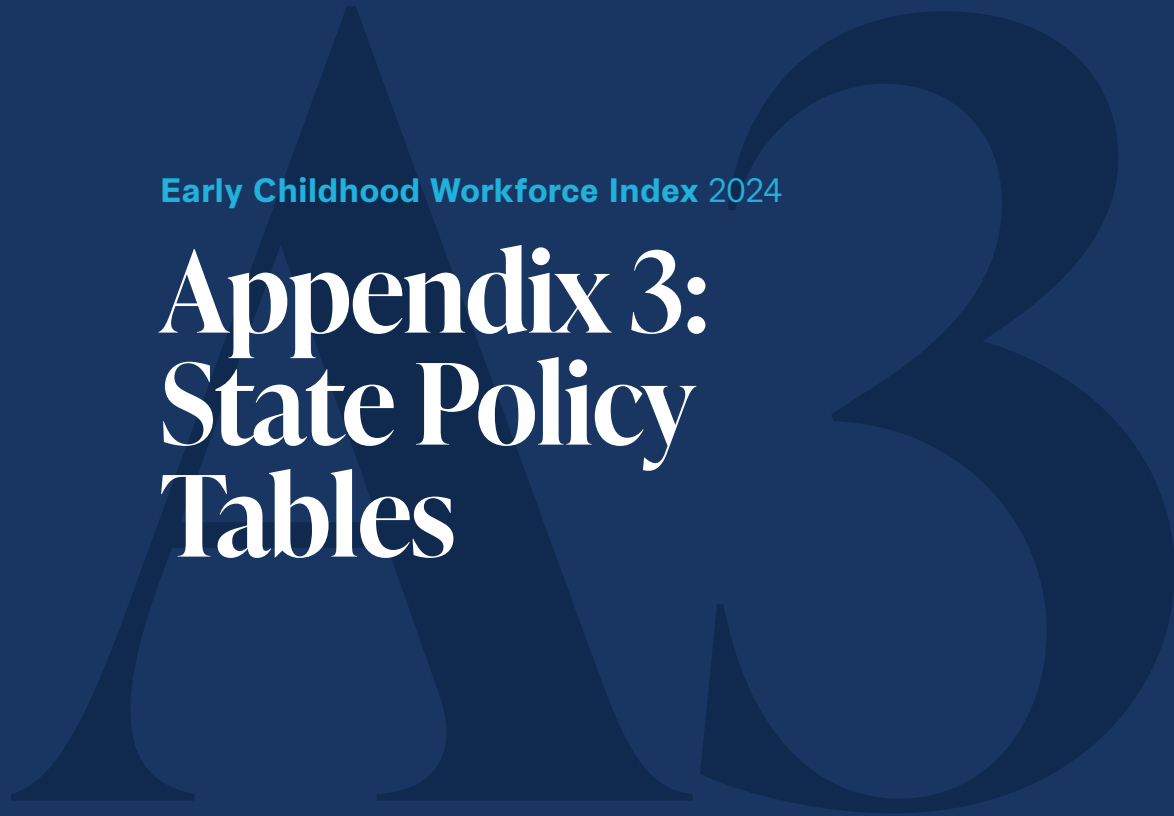


Early Childhood Workforce Index 2024

Appendix 3: State Policy Tables



Minimum Qualifications in Child Care Licensing Summary, By State and Territory, 2024

State	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
Alabama	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent
Alaska	Some higher ed/training, greater than CDA or equivalent, but less than AA	None	None	None	None	None
Arizona	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None	None
Arkansas	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None
California	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None
Colorado	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	None
Connecticut	Some higher ed/training, but less than CDA or equivalent	CDA or equivalent	None	High school diploma/GED only	None	None
Delaware	BA or above	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only
District of Columbia	BA or above	AA	CDA or equivalent	Not Applicable	CDA or equivalent	CDA or equivalent
Florida	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent
Georgia	CDA or equivalent	CDA or equivalent	CDA or equivalent	Not Applicable	None	None
Hawaii	CDA or equivalent	CDA or equivalent	None	CDA or equivalent	CDA or equivalent	CDA or equivalent
Idaho	None	None	Not Applicable	None	None	None

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Minimum Qualifications in Child Care Licensing Summary, By State and Territory, 2024

State	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
Illinois	AA	AA	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	None
Indiana	AA	CDA or equivalent	CDA or equivalent	Not Applicable	None	None
Iowa	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	None	None	Some higher ed/training, but less than CDA or equivalent	None
Kansas	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	None	None
Kentucky	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	Not Applicable	High school diploma/GED only	None
Louisiana	Some higher ed/training, greater than CDA or equivalent, but less than AA	None	None	Not Applicable	None	Not Applicable
Maine	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	None	Not Applicable	High school diploma/GED only	None
Maryland	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None
Massachusetts	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	None	Not Applicable	None	None
Michigan	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	High school diploma/GED only	None	None
Minnesota	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	CDA or equivalent	None
Mississippi	CDA or equivalent	None	None	None	None	None

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Minimum Qualifications in Child Care Licensing Summary, By State and Territory, 2024

State	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
Missouri	Some higher ed/training, but less than CDA or equivalent	None	None	Some higher ed/training, but less than CDA or equivalent	None	None
Montana	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	None
Nebraska	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None	None	None
Nevada	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent
New Hampshire	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None	None
New Jersey	CDA or equivalent	CDA or equivalent	None	Not Applicable	None	None
New Mexico	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None
New York	CDA or equivalent	CDA or equivalent	None	None	None	None
North Carolina	CDA or equivalent	High school diploma/GED only	None	Not Applicable	None	None
North Dakota	CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	None	None	None
Ohio	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Not Applicable	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only
Oklahoma	Some higher ed/training, greater than CDA or equivalent, but less than AA	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	None
Oregon	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None	None	None

Minimum Qualifications in Child Care Licensing Summary, By State and Territory, 2024

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State	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
Pennsylvania	AA	AA	High school diploma/GED only	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	None
Rhode Island	Some higher ed/training, greater than CDA or equivalent, but less than AA	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent
South Carolina	High school diploma/GED only	High school diploma/GED only	None	High school diploma/GED only	None	None
South Dakota	None	None	None	None	None	None
Tennessee	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None
Texas	Some higher ed/training, greater than CDA or equivalent, but less than AA	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	Not Applicable	None	Not Applicable
Utah	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent
Vermont	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent
Virginia	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Not Applicable	None	None
Washington	CDA or equivalent	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	Not Applicable	CDA or equivalent	CDA or equivalent
West Virginia	CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	Not Applicable	None	None

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Minimum Qualifications in Child Care Licensing Summary, By State and Territory, 2024

State	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
Wisconsin	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None
Wyoming	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None

Territory	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
American Samoa	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
US Virgin Islands	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent	High school diploma/GED only	High school diploma/GED only

Source: CSCCE 2024 Early Childhood Workforce Index survey of states and scan of state agency websites.

Notes: CSCCE coding of individual state licensing requirements. Refers to minimum qualification that applies to work in the role/setting or that must be completed within a specified timeframe of beginning that role. Most regulations also include additional experience and higher possible qualification levels. In some cases, there are higher levels of minimum qualifications required for larger settings (e.g., centers of a certain size) or for certain roles (e.g., head teacher vs. teacher). In all tables, we include Child Development Associate® (CDA) Credentials or their functional equivalent. There is no established consensus on an equivalent to a CDA. Eight semester college credits or 120 clock hours of training were used as the standard for comparing whether other minimum qualification requirements were equivalent to, less than, or exceed the CDA, in line with the Council for Professional Recognition standards, see Council for Professional Recognition. (2020). CDA® Credentialing Program FAQs. <https://www.cdacouncil.org/credentials/faqs/apply-for-cda-faqs>. A variety of associate and bachelor's degrees in early childhood education or related fields are offered within and across states. Students pursuing associate degrees may earn an A.A., A.S., A.A.S., or A.A.T., depending on their location, institution, and career goals. Similarly, students pursuing a bachelor's degree may earn a B.A., B.S., or B.S.Ed. For the sake of brevity, references to associate and bachelor's degrees in all table and chart use "AA" and "BA" and are inclusive of the various types of degrees offered within a state.

APPENDIX TABLE 3.2

CSCCE

Scholarship Programs, By State and Territory, 2024

State	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
Alabama	T.E.A.C.H. Alabama	CDA, AA, BA	Not Applicable	CCDF (general fund), PDG B-5
	Leadership in Childcare	CDA, AA, BA	Not Applicable	Not Available
Alaska	Child Development Associate® (CDA) Application/Renewal Award	CDA	Not Applicable	CCDF (general fund)
	Professional Development Reimbursement	AA, BA, Other	Certificate	Not Available
Arizona	First Things First College Scholarship for Early Childhood Professionals	CDA, AA, BA	Not Applicable	State/local Funds
	Professional Career Pathway Project	CDA, AA	Not Applicable	CCDF (general fund)
Arkansas	T.E.A.C.H. Arkansas	CDA, AA, BA, and Other	MA	CCDF (ARPA)
California	Early Childhood Education Student Career & Education Program Educational Support Grant	AA, BA, Other	Enrolled in courses to obtain or maintain Child Development Permit, professional development	CCDF (general fund)
	Early Education Teacher Development Grant	BA, Other	Child Development Permits, Child Development units, or teaching credentials	State/Local Funds
	Workforce Pathways Grant	AA, BA	Not applicable	CCDF (general fund), State/Local Funds
Colorado	T.E.A.C.H. Colorado	CDA, AA, BA, Other	Colorado Director Certificates, other certificates	ARPA (unknown type), State/Local Funds
	Rural R.U.N. Scholarship Program	CDA, AA	Not Applicable	Coronavirus State and Local Fiscal Recovery Funds
Connecticut	Office of Early Childhood (OEC) Assistance Program	CDA, AA, BA, Other	Director coursework required for licensing, CT Director Credential fees, college credits for school-age providers to comply with OEC Head Teacher requirement	CCDF (general fund)
Delaware	Early Childhood Innovation Center	CDA	120-hour prerequisite CDA training	State/Local Funds
District of Columbia	DC LEAD	AA, BA	Not Applicable	CCDF (ARPA), State/Local Funds
	CDA Training Scholarship	CDA	Not Applicable	State/Local Funds

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Scholarship Programs, By State and Territory, 2024

State	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
Florida	T.E.A.C.H. Florida	CDA, AA, BA, Other	MA, Credential	Not Available
Georgia	Department of Early Care and Learning (DECAL) Scholarships	CDA, AA, BA, Other	Technical Certificate of Credit, Technical College Diploma, MA	CCDF (ARPA),CCDF (general fund)
Hawaii	People Attentive to Children (PATCH) Scholarship	CDA, AA, BA, Other	PACE workshops (converted to college credits)	State/Local Funds
	Early Childhood Educator Stipend Program	CDA, AA, BA	Not Applicable	State/Local Funds
Idaho	IdahoSTARS Scholarships	CDA, AA, BA, Other	Single-course scholarship, GED test reimbursement, MA	CCDF (ARPA),CCDF (general fund)
Illinois	Early Childhood Access Consortium for Equity (ECACE) Scholarship Program	AA, BA, Other	MA; coursework towards certificate OR advancing in position (such as to lead teacher); graduate degree coursework	Not Available
	Gateways Scholarship Program	AA, BA, Other	Graduate degree	CCDF (general fund)
Indiana	T.E.A.C.H. Indiana	CDA, AA, BA, Other	MA, Aim4Excellence, Transition to Teaching	CCDF (general fund)
	Indiana Non-Formal CDA Project	CDA	Not Applicable	CCDF (general fund)
Iowa	T.E.A.C.H. Iowa	CDA, AA, BA	Not Applicable	CCDF (ARPA), CCDF (general fund)
Kansas	Kansas Child Care Training Opportunities (KCCTO) scholarship	CDA, AA, Other	Continuing Education Unit (CEU) training, ECE certificates, Director's Credentials, in-service training, professional development	CRRSA
Kentucky	Early Childhood Development Scholarship	CDA, AA, BA, Other	MA, Director's Certificate	CCDF (ARPA)
	The Non-College Scholarship Program	CDA	Not Applicable	Not Available
Louisiana	Louisiana Pathways Scholarship Program	CDA, AA, BA, Other	Technical Diploma; Technical Competency Area; courses to meet Quality Start staff qualifications or advance on LA Pathways Career Ladders; BESE-approved teaching certificate training courses; administrative training	Not Available
Maine	T.E.A.C.H. Maine	AA, BA	Not Applicable	CCDF (general fund)

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Scholarship Programs, By State and Territory, 2024

