

Early Childhood Workforce Index 2024

# Appendix 2: Early Childhood Educator Workforce Tables



**Early Educator Workforce Size, By State, 2022**

State	Estimated Workforce Size*	State	Estimated Workforce Size*
<b>NATIONAL</b>	<b>1,776,300</b>	<b>Maryland</b>	40,100
<b>Alabama</b>	25,800	<b>Massachusetts</b>	45,100
<b>Alaska</b>	4,800	<b>Michigan</b>	50,800
<b>Arizona</b>	28,900	<b>Minnesota</b>	39,600
<b>Arkansas</b>	16,700	<b>Mississippi</b>	16,300
<b>California</b>	205,500	<b>Missouri</b>	34,500
<b>Colorado</b>	30,900	<b>Montana</b>	5,100
<b>Connecticut</b>	25,400	<b>Nebraska</b>	17,200
<b>Delaware</b>	4,900	<b>Nevada</b>	9,800
<b>District of Columbia</b>	4,600	<b>New Hampshire</b>	7,100
<b>Florida</b>	89,200	<b>New Jersey</b>	58,400
<b>Georgia</b>	53,100	<b>New Mexico</b>	8,600
<b>Hawaii</b>	6,100	<b>New York</b>	136,100
<b>Idaho</b>	8,800	<b>North Carolina</b>	56,500
<b>Illinois</b>	75,800	<b>North Dakota</b>	6,800
<b>Indiana</b>	33,500	<b>Ohio</b>	58,600
<b>Iowa</b>	25,200	<b>Oklahoma</b>	21,000
<b>Kansas</b>	18,500	<b>Oregon</b>	21,700
<b>Kentucky</b>	21,900	<b>Pennsylvania</b>	68,700
<b>Louisiana</b>	19,800	<b>Rhode Island</b>	6,200
<b>Maine</b>	6,900	<b>South Carolina</b>	23,100

**Early Educator Workforce Size, By State, 2022**

State	Estimated Workforce Size*	State	Estimated Workforce Size*
South Dakota	6,700	Virginia	51,000
Tennessee	33,800	Washington	43,500
Texas	141,600	West Virginia	6,600
Utah	14,500	Wisconsin	33,300
Vermont	4,300	Wyoming	3,300

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

Note: Our workforce estimate includes child care workers in home- and center-based settings, nannies, self-employed child care workers, preschool teachers, teaching assistants, and administrators. We use a combination of occupation and industry codes from the American Community Survey to identify members of the ECE workforce. For more information visit **Appendix 1: Methods**.

**Primary Language Spoken at Home by Early Educators, By State, 2022**

State					
<b>Alabama</b>	English - 96%	Spanish - 2%	**	**	**
<b>Alaska*</b>	English - 83%	Spanish - 10%	Aleut Eskimo - 3%	Micronesian Polynesian - 2%	Sub-Saharan Africa - 1%
<b>Arizona</b>	English - 68%	Spanish - 26%	French - 1%	Navajo - 1%	Hindi and related - 1%
<b>Arkansas</b>	English - 93%	Spanish - 6%	**	**	**
<b>California</b>	English - 49%	Spanish - 37%	Chinese - 3%	Filipino Tagalog - 2%	Hindi and related - 1%
<b>Colorado</b>	English - 81%	Spanish - 12%	Arabic - 2%	German - 1%	Sub-Saharan Africa - 1%
<b>Connecticut</b>	English - 72%	Spanish - 19%	Portuguese - 3%	French - 1%	Hindi and related - 1%
<b>Delaware</b>	English - 86%	Spanish - 9%	French - 1%	Hindi and related - 1%	Filipino Tagalog - 1%
<b>District of Columbia</b>	English - 71%	Spanish - 20%	Sub-Saharan Africa - 2%	French - 1%	Filipino Tagalog - 1%
<b>Florida</b>	English - 61%	Spanish - 33%	French - 2%	Portuguese - 1%	Arabic - 1%
<b>Georgia</b>	English - 87%	Spanish - 8%	Hindi and related - 1%	French - 1%	Sub-Saharan Africa - 1%
<b>Hawaii</b>	English - 73%	Filipino Tagalog - 9%	Spanish - 6%	Other Malayan - 2%	Hawaiian - 2%
<b>Idaho</b>	English - 87%	Spanish - 9%	Arabic - 2%	Swedish - 1%	**
<b>Illinois</b>	English - 74%	Spanish - 17%	Polish - 2%	Hindi and related - 1%	French - 1%
<b>Indiana</b>	English - 93%	Spanish - 5%	Arabic - 1%	**	**
<b>Iowa</b>	English - 90%	Spanish - 7%	Arabic - 2%	**	**
<b>Kansas</b>	English - 93%	Spanish - 4%	German - 1%	Vietnamese - 1%	**
<b>Kentucky</b>	English - 96%	Spanish - 2%	**	**	**
<b>Louisiana</b>	English - 93%	Spanish - 4%	French - 1%	**	**
<b>Maine</b>	English - 94%	French - 2%	Sub-Saharan Africa - 1%	Polish - 1%	Dutch - 1%
<b>Maryland</b>	English - 71%	Spanish - 14%	Hindi and related - 2%	Sub-Saharan Africa - 2%	French - 2%

## Primary Language Spoken at Home by Early Educators, By State, 2022

State					
<b>Massachusetts</b>	English - 68%	Spanish - 17%	Portuguese - 4%	French - 2%	Chinese - 2%
<b>Michigan</b>	English - 91%	Spanish - 3%	Hindi and related - 2%	Arabic - 1%	**
<b>Minnesota</b>	English - 86%	Hamitic - 4%	Spanish - 3%	Tibetan - 1%	Dravidian - 1%
<b>Mississippi</b>	English - 97%	Spanish - 2%	Muskogean - 1%	**	**
<b>Missouri</b>	English - 96%	Spanish - 2%	**	**	**
<b>Montana</b>	English - 93%	Spanish - 2%	Native - 2%	Filipino Tagalog - 1%	French - 1%
<b>Nebraska</b>	English - 93%	Spanish - 4%	Dravidian - 1%	Filipino Tagalog - 1%	Navajo - 1%
<b>Nevada</b>	English - 71%	Spanish - 21%	Filipino Tagalog - 3%	Micronesian Polynesian - 1%	Portuguese - 1%
<b>New Hampshire</b>	English - 96%	Spanish - 2%	German - 1%	Dutch - 1%	Arabic - 1%
<b>New Jersey</b>	English - 62%	Spanish - 24%	Portuguese - 2%	Hindi and related - 2%	Filipino Tagalog - 1%
<b>New Mexico</b>	English - 62%	Spanish - 29%	Navajo - 3%	Native - 3%	**
<b>New York</b>	English - 63%	Spanish - 24%	Chinese - 2%	French - 2%	Russian - 1%
<b>North Carolina</b>	English - 90%	Spanish - 6%	Hindi and related - 1%	Dravidian - 1%	**
<b>North Dakota</b>	English - 98%	**	**	**	**
<b>Ohio</b>	English - 93%	Spanish - 2%	Hamitic - 1%	**	**
<b>Oklahoma</b>	English - 90%	Spanish - 5%	Hindi and related - 1%	Korean - 1%	Arabic - 1%
<b>Oregon</b>	English - 78%	Spanish - 16%	French - 1%	Vietnamese - 1%	Russian - 1%
<b>Pennsylvania</b>	English - 90%	Spanish - 6%	**	**	**
<b>Rhode Island</b>	English - 65%	Spanish - 28%	French - 2%	Portuguese - 2%	Turkish - 2%
<b>South Carolina</b>	English - 95%	Spanish - 3%	Dravidian - 1%	**	**
<b>South Dakota</b>	English - 97%	Spanish - 2%	German - 1%	**	**

