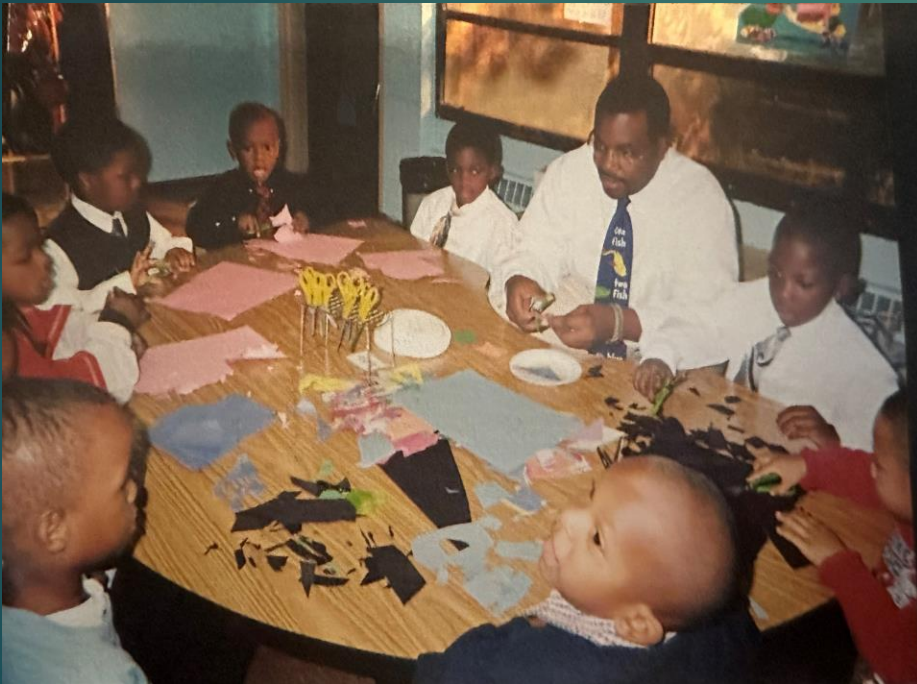


W. R. HAYES, Ph.D. (ADA), M.Ed., BS ECE EDUCATION/COMMUNITY LEADER

1999



2023



W. R. HAYES - BIO

Waymond Hayes is the Director of Early Learning /Youth Development at Focus: HOPE. He was one of the first students to attend a Head Start program on the southeast side of Detroit, as well as the first male center administrator to open a Head Start all-male leadership academy at the same agency and location. With over 25 years of experience in the field, Waymond credits deep family involvement in Early Childhood Education as his source of motivation.

Waymond earned his Associate Degree from Oakland Community College in Early Childhood Development, Bachelor's Degree in Early Childhood Education/Family Studies from Rochester College, and a Master's Degree in Early Childhood Education from Oakland University. He is a Doctoral Candidate at Grand Canyon University pursuing a degree in Organization Leadership.

Waymond is an active leader in the community as well sit on the Board of Directors for Michigan Head Start Association at the Treasurer, and President of the Board of Director at Genesis.

Waymond is a frequent workshop presenter and speaker who brings complementary but distinctly different experiences to Child Development. He trains teachers and parents on many early childhood topics. Waymond integrates his work at Focus: HOPE with the work he does in the community as a Phi Beta Sigma brother. Through this integration, he has orchestrated comprehensive programs and supportive services for the community. He looks forward to continuing this work into the future, guided by Phi Beta Sigma's motto, "Culture for service and service for humanity."

Gender Distribution

Data from Talent First Wage Study

Kindergarten Teacher

Head Start Teacher

KINDERGARTEN TEACHERS

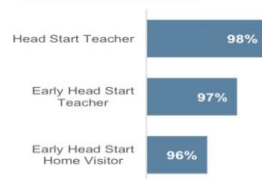
Employment (2022)	Employment Trend		Median Earnings	Avg. Annual Openings (2022-2032)	Turnover Rate (2022)
	Past Growth (2017-2022)	Projected Growth (2022-2032)			
132	(-37.5%)	(-2.2%)	\$29.66 Hourly, 2023	14	42.0%

Kindergarten Teachers work in public or private schools and teach academic or social skills to kindergarten students. They require at least a bachelor's degree and a state-issued certification or license. They typically do not work over summer.

Employment Growth by Region, Indexed to 2001

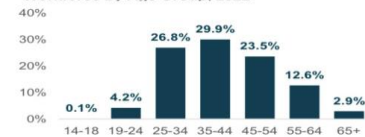


Most Similar Head Start Roles as Transition Opportunities



DEMOGRAPHICS

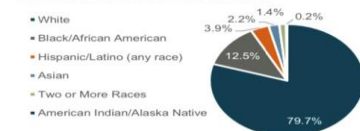
Workforce by Age Group, 2022



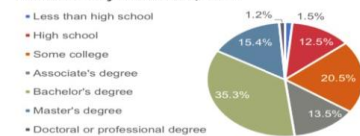
Gender Distribution 2022



Workforce by Race/Ethnicity, 2022



Workforce by Education, 2022



HEAD START TEACHERS

Employment (2022)	Employment Trend		Median Earnings	Avg. Annual Openings (2022-2032)	Turnover Rate (2022)
	Past Growth (2017-2022)	Projected Growth (2022-2032)			
1,481	(5.6%)	(6.4%)	\$24.03 Hourly, 2023	181	51.0% (755 separations)

Head Start Teacher employment in Detroit has fallen by 17.1 percent since 2001, despite strong growth over the past 5 years — a trend expected to continue over the next 10 years. The region is expected to see 181 job openings each year through 2032 resulting from retirements, occupational transfers, and growth. The role offers an overall median hourly rate of \$24.03, with bachelor's degree holders earning 26.2 percent more than those with just an associate degree, on average.