State	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
Maryland	Child Care Career and Professional Development Fund (CCCPDF)	AA, BA, Other	MA	State/Local Funds
Massachusetts	Early Childhood Educators Scholarship Program	CDA, AA, BA, Other	MA	Not Available
	Career Pathways Program	CDA	Not Applicable	Not Available
Michigan	T.E.A.C.H. Michigan	CDA, AA, BA, Other	MA, Building Foundations Scholarship (one approved Early Childhood Education course)	CCDF (ARPA), CCDF (general fund)
Minnesota	T.E.A.C.H. Minnesota	AA, BA, Other	Director's Certificate, student teaching stipend, earn college credit	State/Local Funds
	CDA Awards	CDA	Not Applicable	Not Available
	Minnesota Student Teacher Grants - Student Teachers in Shortage Areas and Underrepresented Student Teacher grants	BA	Not Applicable	State/Local Funds
	Grow Your Own Early Educators Program	CDA, AA, BA		State/Local Funds
Mississippi	None	Not Applicable	Not Applicable	Not Applicable
Missouri	T.E.A.C.H. Missouri	CDA, AA, BA	Entry Associate Degree	CCDF (ARPA), CRRSA, CCDF (general fund), PDG B-5
Montana	Professional Development Incentive Award	CDA, AA, BA, Other	College coursework from two credits up that lead to certification, apprenticeship certificate, CDA, AA, BA, MA, or continuing education	Not Available
Nebraska	T.E.A.C.H. Nebraska	CDA, AA, BA	Not Applicable	Not Available
Nevada	T.E.A.C.H. Nevada	AA, BA, Other	Certificate, stipends to assist eligible early educators in completing requirements to obtain ECE licenses through the Nevada Department of Education.	Not Available

Scholarship Programs, By State and Territory, 2024

State	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
New Hampshire	Early Childhood Education Tuition Assistance	CDA, Other	Tuition for ECE courses in the Community College System of NH and through Granite State College, option to work towards NH Early Childhood Professional Credential	Not Available
	Early Childhood Education Preschool Development Tuition Assistance	CDA, other	Tuition for Early Childhood Education-specific courses taught by faculty possessing NH Early Childhood PD Specialist Credential, approved courses only at Community Colleges	PDG B-5
	T.E.A.C.H.	CDA, AA	Not Applicable	Not Available
New Jersey	New Jersey Child Care Information System (NJCCIS) Scholarships	CDA, AA, BA, Other	P-3	CCDF (general fund)
New Mexico	Early Childhood Education and Care Department (ECECD) Scholarship	CDA, AA, BA, Other	4 certificate options, MA and doctoral degrees	ARPA Stabilization Grant
New York	Educational Incentive Program	CDA, AA, BA, Other	College courses, trainings, other credential programs, conferences, coaching,	Not Available
	Early Childhood Workforce Scholarship: B5 CUNY-SUNY Early Childhood Workforce Scholarship	CDA, AA, BA, Other	Graduate degrees and certificates such as Director's Credential (CPAC)	PDG B-5
	QUALITYstarsNY Scholarship: Early Childhood Workforce Scholarship	CDA, AA, BA, Other	Graduate degrees and certificates such as Director's Credential (CPAC)	Not Available
North Carolina	T.E.A.C.H. North Carolina	CDA, AA, BA, Other	MA, Infant-Toddler and Preschool Certificate, Early Childhood Administration Credential, B-K Licensure, NC Residency Licensure	CCDF (ARPA), Private funds
North Dakota	None	Not Applicable	Not Applicable	Not Applicable
Ohio	T.E.A.C.H. Ohio	CDA, AA, BA	Not Applicable	CCDF (general fund), State/Local Funds
Oklahoma	Scholars for Excellence in Child Care Program	CDA, Other	Early Childhood Education certificates and credentials and Early Childhood Education or Child Development coursework	Not Available

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Scholarship Programs, By State and Territory, 2024

State	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
Oregon	Oregon's Family Child Care Scholarship	CDA, AA, BA, Other	Infant Mental Health Endorsement, graduate studies, conferences, higher-level training	Not Available
	Betty Gray Early Childhood Scholarship Program	CDA, Other	Community college course credit in Early Childhood Education, credential fees, training cohorts, conferences, foreign degree translation and evaluation	Not Available
	Early Learning Degree Pathway Scholarship	AA, BA, Other	Specific college certificate and MA/MS	Not Available
Pennsylvania	T.E.A.C.H. Pennsylvania	CDA, AA, BA, Other	PK-4 Teacher Certification, can be used towards a college degree or credential in early childhood education	CCDF (general fund)
	Rising STARS Tuition Assistance Program (RSTAP)	CDA, Other	Coursework for Infant/Toddler Credential, School-Age Credential, and Director's Credential	CCDF (general fund)
	Early Childhood Education Professional Development Organizations	CDA, AA, BA, Other	Credentials that stack into degree programs, may also include apprenticeship	CCDF (general fund)
Rhode Island	T.E.A.C.H. Rhode Island	CDA, AA, BA, Other	MA	Coronavirus State and Local Fiscal Recovery Funds, CCDF (general fund)
	RI Early Childhood Education and Training Program	AA, Other	Early Childhood Education Certificate	Not Available
South Carolina	T.E.A.C.H. South Carolina	AA, BA, Other	Coursework for Early Childhood Credential/ School-Age Credential	CCDF (general fund)
South Dakota	Child Development Associate® Credential	CDA	Not Applicable	CRRSA, CCDF (general fund)
Tennessee	Tennessee Early Childhood Training Alliance (TECTA) scholarships	CDA, AA, BA, Other	Administrative Credential, Infant-Toddler Credential	Not Available
Texas	T.E.A.C.H. Texas	CDA, AA, BA, Other	CDA assessment fee	Not Available
Utah	T.E.A.C.H. Utah	AA, BA	Not Applicable	CRRSA, CCDF (general fund)
	Utah Registry for Professional Development (URPD) Scholarships	CDA, Other	Early Childhood Education courses and credentials	Not Available
	EarlyEdU Program	Other	Tuition for college-credit courses	Not Available

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Scholarship Programs, By State and Territory, 2024

State	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
Vermont	T.E.A.C.H. Vermont	CDA, AA, BA, Other	Early Childhood Education licensure, Apprentice Certificate in Early Childhood Education	CCDF (ARPA), ARPA Stabilization Grant, CCDF (general fund)
	Curtis Fund Commitment Scholarship	Other	Child Care Certificate	Not Available
	Education Gap Grant	Other	Up to \$1,000 to help with financial "gaps" in continuing education	Not Available
Virginia	Virginia Child Care Provider Scholarship Program (VCCPSP)	Other	Up to 8 undergrad college courses or max lifetime award of \$4,020	CCDF (general fund)
	Project Pathfinders	CDA, AA, BA, Other	High school dual enrollment, coursework toward Early Childhood Education Certificates and degrees, licensure renewal	Not Available
Washington	Washington Scholarship	BA, Other	State ECE Certificates; developmental coursework; Montessori credential	CCDF (general fund), State/Local Funds
	Early Achievers Grant	AA, Other	State ECE Certificates: Initial, Short and State	CCDF (general fund), State/Local Funds
West Virginia	West Virginia STARS Pathway Advancement Scholarship	AA, BA	Not Applicable	CCDF (general fund)
Wisconsin	T.E.A.C.H. Wisconsin	CDA, AA, BA, Other	Early Childhood Education courses, credentials	CCDF (ARPA), CCDF (general fund)
Wyoming	Wyoming Quality Counts Scholarship	CDA, AA, BA, Other	Post-Graduate Endorsement	Not Available

Territory	Scholarship Program(s)	Type of Scholarship(s) Available	"Other" Scholarship Type	Funding Source
American Samoa	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available

Source: CSCCE 2024 Early Childhood Workforce Index survey of states and scan of state agency websites.

APPENDIX TABLE 3.3

Apprenticeship Programs, By State and Territory, 2024

CSCCE

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Alabama	Alabama Department of Early Childhood Education (ADECE) Apprenticeship	Northern Alabama	No	Short-Term Certificates in Early Childhood Education in Wallace State’s Child Development Program (online) Associate in Science degree in General Studies with a concentration in Child Development (online) Bachelor’s degree in Early Instructor at Athens State University (online)
Alaska	Not Available	In Development	Not Available	Not Available
Arizona	Arizona Early Childhood Educator Apprenticeship Pathway	Localized at participating colleges and eligible employers with Department of Economic Security contracts	Not Available	Central Arizona: 18 credits in Early Childhood Education courses; Foothill College: 23 quarter Early Childhood Education units
Arkansas	Not Available	In Development	Not Available	Coursework toward an associate or bachelor's degree in Early Childhood Education
California	Not Available	Localized	Yes	Varies: associate teacher permit, associate degree, or bachelor's degree
Colorado	Child Care Development Specialist Apprenticeship	Offered through Red Rocks Community College in greater Denver area	Yes	Certified Child Care Development Specialist and Colorado Early Childhood Professional Credential
Connecticut	Family Child Care Registered Apprenticeship Program	Not Available	Yes	CDA and credentials from National Association for Family Child Care
Delaware	Delaware State Apprenticeship Agency	Not Available	Yes	Not Available
District of Columbia	None	Not Applicable	Not Applicable	Not Available
Florida	Not Available	Localized at participating colleges	Yes	Child Care Apprenticeship Certificate and CDA equivalency; Child Care Development Specialist
Georgia	Not Available	In Development	Not Available	Not Available

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Apprenticeship Programs, By State and Territory, 2024

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Hawaii	Keiki O Ka 'Aina	Localized	Not Available	Not Available
Idaho	None	Not Applicable	Not Applicable	Not Available
Illinois	Smart Start - Illinois Early Childhood Apprenticeship Pilot	Statewide	Yes	Not Applicable
Indiana	None	Not Applicable	Not Applicable	Not Applicable
Iowa	Child Care Development Specialist Registered Apprenticeship Program	Statewide	Yes	Not Applicable
	Childcare Apprenticeship Program (youth apprenticeship)	Statewide	Yes	Not Available
Kansas	Early Childhood Associate Apprenticeship Program (ECAAP)	Statewide	Yes	Not Applicable
Kentucky	Child Development Specialist Youth Apprenticeship	Statewide	Not Available	National Journey Worker Credential
	Early Childhood Instructor Apprenticeship	Statewide	Not Available	National Journey Worker Credential
	Early Childhood Program Administrator/ Director Apprenticeship	Statewide	Not Available	National Journey Worker Credential
Louisiana	None	Not Applicable	Not Applicable	Not Applicable
Maine	Early Childhood Education Registered Apprenticeship Program	Statewide	Yes	Early Childhood Specialist 1; Early Childhood Specialist 2
Maryland	Maryland Early EdCorp Program	In Development	Not Available	CDA and Child Care Credential Level 4
Massachusetts	Early Childhood Education Teacher Apprenticeship Program	Localized	Not Available	CDA and Early Childhood Education Teacher certification
	Neighborhood Villages Apprenticeship	Localized	Not Available	CDA
Michigan	Early Childhood Apprenticeship (Great Start to Quality)	Statewide	Yes	CDA

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Apprenticeship Programs, By State and Territory, 2024

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Minnesota	T.E.A.C.H. Early Childhood® Minnesota Apprenticeship Program	In Development	Yes	Not Available
Mississippi	None	Not Applicable	Not Applicable	Not Applicable
Missouri	LUME Early Childhood Apprenticeship	Statewide	Yes	CDA
Montana	Montana Early Childhood Apprenticeship Program (MECAP)	Localized, at three participating colleges	Yes	24 Early Childhood Education college credits; Child Care Development Specialist Credential; Level 4 on Registry Career Path
Nebraska	Not Available	In Development	Not Available	Not Available
Nevada	None	Not Applicable	Not Applicable	Not Applicable
New Hampshire	Early Childhood Apprenticeship Program	Statewide	Yes	CDA; 3,000 hours of work; 6 college classes
New Jersey	Early Childhood Care and Education (ECCE) Apprenticeship	Not Available	Not Available	Not Available
New Mexico	APRENDE Early Childhood Educator Apprenticeship Program	Statewide	Not Available	Associate degree; Child Development Certificate; and Early Childhood Professional Certificate
New York	Not Available	In Development	Not Available	Not Available
North Carolina	Building Bright Futures Apprenticeship Program	Statewide	Not Available	Not Available
North Dakota	None	Not Applicable	Not Applicable	Not Applicable
Ohio	Not Available	In Development	Not Available	Not Available
Oklahoma	Not Available	In Development	Not Available	Not Available
Oregon	Early Childhood Education Apprenticeship Program	Southwest Oregon	Not Available	Not Available

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Apprenticeship Programs, By State and Territory, 2024

State	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
Pennsylvania	Registered Early Childhood Education Apprenticeship Program	Statewide	Yes	Participants have an existing CDA and progress to earn an associate or bachelor's degree; 4,000 hours of on-the-job training
Rhode Island	FCC Apprenticeship	Statewide	Yes	CDA and Certificate of Achievement
South Carolina	None	Not Applicable	Not Applicable	Not Applicable
South Dakota	None	Not Applicable	Not Applicable	Not Applicable
Tennessee	None	Not Applicable	Not Applicable	Not Applicable
Texas	Camp Fire Early Education Apprenticeship Program (EEAP)	Localized	Not Available	Early Childhood Educator Certificate I, II, or III
	Early Education Apprenticeship Program (EEA)	Localized	Not Available	CDA
Utah	None	Not Applicable	Not Applicable	Not Applicable
Vermont	Vermont Early Childhood Apprenticeship Program	Statewide	Yes	4,000 hours work, 18-21 college credits, CDA if desired, Certificate of completion as Child Development Specialist from Department of Labor
Virginia	Early Childhood Workforce – Registered Apprenticeship	Statewide	Yes	Not Available
Washington	Washington State Early Care and Education Apprenticeship	Not Available	Yes	Not Available
West Virginia	West Virginia Apprenticeship for Child Development Specialist (ACDS)	Statewide	Yes	Not Available
Wisconsin	Early Childhood Educator Apprentice	Localized, offered at five technical colleges	Yes	A Wisconsin credential in Infant-Toddler, Preschool, Administrator, Afterschool & Youth Development, or Family Child Care
Wyoming	None	Not Applicable	Not Applicable	Not Applicable

CSCCE

Apprenticeship Programs, By State and Territory, 2024

Territory	Apprenticeship Program(s)	Apprenticeship Program Status/ Geographic Scope	Program Registered with U.S. Department of Labor or State Equivalent?	Description of Qualifications Received
American Samoa	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available

Sources: CSCCE scan of state agency websites and Smith, L.K., Williams, T., & Mercado, K. (2023). Apprenticeships: Building a Strong Child Care Workforce Pipeline. *Bipartisan Policy Center*.

