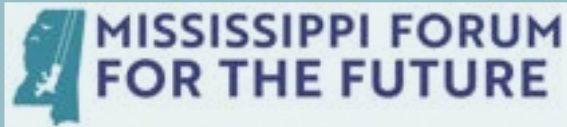


October 2023

MISSISSIPPI CHILD CARE TEACHERS' WAGES SURVEY



*This report was created for the **Forum for the Future (FFtF)** by the **Social Science Research Center** and the **Graduate Center for the Study of Early Learning** with the assistance of the **FFtF Wages Working Group** and the **Mississippi Early Learning Alliance**. The study was made possible through the support of the **W.K. Kellogg Foundation**. Additional support was provided by **MSU's Division of Agriculture, Forestry, and Veterinary Medicine**.*



Background: Survey Rationale

- Child care teachers shortages resulting in closed classrooms & parents unable to work
 - Nationally, 98% of all other jobs pay higher wages than early childhood education
 - Early childhood educators are almost 8x as likely to experience poverty than K-8 teachers

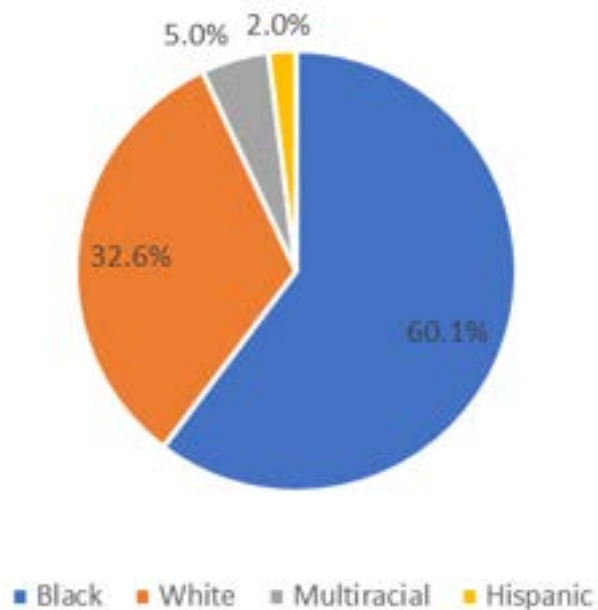


Survey

- Wanted to better understand the landscape of the child care workforce in MS
- Survey sent to all licensed child care facilities & posted on organizational social media accounts
- Survey was open July 18 to August 9, 2023
- 661 fully completed responses were analyzed
 - We currently don't know total number or composition of child care teachers working in MS, so it's difficult to calculate response rate and sample bias.

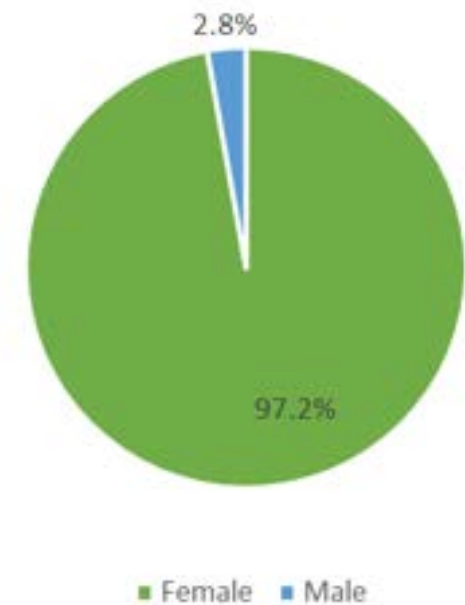
Demographics of survey respondents

What is your race/ethnicity?



- 60% identified as Black and 33% as White.
- Almost all respondents (97%) were female.
- Responses from 64 of 82 counties

