



Who Cares for Kansas Children?

2018 Kansas Child Care Workforce Study
and State Child Care Profile

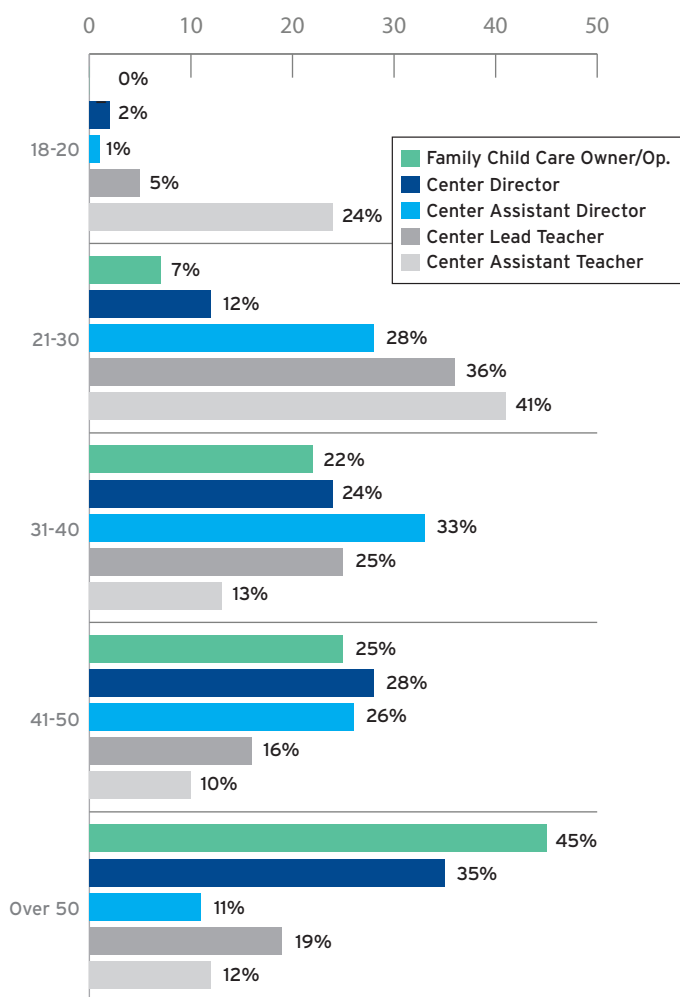
Kansas families, communities and employers need high quality child care.

Early education programs play a large role and are an integral part of the state's economic success. The availability of quality child care programs may impact employers' ability to attract or keep staff and could also reduce child care options for working families. The demand for child care is significant: **154,991** 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.

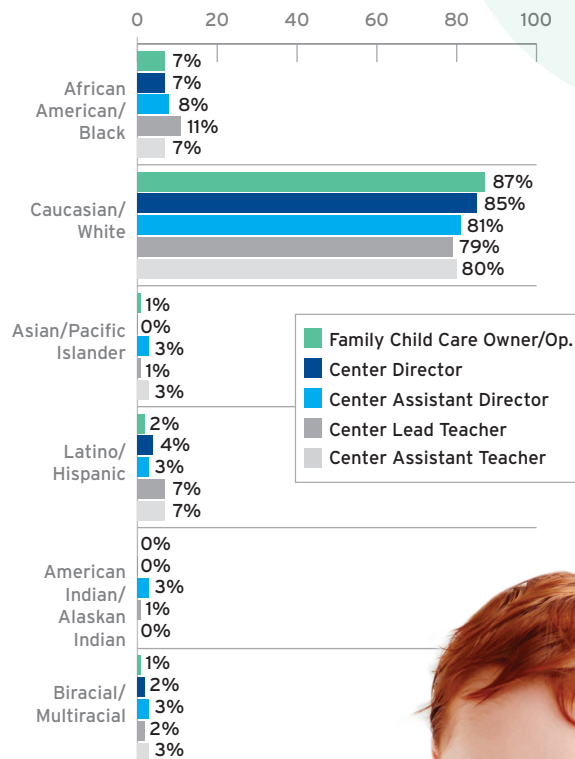
Education matters — for child care providers and the children in their care.

