

FY17 MEMBERSHIP AND TRAINING APPROVAL SYSTEM REPORT



Letter From the Program Director

Welcome to the much anticipated FY17 Membership and Training Approval System report! Unlike reports of the past, this report includes data from a period of 18 months (January 2016 – June 2017). The reason for this is because the rotation of the report has been switched from the calendar year (January – December) to align with our fiscal year (July - June). From here on out, this report will be published every other fiscal year (FY19, FY21, etc.). With that said, we hope you enjoy reading the information contained within the pages that follow.

The Story of The Nevada Registry.

Every story has a beginning, a middle and an end. Each page builds upon the previous, and if written well, can entice the reader to continue to turn the pages in anticipation of what comes next. The best stories captivate the interest of their audience and make them feel like they are part of the plot – this is what we hope to accomplish by publishing this report.

The FY17 Membership and Training Approval System report tells the story of The Nevada Registry; a story that began in 2004. When this story began, the concept of a registry was a foreign one. In fact, “What is it?”, “Why do we need one?” and “What difference does it make?” were the most commonly asked questions. As the story evolved, the program began to take shape as answers to those questions began to fill the pages. The foundation (the Career Ladder) was laid, the membership application process was created, the training approval system was launched and, as they say, the rest is history.

Not so fast.....there’s much more to this story than what meets the eye. Yes, it is true that after 13+ years of service, The Nevada Registry is now one of the core foundational pieces of the professional development landscape in Nevada; embedded into nearly every early childhood initiative in our state from Child Care Licensing, to Nevada Silver State Stars QRIS, to T.E.A.C.H. Early Childhood Nevada and beyond. Having also successfully completed our first Partnership Eligibility Review renewal through the National Registry Workforce Alliance and participating in our first multi-state dataset report, The Nevada Registry is becoming an important part of the national landscape as well. It is a very exciting time for the program, indeed! But the reality is that the most important part of the Registry’s story is YOU, our membership. Each of you (over 7000 now!) represent the “middle” - the main characters of this important story filling the pages of our “book” with your unique background of experience, educational achievements and professional accomplishments in the field of ECE. What does your page in the story of the Registry say? Is it the best and truest representation of who you are as an ECE professional?

As you continue to write your own personal story of who you are as an ECE professional, The Nevada Registry will continue to add new chapters to our collective story of the ECE workforce in Nevada. In the coming months and years we will transition fully to a paperless system complete with an online application and renewal process, we plan to create more tools and resources to support you in your professional development and many new and exciting enhancements to the training approval system are forecasted. The road ahead is long and will be full of new discoveries leading us in some familiar and some unfamiliar directions. As we embark on new adventures in the coming days, we hope that you will continue the journey with us and help us continue to write the story of the Registry and the ECE profession in Nevada!



Shelly Nye

Shelly Nye, Program Director

How Did We Get Here?

The Nevada Registry has had the privilege of serving the Early Childhood community in Nevada for more than thirteen years. During that time, we have seen exciting growth not only in the profession, but within our program as well. As the number of ECE professionals joining the Registry continues to grow, so do the outcomes of the program. The statistics below highlight the most impressive milestones that have been reached since our story began in 2004.

17,405

Number of ECE professionals who have joined the Registry.

► **23% INCREASE SINCE 2015** ◀

2,109

Members renewing 5 or more times!

► **27% INCREASE SINCE 2015** ◀

5,597

Career Ladder level increases granted (any level change).

► **38% INCREASE SINCE 2015** ◀

567

Members increasing from a non-degreed level (Pre-Level to Level 3) to a degreed level (Level 4 -7).

► **23% INCREASE SINCE 2015** ◀

1,855

Online Professional Development Plans created.

► **45% INCREASE SINCE 2015** ◀

2,741

Jobs posted to the Job Board (by 266 separate employers).

► **27% INCREASE (NEARLY 600 JOBS!) SINCE 2015** ◀

56,730

Training sessions approved.

► **AN AVERAGE OF 4000 PER YEAR!** ◀

142,371

Hours of Registry-approved training offered.

The median hourly wage has increased by .50 cents for Directors and Teacher Assistants and .25 cents for Lead/Head teachers since 2015. ECE educators reported an increase in hourly wage in nearly every county.

