

EARLY CHILDHOOD EDUCATION **WORKFORCE**

REPORT

REGION 3 COUNTIES:

Adams
Canyon
Gem
Owyhee
Payette
Washington



Early Care & Education in Idaho:

An Introduction

The state of Early Childhood Care and Education (ECCE) in Idaho has been in crisis since before 2020. Pandemic support funds have helped a struggling industry remain afloat, but as economic pressures increase and COVID-relief funding ends, the ECCE businesses in our state are preparing to make drastic changes. Parents and professional care givers will feel the squeeze, and it's important to remember that 62% of children under 6 in Idaho have both parents in the labor force and 49% of people in Idaho live in a child care desert. ¹

This report shares an up-to-date and accurate picture of the state of the Early Childhood Care and Education (ECCE) field and its workforce in Idaho's Region 3 in 2022. The IdahoSTARS project is the leading expert on child care within the state and our RISE database serves as Idaho's registry for early childhood care and education professionals. Data included in this report, unless otherwise noted, was pulled from RISE in November of 2022. Additional data and quotes have been provided from statewide surveys of the experts themselves, our early care and education professionals and program directors/owners.

1,181



Early Care & Education Professionals in Region 3

323



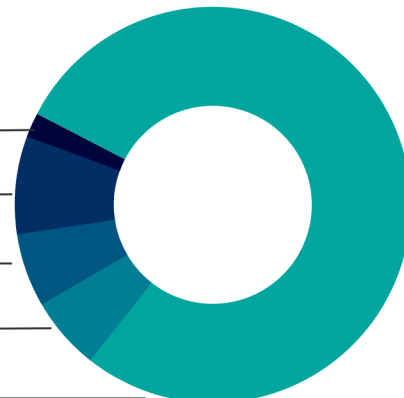
Early Care & Education Programs in Region 3

Survey of Early Care and Education Professionals

Nearly 160 professionals in Region 3 took the Early Care and Education Professional Survey providing feedback regarding wages, staff turnover, years in the field, the struggles they face in their work, and the impending funding losses. Their voice and experience is vital to ensuring the full picture of Early Education is seen.

Region 3 - Percent of Respondents by County

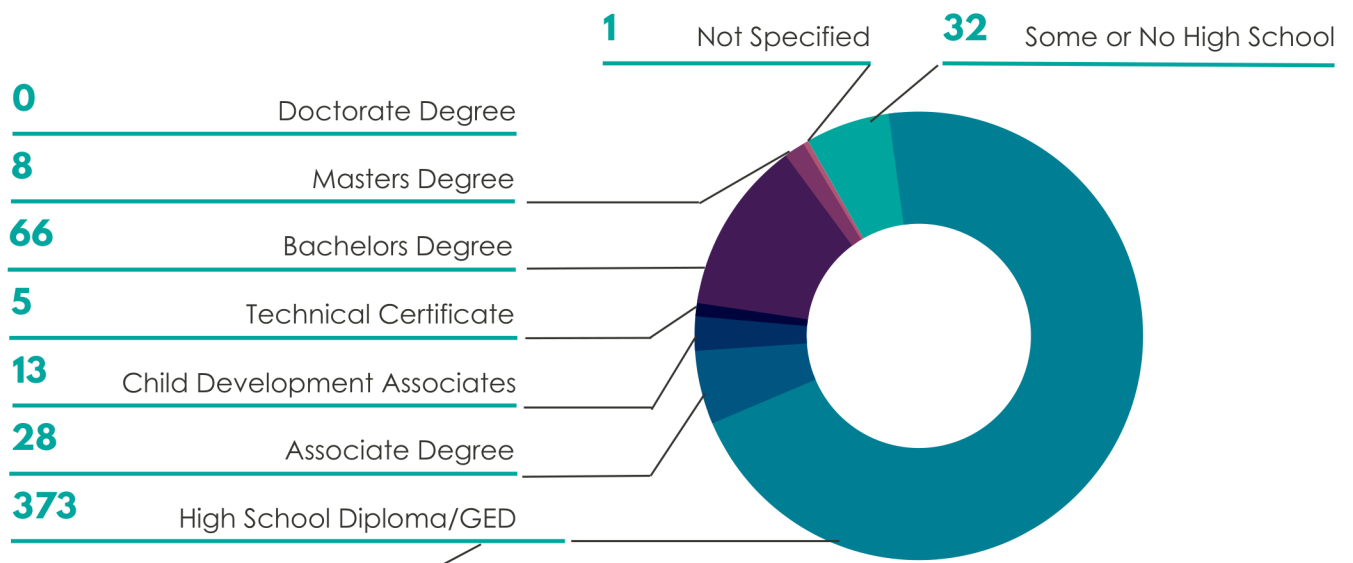
0 %	Adams County
2 %	Washington County
8 %	Payette County
6 %	Gem County
6 %	Owyhee County
78 %	Canyon County