Notes: This is not a comprehensive list of registered apprenticeships for early childhood educators across the country. The information in this table is provided for informational purposes only; the Index does not currently assess states based on their apprenticeship programs.

Early Educator Salary Requirements, Guidelines, and Plans, By State and Territory, 2024

State	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
Alabama	No	No	Not Available	Not Applicable
Alaska	No	No	Yes	Not Available
Arizona	No	Yes	No	Salary scale being piloted by apprenticeship programs; Upcoming phase of state’s PDG B-5 grant will utilize the salary scale.
Arkansas	No	Yes	Not Available	Arkansas provided an optional, suggested salary schedule in 2022.
California	No	No	No	Not Applicable
Colorado	No	Yes	No	The Colorado Early Childhood Compensation & Benefits Task Force developed proposed salary scales by role, education, and geographic location.
Connecticut	No	Yes	No	In response to Public Act 19-61: An Act Concerning a Proposed Early Childhood Educator Compensation Schedule, the Office of Early Childhood developed a salary schedule with proposed compensation levels for entry-level lead educators in state-funded programs. The Compensation Schedule report provides guidelines for programs and is not a requirement. The proposed schedule is informing the work of the Blue Ribbon Panel as estimates are made to advance compensation for providers whose credentials align with the Unifying Framework.
Delaware	No	Yes	No	Delaware has created a proposed annual salary scale based on meeting the minimum education requirements. These minimum education requirements are still being amended and will be incorporated in the updated licensing regulations for both child care centers and family child care homes.
District of Columbia	Yes	Yes	No	For child development facilities participating in the Early Childhood Educator Pay Equity Fund, minimum salaries are established by role and education level for FY24. Participating facilities must pay an assistant teacher without a CDA, a minimum of \$43,865; with a CDA, a minimum of \$51,006; and with an associate degree, a minimum of \$54,262. A lead teacher with a CDA must make a minimum of \$54,262; with an associate degree, a minimum of \$63,838; and with a bachelor's degree or higher, a minimum of \$75,103.
Florida	Not Available	Not Available	Not Available	Not Available
Georgia	No	No	No	Not Applicable
Hawaii	No	No	No	Not Applicable

Early Educator Salary Requirements, Guidelines, and Plans, By State and Territory, 2024

State	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
Idaho	No	No	No	Not Applicable
Illinois	Yes	Yes	No	2019 Consensus Statement on Early Childhood Educator Compensation includes an initial wage scale. An updated version is being used in the ExceleRate pilot.
Indiana	No	No	Not Available	Not Applicable
Iowa	No	No	Yes	A subcommittee of the Early Childhood Workforce (T.E.A.C.H. and WAGE\$) advisory committee is currently developing a recommended salary scale for center-based staff.
Kansas	No	No	No	Not Applicable
Kentucky	No	No	No	Not Applicable
Louisiana	No	No	Not Available	Not Applicable
Maine	No	No	Yes	PDG B-5 plans
Maryland	No	No	Yes	Plans are in place to use data from a statewide workforce survey for the development of a salary-scale model.
Massachusetts	No	Yes	No	As part of a recent cost study, the Department of Early Education and Care identified a set of target salaries.
Michigan	No	No	No	Not Applicable
Minnesota	No	Yes	No	Wage scale recommendations have been developed by a task force. Legislation passed in 2023 directs the Department of Human Services to implement the recommendations.
Mississippi	No	No	No	Not Applicable
Missouri	No	No	No	Not Applicable
Montana	Not Available	Not Available	Not Available	Not Available
Nebraska	No	No	No	Not Applicable
Nevada	Not Available	Not Available	Not Available	Not Available
New Hampshire	Not Available	Not Available	Not Available	Not Available

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Early Educator Salary Requirements, Guidelines, and Plans, By State and Territory, 2024

State	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
New Jersey	No	No	Not Available	Not Applicable
New Mexico	No	Yes	No	An alternative methodology for subsidy rate setting is in use. The cost estimation for this rate setting includes target wage floors. Additionally, a proposed wage and career lattice was developed in 2023.
New York	No	No	Yes	Planning is in early stages.
North Carolina	No	Yes	No	The North Carolina Model Salary Scale sets recommended minimum standards for education levels and compensation. It is accompanied by a toolkit designed to support voluntary implementation.
North Dakota	No	No	No	Not Applicable
Ohio	No	No	No	Not Applicable
Oklahoma	Not Available	Not Available	Not Available	Not Available
Oregon	No	Yes	Not Available	A salary scale was developed for the purposes of cost modeling. The Baby Promise initiative for infant-toddler services includes salary guidelines.
Pennsylvania	No	No	No	Not Applicable
Rhode Island	No	Yes	No	Proposed wage scale as part of the 2023 Early Childhood Educator Compensation Study.
South Carolina	No	No	Yes	South Carolina is receiving federal technical assistance to work on a salary scale for the ECE workforce.
South Dakota	No	No	No	Not Applicable
Tennessee	Not Available	Not Available	Not Available	Not Available
Texas	Not Available	Not Available	Not Available	Not Available
Utah	Yes	No	No	Personnel costs were an eligible expense for monthly Stabilization Grants given to eligible providers. In order to receive the "Enhanced Payment Rate" that was part of the Stabilization Grant, programs were required to pay at least 51% of their staff a minimum of \$15 per hour.
Vermont	No	Yes	No	Proposed ECE Minimum Compensation Standards (2022)

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Early Educator Salary Requirements, Guidelines, and Plans, By State and Territory, 2024

State	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
Virginia	No	Yes	No	While Virginia does not have a set wage scale, the state did identify "high-quality" salary targets in the cost model used to develop an alternative methodology for child care subsidy.
Washington	No	Yes	No	Report to the Washington State Legislature Compensation Technical Workgroup (2019).
West Virginia	No	No	Not Available	Not Applicable
Wisconsin	No	No	No	Not Applicable
Wyoming	No	No	No	Not Applicable

Territory	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
American Samoa	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available

Notes: Utah's requirements are no longer in effect as of June 2024, as funding for their Child Care Stabilization Grants expired and, to date, no new funding has been appropriated to continue the grants in the state.

Dedicated Funding for Early Educator Wages/Salaries, By State and Territory, 2024

State	Description of Dedicated Funding	Funding Source	End Date
Alabama	None	None	None
Alaska	None	None	None
Arizona	None	None	None
Arkansas	None	None	None
California	None	None	None
Colorado	None	None	None
Connecticut	None	None	None
Delaware	None	None	None
District of Columbia	Early Childhood Educator Pay Equity Fund: Starting in FY24, the Office of the State Superintendent of Education (OSSE) ceased making direct payments to early childhood educators and began distributing funds to child development facilities through a payroll funding formula. Facilities that opt-in to the program receive quarterly payments and are required to pay eligible early childhood educators wages or salaries that meet or exceed the minimum salaries set by OSSE.	State/Local Funds	Not Available
Florida	None	None	None
Georgia	None	None	None
Hawaii	None	None	None
Idaho	None	None	None
Illinois	Smart Start Workforce Grants are required to be used for wages, and programs receiving the grants are required to meet a wage floor for teachers and assistant teachers in grant-funded classrooms. These grants build from previous grant programs initiated with pandemic relief funding.	CCDF (ARPA), ARPA Stabilization Grant, State/Local Funds	Not Available
Indiana	None	None	None
Iowa	None	None	None
Kansas	None	None	None

Dedicated Funding for Early Educator Wages/Salaries, By State and Territory, 2024

State	Description of Dedicated Funding	Funding Source	End Date
Kentucky	None	None	None
Louisiana	None	None	None
Maine	None	None	None
Maryland	None	None	None
Massachusetts	1. A portion of the Head Start State Supplemental Grants must be used to support staff salary and benefits. 2. Child care subsidy rate reserve established for early educators' salaries.	Not Available	Not Available
Michigan	None	None	None
Minnesota	Great Start Compensation Support Payment Program: Building off the Child Care Stabilization Grant Program, which ended in June 2023, this permanent program issues monthly payments to eligible child care providers to fund increases in compensation and benefits.	State/Local Funds	Not Available
Mississippi	None	None	None
Missouri	Recruitment of Child Care Staff Grants to programs to be used to pay the salaries of new hires.	CCDF (ARPA)	ARPA funds expire September 2024
Montana	QRIS programs must allocate a certain percentage of their incentive dollars to support base pay of providers.	Not Available	Not Available
Nebraska	None	None	None
Nevada	None	None	None
New Hampshire	None	None	None
New Jersey	None	None	None
New Mexico	None	None	None
New York	None	None	None
North Carolina	Quarterly Child Care Stabilization Compensation Supports Grants: Programs selecting Option 2 of the grants agree to increase base pay and/or benefits. (Option 1 provides funds for staff bonuses.)	CCDF (ARPA), ARPA Stabilization Grant	December 2024
North Dakota	None	None	None

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Dedicated Funding for Early Educator Wages/Salaries, By State and Territory, 2024

State	Description of Dedicated Funding	Funding Source	End Date
Ohio	None	None	None
Oklahoma	None	None	None
Oregon	None	None	None
Pennsylvania	None	None	None
Rhode Island	None	None	None
South Carolina	None	None	None
South Dakota	None	None	None
Tennessee	None	None	None
Texas	None	None	None
Utah	Child Care Stabilization Grant Enhancement provides additional funding (\$50 per licensed capacity slot) to providers that pay—or will pay, upon receipt of the Stabilization Grant—a minimum of \$15 per hour for more than half of their staff.	CCDF (ARPA), ARPA Stabilization Grant, CRRSA	June 2024
Vermont	None	None	None
Virginia	None	None	None
Washington	None	None	None
West Virginia	None	None	None
Wisconsin	Child Care Counts Payment Program B: Funding Workforce Recruitment and Retention provides grants to programs to be used for wages, bonuses, benefits, or other workforce recruitment/retention.	CCDF (ARPA), ARPA Stabilization Grant, CARES, CRRSA, Coronavirus State and Local Fiscal Recovery Funds	June 2025
Wyoming	None	None	None

Dedicated Funding for Early Educator Wages/Salaries, By State and Territory, 2024

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Territory	Description of Dedicated Funding	Funding Source	End Date
American Samoa	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available

Stipend and Tax Credit Programs, By State and Territory, 2024

State	Program	Award Amounts	Award Distribution	Funding Source
Alabama	None	None	None	Not Applicable
Alaska	None	None	None	Not Applicable
Arizona	None	None	None	Not Applicable
Arkansas	Stipend: Step Up to WAGE\$® Arkansas	Range: \$300-\$3,600	Biannual	ARPA (unknown type)
California	None	None	None	Not Applicable
Colorado	Tax Credit: Early Childhood Educator Income Tax Credit	Range: \$750-\$1,500 (2022); \$850-\$1,620 (2023)	None	State/Local Funds
Connecticut	None	None	None	Not Applicable
Delaware	None	None	None	Not Applicable
District of Columbia	Stipend: Quality Improvement Network	Range: \$528-\$2,112	Quarterly	Other federal funds (Head Start, Title I, ESSER, other)
Florida	Stipend: Not Available	Not Available	Not Available	Not Available
Georgia	Stipend: DECAL Scholars INCENTIVES	Range: \$1,500-\$2,500	Annual	CARES, CCDF (general fund)
Hawaii	None	None	None	Not Applicable
Idaho	None	None	None	Not Applicable
Illinois	Stipend: Great START (Strategy to Attract and Retain Teachers) Wage Supplement Program	Range: \$300-\$3,900	Biannual	CCDF (general fund)
Indiana	None	None	None	Not Applicable
Iowa	Stipend: Child Care WAGE\$® Iowa	Range: \$350-\$9,200	Every six months	CCDF (ARPA)
Kansas	None	None	None	Not Applicable
Kentucky	None	None	None	Not Applicable

Stipend and Tax Credit Programs, By State and Territory, 2024

State	Program	Award Amounts	Award Distribution	Funding Source
Louisiana	Tax Credit: School Readiness Tax Credit (School Readiness Directors and Staff Tax Credit)	Range: \$2,046-\$4,090	None	Not Available
Maine	Stipend: Early Childhood Educator Workforce Salary Supplement System	\$240-\$540 per month	Monthly	State/Local Funds
Maryland	Stipend: Maryland Child Care Credential Program	Range: \$200-\$1,500	Not Available	State/Local Funds
Massachusetts	None	None	None	Not Applicable
Michigan	None	None	None	Not Applicable
Minnesota	Stipend: Retaining Early Educators Through Attaining Incentives Now (REETAİN)	Range: \$500-\$3,000	Annual	CCDF (ARPA), CCDF (general fund), State/Local Funds
Mississippi	Stipend: Direct Incentive Payment	Range: \$400-\$800	Monthly	ARPA (unknown type)
Missouri	None	None	None	None
Montana	Stipend: Not Available	Not Available	Not Available	Not Available
Nebraska	Stipend: Child Care WAGE\$® Nebraska	Range: \$300-\$3,500	Every six months	Not Available
	Tax Credit: School Readiness Tax Credit	Range: \$2,300-\$3,500	None	Not Available
Nevada	None	None	Not Available	None
New Hampshire	Stipend: Not Available	Not Available	None	Not Available
New Jersey	None	None	Every six months	Not Applicable

