



2011 Registry Snapshot:

A Summary of Registry Membership, Registered Trainers

and the Training Approval System

Welcome!

Welcome! Thank you for your interest in The Nevada Registry's second annual program brief, "2011: Snapshot of Registry Membership, Registered Trainers and the Training Approval System". This is the second in a series of annual reports aimed at providing a picture of Registry membership at various points in time, and is helping to track similarities and differences in member demographics at the beginning, during, and beyond, full implementation of mandatory participation*. Each annual report highlights the composition and characteristics of Nevada's Early Care and Education (ECE) workforce and allows for comparison of how our membership population changes or stays the same as more of the workforce becomes active in the program. The information provided in each annual brief also helps to guide the development of future Registry programs and services.

*In April of 2009, participation with the Registry was adopted into State Child Care Licensing regulations and will be fully phased-in by December 31, 2012.

What is The Nevada Registry?

The Nevada Registry is a system of data collection, career development and recognition that supports professionals in the field of Early Care and Education by validating their professional and educational achievements. The program aims to help lessen the stigma and increase the status of the ECE profession by promoting a well-trained and skilled workforce. The Registry is one of the statewide efforts geared toward reducing staff turnover, increasing wages, heightening professionalism and increasing advancement opportunities for ECE practitioners.



Serving the ECE community throughout Nevada, The Nevada Registry acts as a clearinghouse of information by offering Career Ladder placement and a comprehensive website containing an online calendar of training, an industry-related blog, a statewide job board, community resources/information, professional development planning tools, and more. The Nevada Registry is also responsible for the approval of all informal (not-for-college credit) training in the state of Nevada.

The Nevada Registry is one of the various programs available through the State of Nevada, Office of Early Care and Education. The project is funded through the Federal Child Care and Development Block Grant - Quality Improvement Dollars and is administered through a contract with the Washoe County School District.

About This Report

States began recognizing the need for registry systems in the early nineties as they were identifying the key components of state career development systems. There are now over 33 states with active Registry systems in place. Registry systems are important to the ECE landscape because they serve as a tool for collecting and verifying data about the unique characteristics of the ECE workforce and create a process for documenting that data. Because participation with The Nevada Registry is now mandatory for all caregivers working in licensed child care settings, we now have a unique opportunity to capture a fully representative picture of the ECE workforce in Nevada. All of this helps to further define and shape ECE as a profession.

All of the information contained within this report was collected through the membership application process as well as through the Registry's training approval system. None of the information contained within is disclosed with any identifying information attached. This and all data provided to the community is combined in order to report on large groups of people, rather than on any individual member. ALL information contained in each member's Career Development file is confidential.

How Can the Information in this Report Be Used?

The data contained within this report can be used to support critical conversations about the importance of quality early care and education for young children and the factors leading to high staff turnover among our workforce. It can be used by direct service staff (teachers, assistants, etc.) working in classrooms with young children to better understand the realities of their own profession and where they fit within the larger ECE community, by administrative staff when looking at their own programs to determine how their employment and salary standards compare to their counterparts, by researchers and grant writers in need of data to support projects aimed at increased funding for ECE, and by others interested in advocating for early childhood.

Data is the key to bringing more attention as well as increased funding to the early childhood profession. With it, we can paint a more accurate picture of the ECE workforce in Nevada and use it to advocate for change within the profession. Without it, change is less likely to occur.

Format for the 2011 Report

The 2011 membership and training approval system statistics can be found on the first pages of this report. For more specific information about the position titles, Career Ladder levels and trainer types referenced on the following pages, as well as general information about The Nevada Registry's blog, guiding principles and program goals, please refer to pages 8 – 10.

2010/2011 DEMOGRAPHIC COMPARISON

A comprehensive snapshot of the ECE workforce will be available once mandatory participation has been fully phased in. However, there are already a few preliminary differences that can be noted between the 2010 and 2011 demographics of our Registry membership/ECE workforce.

