

THE KENTUCKY **Early Care Education** WORKFORCE STUDY

Bi-annual examination of the Kentucky early care & education workforce

These study data provides information about the child care workforce in the Commonwealth, including wages and benefits, retention and professional development. Findings are designed to inform both policy and quality improvement efforts.

FACILITY CHARACTERISTICS

56% Not-For Profit

44% For Profit

consistent with baseline

Enrollment

54% Infant

61% Toddler

80% Preschool

60% School-Age

Funding Source

Parent Fees 91.2%

Public Subsidies 73.0%

Fundraising 21.8%

increase in fundraising
decrease in parent fees and public subsidies

decrease from baseline

56% STAR-Rated

44% Not STAR-Rated

51% with at least 1 child with an emotional, developmental or behavioral issue

increase from baseline

72% Open Year-Round

28% School Year Only

increase in school year only

35% with at least 1 child whose primary language is not English

increase from baseline

RESPONDENT CHARACTERISTICS

Gender

49 of 50 are female

consistent with baseline

Education

41% Directors

42% Teachers

23% FCC

Reported having a bachelors degree

decrease from baseline

Years Experience

Directors 7 years in current position;
16 years in career

FCC 11 years in current position;
15 years in career

Teachers 3 years in current position;
9 years in career

consistent with baseline

Age in Years

46 Directors

47 FCC

39 Teachers

WAGES AND BENEFITS

Salary

Director \$33,614

FCC \$24,089

Teacher \$18,720

Wages were generally higher for directors and teachers with higher levels of education and if in a STAR-Rated facility

Access to Health Care

83% Directors

71% FCC

78% Teachers

increase from baseline

Additional Job

18% Directors

9% FCC

19% Teachers

decrease from baseline

RETENTION

62% of teachers stated their current position was a career than a job

72% of full-time teachers 40% of part-time teachers

increase from baseline

76% of teachers said they would chose early care and education if they had to do it all over again

Teachers in the East region reported highest % of those indicating thier position was a career and that they would chose ECE if they had to do it all over again.

increase from baseline

A majority of staff reported they planned to be in ECE in the next three years.

Responses were highest in facilities that were STAR-Rated.

Better pay was reported to be the #1 reason they would stay

PROFESSIONAL DEVELOPMENT

Use of ECE-TRIS

91% Directors

69% of FCC

70% of Teachers

Increase from previous study

Teachers reported feeling supported by director for professional development

Most reported the motivation for involvement in PD was to gain skills and knowledge to improve their job performance

INTERNET ACCESS

Most reported using the internet daily

Directors reported using the internet most frequently at their center

FCC reported using the internet most frequently at home

Teachers reported using the internet most frequently at home,

though an increasing number is using a smartphone

*Baseline is 2012-13 study