



## Early Childhood Workforce Index 2018 PENNSYLVANIA

856,529  
Children age 0-5



41,550\*  
Members of the  
early childhood  
teaching workforce

**IN PENNSYLVANIA**, 68 percent of children live in households where all available parents are currently working, and 22 percent of all Pennsylvania 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 41,550 members of the early childhood teaching workforce provide services to children in Pennsylvania.

Occupation	Median wage
Child care worker	\$9.71
Preschool teacher	\$12.99
Center director	\$20.82
Kindergarten teacher	\$31.10
Elementary teacher	\$35.97
All workers	\$18.05

### Earnings by Occupation

- In 2017 the median wage for child care workers was \$9.71, **with no change since 2015.**
- For preschool teachers the median wage was \$12.99, **a 1% increase since 2015.**
- For preschool or child care center directors, the median wage was \$20.82, **a 1% 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: **50%**

\*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>  Edging Forward	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?	Yes
	<b>Work environments:</b>  Edging Forward	Centers	Paid time in professional development?
Paid planning and/or preparation time?			Yes
Salary schedule/benefits?			Yes
Homes		Paid time in professional development?	No
		Paid planning and/or preparation time?	No
		Salary schedule/benefits?	Yes
<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?	Yes (plans only)
		Earmarks for salaries in public funding?	No
		Financial relief: stipend or tax credit?	Yes
		Financial relief: bonus?	Yes

## 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> Making Headway	Registry	Inclusive of all licensed settings?	Licensed +
		Collects wage data?	No
		Collects benefits data?	No
		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> Stalled		Refundable Earned Income Tax Credit?	No
		Higher than federal minimum wage, indexed for inflation?	No
		Refundable child care tax credit?	No
<b>Supports for health and well-being:</b> Stalled		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 2018 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states.
- To see how Pennsylvania 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](#).

