\$10.35
Nursing aides, orderlies, and attendants	\$11.37
Crossing guards	\$12.76
Cooks, fast food	\$7.77
Dishwashers	\$7.96
Janitors and cleaners, except maids and housekeeping cleaners	\$10.35
Nonfarm animal caretakers	\$8.78
Cashiers	\$7.82
Retail salespersons	\$9.15
File clerks	\$9.67
Bus drivers, school	\$14.01
Parking lot attendants	\$9.93
<b>Child care center teacher</b>	<b>\$9.96</b>
<b>Child care center assistant teacher</b>	<b>\$8.50</b>
<b>All family child care provider</b>	<b>\$9.50</b>
<b>Registered family child care providers</b>	<b>\$10.75</b>
<b>Unregistered family child care providers</b>	<b>\$3.75</b>

Source: The figures in bold were calculated from the present study. Other information was taken from the May, 2008 OES Wage Survey, available from Iowa Workforce Development.

\*The occupation reported an annual mean wage. An approximate mean hourly wage was created to make the occupations comparable. The mean hourly wage was calculated by dividing the mean annual wage by 2080 hours.

Child care providers' median hourly wages compare poorly with many other occupations, and are particularly low with respect to wage rates for occupations in school settings who share the responsibility of caring for our children.

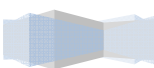


**Table 31. Family Child Care Provider Benefits**

	Percent of family child care providers		
	Overall	Registered	Unregistered
Sick days (you)	17%	18%	13%
Vacation days (you)	28%	32%	13%
Health insurance(you)	33%	31%	37%
Dental insurance(you)	24%	23%	27%
Retirement plan (you)	16%	14%	21%
Private life insurance (you)	37%	39%	31%
Sick days (spouse or partner)	56%	60%	43%
Vacation days (spouse or partner)	69%	72%	57%
Health insurance (spouse or partner)	77%	80%	68%
Dental insurance (spouse or partner)	60%	62%	51%
Retirement plan (spouse or partner)	66%	69%	58%
Private life insurance (spouse or partner)	63%	66%	54%

In no case (sick days, vacation days, health insurance, dental insurance, retirement plan, and private life insurance) did anywhere close to a majority of family child care providers have access to those benefits through their own employment. Only 13% of unregistered family child care providers benefited from sick days and vacation days.

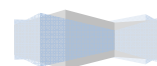
In general, family child care providers' benefits are much more likely to accrue through their spouse or partner than through their employment. Provision of every category of benefits through a spouse or partner was more likely for registered than unregistered family child care providers. Registered family child care providers were more likely than unregistered family child care providers to have the benefits for themselves of sick days, vacation days, and private life insurance; in contrast, unregistered family child care providers were more likely to have the benefits for themselves of health insurance, dental insurance, and a retirement plan.



**Table 32. Who Pays for Family Child Care Providers Benefits**

	Percent of family child care providers		
	Overall	Registered	Unregistered
<b>Health Insurance (n=491 overall, n=371 registered, n=120 unregistered)</b>			
Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part	41%	43%	36%
Personal policy (paid by you, your spouse, or partner)	17%	18%	15%
Government provided/subsidized (examples: hawk-i, Medicaid, Medicare)	15%	12%	23%
Policy offered, no employer contribution	3%	3%	3%
No health insurance coverage	22%	22%	22%
Other	2%	2%	3%
<b>Dental Insurance (n=490 overall, n=370 registered, n=120 unregistered)</b>			
Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part	33%	34%	30%
Personal policy (paid by you, your spouse, or partner)	8%	8%	7%
Government provided/subsidized (examples: Medicaid, Medicare)	11%	10%	12%
Policy offered, no employer contribution	4%	4%	3%
No dental insurance coverage	44%	44%	47%
Other	1%	1%	2%
<b>Life Insurance (n=485 overall, n=366 registered, n=119 unregistered)</b>			
Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part	13%	12%	14%
Personal policy (paid by you, your spouse, or partner)	47%	51%	35%
Policy offered, no employer contribution	2%	2%	2%
No life insurance coverage	36%	33%	48%
Other	1%	2%	1%

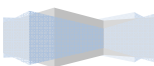
When they are available at all, health and dental insurance benefits for family child care providers are provided primarily through policies funded through combined employer and employee (or spouse of partner) contributions. Life insurance is provided primarily through a personal policy paid by the family child care provider or by the spouse or partner. It is essential to note that dental insurance coverage is unavailable to 44 percent of family child care providers (47% of those unregistered), no life insurance coverage to 36 percent (48% of those unregistered), and no health insurance to 22 percent.



**Table 33. Retirement Savings for Family Child Care Providers**

	Percent of family child care providers		
	Overall	Registered	Unregistered
<b>Contributed to Social Security in the last 12 months (n=343 overall, n=265 registered, n=78 unregistered)</b>			
No	21%	21%	21%
Yes	79%	79%	79%
<b>Contributed to personal retirement savings/plan in the last 12 months (n=309 overall, n=234 registered, n=75 unregistered)</b>			
No	67%	62%	80%
Yes	33%	38%	20%

In the last 12 months, 79 percent of family child care providers have contributed to Social Security and 33 percent have contributed to a personal retirement plan.

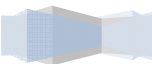


**Table 34. Child Care Center Program Staff Benefits**

	<b>Directors</b>	<b>Teachers</b>	<b>Assistant Teachers</b>
<b>Sick Days</b>	70%	67%	46%
<b>Vacation Days</b>	76%	81%	51%
<b>Retirement Plan</b>	53%	46%	33%
<b>Health Insurance for Employee Only</b>			
Policy offered, employer pays in full	16%	7%	4%
Policy offered, employer contributes partial payment	29%	40%	24%
Policy offered, no employer contribution	4%	7%	4%
No health insurance coverage	46%	40%	66%
Other	4%	5%	1%
<b>Dental Insurance</b>			
Employer pays in full	11%	9%	9%
Policy offered, employer contributes partial payment	11%	18%	7%
Policy offered, no employer contribution	16%	18%	12%
No dental insurance coverage	61%	54%	72%
Other	0%	2%	0%

Among child care center program staff, most directors have the benefits of sick days (70%), vacation days (76%), and a retirement plan (although only 53%). Most teachers benefit from sick days (67%) and vacation days (81%), but are much less likely (46%) to have access to a retirement plan through their center employment. Assistant teachers are much less likely to have any of these benefits (46% for sick days, 51% for vacation days, and just 33 percent for retirement plan).

Dental insurance coverage is rare; no dental insurance coverage is provided to 61 percent of directors, 54 percent of teachers, and 72 percent of assistant teachers. Health insurance is unavailable to 46 percent of directors, 40 percent of teachers, and 66 percent of assistant teachers. When available, health insurance is most likely to be paid through joint employer/employee contributions. The pattern of payment for dental insurance is less clear, with a mix of strategies used.



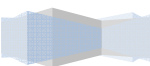
# Turnover

**Table 35. Reported Average Turnover Rate\* Among Child Care Center Staff**

	Type of Center		
	Overall (n=65)	For-profit (n=18)	Non-profit/publicly operated (n=47)
<b>Directors</b>	9%	8%	10%
<b>Teachers</b>	14%	14%	13%
<b>Assistant Teachers</b>	31%	35%	33%

\*Turnover rate was calculated as the ratio of the reported number of new employees (separately for directors, teachers, and assistant teachers) hired for the 2008 calendar year ending December 31, 2008 divided by the reported number of employees (separately for directors, teachers, and assistant teachers) on or around January 1, 2008.

The average turnover rate across all programs is nine percent for directors, 14 percent for teachers, and 31 percent for assistant teachers. Turnover rates in for-profit programs were 8 percent for directors, 14 percent for teachers, and 35 percent for assistant teachers. Turnover rates in non-profit programs were 10 percent for directors, 13 percent for teachers, and 33 percent for assistant teachers.

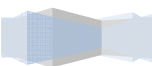


**Table 36. Turnover for Family Child Care Providers**

	Percent of family child care providers		
	Overall	Registered	Unregistered
<b>I plan to remain in business as a family child care provider for a period of: (n=482 overall, n=367 registered, n=115 unregistered)</b>			
1 to 3 years	14%	13%	20%
3 to 5 years	12%	14%	9%
5 years or more	34%	40%	18%
Not sure	39%	34%	53%

Of all family child care providers, 39 percent do not know how long they will remain in business (34% registered, 53% unregistered), 14 percent plan to continue in business 1 to 3 years (13% registered, 20% unregistered), 12 percent plan to continue in business 3 to 5 years (14% registered, 9% unregistered), and 34 percent plan to continue in business 5 years or more (40% registered, 18% unregistered).

It is not possible to accurately track turnover of family child care providers in Iowa because individuals who are providing care for fewer than six children are not required to be registered, licensed, or otherwise identified. Providers may choose to register or to volunteer information through Child Care Resources & Referral, but information on all providers is not collected.

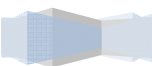


**Table 37. Approximate Average Child Care Center Employee Turnover, by Headcount, in a Calendar Year**

Turnover	Number of Centers	Percent of Centers (n=67*)
0	29	43%
1-2	19	28%
3-5	6	9%
6-10	11	16%
>10	2	3%

\*Responses from six centers were not available on this item

The most common response (43%) from responding child care centers was that an average of zero employee positions, measured by headcount, turned over in a calendar year. The next-most frequent response (28%) was that 1-2 employees turned over on average; the least common responses were 3-5 employees (9%) and greater than 10 employees (3%).

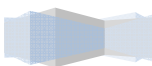


**Table 38. Number of Child Care Center Directors on or Around January 1, 2008, December 31, 2008, and Hired for the 2008 Calendar Year Ending December 31, 2008**

Directors on or around January 1, 2008 (n=67)			Directors on or around December 31, 2008 (n=67)			Directors hired for the 2008 calendar year ending December 31, 2008 (n=67)		
Number	Frequency	%	Number	Frequency	%	Number	Frequency	%
0	4	6%	0	4	6%	0	60	90%
1	48	72%	1	49	73%	1	7	10%
2	14	21%	2	13	19%	2	0	0%
3	1	1%	3	1	1%	3	0	0%

\* Responses from six centers were not available on this item

Most (72%) centers reported they employed one director on or around January 1, 2008 and (73%) that they employed one director on or around December 31, 2008. Nearly all (90%) centers reported hiring zero directors for the 2008 calendar year ending December 31, 2008.

