

Excerpts from: **Child Care in Kentucky: State of the Workforce Survey**; Rena A. Hallam, Ph.D., Megan Cox, M.A. June 2004, KY Child Care Network

Introduction and Study Overview

The Kentucky Child Care Network conducted a statewide survey of regulated child care programs in Kentucky. The purpose of this survey was twofold: 1) to determine the state of the workforce for child care professionals in Kentucky; and, 2) to examine the child care rates across the state. The survey was conducted for all three program types (Type I, Type II, and certified) regulated in the state of Kentucky. Copies of the survey are included in Appendix A. This report outlines the findings from this study on both a state and regional level.

Study Methods

Project consultants and Kentucky Child Care Network staff worked together to develop the child care survey during the fall of 2003. The sample for the study included 1,016 type I (center-based) programs, 175 type II (in-home care) programs and 514 certified programs, which amounts to approximately 50% of all regulated programs in the state of Kentucky. For each of the types, programs were stratified by Resource and Referral region and by urbanicity and then randomly selected. This approach allowed for the sample to be representative by state as well as by region and to include a proportional sample of urban and rural programs. When counties with six or fewer programs were found, the research staff included all programs in that county.

The survey was mailed to selected programs during the Spring of 2004. The mailing procedure followed a three-step approach (Dillman, 2000) over a four-week

period. The mailing included the distribution of surveys to program directors with an explanatory letter in April followed by a postcard reminder to non-responders two weeks later. A final letter and survey were sent to remaining non-responders two weeks following the postcard. All surveys included a stamped envelope so that programs could more easily return them.

Surveys were mailed back to the Kentucky Child Care Network office. All data were entered into EXCEL and then exported into SPSS 11.5 for analysis.

The overall response rate for the statewide survey was 52.3%. Table 1 depicts the response rate by region and program type for the study sample.

Table 1. Response Rate by R & R Region and Program Type

Region	Type I	Type II	Certified	Total
Green River	62%	N/A	69.2%	64.2%
Pennyrile	55.8%	75%	43.3%	53%
Bluegrass	46.7%	54.1%	61.9%	51%
KIPDA	48.9%	65.2%	44.1%	48.1%
Lincoln Trail	56.7%	66.6%	68.9%	60.7%
N. KY.	43.9%	33.3%	53.8%	47.4%
Big Sandy	56.2%	0%	44.4%	46.4%
Cumberland Valley	51%	63.6%	56.5%	54.8%
Lake Cumberland	60%	88.8%	64.5%	64.7%
KY River	30%	N/A	55.5%	35.8%
Buffalo Trace	42.8%	33.3%	66.6%	51.7%
Gateway	52.6%	42.8%	71.4%	57.5%
FIVCO	46.6%	20%	16.6%	39%
Purchase	60.4%	60%	76.9%	63.6%
Barren River	46.8%	80%	70%	53.5%

STATE	49.9%	55.25%	60%	52.3%
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Data from the survey was organized around three primary issues: 1) program description, 2) child care workforce status, and, 3) child care rates. Data from each of these areas are outlined at the state levels for each of the program types in the following sections. Regional profiles for each of these three areas are provided in Appendix B.

Program Description Data

All programs were asked general information about their specific programs including program type, enrollment issues, and hours of operation. Type I and II programs were essentially asked the same questions about the nature of their programs. Certified child care programs are unique in their operations and at times their questions were modified to reflect this diversity. The following section highlights these findings by type.

Regarding program type, type I and II programs were asked their profit status as well as the nature of their program (employer-operated, Head Start, etc.) This data allowed for subgroups of the sample to be pulled out when necessary. In particular, Head Start programs were separated from other Type I child care programs when educational level, benefits and wages were examined. Specifically, programs identifying themselves as Head Start or Head Start/child care partnerships were categorized into the "Head Start" group. Statewide data on profit status is presented in Table 2. Type I programs were fairly evenly distributed across profit status. Type II

programs were much more likely to be for-profit (85.3%). Certified child care programs typically operate for-profit and were not asked this question.

Table 2. Profit Status and Program Description for Type I and II Programs

Program Type	Profit	Non-Profit
Type I	222 (43.8%)	248 (48.9%)
Type II	64 (85.3%)	4 (5.3%)

All three program types were asked about providing care during non-traditional hours. Non-traditional care was defined as the provision of child care either before 6:00 am or after 6:00 pm and/or child care on the week-ends. This data is presented in Table 3. Type II and certified programs were most likely to provide care before or after 6:00 with many fewer type I programs providing this service. The vast majority of programs do not provide week-end care with certified child care being most likely group to provide such care (26.8%).

