



## 2015 Annual Membership and Training Approval System Report

2015

## LETTER FROM THE PROGRAM DIRECTOR

Welcome to the 2015 Annual Membership and Training Approval System Report. Having just wrapped up our 11th year of operation, I am more excited than ever to share this year's growth with you because not only have we reached higher membership totals than ever seen before, we also successfully achieved an important milestone in our own growth as a program. Needless to say, this is an exciting time for The Nevada Registry and the Early Childhood Education (ECE) profession as a whole!

grow.

Each year our membership grows; not only in size, but in the number of professional and educational accomplishments our members have achieved. It's exciting to see that more and more ECE professionals are completing formal coursework in ECE and obtaining degrees. In fact, 32% more Registry members advanced their levels on the Career Ladder through the completion of formal coursework in 2015 as compared to 2014. This is an impressive increase given the challenges that educators of young children face balancing work and family and the low pay and lack of recognition that continue to plague our profession. Making the decision to seek formal education is a big one, but it demonstrates a commitment to one's own personal and professional growth and development.

Our program continues to grow as well! This year, The Nevada Registry participated in the National Workforce Registry Alliance's Partnership Eligibility Review (PER) process. PER is a voluntary process that registries can participate in to determine their level of "readiness" for participation in data-related projects at the national level that inform policy or support quality initiatives. Likened to the accreditation process that centers go through to achieve national accreditation through NAEYC, NAFCC, etc., PER involves a rigorous self-study that challenges programs to assess their current policies and operational procedures to ensure they are aligned with best practices for registries, as defined by the Alliance. Registries that successfully complete PER meet the Alliance's required operating standards, collect the necessary data elements, and evidence the ability to produce data reports and/or transfer files for national data projects and partnerships. The great news is that Nevada was approved! As one of only 11 states that have completed the PER process to date, this is an achievement we are very proud of as it demonstrates a commitment to quality data collection processes that support career development efforts as well as a commitment to our own continuous quality improvement.

**In addition to creating new tools and resources to further support our membership, work is underway to create a new and improved training approval system.**

As we head into another program year and continue to seek ways to grow as a program and support ECE as a profession, you can expect more great things from The Nevada Registry in 2016. In addition to creating new tools and resources to further support our membership, work is underway to create a new and improved training approval system. We hope you will join us on this journey as we make positive changes to increase the quality of training for ECE professionals. We believe that only with a shared commitment to continuous growth can we continue to elevate the ECE profession to new heights.



Shelly Nye  
Program Director



# *Oh, How We've* **GROWN!**

The Nevada Early Care and Education Professional Career Ladder officially launched in January 2004. The Training Approval System followed soon after in October of the same year. Since that time, the program has grown by leaps and bounds. Take a look at some of our most impressive statistics.

**134,197**

Hours of Registry-approved training have been offered

**20,939**

Renewal/Update forms have been processed

**4,043**

Career Ladder level increases have been granted (any level change)

**50,628**

Trainings have been approved

**12,929**

Membership applications have been scanned/electronically archived

**460**

Members have increased from a non-degreed level (Pre-Level to Level 3) to a degreed level (Level 4 -7)

**1,277**

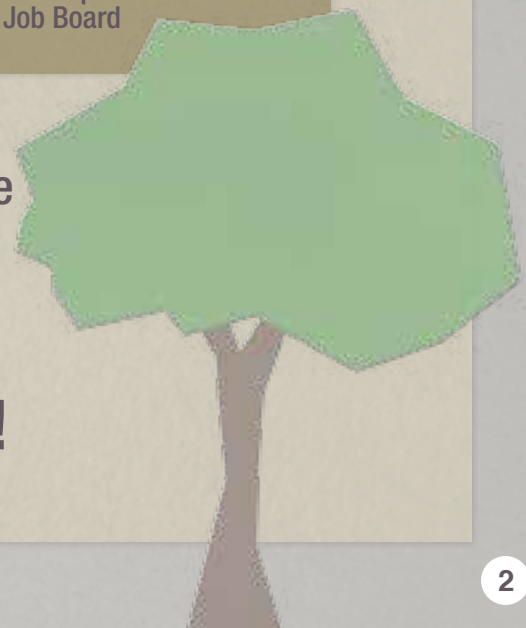
Online Professional Development Plans have been created

