

Miami-Dade Quality Counts Early Care and Education Workforce Study



Presented at the ELC of Miami-Dade/Monroe Board Retreat
December 2013



QUALITY COUNTS

Striving for Five Star Early Learning



Study Objective

To describe the Quality Counts ECE workforce and how it has changed since entry into Quality Counts.

Study Questions

Demographics: What are the characteristics of the ECE workforce ?

Training and Education

- What is the educational attainment of the workforce?
- Has educational attainment improved ?
- Has progress been made on practitioner career goals?

Staff Qualifications: Have QRIS 5-Star staff qualification points improved since inception of the Quality Counts initiative?

Employment & Benefits

- What is the employment status of the ECE workforce?
- What are the earnings of the ECE workforce?
- What benefits are available and accessed by the ECE workforce?

Turnover

- What are the staff turnover rates for Quality Counts programs?
- How do QC educational scholarships impact turnover rates?

Methods: Sample

- Active Quality Counts practitioners and programs receiving PD services with a completed baseline Registry Information Form.
- Includes directors, owners, and direct care providers (lead/assistant teachers or providers)
 - 3534 practitioners at 406 programs
 - 334 centers employ 97% of practitioners
 - 72 FCCHs employ 3% of practitioners

Methods: Data Collection

- Employment, education, incentive, and demographic data obtained from the Professional Development Registry and WAGES\$ databases.
 - Collected every one to one and half years.

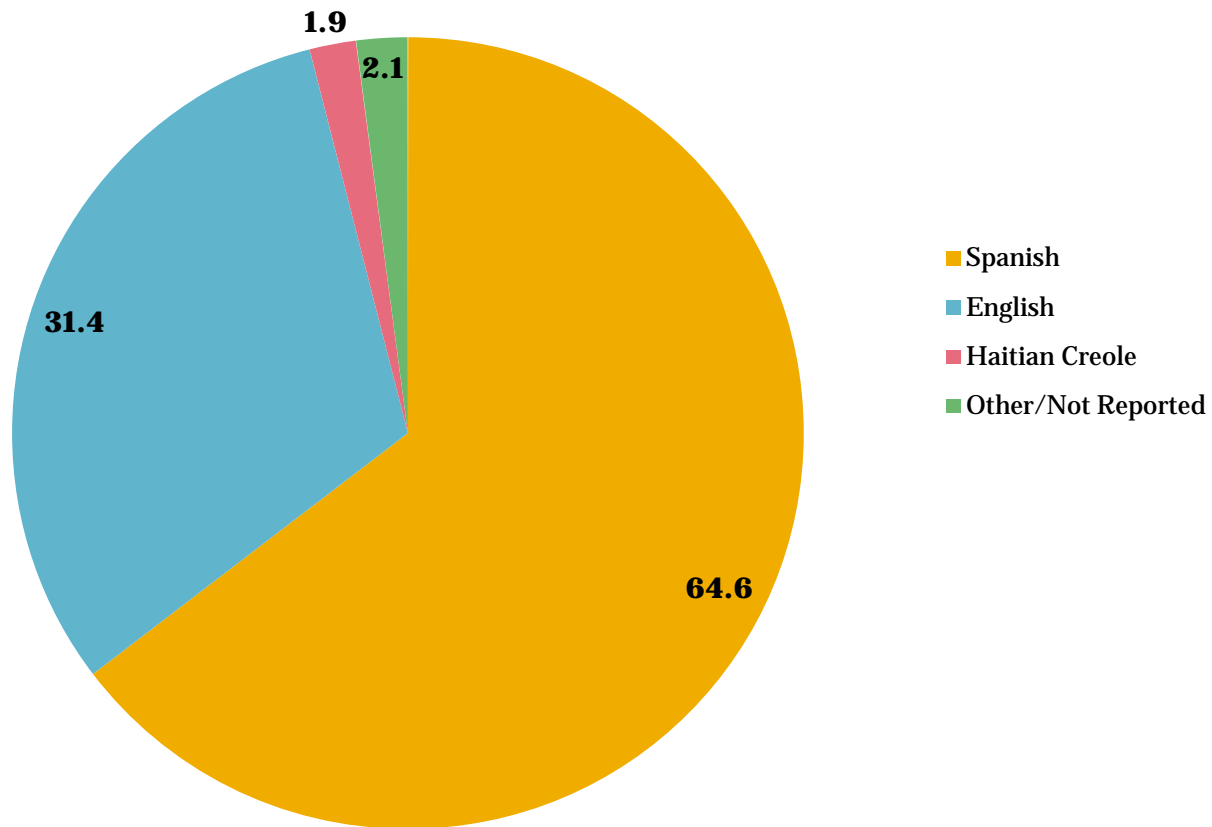
Methods: Design

- **Descriptive statistics: N, n, %, mean, median, mode, minimum to maximum ranges.**
- **Pre- to post-test design: change over time.**
 - **Multiple QRIS data collection points (baseline and one or more renewals).**
 - **Time span ranges from 1 to 5 years (2008-2013).**
 - **Follow-up point is the most recent data available.**

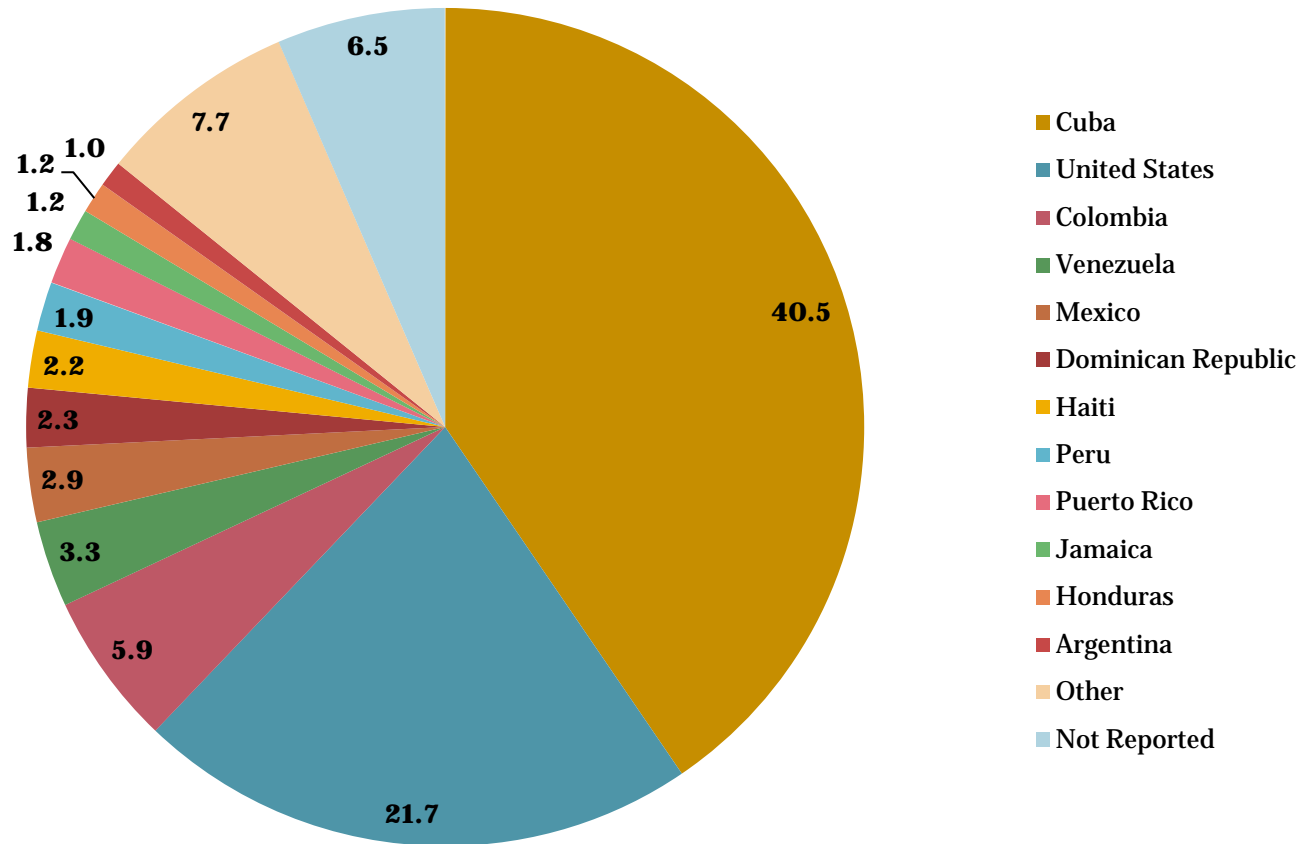
Findings: Demographics

- **Primarily Female**
- **Middle aged (44 years on average)**
- **Largely Spanish speaking and of Hispanic Origin**
- **Originating from over 30 countries**

