

working in child care in indiana

2010 Indiana Child Care Workforce Study



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Introduction

Every day, while they are working or going to school, Indiana families entrust the care and education of over 116,000 children to child care workers in licensed child care centers, unlicensed registered ministries, licensed family child care homes, and Head Start and Early Head Start programs around the state (Source: U.S. Department of Labor, Bureau of Labor Statistics, United States, 2009). In 2007, 65% of the children in Indiana under the age of six lived in families in which all parents present were in the workforce (Source: 2011 KIDS COUNT® Data Book, The Annie E. Casey Foundation). Between 2004 and 2007, there was a 5% increase in the number of children in Indiana under the age of six living in families in which all parents present were in the workforce (Source: 2011 KIDS COUNT® Data Book, The Annie E. Casey Foundation).



The early childhood education industry benefits not only the children who receive care and education, but also the economy of Indiana. The availability of child care is associated with working parents' reduced absenteeism, reduced turnover, and increased productivity at their jobs. Access to early childhood education services also allows greater labor market participation of parents and increases the ability of parents to pursue education. Studies have found significant long-term benefits associated with children's participation in high-quality early childhood education, including improved educational achievement, higher earnings and savings, fewer arrests and incarcerations, and other reductions in public spending.

The 2005 Indiana Child Care Workforce Study provided a baseline of information about the working conditions of the people in Indiana who care for and educate its youngest children. In 2010, the Indiana Association for the Education of Young Children, Inc., with funding from the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care, through the federal American Recovery and Reinvestment Act (ARRA), coordinated a statewide survey to collect comprehensive data about the child care workforce in Indiana. The 2010 Indiana Child Care Workforce Study will provide the first follow-up study comparing the data collected in 2010 to that collected in 2005.

In December of 2010, surveys were emailed and mailed to directors and teachers in licensed child care centers, unlicensed registered ministries, licensed Head Start and Early Head Start facilities, and to licensed family child care programs. Survey response rates were 38% of directors (n=477 director surveys collected), 28% of teachers (n=3,228 teacher surveys collected), and 28% of family child care providers (n=768 family child care provider surveys collected).

The data from the workforce surveys provide information about this very important industry and the critical issues that child care professionals face. This 2010 Indiana Child Care Workforce Study provides a comparison to the 2005 Indiana Child Care Workforce Study, which will better enable decision-makers to evaluate and plan statewide initiatives to support child care professionals and the children whom they care for and educate daily.



Methods

SURVEY INSTRUMENTS

Three written questionnaires were used to collect information from licensed child care center directors, registered child care ministry directors, child care teachers in licensed child care centers and registered child care ministries, and family child care director/owners in licensed family child care homes.

Two of the three questionnaires were used to develop online surveys to gather information from licensed child care center directors, registered child ministry directors, and family child care director/owners in licensed family child care homes with valid email addresses.

SAMPLING PROCEDURES

Licensed and registered child care program information was downloaded on October 29, 2010, and sent to the Indiana Association for the Education of Young Children, Inc. by the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care. One hundred percent of the providers on the list were included in the original sampling of all 92 Indiana counties. Two counties did not have any licensed child care centers or unlicensed registered child care ministries operating at the time of the download. Two counties were without any licensed family child care homes.

SURVEY MAILING AND DATA COLLECTION

Survey packets were mailed to 369 directors, 11,008 teachers, and 1,427 family child care providers across Indiana. Center/ministry packets included a cover letter and director survey (for the directors), as well as cover letters and teacher surveys (for teachers). Family child care home packets included a cover letter and a family child care provider survey. All packets included program incentive tickets that were to be completed and returned with the survey in the business reply envelopes provided for mailing. Surveys were returned to a designated post office box.

The online survey was emailed to those directors and family child care providers having valid email addresses, totaling 962 directors and 1,617 family child care providers. Online survey emails included the cover letter and the direct link to the survey. Additionally, for those directors with a valid email address, a teacher survey packet, which included surveys for teachers, program incentive tickets, and business reply envelopes for mailing, was mailed to the program.

The initial mailing (regular post and email) began the second week of December and was completed by December 17, 2010. After the initial mailing, 1,374 phone calls were made, 2,571 surveys were re-mailed, and 2,747 surveys were re-mailed to sites that had not yet responded to the survey. Directors were asked to remind teachers to return the surveys. The data collection and data entry phase culminated on June 14, 2011.

During the data collection phase, the Indiana Association for the Education of Young Children, Inc. project staff worked with the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care to clarify disconnected phone numbers, incorrect addresses, and program closures.



EXCLUSIONS

The original sample size for each type of survey was adjusted through the data collection phase. Sample size was reduced to 1,265 directors through identification of facility closures and facilities where no children were enrolled. The family child care provider sample size was reduced to 2,768 due to location closures. The child care center/ministry teacher sample was increased to 11,737 as a result of directors' survey responses about the number of teacher surveys distributed. Phone calls were made to centers/ministries not responding to the survey.

REPORTING DATA

Median numbers have been reported in this document in order to convey the value that separates the highest half from the lowest half of each sample. For purposes of this report, percentages have been rounded, which may cause the variables in tables and figures to equal more or less than 100%.



Key Findings

- Child care workforce wages are markedly low despite increases since 2005. The median hourly wage reported for directors was \$14.77 per hour, a sixteen percent increase from 2005; \$9.00 per hour for teachers, a thirteen percent increase from 2005; and \$13.32 per hour for family child care home providers, a 49% increase from 2005.
- Fifty-five percent of licensed child care center/unlicensed registered ministry directors reported that their facilities do not help employees pay for health insurance. However, this represents a 5% improvement in the number licensed child care center/unlicensed registered ministries reporting that their facilities help employees pay for health insurance (from 2005). Thirty-seven percent of family child care providers reported having no health insurance. Since 2005, this represents a 12% increase in the number of family child care providers who report being without health insurance.
- Directors, teachers, and family child care providers responding to the survey were predominantly female. Of the 4,473 respondents, 176 were male.
- Fifty-two percent of teachers reported an annual family income below \$30,000; 57% of teachers at that income level reported having children of their own. This is comparable to data collected in the 2005 Indiana Child Care Workforce Study.
- Seventeen percent of directors, 26% of teachers, and 36% of family child care providers reported having a Child Development Associate (CDA) Credential. This represents an increase of 7% (compared to 2005) in the number of directors, teachers, and family child care providers who reported having a Child Development Associate (CDA) Credential. Twenty-nine percent of directors, 15% of teachers, and 10% of family child care providers reported having an Associate's Degree or higher in Early Childhood Education. Since 2005, there has been an 11% increase in the number of directors, teachers, and family child care providers who reported having an Associate's Degree or higher in Early Childhood Education.
- The annual turnover rate for full-time teachers in licensed child care centers/unlicensed registered ministries is 16%, compared to 26% in 2005. Programs offering more professional support benefits have fewer teachers planning to leave their jobs.
- In comparing 2010 to 2005: 11% compared to 13% of directors, 18% compared to 26% of teachers, and 9% compared to 11% of family child care providers reported that they are planning to leave the field within three years. Of those planning to leave (comparing 2010 to 2005): 71% compared to 51% of directors, 90% compared to 77% of teachers, and 82% compared to 43% family child care providers reported that the ability to earn higher wages would factor into the decision to remain in the field.



