2013 Workforce Study: Ohio Early Learning & Development Programs

HISTORY
The 2013 Workforce Study measures key characteristics of the 2013 early childhood learning and development program workforce in Ohio. Two similar studies of the Early Childhood Workforce were previously conducted in 2001 and 2005. The 2001 effort resulted in data from 314 ODJFS programs and the 2005 survey included both ODJFS and ODE programs and resulted in 989 completes.

2013 SURVEY
Survey invitations were sent to 3,600 randomly selected early learning and development programs in spring 2013, representing programs licensed by the Ohio Department of Job and Family Services (ODJFS; 2,388 selected) and programs licensed by the Ohio Department of Education (ODE; 1,212 selected).

Two surveys were administered: a Director Survey and a Teacher Survey. The director survey collected information on the program (sponsor type, accreditations, hours of operation, and children served); staff (education, credentials, wages, and demographic information); benefits offered to staff; and details about the director’s education, training, credentials, wages and demographic information. The teacher survey asked only for information about the teacher’s education, training, credentials, wages, and demographics.

To collect workforce information, two packets were sent (two weeks apart) to program directors. These packets included two invitation letters with instructions on how to access the web-based survey: one for the program director and one for a randomly selected member of the teaching staff identified by the director (i.e., the teacher or assistant teacher with the next birthday). After the two mailings, telephone follow-up was conducted to assist respondents in accessing the survey and to offer respondents an emailed direct link to their survey.

Response rates were 30% for directors and 23% for selected teaching staff, which was slightly higher than the 2005 effort at 27% and 22%, respectively.

REPORTING
Two reports were generated from this study: the General Analysis report, which compares the 2013 results to the 2005 results; and the Profession Divided report, which gives a detailed comparison of the 2013 results by the six program sponsorship types. Both reports are available at www.occrra.org.

FINDINGS SUMMARY
Compared to staff of ODJFS-licensed programs, ODE-licensed program staff tends to:
- Receive higher wages and be offered more benefits
- Be older, more gender diverse, and less ethnically diverse
- Attain more credentials and higher levels of education
- Turnover less frequently and be employed longer
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**ACCREDITATION**

Overall, NAEYC accreditation decreased from 13% in 2005 to 10% in 2013. It is important to note that for both 2005 and 2013 the percentage of programs represented in the survey with NAEYC accreditation was higher than the Ohio statewide average (8% in 2005; 4% in 2013).

**STAFF DIVERSITY**

Although the majority of the workforce is still female and Caucasian, there was a slight increase in gender and ethnic diversity in 2013. The percentage of male directors and teachers increased slightly, particularly among ODE-licensed programs. The percentage of directors and teachers identifying as African American, Hispanic/Latino, or another ethnicity increased, particularly among ODJFS-licensed programs.

**CREDENTIALS & DEGREES**

The percentage of directors with graduate degrees increased from 2005 to 2013, although directors of ODE-licensed programs continue to be more likely to hold graduate degrees. Similarly, percentage of teachers with at least an Associate’s degree increased, with teachers from ODE-licensed programs continuing to be more likely hold at least an Associate’s degree.

A higher percentage of directors and teachers of ODE-licensed programs have credentials compared to those of ODJFS-licensed programs. Both directors and teachers of ODE-Affiliated programs hold the highest percentage of EC Teacher Licenses and other types of teaching licenses, whereas both directors and teachers of Head Start programs hold the highest percentage of Pre-K Associate Licenses.

**WAGES**

Overall, average salaries increased from 2005 to 2013. There continues, however, to be a large disparity between wages of ODE-licensed programs and ODJFS-licensed programs. ODE-licensed program directors and staff report higher salaries than those from ODJFS-licensed programs.

- Current wages for ODE-licensed staff average over $9 more per hour than ODJFS-licensed staff
- The average highest wage reported for ODJFS-licensed teaching staff ($12.58) is lower than the average starting wage reported for ODE-licensed staff ($13.57).

There is a hierarchy in salary which is clearly linked to the program sponsorship, with ODE-sponsored programs generally providing higher wages. For directors, those in ODE School-Affiliated programs have the highest wages for nearly every degree type and credential. For teachers, those in ODE-Licensed programs have the highest wages for nearly every degree type and every credential, earning about twice as much as teachers from ODJFS-licensed programs.
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BENEFITS

Compared to ODJFS-licensed programs, a greater percentage of ODE-licensed programs offer health and dental benefits. Across all types, programs are more likely to provide health coverage or retirement benefits than dental coverage. Generally, from 2005 to 2013 the percentage of programs offering benefits other than health and dental coverage has increased.

LONGEVITY & TURNOVER

There was an overall increase from 2005 to 2013 in percentage of staff employed at their program for more than 5 years. Generally, however, there is greater longevity for both directors and teaching staff in ODE-licensed programs compared to ODJFS-licensed programs.

Current teaching staff turnover in the last 12 months is higher for ODJFS-licensed programs than ODE-licensed programs (and generally higher for assistant teachers than teachers), with rates almost identical to those of 2005. Turnover rates for directors, however, continue to be similar for ODJFS-licensed programs and ODE-licenses programs, with a decrease from 2005 to 2013 (roughly 10% to 6%).

INCENTIVES FOR STAYING IN ECE/CD FIELD

When asked what might entice those considering leaving the ECE/CD field to stay, the most common responses were better pay and better benefits. ODJFS-licensed and Head Start program staff were more concerned with better pay than ODE-licensed staff. Similarly, ODJFS-licensed staff were more concerned than ODE-licensed staff when it came to better benefits. While, Head Start Staff were the least concerned with better benefits and the most concerned with better pay.