



2012 Registry Snapshot:

A Summary of Registry Membership, Career Ladder Placement

and the Training Approval System

Welcome!

Thank you for your interest in The Nevada Registry's annual program brief, "2012: Snapshot of Registry Membership, Career Ladder Placement and the Training Approval System". This is the third 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.

*Mandatory participation with The Nevada Registry was fully phased-in as of December 31, 2012.

What is The Nevada Registry?

The Nevada Registry is a career development, recognition and information system that captures important data about the early childhood workforce in Nevada. Through the validation of the professional and educational achievements of early childhood professionals, the Registry aims to help raise the status of Early Care and Education by promoting a well-trained, educated, supported and adequately compensated workforce; a workforce that represents a viable and critical profession in our society. The Nevada Registry is one of the statewide efforts geared toward reducing staff turnover, increasing wages, heightening professionalism and increasing advancement opportunities for ECE practitioners.



As a statewide program, The Nevada Registry serves as a clearinghouse of information for the ECE community. The Registry offers Career Ladder placement, professional development planning tools, and a comprehensive website containing an online calendar of training, industry-related news and information via the blog, a statewide job board, community resources/information 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 38 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?

Data is the key to bringing more attention and 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. That is why the data contained within this report is so useful. It 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.

Format for the 2012 Report

The 2012 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, please refer to pages 9 and 10.

DEMOGRAPHIC COMPARISON

In 2010, The Nevada Registry, in partnership with Child Care Licensing, began a 3-year process to phase in mandatory participation with a final deadline of December 31, 2012. By that date, all ECE professionals working in licensed child care settings were required by regulation to have applied and become active members of the program. Though 100% participation wasn't reached by that date, we are still able to highlight some of the most notable similarities and differences in the demographics of our Registry membership/the ECE workforce in Nevada that have occurred over the past 3 years.

- As of December 31, 2012, approximately 96% of all ECE professionals required to apply to The Nevada Registry had already done so as compared to only 68% at the end of 2011 and 34% at the end of 2010. (Total estimate is based on The Children's Cabinet, Inc. 2011 Market Rate Survey).
- The percentage of members placing at the non-degreed levels of the ladder (Pre – Level 3) has increased by 7% since 2010 to 88% in 2012.
- Though 49% of Registry members placed at Level 1 on the Career Ladder at the end of 2012, the greatest overall increase of membership occurred at the Pre-Level of the ladder (members with less than 1000 hours of direct service in ECE) with a 169% increase in participation at that level as compared to the prior year.
- The number of members who increased their Career Ladder level due to the completion of an ECE degree or other qualifying criteria in 2012 was 79% higher than in 2011 and 100% more than in 2010.
- 96% of Registry members work in direct service positions as compared to 95% in 2011 and 93% in 2010.
- Membership among males increased by 74% in 2012, but men still represent only 3% of the total membership.
- The average age of Registry members dropped slightly from 40 years of age in 2010 and 2011 to 39 years of age in 2012.
- The county with the greatest overall percentage of growth in Registry membership in 2012 was Clark County with a 52% increase in membership over last year. Membership in Clark County has increased by 130% since 2010. The county with the greatest decrease in membership in 2012 was Elko County with 18% fewer members than in 2011.
- 71% of Registry members reported wage information in 2012 as compared to only 58% in 2011 and 61% in 2010. The mean hourly wage reported in 2012 was \$1.93 less than the average hourly wage reported in 2010*.

* Decrease could be attributed to a new method used to calculate hourly wages. See note on page 4 for more information.

5453

Active Registry Members
as of 12/31/12

1893

New members in 2012

2885

Returning members in 2012
50% increase in number of members
returning in 2012

8742

Individuals placed on the
Career Ladder since January 2004

96%

Approximately 96% of early childhood
professionals working in licensed child care
settings (i.e., counted in ratios) are active
members of The Nevada Registry.*

* According to 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.)