Chart 4: Employment Growth by Region, Indexed to 2001



Chart 5: Gender Distribution 2022

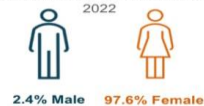
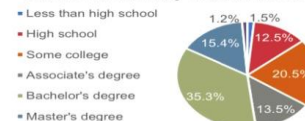


Chart 6: Workforce by Education, 2022



DEMOGRAPHICS

As recently as 2022, over one-third of Head Start Teachers in Detroit held a certificate or associate degree (34.0%). The majority possessed a bachelor's degree (35.3%), while 16.6 percent held an advanced degree. This was one of the youngest teaching professions, with just 16.4 percent of the workforce set to reach or exceed retirement age in the next 10 years. Nearly 3 in 4 Head Start Teachers identified as *White* (72.2%), while those identifying as either *Black or African American* accounted for just 3.8 percent of employment.

Chart 7: Workforce by Age Group, 2022

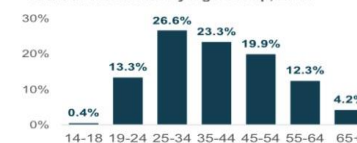


Chart 8: Workforce by Race/Ethnicity, 2022



Gender Distribution

Data from Talent First Wage Study

Community Health Worker

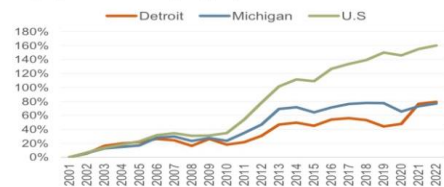
Elementary Teacher

COMMUNITY HEALTH WORKERS

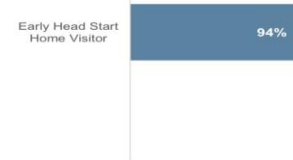
Employment (2022)	Employment Trend		Median Earnings	Avg. Annual Openings (2022-2032)	Turnover Rate (2022)
	Past Growth (2017-2022)	Projected Growth (2022-2032)			
199	(15.0%)	(7.0%)	\$22.24 Hourly, 2023	25	60.0%

Community Health Workers promote health within a community by assisting individuals to adopt healthy behaviors and assist community residents in effectively communicating with healthcare providers or social service agencies. They act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health.

Employment Growth by Region, Indexed to 2001

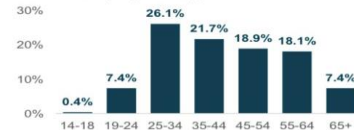


Most Similar Head Start Roles as Transition Opportunities

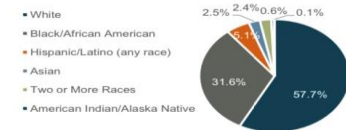


DEMOGRAPHICS

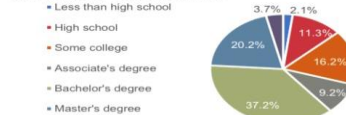
Workforce by Age Group, 2022



Workforce by Race/Ethnicity, 2022



Workforce by Education, 2022

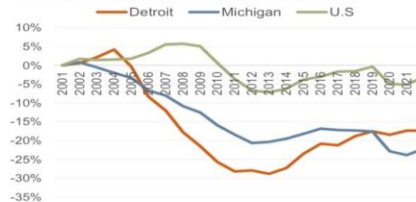


ELEMENTARY SCHOOL TEACHERS

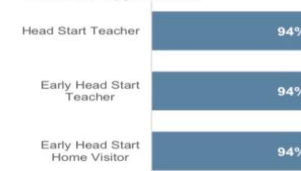
Employment (2022)	Employment Trend		Median Earnings	Avg. Annual Openings (2022-2032)	Turnover Rate (2022)
	Past Growth (2017-2022)	Projected Growth (2022-2032)			
4,935	(-7.0%)	(-6.0%)	\$31.40 Hourly, 2023	359	26.0%

Kindergarten and elementary school teachers instruct young students in basic subjects in order to prepare them for future schooling. They work in public and private schools and generally do not work in the summer. Elementary School Teachers must have at least a bachelor's degree and a state-issued certification/license.

Employment Growth by Region, Indexed to 2001

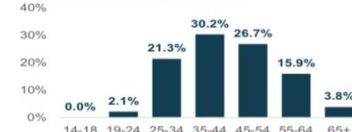


Most Similar Head Start Roles as Transition Opportunities



DEMOGRAPHICS

Workforce by Age Group, 2022



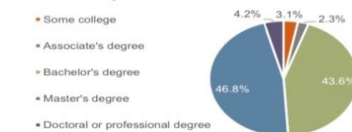
Gender Distribution 2022



Workforce by Race/Ethnicity, 2022



Workforce by Education, 2022





Growing Through Stereotypes

Negative Stereotypes of Male
Teachers: “Weird, Gay, and
Weak”