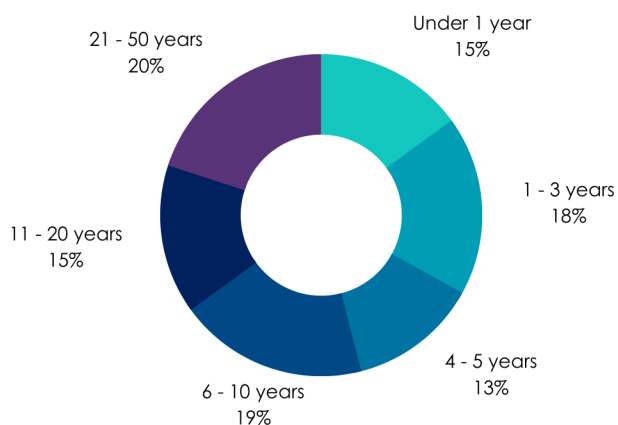
Education and Experience

In general, our demographics data shows that the majority of Idaho's Region 3 Early Childhood Care and Education (ECCE) Professionals have very little education and not much experience. Caring for young children is tough work and requires thought and training in order to provide quality education. IdahoSTARS works hard to provide pathways to increase education, wages, and incentivize early educators to remain in the field and gain higher levels of experience, but without support and investment, our child care system in Idaho is in trouble.

Education Level of Region 3's Early Educators



Years served in Child Care Field by Region 3 survey respondents



46% of Region 3's Child Care Providers have less than 5 years of experience

Region 3's Average Early Educator

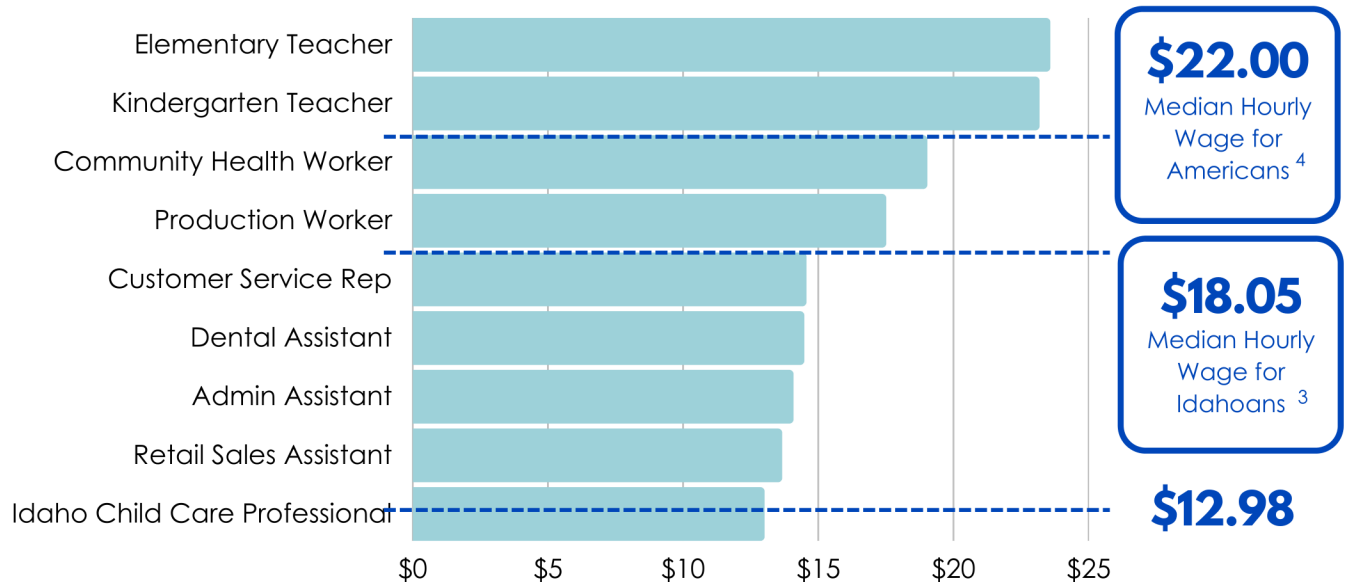
- Works in a center with 25+ children
- 35 years old
- Female
- Makes \$12.50/hour
- High School Diploma



