



2010 Registry Snapshot:

A Summary of Registry Membership, Registered Trainers
and the Training Approval System



Welcome!

Thank you for your interest in The Nevada Registry's first annual program brief, "2010 Registry Snapshot: A Summary of Registry Membership, Registered Trainers and the Training Approval System". This is the first in a series of annual reports aimed at providing a picture of Registry membership at various points in time, and will help us track similarities and differences in member demographics at the beginning, during, and beyond, full implementation of mandatory participation. Each annual report will highlight the composition and characteristics of Nevada's Early Care and Education (ECE) workforce and will allow for comparison of how the membership population changes or stays the same as more of the workforce becomes active in the program. The information provided in this annual brief will also be used to help guide the development of future Registry programs and services.

History of The Nevada Registry

In April 2002, a voluntary* Career Ladder and a set of Core Knowledge Areas were formally adopted by the Nevada State Child Care Advisory Committee. Adoption of these systems was based on recommendations received from the Quality, Training and Licensing Sub-Committee and hundreds of ECE professionals from across the state. Development of the infrastructure necessary to implement the Career Ladder began at that time. The infrastructure was officially named and became what we now refer to as The Nevada Registry. The Nevada Registry officially launched in January 2004.

*In April of 2009, participation with the Registry was adopted into State Child Care Licensing regulations. All caregivers working in licensed child care settings are now required to apply to The Nevada Registry by December 31, 2012.

What is The Nevada Registry?

The Nevada Registry is a system of data collection, career development and recognition that supports professionals in the field of Early Care and Education by validating their professional and educational achievements. The program aims to help lessen the stigma and increase the status of the ECE profession by promoting a well-trained and skilled workforce and is one of the statewide efforts geared toward reducing staff turnover, increasing wages, heightening professionalism and increasing advancement opportunities for ECE practitioners. Serving the ECE community throughout Nevada, The Nevada Registry serves as a clearinghouse of information by offering Career Ladder placement, an online calendar of training, community resources/information, a statewide job board, professional development planning, a Trainer Directory (coming soon!) and more. The Nevada Registry is also responsible for the approval of all informal (not-for-college credit) training in the state of Nevada.



Funding

The Nevada Registry is one of the various programs available through the State of Nevada, 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.

Guiding Principles of The Nevada Registry

Professional education and preparation is vitally important to providing quality experiences to children. Ensuring that ECE professionals are then recognized for their professional accomplishments, formal ECE education and specialized training is essential to the growth of the field and to the public understanding of Early Care and Education as a viable and critical profession in our society. These are the guiding principles that form the foundation of The Nevada Registry's Vision, Mission and Goals.

Vision: Nevada's Early Care and Education professionals are empowered, well-educated, highly-skilled, valued, respected, and equitably compensated.

Mission: The Nevada Registry supports and empowers Early Care and Education (ECE) professionals in Nevada to promote high quality Early Care and Education through recognition, professional development and educational growth.

GOALS OF THE NEVADA REGISTRY

- RAISE THE STATUS OF THE ECE PROFESSION BY HONORING AND RECOGNIZING THE PROFESSIONAL ACHIEVEMENTS OF THOSE WORKING IN THE FIELD
- PROMOTE PROFESSIONAL DEVELOPMENT
- HELP ECE PROFESSIONALS ACHIEVE GREATER RESPECT AND APPRECIATION FOR THEIR INVALUABLE WORK WITH YOUNG CHILDREN
- EMPOWER NEVADA'S PROVIDERS TO TAKE RESPONSIBILITY FOR IMPROVING THE QUALITY OF EARLY CARE AND EDUCATION
- PROMOTE THE ACHIEVEMENT OF STATE AND NATIONAL STANDARDS IN EARLY CARE AND EDUCATION
- ENCOURAGE PERSONAL RESPONSIBILITY FOR ACTIVELY PURSUING PROFESSIONAL AND EDUCATIONAL GOALS
- IDENTIFY AND DOCUMENT PROFESSIONAL ACHIEVEMENTS
- COLLABORATE WITH AND UNITE PARTNERS TO PROMOTE THE VISION, MISSION AND GOALS OF THE NEVADA REGISTRY

Advisory Committee

In 2004, The Nevada Registry Advisory Committee was formed to help guide Nevada's professional development and training approval systems. The Committee is an advising body with a broad range of professional representation across the state and operates in accordance with The Nevada Registry's Vision, Mission and Goals.

