



Early Childhood Workforce Index 2016

| Median Hourly Wages by Occupation and State, 2010 & 2015 | | | | | | | | | | | | | | | | |
|--|--------------------------------|---------------------------------------|--------------------------------|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|
| STATE | CHILD CARE WORKER | | | | PRESCHOOL TEACHER | | | | KINDERGARTEN TEACHER | | | | ELEMENTARY SCHOOL TEACHER | | | |
| | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change |
| National | \$9.28 | \$10.09 | \$9.77 | -3% | \$12.35 | \$13.42 | \$13.74 | 2% | \$23.46 | \$25.50 | \$24.83 | -3% | \$24.84 | \$27.00 | \$26.39 | -2% |
| Alabama | \$8.40 | \$9.13 | \$8.75 | -4% | \$12.25 | \$13.32 | \$12.78 | -4% | \$22.92 | \$24.91 | \$22.99 | -8% | \$22.89 | \$24.88 | \$24.23 | -3% |
| Alaska | \$10.65 | \$11.58 | \$11.80 | 2% | \$14.60 | \$15.87 | \$17.51 | 10% | \$30.95 | \$33.64 | \$32.13 | -5% | \$31.87 | \$34.64 | \$34.37 | -1% |
| Arizona | \$9.30 | \$10.11 | \$9.65 | -5% | \$10.96 | \$11.91 | \$11.33 | -5% | \$18.92 | \$20.56 | \$19.34 | -6% | \$18.75 | \$20.39 | \$18.89 | -7% |
| Arkansas | \$8.21 | \$8.92 | \$8.80 | -1% | \$10.96 | \$11.91 | \$13.55 | 14% | \$20.58 | \$22.37 | \$21.82 | -2% | \$20.49 | \$22.27 | \$21.43 | -4% |
| California | \$10.77 | \$11.71 | \$11.61 | -1% | \$14.03 | \$15.25 | \$15.25 | 0% | \$27.77 | \$30.19 | \$30.74 | 2% | \$29.96 | \$32.57 | \$35.05 | 8% |
| Colorado | \$10.21 | \$11.10 | \$11.47 | 3% | \$13.37 | \$14.53 | \$13.11 | -10% | \$21.86 | \$23.76 | \$22.21 | -7% | \$22.63 | \$24.60 | \$23.14 | -6% |
| Connecticut | \$10.69 | \$11.62 | \$10.77 | -7% | \$13.02 | \$14.15 | \$15.20 | 7% | \$30.32 | \$32.96 | \$34.16 | 4% | \$32.02 | \$34.80 | \$36.50 | 5% |
| Delaware | \$8.95 | \$9.73 | \$9.95 | 2% | \$11.13 | \$12.10 | \$12.24 | 1% | \$23.79 | \$25.86 | \$28.14 | 9% | \$25.50 | \$27.72 | \$28.30 | 2% |
| District of Columbia | \$10.04 | \$10.91 | \$11.06 | 1% | \$13.74 | \$14.94 | \$19.20 | 29% | \$20.42 | \$22.19 | \$25.00 | 13% | \$31.01 | \$33.71 | \$32.25 | -4% |
| Florida | \$9.09 | \$9.88 | \$9.53 | -4% | \$11.11 | \$12.08 | \$11.65 | -4% | \$21.98 | \$23.89 | \$21.95 | -8% | \$22.03 | \$23.95 | \$22.14 | -8% |
| Georgia | \$8.46 | \$9.20 | \$9.16 | 0% | \$11.53 | \$12.53 | \$13.56 | 8% | \$24.58 | \$26.72 | \$25.88 | -3% | \$25.37 | \$27.57 | \$25.86 | -6% |
