

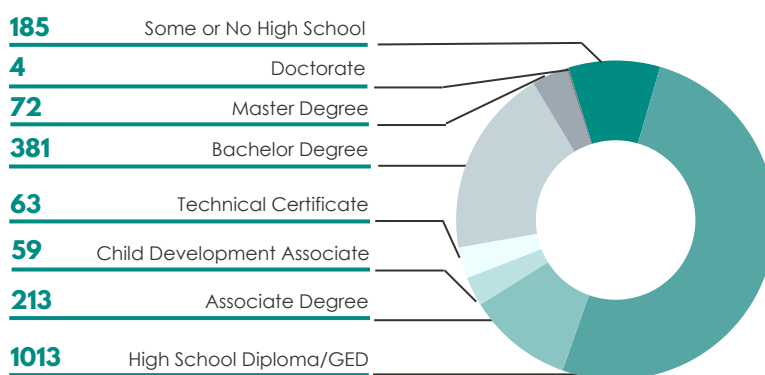
# THE STATE OF THE WORKFORCE: REGION 4 CHILD CARE REPORT

This report shares an up-to-date picture of Idaho's Region 4 child care workforce in 2023, pulled from the registry database, RISE, in November of 2023. Data provided in this report is not exhaustive of all child care in Idaho. Participation in the registry is voluntary unless participating in the Idaho Child Care Program (ICCP) or state child care licensing.

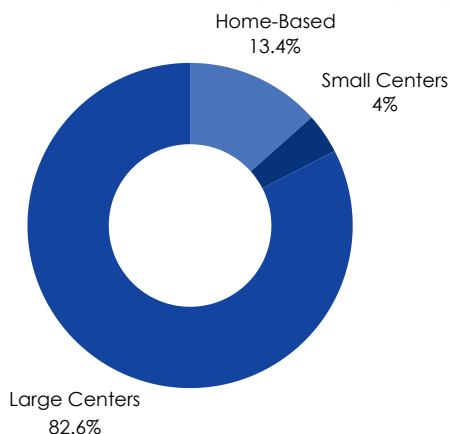
## Total Child Care Workforce in Region 4



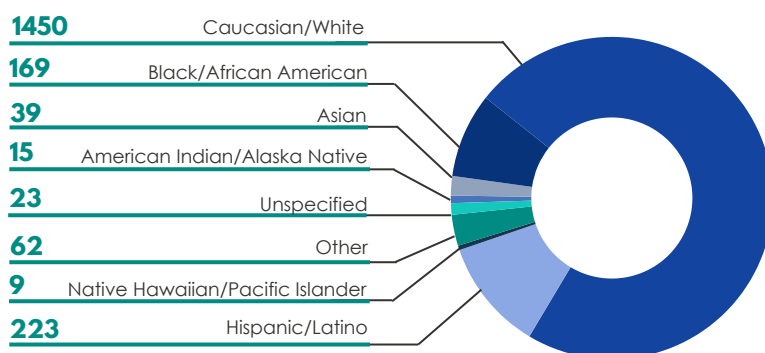
## Education Level of Child Care Professionals in Region 4



## Region 4 Child Care Workforce by Facility Type



## Race / Ethnicity of Child Care Professionals in Region 4



## Region 4 Child Care Professionals



# Turnover and Closures in Region 4 Child Care

Working in child care is rooted in a passion for early childhood, but the job is overly taxing and drives individuals out of the field. Low pay, long days, constant changes in leadership, children, co-workers, and requirements as well as the physical and emotional toll of the job all contribute to leaving the field.

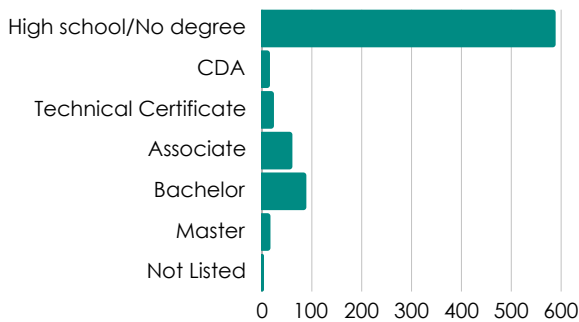
**800**  
Individual Child Care Providers in Region 4 have left the field since November 2022

**38%** Turnover Rate in Region 4's Child Care Workforce

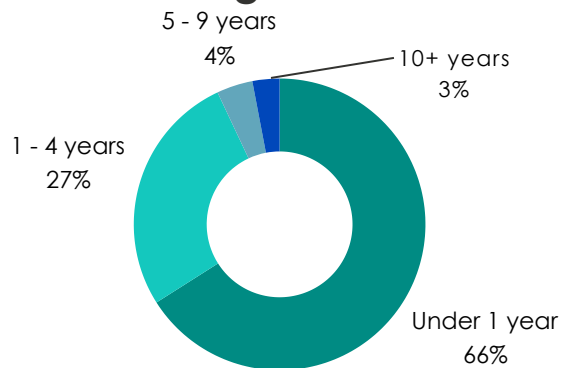
**5%** Decrease in Region 4's Working Child Care Professionals

\*The U.S. Administration for Children and Families considers 20% a high turnover rate

## Education level when they left the field:



## Years in their position before leaving:



High turnover rates lead to increased recruitment and training costs for child care providers. Constantly hiring and training new staff members to replace those who leave is not only time-consuming but also financially burdensome for child care centers. These costs can strain the financial sustainability of child care businesses, potentially leading to increased fees for parents or closure of facilities.

**20** Programs in Region 4 notified IdahoSTARS of closure.

**7** center-based programs closed

**13** home-based programs closed

**281** Child Care Spots Lost