NEW ENGLAND EARLY CARE AND EDUCATION WORKFORCE DATA RESOURCE GUIDE
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NEW Partners Staff who contributed to this document:

Doug Baird, Associated Early Care and Education, Inc.
Jeantel DeGazon, Associated Early Care and Education, Inc.
Julie Dennehy, Edmund S. Muskie School of Public Service
Angie Herrick, Edmund S. Muskie School of Public Service
Christine Johnson-Staub, Associated Early Care and Education, Inc.
Karen Monahan, Edmund S. Muskie School of Public Service
Erin Oldham, Edmund S. Muskie School of Public Service
Tammy Richards, Edmund S. Muskie School of Public Service
Sasha Stavsky, Associated Early Care and Education, Inc.

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Julie Atkins, Edmund S. Muskie School of Public Service
Rachel Connelly, Bowdoin College
Tasha Davidson, Child Care Careers Institutes, Massachusetts
Anne Goldstein, USA Child Care
William Hager, Child Care Services of York County, Maine
Linda Hogan, USA Child Care
Donna Osuch, Connecticut Association for Human Services
Lee Parker, ACCESS
Sue Ryan, Worthy Wage Coalition, Vermont
Jason Sachs, Massachusetts Department of Education
Stefany Shaheen, New Hampshire Business Partners
Louise Stoney, Stoney Associates
Catherine Walsh, Rhode Island Kids Count
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**Introduction**

*Goals of the Data Resource Guide*

The *New England Child Care Workforce Data Resource Guide*, a catalog of data sources gathering information on the demographics, education and training, market rate and cost of care, salary and benefits, supply and demand, and turnover of the child care workforce and early care and education field in the six New England states. The data sources that are described in this document are based on information provided by NEW Partners state team members, and the descriptions are current as of the year 2001.

The *New England Child Care Workforce Data Resource Guide* is a quick reference tool providing brief descriptions and contact information on existing state data sources in a number of subject areas related to the child care workforce. The Data Resource Guide, however, is also designed to assist those who are interested in collecting information on the child care workforce by capitalizing on the expertise and experience of those who have already initiated or completed data collection efforts. While no one data collection effort is perfect in its design or its implementation, and while each state has its own unique complexities to consider in designing data collection systems, states can learn a lot from one another’s experiences – and mistakes. In addition, other organizations may be willing to share data collection tools and methodologies, saving resources such as time and money. Finally, other organizations and states may be interested in partnering on data collection efforts for the purposes of state-to-state comparisons.

*An Outline of the Data Resource Guide*

As stated above, the main section of the Data Resource Guide provides information on data sources containing information on the demographics, education and training, market rate and cost of care, salary and benefits, supply and demand, and turnover of the child care workforce and early care and education field in the six New England states. These subject area sections are further sorted alphabetically by state and survey title of the data source.

In addition to state and survey title, each entry in the subject area sections provides the following information:

- a **description** of the data source (as provided by NEW Partners’ state team members), which includes some or all of the following information: date of initiation, timeline, data collection methodology, population surveyed, and next steps;

- a listing of the **data elements** that were gathered as a part of the initiative; and

- **contact information**, including the name of the organization who collected and/or maintains the data, key contact person, telephone number and website address, if available.
The Data Resource Guide is also designed to be used as a quick reference tool for those who have some information about the data sources in which they are interested. To this end, the Data Resource Guide has several appendices that sort the data sources alphabetically by state, by survey title, and by organization. Finally, the appendices also include a listing of selected national and international data sources, sorted by subject area.

**The Early Care and Education Workforce Crisis**

Early care and education providers in New England face the increasing challenge of attracting and retaining qualified staff, a situation that has reached crisis proportions. National studies have found that well-trained and stable caregivers are central to the quality of care children receive. Yet in New England, as elsewhere in the country, low wages, lack of benefits and a low unemployment rate have contributed to a dauntingly high turnover rate among child care workers and increasing difficulty in recruiting qualified staff to replace them.

Despite strong agreement on all sides regarding the need for qualified, stable caregivers to provide high quality child care:

- **there is little reliable local data on the child care workforce to help advocates press for changes in policy; and**

- **there is little data available for policy makers to design effective policies, or to assess whether policies have made an impact on the issues they were designed to address.**

**The New England Workforce Partners for Early Care and Education**

In October 2000, The New England Workforce Partners for Early Care and Education (NEW Partners) was awarded a grant from the federal Department of Health and Human Services Administration for Children and Families to form the first-ever regional partnership to gather and analyze data on the child care workforce in New England.

**Who are NEW Partners?**

The four major partners in this effort are the Institute for Child and Family Policy of the Edmund S. Muskie School of Public Service at the University of Southern Maine (Portland, ME), Associated Early Care and Education, Inc. (formerly Associated Day Care Services) (Boston, MA), the Alliance for Children's Care, Education and Support Services (ACCESS) (Augusta, ME) and the United States Association of Child Care (USA Child Care) (St. Louis, MO).

In addition to the four major partners, NEW Partners has convened state advisory teams within each New England state. These state teams are made up of key stakeholders, including: early care and education providers representing all settings of care; child care resource and referral agencies; parents; government officials; policy makers; advocates; and members of the business community. State teams meet regularly through NEW Partners’ sponsored quarterly meetings to share and learn about the data collection activities
and child care workforce policy efforts within the six New England states, as well as to discuss the successes and challenges of data collection efforts.

*The NEW Partners Project*

New Partners strives to address the gap between data collection and policy making, to broaden the knowledge of the child care workforce, and, in the process, to create a model for regional data collection and analysis that can be used to address a broad array of child care issues in other regions of the country.

To address the gap between data collection and policy making in the New England region, NEW Partners works to:

- identify the data/indicators needed to assess the status of the child care workforce;
- identify the data that is already being collected in the New England states;
- identify the data/indicators needed in order to determine the effectiveness of workforce-oriented policy initiatives in the New England states; and, where data is not available,
- make recommendations for data collection.

Over the past year, NEW Partners has: profiled the early care and education workforce in the New England region; documented the existing data infrastructure in each of the six states; produced a catalog of available data sources; compiled an overview of the early care and education workforce policies, programs and strategies; and documented and recommended ways of measuring characteristics of the early care and education workforce.
DATA SOURCES BY SUBJECT AREA

DEMOGRAPHICS

Connecticut

Connecticut Charts-A-Course
Description: ongoing data collection; provider registry; scholarship program; provider training and approval; accreditation facilitation
Data: demographics of providers; education/training; employment position
Contact: Connecticut Charts-A-Course, Darlene Ragozzine @ 203-857-7117 or Colleen Correll @ 203-857-7317; http://www.ctcharts-a-course.org

Connecticut Kids Count
Description: ongoing data collection with annual report on specific child indicators; data available via web
Data: family and child demographics; child well being indicators
Contact: Connecticut Association for Human Services, Donna Osuch @ 860-951-2212; http://www.cahs.org

Maine

ACCESS Surveys
Description: ongoing annual data collection, beginning in 1998; mailed survey of Resource Development Centers (RDCs), voucher agencies, contracted agencies and Head Start centers
Data: family characteristics; cost of care; fees (sliding scale); supply/demand; enrollment; accreditation status; hours of care
Contact: Alliance for Child Care, Education and Supportive Services (ACCESS), Lee Parker @ 207-725-6506

Healthy Families Management Information System
Description: ongoing data collection, first collected in 1999
Data: family demographics; utilization of home-visiting and other support services
Contact: Maine Bureau of Health, Jackie Roberson @ 207-287-5692; http://www.state.me.us/dhs/boh