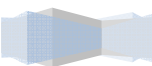


**Table 39. Number of Child Care Center Teachers on or Around January 1, 2008, December 31, 2008, and Hired for the 2008 Calendar Year Ending December 31, 2008**

Teachers on or around January 1, 2008 (n=67)			Teachers on or around December 31, 2008 (n=67)			Teachers hired for the 2008 calendar year ending December 31, 2008 (n=67)		
Number	Frequency	%	Number	Frequency	%	Number	Frequency	%
0	15	22%	0	12	18%	0	42	63%
1-5	30	45%	1-5	33	49%	1-5	25	37%
6-10	12	18%	6-10	12	18%	6-10	0	0%
>10	10	15%	>10	10	15%	>10	0	0%

\* Responses from six centers were not available on this item

The most common response from child care centers was that 1-5 teachers were employed on or around January 1, 2008 and that 1-5 teachers were employed on or around December 31, 2008. The most common (63%) number of teachers hired for the 2008 calendar year ending December 31, 2008 was zero.

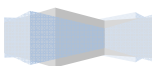


**Table 40. Number of Child Care Center Assistant Teachers on or Around January 1, 2008, December 31, 2008, and Hired for the 2008 Calendar Year Ending December 31, 2008**

Assistant teachers on or around January 1, 2008 (n=67)			Assistant teachers on or around December 31, 2008 (n=67)			Assistant teachers hired for the 2008 calendar year ending December 31, 2008 (n=67)		
Number	Frequency	%	Number	Frequency	%	Number	Frequency	%
0	9	13%	0	6	9%	0	28	42%
1-5	30	45%	1-5	29	43%	1-5	29	43%
6-10	12	18%	6-10	13	19%	6-10	8	12%
>10	16	24%	>10	19	28%	>10	2	3%

\* Responses from six centers were not available on this item

Among responding child care centers, the most common response was that 1-5 assistant teachers were employed on or around January 1, 2008 and that 1-5 assistant teachers were employed on or around December 31, 2008. The most common responses regarding the number of assistant teachers hired for the 2008 calendar year ending December 31, 2008 were zero (42%) and 1-5 (43%).

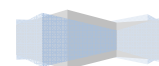


## Funding

**Table 41. Center Program Funding Sources**

	Type of Center		
	Overall (n=70)	For-profit (n=22)	Non-profit/publicly operated (n=48)
<b>Parent/guardian fees (excluding vouchers provided through public funding)</b>			
Mean %	62%	78%	54%
Less than 50%	30%	14%	38%
50% or more	70%	86%	62%
<b>Parent/guardian's employer</b>			
Mean %	<1%	0%	<1%
Less than 50%	100%	100%	100%
50% or more	0%	0%	0%
<b>Public subsidies (state, federal, or local dollars, including vouchers)</b>			
Mean %	17%	6%	22%
Less than 50%	88%	100%	83%
50% or more	12%	0%	17%
<b>Corporate subsidies</b>			
Mean %	<1%	0%	<1%
Less than 50%	100%	100%	100%
50% or more	0%	0%	0%
<b>Grants</b>			
Mean %	7%	4%	9%
Less than 50%	94%	96%	94%
50% or more	6%	4%	6%
<b>Other</b>			
Mean %	3%	3%	3%
Less than 50%	99%	96%	100%
50% or more	1%	4%	0%

Most center directors (70%) report that 50-100 percent of funding comes from parent fees. The mean percentage of reliance on parent fees for all reporting centers is 62 percent, but is substantially higher (78%) for for-profit centers than for non-profits (54%). Most directors (88%) report that less than 50 percent of funding comes from public subsidies, although the mean percentage is higher for nonprofit (22%) than for for-profit centers (6%). Grants income provides a negligible source of income, but is relied on somewhat more by nonprofit (6%) than for-profit (4%) centers. Payments from parents' employers and corporate funding are essentially nonexistent. Non-profit programs tend to receive a higher percentage of funding from public subsidies (22%) and lower percentage from parent fees (54%), compared to for-profit programs (6% from public subsidies and 78% from parent fees).



**Table 42. Family Child Care Funding Sources**

	Family Child Care Providers		
	Overall (n=482)	Registered (n=369)	Unregistered (n=113)
<b>Parent/guardian fees (excluding vouchers provided through public funding)</b>			
Yes	79%	87%	52%
No	21%	13%	48%
<b>Public subsidies (state, federal, or local dollars, including vouchers)</b>			
Yes	58%	56%	64%
No	42%	44%	36%
<b>Parent's/guardian's employer</b>			
Yes	5%	5%	4%
No	95%	95%	96%
<b>Grants</b>			
Yes	13%	16%	4%
No	87%	84%	96%
<b>Other</b>			
Yes	2%	2%	2%
No	98%	98%	98%

Among family child care providers, 79 percent receive funding from parent/guardian fees (87% of registered, 52% of unregistered). A majority (58%) receive some public subsidies (56% of registered, 64% unregistered). Very few (5%) receive funds from the parent's/guardian's employer (5% registered, 4% unregistered). Funding from grants is reported by 13 percent to care for special types of children (16% registered, 4% unregistered). Other incentives to provide care are reported by just two percent of both registered and unregistered family care providers.



## Findings and Conclusions

The results of this study echo the recommendations of the 2006 CD-DIAL report, which argued for:

- increasing the number and size of financial incentives for the ECE workforce,
- making health insurance and retirement planning available to the ECE workforce,
- expanding the availability of business practices training for center program administrators and develop similar training and technical support for family child care practitioners, and
- creating public awareness that early care and education is a highly respected and important profession.

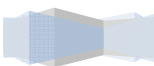
As that report noted, lack of health and retirement benefits, low wages, few paid professional development options, limited business and marketing training opportunities, and a perceived lack of respect for early child care and education professionals may be muting Iowa's economic development efforts.

In addition, the results of the present study lead to the following further recommendations:

- work to expand the child care labor force by more active recruitment of growing segments of Iowa 's population and by partnerships with two-year and four-year academic institutions
- provide regular follow-up studies of Iowa's child care workforce, perhaps targeted to achieve better understanding of how educational attainment and training can be facilitated to enhance incomes, benefits, and retention.

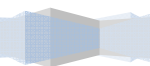
The data analysis supports the conclusions that both center-based and home-based workers who care for Iowa's children report generally low levels of education, inadequate training and the presence of significant barriers to achieving that training, low incomes that frequently trail well behind others in the education community, lack of benefits, high turnover rates, and inadequate and unstable sources of funding that require child care workers to supplement their gross incomes from other sources and require them to use their own limited personal funds to sustain their child care activities.

Sustainable and effective child care in Iowa requires the commitment of adequate public and private resources to invest in Iowa's future that is embodied in its children.



## About This Study

This study was conducted through collaboration between Iowa Workforce Development, the Iowa Department of Education, and the Iowa State University Department of Statistics.



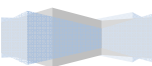
## References:

U.S. Census Bureau. 2006-2008 American Community Survey.

<[Iowa State University, University Extension. \(2006, January 30\). \*Benefits, Rewards, & Support: Incentives to Build Quality and Increase Retention in the Iowa Child Care Workforce\*. Online at: <http://www.extension.iastate.edu/NR/rdonlyres/6E5047BA-5630-4155-9508-8B1796034BC5/81394/CCRetention.pdf> \(last accessed 12/20/09\).](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US19&-qr_name=ACS_2008_3YR_G00_DP3YR3&-context=adp&-ds_name=&-tree_id=3308&-_lang=en&-redoLog=false&-format=></a></p></div><div data-bbox=)

Larson, K., Artz, G., Hegland, S., Kuku, Y., & Otto, D. (2005). Parents, child care & work: The economic role of child care in Iowa. Iowa State University Extension, Ames, IA. Executive summary online at [http://www.google.com/url?sa=t&source=web&ct=res&cd=2&ved=0CA4QFjAB&url=http%3A%2F%2Fwww.empowerment.state.ia.us%2Ffiles%2Fpolicies\\_reports%2Fexecutive\\_summary.pdf&ei=Fq8uS9q2L4zgnAfctfn4CA&usg=AFQjCNEEUGv8\\_gWeMDD0BRMaNAfduqp7iw&sig2=Yv0\\_vdBTWZ3PA4msWKKzZg](http://www.google.com/url?sa=t&source=web&ct=res&cd=2&ved=0CA4QFjAB&url=http%3A%2F%2Fwww.empowerment.state.ia.us%2Ffiles%2Fpolicies_reports%2Fexecutive_summary.pdf&ei=Fq8uS9q2L4zgnAfctfn4CA&usg=AFQjCNEEUGv8_gWeMDD0BRMaNAfduqp7iw&sig2=Yv0_vdBTWZ3PA4msWKKzZg)

Levy, P.S., & Lemeshow, S. (2008). *Sampling of populations: methods and applications* (4<sup>th</sup> ed.). New York: Wiley.



## Appendix A

### Survey Cover Letters and Instruments

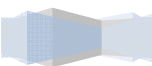
Cover letter for Child Care Provider Wage Study—Child Care Centers

Child Care Provider Wage Study—Child Care Centers

Cover letter for Child Care Provider Wage Study—Home (**Family**) Child Care Providers

Child Care Provider Wage Study—Home (**Family**) Child Care Providers

Reminder Postcard



# CHILD CARE CENTER COVER LETTER

Chester J. Culver, Governor  
Patty Judge, Lt. Governor  
Elisabeth Buck, Director



Dear Child Care Director,

You have been contacted by Iowa Workforce Development and Iowa Department of Human Services to participate in an anonymous survey about Iowa's child care workforce. You have been randomly selected as a participant because you are the Director of a child care center. The survey results will be compiled and shared with departments within Iowa state government and relevant groups.

All answers we receive are confidential. No information from an individual center will be reported and none of the answers you provide could result in disciplinary action.

We ask that the child care center director read this letter and complete the survey. If you are completing the information on behalf of the director, please indicate your title at the top of the enclosed survey. We are seeking responses only for staff who are directors, teachers, and assistant teachers.

Your participation is voluntary; however, we value your information and encourage you to be a member of the study.

## **PURPOSE OF SURVEY:**

- The purpose of this survey is to help us understand the role of the child care providers and the compensation received.
- The total number of participants is expected to be 2,000.