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Stipend and Tax Credit Programs, By State and Territory, 2024

State	Program	Award Amounts	Award Distribution	Funding Source
New Mexico	Stipend: Early Childhood Wage Supplement Program	Range: \$250-\$5,100	None	ARPA Stabilization Grant
	Stipend: Pre-K Parity Program	Range: Variable based on gap, with defined minimum salary according to education and experience.	Monthly	ARPA Stabilization Grant
	Stipend: Infant Toddler Pay Parity Program	Range: Variable based on gap, with defined minimum salary according to education and experience.	Monthly	Not Available
	Stipend: Head Start Pay Parity Program	Range: Variable based on gap, with defined minimum salary according to education and experience.	Monthly	State/Local Funds
New York	None	None	None	None
North Carolina	Stipend: Child Care WAGE\$® Program	Range: \$450-\$6,250	Every six months	CCDF (general fund), State/Local Funds
	Stipend: Infant-Toddler Educator AWARD\$®	Range: \$600-\$4,000	Every six months	CCDF (general fund)
North Dakota	Stipend: Workforce Retention Stipend	Range: \$150-\$3,600	Quarterly	Not Available
Ohio	None	None	None	None
Oklahoma	Stipend: Oklahoma Child Care Wage Supplement Program	Range: \$400-\$2,200	Every six months	CCDF (general fund)
Oregon	None	None	None	None
Pennsylvania	None	None	None	None
Rhode Island	Stipend: Early Educator Pandemic Retention Bonus Program	Range: \$3,000 per year	Quarterly	Coronavirus State and Local Fiscal Recovery Funds
	Stipend: Step Up to Child Care WAGE\$® Pilot Program	Range: \$250-\$12,000	Every six months	PDG B-5
South Carolina	None	None	None	None
South Dakota	None	None	None	None

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Stipend and Tax Credit Programs, By State and Territory, 2024

State	Program	Award Amounts	Award Distribution	Funding Source
Tennessee	Stipend: Child Care WAGE\$® Tennessee	Range: \$600-\$7,800	Annual	Not Available
Texas	Stipend: Not Available	Not Available	Not Available	Not Available
Utah	None	None	None	None
Vermont	None	None	None	None
Virginia	Stipend: RecognizeB5	Range: \$1,500 each payment	Biannual: February and June	CCDF (ARPA), PDG B-5, State/Local Funds
Washington	None	None	None	None
West Virginia	Stipend: WV STARS Pathway to Earnings	Range: \$75-\$2,000	Annual: Applicants may apply once per year in either April or October.	CCDF (general fund)
Wisconsin	Stipend: REWARD Wisconsin Stipend Program	Range: \$500-\$1,900	Every six months	CCDF (ARPA), CCDF (general fund)
Wyoming	None	None	None	None

Territory	Program	Award Amounts	Award Distribution	Funding Source
American Samoa	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available

Note: Some states offer stipends available at the local level or in multiple regions of the state, which are not included in this table.

APPENDIX TABLE 3.7

CSCCE

Bonus Programs, By State and Territory, 2024

State	Program Name	Award Amounts	Funding Source
Alabama	T.E.A.C.H. Early Childhood® Alabama Bonus	\$200-\$500	CCDF (general fund), PDG B-5
	T.E.A.C.H. Early Childhood® Alabama Retention Incentive	\$2,000-\$3,000	Not Available
Alaska	Alaska SEED Retaining Our Outstanding Teachers (ROOTS) Awards	\$3,000	CCDF (ARPA), CCDF (general fund)
Arizona	First Things First Bonus Program	\$150-\$1,500	State/Local Funds
Arkansas	T.E.A.C.H. Early Childhood® Arkansas Bonus	\$750	ARPA Stabilization Grant, CCDF (general fund)
California	None	None	None
Colorado	T.E.A.C.H. Early Childhood® Colorado Bonus	\$125-\$350	Not Available
Connecticut	Family Child Care CDA Credential Bonus	\$500	CCDF (general fund)
	Qualified Workforce Incentives	\$500-\$2,600	ARPA Stabilization Grant, PDG B-5
Delaware	None	None	None
District of Columbia	DC Leading Educators toward Advanced Degrees (DC LEAD) Incentive	\$1,500-\$3,000	State/Local Funds
Florida	T.E.A.C.H. Early Childhood® Florida Bonus	\$500-\$1,500	Not Available
Georgia	POWER-ED (Providing Our Workforce Essential Recognition for Educational Development)	\$1,000-\$3,000	CCDF (ARPA)
Hawaii	Staff Retention Award	\$1,000	CCDF (ARPA), ARPA Stabilization Grant
Idaho	IdahoSTARS Professional Development System Recognition	\$100-\$600	CCDF (general fund)
Illinois	None	None	None
Indiana	T.E.A.C.H. Early Childhood® Indiana Bonus	\$200-\$500	CCDF (general fund)
Iowa	T.E.A.C.H. Early Childhood® Iowa Bonus	\$200-\$1,000	CCDF (general fund)
Kansas	None	None	None
Kentucky	None	None	None

Bonus Programs, By State and Territory, 2024

State	Program Name	Award Amounts	Funding Source
Louisiana	None	None	None
Maine	T.E.A.C.H. Early Childhood®	\$250-\$600	Not Available
Maryland	Child Care Provider and Employee Bonus Program	\$500-\$1,000	ARPA Stabilization Grant
	Enhanced Child Care Support and Teacher Retention Award (ECSTRA) Retention Bonus Program	\$1,000-\$3,000	CCDF (ARPA)
Massachusetts	None	None	None
Michigan	T.E.A.C.H. Early Childhood® Michigan Bonus	\$150-\$400	CCDF (ARPA), CCDF (general fund)
Minnesota	Empower to Educate Program	\$300-\$900	CCDF (ARPA), CCDF (general fund)
	T.E.A.C.H. Early Childhood® Minnesota	\$250-\$300	CCDF (ARPA), CCDF (general fund), State/Local Funds
Mississippi	None	None	None
Missouri	T.E.A.C.H. Early Childhood® Missouri Bonus	\$250-\$450	CCDF (ARPA), CCDF (general fund), PDG B-5
	Retention of Child Care Staff Grant	\$500-\$4,000	CCDF (ARPA), ARPA Stabilization Grant
Montana	Not Available	Not Available	Not Available
Nebraska	T.E.A.C.H. Early Childhood® Nebraska Bonus	\$250-\$350	Not Available
Nevada	Early Childhood Staff Stipend Incentive Program	\$1,000	ARPA (unknown type)
	T.E.A.C.H. Early Childhood® Nevada Bonus	Not Available	Not Available
New Hampshire	Not Available	Not Available	Not Available
New Jersey	None	None	None
New Mexico	Advancing a Bilingual and Indigenous Workforce Stipend	\$1,500	State/Local Funds
New York	Workforce Retention Grant	\$2,300-\$3,000	CCDF (ARPA), CRRSA, State/Local Funds
North Carolina	T.E.A.C.H. Early Childhood® North Carolina Bonus	Not Available	Not Available

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Bonus Programs, By State and Territory, 2024

State	Program Name	Award Amounts	Funding Source
North Dakota	Workforce Training Incentive	\$100-\$3,600	Not Available
Ohio	T.E.A.C.H. Early Childhood® Ohio Bonus	\$100-\$300	CCDF (general fund), State/Local Funds
	POWER Ohio	\$200-\$5,000	CCDF (ARPA), CCDF (general fund)
Oklahoma	Oklahoma Registry Certificate of Achievement and Stipend Program	\$600-\$1,200	CCDF (general fund)
Oregon	Not Available	Not Available	Not Available
Pennsylvania	T.E.A.C.H. Early Childhood® Pennsylvania Bonus	\$600	State/Local Funds
Rhode Island	T.E.A.C.H. Early Childhood® Rhode Island Bonus	\$100-\$785	Coronavirus State and Local Fiscal Recovery Funds, CCDF (general fund)
South Carolina	SC BOO\$T	\$1,100-\$4,000	ARPA (unknown type)
South Dakota	None	None	None
Tennessee	Not Available	Not Available	Not Available
Texas	T.E.A.C.H. Early Childhood® Texas Bonus	\$200-\$1,500	Not Available
Utah	T.E.A.C.H. Early Childhood® Utah Bonus	\$300	CRRSA, CCDF (general fund)
	Professional Development Incentive	\$350-\$2,250	CCDF (ARPA), CRRSA, CCDF (general fund)
Vermont	T.E.A.C.H. Early Childhood® Vermont Bonus	\$250-\$400	CCDF (general fund)
Virginia	None	None	None
Washington	Child Care Aware Scholarship Incentive	Not Available	CCDF (general fund), State/Local Funds
	Education Awards	\$50-\$400	State/Local Funds
West Virginia	WV STARS Scholarship Completion Bonus	\$500	CCDF (general fund)
Wisconsin	T.E.A.C.H. Early Childhood® Wisconsin Bonus	\$350-\$600	Not Available
Wyoming	None	None	None

Bonus Programs, By State and Territory, 2024

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Territory	Program Name	Award Amounts	Funding Source
American Samoa	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available

APPENDIX TABLE 3.8

Expired Pandemic Relief-Funded Compensation and Financial Relief Initiatives, By State and Territory, 2024

CSCCE

State	Type of Initiative	Name of Initiative	End Date
Alabama	Bonus	Child Care Workforce Stabilization Grant (CCWS)	September 30, 2023
Arizona	Dedicated Funding	Child Care Workforce Retention and Recruitment Grant	September 2021
	Dedicated Funding	Child Care Stabilization Grants + Workforce Amount	September 30, 2023
	Dedicated Funding	Arizona Child Care Assistance Provider Grant (AZCAP)	September 30, 2023
Connecticut	Dedicated Funding	Child Care Program Stabilization Funding	2021
	Bonus	Wage Supports for Early Childhood Educators	June 30, 2023
Delaware	Bonus	Delaware Child Care Bonus	2023
Florida	Stipend	Educator Disaster Relief Payments	April 15, 2022
	Dedicated Funding	Child Care Stabilization Grant Program	2022
Georgia	Bonus	Awards for Early Educators	July 1, 2023
Idaho	Stipend	Idaho Child Care Wage Enhancement	June 30, 2023
Illinois	Bonus	Child Care Workforce Bonus	SFY 2022
	Dedicated Funding	Child Care Strengthen and Grow Grants	September 2023
Iowa	Bonus	Recruitment and Retention Bonus	August 2023
Kansas	Bonus	Child Care Workforce Appreciation Bonus	December 10, 2022
Kentucky	Bonus	Hero Bonus	September 30, 2021
	Dedicated Funding	Stabilization Grants	2021
Maine	Stipend	Child Care Provider Stabilization Grants Staff Payments	September 30, 2022
Michigan	Dedicated Funding	Child Care Stabilization Grants	September 2022
Minnesota	Dedicated Funding	Stabilization Grants	June 2023

**Expired Pandemic Relief-Funded Compensation and Financial Relief Initiatives,
By State and Territory, 2024**

CSCCE

State	Type of Initiative	Name of Initiative	End Date
Montana	Bonus	Child Care Workforce Stipends for Teaching and Caregiving Staff	February 2023
Nebraska	Bonus	Workforce Recognition Stipend Program	2023
New Hampshire	Dedicated Funding	ARPA Stabilization Grants (CCASP)	Not Available
New Jersey	Bonus	Hiring and Retention Bonus Grant	December 2022
New Mexico	Dedicated Funding/Base Pay Raise	Competitive Pay for Professionals Program	August 31, 2023
	Bonus	One-Time \$1,500 Incentive Payment	December 1, 2021
Nevada	Dedicated Funding	Child Care Provider Stabilization Stipends	Not Available
North Carolina	Bonus	COVID-19 Child Care Payment	December 2020
North Dakota	Bonus	Career Pathway Incentive	September 30, 2023
Ohio	Stipend	Hero Pay Initiative	March 31, 2023
Oklahoma	Bonus	Workforce Support Grants	June 2023
Oregon	Bonus	Direct Relief Payments to Providers	December 31, 2023
	Dedicated Funding	Child Care Stabilization Grants	Not Available
Pennsylvania	Bonus	Workforce Support Grants	September 30, 2023
	Bonus	COVID-19 Pandemic Relief Award for Child Care Workers	February 12, 2021
Rhode Island	Dedicated Funding	CRRSA Stabilization Fund plus Compensation Enhancement	Not Available
	Dedicated Funding	Reinvigorate Child Care Stabilization Grants	2022
South Carolina	Dedicated Funding	SC Building Blocks - Stabilization Grants	2021
Utah	Bonus	Youth and Early Care Workforce Bonus	2022

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**Expired Pandemic Relief-Funded Compensation and Financial Relief Initiatives,
By State and Territory, 2024**

State	Type of Initiative	Name of Initiative	End Date
Vermont	Bonus	Child Care Workforce Retention Bonus	July 1, 2023
Washington	Dedicated Funding	Child Care Stabilization Grants	September 2022
West Virginia	Bonus	WV STARS Caregiver Staff Bonus	June 12, 2023
Wisconsin	Bonus	Workforce Retention and Recognition Stipend Program	July 2021
Wyoming	Bonus	ARPA Stabilization Grants: Quarterly Staff Bonuses	Not Available

Territory	Type of Initiative	Name of Initiative	End Date
American Samoa	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available

Notes: This list does not include the many child care stabilization grants that allowed the use of funds for compensation (among other allowable uses), but highlights those that required or incentivized use of the funds for wages/salaries or benefits. Similarly, stabilization grants in some states (e.g., Colorado, New York, Ohio) that were dedicated to supports for the workforce more broadly, including training, are also not included in this list.

