

Average Wages Dodge County Child Care Group Centers

2021



- Group programs include regulated group centers, school age programs, preschools, camps, and Head Start programs.
- All responses were gathered electronically and submitted directly from each program.
- Responses are based on approximately 30% return rate.

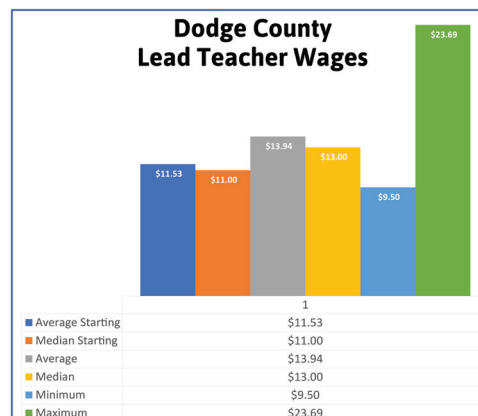
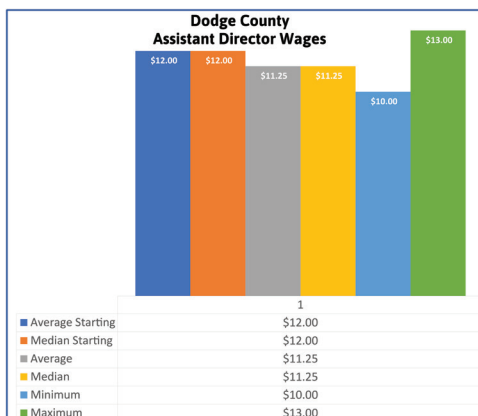
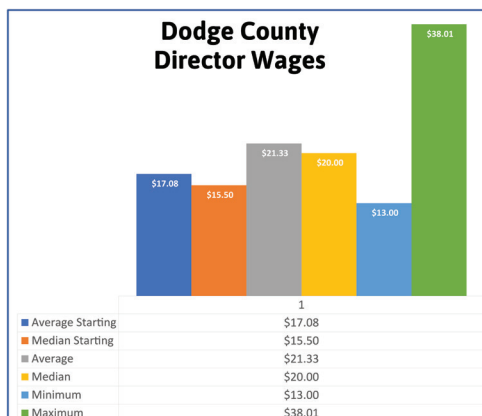
Definitions:

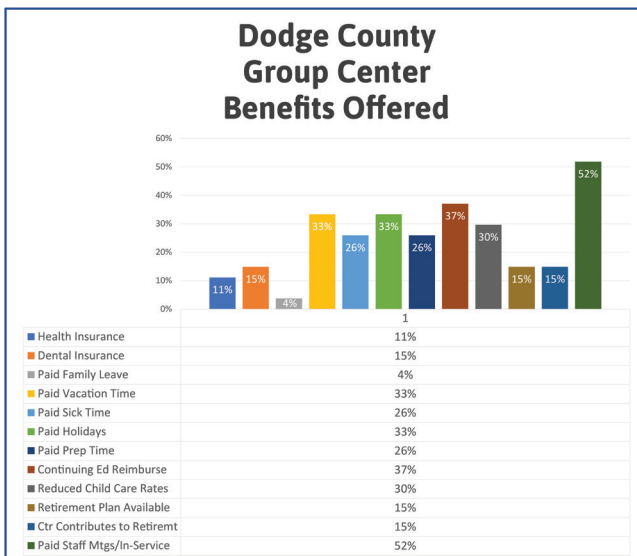
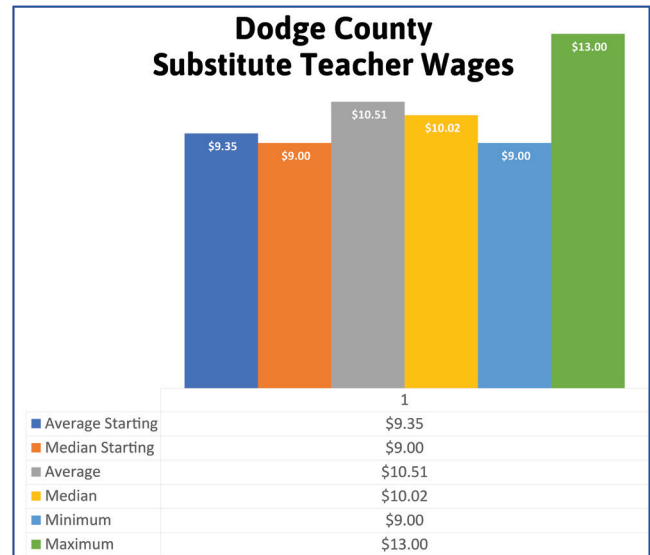
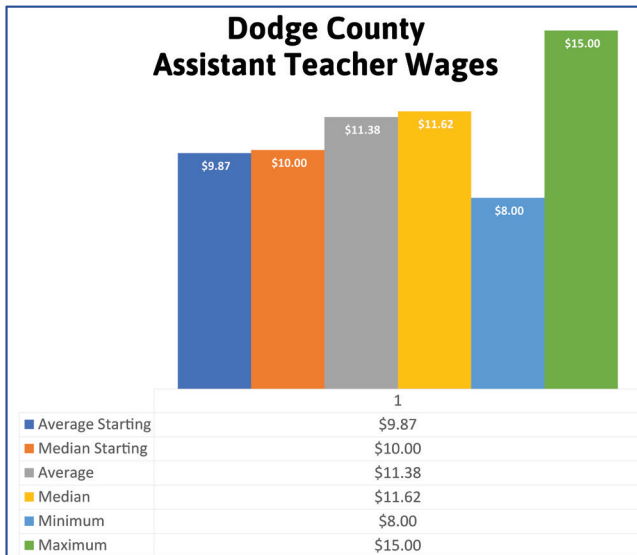
Average Starting Wage =	average hourly wage for NEWLY HIRED staff
Median Starting Wage =	the middle value of wages for NEWLY HIRED staff
Average Wage =	the average hourly wage of CURRENT STAFF
Median Wage =	the middle value of wages for CURRENT STAFF
Minimum Wage =	the minimum hourly wage of CURRENT STAFF
Maximum Wage =	the maximum hourly wage of CURRENT STAFF