The percentage of members reporting their wage has increased by 2% since 2015. This steady increase in reported wages allows for a much more accurate picture of how much ECE educators are earning in the field.

AS OF JUNE 30, 2017

6,778

Active Registry Members

2,206

New Members
since 12/15

6,958

Returning Members
53% increase since 12/15

6%

Increase in Membership

Demographics of Registry Members

ETHNICITY

GENDER

Female: **91%**

Male: **3%**

Unspecified: **6%**

African American/Black: 10.58%
American Indian: 1.02%
Asian: 5.90%
Caucasian/White: 47.71%
Hispanic/Latino: 18.69%
Multi-Racial: 3.38%
Pacific Islander: 1.20%
Other: 0.77%
Unspecified: 10.75%

8.40 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.

38 Average Age **61%** of all members are 31 years of age or older.

Average number of years of participation with the Registry: **3.64**

35% of members have been active for 5 or more years*.

*All numbers reported in this section are based on active members only.

Registry Membership and Hourly Wage by County

81%

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

	Active Members	Percentage of Total Membership	Direct Service Members*
Carson City	155	2.29%	146
Churchill	43	0.63%	42
Clark	4406	65%	4272
Douglas	112	1.65%	111
Elko	128	1.89%	122
Esmeralda	0	0%	N/A
Eureka	0	0%	N/A
Humboldt	33	0.49%	32
Lander	12	0.18%	12
Lincoln	2	0.03%	2
Lyon	106	1.56%	102
Mineral	4	0.06%	4
Nye	34	0.5%	31
Pershing	6	0.09%	5
Storey	1	0%	1
Washoe	1643	24.24%	1543
White Pine	40	0.59%	39
Out of State	53	0.78%	41

*Direct service members can be working directly with children in licensed child care settings, license-exempt programs such as Tribal Head Start, State-Funded Pre-K, Department of Defense, Accommodation Facilities or Institutions, school-age before/after or recreation programs, and/or Family, Friend and Neighbor care. Members working in indirect service positions are not included in these totals.

Wages of Registry Members

Median hourly wages are reported for the positions in which the majority of our members work. For specific wage data for any of the other position titles/categories not reflected below, please contact The Nevada Registry at (800) 259-1906.

85%

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

80%

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

\$10.50

Median hourly wage of **All** active members (statewide).

Center Directors

\$14.55

Median Hourly Wage (Statewide)

Wage reported by 59% of all Directors & Assistant Directors

Lead/Head Teachers

\$11.25

Median Hourly Wage (Statewide)

Wage reported by 85% of all Lead/Head Teachers

Assistant Teachers/Aides (including Floaters/Breakers/Substitutes)

\$10.00

Median Hourly Wage (Statewide)

Wage reported by 97% of all Assistant Teachers/Aides

Licensed Family Child Care Providers

\$12.28

Median Hourly Wage (Statewide)

Wage reported by 26% of all FCC Providers

2017 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 Workforce Registry Alliance.

Directors and Assistant Directors

# of Directors in County	% Reporting Wage	Median Hourly Wage
20	45%	\$15.00
8	50%	\$11.32
478	60%	\$13.91
16	63%	\$16.00
11	64%	\$18.25
0	N/A	N/A
0	N/A	N/A
3	33%	*
2	100%	*
0	N/A	N/A
15	47%	\$13.40
1	100%	*
6	67%	*
1	0%	N/A
0	N/A	N/A
179	56%	\$15.00
6	67%	*
7	43%	\$15.00

Lead Teachers

# of Lead Teachers in County	% Reporting Wage	Median Hourly Wage
39	87%	\$9.75
14	100%	\$14.00
1636	83%	\$10.96
44	98%	\$11.18
36	83%	\$11.43
0	N/A	N/A
0	N/A	N/A
9	100%	\$11.00
1	100%	*
1	0%	N/A
35	77%	\$11.00
1	0%	N/A
5	80%	*
3	100%	*
0	N/A	N/A
553	90%	\$11.50
14	100%	\$12.95
18	83%	\$12.62

Assistant Teachers/Aides (Including Floaters/Breakers/Substitutes)

# of Asst. Teachers in County	% Reporting Wage	Median Hourly Wage
69	90%	\$8.75
9	67%	\$8.63
1384	92%	\$10.00
44	100%	\$10.00
61	90%	\$10.00
0	N/A	N/A
0	N/A	N/A
15	93%	\$8.50
6	83%	*
1	100%	*
37	92%	\$9.00
1	100%	*
10	90%	\$12.90
1	100%	*
0	N/A	N/A
526	97%	\$10.00
12	100%	\$10.18
14	100%	\$8.50

*To maintain confidentiality, wage data is not published when number of respondents is 6 or less.