**Primary Language Spoken at Home by Early Educators, By State, 2022**

State					
<b>Texas</b>	English - 62%	Spanish - 32%	Hindi and related - 1%	Filipino Tagalog - 1%	Chinese - 1%
<b>Utah</b>	English - 85%	Spanish - 11%	Portuguese - 1%	Vietnamese - 1%	**
<b>Vermont*</b>	English - 97%	French - 1%	Spanish - 1%	Portuguese - 1%	**
<b>Virginia</b>	English - 72%	Spanish - 14%	Hindi and related - 2%	Filipino Tagalog - 1%	Portuguese - 1%
<b>Washington</b>	English - 72%	Spanish - 14%	Chinese - 2%	Korean - 2%	Russian - 1%
<b>West Virginia</b>	English - 97%	Spanish - 1%	Sub-Saharan Africa - 1%	**	**
<b>Wisconsin</b>	English - 91%	Spanish - 5%	Tibetan - 1%	Polish - 1%	**
<b>Wyoming*</b>	English - 91%	Spanish - 6%	Japanese - 2%	Native - 1%	**

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

\*Interpret with caution (U.S. Census ECE sample n<200).

\*\*All other languages are less than 1%.

APPENDIX TABLE 2.3

**Race and Ethnicity of Early Educators, By State, 2022**

CSCCE

State	American Indian/ Alaskan Native	Asian	Black	Latina of any race*	White	Multiracial**	Unspecified
<b>Alabama</b>	0%	1%	31%	4%	63%	2%	0%
<b>Alaska***</b>	14%	4%	10%	16%	41%	14%	1%
<b>Arizona</b>	3%	2%	6%	40%	47%	2%	0%
<b>Arkansas</b>	1%	1%	19%	8%	68%	4%	0%
<b>California</b>	0%	11%	7%	47%	31%	3%	0%
<b>Colorado</b>	0%	2%	6%	20%	67%	4%	1%
<b>Connecticut</b>	0%	3%	12%	23%	59%	2%	1%
<b>Delaware</b>	0%	3%	35%	9%	47%	6%	0%
<b>District of Columbia</b>	0%	4%	55%	23%	15%	2%	0%
<b>Florida</b>	0%	2%	19%	37%	38%	3%	0%
<b>Georgia</b>	0%	3%	36%	10%	48%	2%	0%
<b>Hawaii</b>	0%	42%	2%	15%	19%	19%	2%
<b>Idaho</b>	1%	1%	2%	16%	78%	2%	1%
<b>Illinois</b>	0%	4%	18%	20%	55%	3%	0%
<b>Indiana</b>	0%	1%	12%	6%	78%	3%	0%
<b>Iowa</b>	0%	0%	4%	11%	83%	1%	0%
<b>Kansas</b>	0%	2%	5%	8%	81%	4%	0%
<b>Kentucky</b>	0%	1%	8%	3%	85%	4%	0%
<b>Louisiana</b>	0%	1%	34%	6%	54%	3%	1%
<b>Maine</b>	2%	0%	2%	1%	93%	2%	0%

**Race and Ethnicity of Early Educators, By State, 2022**

CSCCE

State	American Indian/ Alaskan Native	Asian	Black	Latina of any race*	White	Multiracial**	Unspecified
<b>Maryland</b>	0%	7%	30%	15%	43%	4%	1%
<b>Massachusetts</b>	0%	5%	8%	20%	62%	3%	2%
<b>Michigan</b>	1%	3%	15%	6%	72%	3%	0%
<b>Minnesota</b>	0%	3%	10%	5%	78%	3%	0%
<b>Mississippi</b>	1%	1%	48%	2%	47%	1%	0%
<b>Missouri</b>	0%	2%	15%	4%	77%	2%	0%
<b>Montana</b>	5%	2%	0%	4%	84%	6%	0%
<b>Nebraska</b>	1%	2%	6%	6%	82%	3%	0%
<b>Nevada</b>	0%	7%	11%	31%	47%	3%	0%
<b>New Hampshire</b>	0%	0%	1%	4%	93%	2%	0%
<b>New Jersey</b>	0%	5%	13%	29%	49%	3%	1%
<b>New Mexico</b>	12%	1%	1%	55%	28%	2%	0%
<b>New York</b>	0%	6%	19%	27%	43%	3%	1%
<b>North Carolina</b>	1%	1%	28%	8%	59%	3%	0%
<b>North Dakota</b>	5%	0%	1%	2%	89%	3%	1%
<b>Ohio</b>	0%	2%	17%	4%	74%	3%	0%
<b>Oklahoma</b>	7%	3%	13%	8%	62%	6%	0%
<b>Oregon</b>	0%	3%	2%	22%	66%	7%	0%
<b>Pennsylvania</b>	0%	2%	13%	8%	74%	2%	1%
<b>Rhode Island</b>	0%	0%	4%	32%	59%	5%	1%



## Race and Ethnicity of Early Educators, By State, 2022

State	American Indian/ Alaskan Native	Asian	Black	Latina of any race*	White	Multiracial**	Unspecified
<b>South Carolina</b>	0%	1%	28%	5%	64%	2%	0%
<b>South Dakota</b>	6%	0%	1%	5%	85%	3%	0%
<b>Tennessee</b>	0%	2%	16%	4%	75%	3%	0%
<b>Texas</b>	0%	4%	14%	42%	38%	2%	0%
<b>Utah</b>	0%	2%	2%	14%	81%	2%	0%
<b>Vermont***</b>	2%	0%	0%	2%	93%	3%	0%
<b>Virginia</b>	0%	8%	20%	16%	51%	3%	1%
<b>Washington</b>	1%	10%	5%	19%	57%	6%	1%
<b>West Virginia</b>	0%	0%	3%	3%	89%	4%	0%
<b>Wisconsin</b>	0%	3%	7%	7%	81%	2%	0%
<b>Wyoming***</b>	4%	0%	0%	21%	73%	2%	0%

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

\*Because the early care and education workforce is overwhelmingly composed of individuals who identify as women, we use the gender-specific term "Latina" to describe members of the ECE workforce who identify as part of the Latin American diaspora. However, we know that data collection has not always accounted for gender diversity beyond a male/female binary. We gratefully acknowledge the contributions of early educators who identify as men, nonbinary, or another gender identity and recognize that the gendered oppression of women in the ECE workforce is related to the gender-based oppression of nonbinary, trans, and genderqueer educators.

\*\*Does not include Latina educators who selected multiple racial identities. Latina educators are grouped under "Latina of any race."

\*\*\*Interpret with caution (U.S. Census ECE sample n<200).

