



# 10 Things to Know About Iowa's Child Care Workforce

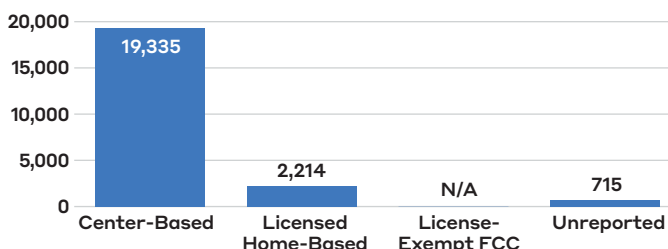
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of which collect data to even greater levels of detail.

## IOWA'S DATA

The data included here is from the 2023 Iowa Child Care Workforce Study published by the Iowa Association for the Education of Young Children and Iowa's Integrated Data System for Decision Making as of May 2023. The data includes a sample of 4,282 employees who participated in the study. Workforce Size data was provided by Iowa's Early Childhood and School Age Professional Workforce Registry (I-PoWeR) and includes those who work in programs regulated by the Iowa Department of Health and Human Services, and approved adult educators. Iowa's registry has 105,618 total active user profiles. This report reflects 22,264 active users working in direct care positions and approved adult educators. [Iowa's registry profile sheet.](#)

### 1. Workforce Size

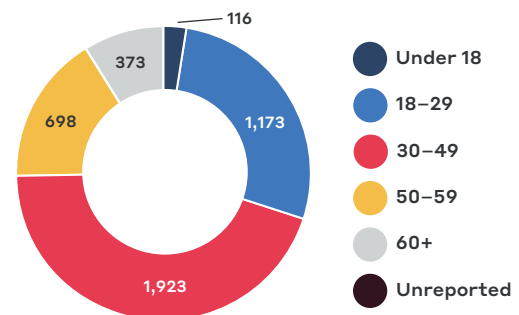
|                             |                   |        |
|-----------------------------|-------------------|--------|
| <b>Center-Based</b>         | Director          | 2,582  |
|                             | Teacher           | 6,462  |
|                             | Teacher Assistant | 10,291 |
| <b>Licensed Home-Based</b>  | Owner             | 2,036  |
|                             | Assistant         | 178    |
| <b>License Exempt</b>       |                   | N/A    |
| <b>Trainers and Coaches</b> |                   | 715    |
| <b>Unreported</b>           |                   | 0      |
| <b>Total</b>                |                   | 22,264 |



### 2. Ages of Children Served<sup>1</sup>

| Age Groups                            | Percent         |
|---------------------------------------|-----------------|
| Infants and Toddlers (Birth to Age 2) | 34.6            |
| Preschool (Ages 3 and 4 years)        | 40.4            |
| School-age (Age 5 and older)          | 34.0            |
| Multiple age groups                   | DM <sup>2</sup> |
| Unreported                            | 39.2            |

### 3. Workforce Age<sup>3</sup>



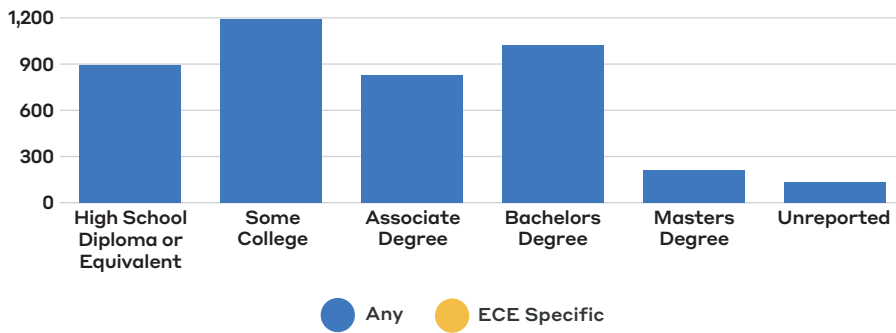
### 4. Employment Status<sup>4</sup>



### 5. Gender<sup>5</sup>



## 6. Highest Level of Education<sup>6</sup>



Total Workforce with Any ECE Credential: N/A



For more information on education requirements for Iowa's workforce, see BPC's [Child Care Workforce Licensing Database](#).

## 7. Years of Experience<sup>7</sup>

| Center-Based |         |                   | Licensed Home-Based |           | License Exempt | Trainers and Coaches |
|--------------|---------|-------------------|---------------------|-----------|----------------|----------------------|
| Director     | Teacher | Teacher Assistant | Owner               | Assistant |                |                      |
| 9.49         | 6.16    | 3.59              | 15.46               | 5.24      | N/A            | N/A                  |

## 8. Race<sup>8</sup>

| Race                              | Percent |
|-----------------------------------|---------|
| American Indian/Alaska Native     | N/A     |
| Asian                             | 0.8     |
| Black/African American            | 4.6     |
| Hawaii Native or Pacific Islander | 0.1     |
| Hispanic/Latino                   | 4.5     |
| White                             | 86.4    |
| Multiple Races                    | 2.0     |
| Chose not to report               | N/A     |
| Additional option not listed      | 2.0     |
| Unreported                        | 3.6     |

## 9. Average Compensation<sup>9</sup>

| Center-Based |                    |         |                   | Licensed Home-Based |           | License Exempt | Trainers and Coaches |
|--------------|--------------------|---------|-------------------|---------------------|-----------|----------------|----------------------|
| Director     | Assistant Director | Teacher | Teacher Assistant | Owner               | Assistant |                |                      |
| \$19.00      | \$16.82            | \$14.70 | \$12.50           | \$9.09              | N/A       | N/A            | N/A                  |

## 10. Benefits by Program<sup>10</sup>

| Benefit                             | Center-Based | Licensed Home-Based | Other |
|-------------------------------------|--------------|---------------------|-------|
| Paid Planning Time                  | N/A          | N/A                 | N/A   |
| Paid Sick Leave                     | 43.8%        | 36.5%               | N/A   |
| Paid Vacation                       | 70.1%        | 49.5%               | N/A   |
| Retirement                          | 39.6%        | 16.5%               | N/A   |
| Employer Sponsored Health Insurance | 44.1%        | 13.2%               | N/A   |

### Footnotes

- Percentages based on sample size of 4,282 employees.
- While there is no reported number, many programs and educators serve multiple age groups.
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- Percentages based on sample size of 4,282 employees.
- Numbers in this section based on sub-sample size of 2,270 employees.
- Percentages based on sub-sample size of 2,568 employees. Percentages are based on self-reported information by employees, not by programs offering the benefit.

