

GUIDE TO INDICATORS

State Context

State Context Indicators	Data Sources	Notes
Total child population under age 6	Kids Count Data Center – Child population, by single age, 2016 ¹	Totals calculated by CSCCE.
% of children under age 6 with all available parents in the labor force	Kids Count Data Center – Children under age 6 with all available parents in the labor force, 2016 ²	The share of children under age 6 whose resident parents are in the civilian labor force.
% of children under age 6 in low-income working families	Kids Count Data Center – Children in low-income working families, by age group, 2016 ³	The share of children under age 6 living in own families that meet two criteria: 1) the family income is less than twice the federal poverty level; 2) at least one parent works 50 or more weeks during the previous year.
Number of early childhood employees	Occupational Employment Statistics, 2017 ⁴	Total includes the following occupations as defined by the Standard Occupational Classification of the U.S. Bureau of Labor Statistics: “child care workers,” “preschool teachers, excluding special education,” “preschool teachers, special education,” “education administrators: preschool/child care center programs.” These data do not include the self-employed, although home-based child care assistants, who are employees, are likely included in the “child care worker” category. Due to the limited data available across states in the OES survey, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.

Earnings & Economic Security

Earnings & Economic Security Indicators	Data Sources	Notes
Median wage, 2015, all occupations (adjusted for inflation)	Occupational Employment Statistics, 2015 ⁵	Figures for 2015 were adjusted for inflation using the CPI Inflation Calculator from the Bureau of Labor Statistics.
Median wage, 2017, all occupations	Occupational Employment Statistics, 2017 ⁶	
% change in median wage, all occupations, 2015 vs. 2017	Occupational Employment Statistics, 2017 ⁷	Figures for 2015 were adjusted for inflation using the CPI Inflation Calculator from the Bureau of Labor Statistics.
Public income support and health care program participation rates	American Community Survey , ⁸ Current Population Survey , ⁹ and program administration data	Participation rate in public income support and health care programs (Earned Income Tax Credit, Medicaid/Children’s Health Insurance Program, Food Stamps, Temporary Assistance for Needy Families) for child care workers and their families. Figures available for select states in which there was a sufficient sample size (1,000 year-round child care workers or more).

Early Childhood Workforce Policies

Assessment Key for Policy Indicators					
0-4 points per category		Stalled			
5-8 points per category		Edging Forward			
9-12 points per category		Making Headway			
Qualifications & Educational Supports					
Indicators	Values & Partial Points		Maximum Points per Indicator	Data Sources	Notes
Minimum qualification levels (pre-K)?	Lead Teacher – BA: Yes/No	1	2	NIEER State of Preschool Yearbook, 2017 ¹⁰	State requires a bachelor's degree for all lead teachers in publicly funded pre-K programs.
	Assistant Teacher – CDA/ Equivalent or higher: Yes/No	1			States requires at least a Child Development Associate® Credential (CDA) or equivalent for assistant teachers in publicly funded pre-K programs.
Minimum qualification levels (licensed centers)?	Center Director – BA: Yes/No	1	3	CSCCE scan of state licensing requirements	State requires a bachelor's degree for directors of licensed child care centers.
	Lead Teacher – BA: Yes/No	1			State requires a bachelor's degree for teachers who may lead groups of children in licensed child care centers.
	Assistant Teacher – CDA/ Equivalent or higher: Yes/No	1			State requires at least a Child Development Associate® Credential (CDA) or equivalent for assistant teachers in licensed child care settings.
Minimum qualification levels (licensed home-based)?	Lead Teacher – BA: Yes/No	1	2		State requires a bachelor's degree for teachers who may lead groups of children in licensed child care homes.
	Assistant Teacher – CDA/ Equivalent or higher: Yes/No	1			State requires at least a Child Development Associate® Credential (CDA) or equivalent for assistant teachers in licensed child care homes.
Scholarships to support educational pathways?	BA	1	3	CSCCE scan of state agency websites; CSCCE survey of state representatives, 2018	Scholarship funds can be applied to fees and/or tuition for coursework for a Child Development Associate® Credential (CDA) or equivalent, associate degree, or bachelor's degree. Eight semester college credits or 120 clock hours of training were used as the standard for establishing equivalence with the CDA. ¹¹ Books, paid release time, travel reimbursement, supplies, and other supports may or may not be included. Some states have more than one scholarship program.
	AA	1			
	CDA or equivalent	1			
Collects data on scholarship recipients?	Yes/No		2		Scholarship program collects basic data on recipients that may include total number of recipients, as well as information on demographics, geographical area, etc.
Total			12		

Early Childhood Workforce Policies

Work Environments					
Indicators	Values & Partial Points		Maximum Points per Indicator	Data Sources	Notes
In QRIS standards: Paid professional development time?	Centers: Yes/No	2	4	QRIS Compendium , 2017 ¹²	State's Quality Rating and Improvement System includes this marker of quality for center- or home-based providers.
	Homes: Yes/No	2			
In QRIS standards: Paid planning/preparation time?	Centers: Yes/No	2	4		
	Homes: Yes/No	2			
In QRIS standards: Salary scale/benefits?	Centers: Yes/No	2	4		
	Homes: Yes/No	2			
Total			12		