38%

Increase in
membership in 2012

97%

Percentage of
Female Members

39

Average Age of
Registry Members
65% of all members
are 31 years of age
or older

8.75 YEARS

Average Number of Self-Reported Years of Work in ECE

The is an overall average that does not take into account whether those years were full or
part time years of employment or whether that work was in direct or indirect service positions.

- ➔ Average number of years of participation with the Registry is **2**
- ➔ **7%** of members have been active for 5 or more years

*Ethnicity categories reclassified in accordance with the best practices outlined by the National Registry Alliance.

ETHNICITY OF REGISTRY MEMBERS*

African American/Black: 10.85%
American Indian: .97%
Asian: 7.08%
Caucasian/White: 56.36%
Hispanic/Latino: 16.08%
Multi-Racial: 1.14%
Pacific Islander: .53%
Other: 1.23%
Unspecified: 5.76%

Registry Membership and Hourly Wage by County

	Registry Members by County	Percentage of Total Membership	Estimated Caregivers by County*	Percentage of Total Estimate
Carson City:	120	2.2%	160	75%
Churchill:	43	0.79%	80	54%
Clark:	3572	65.49%	3350	106%
Douglas:	92	1.69%	110	84%
Elko:	107	1.96%	178	60%
Esmeralda:	0	0%	0	N/A
Eureka:	1	.02%	0	>100%
Humboldt:	29	.53%	31	94%
Lander:	8	.15%	6	133%
Lincoln:	1	.02%	0	>100%
Lyon:	67	1.23%	60	112%
Mineral:	0	0%	2	0%
Nye:	36	.66%	60	60%
Pershing:	5	.09%	7	71%
Storey:	2	.04%	1	200%
Washoe:	1285	23.56%	1437	89%
White Pine:	36	.66%	28	129%
Out of State:	49	.92%	N/A	N/A

* Estimates are based on data obtained 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.

71%

of **All** Registry Members reported wage information

\$10

Median hourly wage* of **All** current members

79%

of all active Directors, Lead/Head Teachers and Assistant Teachers/Aides reported wage information

Center Directors

\$14.35

Median Hourly Wage (Statewide)

Wage reported by 60% of all Directors

Lead/Head Teachers

\$10.93

Median Hourly Wage (Statewide)

Wage reported by 82% of all Lead/Head Teachers

Assistant Teachers/Aides

(including Floaters/Breakers/Substitutes)

\$9.30

Median Hourly Wage (Statewide)

Wage reported by 82% of all Assistant Teachers/Aides

2012 State of Nevada Minimum Wage for employees with employer-paid benefits remained at **\$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

*Hourly wage data is now being reported according to the 'median' (middle) rather than the 'mean' (average) in accordance with the best practices outlined by the National Registry Alliance. As a result, the hourly wages reported in this report are in most cases lower than the wages reported in the 2011 annual report. This does not necessarily mean that there has been an overall decrease in hourly wages, just that the criteria for calculating wages has changed and is now yielding slightly different totals.

Directors

% Reporting Wage	Median Hourly Wage
47%	\$13.43
50%	\$17.00
64%	\$14.00
50%	\$12.20
71%	\$15.79
N/A	N/A
N/A	N/A
60%	\$12.00
100%	\$12.00
0%	N/A
58%	\$15.00
N/A	N/A
40%	\$24.01
50%	\$8.75
N/A	N/A
52%	\$15.00
83%	\$20.64
56%	\$12.00

Lead Teachers

% Reporting Wage	Median Hourly Wage
93%	\$10.50
100%	\$9.00
81%	\$10.80
81%	\$9.35
84%	\$11.00
N/A	N/A
N/A	N/A
89%	\$10.50
100%	\$11.25
N/A	N/A
89%	\$10.25
N/A	N/A
86%	\$9.86
100%	\$13.55
N/A	N/A
83%	\$11.00
92%	\$11.50
82%	\$12.25

Assistant Teachers/Aides

% Reporting Wage	Median Hourly Wage
85%	\$8.88
69%	\$8.50
81%	\$9.50
83%	\$9.00
87%	\$10.00
N/A	N/A
100%	\$10.00
83%	\$8.25
50%	\$8.95
N/A	N/A
92%	\$9.50
N/A	N/A
100%	\$11.22
100%	\$8.25
100%	\$10.00
84%	\$9.25
55%	\$9.61
78%	\$9.00

96%

of active Registry members work in a direct service position. Of that percentage, 78% are Directors, Lead/Head Teachers and/or Assistant Teachers/Aides.

