

# 2004 Montana Child Care Center Workforce Survey

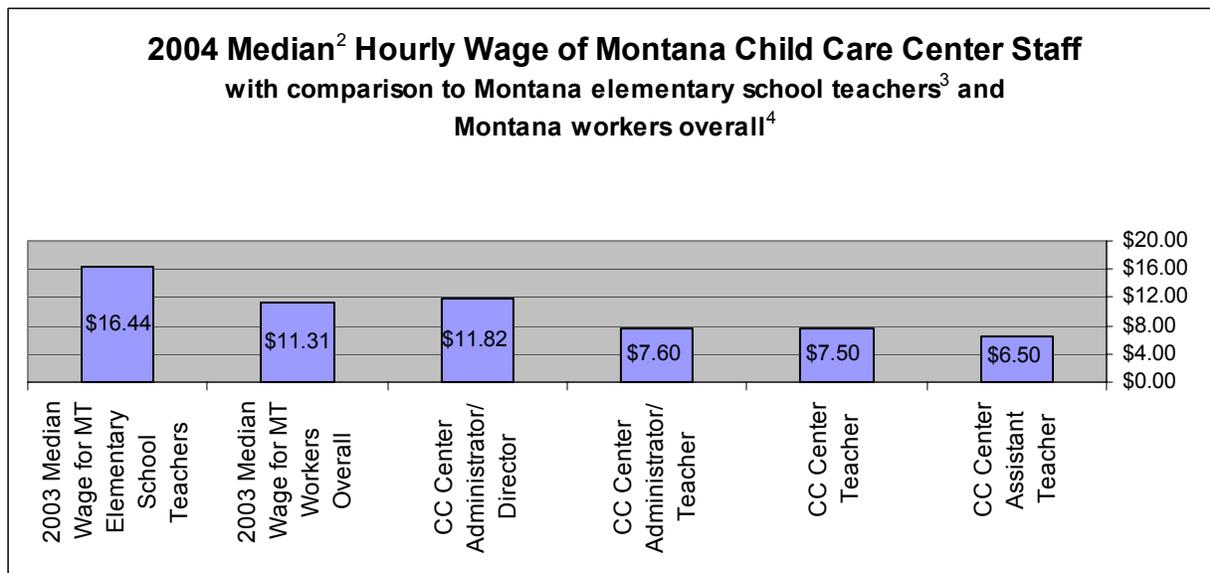
## Report Summary

National research confirms that a qualified, stable workforce is essential to the well-being and healthy development of young children in Montana's licensed child care centers.

- Caregivers with higher education levels offer higher quality early education programs with more positive child outcomes.<sup>1</sup>
- Adequate wages and benefits are critical to maintaining a quality child care workforce.<sup>1</sup>
- Because long-term nurturing relationships with caregivers are needed for children's healthy development, turnover of center staff must be minimal.<sup>1</sup>

<sup>1</sup> From *Neurons to Neighborhoods: The Science of Early Childhood Development*, National Research Council and Institute of Medicine, 2000

## 2004 Child Care Center Wages



<sup>2</sup>Median hourly wage is the midpoint of all reported wages

<sup>3,4</sup>State Occupational Employment and Wage Estimates-Montana, US Department of Labor Bureau of Labor Statistics, May 2003