Workforce Surveys, By State and Territory, 2024

State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Alabama	1	First Class Pre-K Teacher Survey Report 2019	2019	2019	Not Available	https://www.children.alabama.gov/wp-content/uploads/2021/09/First-Class-Pre-K-Teacher-Survey-Report-2019.pdf
		First Class Pre-K Director Survey Report 2019				https://www.children.alabama.gov/wp-content/uploads/2021/09/First-Class-Pre-K-Director-Survey-Report-2019.pdf
Alaska	1	Early Childhood and School-Age Educators Wage and Compensation Survey	2019	2019	CCDF (general fund)	https://www.threadalaska.org/seed/blog/recommendations-made-for-a-wage-and-compensation-model-for-alaska
Arizona	4	Candelen Home-Based Child Care Study	2024	2023	Private Funding	https://candelen.org/wp-content/uploads/2024/07/2024-HBCC-Report-1.pdf
		Comprehensive System of Personnel Development Recruitment and Retention Survey (2022)	2022	2022	Other federal funds (Head Start, Title I, ESSER, or other)	Not Available
		Comprehensive System of Personnel Development Recruitment and Retention Survey (2021)	2021	2021	Other federal funds (Head Start, Title I, ESSER, or other)	Not Available
		Comprehensive System of Personnel Development Recruitment and Retention Survey (2020)	2020	2020	Other federal funds (Head Start, Title I, ESSER, or other)	Not Available
Arkansas	1	2022 Arkansas Workforce Study: Instructional Staff in Early Childhood Care and Education	2022	2022	CCDF (general fund), Private Funding	https://medicine.uams.edu/familymedicine/research/red/research-evaluation/arkansas-workforce-study/
California	1	2020 California Early Care and Education Workforce Study	2021	2020	CCDF (general fund)	https://cscce.berkeley.edu/projects/california-early-care-and-education-workforce-study/

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Workforce Surveys, By State and Territory, 2024

State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Colorado	0	Not Applicable	2017	2016	None	Not Applicable
Connecticut	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Delaware	1	Delaware Early Learning Workforce Study Phase I	2022	2022	State/Local Funds	https://education.delaware.gov/wp-content/uploads/2022/11/HS-1-for-HB-377-Early-Childhood-Workforce-Study-Phase-I-Report-to-152nd-GA.pdf
District of Columbia	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Florida	0	Not Applicable	2013	2012	None	Not Applicable
Georgia	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Hawaii	1	Early Childhood Educator Compensation Equity Study	2022	2022	Private Funding	https://coe.hawaii.edu/ece3/initiatives/early-childhood-educator-compensation-equity-study/
Idaho	1	Early Care and Education Professional Survey/Child Care Owner and Director Survey 2022	2022	2022	CCDF (general fund)	https://idahostars.org/portals/61/docs/About-Us/WorkforceReport_2022.pdf
Illinois	2	2021 Salary and Staffing Survey of Licensed Child Care Facilities	2021	2021	CCDF (general fund)	https://www.dhs.state.il.us/page.aspx?item=59381
		2019 Salary and Staffing Survey of Licensed Child Care Facilities	2019	2019	CCDF (general fund)	https://www.dhs.state.il.us/page.aspx?item=125472
Indiana	1	2019 Indiana Workforce Study: Working in Child Care in Indiana	2019	2019	CCDF (general fund)	https://inaeyc.org/wp-content/uploads/2020/06/2019-Workforce-Study.pdf
Iowa	1	2022 Iowa Early Childhood Workforce Study	2023	2022	CCDF (general fund)	https://i2d2.iastate.edu/2023-iowa-child-care-workforce-study/
Kansas	0	Not Applicable	2018	2017	None	Not Applicable

Workforce Surveys, By State and Territory, 2024

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State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Kentucky	2	2020 Kentucky Child Care Workforce Report	2021	2020	CCDF (general fund)	https://www.childcareawareky.org/research/
		Kentucky's 2019 Child Care Workforce Study	2020	2019	CCDF (general fund)	https://www.childcareawareky.org/research/
Louisiana	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Maine	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Maryland	0	Not Applicable	2017	2016	None	Not Applicable
Massachusetts	1	The Massachusetts Early Education and Care Workforce Survey 2019	2020	2019	Not Available	https://bbp-us-w2.wpmucdn.com/blogs.umb.edu/dist/3/4418/files/2020/10/UMass-Boston-EEC-Workforce-Survey-Report-October-2020-Final-Updated.pdf
Michigan	0	Not Applicable	2019	2018	None	Not Applicable
Minnesota	2	Early Care and Education Workforce Study 2023	2023	2023	PDG B-5	https://www.wilder.org/sites/default/files/imports/EarlyCare_EducationWorkforce_Minnesota_Report_12-23.pdf
		National Survey of Early Care and Education – Minnesota Supplement	2022	2019	CCDF (general fund)	https://mn.gov/dhs/assets/NSECE%20MN%20Center%20Based%20Program%20Characteristics_2019_tcm1053-567919.pdf (center); https://mn.gov/dhs/assets/NSECE%20MN%20Home%20Based%20Provider%20Characteristics_2019_graphsfixed_acc_final_tcm1053-567920.pdf (home)
Mississippi	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Missouri	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Montana	1	Montana's Early Childhood Educators: Recruiting and Retaining an Essential Workforce	2022	2018	Not Available	https://link.springer.com/article/10.1007/s10643-022-01308-3#Sec4

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Workforce Surveys, By State and Territory, 2024

State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Nebraska	1	Nebraska Early Childhood Program and Leadership Survey 2019	2019	2019	Not Available	Not Available
Nevada	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
New Hampshire	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
New Jersey	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
New Mexico	1	New Mexico Early Childhood Workforce Survey	2023	2019	Not Available	https://growingupnm.org/wp-content/uploads/2021/11/New-Mexico-Early-Childhood-Workforce-Survey-Report.pdf
New York	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
North Carolina	1	2019 North Carolina Child Care Workforce Study	2020	2019	CCDF (general fund), PDG B-5	https://www.childcareservices.org/research/workforce-studies/working-in-early-care-and-education-statewide-workforce-studies/2019-north-carolina-child-care-workforce-study/
North Dakota	0	Not Applicable	2016	2016	None	Not Applicable
Ohio	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Oklahoma	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Oregon	1	Early Educator Voices: Oregon (SEQUAL)	2023	2022	State/Local Funds	https://cscce.berkeley.edu/wp-content/uploads/2023/02/SEQUAL-Oregon-Report.pdf
Pennsylvania	2	The High Cost of Working in Early Childhood Education	2023	2022	Private Funding	https://www.childrenfirstpa.org/wp-content/uploads/2023/03/PA_Child_Care_Wages_1-23.pdf
		September 2023 Child Care Staffing Survey	2023	2023	Private Funding	https://startstrongpa.org/news-op-eds-releases/2024/1/26/historic-shortage-of-child-care-teachers-shrinks-child-care-availability-for-pa-families-by-26000-slots

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Workforce Surveys, By State and Territory, 2024

State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Rhode Island	2	2023 Early Childhood Educator Compensation Report Workforce Needs Assessment Report (PDG 2019)	2024	2023	PDG B-5	http://kids.ri.gov/cabinet/documents/RI%20DHS%20ECE%20Compensation%20Study%20Final%20Report,%202024.pdf
			2019	2019	PDG B-5	
South Carolina	0	Not Applicable	2018	2018	None	Not Applicable
South Dakota	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Tennessee	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Texas	1	Child Care in Crisis: Texas Case Study	2023	2022	CCDF (general fund), PDG B-5	https://pn3policy.org/child-care-in-crisis-texas-case-study-1/
Utah	1	Youth and Early Care Workforce Bonus	2022	2022	CRRSA	https://jobs.utah.gov/occ/plans.html
Vermont	0	Not Applicable	2015	2015	None	Not Applicable
Virginia	3	Virginia Workforce Survey - 2022 (UVA)	2022	2022	PDG B-5	Reports summarizing various providers findings: https://www.see-partnerships.com/virginia.html Regional reports: https://www.see-partnerships.com/readyregions.html
		Virginia Workforce Survey - 2021 (UVA)	2021	2021	PDG B-5	Reports summarizing various providers findings: https://www.see-partnerships.com/virginia.html Regional reports: https://www.see-partnerships.com/readyregions.html
		Virginia Workforce Survey - 2020 (UVA)	2020	2020	PDG B-5	Reports summarizing various providers findings: https://www.see-partnerships.com/virginia.html Regional reports: https://www.see-partnerships.com/readyregions.html

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Workforce Surveys, By State and Territory, 2024

State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Washington	0	Not Applicable	Not Applicable	Not Applicable	None	https://www.prenatal5fiscal.org/washington
West Virginia	0	2021 Child Care Needs Assessment	2023	2021	CCDF (general fund), PDG B-5	Not Available
Wisconsin	1	Wisconsin Early Care and Education Workforce Study	2021	2021	PDG B-5	https://dcf.wisconsin.gov/childcare/pdg/sandbox
Wyoming	1	ECE Provider survey as part of the Wyoming Statewide Needs Assessment	2020	2019	PDG B-5	https://drive.google.com/file/d/1ADEHle9NxDaOGig5HiRxjCWrsPnzmpZ9/view

Territory	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL
American Samoa	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

*Note: Links have been verified at the time of publication but are not actively updated.

Registries, By State and Territory, 2024

State Name	Registry Name	Funding Source	URL*
Alabama	Alabama Pathways Professional Development Registry	CCDF (general fund)	https://alabamapathways.org/alabama-pathways-registry/
Alaska	Alaska SEED (System for Early Education Development)	CCDF (general fund)	https://www.threadalaska.org/seed-home
Arizona	Arizona Early Childhood Workforce Registry	State/Local Funds	https://www.azregistry.org/index.cfm
Arkansas	Arkansas Professional Development Registry	CCDF (general fund)	http://www.arkpdr.com/
California	California Early Care and Education Workforce Registry	State/Local Funds	https://caregistry.org/
Colorado	Colorado Shines Professional Development Information System	CCDF (general fund), PDG B-5, State/Local Funds, Federal Stimulus	https://www.coloradoshinespdis.com/s/
Connecticut	Connecticut Early Childhood Professional Registry	CCDF (general fund), PDG B-5	http://www.oecregistry.org/
Delaware	Delaware Institute for Excellence in Early Childhood Registry	CCDF (general fund)	https://dieecpd.org/
District of Columbia	Division of Early Learning Licensing Tool	CCDF (general fund)	osse.pl.powerschool.com
Florida	Children’s Forum Professional Development Registry	CCDF (general fund)	http://www.floridaearlylearning.com/providers/professional-development/professional-development-registry
Georgia	Georgia Professional Development System	CCDF (general fund)	https://gapds.decal.ga.gov/
Hawaii	Hawaii DHS Early Childhood Registry	CCDF (general fund)	https://www.patchhawaii.org/programs/dhs-hawaii-early-childhood-registry/
Idaho	IdahoSTARS Professional Development System Registry	CCDF (general fund)	https://idahostars.org/Child-Care-Providers/Professional-Development
Illinois	Gateways to Opportunity Registry	CCDF (general fund), PDG B-5	https://registry.ilgateways.com/
Indiana	I-LEAD, Indiana Licensing & Education Access Depot	Not Available	https://brighterfuturesindiana.org/ilead/what-is-i-lead
Iowa	I-PoWeR Iowa’s Early Childhood and School Age Professional Workforce Registry	CCDF (general fund)	https://ccmis.dhs.state.ia.us/TrainingRegistry/TrainingRegistry/Public/
Kansas	Not Available	CCDF (general fund), ARPA (unknown type)	Not Available
Kentucky	Early Care and Education Training Records Information System (ECE-TRIS)	CCDF (general fund), State/Local Funds	https://tris.eku.edu/ece/content.php?CID=1