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.

CAREER LADDER L

The Career Ladder is the cornerstone of the Registry's recognition system and is based on what research has shown about the importance of specialized training in Early Care and Education (ECE) and the correlation between formal education and quality environments for children. The ladder views the field of Early Childhood Education as a distinct and separate body of knowledge and area of specialization and is specific to the field of ECE. Consisting of 7 levels representing various combinations of formal education, training and direct experience (up to 4000 hours), the Career Ladder levels are a measure of formal education in ECE gained by taking courses at the community college and/or university level and are awarded by The Nevada Registry based on either accumulated credits or degrees earned.

Please see page 10 for more information on the established criteria for each level.

24% of all active members have an AA degree or higher (in any field of study)

Of this percentage:

35% have a degree in ECE

65% have a Non-ECE degree

Of the 65% with a Non-ECE degree

74% place at Levels 1-3 (including Pre-Level)

26% place at Levels 4-7

Levels 1-3 (including the Pre-Level) are the non-degreed levels of the ladder. However, some members placing at these levels hold an AA degree or higher in another field but have less than 30 ECE credits (or other qualifying criteria*) needed to place at a degreed level of the ladder (Levels 4-7). The number of members at each level of the ladder with a Non-ECE degree is shown below.

*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.

Registry Membership by Career Ladder Level, Degree Type and Hourly Wage

	Total Number of Members	Percentage of Total Membership	Members with a Non- ECE Degree	Members with an ECE Degree	% of Members Reporting Wage	Median Hourly Wage
Pre-Level*	730	13.39%	55	N/A	77%	\$8.70
Level 1:	2650	48.59%	283	N/A	77%	\$9.75
Level 2:	1044	19.15%	248	N/A	71%	\$11.74
Level 3:	363	6.66%	35	N/A	71%	\$12.16
Level 4:	189	3.47%	29	160	73%	\$13.25
Level 5:	335	6.14%	106	229	68%	\$15.45
Level 6:	126	2.31%	72	54	56%	\$19.57
Level 7	16	0.29%	8	8	19%	\$30.00

*Members at this level currently have less than 1000 hours of experience and will be placed at a level once those hours have been accumulated.

13% of members placing at Levels 1-3 (including Pre-Level) have a Non-ECE degree but less than 30 ECE credits (or other qualifying criteria) needed to place at the degreed levels of the ladder (Level 4 - Level 7).

68% of all members placing at Levels 4-7 have a degree in ECE. 32% have a Non-ECE degree with other qualifying criteria.

**23% of all members without a degree have completed 1 or more ECE college credits.
32% have completed 20 ECE credits or more.**

NOTE:

Members are placed at levels based on the documentation provided to the Registry. Though difficult to determine the actual percentage, it is known that a number of new members in 2012 submitted only what was necessary to become compliant with Child Care Licensing (in conjunction with mandatory participation), not what was needed to place at the level commensurate with their completed college courses/degrees in ECE. As a result, it should not be assumed that members at Level 1 do not have formal education and training beyond a High School diploma or that members at Levels 1-3 (including the Pre-Level) do not have higher education degrees. It is likely that level reassignments will occur as new members renew and update their files in the future making levels a more accurate depiction of the formal education and training of our ECE workforce in Nevada.

