



2015 Kansas Child Care
Workforce Study and
State Child Care Profile

WHO CARES FOR KANSAS CHILDREN?





KANSAS FAMILIES, COMMUNITIES AND EMPLOYERS NEED HIGH QUALITY CHILD CARE.

Early education programs that provide high quality child care not only help build the foundation for children to succeed in school, but are an essential part of the Kansas economy. The early childhood field alone employs 15,612 professionals. Moreover, the demand for child care is significant: 156,979 Kansas children under the age of 6 live in homes in which all available parents work. When parents are confident that their children are well cared for, they are more productive at work.

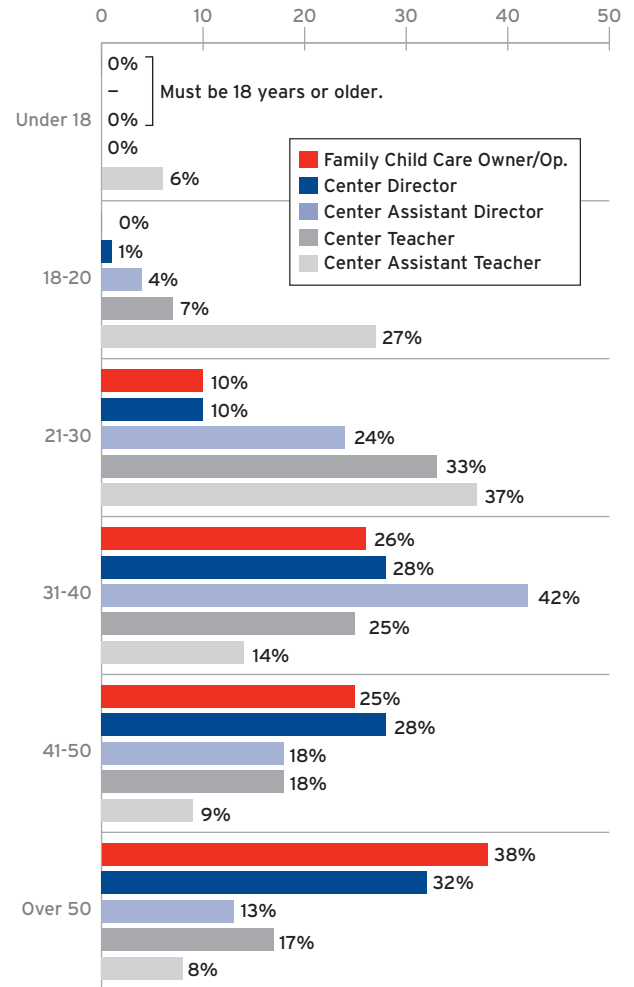
EDUCATION MATTERS – FOR PROVIDERS AND THE CHILDREN IN THEIR CARE.

While parents are working to provide for their families, their children are learning and growing. On average, young children spend approximately 40 hours a week in early learning programs. Research confirms that the quality of care received in these programs is directly related to the level of education of the provider. When children receive high-quality care, they are more successful in school and in life.

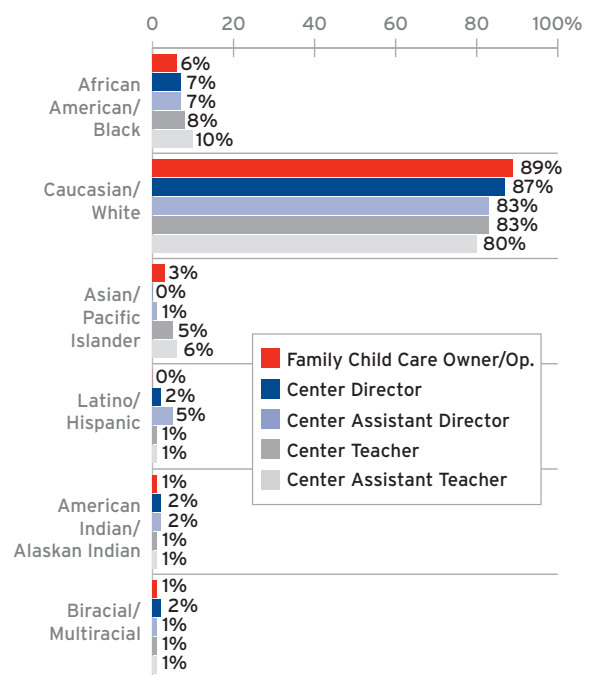
WHAT DOES THIS MEAN FOR EARLY EDUCATION PROFESSIONALS, FAMILIES AND EMPLOYERS?

