



Miami-Dade Quality Counts Workforce Study: Research to Practice Brief

**Early Learning Coalition of
Miami-Dade/ Monroe Board Meeting**

August 2014

Study Sample

- Miami-Dade Quality Counts programs and practitioners receiving full QCCC services.
 - Centers and family child care homes
 - No Head Start or Public School programs
 - Administrators and teaching staff /direct care providers



Program Characteristics

- 3,246 practitioners at 362 programs.
- 301 centers employ 97% of practitioners.
- 61 FCCHs employ 3% of practitioners.



Workforce Characteristics

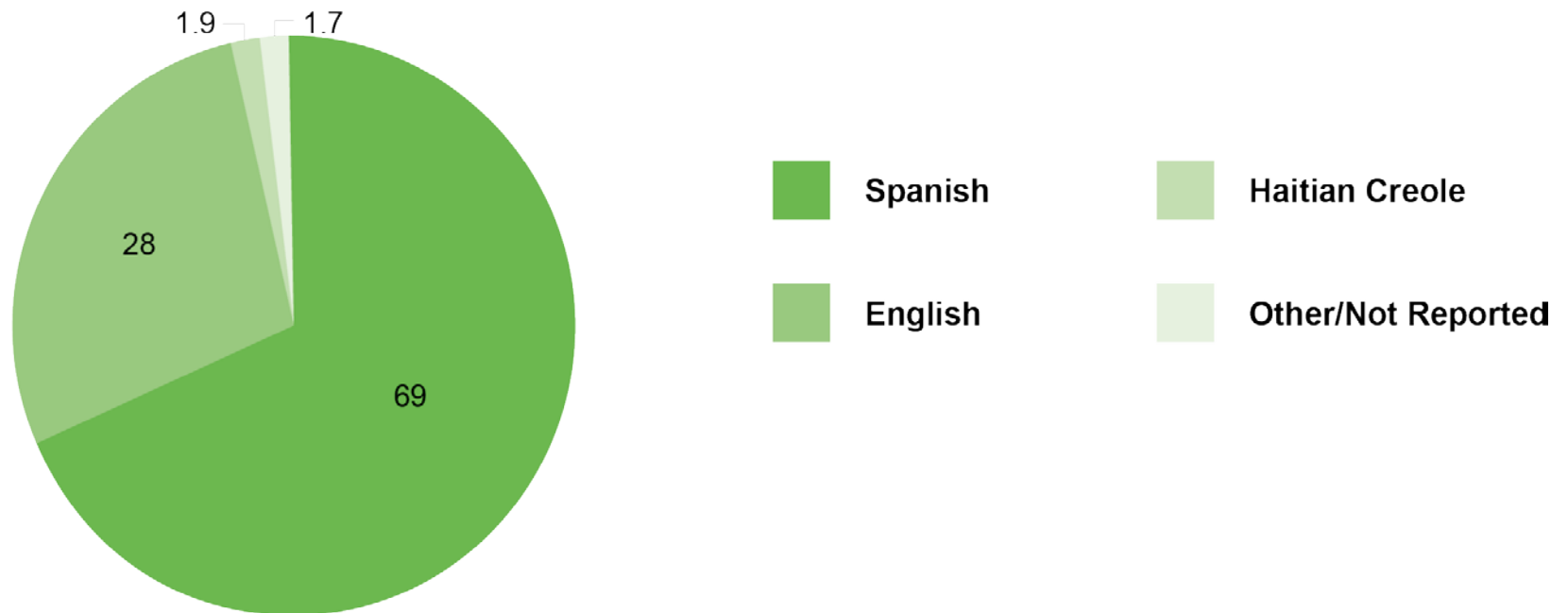
- Primarily female.
- Middle aged (44 years on average).
- Largely Hispanic and Spanish speaking.
- Originating from over 30 different countries.
 - Cuba and the United States most prevalent.
- Having relatively low education levels.



