

If you have questions about this document, please contact First 5 Sonoma County at (707) 565-6680

# **Sonoma County Early Childhood Education 2009 Professional Workforce Survey**

## Summary of Results

April 2010



# Overview of Study

**Collaborative project** of First 5 Sonoma County, Sonoma County Child Care Planning Council, Community Child Care Council (4Cs) and River to Coast Children's Services (RCCS)

**Goal of the study** is to generate a profile of the ECE provider population in the County, including information about providers' background, experience, education, professional development, wages and benefits

**The most comprehensive countywide effort** of its kind in Sonoma County to date and provides a thorough profile of the child care workforce population serving the County

## Methods

- Administered to owners of all licensed family child care homes and Directors of all licensed and license-exempt Centers in Sonoma County
- Mixed-mode method: online using email addresses and as a mailed paper survey
- Sample includes surveys from 139 FCC providers and 63 Center Directors

# Fit with First 5 Sonoma County's Strategic Plan

- **Strategic Plan Goal Area:**  
Early Care and Education
  
- **Priority Outcome:**  
Early childhood education will be of the highest quality.
  
- **Pathways to Results Indicators:**
  - Increase in accredited child care sites
  - Increase in ECE providers participating in professional growth
  - Increase in Harms Clifford scales/scores
  - Increase in ECE providers with child development permits
  - Increase in ECE providers who receive special needs training

## Experience and Commitment to the ECE Field

**Center Directors'** experience in the ECE field has increased since 2006

- 81% of Center Directors have worked in the ECE field for 11 years or more, compared to 76% in 2006

**Center Directors'** plans to stay in the ECE field has increased since 2006

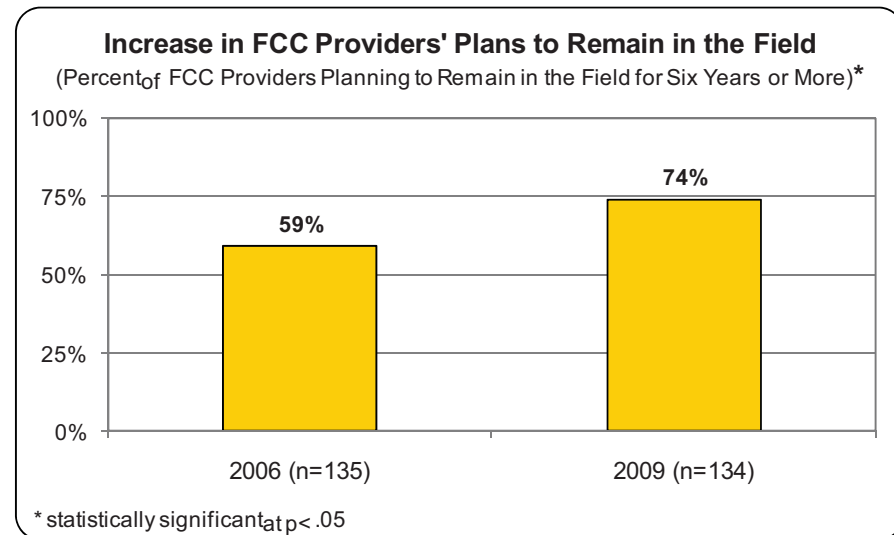
- 72% of Center Directors plan to stay in the field for 6 or more years, compared to 44% in 2006

