

RESULTS FROM NEW MEXICO FAMILY SURVEY
&
THE NEW MEXICO EARLY CHILDHOOD
WORKFORCE SURVEY

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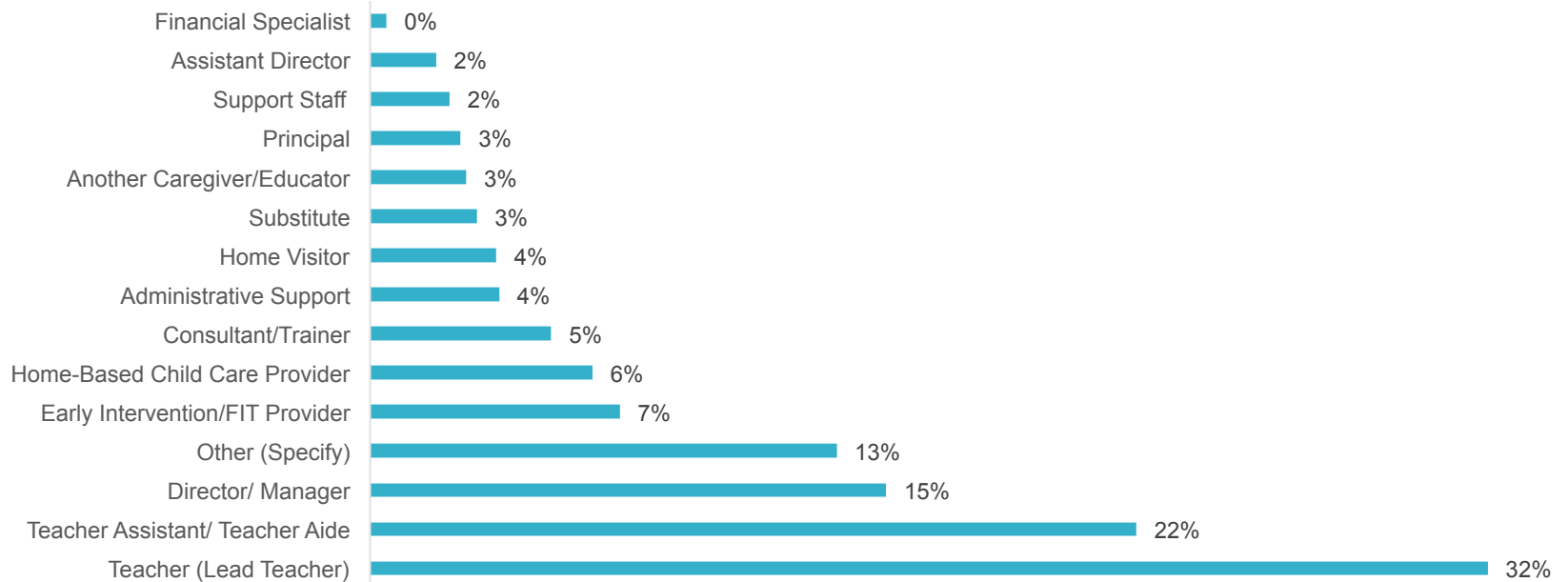
Survey Methodology – Workforce Survey

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- The poll was designed and administered by Latino Decisions with consultation from members of the overall NMECDP organized team.
- The survey was fielded from October 1-October 18 and had 1,290 completed interviews.
- The survey was conducted on-line and was drawn from a database of education professionals from across the state.
- The survey was made available in both English and Spanish with 5% of completed interviews being conducted in Spanish.

Primary Role Within the Early Childhood Development Workforce?

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Demographics of Early Education Workforce

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- Consistent with prior studies of New Mexico's education workforce, 94% of our sample is female.
- In regard to race and ethnicity, 49% White, 39% Hispanic, 9% Native American, 2% Black, and 1% Asian American.
- While 43% of the full sample reported that they work primarily in the Albuquerque metro area, 10% work in counties in the Northwest quadrant of the state, 13% in the Northeast quadrant, 23% in the Southwest, and 11% in the Southeast quadrant.

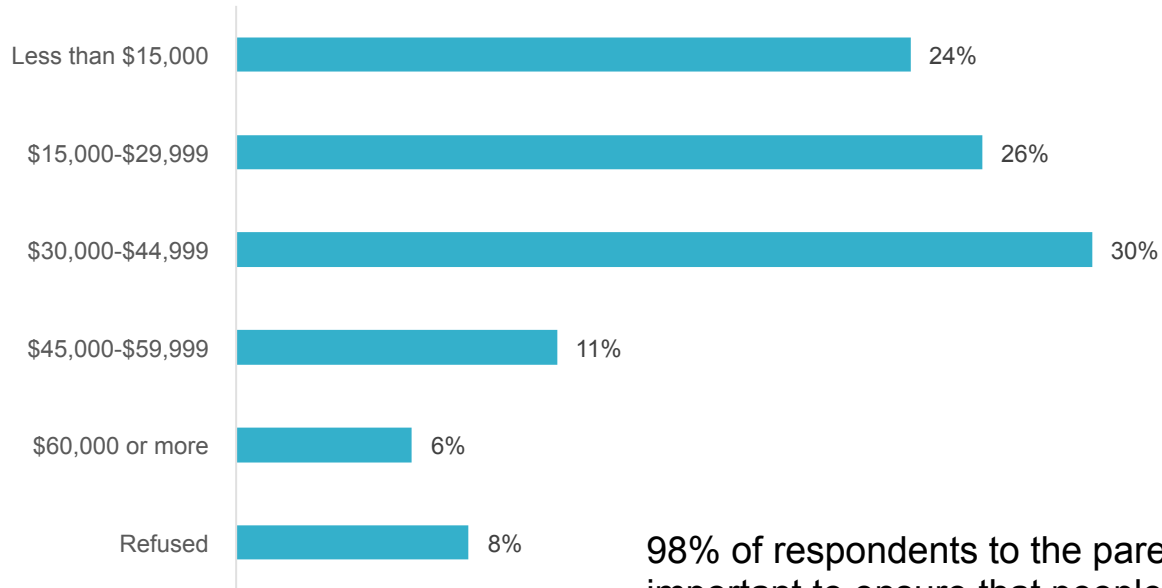
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Salary and Benefits of Workforce

