

South Dakota Child Care Workforce and Market Rate Report Executive Summary

May 2015

**Prepared by the
Department of Social Services
Division of Child Care Services
in cooperation with**

**Department of Labor and Regulation
Labor Market Information Center**

PREFACE

Access to stable, high quality child care and early learning experiences improves the odds of success for two generations – parents and children - that rely on child care across the country. The Child Care and Development Fund (CCDF) provides resources to State, Territory, and Tribal grantees to enable low-income parents to work or pursue education and training so that they may better support their families while at the same time promoting the learning and development of their children. The CCDF also provides funding to be used to enhance the quality of child care for all children.

In order to receive funding, all states must submit a comprehensive State Plan every three years. In addition, to ensure that child care payments reflect the price of care in local markets, CCDF regulations require a biennial market rate survey conducted no earlier than two years prior to the effective date of the currently approved State plan [45 CFR 98.43(b)(2) and 98.16(l)]. The Division of Child Care Services, in cooperation with the Department of Labor and Regulation, Labor Market Information Center conducts the market rate survey prior to the submission of the State Plan. Data from the market rate survey is critical in determining what level of payment might provide equal access to services. Other factors can be considered when establishing rates such as type of provider, geographic location, age of children and available funding.

Labor Market Information Center

The Labor Market Information Center (LMIC) is part of the South Dakota Department of Labor and Regulation. Their purpose is to collect, analyze and provide to the public information on the labor market of the state, such as employment levels, unemployment rates, wage and earnings data, estimates of available labor, employment projections, business staffing patterns, career planning information, etc. The Labor Market Information Center is South Dakota's representative for federal-state cooperative programs with the U.S. Bureau of Labor Statistics, and therefore has access to labor market information for the nation and other states as well.

Among those who use their information are employers, career decision-makers and education, economic development, job placement and training program planners. The Labor Market Information Center is staffed by a team of labor economists who are both primary and secondary researchers plus communications staff. The LMIC staff possesses expertise in such subjects as employment trends, labor economics, prevailing wages and labor supply and demand.

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Family Child Care Survey Summary

Family Child Care: the provision of regular care and supervision of no more than 12 children including the provider's own children who are under the age of six years for part of a 24-hour period as a supplement to regular parental care. Registration is voluntary.

Overall response summary

- 776 registered and in-process Family Child Care providers were invited to complete the Market Rate Survey. 546 providers completed the Market Rate Survey resulting in a **70% response rate**.

Program Operation

- Average number of days of operation per week: 5.2
- Average number of hours of operation per day: 11.5
- Average number of hours per week for full-time children: 45.3
- Average number of hours per week for part-time children: 24.9

Types of rates

- Of all reported full-time rates, 57% were weekly rates and 38% were hourly rates. Of all reported part-time rates, 49% were hourly rates and 38% were weekly rates.

Enrollment/Availability

- Responding providers reported a total of 6,257 children enrolled in care.
- 37% (201) of responding providers are caring for their own children (under age 6) as part of their day care business.
- 88% (483) of providers offer infant care. However, 52% of providers report that they rarely have an opening for an infant lasting longer than one month; 35% report they never have an opening lasting longer than one month.
- 58% of responding providers report that they rarely have an opening for a toddler lasting longer than one month.