The 2015 Who Cares for Kansas Children Study examines the status of the child care workforce and is a follow-up to the Early Education Workforce Studies completed in 2002, 2005, 2006, and 2010. These studies revealed that in addition to child care being a critical factor in the future success of our children, it is also an important part of the Kansas economy. Unfortunately for early childhood professionals and young children, the studies continue to show that the social and economic importance of high quality child care does not translate into good wages or benefits for child care providers. In fact, Kansas child care providers are paid low wages in exchange for working long hours. These conditions negatively influence the attractiveness of the field to skilled workers. Additionally, the scarcity of quality child care results in reduced options for working parents and difficulties for Kansas employers trying to attract or keep staff.

AGE OF WORKFORCE

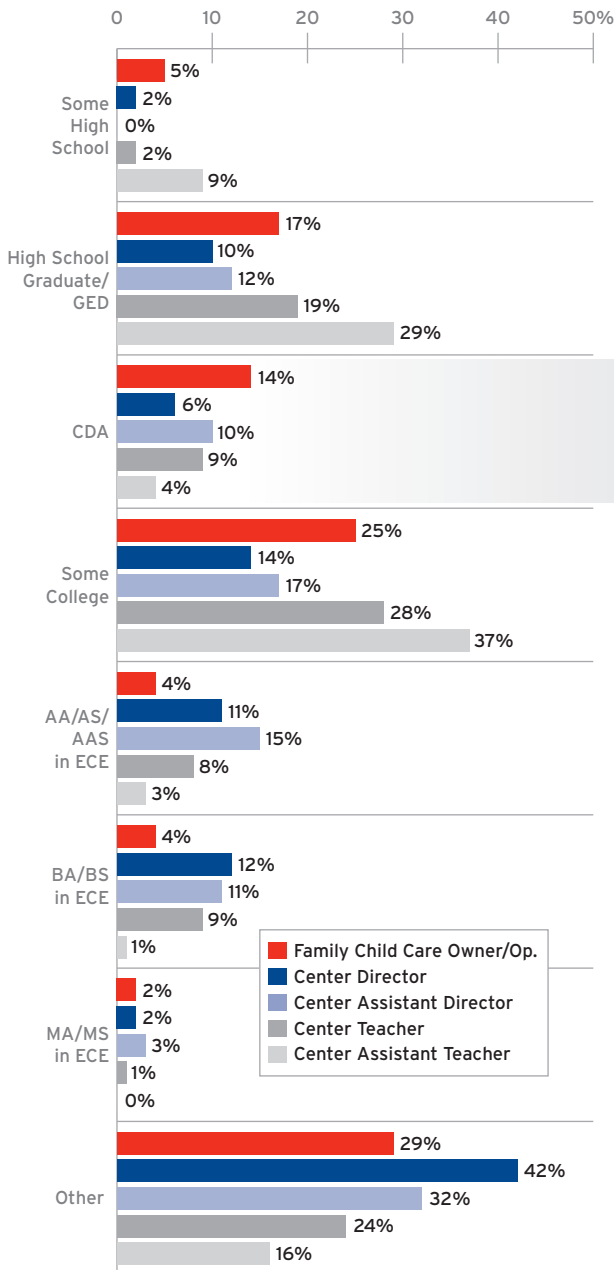


ETHNICITY OF WORKFORCE



Survey respondents indicated 1% (Other) in Family Child Care Owner/Op. and Center Teacher

