



Early Childhood Workforce Index 2018 NEW JERSEY

630,042
Children age 0-5



35,570*
Members of the
early childhood
teaching workforce

IN NEW JERSEY, 67 percent of children live in households where all available parents are currently working, and 21 percent of all New Jersey 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 35,570 members of the early childhood teaching workforce provide services to children in New Jersey.

Occupation	Median wage
Child care worker	\$11.51
Preschool teacher	\$15.57
Center director	\$26.27
Kindergarten teacher	\$35.96
Elementary teacher	\$37.87
All workers	\$20.43

Earnings by Occupation

- In 2017 the median wage for child care workers was \$11.51, **a 5% increase since 2015.**
- For preschool teachers the median wage was \$15.57, **a 10% decrease since 2015.**
- For preschool or child care center directors, the median wage was \$26.27, **an 8% increase 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: **51%**

*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

Qualifications & educational supports: Stalled	Pre-K	BA minimum for lead teacher?	Yes
		CDA/equivalent minimum for assistant teacher?	No
	Licensed centers	BA minimum for director?	Yes
		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?	No
		AA?	No
		CDA or equivalent?	Yes
		Collects data on scholarship recipients?	Not available
	Work environments: Stalled	Centers	Paid time in professional development?
Paid planning and/or preparation time?			No
Salary schedule/benefits?			No
Homes		Paid time in professional development?	No
		Paid planning and/or preparation time?	No
		Salary schedule/benefits?	No
Compensation & financial relief strategies: Stalled		Salary parity for publicly funded pre-K teachers?	Parity (public only)
		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?	Yes

Early Childhood Workforce Policies

Financial resources: Edging Forward		State reported extra CCDBG spending?	No
		Ratio of per-child pre-K to K-12 spending over 50%?	Yes
Workforce data: Stalled	Registry	Inclusive of all licensed settings?	Other
		Collects wage data?	Yes
		Collects benefits data?	No
		Collects race/ethnicity data?	No
		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

Income supports: Edging forward		Refundable Earned Income Tax Credit?	Yes
		Higher than federal minimum wage, indexed for inflation?	Yes
		Refundable child care tax credit?	No
Supports for health and well-being: 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 New Jersey 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](#).