Maine Kids Count
Description: ongoing data collection with annual report on child indicators; data available via web
Data: family and child demographics; child well being indicators
Contact: Maine Children’s Alliance, Elinor Goldberg @ 207-623-1868; http://www.mekids.org
Maine Roads to Quality Provider Registry
Description: ongoing data collection, beginning in Spring 2000; 401 providers registered as of June 2001
Data: demographics of providers; education; salary/benefits
Contact: Muskie School of Public Service, Priscilla Armstrong @ 207-780-5846;
http://www.muskie.usm.maine.edu/maineroads

Voucher Management Database
Description: ongoing data collection beginning February 2001; monthly reports
Data: information and demographics of families using vouchers; supply/demand
Contact: Muskie School of Public Service, Tom Gray @ 207-780-5848;
http://www.muskie.usm.maine.edu/maineroads

Massachusetts

Boston EQUIP
Data: demographics of providers; education; salary; turnover
Contact: Associated Early Care and Education, Inc. Research and Policy Department @ 617-695-0700 x229; http://www.factsinaction.org

Community Profiles
Description: data collected annually beginning in 1999 by one-third of communities participating in state pre-kindergarten program, Community Partnerships for Children, with all participating communities completing every three years
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Department of Education, Jason Sachs @ 781-338-6361;
http://www.doe.mass.edu

Massachusetts KIDSCOUNT
Description: ongoing data collection with annual report on child indicators; data available via web
Data: family and child demographics; child well-being indicators
Contact: Massachusetts Citizens for Children, Jetta Bernier @ 617-742-8555;
http://www.masskids.org

Massachusetts Office of Child Care Services (OCCS) OLAP
Description: ongoing data collection beginning in 1988; for more information, see OCCS Salary and Benefits study
Data: demographics of providers; number of providers by type of care; education; salary; turnover
Contact: Massachusetts Office of Child Care Services, Joan Clark @ 617-727-8900; http://www.qualitychildcare.org

Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey
Description: data collected between March and June 2000; survey based on Center for Childcare Workforce Study
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Office of Child Care Services, Fran Barrett @ 617-626-2040; http://www.qualitychildcare.org

New Hampshire

New Hampshire Bureau of Child Care Licensing
Description: ongoing data collection; licensed/registered child care centers
Data: demographics of providers
Contact: New Hampshire Bureau of Child Care Licensing, Wendy Kessler @ 603-271-4624; http://www.dhhs.state.nh.us

New Hampshire Kids Count
Description: ongoing data collection with annual report on child indicators; data available via web
Data: family and child demographics; child well being indicators
Contact: Children's Alliance of New Hampshire, Ellen Shemitz @ 603-225-2264; http://www.childrennh.org

Rhode Island

Providence Plan
Description: one-time data collection; informal survey/needs assessment; 154 parent interviews, 14 provider interviews, eight focus groups; goal to map areas of service in Providence area
Data: child demographics; number of providers by service area; Providence area regulated child care slots
Contact: Providence Plan, Pat McGuigan and Michael Simon @ 401-455-8880 x205; http://www.provplan.org

Rhode Island Kids Count
Description: ongoing data collection with annual report on child indicators; data available via web
Data: family and child demographics; child well being indicators; slots
Contact: Rhode Island Kids Count, Catherine Walsh @ 401-351-9400; http://www.rikidscount.org

* Information not available when state data tables were created, and/or information not currently available
Vermont

**Vermont Kids Count**

*Description:* ongoing data collection with annual report on child indicators

*Data:* family and child demographics; child well being indicators

*Contact:* Vermont Children’s Forum, Carlen Finn @ 802-229-6377
Connecticut

Connecticut Charts-A-Course
Description: ongoing data collection; provider registry; scholarship program; provider training and approval; accreditation facilitation
Data: demographics of providers; education/training; employment position
Contact: Connecticut Charts-A-Course, Darlene Ragozzine @ 203-857-7117 or Colleen Correll @ 203-857-7317; http://www.ctcharts-a-course.org

Connecticut Commission on Children
Description: information on Bill 199 intended to link wages to educational development
Data: education; salary
Contact: Connecticut Commission on Children, Elaine Zimmerman @ 860-240-0290; http://www.cga.state.ct.us/coc

Maine

MACCRAware (Maine's implementation of the National Association of Child Care Resource and Referral Agencies' NACCRAware)
Description: ongoing data collection, beginning October 2000; software to manage Resource Development Center information; potential for comparisons nationwide
Data: supply/demand; optional fields include: education/training; experience; salary/benefits
Contact: Maine Association of Child Care Resource and Referral Agencies (MACCRA), Nan Simpson @ 207-342-5535

Maine Roads to Quality Provider Registry
Description: ongoing data collection, beginning in Spring 2000; 401 providers registered as of June 2001
Data: demographics of providers; education; salary/benefits
Contact: Muskie School of Public Service, Priscilla Armstrong @ 207-780-5846; http://www.muskie.usm.maine.edu/maineroads

Maine Roads to Quality Baseline Survey
Description: ongoing data collection, beginning in 2000, mailed survey administered every three years; regulated home-based and center-based professionals and unregulated license exempt caregivers
Data: education/training; salary/benefits; turnover
Contact: Muskie School of Public Service, Marilyn Russell @ 207-780-5830; http://www.muskie.usm.maine.edu/maineroads

* information not available when state data tables were created, and/or information not currently available
Quality Improvement Project – QUIP RFP 2000-01 provider survey
Description: one-time data collection, June 2000; mailed survey; licensed providers including family-based, center-based and school age and legal unlicensed
Data: education; health and safety requirements compliance; provider priorities for use of new child care-related money
Contact: ACCESS/Family Focus, Lee Parker @ 207-725-6506

Massachusetts

Boston EQUIP
Data: demographics of providers; education; salary; turnover
Contact: Associated Early Care and Education, Inc. Research and Policy Department @ 617-695-0700 x229; http://www.factsinaction.org

Community Profiles
Description: data collected annually beginning in 1999 by one-third of communities participating in state pre-kindergarten program, Community Partnerships for Children, with all participating communities completing every three years
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Department of Education, Jason Sachs @ 781-338-6361; http://www.doe.mass.edu

Massachusetts Office of Child Care Services (OCCS) OLAP
Description: ongoing data collection, beginning in 1988; for more information, see OCCS Salary and Benefits study
Data: demographics of providers; number of providers by type of care; education; salary; turnover
Contact: Massachusetts Office of Child Care Services, Joan Clark @ 617-727-8900; http://www.qualitychildcare.org

Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey
Description: data collected between March and June 2000; survey based on Center for Childcare Workforce Study
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Office of Child Care Services, Fran Barrett @ 617-626-2040; http://www.qualitychildcare.org

Massachusetts Office of Child Care Services (OCCS) Teacher Qualification Registry
Description: ongoing data collection, initiated over ten years ago; database of providers applying for OCCS certification; ~5,000 per year
Data: education  
Contact: Massachusetts Office of Child Care Services, Phil Baimas @ 617-626-2044; http://www.qualitychildcare.org

Resource and Referral Network Data  
Description: ongoing data collection using NACCRAware and state-level information management system; provider database (kith & kin, family child care, center, Head Start)  
Data: training, voucher management data; subsidy usage and demand; partial waitlist data; employer information  
Contact: Child Care Circuit, Sue Halloran or Corrin Corso @ 800-660-2868; http://www.childcarecircuit.org