WORKFORCE EDUCATION LEVEL

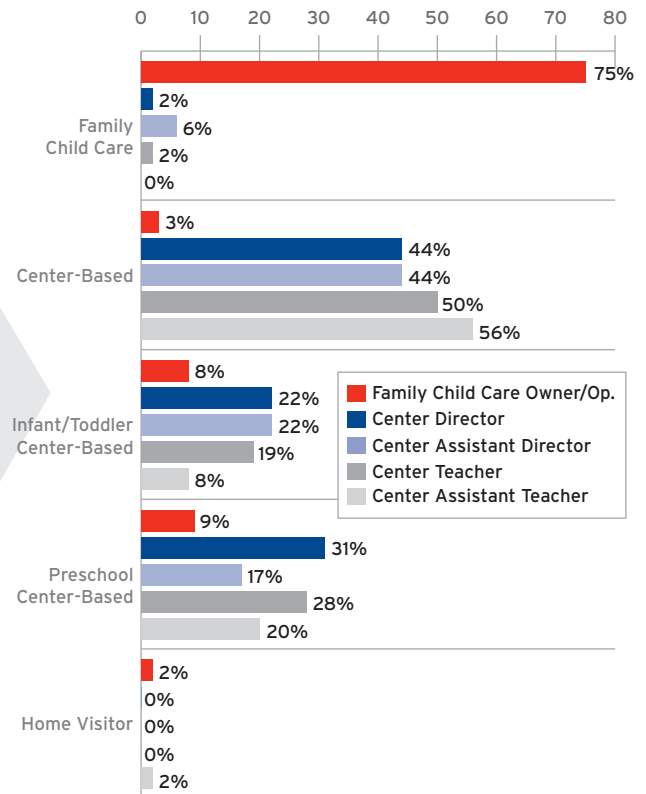


"CDA" equals Child Development Associate Credential

"ECE" equals Early Childhood Education

"Other" equals AA/AS/AAS, BA/BS, MA/MS, and Ph.D. degrees other than early childhood education

TYPES OF CHILD DEVELOPMENT ASSOCIATE (CDA) CREDENTIAL ACHIEVED



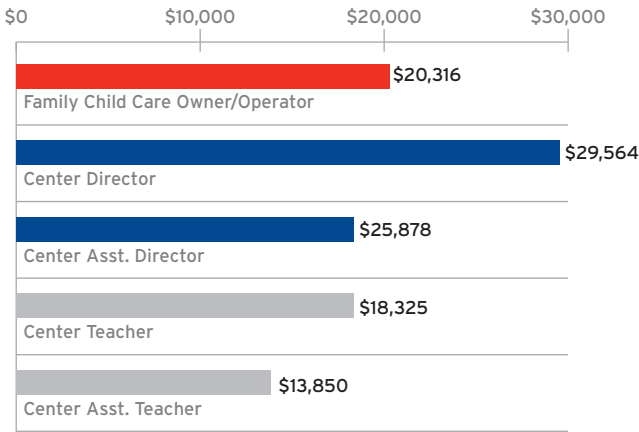
Family Child Care CDA Note: Numbers represent providers who have at least one CDA.

Center-Based CDA Note: Percentages represent the particular CDA type. Staff can appear in more than one category.