**Median Hourly Wage by Occupation, By State, 2022**

State	ECE Workforce	Child Care Workers	Preschool Teachers	Elementary and Middle School Teachers	All Occupations
<b>NATIONAL</b>	<b>\$13.07</b>	<b>\$11.81</b>	<b>\$13.74</b>	<b>\$31.80</b>	<b>\$22.92</b>
<b>Alabama</b>	\$10.93	\$10.17	\$11.33	\$28.07	\$19.61
<b>Alaska</b>	\$13.08*	**	**	\$37.50	\$25.77
<b>Arizona</b>	\$12.98	\$12.32	\$12.98	\$26.74	\$21.79
<b>Arkansas</b>	\$11.04	\$10.46	\$11.42	\$27.44	\$19.07
<b>California</b>	\$15.66	\$13.67	\$17.66	\$41.03	\$25.39
<b>Colorado</b>	\$15.06	\$13.36	\$16.19	\$29.11	\$25.00
<b>Connecticut</b>	\$15.01	\$12.86	\$16.49	\$41.22	\$27.60
<b>Delaware</b>	\$13.89*	**	**	\$33.71	\$23.19
<b>District of Columbia</b>	\$18.23*	**	**	\$36.08	\$38.46
<b>Florida</b>	\$12.02	\$11.54	\$11.80	\$28.27	\$20.43
<b>Georgia</b>	\$11.44	\$10.00	\$11.77	\$30.49	\$21.49
<b>Hawaii</b>	\$14.16	\$11.00	**	\$34.62	\$24.04
<b>Idaho</b>	\$11.00	\$10.18	**	\$26.20	\$19.75
<b>Illinois</b>	\$13.33	\$11.91	\$14.58	\$33.38	\$24.04
<b>Indiana</b>	\$11.95	\$11.46	\$12.66	\$27.83	\$21.20
<b>Iowa</b>	\$11.30	\$10.89	\$11.80	\$30.00	\$21.49
<b>Kansas</b>	\$11.25	\$9.93	\$12.54	\$27.40	\$20.98
<b>Kentucky</b>	\$10.70	\$9.47	\$11.16	\$27.94	\$20.06
<b>Louisiana</b>	\$10.60	\$9.96	\$10.53	\$27.50	\$20.23

## Median Hourly Wage by Occupation, By State, 2022

CSCCE

State	ECE Workforce	Child Care Workers	Preschool Teachers	Elementary and Middle School Teachers	All Occupations
Maine	\$13.51	\$13.12	\$13.51	\$27.94	\$22.08
Maryland	\$14.17	\$13.10	\$14.44	\$37.09	\$28.33
Massachusetts	\$16.95	\$14.77	\$17.67	\$40.38	\$29.12
Michigan	\$11.81	\$10.90	\$13.62	\$31.38	\$21.79
Minnesota	\$13.66	\$11.48	\$15.85	\$34.31	\$24.96
Mississippi	\$10.62	\$9.44	\$11.49	\$24.84	\$18.29
Missouri	\$11.71	\$10.60	\$12.70	\$26.15	\$20.88
Montana	\$10.90*	\$10.21	**	\$30.94	\$20.63
Nebraska	\$11.29	\$9.79	\$12.19	\$29.81	\$21.20
Nevada	\$13.25	\$11.92	\$13.27	\$30.47	\$21.67
New Hampshire	\$14.95	\$13.36	\$14.35	\$33.17	\$25.52
New Jersey	\$14.33	\$12.82	\$16.19	\$43.27	\$28.58
New Mexico	\$12.03	\$9.87	\$13.62	\$28.85	\$19.76
New York	\$14.90	\$13.55	\$17.22	\$44.90	\$26.81
North Carolina	\$12.31	\$11.69	\$12.47	\$26.15	\$20.79
North Dakota	\$11.46	\$10.39	**	\$32.46	\$22.08
Ohio	\$12.02	\$11.17	\$12.67	\$34.62	\$21.79
Oklahoma	\$11.04	\$10.89	\$10.81	\$24.76	\$19.47
Oregon	\$14.33	\$12.70	\$15.54	\$33.12	\$23.24
Pennsylvania	\$13.07	\$11.50	\$14.29	\$37.42	\$23.38

## Median Hourly Wage by Occupation, By State, 2022

CSCCE

State	ECE Workforce	Child Care Workers	Preschool Teachers	Elementary and Middle School Teachers	All Occupations
Rhode Island	\$14.79	**	**	\$42.49	\$24.84
South Carolina	\$10.96	\$10.10	\$10.95	\$27.46	\$20.06
South Dakota	\$11.81	\$9.74	**	\$27.83	\$20.19
Tennessee	\$11.57	\$10.46	\$11.78	\$27.46	\$20.16
Texas	\$11.67	\$10.90	\$11.88	\$30.43	\$21.51
Utah	\$12.47	\$11.29	\$13.51	\$30.22	\$21.79
Vermont	\$13.25*	**	**	\$34.62	\$23.18
Virginia	\$13.41	\$12.99	\$13.75	\$31.18	\$24.94
Washington	\$15.46	\$14.69	\$16.15	\$39.23	\$27.20
West Virginia	\$11.43	\$10.39	**	\$27.50	\$19.48
Wisconsin	\$12.99	\$12.42	\$13.10	\$30.00	\$22.87
Wyoming	\$10.60*	**	**	\$32.42	\$21.25

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

\* Interpret with caution (U.S. Census ECE sample  $n < 200$ ).

\*\*Data suppressed due to small sample size ( $n < 100$ ).

### Median Hourly Wage, 2022, and Change in Median Wage, By State, 2019-2022

CSCCE

State	ECE Workforce		Elementary and Middle School Workforce		All Occupations	
	Median hourly wage	Change in median wage	Median hourly wage	Change in median wage	Median hourly wage	Change in median wage
<b>NATIONAL</b>	<b>\$13.07</b>	<b>4.6%</b>	<b>\$31.80</b>	<b>-2.0%</b>	<b>\$22.92</b>	<b>4.9%</b>
<b>Alabama</b>	\$10.93	0.1%	\$28.07	0.2%	\$19.61	2.8%
<b>Alaska</b>	\$13.08*	-5.2%*	\$37.50	2.3%	\$25.77	3.6%
<b>Arizona</b>	\$12.98	9.2%	\$26.74	3.0%	\$21.79	4.3%
<b>Arkansas</b>	\$11.04	-2.9%	\$27.44	-6.9%	\$19.07	2.8%
<b>California</b>	\$15.66	9.6%	\$41.03	-0.1%	\$25.39	7.2%
<b>Colorado</b>	\$15.06	11.1%	\$29.11	0.8%	\$25.00	8.2%
<b>Connecticut</b>	\$15.01	8.4%	\$41.22	-5.9%	\$27.60	2.8%
<b>Delaware</b>	\$13.89*	12.5%*	\$33.71	-1.4%	\$23.19	5.2%
<b>District of Columbia</b>	\$18.23*	27.1%*	\$36.08	-1.8%	\$38.46	11.5%
<b>Florida</b>	\$12.02	1.8%	\$28.27	-1.0%	\$20.43	5.7%
<b>Georgia</b>	\$11.44	0.8%	\$30.49	-0.6%	\$21.49	4.0%
<b>Hawaii</b>	\$14.16	0%*	\$34.62	-1.6%	\$24.04	3.5%
<b>Idaho</b>	\$11.00	13.1%*	\$26.20	2.3%	\$19.75	7.3%
<b>Illinois</b>	\$13.33	3.3%	\$33.38	-1.4%	\$24.04	4.5%
<b>Indiana</b>	\$11.95	4.3%	\$27.83	-3.2%	\$21.20	4.5%
<b>Iowa</b>	\$11.30	4.9%	\$30.00	-9.3%	\$21.49	1.6%
<b>Kansas</b>	\$11.25	4.2%	\$27.40	0.0%	\$20.98	3.4%
<b>Kentucky</b>	\$10.70	6.3%	\$27.94	-2.0%	\$20.06	4.3%