New Hampshire  
Caring for New Hampshire’s Children: A Report on New Hampshire’s Child Care Providers  
Description: data collected August 1999; licensed and license-exempt providers  
Data: education, salary  
Contact: New Hampshire Department of Health & Human Services, Bureau of Child Development, Dr. Margaret Leitch-Copeland @ 603-271-8153, http://www.dhhs.state.nh.us; RMC Research Corporation, Barbara Wauchope and Susan Frankel @ 603-422-8888, http://www.rmcdenver.com

Rhode Island  
Options for Working Parents  
Description: ongoing data collection; center, family-based and school-age care statewide  
Data: training; number of providers by type of care; languages spoken  
Contact: Options for Working Parents, Patricia Nolin @ 401-621-6113

Vermont  
Department of Labor Funded Apprenticeship Program  
Description: data collected January 2000; apprentices and supervisors participating in the Apprenticeship Program; track apprentices’ wages as long as they remain in the field  
Data: education  
Contact: Vermont Agency of Human Services, Child Care Services Division, Jan Walker @ 802-241-3110; http://www.state.vt.us/srs/childcare

Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates  
Description: data collected July 2000; prepared by Mills & Pardee, Inc.; survey, record review, and focus groups; center-based and family child care providers  
Data: education; cost of care; salary; capacity; staffing  
Contact: Vermont Agency of Human Services, Child Care Services Division, Kim Keiser @ 802-241-3110; http://www.state.vt.us/srs/childcare

* information not available when state data tables were created, and/or information not currently available
Connecticut

Connecticut Department of Social Services Market Rate Survey
Description: ongoing data collection; data current as of 2000; licensed providers
Data: cost of care
Contact: Connecticut Department of Social Services, Sue Wilson @ 860-424-5332;
http://www.dss.state.ct.us

Maine

ACCESS Surveys
Description: ongoing annual data collection, beginning in 1998; mailed survey of Resource Development Centers (RDCs), voucher agencies, contracted agencies and Head Start centers
Data: family characteristics; cost of care; fees (sliding scale); supply/demand; enrollment; accreditation status; hours of care
Contact: Alliance for Child Care, Education and Supportive Services (ACCESS)
Lee Parker @ 207-725-6506

Maine Division of Contracted Community Services Market Rate Survey
Description: ongoing data collection, beginning in March 2000; licensed providers
Data: cost of care; fees
Contact: Maine Division of Contracted Community Services, Kerry Wiersma @ 207-287-5060;
http://www.state.me.us/dhs

Massachusetts

*Massachusetts Cost and Quality Study (The Cost and Quality of Full Day, Year-round Early Care and Education in Massachusetts)
Description: one-time study, data collected between 2000 and 2002; preliminary preschool data available
Data: cost of care; quality of care; program budgets
Contact: Wellesley Centers for Women, Nancy Marshall @ 781-283-2551;
http://www.wellesley.edu/WCW/crwsub.html

Massachusetts Office of Child Care Services (OCCS) Market Rate Survey
Description: data collected March 2000, included fall 1999; scheduled to be conducted biannually; licensed providers
Data: cost of care by program type; hours of operation
Contact: Massachusetts Office of Child Care Services, Rod Southwick @ 617-626-2089; http://www.qualitychildcare.org

* information not available when state data tables were created, and/or information not currently available
New Hampshire

New Hampshire Department of Health and Human Services Market Rate Survey
Description: ongoing data collection; licensed providers
Data: capacity; fees; hours of operation; technology/communications
Contact: New Hampshire Department of Health & Human Services, Bureau of Child Development, Dr. Margaret Leitch-Copeland @ 603-271-8153, http://www.dhhs.state.nh.us; RMC Research Corporation, Barbara Wauchope and Susan Frankel @ 603-422-8888, http://www.rmcdenver.com

Rhode Island

Rhode Island Department of Human Services Market Rate Survey
Description: ongoing data collection; data current as of 2000; licensed center-based providers; some workforce questions
Data: cost of care
Contact: Rhode Island Department of Human Services, Reeva Sullivan Murphy and Sherry Campanelli @ 401-462-6875; http://www.dhs.state.ri.us

Rhode Island Public Policy Coalition for Child Care
Description: data collected in 1993; highlighted typical budgets for licensed centers and what actual cost of care should be; designed to be ongoing, but has not continued as goal of reaching 75% of market rate has been reached
Data: cost of care
Contact: Rhode Island Public Policy Coalition for Child Care, Mary Ann Finamore @ 401-463-6620

Vermont

Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates
Description: data collected July 2000; prepared by Mills & Pardee, Inc.; survey, record review, and focus groups; center-based and family child care providers
Data: education; cost of care; salary; capacity; staffing
Contact: Vermont Agency of Human Services, Child Care Services Division, Kim Keiser @ 802-241-3110; http://www.state.vt.us/srs/childcare

*information not available when state data tables were created, and/or information not currently available
**Connecticut**

*Connecticut Voices for Children*

**Description:** ongoing data collection; synthesized statewide child care data and information for local foundation

**Data:** salary

**Contact:** Connecticut Voices for Children, Peg Oliviera, Shelley Geballe, Janice Greundel @ 203-498-4240; [http://info.med.yale.edu/chldstdy/CTvoices/kidslink/kidslink2/index.html](http://info.med.yale.edu/chldstdy/CTvoices/kidslink/kidslink2/index.html)

*Connecticut Commission on Children*

**Description:** information on Bill 199 intended to link wages to educational development

**Data:** education; salary

**Contact:** Connecticut Commission on Children, Elaine Zimmerman @ 860-240-0290; [http://www.cga.state.ct.us/coc](http://www.cga.state.ct.us/coc)

**Maine**

*MACCRAware (Maine's implementation of the National Association of Child Care Resource and Referral Agencies' NACCRAware)*

**Description:** ongoing data collection, beginning October 2000; software to manage Resource Development Center information; potential for comparisons nationwide

**Data:** supply/demand; optional fields include: education/training; experience; salary/benefits

**Contact:** Maine Association of Child Care Resource and Referral Agencies (MACCRA), Nan Simpson @ 207-342-5535

*Maine Roads to Quality Provider Registry*

**Description:** ongoing data collection, beginning in Spring 2000; 401 providers registered as of June 2001

**Data:** demographics of providers; education; salary/benefits

**Contact:** Muskie School of Public Service, Priscilla Armstrong @ 207-780-5846; [http://www.muskie.usm.maine.edu/maineroads](http://www.muskie.usm.maine.edu/maineroads)

*Maine Roads to Quality Baseline Survey*

**Description:** ongoing data collection, beginning in 2000, mailed survey administered every three years; regulated home-based and center-based professionals and unregulated license exempt caregivers

**Data:** education/training; salary/benefits; turnover

**Contact:** Muskie School of Public Service, Marilyn Russell @ 207-780-5830; [http://www.muskie.usm.maine.edu/maineroads](http://www.muskie.usm.maine.edu/maineroads)
Massachusetts

Boston EQUIP
Data: demographics of providers; education; salary; turnover
Contact: Associated Early Care and Education, Inc. Research and Policy Department @ 617-695-0700 x229; http://www.factsinaction.org

Community Profiles
Description: data collected annually beginning in 1999 by one-third of communities participating in state pre-kindergarten program, Community Partnerships for Children, with all participating communities completing every three years
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Department of Education, Jason Sachs @ 781-338-6361; http://www.doe.mass.edu

Massachusetts Office of Child Care Services (OCCS) OLAP
Description: ongoing data collection beginning in 1988; for more information, see OCCS Salary and Benefits study
Data: demographics of providers; number of providers by type of care; education; salary; turnover
Contact: Massachusetts Office of Child Care Services, Joan Clark @ 617-727-8900; http://www.qualitychildcare.org

Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey
Description: data collected between March and June 2000; survey based on Center for Childcare Workforce Study
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Office of Child Care Services, Fran Barrett @ 617-626-2040; http://www.qualitychildcare.org

New Hampshire

Caring for New Hampshire’s Children: A Report on New Hampshire’s Child Care Providers
Description: one-time data collection, August 1999; licensed and license-exempt child care providers
Data: education; salary
Contact: New Hampshire Department of Health & Human Services, Bureau of Child Development, Dr. Margaret Leitch-Copeland @ 603-271-8153, http://www.dhhs.state.nh.us; RMC Research Corporation, Barbara Wauchope and Susan Frankel @ 603-422-8888, http://www.rmcdenver.com
**Health Insurance Survey of Child Care Centers in New Hampshire**

**Description:** ongoing data collection, October 1999; survey of child care centers regarding health insurance benefits

**Data:** benefits

**Contact:** Child and Family Services, Jack Lightfoot @ 603-668-1920; [http://www.cfsnh.org](http://www.cfsnh.org)

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**The Wage Solution – Foundation for Seacoast Health Grant**

**Description:** initiated in 1998, presently Year Three of anticipated seven year project; grant to fund wage increases for child care staff to reduce turnover at Community Childcare in Portsmouth, NH

**Data:** salary

**Contact:** Community Child Care Center, Tasia Gentry @ 603-422-8223; RMC Research Corporation, Cynthia Harvell @ 603-436-9166, [http://www.rmcdenver.com](http://www.rmcdenver.com)

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**Rhode Island**

**Rhode Island Department of Health Survey**

**Description:** one-time data collection, conducted in 1996; survey addressing health resources used by providers; included mental health questions; targeted all licensed child care providers

**Data:** health resources

**Contact:** Rhode Island Department of Health, Blythe Berger @ 401-222-2231; [http://www.health.state.ri.us](http://www.health.state.ri.us)

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**Vermont**

**Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates**

**Description:** data collected July 2000; prepared by Mills & Pardee, Inc.; survey, record review, and focus groups; center-based and family child care providers

**Data:** education; cost of care; **salary**; capacity; staffing

**Contact:** Vermont Agency of Human Services, Child Care Services Division, Kim Keiser @ 802-241-3110; [http://www.state.vt.us/srs/childcare](http://www.state.vt.us/srs/childcare)
Supply and Demand

Connecticut

Child Care Infoline
Description: ongoing data collection; Resource and Referral database of legally exempt licensed/registered providers
Data: capacity/vacancies; number of calls received looking for care
Contact: Child Care Infoline, Merle Stoner @ 860-571-7538; http://www.infoline.org

Maine

ACCESS Surveys
Description: ongoing annual data collection, beginning in 1998; mailed survey of Resource Development Centers (RDCs), voucher agencies, contracted agencies and Head Start centers
Data: family characteristics; cost of care; fees (sliding scale); supply/demand; enrollment; accreditation status; hours of care
Contact: Alliance for Child Care, Education and Supportive Services (ACCESS), Lee Parker @ 207-725-6506

MACCRRAWare (Maine's implementation of the National Association of Child Care Resource and Referral Agencies' NACCRRAWare)
Description: ongoing data collection, beginning October 2000; software to manage Resource Development Center information; potential for comparisons nationwide
Data: supply/demand; optional fields include: education/training; experience; salary/benefits
Contact: Maine Association of Child Care Resource and Referral Agencies (MACCRA), Nan Simpson @ 207-342-5535

Voucher Management Database
Description: ongoing data collection beginning February 2001; monthly reports
Data: information/demographics of families using vouchers; supply/demand
Contact: Muskie School of Public Service, Tom Gray @ 207-780-5848; http://www.muskie.usm.maine.edu/maineroads

Massachusetts

Choices and Tradeoffs: The Parent Survey on Child Care in Massachusetts
Description: one-time study, data collected Spring 1999; random sample of 500 parents statewide
Data: child care usage; financial impact; satisfaction
Contact: Parents United for Child Care, Randy Albelda @ 617-287-6963 or Eileen Haggerty @ 617-426-8288; http://www.parentsunitedforchildcare.org

* information not available when state data tables were created, and/or information not currently available
Massachusetts Office of Child Care Services Licensing Database

**Description:** ongoing data collection, beginning in 2000; data on all licensees, 15,000 providers  
**Data:** supply; addresses; licensing information  
**Contact:** Massachusetts Office of Child Care Services, Charlene LaFort-Marrett @ 617-626-2000;  
[http://www.qualitychildcare.org](http://www.qualitychildcare.org)

Massachusetts Office of Child Care Services (OCCS) Unduplicated Waitlist Data

**Description:** ongoing data collection; unduplicated count of children on the waitlist for subsidies by community and by age  
**Data:** supply/demand  
**Contact:** Massachusetts Office of Child Care Services, Rod Southwick @ 617-626-2089;  
[http://www.qualitychildcare.org](http://www.qualitychildcare.org)

Resource and Referral Network Data

**Description:** ongoing data collection using NACCRAWare and state-level information management system; provider database (kith & kin, family child care, center, Head Start)  
**Data:** training; voucher management data; subsidy usage and demand; partial waitlist data; employer information  
**Contact:** Child Care Circuit, Sue Halloran or Corrin Corso @ 800-660-2868;  
[http://www.childcarecircuit.org](http://www.childcarecircuit.org)

New Hampshire

New Hampshire Community Development and Finance Authority Child Care Mapping Project

**Description:** one-time data collection, December 2000; used GIS mapping system to plot existing child care centers, businesses and transportation  
**Data:** supply/demand  
**Contact:** Central New Hampshire Regional Planning Commission, Charlie Albano @ 603-226-2170 and Laura Scott @ 603-226-6020;  
[http://www.cnhrpc.org](http://www.cnhrpc.org)

Rhode Island

Providence Plan

**Description:** one-time data collection; informal survey/needs assessment; 154 parent interviews, 14 provider interviews, eight focus groups; goal to map areas of service in Providence area  
**Data:** child demographics; number of providers by service area; Providence area regulated child care slots  
**Contact:** Providence Plan, Pat McGuigan and Michael Simon @ 401-455-8880 x205;  
[http://www.provplan.org](http://www.provplan.org)
**Rhode Island Kids Count**

**Description:** ongoing data collection with annual report on child indicators; data available via web

**Data:** family and child demographics; child well being indicators; slots

**Contact:** Rhode Island Kids Count, Catherine Walsh @ 401-351-9400; http://www.rikidscount.org

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**Vermont**

**Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates**

**Description:** data collected July 2000; prepared by Mills & Pardee, Inc.; survey, record review, and focus groups; center-based and family child care providers

**Data:** education; cost of care; salary; capacity; staffing

**Contact:** Vermont Agency of Human Services, Child Care Services Division, Kim Keiser @ 802-241-3110; http://www.state.vt.us/srs/childcare
Connecticut

None identified

Maine

Maine Roads to Quality Baseline Survey
Description: ongoing data collection, beginning in 2000, mailed survey administered every three years; regulated home-based and center-based professionals and unregulated license exempt caregivers
Data: education/training; salary/benefits; turnover
Contact: Muskie School of Public Service, Marilyn Russell @ 207-780-5830; http://www.muskie.usm.maine.edu/maineroads

People’s Regional Opportunity Program (PROP) Exit Interviews
Description: ongoing data collection
Data: turnover
Contact: People’s Regional Opportunity Program @ 207-874-1140; http://www.propeople.org

