

STATEWIDE SURVEY OF CHILDCARE  
RATES IN RHODE ISLAND

Sponsored by

Rhode Island Department of Labor and Training

and

Rhode Island Department of Human Services

Conducted by

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## **Section I. Introduction**

This study is sponsored by the Rhode Island Department of Labor and Training (DLT) on behalf of the Rhode Island Department of Human Services (DHS), pursuant to section 40-6.2-1.1 of the General Laws of State of Rhode Island, as amended. The survey was conducted between May 1 and June 15, 2011 by the Schmidt Labor Research Center (SLRC) at the University of Rhode Island (URI). The questionnaires used in the survey were prepared jointly by SLRC researchers and employees at DHS.

This study was undertaken to determine child care rates charged throughout Rhode Island and, particularly, to establish the 75th percentile rate. The 75th percentile rate indicates the rate at or below which 75% of respondents charge. For example, the 75th percentile weekly rate for toddler care in Family or Group Family Childcare Homes is \$180.00, which means that 75% of respondents who provide such care charge \$180.00 per week or less; or put another way, only 25% charge more than \$180.00 per week.

The ultimate purpose of this study is to assist DHS in determining the appropriate maximum reimbursement rates for child care services provided to families participating in the DHS Child Care Assistance Program (CCAP). The questionnaires, however, also included items to aid in the interpretation of the data and to allow us to learn more about the concerns of providers. For example, questions concerning the types of care provided, age groups cared for, number of children subsidized, and hours of operation were included. Also, providers were given the opportunity to include written comments. This year's survey also included questions about the child care workforce.

It should be noted that the data reported here indicate the cost to consumers—that is, the rates (or prices) that providers charge for childcare—not the cost of providing the care.

## **Section II. Methodology**

### ***The survey***

All Family or Group Family Child Care Homes (hereinafter, homes) and Child Care Centers (hereinafter, centers) certified or licensed by the Rhode Island Department of Children, Youth, and Families (DCYF) were included in the survey. A "home" refers to a provider who is certified to care for up to 12 children in a family home setting. A "center" is a facility licensed to care for children in a group setting. The largest center in our study is licensed to care for 253 children.

This year, three questionnaires were developed for the survey. One questionnaire was designed for centers and was implemented electronically. Letters were sent to centers directing them to a website where they could fill out an electronic questionnaire. This was the first year that a portion of the survey was done electronically. In addition, two separate, but identical, questionnaires—one in English and one in Spanish—were developed for homes. All homes were sent both questionnaires with directions to complete and return the one in the preferred language.

### ***Terms used***

The letter “N” used in tables in this report indicates the number of responses to a particular item. The term “Freq.” refers to the frequency of the choice of specific item. The term “mean” refers to the mathematical average. “Standard deviation” is a measure of dispersion about the mean. The “median” is the middle occurring value—that is, the 50<sup>th</sup> percentile. The “range” is the distance between the lowest and highest value.

### ***Response rate and response bias***

Two separate mailing lists were provided by DCYF. The list of homes contained 731 providers, while the list of centers contained 404 providers, for a total of 1,135 potential respondents. By June 30, 2011, 339 responses were received: 202 from homes and 137 from centers. The overall response rate, therefore, is 29.9% with 27.6% of homes and 33.9% of centers responding.

Compared to the 2009 survey, the number of responses decreased by 45.9% (from 627 to 339). The overall response rate decreased less severely due to a decline in number providers, but did fall from 41.9% to 29.9%. The number of Spanish responses decreased from 179 in 2009 to 85 in 2011.

Since *all* homes and centers certified by DCYF were included in the survey, there is no concern with sampling error. But since a one hundred percent response rate was not achieved, there remains the possibility of response bias—that is, the possibility that non-respondents *would have* replied differently than respondents. Although our ability to estimate response bias is limited, we can compare the respondent pool with the total population on at least two variables.

As stated above, the response rate for centers is slightly higher than for homes. Therefore, aggregate measures are biased toward centers. On items that were asked of both homes and centers, however, the responses were disaggregated so that the individual contribution of each can be seen.

Tables 1a, 1b, and 1c compare the geographic dispersion of respondents with the child care provider population. Although there are a few causes for concern (particularly with centers), most communities are represented in the pool of respondents in relatively close relation to their presence in the population.

**Table 1a. Geographic dispersion of the child care provider population and respondents.**

	Percent of population	Percent of respondents
Providence	44.41	33.03
Cranston	8.37	5.45
Pawtucket	6.08	7.58
Warwick	4.58	8.48
Woonsocket	3.00	6.67
Central Falls	2.82	1.82
East Providence	2.64	2.42
Coventry	2.29	3.03
Johnston	2.29	2.12
North Providence	2.20	1.82
Cumberland	1.94	3.03
North Kingstown	1.76	3.33
South Kingstown	1.76	2.12
Lincoln	1.59	2.73
East Greenwich	1.23	1.21
Middletown	1.23	1.52
West Warwick	1.23	1.22
Barrington	1.15	.91
Bristol	1.06	1.52
Smithfield	.97	.91
Hopkinton	.70	.61
Portsmouth	.70	1.21
Burrillville	.62	.00
Newport	.62	.91
Tiverton	.62	1.52
Westerly	.62	1.21
Charlestown	.53	.61
North Smithfield	.44	.91
Scituate	.44	.25
Warren	.44	.30
Exeter	.26	.00
Glocester	.26	.00
Jamestown	.26	.61
West Greenwich	.26	.00
Little Compton	.18	.00
New Shoreham	.09	.00
Foster	.09	.30
Narragansett	.09	.00
Richmond	.09	.00

**Table 1b. Geographic dispersion of the child care provider population and respondents, homes only.**

	Percent of population	Percent of respondents
Providence	59.78	47.03
Pawtucket	7.43	6.84
Cranston	5.94	7.93
Central Falls	3.42	1.98
Warwick	2.60	6.44
Coventry	1.92	3.96
North Providence	1.92	1.49
Woonsocket	1.64	2.97
Johnston	1.50	1.49
Cumberland	1.50	1.49
East Providence	1.37	1.49
South Kingstown	.96	1.49
Lincoln	.96	1.49
North Kingstown	.68	2.48
West Warwick	.68	.99
Hopkinton	.68	.99
Barrington	.55	1.49
Bristol	.55	1.49
Scituate	.55	.99
Middletown	.44	.99
Tiverton	.41	1.49
Charlestown	.41	.99
North Smithfield	.41	.50
East Greenwich	.27	.50
Smithfield	.27	.50
Burrillville	.27	.00
Warren	.27	.50
Portsmouth	.14	.00
Newport	.14	.50
Westerly	.14	.50
Exeter	.14	.00
Glocester	.14	.00
Jamestown	.14	.50
Little Comptom	.14	.00
Richmond	.14	.19
West Greenwich	.00	.00
New Shoreham	.00	.00
Foster	.00	.00
Narragansett	.00	.00