Primary Language



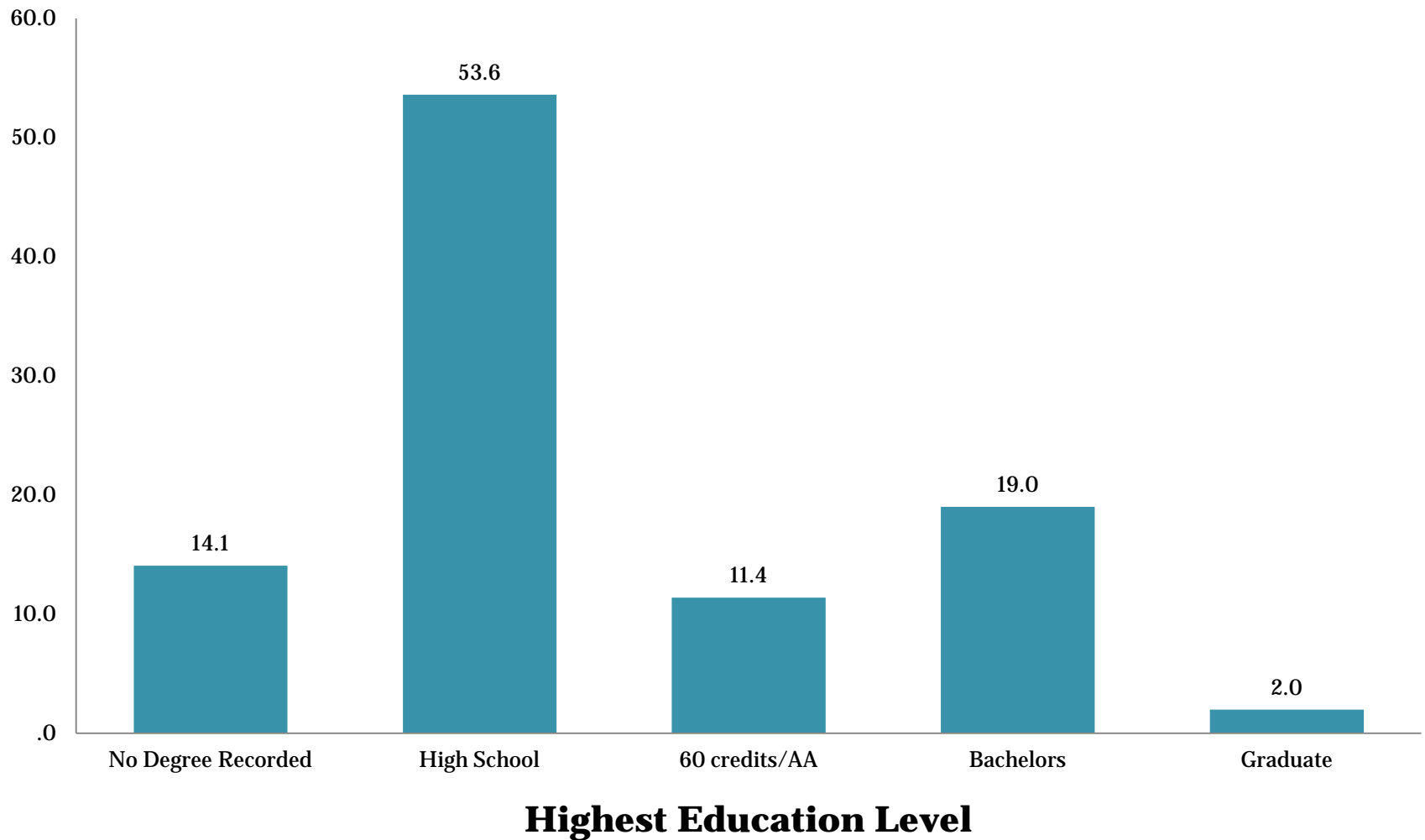
Country of Origin



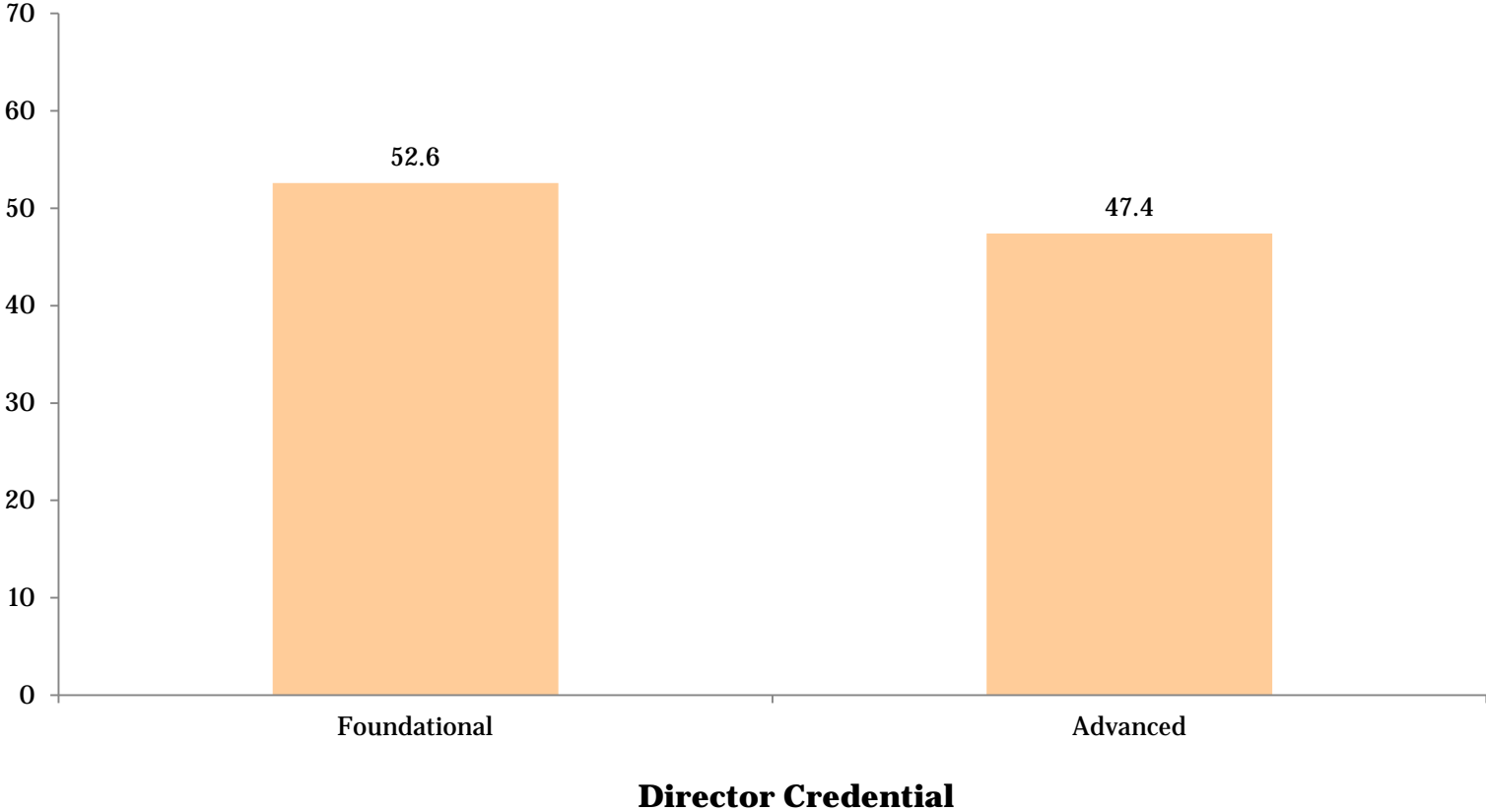
Workforce Age Range

Age Groups Average Age = 44 years	Percent
Under 25 years	4.9%
25 to 41 Years	35.6%
41 to 55 Years	41.0%
56+ Years	18.5%

