

# 2023 Average Wages, Benefits, & Staffing Grant, Iowa & Lafayette Counties Group Center Child Care



- Data was combined for the counties of Grant, Iowa, & Lafayette 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 **43% 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

**78%** indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

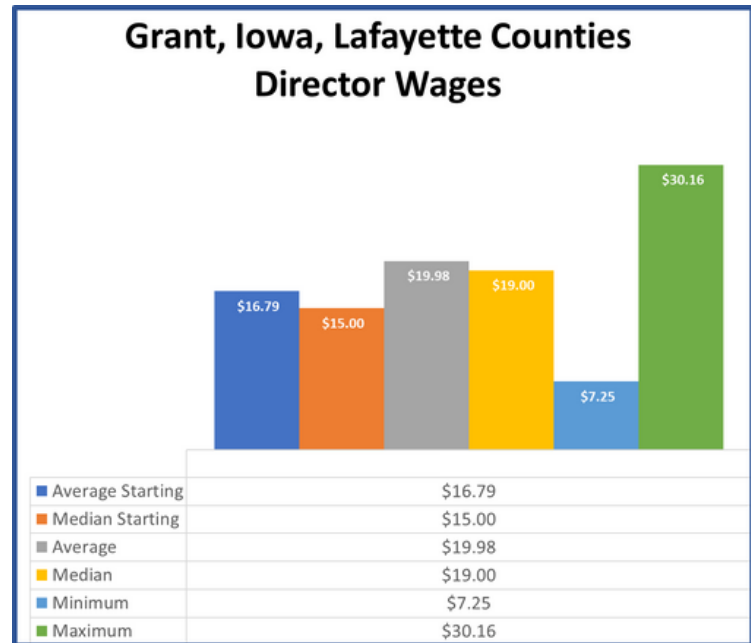
**57%** indicated they had **entire classrooms empty** because they **could not hire staff**.

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

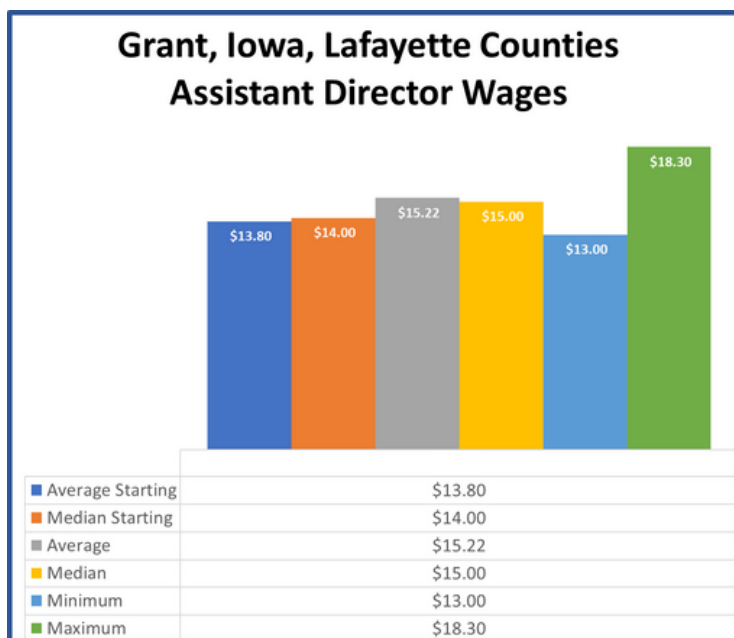
*See the last page of this report for specific comments about staffing shortages*

## Grant, Iowa, & Lafayette Counties Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$16.79	\$15.00	\$19.98	\$19.00	\$7.25	\$30.16



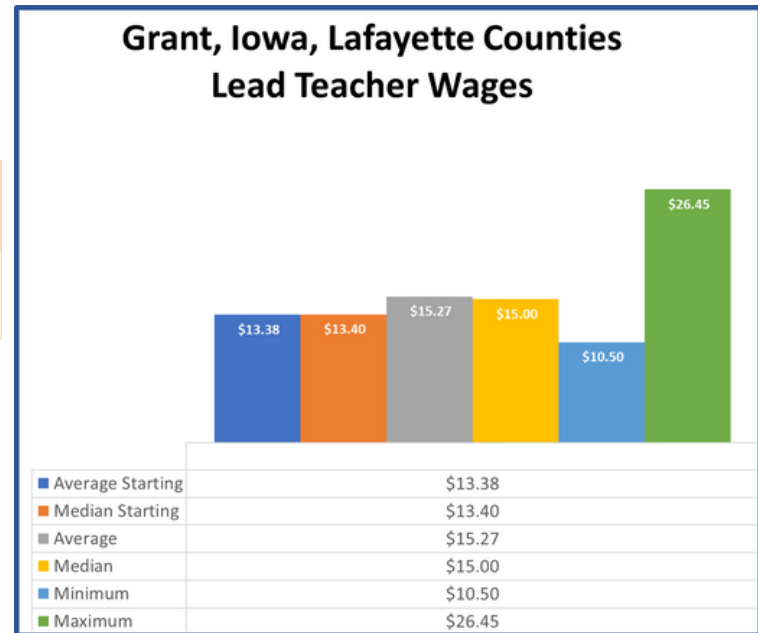
## Grant, Iowa, & Lafayette Counties Assistant Director Wages