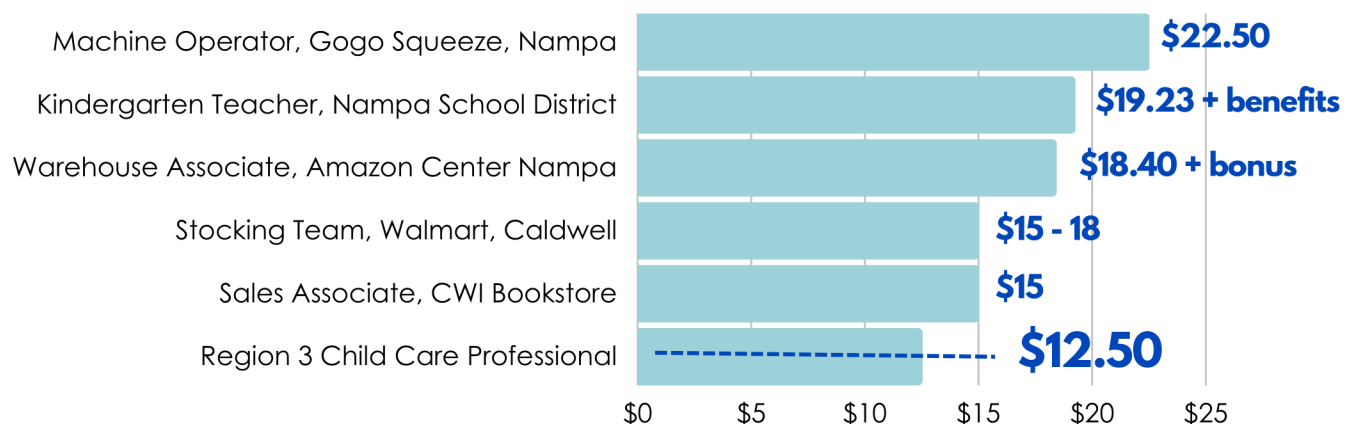
Wages, Benefits, and Assistance

Wages for Early Childhood Educators and Care Providers in Idaho are some of the lowest in any occupation across the state. While wages have increased since last year, this increase is a reflection of program owners and directors receiving relief funds and needing to increase staff wages to compete in the job market. For many this wage increase is unsustainable for their business once relief funding runs out.

Median Hourly Wage by Occupation in Idaho³



Wages for Comparable Entry-Level Jobs in Region 3²



26% of survey respondents qualify for government assistance.

90% of survey respondents believe low wages are causing high staff turnover.

What Early Childhood Education Directors and Owners are saying ?

Nearly 80 owners and directors of child care programs in Idaho's Region 3 took part in a November 2022 survey through IdahoSTARS. Some of the programs have been open for nearly 60 years while others opened this past year. 70% of those surveyed had center based programs while 30% were homebased programs.

What is your greatest challenge?

“My monthly regular income covers only my rent. The grant covers the utilities and limited supplies and materials and groceries. Then no money left for gas, etc. to make it through the rest of the month for the children.

“Honestly anything could happen. Staffing is impossible, then enrollment stops due to staffing. It's a losing battle.

“Keeping tuition rates affordable but also paying my staff a high enough wage to keep them. Making ends meet is nearly impossible.



Raising Rates

The rising costs of utilities, food, insurance, materials, and payroll put early education programs in a position where they must charge families higher rates, when parents are already struggling to pay.

51% of ECCE director/owner respondents in Region 3 say they expect to raise rates in 2023.

Market rate for center-based infant care in Region 3 counties in 2021.⁵

Canyon County: \$790/month
Adams, Gem, Owyhee, Payette, and Washington Counties: \$599/month



Staffing is a struggle:

Region 3 programs struggle to find and retain quality staff who are willing to work a demanding job for low wages and no benefits.

55% of programs need more staff right now.

89% of programs with multiple staff, experience retention issues.



Families can't find care:

Region 3 programs do not have enough available space or staffing to serve all children and families needing care.

98% of programs have NO available space for infants.

37% have NO openings in any age range.



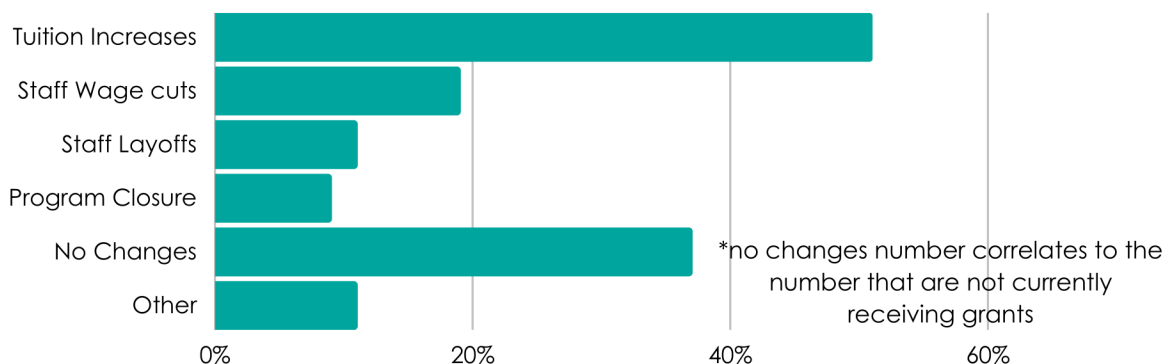
Grant Funding Loss Looms

COVID-relief dollars received through grants will end in June of 2023, and many programs wonder how they will keep their doors open when covering expenses has been so hard. 55% of Region 3 respondents are currently receiving grants through the Idaho Department of Health and Welfare that were funded with federal Covid-relief dollars .



