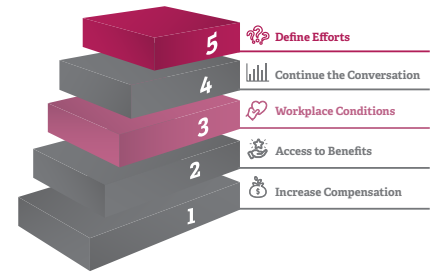


# 2023 IOWA CHILD CARE WORKFORCE STUDY

## Brief 3: Overview of Education



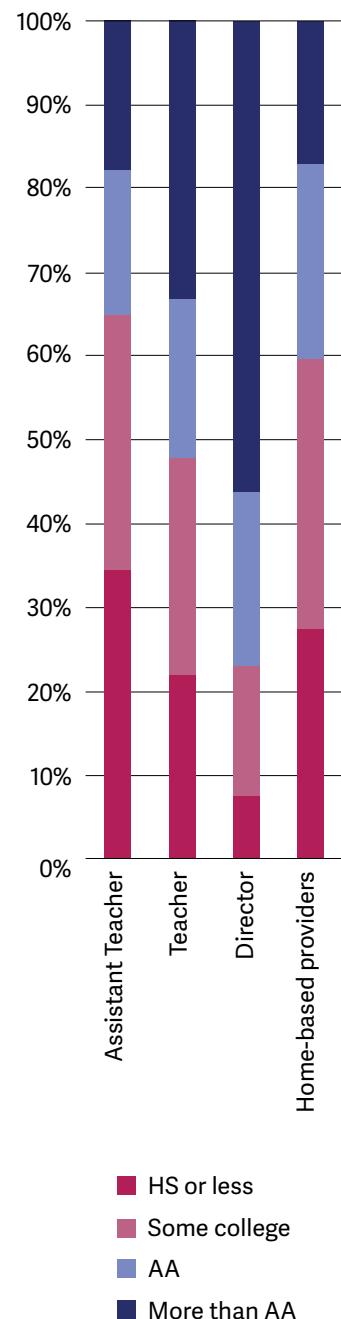
### Summary

The education of a young child’s early educator is a key indicator of program quality; increased education leads to better outcomes for young children. Additionally, professionalizing the early care and education workforce is foundational to improving compensation. Increased education leads to increased pay, which in turn increases retention and helps to stabilize the child care system. However, many providers, especially those with lower levels of education, are unaware of the available resources that can help them overcome the barriers that prevent them from furthering their education.

### Current Education Levels

The primary way that program administrators determine starting salary for their staff is based on education – but when there are no educational requirements for assistant teachers, those assistant teachers are often placed at a salary disadvantage. Furthermore, 53.3% of those assistant teachers responded that they were not familiar with T.E.A.C.H. Early Childhood® Iowa, a comprehensive scholarship program that helps many early care and education professionals attain more education debt-free. This indicates that not only do providers with lower levels of education receive lower compensation, they also have fewer opportunities for advanced roles.

EDUCATIONAL ATTAINMENT OF PROVIDERS BY ROLE



AVERAGE HOURLY WAGE BY ROLE AND EDUCATION

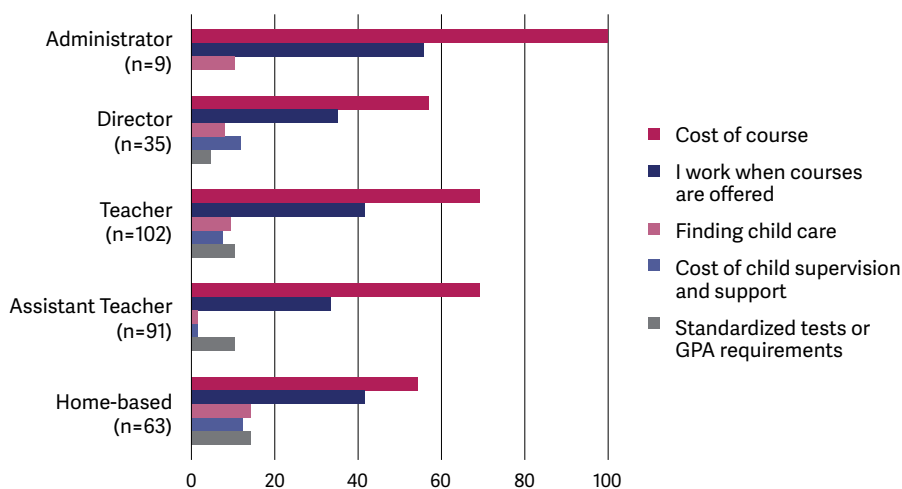
Average hourly wage for role x education	Lead Teacher		Home-based Provider	
	Rural	Urban	Rural	Urban
HS/GED or less	\$12.64	\$14.11	\$7.26	\$10.76
Some college, no degree	\$12.91	\$14.65	\$9.96	\$12.94
AA degree	\$13.67	\$15.32	\$9.83	\$10.98
BS degree or more	\$15.82	\$16.80	\$10.94	\$11.90



## Barriers to Education

Providers who are interested in earning more education but are not enrolled named class costs and times as the largest barriers for them to pursue more education. However, funding from the T.E.A.C.H. scholarship program and the augmentation of fully online degree paths neutralizes those barriers so that degrees are much more accessible for full-time providers.

BARRIERS TYPES FOR INTERESTED BUT NOT ENROLLED PROVIDERS



## Higher Degrees Lead to Higher Pay

47% of providers are interested in taking additional college courses, and available resources like the T.E.A.C.H. scholarship program can help them achieve that goal. In turn, their increased education helps them earn higher wages and attain access to advanced job opportunities.

Wages are critical for retaining providers, and increasing education is one key strategy to raise wages. Increased wages will increase retention, decrease reliance on public assistance, and ease staffing constraints, which allows programs to enroll more children for working parents.

*“T.E.A.C.H. is an excellent program. There were days I feel like I was sinking and I could call my counselor and they would be like, ‘Nope girl, you’re doing good, just keep it up.’ You have a lot of doubts about yourself, especially at my age, going back to school.”*

*[Center-based provider, Focus group 0930]*

*“I really like the agency I work for. It sounds really corny but it’s really like a family. I’ve worked at the same agency for 16 years, like I started working there when I was a baby. I’m well respected, I’ve been promoted several times, they sponsored me for the T.E.A.C.H. scholarship, the second I finished student teaching I got promoted.”*

*[Center-based provider, Focus group 0930]*