Salary wages were divided by 2,080 to convert to hourly wages

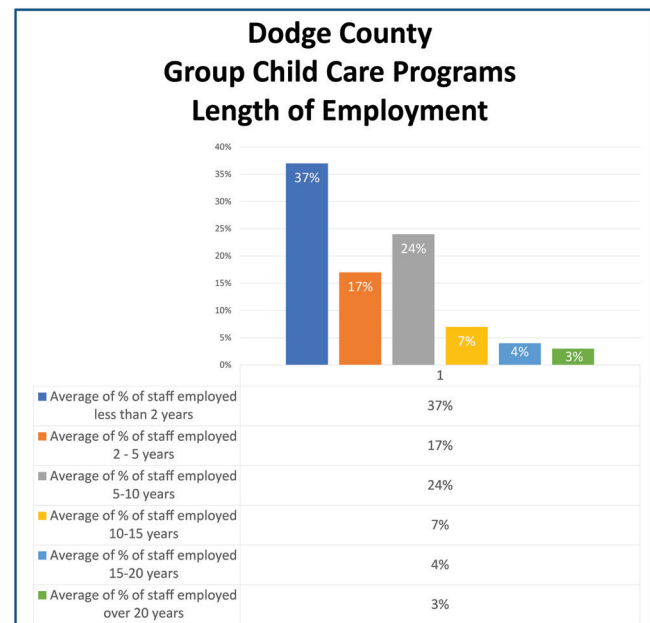
Highlights and Key Findings:

- Many of the positions had a wide range in their minimum and maximum wages.
- An average and median wage value was included for all positions. Average data can generally give a good representation of data. However, when using averages, adding one extreme value can pull the average up or down and therefore may give a misrepresentation. Median values are the exact middle of the range and are another tool to evaluate the data.
- Each staff position duties and responsibilities tend to vary for each program. The Department of Children and Families licensing rules will indicate entry level training that is approved for child care workers. This can be found on the [DCF website](#).





Staffing child care centers continues to be a challenge across the nation. A wages, benefits and staffing survey was emailed to all regulated providers. Programs were asked to indicate the length of employment of their staff as well as the number of teaching staff that left their program last year.



Staffing Comments:

4-C received feedback from group child care programs that the unused capacity in programs was the result of an inability of centers to hire qualified staff as opposed to a lack of demand. Additional questions were asked in the survey to address these concerns.

- 14% indicated they had child care vacancies in their program because they could not hire staff to fill those rooms.
- 14% indicated they had full classrooms empty because they could not hire staff.

Other Comments:

- We all know why we struggle to find quality staff - wages!!! And parents are not able to pay more for child care!

Dodge County Group Child Care Program Turnover Rate		
	2020 Full-Time Teaching Staff Turnover Rate	2020 Part-Time Teaching Staff Turnover Rate
Dodge County Group Child Care Programs	88%	50%