A major theme that emerged from the survey was that salary levels and benefits are challenges that impact recruitment and retention.

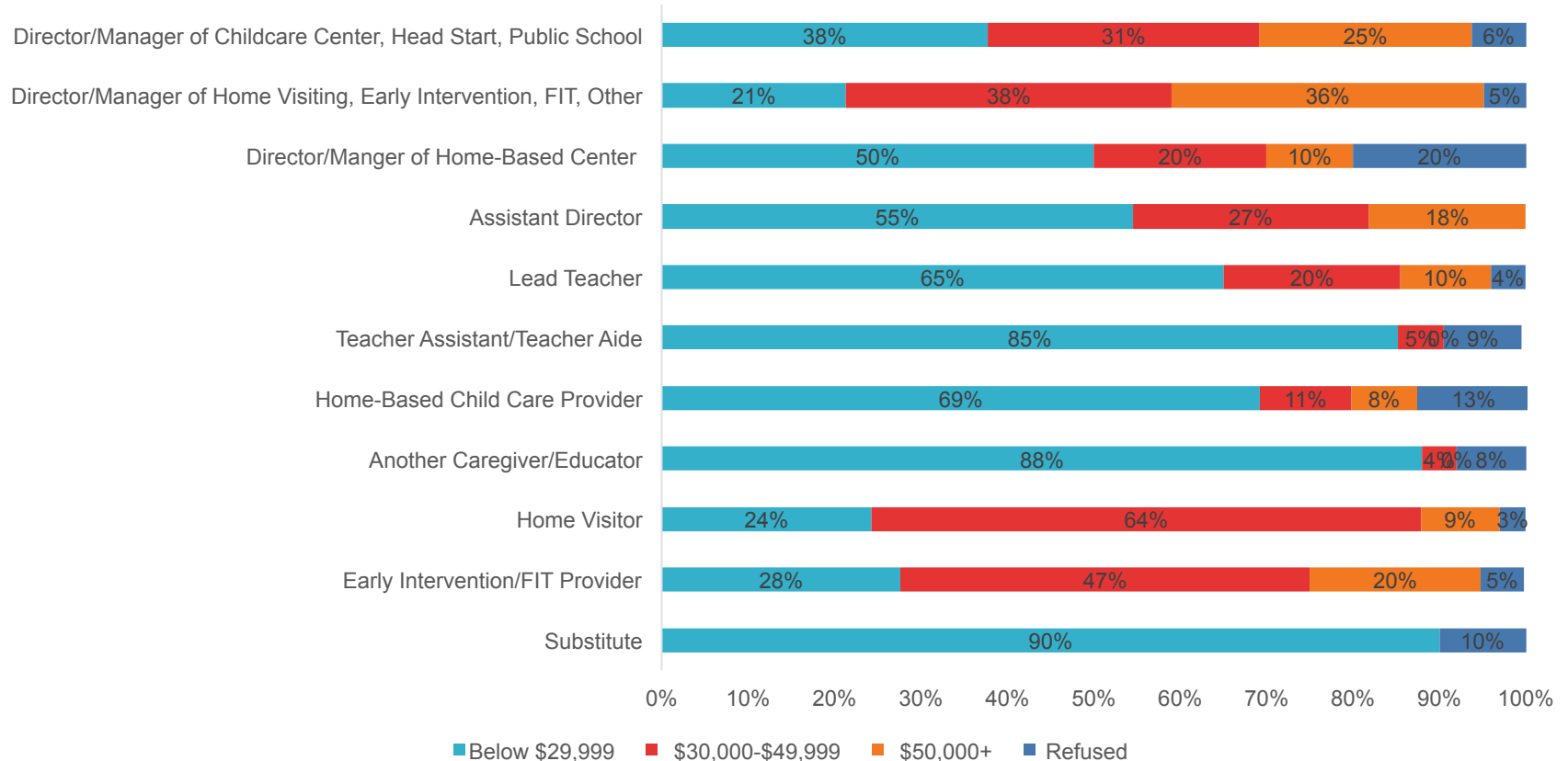
Salary Levels Across the Workforce

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98% of respondents to the parent survey believe it is important to ensure that people who work in early childhood education earn a living wage, 73% Very Important.