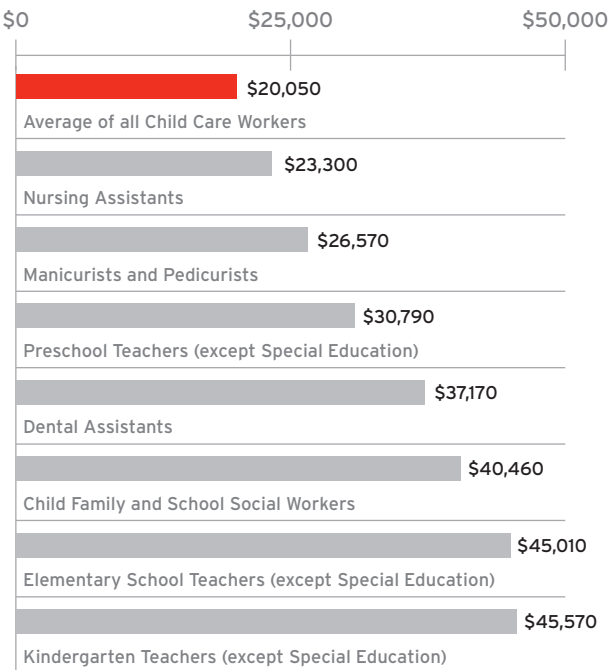
*Among those surveyed

ANNUAL EARNINGS



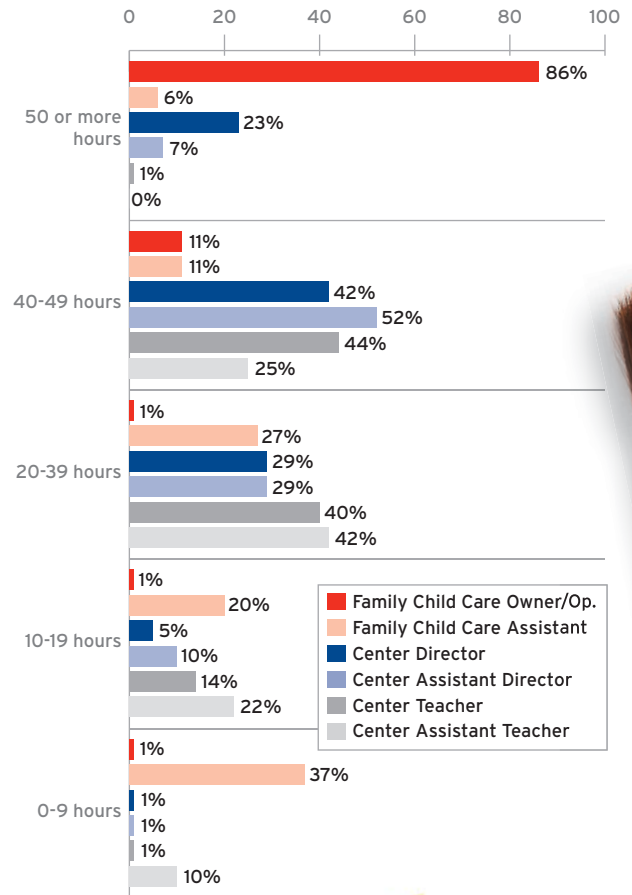
Salaries represent an average based on the number of hours worked, location of employment and the type of work completed. Reflects gross pay; excludes supplemental incomes from Child Care WAGES® KANSAS, the Kansas Quality Rating and Improvement System (KQRIS), and Block Grants.

SALARY COMPARISON OF WORKFORCE



Salary comparison data from the Kansas Wage Survey, 2015 Edition, Kansas Department of Labor

AVERAGE WEEKLY HOURS WORKED



"Family Child Care Owner/Op. and "Center Staff" hours reflect a typical work week. "Hours worked per week" is defined as any time spent working to prepare and conduct business.