**Table 1c. Geographic dispersion of the child care provider population and respondents, centers only**

	Percent of population	Percent of respondents
Providence	16.58	10.94
Cranston	9.16	4.69
Warwick	8.17	11.72
Woonsocket	5.45	12.50
East Providence	4.95	3.91
Pawtucket	4.70	7.81
Johnston	3.71	3.13
North Kingstown	3.71	4.69
South Kingstown	3.22	3.13
Coventry	2.97	1.56
East Greenwich	2.97	2.34
North Providence	2.72	2.34
Cumberland	2.72	5.47
Lincoln	2.72	4.69
Middletown	2.72	2.34
West Warwick	2.23	1.56
Barrington	2.23	.00
Smithfield	2.23	1.56
Bristol	1.98	1.56
Central Falls	1.73	1.56
Portsmouth	1.73	3.33
Newport	1.49	1.56
Westerly	1.49	2.34
Burrillville	1.24	.00
Tiverton	.99	1.56
Hopkinton	.74	.00
Charlestown	.74	.00
Warren	.74	.00
West Greenwich	.74	.00
North Smithfield	.50	1.56
Exeter	.50	.00
Glocester	.50	.00
Jamestown	.50	.78
Scituate	.25	.78
Little Compton	.25	.00
New Shoreham	.25	.00
Foster	.25	.78
Narragansett	.25	.00
Richmond	.00	.00

### Section III. Characteristics of respondents

#### *Corporate status and affiliation of centers*

We know from earlier surveys that nearly all homes are for-profit, independent (i.e. not part of a chain or multi-site organization) and not affiliated with a church or school.

	Freq.	%
For-profit	56	43.4
Non-profit	73	56.6
Independent	76	59.4
Part of a chain	52	40.6
Church-affiliated	2	1.6
School-affiliated	24	20.3

Therefore, we asked only centers to report these characteristics. We can see in Table 2 that approximately 57% of centers are non-profit, just over 40% are part of a chain or multi-site organization, and approximately 22% are affiliated with a church or school.

#### *Accreditation status*

Table 3 addresses the accreditation status of survey participants. Approximately, 20% of homes and 14% of centers are accredited, but nearly two-thirds of all providers hold

no accreditation.

	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Not accredited	143	65.6	63	56.8	80	74.8
Currently conducting self-study	29	13.3	26	23.4	3	2.8
Accredited	37	17.0	22	19.8	15	14.0
Conducting study for after school recognition	3	2.8	NA	NA	3	2.8
Council on accreditation after school recognition	3	2.8	NA	NA	3	2.8
Head Start program of quality or excellence	3	2.8	NA	NA	3	2.8

#### *BrightStars participation*

Nearly one-half of all respondents are either participating or planning to participate in BrightStars, Rhode Island's quality rating and improvement system for early learning programs. Table 4 shows that about 38% of homes and 17% of centers have already received or applied to receive their BrightStars rating, while an additional 14% of homes and 21% of centers are currently conducting a self-study in preparation for their application.

	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Yes	56	19.2	41	23.4	15	12.9
Conducting self-study	48	16.5	24	13.7	24	20.7
Submitted an application	30	10.3	25	14.3	5	4.3
No	136	46.7	68	38.9	68	58.6
Have never heard of BrightStars	21	7.2	17	9.7	4	3.5

### *Age groups*

Table 5 shows that homes provide care for very young children at a much higher rate than centers. Less than half of centers provide care for infants. However, more than half of centers do provide care for toddlers, preschoolers, kindergarteners, and school-age children.

	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Infants	215	63.4	163	80.7	52	38.0
Toddlers	247	72.9	173	85.6	74	54.0
Preschoolers	268	79.1	176	87.1	92	67.2
Kindergarteners	208	61.4	136	67.3	72	52.6
School-age children	213	62.8	137	67.8	76	55.5

### *Years of providing child care*

The information in Table 6 was asked of homes only. Here we see that the average home has been providing childcare for just under twelve years with a median of ten years and a range of two to forty years.

### *Intentions and reasons for stopping to provide child care*

Home-based child care providers were also asked if they had any intention of stopping to provide childcare. Only 16 indicated any known intention of doing so.

N	180
Mean	11.8
Standard deviation	7.4
Median	10
Range	2-40

	Freq.	%
Better job within the field	24	34.3
Burnout	16	22.9
Better job outside the field	14	20.0
Return to school	6	8.6
Better hours	4	5.7
Child has entered school	4	5.7
Job within the school system	2	2.9

A larger number gave reasons for why they might cease providing care in the future. Those reasons are displayed in Table 7.

### *Providers' schedules and hours*

Table 8 provides information on schedules and hours of care. The sharpest difference between centers and homes is evening and weekend



care, which is provided by nearly one-quarter of homes, but almost no centers.

<b>Table 8. Schedules of care.</b>						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Full-day	266	78.5	175	86.6	91	66.4
Half-day	188	55.5	112	55.5	76	55.5
Before school	218	64.3	140	69.3	78	56.9
After school	229	67.6	144	71.3	85	62.0
Weekend care	46	13.6	45	22.3	1	.7
Evening	48	14.2	47	23.3	1	.7
<i>School age only</i>						
Summer vacation	203	59.9	135	66.8	68	49.6
School year vacation	196	57.8	124	61.4	72	52.6
Single day, school out-of-session	161	47.5	99	49.0	62	45.3
Full-time (30+ hrs)	248	73.2	153	75.7	95	69.3
Three-quarter time (20- 29 hrs)	218	64.3	124	61.4	94	68.6
Half-time (10-19 hrs)	204	60.2	118	58.4	86	62.8
Quarter-time (1-9 hrs)	144	42.5	86	42.6	58	42.3
Other	20	5.9	13	6.4	7	5.1

Tables 9a, 9b, and 9c display the days and hours of operation for homes and centers. The figures presented are the most frequently reported begin/end times and the range of reported times. During the week, most homes open at 7:00 am and close at 5:00 pm, while most centers open at 6:30 am and close at 6:00 pm.