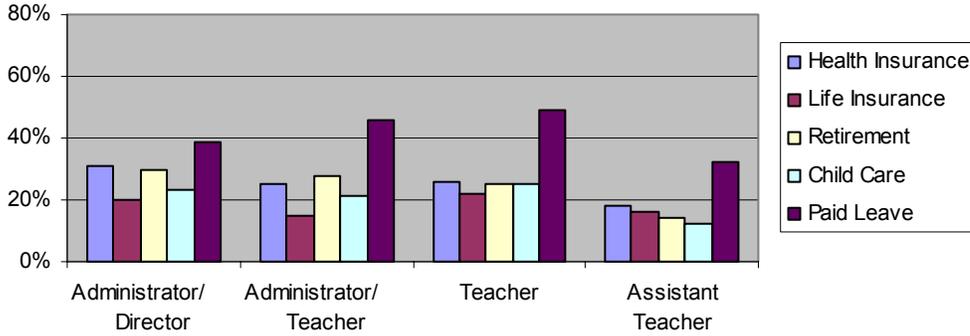
## Key Findings

1. Child care centers that participated in DPHHS Best Beginnings quality improvement initiatives (provider grants, infant-toddler projects) paid higher wages in all categories.
2. Not-for-profit child care centers paid higher wages than for-profit child care centers to their administrator/directors and assistant teachers.
3. Not-for-profit child care centers and for-profit child care centers showed no difference in wages paid to their administrator/teachers and teachers.
4. Child care center administrator/directors with a college degree were paid a higher wage than those with only a high school diploma/GED or those with some early childhood credits.
5. Child care center teachers with an early childhood credential or a college degree were paid more than those with only a high school diploma/GED.
6. Child care center assistant teachers with an early childhood credential were paid more than those with only a high school diploma/GED; child care center assistant teachers with an AA or BA in early childhood were paid more than those without.
7. The lowest paid child care center staff was least likely to work full time or receive paid benefits. They were least likely to have attained a college degree. They were most likely to have left their position in the last 12 months.

<sup>5</sup> All of the above demonstrated statistical significance at the  $p \leq .05$

## 2004 Child Care Center Benefits

### Percentage of Child Care Center Staff Receiving Paid Benefits



Fewer than 50% of child care center workers receive benefits of any kind.

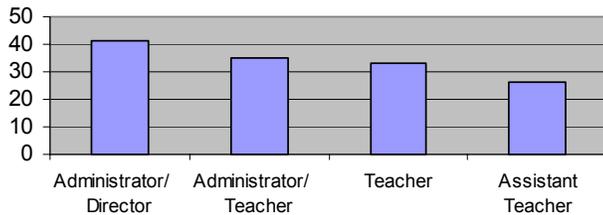
Administrator/Directors are more likely than other child care center staff to have paid or partially paid insurance and retirement benefits.

Teachers are more likely to have paid leave benefits.

Assistant teachers are least likely to have benefits of any kind.

## 2004 Child Care Center Working Conditions

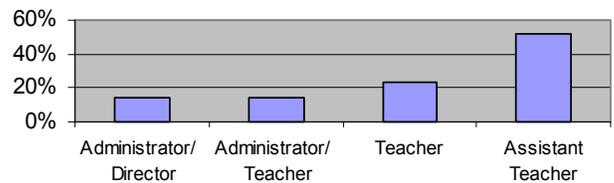
### Average Hours Worked per Week



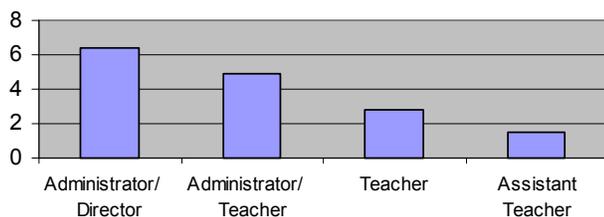
Administrator/Directors were more likely than other child care center staff to work more than 40 hours per week. Assistant Teachers were more likely to work part time.

Administrator/Directors and Administrator/Teachers were less likely than other child care center staff to leave their positions. Assistant Teachers were most likely to leave their positions, and over 50% of these positions had vacancies last year.

### Percentage of Positions with 1 to 4 Vacancies in Last 12 Months



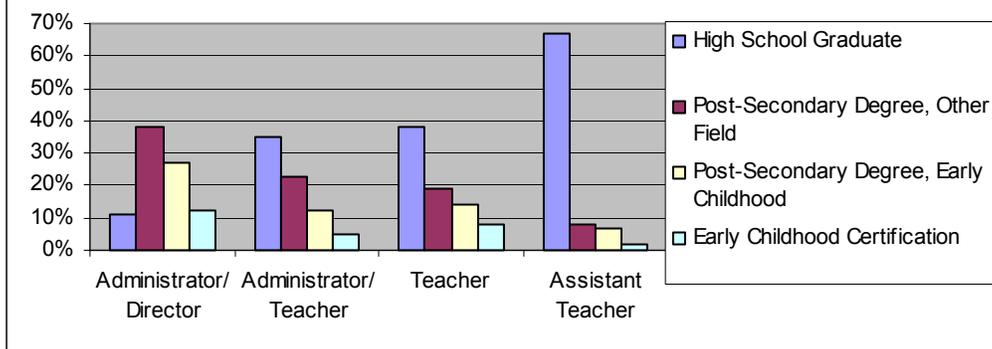
### Average Years in Position



Administrator/Directors were more likely than other child care center staff to stay in their positions for multiple years. Assistant Teachers were least likely.

