

Staffing Data

Dane County Child Care Group Centers

2019



Staffing child care centers continues to be a challenge across the nation. In spring of 2019, the wages and benefits survey was sent to all regulated group programs and included additional questions about Registry levels and staffing.

Registry Level

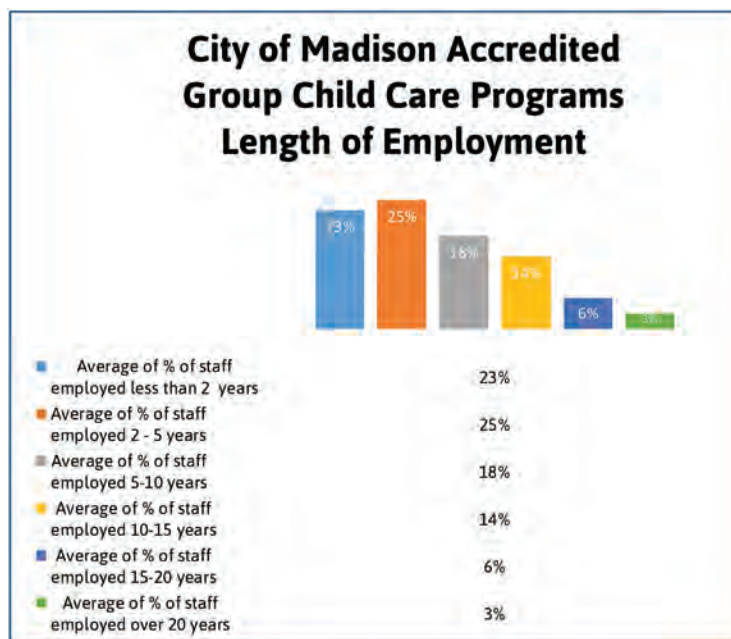
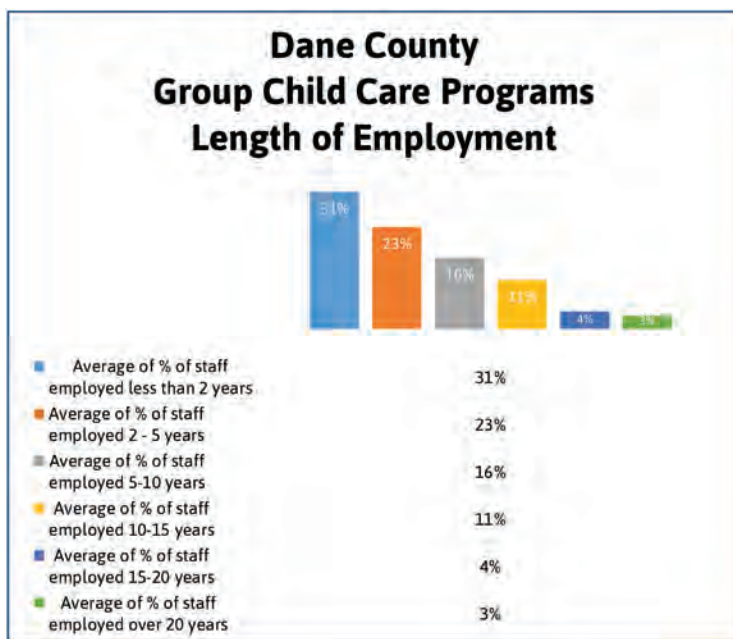
The spring 2019 wages and benefits survey asked regulated group child care programs to indicate the Registry level of their staff. Registry levels range from Level 1 – 17. Descriptions of Registry levels can be found on [The Registry's website](#).

Of the survey responses:

- 67% indicated they have staff that are participating in The Registry
- 21% indicated having staff with a Registry level between Level 1 – 5
- 13% indicated having staff with a Registry level between Level 6 – 10
- 27% indicated having staff with a Registry level between Level 11 – 15
- 1% indicated having staff with a Registry level between Level 16 – 17

Length of Employment and Staff Turnover Rate

Staff turnover continues to be an issue in the child care industry. Programs were asked to indicate the length of employment of their staff as well as the number of teaching staff that left their program in 2018.



Dane County Group Child Care Program Turnover Rate		
	2018 Full-Time Teaching Staff Turnover Rate	2018 Part-Time Teaching Staff Turnover Rate
Dane County Group Child Care Programs	31%	40%
City of Madison Accredited Group Child Care Programs	18%	14%

Staffing Comments

4-C received feedback from group child care programs that the unused capacity in programs was the result of an inability of centers to hire qualified staff as opposed to a lack of demand. Additional questions were asked in the survey to address these concerns.

Of the responses:

- 24% indicated they had child care vacancies in their program because they could not hire staff to fill those rooms
- 11% indicated they had full classrooms empty because they could not hire staff

Some of the comments regarding staffing issues were:

- "I have only been able to have 1 other teacher with me at all times. We are licensed for 50 and have been at no more than 31 due to lack of qualified staff. I have offered more hours and pay but this has not been successful in retaining staff."
- "Another aspect that is hard to control is staff showing up. Regular unverifiable illness and family problems require the cost of an extra to keep covering the different teachers who are out."
- "It is getting harder to find qualified staff who are committed to the field."
- "By far our biggest challenge is finding quality, educated staff to fill any teacher openings we have. Our teacher turnover rate is very low, so it is rare that we are looking for new staff, however when we are looking, we have a lack of qualified candidates, along with a large amount of "no shows" to scheduled (and confirmed) interviews."
- "We had 1 full time teacher leave in June of this year and I had not hired a full time teacher in 15 years. I am still looking to fill this position. There were 2 candidates hired who did not work out and left after 3 months. I am not getting applicants with a childcare degree and any amount of relevant experience. It is proving to be very challenging."
- "It is very challenging to get qualified candidates to apply for this occupation. The pay is not keeping pace with the cost of living and it is very difficult to earn a living wage for a single person."
- "Hiring has been very hard the last two years."
- "Our inability to pay new & current staff a livable wage has led to staff leaving and extreme difficulties hiring quality and YoungStar qualified staff. We cannot afford to offer health/dental insurance or other benefits."