Survey Participants

The survey participants included licensed and registered types of child care. For clarification purposes, a definition provided by the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care Licensing Regulations and Laws (Indiana Administrative Code) follows:

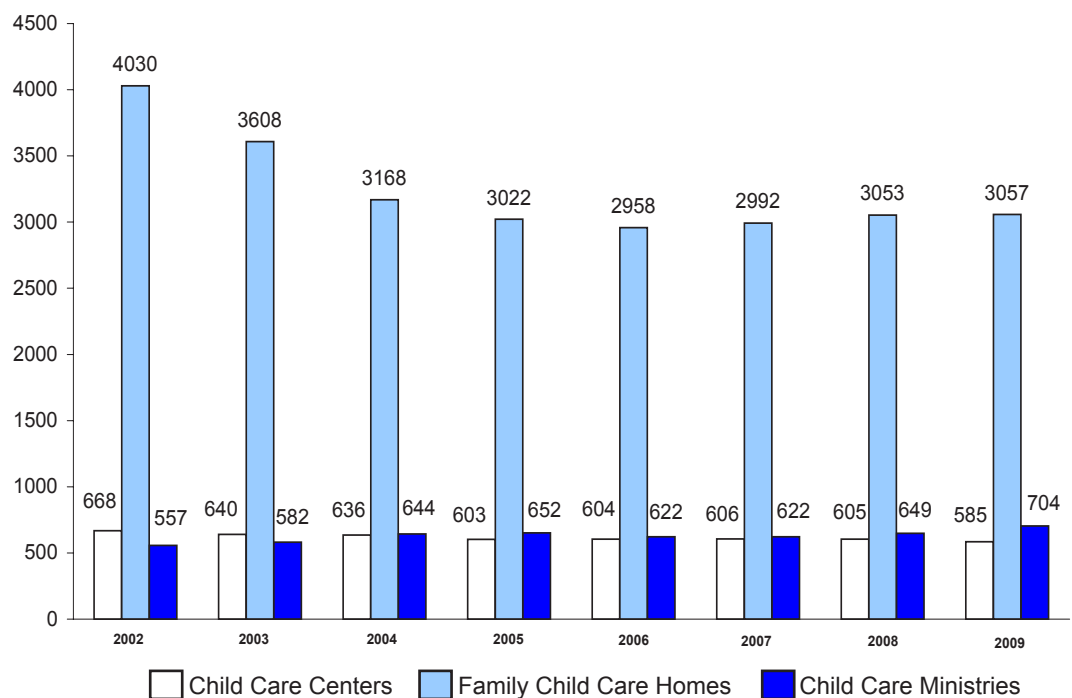
LICENSED CHILD CARE CENTER – a nonresidential building where at least one child receives child care from a provider while unattended by a parent, legal guardian, or custodian for regular compensation for more than four hours but less than 24 hours in each of ten consecutive days per year, excluding intervening Saturdays, Sundays, and holidays.

REGISTERED CHILD CARE MINISTRY – a child care operated by a church or religious ministry that is a religious organization exempt from federal income taxation under Section 501 of the Internal Revenue Code, unlicensed but registered with the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care and the Office of the State Fire Marshal.

LICENSED CHILD CARE HOME – a residential structure in which at least six children (not including the children for whom the provider is a parent, stepparent, guardian, custodian, or other relative) at any time receive child care from a provider while unattended by a parent, legal guardian, or custodian for regular compensation for more than four hours but less than twenty-four hours in each of ten consecutive days per year, excluding intervening Saturdays, Sundays, and holidays.

FIGURE 1 shows the number of child care facilities regulated by the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care for State Fiscal Years (SFY) 2002-2009.

FIGURE 1 - Number of Child Care Facilities Regulated by the Division of Family Resources for Fiscal Years 2002-2009



Licensed Child Care Centers and Unlicensed Registered Child Care Ministries

Licensed child care centers and unlicensed registered child care ministries participating in the survey operated under several auspices. Most of the director surveys represented not-for-profit facilities (69%). Programs included not-for-profit centers sponsored by faith communities, private not-for-profit centers sponsored by a community/board, and not-for-profit government-sponsored centers, such as Head Start and Early Head Start programs. For-profit centers included privately-run single centers and corporations/companies that operated multiple centers enrolling hundreds of children (See TABLE 1).

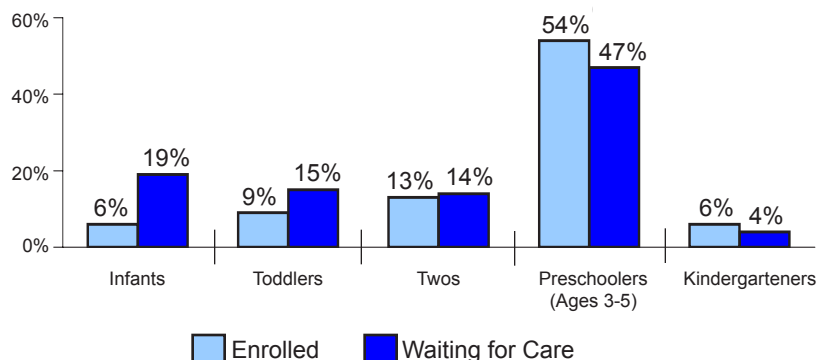
**TABLE 1 - Licensed Child Care Center/Unlicensed Registered Child Care Ministry Director Survey
Respondents by Auspice**

Center and Ministry Organizational Structure	Percentage of Return
Private for-profit (single center)	14%
Private for-profit (multi-center)	9%
Private not-for-profit (community/board sponsored)	19%
Private not-for-profit (sponsored by faith communities)	35%
Employee sponsored program	2%
Head Start and Early Head Start	15%
Other public programs*	2%

*Public school programs and other public programs

In October 2010, licensed child care centers and unlicensed registered child care ministries enrolled a median of 52 children from birth to age five (not including school-age children) per site and employed a median of six full-time and two part-time teachers. Seventy-five percent of the programs had children on a waiting list for enrollment. Infants and toddlers were 15% of the total number of children enrolled in centers/ministries but represented 34% of the children on a waiting list for care (as compared to 44% in 2005). Preschool children from three to five years of age were 54% of the total number of children enrolled (compared to 60% in 2005) and represented 47% of children waiting for care (compared to 42% in 2005; See FIGURE 2).

FIGURE 2 - Percentage of Children Enrolled in and Waiting for Care in Licensed Child Care Centers/Unlicensed Registered Child Care Ministries in October 2010



FUNDING SOURCES

Licensed child care centers and unlicensed registered ministries rely on a combination of funding sources to cover operating expenses. Fees paid by parents, child care subsidy payments, and reimbursements from the USDA Child and Adult Care Food Program food costs are the primary sources of income. Weekly child care fees charged by centers ranged from a median of \$157.78 for infant care to a median of \$124.04 for children from three through five years of age. Thirty-one percent of the centers reported the enrollment of at least one child whose family was utilizing child care subsidy assistance (compared to 70% in 2005). Fifty-six percent of the centers/ministries were participating in the USDA Child and Adult Care Food Program to help defray the cost of serving nutritious meals to the children. Since 2005, this represents an 8% increase in centers/ministries utilizing the USDA Child and Adult Care Food Program.