Primary Language



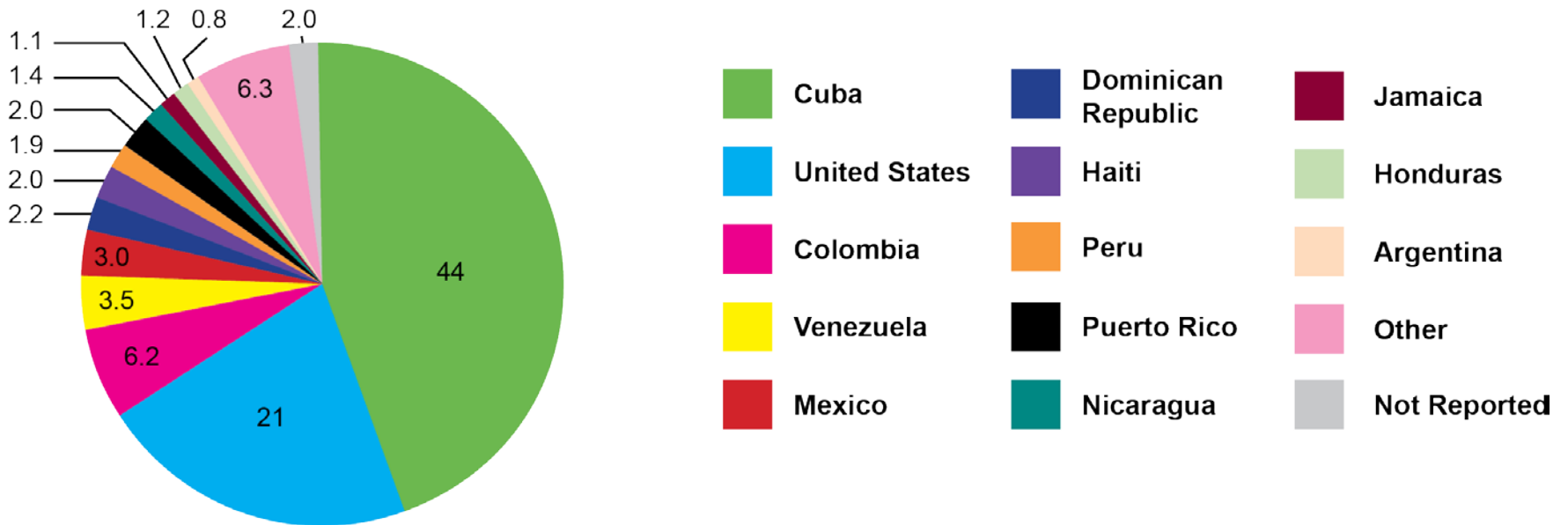
Exhibit 1. Percentage of Practitioners by Primary Language Spoken (N = 3,246).



Country of Origin



Exhibit 2. Percentage of Practitioners by Country of Origin (N =3,246).



Educational Status: Highest Education Level

- 12% = No Diploma/Degree on Record
- 54% = High School Diploma
- 12% = Associate's Degree/Equivalent
- 20% = Bachelor's Degree
- 2% = Graduate Level Degree



Educational Status: Credentials

- 77% of teaching staff hold a DCF issued Florida Staff Credential or FCCPC.
- 12% of teaching staff hold a National CDA.
- 53% of directors hold a Foundational Credential.
- 47% of directors hold an Advanced Credential.