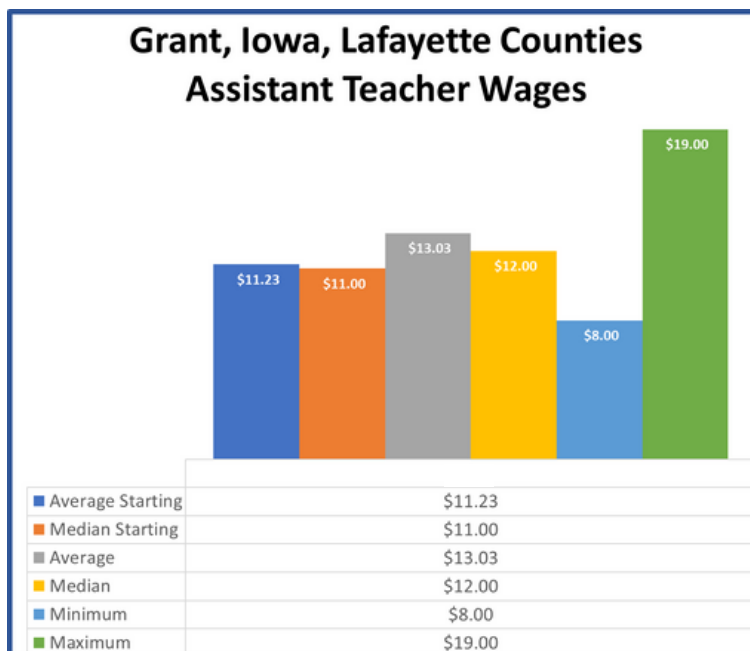
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$13.80	\$14.00	\$15.22	\$15.00	\$13.00	\$18.30

## Grant, Iowa, & Lafayette Counties Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$13.38	\$13.40	\$15.27	\$15.00	\$10.50	\$26.45



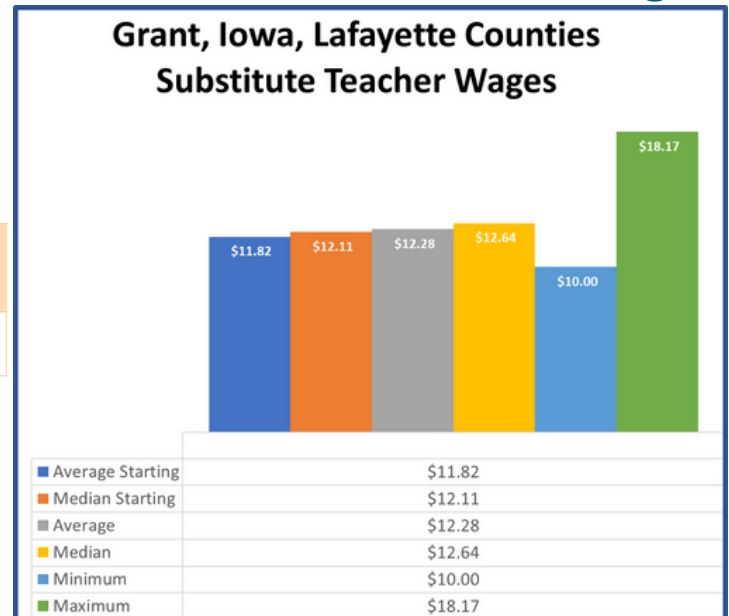
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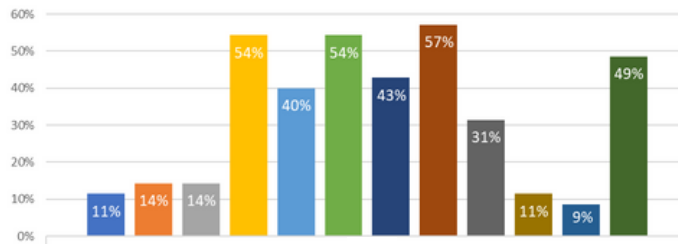
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$11.23	\$11.00	\$13.03	\$12.00	\$8.00	\$19.00