- According to The Children's Cabinet 2009 report (Elquist, M. (2009), there were an estimated 7,449 child care providers working in licensed child care settings at that time. Preliminary findings of their 2011 Market Rate Survey estimate the total number of caregivers working in licensed programs to be 5,510 which equates to a 29% decrease in the early childhood workforce (this number does not reflect the estimated number of providers working in license-exempt programs).
- As of December 31, 2011, approximately 68% of all ECE professionals required to apply to the Registry have already done so, as compared to only 34% at the end of 2010.
- Participation by Licensed Family Child Care Providers is 289% higher than in 2010.
- Though the average hourly wage reported in 2011 was higher for some positions, the average hourly wage reported by all current members is \$.28 cents less in 2011 than what was reported in 2010.
- Participation from members working in direct service positions increased by 59% in 2011 while participation from members working in indirect service positions decreased by 8%.
- The greatest growth in Career Ladder participation was at Level 1 with 67% more members placing at this level than in 2010.

3949

**Active Registry Members
as of 12/31/11**

1947

New members in 2011
32% increase in new members in 2011

1926

Returning members in 2011
94% increase in number of members
returning in 2011

5777

Individuals placed on the
Career Ladder since January 2004

68%

Approximately 68% of early childhood
professionals working in licensed child care
settings (i.e., counted in ratios) are active
members of The Nevada Registry.*

* According to preliminary data from The Children's Cabinet's
November 2011 Child Care Market Rate Survey, there are
an estimated 5,510 child care providers working in licensed
child care settings statewide (this number does not reflect
the estimated number of providers working in license-exempt
programs such as Tribal Head Start, State-funded Pre-K,
Department of Defense, Accommodation Facilities or Institutions
and school-age before/after or recreation programs.)

56%

**Increase in
membership in 2011!**

97%

Percentage of members that are female

40

Average age of
Registry Members

8.97 YEARS

Average number of
self-reported years working in
ECE reported by Registry Members.

This is an overall average that does not take into account whether those years were
full or part time years of employment.

ETHNICITY OF REGISTRY MEMBERS

African American: 10.36%
American Indian: .94%
Asian/Pacific Islander: 6.96%
Caucasian: 60.5%
Hispanic: 14.41%
Other: 2.1%
Unspecified: 4.73%

Registry Membership by County

	Registry Members by County	Percentage of Total Membership	Estimated Caregivers by County*	Percentage of Total Estimate
Carson City:	87	2.2%	160	54%
Churchill:	31	0.79%	80	39%
Clark:	2340	59.26%	3350	70%
Douglas:	67	1.7%	110	61%
Elko:	131	3.32%	178	74%
Esmeralda:	0	0%	0	N/A
Eureka:	0	0%	0	N/A
Humboldt:	30	0.76%	31	97%
Lander:	7	0.18%	6	116%
Lincoln:	0	0%	0	N/A
Lyon:	50	1.27%	60	83%
Mineral:	1	0.03%	2	50%
Nye:	35	0.89%	60	58%
Pershing:	6	0.15%	7	86%
Storey:	1	0.03%	1	100%
Washoe:	1083	27.42%	1437	75%
White Pine:	30	0.76%	28	107%
Out of State:	50	1.27%	N/A	N/A

* Estimates are based on preliminary data from The Children's Cabinet's November 2011 Child Care Market Rate Survey. These numbers are based on those working in licensed child care settings (Center-Based and Family/Group Home) only and do not reflect the estimated number of caregivers working in license-exempt programs such as Tribal Head Start, State-funded Pre-K, Department of Defense, Accommodation Facilities or Institutions and school-age before/after or recreation programs.

58%
of all Registry Members
reported wage
information

\$11.65

Average hourly
wage of all current
members

\$11.50

Average hourly
wage of members
working in a direct
service position
(wage reported by 56%)

\$11.21

Average hourly wage
of members working
in a direct service,
non-administrative
position

(i.e., members who are not
Directors/Administrators)
(wage reported by 51%)



2011 State of Nevada Minimum Wage for
employees with employer-paid benefits was \$7.25 per hour
(for all other employees: no less than \$8.25 per hour).