## Experience and Commitment to the ECE Field

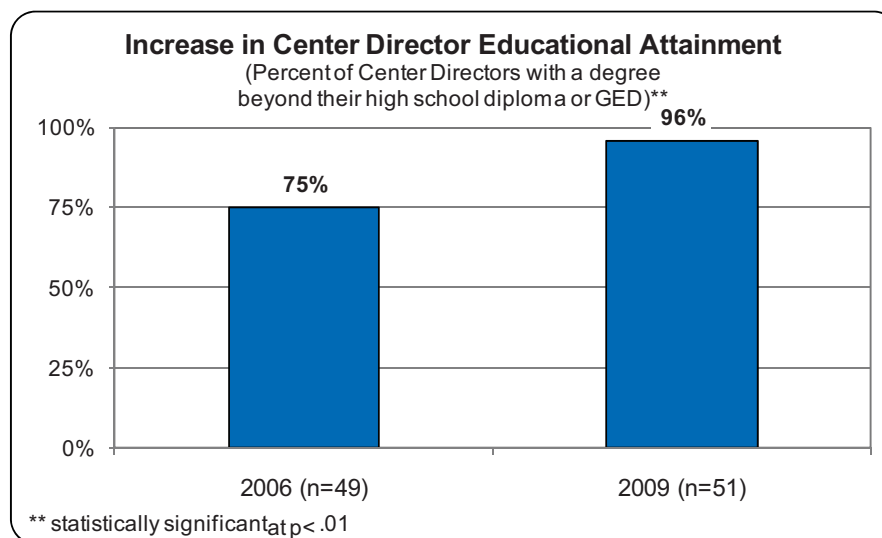
**FCC providers'** experience in the ECE field has increased since 2006

- 51% of **FCC providers** have worked in the ECE field for 11 years or more, compared to 44% in 2006

- There has been a significant increase over time in the proportion of **FCC providers** who plan to stay in the field 6 years or more



- The proportion of **Center Directors** with a degree beyond their high school diploma/GED has significantly increased over time

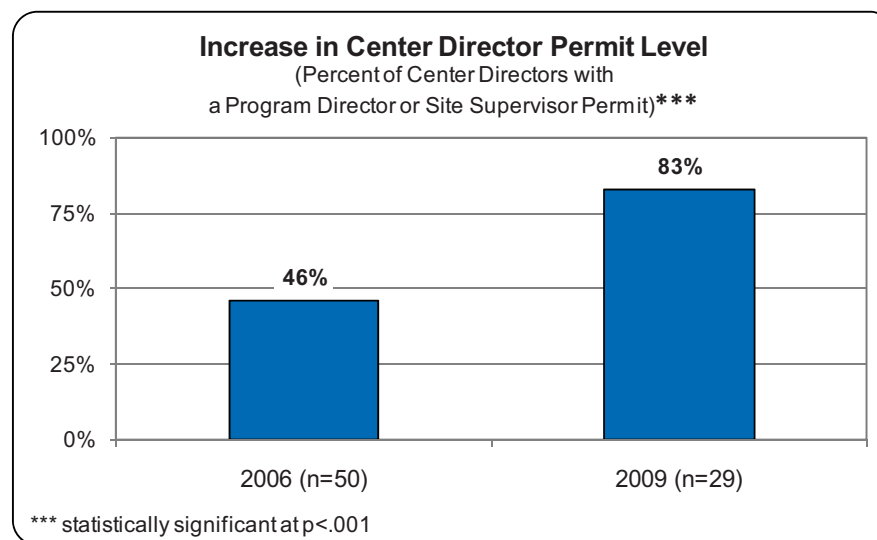


- 67% of **Center Director** respondents have received a four-year college degree or higher compared to 55% in 2006



- 40% of **FCC Providers** have a degree beyond their high school diploma / GED, compared to 33% in 2006
- 21% of **FCC providers** have received a four-year college degree or higher, compared to 22% in 2006

- 53% of **Center Directors** hold a child development permit
- 29% of **Center Directors** have moved up on the child development permit matrix
- The proportion of **Center Directors** at the top two levels of the 6-level permit matrix has significantly increased over time