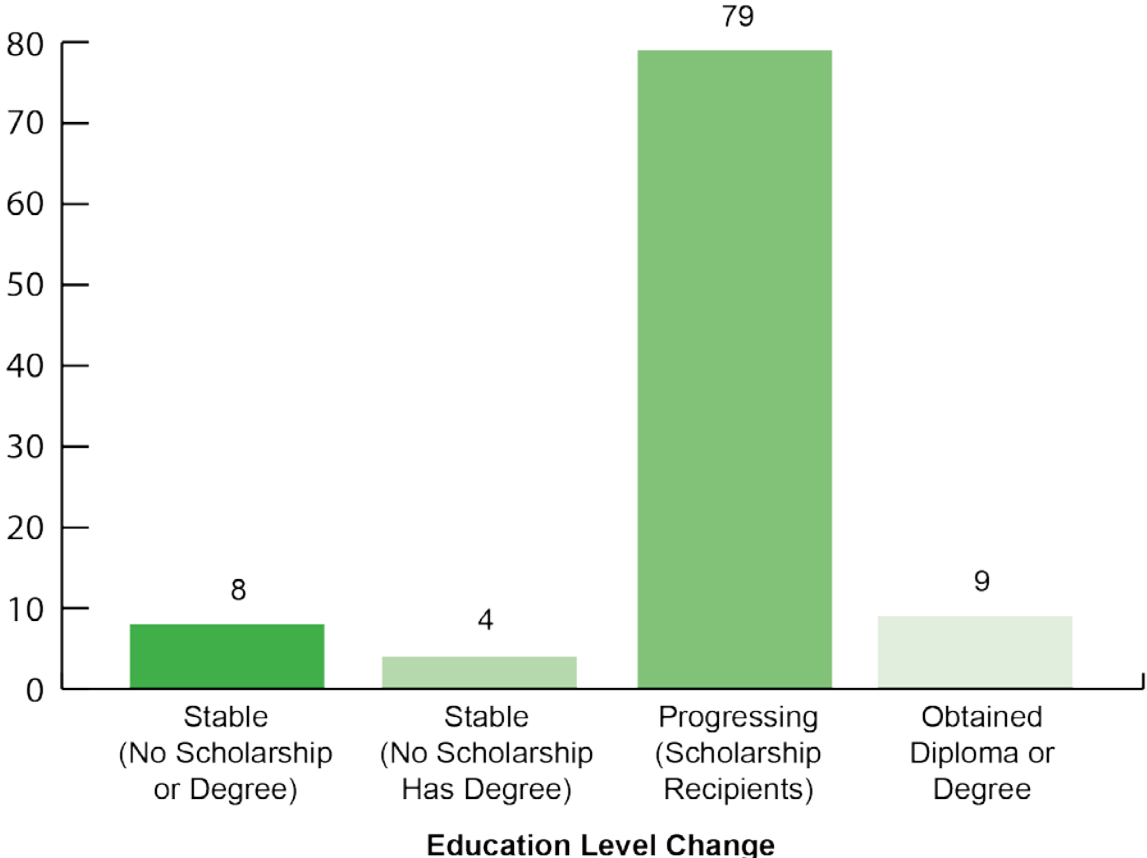
Educational Improvements

- 9% improved overall educational level.
- 79% made progress toward career goals.
- 73% obtained Florida Staff Credential.
- 20% obtained Advanced Director Credential.



Educational Progress

Exhibit 4. Percentage of Practitioners Improving their Highest Education Level (N = 2,109).



Years to Achieve Higher Education Level

| Education Change Group (N = 196) | Average Years to Achieve Higher Level |
|---|--|
| None to HS (n = 93) | 2.2 |
| HS to AA (n = 72) | 1.7 |
| AA to BA (n = 18) | 2.5 |
| HS to BA (n = 9) | 2.5 |
| BA to MA (n = 4) | 1.7 |



Educational Improvements (WAGE\$ Program)

- 39% of Child Care WAGE\$® participants increased on the WAGE\$ scale.
- Longer WAGE\$ participation linked to greater increases on the WAGE\$ scale.