Source: State of Nevada Department of Business & Industry, Office of the Labor Commissioner

Registry Membership by Position Title and Average Hourly Wage

Direct Service Positions	# of Registry members by title	% of total membership	% with AA degree in ECE or higher	Total Reporting Wage	Average Hourly Wage
Center/Preschool Director/Administrator	316	8%	36%	110	\$15.60
Assistant Director/Program Director	131	3%	14%	77	\$13.40
Infant/Toddler Director	25	<1%	40%	14	\$12.21
Infant/Toddler Asst. Director	13	<1%	15%	8	\$10.25
Lead/Head Teacher	1278	32%	15%	886	\$11.56
Assistant Teacher/Aid	868	22%	5%	586	\$10.14
Floater/Breaker/Substitute	263	7%	8%	172	\$9.62
Pre-K - Grade 3 Teacher	174	4%	28%	97	\$13.12
Special Education Teacher	11	<1%	70%	5	\$13.38
Before/After School Teacher	28	<1%	4%	16	\$10.89
Licensed Family Home Care Provider	331	8%	6%	60	\$12.43
Licensed Group Home Care Provider	0	0%	N/A	N/A	N/A
Family, Friend & Neighbor Care (Unlicensed)	0	0%	N/A	N/A	N/A
Other Direct	323	8%	8%	192	\$12.89
Indirect Service Positions					
Early Childhood Trainer/Coordinator	36	1%	67%	10	\$18.79
Early Intervention Provider	6	<1%	83%	1	\$15.50
CCR&R or other child/family agency	20	<1%	75%	14	\$18.38
Higher Education Faculty	9	<1%	89%	2	\$34.00
Program Administrator (indirect)	8	<1%	75%	2	\$11.70
Other Indirect	42	1%	59%	21	\$17.04
Other					
Unemployed	43	1%	33%	N/A	N/A
Student/Not Currently Working in ECE	24	<1%	13%	N/A	N/A

95% of Registry Members work in a direct service position

Note: The demographic information collected on the Member Application is all self-reported and optional. Where applicable, the total number of respondents will be included to highlight the demographics for which there is less than a 100% response rate. Demographic information is collected for the sole purpose of gaining knowledge about the ECE workforce and to assist in making positive changes to the professional development system in Nevada.

Registry Membership and Hourly Wage by Career Ladder Level

	Total Number of Members	Percentage of Total Membership	Members Reporting Wage	Average Hourly Wage
Pre-Level	271	6.86%	188	\$9.53
Level 1:	1893	47.94%	1180	\$10.40
Level 2:	879	22.26%	557	\$12.51
Level 3:	309	7.82%	201	\$12.83
Level 4:	189	4.79%	120	\$13.45
Level 5:	282	7.14%	154	\$14.80
Level 6:	118	2.99%	35	\$18.70
Level 7:	8	0.20%	0	Not reported
Total:	3949			

15% of Registry Members have an AA degree (or higher) in ECE and/or a Non-ECE degree with other qualifying criteria* to place at degreed level.

Of that 15%, 72% have a degree in ECE, 28% have a Non-ECE degree with other qualifying criteria.

*Other qualifying criteria is defined as 30 or more ECE credits, an ECE credential issued by the Department of Education or a Montessori diploma earned through an accredited program combined with a formal AA degree or higher.

Career Ladder Level Increases

39 Registry Members increased their Career Ladder level during 2011 due to the completion of an ECE degree or other qualifying criteria.

Of those 39, 33 completed their ECE Degree, 6 had a Non-ECE degree but placed at degreed level due to other qualifying criteria and 23 are registered trainers.

181

Members that have increased from a
non-degreed level (Pre-Level to Level 3)
to a degreed level (Level 4 – 7) since
January 2004.