Research strongly indicates that the foundation for children's later success in school and life is based on early experiences that stimulate brain development. There are only 2000 days between the time a baby is born and when he or she will start kindergarten. It is vitally important that working families have access to high quality early education programs. Quality early education is the most cost effective and efficient way to prepare children to succeed in school and life.

AGE OF WORKFORCE



ETHNICITY OF WORKFORCE



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



45%

of Family Child Care Owner/Op. are Over 50 Years of Age*

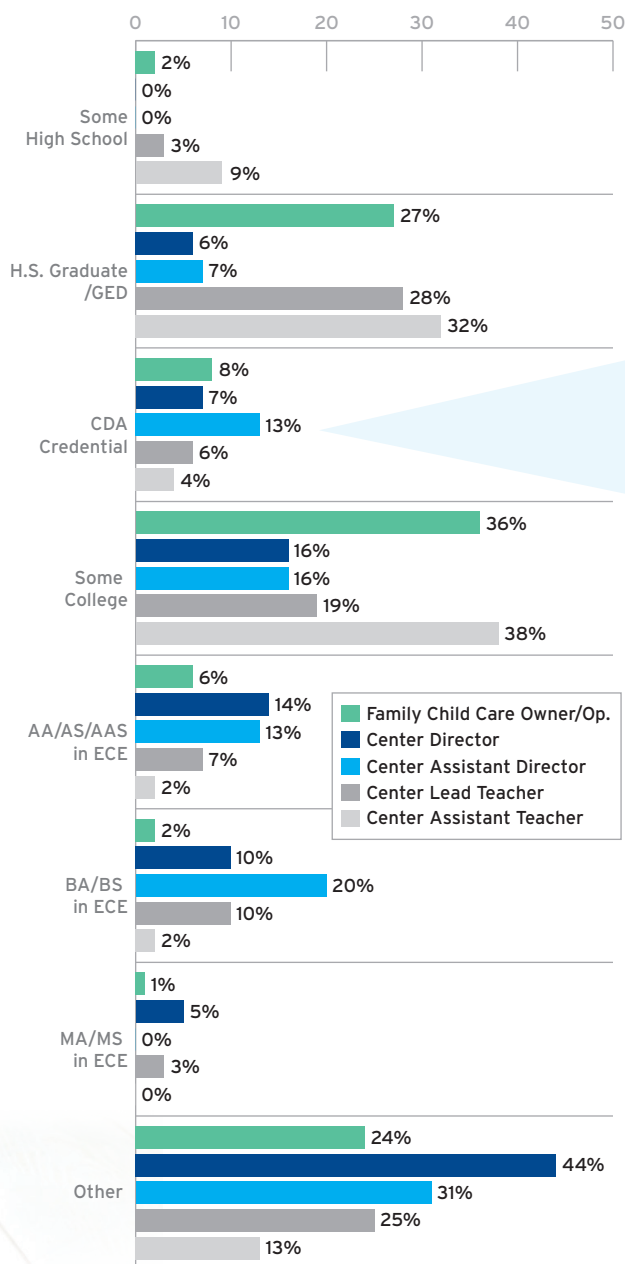
*Among those surveyed

What does this mean for early education professionals, families and employers?