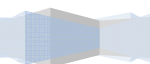
## **DESCRIPTION OF SURVEY PARTICIPATION:**

- This survey is expected to take approximately 15-20 minutes to complete.
- We ask that you do the following things:
  - Please answer the enclosed questions as they apply to your child care center. This will usually require you to place an "x" in front of the appropriate response.
  - Please return the completed survey in the enclosed postage-paid envelope by ***November 20, 2009.***

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Equal Opportunity Employer/Program  
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For deaf and hard of hearing, use Relay 711.

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- If we do not receive your completed survey by **November 20, 2009**, you will receive a postcard reminder and a follow-up phone call.
- Your participation is voluntary. If you choose not to participate, it will not affect your current or future relations with Iowa Workforce Development or Iowa Department of Human Services.

**BENEFITS OF PARTICIPATION IN THIS SURVEY:**

1. The benefits of participation are that we receive information directly from the child care providers. It is important that you are represented.
2. We can use the information received as a platform to inform and create a public awareness of the child care profession.

**CONFIDENTIALITY AND PRIVACY OF DATA:**

- This survey is anonymous and responses to this study will be kept confidential to the extent allowed by law.
- Access to the records will be limited to the researchers; and reports we publish will not contain any information that will make it possible to identify a participant.
- Results of the findings will be published in a report and subsequent publications by Iowa State University in collaboration with Iowa Workforce Development and Iowa Department of Human Services.

**CONTACTS AND QUESTIONS:**

- If you have any questions you may contact: Mack Shelley, University Professor, Iowa State University, at (515)294-8346 or mshelley@iastate.edu.

Thank you for your participation.

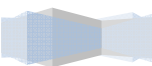
Sincerely,

*Jude E. Igbotawe, Ph.D.*

Division Administrator/Labor Market Information Director  
 Labor Market and Workforce Information Division  
 Iowa Workforce Development  
 1000 East Grand Avenue  
 Des Moines, IA 50319-0209

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# CHILD CARE CENTER SURVEY INSTRUMENT

## Child Care Provider Wage Study—Child Care Centers

We are asking that the following survey be completed by the child care center director. We are seeking responses only for staff who are directors, teachers, and assistant teachers. If you are completing the survey on behalf of the director please indicate your title below. Thank you.

My position is: (n=72)

71% Director      4% Teacher      <1% Assistant-teacher      25% Other

Please mark your answers below in the spaces provided.

1. My program is best described as (n=70)

31% For-profit      69% Non-profit      <1% Publicly operated      <1% Other

2. Approximately what percent of total funds received by your center came from the following?:

\_\_\_% Parent/guardian fees (excluding vouchers provided through public funding)  
(n=72, Mean=61.0, S.D.=38.8, Range=0-100)

\_\_\_% Parent/guardian's employer (n=72, Mean=0.2, S.D.=1.2, Range=0-10)

\_\_\_% Public subsidies (state, federal, or local dollars, including vouchers)  
(n=71, Mean=16.7, S.D.=27.3, Range=0-100)

\_\_\_% Corporate subsidies (n=72, Mean=0.1, S.D.=1.2, Range=0-10)

\_\_\_% Grants (n=71, Mean=7.3, S.D.=19.6, Range=0-100)

\_\_\_% Other (n=71, Mean=2.9, S.D.=8.1, Range=0-50)

3. Indicate the **number** of the following **employees** employed by your center:

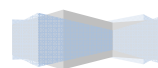
(n=86)      (n=403)      (n=579)  
Full-time:      84% Directors      72% Teachers      25% Assistant-teachers

Part-time:      16% Directors      28% Teachers      75% Assistant-teachers

4. Indicate the number of **males and females** employed by your center:

(n=80)      (n=366)      (n=582)  
Males:      94% Directors      2% Teachers      6% Assistant-teachers

Females:      6% Directors      98% Teachers      94% Assistant-teachers



**For all remaining questions, please include both full-time and part-time paid employees.**

5. Indicate the number of employees who are members of the following racial/ethnic group(s) (please select all that apply):

a. **Directors:** (n=92)

- 2% Black or African-American
- <1% Asian
- <1% Native Hawaiian/Pacific Islander
- 97% White
- 1% Hispanic or Latino
- <1% American Indian/Alaska Native
- <1% Other

b. **Teachers:** (n=370)

- 2% Black or African-American
- 1% Asian
- <1% Native Hawaiian/Pacific Islander
- 96% White
- 1% Hispanic or Latino
- <1% American Indian/Alaska Native
- <1% Other

c. **Assistant-teachers:** (N=575)

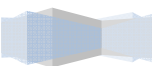
- 5% Black or African-American
- 1% Asian
- <1% Native Hawaiian/Pacific Islander
- 91% White
- 2% Hispanic or Latino
- <1% American Indian/Alaska Native
- <1% Other

6. a. What is the highest level of education completed by the **director**? (N=70)

- 10% High school diploma or equivalent
- 10% Some college, but without attaining a degree
- 14% Associate's degree
- 50% Bachelor's degree
- 16% Master's degree or above (e.g., Ph.D., J.D.)

b. Indicate the highest level of education completed by **teachers**. Provide a number for each of the appropriate categories. (N=326)

- <1% Less than high school diploma or equivalent
- 24% High school diploma or equivalent
- 21% Some college, but without attaining a degree
- 17% Associate's degree
- 34% Bachelor's degree
- 4% Master's degree or above (e.g., Ph.D., J.D.)



c. Indicate the highest level of education completed by **assistant teachers**. Provide a number for each of the appropriate categories. (N=572)

- 5% Less than high school diploma or equivalent
- 34% High school diploma or equivalent
- 47% Some college, but without attaining a degree
  - 7% Associate's degree
  - 7% Bachelor's degree
- <1% Master's degree or above (e.g., Ph.D., J.D.)

7. Does your organization participate in Iowa's Quality Rating System? (N=69)

52% No 48% Yes

8. Has the director received a Child Development Associate (CDA) credential? (n=70)

83% No 17% Yes

9. Indicate the number of staff who have a Child Development Associate (CDA) credential.

Teachers (n=370): 7% Assistant teachers (n=575): 3%

10. As the director, do you feel that child care-related training has had a positive effect on the quality of care being provided by staff? (n=70)

9% No 91% Yes

11. In the past 12 months, has the **director** completed 10 or more hours of in-service or professional development? (n=70)

6% No 94% Yes

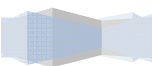
12. In the past 12 months, how many **teachers and assistant teachers** have completed 10 or more hours of in-service or professional development?

Teachers (n=370) 79%

Assistant teachers (n=575) 71%

13. Which of the following barriers to receiving training has the **director** encountered? (please select all that apply) (n=69)

- 28% No substitute was available
- 46% Inconvenient time
- 44% Distance/location
- 46% Cost
- 32% Training does not increase earnings
- 23% Training does not advance my career
- 10% Poor quality of training or trainer
- 25% Available topics not relevant
- 26% Difficulty locating appropriate training
- 10% Other



14. Which of the following barriers to receiving training have been encountered by your **teachers and/or assistant teachers**? (please select all that apply) (n=71)

- 44% No substitute was available
- 59% Inconvenient time
- 48% Distance/location
- 56% Cost
- 39% Training does not increase earnings
- 24% Training does not advance my career
- 10% Poor quality of training or trainer
- 27% Available topics not relevant
- 25% Difficulty locating appropriate training
- 10% Other

15. a. Which of the following benefits does the **director** receive from the child care center? (n=70)

- |               |        |         |
|---------------|--------|---------|
| Sick days     | 30% No | 70% Yes |
| Vacation days | 24% No | 76% Yes |

b. Which of the following benefits do your **teachers** receive from the child care center? (n=57)

- |               |        |         |
|---------------|--------|---------|
| Sick days     | 33% No | 67% Yes |
| Vacation days | 19% No | 81% Yes |

c. Which of the following benefits do your **assistant teachers** receive from the child care center? (n=67)

- |               |        |         |
|---------------|--------|---------|
| Sick days     | 54% No | 46% Yes |
| Vacation days | 49% No | 51% Yes |

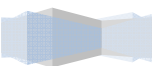
16. Which of the following best describes the **health** insurance benefits offered by the child care center? (n=69)

a. **For the director?** (please select the **one** response that is most accurate)

- 16% Policy offered; employer pays in full
- 29% Policy offered; employer contributes partial payment
- 4% Policy offered; no employer contribution
- 46% No health insurance coverage
- 4% Other

b. **Teachers?** (please select the **one** response that is most accurate) (n=57)

- 7% Policy offered; employer pays in full
- 40% Policy offered; employer contributes partial payment
- 7% Policy offered; no employer contribution
- 40% No health insurance coverage
- 5% Other



- c. **Assistant teachers?** (please select the **one** response that is most accurate)
- 4% Policy offered; employer pays in full
  - 24% Policy offered; employer contributes partial payment
  - 4% Policy offered; no employer contribution
  - 66% No health insurance coverage
  - 2% Other

17. Which of the following best describes the **dental** insurance benefit offered by the child care center? (n=70)

- a. **For the director?** (please select the **one** response that is most accurate)
- 11% Policy offered; employer pays in full
  - 11% Policy offered; employer contributes partial payment
  - 16% Policy offered; no employer contribution
  - 61% No dental insurance coverage
  - <1% Other

- b. **Teachers?** (please select the **one** response that is most accurate) (n=67)
- 9% Policy offered; employer pays in full
  - 18% Policy offered; employer contributes partial payment
  - 18% Policy offered; no employer contribution
  - 54% No dental insurance coverage
  - 2% Other

- c. **Assistant teachers?** (please select the **one** response that is most accurate) (n=67)
- 9% Policy offered; employer pays in full
  - 8% Policy offered; employer contributes partial payment
  - 12% Policy offered; no employer contribution
  - 72% No dental insurance coverage
  - <1% Other

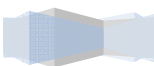
18. Does your child care center offer a retirement savings/plan for: (please check all that apply)?

53% Director (n=70)    46% Teachers (n=57)    33% Assistant Teachers (n=67)

19. Indicate the number of **teachers** whose pay falls into each wage range listed below. You may use **either** the hourly wage **or** weekly wage chart. Base your answer on the most recent year.