<b>Table 9a. Days and hours of operation, all providers</b>			
	N	From (Range)	To (Range)
Sunday	14	6:00 am (6:00 am-1:00 pm)	4:00 pm (12:00 pm-11:45 pm)
Monday	263	6:30 am (5:00 am-2:30 pm)	6:00 pm (12:30 pm-11:45 pm)
Tuesday	265	6:30 am (5:00 am-2:30 pm)	6:00 pm (11:45 am-11:45 pm)
Wednesday	265	6:30 am (5:00 am-2:30 pm)	6:00 pm (12:30 pm-11:45 pm)
Thursday	264	6:30 am (5:00 am-2:30 pm)	6:00 pm (11:45 pm-11:45 pm)
Friday	265	6:30 am (5:00 am-2:30 pm)	6:00 pm (11:45 pm-11:45 pm)
Saturday	22	6:00 to 7:00 am (5:00 am-1:00 pm)	3:00 pm to 6:00 pm (3:00 pm-12:00 am)

<b>Table 9b. Days and hours of operation, homes</b>			
	N	From (Range)	To (Range)
Sunday	14	6:00 am (6:00 am-1:00 pm)	4:00 pm (1:00 pm-11:30 pm)
Monday	147	7:00 am (5:00 am-2:00 pm)	5:00 pm (1:30 pm-11:45 pm)
Tuesday	149	7:00 am (5:00 am-2:00 pm)	5:00 pm (11:45 am-11:45 pm)
Wednesday	149	7:00 am (5:00 am-2:00 pm)	5:00 pm (1:00 pm-11:45 pm)
Thursday	148	7:00 am (5:00 am-2:00 pm)	5:00 pm (11:45 am-11:45 pm)
Friday	149	7:00 am (5:00 am-2:00 pm)	5:00 pm (11:45 pm-11:45 pm)
Saturday	22	6:00 to 7:00 am (5:00 am-1:00 pm)	3:00 to 6:00 pm (3:00 pm-12:00 am)

<b>Table 9c. Days and hours of operation, centers</b>			
	N	From (Range)	To (Range)
Sunday	0	NA	NA
Monday	116	6:30 am (6:00 am-2:30 pm)	6:00 pm (12:30 pm-6:30 pm)
Tuesday	116	6:30 am (6:00 am-2:30 pm)	6:00 pm (12:30 pm-6:30 pm)
Wednesday	116	6:30 am (6:00 am-2:30 pm)	6:00 pm (12:30 pm-6:30 pm)
Thursday	116	6:30 am (6:00 am-2:30 pm)	6:00 pm (12:30 pm-6:30 pm)
Friday	116	6:30 am (6:00 am-2:30 pm)	6:00 pm (12:30 pm-6:30 pm)
Saturday	0	NA	NA

Nearly all homes and centers operate for eight to 13 hours per day from Monday through Friday. Table 10b shows that the median hours of operation is eleven, with a range of three to 18.75 hours per day.

<b>Table 10a. Hours of operation, Monday through Friday, frequency distribution.</b>						
Hours	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
1-4	8	3.0	2	1.4	6	5.2
5-7	6	2.3	2	1.4	2	1.7
8-10	111	42.0	70	47.3	38	35.3
11-13	126	47.8	59	39.9	67	57.8
14+	15	5.7	15	10.1	0	0.0

	All	Homes	Centers
Mean	10.7	10.75	10.5
Standard Deviation	2.1	2.2	1.8
Median	11.00	10.75	11
Range	3-18.75	3-18.75	3-12
N	264	148	116

Weeks	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
0-49	46	15.2	23	14.2	19	16.5
50	49	17.7	42	25.9	7	6.1
51	27	9.8	16	9.88	11	9.6
52	159	57.4	81	50.0	78	67.8

Tables 11a and 11b provide statistics for the number of weeks in operation per year. Table 11a shows that more than half of all

providers operate for 52 weeks per year.

	All	Homes	Centers
Mean	49.9	49.8	49.9
Standard Deviation	5.8	6.5	4.6
Median	52	52	52
Range	3-52	3-52	34-52
N	277	162	115

### ***Number of children***

As expected, centers generally care for more children than do homes. Among respondents, the average number of children permitted by license is 6.8 for homes and 90.1 for centers.

	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
1-5	11	3.7	11	6.0	0	0.0
6-12	172	56.2	172	94.0	0	0.0
13-49	19	6.4	0	0.00	19	16.4
50+	97	33.7	0	0.00	97	83.6

The frequency distribution in Table 12a shows that nearly all homes are licensed for between six and twelve children, while most centers may accommodate more than 50 children.

While Tables 12a and 12b concern the number of children homes and centers are licensed to care for, tables 13a and 13b display statistics concerning the number of children for which providers are willing to provide care.

<b>Table 12b. Number of children permitted by license, descriptive statistics.</b>			
	All	Homes	Centers
Mean	39.1	6.8	90.1
Standard deviation	49.1	1.1	44.2
Median	8.0	6.0	83.0
Range	4-253	4-10	20-253

<b>Table 13a. Number of children for which providers are willing to care, full-time, frequency distribution.</b>						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
1-5	29	12.4	27	19.7	2	2.1
6-12	109	46.6	109	79.6	0	0.0
13-49	22	9.4	1	.73	21	22.1
50-	74	3.2	0	0.00	74	77.9

<b>Table 13b. Number of children for which providers are willing to care, full-time, descriptive statistics.</b>			
	All	Homes	Centers
Mean	36.6	6.4	79.2
Standard deviation	47.0	2.1	47.1
Median	8	6	75
Range	0-253	1-15	0-253
N	234	137	97

We see that the median number of children that homes are willing to care for full-time is six, while centers are willing to accept 75 full-time children.

Tables 14a and 14b display statistics concerning the number of children for which providers are willing to care part-time.

<b>Table 14a. Number of children for which providers are willing to care, part-time, frequency distribution.</b>						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
1-5	39	35.5	28	52.8	11	19.3
6-12	30	27.3	25	47.2	5	8.8
13-49	17	15.5	0	0.0	17	29.8
50-	24	21.8	0	0.0	24	42.1

The median number of children that providers are willing to care for part-time is 4 for homes and 32 for centers.

<b>Table 14b. Number of children for which providers are willing to care, part-time, descriptive statistics.</b>			
	All	Homes	Centers
Mean	27.1	4.7	47.9
Standard deviation	42.1	2.4	50.2
Median	7.5	4	32
Range	0-253	0-10	0-253
N	110	53	57

Table 15a shows most homes currently provide full-time care for 0 to 5 children, while centers are evenly divided between those caring for 13 to 49 and 50 or more children.

<b>Table 15a. Number of children for which providers are currently caring, full-time, frequency distribution.</b>						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
0-5	121	47.6	115	75.7	6	5.9
6-12	40	15.7	37	24.3	3	2.9
13-49	45	17.7	0	0.0	45	44.1
50+	48	18.9	0	0.0	48	47.1

<b>Table 15b. Number of children for which providers are currently caring, full-time, descriptive statistics.</b>			
	All	Homes	Centers
Mean	23.6	3.8	52.9
Standard deviation	33.7	2.1	37.1
Median	6	4	46.5
Range	1-185	0-8	0-185
N	254	152	102

Table 15b shows that the median number of children in full-time care is 4 for homes and about 47 for centers.