Advisory Committee Members:

- Provide guidance to The Nevada Registry Program Director in accordance with the Member Agreement
- Serve as an advocate for The Nevada Registry within the ECE community and at public hearings for Child Care Licensing and other Boards, Committees, etc. where the Registry is being discussed
- Act as a sounding board during the planning stages for new programs, services and miscellaneous activities of the Registry
- Help create policies and procedures that govern specific aspects of The Nevada Registry's Training Approval and Career Development systems
- Participate on project-specific subcommittee(s) of interest
- Serve on appeals panels when applicable

The Nevada Early Care and Education Professional Career Ladder

The Career Ladder is the cornerstone of the Registry's recognition system. It is based on what research has shown about the importance of specialized training in ECE and the correlation between formal education and quality environments for children. The ladder contains levels representing various combinations of

formal education, training and direct experience (up to 4000 hours). The ladder views the field of Early Childhood Education as a distinct and separate body of knowledge.

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

Position Titles

Direct Service positions refer to the direct care of children, typically in a licensed child-care setting*.

Up to 4000 hours of experience gained through direct service is used in the calculation of Career Ladder levels.

*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/Aid
Floater/Breaker/Substitute
Pre-K - Grade 3 Teacher
Special Education Teacher
Before/After School Teacher
Licensed Family Home Care Provider
Licensed Group Home Care Provider
Family, Friend & Neighbor Care (Unlicensed)

Indirect Service Positions

Early Childhood Trainer/Coordinator
Early Intervention Provider
CCR&R or other child/family agency
Higher Education Faculty
Program Administrator (indirect)

Other

Unemployed
Student/Not Currently Working in ECE

Data, Data, and More Data!

As mentioned previously, in addition to being a recognition system, The Nevada Registry is a data collection system that gathers valuable data about the ECE workforce in Nevada; which is an important step in growing ECE as a profession. The information found on the following pages is based on data collected through the application and renewal processes. None of the information collected through the application process or the training approval system is ever disclosed with any identifying information attached. Any data provided to the community is combined in order to report on large groups of people, rather than on any individual member. This and ALL other information contained in each member's Career Development File is confidential.



2532

Active Registry Members
as of 12/31/10

1474

New members in 2010

995

Returning members in 2010


3745

Individuals placed on the
Career Ladder since January 2004

34%

Approximate number of the ECE
workforce in Nevada currently
participating in the Registry.*

*According to The Children's Cabinet 2009 report (Elquist, M. (2009). *Child care in the state of Nevada: 2009 demographics report*. Reno, NV: The Children's Cabinet, Inc.), there were an estimated 7,449 child care providers working in licensed child care settings statewide at that time. This number is based on Center-Based and Family/Group Home providers only and does not reflect the estimated number of School Age caregivers who are license-exempt.



127%

Increase in
membership in 2010!

95%

Percentage of members that are female

40

Average age of
Registry Members

9.3 YEARS

Average number of
self-reported years working in
ECE reported by Registry Members.

This is an overall average that does not take into account whether those years were full or part time years of employment.

ETHNICITY OF REGISTRY MEMBERS

African American: 11.49%
American Indian: 0.87%
Asian/Pacific Islander: 6.6%
Caucasian: 58.29%
Hispanic: 14.85%
Other: 1.97%
Unspecified: 5.92%

Registry Membership by County

	Registry Members by County	Percentage of Total Membership	Estimated Caregivers by County*	Percentage of Total Estimate
Carson City:	55	2.17%	214	26%
Churchill:	22	0.87%	93	27%
Clark:	1548	61.14%	4629	33%
Douglas:	57	2.25%	157	36%
Elko:	98	3.87%	82	119%
Esmeralda:	0	0%	0	NA
Eureka:	0	0%	0	NA
Humboldt:	21	0.83%	41	51%
Lander:	3	0.12%	9	33%
Lincoln:	0	0%	0	NA
Lyon:	35	1.38%	167	21%
Mineral:	1	0.04%	8	13%
Nye:	9	0.36%	39	23%
Pershing:	2	0.08%	18	11%
Storey:	2	0.08%	1	200%
Washoe:	623	24.61%	1964	32%
White Pine:	20	0.79%	27	74%
Out of State:	36	1.42%	NA	NA

*Estimates are based on The Children's Cabinet 2009 report (Elquist, M. (2009). *Child care in the state of Nevada: 2009 demographics report*. Reno, NV: The Children's Cabinet, Inc.). These numbers are based on Center-Based and Family/Group Home providers only and do not reflect the estimated number of School Age caregivers who are license-exempt.