Hourly Wage (n=358)									
under \$7.50	\$7.50 - \$9.49	\$9.50 - \$11.99	\$12.00 - \$15.24	\$15.25 - \$19.24	\$19.25 - \$24.49	\$24.50 - \$30.99	\$31.00 - \$39.24	\$39.25 - \$49.74	\$49.75 and over
6%	39%	3%	17%	6%	2%	2%	2%	<1%	<1%

Weekly (n=33)									
under \$300	\$300 - \$379	\$380 - \$479	\$480 - \$609	\$610 - \$769	\$770 - \$979	\$980 - \$1,239	\$1,240 - \$1,569	\$1,570 - \$1,989	\$1,990 and over
18%	36%	39%	6%	<1%	<1%	<1%	<1%	<1%	<1%



20. Indicate the number of **assistant teachers** whose pay falls into each wage range listed below. You may use **either** the hourly wage **or** weekly wage chart. Base your answer on the most recent year.

Hourly Wage (n=581)									
under \$7.50	\$7.50 - 9.49	\$9.50 - \$11.99	\$12.00 - \$15.24	\$15.25 - \$19.24	\$19.25 - \$24.49	\$24.50 - \$30.99	\$31.00 - \$39.24	\$39.25 - \$49.74	\$49.75 and over
23%	59%	15%	2%	<1%	<1%	<1%	<1%	<1%	<1%

Weekly (n=16)									
under \$300	\$300 - \$379	\$380 - \$479	\$480 - \$609	\$610 - \$769	\$770 - \$979	\$980 - \$1,239	\$1,240 - \$1,569	\$1,570 - \$1,989	\$1,990 and over
100%	<1%	<1%	<1%	<1%	<1%	<1%	<1%	<1%	<1%

21. What is the approximate average employee turnover, measured by headcount, in a calendar year? Number: \_\_\_ (n=67) (Mean=2.5, S.D.=3.5, Range=0-12)

A. How many employees did you have on or around January 1, 2008? (n=67)

\_\_\_ Directors (Mean=1.2, S.D.=0.5, Range=0-3)

\_\_\_ Teachers (Mean=4.8, S.D.=5.1, Range=0-25)

\_\_\_ Assistant teachers (Mean=7.4, S.D.=8.8, Range=0-40)

B. How many employees did you have on or around December 31, 2008? (n=67)

\_\_\_ Directors (Mean=1.2, S.D.=0.5, Range=0-3)

\_\_\_ Teachers (Mean=5.0, S.D.=5.0, Range=0-25)

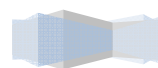
\_\_\_ Assistant teachers (Mean=8.1, S.D.=8.9, Range=0-40)

C. How many new employees did you hire for the 2008 calendar year ending December 31, 2008? (n=67)

\_\_\_ Directors (Mean=0.1, S.D.=0.3, Range=0-1)

\_\_\_ Teachers (Mean=0.7, S.D.=1.1, Range=0-5)

\_\_\_ Assistant teachers (Mean=2.5, S.D.=3.3, Range=0-14)



# FAMILY CHILD CARE PROVIDER COVER LETTER

Chester J. Culver, Governor  
Patty Judge, Lt. Governor  
Elisabeth Buck, Director



Dear Prospective Participant,

You have been contacted by Iowa Workforce Development and Iowa Department of Human Services to participate in an anonymous survey about Iowa's child care workforce. You have been randomly selected as a participant because of your offering of child care services in your home. The survey results will be compiled and shared with departments within Iowa state government and relevant groups.

All answers we receive are confidential. No individual information will be reported and none of the answers you provide could result in disciplinary action.

Please read this letter and complete the survey as it relates the child care you provide for others in your home. Your participation is voluntary; however, we value your information and encourage you to be a member of the study.

## **PURPOSE OF SURVEY:**

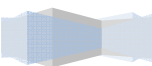
- The purpose of this survey is to help us understand the role of the child care providers and the compensation received.
- The total number of participants is expected to be 2,000.

## **DESCRIPTION OF SURVEY PARTICIPATION:**

- This survey is expected to take approximately 15-20 minutes to complete.
- We ask that you do the following things:
  - Please answer the enclosed questions as they apply to your child care services. This will usually require you to place an "x" in front of the appropriate response.
  - Please return the completed survey in the enclosed postage-paid envelope by *November 20, 2009*.

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Equal Opportunity Employer/Program  
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For deaf and hard of hearing, use Relay 711.



- If we do not receive your completed survey by **November 20, 2009**, you will receive a postcard reminder and a follow-up phone call.
- Your participation is voluntary. If you choose not to participate, it will not affect your current or future relations with Iowa Workforce Development or Iowa Department of Human Services.

**BENEFITS OF PARTICIPATION IN THIS SURVEY:**

3. The benefits of participation are that we receive information directly from the child care providers. It is important that you are represented.
4. We can use the information received as a platform to inform and create a public awareness of the child care profession.

**CONFIDENTIALITY AND PRIVACY OF DATA:**

- This survey is anonymous and responses to this study will be kept confidential to the extent allowed by law.
- Access to the records will be limited to the researchers; and reports we publish will not contain any information that will make it possible to identify a participant.
- Results of the findings will be published in a report and subsequent publications by Iowa State University in collaboration with Iowa Workforce Development and Iowa Department of Human Services.

**CONTACTS AND QUESTIONS:**

- If you have any questions you may contact: Mack Shelley, University Professor, Iowa State University, at (515)294-8346 or [mshelley@iastate.edu](mailto:mshelley@iastate.edu).

Thank you for your participation.

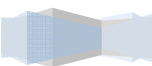
Sincerely,

*Jude E. Iyobokwe, Ph.D.*

Division Administrator/Labor Market Information Director  
 Labor Market and Workforce Information Division  
 Iowa Workforce Development  
 1000 East Grand Avenue  
 Des Moines, IA 50319-0209

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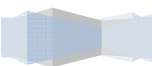


# FAMILY CHILD CARE PROVIDER SURVEY INSTRUMENT

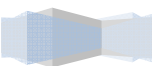
## Child Care Provider Wage Study—Home Child Care Providers

Please mark your answers below in the spaced provided.

1. Are you male or female? (n=529)  
    <1% Male           99% Female
  
2. What is your age?  
    <1% under 21  
    14% 21-30  
    28% 31-40  
    27% 41-50  
    23% 51-60  
    9% 61 or over
  
3. I consider myself as a member of the following racial/ethnic group(s) (Please select all that apply): (n=512)  
    7% Black or African-American  
    <1% Asian  
    <1% Native Hawaiian/Pacific Islander  
    90% White  
    3% Hispanic or Latino  
    2% American Indian/Alaska Native  
    <1% Other
  
4. What is your current marital status? (n=510)  
    10% Single  
    75% Married or living with partner  
    2% Separated  
    11% Divorced  
    3% Widowed
  
5. Which of the following best describes your current position or role as a child care provider? (n=521)  
    75% Registered home child care provider  
    25% Unregistered home child care provider
  
6. Do you have a computer in your home? (n=511)  
    11% No           89% Yes
  
7. Do you have access to the internet in your home? (n=508)  
    14% No           86% Yes



8. What is your highest level of educational attainment? (n=507)
- 5% Did not complete high school
  - 35% High school diploma or equivalent
  - 35% Some college, but without attaining a degree
  - 15% Associate's degree
  - 9% Bachelor's degree
  - 1% Master's degree or above (e.g., Ph.D., J.D.)
9. In the past 12 months, how many hours of in-service or professional development did you complete? (please round to the nearest whole number of hours) (n=451)
- \_\_\_ Hours (Mean=18.5, S.D.=38.4, Range=0-630)
10. Do you participate in Iowa's Quality Rating System? (n=495)
- 78% No 22% Yes
11. Do you have a Child Development Associate (CDA) credential? (n=494)
- 90% No 10% Yes
12. Have you encountered any of the following barriers to receiving training? (please select all that apply) (n=448)
- 25% No substitute was available
  - 50% Inconvenient time
  - 44% Distance/location
  - 31% Cost
  - 4% Other
13. Which, if any, of the following reasons for not attending training have you experienced? (please select all that apply) (n=423)
- 40% Training does not increase earnings
  - 27% Training does not advance my career
  - 9% Poor quality of training or trainer
  - 24% Available topics not relevant
  - 33% Difficulty locating appropriate training
  - 5% Other
14. Do you work a second job for pay? (n=504)
- 75% No 25% Yes
15. Is there another adult in the household who contributes to the household income? (n=500)
- 26% No 74% Yes
16. Do you receive pay if:
- a. The child is ill and does not attend? (n=498)
    - 45% No 55% Yes
  - b. The child is on vacation? (n=488)
    - 63% No 37% Yes



17. Do you, or your spouse or partner, receive any of the following benefits from any source?

*Your benefits:*

Sick days (n=483)	83% No	17% Yes
Vacation days (n=487)	73% No	27% Yes
Health insurance (n=482)	68% No	32% Yes
Dental insurance (n=480)	76% No	24% Yes
Retirement plan (n=481)	84% No	16% Yes
Private life insurance (n=478)	63% No	37% Yes

*Spouse or partner benefits:*

Sick days (n=385)	44% No	56% Yes
Vacation days (n=389)	31% No	69% Yes
Health insurance (n=394)	23% No	77% Yes
Dental insurance (n=386)	40% No	60% Yes
Retirement plan (n=391)	34% No	66% Yes
Private life insurance (n=382)	37% No	63% Yes

18. Which of the following best describes your **health** insurance benefits? (please select the **one** response that is most accurate) (n=493)

- 41% Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part
- 17% Personal policy; (paid by you, your spouse, or partner)
- 15% Government provided/subsidized; (examples: hawk-i, Medicaid (Title 19), Medicare)
- 3% Policy offered; no employer contribution
- 22% No health insurance coverage
- 2% Other

19. Which of the following best describes your **dental** insurance benefits? (please select the **one** response that is most accurate) (n=492)

- 33% Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part
- 7% Personal policy; (paid by you, your spouse, or partner)
- 11% Government provided/subsidized; (examples: Medicaid (Title 19), Medicare, etc.)
- 4% Policy offered; no employer contribution
- 44% No dental insurance coverage
- 1% Other

20. Which of the following best describes your **life** insurance benefits? (please select the **one** response that is most accurate) (n=487)

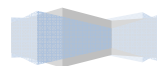
- 13% Policy offered; employer contributes part, employee part
- 47% Personal policy; (paid by you, your spouse, partner, etc.)
- 2% Policy offered; no employer contribution
- 36% No life insurance coverage
- 1% Other

21. Do you contribute to retirement savings/plan (please check all that apply)?

- 79% Contributed to Social Security in the last 12 months (n=344)
- 34% Contributed to personal retirement savings/plan in the last 12 months (n=310)

22. About how many hours per week do you provide care for children as part of your home child care business? (n=468)

\_\_\_ Hours (Mean=47.1, S.D.=20.0, Range=0-90)



23. About how many hours per week do you spend on business-related duties? (examples: record keeping, attendance, preparation/clean-up time, etc.) (n=470)  
 \_\_\_ Hours (Mean=12.9, S.D.=12.8, Range=0-90)

24. I plan to remain in business as a family child care provider for a period of: (n=483)  
 14% 1 to 3 years  
 12% 3 to 5 years  
 35% 5 years or more  
 39% Not sure

25. Which of the following funding sources applies to your family child care? (please select all that apply) (n=484)  
 78% Parent/guardian fees  
 58% Public subsidies (such as child care assistance)  
 5% Parent/guardian's employer  
 13% Grants  
 2% Other

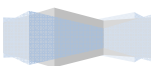
26. What is your **weekly or monthly** income from providing child care (include parent/guardian fees, subsidies, and miscellaneous fees collected)? Please use **only one** of the charts below to indicate your wage ranged based on the most recent year.