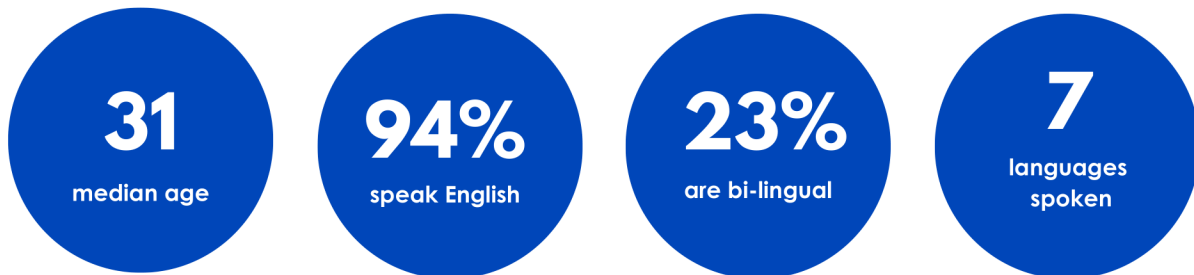
55%
receiving
grants

What will your program do when grant funding ends?

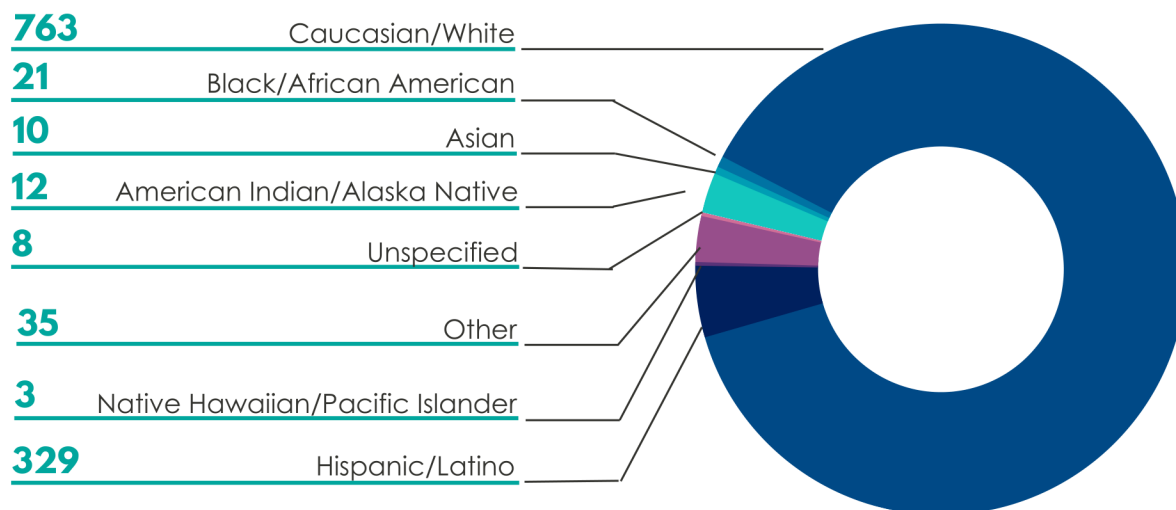


Workforce Demographics

The data within this report represents professionals categorized in the RISE database as child care providers, currently employed in legally operating Idaho child care facilities in Region 3 as of November 2022.



Race / Ethnicity of Region 3 ECCE Professionals



Main Sources:

- Early Care & Education Professional Survey - <https://idahostars.org/About-Us>
- Child Care Program Director & Owner Survey - <https://idahostars.org/About-Us>
- RISE Database - <https://rise.idahostars.org/>

Additional Sources:

- 1) Federal Reserve Idaho Child Care Snapshot - <https://www.frbsf.org/wp-content/uploads/sites/3/idaho-child-care-snapshot.pdf>
- 2) Wages for Comparable Entry Level Jobs - Indeed Idaho Job listing search
- 3) Idaho Dep of Labor Employment and Wage Survey - <https://lmi.idaho.gov/oes>
- 4) National Equity Atlas Indicators - https://nationalequityatlas.org/indicators/Wages_Median#/
- 5) Idaho Department of Health and Welfare: Child Care Local Market Rates - <https://publicdocuments.dhw.idaho.gov/WebLink/DocView.aspx?id=19508&dbid=0&repo=PUBLIC-DOCUMENTS>





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Contact

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