The 2018 *Who Cares for Kansas Children Study* examines the status of the Kansas child care workforce and is a follow-up to the Early Education Workforce studies that began in 2002 and were updated in 2005, 2006, 2010, and 2015. These studies continue to show that the social and economic importance of high quality child care does not translate into good wages or benefits for Kansas child care providers. Kansas child care providers are paid low wages in exchange for working long hours which may be influencing the attractiveness of the field

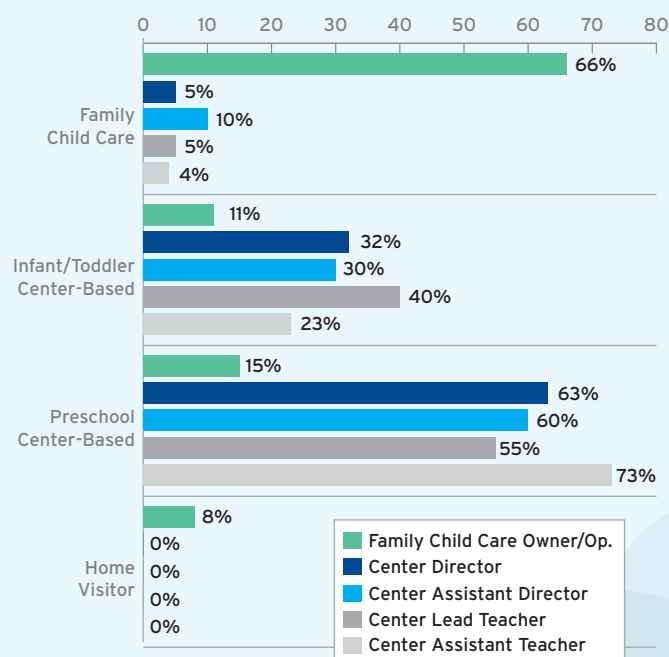
to workers. In fact, when comparing survey responses from 2010 and 2018, there are fewer young people entering the early childhood field creating growing concerns for capacity building efforts (age category = under 30 years of age). More supports are needed for this undervalued profession! Research confirms that accessible, affordable, and high quality child care is critically important so families can work and businesses can grow — strengthening our economy and ensuring strong leaders for our future.

WORKFORCE EDUCATION LEVEL



"CDA" equals Child Development Associate Credential; "ECE" equals Early Childhood Education; "Other" equals AA/AS/AAS in ECE, BA/BS, MA/MS, and Ph.D. degrees other than early childhood education

TYPES OF CHILD DEVELOPMENT ASSOCIATE (CDA) CREDENTIAL ACHIEVED

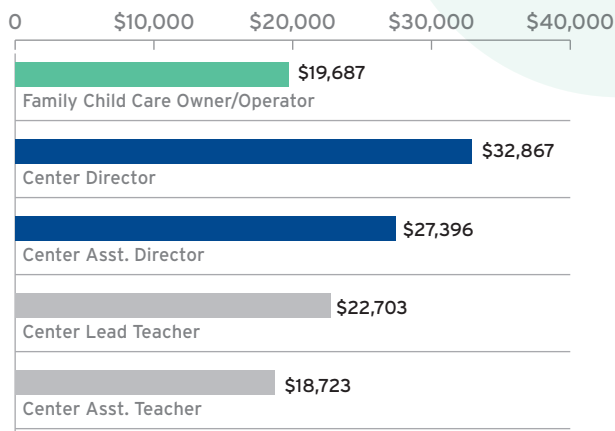


CDA Note: Percentages represent providers who have at least one CDA. Providers may appear in more than one category.

6%
of Center
Lead Teachers
earned a CDA*

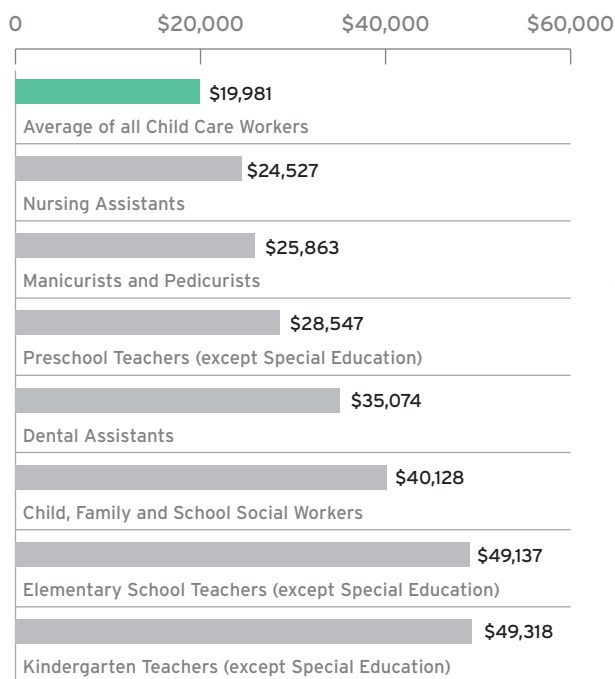
8%
of Family Child Care
Owner/Op.
earned a CDA*