Registries, By State and Territory, 2024

State Name	Registry Name	Funding Source	URL*
Louisiana	Louisiana Pathways Early Learning Center Career Development System	CCDF (general fund)	http://pathways.nsula.edu/home-louisiana-pathways-child-care-career-development-system
Maine	Maine Roads to Quality Professional Development Network	CCDF (general fund), PDG B-5, State/Local Funds	http://mrtq-registry.org/
Maryland	Not Applicable	None	Not Applicable
Massachusetts	Professional Qualifications Registry (PQ Registry)	CCDF (general fund), State/Local Funds	https://www.eec.state.ma.us/PQRegistry/
Michigan	MiRegistry	CCDF (general fund), PDG B-5, State/Local Funds	https://www.miregistry.org/
Minnesota	Minnesota Achieve – The MN Center for Professional Development	State/Local Funds	http://www.mncpd.org/
Mississippi	Not Applicable	None	Not Applicable
Missouri	Missouri Professional Development System	State/Local Funds	https://earlyconnections.mo.gov/MOPD
Montana	Montana Early Childhood Project Practitioner Registry	CCDF (general fund)	https://www.mtecp.org/
Nebraska	Nebraska Early Childhood Professional Record System (NECPRS)	CCDF (general fund)	https://necprs.ne.gov/home
Nevada	The Nevada Registry	CCDF (general fund)	http://www.nevadaregistry.org/
New Hampshire	Not Applicable	None	Not Applicable
New Jersey	New Jersey Workforce Registry	CCDF (general fund)	https://www.njccis.com/njccis/home
New Mexico	Not Available	Not Available	Not Available
New York	The Aspire Registry	CCDF (general fund), PDG B-5	https://www.nyworksforchildren.org/the-aspire-registry/learn-more/
North Carolina	North Carolina Early Childhood Workforce Registry	PDG B-5	https://www.ncdhhs.gov/about/department-initiatives/early-childhood/early-childhood-data/north-carolina-early-childhood-integrated-data-system
North Dakota	The Growing Futures Registry	CCDF (general fund), PDG B-5, State/Local Funds	https://www.ndgrowingfutures.org/
Ohio	Ohio Professional Registry (OPR)	CCDF (general fund), PDG B-5, State/Local Funds	https://occrpa.org/ohio-professional-registry/

Registries, By State and Territory, 2024

State Name	Registry Name	Funding Source	URL*
Oklahoma	Oklahoma Professional Development Registry	CCDF (general fund)	https://okregistry.org/
Oregon	The Oregon Registry (The Oregon Center for Career Development)	CCDF (general fund), PDG B-5, Private Funding, State/Local Funds	https://my.oregonregistryonline.org/
Pennsylvania	Pennsylvania Professional Development Registry	CCDF (general fund), PDG B-5, State/Local Funds	https://www.papdregistry.org/
Rhode Island	RISES (Rhode Island Start Early System)	Not Available	https://dhs.ri.gov/programs-and-services/child-care/workforce-registry#:~:text=The%20Rhode%20Island%20Start%20Early,improving%20administrative%20efficiency%20and%20reporting.
South Carolina	SC Endeavors Registry	CCDF (general fund)	https://scendeavors.org/registry/get-started/
South Dakota	Not applicable	None	Not Applicable
Tennessee	Tennessee Professional Archive of Learning (TN PAL)	CCDF (general fund), State/Local Funds	https://www.tnpal.org/
Texas	Texas Workforce Registry	https://public.tecpds.org/texas-workforce-registry/	https://public.tecpds.org/texas-workforce-registry/
Utah	Utah Registry for Professional Development	CCDF (general fund)	https://careaboutchildcare.utah.gov
Vermont	Bright Futures Information System (BFIS)	CCDF (general fund), State/Local Funds	http://www.brightfutures.dcf.state.vt.us
Virginia	Not Applicable	None	Not Applicable
Washington	MERIT (Manage Education Registry Information Tool)	State/Local Funds	https://www.dcyf.wa.gov/services/earlylearning-profdev/merit
West Virginia	West Virginia STARS (State Training and Registry System)	CCDF (general fund), PDG B-5	https://wvstars.org/
Wisconsin	The Registry (Wisconsin's Recognition System for the Early Childhood Care and Education Profession)	CCDF (general fund), PDG B-5, State/Local Funds	http://www.wiregistry.org/
Wyoming	Wyoming Statewide Training and Resource System (STARS Registry)	CCDF (general fund)	https://wyregistry.org/

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Registries, By State and Territory, 2024

Territory	Registry Name	Funding Source	URL
American Samoa	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available

**Note: Links have been verified at the time of publication but are not actively updated.*

Pre-K and K-12 per Pupil Spending, By State and Territory, 2023

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State	Pre-K Spending	K-12 Spending	Pre-K Spending as % of K-12 Spending
NATIONAL	\$8,294	\$18,426	45%
Alabama	\$10,881	\$15,694	69%
Alaska	\$4,839	\$22,668	21%
Arizona	\$5,413	\$13,232	41%
Arkansas	\$13,117	\$13,781	95%
California	\$15,554	\$20,557	76%
Colorado	\$6,458	\$19,039	34%
Connecticut	\$10,895	\$25,928	42%
Delaware	\$22,207	\$35,695	62%
District of Columbia	\$9,229	\$19,872	46%
Florida	\$3,142	\$13,845	23%
Georgia	\$5,646	\$13,987	40%
Hawaii	\$10,676	\$20,874	51%
Idaho	\$0	\$12,013	0%
Illinois	\$7,858	\$23,613	33%
Indiana	\$0	\$14,460	0%
Iowa	\$3,831	\$16,107	24%
Kansas	\$4,183	\$16,541	25%
Kentucky	\$11,420	\$15,576	73%
Louisiana	\$5,915	\$15,852	37%
Maine	\$9,063	\$21,136	43%

Pre-K and K-12 per Pupil Spending, By State and Territory, 2023

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State	Pre-K Spending	K-12 Spending	Pre-K Spending as % of K-12 Spending
Maryland	\$11,772	\$18,769	63%
Massachusetts	\$4,038	\$24,627	16%
Michigan	\$11,854	\$16,814	71%
Minnesota	\$6,735	\$19,787	34%
Mississippi	\$8,573	\$12,934	66%
Missouri	\$4,333	\$14,090	31%
Montana	\$0	\$16,832	0%
Nebraska	\$11,634	\$15,218	76%
Nevada	\$9,897	\$15,121	65%
New Hampshire	\$0	\$21,719	0%
New Jersey	\$16,302	\$27,011	60%
New Mexico	\$8,008	\$16,506	49%
New York	\$6,101	\$34,492	18%
North Carolina	\$8,504	\$13,591	63%
North Dakota	\$4,776	\$20,185	24%
Ohio	\$4,000	\$17,095	23%
Oklahoma	\$11,046	\$12,865	86%
Oregon	\$16,132	\$19,737	82%
Pennsylvania	\$8,433	\$22,743	37%
Rhode Island	\$9,497	\$22,641	42%
South Carolina	\$4,147	\$17,556	24%
South Dakota	\$0	\$14,715	0%

Pre-K and K-12 per Pupil Spending, By State and Territory, 2023

State	Pre-K Spending	K-12 Spending	Pre-K Spending as % of K-12 Spending
Tennessee	\$6,211	\$13,926	45%
Texas	\$4,235	\$14,605	29%
Utah	\$4,817	\$12,973	37%
Vermont	\$9,639	\$27,995	34%
Virginia	\$9,480	\$17,058	56%
Washington	\$13,096	\$21,925	60%
West Virginia	\$10,446	\$17,003	61%
Wisconsin	\$6,953	\$17,302	40%
Wyoming	\$0	\$21,219	0%

Territories	Pre-K Spending	K-12 Spending	Pre-K Spending as % of K-12 Spending
Guam	\$8,170	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available
Puerto Rico	\$0	Not Available	Not Available
U.S. Virgin Islands	\$0	Not Available	Not Available

Source: Pre-K and K-12 spending data compiled from Friedman-Krauss, A.H., Barnett, W.S., Hodges, K.S., Garver, K.A., Jost, T.M., Weisenfeld, G., & Duer J. (2024). The State of Preschool 2023: State Preschool Yearbook. National Institute for Early Education Research. <https://nieer.org/yearbook/2023>.

Note: The State of Preschool Yearbooks are the most comprehensive source on pre-K spending by state but may underestimate sources of federal and local funding. Furthermore, they do not include special education funding, which may represent a not-insignificant proportion of total K-12 spending, depending on the state. However, there is no recent state-by-state data on K-12 special education funding that could be used to adjust these totals to more adequately assess differences in pre-K and K-12 spending, excluding special education funding.

Values-Based ECE 0-5 Budget Estimates, By State

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State	Total Cost: Lower-Bound Estimate	Total Cost: Upper-Bound Estimate	Cost per Child: Lower-Bound Estimate	Cost per Child: Upper-Bound Estimate
Alabama	\$4.7B	\$6.4B	\$27,000	\$29,000
Alaska	\$1.2B	\$1.6B	\$36,000	\$38,000
Arizona	\$6.3B	\$8.6B	\$24,000	\$26,000
Arkansas	\$2.9B	\$4.0B	\$25,000	\$27,000
California	\$29.7B	\$75.4B	\$30,000	\$39,000
Colorado	\$5.6B	\$7.6B	\$27,000	\$30,000
Connecticut	\$4.4B	\$6.0B	\$39,000	\$42,000
Delaware	\$1.0B	\$1.4B	\$31,000	\$34,000
District of Columbia	\$862.3M	\$1.2B	\$33,000	\$36,000
Florida	\$17.2B	\$23.5B	\$26,000	\$27,000
Georgia	\$11.1B	\$15.1B	\$28,000	\$30,000
Hawaii	\$1.7B	\$2.3B	\$30,000	\$32,000
Idaho	\$1.6B	\$2.3B	\$24,000	\$26,000
Illinois	\$14.8B	\$20.2B	\$31,000	\$34,000
Indiana	\$6.7B	\$9.2B	\$26,000	\$28,000
Iowa	\$3.1B	\$4.3B	\$26,000	\$28,000
Kansas	\$3.1B	\$4.2B	\$26,000	\$28,000
Kentucky	\$4.7B	\$6.4B	\$28,000	\$30,000
Louisiana	\$4.2B	\$5.8B	\$22,000	\$24,000
Maine	\$979.8M	\$1.3B	\$25,000	\$27,000
Maryland	\$8.0B	\$10.9B	\$36,000	\$39,000

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Values-Based ECE 0-5 Budget Estimates, By State

State	Total Cost: Lower-Bound Estimate	Total Cost: Upper-Bound Estimate	Cost per Child: Lower-Bound Estimate	Cost per Child: Upper-Bound Estimate
Massachusetts	\$7.4B	\$10.1B	\$33,000	\$36,000
Michigan	\$11.4B	\$15.5B	\$33,000	\$36,000
Minnesota	\$6.7B	\$9.1B	\$31,000	\$34,000
Mississippi	\$2.7B	\$3.6B	\$23,000	\$25,000
Missouri	\$5.6B	\$7.6B	\$24,000	\$26,000
Montana	\$980.8M	\$1.3B	\$26,000	\$28,000
Nebraska	\$2.2B	\$3.0B	\$28,000	\$30,000
Nevada	\$2.9B	\$3.9B	\$26,000	\$28,000
New Hampshire	\$1.1B	\$1.5B	\$27,000	\$30,000
New Jersey	\$11.3B	\$15.4B	\$35,000	\$38,000
New Mexico	\$2.2B	\$3.0B	\$27,000	\$29,000
New York	\$26.1B	\$35.7B	\$36,000	\$40,000
North Carolina	\$9.1B	\$12.4B	\$25,000	\$27,000
North Dakota	\$854.0M	\$1.2B	\$27,000	\$29,000
Ohio	\$12.6B	\$17.2B	\$30,000	\$32,000
Oklahoma	\$3.4B	\$4.6B	\$21,000	\$23,000
Oregon	\$3.9B	\$5.3B	\$28,000	\$30,000
Pennsylvania	\$13.4B	\$18.3B	\$31,000	\$34,000
Rhode Island	\$1.2B	\$1.6B	\$35,000	\$38,000
South Carolina	\$4.5B	\$6.1B	\$25,000	\$27,000
South Dakota	\$843.5M	\$1.2B	\$23,000	\$25,000

Values-Based ECE 0-5 Budget Estimates, By State

State	Total Cost: Lower-Bound Estimate	Total Cost: Upper-Bound Estimate	Cost per Child: Lower-Bound Estimate	Cost per Child: Upper-Bound Estimate
Tennessee	\$6.6B	\$9.0B	\$27,000	\$29,000
Texas	\$34.6B	\$47.2B	\$29,000	\$31,000
Utah	\$3.9B	\$6.0B	\$28,000	\$30,000
Vermont	\$507.3M	\$689.8M	\$27,000	\$30,000
Virginia	\$10.2B	\$14.0B	\$33,000	\$36,000
Washington	\$9.4B	\$12.9B	\$34,000	\$37,000
West Virginia	\$1.5B	\$2.0B	\$24,000	\$26,000
Wisconsin	\$5.3B	\$7.2B	\$26,000	\$28,000
Wyoming	\$706.9M	\$959.3M	\$30,000	\$32,000

Source: Jointly produced by the Center for the Study of Child Care Employment and the Economic Policy Institute, see Gould, E., Whitebook, M., Mokhiber, Z., & Austin, L.J.E. (2020). Financing Early Educator Quality: A Values-Based Budget for Every State. Center for the Study of Child Care Employment, University of California, Berkeley. <https://cscce.berkeley.edu/financing-early-educator-quality-a-values-based-budget-for-every-state/>.

Note: These figures were originally published in 2020 and have not since been updated to account for increasing costs in the intervening years.