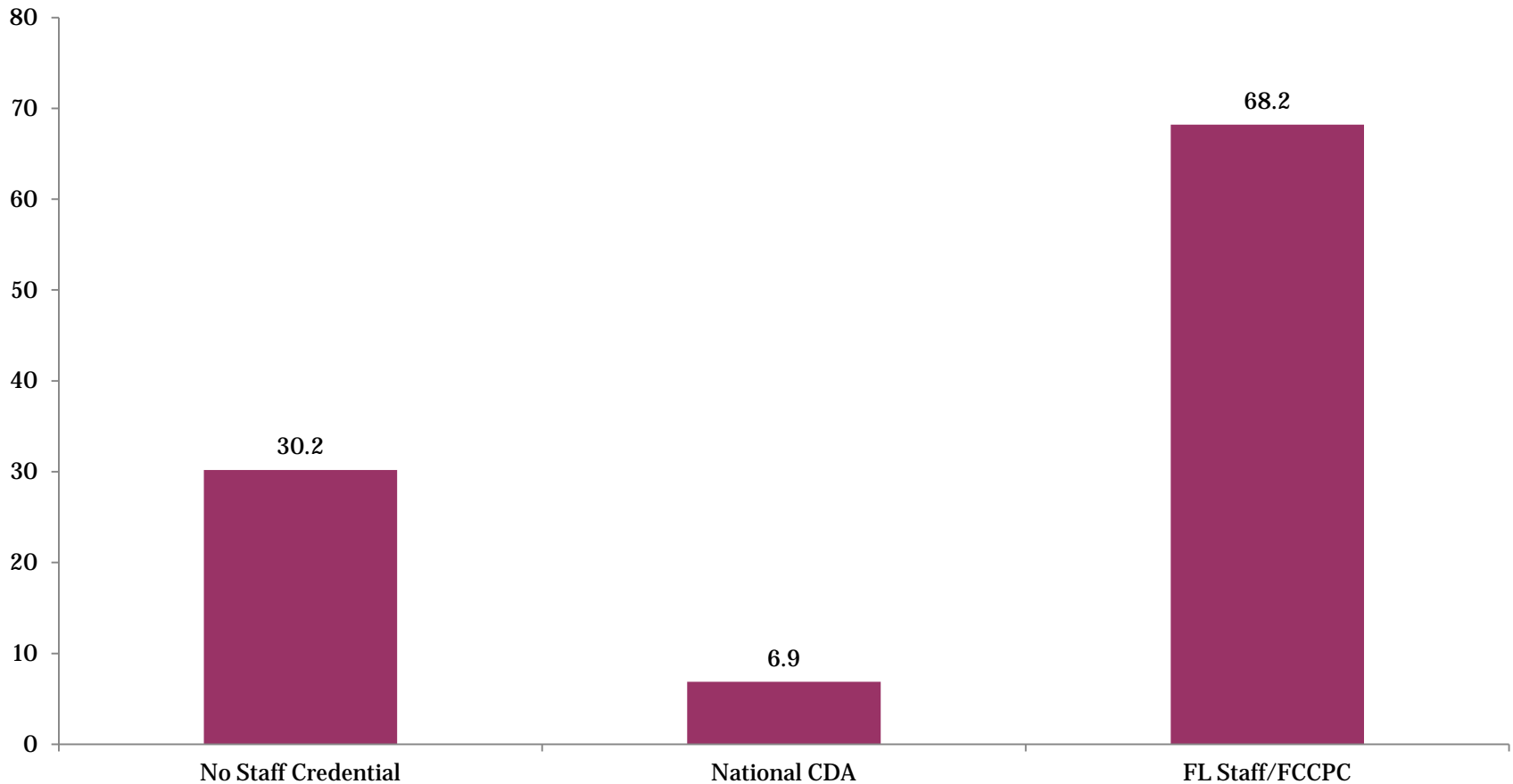
Educational Status: % holding Degree



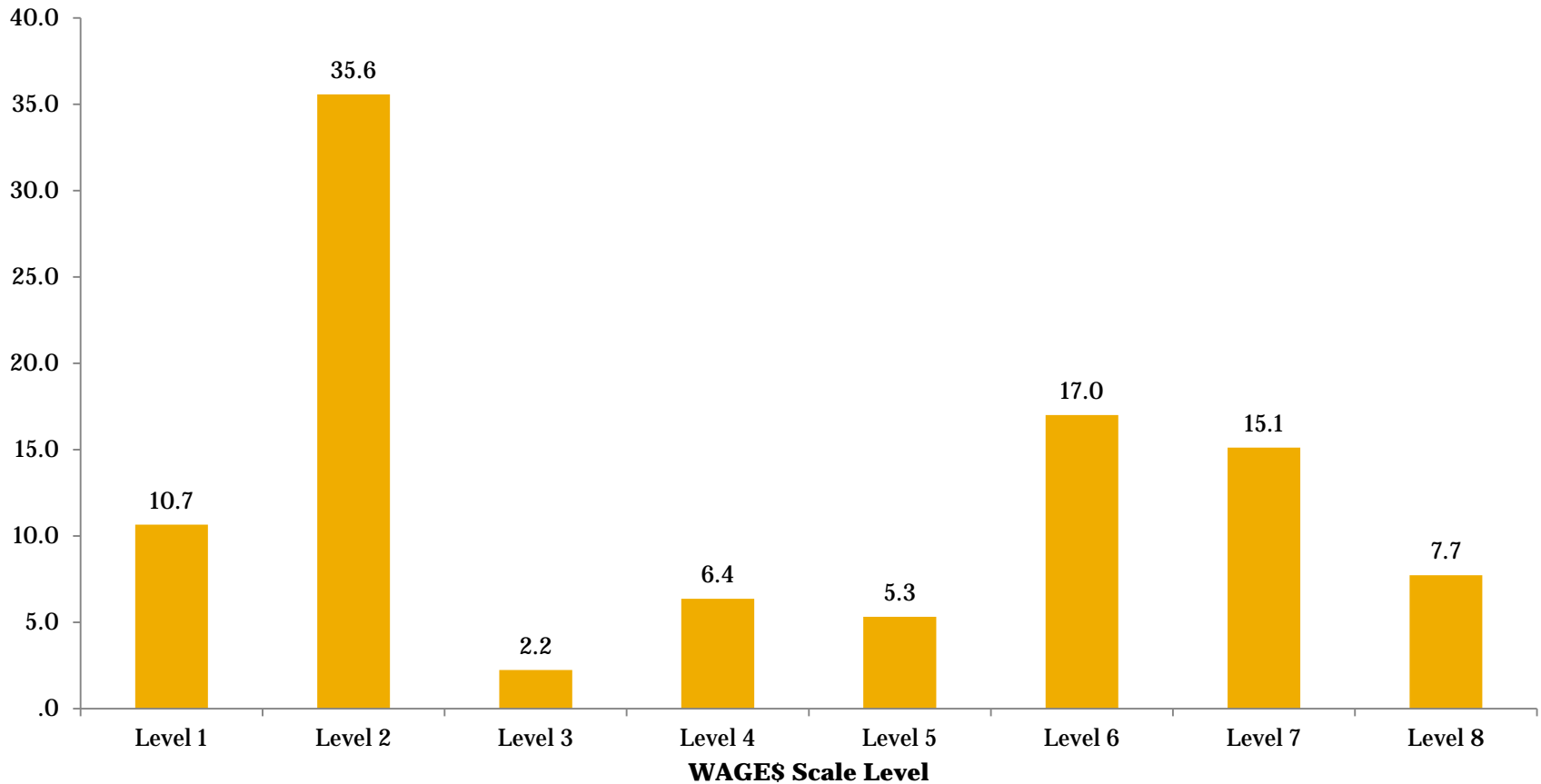
Percent Holding Director Credentials



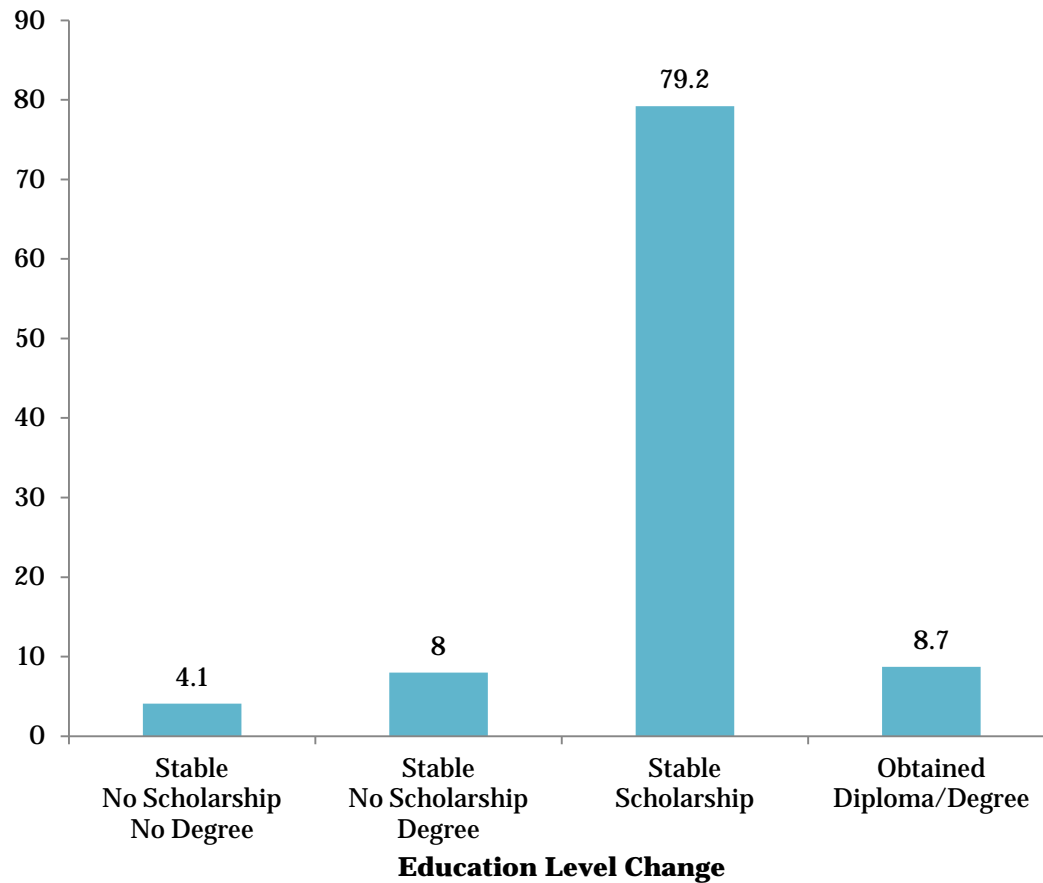