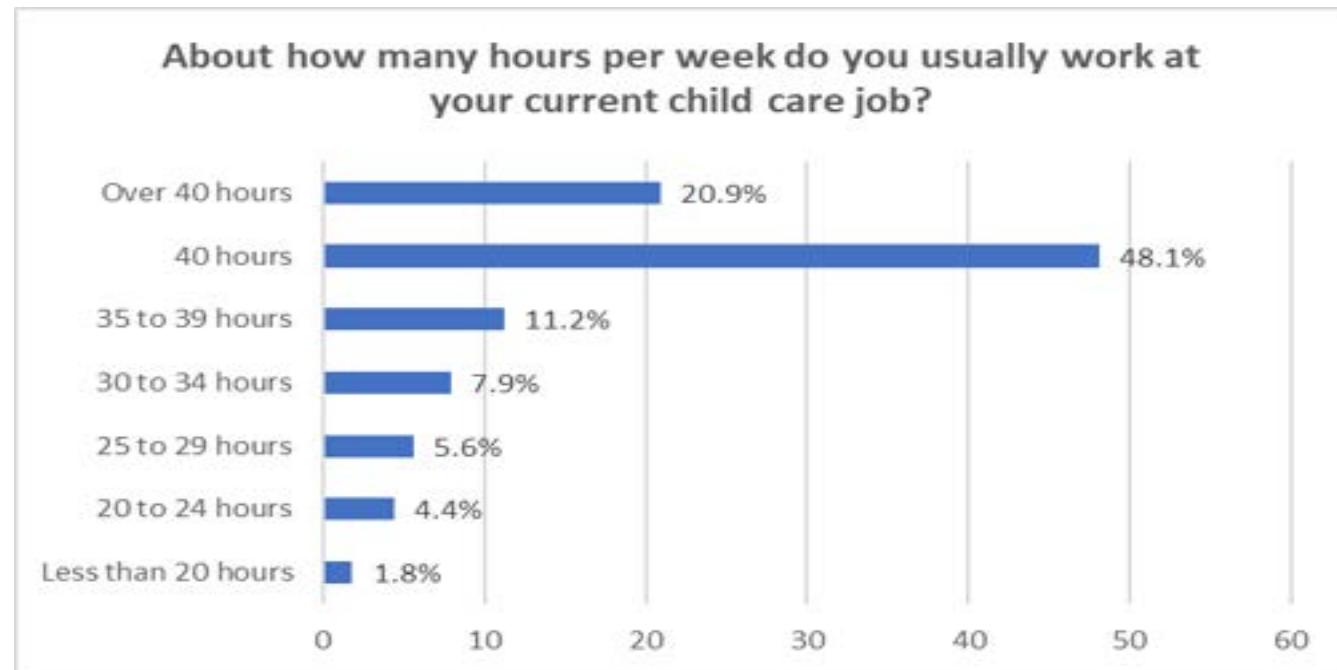
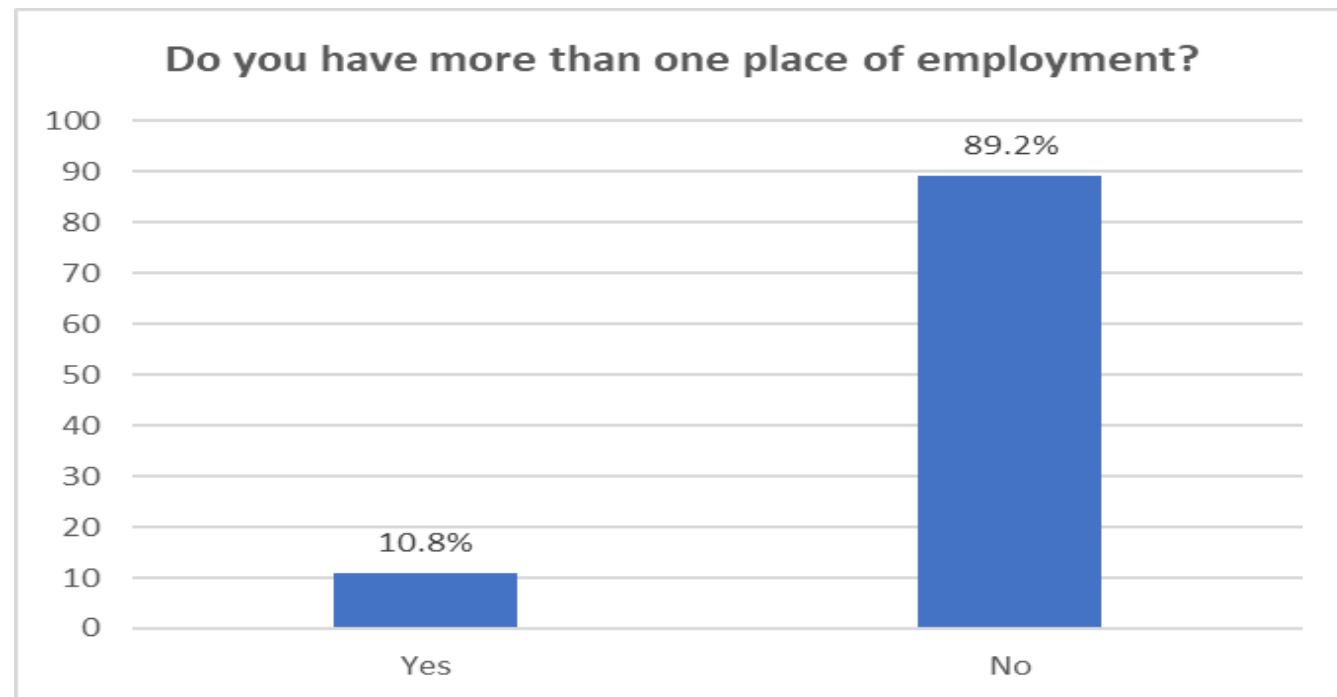
What is your gender?



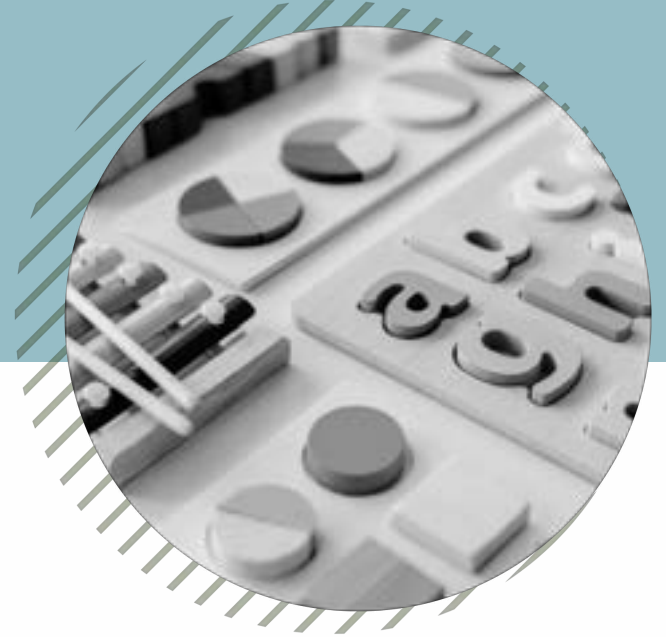
Current Employment

- The majority (89%) of respondents work at one place of employment.

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- Almost half (48%) of child care teachers reported that they work 40 hours a week. 21% reported they work more, and 31% reported they work less.