State Use of Pandemic Relief Funding to Support the ECE Workforce

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Alabama	Provide bonuses and salary supplements to support the ECE workforce. Provide funding to centers and homes that could be used to increase quality. Provide staff bonuses or wage supplements. Replace or purchase equipment. Make improvements.	Provide increased provider payments and incentives linked to QRIS rating, workforce stabilization grants, and TASCC grants.	Grants to child care programs to purchase personal protective equipment (PPE), ECE materials, and supplement employee wages during the COVID-19 pandemic.
Alaska	1. Retaining Our Outstanding Teachers (ROOTS) stipends to educators. 2. COVID Quality Initiatives (QIs) to programs.	1. Retaining Our Outstanding Teachers (ROOTS) stipends to educators. 2. COVID Quality Initiatives (QIs) to programs.	Retaining Our Outstanding Teachers (ROOTS) stipends to educators.
Arizona	The increased federal COVID-19 pandemic funding prioritized child care stabilization and infrastructure building grants, ECE workforce stabilization, maintaining suspension of the child care waiting list, increasing provider reimbursement rates, and offering enhanced reimbursement rates for high-standard programs. These investments aimed to both increase the number of children accessing high-quality ECE programs and ensure that the child care programs remained open or expanded their capacity to serve more families. More than 3,000 child care providers received funds from the ARPA-funded Arizona Child Care Stabilization Grant (CCSG). Arizona's child care provider network received a total of approximately \$40 million in stabilization grants each month through June 2023, including \$18 million per month directly to support the ECE workforce. Monthly reporting to Arizona's Department of Economic Security (DES) showed that providers utilized the majority (more than 90 percent) of their CCSG funds to meet basic needs, focusing on personnel costs, rent, mortgage, and utilities. In addition DES partnered with the Local Initiatives Support Corporation (LISC) and First Things First (FTF), providing \$60 million in grants for nearly 500 additional child care stabilization and supply-building efforts. Eligible child care	See Stabilization Grants, funds used to continue similar types of support.	Not Available

State Use of Pandemic Relief Funding to Support the ECE Workforce			
State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
CSCCE Arizona (continued)	<p>providers used those grants to support providers in determining facility expansion and improvement needs and coordinating the implementation and completion of the facility expansion with and for the child care providers.</p> <p>While LISC projects did not provide direct financial support to the workforce, many of the projects significantly improved learning environments and enhanced the safety and functionality of spaces where educators facilitate learning every day. Many programs chose to add additional adult spaces, and educators reported increased well-being and an overall sense of pride in their programs as a result of these projects. This funding directly addresses the need to increase the capacity and quality of existing child care providers and will increase access to child care by supporting new providers to enter the child care ecosystem.</p>	See Stabilization Grants, funds used to continue similar types of support.	Not Available
	Arkansas	Not Applicable	ARPA Supplemental Discretionary Funds are being used to support the T.E.A.C.H. Early Childhood® Arkansas Scholarship Program and Step Up to WAGE\$® Program.
California	<ol style="list-style-type: none"> 1. Provide provider stipends. 2. ARPA stabilization funds were used to support the California State Preschool program (CSPP) by providing CSPP contractors with various one-time stipends and to increase reimbursement rates for CSPP contractors. 	<ol style="list-style-type: none"> 1. Stipend workforce incentives. 2. The legislature allocated funding for rate increases to subsidize programs with the understanding that this money would go to educators. However, there was not a specific workforce initiative. In addition, funds were used to “hold harmless” contractors so that their earned amount did not depend on enrollment or attendance. This allowed many contractors to continue to remain open and pay their employees during the pandemic. The “hold harmless” provision is currently in place, with an anticipated end at the end of the 2024-25 fiscal year. 	<ol style="list-style-type: none"> 1. Child Care Initiative Project expansion. 2. Funds were used to help fund closure days so that staff could still be paid and for hold harmless (as described previously). Funding was also used to purchase personal protective equipment (PPE) for the workforce.

State Use of Pandemic Relief Funding to Support the ECE Workforce

CSCCE

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Colorado	<p>1. Direct payments to providers.</p> <p>2. Investments in free Early Childhood Education coursework, apprenticeships, and professional development and supports.</p>	<p>1. T.E.A.C.H. Early Childhood® Scholarships; free Early Childhood Education 101 and 103, apprenticeships; mentor program; Family, Friend, and Neighbor Program; Emerging and Expanding Grants.</p> <p>2. Investments in free Early Childhood Education coursework that more than 5,000 teacher candidates and current educators have taken advantage of. These efforts are being deepened with the free Early Childhood Education AA degree/credential recently funded by the legislature for the next two years. Additional efforts to align state higher education degree pathways have been underway, with emerging efforts to create stackable credentials that build toward a BA degree as well as competency-aligned professional development that can be awarded credit toward a BA degree.</p> <p>Multiple work-based apprenticeship and place-based BA models have been launched to support both new teachers as well as seasoned teachers who have been unable to finish their BA degree due to a variety of systemic and financial barriers. Several strong IHE/district-based partnerships with “grow your own” strategies for dual enrollment college courses in high school have demonstrated impact at bringing young teachers into the field.</p> <p>Colorado strengthened the validity, reliability and responsiveness of the state’s system for reviewing Early Child Professional Credentials for the ECPC Tax Credit. For tax year 2022, this effort resulted in 25,512 professionals across Colorado who are eligible for the ECPC tax credit, which recognizes attainment of higher credential levels.</p> <p>Critical investments to build the coaching, mentoring, and early childhood mental health consultation capacity across Colorado.</p>	<p>CRSSA has supported targeted efforts toward Family, Friend, and Neighbor investments (advisory group and trainings), along with investment in a substitute fund.</p>

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Connecticut	ARPA Stabilization bonuses allowed programs to remain open and continue to pay staff. In Stabilization Bonus Round 1, child care programs were offered an additional percentage of funding if they attested to using a portion of the funding to be paid directly to staff in addition to their hourly wages. Stabilization funding was used for Workforce Pipeline cohorts to train teachers on the job. Stabilization funding also supported CSU Lab School initiative hiring of additional staff.	ARPA funds were used for: Workforce Pipeline pilot program to train teachers while on the job; expansion of Qualified Workforce Incentives to programs that are not state-funded: scholarships and retention bonuses; enhancement of behavioral health services for the ECE workforce; and additional Stabilization Bonuses to programs that could then apply them to staff wages.	CRRSA funds were used to support the Workforce Pipeline pilot to build teacher supply. CRRSA funds were also used for Stabilization Bonuses where programs could apply these funds to staff wages. CRRSA funds were also used to build out higher ed Early Childhood Education coursework and Program Leadership Initiative (PLI) for ECE staff. CRRSA funds were used to cover the cost of cohorts for the University of Connecticut's PK-3 Leadership Program.
Delaware	Grants provided to child care programs to keep businesses from closing permanently in light of widespread staffing shortages and children's absences from care.	Funds were used to prop up the workforce and somewhat compete with other industries that attract workers with higher pay.	Early childhood programs received grants that they could choose to spend on their staff, including payroll and bonuses. This support allowed programs to acknowledge and fund the emergency overtime their staff contributed during the pandemic.
District of Columbia	ARPA stabilization grants were provided to facilities to use in a variety of ways, including for staff bonuses. Additional funds were available to facilities to apply for, which could be used for staff bonuses as reflected in their application. This support allowed facilities to offer bonuses for staff who were not eligible for the Early Childhood Educator Pay Equity Fund supplemental payments.	ARPA CCDF/CCDBG funds enabled OSSE to increase funding amounts for the DC LEAD and CDA scholarship programs, thereby allowing OSSE to support more educators in obtaining a CDA, associate degree, or bachelor's degree.	CRRSA funds were also used to support an increase in funding for the DC LEAD program in order to support as many scholars as possible. Without an increase in funds, the program would not have been able to support the number of scholars that it was able to.
Florida	Not Available	Not Available	Not Available
Georgia	Georgia provided STABLE grants to child care programs. The grant funds could be used to support teacher salary, including paying bonuses. Programs utilizing the stabilization funds could not reduce teacher salary or furlough.	Not Available	Not Available
Hawaii	ARPA Stabilization Grants funding are being used to provide retention bonuses.	There are retention bonuses in the works.	Not Applicable
Idaho	Not Applicable	Not Applicable	Not Applicable

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Illinois	Illinois was able to support the ECE workforce.	Not Available	The pandemic relief funds supported Illinois to be able to provide stable and predictable funding in order to improve the quality and support workforce development.
Indiana	Indiana's Office of Early Childhood and Out-of-School Learning (OECOSL) required that providers use 25 percent of their stabilization grants to support salaries, bonuses, and/or benefits to staff.	Not Available	OECOSL provided child care closure grants for programs that were forced to close due to COVID-19 positive cases. This support helped ensure that staff could be paid while not being able to work without having to charge tuition to families. OECOSL also launched an Employee Assistance Program, Building Wellness, utilizing relief and recovery funds as well as peer support groups. This initiative will continue to be a part of the CCDF/CCDBG Quality budget moving forward.
Iowa	Not Applicable	ARPA Supplemental Discretionary funds were used for a number of activities related to the ECE workforce including: continuing to fund the WAGE\$ program statewide; increasing annual funding for T.E.A.C.H.; offering recruitment and retention bonuses; reimbursing programs for staff training hours that are required within Iowa's QRIS system; and free first aid and CPR training for the workforce.	CRRSA was initially used to move the WAGE\$ program statewide.
Kansas	Provided financial support in a way that allowed providers to cover any needed expenses to keep their facilities operational.	Provided financial support in a way that allowed providers to cover any needed expenses to keep their facilities operational.	Kansas provided stabilization grants to providers with both CARES and CRRSA funds to help keep them operational.
Kentucky	Kentucky issued nine quarterly stabilization payments to the ECE sector. Payments were tiered based on the minimum hourly wage (Tier 1, at least minimum wage; Tier 2 received 10 percent more if they paid all staff at least \$10/hour; Tier 3 received 20 percent more if they paid all staff at least \$13/hour). These funds afforded providers the ability to increase staff wages.	Not Applicable	CRRSA funds were used to: cover the cost of the federally required background checks; offer free CPR and first aid training and certification to all child care providers; and offer Trauma-Informed Care and Resiliency Training to child care providers.

State Use of Pandemic Relief Funding to Support the ECE Workforce

CSCCE

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Massachusetts	ARPA funds supported the C3 operational grants to programs.	Not Available	CRRSA funds were also used to support C3 grants.
Michigan	Not Available	<p>Increase CDA candidate access to Professional Development Specialists.</p> <p>Increase access to reduced-barrier credit-bearing CDA training.</p> <p>Provide scholarships and training to support career tech ed high school students in CDA and MI-YDA credential attainment.</p> <p>Provide scholarship support for providers to complete license variance education requirements.</p>	Provided bonus payments.
Minnesota	ARPA Stabilization Grant dollars allowed Minnesota to provide direct payments to child care providers to help stabilize them during the pandemic. Seventy percent of these funds had to be used to increase compensation for the child care workforce, so the funds allowed Minnesota to increase compensation—and presumably, workforce retention—in a way that otherwise would not have been possible. The clear importance of this support for programs allowed the state to successfully advocate for creation of the Great Start Compensation Support Payments Program, which will continue direct payments to programs to increase compensation on an ongoing basis.	Minnesota used ARPA CCDF/CCDBG funds to launch several new initiatives benefitting the child care workforce that would not have been possible without these funds. These include: Child Care Wayfinder, which provides start-up support and retention assistance for child care businesses; Empower to Educate, which supports people interested in entering the child care workforce with training, career development, and more; Shared Services pilots, which allowed several community partners to test strategies to provide child care programs with enhanced business training and development of a substitute pool; and expansions of REETAIN bonuses and T.E.A.C.H. scholarships. Many of these initiatives have now been sustained and expanded with state funds to continue providing support to the ECE field.	Using CARES funding in combination with State General Funds, Minnesota was able to provide several rounds of direct payments to stabilize child care programs prior to the launch of Child Care Stabilization Grants. These direct payments allowed Minnesota to provide some measure of stability to the child care field during the turbulent early days of the pandemic and began the process of building out an infrastructure to provide such payments, which was further refined with the establishment of the Child Care Stabilization Grant program.
Mississippi	Child care programs were able to offer increased pay, bonus payments, professional development opportunities, and mental health supports at their discretion with Stabilization Grant dollars.	Provided scholarships, bonus pay incentives, additional professional development, mental health supports.	Build-up supports for professional development and resource access.
Missouri	Provided retention grants to child care providers who receive subsidy payments.	Recruitment/new hires and retention stipends. Also scholarships and apprenticeships for staff working in child care programs.	CRRSA supported the expansion of T.E.A.C.H. CDA scholarships as well as YDC scholarships for afterschool staff.
Montana	Not Available	Not Available	Not Available

CSCCE

State Use of Pandemic Relief Funding to Support the ECE Workforce

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Nebraska	Provided additional funds for workforce professional development.	Provided funds for the early childhood workforce.	Not Available
Nevada	Not Available	Not Available	Not Available
New Hampshire	Not Available	Not Available	Not Available
New Jersey	Portions of stabilization grants awarded to child care providers were mandated to be used for staff wages, etc.	Hiring and Retention Bonus Grants to child care teaching staff	Not Available
New Mexico	Part of stabilization funding was used for Competitive Pay for Professionals (CPP), but providers may have also used funding for workforce.	Not Available	All federal relief funding was used to fund the initiatives indicated.
New York	ARPA Child Care Stabilization Grant funding was used to implement stabilization grants to child care providers to further stabilize the workforce dealing with the challenges of COVID-19. The majority of the \$1B in stabilization funding that New York received was used to support the workforce in early childhood programs.	ARPA CCDF Discretionary funds were used in providing grants to 90,000 staff at more than 12,000 child care programs for one-time bonuses, as well as to support recruitment expenses of providers around the state.	CRRSA and ARPA (Stabilization and CCDF Discretionary) were combined to award \$1.4 billion to more than 15,000 eligible child care providers through the Child Care Stabilization Grants and the Workforce Retention Grant. These grants were necessary to keep child care providers open and safe during COVID-19. The first Child Care Stabilization grant (also known as Stabilization 1.0) was released on August 3, 2021, and \$1.074 billion was made available to eligible child care providers. Based on the success of the Child Care Stabilization 1.0 grants, New York's Office of Children and Family Services (OCFS) distributed another round of funds with the Stabilization 2.0 for Workforce Supports grant to child care providers to strengthen their infrastructure and support their workforce to recover from losses suffered during the COVID-19 shutdown. OCFS has awarded \$208 million to 12,578 child care providers through the Stabilization 2.0 for Workforce Supports grant.