| Hawaii | \$9.00 | \$9.78 | \$9.07 | -7% | \$14.46 | \$15.72 | \$16.20 | 3% | \$17.68 | \$19.22 | \$21.32 | 11% | \$23.27 | \$25.29 | \$26.93 | 6% |
| Idaho | \$8.24 | \$8.96 | \$8.79 | -2% | \$9.00 | \$9.78 | \$10.54 | 8% | \$17.75 | \$19.29 | \$21.19 | 10% | \$24.89 | \$27.05 | \$21.61 | -20% |
| Illinois | \$9.60 | \$10.44 | \$10.50 | 1% | \$12.63 | \$13.73 | \$13.79 | 0% | \$21.00 | \$22.83 | \$23.42 | 3% | \$26.84 | \$29.18 | \$26.60 | -9% |
| Indiana | \$8.70 | \$9.46 | \$9.36 | -1% | \$11.15 | \$12.12 | \$11.79 | -3% | \$21.88 | \$23.78 | \$21.62 | -9% | \$23.34 | \$25.37 | \$23.42 | -8% |
| Iowa | \$8.69 | \$9.45 | \$8.89 | -6% | \$11.16 | \$12.13 | \$11.56 | -5% | \$19.76 | \$21.48 | \$24.05 | 12% | \$20.73 | \$22.53 | \$24.59 | 9% |
| Kansas | \$8.87 | \$9.64 | \$9.09 | -6% | \$13.38 | \$14.54 | \$11.81 | -19% | \$21.28 | \$23.14 | \$21.58 | -7% | \$20.59 | \$22.38 | \$21.69 | -3% |
| Kentucky | \$8.68 | \$9.44 | \$9.09 | -4% | \$11.30 | \$12.28 | \$18.10 | 47% | \$23.98 | \$26.07 | \$25.18 | -3% | \$23.34 | \$25.37 | \$24.93 | -2% |
| Louisiana | \$8.60 | \$9.35 | \$8.82 | -6% | \$9.32 | \$10.13 | \$19.21 | 90% | \$22.19 | \$24.12 | \$22.76 | -6% | \$22.27 | \$24.21 | \$22.82 | -6% |
| Maine | \$10.24 | \$11.13 | \$10.37 | -7% | N/A | N/A | \$14.24 | N/A | \$21.66 | \$23.55 | \$24.02 | 2% | \$21.93 | \$23.84 | \$24.60 | 3% |
| Maryland | \$10.33 | \$11.23 | \$10.64 | -5% | \$12.53 | \$13.62 | \$13.45 | -1% | \$20.73 | \$22.53 | \$26.88 | 19% | \$27.95 | \$30.38 | \$29.63 | -2% |
| Massachusetts | \$11.26 | \$12.24 | \$12.01 | -2% | \$14.64 | \$15.91 | \$15.18 | -5% | \$27.98 | \$30.42 | \$32.29 | 6% | \$30.39 | \$33.03 | \$34.25 | 4% |
| Michigan | \$9.62 | \$10.46 | \$9.43 | -10% | \$13.43 | \$14.60 | \$13.34 | -9% | \$25.81 | \$28.06 | \$25.22 | -10% | \$27.79 | \$30.21 | \$30.54 | 1% |
| Minnesota | \$9.82 | \$10.67 | \$10.81 | 1% | \$13.74 | \$14.94 | \$15.45 | 3% | \$24.01 | \$26.10 | \$25.53 | -2% | \$25.10 | \$27.28 | \$27.67 | 1% |
| Mississippi | \$8.39 | \$9.12 | \$8.72 | -4% | \$9.17 | \$9.97 | \$12.01 | 20% | \$19.44 | \$21.13 | \$19.13 | -9% | \$19.48 | \$21.18 | \$19.62 | -7% |
| Missouri | \$8.89 | \$9.66 | \$9.06 | -6% | \$10.80 | \$11.74 | \$12.05 | 3% | \$19.35 | \$21.03 | \$21.67 | 3% | \$19.46 | \$21.15 | \$23.09 | 9% |
| Montana | \$8.51 | \$9.25 | \$9.18 | -1% | \$11.19 | \$12.16 | \$12.45 | 2% | \$17.77 | \$19.32 | \$21.26 | 10% | \$19.75 | \$21.46 | \$23.34 | 9% |