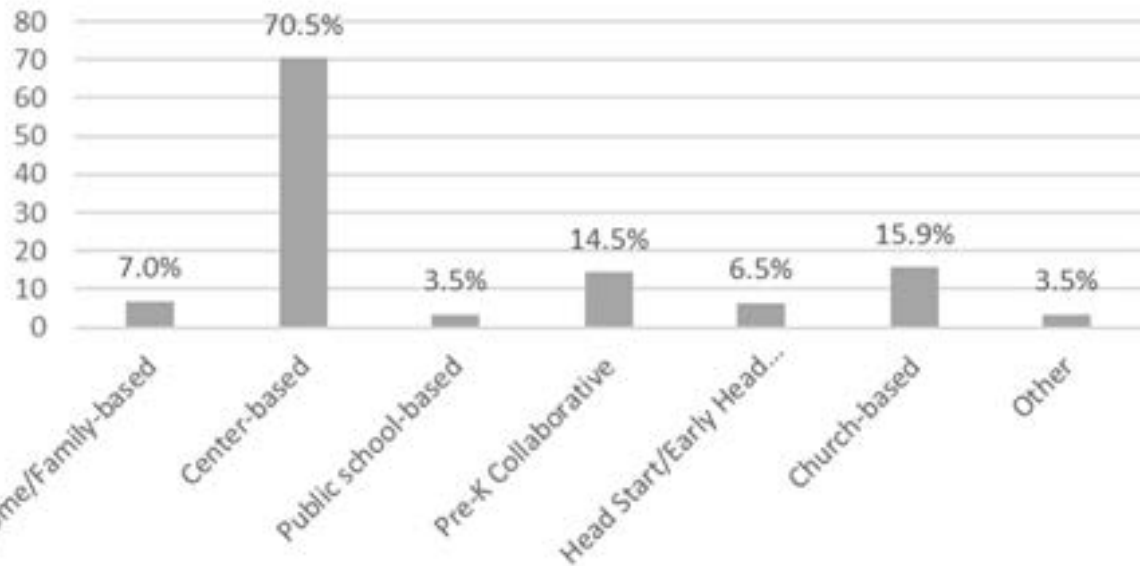


Classroom Environment

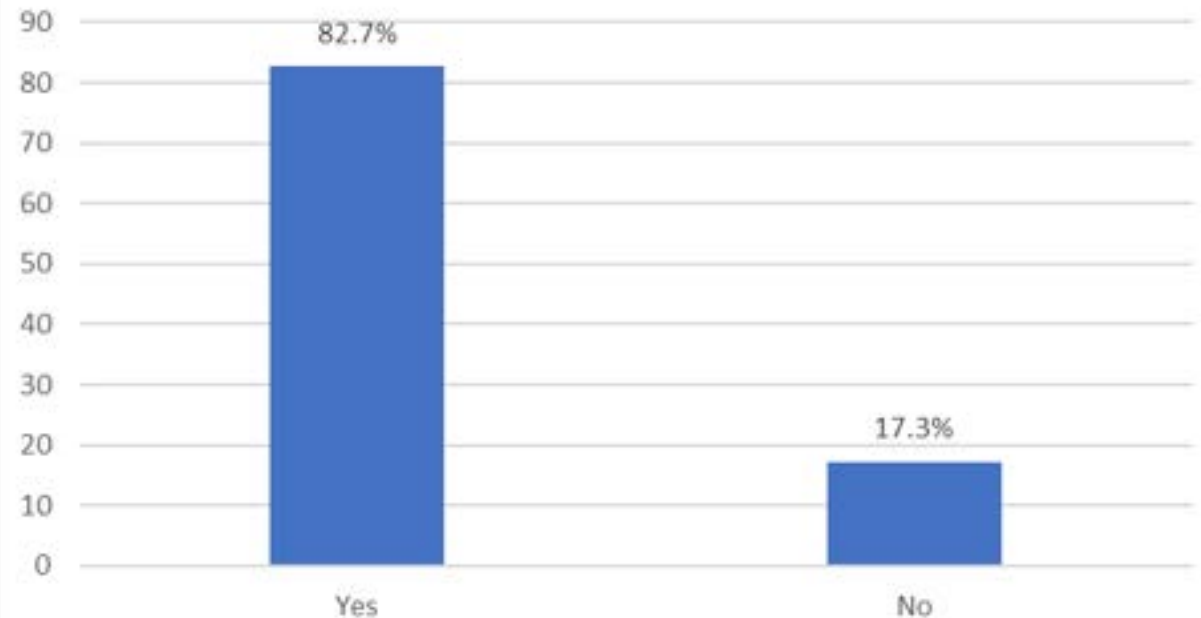


- 71% of respondents worked at a center-based child care facility.
- Most teachers (83%) answered that their classrooms are typically at capacity.

For what type of child care facility do you work?
(select all that apply)

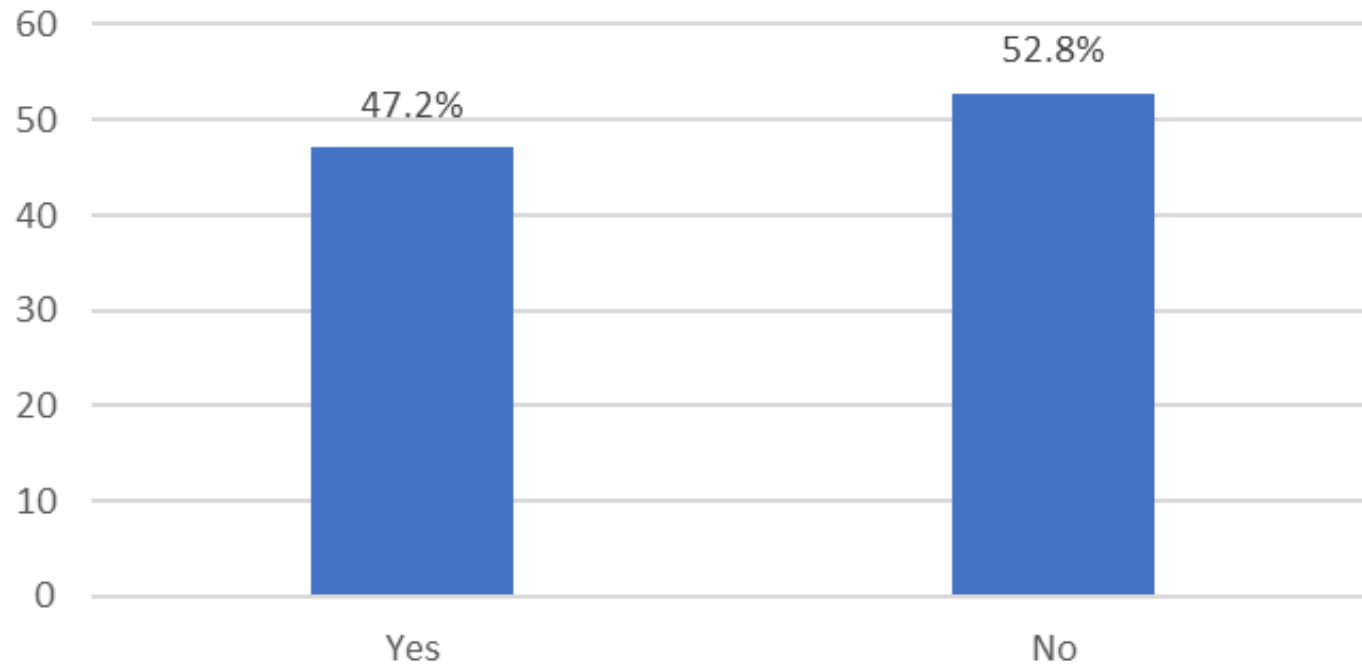


Is your classroom usually full (at capacity)?



