

KENTUCKY CHILD CARE WORKFORCE STUDY Executive Summary: Wages & Health Care Benefits

The 2019 Kentucky Child Care Workforce Survey is the third study focused on examining the child care workforce. A total of 1,573 participants participated in the study, including child care directors, teachers, and family child care homes (FCC).

Wages

Wages for directors, teachers and FCC are on average 19.3% **below** the national median annual compensation, with a range from 5.01% below for FCC to 33.61% below for directors (Bureau of Labor Statistics, 2018). Teachers reported an annual salary of \$22,620 which is 8.09% below the national median annual wage (Figure 1).

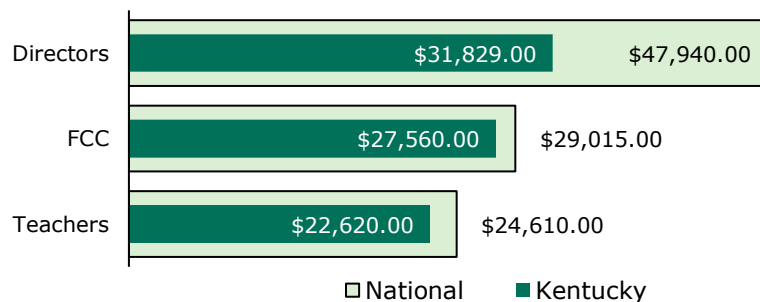


Figure 1. National to State Median Annual Income

Directors' median income has decreased nearly \$2,000 since 2014, while median salary increased approximately \$3,500 for FCC providers. Teachers' annual median wage increased from \$18,720 in 2014 to \$22,620 in 2019.

The median annual income across respondent types differed by region and area. Directors make the least in the Eastern Region (\$27,643) and in rural KY (\$29,120), while FCC providers make the least in the Western Region (\$20,800) and in urban areas (\$25,000). There was little to no variability in teachers' annual income based on the region and area.

The number of child care providers across all groups who supplement their income through a second job has increased since 2014. In 2019, 17% of the workforce report a secondary income, with the highest percentage among teachers (19.7%) and directors (18.7%). The average reported secondary annual income was \$9,567.

Health Care Benefits

Just 7.5% of directors and 2.7% of teachers receive full health coverage through their employer. The vast majority of the child care workforce (91.3%) reported health coverage benefits through another sources, most commonly a spouse (34.63%) or Medicare/Medicaid (22.5%).