## 2004 Montana Child Care Center Education Backgrounds

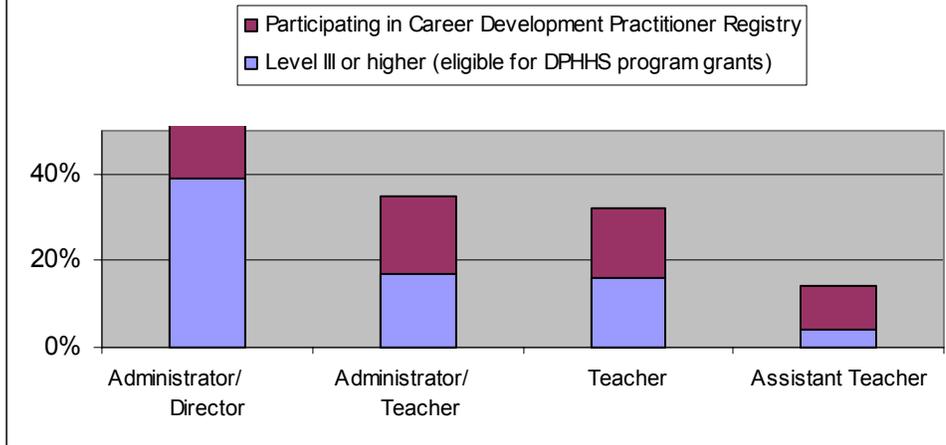
**Highest Education Levels Attained  
by Child Care Center Staff**



Administrator/Directors were more likely than other child care center staff to have college degrees. Assistant Teachers are least likely to have college degrees.

## 2004 Montana Child Care Center Education Backgrounds

**Percentage of Child Care Center Staff Participating in  
Career Development Practitioner Registry**



Administrator/Directors are more likely than other child care center staff to participate in the Career Development Practitioner Registry and to be at Level III or higher (i.e. eligible for DPHHS provider grants and infant-toddler projects.) Assistant Teachers are least likely.

## A Snapshot of 2004 Montana Child Care Center Workforce Survey Participants

- Ninety-three percent (93%) of all child care center staff were female.
- Eighty-eight percent (88%) of all child care center staff were Caucasian, 7% were Native American, 5% were other ethnicities including African American, Hispanic, Asian/Pacific Islander, and mixed race.
- Licensed capacities of facilities ranged from 13 to 115 children.
- Licensed capacity of combined facilities totaled 4,184 children.
- Total enrollment of combined facilities was 5,064 children.
- Thirty-two percent (32%) of participating centers were for-profit; 66% were not-for-profit.
- Sixteen percent (16%) of participating centers were accredited by the National Association for the Education of Young Children.
- Eighteen percent (18%) of participating centers were taking part in one or more DPHHS *Best Beginnings Quality Initiative* at the time of the survey.
- Fifty-one percent (51%) of participating centers were in the USDA Child and Adult Care Food Program.
- Seven percent (7%) were Head Start or Early Head Start Programs; 9% were Head Start Partnership Programs.

## Survey Methodology

This survey was developed by the Montana Child Care Resource & Referral Network, in partnership with the Montana Department of Public Health and Human Services and the MSU Early Childhood Project. The survey was disseminated to all of Montana's 257 licensed child care centers by mail in May of 2004. Two follow up mailings were conducted and prize incentives were offered to encourage participation. Participation in the study was voluntary. The study was deemed exempt from review by the Montana State University Internal Review Board Human Subject's Committee. Of the 257 licensed child care centers in the state, 111 usable surveys were received for a 43% response rate. Data management and analyses were conducted by Sandy Bailey, Ph.D., CFLE at Montana State University.

For more information or to review a copy of the survey tool, contact the Montana Child Care Resource & Referral Network at (406) 549-1028.



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*This project was funded under a contract with the Montana Department of Public Health & Human Services. The statements herein do not necessarily reflect the opinion of the department. Special thanks to participating center directors, MSU Early Childhood Project, Child Care Resources of Missoula, and District IV HRDC Child Care Links of Havre.*