



Early Childhood Workforce Index 2016 HAWAII



IN HAWAII, there are 108,959 children age birth through five years; 61 percent of these children live in households where all available parents are currently working, and 20 percent of all Hawaii 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 4,190 members of the early childhood teaching workforce provide services to children in Hawaii.

Occupation	Percentile	Median wage
Veterinarian	99th	≥ \$90
Kindergarten teacher	42nd	\$21.32
Preschool teacher	22nd	\$16.20
Child care worker	1st	\$9.07

Selected Occupations Ranked by Earnings

- In 2015, the median wage for child care workers was \$9.07, **a 7% decrease since 2010.**
- For preschool teachers, the median wage was \$16.20, **a 3% increase since 2010.**



Early Childhood Workforce Policies

Qualifications	BA for all pre-K teachers?	Yes
	At least CDA or vocational training for licensed providers?	Yes
QRIS and work environment	Paid time in professional development?	Not Applicable
	Paid planning and/or preparation time?	Not Applicable
	Salary schedule/benefits?	Not Applicable
	Same for home providers?	Not Applicable
Compensation strategies	Salary parity for pre-K teachers?	Yes
	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%?	Yes
Workforce data	Formal data collection mechanism?	Yes
	Includes compensation?	No
	Reports data publicly?	No
	Comprehensive?	Yes

Family & Income Support Policies

Income supports and child care assistance	Refundable Earned Income Tax Credit?	No
	Higher than federal minimum wage, indexed for inflation?	No
	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 Hawaii 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](#).

