



2013 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 "2013: Snapshot of Registry Membership, Career Ladder Placement and the Training Approval System". This is the fourth in a series of annual reports aimed at providing a picture of Registry membership at a specific point in time. 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, as new quality initiatives and mandates are adopted, and as the ECE industry is impacted by, and responds to, changes in the economic climate. The information provided in each annual brief also helps to guide the development of future Registry programs and services.

What is The Nevada Registry?

The Nevada Registry is a career development, recognition and data collection system serving early childhood professionals. As the host of Nevada's Early Care and Education Professional Career Ladder, the Registry collects, validates and warehouses the professional and educational achievements of early childhood professionals throughout the state and highlights those accomplishments through Career Ladder placement. Providing a single point of access, the Registry provides professional development planning tools, including an online Professional Development Plan, and hosts a comprehensive website containing an online calendar of approved training, an industry-related blog, a statewide job board, a Trainer Directory and community resources/information. The Registry also operates the statewide training approval system for all informal, community-based training in Nevada. In April of 2009, participation with The Nevada Registry was adopted into State Child Care Licensing regulations R112-06 and R001-09 for all early childhood educators working in licensed child care settings. Mandatory participation was fully phased-in as of December 31, 2012, positioning The Nevada Registry to collect and provide a vast amount of essential, and previously unavailable, data on the early childhood workforce in Nevada that will be used to inform the work of stakeholders and policy makers in the future, as well as help direct decisions regarding future funding and program development.



The Nevada Registry is one of the various programs available through the State 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/renewal process and 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. Data can paint a more accurate picture of the ECE workforce in Nevada and can be used 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 2013 Report

The 2013 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.

2012/2013 DEMOGRAPHIC COMPARISON

Mandatory participation with The Nevada Registry was fully phased-in as of December 31, 2012. With the majority of early childhood educators who are required to apply to the Registry already participating, changes in the overall membership total will no longer be significantly different from year to year. Membership demographics are also estimated to remain fairly constant (until such time that there is a dramatic increase in the number of licensed facilities or other factors that could contribute to a significant change in the ECE workforce such as funding increases/decreases for early childhood, changes to licensing regulations, changes in the economic climate, etc.). For these reasons, changes in membership demographics from 2012 to 2013 are minimal.

- The percentage of members with an Associate's degree or higher (in any field of study) dropped from 24% in 2012 to 22% in 2013. However, the percentage of degree holders with a degree specific to ECE increased slightly from 35% to 36%.
- The number of members increasing their Career Ladder level due to the completion of an ECE degree or other qualifying criteria increased by 28% in 2013.
- The number of caregivers with less than 1000 hours of experience working directly with children increased by 1% in 2013.
- The same median hourly wage of \$10 was reported for ALL Registry members in 2012 and 2013.
- 83% of all active Directors, Lead/Head Teachers and Assistant Teachers/Aides reported wage information in 2013 as compared to only 79% in 2012.

- The median hourly wage reported by Directors and Lead Teachers decreased slightly; by .35 cents and .18 cents respectively; however, the median hourly wage reported by Assistant Teachers/Aides increased by .20 cents per hour.
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- Membership either stayed the same or increased in every county with the exception of Eureka, Pershing and White Pine.

5638

Active Registry Members
as of 12/31/13

1768

New members in 2013

3841

Returning members in 2013
33% increase in number of members
returning in 2013

9930

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 were 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).

5%

Increase in
membership in 2013

97%

Percentage of
Female Members

39

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

8.73 YEARS

Average Number of Self-Reported Years of Experience in ECE
This 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**
- ➔ **8%** of members have been active for 5 or more years

ETHNICITY OF REGISTRY MEMBERS

African American/Black: 10.54%
American Indian: .98%
Asian: 6.62%
Caucasian/White: 55.68%
Hispanic/Latino: 16.12%
Multi-Racial: 1.54%
Pacific Islander: .73%
Other: 1.14%
Unspecified: 6.67%

Direct Service Membership and Hourly Wage by County

	Direct Service Members*	Estimated Caregivers by County**	Membership Rate by County
Carson City:	112	160	70%
Churchill:	42	80	53%
Clark:	3522	3350	105%
Douglas:	86	110	78%
Elko:	99	178	56%
Esmeralda:	0	0	N/A
Eureka:	0	0	N/A
Humboldt:	29	31	94%
Lander:	8	6	133%
Lincoln:	0	0	N/A
Lyon:	68	60	113%
Mineral:	1	2	50%
Nye:	40	60	67%
Pershing:	1	7	14%
Storey:	1	1	100%
Washoe:	1210	1437	84%
White Pine:	32	28	114%
Out of State:	35	N/A	N/A

80%

of members
working in direct
service positions
are Directors,
Lead/Head
Teachers
and/or Assistant
Teachers/Aides.