Table 16a and 16b display the number of children for which

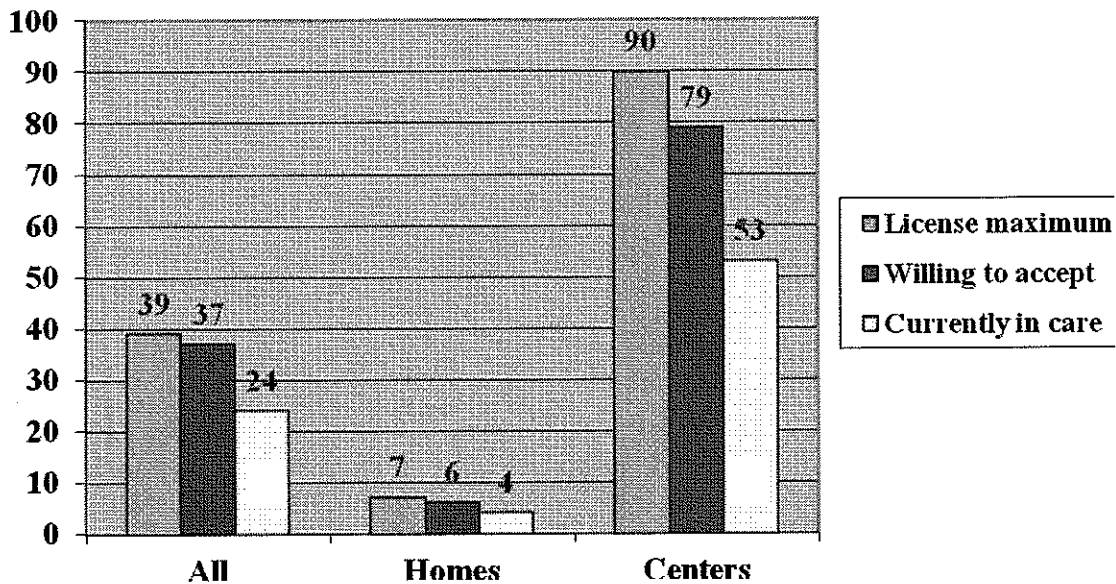
providers are currently caring part-time. We see that most homes are caring for zero to five children part-time and most centers care for 13 to 49 part-time children.

<b>Table 16a. Number of children for which providers are currently caring, part-time, frequency distribution.</b>						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
0-5	102	55.1	86	82.7	16	19.8
6-12	23	12.4	15	14.4	8	9.9
13-49	41	22.2	3	2.9	38	46.9
50+	19	10.3	0	0.0	19	23.5

<b>Table 16b. Number of children for which providers are currently caring, part-time, descriptive statistics.</b>			
	All	Homes	Centers
Mean	15.4	3.8	30.3
Standard deviation	22.2	3.2	26.9
Median	4	3	23
Range	0-105	0-19	0-105
N	185	104	81

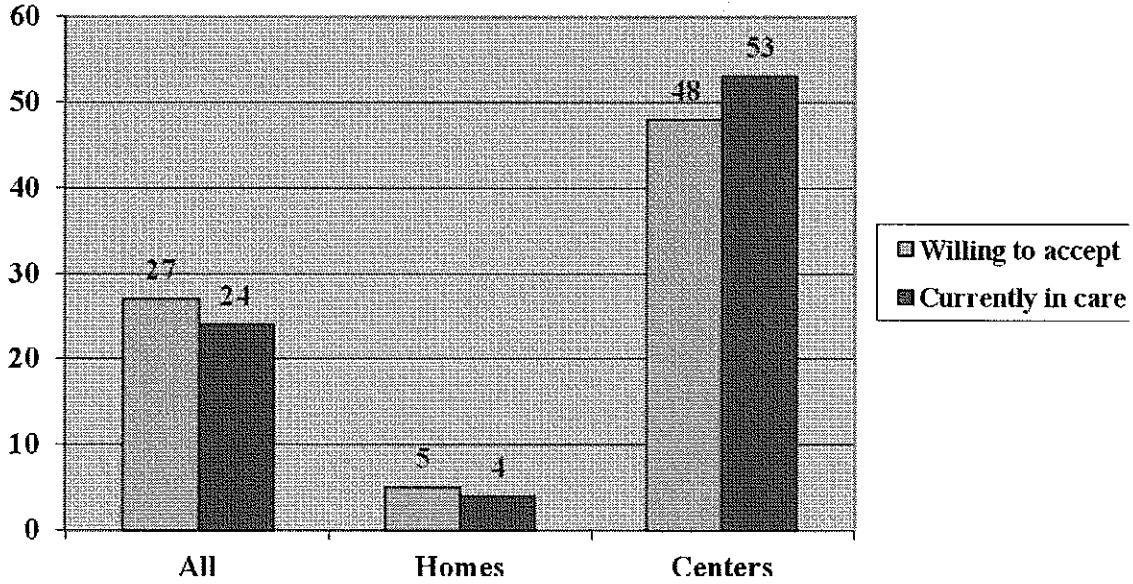
Chart 1 provides a visual display of the differences between the number of children providers are licensed to care for, the number they are willing to care for, and the number for which they currently care. The figures presented on top of the columns are rounded averages.

**Chart 1. Average number of children allowed by license, willing to accept, and currently in care, full-time.**



There appears to be some underutilization of current capacity. On average, homes are willing to accept two more children than they currently care for and centers, 26 more children. The figures are a bit different for part-time care, however. Chart 1a shows that homes are willing to accept one more child, while centers, on average, are already caring for more children part-time than they desire.

**Chart 1a. Average number of children willing to accept and currently in care, part-time.**



#### Section IV. Rates and subsidies

##### *Ways of charging*

Approximately 70% of both homes and centers indicate that they charge families on a weekly basis.

	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Hourly	12	3.8	9	4.9	3	2.3
Daily	29	9.3	15	8.1	14	10.9
Weekly	222	70.9	121	65.4	101	78.9
Monthly	16	4.8	9	4.9	7	5.5
Semester/Year	5	1.6	3	1.6	2	1.6
Other	29	9.3	28	15.1	1	0.8

***Months for increases***

Table 18 shows that September is clearly the most popular month for rate increases. Although asked, no providers indicated that they lowered rates during the past year.

<b>Table 18. Months when rates are raised.</b>						
Month when rates are normally raised.						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
September	115	52.8	52	47.7	63	57.8
January	35	16.1	28	25.7	7	6.4
June	17	7.8	13	11.9	4	3.7
Aug	15	6.9	0	0.0	15	13.8
Feb	14	6.4	0	0.0	14	12.8
All other	22	10.0	16	14.7	6	5.5
Month when rates were raised during the past year.						
September	21	35.6	6	30.0	15	38.5
March	12	20.3	0	0.0	12	30.7
January	10	17.0	8	40.0	2	5.1
All other	16	27.1	6	30.0	10	25.6
Note: The frequencies and percentages under the heading "Month when rates were raised during the past year" are for those who reported raising rates only. Nearly 90% of all providers, however, reported not raising rates during the past year.						

