

## Staff Qualifications

### Q. Have QRIS 5-Star staff qualification points improved since inception of the Quality Counts initiative?

- 52% of programs showed improvement on QRIS staff qualifications points.
- Of those programs whose QRIS staff qualifications points remained stable, 64% had high ratings upon entry into Quality Counts (35% had 5 points and 29% had 4 points).

## Employment and Benefits

### Q. What is the employment status of the ECE workforce?

- 87% employed full time.
- Employed at current program for an average of 6 years.
  - Directors employed at current program for 9 years on average.
  - Teachers employed at current program for 5 years on average.

### Q. What are the earnings of the ECE workforce?

- Median hourly wage for the workforce = \$8.50.
- Median hourly wage for directors = \$12.00.
- Median hourly wage for teachers = \$8.50.

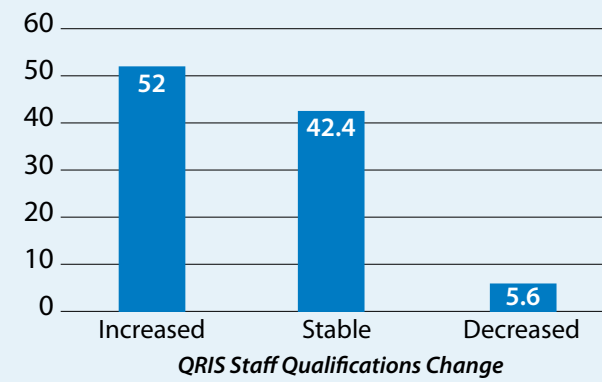
### Q. What benefits are available and accessed by the ECE workforce?

- 13% received no benefits.
- 78% received one or more benefits.

#### Rates by benefit categories:

- 75% = Paid Time Off
- 44% = Professional Development
- 30% = Health
- 15% = Retirement

Exhibit 5. Percentage of Programs by Change in QRIS Staff Qualifications Component (N = 250 Centers with multiple timepoint ratings).



Note. These data are based on automated staff component ratings maintained in the PD Registry. The second QRIS PD rating was used for Cohorts 1 to 3 due to the evolving nature of the Registry when those cohorts entered.

## Turnover

### Q. What are the turnover rates for the ECE workforce?

- Overall staff turnover<sup>1</sup> for Quality Counts programs is 23%.

### Q. How do QC educational scholarships impact turnover rates?

- Programs with high scholarship usage<sup>2</sup> among practitioners are 5 times more likely to have low turnover rates.

<sup>1</sup>The overall staff turnover rate is an annualized rate for calendar year 2012.

<sup>2</sup>High scholarship usage is defined as 70% or more practitioners at a program using a QC scholarship since program entry.



Miami-Dade  
County  
Quality Counts  
Workforce  
Study

Early Care  
and  
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## Executive Summary

In an effort to understand the nuances of the early childhood workforce in Miami-Dade County, a comprehensive workforce study encompassing the first two and a half years of the Quality Counts (QC) initiative was conducted and published in January 2011. Subsequently, workforce study updates have been conducted on an annual basis. The current study represents an update based on employment and education data available as of March 2013 for program sites participating in Professional Development (PD) Services offered through the Quality Counts Career Center (QCCC). This includes child care centers and family child care homes (FCCHs). This study also provides information on how the workforce has changed since its initial entry into Quality Counts. The Professional Development Registry funded through the Quality Counts initiative includes a wealth of workforce information for Miami-Dade early care and education (ECE) teaching staff and directors at programs participating in Quality Counts, making it possible to understand the characteristics of the Quality Counts workforce and offer a picture of the influence of Quality Counts on ECE training opportunities and staff qualifications.

The study questions along with a summary of the key findings associated with each question are presented in this brief report.

## Demographics

### Q. What are the characteristics of ECE programs?

- 3,534 practitioners at 406 program sites receive PD services.
- 334 centers employ 97% of practitioners.
- 72 FCCHs employ 3% of practitioners.

### Q. What are the characteristics of ECE workforce?

- Primarily female.
- Middle aged (44 years on average).
- Largely Spanish speaking and of Hispanic origin.
- Originating from over 30 different countries.

Exhibit 1. Percentage of Practitioners by Primary Language Spoken (N = 3,534).