*Direct service members are early childhood educators who work in a licensed child care setting and are therefore
subject to mandatory participation. Members working in indirect service positions are not included in these totals.

** 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.

77%

of **All** Registry Members reported wage information.

\$10

Median hourly wage (Statewide)* of **All** current members.

83%

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

Center Directors

\$14.00

Median Hourly Wage (Statewide)

Wage reported by 57% of all Directors & Assistant Directors

Lead/Head Teachers

\$10.75

Median Hourly Wage (Statewide)

Wage reported by 86% of all Lead/Head Teachers

Assistant Teachers/Aides

(including Floaters/Breakers/Substitutes)

\$9.50

Median Hourly Wage (Statewide)

Wage reported by 89% of all Assistant Teachers/Aides

2013 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 reported according to the 'median' (middle) rather than the 'mean' (average) in accordance with the best practices outlined by the National Registry Alliance.

Directors and Assistant Directors

Lead Teachers

Assistant Teachers/Aides

# of Directors in County	% Reporting Wage	Median Hourly Wage
22	23%	\$10.00
9	56%	\$10.00
422	59%	\$13.81
14	43%	\$12.10
8	63%	\$14.74
0	N/A	N/A
0	N/A	N/A
6	67%	\$14.89
2	100%	\$12.25
0	0%	N/A
17	41%	\$15.00
0	N/A	N/A
7	43%	\$11.50
0	N/A	N/A
0	N/A	N/A
140	56%	\$14.70
6	67%	\$19.57
10	90%	\$18.35

# of Lead Teachers in County	% Reporting Wage	Median Hourly Wage
29	93%	\$9.00
15	100%	\$10.25
1340	86%	\$10.65
30	87%	\$9.63
28	96%	\$11.25
0	N/A	N/A
0	N/A	N/A
8	88%	\$10.77
1	100%	\$9.50
0	N/A	N/A
22	86%	\$10.00
0	N/A	N/A
12	83%	\$8.38
1	100%	\$8.50
0	N/A	N/A
402	87%	\$11.00
8	88%	\$11.50
10	80%	\$12.57

# of Asst. Teachers in County	% Reporting Wage	Median Hourly Wage
50	96%	\$8.38
10	100%	\$10.03
1081	87%	\$9.50
34	88%	\$8.82
47	91%	\$10.00
0	N/A	N/A
0	N/A	N/A
14	86%	\$8.25
4	100%	\$8.63
0	N/A	N/A
23	91%	\$8.60
1	100%	\$11.61
10	80%	\$8.68
0	N/A	N/A
1	100%	\$10.00
468	92%	\$9.50
14	86%	\$9.61
10	90%	\$10.00

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

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.

22% of all active members have an AA degree or higher (in any field of study)

Of this 22%:

36% have a degree in ECE

64% have a Non-ECE degree

Of the 64% 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*	826	14.65%	43	N/A	80%	\$8.75
Level 1:	2684	47.60%	251	N/A	81%	\$9.82
Level 2:	1118	19.83%	271	N/A	74%	\$11.75
Level 3:	351	6.23%	35	N/A	70%	\$12.47
Level 4:	201	3.57%	30	171	76%	\$13.00
Level 5:	328	5.82%	104	223	63%	\$15.30
Level 6:	113	2%	62	51	47%	\$20.00
Level 7	17	0.30%	10	7	24%	\$34.00

*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.

16% 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).

69% of all members placing at Levels 4-7 have a degree in ECE. 31% have a Non-ECE degree with other qualifying criteria.

22% of all members without a degree have completed 1 or more ECE college credits.

• Of the 22%, 30% have completed 20 ECE credits or more.