15,612

People work in the child care workforce

56%

of Early Learning Professionals work 50 or more hours per week*

27%

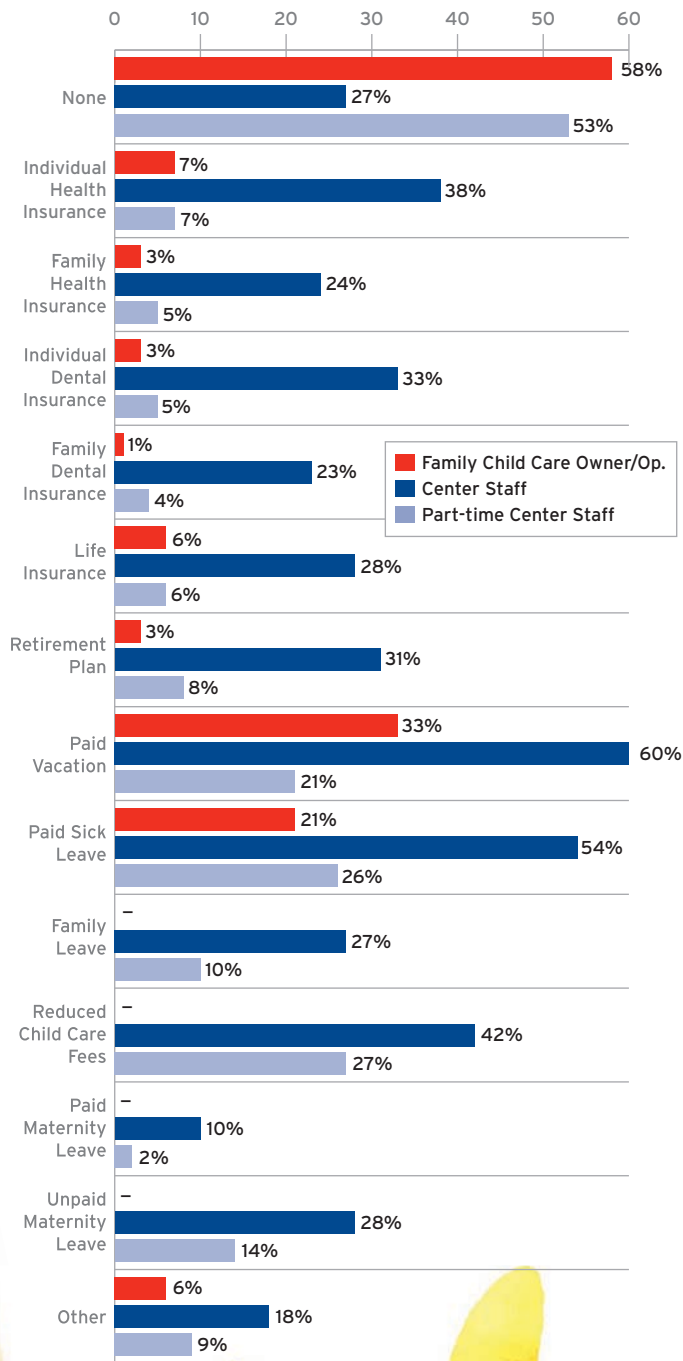
of center staff do not have benefits or health insurance*

46%

of Family Child Care Owner/Op. have been in the child care field for more than 15 years*

*Among those surveyed

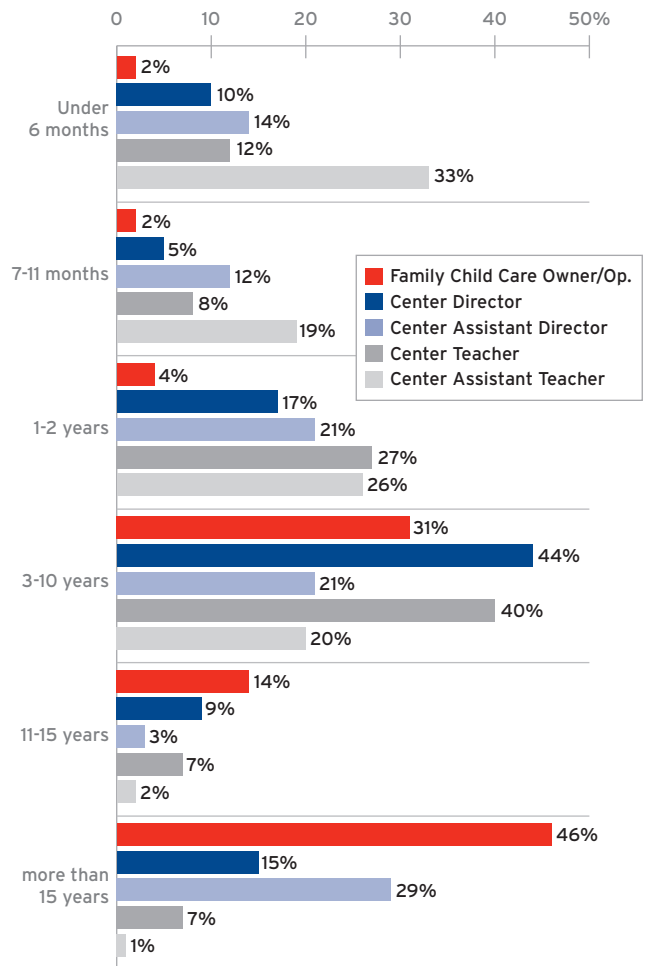
PERCENT OF WORKFORCE WITH BENEFITS



Family Child Care Notes: "Other" equals holiday, supplemental insurance, home/business insurance, paid training, reduced/waived child care fees, home taxes, meals.