Percent Holding Staff Credentials



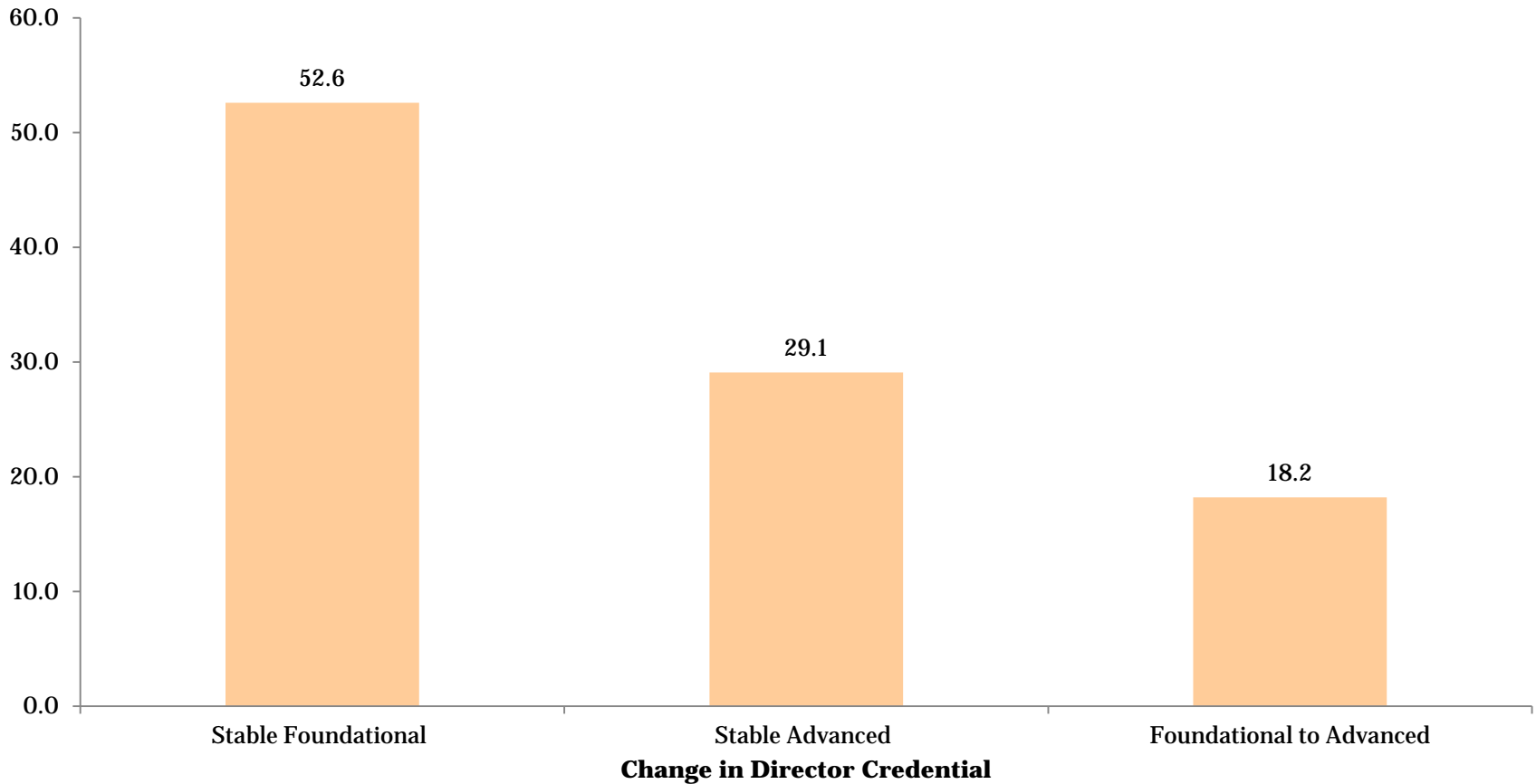
Percent at Each WAGE\$ Scale Level



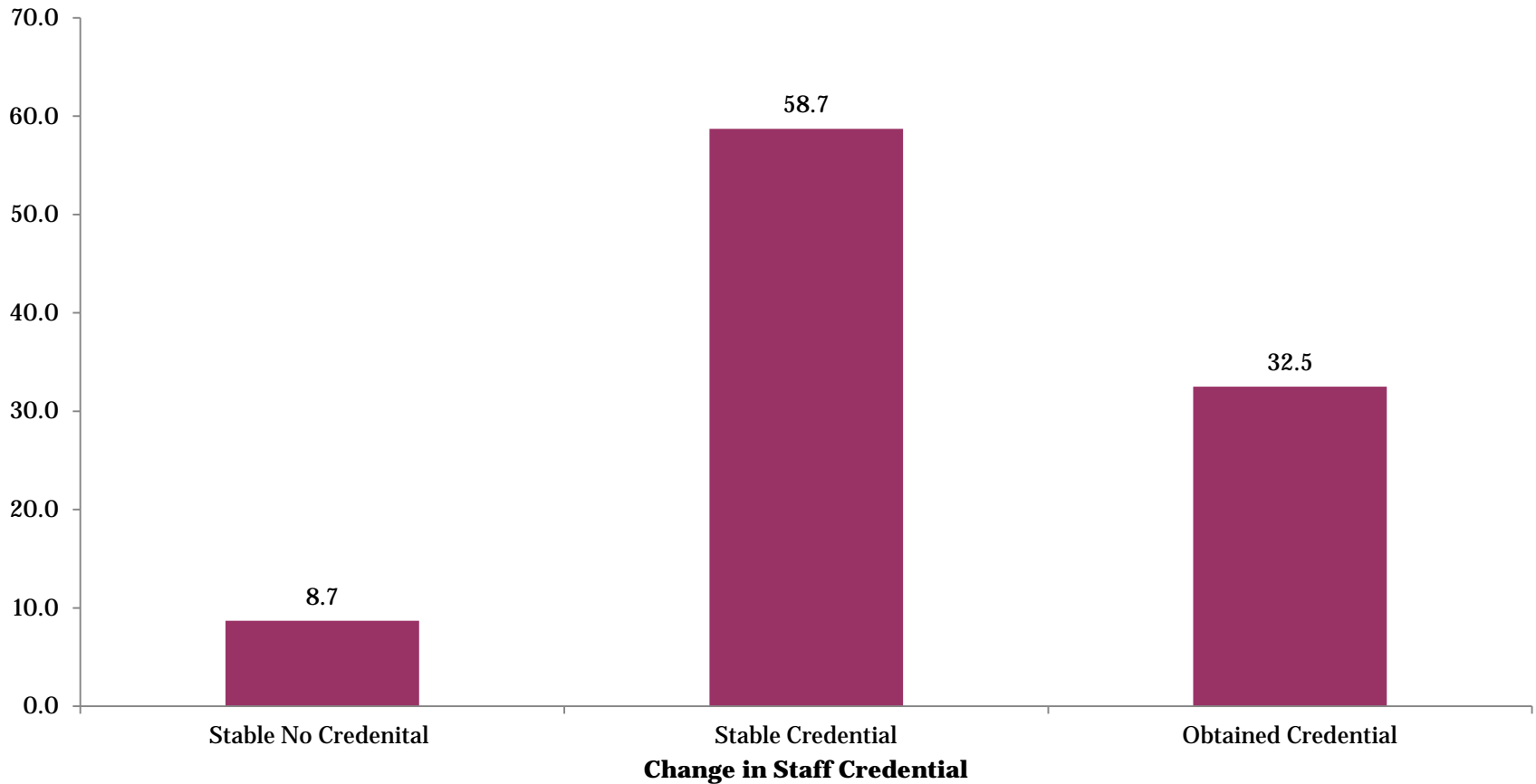
Educational Progress: % Improved