***Weekly rates***

The following three tables (19a, 19b, and 19c) provide data on weekly rates for all respondents and for homes and centers separately.



<b>Table 19a. Reported weekly rates, all providers</b>					
	N	Mean (S.D.)	50 <sup>th</sup> percentile	75 <sup>th</sup> <i>percentile</i>	90 <sup>th</sup> percentile
School age, before school hours	145	\$57.94 (\$22.11)	\$55.00	<b>\$75.00</b>	\$85.00
School age, after school hours	154	76.13 (24.71)	75.00	<b>88.00</b>	100.00
School age, before and after school hours	148	119.76 (33.86)	125.00	<b>145.00</b>	155.00
School age, summer vacation	166	156.57 (25.37)	153.50	<b>175.00</b>	190.00
School age, school year vacations	153	157.18 (25.16)	155.00	<b>175.00</b>	190.00
Infant care	216	184.05 (40.55)	175.00	<b>205.00</b>	225.00
Toddler care	244	180.63 (37.71)	175.00	<b>200.00</b>	225.00
Preschool care	255	170.46 (33.98)	160.00	<b>185.00</b>	210.00
Kindergarten care	177	155.28 (34.03)	150.00	<b>175.00</b>	190.00

<b>Table 19b. Reported weekly rates, homes only</b>					
	N	Mean (S.D.)	50 <sup>th</sup> percentile	75 <sup>th</sup> <i>percentile</i>	90 <sup>th</sup> percentile
School age, before school hours	82	\$59.12 (\$24.79)	\$60.00	<b>\$75.00</b>	\$85.00
School age, after school hours	87	68.39 (25.65)	71.00	<b>85.00</b>	91.00
School age, before and after school hours	85	114.47 (36.76)	120.00	<b>140.00</b>	152.00
School age, summer vacation	98	152.18 (26.44)	150.00	<b>173.00</b>	185.00
School age, school year vacations	88	152.47 (24.74)	150.00	<b>162.50</b>	185.00
Infant care	164	171.37 (31.34)	160.00	<b>180.00</b>	210.00
Toddler care	170	169.54 (33.28)	160.00	<b>180.00</b>	200.00
Preschool care	169	164.32 (33.55)	155.00	<b>175.00</b>	200.00
Kindergarten care	133	150.02	150.00	<b>160.00</b>	180.00

		(30.96)		
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<b>Table 19c. Reported weekly rates, centers only.</b>					
	N	Mean (S.D.)	50 <sup>th</sup> percentile	75 <sup>th</sup> <i>percentile</i>	90 <sup>th</sup> percentile
School age, before school only	63	\$56.40 (18.11)	\$53.00	<b>\$65.00</b>	\$80.00
School age, after school only	67	86.19 (19.42)	85.00	<b>95.00</b>	100.00
School age, before and after school	63	126.89 (28.25)	130.00	<b>150.00</b>	155.00
School age, summer vacation	68	162.88 (22.45)	155.00	<b>175.00</b>	191.00
School age, school year vacations	65	163.55 (24.49)	155.00	<b>175.00</b>	193.00
Infant care	52	224.06 (40.52)	215.00	<b>227.50</b>	278.00
Toddler care	74	206.10 (34.98)	205.00	<b>220.00</b>	240.00
Preschool care	86	182.51 (31.69)	180.00	<b>191.00</b>	230.00
Kindergarten care	44	171.19 (38.11)	174.00	<b>190.00</b>	216.00

Table 20 displays information on factors that affect the rates set by providers. For the most part, centers and homes were asked different questions. The most important factor for homes is the cost of materials, while for centers operating costs determine the rate charged. On common items, close to half of both homes and centers responded that they were sensitive to what others charged and one-third to 40% indicated that DHS subsidies affect their rates.

<b>Table 20. Other factors affecting rates.</b>				
	Homes		Centers	
	Freq.	%	Freq.	%
What others charge	83	41.5	67	48.9
Rent or mortgage	58	29.0	NA	NA
Utilities	80	40.0	NA	NA
Cost of meals	85	42.5	NA	NA
Cost of classroom materials	102	51.0	NA	NA
Cost of an assistant	66	33.0	NA	NA
Retirement savings	25	12.5	NA	NA
Health insurance	32	16.0	NA	NA
Vacation	28	14.0	NA	NA
Value of time	95	47.5	NA	NA
DHS subsidy	66	33.0	55	40.2
Operating costs	NA	NA	105	76.6

Employees salaries	NA	NA	77	56.2
Desired profit	NA	NA	48	35.0

**Number of hours in a week**

The weekly rates are displayed above in Tables 19a, 19b, and 19c. Table 21 shows the median number of hours covered by the weekly rates. Overall, the median number of hours used in calculating the weekly rates is usually somewhat higher for centers than for homes.

	All	Homes	Centers
School age, before school only	10	10	10
School age, after school only	15	13	15
School age, before and after school	25	22.5	25
School age, summer vacation	40	40	45
School age, school year vacations	40	40	45
Infant care	40	40	45
Toddler care	40	40	45
Preschool care	40	40	45
Kindergarten care	40	40	40

**Comparisons with the previous survey**

Table 22 shows comparisons between the current survey data and figures from the 2009 survey.

	All		Homes		Centers	
	2009	2011	2009	2011	2009	2011
School age, before school only	\$75.00	\$75.00	\$75.00	\$75.00	\$74.00	\$65.00
School age, after school only	95.00	88.00	90.00	85.00	105.00	95.00
School age, before and after school	150.00	145.00	142.00	140.00	156.00	150.00
School age, summer vacation	165.00	175.00	160.00	173.00	175.00	175.00
School age, school year vacations	165.00	175.00	160.00	162.50	170.00	175.00
Infant care	198.00	205.00	175.00	180.00	228.50	227.50
Toddler care	191.00	200.00	175.00	180.00	220.00	220.00
Preschool care	176.00	185.00	170.00	175.00	199.00	191.00
Kindergarten care	165.00	175.00	160.00	160.00	180.00	190.00

**Table 22a. Percent change of 75<sup>th</sup> percentile from 2009 to 2011**

	All	Homes	Centers
School age, before school only	0.0%	0.0%	-13.8%
School age, after school only	-8.0	-5.9	-10.5
School age, before and after school	-3.4	-1.4	-4.0
School age, summer vacation	5.7	7.5	0.0
School age, school year vacations	5.7	1.5	2.9
Infant care	3.4	2.8	-0.4
Toddler care	4.5	2.8	0
Preschool care	4.9	2.9	-4.0
Kindergarten care	5.7	0.0	5.5

Table 22a displays the percentage changes for each of the categories of care above. We see that there were declines in the cost of a number of categories of care, particularly for centers.