STAFFING

Child care facilities represented a wide variety of positions in the child care field and worked with children of all ages. For purposes of this report, and to compare the responses to the 2005 Indiana Child Care Workforce Study, the term ‘Teachers’ refers to all teacher survey respondents. ‘Lead Teacher’ refers to the self-reported titles of Lead Teacher and Teacher, and ‘Assistant Teacher’ refers to the self-reported title of Assistant Teacher. Respondents held titles of Lead Teacher (44%) compared to (24%) in 2005, Teacher (20%) compared to (36%) in 2005, and Assistant Teacher (25%) compared to (27%) in 2005. Eleven percent described themselves as working in the capacity of “Other Position” as compared to 13% in 2005. Most teachers responding worked with children from birth through five years of age. Six percent worked with school-age children. Seventeen percent worked in more than one classroom. Those who completed a director survey held titles such as Director (80%) compared to (86%) in 2005, Director/Owner (7%) compared to (8%) in 2005, and “Other Positions” (13%) compared to (6%) in 2005.



EMPLOYMENT BENEFITS

Employment benefits offered by licensed child care centers and unlicensed registered child care ministries in Indiana are shown in TABLE 2. Fifty-five percent of directors reported that their centers/ministries do not help employees pay for health insurance coverage; this is an improvement from 2005 when 60% of the directors reported that their centers/ministries did not help employees pay for health insurance coverage. According to center/ministry directors, 18% of their programs offer free child care to staff compared to 36% in 2005, and 44% offer reduced child care fees compared to 52% in 2005. Twenty-Eight percent of the teaching staff indicated that their children were enrolled in the child care facilities where they work compared to 36% in 2005.



Although teachers work with very young children who are frequently ill, 41% of centers/ministries do not offer a single day of paid sick leave (compared to 41% in 2005). Forty-five percent of the teaching staff reported that they had worked more than 40 hours per week at some point: 56% of those who worked more than 40 hours said that their centers paid them time and a half for the overtime hours worked.

TABLE 2 - **Employment Benefits in Licensed Child Care Centers and Unlicensed Registered Child Care Ministries**
(as reported by directors)

Type of Benefit	Percentage of Centers/Ministries Offering Benefits
Fully Paid Health Insurance	4%
Partially Paid Health Insurance	42%
Free Child Care	18%
Reduced Child Care Fee	44%
Parental Leave	53%
Paid Sick Leave	60%
Paid Vacation	80%
Paid Holidays	85%
Paid Retirement Benefits	34%



Family Child Care Homes

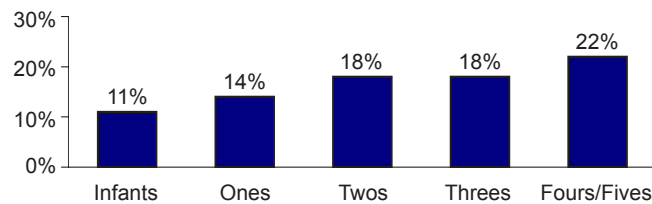
Family child care home providers responding to the survey had been in business for a median of 12 years as compared to 8.5 years in 2005. Providers reported working an average of 40 hours per week as compared to an average of 55 hours per week in 2005. Forty-nine percent reported having help from a paid assistant compared to 42% in 2005. Another 25% reported receiving assistance from a family member compared to 27% in 2005. Special services offered by family child care providers included evening care: 29% compared to 25% in 2005, overnight care: 12% compared to 11% in 2005, holiday care: 12%, the same as in 2005, and weekend care: 14% compared to 12% in 2005. Forty-three percent of the family child care home providers reported caring for children on a drop-in basis. Nearly all homes (97%) required parents to sign a written agreement before enrolling their children. Others (58%) offered fee discounts to families enrolling more than one child; this is a decrease of 7% from 2005. Fifteen percent offered scholarships or sliding-fee scales compared to 9% in 2005. Forty-three percent of providers reported that they sometimes allowed sick children to attend child care.

Thirteen percent of family child care respondents indicated that their family child care home was in the process of becoming accredited through the National Association for Family Child Care (NAFCC). Eleven percent of family child care providers responding had achieved national accreditation through NAFCC compared to 7% in 2005.

As of October 2010, family child care home enrollment ranged from 0 to 85 children from birth to five years of age, with a median of ten young children enrolled in each home. FIGURE 3 shows the percentage of children from birth to five years of age enrolled in family child care homes. Four percent of the enrolled children from birth to five years of age were the providers' own children compared to 3% in 2005.

Weekly child care fees varied by age group. The median weekly fee for full-time infant care was \$109, up from \$90 in 2005. The median full-time fee for three-year olds was \$95, up from \$80 per week in 2005. Median fees from family child care homes were lower than center/ministry fees in every age group.

FIGURE 3 - Percentage of Children Ages Birth to Five Enrolled in Family Child Care Homes in October 2010



EARNINGS AND EXPENDITURES

Family child care home providers' median gross monthly earnings (based on child care fees, subsidy payments, and USDA Child and Adult Care Food Program reimbursements) for October 2010 were \$4,277.97 compared to \$2,439.68 in 2005. Monthly median expenditures were \$1,292.50 compared to \$930.00. Fifty-two percent of homes reported enrolling children who received child care subsidy as compared to 44% in 2005. Food costs represented about 39% of providers' monthly expenditures as compared to 33% in 2005; 62% of family child care home providers defrayed this expense by participating in the USDA Child and Adult Care Food Program. The median reimbursement that providers reported receiving for October 2010 was \$634.00 as compared to \$445.52 in 2005. Median hourly earnings were \$13.32 as compared to \$8.83 in 2005; this was estimated by dividing net monthly earnings by the number of hours each home is open. This estimate does not include home occupancy costs, such as utilities, home improvements or repairs, cleaning, rent or mortgage. TABLE 3 shows the earnings and expenditures in family child care homes in October 2010.

TABLE 3 - Earnings and Expenditures in Family Child Care Homes for October 2010

Total Monthly Earnings (median)	\$4,277.97
Total Monthly Expenditures (median)	\$1,292.50
Net Monthly Income (median)	\$2,636.75
Hours Worked Per Week (median)	40
Hourly Earnings (median)	\$13.32

BENEFITS

Forty-nine percent of family child care home providers reported having help from a paid assistant; another 25% received assistance from a family member. Forty-three percent of family child care providers charged parents for weeks when they were on vacation and not providing care; 14% said that they never take vacations. Twenty-two percent of providers said that they worked when sick, and 43% charged for days when they were sick and not providing care. Sixty-three percent of family child care home providers have health insurance as compared to 76% in 2005. More than 38% of those with health insurance are covered by a spouse's insurance policy as compared to 53% of those covered in 2005. Only 21% have their own health insurance policy.



Demographic Profile of Indiana's Child Care Workforce

The child care workforce in Indiana is more than 96% female and includes a large proportion of workers who have children of their own (See TABLE 4). A total family income of less than \$30,000 was reported by 11% of directors, 52% of teachers, and 24% of family child care home providers. Of those in the \$30,000 or less annual income bracket, 78% of the directors, 57% of the teachers, and 87% of the family child care providers reported having children of their own. Thirty-seven percent of the directors, 39% of the teachers, and 52% of the family child care home providers with a total family income of less than \$30,000 annually reported themselves as being single parents.

TABLE 4 - Demographic Profile of the Child Care Workforce by Position

	Directors	Teachers	Family Child Care Providers
Median Age	45	33	46
Female	98%	98%	85%
People of Color	26%	21%	36%
Have Children	85%	66%	92%
At Least One Child 0-18	48%	46%	51%
Single Parent of Children 0-18	9%	17%	12%
Annual Family Income Below \$30,000	11%	52%	24%

Education of the Child Care Workforce

“Learning and motivation are dynamic, cumulative processes. Skill begets skill; learning begets learning. Early disadvantage, if left untreated, leads to academic and social difficulties later in life. Early advantages accumulate; just as early disadvantages.”