**Median Hourly Wage, 2022, and Change in Median Wage, By State, 2019-2022**

CSCCE

State	ECE Workforce		Elementary and Middle School Workforce		All Occupations	
	Median hourly wage	Change in median wage	Median hourly wage	Change in median wage	Median hourly wage	Change in median wage
<b>Louisiana</b>	\$10.60	-7.4%	\$27.50	-9.4%	\$20.23	3.9%
<b>Maine</b>	\$13.51	3.7%*	\$27.94	-6.4%	\$22.08	6.2%
<b>Maryland</b>	\$14.17	-0.7%	\$37.09	-4.0%	\$28.33	4.8%
<b>Massachusetts</b>	\$16.95	5.4%	\$40.38	-2.8%	\$29.12	6.3%
<b>Michigan</b>	\$11.81	5.2%	\$31.38	-5.3%	\$21.79	5.4%
<b>Minnesota</b>	\$13.66	1.8%	\$34.31	-2.1%	\$24.96	6.1%
<b>Mississippi</b>	\$10.62	-0.1%	\$24.84	-8.6%	\$18.29	3.0%
<b>Missouri</b>	\$11.71	4.3%	\$26.15	-1.6%	\$20.88	3.7%
<b>Montana</b>	\$10.90*	1.4%*	\$30.94	1.6%	\$20.63	4.4%
<b>Nebraska</b>	\$11.29	2.6%	\$29.81	-5.3%	\$21.20	3.2%
<b>Nevada</b>	\$13.25	-9.6%*	\$30.47	-6.1%	\$21.67	1.6%
<b>New Hampshire</b>	\$14.95	7.6%*	\$33.17	-8.4%	\$25.52	6.8%
<b>New Jersey</b>	\$14.33	4.2%	\$43.27	-2.9%	\$28.58	3.6%
<b>New Mexico</b>	\$12.03	11.6%*	\$28.85	9.4%	\$19.76	8.5%
<b>New York</b>	\$14.90	12.3%	\$44.90	-0.8%	\$26.81	5.7%
<b>North Carolina</b>	\$12.31	-2.1%	\$26.15	-2.2%	\$20.79	4.9%
<b>North Dakota</b>	\$11.46	-20.9%*	\$32.46	-11.1%	\$22.08	-1.5%
<b>Ohio</b>	\$12.02	-2.6%	\$34.62	0.8%	\$21.79	2.4%

**Median Hourly Wage, 2022, and Change in Median Wage, By State, 2019-2022**

State	ECE Workforce		Elementary and Middle School Workforce		All Occupations	
	Median hourly wage	Change in median wage	Median hourly wage	Change in median wage	Median hourly wage	Change in median wage
<b>Oklahoma</b>	\$11.04	-5.9%	\$24.76	1.4%	\$19.47	2.1%
<b>Oregon</b>	\$14.33	5.7%	\$33.12	-2.5%	\$23.24	5.6%
<b>Pennsylvania</b>	\$13.07	6.1%	\$37.42	-0.4%	\$23.38	5.2%
<b>Rhode Island</b>	\$14.79	12.7%*	\$42.49	-4.8%	\$24.84	5.5%
<b>South Carolina</b>	\$10.96	2.8%	\$27.46	-2.7%	\$20.06	6.2%
<b>South Dakota</b>	\$11.81	12%*	\$27.83	-4.5%	\$20.19	4.4%
<b>Tennessee</b>	\$11.57	4.2%	\$27.46	-1.4%	\$20.16	4.8%
<b>Texas</b>	\$11.67	4.8%	\$30.43	-0.6%	\$21.51	3.4%
<b>Utah</b>	\$12.47	16.8%	\$30.22	4.7%	\$21.79	6.0%
<b>Vermont</b>	\$13.25*	-1.7%*	\$34.62	-8.5%	\$23.18	5.8%
<b>Virginia</b>	\$13.41	4.5%	\$31.18	-4.0%	\$24.94	6.7%
<b>Washington</b>	\$15.46	9.1%	\$39.23	13.8%	\$27.20	8.9%
<b>West Virginia</b>	\$11.43	4.6%*	\$27.50	-1.4%	\$19.48	4.8%
<b>Wisconsin</b>	\$12.99	3.0%	\$30.00	-5.0%	\$22.87	3.4%
<b>Wyoming</b>	\$10.60*	10.5%*	\$32.42	-3.2%	\$21.25	1.6%

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

\*Interpret with caution (U.S. Census ECE sample n<200).

**Early Care and Education Median Hourly Wage Gap From Living Wage,  
Single Adult, By State, 2022**

CSCCE

State	ECE Median Wage, 2022	Living Wage for Single Adult, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
Alabama	\$10.93	\$14.71	26%	\$3.78
Alaska	\$13.08*	\$16.12	19%	\$3.04
Arizona	\$12.98	\$16.71	22%	\$3.73
Arkansas	\$11.04	\$14.34	23%	\$3.30
California	\$15.66	\$19.97	22%	\$4.31
Colorado	\$15.06	\$18.07	17%	\$3.01
Connecticut	\$15.01	\$16.69	10%	\$1.68
Delaware	\$13.89*	\$16.32	15%	\$2.43
District of Columbia	\$18.23*	\$20.82	12%	\$2.59
Florida	\$12.02	\$16.66	28%	\$4.64
Georgia	\$11.44	\$16.66	31%	\$5.22
Hawaii	\$14.16	\$20.73	32%	\$6.57
Idaho	\$11.00	\$15.11	27%	\$4.11
Illinois	\$13.33	\$17.01	22%	\$3.68
Indiana	\$11.95	\$14.83	19%	\$2.88
Iowa	\$11.30	\$14.79	24%	\$3.49
Kansas	\$11.25	\$14.75	24%	\$3.50
Kentucky	\$10.70	\$14.52	26%	\$3.82
Louisiana	\$10.60	\$14.91	29%	\$4.31
Maine	\$13.51	\$15.54	13%	\$2.03



