

# KANSAS EARLY CHILDHOOD CareerPathway



## Thank You

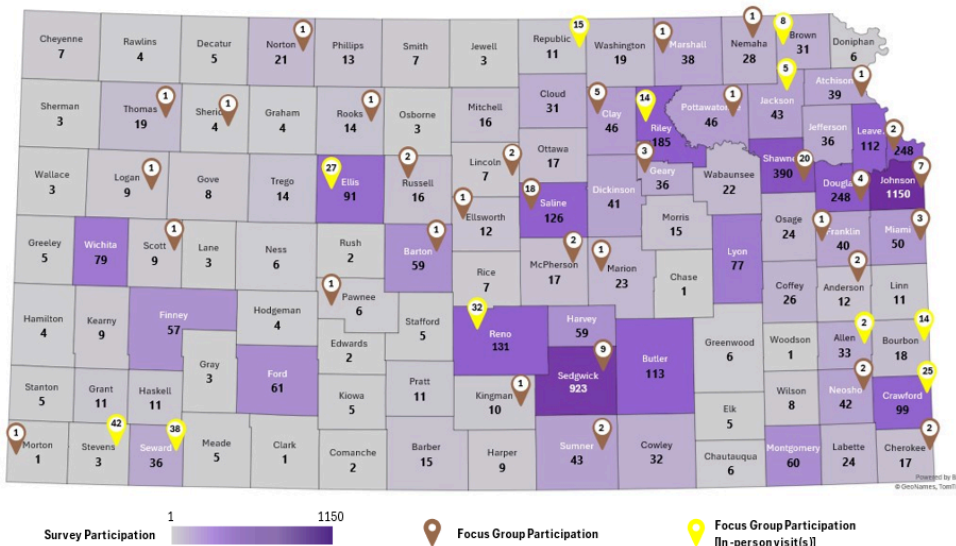
Thank you to those who participated in the Kansas Comprehensive Early Childhood Care and Education (ECCE) Workforce Study. We are committed to elevating **your** voices and **your** experiences.

## Workforce Study

The Kansas Comprehensive Early Childhood Care and Education (ECCE) Workforce Study was designed to provide a comprehensive understanding of the current state of the ECCE workforce in Kansas, because *Your Voice Counts*. The Office of Educational Innovation and Evaluation (OEIE) collaborated with the Kansas Early Childhood Career Pathway implementation team from Kansas Child Care Training Opportunities (KCCTO) to carry out this 2 part study.

1. Sent out 53,320 invitations to participate in the survey. We are thrilled to report that **5,623** of you completed the survey. Collectively, you represent every county in Kansas. Your responses have provided a wealth of information that will inform our efforts to improve the system.
2. Conducted 39 focus groups with a total of 324 participants. These sessions offered a deeper dive into your experiences and perspectives, enriching our understanding of the challenges and opportunities within the ECCE workforce.

Kansas ECCE Workforce Study Participation by County



**39**  
Focus Groups

**5,623**  
Surveys Completed

**100%**  
Representation from  
Kansas Counties

## Here's what we heard you say. . .



What you do is important! You are **passionate** about working with children and dedicated to the early childhood field and your workplace. Its all about the relationships, the smiles, hugs, and knowing you are making a positive impact.



The struggle is real! Low pay, lack of benefits, long hours, staff turnover, and navigating the business part of your job is stressful. You often feel under-valued for the work you do and service you offer to your communities.



You are interested in training and advancing in your career, especially if it is tied to pay increases. You need scholarships, access to a variety of formats (online, in-person, weekends), tailored to your needs, paid time-off, and substitutes.

## What's Next?

*We believe in transparency and the power of shared knowledge.*

Efforts to strengthen the ECCE workforce in Kansas will fall short without your voices

*YOUR VOICE*  
disseminated for impact



Policy Briefs  
Webinars  
Publications  
Presentations

## Stay Connected

Your ongoing input and engagement are crucial as we move forward with implementing the strategies informed by this study. We encourage you to stay connected and continue sharing your experiences and suggestions.

Visit: <https://kccto.org/ecce-workforce-study>

Thank you once again for your dedication and contribution. Together, we can build a stronger, more supported early childhood care and education system in Kansas.