Classroom Environment

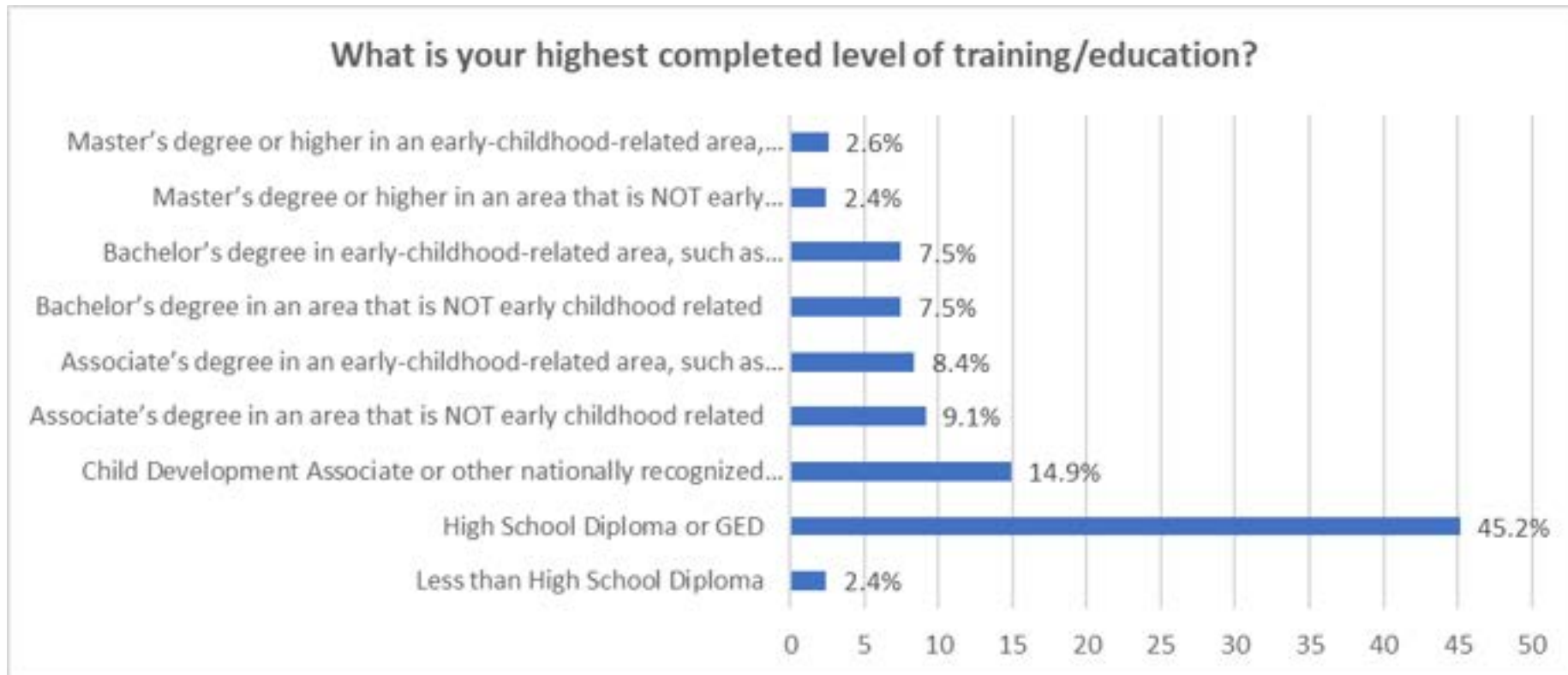
In your current child care job, do you work with children who have mental, physical, or other disabilities or delays?

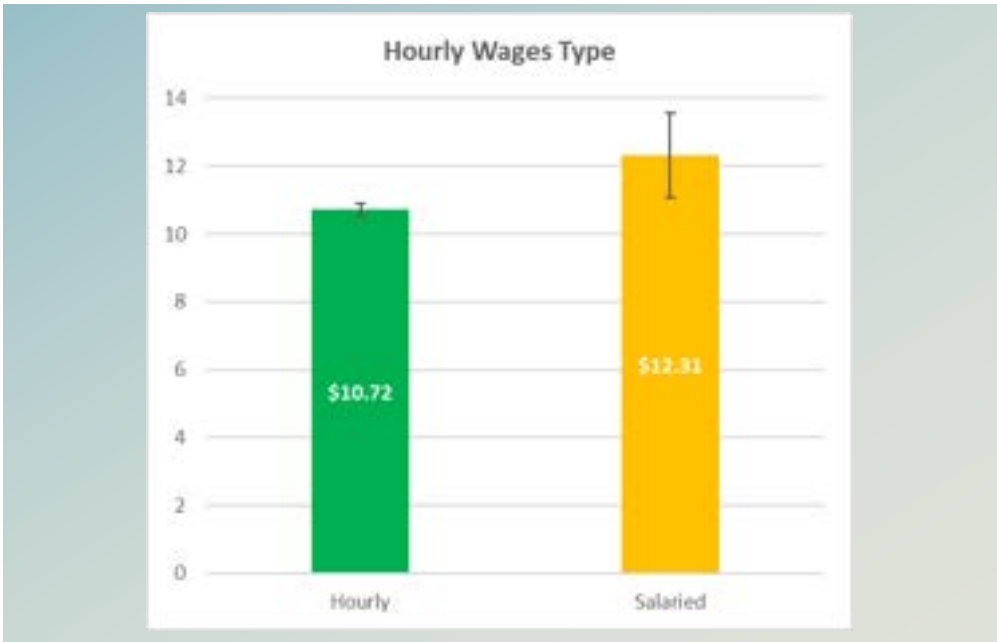


- Almost half (47%) of teachers work with children with mental, physical, or other disabilities or delays.