ANNUAL EARNINGS



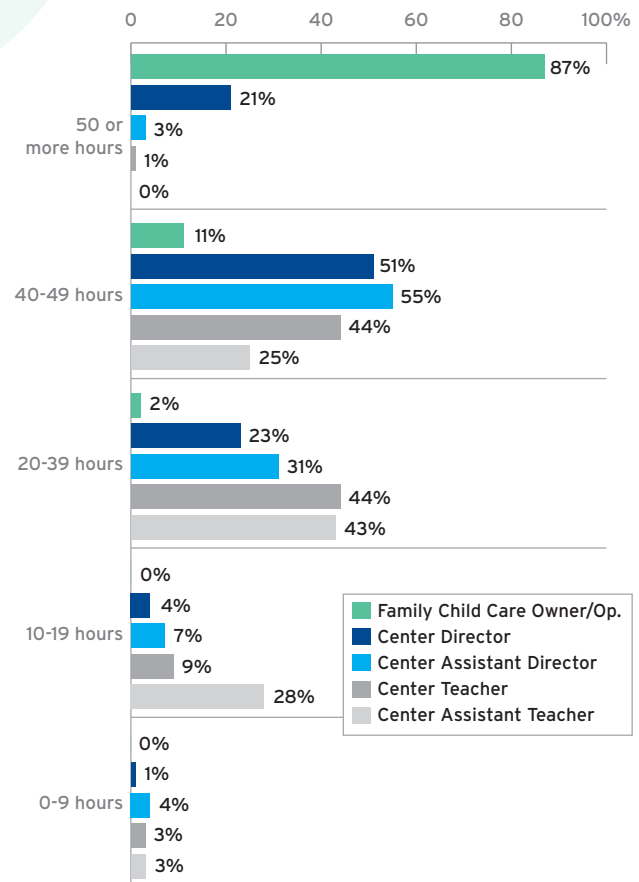
Salaries represent an average based on the number of hours worked, location of employment and the type of work completed. Reflects gross pay and excludes supplemental income.

SALARY COMPARISON OF WORKFORCE



Salary comparison data from the 2017 Kansas Wage Report.

AVERAGE WEEKLY HOURS WORKED



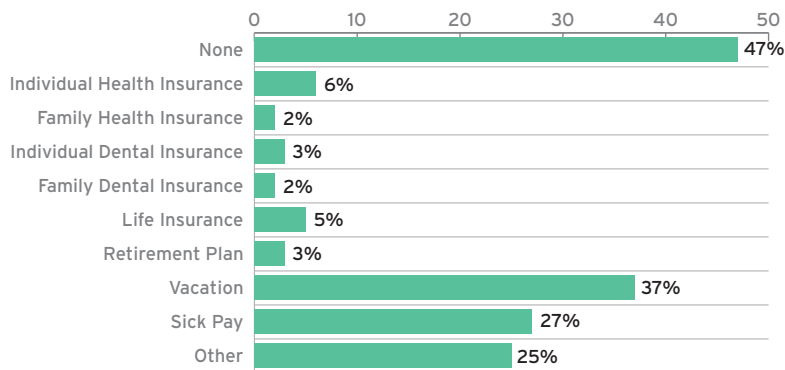
"Family Child Care Owner/Op." and "Center Staff" hours reflect a typical work week. "Hours worked per week" is defined as any time spent working to prepare and conduct business.