**Early Care and Education Median Hourly Wage Gap From Living Wage,  
Single Adult, By State, 2022**

CSCCE

State	ECE Median Wage, 2022	Living Wage for Single Adult, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
<b>Maryland</b>	\$14.17	\$18.43	23%	\$4.26
<b>Massachusetts</b>	\$16.95	\$20.07	16%	\$3.12
<b>Michigan</b>	\$11.81	\$15.29	23%	\$3.48
<b>Minnesota</b>	\$13.66	\$15.96	14%	\$2.30
<b>Mississippi</b>	\$10.62	\$14.49	27%	\$3.87
<b>Missouri</b>	\$11.71	\$14.82	21%	\$3.11
<b>Montana</b>	\$10.90*	\$14.78	26%	\$3.88
<b>Nebraska</b>	\$11.29	\$14.79	24%	\$3.50
<b>Nevada</b>	\$13.25	\$16.00	17%	\$2.75
<b>New Hampshire</b>	\$14.95	\$16.20	8%	\$1.25
<b>New Jersey</b>	\$14.33	\$17.59	19%	\$3.26
<b>New Mexico</b>	\$12.03	\$15.11	20%	\$3.08
<b>New York</b>	\$14.90	\$20.17	26%	\$5.27
<b>North Carolina</b>	\$12.31	\$15.82	22%	\$3.51
<b>North Dakota</b>	\$11.46	\$14.43	21%	\$2.97
<b>Ohio</b>	\$12.02	\$14.41	17%	\$2.39
<b>Oklahoma</b>	\$11.04	\$14.56	24%	\$3.52
<b>Oregon</b>	\$14.33	\$18.22	21%	\$3.89
<b>Pennsylvania</b>	\$13.07	\$15.43	15%	\$2.36
<b>Rhode Island</b>	\$14.79	\$16.47	10%	\$1.68

### Early Care and Education Median Hourly Wage Gap From Living Wage, Single Adult, By State, 2022

State	ECE Median Wage, 2022	Living Wage for Single Adult, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
South Carolina	\$10.96	\$15.73	30%	\$4.77
South Dakota	\$11.81	\$14.24	17%	\$2.43
Tennessee	\$11.57	\$15.03	23%	\$3.46
Texas	\$11.67	\$15.78	26%	\$4.11
Utah	\$12.47	\$16.37	24%	\$3.90
Vermont	\$13.25*	\$15.81	16%	\$2.56
Virginia	\$13.41	\$17.90	25%	\$4.49
Washington	\$15.46	\$18.41	16%	\$2.95
West Virginia	\$11.43	\$14.64	22%	\$3.21
Wisconsin	\$12.99	\$15.10	14%	\$2.11
Wyoming	\$10.60*	\$14.70	28%	\$4.10

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

Note: Living wage estimates derive from the MIT Living Wage Calculator (Glasmeier, A.K. [2023]. Living Wage Calculator. The Massachusetts Institute of Technology), which can be accessed at <http://livingwage.mit.edu/>. We use data provided by the 2023 Living Wage model, adjusted for inflation to 2022.

\*Interpret with caution (Census ECE sample  $n < 200$ ).

### Early Care and Education Median Hourly Wage Gap From Living Wage, Single Adult and Child, By State, 2022

CSCCE

State	ECE Median Wage, 2022	Living Wage for Single Adult and Child, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
Alabama	\$10.93	\$29.94	-63%	\$19.01
Alaska	\$13.08*	\$33.33	-61%	\$20.25
Arizona	\$12.98	\$32.78	-60%	\$19.80
Arkansas	\$11.04	\$29.90	-63%	\$18.86
California	\$15.66	\$40.83	-62%	\$25.17
Colorado	\$15.06	\$37.80	-60%	\$22.74
Connecticut	\$15.01	\$35.47	-58%	\$20.46
Delaware	\$13.89*	\$33.59	-59%	\$19.70
District of Columbia	\$18.23*	\$40.05	-54%	\$21.82
Florida	\$12.02	\$33.82	-64%	\$21.80
Georgia	\$11.44	\$32.10	-64%	\$20.66
Hawaii	\$14.16	\$41.13	-66%	\$26.97
Idaho	\$11.00	\$31.21	-65%	\$20.21
Illinois	\$13.33	\$34.11	-61%	\$20.78
Indiana	\$11.95	\$29.94	-60%	\$17.99
Iowa	\$11.30	\$30.78	-63%	\$19.48
Kansas	\$11.25	\$30.77	-63%	\$19.52
Kentucky	\$10.70	\$30.42	-65%	\$19.72
Louisiana	\$10.60	\$30.79	-66%	\$20.19
Maine	\$13.51	\$32.75	-59%	\$19.24

### Early Care and Education Median Hourly Wage Gap From Living Wage, Single Adult and Child, By State, 2022

CSCCE

State	ECE Median Wage, 2022	Living Wage for Single Adult and Child, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
<b>Maryland</b>	\$14.17	\$36.88	-62%	\$22.71
<b>Massachusetts</b>	\$16.95	\$42.84	-60%	\$25.89
<b>Michigan</b>	\$11.81	\$34.60	-66%	\$22.79
<b>Minnesota</b>	\$13.66	\$33.47	-59%	\$19.81
<b>Mississippi</b>	\$10.62	\$29.16	-64%	\$18.54
<b>Missouri</b>	\$11.71	\$30.71	-62%	\$19.00
<b>Montana</b>	\$10.90*	\$32.23	-66%	\$21.33
<b>Nebraska</b>	\$11.29	\$31.70	-64%	\$20.41
<b>Nevada</b>	\$13.25	\$33.66	-61%	\$20.41
<b>New Hampshire</b>	\$14.95	\$33.82	-56%	\$18.87
<b>New Jersey</b>	\$14.33	\$37.27	-62%	\$22.94
<b>New Mexico</b>	\$12.03	\$31.01	-61%	\$18.98
<b>New York</b>	\$14.90	\$39.09	-62%	\$24.19
<b>North Carolina</b>	\$12.31	\$33.59	-63%	\$21.28
<b>North Dakota</b>	\$11.46	\$30.45	-62%	\$18.99
<b>Ohio</b>	\$12.02	\$31.86	-62%	\$19.84
<b>Oklahoma</b>	\$11.04	\$30.98	-64%	\$19.94
<b>Oregon</b>	\$14.33	\$35.84	-60%	\$21.51
<b>Pennsylvania</b>	\$13.07	\$32.38	-60%	\$19.31

### Early Care and Education Median Hourly Wage Gap From Living Wage, Single Adult and Child, By State, 2022

State	ECE Median Wage, 2022	Living Wage for Single Adult and Child, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
Rhode Island	\$14.79	\$33.47	-56%	\$18.68
South Carolina	\$10.96	\$29.45	-63%	\$18.49
South Dakota	\$11.81	\$30.20	-61%	\$18.39
Tennessee	\$11.57	\$29.40	-61%	\$17.83
Texas	\$11.67	\$31.88	-63%	\$20.21
Utah	\$12.47	\$33.67	-63%	\$21.20
Vermont	\$13.25*	\$33.16	-60%	\$19.91
Virginia	\$13.41	\$35.83	-63%	\$22.42
Washington	\$15.46	\$36.36	-57%	\$20.90
West Virginia	\$11.43	\$31.39	-64%	\$19.96
Wisconsin	\$12.99	\$32.90	-61%	\$19.91
Wyoming	\$10.60*	\$29.92	-65%	\$19.32

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

Note: Living wage estimates derive from the MIT Living Wage Calculator (Glasmeier, A.K. [2023]. Living Wage Calculator. The Massachusetts Institute of Technology), which can be accessed at <http://livingwage.mit.edu/>. We use data provided by the 2023 Living Wage model, adjusted for inflation to 2022.