Center Notes: Staff can appear in more than one category; "Other" equals merit leave, supplement insurance, insurance stipend, holiday pay, retirement/pension, reduced college tuition fees, vision insurance, KPERS, jury duty, bereavement, Teacher Association/health club memberships, paid training.

LONGEVITY OF WORKFORCE



MOST KANSAS FAMILIES NEED CHILD CARE

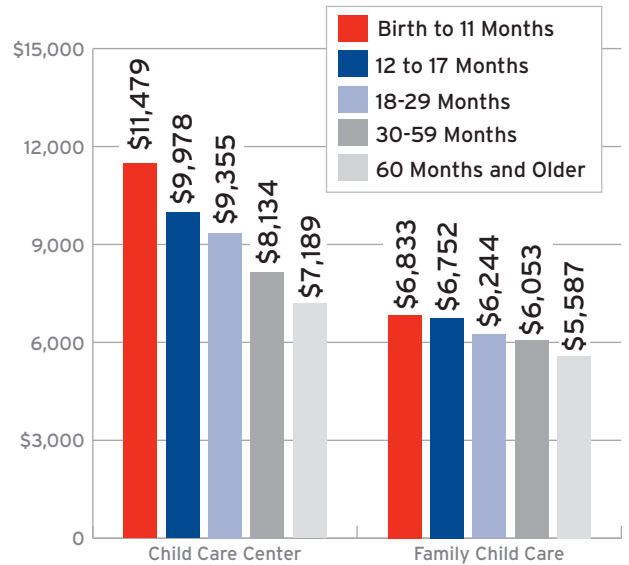
According to 2014 Census data, 75% of Kansas families with children require child care so that parents can work outside the home. In addition to finding quality child care, these working families must also stretch their budgets to meet the rising cost of care. The average cost of child care for one infant and one preschooler is a staggering 30% of a family's median income. The reality is that Kansas families, employers, and communities need child care that is high quality, affordable, and accessible so that families can work and businesses can grow — strengthening our economy and ensuring strong leaders for our future.

KANSAS DEMOGRAPHICS

- 20% under the age of 6 live in poverty
- Children ages 0-9 make up 14% of the total population of Kansas
- 30% of family households with children under 18 are headed by an unmarried parent (includes single fathers)
- The majority of people are White/Caucasian (85%)
- The median family (household) income is \$52,504
- The average high school graduation rate is 86%
- 31.5% of adults hold a Bachelor or higher degree
- The average unemployment rate is 4.4%

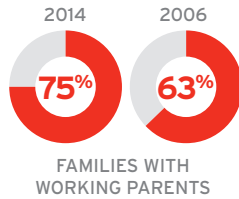
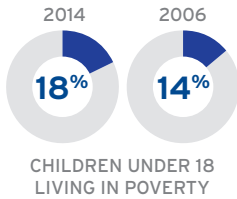
AFFORDABILITY OF CHILD CARE

While the average cost of family child care in Kansas is typically less than the average cost of care in a center, child care continues to represent a substantial cost for families. The average cost of full-time care for an infant in a family child care home represents 8.5% of the state median family income. Annual cost of full-time infant care in a child care center represents 14% of the state median family income. The table below indicates the average annual cost of full-time care for one child by age and type of care.