Number of ECE TRAINERS by CAREER LADDER LEVEL

Pre-Level: 3	Level 4: 40
Level 1: 37	Level 5: 94
Level 2: 100	Level 6: 73
Level 3: 57	Level 7: 6



Total number of registered*
trainers and sponsors: 838

Total ECE Trainers: 410
Total Out of state Trainers: 38
Total Non-ECE Trainers: 179
Total sponsors: 211

*"Registered" means that the trainer/sponsor has submitted at least one training event for approval and has signed an "Ethical Obligations and Professional Responsibilities for Registered Trainers/Sponsors" form. Being a "registered" trainer is not the same as being an "approved" trainer. The Registry will build a network of "approved" trainers once criteria for trainer qualifications has been developed.

52% of ECE
Trainers have an
AA degree or higher

Of that 52%, 72% have a degree in ECE, 23%
have a Non-ECE degree with other
qualifying criteria.

78% of ECE
Trainers work in
Direct Service positions

Total number of
trainings approved
in 2011



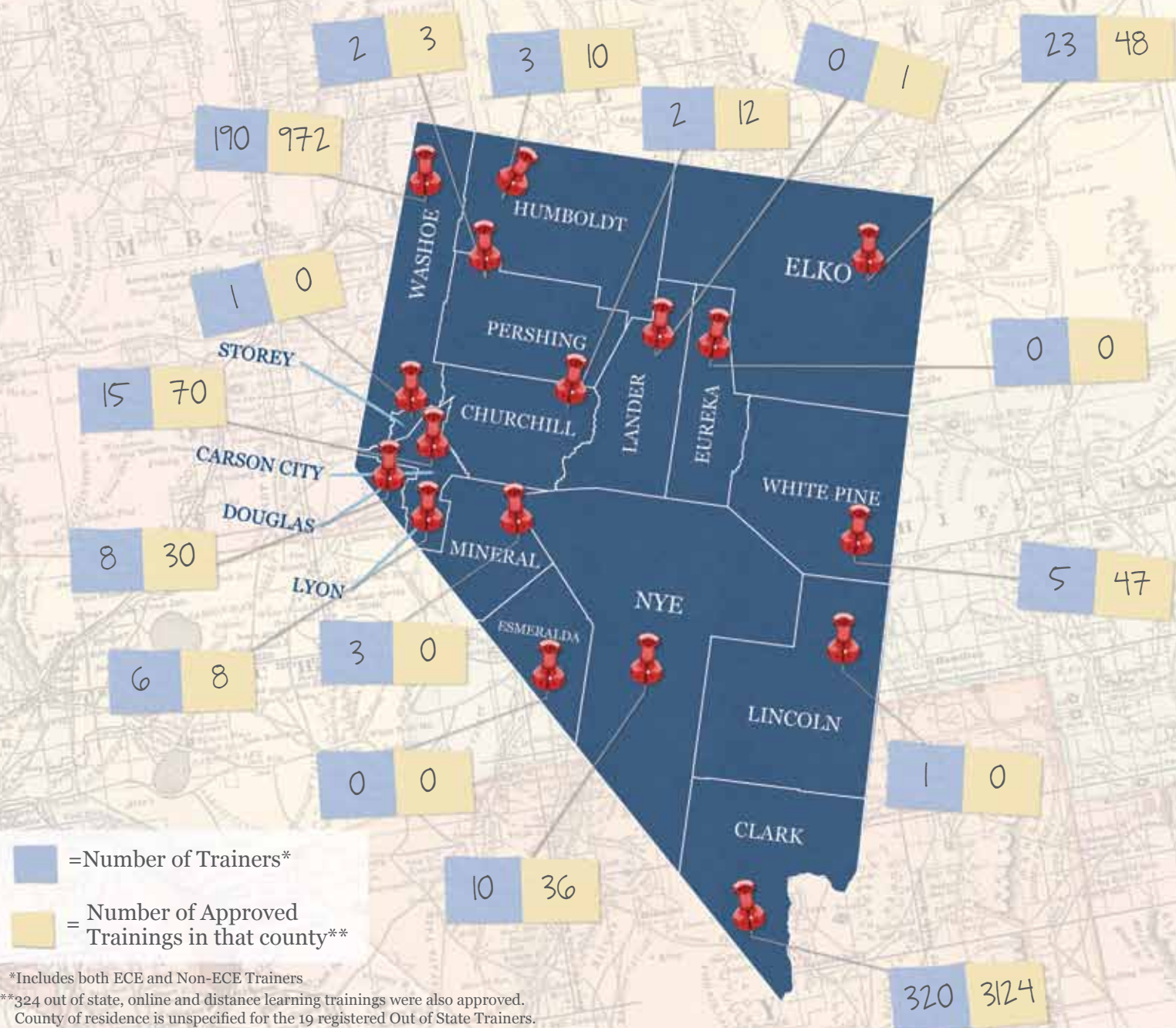
4685

The Nevada Registry is responsible for the
approval of all informal, not-for-college credit,
training for the state. These totals do not
reflect formal education/college credits.

The Nevada Registry's Training Approval System

On October 1, 2004, The Nevada Registry was designated the official agency responsible for the approval of all informal (not-for-college-credit) child care training for the state of Nevada. Prior to that, training was approved through one of five different licensing entities. Designating a single agency mainstreamed the process of training approval, helped to make training more accessible to child care professionals through the centralization of information and statewide advertisement of training opportunities, enhanced the ability to identify and address the professional development needs of ECE professionals, and increased the level of consistency within the approval process across the state. All trainers and corresponding training events are now subject to the same approval criteria and approval process regardless of the geographical location of the training.

Trainers and Trainings by County: 2011



Approved Trainings by Core Knowledge Area

Core Knowledge Areas (CKA) are a set of content areas that help define the knowledge expectations for everyone providing early care and education to young children. All informal training approved by The Nevada Registry is assigned one of 8 CKA. The following numbers represent the total trainings by CKA in 2010:

Human Growth and Development 325
 Positive Interactions and Guidance 543
 Observation and Assessment 107