**2,150**

Jobs have been posted to the Job Board

**14,319** ECE professionals have joined the Registry

**1,129** members have renewed  
**5 OR MORE TIMES!**





# 2015



## 1807

New Members

## 4540

Returning Members =  
8% increase in 2015

## 3%

Increase in  
Membership

## DEMOGRAPHICS OF REGISTRY MEMBERS

### GENDER

**95%** Female  
**3%** Male  
**2%** Unspecified

### ETHNICITY

African American/Black: 10.72%  
American Indian: 1%  
Asian: 5.92%  
Caucasian/White: 51.31%  
Hispanic/Latino: 17.34%  
Multi-Racial: 2.52%  
Pacific Islander: 1.11%  
Other: 0.9%  
Unspecified: 9.19%

### 8.58 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 AGE 38 YEARS

**63%** of all members are 31 years of age or older.

Average number of years of participation with the Registry is **3.28**

**25%** 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



## 82%

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:	153	2.38%	148
Churchill:	46	0.72%	41
Clark:	4217	65.69%	4098
Douglas:	106	1.65%	104
Elko:	119	1.85%	111
Esmeralda:	0	0%	N/A
Eureka:	0	0%	N/A
Humboldt:	35	0.55%	35
Lander:	5	0.08%	5
Lincoln:	3	0.05%	3
Lyon:	94	1.46%	92
Mineral:	3	0.05%	3
Nye:	41	0.64%	38
Pershing:	4	0.06%	4
Storey:	0	0%	N/A
Washoe:	1501	23.38%	1401
White Pine:	37	0.58%	37
Out of State:	56	0.87%	48

\*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.

### 78%

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

### \$10.10

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

### Center Directors

## \$14.00

Median Hourly Wage (Statewide)

*Wage reported by 57% of all Directors & Assistant Directors*

### Lead/Head Teachers

## \$11.00

Median Hourly Wage (Statewide)

*Wage reported by 85% of all Lead/Head Teachers*

### Assistant Teachers/Aides

(including Floaters/ Breakers/Substitutes)

## \$9.50

Median Hourly Wage (Statewide)

*Wage reported by 90% of all Assistant Teachers/Aides*

2015 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

### Lead Teachers

### Assistant Teachers/Aides

# of Directors in County	% Reporting Wage	Median Hourly Wage	# of Lead Teachers in County	% Reporting Wage	Median Hourly Wage	# of Asst. Teachers in County	% Reporting Wage	Median Hourly Wage
26	58%	\$11.25	33	88%	\$9.50	72	94%	\$9.50
6	33%	\$9.63	12	100%	\$9.88	10	80%	\$8.75
455	60%	\$13.00	1556	84%	\$10.96	1321	89%	\$9.84
14	71%	\$14.95	33	94%	\$10.00	47	89%	\$9.25
7	71%	\$15.00	34	91%	\$11.48	51	80%	\$10.00
0	N/A	N/A	0	N/A	N/A	0	N/A	N/A
0	N/A	N/A	0	N/A	N/A	0	N/A	N/A
4	50%	\$11.00	6	100%	\$11.13	18	89%	\$8.85
1	100%	\$15.42	0	N/A	N/A	1	100%	\$8.25
0	N/A	N/A	0	N/A	N/A	3	100%	\$9.00
12	42%	\$10.50	27	78%	\$9.25	39	92%	\$8.75
0	N/A	N/A	1	100%	\$15.65	1	100%	\$9.25
8	63%	\$15.00	8	63%	\$14.80	18	67%	\$10.80
0	N/A	N/A	1	100%	\$8.25	3	100%	\$8.25
0	N/A	N/A	0	N/A	N/A	0	N/A	N/A
164	49%	\$15.00	500	88%	\$11.25	486	94%	\$9.37
6	67%	\$25.66	16	75%	\$12.40	10	80%	\$11.44
5	80%	\$14.13	19	100%	\$12.85	18	94%	\$8.25

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 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. *Refer to Page 9 for a detailed description of Career Ladder Levels.*

**21% of all active members have an AA degree or higher (in any field of study)**

**Of this 21%:**

**38% have a degree in ECE**

**62% have a Non-ECE degree**

*Of the 62% with a Non-ECE degree:*

*72% place at Levels 1-3 (including Pre-Level)*

*28% 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*	1149	17.90%	66	N/A	84%	\$8.75
Level 1:	2929	45.62%	204	N/A	82%	\$10.00
Level 2:	1233	19.21%	295	N/A	72%	\$12.00
Level 3:	364	5.67%	37	N/A	75%	\$12.85
Level 4:	259	4.03%	36	223	70%	\$13.75
Level 5:	337	5.25%	108	228	60%	\$15.22
Level 6:	135	2.10%	78	57	50%	\$17.68
Level 7	14	0.22%	8	6	21%	\$50.00

\*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.

