



# Early Childhood Workforce Index 2018 CALIFORNIA

2,996,726  
Children age 0-5



119,760\*  
Members of the  
early childhood  
teaching workforce

**IN CALIFORNIA**, 61 percent of children live in households where all available parents are currently working, and 25 percent of all California 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 119,760 members of the early childhood teaching workforce provide services to children in California.

Occupation	Median wage
Child care worker	\$12.29
Preschool teacher	\$16.19
Center director	\$23.91
Kindergarten teacher	\$38.33
Elementary teacher	\$45.17
All workers	\$19.70

## Earnings by Occupation

- In 2017 the median wage for child care workers was \$12.29, **a 3% increase since 2015.**
- For preschool teachers the median wage was \$16.19, **a 3% increase since 2015.**
- For preschool or child care center directors, the median wage was \$23.91, **a 6% decrease since 2015.**

## Use of Public Income Supports (EITC, Medicaid, Food Stamps, TANF)

- Child care worker families' participation in one or more public income support programs: **58%**

\*Total includes the following occupations as defined by the U.S. Bureau of Labor Statistics Occupational Employment Statistics (OES): "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, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.



## Early Childhood Workforce Policies

<b>Qualifications &amp; educational supports:</b>  Stalled	Pre-K	BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	No
	Licensed centers	BA minimum for director?	No
		BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	No
	Licensed homes	BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	No
	Scholarships to support educational pathways	BA?	Yes
		AA?	Yes
		CDA or equivalent?	Yes
		Collects data on scholarship recipients?	Not available
	<b>Work environments:</b>  Not available	Centers	Paid time in professional development?
Paid planning and/or preparation time?			Not available
Salary schedule/benefits?			Not available
Homes		Paid time in professional development?	Not available
		Paid planning and/or preparation time?	Not available
		Salary schedule/benefits?	Not available
<b>Compensation &amp; financial relief strategies:</b>  Stalled		Salary parity for publicly funded pre-K teachers?	No parity
		Compensation standards required?	No
		Compensation guidelines or plans to develop?	No
		Earmarks for salaries in public funding?	No
		Financial relief: stipend or tax credit?	No
		Financial relief: bonus?	No

## Early Childhood Workforce Policies

<b>Financial resources:</b> Stalled		State reported extra CCDBG spending?	No
		Ratio of per-child pre-K to K-12 spending over 50%?	No
<b>Workforce data:</b> Stalled	Registry	Inclusive of all licensed settings?	Other
		Collects wage data?	Yes
		Collects benefits data?	Yes
		Collects race/ethnicity data?	Yes
		Reports data publicly?	No
	Survey	Inclusive of all licensed settings?	Not applicable
		Collects wage data?	No
		Collects benefits data?	No
		Collects race/ethnicity data?	No
		Reports data publicly?	No

## Family & Income Support Policies

<b>Income supports:</b> Edging forward		Refundable Earned Income Tax Credit?	Yes
		Higher than federal minimum wage, indexed for inflation?	Yes
		Refundable child care tax credit?	No
<b>Supports for health and well-being:</b> Making headway		Paid sick days law?	Yes
		Paid family leave law?	Yes
		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 2018 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states.
- To see how California 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](#).