CAREER LADDER LEVEL PLACEMENT

Career Ladder Level by Position Title

DIRECT SERVICE POSITIONS	# of Registry members by title	Pre Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Center/Preschool Director/Administrator	412	2	74	148	59	30	62	31	6
Assistant Director/Program Director	169	2	60	66	18	6	11	5	1
Infant/Toddler Director	28	1	11	9	3	2	2	0	0
Infant/Toddler Asst. Director	16	3	9	3	1	0	0	0	0
Lead/Head Teacher	1767	115	888	392	134	75	136	26	1
Assistant Teacher/Aide	1332	302	746	164	62	35	22	1	0
Floater/Breaker/Substitute	399	106	212	43	11	9	15	3	0
Dept. of Education Licensed ECE Teacher	121	3	43	31	10	3	19	12	0
Dept. of Education Licensed ECE Special Ed. Teacher	5	0	1	1	1	0	0	2	0
Before/After School Teacher	46	13	28	3	0	0	2	0	0
Licensed Family Home Care Provider	293	14	184	54	27	6	6	2	0
Licensed Group Home Care Provider	8	1	5	1	0	1	0	0	0
Family, Friend & Neighbor Care (Unlicensed)	2	1	0	1	0	0	0	0	0
Other Direct	654	146	354	91	22	13	18	9	1
INDIRECT SERVICE POSITIONS									
Early Childhood Trainer/Coordinator	30	0	2	6	1	0	9	11	1
Early Intervention Provider	7	0	0	0	1	0	1	4	1
CCR&R or other child/family agency	20	0	2	3	1	0	10	4	0
Higher Education Faculty	10	0	1	0	0	1	1	3	4
Program Administrator (indirect)	14	1	3	3	0	0	3	4	0
Other Indirect	37	1	3	8	2	4	9	9	1
OTHER									
Unemployed	63	14	20	14	8	3	4	0	0
Not Currently Working in ECE	20	5	4	3	2	1	5	0	0

89% of members working in direct service positions place at Levels 1-3 (including Pre-Level)

23% of members working in direct service positions (not including Family/Group Home providers) have a college degree (AA or higher).

- Of that percentage, 34% have a degree in ECE and 66% have a non-ECE degree

13% of Family and Group Home Providers have a college degree (AA or higher).

14% of all members working in direct service positions have less than 1000 hours of experience working with children.

Career Ladder Level Increases

70 Registry Members increased their Career Ladder level during 2012 due to the completion of an ECE degree or other qualifying criteria.

Of those 70, 54 completed their ECE degree, 16 had a Non-ECE degree but placed at degreed level due to other qualifying criteria and 27 are registered trainers.

A total of 1808 Career Ladder level increases have been granted since January 2004 (any level change).