# Grant, Iowa, & Lafayette Counties Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$11.82	\$12.11	\$12.28	\$12.64	\$10.00	\$18.17



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



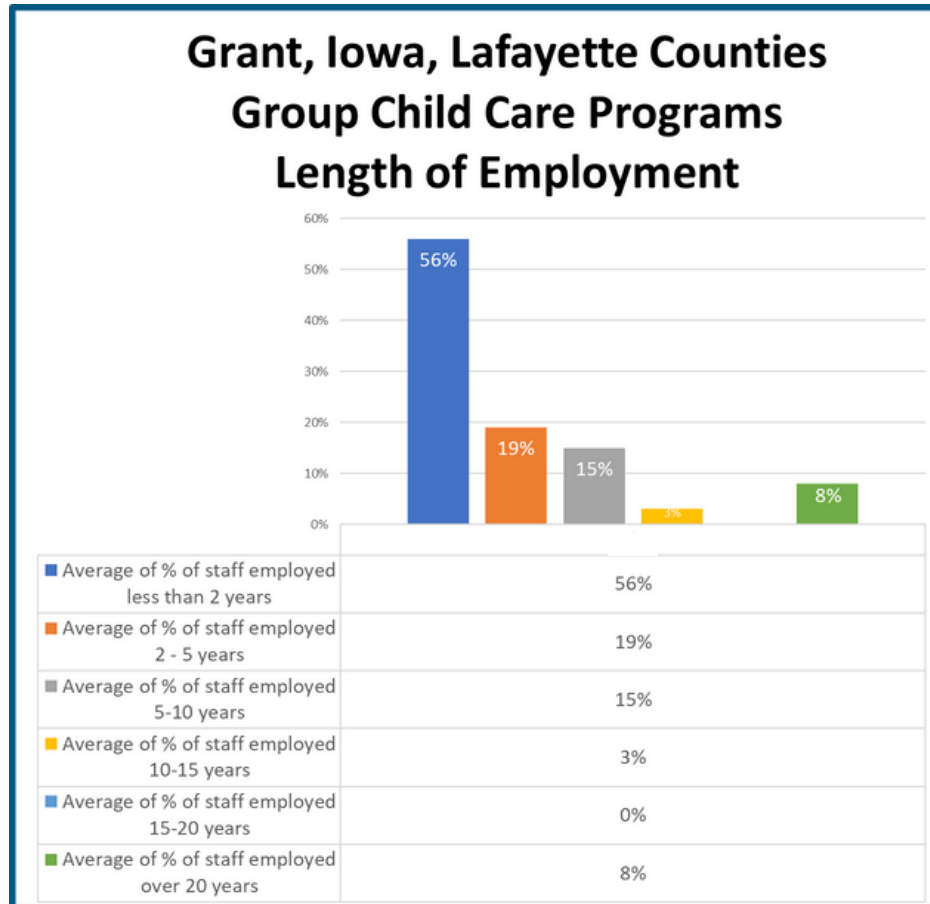
Health Insurance	11%
Dental Insurance	14%
Paid Family Leave	14%
Paid Vacation Time	54%
Paid Sick Time	40%
Paid Holidays	54%
Paid Prep Time	43%
Continuing Ed Reimburse	57%
Reduced Child Care Rates	31%
Retirement Plan Available	11%
Ctr Contributes to Retirement	9%
Paid Staff Mtgs/In-Service	49%

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11%	14%	14%	54%	40%	54%	43%	57%	31%	11%	9%	49%
4	5	5	19	14	19	15	20	11	4	3	17

## Grant, Iowa, & Lafayette 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
56%	19%	15%	3%	0%	8%



## Grant, Iowa, & Lafayette Counties Group Child Care Programs - Turnover Rate

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Grant, Iowa, Lafayette Counties Group Child Care Programs	45%	48%

# 2023

# Grant, Iowa, & Lafayette 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.*

- All classrooms are being utilized but **we could have more children attend if we could hire more staff** to make some classrooms with 2 staff in them.
- Our staff do not get benefits. We have tried hard to raise our wages but **we often loose staff** to higher paying jobs with benefits.
- Due to the **Child Care Counts program** we are able to give our staff a significant wage increase \$1 - \$2 per hour.
- **It is hard to keep staff** because of the wages and no benefits. the building is not big enough to hold all the kids that want to enroll.
- **It is beyond a crisis at this point.** I am considering closing the center down and using the building in a different way. The stress of not having quality help is really taking a toll on me. I am to the point I no longer enjoy operating the center. SOS

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