Weekly (n=278)									
under \$300	\$300 - \$379	\$380 - \$479	\$480 - \$609	\$610 - \$769	\$770 - \$979	\$980 - \$1,239	\$1,240 - \$1,569	\$1,570 - \$1,989	\$1,990 and over
29%	16%	16%	17%	8%	8%	4%	<1%	<1%	<1%

Or

Monthly (n=210)									
under \$1,300	\$1,300 - \$1,646	\$1,647 - \$2,079	\$2,080 - \$2,642	\$2,643 - \$3,336	\$3,337 - \$4,246	\$4,247 - \$5,372	\$5,373 - \$6,802	\$6,803 - \$8,622	\$8,623 and over
41%	16%	13%	9%	7%	11%	2%	<1%	<1%	<1%

27. What is the approximate dollar value of unreimbursed expenses to provide child care annually or in the last 12 months? (examples: food, toys, utilities, supplies, etc.)  
 \$ \_\_\_\_\_ (Mean=\$6,143.3, S.D.=\$7,900.6, Range=\$0-\$57,360)



## REMINDER POSTCARD

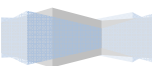
Thank you for participating in the Child Care Provider Wage Study survey.  
Your opinions and information are important to the child care provider community.

If you already have returned your survey, many thanks for doing so.

If you have not returned your survey yet, we ask that you please do so within two days  
after receiving this postcard.

If you need another copy of the survey, you may contact us at 1-800-258-2221 or by  
email at: [iwd.lmi@iwd.iowa.gov](mailto:iwd.lmi@iwd.iowa.gov)

Thank you for your participation.

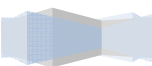


## Appendix B

### Codebooks

Codebook for Child Care Provider Wage Study—Child Care Centers

Codebook for Child Care Provider Wage Study—Family Child Care Providers



## Codebook for Child Care Provider Wage Study—Child Care Centers

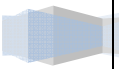
Item	Wording	Coding	Notes
ID			
0	My position is	1=Director 2=Teacher 3=Assistant Teacher 4=Other 999=Missing	
0N	(If Item0=4)	Open-ended 888=Not applicable	
1	My program is best described as	1=For-profit 2=Non-profit 3=Publicly operated 4=Other (please describe) 999=Missing	
1N	(If Item1=4)	Open-ended 888=Not applicable	
2	Approximately what percent of total funds received by your center came from the following?:		
2.1	% Parent/guardian fees (excluding vouchers provided through public funding)	Percentage Missing=999	
2.2	% Parent/guardian's employer	Percentage Missing=999	
2.3	% Public subsidies (state, federal, or local dollars, including vouchers)	Percentage Missing=999	
2.4	% Corporate subsidies	Percentage Missing=999	
2.5	% Grants	Percentage Missing=999	
2.6	% Other (please describe)	Percentage Missing=999	Check to see if %s sum to 100
2N	(If Item2.6 has a nonzero response)	Open-ended 888=Not applicable	
3	Indicate the number of the following employees employed by your center:	Number 999=Missing	
3F1FTD	Full-time Directors	Number 999=Missing	
3F2FTT	Full-time Teachers	Number 999=Missing	
3F3FTAT	Full-time Assistant Teachers	Number 999=Missing	
3P1PTD	Part-time Directors	Number 999=Missing	
3P2PTT	Part-time Teachers	Number 999=Missing	
3P3PTAT	Part-time Assistant Teachers	Number 999=Missing	
4	Indicate the number of males and females employed by your center:		
4M1D	Male Directors	Number 999=Missing	87
4M2T	Male Teachers	Number 999=Missing	
4M3AT	Male Assistant Teachers	Number	

		999=Missing	
4F1D	Female Directors	Number 999=Missing	
4F2T	Female Teachers	Number 999=Missing	
4F3AT	Female Assistant Teachers	Number 999=Missing	
	<b>For all remaining questions, please include both full-time and part-time paid employees.</b>		
5aD	Indicate the number of employees who are members of the following racial/ethnic group(s) (please select all that apply): a. Directors:		
5a1D	Black or African-American	Number 999=Missing	
5a2D	Asian	Number 999=Missing	
5a3D	Native Hawaiian/Pacific Islander	Number 999=Missing	
5a4D	White	Number 999=Missing	
5a5D	Hispanic or Latino	Number 999=Missing	
5a6D	American Indian/Alaska Native	Number 999=Missing	
5a7D	Other (please specify)	Number 999=Missing	
5aND	(If Item5a7 has a nonzero response)	Open-ended 888=Not applicable	
5bT	Indicate the number of employees who are members of the following racial/ethnic group(s) (please select all that apply): b. Teachers:		
5b1T	Black or African-American	Number 999=Missing	
5b2T	Asian	Number 999=Missing	
5b3T	Native Hawaiian/Pacific Islander	Number 999=Missing	
5b4T	White	Number 999=Missing	
5b5T	Hispanic or Latino	Number 999=Missing	
5b6T	American Indian/Alaska Native	Number 999=Missing	
5b7T	Other (please specify)	Number 999=Missing	
5bNT	(If Item5b7 has a nonzero response)	Open-ended 888=Not applicable	
5cAT	Indicate the number of employees who are members of the following racial/ethnic group(s) (please select all that apply): c. Assistant teachers:		
5c1AT	Black or African-American	Number 999=Missing	88
5c2AT	Asian	Number 999=Missing	
5c3AT	Native Hawaiian/Pacific Islander	Number	

		999=Missing	
5c4AT	White	Number 999=Missing	
5c5AT	Hispanic or Latino	Number 999=Missing	
5c6AT	American Indian/Alaska Native	Number 999=Missing	
5c7AT	Other (please specify)	Number 999=Missing	
5cNAT	(If Item5c7 has a nonzero response)	Open-ended 888=Not applicable	
6aD	a. What is the highest level of education completed by the director?	1=High school diploma or equivalent 2=Some college, but without attaining a degree 3=Associate's degree 4=Bachelor's degree 5=Master's degree or above (e.g., Ph.D., J.D.)	
6a2ND	(If Item6a=2) Number of years completed	Number	
6a3ND	(If Item6a=3) Major area of study	Open-ended 888=Not applicable	
6a4ND	(If Item6a=4) Major area of study	Open-ended 888=Not applicable	
6a5ND	(If Item6a=5) Major area of study	Open-ended 888=Not applicable	
6bT	b. Indicate the highest level of education completed by teachers. Provide a number for each of the appropriate categories.		
6b1T	Less than high school diploma or equivalent	Number 999=Missing x=checked without number	
6b2T	High school diploma or equivalent	Number 999=Missing x=checked without number	
6b3T	Some college, but without attaining a degree	Number 999=Missing x=checked without number	
6b3NT	(If Item6b3 has a nonzero response) Number of years completed	Open-ended 888=Not applicable	
6b4T	Associate's degree	Number 999=Missing x=checked without number	
6b4NT	(If Item6b4 has a nonzero response) Major area of study	Open-ended 888=Not applicable	
6b5T	Bachelor's degree	Number 999=Missing x=checked without number	
6b5NT	(If Item6b5 has a nonzero response) Major area of study	Open-ended 888=Not applicable	
6b6T	Master's degree or above (e.g., Ph.D., J.D.)	Number 999=Missing x=checked without number	89
6b6NT	(If Item6b6 has a nonzero response) Major area of study	Open-ended 888=Not applicable	
6cAT	c. Indicate the highest level of education completed by assistant		

	teachers. Provide a number for each of the appropriate categories.		
6c1AT	Less than high school diploma or equivalent	Number 999=Missing x=checked without number	
6c2AT	High school diploma or equivalent	Number 999=Missing x=checked without number	
6c3AT	Some college, but without attaining a degree	Number 999=Missing x=checked without number	
6c3NAT	(If Item6c3 has a nonzero response) Number of years completed	Open-ended 888=Not applicable	
6c4AT	Associate's degree	Number 999=Missing x=checked without number	
6c4NAT	(If Item6c4 has a nonzero response) Major area of study	Open-ended 888=Not applicable	
6c5AT	Bachelor's degree	Number 999=Missing x=checked without number	
6c5NAT	(If Item6cb has a nonzero response) Major area of study	Open-ended 888=Not applicable	
6c6AT	Master's degree or above (e.g., Ph.D., J.D.)	Number 999=Missing x=checked without number	
6c6NAT	(If Item6c6 has a nonzero response) Major area of study	Open-ended 888=Not applicable	
7	Does your organization participate in Iowa's Quality Rating System?	0=No 1=Yes 999=Missing	
7N	(If Item7=1, indicate level)	Open-ended 888=Not applicable	
8	Has the director received a Child Development Associate (CDA) credential?	0=No 1=Yes 999=Missing	
9	Indicate the number of staff who have a Child Development Associate (CDA) credential.		
9T	Teachers	Number 999=Missing	
9AT	Assistant teachers	Number 999=Missing	
10	As the director, do you feel that child care-related training has had a positive effect on the quality of care being provided by staff?	0=No 1=Yes 999=Missing	
11	In the past 12 months, has the director completed 10 or more hours of in-service or professional development?	0=No 1=Yes 999=Missing	
12	In the past 12 months, how many teachers and assistant teachers have completed 10 or more hours of in-service or professional development?		
12T	Teachers	Number 999=Missing	Record value <sup>90</sup> for "number"
12Tnone	Teachers	Number 999=Missing	Record value for "none"
12AT	Assistant Teachers	Number	Record value