87%

of Family Child Care Owner/Op. work 50 or more hours a week.*

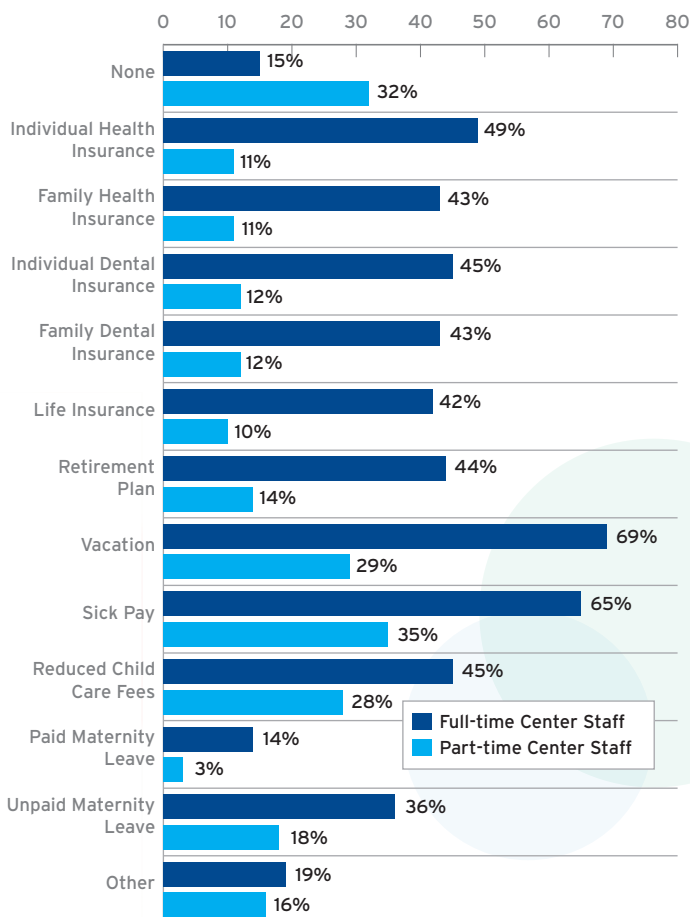
*Among those surveyed

FAMILY CHILD CARE OWNER/OP. WITH BENEFITS



Family Child Care Notes: "Other" equals, holiday, supplemental insurance, home/business insurance and bereavement.