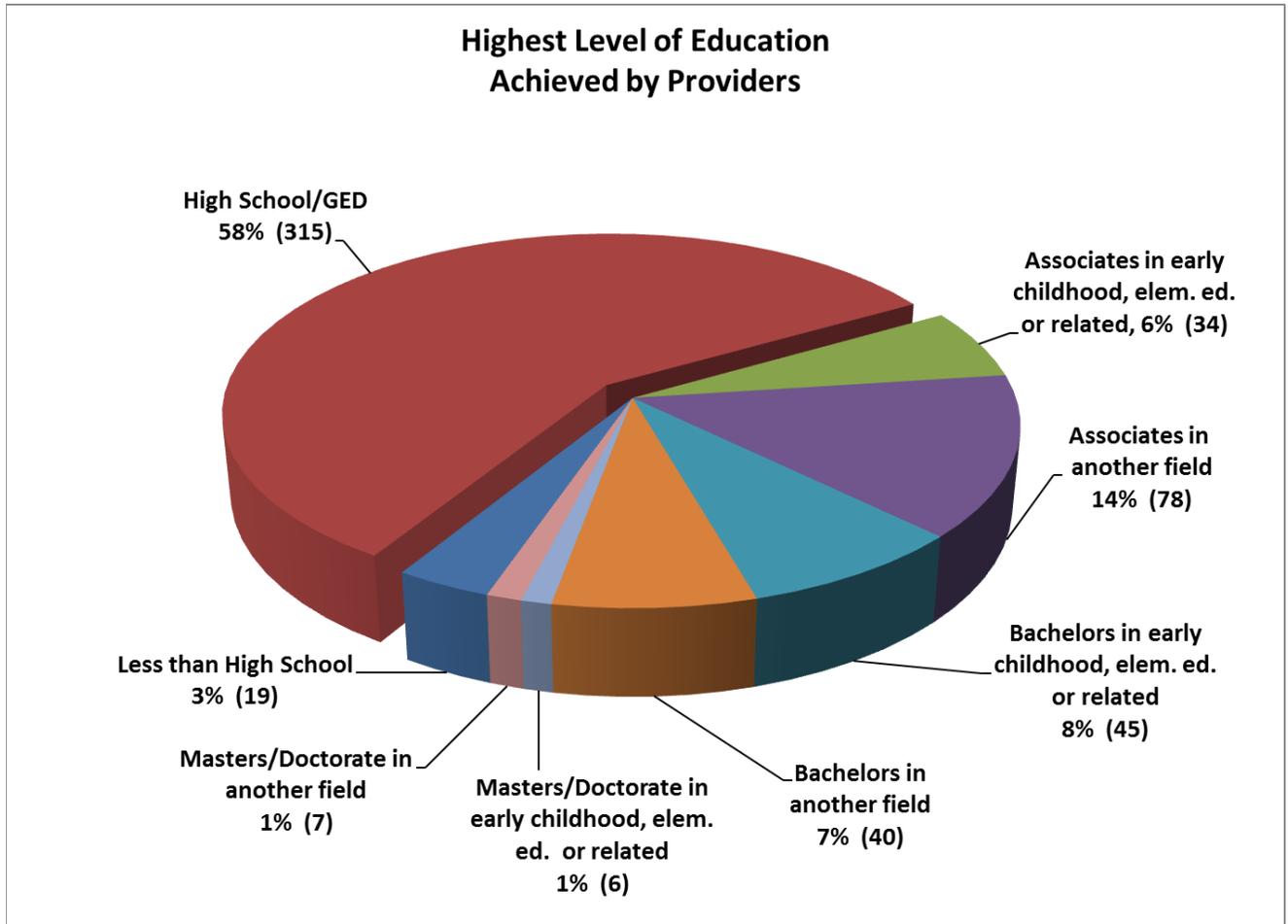
Services Offered

- Child care for non-traditional hours or special circumstances continues to be offered on a limited basis in a family child care setting.

Frequency offered	Type of care/service offered
90-99%	Full-time care
80-89%	Part-time care, Infant care
70-79%	Drop-in care, Before/After School care, Full-day school-age care
> 20%	Care for evening, Holiday, Overnight, or Weekend, and Transportation

Education Level

- The highest level of education reached by the majority of family child care providers responding, or 58% (315), is a High School diploma or GED.
- 16% (85) of responding providers have attained a higher education degree relating to early childhood, elementary education, or related field.



Specialized Training

- 76% (417) of providers indicate they have used or participated in the Early Childhood Enrichment (ECE) system.
- 30% (166) providers have accessed online professional development training opportunities through the ECE system.

Employees

- 16% (85) of family child care providers employ a total of 100 employees or helpers. Most of these employees, or 69% (69), are employed on a part-time basis.

Group Family Child Care Survey Summary

Group Family Child Care: the provision of regular care and supervision of 13 to 20 children either in the provider's home or in a facility outside the provider's home for part of a 24-hour period as a supplement to regular parental care.

Overall response summary

- 61 licensed Group Family Child Care Director/Owners were invited to complete the Market Rate Survey.
- 50 Director/Owners completed the Market Rate Survey resulting in an **82% response rate**.

