

2023 Dodge & Jefferson Counties

Average Wages, Benefits, & Staffing

Group Center Child Care



- Data was combined for the counties of Dodge and Jefferson due to the low number of group programs in these counties as well as 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**.

Report Content

- Position Wage Data
- Benefits Data
- Staffing Length of Employment and Turnover Data
- Comments Detailing the Impact of the Staffing Shortage

Methodology and Definitions

- 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 [here](#).
- Wages are listed as the amount paid **per hour**

Key Findings

65% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

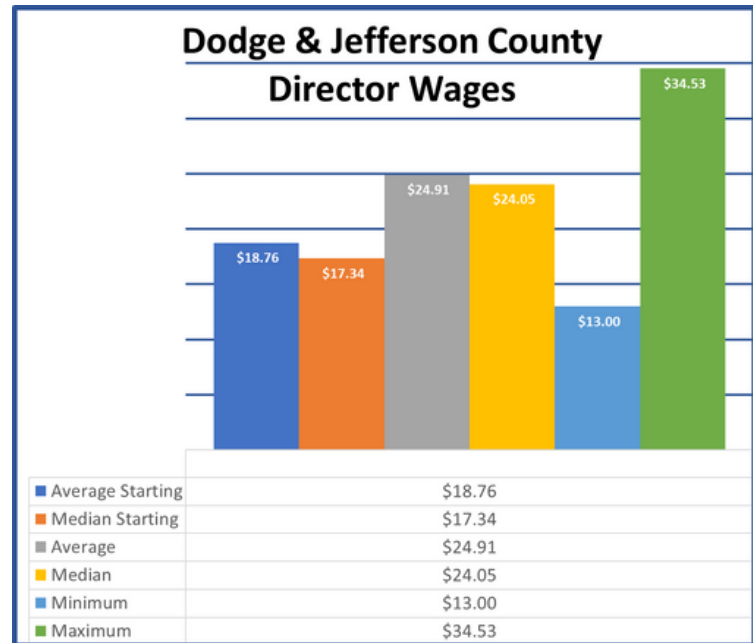
25% indicated they had **entire classrooms empty** because they **could not hire staff**.

235 children had to be **turned away** because program classrooms were closed **due to staffing shortages**.

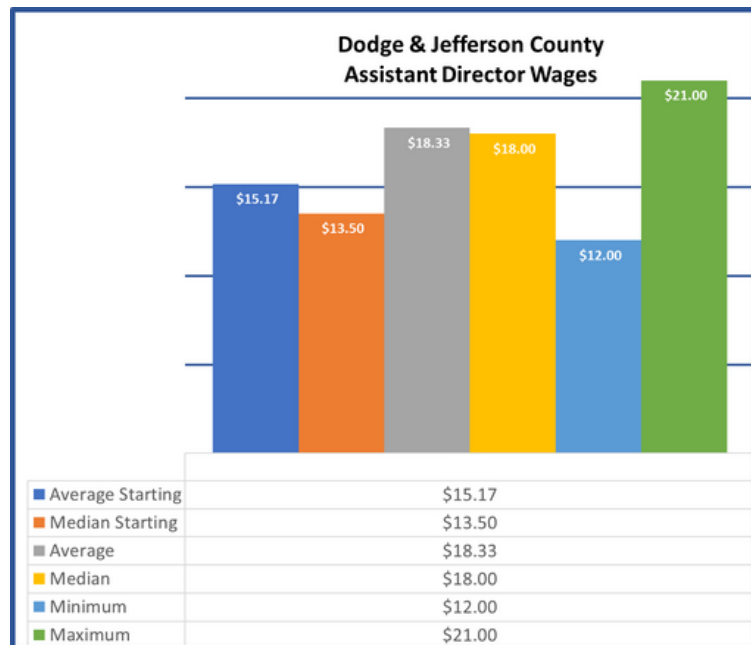
See the last page of this report for specific comments about staffing shortages

Dodge & Jefferson Counties Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$18.76	\$17.34	\$24.91	\$24.05	\$13.00	\$34.53



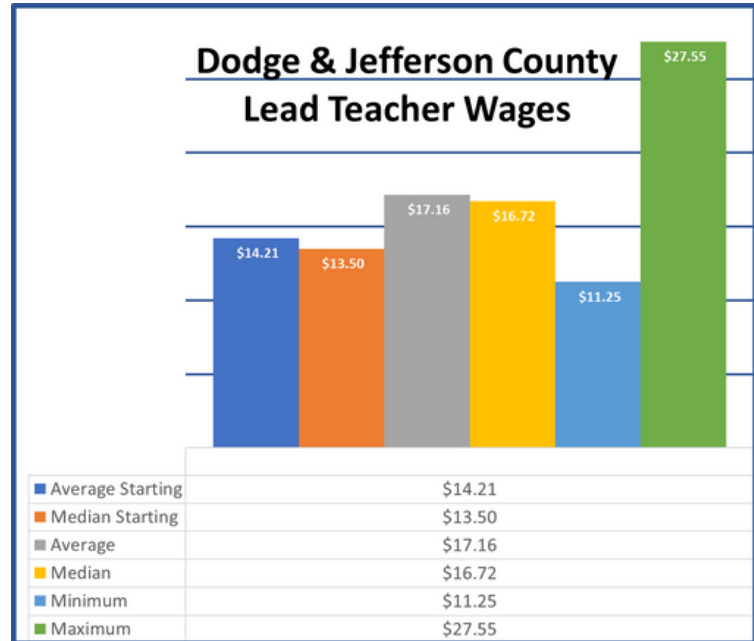
Dodge & Jefferson Counties Assistant Director Wages