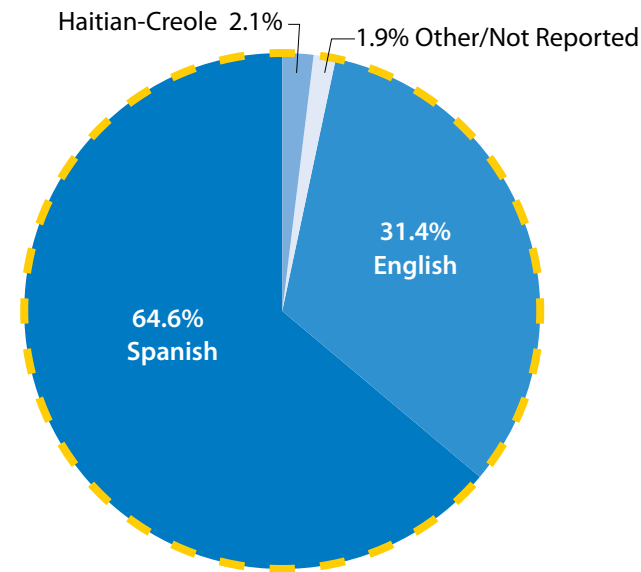
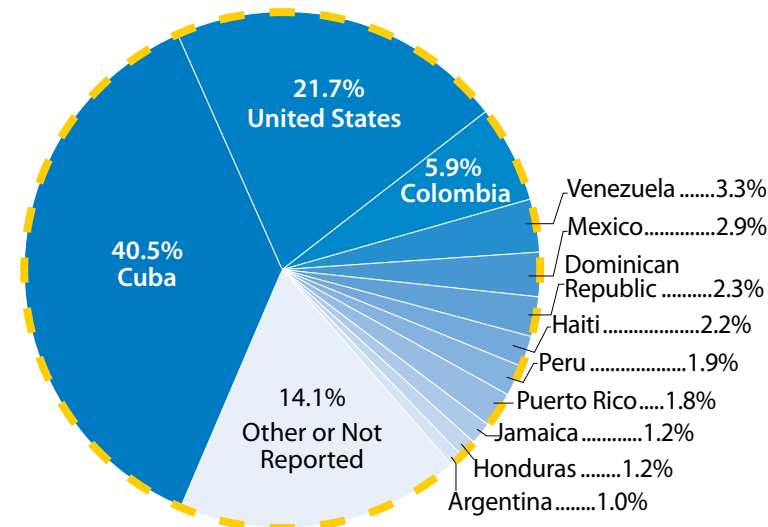


Exhibit 2. Percentage of Practitioners by Country of Origin (N = 3,534).



## Training and Education

### Q. What is the educational attainment of the ECE workforce?

#### Highest Education Level:

- 14% = no diploma/degree on record
- 54% = high school diploma
- 11% = associate's degree/equivalent
- 19% = bachelor's degree
- 2% = graduate level degree

#### Staff Credential:

- 68% hold a Florida Staff Credential/FCCPC.
- 7% hold a National CDA.

#### Director Credential:

- 53% of program sites have a director with a Foundational Level I or II Director Credential.
- 47% have a director with an Advanced Director Credential.

### Q. Has educational attainment improved since the inception of Quality Counts? Has progress been made on practitioner career goals?

- 9% of practitioners improved on overall educational level.
- 79% of practitioners made progress toward goals.
- 79% of teaching staff obtained a Florida Staff Credential or equivalent since QC entry.
- 26% of directors obtained an Advanced Credential since QC entry.
- 41% of WAGE\$ participants increased on the WAGE\$ salary supplement scale.
- Longer WAGE\$ participation linked with greater increases on the WAGE\$ scale.

## Quality Counts

programs with  
higher **staff scholarship**  
**usage** experience  
lower **turnover**  
**rates.**



Exhibit 3. Teacher Staff Credentials Held (N = 2,973).

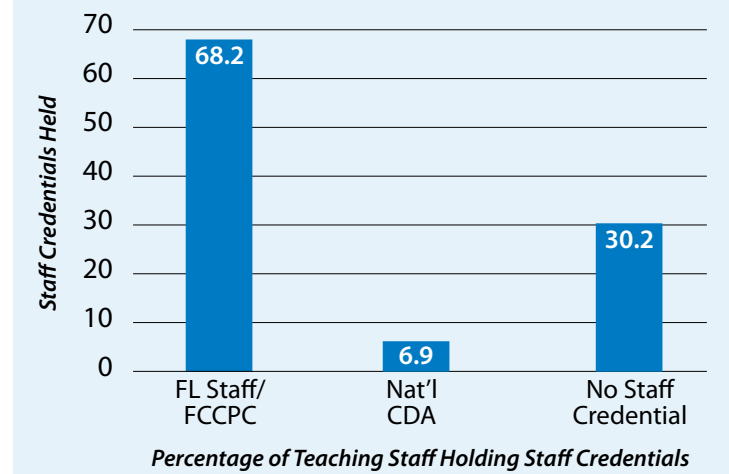


Exhibit 4. Percentage of Practitioners Improving on Highest Education Level (N = 1,928).