**Subsidies**

We asked providers a series of questions about the subsidies that children in their care receive. Table 23 shows that the rate of acceptance of DHS subsidized children is very

high in both homes and centers at about 90%. In addition, approximately 75% of homes and 79% of centers accept children during the period that their subsidized status is pending.

The table also shows that centers are more likely than homes to receive other sorts of government or private subsidies. About one-fifth of centers receive some other form of government subsidy, and more than one-third receive some sort of private subsidy. Such subsidies are virtually nonexistent for home providers.

**Table 23. Information concerning subsidies.**

		All		Homes		Centers	
		Yes	No	Yes	No	Yes	No
Accepts DHS subsidized children.	Freq.	267	32	154	26	113	6
	%	89.3	10.7	85.6	14.4	95.0	5.0
Accepts DHS subsidized children during the pending period.	Freq.	205	62	116	38	89	24
	%	76.8	23.2	75.3	24.7	78.8	21.2
Receives private subsidies.	Freq.	52	250	5	181	47	69
	%	17.2	82.8	2.7	97.3	40.5	59.5
Receives government subsidies (other than DHS or CACFP)	Freq.	25	274	4	181	21	93
	%	8.4	91.6	2.2	97.8	18.4	81.6

According to Table 23, most homes and centers accept DHS subsidized children during the “pending period”. Table 24 shows that about two-thirds of homes and 80% of centers are likely to charge full rates during the pending period. Table 24 also displays the amount charged if a child goes to pending status during re-certification.

Table 24. Charges during pending period.						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Are families charged during the pending period?						
Yes	153	70.2	82	65.1	71	77.2
No	65	29.8	44	34.9	21	22.8
If so, how much?						
Full rates	93	60.0	49	59.0	44	61.1
Partial rates	62	40.0	34	41.0	28	38.9
Amount charged if child goes to pending status during re-certification.						
Full rates	90	41.9	52	42.6	38	40.9
Partial rates	58	27.0	32	26.2	26	28.0
Do not charge	67	31.2	38	31.2	29	31.1

Table 25a shows the number and percentage of providers caring for DHS subsidized children. While Table 23 indicates that approximately 90% of all providers accept DHS-subsidized children, about one-quarter of homes and 5% of centers have no DHS-subsidized children in their care.

Table 25a. DHS subsidized children, frequency distribution.						
Number of children	All		Home		Center	
	Freq.	%	Freq.	%	Freq.	%
0	45	16.8	40	25.5	5	4.5
1	23	8.6	19	12.1	4	3.6
2	23	8.6	17	10.8	6	5.4
3	23	8.6	17	10.8	6	5.4
4	19	7.1	15	9.6	4	3.6
5	21	7.8	15	9.6	6	5.4
6	19	7.1	16	10.2	3	2.7
7	5	1.9	4	2.6	1	0.9
8	16	6.0	12	7.6	4	3.6
9	2	0.8	0	0.0	2	1.8
10	6	2.2	0	0.0	6	5.4
11-25	30	11.2	2	1.3	28	25.2
26-100	34	12.7	0	0.00	34	30.6
101+	2	0.8	0	0.00	2	1.8

	All	Homes	Centers
Mean	11.2	3.1	22.9
Standard deviation	20.7	2.7	28.2
Median	5	3	12
Range	0-175	0-11	0-175
N	268	157	111

Table 25b contains descriptive statistics and shows that the median number of DHS-subsidized children enrolled is 3 for homes and 12 for centers.

Table 26 shows the number of providers by the percentage of children in their care that are subsidized by DHS. The table reveals that homes tend toward the extreme—i.e. either zero or a high percentage of subsidized children—while the modal category for centers is more than zero to 25%.

Percentage of children	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
0	40	19.5	35	25.0	5	5.2
1-25%	66	32.2	15	10.7	51	53.1
>25-50%	37	18.0	22	15.7	15	15.6
>50-75%	27	13.2	12	8.6	15	15.6
>75-100%	35	17.1	56	40.0	10	10.4

With Table 27 we can examine whether rates affect subsidies. In Table 20 we saw that about one-third of homes and 40% of centers

stated that they did consider DHS subsidies when setting their rates. Overall, however, there does not appear to be a uniform trend that suggests an impact of subsidies on rates. For example, rates do not increase with the number of subsidized children. Rather, for the most part, rates rise and fall randomly. This does not mean, however, that the DHS subsidy rates do not affect the base rates charged.

	Percent of DHS subsidized children in care				
	0	+0 to 25%	+25 to 50%	+ 50 to 75%	+75 to 100%
School age, before school only	\$75.00	\$65.00	\$60.00	\$65.00	\$75.00
School age, after school only	75.00	95.00	86.50	85.00	85.00
School age, before and after school	120.00	150.00	132.50	137.50	145.00
School age, summer vacation	180.00	190.00	162.50	173.00	160.00
School age, school year vacations	181.00	190.00	155.00	170.00	160.00
Infant care	220.00	225.00	210.00	200.00	180.00
Toddler care	200.00	224.00	205.00	195.00	188.00
Preschool care	200.00	197.50	180.00	175.00	165.00

Kindergarten care	180.00	190.00	168.50	175.00	157.00
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**Other fees charged**

We asked providers to indicate other fees that they charge families. Nearly half of homes and nearly all centers charge for the late pick up of children. Charges for late payments are also levied by approximately one-third of homes and two-third centers. Centers frequently charge registration/application fees, though few homes charge these fees. Centers are also much more likely than homes to charge for field trips.

Table 28. Other fees charged.						
	All		Homes		Centers	
	Freq.	%	Freq.	%	Freq.	%
Registration/Application	116	42.8	22	14.1	94	82.5
Field trips	112	43.2	39	24.8	73	71.6
Transportation	23	9.2	13	8.6	10	10.1
Meals	17	7.0	8	5.4	9	9.4
Late pick up/ Early drop off	169	61.45	77	46.4	92	84.4
Late payment	124	46.8	55	34.8	69	64.5
Diapers/Wipes	20	8.3	18	12.0	2	2.2
Art/Activity Supplies	24	10.0	5	3.4	19	20.2
Extended day	79	31.7	54	34.8	25	26.6
Security deposit	42	16.9	21	14.0	21	21.4
Specialty classes	38	15.8	5	3.5	33	34.7

**Section V. Workforce**

In this year’s survey we asked child care providers questions about the workforce. For the most part, separate questions were asked of homes and center, since the two different types of providers are likely to have very different workforce characteristics.

**Homes**

Table 29. Employment of assistants by homes		
	Freq.	%
Yes	62	34.8
No	116	65.2

Table 29 shows that approximately two-thirds of homes responded that they did not employ an assistant.

