

Staffing Data

Dane County Child Care Group Centers

2018



Staffing child care centers continues to be a challenge across the nation. In spring of 2018, the wages and benefits survey was sent to all regulated group programs and included additional questions about Registry levels and staffing.

Registry Level

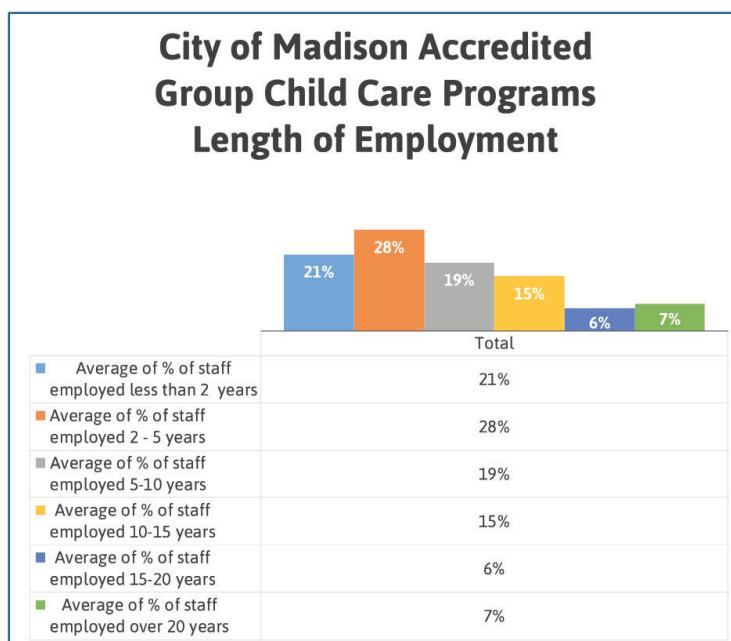
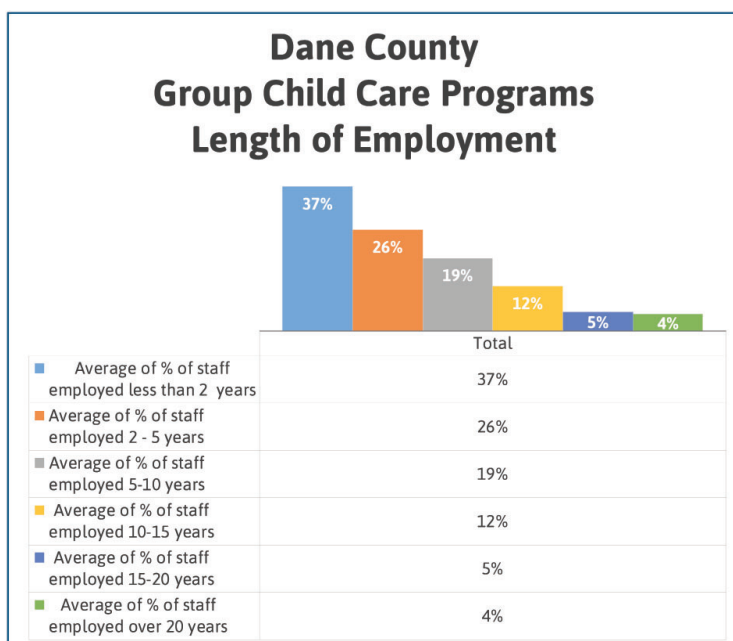
The spring 2018 wages and benefits survey asked regulated group child care programs to indicate the Registry level of their staff. Registry levels range from Level 1 – 17. Descriptions of Registry levels can be found on [The Registry's website](#).

Of the survey responses:

- 74% indicated they have staff that are participating in The Registry
- 19% indicated having staff with a Registry level between Level 1 – 5
- 15% indicated having staff with a Registry level between Level 6 – 10
- 63% indicated having staff with a Registry level between Level 11 – 15
- 2% 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 2017.



Dane County Group Child Care Program Turnover Rate		
	2017 Full-Time Teaching Staff Turnover Rate	2017 Part-Time Teaching Staff Turnover Rate
Dane County Group Child Care Programs	19.81	18.25
City of Madison Accredited Group Child Care Programs	15.81	15

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:

- 17% 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:

- "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."
- "Very hard to find qualified staff, and we are a small center with limited financial funding. We did combine classrooms which leaves one room open for future possibilities."
- "It is difficult to find staff. We have openings for FT staff but haven't had a single applicant to fill positions. We've had calls and several no shows. Hired two part-time but no full time."
- "It's very hard to find people in our area that are qualified or have taken any classes in ECE. We are a small center who would love to afford to give health care benefits and higher pay to our teachers."
- "We need more government support to provide higher wages."