Salary of Early Childhood Workforce by Role

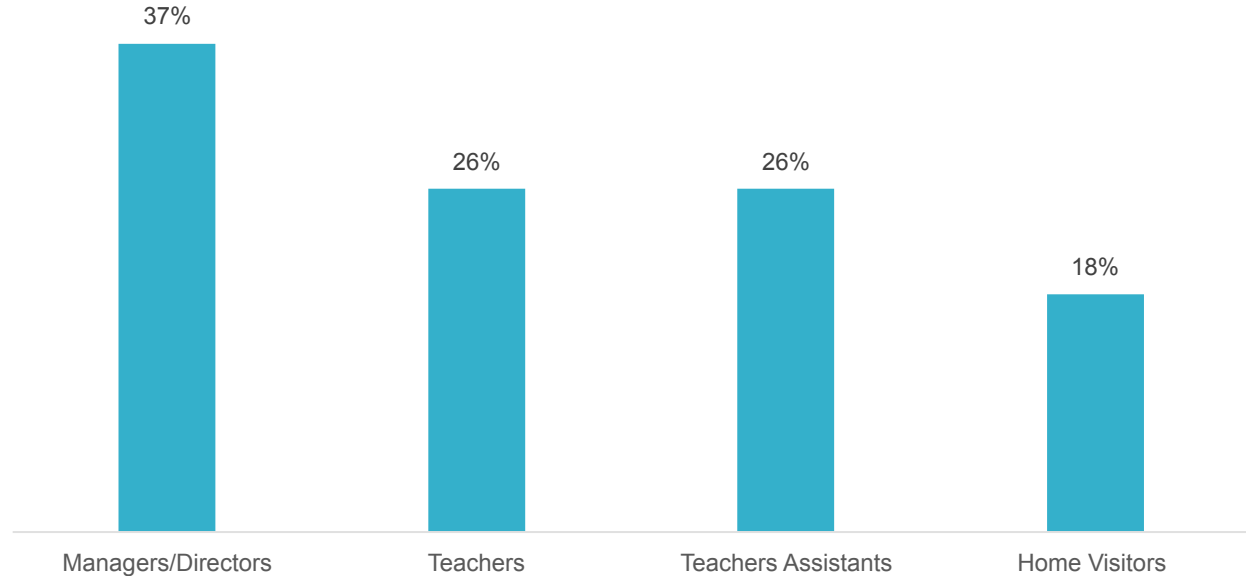


Satisfaction Levels by Employment Type

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Are you Satisfied With Your Current Salary?

[% Who Report Satisfaction]