For those homes that do employ assistants, Table 30 reveals the median years of experience is eight, median wage is \$10 per hour and the median hours per week is

25. The table also shows that very few homes employ more than one assistant.

Table 30. Assistants' experience, wage, and hours				
	N	Mean (S.D)	Median	Range
Assistant 1				
Years experience	54	8.7 (4.8)	8	1-20
Wage	41	\$9.43 (3.23)	\$10.00	\$4.00-20.00
Hours	51	28.4 (18.7)	25	2.5-100
Assistant 2				
Years experience	7	7.3 (3.5)	8	2-13
Wage	6	\$9.58 (2.57)	\$10.00	\$5.00-13.00
Hours	8	22.9 (13.3)	20	4-40
Assistant 3				
Years experience	3	7.7 (6.7)	6	2-15
Wage	3	\$8.00 (2.65)	\$9.00	\$5.00-10.00
Hours	4	11.25 (10.9)	7.5	3-27

Table 31 reveals the benefits available to home-based child care providers. As we can see, very few benefits are financed through the child care business. Rather, benefits are typically unavailable, unaffordable, or financed by a family member's job.

Table 31. Benefits available to home providers.														
	Health ins.		Dental ins.		Dis. ins.		Retire. plan		Paid vac.		Sick days		Prof. dev.	
	Fr.	%	Fr.	%	Fr.	%	Fr.	%	Fr.	%	Fr.	%	Fr.	%
Paid by business	11	7.6	10	7.6	3	3.0	2	1.9	17	18.9	11	13.3	10	13.5
Family member's job	62	43.1	52	39.1	9	9.1	12	11.3	NA	NA	NA	NA	NA	NA
Govt. program	24	16.7	17	12.8	1	1.0	NA	NA	NA	NA	NA	NA	NA	NA
Not affordable	12	8.3	17	12.8	23	23.3	29	27.4	16	17.8	14	16.9	8	10.8
Not available	35	24.3	37	27.8	63	63.6	63	59.4	57	63.3	58	69.9	56	75.7

Table 32. Issues concerning health insurance.		
	Freq.	%
Unable to find company that will insure	65	60.8
Too expensive		



Table 32 shows the results of a

No problem	35	32.7
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question concerning health insurance. About one-third of respondents answered that they had no problem securing health insurance (mainly through a family member's job). About 60%, however, told us that health insurance was too expensive for them to procure.

**Centers**

Tables 33a through 33g contain workforce characteristics for a number of positions within child care centers.

<b>Table 33a. Workforce characteristics, center directors.</b>				
	N	Mean (S.D.)	Median	Range
Number	103	1.0 (.3)	1	1-2
Vacancies	71	.01 (.1)	0	0-1
Attrition	67	.16 (.5)	0	0-3
Years	95	15.9 (9.2)	15	1-40
Wage (if applicable)	28	\$15.60 (3.30)	\$14.50	\$12.50-\$25.00
Wage hours (if applicable)	41	37.4 (9.3)	40	4-60
Salary (if applicable)	36	\$758.08 (258.26)	\$765.00	\$14.00-\$1,200
Salary hours (if applicable)	34	40.8 (5.5)	40	32-60

Table 33a shows that most centers employ only one director. These directors generally have approximately 15 years of experience, work 40 hours per week and earn approximately \$14.50 per hour, if paid hourly, or \$765.00 per week if salaried.

Assistant directors, relative to directors, are much more likely to be paid hourly. The median wage for such employees is \$12.50 per hour. The workweek is typically about 30 to 40 hours, and most assistant directors have around eight to ten years of experience.

**Table 33b. Workforce characteristics, center assistant directors.**

	N	Mean (S.D.)	Median	Range
Number	75	.71 (.53)	1	0-2
Vacancies	63	0 (0)	0	0-0
Attrition	61	.08 (.27)	0	0-1
Years	60	10.1 (8.4)	8.5	0-33
Wage (if applicable)	24	\$13.59 (4.1)	\$12.50	\$10.00-27.00
Wage hours (if applicable)	33	34.9 (6.3)	38	16-40
Salary (if applicable)	11	\$524.09 (220.63)	\$550.00	\$40.00-\$960.00
Salary hours (if applicable)	14	36.4 (5.7)	40	25-45

**Table 33c. Workforce characteristics, center head teachers.**

	N	Mean (S.D.)	Median	Range
Number	96	.98 (.50)	1	0-4
Vacancies	62	.02 (.13)	0	0-1
Attrition	60	.13 (.34)	0	0-1
Years	70	11.8 (8.7)	10	0-40
Wage (if applicable)	36	\$14.67 (3.38)	\$15.00	\$0-20.00
Wage hours (if applicable)	40	35.2 (8.8)	40	0-50
Salary (if applicable)	12	\$516.75 (251.20)	\$568.00	\$15.00-\$875.00
Salary hours (if applicable)	11	38.1 (3.7)	40	28-40

Head teachers are much more likely to be paid on an hourly basis than to be salaried. The median hourly rate is \$15.00 and most head teachers work 40 hours per week. The typical head teacher has ten to twelve years of experience.

Lead classroom teachers are also more likely to be paid an hourly wage than to be salaried. Their median hourly wage is \$12.00, and their workweek is typically 35 to 38 hours. The median number of lead teachers per center is four and years of experience, six.

	N	Mean (S.D.)	Median	Range
Number	94	4.7 (4.1)	4	0-26
Vacancies	67	.25 (1.3)	0	0-10
Attrition	68	.63 (1.1)	0	0-5
Years	80	7.9 (5.9)	6	0-30
Wage (if applicable)	58	\$11.43 (2.63)	\$12.00	\$0-17.85
Wage hours (if applicable)	59	34.5 (7.7)	38	0-40
Salary (if applicable)	6	\$504.50 (302.75)	\$500.00	\$40.00- \$966.00
Salary hours (if applicable)	9	35.7 (5.3)	36	25-40

	N	Mean (S.D.)	Median	Range
Number	97	5.8 (4.5)	5	0-30
Vacancies	66	.26 (.73)	0	0-4
Attrition	70	1.3 (1.5)	1	0-7
Years	79	5.5 (4.4)	4	0-20
Wage (if applicable)	63	\$9.71 (1.3)	\$9.50	\$7.40- \$14.00
Wage hours (if applicable)	66	32.5 (8.3)	35	12-40
Salary (if applicable)	9	\$322.67 (230.85)	\$375.00	\$8.00- 694.00
Salary hours (if applicable)	9	32.6 (8.9)	38	20-40

The median number of teacher assistants per center is five. The hourly wage of teacher assistants, who typically work 32 to 35 hours per week, is \$9.50. The median years of experience is four.