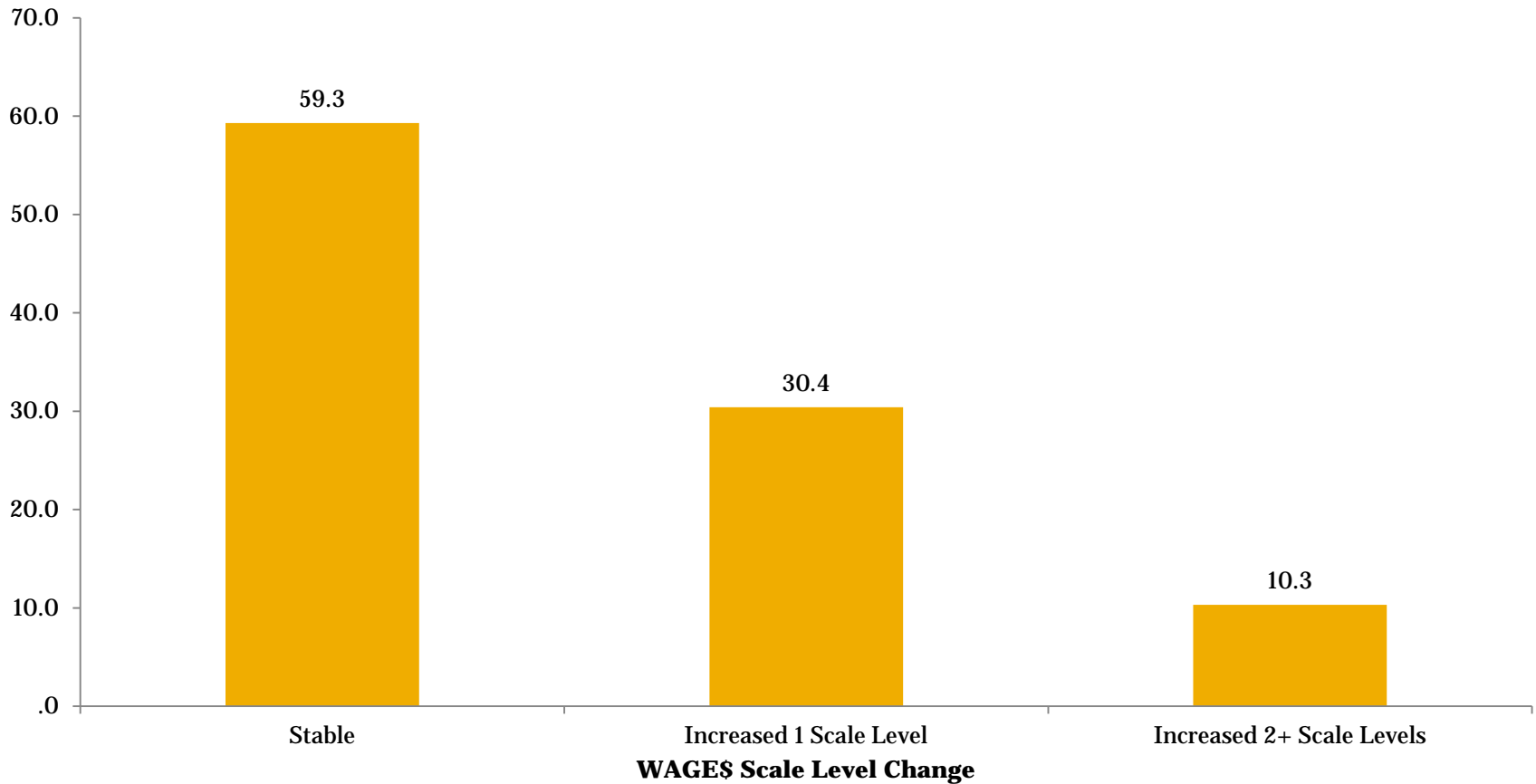
Director Credential: % Improvement



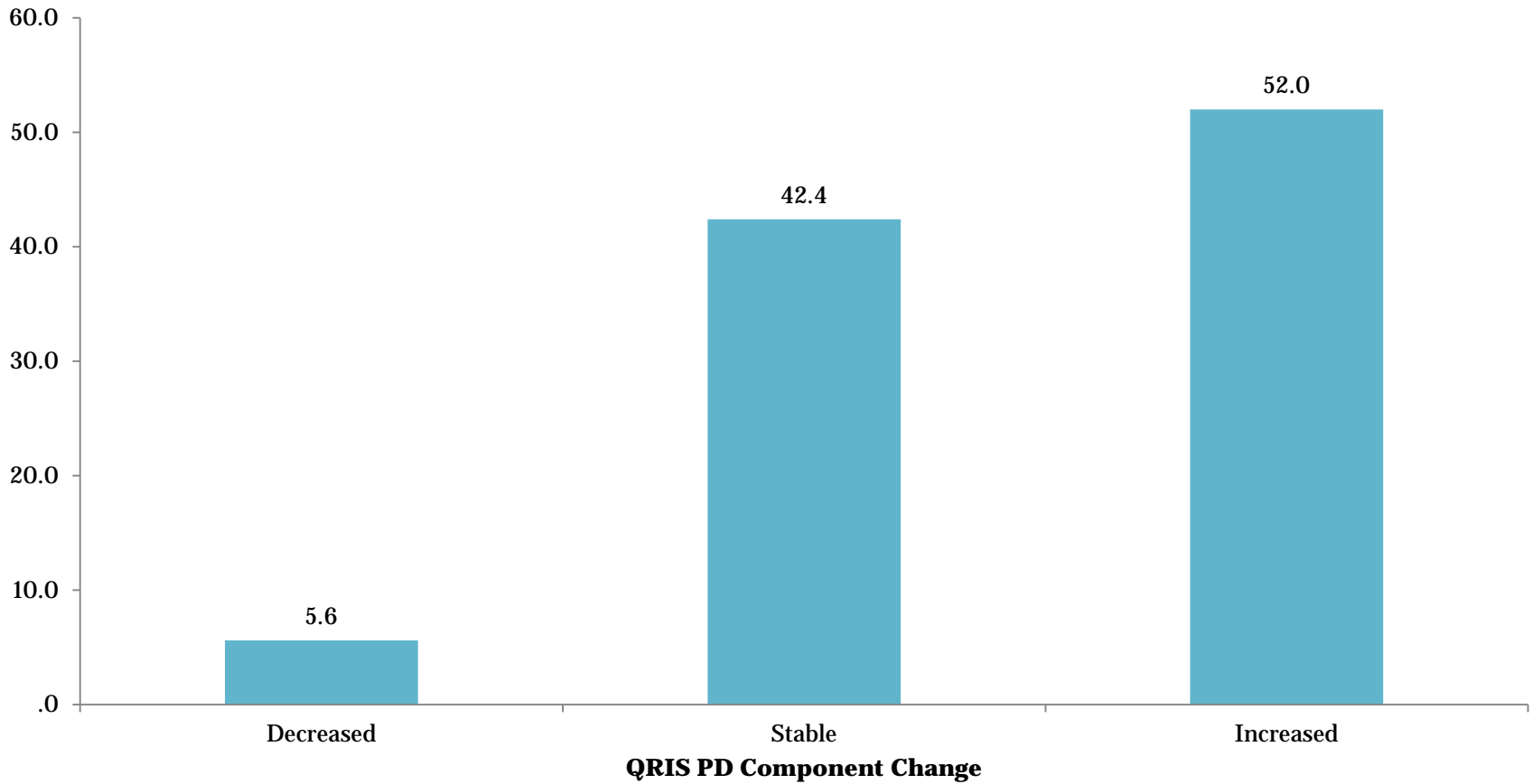
Staff Credential: % Improvement



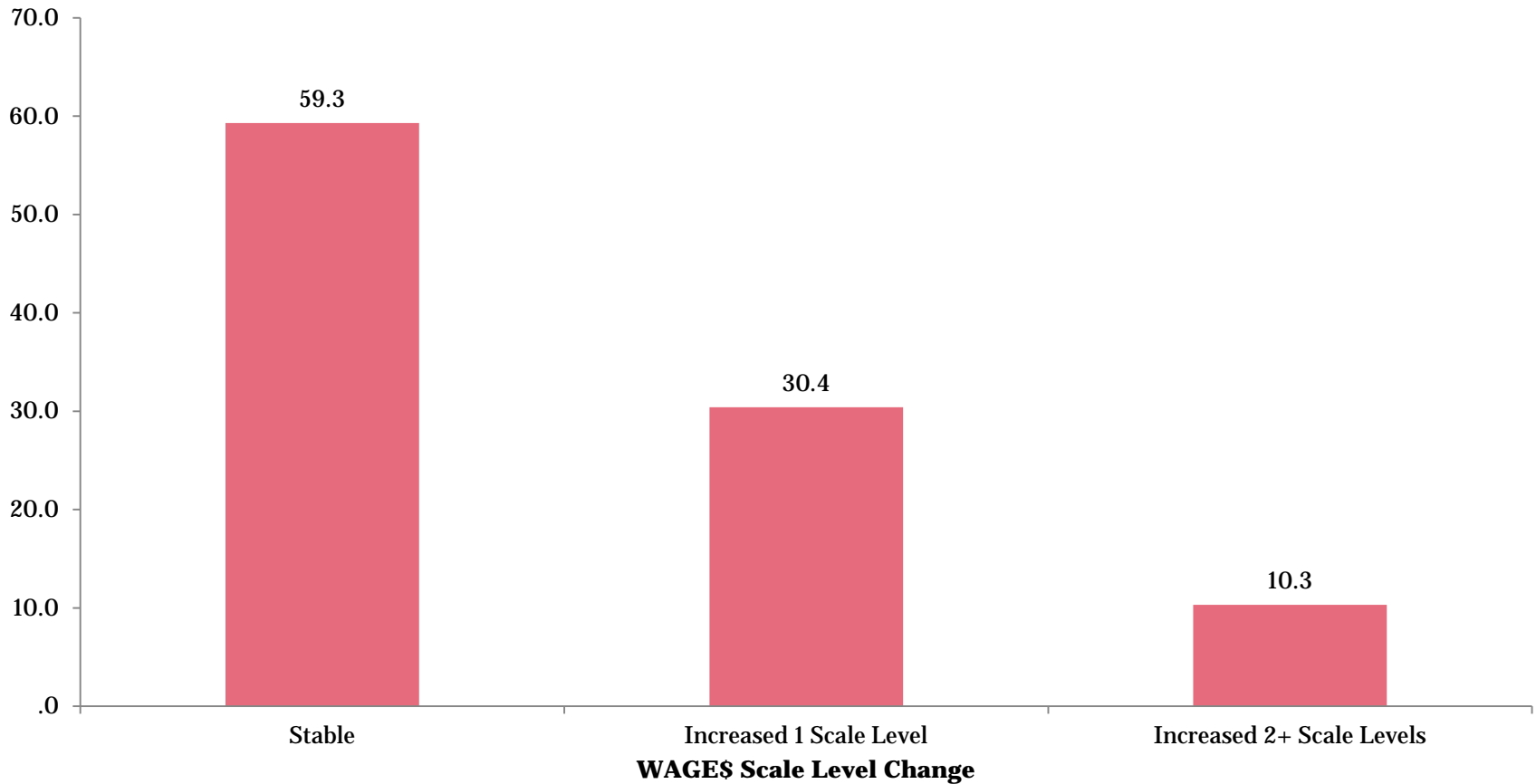
Wage\$ Scale Level: % Improvement