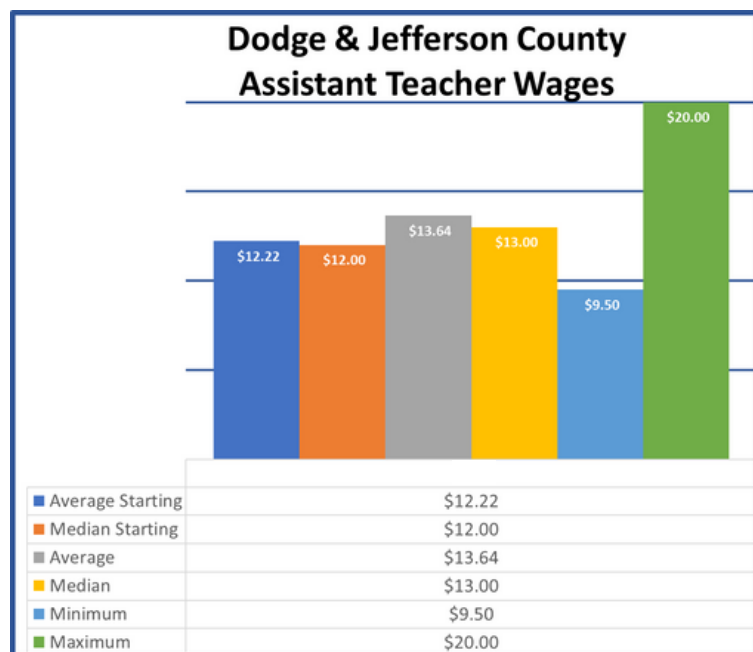
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$15.17	\$13.50	\$18.33	\$18.00	\$12.00	\$21.00

Dodge & Jefferson Counties Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$14.21	\$13.50	\$17.16	\$16.72	\$11.25	\$27.55



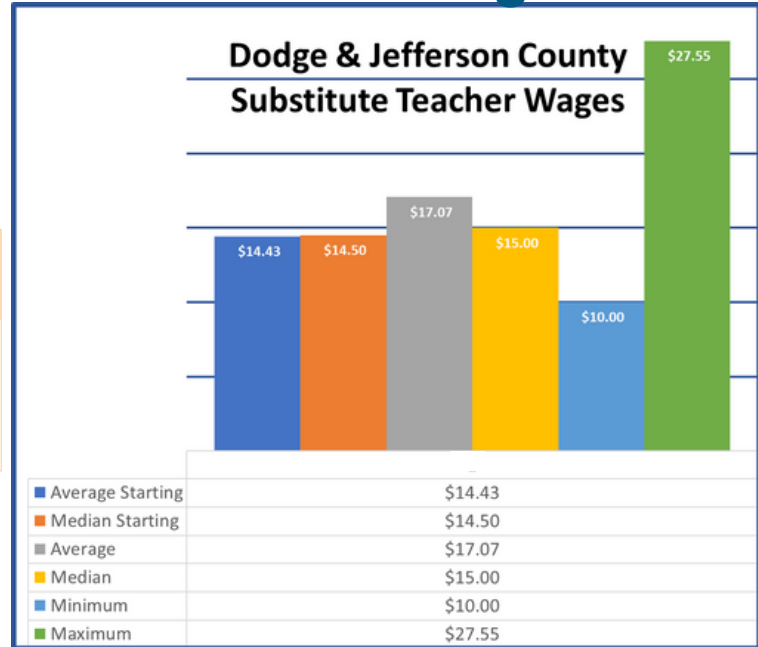
Dodge & Jefferson Counties Assistant Teacher Wages



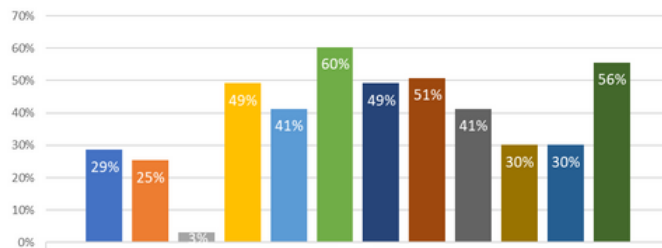
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$12.22	\$12.00	\$13.64	\$13.00	\$9.50	\$20.00

Dodge & Jefferson Counties Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$14.43	\$14.50	\$17.07	\$15.00	\$10.00	\$27.55