		999=Missing	for "number"
12ATnone	Assistant Teachers	Number 999=Missing	Record value for "none"
13D	Which of the following barriers to receiving training has the director encountered? (please select all that apply)		
13.1D	No substitute was available	0=Not selected 1=Selected	
13.2D	Inconvenient time	0=Not selected 1=Selected	
13.3D	Distance/location	0=Not selected 1=Selected	
13.4D	Cost	0=Not selected 1=Selected	
13.5D	Training does not increase earnings	0=Not selected 1=Selected	
13.6D	Training does not advance my career	0=Not selected 1=Selected	
13.7D	Poor quality of training or trainer	0=Not selected 1=Selected	
13.8D	Available topics not relevant	0=Not selected 1=Selected	
13.9D	Difficulty locating appropriate training	0=Not selected 1=Selected	
13.10D	Other (please specify)	0=Not selected 1=Selected	
13.10ND	(If Item13.10=1)	Open-ended 888=Not applicable	
14TAT	Which of the following barriers to receiving training have been encountered by your teachers and/or assistant teachers? (please select all that apply)		
14.1TAT	No substitute was available	0=Not selected 1=Selected	
14.2TAT	Inconvenient time	0=Not selected 1=Selected	
14.3TAT	Distance/location	0=Not selected 1=Selected	
14.4TAT	Cost	0=Not selected 1=Selected	
14.5TAT	Training does not increase earnings	0=Not selected 1=Selected	
14.6TAT	Training does not advance my career	0=Not selected 1=Selected	
14.7TAT	Poor quality of training or trainer	0=Not selected 1=Selected	
14.8TAT	Available topics not relevant	0=Not selected 1=Selected	
14.9TAT	Difficulty locating appropriate training	0=Not selected 1=Selected	
14.10TAT	Other (please specify)	0=Not selected 1=Selected	
14.10NTAT	(If Item14.10=1)	Open-ended 888=Not applicable	91
15aD	a. Which of the following benefits does the director receive from the child care center?		
15asD	Sick days	0=No	

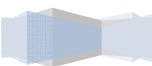
		1=Yes	
15avD	Vacation days	0=No 1=Yes	
15bT	b. Which of the following benefits do your teachers receive from the child care center?		
15bsT	Sick days	0=No 1=Yes	
15bvT	Vacation days	0=No 1=Yes	
15bAT	c. Which of the following benefits do your assistant teachers receive from the child care center?		
15csAT	Sick days	0=No 1=Yes	
15cvAT	Vacation days	0=No 1=Yes	
16	16. Which of the following best describes the health insurance benefits offered by the child care center?		
16aD	a. For the director? (please select the one response that is most accurate)	1=Policy offered; employer pays in full 2=Policy offered; employer contributes partial payment 3=Policy offered; no employer contribution 4=No health insurance coverage 5=Other, please describe 999=Missing	
16aND	(If Item 16a=5)	Open-ended 888=Not applicable	
16bT	b. Teachers? (please select the one response that is most accurate)	1=Policy offered; employer pays in full 2=Policy offered; employer contributes partial payment 3=Policy offered; no employer contribution 4=No health insurance coverage 5=Other, please describe 999=Missing	
16bNT	(If Item 16b=5)	Open-ended 888=Not applicable	
16cAT	c. Assistant teachers? (please select the one response that is most accurate)	1=Policy offered; employer pays in full 2=Policy offered; employer contributes partial payment 3=Policy offered; no employer contribution 4=No health insurance coverage 5=Other, please describe 999=Missing	
16cNAT	(If Item 16c=5)	Open-ended 888=Not applicable	
17	Which of the following best describes the dental insurance benefit offered by the child care center?		92
17aD	a. For the director? (please select the one response that is most accurate)	1=Policy offered; employer pays in full 2=Policy offered; employer	

		contributes partial payment 3=Policy offered; no employer contribution 4=No health insurance coverage 5=Other, please describe 999=Missing	
17aND	(If Item17a=5)	Open-ended 888=Not applicable	
17bT	b. Teachers? (please select the one response that is most accurate)	1=Policy offered; employer pays in full 2=Policy offered; employer contributes partial payment 3=Policy offered; no employer contribution 4=No health insurance coverage 5=Other, please describe 999=Missing	
17bNT	(If Item17b=5)	Open-ended 888=Not applicable	
17cAT	c. Assistant teachers? (please select the one response that is most accurate)	1=Policy offered; employer pays in full 2=Policy offered; employer contributes partial payment 3=Policy offered; no employer contribution 4=No health insurance coverage 5=Other, please describe 999=Missing	
17cNAT	(If Item17c=5)	Open-ended 888=Not applicable	
18	Does your child care center offer a retirement savings/plan for: (please check all that apply)?		
18D	Director	0=Not selected 1=Selected	
18T	Teachers	0=Not selected 1=Selected	
18AT	Assistant Teachers	0=Not selected 1=Selected	
19T	Indicate the number of teachers whose pay falls into each wage range listed below. You may use either the hourly wage or weekly wage chart. Base your answer on the most recent year.		
19HT	Hourly Wage		
19H1T	under \$7.50	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H2T	\$7.50 - \$9.49	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H3T	\$9.50 - \$11.99	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used. 93
19H4T	\$12.00 - \$15.24	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H5T	\$15.25 - \$19.24	Number	Record only if

		999=Missing 888=Weekly wage chart was used	Hourly table was used.
19H6T	\$19.25 - \$24.49	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H7T	\$24.50 - \$30.99	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H8T	\$31.00 - \$39.24	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H9T	\$39.25 - \$49.74	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19H10T	\$49.75 and over	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
19WT	Weekly Wage		
19W1T	under \$300	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W2T	\$300 - \$379	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W3T	\$380 - \$479	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W4T	\$480 - \$609	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W5T	\$610 - \$769	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W6T	\$770 - \$979	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W7T	\$980 - \$1,239	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W8T	\$1,240 - \$1,569	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W9T	\$1,570 - \$1,989	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
19W10T	\$1,990 and over	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20AT	Indicate the number of assistant teachers whose pay falls into each wage range listed below. You may use either the hourly wage or weekly wage chart. Base your answer on the most recent year.		94
20HAT	Hourly Wage		
20H1AT	under \$7.50	Number 999=Missing	Record only if Hourly table

		888=Weekly wage chart was used	was used.
20H2AT	\$7.50 - \$9.49	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H3AT	\$9.50 - \$11.99	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H4AT	\$12.00 - \$15.24	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H5AT	\$15.25 - \$19.24	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H6AT	\$19.25 - \$24.49	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H7AT	\$24.50 - \$30.99	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H8AT	\$31.00 - \$39.24	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H9AT	\$39.25 - \$49.74	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20H10AT	\$49.75 and over	Number 999=Missing 888=Weekly wage chart was used	Record only if Hourly table was used.
20WAT	Weekly Wages		
20W1AT	under \$300	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W2AT	\$300 - \$379	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W3AT	\$380 - \$479	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W4AT	\$480 - \$609	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W5AT	\$610 - \$769	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W6AT	\$770 - \$979	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W7AT	\$980 - \$1,239	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W8AT	\$1,240 - \$1,569	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
20W9AT	\$1,570 - \$1,989	Number 999=Missing	Record only if Weekly table

		888=Hourly wage chart was used	was used.
20W10AT	\$1,990 and over	Number 999=Missing 888=Hourly wage chart was used	Record only if Weekly table was used.
21.1	What is the approximate average employee turnover, measured by headcount, in a calendar year?	Number	
21a	How many employees did you have on or around January 1, 2008?		
21aD	Directors	Number	
21aT	Teachers	Number	
21aAT	Assistant Teachers	Number	
21b	How many employees did you have on or around December 31, 2008?		
21bD	Directors	Number	
21bT	Teachers	Number	
21bAT	Assistant Teachers	Number	
21c	How many new employees did you hire for the 2008 calendar year ending December 31, 2008?		
21cD	Directors	Number	
21cT	Teachers	Number	
21cAT	Assistant Teachers	Number	



## Codebook for Child Care Provider Wage Study—Family Child Care Providers

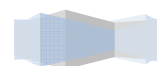
Item	Wording	Coding	Notes
ID			
1	Are you male or female?	0=Male 1=Female 999=Missing	
2	What is your age?	1=under 21 2=21-30 3=31-40 4=41-50 5=51-60 6=61 or over 999=Missing	
3	I consider myself as a member of the following racial/ethnic group(s) (Please select all that apply)		
3.1	Black or African-American	0=Not selected 1=Selected	
3.2	Asian	0=Not selected 1=Selected	
3.3	Native Hawaiian/Pacific Islander	0=Not selected 1=Selected	
3.4	White	0=Not selected 1=Selected	
3.5	Hispanic or Latino	0=Not selected 1=Selected	
3.6	American Indian/Alaska Native	0=Not selected 1=Selected	
3.7	Other (please specify)	0=Not selected 1=Selected	
3N	(If Item 3.7 selected)	Open-ended 888=Not applicable	
4	What is your current marital status?	1=Single 2=Married or living with partner 3=Separated 4=Divorced 5=Widowed 999=Missing	
5	Which of the following best describes your current position or role as a child care provider?	1=Registered home child care provider 2=Unregistered home child care provider 999=Missing	
6	Do you have a computer in your home?	0=No 1=Yes 999=Missing	
7	Do you have access to the internet in your home?	0=No 1=Yes 999=Missing	
8	What is your highest level of educational attainment?	1=Did not complete high school 2=High school diploma or equivalent 3=Some college, but without attaining a degree 4=Associate's degree 5=Bachelor's degree 6=Master's degree or above	97