QRIS Staff Qualifications: % Change



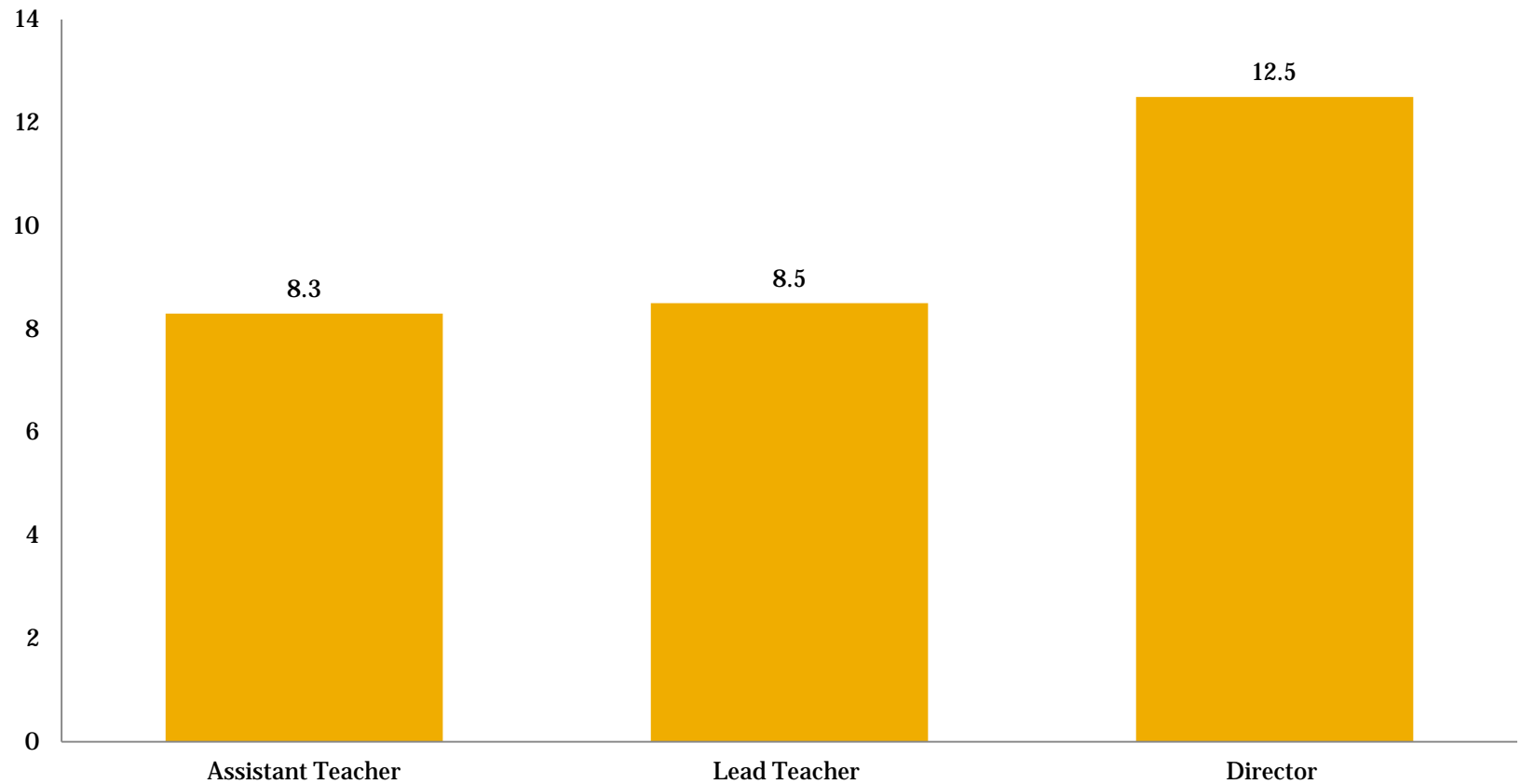
WAGES\$ Scale Level: % Improvement



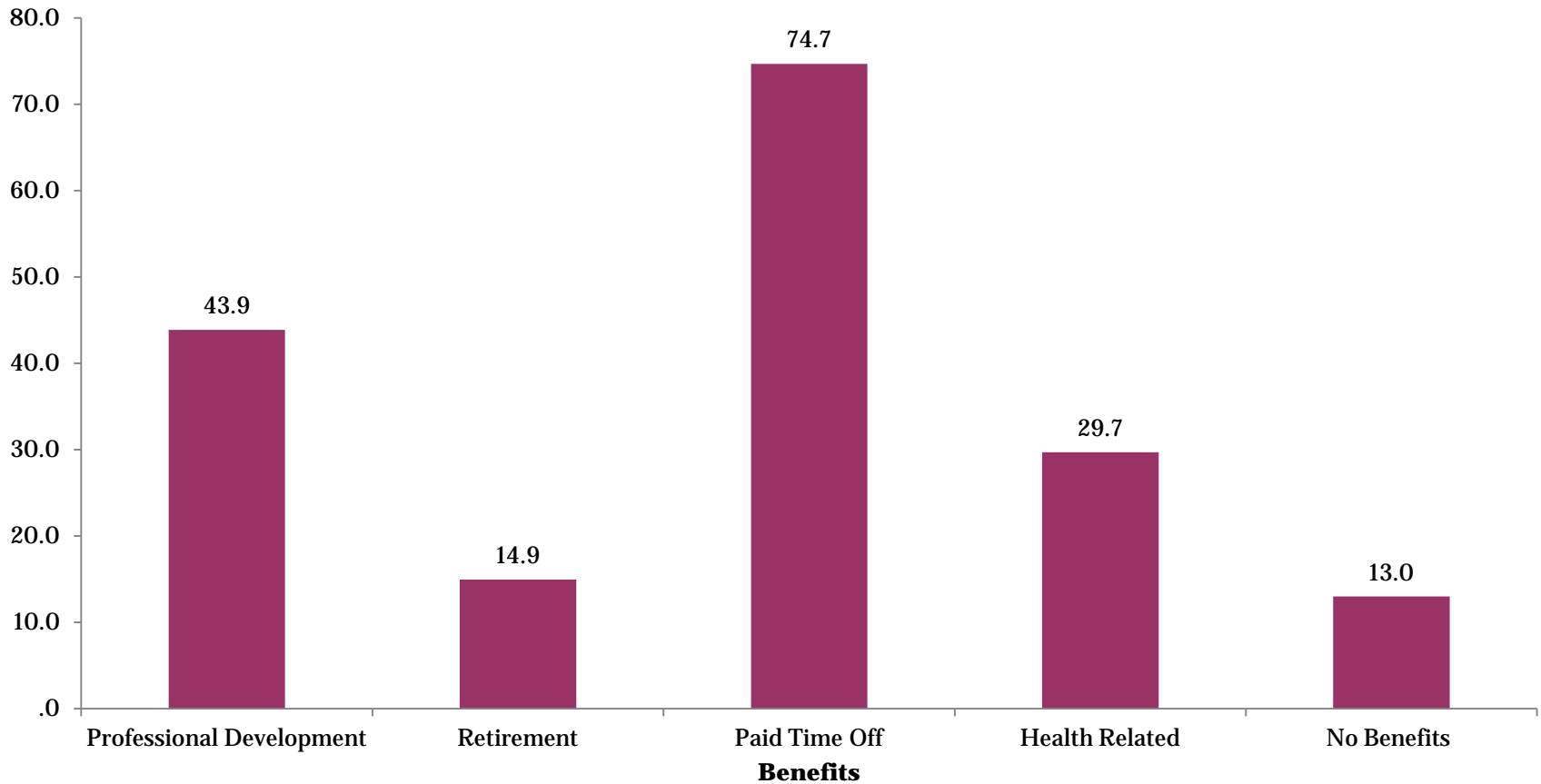
Findings: Employment Status

- Most are full-time employees (87%)
- Employed at current program for 6 years on average.
 - Directors employed at current program for 9 years on average.
 - Teachers employed at current program for 5 years on average.