(Heckman & Masterov 2007, p.447)

Twenty-nine percent of directors, 15% of teachers, and 10% of family child care providers have an Associate's Degree or higher in Early Childhood Education, a significant increase from 2005. Thirty-nine percent of directors, 23% of teachers, and 15% of family child care providers have an Associate's Degree or higher in another field, such as Elementary Education or Business.

In 2005, Indiana child care workers reported an interest in achieving higher levels of education, and the reported data indicate an increase in the percent with a Bachelor's Degree or higher in Early Childhood Education or Child Development. In 2010, Indiana child care workers continued to express interest in achieving higher levels of education. As shown in TABLES 5 and 6, many directors, teachers, and family child care providers have completed college courses. Of the survey respondents who were not taking courses, 20% of the directors, 36% of the teachers, and 24% of family child care providers expressed an interest in attending college to earn a degree (See TABLES 5 and 6 for educational attainment data on center/ministry directors, teachers, and family child care providers).



TABLE 5 - Educational Attainment of Licensed Child Care Center/Unlicensed Registered Ministry Child Care Ministry Directors and Family Child Care Providers

Education	Center/Ministry Directors	Family Child Care Providers
Highest Education Completed***		
Bachelor Degree or Higher in ECE/CD*	13%	2%
Bachelor Degree or Higher in Other Field	37%	10%
Associate Degree in ECE/CD*	16%	7%
Associate Degree in Other Field	2%	5%
High School + Any College Courses	17%	49%
High School + Workshops	5%	12%
High School Diploma or G.E.D.	2%	10%
Some High School	<1%	1%
Other Educational Credits		
Child Development Associate (CDA) Credential	17%	36%
Educational Pursuits		
Currently Taking ECE/CD* Courses	15%	15%
Interested in Attending College to Earn a Degree**	20%	24%

*ECE/CD=Early Childhood Education/Child Development

**Percentages were drawn from the survey respondents not currently taking courses

***Percentages do not total 100% due to multiple responses possible

TABLE 6 - Educational Attainment of Teachers in Licensed Child Care Centers/Unlicensed Registered Child Care Ministries

Education	Teachers	Lead Teachers	Assistant Teachers
Highest Education Completed***			
Bachelor Degree or Higher in ECE/CD*	5%	6%	1%
Bachelor Degree or Higher in Other Field	18%	21%	12%
Associate Degree in ECE/CD*	10%	12%	5%
Associate Degree in Other Field	5%	5%	6%
High School + Any College Courses	38%	36%	46%
High School + Workshops	10%	10%	13%
High School Diploma or G.E.D.	12%	10%	18%
Some High School	1%	1%	2%
Other Educational Credits			
Child Development Associate (CDA) Credential	26%	30%	21%
Educational Pursuits			
Currently Taking ECE/CD* Courses	21%	21%	24%
Interested in Attending College to Earn Degree**	36%	35%	42%

*ECE/CD=Early Childhood Education/Child Development

**Percentages were drawn from the survey respondents not currently taking courses

***Percentages do not total 100% due to multiple responses possible



Earnings of Indiana's Child Care Workforce

The earnings of the child care workforce in Indiana are low (See TABLES 7 and 8). In 2010, median annual earnings for child care teachers in Indiana were \$18,720 as compared to \$16,596 in 2005. According to the Indiana Department of Workforce Development information on industry wages, jobs with salaries comparable to the wages of child care teachers include general merchandise store employees and transit and ground passenger transportation service providers (Source: Indiana Department of Workforce Development, Industry Wages Information, Quarter-1 2011).

Eleven percent of teachers and 9% of family child care providers reported that they worked another paid job in addition to their job in child care. Teachers worked a median of 10 hours in these additional jobs, and family child care providers worked a median of 20 hours in these additional jobs.

TABLE 7 - Self-Reported Earnings of Teachers in Licensed Child Care Centers/Unlicensed Registered Child Care Ministries

	Teachers	Lead Teachers	Assistant Teachers
Highest Hourly Earnings (90th Percentile)	\$13.00	\$13.33	\$11.00
Median Hourly Earnings (50th Percentile)	\$ 9.00	\$ 9.45	\$ 8.25
Lowest Hourly Earnings (10th Percentile)	\$ 7.30	\$ 7.50	\$ 7.25

The mean hourly wage for child care workers in 2009 was \$9.88. In 2009, the mean hourly wage for preschool teachers was \$16.61 an hour, \$34.24 an hour for kindergarten teachers, and \$37.02 an hour for elementary teachers (Source: U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey: Occupational Earnings in the United States, 2009).

Child care center/ministry directors' median self-reported wage barely competes with the \$31,149.00 annual starting salary of an Indiana public school teacher (Source: National Education Association, 2010). Median annual earnings for center/ministry directors was \$30,721.60. Forty-nine percent of center/ministry directors reported working more than 40 hours a week.

TABLE 8 - Earnings of Licensed Child Care Center/Unlicensed Registered Child Care Ministry Directors and Family Child Care Providers

	Center/Ministry Directors	Family Child Care Providers
Highest Hourly Earnings (90th Percentile)	\$22.00	\$31.17
Median Hourly Earnings (50th Percentile)	\$14.77	\$13.32
Lowest Hourly Earnings (10th Percentile)	\$10.00	\$ 2.00



FIGURE 4 shows the median hourly wages earned by center/ministry directors and family child care providers at four levels of educational attainment.

FIGURE 4 - Median Hourly Wage of Licensed Child Care Center/Unlicensed Registered Child Care Ministry Directors and Family Child Care Providers by Educational Attainment

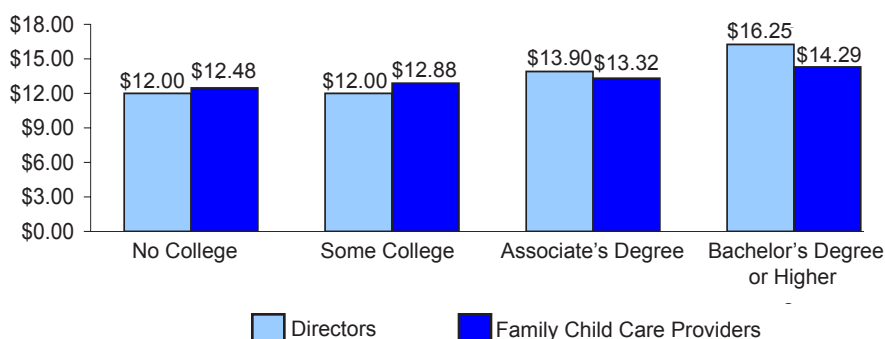


TABLE 9 shows the growth potential in earnings for teachers within licensed child care centers and unlicensed registered child care ministries that have achieved accreditation. Accrediting bodies included are the National Association for the Education of Young Children (NAEYC), the National Early Childhood Program Accreditation (NECPA), the Association of Christian Schools International (ACSI), the National Afterschool Association (NAA), and the Council on Accreditation (COA). Twenty-three percent of center/ministry respondents indicated that their program was in the process of becoming nationally accredited.