Program Operation

- Average number of days of operation per week: 5.1
- Average number of hours of operation per day: 10.9
- Average number of hours per week for full-time children: 42.1
- Average number of hours per week for part-time children: 23.5
- 42% (20) of responding group family child care programs operate NOT for profit.

Enrollment/Availability

- Responding programs reported a total of 1,171 children enrolled in care. 14% (164) of these children receive a child care subsidy through the Division of Child Care Services.
- Just under 50% of responding programs report that they rarely have an opening for an infant, toddler or preschool age child lasting longer than one month.

Services Offered

- Child care for non-traditional hours or special circumstances continues to be offered on a limited basis in a group family setting.

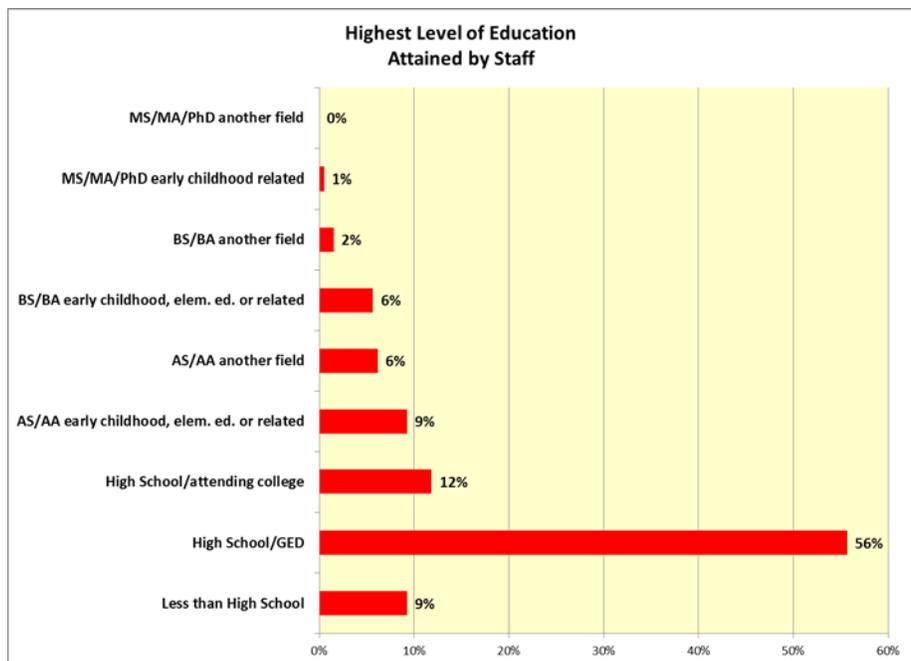
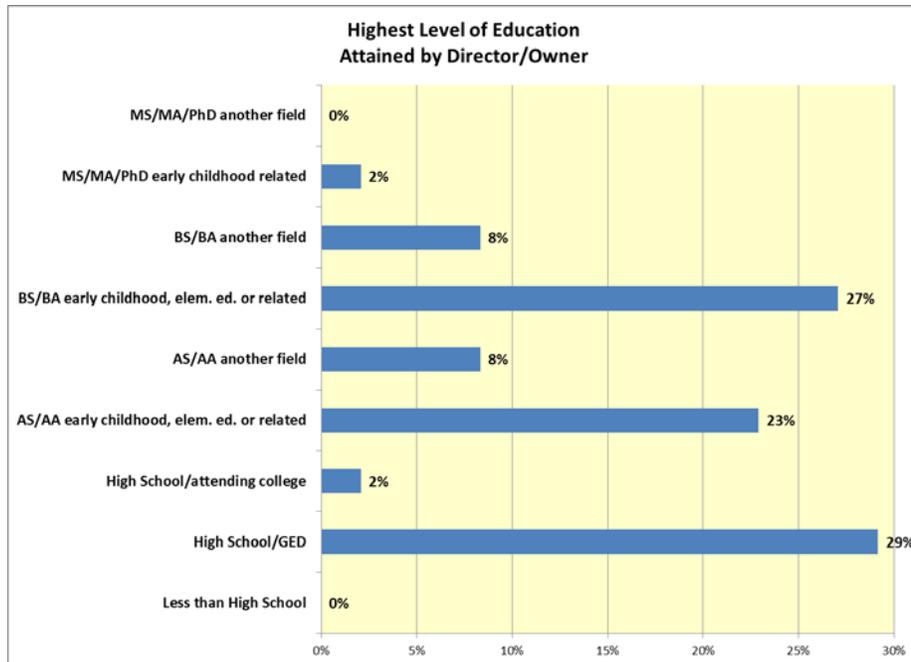
Frequency offered	Type of care/service offered
90-99%	Full-time Care
70-79%	Part-time care, Before/After School care
60-69%	Infant care, Full-day school-age care
50-59%	Drop-in care
10-20%	Transportation, Care on holidays
Under 10%	Overnight care, Weekend care, Evening care