TRENDS FROM THE 2006 WORKFORCE STUDY

2014 Population	2,904,021	↑ 6%
2006 Population	2,735,502	
2014 Children under 5 years	200,377	↓ 11%
2006 Children under 5 years	225,517	



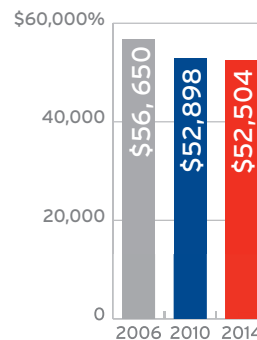
Note: "Families with Working Parents" equals a single parent home with one parent in the labor force or a two-parent home with both parents in the labor force

FINANCIAL SUPPORT

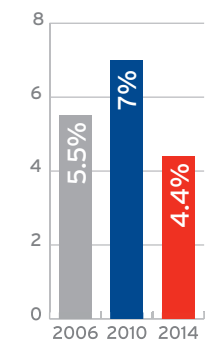
In an average month, infants and toddlers represent about 50% of children receiving child care assistance from the Department for Children and Families.

In 2015, the DCF income eligibility limit for a family of 3 in Kansas was \$37,164 (185% of the Federal Poverty Level)

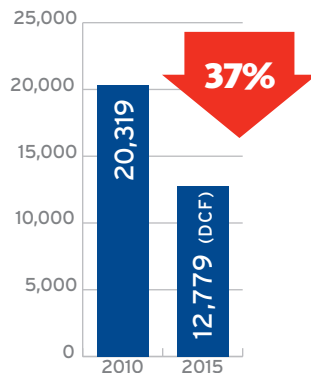
STATE MEDIAN ANNUAL INCOME



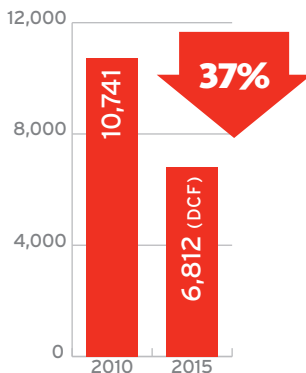
STATE UNEMPLOYMENT RATE



AVERAGE NUMBER OF CHILDREN SERVED MONTHLY



AVERAGE NUMBER OF FAMILIES SERVED MONTHLY



46%

Family Child Care Homes with DCF subsidy agreements

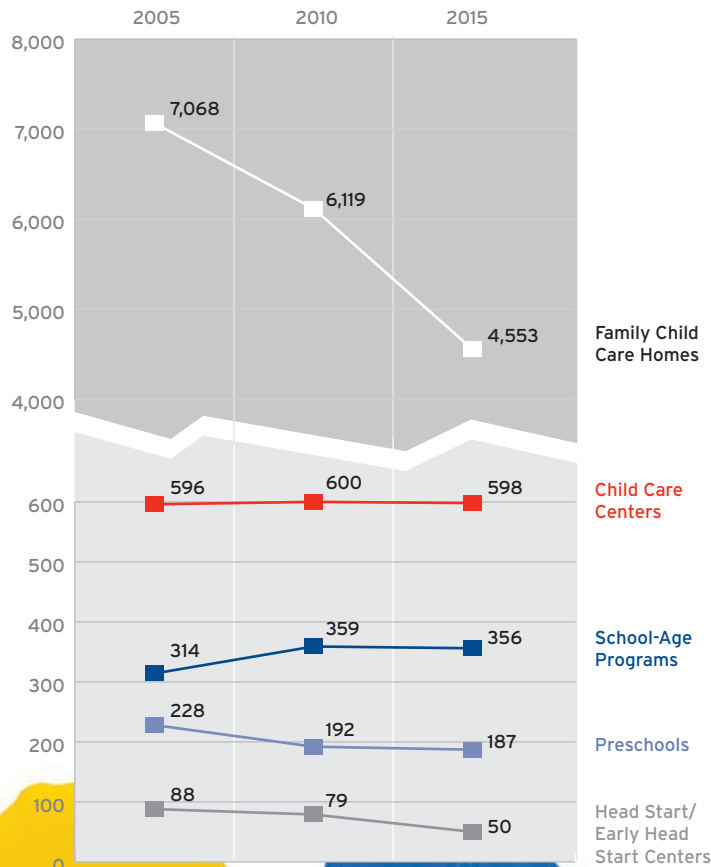
65%

Child Care Centers with DCF subsidy agreements

AVAILABILITY OF CHILD CARE

Over the past five years, Kansas has experienced a decrease of approximately 25% in family child care homes. While child care center facilities have decreased by only 0.3%, the overall center capacity has increased 4% showing a trend that centers are growing in size (not number of facilities).