TABLE 9 - Pay Rates of Lead Teachers and Assistant Teachers (reported by directors) in Licensed Child Care Centers, Unlicensed Registered Child Care Ministries, and Accredited Licensed Child Care Centers and Unlicensed Registered Child Care Ministries

	Median Starting Wage	Median Highest Wage
Lead Teachers		
Registered Child Care Ministries	\$ 8.00	\$ 9.65
Licensed Child Care Centers	\$ 9.00	\$11.45
Accredited Licensed Child Care Centers and Registered Child Care Ministries	\$10.00	\$12.00
Assistant Teachers		
Registered Child Care Ministries	\$ 7.50	\$ 8.50
Licensed Child Care Centers	\$ 7.99	\$ 9.00
Accredited Licensed Child Care Centers and Registered Child Care Ministries	\$ 8.00	\$ 9.50

Pay rates for teaching staff, including the typical starting wages and the typical highest wages paid to lead teachers and assistant teachers, were reported by center/ministry directors. Unlike self-reported earnings, these data highlight wage ranges within the child care centers and child care ministries. The lowest median starting wage reported for a lead teacher in an unaccredited program was \$8.00 per hour as compared to \$7.00 in 2005; the median starting wage reported for a lead teacher in an accredited program was \$10.00 per hour as compared to \$7.50 in 2005. The median highest wage reported for a lead teacher in an unaccredited program was \$9.65 per hour as compared to \$8.50 in 2005; the median highest wage reported for a lead teacher in an accredited site was \$12.00 per hour as compared to \$10.00 in 2005. This pattern of increase was also found among assistant teacher wages. The difference between the starting wage and the highest wage provides insight into the possibilities for growth in earnings.

Professional Support for the Child Care Workforce

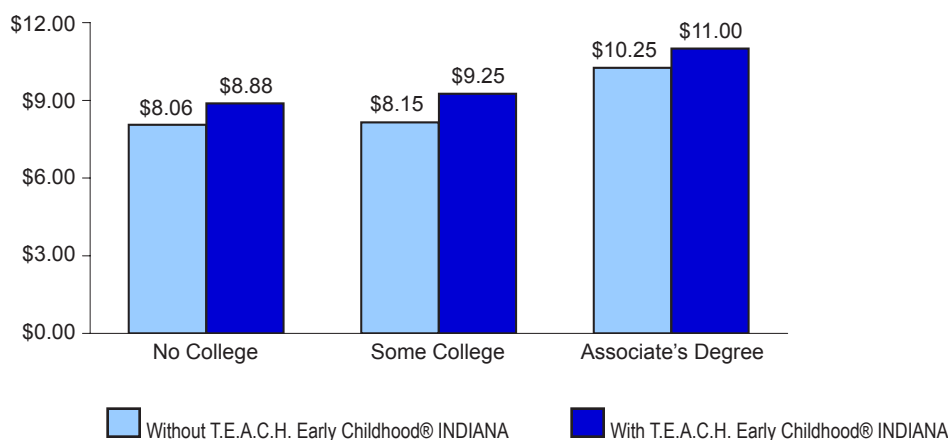
T.E.A.C.H. EARLY CHILDHOOD® INDIANA PROJECT

Sixty-eight percent of center/ministry directors reported that at least one staff member had received a T.E.A.C.H. Early Childhood® INDIANA scholarship at some point since the Project's implementation in 1999. Twenty-nine percent of teachers and 39% of family child care providers reported having received a T.E.A.C.H. Early Childhood® INDIANA scholarship. Only 2% of center/ministry directors, 8% of teachers, and 4% of family child care providers reported having never heard of the T.E.A.C.H. Early Childhood® INDIANA Project.



FIGURE 5 compares the median hourly wage of teachers who have not received a T.E.A.C.H. Early Childhood® INDIANA scholarship with those who have received said scholarship. T.E.A.C.H. Early Childhood® INDIANA scholarships are available for eligible applicants who are pursuing a Child Development Associate (CDA) Credential, a Child Development Associate (CDA) Assessment, or a Child Development Associate (CDA) Renewal, or an Associate or Bachelor's Degree in Early Childhood Education or Child Development.

FIGURE 5 - Median Hourly Wages by Educational Attainment of Teachers with and without a T.E.A.C.H. Early Childhood® INDIANA Scholarship



OTHER PROFESSIONAL SUPPORTS

There are many ways that licensed child care centers and unlicensed registered child care ministries can support the professional development of teachers. The workforce survey asked about seven types of professional development support: paid breaks, paid time off for training, paid planning or preparation time, paid education and training expenses, orientation programs, written job descriptions, and written personnel policies (See TABLE 10). Over 99% of centers/ministries offered at least one of these types of benefits as compared to 55% in 2005.

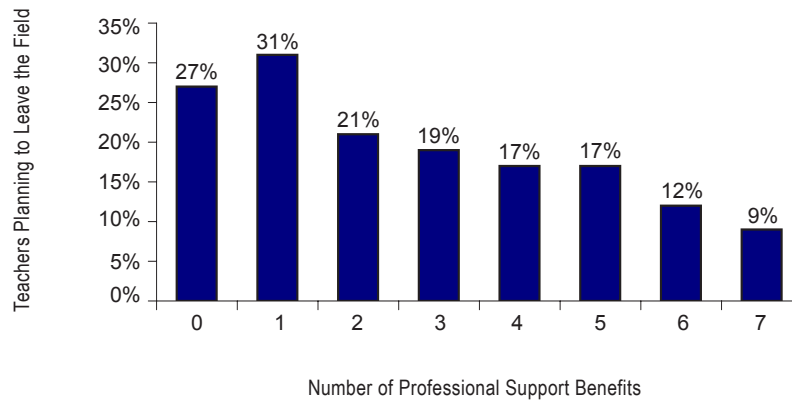
TABLE 10 - Professional Support Benefits for Teachers in Licensed Child Care Centers and Unlicensed Registered Child Care Ministries

Percentage of Centers/Ministries Offering Benefits	
Paid Breaks	47%
Paid Time Off for Training	59%
Paid Planning/Preparation Time	71%
Paid Education/Training	71%
Orientation	79%
Written Job Description	79%
Written Personnel Policies	80%



Providing these types of professional support benefits may be a means for centers/ministries to reduce teacher turnover. Whereas, 18% of teachers statewide said that they would leave the child care field within three years compared to 26% in 2005, only 9% of the teachers in centers/ministries offering seven of the benefits listed in TABLE 10 said the same (See FIGURE 6). Although it is not clear whether these professional supports alone lower turnover, there is a definite pattern established with increased benefits.

FIGURE 6 - Teachers Planning to Leave the Child Care Field within Three Years by Number of Professional Support Benefits Received



Paths to QUALITY™ - Indiana's Quality Rating and Improvement System

Indiana is one of many states that has implemented a voluntary quality rating and improvement system designed to help parents find high-quality care for their children. In Indiana this system is “Paths to QUALITY™.” Paths to QUALITY™ was implemented statewide beginning in 2008 with the enrollment of licensed centers and licensed homes, and of unlicensed registered ministries meeting the voluntary certification system. In state fiscal year (SFY) 2008, there were 1,436 child care facilities, with a total capacity to serve 58,986 children, enrolled in Paths to QUALITY™. By state fiscal year (SFY) 2010, there were 1,867 child care facilities, with a capacity of 69,264 children, enrolled. As of April 2011, 2,001 child care facilities, with the capacity to serve 73,887 children, were enrolled (Source: Indiana Family and Social Service Administration, Division of Family Resources, Bureau of Child Care, 2011).