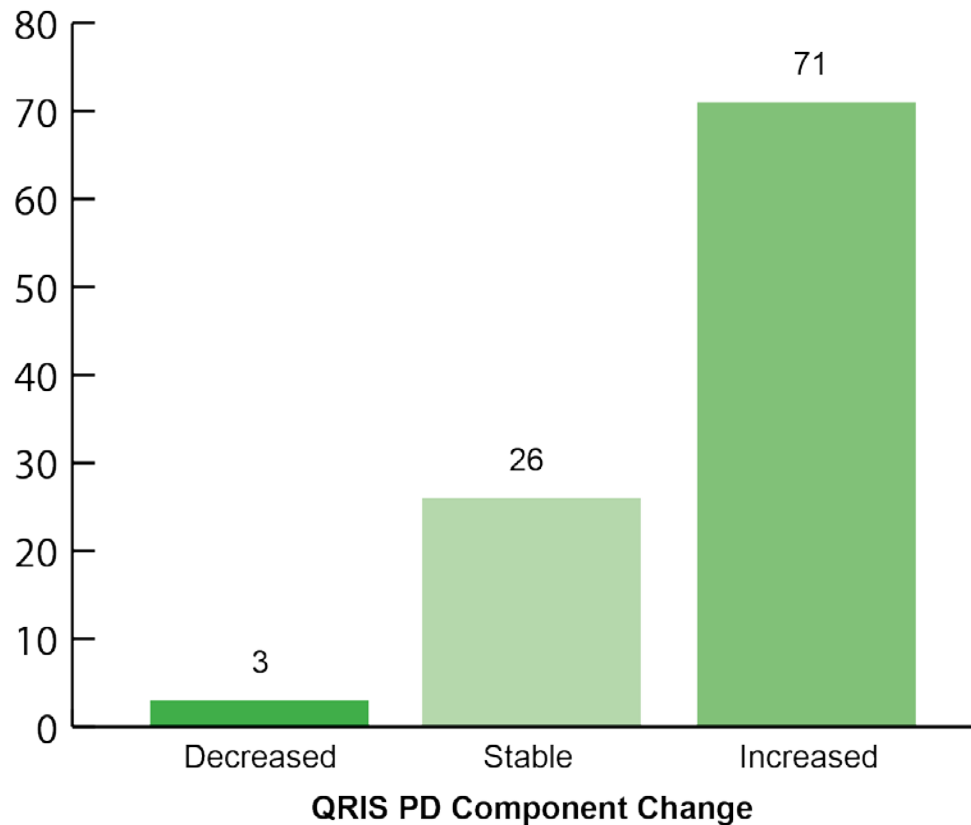
WAGE\$ Scale Improvement by Participation Years

Exhibit 5. WAGE\$ Performance by Years of Participation: Percent with Low, Moderate, and High Participation Falling Within Performance Groups. (N = 558)



QRIS Staff Qualifications Points

Exhibit 7. Percentage of Programs by Change in QRIS Staff Qualifications Component for Programs with Room to Move Up (N = 217 programs).



Note. These data are based on automated staff component ratings maintained in the PD Registry.

Employment and Benefits

- Remain employed with current program for an average of 6 years.
- Median hourly wage is \$8.50.
- Longevity and pay rates are higher for directors as compared to teachers.
- Rates of benefits provided to employees:
 - 80% = Paid Time Off
 - 47% = Professional Development
 - 28% = Health
 - 15% = Retirement



Factors Related to Earnings

- Years of employment with current employer
 - Educational Status
 - English Language Skills
 - Location/Census Tract
 - Child Age Taught
-
- Race is significantly linked to hourly wage but not after considering primary language.



Impacts on Hourly Wage

| Factors | Impact on Hourly Wage | |
|------------------------------------|------------------------------|-----------------------|
| Unit of Change | All Practitioners | Teaching Staff |
| If English is primary language | \$1.43 more per hour | \$1.07 more per hour |
| For every additional year employed | \$0.20 more per hour | \$0.15 more per hour |
| If employed in lower income area | \$0.46 less per hour | \$0.46 less per hour |
| Has 18+ ECE Credits | \$0.66 more per hour | \$0.31 more per hour |
| Has college degree | \$1.92 more per hour | \$1.31 more per hour |
| Teaches preschool children | | \$0.37 more per hour |

Impacts on Hourly Wage by Primary Language

| Factors | Impact on Hourly Wage | |
|------------------------------------|------------------------------|--------------------------|
| | English Not Primary Language | English Primary Language |
| Unit of Change | | |
| For every additional year employed | \$0.17* more per hour | \$0.23* more per hour |
| If employed in lower income area | \$0.17 less per hour | \$1.18* less per hour |
| Has 18+ ECE Credits | \$1.03* more per hour | \$0.06 more per hour |
| Has college degree | \$1.28* more per hour | \$3.50* more per hour |



Staff Turnover

- 20% staff turnover for 2013 calendar year.
- Turnover rates over a 5 year period range from 18% to 23%.
- Programs with high scholarship usage are 4.5 times more likely to have low turnover.
- Programs with lower turnover pay staff higher wages.



Recommendations for QC Systems Partners

- Career advisors share findings with practitioners to encourage those with limited English proficiency.
- Comprehensive communication strategy to increase awareness and build capacity.
- Expand opportunities for bilingual credit bearing and continuing education programs.
- Expand opportunities to obtain 18 ECE credits.



Thank You!



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