Teacher Training & Education

- 38% of respondents had completed education beyond high school. 15% held a CDA. 48% had a high school diploma/GED or less.
- Nearly a quarter (24%) of teachers were enrolled in a certificate or degree-earning program.





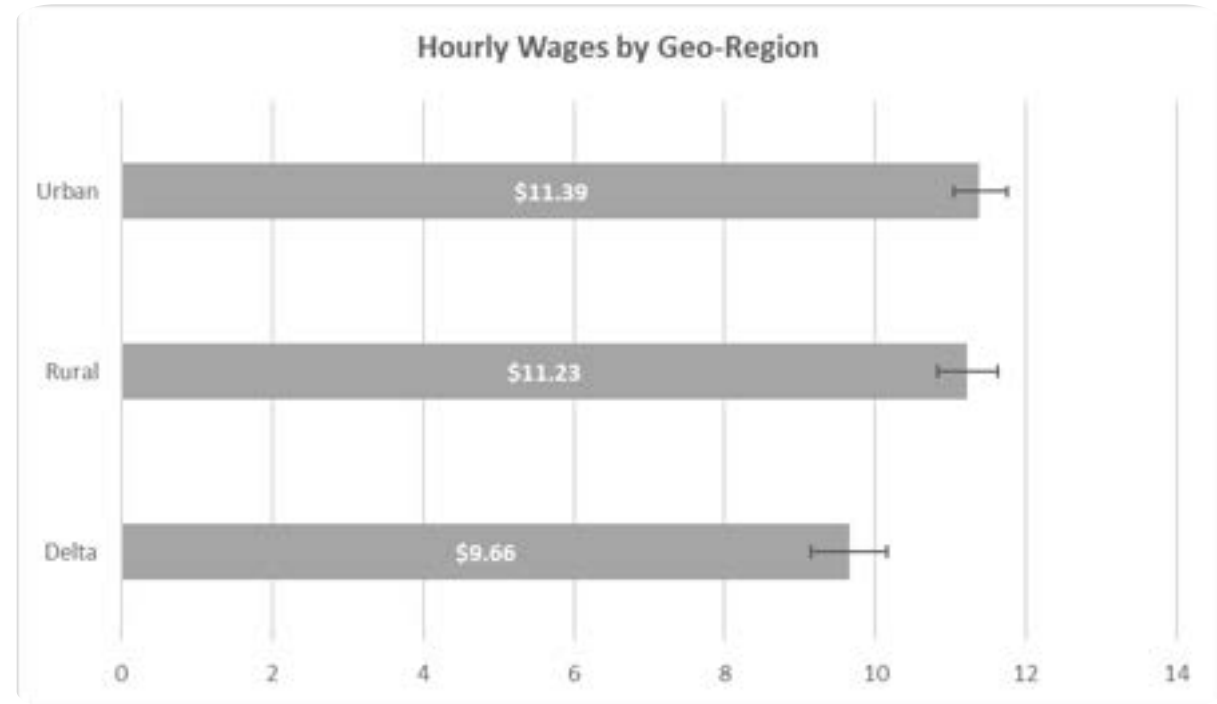
Wages and Benefits



- On average, respondents earned \$10.93/hr.
- Director Designees were paid the most (\$11.96), while Classroom Aides were paid the least (\$10.20) per hour.

Wages and Benefits

- There are 7 counties in Mississippi that qualify as Urban (Desoto, Hinds, Madison, Rankin, Forest, Harrison, and Jackson).
- Respondents from Urban counties earned slightly more (\$11.39) than Rural (\$11.23) and Delta (\$9.66) counties per hour.

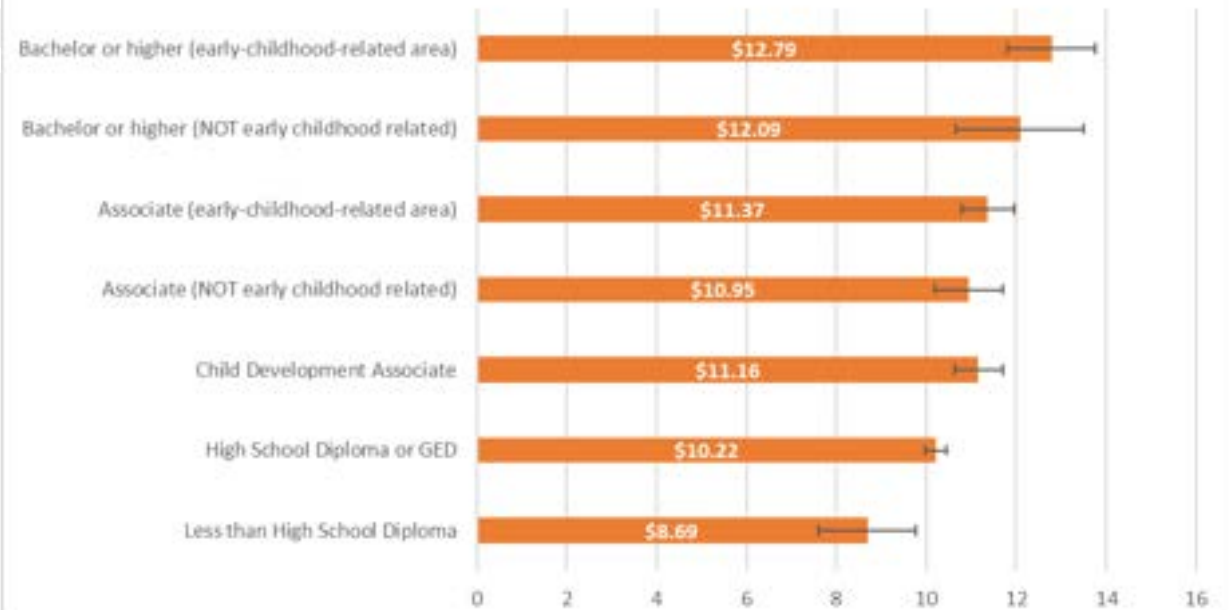


Wages and Benefits

On average, respondents with a Child Development Associate or other nationally recognized certification made more (\$11.16/hr) than those with a high school diploma (\$10.22/hr).