Paths to QUALITY™ Levels:

- Level 1: Basic health and safety needs of children
- Level 2: Environment supports children's learning
- Level 3: Planned curriculum that aligns with Indiana Early Learning Guidelines
- Level 4: National accreditation

The 2010 Indiana Child Care Workforce Study survey included questions for directors, teachers, and family child care home providers about program enrollment and status in Paths to QUALITY™. Sixty-three percent of the directors from licensed child care centers and unlicensed registered child care ministries responded that their program is currently enrolled in Paths to QUALITY™. Seventy percent of the teachers working in licensed child care centers and unlicensed child care ministries reported that their program is currently enrolled in Paths to QUALITY™. Sixty-seven percent of the family child care home providers reported that their program is currently enrolled in Paths to QUALITY™.

Ninety-four percent of the directors in licensed child care centers and unlicensed registered ministries and 91% of the family child care home providers reported that the Paths to QUALITY™ Media Toolkit was helpful in marketing their child care facility. Ninety-five percent of the directors in licensed child care centers and unlicensed child care ministries and 93% of the family child care home providers reported that the on-site mentoring/quality advising and technical assistance was helpful in increasing the quality of care and education provided to children.

Eighteen percent of the teachers responding to the survey reported that their program was a Level 1 in Paths to QUALITY™; 17% of teachers reported their program was at a Level 2 in Paths to QUALITY™; 24% of teachers reported their program was at a Level 3 in Paths to QUALITY™; 32% of teachers reported their program was at a Level 4 in Paths to QUALITY™. Nine percent of teachers responding said that they didn't know the Paths to QUALITY™ level of their respective program. Sixty-five percent of the teachers in licensed child care centers and unlicensed registered child care ministries reported that they have noticed positive changes at the center because of their enrollment in Paths to QUALITY™. Fifty-eight percent of the teachers in licensed child care centers and unlicensed registered child care ministries reported that they share what's happening with Paths to QUALITY™ with the children's parents.



Experience and Turnover of Indiana's Child Care Workforce

Young children need consistent, experienced, well-educated child care teachers with whom they can form close attachments. The national turnover rate for child care workers is between 25% and 40% annually (Source: Center for the Child Care Workforce, 2010). Indiana has a combination of child care professionals who have remained with their current programs for several years and those who have either just entered the field or started in a new child care program (See TABLE 11). The median number of years that center/ministry directors have worked in the field is 15 as compared to 12 years in 2005. The median years that directors have worked in their present position is 5 years as compared to 4 years in 2005. The range included directors who have worked in their position less than a year and directors who have worked in their position for over 45 years. Among family child care providers, the median length of time in the business is 12 years as compared to 8.5 years in 2005. The range included family child care providers who have worked as a family child care provider for less than a year and providers who have been a family child care provider for over 45 years.

TABLE 11 - Child Care Workforce Median Years of Experience

Lead Teachers	
Median Years in Current Center	3
Median Years in Child Care Field	8
Assistant Teachers	
Median Years in Current Center	2
Median Years in Child Care Field	5
Directors	
Median Years in Current Center	5
Median Years in Child Care Field	15
Family Child Care Providers	
Median Years as Family Child Care Provider	12



The survey included two measures of turnover: (1) the percentage of lead teachers and assistants who left their centers/ministries during the previous year, and (2) the percentage of directors, teachers, and family child care providers who are planning to leave the child care field within the next three years (see TABLE 12). A proportion of all full-time teachers (16%) left their centers in the previous twelve months compared to 26% in 2005. Of the centers responding, 17% had no full-time staff turnover during the previous year, while 3% of the centers/ministries had turnover at or above 100% of current full-time staff.

TABLE 12 - Child Care Workforce Turnover

Full Time Teacher Turnover	16%
Part-Time Teacher Turnover	20%
Teachers Planning to Leave the Field within 3 Years	18%
Lead Teachers Planning to Leave the Field within 3 Years	17%
Assistant Teachers Planning to Leave the Field within 3 Years	25%
Directors Planning to Leave the Field within 3 Years	11%
Family Child Care Providers Planning to Leave within 3 Years	9%



Potential Turnover

Eleven percent of directors, 18% of teachers, and 9% of family child care providers reported that they planned to leave the field within three years. This is a significant decrease from the 2005 report for all positions. Of those planning to leave the field, 71% percent of directors, 90% of teachers, and 82% of family child care providers commonly indicated that higher earnings would encourage them to stay. Different motivators among the groups stemmed from the unique roles and responsibilities of each group, though all three were generally interested in additional support for the work they do, such as the ability to have more time off (family child care providers) and better employment benefits (directors and teachers). Of those planning to leave the field, some directors (45%), teachers (20%), and family child care providers (30%) reported that they were leaving for reasons not likely influenced by the receipt of additional supports. Eighty-nine percent of directors, 82% of teachers, and 91% of family child care providers reported that they intended to be working in the child care field in three years.

Final Comments

Children from birth through five years of age are estimated to comprise 8.3% of the total Hoosier population. In 2009, there were an estimated 534,603 children from birth through five years of age in the state of Indiana. Not only does the Early Childhood Education industry benefit from the number of children who receive formal care, but so does the economy of Indiana. Every day while they are working or going to school, Indiana's families entrust the care and education of their young children to child care directors, teachers, and family child care providers. The availability of child care is associated with working parents' reduced absenteeism, reduced turnover, and increased productivity at their jobs. Access to early childhood education also allows greater labor market participation of parents and increases the ability of parents to pursue education.

The 2010 Indiana Child Care Workforce Study provides comprehensive data on various issues facing the child care workforce.



Glossary

ASSOCIATION OF CHRISTIAN SCHOOLS INTERNATIONAL (ACSI): A worldwide accrediting organization uniquely dedicated to delivering the message of Christ and to school improvement to assist schools in changing for the better in an orderly and systematic way through accreditation.

CHILD CARE SERVICES ASSOCIATION (CCSA): Located in Chapel Hill, North Carolina, CCSA is a non-profit, United Way agency committed to ensuring the affordability, accessibility and quality of child care. Through research, services and advocacy, CCSA works to improve child care systems across the United States. CCSA has developed several innovative and effective quality improvement initiatives, including the T.E.A.C.H. Early Childhood® Project, Child Care WAGES® Project, and numerous other child care quality improvement projects.

CHILD DEVELOPMENT ASSOCIATE CREDENTIAL (CDA): The CDA is a national competency-based certification for individual child care providers that is awarded through the national Council for Professional Recognition. The credentialing program focuses on the skills of early care and education professionals and is designed to provide performance-based training and assessment of preschool teachers, home visitors, and family child care providers.

COUNCIL ON ACCREDITATION (COA): An international organization partnering with human service organizations to improve service delivery outcomes by developing, applying, and promoting best practice standards for programs serving all ages. Accreditation for Early Child Care and Development Services and for After School Programs provided.

HEAD START AND EARLY HEAD START: Head Start and Early Head Start are federally funded comprehensive child development programs. Focusing on children from age three to kindergarten entry and their families, Head Start has the overall goal of increasing the school readiness of young children in low-income families. Early Head Start serves pregnant women, infants and toddlers up to age three. All programs provide educational, social, medical, dental, nutritional and mental health services to the enrolled children and are based on comprehensive child development services, parent involvement and community partnerships.

NATIONAL AFTERSCHOOL ASSOCIATION (NAA): An accrediting organization of after school professionals dedicated to the development, education and care of children and youth during their out-of-school hours.

NATIONAL ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN (NAEYC): Founded in 1926, NAEYC is dedicated to improving the well-being of all young children, with particular focus on the quality of educational and developmental services for all children from birth through age eight. In 1985 NAEYC developed a national voluntary accreditation system to set professional standards for early childhood programs and to help families identify high-quality programs. The accreditation system is administered by the NAEYC office in Washington, D.C.