Table 3. Nontraditional Child Care by Program Type

Program Type	Provides care before 6:00 am or after 6:00 pm	Provides week-end care
Type I	87 (17.2%)	20 (3.9%)
Type II	33 (44%)	17 (22.7%)
Certified	128 (45.1%)	76 (26.8%)

Programs were also asked about their child care services for infants and toddlers. The Kentucky Child Care Network has identified child care for infants and toddlers as a high priority need for the state. In response to this priority, programs were asked whether or not they provided services to infants and toddlers and if they did to list their enrollment by age. Table 4 depicts the number of programs serving infants and

toddlers as well as their reported average enrollments within the infant/toddler age range. The majority of programs reported serving infants and toddlers with all programs serving fewer infants (birth-12 months) than the toddler age groups. T-test comparisons between the infant and toddler age groups indicate that programs serve fewer infants than toddlers and these differences are statistically significant ($t=-16.693$, $p<.01$).

Table 4. Child Care for Infants and Toddlers and Reported Enrollment by Program Type

Program Type	Programs Serving Infants/ Toddlers	B-12 avg. enrollment	13-24 months avg. enrollment	25-36 months avg. enrollment
Type I	349 (69.4%)	7.16	11.09	15.47
Type II	57 (77%)	2.05	2.86	4.15
Certified	248 (88.3%)	1.18	1.67	2.19

All program types were also asked about their participation in the child care subsidy program and the state-level food program. Statewide, the majority of all program types reported participating in the child care subsidy program with 390 programs (78.5%) of type I, 50 (68.5%) of type II, and 175 (65.6%) of certified programs reporting participation. More variability was reported in the Child and Adult Food program with 229 (46.2%) of type I programs, 58 (80.6%) of type II programs, and 201 (73.1%) of certified programs reporting participation

Child Care Rates

Respondents were asked to report the primary way they charge parents for their services (daily, weekly, monthly, or no charge) for both full-time and part-time care.

Table 12 outlines these rate schedules by program type. The vast majority of programs across all three program types charge weekly rates for their full-time care. More

variation in rate methods was apparent in the part-time care area with daily and weekly rates often indicated.

Table 12. Rate Schedule for Providers by Program Type

Program Type	Daily	Weekly	Monthly	Head Start/ Taxpayer
Full-Time Care				
Type I	61 (12.6%)	358 (73.7%)	41 (8.4%)	26 (5.3%)
Type II	6 (8.0%)	68 (91.9%)	0 (0%)	0 (0%)
Certified	41 (14.9%)	228 (82.6%)	6 (2.1%)	1 (.4%)
Part-Time Care				
Type I	183 (48.3%)	140 (36.9%)	32 (8.4%)	24 (6.3%)
Type II	28 (46.7%)	29 (48.3%)	2 (3.3%)	1 (1.7%)
Certified	107 (50.0%)	101 (47.2%)	4 (1.4%)	2 (.9%)

Programs were also asked to provide their full-time and part-time rates for children of various ages. Daily rates were computed by dividing weekly rates by five and using the daily rates provided by programs not providing weekly rates. Rates are reported at the 75th percentile by region and program type in Tables 13, 14, and 15. Please note that the number of programs reported for each cell are in parenthesis. Additionally, mean rates for specific age groups by program type were calculated and are located in Appendix C.

Table 13. Market Rates (75th Percentile) by Region and Child Age – Type I Programs

Infant/Toddler		Preschool		School-Age	
FT	PT	FT	PT	FT	PT
Eastern Region					
18.00 (41)	16.00 (36)	15.03 (36)	15.00 (41)	15.00 (13)	16.50 (21)
Central Region					
24.00 (189)	22.00 (112)	19.33 (231)	18.20 (167)	19.00 (17)	21.00 (67)
Western Region					
18.33 (97)	19.33 (60)	15.75 (125)	15.68 (88)	15.75 (16)	18.13 (50)

Table 14. Market Rates (75th Percentile) by Region and Child Age – Type II Programs—

Infant/Toddler		Preschool		School-Age	
FT	PT	FT	PT	FT	PT
Eastern Region					
18.00 (10)	19.00 (10)	16.50 (8)	15.00 (8)	17.00 (1)	18.00 (4)
Central Region					
21.00 (37)	21.58 (24)	18.00 (36)	19.25 (22)	20.00 (2)	21.00 (9)
Western Region					
18.00 (18)	18.30 (13)	16.00 (22)	14.00 (15)	11.00 (1)	19.50 (5)

Table 15. Market Rates (75th Percentile) by Region and Child Age – Certified

Infant/Toddler		Preschool		School-Age	
FT	PT	FT	PT	FT	PT
Eastern Region					
17.00 (50)	16.25 (38)	16.00 (51)	15.25 (30)	16.00 (23)	15.00 (30)
Central Region					
21.00 (148)	20.00 (104)	19.00 (139)	25.00 (57)	18.00 (22)	25.00 (51)
Western Region					
16.00 (50)	15.25 (34)	15.00 (51)	16.00 (19)	16.00 (7)	15.75 (16)