Across facility types, teachers at Head Start, Public School, and/or Collaboratives had the highest hourly wage for an average of \$11.39, whereas teachers at Home/Family-based centers had the lowest wage at \$9.47.

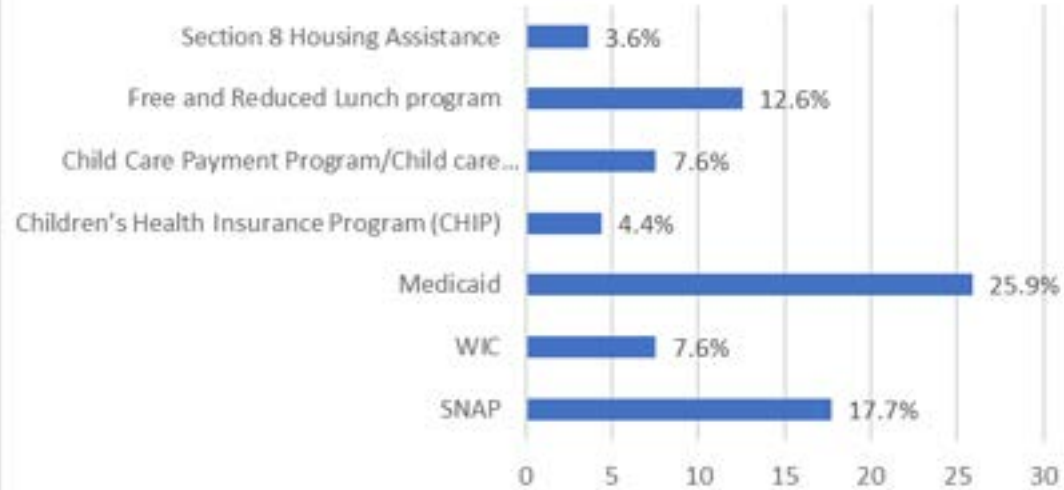
Hourly Wages by Education



Hourly Wages by Facility Type



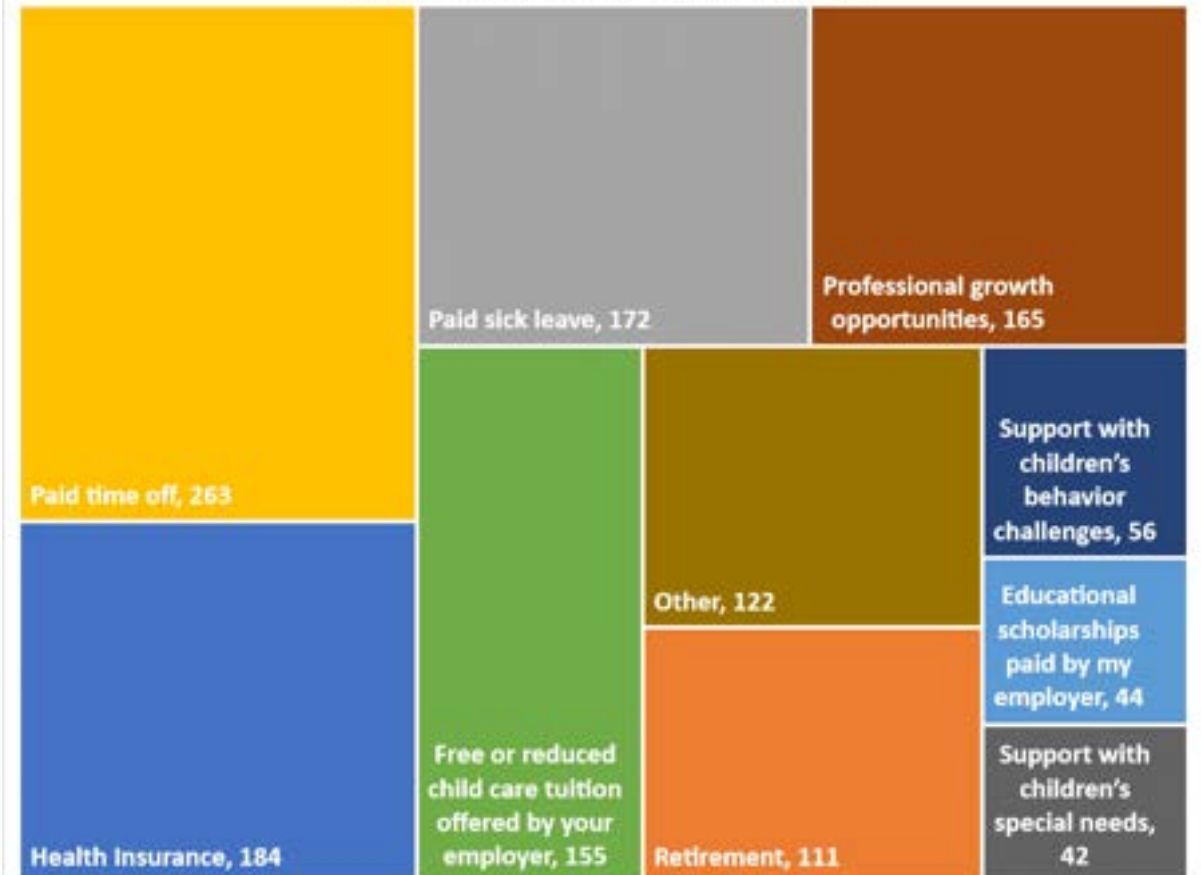
Does your household receive assistance from any of the following programs? (select all that apply)



- Participants were asked which benefits were offered at their job. 40% selected paid time off, followed by health insurance (28%), paid sick leave (26%), and professional development (25%).
- At least 36% of all respondents receive one type of public assistance program or more.