Centers typically employ only one teacher aide. The median wage for teacher aide is \$8.50 per hour and the workweek is typically between 26 and 30 hours. Teacher aides usually have only two years of experience.

<b>Table 33f. Workforce characteristics, center teacher aides</b>				
	N	Mean (S.D.)	Median	Range
Number	70	2.1 (2.6)	1	0-11
Vacancies	55	.09 (.35)	0	0-2
Attrition	60	.31 (.70)	0	0-3
Years	47	2.8 (3.2)	2	0-15
Wage (if applicable)	29	\$7.46 (3.61)	\$8.50	0-12
Wage hours (if applicable)	31	26.3 (14.2)	30	0-40
Salary (if applicable)	4	\$151.25 (136.04)	\$112.50	\$40.00- \$340.00
Salary hours (if applicable)	4	32.5 (9.6)	35	20-40

<b>Table 33g. Workforce characteristics, center nurses</b>				
	N	Mean (S.D.)	Median	Range
Number	72	.82 (.54)	1	0-3
Vacancies	50	.04 (.20)	0	0-1
Attrition	49	.20 (.45)	0	0-2
Years	53	8.6 (8.8)	5	0-30
Wage (if applicable)	31	\$18.63 (6.73)	\$20.00	0-35
Wage hours (if applicable)	31	17.15 (8.4)	15	0-40
Salary (if applicable)	4	\$478.75 (371.22)	\$500.00	\$15.00- \$900.00
Salary hours (if applicable)	3	36.7 (5.8)	40	30-40

Typically, centers employ one nurse. They are usually paid on an hourly basis and earning a median of \$20.00 per hour. The workweek is usually about 15 to 17 hours. A typical period of experience is about five to nine years.

Tables 34 through 38 concern benefits and perquisites for center employees. Table 34 shows that most standard benefits, such as health insurance, dental insurance, vacations, sick days, funding for professional development, and discounts for child care are available to some or all full-time employees. Approximately, 50% to 60% centers indicate that these benefits are provided. Fewer centers provide disability insurance or retirement plans, and parental leave is offered by less than 10% of respondents. Other than vacation and sick days, which are made available by approximately 20% to 25% of centers, there is little availability of benefits to part-time employees.

Table 34. Characteristics of benefits, centers.										
	Full-time employees				Part-time employees				Not available to employees	
	Available to all		Available to some		Available to all		Available to some			
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Health insurance	79	57.7	7	5.7	9	6.6	9	6.6	15	11.0
Dental insurance	65	47.5	8	5.8	9	6.6	9	6.6	25	18.3
Disability insurance	39	28.5	5	3.7	11	8.0	2	1.5	39	28.5
Retirement plan	50	36.5	10	7.3	7	5.1	3	2.2	25	18.3
Paid vacation	75	54.7	20	14.6	19	13.9	13	9.5	3	2.2
Sick or personal days	71	51.8	19	13.9	21	15.3	13	9.5	7	5.1
Reduced rates on childcare	77	56.2	11	8.0	47	34.3	1	.7	7	5.1
Financial assist. for prof. dev.	73	53.3	9	6.6	23	16.8	5	3.7	8	5.8
Paid parental leave	10	7.3	1	.7	1	0	0	0	54	39.4

Due to the low rate of response to items in Tables 35 and 36, extreme caution should be used in interpreting the results. Nonetheless, the table suggests that about one-third to 40% percent of centers pay a portion of costs for key full-time staff members, such as directors and full-time teachers. Few pay even a portion of costs for part-time staff.

Table 35. Health insurance premium payments, centers.								
	Center pays 100%		Center pays a portion of cost		Employee pays 100%		Not available	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Director	15	11.0	62	42.3	1	.73	15	11.0
Assistant director	4	2.9	40	29.2	0	0	16	11.7
Head teacher	6	4.4	39	28.5	1	.7	21	15.3
Full-time teachers	6	4.4	61	44.5	1	.7	17	12.4
Part-time teachers	0	0.0	18	13.1	8	5.8	38	27.7
Full-time assistants	4	2.9	53	38.7	0	0.0	20	14.6
Part-time assistants	0	0.0	8	5.8	12	8.8	37	27.0
Full-time aides	3	2.2	26	19.0	0	0.0	27	19.7
Part-time aides	0	0.0	5	3.7	0	0.0	44	32.1
Nurse	0	0.0	20	14.6	6	4.4	33	24.1

<b>Table 36. Dental insurance premium payments, centers</b>								
	Center pays 100%		Center pays a portion of cost		Employee pays 100%		Not available	
	Freq.	%	Freq.	%	Freq.	%	Freq.	%
Director	12	8.8	50	36.5	5	3.7	26	19.0
Assistant director	4	2.9	28	20.4	3	2.2	23	16.8
Head teacher	5	3.7	28	20.4	4	2.9	30	21.9
Full-time teachers	6	4.4	44	32.1	5	3.7	27	19.7
Part-time teachers	0	0.0	15	11.0	7	5.1	38	27.7
Full-time assistants	4	2.9	41	29.9	4	2.9	29	21.2
Part-time assistants	0	0	7	5.1	11	8.0	40	29.2
Full-time aides	3	2.2	17	12.4	3	2.2	34	24.8
Part-time aides	0	0.0	4	2.9	0	0.0	45	32.9
Nurse	1	.7	17	12.4	8	5.8	32	23.4

Table 37 show a nearly equal split between centers that state that health and dental insurance are too expensive to provide and those that claim no problem with coverage.

<b>Table 37. Issues concerning health and/or dental insurance coverage, centers.</b>		
	Freq.	%
Too expensive to provide	42	45.2
Employees are covered by other means	4	4.3
Other	3	3.2
No problems with coverage	44	47.3

Table 38 shows the prevalence of various types of employment perquisites offered at centers. We see that there is fairly wide availability of all of perquisites queried, with parking being the most frequently provided and breaks being the least popular, with only about 40% of centers stating that they provide employees with breaks.

<b>Table 38. Employment perquisites, centers.</b>		
	Freq.	%
Staff lounge	66	48.2
Lunch away from children	77	56.2
Secure storage	63	46.0
Refrigerator/stove	88	64.2
Parking	99	72.3
Breaks	57	41.6
Meeting space	66	48.2
Professional development	96	70.1
Planning time	78	56.9

<b>Table 39. Reasons for employee turnover, centers.</b>		
	Freq.	%
Returned to school	49	35.6
Moved from area	41	29.9
Better pay outside field	36	26.3
Public school job	22	16.1
Staying home with children	20	14.6
Better pay within field	20	14.6
Other position	16	11.7
Better hours	14	10.2
Burnout	8	5.8
Unable to find childcare	1	.73

Table 39 displays the reasons given for employee turnover by centers. Returning to school, moving from the area, and better pay in a field outside of child care were the most frequently cited reasons for turnover.