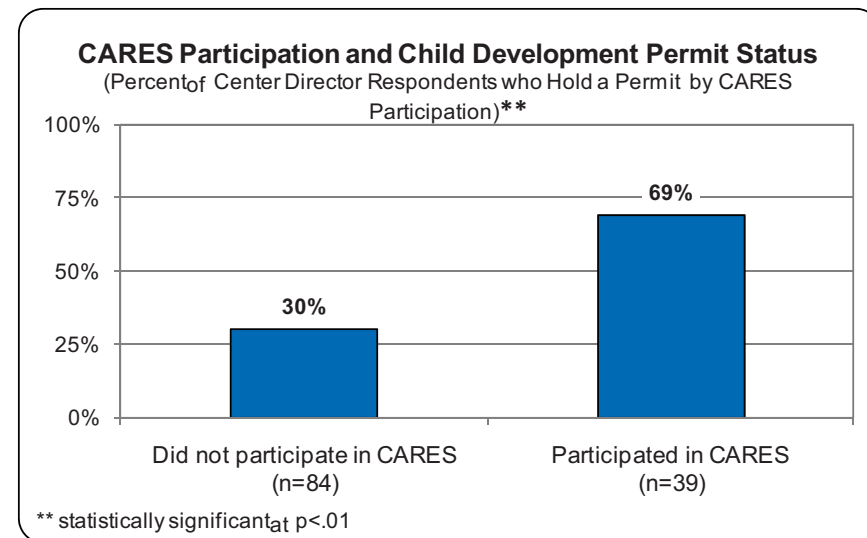


- 20% of **FCC providers** hold a child development permit, compared to 13% in 2006
- 18% of **FCC providers** have moved up on the child development permit matrix
- 30% of **FCC providers** hold permits in the top two levels of the 6-level permit matrix, compared to 24% in 2006

64% of **Center Directors** participated in CARES in 2009

- 69% of participating **Center Directors** have a four-year college degree, compared to 80% of non-participants

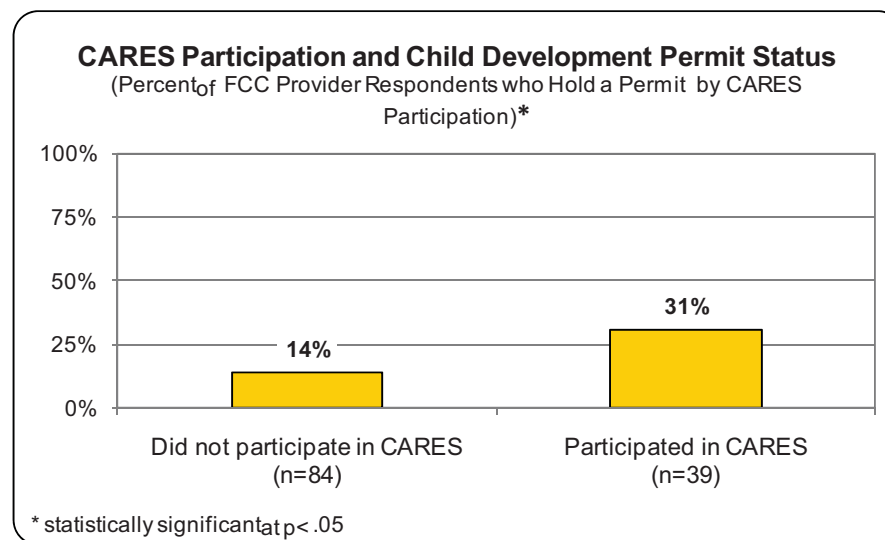
- Center Directors** who have participated in CARES are significantly more likely to hold a development permit than those who have not



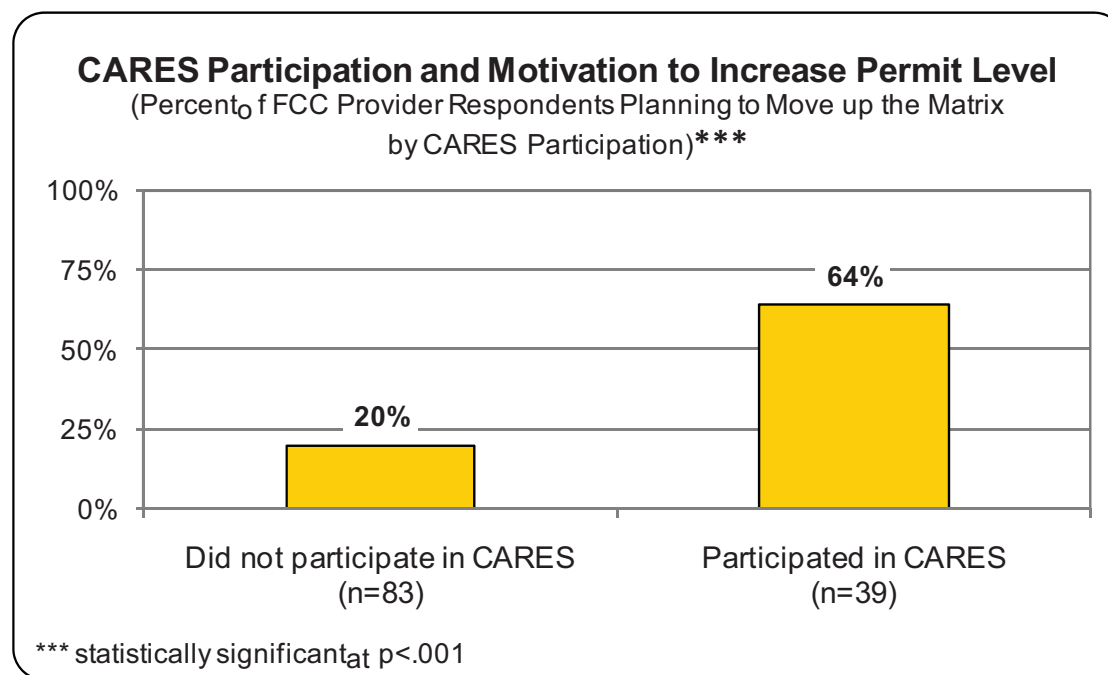
32% of **FCC providers** participated in CARES in 2009