Dodge & Jefferson County Group Center Benefits Offered



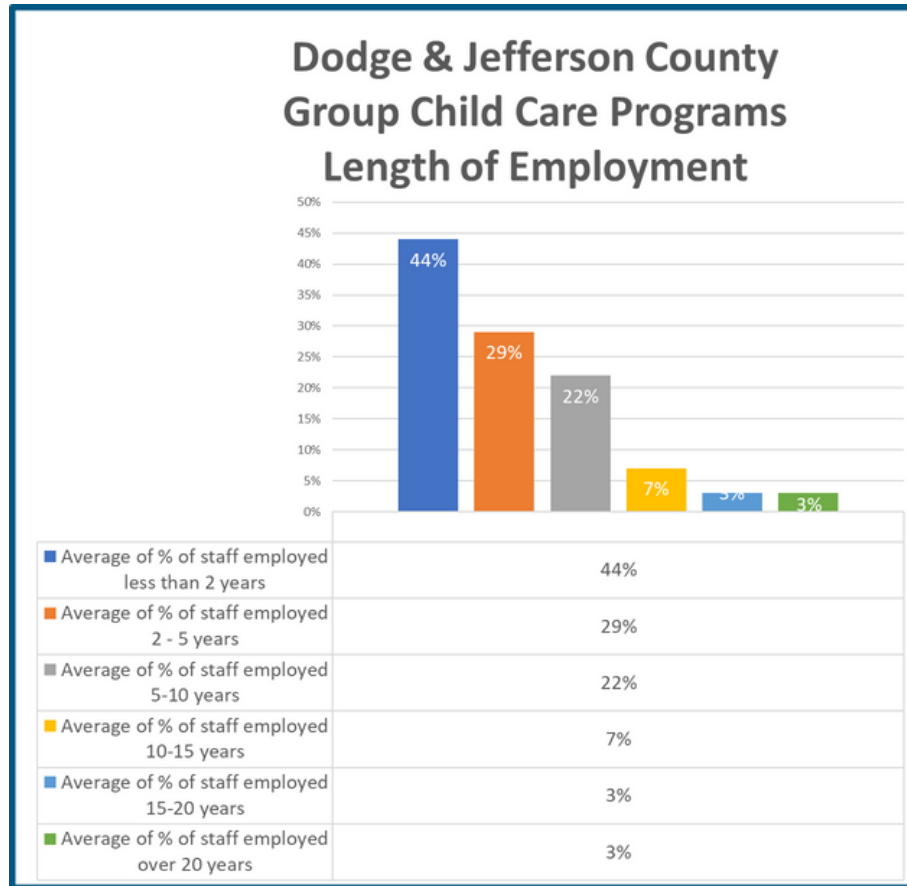
Health Insurance	29%
Dental Insurance	25%
Paid Family Leave	3%
Paid Vacation Time	49%
Paid Sick Time	41%
Paid Holidays	60%
Paid Prep Time	49%
Continuing Ed Reimburse	51%
Reduced Child Care Rates	41%
Retirement Plan Available	30%
Ctr Contributes to Retirement	30%
Paid Staff Mtgs/In-Service	56%

Dodge & Jefferson Counties Group Center Benefits Offered

Health Insurance	Dental Insurance	Paid Family Leave	Paid Vacation Time	Paid Sick Time	Paid Holidays	Paid Prep Time	Continuing Ed Reimburse	Reduced Child Care Rates	Retirement Plan Available	Ctr Contributes to Retirement	Paid Staff Mtgs/In-Service
29%	25%	3%	49%	41%	60%	49%	51%	41%	30%	30%	56%
18	16	2	31	26	38	31	32	26	19	19	35

Dodge & Jefferson Counties Group Child Care Programs Length of Employment

Average of % of staff employed less than 2 years	Average of % of staff employed 2 - 5 years	Average of % of staff employed 5-10 years	Average of % of staff employed 10-15 years	Average of % of staff employed 15-20 years	Average of % of staff employed over 20 years
44%	29%	22%	7%	3%	3%



Dodge & Jefferson Counties Group Child Care Programs Turnover Rate

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Dodge & Jefferson Counties Group Child Care Programs	25%	25%

2023

Dodge & Jefferson Counties

Group Center Child Care

Average Wages, Benefits, & Staffing Survey Comments and Concerns

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.

- Wages seem to be the main draw for finding staff, but if I increase my wages any more than I have to increase my parents' weekly tuition fees. **Its a no win situation.**
- I have a waiting list of infants that would like to get in but **I don't have enough staff** at this time.
- As you are aware there are **NO childcare workers** and **NO ONE** is entering the profession. Yes, wage increase would help but there needs to be more such as insurance which we cannot offer. **We NEED substitute teachers.**
- We have been **trying to hire a few more lead teachers** for about 2 years through various ways, but no success. We are now **planning partnerships with post secondary EC programs** (i.e., WI apprenticeship, Madison College, UWW) for next Fall for teaching staff.
- **Finding qualified staff is difficult.** We have had to raise staff to retain the staff we have. **The Child Care Count subsidy** we have been able to do so, we are extremely worried that if this program ends we will no longer be able to pay staff and bills!

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