 Environment and Curriculum 796

Health, Nutrition and Safety 2447
 Leadership and Professional Development 178
 Family and Community Relationships 154
 Management and Administration 135

Stay Connected to the Latest Industry and Registry-Related News!

Did you know that The Nevada Registry has a blog designed to help keep ECE professionals informed about what is happening in the field? Visit the Registry's website at nevadaregistry.org to check it out. Blog posts are grouped into categories to make it easy to find what you are looking for. You can even post a comment on a topic of interest to spark dialogue among your colleagues! Important industry and program related news is posted as information becomes available to the Registry so be sure to visit the website frequently to see what's new. You can also subscribe to the blog by clicking on the "Subscribe to Our Blog via RSS" link available at the bottom of each page of the website.



Guiding Principles of The Nevada Registry

Professional education and preparation is vitally important to providing quality early learning environments for children. Ensuring that ECE professionals are recognized for their professional accomplishments, formal ECE education and specialized training is essential to the growth of the field and to the public understanding of Early Care and Education as a viable and critical profession in our society. These are the guiding principles that form the foundation of The Nevada Registry's Vision, Mission and Goals.

Vision: Nevada's Early Care and Education professionals are empowered, well-educated, highly-skilled, valued, respected, and equitably compensated.

Mission: The Nevada Registry supports and empowers Early Care and Education (ECE) professionals in Nevada to promote high quality Early Care and Education through recognition, professional development and educational growth.

Goals of The Nevada Registry

- Raise the status of the ECE profession by honoring and recognizing the professional achievements of those working in the field.
- Promote professional development.
- Help ECE professionals achieve greater respect and appreciation for their invaluable work with young children.
- Empower Nevada's providers to take responsibility for improving the quality of Early Care and Education.
- Promote the achievement of state and national standards in Early Care and Education.
- Encourage personal responsibility for actively pursuing professional and educational goals.
- Identify and document professional achievements.
- Collaborate with and unite partners to promote the vision, mission and goals of The Nevada Registry.