Employees

- Responding child cares reported a total of 234 employees. Of the total employees, 122 are employed full-time and 112 are employed part-time.
- The staff turnover rate during the 12-month period prior to survey completion was calculated at 29% for part-time employees and 19% for full-time employees.
- 10% (5) of responding programs offer health insurance to their employees.

Education Level

- 69% (33) of reported group family director/owners have earned a degree beyond a high school diploma; and of these 33, 76% (25) have a higher education degree relating to early childhood studies, elementary education, or related field.
- The highest level of education attained by the majority of reported child care staff, or 68% (131), is a High School diploma or GED.



Specialized Training

- 98% (49) of child care programs indicate they have used or participated in the Early Childhood Enrichment (ECE) system.
- 48% (24) providers or staff accessed online professional development training opportunities through the ECE system.
- 44% (22) of reported director/owners and 9% (21) of reported employees have earned their Child Development Associate Credential (CDA).

Child Care Center Survey Summary

Child Care Center: a facility for the care and supervision of 21 or more children on a regular basis for part of a day as a supplement to regular parental care.

Overall response summary

- 205 licensed and in-process Child Care Center Director/Owners were invited to complete the Market Rate Survey.
- 170 Director/Owners completed the Market Rate Survey resulting in an **83% response rate**.

Program Operation

- Average number of days of operation per week: 5.0
- Average number of hours of operation per day: 10.9
- Average number of hours per week for full-time children: 44.1
- Average number of hours per week for part-time children: 23.7
- 64% (102) of responding centers operate NOT for profit.

Enrollment/Availability

- Responding centers reported a total of 12,218 children enrolled in care. 14% (1,661) of these children receive a child care subsidy through the Division of Child Care Services.
- 45% of responding programs report that they rarely have an opening for an infant/toddler lasting longer than one month.

Services Offered

- Child care for non-traditional hours or special circumstances continues to be offered on a limited basis in a child care center setting.