Note: The demographic information collected on the Member Application is all self-reported and optional. 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 successfully completing courses at the community college and/or university level and are awarded by The Nevada Registry based on either accumulated credits or degrees earned.

21% OF ALL ACTIVE MEMBERS HAVE EARNED AN AA DEGREE OR HIGHER (in any field of study)

Of this 21%:

37% have earned a degree in ECE 63% have earned a Non-ECE degree

Of the 63% 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*	1246	18.38%	52	N/A	89%	\$9.00
Level 1:	3117	45.99%	244	N/A	84%	\$10.31
Level 2:	1285	18.96%	329	N/A	74%	\$12.50
Level 3:	352	5.19%	43	N/A	72%	\$13.25
Level 4:	257	3.79%	35	222	72%	\$14.25
Level 5:	363	5.36%	111	252	60%	\$16.00
Level 6:	144	2.12%	84	60	43%	\$19.13
Level 7	14	0.21%	9	5	36%	\$41.00

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

11% 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 (Levels 4-7).

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

17% of all members without a degree have completed 1 or more ECE college credits. Of the 17%, 32% have completed 20 or more ECE college credits.

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 members have submitted only what is necessary to become compliant with Child Care Licensing (in conjunction with mandatory participation), not what is 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 possess formal education and training beyond a High School diploma or that members at Levels 1-3 (including the Pre-Level) do not possess higher education degrees.**

LEVEL PLACEMENT

Career Ladder Level by Position Title



	# of Registry members by title	% of total membership	Pre Level	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
DIRECT SERVICE POSITIONS										
Center/Preschool Director/Administrator	486	7.17%	11	105	172	61	36	65	31	5
Assistant Director/Program Director	221	3.26%	11	81	77	18	12	17	5	0
Infant/Toddler Director	32	0.47%	1	14	5	1	2	7	2	0
Infant/Toddler Asst. Director	14	0.21%	4	6	1	1	2	0	0	0
Lead/Head Teacher	2409	35.54%	275	1182	550	139	112	124	27	0
Assistant Teacher/Aide	1682	24.82%	535	854	177	53	37	24	2	0
Floater/Breaker/Substitute	508	7.49%	153	244	75	14	7	11	4	0
Dept. of Education Licensed ECE Teacher	24	0.35%	0	4	3	1	0	9	7	0
Dept. of Education Licensed ECE Special Ed. Teacher	11	0.16%	0	1	0	0	0	4	6	0
Before/After School Teacher	56	0.83%	18	30	6	1	0	1	0	0
Licensed Family Home Care Provider	249	3.67%	15	147	48	22	9	7	1	0
Licensed Group Home Care Provider	30	0.44%	2	17	8	1	1	0	1	0
Family, Friend & Neighbor Care (Unlicensed)	9	0.13%	0	4	1	1	1	2	0	0
Other Direct	732	10.8%	180	360	106	22	19	35	9	1
INDIRECT SERVICE POSITIONS										
Early Childhood Trainer/Coordinator	45	0.66%	0	4	5	4	3	11	15	3
Early Intervention Provider	9	0.13%	0	1	1	1	0	4	1	1
CCR&R or other child/family agency	17	0.25%	1	0	4	1	1	5	5	0
Higher Education Faculty	11	0.16%	0	0	0	0	0	0	7	4
Program Administrator (indirect)	15	0.22%	0	1	3	1	0	3	7	0
TA Provider (Coach, Mentor, Consultant)	10	0.15%	0	0	2	1	1	4	2	0
Other Indirect	46	0.68%	3	8	7	2	4	15	7	0
OTHER										
Unemployed	75	1.11%	11	26	21	5	3	8	1	0
Not Currently Working in ECE	45	0.66%	18	9	5	2	4	4	3	0
Current Employment Unknown	42	0.62%	7	20	9	0	2	4	0	0

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

20% of members working in direct service positions (not including Family/Group Home providers) have a college degree (AA or higher).

