

# pathways... TO EARLY CHILDHOOD HIGHER EDUCATION:

## The Current Status of Wisconsin's Child Care Workforce



### Surveys Reveal the Profession's Strengths and Obstacles

In March 2010, the Public Policy Forum and Wisconsin Early Childhood Association mailed surveys to 7,191 child care center directors, child care center employees, and family child care providers across the state of Wisconsin. Survey recipients were also given the option of completing the survey online. Surveys were sent to all regulated child care directors, a random sampling of employees from regulated child care centers, and a random sample of certified and licensed family child care providers. All three data sets were gathered from the Department of Children and Families statewide database, included full- and part-day centers, and were geographically representative of the entire population.

The survey asked individuals to answer questions on a variety of topics including education and credentials, experience, job satisfaction, compensation, and child enrollment. A total of 1,425 surveys were completed and analyzed for an overall response rate of 20%. Center directors had the highest return rate of all three subgroups, with 610 of 2,475 (24.6% response rate) completed. Of the 2,676 surveys received by family child care providers, 560 were completed, for a response rate of 21%. A total of 1998 center employees received surveys and 255 were completed, for a response rate of 13%. When determining how well this sample represents the entire population, the margins of error—calculated at a 95% confidence interval—are as