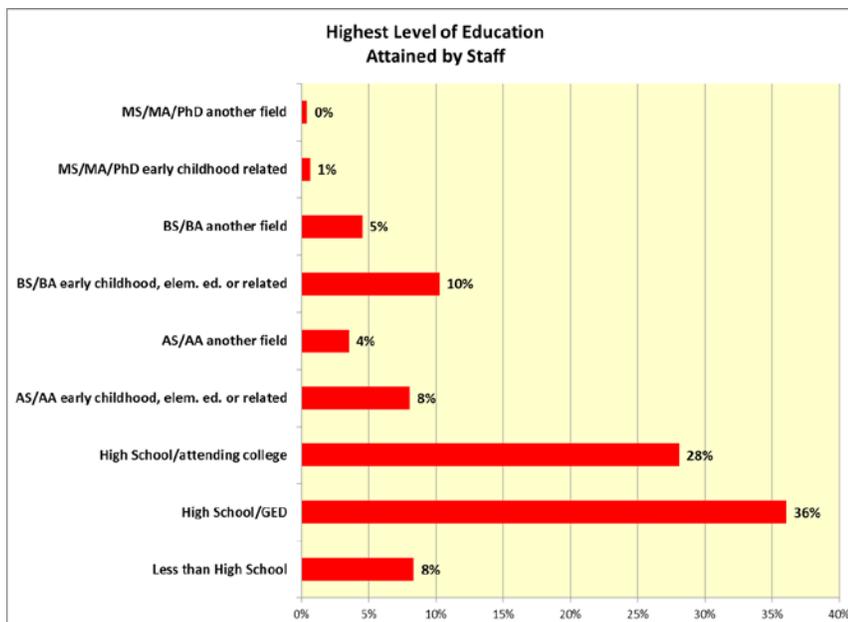
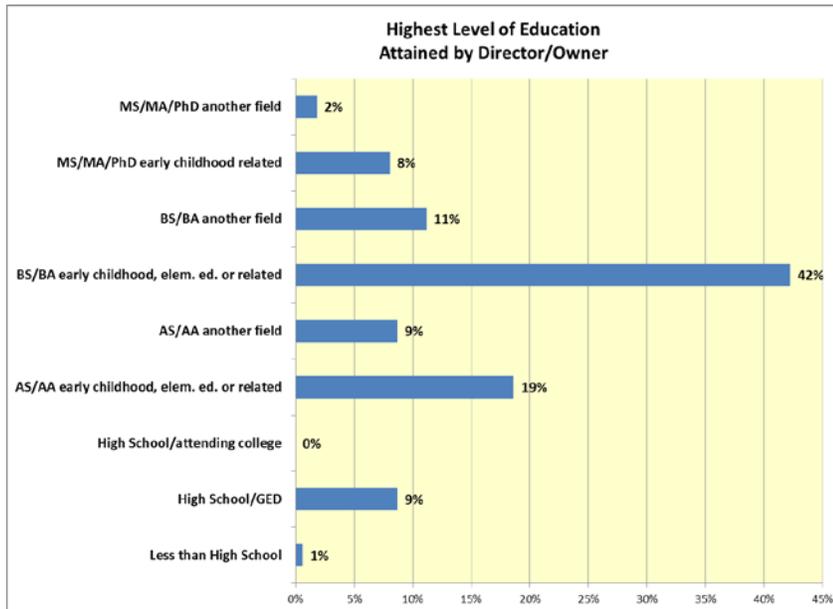
Frequency offered	Type of care/service offered
90-99%	Full-time Care
70-79%	Infant Care, Part-time care
60-69%	Drop-in care, Before/After School care, Full-day school-age care
30-39%	Transportation
10-20%	Care on holidays
Under 10%	Care for evening, Overnight care, Weekend care

Employees

- Responding centers reported a total of 2,706 employees. Of the total employees, 1,472 are employed full-time and 1,234 are employed part-time.
- The staff turnover rate during the 12-month period prior to survey completion was calculated at 38% for part-time employees and 31% for full-time employees.
- 42% (71) of centers offer health insurance to their employees.

Education Level

- The highest level of education attained by the majority, 53% (86) of reported center director/owners is a Bachelor degree. 69% (111) of reported center director/owners have a higher education degree relating to early childhood studies, elementary education, or related field.
- The highest level of education attained by the majority of reported child care staff, or 64% (1,544), is a High School diploma or GED.



Specialized Training

- 94% (160) of centers indicate they have used or participated in the Early Childhood Enrichment (ECE) System.
- 63% (107) providers or staff accessed online professional development training opportunities through the ECE system.
- 42% (71) of reported director/owners and 8% (224) of reported employees have earned their Child Development Associate Credential (CDA).

Group Family and Child Care Center Survey Summary

Overall response summary

- 266 licensed Child Care Center and Group Family Child Care Director/Owners were invited to complete the Market Rate Survey.
- 220 Director/Owners completed the Market Rate Survey resulting in an **83% response rate**.

Program Operation

- Average number of days of operation per week: 5.0
- Average number of hours of operation per day: 10.9
- Average number of hours per week for full-time children: 43.6
- Average number of hours per week for part-time children: 23.7
- 59% (122) of responding programs operate NOT for profit.

Types of Rates

- Of all reported full-time rates, 63% were weekly rates and 27% were hourly rates. Of all reported part-time rates, 44% were weekly rates and 36% were hourly rates.

Enrollment/Availability

- Responding programs reported a total of 13,389 children enrolled in care. 14% (1,825) of these children receive a child care subsidy through the Division of Child Care Services.
- Just under 50% of responding programs report that they rarely have an opening for an infant or toddler child lasting longer than one month.