NATIONAL ASSOCIATION FOR FAMILY CHILD CARE (NAFCC): A non-profit organization dedicated to promoting quality child care by strengthening the profession of family child care.

NATIONAL EARLY CHILDHOOD PROGRAM ACCREDITATION (NECPA): An international accrediting organization dedicated to raising an early care and education program's quality bar, bringing tangible benefits and experiences to the lives of the children and families they serve.

T.E.A.C.H. EARLY CHILDHOOD® INDIANA PROJECT: T.E.A.C.H. Early Childhood® stands for Teacher Education And Compensation Helps and is an umbrella for a variety of different scholarship programs. The T.E.A.C.H. Early Childhood® INDIANA project provides scholarships for teachers, directors, and family child care providers who are working in legally exempt or regulated early childhood programs. Each scholarship is made up of four components that includes an educational scholarship, completion of formal education, compensation upon completion of the education, and a commitment by the scholarship recipient to remain at the site or in the field for a specified period of time. All scholarships link continuing education with increased compensation and require that recipient and their sponsoring child care programs share in the costs. Project funding comes from the Indiana Family and Social Services Administration, Division of Family Resources, Bureau of Child Care through the federal Child Care and Development Block grant.

USDA CHILD AND ADULT CARE FOOD PROGRAM (CACFP): CACFP is a federal program that provides healthy meals and snacks to children and adults receiving day care. The facilities that receive reimbursement for their meal costs include child care centers, family child care homes, after school care program, homeless shelters, and adult day care services.



Appendix A

2010 Indiana Early Childhood Workforce Study - Survey Response Final Report

#	County	Population	Director Sample %	Director Sample Original	Director Sample Current	Director Surveys Received	Director Response Rate	Teacher Sample Original	Teacher Sample Current	Teacher Surveys Received	Teacher Response Rate	Home Sample %	Home Sample Original	Home Sample Current	Home Surveys Received	Home Response Rate
1	Adams	Rural	100%	8	8	5	63%	48	70	36	51%	100%	7	6	4	67%
2	Allen	Urban	100%	72	69	33	48%	683	734	264	36%	100%	204	178	59	33%
3	Bartholomew	Urban	100%	13	13	9	69%	142	148	49	33%	100%	31	28	8	29%
4	Benton	Rural	100%	2	2	1	50%	12	5	3	60%	100%	8	7	4	57%
5	Blackford	Rural	100%	2	2	1	50%	3	6	4	67%	100%	9	9	1	11%
6	Boone	Urban	100%	13	13	5	38%	135	155	37	24%	100%	20	20	8	40%
7	Brown	Rural	100%	2	2	0	0%	3	3	0	0%	100%	4	4	3	75%
8	Carroll	Rural	100%	4	4	3	75%	16	11	4	36%	100%	1	1	1	100%
9	Cass	Rural	100%	6	6	1	17%	54	54	9	17%	100%	8	7	3	43%
10	Clark	Urban	100%	23	23	8	35%	214	203	32	16%	100%	36	31	7	23%
11	Clay	Rural	100%	5	5	2	40%	23	32	3	9%	100%	10	9	1	11%
12	Clinton	Rural	100%	7	6	4	67%	51	51	10	20%	100%	7	6	2	33%
13	Crawford	Rural	100%	2	2	0	0%	2	2	2	100%	100%	6	5	0	0%
14	Daviess	Rural	100%	6	6	2	33%	50	53	18	34%	100%	22	20	8	40%
15	Dearborn	Rural	100%	9	7	2	29%	91	55	28	51%	100%	7	5	1	20%
16	Decatur	Rural	100%	4	4	2	50%	27	30	18	60%	100%	9	7	3	43%
17	Dekalb	Rural	100%	8	8	5	63%	36	58	30	52%	100%	13	12	7	58%
18	Delaware	Urban	100%	21	19	8	42%	205	197	102	52%	100%	31	29	12	41%
19	Dubois	Rural	100%	5	5	3	60%	36	57	26	46%	100%	28	26	8	31%
20	Elkhart	Rural	100%	30	30	8	27%	240	249	64	26%	100%	46	44	9	20%
21	Fayette	Rural	100%	3	3	0	0%	17	17	4	24%	100%	10	7	4	57%
22	Floyd	Urban	100%	23	22	9	41%	178	185	48	26%	100%	73	67	24	36%
23	Fountain	Rural	100%	1	1	1	100%	4	8	6	75%	100%	5	4	1	25%
24	Franklin	Rural	100%	0	0	0	0%	0	0	0	0%	100%	13	13	7	54%
25	Fulton	Rural	100%	4	4	4	100%	18	20	15	75%	100%	13	13	7	54%
26	Gibson	Rural	100%	6	6	4	67%	43	48	13	27%	100%	27	23	5	22%
27	Grant	Urban	100%	7	6	4	67%	53	57	12	21%	100%	20	18	7	39%
28	Greene	Rural	100%	3	3	1	33%	11	19	8	42%	100%	29	27	6	22%
29	Hamilton	Urban	100%	55	52	22	42%	760	766	143	19%	100%	64	57	17	30%
30	Hancock	Urban	100%	12	12	6	50%	72	77	18	23%	100%	37	29	5	17%
31	Harrison	Rural	100%	4	4	1	25%	27	33	6	18%	100%	29	26	4	15%
32	Hendricks	Urban	100%	30	29	15	52%	327	352	88	25%	100%	51	48	20	42%
33	Henry	Rural	100%	6	6	2	33%	38	28	13	46%	100%	22	18	6	33%
34	Howard	Urban	100%	25	24	6	25%	188	216	36	17%	100%	24	20	7	35%
35	Huntington	Rural	100%	10	10	5	50%	63	78	25	32%	100%	17	13	4	31%
36	Jackson	Rural	100%	6	6	4	67%	21	47	4	9%	100%	29	27	8	30%
37	Jasper	Rural	100%	2	2	0	0%	16	16	4	25%	100%	5	5	2	40%
38	Jay	Rural	100%	1	1	0	0%	7	7	0	0%	100%	12	11	4	36%
39	Jefferson	Rural	100%	5	5	3	60%	22	45	8	18%	100%	28	24	10	42%
40	Jennings	Rural	100%	2	2	1	50%	9	15	2	13%	100%	14	10	2	20%
41	Johnson	Urban	100%	25	25	7	28%	270	294	47	16%	100%	29	26	12	46%
42	Knox	Urban	100%	11	11	2	18%	82	113	36	32%	100%	29	25	7	28%
43	Kosciusko	Rural	100%	16	16	6	38%	91	102	25	25%	100%	22	20	5	25%
44	LaGrange	Rural	100%	4	4	2	50%	25	23	16	70%	100%	6	6	1	17%
45	Lake	Urban	100%	101	94	23	24%	804	819	224	27%	100%	267	241	41	17%
46	LaPorte	Rural	100%	10	10	4	40%	57	72	17	24%	100%	73	68	18	26%
47	Lawrence	Rural	100%	6	6	2	33%	44	41	9	22%	100%	31	31	8	26%

