

2023 Average Wages, Benefits, & Staffing Walworth County

Group Center Child Care



- 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 **58% 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

39% indicated they had **child care vacancies** in their program because they **could not hire staff** to work in those rooms.

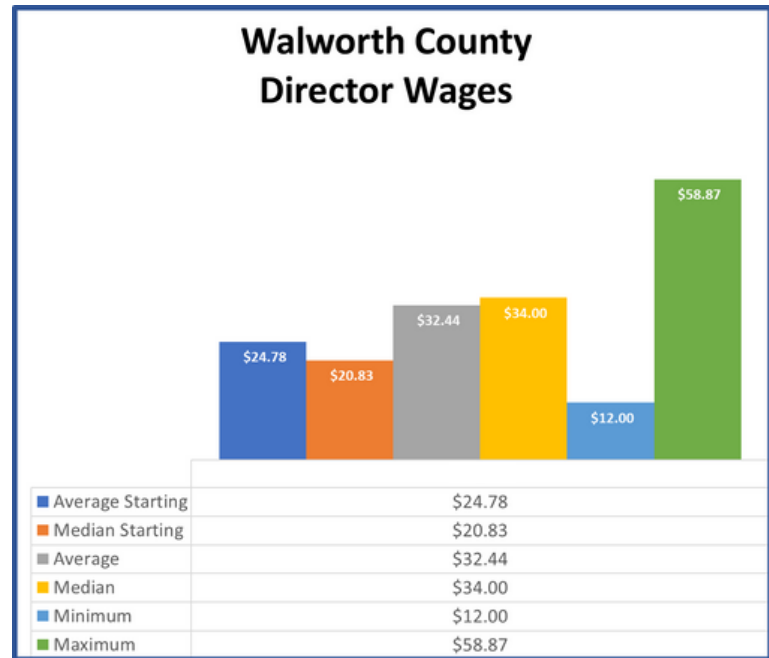
22% indicated they had **entire classrooms empty** because they **could not hire staff**.

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

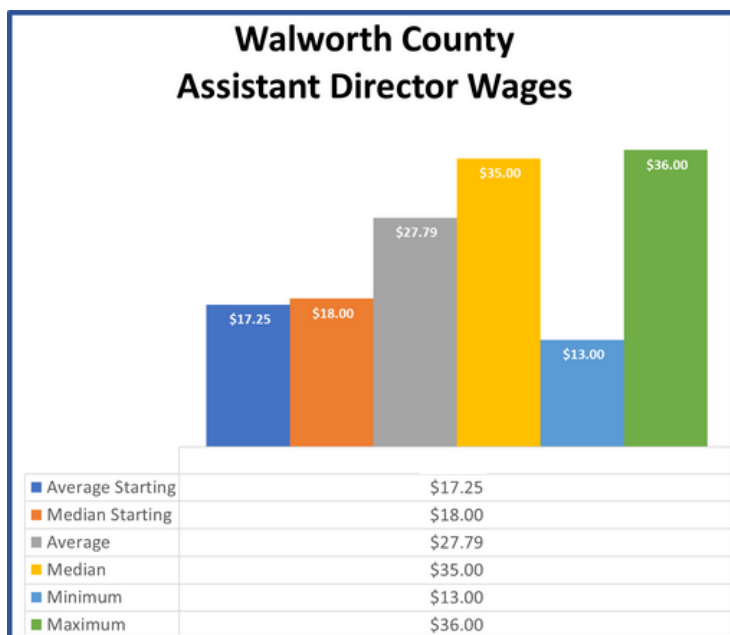
See the last page of this report for specific comments about staffing shortages

Walworth County Director Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$24.78	\$20.83	\$32.44	\$34.00	\$12.00	\$58.87