NOTE:

Members are placed at levels based on the documentation provided to the Registry during the application process. Though difficult to determine the actual percentage, it is known that a number of new members have 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.

LEVEL PLACEMENT

Career Ladder Level by Position Title

DIRECT SERVICE POSITIONS	# of Registry members by title	% of total membership	Pre Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Center/Preschool Director/Administrator	433	7.68%	8	79	169	56	32	58	24	7
Assistant Director/Program Director	190	3.37%	1	65	74	19	9	14	7	1
Infant/Toddler Director	26	0.46%	1	11	7	5	2	0	0	0
Infant/Toddler Asst. Director	14	0.25%	1	8	4	1	0	0	0	0
Lead/Head Teacher	1906	33.81%	134	968	444	126	84	130	20	0
Assistant Teacher/Aide	1313	23.29%	325	715	167	56	31	18	1	0
Floater/Breaker/Substitute	454	8.05%	129	231	53	14	8	16	3	0
Dept. of Education Licensed ECE Teacher	52	0.92%	0	11	17	2	2	13	7	0
Dept. of Education Licensed ECE Special Ed. Teacher	7	0.12%	1	0	1	1	0	0	4	0
Before/After School Teacher	45	0.80%	17	25	2	1	0	0	0	0
Licensed Family Home Care Provider	273	4.84%	11	175	51	26	4	4	2	0
Licensed Group Home Care Provider	9	0.16%	0	7	2	0	0	0	0	0
Family, Friend & Neighbor Care (Unlicensed)	2	0.04%	1	1	0	0	0	0	0	0
Other Direct	668	11.85%	154	356	88	26	17	23	4	0
INDIRECT SERVICE POSITIONS										
Early Childhood Trainer/Coordinator	28	0.50%	2	1	4	1	2	7	9	2
Early Intervention Provider	7	0.12%	0	0	0	1	0	2	4	0
CCR&R or other child/family agency	22	0.39%	0	2	3	1	0	11	5	0
Higher Education Faculty	11	0.20%	0	0	0	0	1	0	4	6
Program Administrator (indirect)	16	0.28%	0	5	2	0	0	5	4	0
Other Indirect	36	0.64%	1	3	6	4	3	12	7	0
OTHER										
Unemployed	75	1.33%	15	16	17	10	5	6	5	1
Not Currently Working in ECE	28	0.50%	16	2	3	1	1	4	1	0
Current Employment Unknown	23	0.41%	9	3	4	0	0	5	2	0

90% of members working in direct service positions place at Levels 1-3 (including Pre-Level)

21% of members working in direct service positions (not including Family/Group Home providers) have a college degree (AA or higher).

40% of all Directors have a college degree (AA or higher).

- Of that percentage, 35% have a degree in ECE and 65% have a Non-ECE degree.

11% of Family and Group Home Providers have a college degree (AA or higher).

15% of all members working in direct service positions have less than 1000 hours of experience working with children.

Career Ladder Level Increases

69 Registry Members increased their Career Ladder level during 2013 due to the completion of an ECE degree or other qualifying criteria.

Of those 69, 52 completed their ECE Degree, 17 had a Non-ECE degree but placed at degreed level due to other qualifying criteria. 15 are registered trainers.

A total of 2286 Career Ladder level increases have been granted since January 2004 (any level change).

