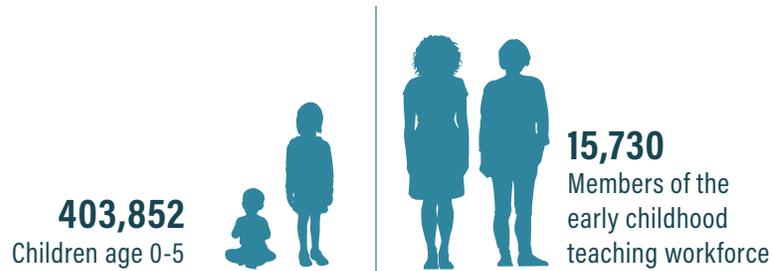




Early Childhood Workforce Index 2016 COLORADO



IN COLORADO, there are 403,852 children age birth through five years; 64 percent of these children live in households where all available parents are currently working, and 26 percent of all Colorado children are part of low-income families. It is widely agreed that the current early care and education system across states is woefully underfunded. The [cost of services](#) is out of reach for many working families, including those who earn middle-class wages. At the same time, large swaths of early childhood teachers — even those with college degrees — earn unlivable wages.

More than 15,730 members of the early childhood teaching workforce provide services to children in Colorado.

| Occupation | Percentile | Median wage |
|----------------------|------------|-------------|
| Surgeon | 99th | ≥ \$90 |
| Kindergarten teacher | 51st | \$22.21 |
| Preschool teacher | 11th | \$13.11 |
| Child care worker | 6th | \$11.47 |

Selected Occupations Ranked by Earnings

- In 2015, the median wage for child care workers was \$11.47, a **3% increase since 2010**.
- For preschool teachers, the median wage was \$13.11, a **10% decrease since 2010**.



Early Childhood Workforce Policies

| | | |
|---------------------------|---|-----|
| Qualifications | BA for all pre-K teachers? | No |
| | At least CDA or vocational training for licensed providers? | Yes |
| QRIS and work environment | Paid time in professional development? | No |
| | Paid planning and/or preparation time? | Yes |
| | Salary schedule/benefits? | Yes |
| | Same for home providers? | No |
| Compensation strategies | Salary parity for pre-K teachers? | No |
| | Wage supplement? | No |
| Financial resources | State reported extra CCDBG spending? | No |
| | State applied for federal grant? | Yes |
| | Ratio of pre-K to K-12 spending over 50%? | No |
| Workforce data | Formal data collection mechanism? | Yes |
| | Includes compensation? | Yes |
| | Reports data publicly? | No |
| | Comprehensive? | No |

Family & Income Support Policies

| | | |
|---|--|-----|
| Income supports and child care assistance | Refundable Earned Income Tax Credit? | Yes |
| | Higher than federal minimum wage, indexed for inflation? | Yes |
| | Child care assistance income eligibility set at 85% of state median income or above? | No |
| | Refundable child care tax credit? | Yes |
| Supports for health and well-being | Paid sick days law? | No |
| | Paid family leave law? | No |
| | Expanded Medicaid eligibility? | Yes |

The *Early Childhood Workforce Index* provides a composite appraisal of the early childhood workforce in each state focused on: Earnings and Economic Security; Early Childhood Workforce Policies; and Family and Income Support Policies. The full [2016 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states. To see how Colorado compares to other states, visit our [interactive state-by-state database](#). For an overview of data sources for the indicators listed above, see our [guide to indicators](#).

