

# Average Wages Child Care Group Centers Grant/Iowa/Lafayette Counties

2021



- Data was combined for the counties of Grant, Iowa and Lafayette due to the low number of group programs in these counties as well a low return rate for individual counties.
- Group programs include regulated group centers, school age programs, preschools, camps, and Head Start programs.
- All responses were gathered electronically and submitted directly from each program.
- Responses are based on approximately 33% return rate.

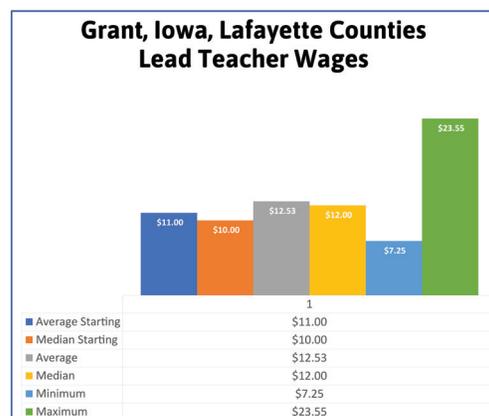
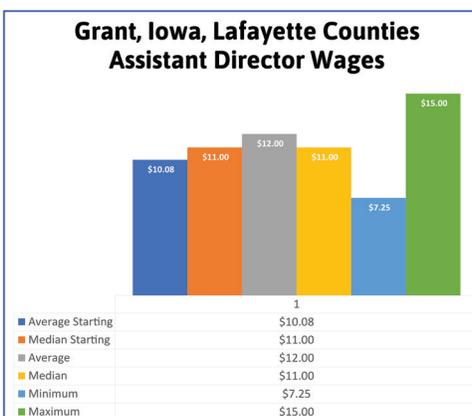
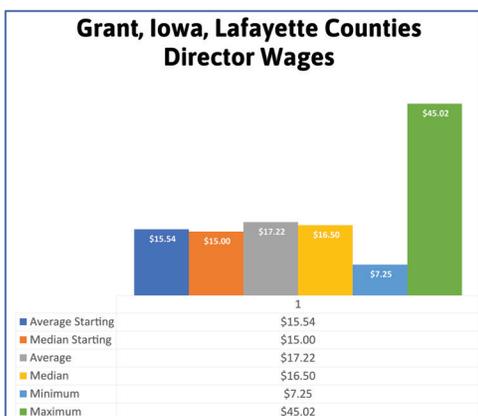
## Definitions:

Average Starting Wage = average hourly wage for NEWLY HIRED staff  
 Median Starting Wage = the middle value of wages for NEWLY HIRED staff  
 Average Wage = the average hourly wage of CURRENT STAFF  
 Median Wage = the middle value of wages for CURRENT STAFF  
 Minimum Wage = the minimum hourly wage of CURRENT STAFF  
 Maximum Wage = the maximum hourly wage of CURRENT STAFF

Salary wages were divided by 2,080 to convert to hourly wages

## Highlights and Key Findings:

- Many of the positions had a wide range in their minimum and maximum wages.
- An average and median wage value was included for all positions. Average data can generally give a good representation of data. However, when using averages, adding one extreme value can pull the average up or down and therefore may give a misrepresentation. Median values are the exact middle of the range and are another tool to evaluate the data.
- Each staff position duties and responsibilities tend to vary for each program. The Department of Children and Families licensing rules will indicate entry level training that is approved for child care workers. This can be found on the [DCF website](#).



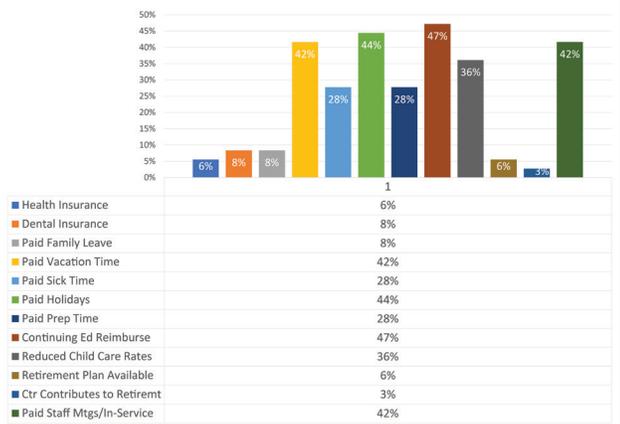
### Grant, Iowa, Lafayette Counties Assistant Teacher Wages



### Grant, Iowa, Lafayette Counties Substitute Teacher Wages

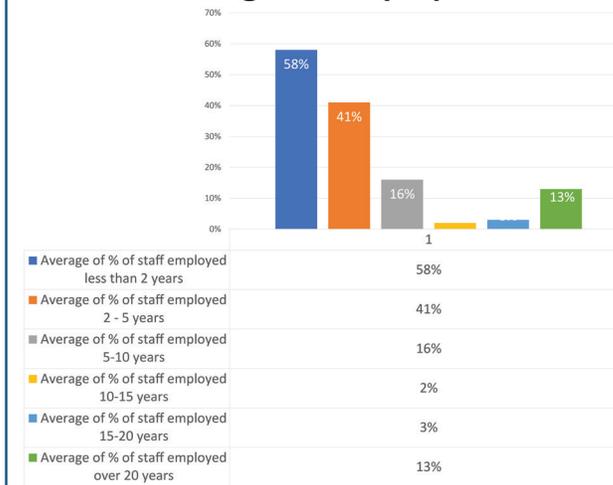


### Grant, Iowa, Lafayette Counties Group Center Benefits Offered



Staffing child care centers continues to be a challenge across the nation. A wages, benefits and staffing survey was emailed to all regulated providers. Programs were asked to indicate the length of employment of their staff as well as the number of teaching staff that left their program last year.

### Grant, Iowa, Lafayette Counties Group Child Care Programs Length of Employment



#### 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.

- 33% indicated they had child care vacancies in their program because they could not hire staff to fill those rooms.
- 0% indicated they had full classrooms empty because they could not hire staff.

#### Other Comments:

- Retaining qualified staff is definitely a major hurdle for all child care centers.
- It's difficult finding staff with education. We are hiring staff as subs or assistant teachers and hoping they will take the classes and enjoy the childcare field. We have had to let some staff go because they do not finish their classes within 6 months

### Walworth County Group Child Care Program Turnover Rate

	2020 Full-Time Teaching Staff Turnover Rate	2020 Part-Time Teaching Staff Turnover Rate
<b>Walworth County Group Child Care Programs</b>	<b>43%</b>	<b>44%</b>