\*Interpret with caution (Census ECE sample  $n < 200$ ).

**Poverty Rates for Early Educators, K-8 Teachers, and All Occupations, By State, 2022**

State	ECE Workforce	Elementary/Middle School Workforce	Ratio (ECE to Elementary/Middle)	All Occupations
<b>NATIONAL</b>	<b>13.1%</b>	<b>2.3%</b>	<b>5.7</b>	<b>6.8%</b>
<b>Alabama</b>	16.6%	2.8%	5.9	8.1%
<b>Alaska</b>	9.5%	3.2%	3.0	9.8%
<b>Arizona</b>	12.0%	2.3%	5.2	6.8%
<b>Arkansas</b>	17.1%	4.3%	4.0	8.3%
<b>California</b>	11.8%	2.4%	4.9	6.5%
<b>Colorado</b>	13.0%	2.0%	6.5	5.8%
<b>Connecticut</b>	12.5%	2.5%	5.0	6.1%
<b>Delaware</b>	6.9%	2.6%	2.7	5.9%
<b>District of Columbia</b>	29.0%	1.6%	18.1	7.5%
<b>Florida</b>	12.3%	2.4%	5.1	6.5%
<b>Georgia</b>	12.8%	2.9%	4.4	7.3%
<b>Hawaii</b>	11.8%	2.9%	4.1	6.7%
<b>Idaho</b>	18.3%	1.9%	9.6	7.2%
<b>Illinois</b>	13.1%	2.1%	6.2	6.3%
<b>Indiana</b>	12.3%	1.7%	7.2	6.9%
<b>Iowa</b>	11.9%	1.5%	7.9	7.2%
<b>Kansas</b>	13.0%	1.9%	6.8	7.7%
<b>Kentucky</b>	19.4%	2.3%	8.4	8.4%
<b>Louisiana</b>	13.9%	3.0%	4.6	9.8%

## Poverty Rates for Early Educators, K-8 Teachers, and All Occupations, By State, 2022

CSCCE

State	ECE Workforce	Elementary/Middle School Workforce	Ratio (ECE to Elementary/Middle)	All Occupations
Maine	11.7%	1.7%	6.9	5.8%
Maryland	12.3%	2.3%	5.3	4.8%
Massachusetts	11.7%	2.4%	4.9	5.8%
Michigan	12.3%	2.9%	4.2	7.2%
Minnesota	10.8%	1.6%	6.8	5.5%
Mississippi	23.5%	3.7%	6.4	10.2%
Missouri	11.9%	2.5%	4.8	7.0%
Montana	16.1%	1.8%	8.9	7.7%
Nebraska	14.6%	2.3%	6.3	6.5%
Nevada	12.2%	1.2%	10.2	6.4%
New Hampshire	9.4%	0.2%	47.0	3.6%
New Jersey	11.1%	2.6%	4.3	4.9%
New Mexico	16.0%	4.3%	3.7	10.2%
New York	14.5%	2.6%	5.6	6.9%
North Carolina	12.6%	2.6%	4.8	7.8%
North Dakota	13.5%	0.8%	16.9	8.0%
Ohio	12.9%	1.3%	9.9	7.0%
Oklahoma	18.8%	2.5%	7.5	8.9%
Oregon	15.8%	2.6%	6.1	6.6%
Pennsylvania	12.2%	1.6%	7.6	6.4%

**Poverty Rates for Early Educators, K-8 Teachers, and All Occupations, By State, 2022**

State	ECE Workforce	Elementary/Middle School Workforce	Ratio (ECE to Elementary/Middle)	All Occupations
Rhode Island	12.0%	0.9%	13.3	6.6%
South Carolina	12.0%	2.2%	5.5	8.4%
South Dakota	15.0%	2.4%	6.3	7.6%
Tennessee	14.3%	2.2%	6.5	7.3%
Texas	13.3%	2.2%	6.0	7.5%
Utah	12.9%	3.2%	4.0	6.2%
Vermont	7.3%	3.5%	2.1	6.8%
Virginia	12.5%	2.0%	6.3	6.2%
Washington	13.8%	1.7%	8.1	5.5%
West Virginia	12.6%	1.3%	9.7	8.7%
Wisconsin	13.9%	1.7%	8.2	5.9%
Wyoming	10.6%	0.8%	13.3	7.1%

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

\*Interpret with caution (U.S. Census ECE sample n<200).



APPENDIX TABLE 2.9

CSCCE

**Public Safety Net Participation and Annual Cost (National)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>ECE Workforce</b>						
Participation Rate	37%	16%	1%	23%	15%	43%
Annual Cost	\$1,225M	\$622M	\$51M	\$2,016M	\$813M	\$4,726M
<b>Administrators</b>						
Participation Rate	20%	10%	<1%	13%	12%	28%
Annual Cost	\$51M	\$27M	3M	\$84M	\$57M	\$222M
<b>Child Care Workers</b>						
Participation Rate	42%	17%	<1%	26%	16%	46%
Annual Cost	\$635M	\$309M	\$27M	\$1,066M	\$344M	\$2,381M
<b>Preschool Teachers</b>						
Participation Rate	36%	15%	<1%	20%	15%	41%
Annual Cost	\$468M	\$228M	\$16M	\$658M	\$334M	\$1,704M
<b>Teaching Assistants</b>						
Participation Rate	43%	18%	<1%	28%	17%	47%
Annual Cost	\$119M	\$61M	\$5M	\$221M	\$81M	\$487M

**Public Safety Net Participation and Annual Cost (National)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Elementary/Middle School Workforce</b>						
<b>Administrators</b>						
Participation Rate	8%	5%	<1%	8%	8%	15%
Annual Cost	\$98M	\$67M	\$10M	\$252M	\$212M	\$639M
<b>Teachers</b>						
Participation Rate	12%	6%	<1%	9%	8%	19%
Annual Cost	\$938M	\$528M	\$64M	\$1,878M	\$1,292M	\$4,700M
<b>Teaching Assistants</b>						
Participation Rate	31%	14%	<1%	20%	14%	38%
Annual Cost	\$773M	\$399M	\$41M	\$1,408M	\$667M	\$3,288M
<b>All Occupations</b>						
<b>All Occupations</b>						
Participation Rate	20%	10%	<1%	15%	10%	28%
Annual Cost	\$50,441M	\$30,485M	\$2,288M	\$92,702M	\$44,019M	\$219,935M

Source: Public safety net data are calculated using the Public Cost Model developed by the Labor Center at the University of California, Berkeley. To read more about the model, see Jacobs, K., Huang, K., MacGillvary, J., & Lopezlira, E. (2022). The Public Cost of Low-Wage Jobs in the US Construction Industry. *The Labor Center, University of California, Berkeley*. <https://laborcenter.berkeley.edu/the-public-cost-of-low-wage-jobs-in-the-US-construction-industry/>.

\*Interpret with caution (U.S. Census ECE sample n<200).