Services Offered

- Child care for non-traditional hours or special circumstances continues to be offered on a limited basis in a group family setting.

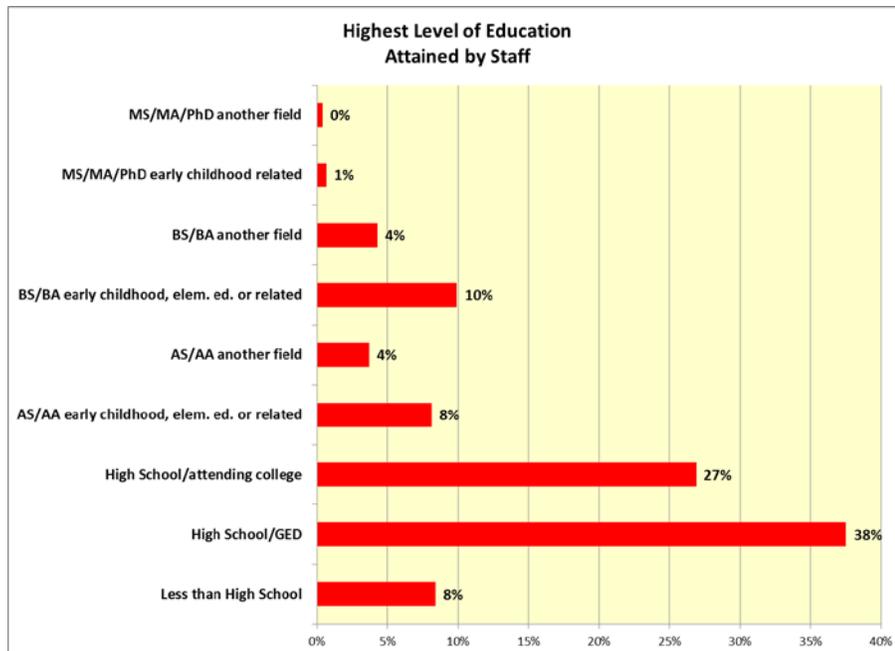
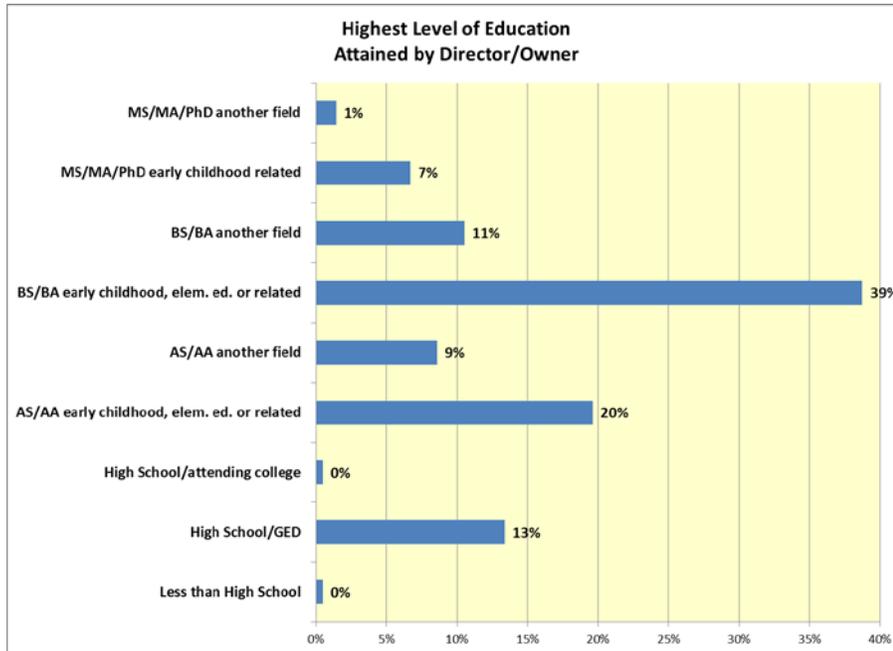
Frequency offered	Type of care/service offered
90-99%	Full-time Care
70-79%	Part-time care, Infant Care
60-69%	Full-day school-age care, Before/After School care
50-59%	Drop-in care
20-29%	Transportation
Under 15%	Care during holiday, Evening care, Weekend care, Overnight care

Employees

- Responding child cares reported a total of 2,940 employees. Of the total employees, 1,594 are employed full-time and 1,346 are employed part-time.
- The staff turnover rate during the 12-month period prior to survey completion was calculated at 38% for part-time employees and 30% for full-time employees.
- 35% (76) of responding programs offer health insurance to their employees.