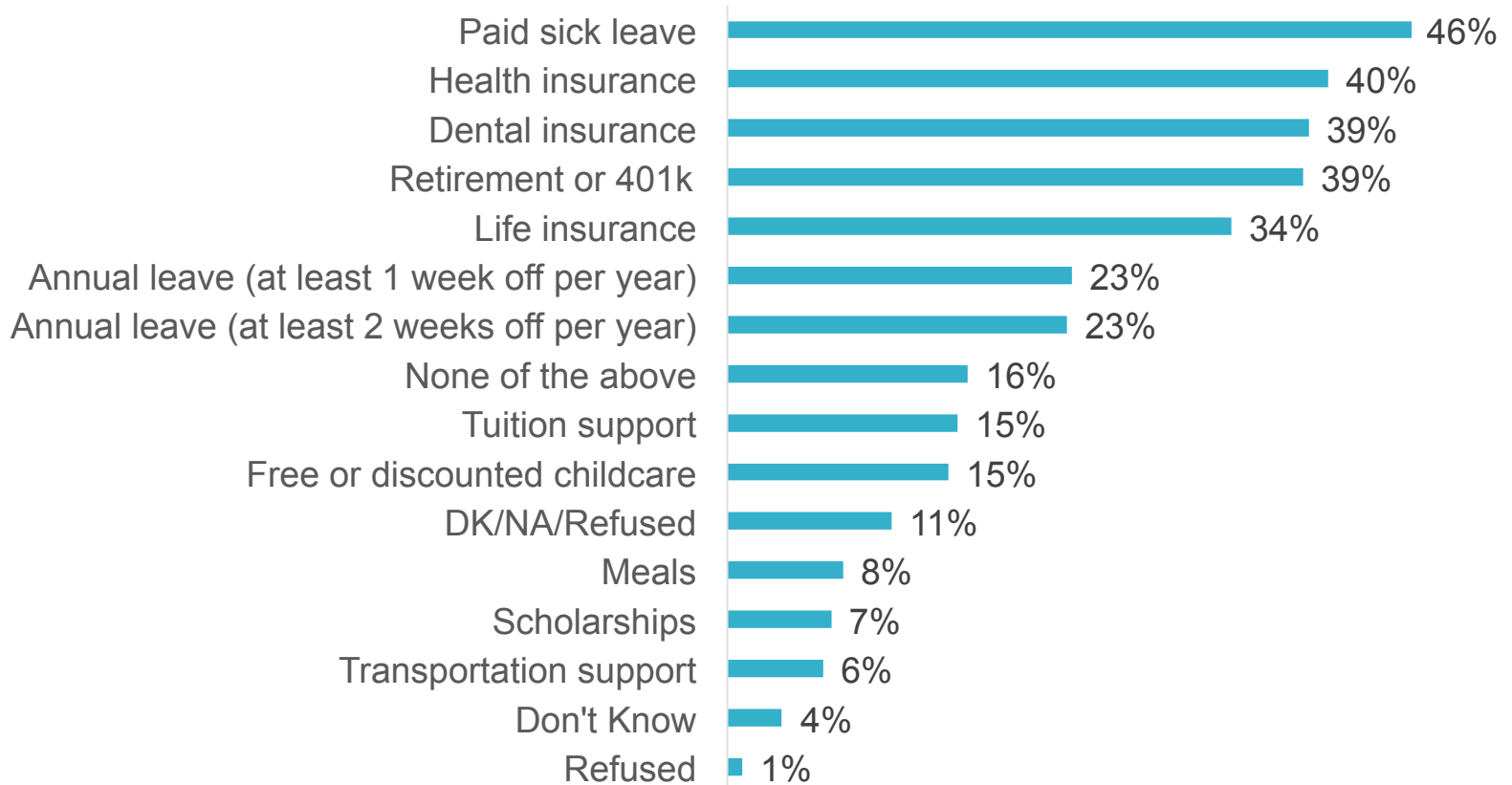


Many Members of the Early Childhood Workforce Face Economic Hardships

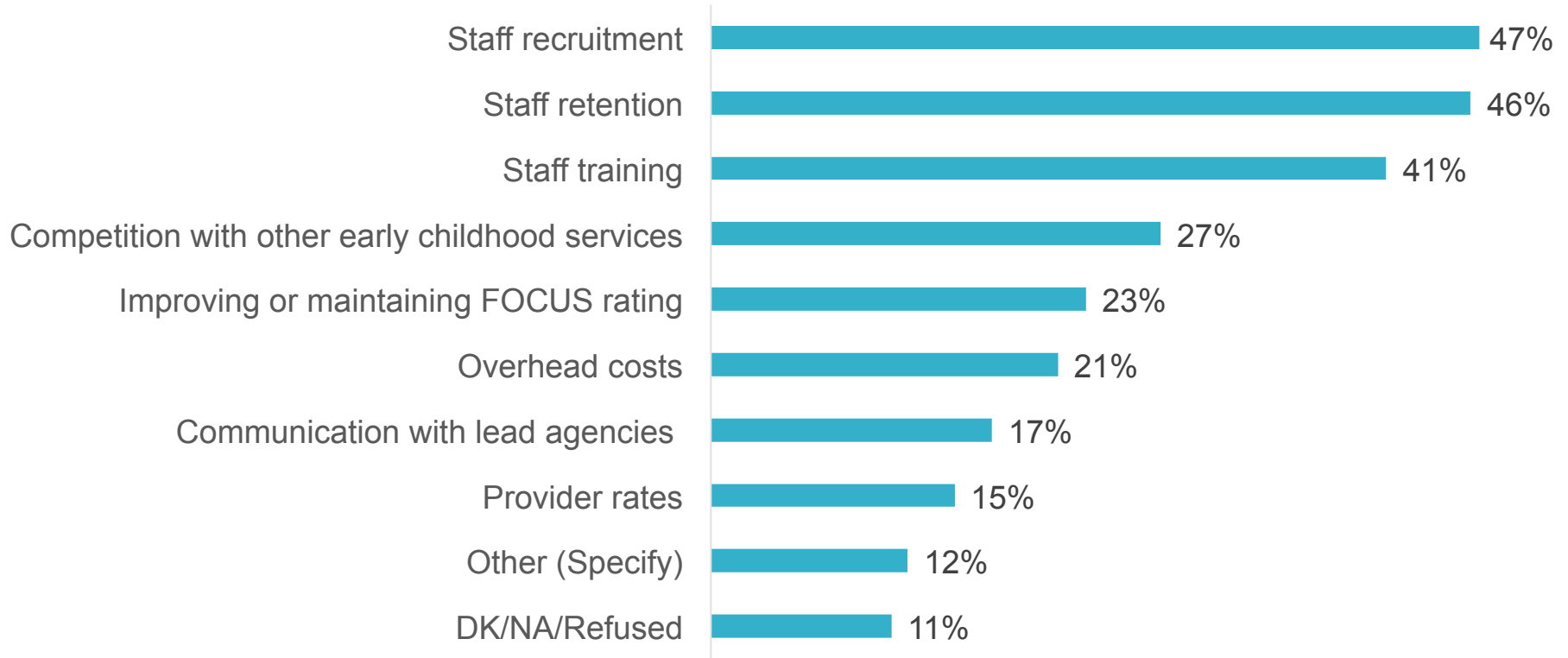
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- The survey identifies that a robust 63% of the early childhood workforce has had difficulty paying their bills over the past three months, 18% reporting that they have had a very difficult time paying their bills.
- 26% of the workforce utilized Medicaid/Centennial and 16% used SNAP over the past year.
- Nearly a third (32%) of the full sample indicated that they work an additional job beyond their primary employment in early childhood to earn extra money.
- 28% of educators report that they spend \$250.00 or more each year for their classroom/work that they are not reimbursed for.

What benefits do you currently receive through your job in early childhood?



What challenges do you face as a provider in the current system?