		999=Missing	
8N3	(If Item8=3, number of years of some college completed)	Number of years	
8N4	(If Item8=4, major area of study for Associate's degree)	Open-ended 888=Not applicable	
8N5	(If Item8=5, major area of study for Bachelor's degree)	Open-ended 888=Not applicable	
8N6	(If Item8=6, major area of study for Master's degree or above)	Open-ended 888=Not applicable	
9	Do you participate in Iowa's Quality Rating System?	0=No 1=Yes 999=Missing	
9N	(If Item9=1, indicate level)	Open-ended 888=Not applicable	
10	Do you have a Child Development Associate (CDA) credential?	0=No 1=Yes 999=Missing	
11	In the past 12 months, how many hours of in-service or professional development did you complete? (please round to the nearest whole number of hours)	Number of hours 999=Missing	Enter as integer
12	Have you encountered any of the following barriers to receiving training? (please select all that apply)		
12.1	No substitute was available	0=Not selected 1=Selected	
12.2	Inconvenient time	0=Not selected 1=Selected	
12.3	Distance/location	0=Not selected 1=Selected	
12.4	Cost	0=Not selected 1=Selected	
12.5	Other (please specify)	0=Not selected 1=Selected	
12N	(If Item12.5=1)	Open-ended 888=Not applicable	
13	Which, if any, of the following reasons for not attending training have you experienced? (please select all that apply)		
13.1	Training does not increase earnings	0=Not selected 1=Selected	
13.2	Training does not advance my career	0=Not selected 1=Selected	
13.2	Poor quality of training or trainer	0=Not selected 1=Selected	
13.4	Available topics not relevant	0=Not selected 1=Selected	
13.5	Difficulty locating appropriate training	0=Not selected 1=Selected	
13.6	Other (please specify)	0=Not selected 1=Selected	
13N	(If Item13.6=1)	Open-ended 888=Not applicable	98
14	Do you work a second job for pay?	0=No 1=Yes 999=Missing	

15	Is there another adult in the household who contributes to the household income?	0=No 1=Yes 999=Missing	
16a	Do you receive pay if: a. The child is ill and does not attend?	0=No 1=Yes 999=Missing	
16b	Do you receive pay if: b. The child is on vacation?	0=No 1=Yes 999=Missing	
17	Do you, or your spouse or partner, receive any of the following benefits from any source?		
17Y1	Sick days (you)	0=No 1=Yes 999=Missing	
17Y2	Vacation days (you)	0=No 1=Yes 999=Missing	
17Y3	Health insurance (you)	0=No 1=Yes 999=Missing	
17Y4	Dental insurance (you)	0=No 1=Yes 999=Missing	
17Y5	Retirement plan (you)	0=No 1=Yes 999=Missing	
17Y6	Private life insurance (you)	0=No 1=Yes 999=Missing	
17S1	Sick days (spouse or partner)	0=No 1=Yes 999=Missing	
17S2	Vacation days (spouse or partner)	0=No 1=Yes 999=Missing	
17S3	Health insurance (spouse or partner)	0=No 1=Yes 999=Missing	
17S4	Dental insurance (spouse or partner)	0=No 1=Yes 999=Missing	
17S5	Retirement plan (spouse or partner)	0=No 1=Yes 999=Missing	
17S6	Private life insurance (spouse or partner)	0=No 1=Yes 999=Missing	
18	Which of the following best describes your <b>health</b> insurance benefits? (please select the <b>one</b> response that is most accurate)	1=Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part 2=Personal policy; (paid by you, your spouse, or partner) 3=Government provided/subsidized; (examples: hawk-i, Medicaid (Title 19), Medicare) 4=Policy offered; no employer contribution	99

		5=No health insurance coverage 6=Other, please describe 999=Missing	
18N	(If Item18=6)	Open-ended 888=Not applicable	
19	Which of the following best describes your <b>dental</b> insurance benefits? (please select the <b>one</b> response that is most accurate)	1=Policy offered; employer contributes part, employee (you, your spouse, or partner) contributes part 2=Personal policy; (paid by you, your spouse, or partner) 3=Government provided/subsidized; (examples: Medicaid (Title 19), Medicare, etc.) 4=Policy offered; no employer contribution 5=No dental insurance coverage 6=Other, please describe 999=Missing	
19N	(If Item19=6)	Open-ended 888=Not applicable	
20	Which of the following best describes your <b>life</b> insurance benefits? (please select the <b>one</b> response that is most accurate)	1=Policy offered; employer contributes part, employee part 2=Personal policy; (paid by you, your spouse, partner, etc.) 3=Policy offered; no employer contribution 4=No life insurance coverage 5=Other, please describe 999=Missing	
20N	(If Item20=5)	Open-ended 888=Not applicable	
21	Do you contribute to retirement savings/plan (please check all that apply)?		
21.1	Contributed to Social Security in the last 12 months	0=No 1=Yes 999=Missing	
21.2	Contributed to personal retirement savings/plan in the last 12 months.	0=No 1=Yes 999=Missing	
22	About how many hours per week do you provide care for children as part of your home child care business?	Number of hours 999=Missing	
23	About how many hours per week do you spend on business-related duties? (examples: record keeping, attendance, preparation/clean-up time, etc.)	Number of hours 999=Missing	
24	I plan to remain in business as a family child care provider for a period of:	1=1 to 3 years 2=3 to 5 years 3=5 years or more 4=Not sure 999=Missing	
25	Which of the following funding sources applies to your family child care? (please select all that apply)		
25.1	Parent/guardian fees	0=Not selected 1=Selected	
25.2	Public subsidies (such as child care assistance)	0=Not selected 1=Selected	
25.3	Parent/guardian's employer	0=Not selected 1=Selected	
25.4	Grants	0=Not selected 1=Selected	

25.5	Other	0=Not selected 1=Selected	
25N	(If 25.5=1)	Open-ended 888=Not applicable	
26W	What is your <b>weekly or monthly</b> income from providing child care (include parent/guardian fees, subsidies, and miscellaneous fees collected)? Please use <b>only one</b> of the charts below to indicate your wage range based on the most recent year.	1=under \$300 2=\$300 - \$379 3=\$380 - \$479 4=\$480 - \$609 5=\$610 - \$769 6=\$770 - \$979 7=\$980 - \$1,239 8=\$1,240 - \$1,569 9=\$1,570 - \$1,989 10=\$1,990 and over 888=Monthly income was reported	Record only if weekly table was used.
26M	What is your <b>weekly or monthly</b> income from providing child care (include parent/guardian fees, subsidies, and miscellaneous fees collected)? Please use <b>only one</b> of the charts below to indicate your wage range based on the most recent year.	1=under \$1,300 2=\$1,300 - \$1,646 3=\$1,647 - \$2,079 4=\$2,080 - \$2,642 5=\$2,643 - \$3,336 6=\$3,337 - \$4,246 7=\$4,247 - \$5,372 8=\$5,373 - \$6,802 9=\$6,803- \$8,622 10=\$8,623 and over 888=Weekly income was reported	Record only if monthly table was used
26N	If other timeframe (please specify)	Open-ended 888=Not applicable	
26NN	[If other time frame please specify] amount	Open-ended 888=Not applicable	
27	What is the approximate dollar value of unreimbursed expenses to provide child care annually or in the last 12 months? (examples: food, toys, utilities, supplies, etc.)	Number of dollars	Round to the nearest dollar



## Appendix C

### Child Day Care Services Industry Information

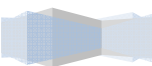
The information provided in the appendix is from data obtained from the Local Employment Dynamics (LED) program, which is a partnership between Iowa Workforce Development and the U. S. Census Bureau. The partnership provides demographic information about the local workforce.

Quarterly Workforce Indicators (QWI)

Child Day Care Services Industry

Child Day Care Services Industry by Gender

Child Day Care Services Industry by Age Groups



## Quarterly Workforce Indicators

The Quarterly Workforce Indicators (QWI) is a set of economic indicators used by Local Employment Dynamics (LED) and provides information on employment, job creation, wages, and worker turnover. Queries can be made by various geographic levels such as state, county, metro, and workforce investment areas also by detailed industry, gender, and age of workers.

QWI are based on the quarterly wage files which match data from employers and worker information which results in quarterly comparisons. All statistics presented are aggregated so that no individual employers or worker can be identified.

For the purpose of this study, the next few pages will provide annual information on the QWI's that are defined below:

**Total Employment** – total number of workers employed

**Net Job Flows** – total ‘end-of-the year’ employment less the ‘beginning-of-the year’ employment

**Job Creation** – number of new jobs that are created by either new businesses or expansion of employment in existing firms

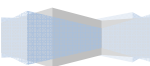
**New Hires** – number of jobs held by workers that were not employed by the firm in the past year

**Separations** – number of workers whose job with a given employer ended

**Turnover** – percentage of change in number of workers over the time period, including new employees and separations

**Average Monthly Earnings** – average monthly wages of employees with the same firm

**Average Monthly New Hire Earnings** – average monthly earnings of employees who were new hires with a firm



**Local Employment Dynamics Data  
Child Day Care Services Industry  
Iowa Statewide - Annual Averages**

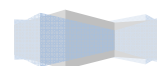
<b>Quarterly Workforce Indicators Quick Facts</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>All Industry Groups (Annual Average 2008)</b>
Total Employment	9,747	1,473,593
Net Job Flows	47	-1,292
Job Creation	598	71,506
New Hires	1,892	213,695
Separations	2,171	260,298
Turnover	13.80%	8.70%
Average Monthly Earnings	\$1,243.75	\$3,223.00
Average Monthly New Hire Earnings	\$892.75	\$1,901.75

<b>Quarterly Workforce Indicators Quick Facts</b>	<b>Child Day Care Services (Annual Average 2003)</b>	<b>All Industry Groups (Annual Average 2003)</b>
Total Employment	7,799	1,383,784
Net Job Flows	219	18,704
Job Creation	661	84,018
New Hires	1,645	202,822
Separations	1,832	243,731
Turnover	14.20%	8.90%
Average Monthly Earnings	\$1,037.75	\$2,680.50
Average Monthly New Hire Earnings	\$697.50	\$1,557.25

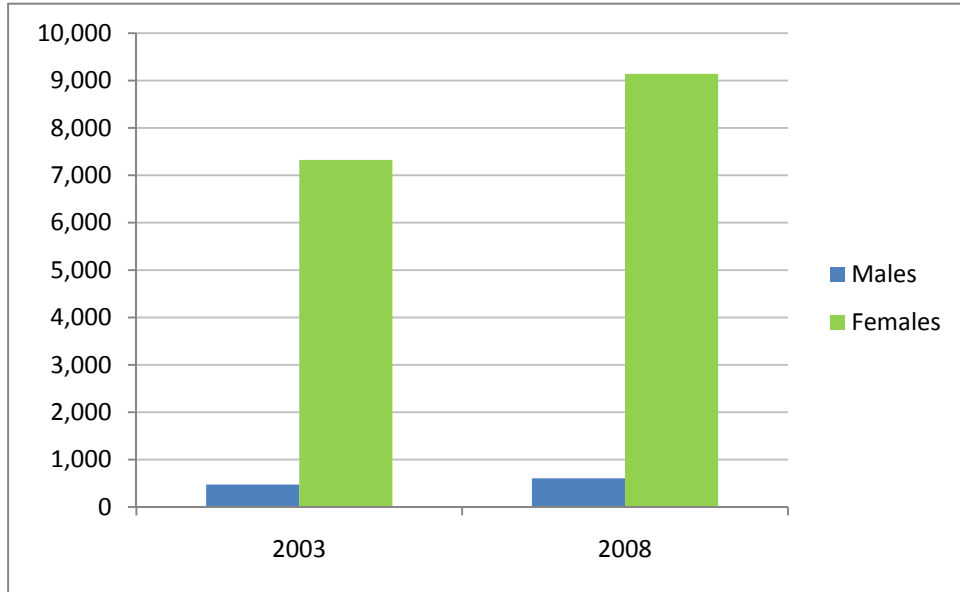
Employment in Iowa's Child Day Care Services Industry increased by 25% between 2003 and 2008, and became a larger proportion of the employment for all industries, rising from 0.56% to 0.66%.