NUMBER OF FACILITIES



Family Child Care Homes experienced a **19% decrease** in capacity

Child Care Centers experienced a **4% increase** in capacity

CAPACITY OF FACILITIES

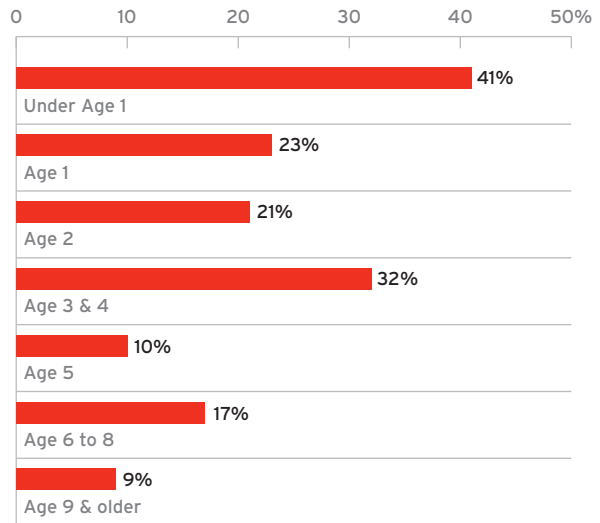
	2005	2010	2015
Family Child Care Homes	63,601	57,982	47,223
Child Care Centers	41,445	44,535	46,150
School-age Programs	20,218	25,558	28,665
Preschools	4,957	2,156	3,833
Head Start/Early Head Start Centers	2,676	2,582	1,887

CHOOSING CHILD CARE

Twenty-two percent (22%) of families (impacting 3,599 children) that contacted Child Care Aware® of Kansas requested facilities offering care outside of the typical Monday through Friday, 8 a.m. to 5 p.m. hours.

WHAT FAMILIES NEED

Of the children needing care, 41% are under the age of 1.



Percentages represent the number of requests for each age group. Families may have requested care for more than one age group.

Child Care Resource and Referral (CCR&R) agencies, a key component of the child care infrastructure, improve the field of early education by providing critical services to Kansans including:

- Helping families find high-quality care
- Educating families, early childhood professionals, and the community about what encompasses quality child care
- Supporting early childhood professionals through training and technical assistance





Priorities for building and sustaining the early childhood field in Kansas.

The education and skill level of an early childhood educator is directly tied to the level of care children receive in terms of both safety, and the early learning experiences needed to succeed in school and life.

The child care workforce should be required to have a minimum of 24 hours of training in child development and behavior guidance, learning activities, first aid/CPR, recognition of child abuse, and basic health and safety practices prior to working with children. In addition, early childhood professionals should be required to maintain their skills and keep up with new ideas and regulations through a variety of training methods on an annual basis.

High-quality early education programs provide better wages and benefits, employ personnel with more formal education, and experience less turnover.

Support and expand quality improvement efforts such as higher education opportunities, salary supplements, and a child care quality rating and improvement system.

Low wages and a lack of benefits contribute to reduced morale and commitment that early educators require to positively interact with children and discourages them from continuing their formal education.

Address early childhood education and its workforce as an economic development issue by investing in and supporting a continuum of community-based training.



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ABOUT THIS STUDY

Early Childhood professionals were surveyed about their employment in 2015. Their responses were used to develop the *2015 Kansas Child Care Workforce Study and State Child Care Profile*.

Thank you to all of the early learning professionals who participated in the workforce study survey.

RESOURCES

Child Care Aware® of America
Child Care Aware® of Kansas
Committee for Economic Development
Kansas Action for Children, Kids Count
Kansas Department for Children and Families
Kansas State Department of Education
Kansas Department of Health and Environment
Kansas Department of Labor
U.S. Census Bureau, American Community Survey
U.S. Department of Health and Human Services, Administration for Children and Families
U.S. Department of Labor, Bureau of Labor Statistics

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