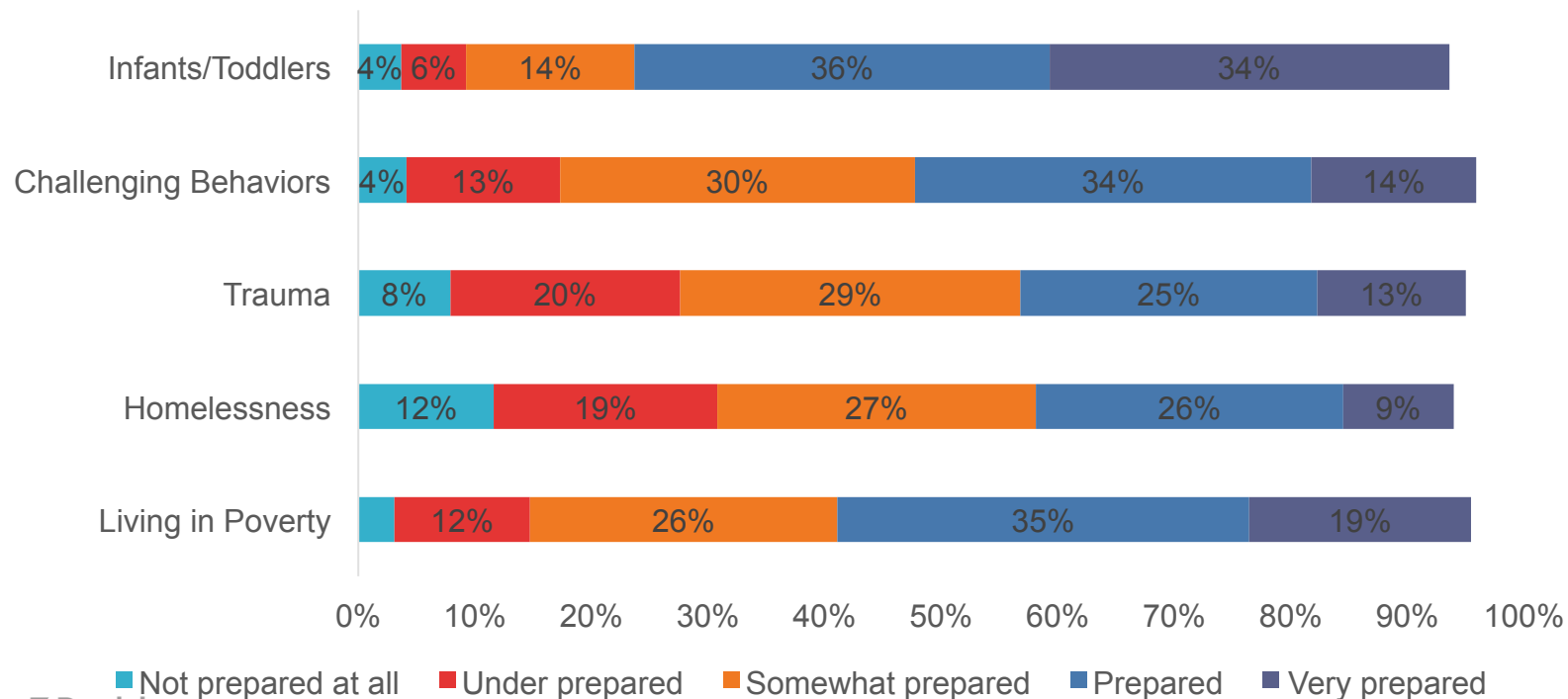
Question asked of managers/directors – challenges in recruitment/retention greater in rural counties

Professional Development is High

Most of the workforce participate in training and other professional development opportunities, however more training is needed to prepare our workforce to tackle challenges many children in the state face.

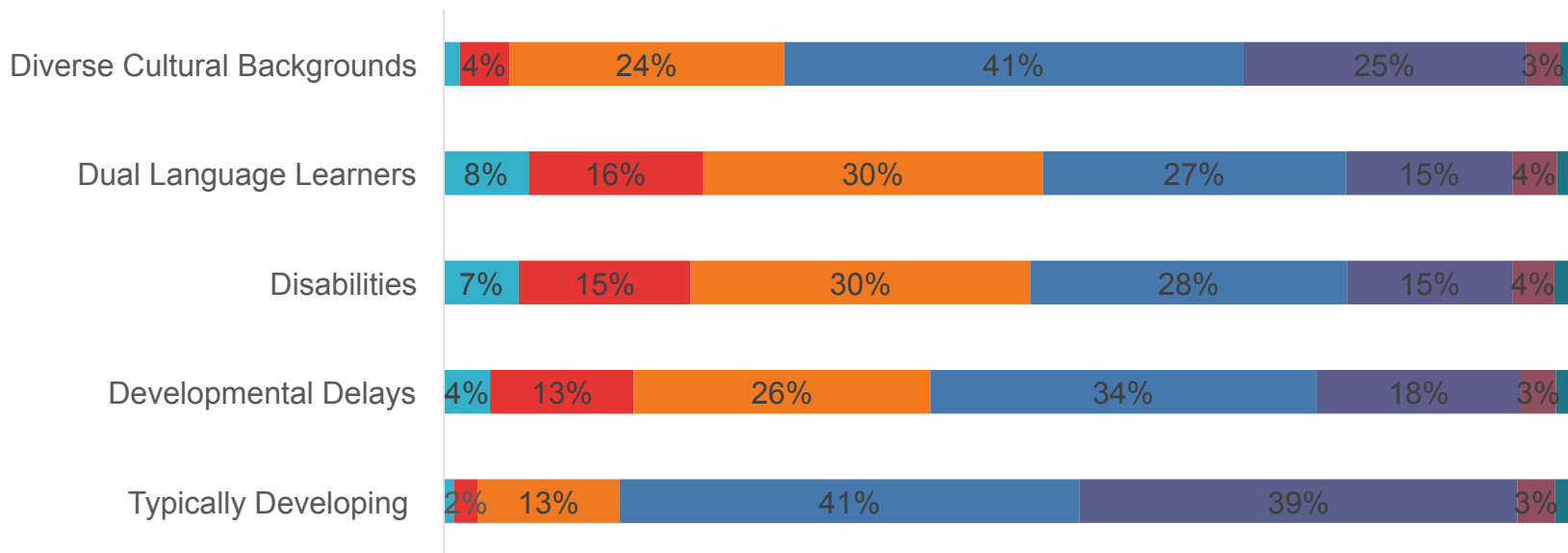
Please rate how prepared you feel you are to support different learning needs for children?