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48	Madison	Urban	100%	18	17	6	35%	145	152	60	39%	100%	54	51	11	22%
49	Marion	Urban	100%	311	290	79	27%	2763	2755	627	23%	100%	487	447	96	21%
50	Marshall	Rural	100%	7	7	0	0%	38	38	0	0%	100%	21	20	8	40%
51	Martin	Rural	100%	1	1	1	100%	7	5	5	100%	100%	8	7	1	14%
52	Miami	Rural	100%	9	9	4	44%	53	55	12	22%	100%	5	5	1	20%
53	Monroe	Urban	100%	30	30	15	50%	221	296	78	26%	100%	64	61	15	25%
54	Montgomery	Rural	100%	8	7	1	14%	43	40	6	15%	100%	11	11	2	18%
55	Morgan	Urban	100%	15	15	4	27%	151	141	8	6%	100%	15	11	6	55%
56	Newton	Rural	100%	0	0	0	0%	0	0	0	0%	100%	2	2	0	0%
57	Noble	Rural	100%	7	6	3	50%	47	39	21	54%	100%	8	8	3	38%
58	Ohio	Rural	100%	2	2	2	100%	7	9	6	67%	100%	1	1	0	0%
59	Orange	Rural	100%	1	1	0	0%	7	7	0	0%	100%	18	16	8	50%
60	Owen	Rural	100%	2	2	2	100%	11	8	4	50%	100%	9	8	1	13%
61	Parke	Rural	100%	3	3	3	0%	13	14	5	36%	100%	11	11	3	27%
62	Perry	Rural	100%	3	3	1	33%	13	13	4	31%	100%	9	9	5	56%
63	Pike	Rural	100%	3	3	1	33%	11	11	3	27%	100%	10	10	3	30%
64	Porter	Urban	100%	26	24	7	29%	181	204	53	26%	100%	25	24	8	33%
65	Posey	Rural	100%	4	4	3	75%	29	32	15	47%	100%	8	8	1	13%
66	Pulaski	Rural	100%	2	2	1	50%	8	11	6	55%	100%	6	6	4	67%
67	Putnam	Rural	100%	7	7	4	57%	39	39	7	18%	100%	14	14	10	71%
68	Randolph	Rural	100%	3	3	1	33%	17	22	8	36%	100%	5	4	2	50%
69	Ripley	Rural	100%	7	6	3	50%	49	49	21	43%	100%	15	15	4	27%
70	Rush	Rural	100%	1	1	0	0%	4	4	0	0%	100%	9	9	2	22%
71	Saint Joseph	Urban	100%	58	56	23	41%	439	475	146	31%	100%	143	124	25	20%
72	Scott	Rural	100%	3	3	1	33%	20	27	3	11%	100%	8	8	2	25%
73	Shelby	Urban	100%	4	4	0	0%	31	31	17	55%	100%	15	15	9	60%
74	Spencer	Rural	100%	5	5	3	60%	26	23	12	52%	100%	13	12	2	17%
75	Starke	Rural	100%	2	2	0	0%	8	8	0	0%	100%	2	1	0	0%
76	Steuben	Rural	100%	6	6	4	67%	48	74	5	7%	100%	13	10	6	60%
77	Sullivan	Rural	100%	1	1	0	0%	5	5	0	0%	100%	20	18	2	11%
78	Switzerland	Rural	100%	2	2	0	0%	8	8	0	0%	100%	4	4	2	50%
79	Tippecanoe	Urban	100%	43	42	18	43%	341	435	193	44%	100%	66	56	17	30%
80	Tipton	Rural	100%	3	2	1	50%	17	16	9	56%	100%	0	0	0	0%
81	Union	Rural	100%	1	1	1	100%	7	7	6	86%	100%	1	1	1	100%
82	Vanderburgh	Urban	100%	41	38	21	55%	415	498	186	37%	100%	131	119	38	32%
83	Vermillion	Rural	100%	2	1	1	100%	9	6	4	67%	100%	9	7	4	57%
84	Vigo	Urban	100%	17	15	5	33%	133	151	33	22%	100%	167	157	28	18%
85	Wabash	Rural	100%	8	8	4	50%	48	57	12	21%	100%	9	8	4	50%
86	Warren	Rural	100%	1	1	0	0%	9	9	0	0%	100%	0	0	0	0%
87	Warrick	Rural	100%	8	8	2	25%	49	52	13	25%	100%	53	51	12	24%
88	Washington	Rural	100%	2	1	0	0%	14	8	2	25%	100%	27	27	11	41%
89	Wayne	Urban	100%	20	16	9	56%	111	95	12	13%	100%	30	30	4	13%
90	Wells	Rural	100%	5	4	1	25%	33	46	28	61%	100%	10	10	4	40%
91	White	Rural	100%	3	3	2	67%	15	25	7	28%	100%	15	15	8	53%
92	Whitley	Rural	100%	6	5	4	80%	47	66	25	38%	100%	7	6	4	67%
	TOTAL		100%	1331	1265	477	38%	11008	11737	3228	28%	100%	3044	2768	768	28%

Appendix B

Data Summary by Auspice and Position

Child Care Facilities	State Total	For-Profit Centers	Not-for-Profit Faith-Based Centers	Not-for-Profit Centers
	n=477	n=119	n=174	n=175
Median Center Preschool (0-5) Enrollment	52	65	42	53
Accredited Centers	87	25	5	54
Turnover Rate of Full-Time Teachers	16.0%	18.0%	14.0%	17.0%
Median Starting Teacher Wage	\$8.50	\$8.00	\$7.75	\$8.50
Median Highest Teacher Wage	\$10.50	\$9.75	\$9.00	\$10.50
Fully Paid Health Insurance	4.0%	< 1.0%	2.0%	6.0%
Annual Vacation Days: 10 or More	46.0%	42.0%	36.0%	59.0%
Monthly Sick Leave: 1 Day or More	24.0%	20.0%	10.0%	39.0%
Job Protected Parental Leave	53.0%	52.0%	36.0%	70.0%
Retirement Contributions	34.0%	28.0%	11.0%	61.0%
Paid Education/Training Expenses	71.0%	76.0%	57.0%	84.0%
Paid Time Off for Training	59.0%	58.0%	48.0%	73.0%
Provide Orientation	79.0%	84.0%	68.0%	87.0%
Reduced Cost Child Care	44.0%	60.0%	43.0%	34.0%
Free Child Care	18.0%	17.0%	29.0%	10.0%

Directors	State Total	For-Profit Centers	Not-for-Profit Faith-Based Centers	Not-for-Profit Centers
	n=477	n=119	n=174	n=175
Median Hourly Wage	\$14.77	\$15.62	\$13.50	\$16.91
Median Number of Years in Center	5.0	4.5	5.3	4.7
Median Number of Years in Child Care Field	15.0	13.0	13.5	16.0
Associate's Degree or Higher in ECE	29.0%	35.0%	24.0%	43.0%

Teachers	State Total	For-Profit Centers	Not-for-Profit Faith-Based Centers	Not-for-Profit Centers
	n=3,228	n= 1,150	n= 986	n= 1,082
Median Hourly Wage	\$9.00	\$9.00	\$8.34	\$9.98
No Health Insurance	31.0%	32.0%	33.0%	28.0%
Median Number of Years in Center	4.6	3.9	4.8	4.4
Median Number of Years in Child Care Field	9.6	14.0	6.0	8.0
Associate's Degree or Higher in ECE	15.0%	10.0%	8.0%	27.0%

Indiana's Family Child Care Home Summary Data

Family Child Care Providers	State Total
	n=768
Accredited Family Child Care Homes	87
Median Hourly Wage	\$13.32
Median Number of Years as a Family Child Care Provider	12.0
Associate's Degree or Higher in ECE	10.0%



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