42% of all Directors have a college degree (AA or higher).
- Of those, 40% have a degree in ECE and 60% have a Non-ECE degree.

17% of Family and Group Home Providers have a college degree (AA or higher).

19% of all members working in direct service positions have less than 1000 hours of experience working with children.

1561

The total number of Registry members who have experienced a Career Ladder level increase since December 2015.

Of this total, 7% increased their level to 4 (Associates Degree) or higher due to the completion of an ECE degree (81%) or other qualifying criteria (29%).



Training Approval System

The Nevada Registry's statewide system of training approval promotes quality training opportunities for Early Childhood professionals and creates consistency within the training approval process. All approved training is linked to Nevada's Core Knowledge Areas and is based on developmentally appropriate practices and theories of child development. Serving as the central clearinghouse for receiving and approving training approval requests, tracking approved training and maintaining an online calendar of approved events, The Nevada Registry is able to help early childhood educators find training to meet their professional development needs and goals.

The Training Approval System (TAS) launched in 2004. In January 2017, the TAS underwent a major transformation with two goals in mind: 1) Increase the standards for training approval ultimately leading to a better prepared and knowledgeable ECE workforce in Nevada and 2) Create better outcomes for children through the delivery of high-quality training, by highly qualified trainers. Through this improvement process, trainer qualification and approval criteria was implemented for the first time in Registry history. With the development of trainer criteria, two separate trainer categories (Early Childhood Trainer and Topic Trainer) were created based on content expertise, formal education, specialized certification and licensure, experience delivering training to adults, ongoing professional development and direct experience in ECE. An online training approval submission process was simultaneously launched allowing approved trainers to electronically submit their approval requests and manage their own user accounts. This streamlined the approval process while offering an environmentally-friendly alternative to the more costly, time-consuming and outdated paper/pen processes of the past.

Early Childhood Trainers:

164

Early Childhood Trainers typically possess formal education and direct experience in Early Care and Education (ECE), and may or may not work in a child care program in a direct service position (as defined on The Nevada Registry Membership Application). Qualification to become an Early Childhood Trainer is based on formal education in ECE, experience as a trainer and direct experience in the field.

256

Number of Approved Trainers

Approved trainers have completed the trainer qualification and approval process since January 2017 and have met specific criteria for approval. Note: The former "Non-ECE Trainer" category has been renamed "Topic Trainer".

92 Topic Trainers

Topic Trainers are professionals in their fields of expertise whose knowledge can be beneficial to the Early Care and Education (ECE) workforce. Topic Trainers frequently provide training related to health and safety topics necessary to meet the initial training requirements of Child Care Licensing (e.g., Signs and Symptoms of Illness, SIDS, etc.). Others may provide early childhood-related training in specific topics for which they hold a professional certification, license and documented and applicable expertise (e.g., Child Care Licensing Surveyors, Early Intervention Specialists, etc.). Qualification to become a Topic Trainer is based on experience as a trainer and specialization in specific topic areas.

Early Childhood Trainers by Career Ladder Level

Level 2: **13**
Level 3: **17**

Level 4: **14**
Level 5: **55**

Level 6: **56**
Level 7: **9**

81% of all approved Early Childhood Trainers have earned an Associate's degree or higher (in any field of study).

Of that percentage, **78%** have a degree in ECE. **22%** have a Non-ECE degree with other qualifying criteria.

Early Childhood Trainers Working in Direct Service Positions

60%

As of January 2017, individuals must have earned a Career Ladder Level of 2.2 or higher to qualify. The minimum criteria for Early Childhood Trainers will become increasingly more concentrated on formal education in ECE with each new year of implementation over the course of the next 3 years. An Associate's degree will be the minimum educational standard beginning in 2020.

Approved Training January 1, 2016 – June 30, 2017

6119

(An average of 339 per month)

The Nevada Registry is responsible for the approval of all informal, not-for-college credit, training for the state. This total does not reflect formal education/college courses.