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Please rate how prepared you feel you are to support different learning needs for children?

14



■ Not prepared at all ■ Under prepared ■ Somewhat prepared ■ Prepared ■ Very prepared ■ Not applicable ■ Don't Know

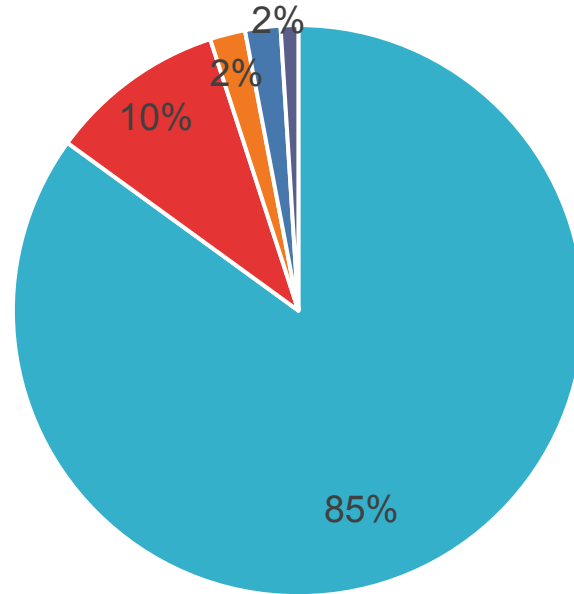
Survey Methodology – Parent Survey

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- The poll was designed and administered by Latino Decisions with consultation from members of the overall NMECDP organized team.
- The survey was fielded from October September, 24 - October, 26 and had 817 completed interviews.
- The survey was conducted on-line and was open to all New Mexicans, with targeted outreach to parents/primary caregivers who represent 49% of completed interviews.
- The survey was made available in both English and Spanish with 5% of completed interviews being conducted in Spanish.

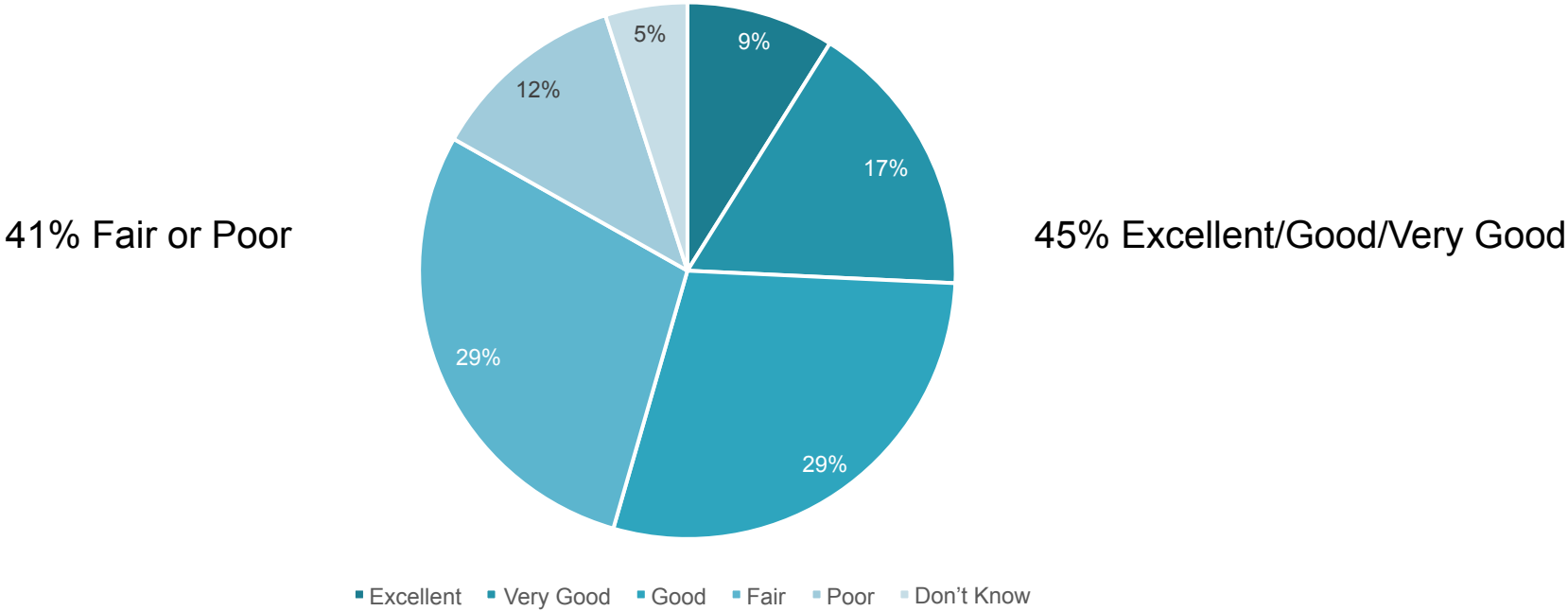
How valuable do you believe early childhood development programs are for children in New Mexico's future academic success and ability to succeed as adults?