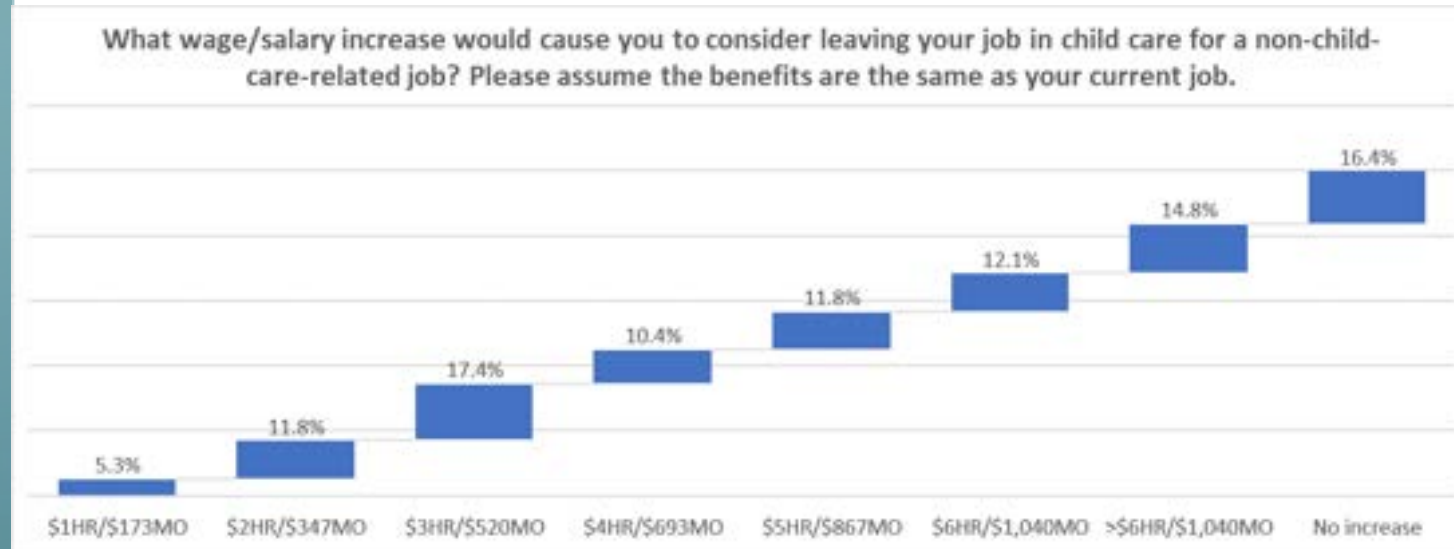
Wages and Benefits

What types of benefits are offered to you at the child care facility where you currently work? (select all that apply)

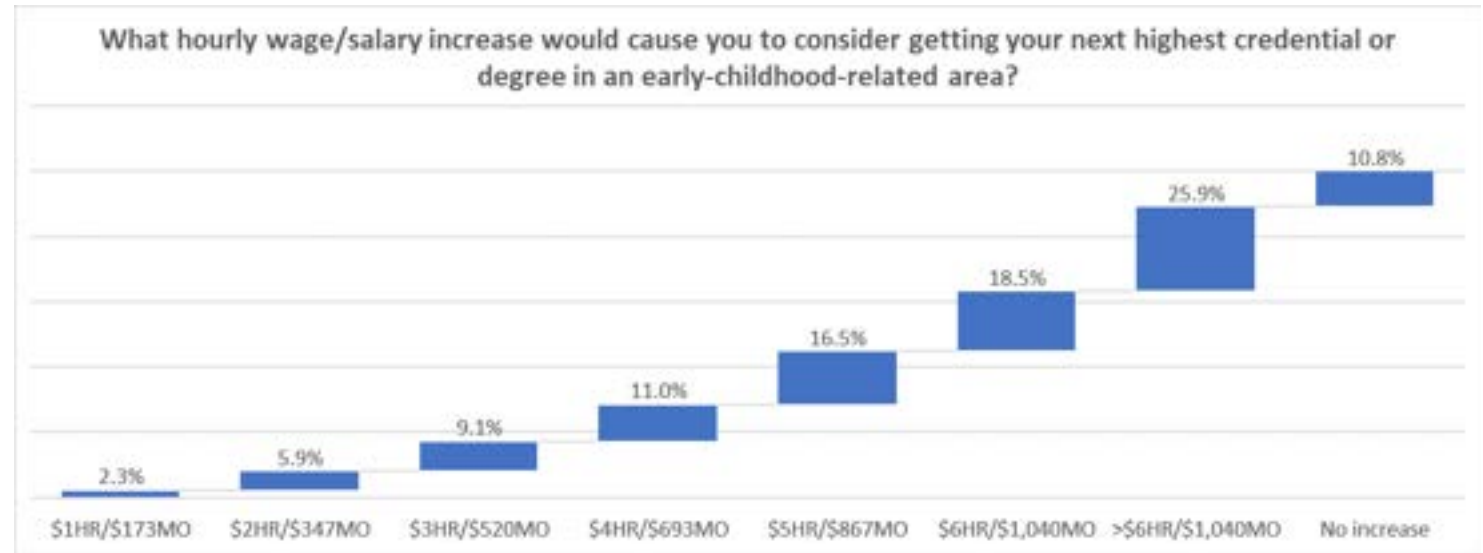
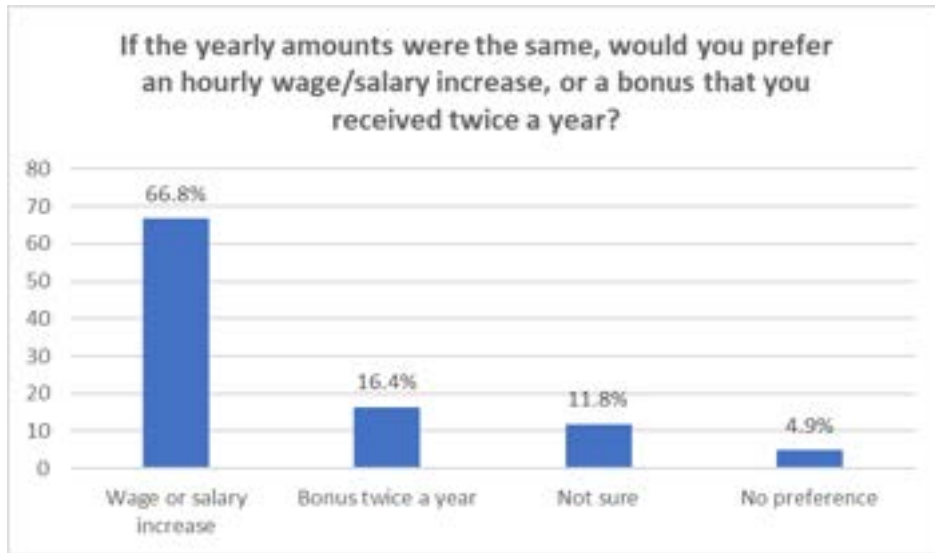


Wages and Benefits

- Assuming their benefits would be the same, a cumulative 57% of respondents said they would leave the child care field for an additional \$5.00 per hour.