Massachusetts

Boston EQUIP
Data: demographics of providers; education; salary; turnover
Contact: Associated Early Care and Education, Inc. Research and Policy Department @ 617-695-0700 x229; http://www.factsinaction.org

Community Profiles
Description: data collected annually beginning in 1999 by one-third of communities participating in state pre-kindergarten program, Community Partnerships for Children, with all participating communities completing every three years
Data: demographics of providers; education; salary; turnover
Contact: Massachusetts Department of Education, Jason Sachs @ 781-338-6361; http://www.doe.mass.edu

Massachusetts Office of Child Care Services (OCCS) OLAP
Description: ongoing data collection beginning in 1988; for more information, see OCCS Salary and Benefits study
**Data:** demographics of providers; number of providers by type of care; education; salary; turnover  
**Contact:** Massachusetts Office of Child Care Services, Joan Clark @ 617-727-8900; [http://www.qualitychildcare.org](http://www.qualitychildcare.org)

*Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey*
**Description:** data collected between March and June 2000; survey based on Center for Childcare Workforce Study  
**Data:** demographics of providers; education; salary; turnover  
**Contact:** Massachusetts Office of Child Care Services, Fran Barrett @ 617-626-2040; [http://www.qualitychildcare.org](http://www.qualitychildcare.org)

*The Massachusetts Early Care and Education Staff Recruitment and Retention Research and Recommendations*
**Description:** one-time study, April 2001; prepared by Mills & Pardee, Inc.; director and newly hired classroom staff interviews, overview of Massachusetts and national initiatives  
**Data:** turnover  
**Contact:** Massachusetts Office of Child Care Services @ 617-626-2000; [http://www.qualitychildcare.org](http://www.qualitychildcare.org)

**New Hampshire**  
*None identified*

**Rhode Island**  
*None identified*

**Vermont**  
*Worthy Wage Coalition Child Care Worker Survey*
**Description:** March 2001; mailed survey of center-based and family-based providers statewide  
**Data:** turnover  
**Contact:** Worthy Wage Coalition, Sheila Quenneville @ 802-863-6117
APPENDIX I. CONTACT INFORMATION

Alliance for Child Care, Education and Supportive Services (ACCESS)
44 Water St.
Brunswick, ME 04011
207-725-6506
207-798-4707 fax
Contact Name: Lee Parker

Associated Early Care and Education, Inc., (formerly Associated Day Care Services)
95 Berkeley St., Suite 306
Boston, MA 02116
617-695-0700 x229
617-695-9590 fax
Contact Name: Christine Johnson-Staub

Central New Hampshire Regional Planning Commission
28 Commercial Street
Concord, NH 03301
603-226-6020
603-226-6022 fax
Contact Name: Charlie Albano, Laura Scott

Child and Family Services
99 Hanover St.
PO Box 448
Manchester, NH 03105
603-668-1920
603-668-6260 fax
Contact Name: Jack Lightfoot

Child Care Circuit
190 Hampshire St.
Lawrence, MA 01840
808-660-2868
978-927-8083 fax
Contact Name: Sue Halloran, Corrin Corso

Child Care Infoline
1344 Silas Deane Hwy, 4th Floor
Rocky Hill, CT 06067
860-571-7538
860-571-7525 fax
Contact Name: Merle Stoner

Children’s Alliance of New Hampshire
2 Greenwood Ave.
Concord, NH 03301
603-225-2264
603-225-8264 fax
Contact Name: Ellen Shemitz

Community Child Care Center
#8 Glengerry Dr.
Stratham, NH 03885
603-422-8223
Contact Name: Tasia Gentry

Connecticut Association for Human Services
110 Bartholomew Ave.
Suite 4030
Hartford, CT 06106
860-951-2212
Contact Name: Donna Osuch

Connecticut-Charts-A -Course
188 Richards Ave
Norwalk, CT 06854-1655
203-857-7066
203-857-7384 fax
Contact Name: Darlene Ragozzine, Colleen Correll

Connecticut Commission on Children
18-20 Trinity St.
Hartford, CT 06106
860-240-0290
860-240-0248 fax
Contact Name: Elaine Zimmerman

Connecticut Department of Social Services
25 Sigourney Stree t
Hartford, CT 06106
860-424-5332
860-951-2996 fax
Contact Name: Sue Wilson

Connecticut Voices for Children
33 Whitney Ave.
New Haven, CT 06510
203-498-4240
203-498-4242 fax
Contact Name: Peg Oliveira, Shelley Geballe, Janice Greundel

Maine Association of Child Care Resource and Referral Agencies (MACCRRA)
207-342-5335
Contact Name: Nan Simpson

Maine Bureau of Health
151 Capitol St.
11 State House Station
Augusta, ME 04333
207-287-5692
207-287-4631 fax
Contact Name: Jackie Roberson

Maine Children’s Alliance
301 State St.
Augusta, ME 04330-7037
207-623-1868
Contact Name: Elinor Goldberg

Maine Division of Contracted Community Services
Department of Human Services
11 State House Station
Augusta, ME 04333-0011
207-287-5060
207-287-5031 fax
Contact Name: Kerry Wiersma

Massachusetts Citizens for Children
14 Beacon St.
Suite 706
Boston, MA 02108
617-742-8555
617-742-7808 fax
Contact Name: Jetta Bernier
Massachusetts Department of Education
350 Main St.
Malden, MA 02148-5023
781-338-3000
781-388-3394 fax
Contact Name: Jason Sachs

Massachusetts Office of Child Care Services
One Ashburton Place
Boston, MA 02108
617-626-2000
617-626-2028 fax
Contact Name: Phil Baimas, Fran Barrett, Joan Clark, Rod Southwick, Charlene LaFort-Marrett

Mills & Pardee, Inc.
191 Sudbury Rd.
Suite 30
Concord, MA 01742
978-369-2001

Muskie School of Public Service
University of Southern Maine, PO Box 15010
Portland, ME 04101-5010
207-780-5830
207-780-5817 fax
Contact Name: Marilyn Russell, Priscilla Armstrong, Tom Gray

New Hampshire Bureau of Child Care Licensing
New Hampshire Dept. of Health and Human Services
129 Pleasant St.
Concord, NH 03301
603-271-4624
Contact Name: Wendy Kessler

New Hampshire Department of Health and Human Services, Bureau of Child Development
129 Pleasant St.
Concord, NH 03301-3857
603-271-8153
603-271-7982 fax
Contact Name: Margaret Leitch-Copeland

Options for Working Parents
30 Exchange Terrace
Providence, RI 02903
401-621-6113
401-751-2434 fax
Contact Name: Patricia Nolin

Parents United for Child Care
30 Winter St., 7th Fl
Boston, MA 02108
617-426-8288
617-542-1515 fax
Contact Name: Margaret Leitch-Copeland

People’s Regional Opportunity Program
510 Cumberlad Ave.
Portland, ME 04101
207-874-1140
207-874-1155 fax
Contact Name: Judy Reidt-Parker

Providence Plan
56 Pine St.
Suite 3B
Providence, RI 02903
401-455-8880
401-331-6840 fax
Contact Name: Pat McGuigan, Michael Simon

Rhode Island Department of Health
3 Capitol Hill
Providence, RI 02908
401-222-2231
401-222-6548 fax
Contact Name: Blythe Berger

Rhode Island Department of Human Services
600 New London Ave., Building 57
Cranston, RI 02920
401-462-6875
401-462-6878 fax
Contact Name: Reeva Sullivan Murphy, Sherry Campanelli