15% 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.

19% of all members without a degree have completed 1 or more ECE college credits.

- Of the 19%, 29% 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 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 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	458	7.13%	7	91	167	62	33	61	32	5
Assistant Director/Program Director	206	3.21%	6	73	81	15	12	13	6	0
Infant/Toddler Director	26	0.40%	5	7	7	2	3	2	0	0
Infant/Toddler Asst. Director	18	0.28%	5	12	1	0	0	0	0	0
Lead/Head Teacher	2246	34.98%	214	1099	504	144	109	141	35	0
Assistant Teacher/Aide	1631	25.40%	510	823	184	53	38	18	5	0
Floater/Breaker/Substitute	467	7.27%	138	220	52	19	20	15	3	0
Dept. of Education Licensed ECE Teacher	32	0.50%	0	6	5	0	1	13	7	0
Dept. of Education Licensed ECE Special Ed. Teacher	5	0.08%	0	1	0	0	0	1	3	0
Before/After School Teacher	51	0.79%	14	26	8	1	1	1	0	0
Licensed <u>Family</u> Home Care Provider	252	3.93%	12	140	60	26	6	7	1	0
Licensed <u>Group</u> Home Care Provider	28	0.44%	0	16	8	1	1	1	1	0
Family, Friend & Neighbor Care (Unlicensed)	5	0.08%	1	2	0	0	1	1	0	0
Other Direct	743	11.57%	189	356	111	28	24	27	7	1
<b>INDIRECT SERVICE POSITIONS</b>										
Early Childhood Trainer/Coordinator	31	0.48%	0	0	2	2	0	12	13	2
Early Intervention Provider	4	0.06%	0	0	1	0	0	1	2	0
CCR&R or other child/family agency	15	0.23%	0	0	5	1	0	6	3	0
Higher Education Faculty	12	0.19%	0	1	0	0	1	0	4	6
Program Administrator (indirect)	11	0.17%	0	3	1	0	0	4	3	0
Other Indirect	29	0.45%	5	1	5	4	1	6	7	0
<b>OTHER</b>										
Unemployed	65	1.01%	7	24	18	4	6	5	1	0
Not Currently Working in ECE	31	0.48%	19	2	5	1	1	2	1	0
Current Employment Unknown	54	0.84%	17	26	8	1	1	0	1	0

92% 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).

38% of all Directors have a college degree (AA or higher).  
- Of those, 38% have a degree in ECE and 62% have a Non-ECE degree.

15% of Family and Group Home Providers have a college degree (AA or higher).

18% of all members working in direct service positions have less than 1000 hours of experience working with children.