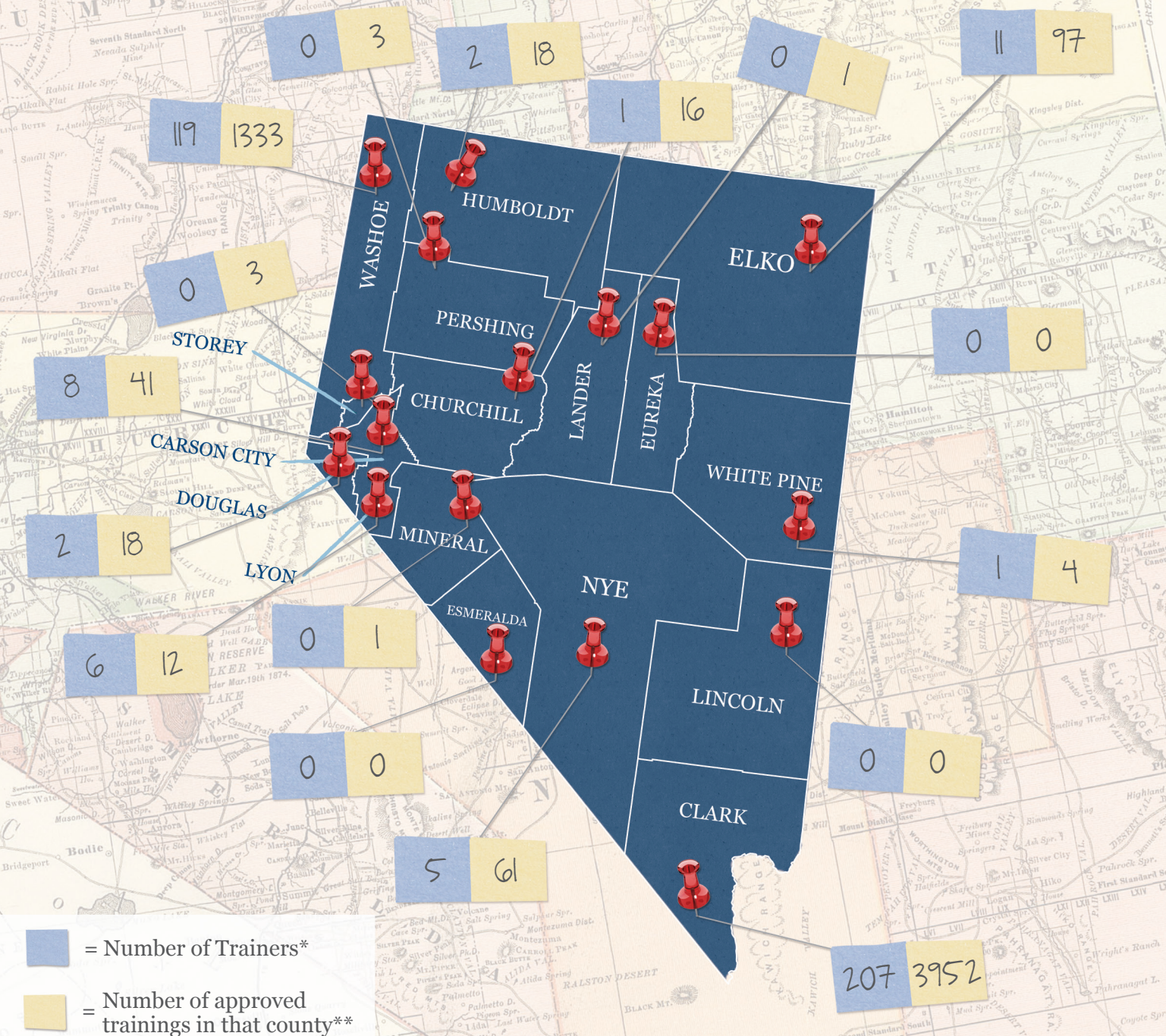
322

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, community based 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: 2013



*Includes both ECE and Non-ECE Trainers. County of residence is unspecified for 9 registered Out-of-State Trainers.

**217 out-of-state, online and distance-learning trainings were also approved.

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 2013:

Human Growth and Development 344

Positive Interactions and Guidance 503

Observation and Assessment 127

Environment and Curriculum 828

Health, Nutrition and Safety 3597

Leadership and Professional Development 160

Family and Community Relationships 96

Management and Administration 122

Total number of active registered*
trainers and sponsors: 615

ECE Trainers: 320

Non-ECE Trainers: 51

sponsors: 244



Note: New trainer criteria was implemented in June 2013. Only those trainers who have met the new criteria (i.e., have submitted an updated trainer agreement and completed an online training in adult learning principles) are considered "registered". As a result, the number of registered trainers at the end of 2013 is 30% lower than the total reported in 2012.

*"Registered" means that the trainer/sponsor has met all current required trainer registration requirements. 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 training qualifications has been developed.

ECE TRAINERS by CAREER LADDER LEVEL

Level 1: 31

Level 2: 92

Level 3: 35

Level 4: 30

Level 5: 75

Level 6: 48

Level 7: 9



Trainings
Approved
in 2013



5,777

(An average of 481 per month)

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, 50% have a degree
in ECE, 50% have a Non-ECE degree.

75% 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