Between 2003 and 2008, decreases occurred in net job flows of -172 (-78%), job creation -63 (-9.5%), and turnover from 14.2% to 13.8%. However, in 2008 new hires experienced an increase of 247 (15%) and so did separations of 339 (16%).

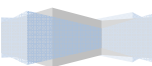
The QWI showed wages increased for both average monthly earnings by 20% (\$206.00) and average monthly new hire earnings by 28% (\$195.25). The wages for new hires in the Child Day Care Services Industry grew faster than the wages for new hires for all industries.



**Local Employment Dynamics Data  
Child Day Care Services Industry  
Iowa Statewide – Annual Averages by Gender**



Iowa's Child Day Care Services Industry is a predominately female. In 2003, the industry employed 474 male workers (6%), which rose to 604 male workers (7%) in 2008.



**Data for Males - Iowa Statewide - Annual Averages**

<b>Quarterly Workforce Indicators Quick Facts</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	604	474
Net Job Flows	-1	20
Job Creation	86	92
New Hires	158	162
Separations	188	176
Turnover	16.50%	17.50%
Average Monthly Earnings	\$1,491.25	\$1,259.00
Average Monthly New Hire Earnings	\$869.25	\$721.25

Some of the QWI for males showed little change between 2003 and 2008. However, total employment increased by 130 (27%), net job flows showed a decrease of 20 to -1 and so did turnover which dropped from 17.5% to 16.5%.

Earnings climbed for average monthly earnings by 18% (\$232.25) and average monthly new hire earnings 20% (\$148.00).

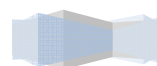
**Data for Females - Iowa Statewide - Annual Averages**

<b>Quarterly Workforce Indicators Quick Facts</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	9,142	7,324
Net Job Flows	48	198
Job Creation	564	613
New Hires	1,735	1,482
Separations	1,983	1,655
Turnover	13.60%	14.00%
Average Monthly Earnings	\$1,228.25	\$1,024.00
Average Monthly New Hire Earnings	\$895.25	\$696.75

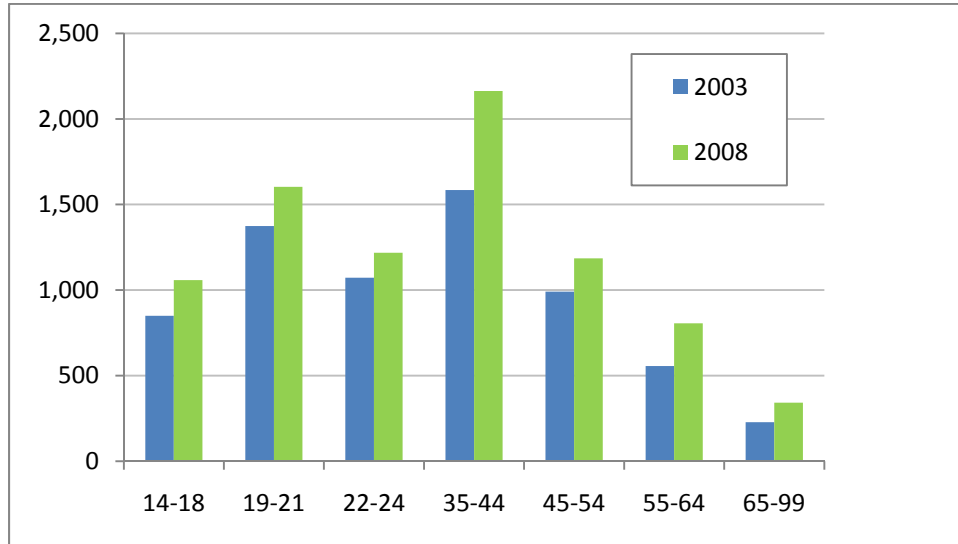
Between 2003 and 2008, total employment for females grew by 1,818 (25%), decreases were exhibited in net job flows from 198 to 48 (-150) and job creation from 613 to 464 (-49). New hires increased by 253 (17%), separations grew by 328 (20%) and turnover dropped from 14.0% to 13.6%.

Wages for average monthly earnings rose by 20% (\$204.25) and average monthly new hire earnings 21% (\$198.50).

It is interesting to note that in Iowa, with over 90% of the workers are female in the Child Day Services Industry, males had higher earnings than females in three out of four areas. In 2003, the average monthly earnings for females was 23% less (-\$235.00) than males, and in 2008 females earned 20% less (-\$263.00) than males. The average monthly new hire earnings for females in 2003 was 3% less (-\$24.50), however in 2008 females earned 3% more (\$26.00) than males.



**Local Employment Dynamics Data  
Child Day Care Services Industry  
Iowa Statewide – Annual Averages by Age Groups**



Information provided by the QWI show that workers in the 25-34 age group had the largest employment for 2003 (20%) and for 2008 (22%). The 65-99 age group had the least employment for both 2003 (3%) and 2008 (4%).

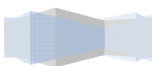
In 2003, net job flows was positive for all groups, with workers 65-99 having the least amount at 2 and the 14-18 age group having the largest amount at 135. For 2008, the age group 25-34 had the largest decrease in net flow at -22 while the younger group of 14-18 had the most net job flows of 124.

Net hires were lowest for workers in the 65-99 age group in 2003 (25) and 2008 (27). The 14-18 age group had the largest amount of new hires for 2003 (357) and 2008 (415).

Workers 65-99 experienced the lowest number of separations in both 2003 (37) and 2008 (45). The largest number of separations were found in the 25-34 age group in 2003 (342) and 2008 (434).

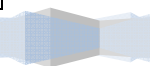
Turnovers in 2003 were the lowest in the 45-54 age group (6.5%) and in 2008 workers 44-64 had the lowest turnovers (6.4%). Workers in the 14-18 age group had the highest turnover in 2003 (23.8%) and in 2008 (23.7%).

The youngest age group of 14-18, had the lowest wages for both average monthly earnings (2003 \$371.50 and 2008 \$461.50) and average monthly new hire earnings (2003 \$377.50 and 2008 \$469.25) for 2003 and 2008. In 2003, workers 45-54 had the highest average monthly earnings (\$1,440.75) and in 2008 workers 35-44 had the highest average monthly new hire earnings (\$1,599.75). The age group 25-34, had the highest average monthly new hire earnings for 2003 (\$942.25) and 2008 (\$1,222.25).



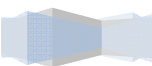
<b>QWI Quick Facts - Age 14-18</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	1,058	850
Net Job Flows	124	135
Job Creation	234	223
New Hires	415	357
Separations	328	267
Turnover	23.70%	23.80%
Average Monthly Earnings	\$461.50	\$371.50
Average Monthly New Hire Earnings	\$469.25	\$377.50

<b>QWI Quick Facts - Age 19-21</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	1,603	1,374
Net Job Flows	5	44
Job Creation	223	223
New Hires	482	419
Separations	577	484
Turnover	23.00%	21.90%
Average Monthly Earnings	\$756.75	\$628.50
Average Monthly New Hire Earnings	\$762.75	\$590.75



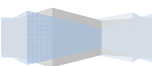
<b>QWI Quick Facts - Age 22-24</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	1,218	1,072
Net Job Flows	-44	-27
Job Creation	131	132
New Hires	262	250
Separations	355	340
Turnover	18.70%	19.50%
Average Monthly Earnings	\$1,113.50	\$941.75
Average Monthly New Hire Earnings	\$1,043.50	\$874.00

<b>QWI Quick Facts - Age 25-34</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	2,163	1,585
Net Job Flows	-22	14
Job Creation	167	162
New Hires	354	288
Separations	434	342
Turnover	12.20%	12.60%
Average Monthly Earnings	\$1,462.00	\$1,247.25
Average Monthly New Hire Earnings	\$1,222.25	\$942.25



<b>QWI Quick Facts - Age 35-44</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	1,368	1,139
Net Job Flows	-3	31
Job Creation	105	123
New Hires	159	156
Separations	193	177
Turnover	8.50%	10.00%
Average Monthly Earnings	\$1,599.75	\$1,276.25
Average Monthly New Hire Earnings	\$1,188.00	\$913.50

<b>QWI Quick Facts - Age 45-54</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	1,185	991
Net Job Flows	-4	13
Job Creation	83	77
New Hires	114	95
Separations	145	115
Turnover	7.50%	6.50%
Average Monthly Earnings	\$1,590.25	\$1,440.75
Average Monthly New Hire Earnings	\$1,104.25	\$847.25



<b>QWI Quick Facts - Age 55-64</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	806	556
Net Job Flows	-2	5
Job Creation	52	45
New Hires	74	52
Separations	92	66
Turnover	6.40%	6.90%
Average Monthly Earnings	\$1,536.25	\$1,249.25
Average Monthly New Hire Earnings	\$909.25	\$785.25

<b>QWI Quick Facts - Age 65-99</b>	<b>Child Day Care Services (Annual Average 2008)</b>	<b>Child Day Care Services (Annual Average 2003)</b>
Total Employment	342	228
Net Job Flows	-5	2
Job Creation	26	22
New Hires	27	25
Separations	45	37
Turnover	8.30%	8.60%
Average Monthly Earnings	\$970.75	\$739.75
Average Monthly New Hire Earnings	\$612.50	\$592.75