APPENDIX TABLE 2.10

CSCCE

**Public Safety Net Participation (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>California</b>						
ECE Workforce	34%	15%	2%	40%	16%	47%
Elementary/Middle School Teachers	11%	6%	<1%	20%	8%	22%
All Occupations	21%	11%	1%	30%	12%	34%
<b>Colorado</b>						
ECE Workforce	26%	10%	<1%	24%	13%	32%
Elementary/Middle School Teachers	9%	4%	<1%	13%	8%	15%
All Occupations	14%	6%	<1%	16%	9%	22%
<b>Florida</b>						
ECE Workforce	49%	24%	1%	11%	17%	50%
Elementary/Middle School Teachers	17%	9%	<1%	4%	9%	22%
All Occupations	27%	15%	<1%	7%	10%	32%
<b>Georgia</b>						
ECE Workforce	45%	20%	<1%	10%	17%	46%
Elementary/Middle School Teachers	15%	8%	<1%	4%	9%	21%
All Occupations	26%	13%	<1%	6%	11%	30%

**Public Safety Net Participation (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Illinois</b>						
ECE Workforce	35%	18%	<1%	26%	13%	42%
Elementary/Middle School Teachers	11%	7%	<1%	11%	6%	17%
All Occupations	19%	11%	<1%	17%	9%	26%
<b>Indiana</b>						
ECE Workforce	33%	9%	<1%	26%	15%	36%
Elementary/Middle School Teachers	12%	4%	<1%	11%	7%	17%
All Occupations	19%	6%	<1%	16%	9%	24%
<b>Iowa</b>						
ECE Workforce	30%	13%	<1%	27%	19%	40%
Elementary/Middle School Teachers	9%	5%	<1%	10%	10%	20%
All Occupations	14%	8%	<1%	15%	11%	24%
<b>Maryland</b>						
ECE Workforce	34%	18%	1%	24%	13%	39%
Elementary/Middle School Teachers	9%	7%	1%	9%	5%	14%
All Occupations	16%	11%	1%	15%	8%	25%

**Public Safety Net Participation (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Massachusetts</b>						
ECE Workforce	26%	17%	1%	31%	13%	41%
Elementary/Middle School Teachers	8%	7%	<1%	13%	6%	19%
All Occupations	13%	10%	<1%	19%	8%	27%
<b>Michigan</b>						
ECE Workforce	35%	16%	<1%	27%	13%	41%
Elementary/Middle School Teachers	11%	6%	<1%	11%	8%	17%
All Occupations	19%	10%	<1%	18%	8%	26%
<b>Minnesota</b>						
ECE Workforce	26%	9%	<1%	21%	14%	31%
Elementary/Middle School Teachers	7%	3%	<1%	8%	6%	12%
All Occupations	13%	5%	<1%	14%	8%	20%
<b>Missouri</b>						
ECE Workforce	38%	14%	<1%	8%	13%	41%
Elementary/Middle School Teachers	13%	6%	<1%	2%	7%	17%
All Occupations	20%	9%	<1%	5%	8%	24%

**Public Safety Net Participation (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>New Jersey</b>						
ECE Workforce	35%	10%	<1%	23%	14%	39%
Elementary/Middle School Teachers	11%	4%	<1%	10%	6%	15%
All Occupations	18%	6%	<1%	13%	9%	23%
<b>New York</b>						
ECE Workforce	40%	19%	1%	40%	17%	50%
Elementary/Middle School Teachers	10%	6%	<1%	15%	9%	21%
All Occupations	21%	11%	1%	26%	11%	32%
<b>North Carolina</b>						
ECE Workforce	39%	16%	<1%	13%	16%	43%
Elementary/Middle School Teachers	13%	7%	<1%	5%	8%	20%
All Occupations	22%	10%	<1%	8%	10%	28%
<b>Ohio</b>						
ECE Workforce	37%	15%	1%	27%	16%	37%
Elementary/Middle School Teachers	9%	4%	<1%	11%	7%	13%
All Occupations	19%	8%	<1%	16%	9%	23%

**Public Safety Net Participation (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Pennsylvania</b>						
ECE Workforce	33%	17%	1%	21%	15%	38%
Elementary/Middle School Teachers	9%	6%	<1%	8%	9%	17%
All Occupations	17%	11%	1%	13%	9%	26%
<b>Tennessee</b>						
ECE Workforce	37%	13%	<1%	14%	15%	37%
Elementary/Middle School Teachers	13%	5%	<1%	5%	8%	16%
All Occupations	22%	8%	<1%	10%	10%	26%
<b>Texas</b>						
ECE Workforce	43%	15%	<1%	5%	14%	43%
Elementary/Middle School Teachers	14%	6%	<1%	2%	8%	20%
All Occupations	26%	10%	<1%	3%	11%	29%
<b>Virginia</b>						
ECE Workforce	35%	10%	1%	13%	11%	36%
Elementary/Middle School Teachers	10%	4%	<1%	5%	4%	15%
All Occupations	17%	6%	<1%	8%	7%	21%

**Public Safety Net Participation (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Washington</b>						
ECE Workforce	28%	18%	1%	27%	15%	45%
Elementary/Middle School Teachers	7%	6%	<1%	12%	8%	20%
All Occupations	13%	10%	<1%	16%	9%	27%
<b>Wisconsin</b>						
ECE Workforce	30%	14%	<1%	24%	15%	39%
Elementary/Middle School Teachers	8%	5%	<1%	8%	8%	14%
All Occupations	14%	8%	<1%	12%	8%	22%

Source: Public safety net data are calculated using the Public Cost Model developed by the Labor Center at the University of California, Berkeley. To read more about the model, see Jacobs, K., Huang, K., MacGillvary, J., & Lopezlira, E. (2022). The Public Cost of Low-Wage Jobs in the US Construction Industry. *The Labor Center, University of California, Berkeley*. <https://laborcenter.berkeley.edu/the-public-cost-of-low-wage-jobs-in-the-US-construction-industry/>.

Note: We provide estimates for only some states due to the sample size requirements of the Public Cost Model.



APPENDIX TABLE 2.11

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**Public Safety Net Annual Costs (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>California</b>						
ECE Workforce	\$110M	\$59M	\$14M	\$345M	\$73M	\$600M
Elementary/Middle School Teachers	\$73M	\$47M	\$16M	\$336M	\$87M	\$560M
All Occupations	\$5,380M	\$3,358M	\$732M	\$18,239M	\$4,700M	\$32,408M
<b>Colorado</b>						
ECE Workforce	\$13M	\$6M	<\$1,000,000	\$33M	\$12M	\$64M
Elementary/Middle School Teachers	\$11M	\$6M	\$1M	\$43M	\$22M	\$83M
All Occupations	\$589M	\$365M	\$27M	\$1,887M	\$810M	\$3,678M
<b>Florida</b>						
ECE Workforce	\$91M	\$48M	\$1M	\$27M	\$32M	\$199M
Elementary/Middle School Teachers	\$78M	\$45M	\$2M	\$25M	\$59M	\$209M
All Occupations	\$4,052M	\$2,541M	\$57M	\$1,286M	\$1,901M	\$9,838M
<b>Georgia</b>						
ECE Workforce	\$52M	\$28M	\$1M	\$16M	\$18M	\$115M
Elementary/Middle School Teachers	\$49M	\$29M	\$1M	\$19M	\$37M	\$135M
All Occupations	\$2,262M	\$1,449M	\$28M	\$711M	\$1,143M	\$5,592M