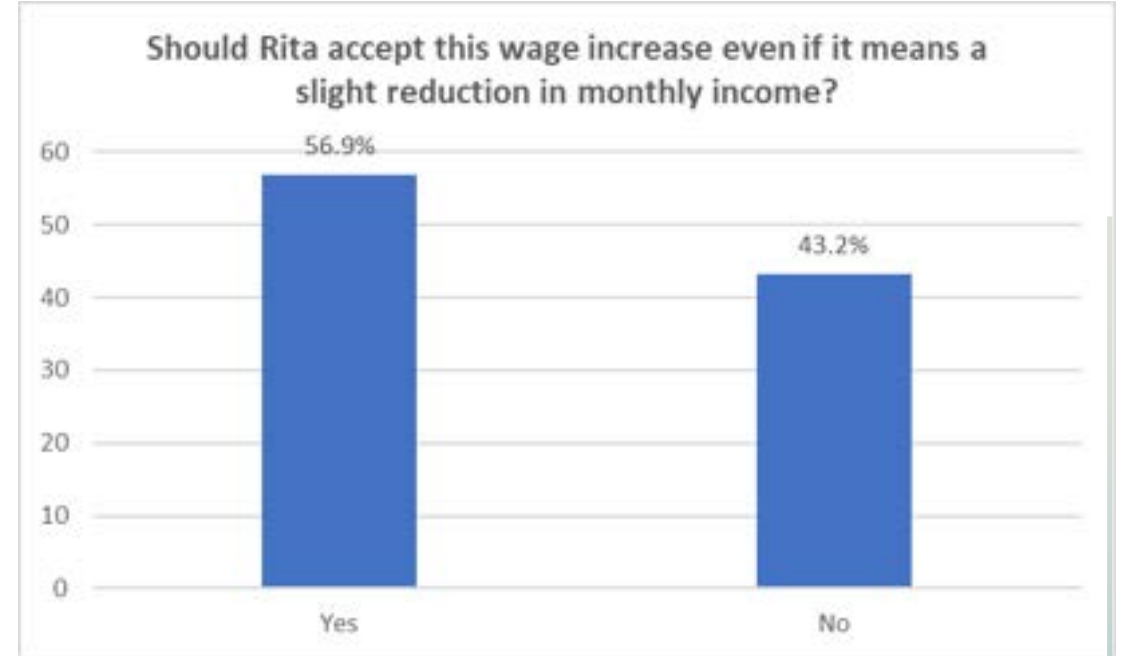
Wages & Benefits



- Participants were asked if they would prefer a wage/salary increase or receiving a bonus twice a year.
 - The majority (67%) preferred a wage/salary increase.
- When asked what wage/salary increase would encourage further education, a cumulative 45% said they would consider getting their next highest credential if it meant \$5.00 more per hour.

Benefits Scenario

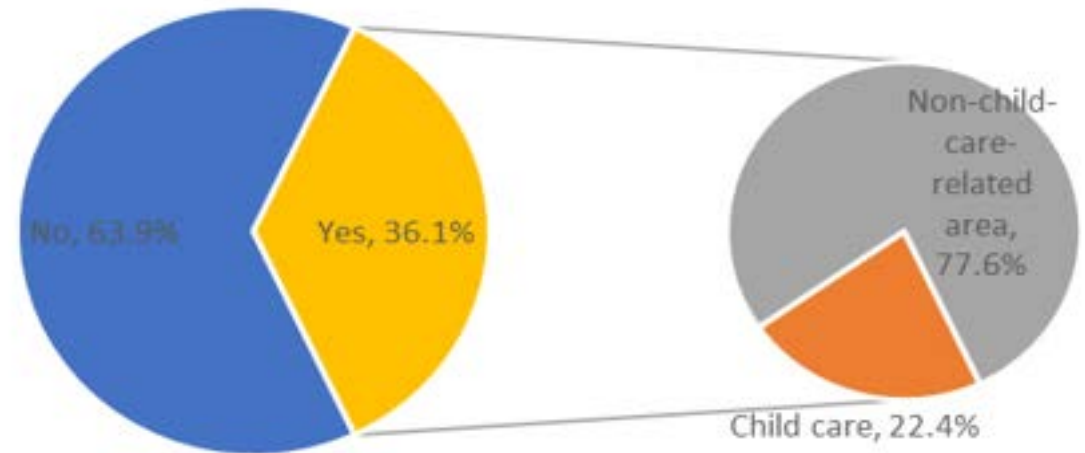
- Participants were presented with a scenario in which a child care worker, Rita, would receive a wage increase worth \$867/mo, but lose eligibility for assistance programs worth \$1,000/mo.
- More than half (57%) of respondents said Rita should accept the wage increase in this scenario.



Workforce Stability

- Over one-third (36%) of participants stated they had looked for a new job within the last three months of taking the survey. Of those respondents, 78% searched for non-child-care-related jobs.

In the past three months, have you looked for a new job? If yes, was it a job in child care or an area that is NOT child care related?



Next Steps/Recommendations

After meeting with several groups of child care providers, the following next steps are proposed:

- Provide survey information to Mississippi Early Learning Alliance (MELA) staff for their use with participants at regional breakfasts.
- Provide the survey results and accompanying reports to child care networks and other advocacy groups with a request to discuss with their groups.
- Request a legislative hearing during the 2024 Legislative Session and/or Task Force—and/or Request lottery or other state funding be allocated for wage supplements.