

**Exhibit Number:** 2

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# 2004 Montana Child Care Center Workforce Survey

## Report Summary

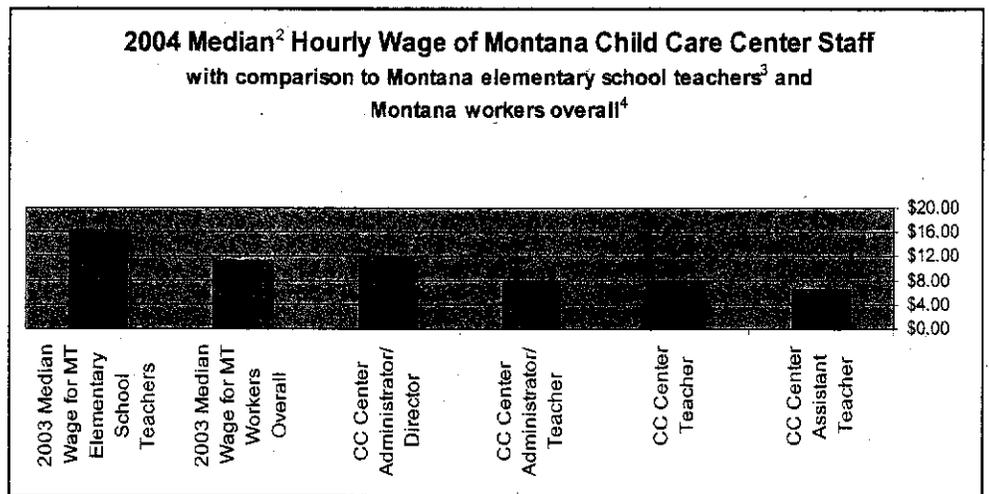
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National research confirms that a qualified, stable workforce is essential to the well-being and healthy development of young children in Montana's licensed child care centers.

- Caregivers with higher education levels offer higher quality early education programs with more positive child outcomes.<sup>1</sup>
- Adequate wages and benefits are critical to maintaining a quality child care workforce.<sup>1</sup>
- Because long-term nurturing relationships with caregivers are needed for children's healthy development, turnover of center staff must be minimal.<sup>1</sup>

<sup>1</sup> From *Neurons to Neighborhoods: The Science of Early Childhood Development*, National Research Council and Institute of Medicine, 2000

## 2004 Child Care Center Wages



<sup>2</sup>Median hourly wage is the midpoint of all reported wages

<sup>3,4</sup>State Occupational Employment and Wage Estimates-Montana, US Department of Labor Bureau of Labor Statistics, May 2003