**Public Safety Net Annual Costs (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Illinois</b>						
ECE Workforce	\$47M	\$28M	<\$1,000,000	\$102M	\$23M	\$200M
Elementary/Middle School Teachers	\$33M	\$20M	<\$1,000,000	\$92M	\$32M	\$178M
All Occupations	\$1,882M	\$1,287M	\$10M	\$4861M	\$1247M	\$9287M
<b>Indiana</b>						
ECE Workforce	\$22M	\$7M	<\$1,000,000	\$54M	\$16M	\$99M
Elementary/Middle School Teachers	\$17M	\$6M	<\$1,000,000	\$56M	\$25M	\$105M
All Occupations	\$994M	\$359M	\$4M	\$2,826M	\$924M	\$5,107M
<b>Iowa</b>						
ECE Workforce	\$13M	\$6M	<\$1,000,000	\$32M	\$13M	\$65M
Elementary/Middle School Teachers	\$8M	\$4M	<\$1,000,000	\$21M	\$16M	\$50M
All Occupations	\$372M	\$234M	\$6M	\$960M	\$446M	\$2,017M
<b>Maryland</b>						
ECE Workforce	\$22M	\$15M	\$2M	\$67M	\$14M	\$121M
Elementary/Middle School Teachers	\$13M	\$12M	\$2M	\$53M	\$22M	\$102M
All Occupations	\$689M	\$616M	\$73M	\$2,519M	\$769M	\$4,666M

**Public Safety Net Annual Costs (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Massachusetts</b>						
ECE Workforce	\$18M	\$14M	\$2M	\$59M	\$17M	\$109M
Elementary/Middle School Teachers	\$12M	\$11M	\$2M	\$54M	\$23M	\$102M
All Occupations	\$588M	\$603M	\$63M	\$2,494M	\$809M	\$4,557M
<b>Michigan</b>						
ECE Workforce	\$29M	\$15M	\$1M	\$54M	\$14M	\$114M
Elementary/Middle School Teachers	\$21M	\$12M	\$1M	\$47M	\$28M	\$108M
All Occupations	\$1,376M	\$869M	\$55M	\$2,987M	\$1,015M	\$6,302M
<b>Minnesota</b>						
ECE Workforce	\$19M	\$10M	\$1M	\$45M	\$28M	\$104M
Elementary/Middle School Teachers	\$10M	\$6M	\$1M	\$38M	\$26M	\$81M
All Occupations	\$558M	\$346M	\$35M	\$1,882M	\$908M	\$3,729M
<b>Missouri</b>						
ECE Workforce	\$24M	\$11M	<\$1,000,000	\$11M	\$20M	\$67M
Elementary/Middle School Teachers	\$19M	\$10M	<\$1,000,000	\$6M	\$35M	\$70M
All Occupations	\$960M	\$546M	\$12M	\$488M	\$1,096M	\$3,102M

**Public Safety Net Annual Costs (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>New Jersey</b>						
ECE Workforce	\$37M	\$13M	\$1M	\$79M	\$26M	\$156M
Elementary/Middle School Teachers	\$29M	\$13M	\$1M	\$74M	\$34M	\$151M
All Occupations	\$1,108M	\$530M	\$35M	\$2,628M	\$949M	\$5,250M
<b>New York</b>						
ECE Workforce	\$92M	\$52M	\$12M	\$316M	\$64M	\$535M
Elementary/Middle School Teachers	\$59M	\$40M	\$15M	\$264M	\$105M	\$483M
All Occupations	\$2,898M	\$1,991M	\$438M	\$11,574M	\$2,746M	\$19,647M
<b>North Carolina</b>						
ECE Workforce	\$47M	\$20M	<\$1,000,000	\$22M	\$33M	\$122M
Elementary/Middle School Teachers	\$34M	\$17M	<\$1,000,000	\$18M	\$43M	\$113M
All Occupations	\$1,813M	\$923M	\$10M	\$891M	\$1,473M	\$5,110M
<b>Ohio</b>						
ECE Workforce	\$46M	\$22M	\$2M	\$79M	\$29M	\$179M
Elementary/Middle School Teachers	\$25M	\$13M	\$2M	\$73M	\$40M	\$154M
All Occupations	\$1,777M	\$1,003M	\$79M	\$3,752M	\$1,519M	\$8,131M

**Public Safety Net Annual Costs (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Pennsylvania</b>						
ECE Workforce	\$43M	\$29M	\$2M	\$84M	\$42M	\$200M
Elementary/Middle School Teachers	\$25M	\$20M	\$2M	\$68M	\$63M	\$178M
All Occupations	\$1,682M	\$1,380M	\$75M	\$3,931M	\$1,963M	\$9,031M
<b>Tennessee</b>						
ECE Workforce	\$26M	\$12M	<\$1,000,000	\$17M	\$19M	\$74M
Elementary/Middle School Teachers	\$23M	\$11M	\$1M	\$17M	\$34M	\$85M
All Occupations	\$1,246M	\$681M	\$18M	\$1,015M	\$1,099M	\$4,059M
<b>Texas</b>						
ECE Workforce	\$122M	\$53M	<\$1,000,000	\$24M	\$59M	\$258M
Elementary/Middle School Teachers	\$119M	\$55M	\$1M	\$34M	\$128M	\$336M
All Occupations	\$6,026M	\$2,990M	\$25M	\$1,343M	\$4,278M	\$14,663M
<b>Virginia</b>						
ECE Workforce	\$35M	\$10M	<\$1,000,000	\$22M	\$15M	\$82M
Elementary/Middle School Teachers	\$24M	\$9M	\$1M	\$20M	\$20M	\$73M
All Occupations	\$1,170M	\$444M	\$17M	\$943M	\$780M	\$3,353M

**Public Safety Net Annual Costs (Select States)**

	Earned Income Tax Credit (EITC)	Supplemental Nutrition Assistance Program (SNAP)	Temporary Assistance for Needy Families (TANF)	Medicaid (Adult)	Medicaid/CHIP (Child)	Any Public Safety Net Program
<b>Washington</b>						
ECE Workforce	\$21M	\$13M	\$1M	\$80M	\$21M	\$136M
Elementary/Middle School Teachers	\$11M	\$8M	\$1M	\$65M	\$31M	\$116M
All Occupations	\$689M	\$559M	\$58M	\$3,092M	\$1,141M	\$5,538M
<b>Wisconsin</b>						
ECE Workforce	\$18M	\$10M	\$1M	\$24M	\$16M	\$69M
Elementary/Middle School Teachers	\$11M	\$7M	\$1M	\$20M	\$20M	\$59M
All Occupations	\$636M	\$424M	\$35M	\$987M	\$688M	\$2,770M

Source: Public safety net data are calculated using the Public Cost Model developed by the Labor Center at the University of California, Berkeley. To read more about the model, see Jacobs, K., Huang, K., MacGillvary, J., & Lopezlira, E. (2022). The Public Cost of Low-Wage Jobs in the US Construction Industry. *The Labor Center, University of California, Berkeley*. <https://laborcenter.berkeley.edu/the-public-cost-of-low-wage-jobs-in-the-US-construction-industry/>.

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