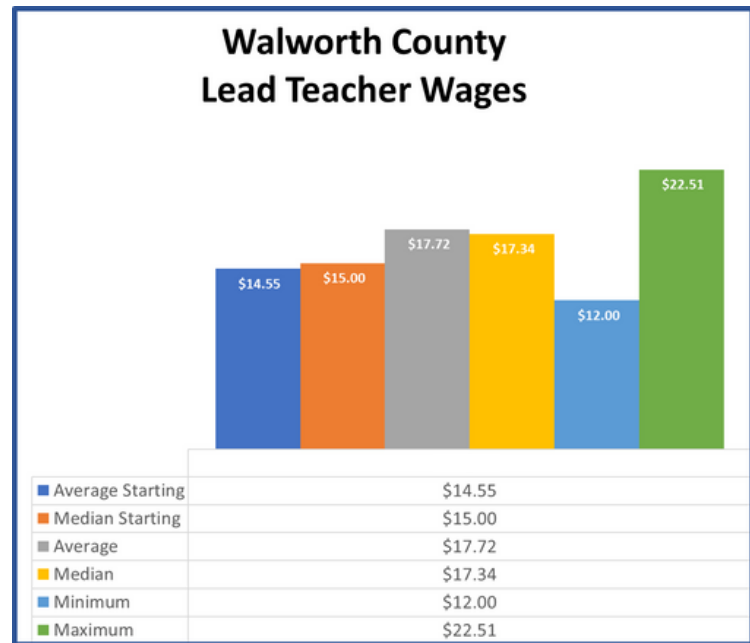
Walworth County Assistant Director Wages



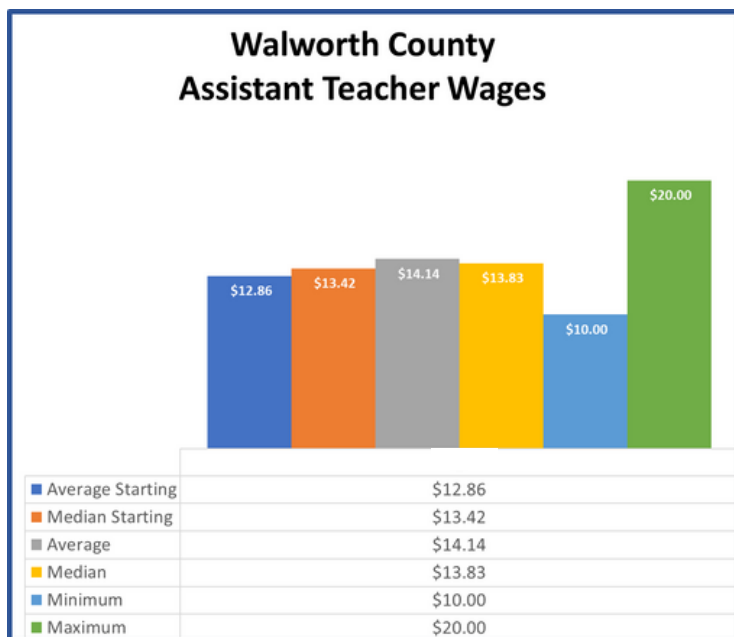
Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$17.25	\$18.00	\$27.79	\$35.00	\$13.00	\$36.00

Walworth County Lead Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$14.55	\$15.00	\$17.72	\$17.34	\$12.00	\$22.51



Walworth County Assistant Teacher Wages



Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$12.86	\$13.42	\$14.14	\$13.83	\$10.00	\$20.00

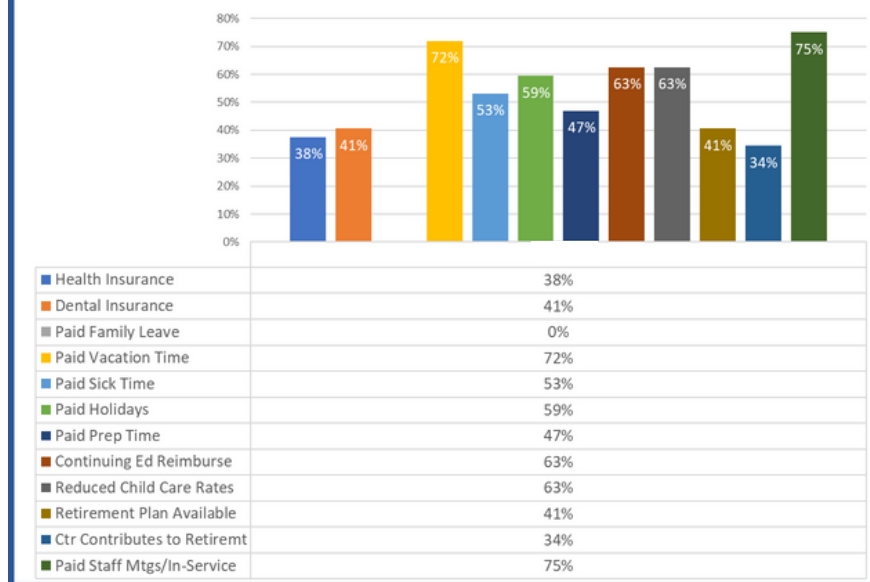
Walworth County Substitute Teacher Wages