Rhode Island KIDS COUNT
One Union Station
Providence, RI 02903
401-351-9400
401-351-1758 fax
Contact Name: Catherine Walsh

Rhode Island Public Policy Coalition on Child Care
22 Astral St.
Warwick, RI 02888
401-463-6620
401-463-0107 fax
Contact Name: Mary Ann Finamore

University of New Hampshire
Pettee Hall
Durham, NH 03829
603-862-2159
603-862-3270 fax
Contact Name: Dr. Michael Kalinowski

Vermont Agency of Human Services
Child Care Services Division
103 South Main St.
Waterbury, VT 05671
802-241-3110
802-241-1220 fax
Contact Name: Kim Keiser, Jan Walker

Vermont Children’s Forum
PO Box 261
Montpelier, VT 05601
802-229-6377
802-229-4929 fax
Contact Name: Carlen Finn

Wellesley Centers for Women
Wellesley College
106 Central St.
Wellesley, MA 02481
781-283-2551
781-283-2504 fax
Contact Name: Nancy Marshall

Worthy Wage Coalition
83 LaFountain St.
Burlington, VT 05401
802-863-6117
Contact Name: Sheila Quenneville
APPENDIX II. Data Sources by State

Listings below include the data source and organization, if different, in italics.

Connecticut

Demographics
- Connecticut Charts-a-Course
- Connecticut Kids Count
  Connecticut Association for Human Services

Education/Training
- Connecticut Charts-a-Course
- Connecticut Commission on Children

Market Rate/Cost of Care
- Connecticut Department of Social Services Market Rate Survey

Salary and Benefits
- Connecticut Voices for Children
- Connecticut Commission on Children

Supply and Demand
- Child Care Infoline

Turnover
None identified

Maine

Demographics
- ACCESS Surveys, 1998-1999
  Alliance for Child Care, Education and Supportive Services (ACCESS)
- Healthy Families Management Information System
  Maine Bureau of Health
- Maine Kids Count
  Maine Children's Alliance
- Maine Roads to Quality Provider Registry
  Muskie School of Public Service
- Voucher Management Database  
  *Muskie School of Public Service*

**Education/Training**
- MACCRAWare (Maine’s implementation of National Association of Child Care Resource and Referral Agencies’ NACCRAware)  
  *Maine Association of Child Care Resource and Referral Agencies (MACCRA)*
- Maine Roads to Quality Provider Registry  
  *Muskie School of Public Service*
- Maine Roads to Quality Baseline Survey  
  *Muskie School of Public Service*
- Quality Improvement Project – QUIP RFP 2000-01 provider survey  
  *ACCESS/Family Focus*

**Market Rate/Cost of Care**
- ACCESS Surveys, 1998-1999  
  *Alliance for Child Care, Education and Supportive Services (ACCESS)*
- Maine Division of Contracted Community Services Market Rate Survey

**Salary and Benefits**
- MACCRAWare (Maine’s implementation of National Association of Child Care Resource and Referral Agencies’ NACCRAware)  
  *Maine Association of Child Care Resource and Referral Agencies (MACCRA)*
- Maine Roads to Quality Provider Registry  
  *Muskie School of Public Service*
- Maine Roads to Quality Baseline Survey  
  *Muskie School of Public Service*

**Supply and Demand**
- ACCESS Surveys, 1998-1999  
  *Alliance for Child Care, Education and Supportive Services (ACCESS)*
- MACCRAWare (Maine’s implementation of National Association of Child Care Resource and Referral Agencies’ NACCRAware)  
  *Maine Association of Child Care Resource and Referral Agencies (MACCRA)*
- Voucher Management Database  
  *Muskie School of Public Service*

**Turnover**
- Maine Roads to Quality Baseline Survey  
  *Muskie School of Public Service*
- People’s Regional Opportunity Program (PROP) Exit Interviews
Massachusetts

Demographics
- Boston EQUIP
  *Associated Early Care and Education, Inc.*
- Community Profiles
  *Massachusetts Department of Education*
- Massachusetts KIDSCOUNT
  *Massachusetts Citizens for Children*
- Massachusetts Office of Child Care Services (OCCS) OLAP
- Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey

Education/Training
- Boston EQUIP
  *Associated Early Care and Education, Inc.*
- Community Profiles
  *Massachusetts Department of Education*
- Massachusetts Office of Child Care Services (OCCS) OLAP
- Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey
- Massachusetts Office of Child Care Services (OCCS) Teacher Qualification Registry
- Resource and Referral Network Data
  *Child Care Circuit*

Market Rate/Cost of Care
- Massachusetts Cost and Quality Study (The Cost and Quality of Full Day, Year-round Early Care and Education in Massachusetts)
  *Wellesley Centers for Women*
- Massachusetts Office of Child Care Services (OCCS) Market Rate Survey

Salary and Benefits
- Boston EQUIP
  *Associated Early Care and Education, Inc.*
- Community Profiles
  *Massachusetts Department of Education*
- Massachusetts Office of Child Care Services (OCCS) OLAP
- Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey

Supply and Demand
- Choices and Tradeoffs: The Parent Survey on Child Care in Massachusetts
  *Parents United for Child Care*
- Massachusetts Office of Child Care Services (OCCS) Licensing Database
- Massachusetts Office of Child Care Services (OCCS) Unduplicated Waitlist Data
• Resource and Referral Network Data
  
  *Child Care Circuit*

**Turnover**

• Boston EQUIP  
  *Associated Early Care and Education, Inc.*

• Community Profiles  
  *Massachusetts Department of Education*

• Massachusetts Office of Child Care Services (OCCS) OLAP

• Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey

• The Massachusetts Early Care and Education Staff Recruitment and Retention Research and Recommendation  
  *Massachusetts Office of Child Care Services*

**New Hampshire**

**Demographics**

• New Hampshire Bureau of Child Care Licensing  
  New Hampshire Kids Count  
  *Children’s Alliance of New Hampshire*

**Education and Training**

• Caring for New Hampshire’s Children: A Report on New Hampshire’s Child Care Providers  
  *New Hampshire Department of Health and Human Services, Bureau of Child Development; RMC Research Corporation*

**Market Rate/Cost of Care**

• New Hampshire Department of Health and Human Services Market Rate Survey

**Salary and Benefits**

• Caring for New Hampshire’s Children: A Report on New Hampshire’s Child Care Providers  
  *New Hampshire Department of Health and Human Services, Bureau of Child Development; RMC Research Corporation*

• Health Insurance Survey of Child Care Centers in New Hampshire  
  *Child and Family Services*

• The Wage Solution – Foundation for Seacoast Health Grant  
  *Community Child Care Center; RMC Research Corporation*

**Supply and Demand**

• New Hampshire Community Development & Finance Authority Child Care Mapping Project  
  *Central New Hampshire Regional Planning Commission*
**Turnover**

None identified

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**Rhode Island**

**Demographics**
- Providence Plan
- Rhode Island Kids Count

**Education/Training**
- Options for Working Parents

**Market Rate/Cost of Care**
- Rhode Island Department of Human Services Market Rate Survey
- Rhode Island Public Policy Coalition on Child Care

**Salary and Benefits**
- Rhode Island Department of Health Survey

**Supply and Demand**
- Providence Plan
- Rhode Island Kids Count

**Turnover**

None identified

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**Vermont**

**Demographics**
- Vermont Kids Count
  Vermont Children's Forum

**Education/Training**
- Department of Labor Funded Apprenticeship Program
  Vermont Agency of Human Services, Child Care Services Division
- Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates
  Vermont Agency of Human Services, Child Care Services Division
Market Rate/Cost of Care

- Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates
  
  *Vermont Agency of Human Services, Child Care Services Division*

Salary and Benefits

- Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates

  *Vermont Agency of Human Services, Child Care Services Division*

Supply and Demand

- Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates

  *Vermont Agency of Human Services, Child Care Services Division*

Turnover

- Worthy Wage Coalition Child Care Worker Survey
APPENDIX III. Data Sources by Survey/Report Title

- **ACCESS Surveys**, (Demographics, Market Rate/Cost of Care, Supply & Demand, ME) *Alliance for Child Care, Education and Supportive Services (ACCESS)*

- **Boston EQUIP**, (Demographics, Education/Training, Salary & Benefits, Turnover, MA) *Associated Early Care and Education, Inc.*

- **Caring for New Hampshire’s Children: A Report on New Hampshire’s Child Care Providers**, (Education/Training, Salary & Benefits, NH) *New Hampshire Department of Social Services, Bureau of Child Development; RMC Research Corporation*

- **Child Care Infoline**, (Supply & Demand, CT)

- **Choices and Tradeoffs: The Parent Survey on Child Care in Massachusetts**, (Supply & Demand, MA) *Parents United for Child Care*

- **Community Profiles**, (Demographics, Education/Training, Salary & Benefits, Turnover, MA) *Massachusetts Department of Education*

- **Connecticut Charts-a-Course**, (Demographics, Education/Training, CT)

- **Connecticut Commission on Children**, (Education/Training, Salary & Benefits, CT)

- **Connecticut Department of Social Services Market Rate Survey**, (Market Rate/Cost of Care, CT)

- **Connecticut Kids Count**, (Demographics, CT) *Connecticut Association for Human Services*

- **Connecticut Voices for Children**, (Salary & Benefits, CT)

- **Department of Labor Funded Apprenticeship Program**, (Education/Training, VT) *Vermont Agency of Human Services*

- **Health Insurance Survey of Child Care Centers in New Hampshire**, (Salary & Benefits, NH) *Child and Family Services*

- **Healthy Families Management Information System**, (Demographics, ME) *Maine Bureau of Health*

- **MACCRRAWare (Maine's implementation of the National Association of Child Care Resource and Referral Agencies' NACCRRAware)**, (Education/Training, Salary & Benefits, Supply & Demand, ME) *Maine Association of Child Care Resource and Referral Agencies (MACRRA)*
• Maine Division of Contracted Community Services Market Rate Survey, (Market Rate/Cost of Care, ME)

• Maine Kids Count, (Demographics, ME) Maine Children's Alliance

• Maine Roads to Quality Provider Registry, (Demographics, Education/Training, Salary & Benefits, ME) Muskie School of Public Service

• Maine Roads to Quality Baseline Survey, (Education/Training, Salary & Benefits, Turnover, ME) Muskie School of Public Service

• Massachusetts Cost and Quality Study (The Cost and Quality of Full Day, Year-round Early Care and Education in Massachusetts), (Market Rate/Cost of Care, MA) Wellesley Centers for Women

• Massachusetts KIDSCOUNT, (Demographics, MA) Massachusetts Citizens for Children

• Massachusetts Office of Child Care Services Licensing Database, (Supply & Demand, MA) Massachusetts Office of Child Care Services

• Massachusetts Office of Child Care Services Market Rate Survey, (Market Rate/Cost of Care, MA) Massachusetts Office of Child Care Services

• Massachusetts Office of Child Care Services (OCCS) OLAP, (Demographics, Education/Training, Salary & Benefits, Turnover, MA) Massachusetts Office of Child Care Services

• Massachusetts Office of Child Care Services (OCCS) Salary and Benefits Survey, (Demographics, Education/Training, Salary & Benefits, Turnover, MA) Massachusetts Office of Child Care Services

• Massachusetts Office of Child Care Services (OCCS) Teacher Qualification Registry, (Education/Training, MA) Massachusetts Office of Child Care Services

• Massachusetts Office of Child Care Services (OCCS) Unduplicated Waitlist Data, (Supply & Demand, MA) Massachusetts Office of Child Care Services

• New Hampshire Bureau of Child Care Licensing, (Demographics, NH)

• New Hampshire Community Development and Finance Authority Child Care Mapping Project, (Supply & Demand, NH) Central New Hampshire Regional Planning Commission

• New Hampshire Department of Health and Human Services Market Rate Survey, (Market Rate/Cost of Care, NH)
• New Hampshire Kids Count, (Demographics, NH) Children's Alliance of New Hampshire

• Options for Working Parents, (Education/Training, RI)

• People's Regional Opportunity Program (PROP) Exit Interviews, (Turnover, ME)

• Providence Plan, (Demographics, Supply & Demand, RI)

• Quality Improvement Project – QUIP RFP 2000-01 provider survey, (Education/Training, ME) ACCESS/Family Focus

• Resource and Referral Network Data, (Education/Training, Supply & Demand, MA) Child Care Circuit

• Rhode Island Department of Health Survey, (Salary & Benefits, RI)

• Rhode Island Department of Human Services Market Rate Survey, (Market Rate/Cost of Care, RI)

• Rhode Island Kids Count, (Demographics, Supply & Demand, RI)

• Rhode Island Public Policy Coalition on Child Care, (Market Rate/Cost of Care, RI)

• The Massachusetts Early Care and Education Staff Recruitment and Retention Research and Recommendations, (Turnover, MA) Massachusetts Office of Child Care Services

• The Wage Solution – Foundation for Seacoast Health Grant, (Salary & Benefits, NH) Community Child Care Centers; RMC Research Corporation

• Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates, (Education/Training, Market Rate/Cost of Care, Salary & Benefits, Supply & Demand, VT) Vermont Agency of Human Services, Child Care Services Division

• Vermont Kids Count (Demographics, VT) Vermont Children's Forum

• Voucher Management Database, (Demographics, Supply & Demand, ME) Muskie School of Public Service

• Worthy Wage Coalition Child Care Worker Survey, (Turnover, VT) Worthy Wage Coalition
APPENDIX IV. Data Sources by Organization

• **Alliance for Child Care, Education and Supportive Services (ACCESS), ACCESS Surveys**, (Demographics, Market Rate/Cost of Care, Supply & Demand, ME); **Alliance for Child Care, Education and Supportive Services (ACCESS)/Family Focus, Quality Improvement Project – QUIIP RFP 2000-01 provider survey**, (Education/Training, ME)

• **Associated Early Care and Education, Inc., Boston EQUIP**, (Demographics, Education/Training, Salary & Benefits, Turnover, MA)

• **Central New Hampshire Regional Planning Commission, New Hampshire Community Development and Finance Authority Child Care Mapping Project**, (Supply & Demand, NH)

• **Child and Family Services, Health Insurance Survey of Child Care Centers in New Hampshire**, (Salary & Benefits, NH)

• **Child Care Circuit, Resource & Referral Network Data**, (Education & Training, Salary & Benefits, MA)

• **Child Care Infoline**, (Supply & Demand, CT)

• **Children's Alliance of New Hampshire, New Hampshire Kids Count**, (Demographics, NH)

• **Community Child Care Center; RMC Research Corporation, The Wage Solution – Foundation for Seacoast Health Grant**, (Salary & Benefits, NH)

• **Connecticut Association for Human Services, Connecticut Kids Count**, (Demographics, CT)

• **Connecticut Charts-a-Course**, (Demographics, Education/Training, CT)

• **Connecticut Commission on Children**, (Education/Training; Salary & Benefits, CT)