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| STATE | CHILD CARE WORKER | | | | PRESCHOOL TEACHER | | | | KINDERGARTEN TEACHER | | | | ELEMENTARY SCHOOL TEACHER | | | |
|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|--------------------------------|---------------------------------------|--------------------------------|----------------|
| | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change | 2010 Actual Median Hourly Wage | 2010 Real Median Wage in 2015 Dollars | 2015 Actual Median Hourly Wage | Percent Change |
| Nebraska | \$8.52 | \$9.26 | \$9.43 | 2% | \$10.94 | \$11.89 | \$15.31 | 29% | \$21.21 | \$23.05 | \$23.03 | 0% | \$22.28 | \$24.22 | \$24.33 | 0% |
| Nevada | \$9.10 | \$9.89 | \$10.15 | 3% | \$10.92 | \$11.87 | \$11.85 | 0% | \$19.59 | \$21.29 | \$23.41 | 10% | \$23.31 | \$25.34 | \$25.49 | 1% |
| New Hampshire | \$9.37 | \$10.19 | \$10.47 | 3% | \$12.48 | \$13.57 | \$13.23 | -2% | \$20.19 | \$21.94 | \$24.65 | 12% | \$24.54 | \$26.67 | \$26.77 | 0% |
| New Jersey | \$9.84 | \$10.70 | \$11 | -1% | \$15.17 | \$16.49 | \$16.90 | 2% | \$26.88 | \$29.22 | \$29.50 | 1% | \$28.18 | \$30.63 | \$30.75 | 0% |
| New Mexico | \$8.70 | \$9.46 | \$9.10 | -4% | \$13.14 | \$14.28 | \$12.82 | -10% | \$24.99 | \$27.16 | \$25.42 | -6% | \$23.67 | \$25.73 | \$27.28 | 6% |
| New York | \$11.57 | \$12.58 | \$12.24 | -3% | \$15.61 | \$16.97 | \$14.95 | -12% | \$33.10 | \$35.98 | \$28.90 | -20% | \$31.17 | \$33.88 | \$32.95 | -3% |
| North Carolina | \$8.86 | \$9.63 | \$9.45 | -2% | \$10.09 | \$10.97 | \$12.48 | 14% | \$19.32 | \$21.00 | \$19.20 | -9% | \$20.37 | \$22.14 | \$20.27 | -8% |
| North Dakota | \$8.52 | \$9.26 | \$9.23 | 0% | \$12.80 | \$13.91 | \$17.02 | 22% | \$18.07 | \$19.64 | \$21.33 | 9% | \$20.29 | \$22.06 | \$22.20 | 1% |
| Ohio | \$9.82 | \$10.67 | \$9.55 | -11% | \$10.41 | \$11.32 | \$11.39 | 1% | \$23.73 | \$25.80 | \$25.23 | -2% | \$26.29 | \$28.58 | \$28.66 | 0% |
| Oklahoma | \$8.51 | \$9.25 | \$8.90 | -4% | \$11.50 | \$12.50 | \$15.40 | 23% | \$18.15 | \$19.73 | \$18.63 | -6% | \$19.38 | \$21.06 | \$18.88 | -10% |
| Oregon | \$9.38 | \$10.20 | \$10.69 | 5% | \$10.79 | \$11.73 | \$13.31 | 13% | \$22.40 | \$24.35 | \$27.36 | 12% | \$24.90 | \$27.07 | \$27.80 | 3% |
| Pennsylvania | \$9.32 | \$10.13 | \$9.42 | -7% | \$11.66 | \$12.67 | \$12.49 | -1% | \$25.05 | \$27.23 | \$24.54 | -10% | \$25.07 | \$27.25 | \$28.74 | 5% |
| Rhode Island | \$9.95 | \$10.82 | \$9.48 | -12% | \$13.19 | \$14.34 | \$15.82 | 10% | \$33.50 | \$36.41 | \$33.59 | -8% | \$32.98 | \$35.84 | \$34.24 | -4% |
| South Carolina | \$8.61 | \$9.36 | \$8.83 | -6% | \$10.56 | \$11.48 | \$11.84 | 3% | \$23.51 | \$25.56 | \$24.59 | -4% | \$22.19 | \$24.12 | \$23.39 | -3% |
| South Dakota | \$8.74 | \$9.50 | \$9.30 | -2% | \$12.73 | \$13.84 | \$13.80 | 0% | \$17.40 | \$18.92 | \$18.54 | -2% | \$18.15 | \$19.73 | \$19.56 | -1% |
| Tennessee | \$8.44 | \$9.17 | \$8.93 | -3% | \$10.10 | \$10.98 | \$11.46 | 4% | \$21.06 | \$22.89 | \$23.05 | 1% | \$21.69 | \$23.58 | \$23.07 | -2% |
| Texas | \$8.54 | \$9.28 | \$9.12 | -2% | \$10.89 | \$11.84 | \$14.90 | 26% | \$23.13 | \$25.15 | \$24.48 | -3% | \$24.38 | \$26.50 | \$25.20 | -5% |
| Utah | \$8.99 | \$9.77 | \$9.47 | -3% | \$9.96 | \$10.83 | \$11.07 | 2% | \$19.20 | \$20.87 | \$20.83 | 0% | \$21.76 | \$23.65 | \$24.95 | 5% |
| Vermont | \$10.21 | \$11.10 | \$11.25 | 1% | \$13.96 | \$15.17 | \$14.13 | -7% | \$22.82 | \$24.80 | \$25.52 | 3% | \$24.50 | \$26.63 | \$25.65 | -4% |
| Virginia | \$9.13 | \$9.92 | \$9.38 | -5% | \$12.46 | \$13.54 | \$15.62 | 15% | \$25.28 | \$27.48 | \$27.45 | 0% | \$26.87 | \$29.20 | \$28.46 | -3% |
| Washington | \$10.20 | \$11.09 | \$11.31 | 2% | \$12.98 | \$14.11 | \$13.37 | -5% | \$24.11 | \$26.21 | \$26.45 | 1% | \$28.18 | \$30.63 | \$29.86 | -3% |
| West Virginia | \$8.19 | \$8.90 | \$9.08 | 2% | \$11.50 | \$12.50 | \$14.73 | 18% | \$21.69 | \$23.57 | \$23.02 | -2% | \$21.04 | \$22.87 | \$21.99 | -4% |
| Wisconsin | \$9.14 | \$9.94 | \$9.81 | -1% | \$10.35 | \$11.25 | \$11.48 | 2% | \$22.39 | \$24.34 | \$23.41 | -4% | \$24.77 | \$26.93 | \$26.02 | -3% |
| Wyoming | \$9.72 | \$10.57 | \$10.02 | -5% | \$11.43 | \$12.42 | \$12.56 | 1% | \$25.79 | \$28.03 | \$27.01 | -4% | \$26.84 | \$29.18 | \$27.67 | -5% |

Source: Occupational Employment Statistics (OES) Survey, Bureau of Labor Statistics, Department of Labor. Retrieved from <http://stats.bls.gov/oes/>

Notes: Figures for 2010 were adjusted for inflation using the Bureau of Labor Statistics CPI Inflation Calculator.