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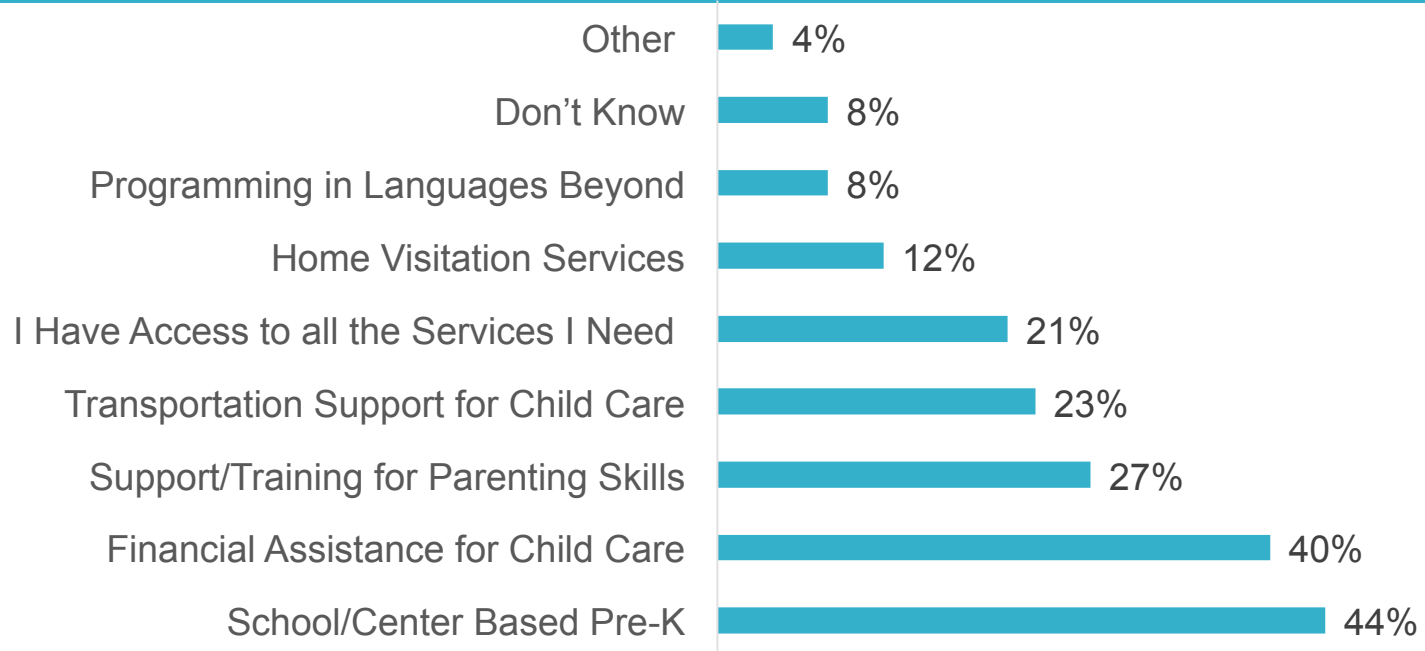
■ Very Valuable ■ Somewhat Valuable ■ Not Very Valuable ■ Not Valuable at All ■ Don't Know

In general, how would you describe the quality of overall early childhood education and health programs and services in your community?



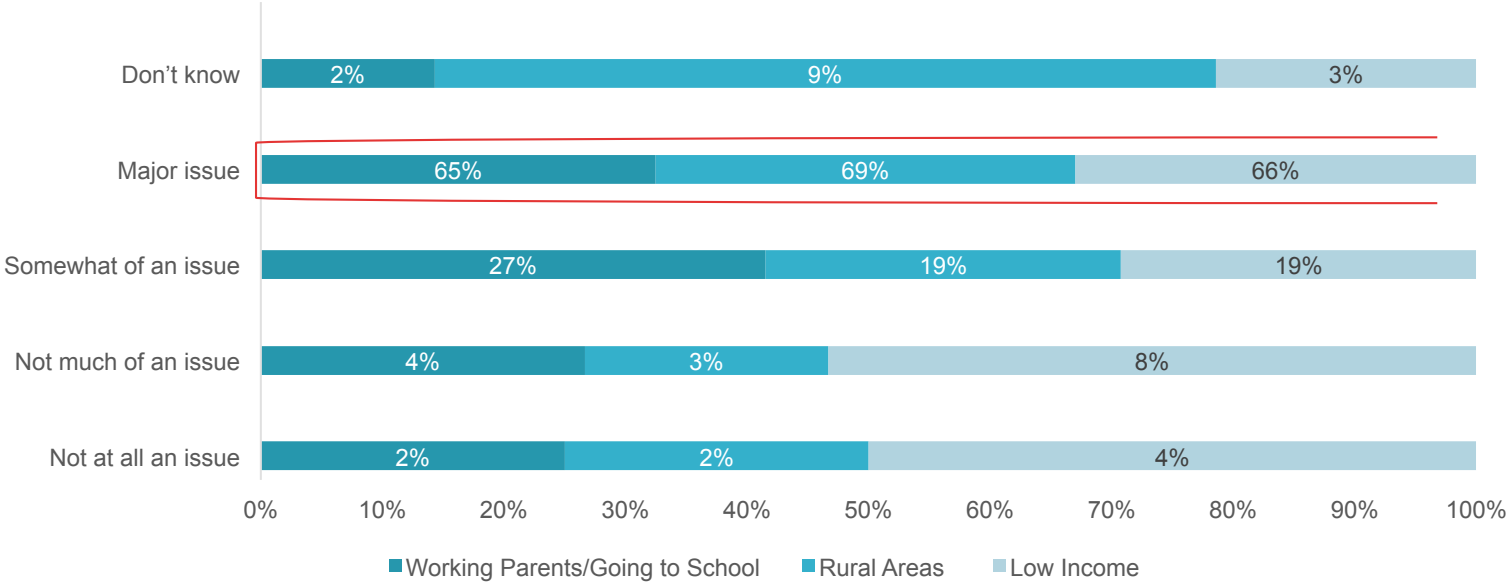
Are there any services or programs that you would like to utilize if it were available to you in your community?