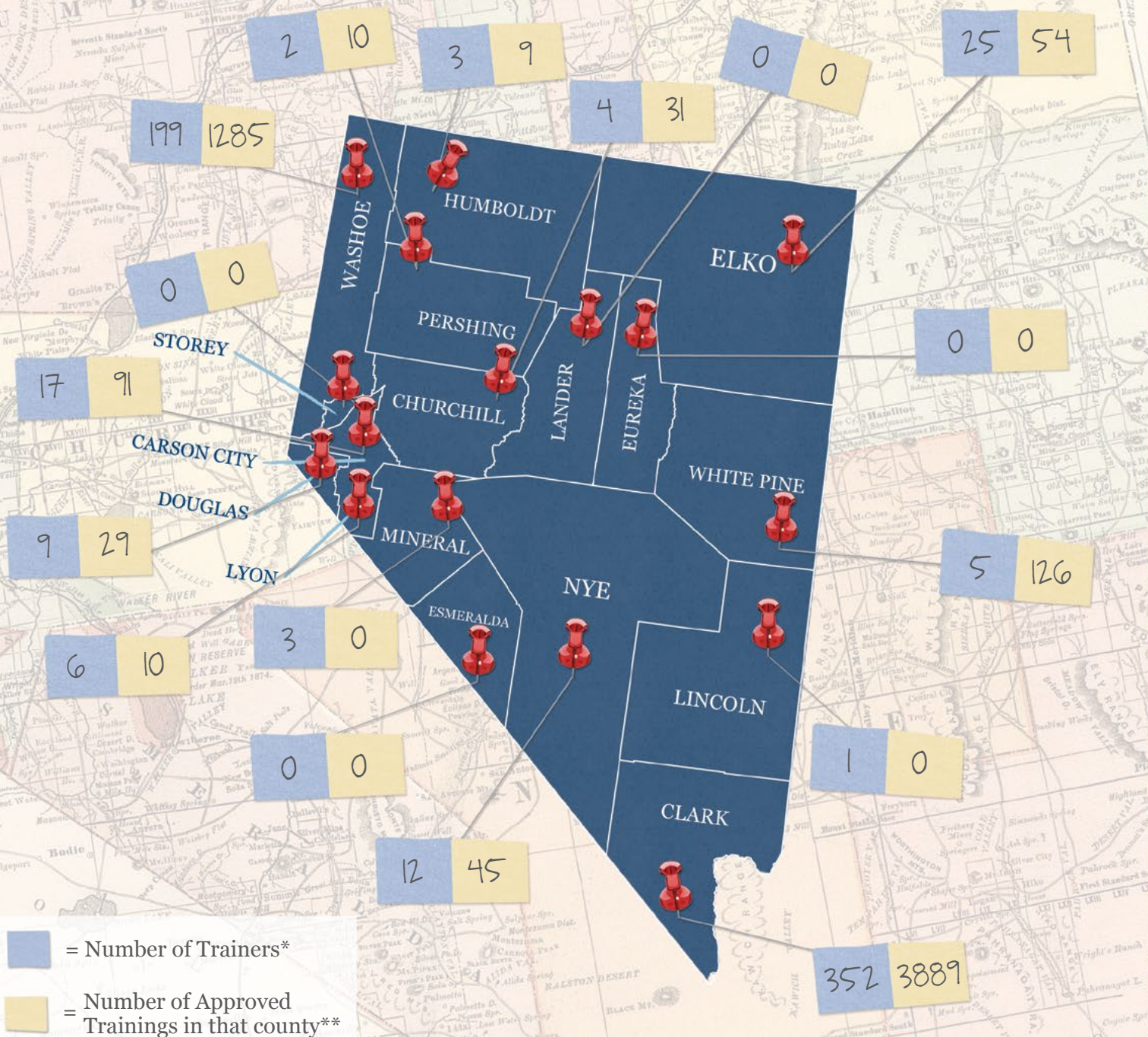
251

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

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: 2012



*Includes both ECE and Non-ECE Trainers

**73 out of state, online and distance learning trainings were also approved. County of residence is unspecified for the 19 registered Out of State Trainers.

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 2012:

Human Growth and Development 291

Positive Interactions and Guidance 583

Observation and Assessment 106

Environment and Curriculum 752

Health, Nutrition and Safety 3567

Leadership and Professional Development 108

Family and Community Relationships 89

Management and Administration 156



Number of ECE TRAINERS by CAREER LADDER LEVEL

Pre-Level: 2

Level 1: 37

Level 2: 124

Level 3: 60

Level 4: 45

Level 5: 110

Level 6: 71

Level 7: 9



Total number of registered*
trainers and sponsors: 881

Total ECE Trainers: 458

Total Out of state Trainers: 19

Total Non-ECE Trainers: 180

Total sponsors: 224

***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.

Total number of
trainings approved
in 2012



5652

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.

65% of ECE
Trainers have an
AA degree or higher
(in any field of study)

Of that percentage, 48% have a degree
in ECE, 52% have a Non-ECE degree.

79% of ECE
Trainers work in
Direct Service positions

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/Aide
Floater/Breaker/Substitute
Dept. of Education Licensed ECE Teacher
Dept. of Education Licensed ECE
Special Education Teacher
Before/After School Teacher
Licensed Family Home Care Provider
Licensed Group Home Care Provider
Family, Friend & Neighbor Care (Unlicensed)
"Other" Direct

Indirect Service Positions

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

Other

Unemployed
Employed But Not 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

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