## CAREER LADDER LEVEL INCREASES

73

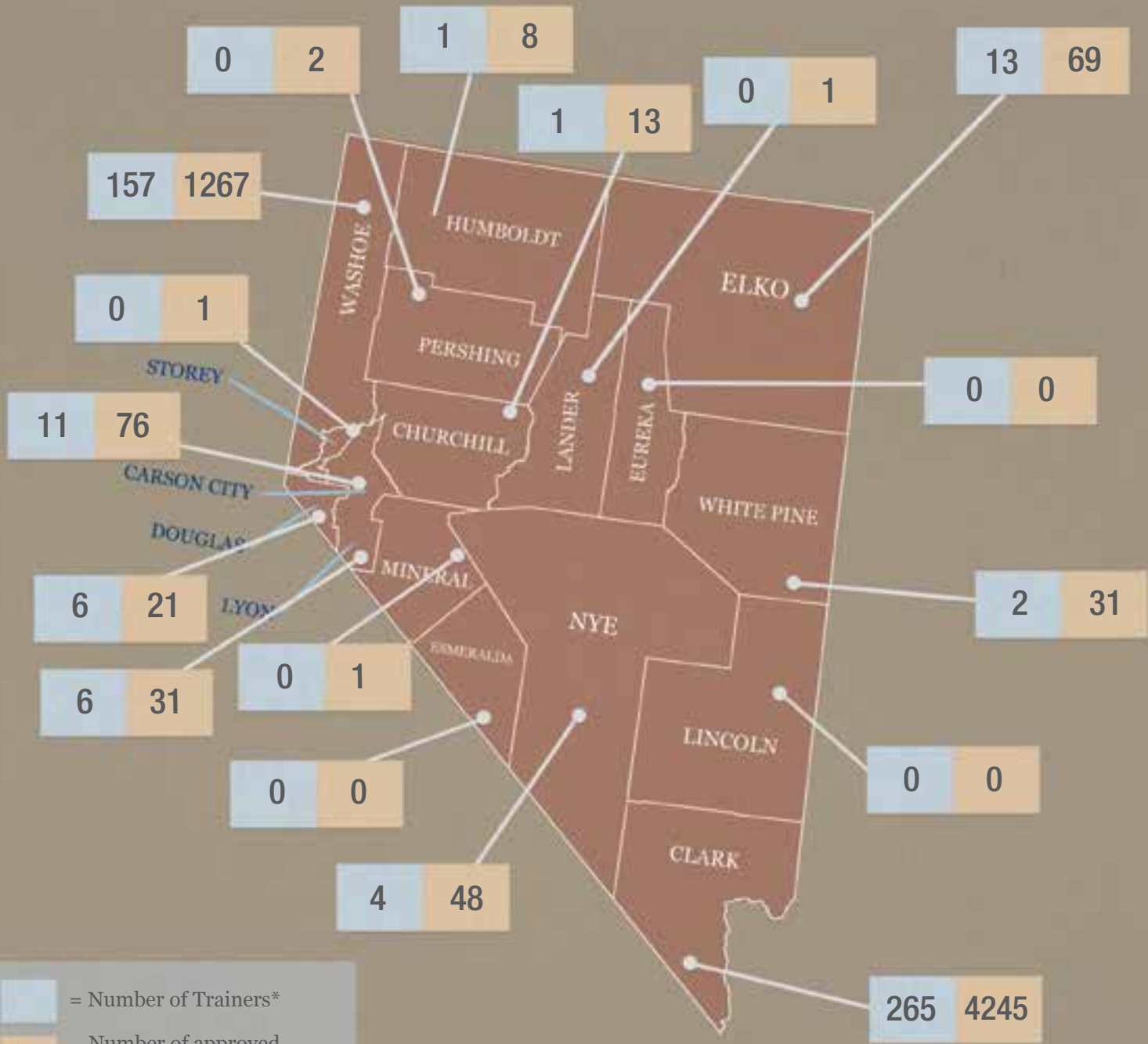
Registry Members increased their Career Ladder level during 2015 due to the completion of an ECE degree or other qualifying criteria.

Of those 73; 66 completed their ECE degree, 7 had a Non-ECE degree but placed at degreed level due to other qualifying criteria. 15 were registered trainers.

# THE NEVADA REGISTRY'S TRAINING APPROVAL SYSTEM

The Nevada Registry's statewide system of training approval promotes quality training opportunities and creates consistency within the training approval process. All approved training is linked to Nevada's Core Competencies and is based on developmentally appropriate practice 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 Registry is able to help early childhood educators meet their professional development needs and goals. Over the past 10 years, hundreds of individuals have completed the trainer registration process and thousands of trainings have been provided to the early childhood community making The Nevada Registry a valuable professional development resource and support to the ECE workforce in Nevada.

## Trainers and Trainings by County: 2015



\*Includes both ECE and Non-ECE Trainers. County of residence is unspecified for 16 registered Out-of-State Trainers.

\*\*193 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 2015:

Human Growth and Development ..... 472  
Positive Interactions and Guidance ..... 561  
Observation and Assessment ..... 121  
Environment and Curriculum ..... 1015

Health, Nutrition and Safety ..... 3321  
Leadership and Professional Development ..... 188  
Family and Community Relationships ..... 145  
Management and Administration ..... 184

### Number of Active Registered\* Trainers and Sponsors

# 753

**ECE Trainers: 398**  
**Non-ECE Trainers: 84**  
**Sponsors: 271**

\*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.

### Trainings Approved in 2015

# 6,007

(An average of 500 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.

### ECE Trainers by Career Ladder Level

<b>Pre-Level: 2</b>	<b>Level 4: 36</b>
<b>Level 1: 33</b>	<b>Level 5: 91</b>
<b>Level 2: 112</b>	<b>Level 6: 65</b>
<b>Level 3: 49</b>	<b>Level 7: 10</b>

### ECE Trainers with an ECE Degree or Higher (in any field of study)

# 65%

Of that percentage, 50% have a degree in ECE, 50% have a Non-ECE degree.

### ECE Trainers Working in Direct Service Positions

# 77%

# 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