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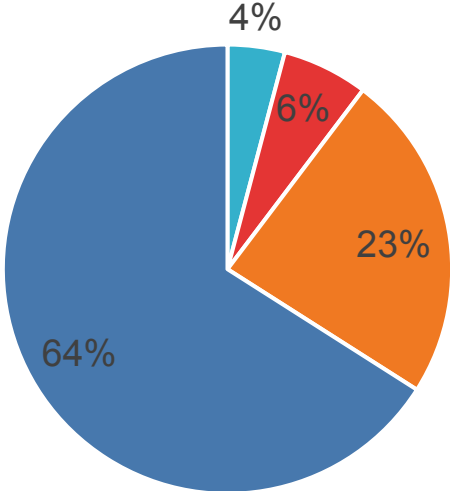
“Lack of transportation for families to take child/children to early childhood programs makes it difficult to access the services provided.”

How much of an issue do you believe finding convenient and affordable child care here in New Mexico is for parents who [Insert Scenario] across the state?



“Lower the cost. Many parents have informed me the cost of early childhood programs are so high, having one of the parents not working actually saves them money. Sad when ECE programs cost more than a parent's income.”

How important is it to you that your child, and children of other families, have access to teachers who are able to speak the same language that the children speak in their home?



■ Not at all Important ■ Not Very Important ■ Somewhat Important ■ Very Important

Questions or Suggestions?



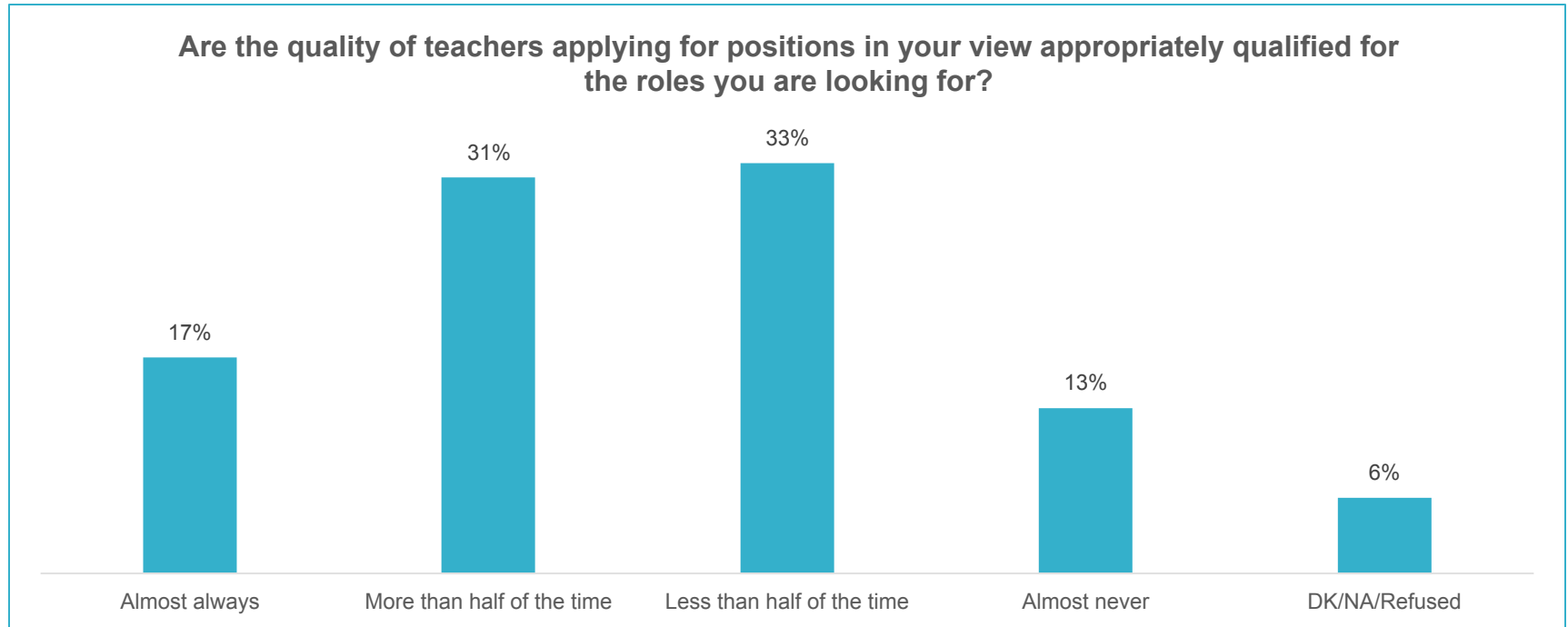
- Thank you for your support with the project.

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Perceived Qualifications of Job Applicants Among Respondents With Hiring Capacity

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Did you use any of the following child care options during the day or evening to help with childcare?