- 10% of participating **FCC providers** have a four-year college degree, compared to 27% of non-participants

- FCC providers** who have participated in CARES are significantly more likely to hold a development permit than those who have not



- **FCC providers** who have participated in CARES are significantly more likely to have plans to move up to the next level on the child development matrix than those who have not participated in CARES



# Employment

## Staffing

- The average child care **Center** employs 10 staff
- 55% of **Center employees** work part-time

## Wages

- 59% of **Center Directors** earn net annual incomes between \$26,201 and \$40,000
- On average, **Center employees** earn an annual income of \$22,794

## Benefits

- 95% of **Center Directors** provide benefits to employees who work 30 hours per week, including health insurance, paid vacation and paid holidays

# Employment

## Staffing

- 72% of **FCC homes** staffed by the owner alone
- 70% of **FCC employees** work part-time

## Wages

- 66% of **FCC providers** earn net annual incomes of \$16,501 - \$23,200 or less
- On average, **FCC employees** earn an annual income of \$15,852

## Benefits

- 85% of **FCC providers** with employees offer some benefits to their employees, including paid holidays, paid vacation, and/or paid sick days

# Program Quality Measures

## Accreditation

- 13% of **child care Centers** are accredited by the National Association for the Education of Young Children (NAEYC)

## Use of Resources and Programs to Support Quality of Care

- 56% of **Center Directors** have had their child care environments assessed using a Harms-Clifford rating scale
- 48% of **Center Directors** have used a First 5 Mini-Grant, but 54% are unfamiliar with the Gateway to Quality mini-grant program
- 48% of **Center Directors** have utilized the Behavioral Consultation Project, but 11% have not heard of the program

# Program Quality Measures

## Accreditation

- 11% of **FCC homes** are accredited by the National Association for Family Child Care (NAFCC)

## Use of Resources and Programs to Support Quality of Care

- 22% of **FCC providers** have had their child care environments assessed using a Harms-Clifford rating scale
- 38% of **FCC providers** have used a First 5 Mini-Grant, but 69% are unfamiliar with the Gateway to Quality mini-grant program
- 23% of **FCC providers** have utilized the Behavioral Consultation Project, but 46% have not heard of the program

# Summary & Conclusions

- **There is a market for a focused “degree-attainment” CARES program**, given the large pool within the ECE workforce who have some college units/credits in ECE and who may be able to attain a degree with further support
- **Providers do not currently see the benefit of accreditation**, presenting a barrier to the implementation of First 5’s preschool scholarship program
- **The majority of FCC providers are unfamiliar with important resources for quality improvement**: the Gateway to Quality Mini-grant program, the Behavioral Consultation Project, and Harms-Clifford rating scales

# Summary & Conclusions

- **Efforts to improve quality of care correlate with commitment to the field and possession of an ECE or child development degree** among both FCC providers and Center Directors
- **Increased earnings and better health benefits** are the most commonly reported incentives for staying in the child care field among all survey respondents