Education Level

- The highest level of education attained by the majority, 49% (103) of reported center director/owners is a Bachelor degree. 65% (136) of reported group family director/owners have a higher education degree relating to early childhood, elementary education, or related field.
- The highest level of education attained by the majority of reported child care staff, or 64% (1,675), is a High School diploma or GED.



Specialized Training

- 95% (209) of child care programs indicate they have used or participated in the Early Childhood Enrichment (ECE) system.
- 60% (131) providers or staff accessed online professional development training opportunities through the ECE system.
- 42% (93) of reported director/owners and 8% (245) of reported employees have earned their Child Development Associate Credential (CDA).

Out-of-School Time Program Survey Summary

Out-of-School Time Program: care and supervision before and after school hours of children who are five years of age or older and enrolled in school.

Overall response summary

- 152 licensed Out-of-School Time programs were invited to complete the Market Rate Survey.
- 131 Programs completed the Market Rate Survey resulting in an **86% response rate**.

Program Operations

- Average number of days of operation per week: 5.0
- Average number of hours per day:
 - Before School Care: 1.6
 - After School Care: 2.9
 - Full Days (in service, holidays, non-school days): 10.5
 - Summer Day: 10.3
- Of responding providers, 76% (93), are financially supported from fees, school funds, donations, fundraisers, miscellaneous grant funds, etc.
- 20% (26) of responding programs currently receive public/Federal funding from the 21st Century Community Learning Centers program.

Enrollment/Availability

- Responding programs reported a total of 8,083 children enrolled in care. 4% (326) of these children receive a child care subsidy through the Division of Child Care Services.
- 72% (94) of programs experience an average daily attendance of 50 or less children per day.
- 32% of responding programs report they always have an opening lasting longer than one month.

Activities Offered

- 15% (20) of programs indicated that they offer ‘other’ activities than listed below; ‘4-H’ and ‘drama’ were the most often provided ‘other’ activity.