Approved Training 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 training approved by The Nevada Registry is assigned one of 8 CKA. The following numbers represent the total trainings by CKA between January 1, 2016 – June 30, 2017

Human Growth & Development

503

Positive Interactions & Guidance

774

Observation & Assessment

145

Environment & Curriculum

1229

Health, Nutrition & Safety

2857

Leadership & Professional Development

233

Family & Community Relationships

140

Management & Administration

238

Trainers and Training by County

These numbers reflect the total number of trainings approved since January 2016, but only reflect the number of trainers approved under the new TAS as of January 2017.



Number of approved trainings in that county**

(As of July 2016, The Nevada Registry is no longer responsible for approving CPR/First Aid training. This change has resulted in a decrease in the average number of trainings approved annually.)

Number of Trainers

(Total reflects the number of trainers approved since January 2017. Individuals registered as trainers under the previous TAS are not represented.)

*Includes both ECE and Topic Trainers. County of residence is unspecified for 2 Out-of-State Trainers.

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

The Nevada Early Care and Education Professional Career Ladder

The Career Ladder is tailored specifically to the field of Early Care and Education (ECE) with 7 levels representing various combinations of formal education, training and direct experience (up to 4000 hours). Follow this path to achieve your educational and professional goals!

Certificate of Participation (Pre-Level)

P

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

1.1 Initial 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

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

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

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

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

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

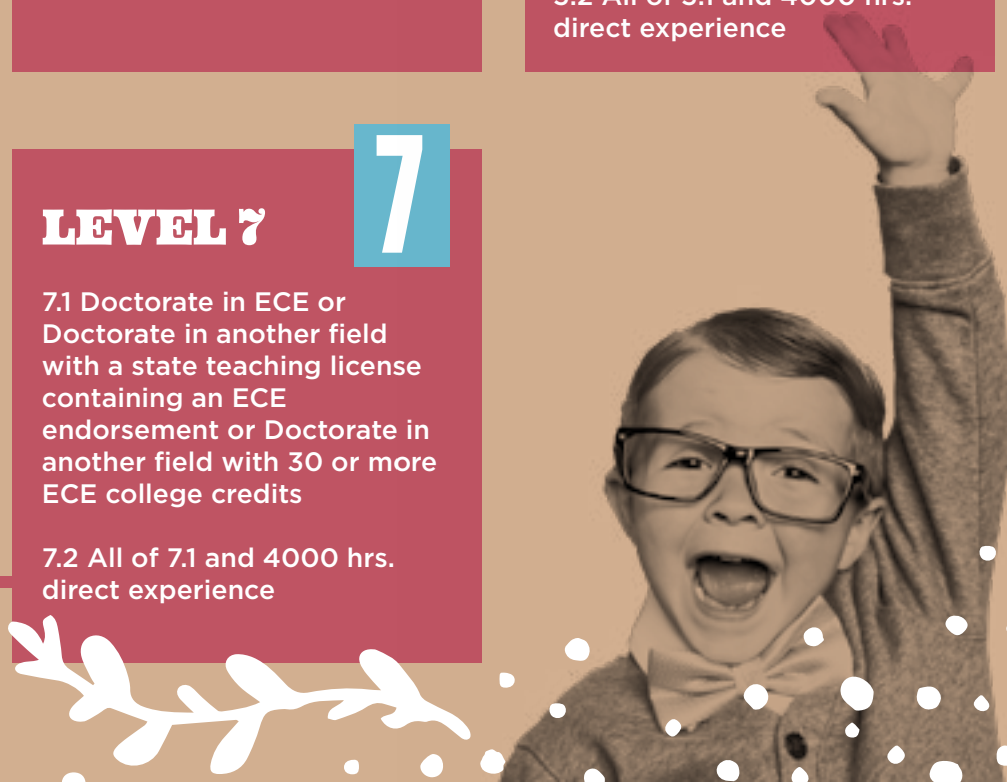
6.2 All of 6.1 and 4000 hrs. direct experience

LEVEL 7

7

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





★ ★
★ THE NEVADA
★ REGISTRY

Growing
Greater
with Each New
Chapter