Earnings: Median Hourly Wage



Percent Receiving Benefits



Findings: Turnover for 2012

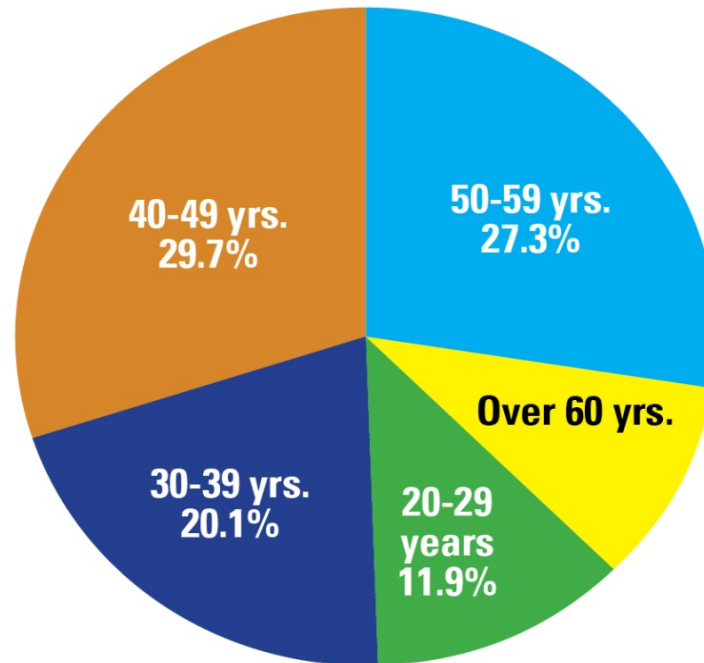
- Overall staff turnover rate for staff employed at QC programs was 23 percent across all centers.
- Staff turnover rate at programs where most staff use scholarships was 20 percent relative to 27 percent at programs where few use scholarships.
- Higher QC scholarship usage was significantly associated with lower staff turnover ($r = -.16, p < .05$).
- Programs with high scholarship usage among practitioners were 5 times more likely to have low turnover rates ($X^2 = 14.67, p < .001$).

Statewide Workforce Study Comparison

- **2012 Florida Statewide Early Care and Education Workforce Study funded by the Florida Office of Early Learning on behalf of the Florida State Advisory Council on Early Education and Care.**
- **To inform the development and enhancement of a quality ECE system in the state of Florida.**

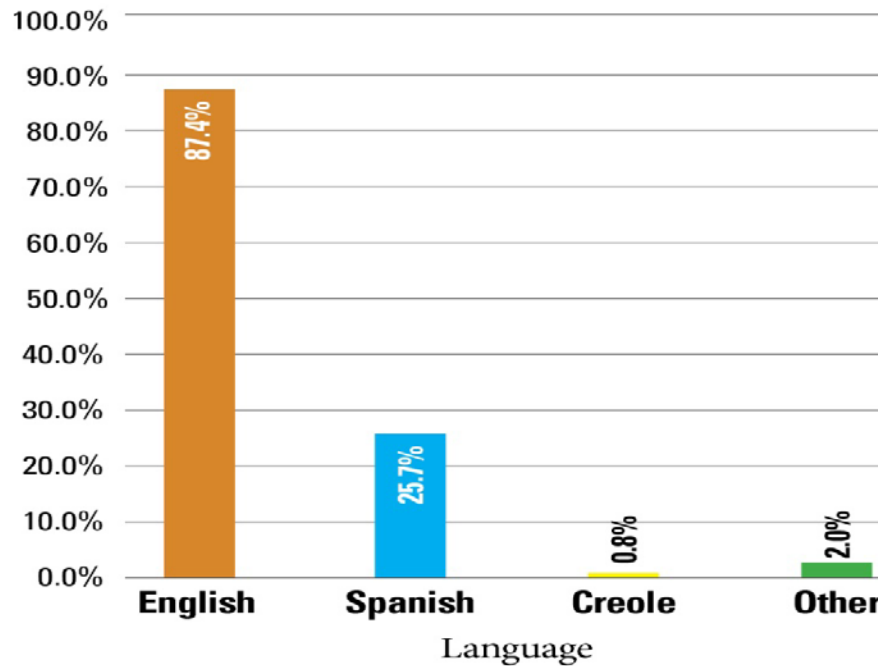
Statewide Workforce Study: Age

Figure 4. Percentage of ECE Practitioners by Age.



Statewide Workforce Study: Language

Figure 3. Percentage of ECE Practitioners by Fluent Language.



Statewide Workforce Study: Longevity

- Administrators/owners have spent an average of 17 to 18 years in the field.
- Staff have spent an average of 10 years in the field.

Statewide Study: Health Care Benefits

- Health care and other benefits are limited.
- Percentages of practitioners with no health care coverage range from 46% to 56%.

Statewide Study: Education Status

- Most direct care providers have some college credits but no degree.
- About 15% of direct care providers have a college degree.
- About two-thirds of teaching staff at centers have a DCF issued Staff Credential or equivalent.
- Almost all center directors have a DCF issued Director Credential or a college degree.

Statewide Study: Turnover

- **60% of facilities had one or more teaching staff leave over the past year.**
- **Lowest turnover rate in the Southern region:**
 - 49% staff turnover and average of one person leaving compared to 58% to 70% and two people leaving for the other regions.
- **Turnover rates may be positively impacted by the scholarship and wage incentive programs available in the Southern region.**

Statewide Study

- **Factors influencing staff decision to change jobs:**
 - Low wages
 - Lack of benefits
 - Inflexible hours
 - Burnout
- **Most desired working conditions:**
 - Director is competent, supportive, and encouraging
 - Director makes work-related expectations clear
 - Co-workers are collaborative, cooperative, dependable, and supportive of one another
 - Have opportunities for professional growth

Statewide Study: Wages

Table 47. Average Hourly Wage by Position by Region (Data Source: Florida Statewide ECE Workforce Survey).

Position	N	Min - Max	Average	Median	Stand. Dev.
Central					
Administrators ¹	63	\$7.29 - \$50.48	\$15.17	\$13.75	\$8.05
Teaching Staff ²	36	\$7.21 - \$30.00	\$10.20	\$8.88	\$4.11
Northeast					
Administrators	33	\$7.67 - \$39.42	\$15.68	\$14.42	\$7.08
Teaching Staff	25	\$7.25 - \$14.38	\$10.00	\$10.00	\$2.03
Northwest					
Administrators	18	\$8.65 - \$34.62	\$14.21	\$12.48	\$6.03
Teaching Staff	25	\$7.25 - \$14.38	\$10.00	\$10.00	\$2.03
Southeast					
Administrators	30	\$8.00 - \$32.69	\$19.02	\$18.95	\$6.40
Teaching Staff	18	\$6.67 - \$13.15	\$9.43	\$9.15	\$1.69
Southern					
Administrators	32	\$7.67 - \$38.46	\$16.08	\$15.00	\$8.28
Teaching Staff	62	\$7.65 - \$21.83	\$9.99	\$9.00	\$3.02
Suncoast					
Administrators	57	\$7.00 - \$45.67	\$19.11	\$16.82	\$7.67
Teaching Staff	60	\$6.01 - \$18.27	\$11.35	\$11.29	\$2.72

¹As reported on the Administrator Survey.

²As reported on the Teacher and Support Staff Survey. Includes teaching staff only, not support staff.

Statewide Study: Wages by Education

Figure 18. Mean Hourly Wage of Teaching Staff by Credential and Highest Education Level (N=225).



	High School Only	Staff Credential	Some College Credits	2 Year Degree	4 Year Degree	Some Graduate Credits	Graduate Degree
n	8	48	81	28	36	11	13
Mean	8.16	9.52	10.15	10.51	11.95	11.90	11.72
Median	7.73	9.08	9.50	9.96	11.93	11.53	11.50

Note. Cases included in the Staff Credential category are those that have a staff credential and high school diploma but no higher level of education. However, many of those with education levels beyond a high school diploma also have a staff credential.

Concluding Statements

- Substantial educational progress made by QC participants since their participation began.
 - 79% of practitioners accepted educational scholarships
 - 79% of staff without a credential at entry now have one
- QC participation is related to lower staff turnover.
- Miami-Dade/Monroe had the lowest turnover rates in the Statewide ECE Workforce Study.
- There is room for improvement: 68% remain at the high school diploma/GED education level or below.
- QC participants face a host of barriers.

Questions or Comments?

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