• **Connecticut Department of Social Services, Connecticut Department of Social Services Market Rate Survey**, (Market Rate/Cost of Care, CT)

• **Connecticut Voices for Children**, (Salary & Benefits, CT)

• **Maine Association of Child Care Resource and Referral Agencies (MACCRA), MACCRAWare (Maine's implementation of the National Association of Child Care Resource and Referral Agencies' NACCRAWare)**, (Education/Training, Salary & Benefits, Supply & Demand, ME)
• **Maine Bureau of Health, Healthy Families Management Information System**, (Demographics, ME)

• **Maine Children's Alliance, Maine Kids Count**, (Demographics, ME)

• **Maine Division of Contracted Community Services, Market Rate Survey**, (Market Rate/Cost of Care, ME)

• **Massachusetts Citizens for Children, Massachusetts KIDSCOUNT**, (Demographics, MA)

• **Massachusetts Department of Education, Community Profiles**, (Demographics, Education/Training, Salary & Benefits, Turnover, MA)

• **Massachusetts Office of Child Care Services, Office of Child Care Services (OCCS) Licensing Database**, (Supply & Demand, MA); **Office of Child Care Services (OCCS) Market Rate Survey**, (Market Rate/Cost of Care, MA); **Office of Child Care Services (OCCS) OLAP**, (Demographics, Education/Training, Salary & Benefits, Turnover, MA); **Office of Child Care Services (OCCS) Salary and Benefits Survey**, (Demographics, Education/Training, Salary & Benefits, Turnover, MA); **Office of Child Care Services (OCCS) Teacher Qualification Registry**, (Education/Training, MA); **Office of Child Care Services (OCCS) Unduplicated Waitlist Data**, (Supply and Demand, MA)

• **Muskie School of Public Service, Maine Roads to Quality Provider Registry**, (Demographics, Education/Training, Salary & Benefits, ME); **Maine Roads to Quality Baseline Survey**, (Education/Training, Salary & Benefits, Turnover, ME); **Voucher Management Database**, (Demographics, Supply & Demand, ME)

• **New Hampshire Bureau of Child Care Licensing**, (Demographics, NH)

• **New Hampshire Department of Health and Human Services, Bureau of Child Development; RMC Research Corporation, Caring for New Hampshire’s Children: A Report on New Hampshire’s Child Care Providers**, (Education/Training, NH Salary & Benefits, NH)

• **New Hampshire Department of Health and Human Services, Bureau of Child Development; University of New Hampshire, Market Rate Survey**, (Market Rate/Cost of Care, NH)

• **Options for Working Parents**, (Education/Training, RI)

• **Parents United for Children, Choices and Tradeoffs: The Parent Survey on Child Care in Massachusetts** (Supply & Demand, MA)

• **People's Regional Opportunity Program (PROP), Exit Interviews** (Turnover, ME)

• **Providence Plan**, (Demographics, Supply & Demand, RI)
• Rhode Island Department of Health, Rhode Island Department of Health Survey, (Salary & Benefits, RI)

• Rhode Island Department of Human Services, Department of Human Services Market Rate Survey, (Market Rate/Cost of Care, RI)

• Rhode Island Kids Count, (Demographics, Supply & Demand, RI)

• Rhode Island Public Policy Coalition on Child Care, (Market Rate/Cost of Care, RI)

  RMC Research Corporation; Community Child Care Center, The Wage Solution – Foundation for Seacoast Health Grant, (Salary & Benefits, NH)

• University of New Hampshire; New Hampshire Department of Health and Human Services, New Hampshire Department of Health and Human Services Market Rate Survey, (Market Rate/Cost of Care, NH)

• Vermont Agency of Human Services, Child Care Services Division, Department of Labor funded Apprenticeship Program, (Education/Training, VT); Vermont Child Care: A Study of Wages, Credentials, Benefits and Market Rates, (Education/Training, Market Rate/Cost of Care, Salary & Benefits, Supply & Demand, VT)

• Vermont Children’s Forum, Vermont Kids Count (Demographics, VT)

• Wellesley Centers for Women, Massachusetts Cost and Quality Study, (Market Rate/Cost of Care, MA)

• Worthy Wage Coalition, Child Care Worker Survey, (Turnover, VT)
APPENDIX V. Selected National/International Data Sources and Reports by Subject Area

Demographics

*(none identified)*

Education/Training

*Child Care Center Salary and Working Conditions Survey, 2000*

**Contact:**
The Center for the Child Care Workforce
733 15th Street, NW Suite 1037
Washington, DC 20005-2112
(800) U-R-Worthy
202-737-7700
202-737-0370 (fax)
ccw@ccw.org

*Family Child Care Provider Income and Working Conditions Survey, 2000*

**Contact:**
The Center for the Child Care Workforce
733 15th Street, NW Suite 1037
Washington, DC 20005-2112
(800) U-R-Worthy
202-737-7700
202-737-0370 (fax)
ccw@ccw.org

*The Child Care Management Study: A Study of Organizational Behaviour in Canadian Day Care Centers, 1999, Mount St. Vincent University & Memorial University of Newfoundland, Lyon, M.E. & Canning, P.*

**Contact:**
Patricia Canning
Faculty of Education
Memorial University of Newfoundland
St. John's, NF A1C 5S7
CANADA
709-737-3487
709-737-2345 (fax)
pcanning@mun.ca
Market Rate/Cost of Care

Conducting Market Rate Surveys: How Does Your State Rate?, 2000
Contact:
USA Child Care
703-938-5531
703-255-6859 (fax)
usacc@usachildcare.org

Conducting Market Rate Surveys and Establishing Rate Policies, 2001
Contact:
National Child Care Information Center
243 Church St., NW, 2nd Floor
Vienna, VA 22180
800-616-2242
800-716-2242 (fax)
nccic.org

Salary and Benefits

Family Child Care Provider Income and Working Conditions Survey, 2000
Contact:
The Center for the Child Care Workforce
733 15th Street, NW Suite 1037
Washington, DC 20005-2112
(800) U-R-Worthy
202-737-7700
202-737-0370 (fax)
ccw@ccw.org

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Supply and Demand
None identified
Turnover

Child Care Center Salary and Working Conditions Survey, 2000; 
Taking on Turnover: An Action Guide for Child Care Center Teachers and Directors 
by Marcy Whitebook and Dan Bellm, 1999
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202-737-0370 (fax)
ccw@ccw.org

The Child Care Management Study: A Study of Organizational Behaviour in Canadian Day Care Centers, 1999, Mount St. Vincent University & Memorial University of Newfoundland 
Contact: 
Patricia Canning 
Faculty of Education 
Memorial University of Newfoundland 
St. John's, NF  A1C 5S7 
CANADA 
709-737-3487 
709-737-2345 (fax)
pcanning@mun.ca

Program Evaluation 4, Program Staff (School-age Child Care Program Staff), 1998, National Network for Child Care 
Contact: 
nncc@iastate.edu 
Contact who has experience using this assessment instrument: 
Social Survey Research Unit 
University of Idaho 
College of Agriculture
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Institute for Child and Family Policy
Edmund S. Muskie School of Public Service
Institute for Child and Family Policy
PO Box 15010
Portland, ME 04112-5010
207-780-5810
207-780-5817 fax

Associated Early Care and Education, Inc.
95 Berkeley Street
Suite 306
Boston, MA 02116
617-695-0700
617-695-9590 fax

USA Child Care
2104 E. 18 Street
Kansas City, MO 64127
816-474-0434
207-798-4707 fax

ACCESS
44 Water St.
Brunswick, ME 04011
207-725-6506

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