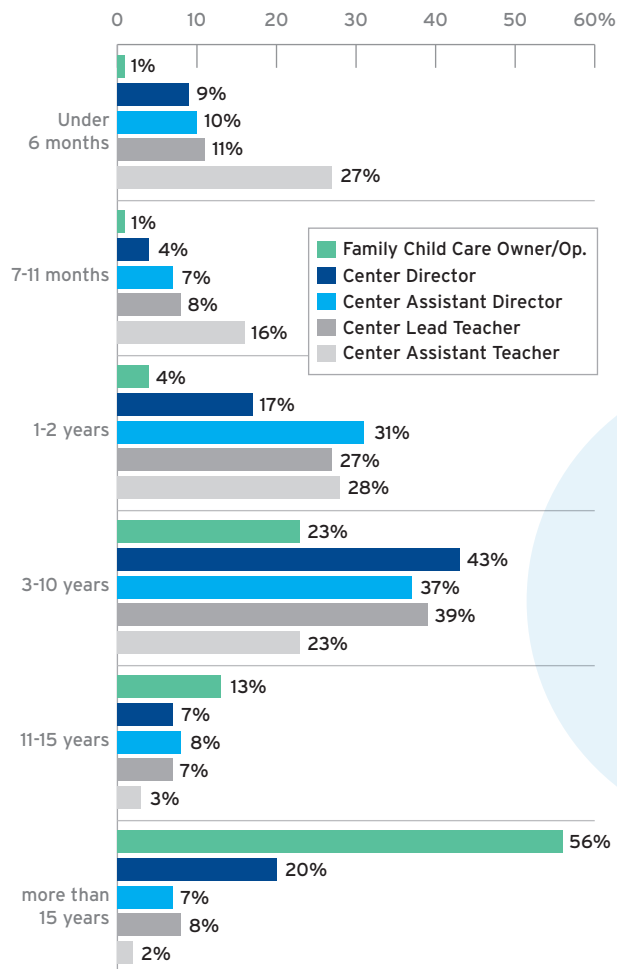
BENEFITS AVAILABLE TO CENTER STAFF



Center Notes: Staff can appear in more than one category, "Other" equals merit leave, supplemental insurance, stipends, holiday pay, retirement pension, vision insurance, health club memberships, paid training and meals.

15%
of Child Care Centers
do not have benefits
for full-time staff*

LONGEVITY OF WORKFORCE



Survey respondents reported the length of time in their current role

39%
of Center Lead
Teachers have been
in the child care field
3 – 10 years*

56%
of Family Child Care
Owner/Op. have
been in the child
care field for more
than 15 years*

MOST KANSAS FAMILIES NEED CHILD CARE

According to 2016 Census data, **75%** of Kansas families with children may require care so that the 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 child care. The average cost of child care for one infant and one preschooler is a staggering **31%** of a Kansas family's median income. Kansas families, employers and communities need child care that is high quality, affordable, and accessible. For more information about the capacity of child care in Kansas, check out *The 2018 Child Care Supply Demand Report* (www.ks.childcareaware.org).

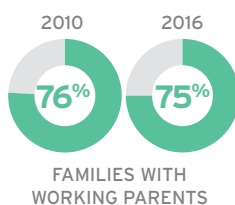
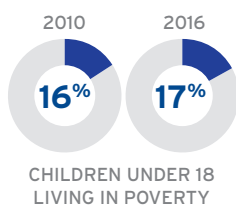
KANSAS DEMOGRAPHICS

- 15% of children under the age of 6 live in poverty
- Children ages 0-9 make up 14% of the total population of Kansas
- 31% of family households with children under 18 are headed by an unmarried parent (single parent households with children under 18).
- The majority of people are White/Caucasian (85%)
- The median household income is \$53,571
- The average high school graduation rate is 86%
- 31.6% of adults hold a Bachelors degree or higher
- The average unemployment rate is 3.5%

For Data Sources please visit www.ks.childcareaware.org

TRENDS FROM THE 2010 WORKFORCE STUDY

2010 Population	2,853,118	 2%
2016 Population	2,898,292	
2010 Children under 5 years	205,492	 3%
2016 Children under 5 years	198,915	

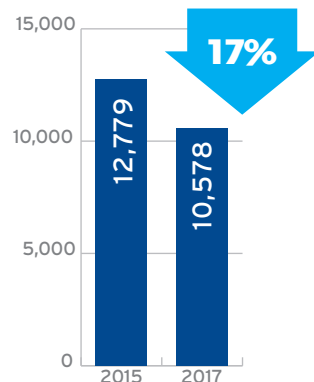


Note: "Families with Working Parents" equals a single parent home with one parent in the labor force or a two-parent home with both parents in the labor force

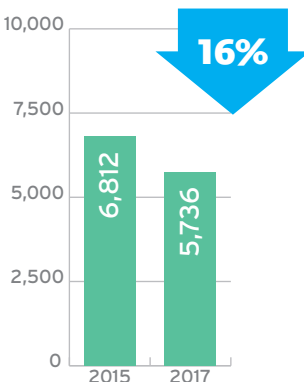
FINANCIAL SUPPORT

In an average month, infants and toddlers represent about 32% of children receiving child care assistance from the Department for Children and Families.

