



Guide to Indicators Early Childhood Workforce **INDEX** 2016

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State Context

	Indicators	Data Sources	Notes
State Context	Total child population under 6	Kids Count Data Center - Child population, by single age, 2014¹	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, 2014²	No data available for Delaware, the District of Columbia, South Dakota, Vermont, and Wyoming.
	% of children under age 6 in low-income working families	Kids Count Data Center - Children in low-income working families, by age group, 2013³	
	Number of early childhood employees	Occupational Employment Statistics, 2015⁴	Total includes "child care workers" and "preschool teachers" as defined by the U.S. Bureau of Labor Statistics. This figure does not include the self-employed.

Earnings & Economic Security

	Indicators	Data Sources	Notes
Earnings	Median wage, 2010 (adjusted)	Occupational Employment Statistics, 2015⁵	Figures for 2010 were adjusted for inflation using the Bureau of Labor Statistics CPI Inflation Calculator.
	Median wage, 2015	Occupational Employment Statistics, 2015⁶	
	% change in median wage, 2010 vs. 2015	Occupational Employment Statistics, 2015⁷	
	Occupational percentile rank, by earnings, 2015	Occupational Employment Statistics, 2015⁸	
Economic Security			Figures available for select states in which there was a sufficient sample size (1,000 year-round child care workers or more).
	Public income support participation rates	Current Population Survey,⁹ Program administration data	Participation rate in public income support 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.
	Cost of public income support participation	Current Population Survey,¹⁰ Program administration data	Statewide cost of participation in public income support 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.

Early Childhood Workforce Policies

	Indicators	Data Sources	Notes
Qualifications	B.A. for all pre-K teachers	NIEER State of Preschool Yearbook, 2015 ¹¹	State requires a bachelor's degree for all lead teachers in state-funded pre-K programs.
	At least CDA or vocational training for licensed providers	Office of Child Care State Profiles - Licensing, Minimum Preservice Qualifications data, 2014 ¹²	States requires at least a Child Development Associate ¹³ Credential (CDA) or equivalent for licensed center- and/or home-based providers.
QRIS & Work Environment	Paid time for professional development	QRIS Compendium, 2015 ¹³	State's Quality Rating and Improvement System includes this marker of quality for center-based providers.
	Paid planning and/or preparation time	QRIS Compendium, 2015 ¹⁴	State's Quality Rating and Improvement System includes this marker of quality for center-based providers.
	Salary schedule/benefits	QRIS Compendium, 2015 ¹⁵	State's Quality Rating and Improvement System includes this marker of quality for center-based providers.
	Same for home providers	QRIS Compendium, 2015 ¹⁶	State's Quality Rating and Improvement System includes the above markers of quality for home-based as well as center-based providers.
Compensation Strategies	Salary parity for pre-K teachers	NIEER State of Preschool Yearbook, 2015 ¹⁷	State requires the same starting salary and salary schedule for teachers in state-funded pre-K programs as for teachers in K-12.
	Wage supplement	State agency websites, Communication with state representatives, 2016	State offers a stipend or tax credit to supplement early educator pay.

Early Childhood Workforce Policies *(continued)*

	Indicators	Data Sources	Notes
Financial Resources	State reported extra CCDBG spending	Communication with Center for Law and Social Policy, 2016 ¹⁸	State reported spending additional matching or Maintenance of Effort (MOE) funds for the federal Child Care Development Block Grant.
	State applied for federal grant	<p>U.S. Departments of Education and Health and Human Services list of states that applied for RTT-ELC grants, 2011¹⁹</p> <p>U.S. Departments of Education and Health and Human Services list of states that applied for RTT-ELC grants, 2013²⁰</p> <p>U.S. Departments of Education and Health and Human Services list of states that applied for Preschool Development or Expansion Grants, 2014²¹</p>	State applied for a competitive Race to the Top–Early Learning Challenge Grant or a Preschool Development/Expansion Grant.
	Ratio of pre-K to K-12 spending more than 50%	NIEER State of Preschool Yearbook, 2015 ²²	State per-child spending on pre-K is more than 50% of state per-child spending on K-12.
Workforce Data	Formal data collection mechanism	National Workforce Registry Alliance, ²³ State agency websites, Communication with state representatives, 2016	State collects data with the potential for capturing the entire early childhood workforce (registry or survey).
	Includes compensation	State agency websites, Communication with state representatives, 2016	State's data collection mechanism collects data on wages and/or benefits.
	Reports data publicly	State agency websites, 2016	State reports online information on the early childhood workforce from its data collection mechanism.
	Comprehensive	State agency websites, Communication with state representatives, 2016	State's data collection mechanism attempts to include all child care settings.

Family & Income Support Policies

	Indicators	Data Sources	Notes
Income Supports & Child Care Assistance	Refundable Earned Income Tax Credit	National Conference of State Legislatures report: Tax Credits for Working Families: Earned Income Tax Credit, 2016²⁴	State has an Earned Income Tax Credit that is refundable.
	Higher than federal minimum wage, indexed for inflation	Economic Policy Institute Minimum Wage Tracker, 2016²⁵	State has a minimum wage that is higher than the federal minimum wage and is indexed for inflation.
	Child care assistance income eligibility set at 85% of state median income or above	National Women's Law Center report: State child care assistance policies, 2015²⁶	State sets child care assistance income eligibility under the CCDBG at 85% of state median income or above.
	Refundable child care tax credit	Tax Credits for Working Families report: States with Child and Dependent Care Tax Credits, 2016²⁷	State has a child care tax credit that is refundable.
Supports for Health & Well-Being	Paid sick days law	A Better Balance, Overview of Paid Sick Time Laws in the United States, 2016²⁸	State has a paid sick days law.
	Paid family leave law	National Conference of State Legislatures, Paid Family Leave, 2016²⁹	State has a paid family leave law.
	Expanded Medicaid eligibility	FamiliesUSA, A 50-State Look at Medicaid Expansion, 2016³⁰	State has expanded Medicaid eligibility under the provisions of the federal Affordable Care Act.

Endnotes

- 1 Retrieved from <http://datacenter.kidscount.org/>
- 2 Retrieved from <http://datacenter.kidscount.org/>
- 3 Retrieved from <http://datacenter.kidscount.org/>
- 4 Retrieved from <http://stats.bls.gov/oes/home.htm>
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- 12 Retrieved from <https://childcareta.acf.hhs.gov/data>
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