61%
of all Registry Members
reported wage
information

\$11.93

Average hourly wage of all current members

\$11.73

Average hourly wage of members working in a direct service capacity (wage reported by 59%)

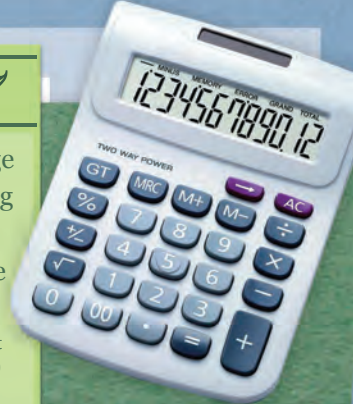
\$11.27

Average hourly wage
of members working
in a direct service,
non-administrative
capacity

(i.e., members who are not Directors/Administrators)
(wage reported by 52%)

2010 State of Nevada Minimum Wage for employees with employer-paid benefits was \$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



Registry Membership by Position Title
and Average Hourly Wage

Direct Service Positions	# of Registry members by title	% of total membership	% with AA degree or higher	Total Reporting Wage	Average Hourly Wage
Center/Preschool Director/Administrator	244	10%	40%	81	\$17.71
Assistant Director/Program Director	96	9%	20%	64	\$13.13
Infant/Toddler Director	18	<1%	22%	11	\$12.38
Infant/Toddler Asst. Director	7	<1%	43%	6	\$16.49
Lead/Head Teacher	831	33%	17%	589	\$11.65
Assistant Teacher/Aid	586	23%	7%	437	\$10.13
Floater/Breaker/Substitute	124	5%	12%	82	\$9.79
Pre-K - Grade 3 Teacher	119	5%	29%	59	\$13.76
Special Education Teacher	7	<1%	86%	0	NA
Before/After School Teacher	13	<1%	7%	8	\$9.27
Licensed Family Home Care Provider	85	3%	9%	18	\$11.75
Licensed Group Home Care Provider	0	NA	NA	NA	NA
Family, Friend & Neighbor Care (Unlicensed)	2	<1%	NA	0	NA
Other Direct	231	9%	9%	142	\$13.12
Indirect Service Positions					
Early Childhood Trainer/Coordinator	38	1%	71%	12	\$21.70
Early Intervention Provider	6	<1%	67%	1	\$15.65
CCR&R or other child/family agency	17	<1%	71%	12	\$15.71
Higher Education Faculty	10	<1%	90%	1	\$25.00
Program Administrator (indirect)	11	<1%	73%	3	\$16.67
Other Indirect	50	2%	46%	24	\$16.15
Other					
Unemployed	23	<1%	39%	NA	NA
Student/Not Currently Working in ECE	14	<1%	21%	NA	NA

93% of Registry Members work in a direct service position.

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.



Registry Membership and Hourly Wage by Career Ladder Level

	Total Number of Members	Percentage of Total Membership	Members Reporting Wage	Average Hourly Wage
Pre-Level	164	6.48%	108	\$9.89
Level 1:	1074	42.42%	695	\$10.31
Level 2:	570	22.51%	366	\$11.68
Level 3:	242	9.59%	138	\$12.54
Level 4:	164	6.48%	114	\$14.61
Level 5:	214	8.45%	106	\$15.60
Level 6:	97	3.83%	20	\$17.75
Level 7:	7	0.28%	0	Not reported
Total:	2532			

19% of Registry Members have an AA degree (or higher) in ECE and/or a Non-ECE degree with other qualifying criteria* to place at degreed level.

Of that 19%, 70% have a degree in ECE, 30% have a Non-ECE degree with other qualifying criteria.

*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.

Career Ladder Level Increases

35 Registry Members increased their Career Ladder level during 2010 due to the completion of an ECE degree or other qualifying criteria.

Of those 35, 26 completed their ECE Degree, 9 had a Non-ECE degree but placed at degreed level due to other qualifying criteria and 12 are registered trainers.

142

Members that 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 State of Nevada Bureau of Services for Child Care designated The Nevada Registry the official agency responsible for the approval of all informal (not-for-college-credit) 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.

Registered Trainers and Sponsors are Defined as Follows:

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. 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.

Total number of registered* trainers and sponsors: 716

Total ECE Trainers: 340

Total Out of State Trainers: 17

Total Non-ECE Trainers: 167

Total Sponsors: 192

*"Registered" means that the trainer/sponsor has submitted at least one training event for approval and has signed an "Ethical Obligations and Professional Responsibilities for Registered Trainers/Sponsors" form. 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 trainer qualifications has been developed.

For more information on the Training Approval System, please visit our website at nevadaregistry.org.



Number of ECE TRAINERS by CAREER LADDER LEVEL

Pre-Level: 1	Level 4: 47
Level 1: 28	Level 5: 79
Level 2: 75	Level 6: 58
Level 3: 47	Level 7: 5



56% of ECE
Trainers have an
AA degree or higher

74% of ECE
Trainers work in
Direct Service positions

Contact The Nevada Registry for a
breakdown of ECE Trainers by position titles.

Total number of trainings
approved since inception of
program in October 2004

19,358

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.