AVERAGE NUMBER OF CHILDREN SERVED MONTHLY



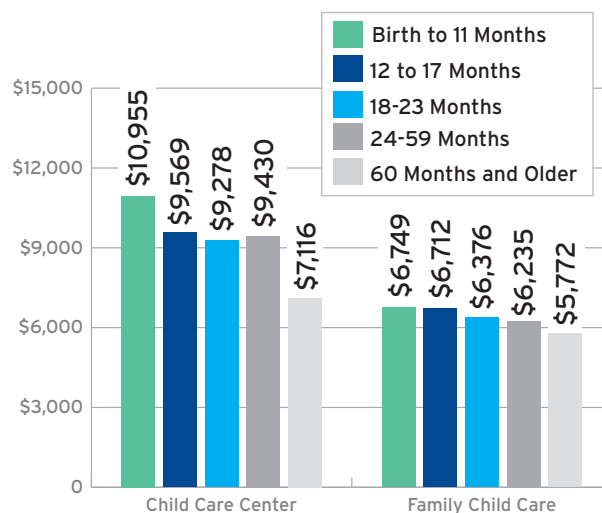
AVERAGE NUMBER OF FAMILIES SERVED MONTHLY



*Among those surveyed

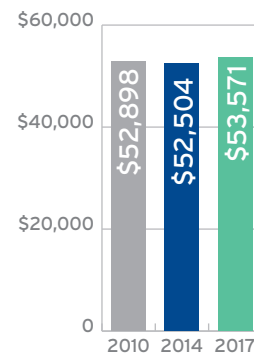
AFFORDABILITY OF CHILD CARE

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 annual cost of full-time care for an infant in a family child care home represents 13% of the state median household income. The annual cost of full-time care in a child care center represents 20% of the state median household income. The table below indicates the average annual cost of full-time care for one child by age and type of care.

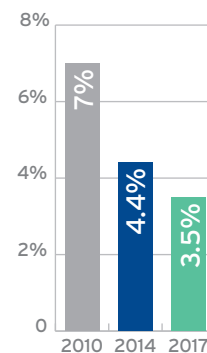


Note: Previous Workforce Study reports group ages as Birth to 11 months, 12-17 months, 18-29 months, 30-59 months, and 60 months and older.

STATE MEDIAN ANNUAL INCOME



STATE UNEMPLOYMENT RATE



37%

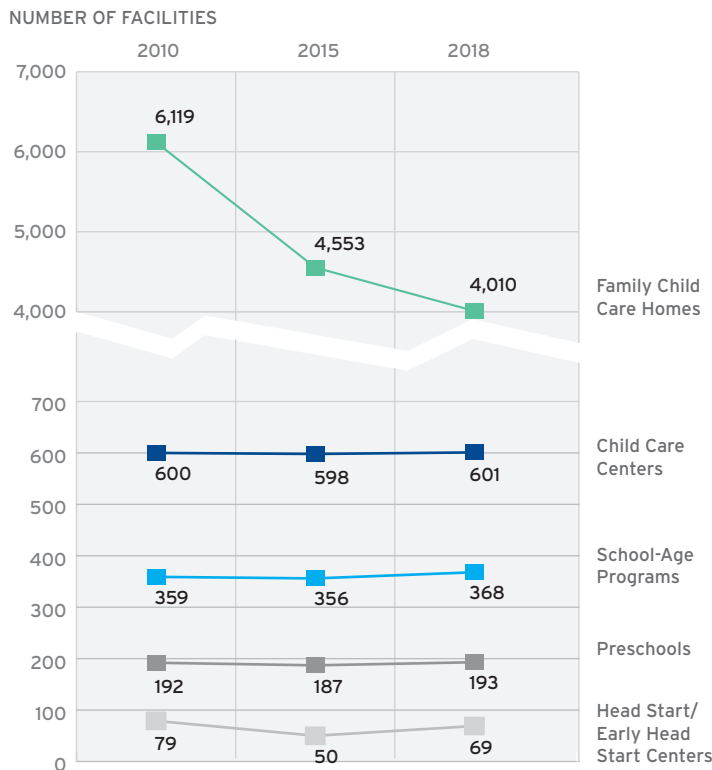
Family Child Care Owner/Op. with DCF child care subsidy agreements*