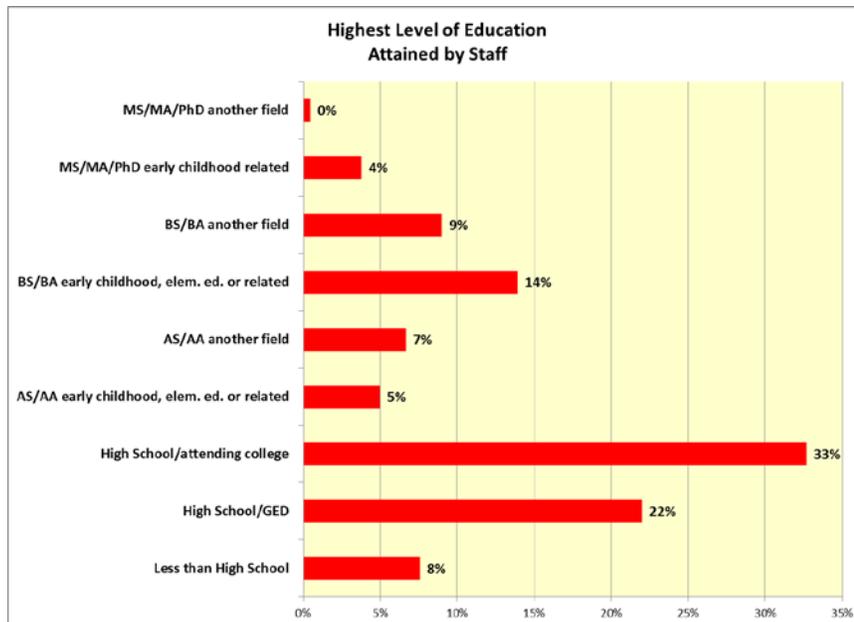
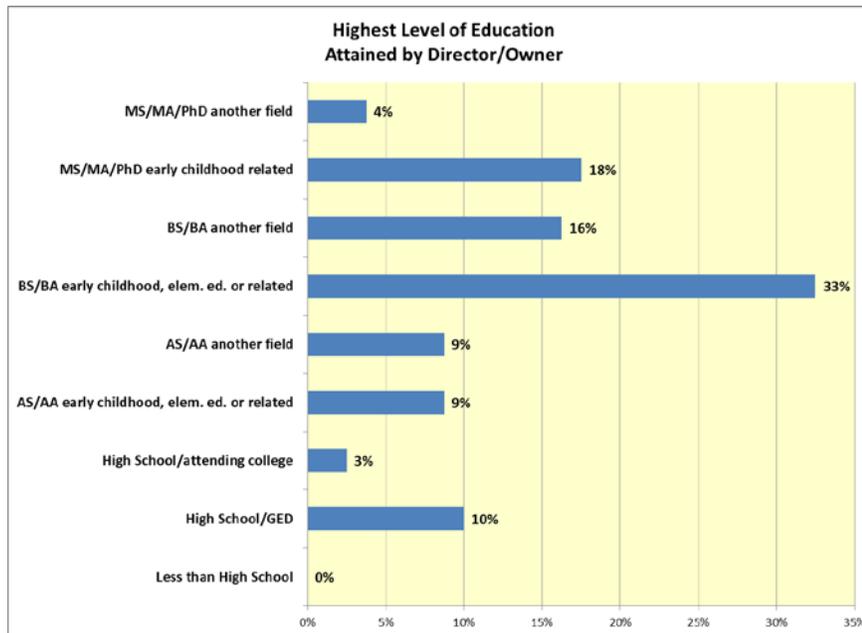
Frequency offered	Activity offered
90-99%	Free Play, Arts, Organized Physical Activities, Homework Assistance/Tutoring, Arts
80-89%	Nutrition Activities, Field Trips, Science/Math Activities, Literacy Activities
70-79%	Community Service, Computer Lab, Multicultural Activities
30-39%	Transportation Services

Employees

- Responding programs reported a total of 742 employees. Of the total employees, 87 are employed full-time and 655 are employed part-time.
- 57% (75) programs offer health insurance to their employees.

Education Level

- The highest level of education attained by the majority, 49% (39) of reported center director/owners is a Bachelor degree. 59% (47) of reported directors have a higher education degree relating to early childhood studies, elementary education, or related field.
- While the highest level of education attained by the majority of staff, or 54% (358), is a High School diploma or GED, 60% (216) of these staff were attending college.



Specialized Training

- 83% (109) of program directors indicate they have used or participated in the Early Childhood Enrichment (ECE) System.
- 38% (50) providers or staff accessed online professional development training opportunities through the ECE system.
- 19% (25) of reported program directors and 10% (75) of reported employees have earned their Out-of-School Time Certificate or Credential offered through the ECE System.

Enrollment and Employee Overview

Market Rate Survey - 2015

Response Overview

- Family Child Care: 70% (546/776)
- Group Family Child Care: 82% (50/61)
- Child Care Center: 83% (170/205)
- Out-of-School Time Program: 86% (131/152)

Enrollment

Number of Children Enrolled in Regulated Child Care		
Provider Type	Number of children reported by responding providers	Estimated number of children based on all surveyed providers
Family Child Care	6,257	8,892
Group Family Child Care	1,171	1,428
Child Care Center	12,218	14,733
Out-of-School Time Program	8,083	9,378
Total children	27,729	34,431

Employees

Number of Employees working in Regulated Child Care				
Provider Type	Part-time Employees	*Full-time Employees	Total Employees	*Estimated Employees
Family Child Care	69	577	646	918
Group Family Child Care	112	122	234	285
Child Care Center	1,234	1,472	2,706	3,263
Out-of-School Time Program	655	87	742	861
Total employees	2,070	2,258	4,328	5,327

- * Full-time employees and estimated employees include child care provider operators and center director and/or owners.

Employee Turnover

Employee Turnover		
Provider Type	Part-time Employees	Full-time Employees
Group Family Child Care	29%	19%
Child Care Center	38%	31%

- Employee turnover was calculated using information gathered from three questions on the Group Family and Child Care Center Market Rate Surveys.