Total number of
trainings approved
in 2010

3510



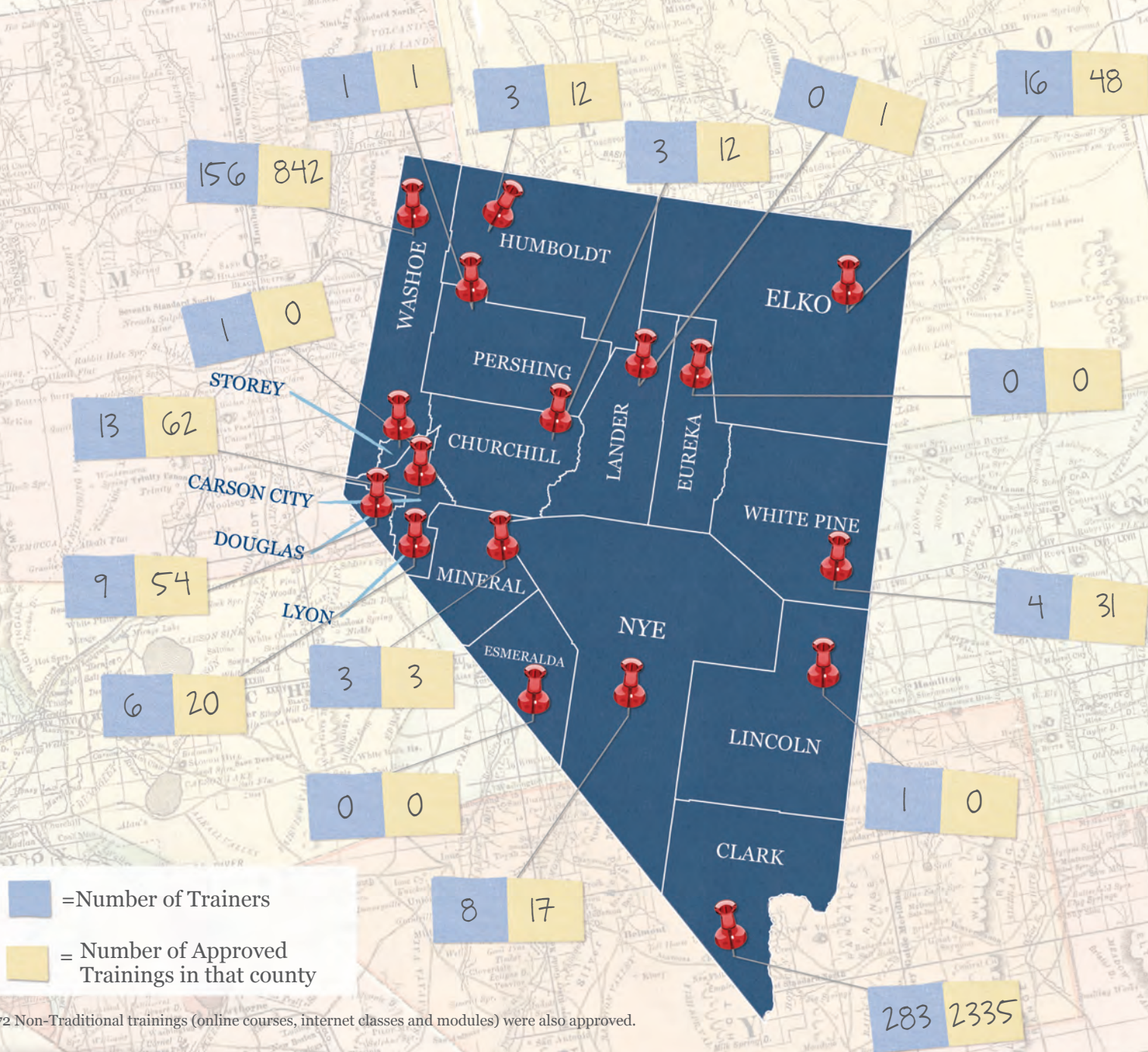
Approved Trainings by Core Knowledge Area

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 2010:

Human Growth and Development	317
Positive Interactions and Guidance	470
Observation and Assessment	103
Environment and Curriculum	632
Health, Nutrition and Safety	1624
Leadership and Professional Development	132
Family and Community Relationships	163
Management and Administration	69

Trainers and Trainings by County: 2010

Includes both ECE and Non-ECE Trainers



The Nevada Registry Launched a New Website in February 2011

Some of the new features include:

- Better organization of information
- Blog with info about what we are doing and the latest industry-related news
- Quick links on every page to the most frequently visited pages of our site
- Site-wide keyword search to help you narrow down your search
- Alert panel that allows us to easily share urgent messages with members
- A form that allows you to request that Registry staff contact you
- Site map to help you get right to the information that you want, fast!

Check it out, subscribe to the blog and let us know what you think!