Position Titles

Direct Service positions refer to the direct care of children, typically in a licensed child-care setting*.

*Family, Friend & Neighbor (FFN) Care is direct care that is operating legally without a license, but meets the requirements outlined in county regulations.

Direct Service Positions

Center/Preschool Director/Administrator
Assistant Director/Program Director
Infant/Toddler Director
Infant/Toddler Asst. Director
Lead/Head Teacher
Assistant Teacher/Aid
Floater/Breaker/Substitute
Pre-K - Grade 3 Teacher
Special Education Teacher
Before/After School Teacher
Licensed Family Home Care Provider
Licensed Group Home Care Provider
Family, Friend & Neighbor Care (Unlicensed)

Indirect Service Positions

Early Childhood Trainer/Coordinator
Early Intervention Provider
CCR&R or other child/family agency
Higher Education Faculty
Program Administrator (indirect)

Other

Unemployed
Student/Not Currently Working in ECE

Registered Trainers/Sponsor Types

ECE Trainer

An individual who is currently or previously employed in the field of Early Care and Education (ECE) and/or has formal education in ECE. ECE trainers are required to apply for Career Ladder placement with the Registry.

Non-ECE Trainer

An individual who has expertise in a field other than Early Care and Education and/or has no formal education in ECE. Non-ECE trainers are not required to apply for Career Ladder placement with the Registry (unless they are counted in the staff/child ratios in a licensed child care setting).

Out of State Trainer

An individual who resides outside the state of Nevada. Out of State trainers are not required to apply for Career Ladder placement with the Registry.

Sponsors

A child care center or other ECE related program that is bringing in a specialized trainer from an outside agency or an agency that offers training as a function of their program, whereby training is presented by multiple staff members.

The Nevada Early Care and Education Professional Career Ladder

The Career Ladder is the cornerstone of the Registry's recognition system. It is based on what research has shown about the importance of specialized training in ECE and the correlation between formal education and quality environments for children. The ladder contains levels representing various combinations of formal education, training and direct experience (up to 4000 hours). The ladder views the field of Early Childhood Education as a distinct and separate body of knowledge.

Certificate of Participation (Pre-Level)

Individuals placed at this level have applied for Career Ladder placement and are active members of the Registry, but have not yet accumulated the 1000 hours of direct experience in the field of ECE necessary to place at a level.

Level 1

- 1.1 Meet Child Care Licensing requirements and a minimum of 1000 hrs. of direct experience
- 1.2 All of 1.1 plus a high school diploma/GED
- 1.3 All of 1.1, 1.2 and 1 ECE college credit or 15 hrs. approved training

Level 2

- 2.1 Current CDA or 8 ECE college credits and 2000 hrs. direct experience, or high school diploma/GED, 120 hrs. of approved CKA training, and 2000 hrs. direct experience
- 2.2 12 ECE college credits and 3000 hrs. direct experience

Level 3

- 3.1 Apprenticeship Certificate or 20 ECE college credits and 4000 hrs. direct experience
- 3.2 1-year ECE certificate or 30 college credits with 24 in ECE and 4000 hrs. direct experience

Level 4

- 4.1 Associate's degree in ECE or Associate's degree in another field with 30 or more ECE college credits
- 4.2 All of 4.1 and 4000 hrs. direct experience

Level 5

- 5.1 Bachelor's degree in ECE or Bachelor's degree in another field with a state teaching license containing an ECE endorsement or a Bachelor's degree in another field with 30 or more ECE college credits
- 5.2 All of 5.1 and 4000 hrs. direct experience

Level 6

- 6.1 Master's degree in ECE or Master's degree in another field with a state teaching license containing an ECE endorsement or a Master's degree in another field with 30 or more ECE college credits
- 6.2 All of 6.1 and 4000 hrs. direct experience

Level 7

- 7.1 Doctorate in ECE or Doctorate in another field with a state teaching license containing an ECE endorsement or Doctorate in another field with 30 or more ECE college credits
- 7.2 All of 7.1 and 4000 hrs. direct experience