46%

Child Care Centers with DCF child care subsidy agreement*

AVAILABILITY OF CHILD CARE

Over the last eight years, Kansas has experienced a 35% decrease in the family child care homes. While child care centers have remained relatively unchanged, the overall capacity of child care centers has increased 8%, showing a trend that centers are growing in size (not in number of facilities).



CAPACITY OF FACILITIES

	2010	2015	2018
Family Child Care Homes	57,982	47,223	42,118
Child Care Centers	44,535	46,150	48,244
School-age Programs	25,558	28,665	34,178
Preschools	2,156	3,833	4,740
Head Start/Early Head Start Centers	2,582	1,887	2,765

Note: 2010 Family Child Care Homes Number of Facilities included Registered Day Care Homes

8%

increase in
Child Care Center
Capacity
(2010, 2018)

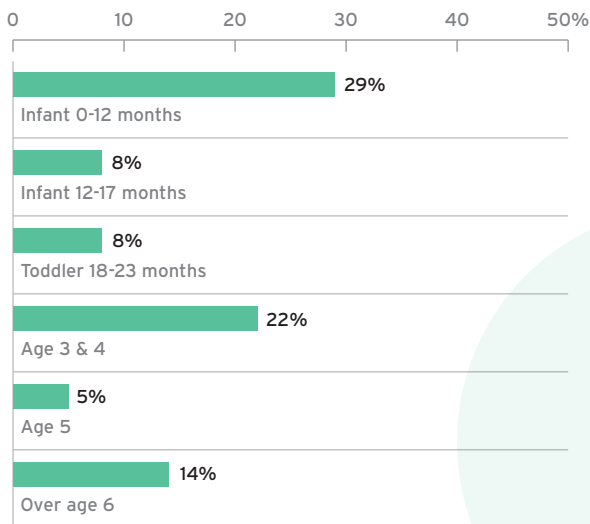
27%

decrease in Family
Child Care Home
Capacity
(2010, 2018)

CHOOSING CHILD CARE

Thirty-eight percent (38%) of families that contacted the Child Care Aware® of Kansas Child Care Resource Center requested facilities offering care during nontraditional hours (evenings, weekends, and overnight).

WHAT FAMILIES NEED



Note: Previous years Workforce Study reports groups ages as Under age 1, Age 1, Age 2, Age 3 & 4, Age 5, Age 6 to 8, and Age 9 & older.

Child Care Resource and Referral (CCR&R) agencies are a key component of the child care infrastructure. These agencies help to improve the field of early education by providing critical services to Kansans which include:

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





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

The reauthorization of the Child Care Development Block Grant (CCDBG) in 2014 is working to improve systems that support young children and improve minimum requirements for child care workers. Recommendations that can help to address child care needs in communities should focus on capacity, availability and quality.

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

Support a variety of low-cost training for child care professionals - helping them to maintain skills and keep up-to-date with new best practice standards and regulations and meet new licensure requirements. New requirements, such as fingerprinting, should be low-cost and widely accessible.

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

Support and expand efforts that include education compensation, salary supplements, and recruitment efforts of new child care professionals. Incentivize businesses to join in public and private investments to develop and support child care slots in communities.

Establish and promote early childhood services as a priority for working families and children.

Work with public officials and community advocates to expand availability and improve facility quality using community development resources to identify capital to ensure that community infrastructure includes child care.

ABOUT THIS STUDY

Early childhood professionals were surveyed in 2017, and 1,188 responded with information about their employment. Their responses were used to develop the *2018 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 Kansas

First 1000 Days; Early Investments, A Lifetime of Results

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

United States Department of Labor; Bureau of Labor Statistics

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