Compensation & Financial Relief					
Indicators	Values & Partial Points		Maximum Points per Indicator	Data Sources	Notes
Compensation: Salary parity for publicly funded pre-K teachers?	Parity (all)	3	3	NIEER State of Preschool Yearbook , 2016 ¹³	State requires the same starting salary and salary schedule for teachers in state-funded pre-K programs as for teachers in K-12.
	Parity (some)	2			State requires the same starting salary and salary schedule for <i>some</i> , but not <i>all</i> , publicly funded pre-K teachers.
	Partial parity or sub-parity (all)	1			Partial Parity: State requires the same starting salary, but not the same salary schedule. Sub-Parity: Pro-rating to take account of differences in work hours is either not included or not reported.
Compensation: Required standards (outside pre-K)?	Yes/No		3	CSCCE scan of state agency websites; CSCCE survey of state representatives, 2018	State requires compensation standards outside of pre-K programs as a condition of public funding.
Compensation: Standards guidelines or plans (outside pre-K)?	Guidelines: Yes/No	2	2		State has articulated compensation standards or guidelines for programs outside of publicly funded pre-K.
	Plans only: Yes/No	1			State has plans to develop guidelines for compensation standards or guidelines outside of publicly funded pre-K.
Compensation: Earmarks for salaries in public funding (outside pre-K)?	Yes/No		1		State funding includes earmarks specifically for salaries outside of publicly funded pre-K.
Financial Relief: Stipend or tax credit?	Yes/No		2		State offers a stipend or tax credit to supplement early educator pay.
Financial Relief: Bonus?	Yes/No		1		State offers a bonus, typically a one-time award, linked to educational attainment.
Total			12		

Early Childhood Workforce Policies

Workforce Data					
Indicators	Values & Partial Points		Maximum Points per Indicator	Data Sources	Notes
Inclusive across settings?	Licensed+	7	7	CSCCE scan of state agency websites; CSCCE survey of state representatives, 2018	State registry requires participation for directors and teaching staff in licensed settings and one or more additional settings (public pre-K programs, Head Start, and/or license-exempt child care); OR state survey samples all licensed settings and one or more additional settings (public pre-K programs, Head Start, and/or license-exempt child care).
	All licensed settings	5			State registry requires participation for directors and teaching staff in licensed settings; OR state's survey samples all licensed settings.
	All other: Defined, Voluntary, Not applicable	0			States that do not fulfill the criteria of either the "licensed" or "licensed+" categories receive no points, in order to convey the importance of collecting data across the ECE workforce, regardless of setting or program funding. In practice, these are states that do not have one of these data collection mechanisms; states that have workforce registries with voluntary rather than required participation for the "licensed" or "licensed+" settings described in the text; or states with either workforce registries or surveys that include some defined sub-set of the ECE workforce (e.g., registries that require membership for all early educators participating in state-funded professional development initiatives or surveys of public pre-K teachers).
Collects compensation data?	Wages: Yes/No	1	2		State registry OR survey collects data on wages and/or benefits.
	Benefits: Yes/No	1			
Collects race/ethnicity data?	Yes/No		2		State registry OR survey collects data on race/ethnicity of the workforce.
Summary data reported online?	Yes/No		1		State reports online information on the early childhood workforce from their registry OR survey.
Total			12		
Financial Resources					
Indicators	Values & Partial Points		Maximum Points per Indicator	Data Sources	Notes
Pre-K per-child spending as % of K-12: Greater than 50%?	Yes/No		6	NIEER State of Preschool Yearbook, 2017 ¹⁴	State per-child spending on pre-K is more than 50% of state per-child spending on K-12. The <i>NIEER Yearbooks</i> are the most comprehensive source on pre-K spending by state but may underestimate sources of federal and local funding. Furthermore, they do not include special education funding, which may represent a not-insignificant proportion of total K-12 spending, depending on the state. However, there is no recent state-by-state data on K-12 special education funding, which could be used to adjust these totals to more adequately assess differences in pre-K and K-12 spending, excluding special education funding.
State reports extra CCDBG spending?	Yes/No		6	Communication with Center for Law and Social Policy, 2018 ¹⁵	State reported spending additional matching or Maintenance of Effort (MOE) funds for the federal Child Care Development Block Grant.
Total			12		

Family & Income Support Policies

Income Supports				
Indicators	Values & Partial Points	Maximum Points per Indicator	Data Sources	Notes
State Minimum Wage: Higher than federal and indexed for inflation?	Yes/No	4	Internal Revenue Service, State and Local Governments with Earned Income Tax Credit, 2018. ¹⁶	State has a minimum wage that is higher than the federal minimum wage and is indexed for inflation.
EITC: State has refundable credit?	Yes/No	4	National Conference of State Legislatures, 2018 Minimum Wages by State, 2018. ¹⁷	State has an Earned Income Tax Credit that is refundable.
Child & Dependent Care Tax Credit: State has refundable credit?	Yes/No	4	Tax Credits for Working Families, States Tax Credits, n.d. ¹⁸	State has a child care tax credit that is refundable.
Total		12		

Health & Well-Being				
Indicators	Values & Partial Points	Maximum Points per Indicator	Data Sources	Notes
State-wide mandated paid sick leave?	Yes/No	4	National Partnership for Women & Families, Paid Sick Days – State and District Statutes, 2018. ¹⁹	State has a paid sick days law.
State-wide mandated family leave?	Yes/No	4	National Partnership for Women & Families, State Paid Family and Medical Leave Insurance Laws, 2018. ²⁰	State has a paid family leave law.
Expanded Medicaid?	Yes/No	4	Families USA, A 50-State Look at Medicaid Expansion, 2018. ²¹	State has expanded Medicaid eligibility under the provisions of the federal Affordable Care Act.
Total		12		

Endnotes

Guide to Indicators

- 1 Retrieved from <http://datacenter.kidscount.org/>.
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- 3 Retrieved from <http://datacenter.kidscount.org/>.
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Center for the Study of Child Care Employment
Institute for Research on Labor and Employment
University of California, Berkeley