Average Starting	Median Starting	Average	Median	Minimum	Maximum
\$11.93	\$12.00	\$14.10	\$14.50	\$10.00	\$18.00

**Walworth County
Substitute Teacher Wages**



**Walworth County
Group Center
Benefits Offered**

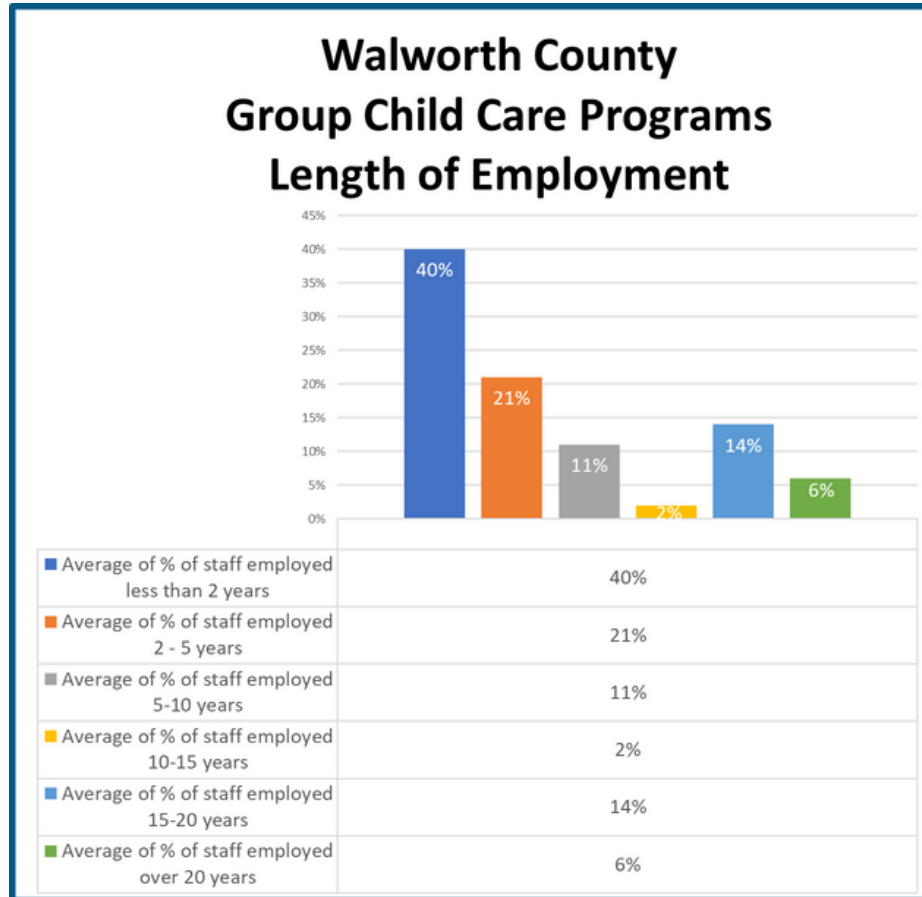


Walworth County Group Center Benefits Offered

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
38%	41%	0%	72%	53%	59%	47%	63%	63%	41%	34%	75%
12	13	0	23	17	19	15	20	20	13	11	24

Walworth County 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
40%	21%	11%	2%	14%	6%



Walworth County Group Child Care Programs Turnover Rate

	2022 Full-Time Teaching Staff Turnover Rate	2022 Part-Time Teaching Staff Turnover Rate
Walworth County Group Child Care Programs	26%	16%

2023 Walworth County

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.

- We have only been able to run one day a week due to **staffing issues**. We had someone hired at the beginning of the program year but she quit before orientation. **Finding new staff** has been especially challenging this year but we did have **fewer children** due to COVID as well.
- Help with **teachers wages** please!

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