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State Use of Pandemic Relief Funding to Support the ECE Workforce

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
North Carolina	Not Available	Not Available	Not Available
North Dakota	Grants and workforce incentives and stipends	The funds were used for workforce training incentives.	The funds were used for the Workforce Retention Stipends and training incentives.
Ohio	Funds could be used for workforce recruitment and retention, bonuses, health benefits, and/or pay increases.	Funds were used to eliminate a waitlist for professionals to participate in Ohio's wage and retention program called POWER Ohio.	Hero Pay was paid to professionals. Several rounds of Pandemic Support Payments were made to child care programs.
Oklahoma	Not Available	Not Available	Not Available
Oregon	Not Available	Not Available	Not Available
Pennsylvania	Provided the ARPA Stabilization Grants (Indirect) and the Workforce Support Grant 1.0.	Increased MCCA base rates for subsidized child care (Indirect); reinstated Non-Traditional Child Care Subsidy Add-On (Indirect); restructured family co-payment structure for subsidy program (Indirect); Workforce Support Grant 2.0.	Provider Stabilization Grants - CARES (Indirect). Provider Stabilization Grants and PRA Awards - CARES (Indirect). Provider Stabilization Grants and PPE Purchases - CRRSA (Indirect). Tech Grants (Indirect). Increase to MCCA base rates (Indirect).
Rhode Island	Included additional resources for salary increases.	Not Available	Additional T.E.A.C.H. Early Education® Scholarships and money for quality improvements and professional development/coaching.
South Carolina	South Carolina was able to provide a large amount of funding to providers. The state's model indicated that a requirement was for programs to allocate at least 25 percent of the funding directly to staff. Programs could choose to provide the extra funds as bonuses or as wage increases.	South Carolina was able to recruit and retain teachers working in regulated programs. In addition, classrooms were able to stay open as well as facilities that might otherwise have closed.	South Carolina was able to provide five rounds of operating grants to ensure the facilities remained open to serve children and families.
South Dakota	Encouraged funding usage to support workforce salary and benefits.	Provided mental health supports through vouchers available to the child care workforce. In contract for a vendor to complete a workforce study in South Dakota. Provided scholarship funding for students obtaining a two-year degree in the field of Early Care and Education.	CRRSA funding was used to support CDA scholarships, CPR scholarships, tax and business resources to family child care providers, and social emotional training for all child care providers.

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Tennessee	Not Available	Not Available	Not Available
Texas	Not Available	Not Available	Not Available
Utah	<p>Personnel costs were an eligible expense for monthly Stabilization Grants given to eligible providers. Additionally, in order for programs to receive the "Enhanced Payment Rate" that was part of the Stabilization Grant, they were required to pay at least 51 percent of their staff a minimum of \$15 per hour.</p>	<p>Utah extended the ARPA Stabilization Grant funding using the ARPA CCDF/CCDBG funding to continue to provide monthly grants that could be used for personnel costs mentioned earlier.</p> <p>Utah funded additional scholarships around higher education degrees and courses in the early childhood field as well as conference registration scholarships.</p> <p>Additionally, this funding was used to provide mental health services for the ECE workforce.</p>	<p>Utah funded additional scholarships around higher education degrees and courses in the early childhood field as well as conference registration scholarships with CRRSA. We provided scholarships for annual subscriptions to an asynchronous online training platform to provide other options for earning annual training hours for child care licensing requirements, the state QRIS system, and for the CDA credential.</p>
Vermont	<p>Offered direct payments to child care providers to supplement income.</p>	<p>Added additional professional development on a wide variety of topics.</p> <p>Added more money to capacity-building grants.</p> <p>Added more of the special accommodation grants.</p> <p>New Coaching for QRIS system.</p> <p>Brought on more Strengthening Families™ sites.</p>	<p>Provided direct payments to support providers.</p>
Virginia	<p>Virginia has used ARPA funding to support Child Care Stabilization Grants.</p>	<p>Virginia used ARPA funding to support RecognizeB5. Virginia also used ARPA funding to support a large number of quality improvement initiatives that have increased opportunities for the ECE workforce, including the development of the LinkB5 data system, which is central to the state's quality systems.</p>	<p>These funds were used to support the same efforts as the ARPA funds.</p>
Washington	Not Available	<p>Increased the available funding for providers.</p>	<p>Provided several grant opportunities for providers.</p>
West Virginia	<p>Provided direct payments to child care providers and owners.</p> <p>Provided funding for child care for emergency workers, including child care providers.</p>	Not Available	Not Available

CSCCE

APPENDIX TABLE 3.13 CONTINUED

CSCCE

State Use of Pandemic Relief Funding to Support the ECE Workforce

State	ARPA Stabilization Grants	ARPA CCDF	Other (e.g., CARES, CCRSA)
Wisconsin	Implemented the Child Care Counts Stabilization Payment Program to provide ongoing monthly payments to eligible providers. The documented impacts of this investment in the workforce is detailed in this report: https://dcf.wisconsin.gov/files/childcare/covid/pdf/ccc-final-report.pdf	Wisconsin used ARPA funding to support the Child Care Counts Stabilization Payment Program	Federal funds were used to stabilize the child care section. More information available at: https://dcf.wisconsin.gov/covid-19/childcare/payments/data
Wyoming	Provided funding for recruitment and retention, transportation, physical space improvement, and access to care.	Not Available	Not Available

Data source: 2024 Index survey of state administrators.

Notes: This table summarizes state administrator responses to specific survey questions relating to the use of various pandemic relief funding. Unlike other data included in this report, this table does not include broader background research on state actions. As a result, it should not be considered a fully comprehensive account of states' actions relating to the use of pandemic relief funds for the workforce.

State Concerns About the End of Pandemic Relief Funding and Impact on ECE Workforce Initiatives

State	Concerns
Alabama	Additional funding is needed to continue supports for the ECE workforce, which is already in crisis mode. I am concerned that turnover will increase if ECE workforce compensation is not addressed.
Alaska	There is a lack of consistent and sustainable funding.
Arizona	<p>With ARPA Discretionary, CRRSA, and CARES Act funds, Arizona’s ECE network also initiated specific programs and policies that will be scaled back, modified, or discontinued following the expiration of ARPA Discretionary in 2024 unless alternative funding sources are identified.</p> <p>The current Department of Economic Security (DES) state budget request seeks CCDF spending authority and no expansions beyond the current program eligibility. With this request, Arizona anticipates maintaining the current base rate for child care subsidies until FY 2026 and will need to implement a waiting list on or shortly before July 1, 2024. Implementation of a waiting list is expected to result in an average of 5,200 fewer children being served per month. In addition, with this flat budget request, DES will need to reduce the quality enhancement rate for child care providers achieving high quality from 50 percent to 35 percent starting in July 2024, likely resulting in fewer high-quality providers serving children and families. The reduction in the quality enhancement rate will also make it difficult for providers that continue to accept subsidies to maintain the wage increases and other compensation packages that were funded with federal relief funds.</p> <p>Implementing a child care waiting list or reducing the child care reimbursement rates will have a dire impact on Arizona's economy due to direct productivity losses and foregone revenue as parents have to take time off work or leave the workforce altogether to care for their children; to the health, safety, and well-being of Arizona's children and families; and to further depleting the child care industry and its network of small businesses and family child care home providers.</p>
Arkansas	None
California	<ol style="list-style-type: none"> 1. The liquidation dates. 2. After ARPA funding ends, the hold harmless provision will end, and contractors will need to ensure that they earn their contracts through the enrollment of children.
Colorado	<ol style="list-style-type: none"> 1. All programs will end, and there are no plans for funding beyond stimulus dollars. However, need is still very high. 2. Sustainability of initiatives that have demonstrated evidence for recruiting and retaining a diverse early childhood workforce in Colorado.
Connecticut	Due to the intentional and strategic use of CCDF ARPA funds, less than 1 percent of Connecticut's child care programs closed. The end of this funding puts the initiatives targeting our workforce in future jeopardy.
Delaware	We are no longer able to give recruitment and retention bonuses to the workforce with our other state and federal funds.
District of Columbia	Sustained funding increases to support the workforce, including support for scholarship programs is something DC's Office of the State Superintendent of Education remains focused on. This is particularly important given the minimum education requirements and needs that exist for the workforce to have continued support through scholarships in meeting the minimum education requirements.
Georgia	Not Available
Hawaii	We have nothing in the works to increase base pay, provide regular stipends/bonuses, or even possible future one-time bonuses. Advocates in the community are using the end of the funding to push for state-funded supports.

State Concerns About the End of Pandemic Relief Funding and Impact on ECE Workforce Initiatives

State	Concerns
Idaho	Not Available
Illinois	Not Available
Indiana	Not Available
Iowa	While continued annual funding for the WAGE\$ and T.E.A.C.H. initiatives has been identified, other initiatives identified do not currently have sustainable funding beyond ARPA identified and might not be able to be continued.
Kansas	Providers may struggle to continue with changes to their increased staffing expenses that were made during the time when these additional funds were available.
Kentucky	Providers cannot afford to continue to pay staff at these increased rates. Many providers are fearful they will have to cut wages and/or close their programs because they will no longer be able to compete with other industries, such as retail and hospitality.
Louisiana	Not Available
Maine	None. The state picked up and created the Early Childhood Educator Workforce Salary Supplement System.
Maryland	Maryland is working closely with the General Assembly to ensure that investments can be sustained by state funds. For apprenticeship programs, Maryland has been working to get programs registered with the Maryland Department of Labor or the U.S. Department of Labor to make these initiatives more sustainable.
Massachusetts	The state legislature is now looking for funding to sustain the grant program initiated with federal funds.
Michigan	Not Available
Minnesota	Minnesota has been quite successful in appropriating state general funds and allocating regular CCDF funds to continue the initiatives described above, including direct payments to programs through the Compensation Support Payments program and the other supports for programs and the workforce. Because of this, we are not facing the same funding cliff as many other states. However, we continue to hear from providers that even the current level of support is not sufficient to address their needs, particularly around workforce recruitment, retention, and compensation, so we continue to work to bolster the efforts currently in place.
Mississippi	Our scholarship program and bonus incentive program will be terminated at the end of ARPA funds.
Missouri	How to sustain enrollment in scholarships and apprenticeship programs. How to maintain momentum for starting up/expanding child care programs, recruiting new staff and helping assist in their education to grow a qualified and diverse workforce, and retaining current staff and supporting their continued professional development.
Nebraska	Early childhood providers will need to find funding to pay for services they were receiving at no cost, such as professional development.
New Jersey	Not Available
New Mexico	ARPA funding and federal funding in general allows New Mexico to pay providers without the significant restrictions that often accompany federal or state funding, including the ability to pay in advance or to pay without burdensome requirements on providers.

State Concerns About the End of Pandemic Relief Funding and Impact on ECE Workforce Initiatives

State	Concerns
New York	The investments that New York was able to make to support the workforce provided much-needed support that child care providers are not able to provide themselves, such as longevity bonuses and recruitment signing bonuses. Without these tools, New York is concerned about providers' ability to attract and retain a highly skilled workforce.
North Dakota	The state will not be able to continue workforce stipends.
Ohio	Not Available
Pennsylvania	Not Available
Rhode Island	Rhode Island is concerned about the federal funding cliff.
South Carolina	There is no other available state funding to support the child care operations and teacher supply.
South Dakota	None
Utah	It is unlikely that we will be able to continue stabilization grants, additional scholarships, or mental health services with regular funding streams after September 2024. We understand that workforce issues will continue after that time and workforce-related supports will still be needed. There are concerns about possible layoffs, working in classrooms with higher ratios and group sizes, and bringing on new staff with reduced wages or benefits.
Vermont	We are lucky that Vermont is pretty progressive and is thinking about the ECE workforce. However, funding is always tricky. We know we won't be able to fund everything at the same extraordinary levels so we are talking—now—about how to move dollars around. It will mean some hard decisions.
Virginia	As with most states, Virginia is actively seeking solutions to sustain workforce supports and services in the evolving funding landscape.
Washington	Not Available
West Virginia	Not Available
Wisconsin	Provider surveys suggest that without continued support from programs, such as Child Care Counts, providers will be unable to sustain wages/benefits, much less raise them. This will further exacerbate staffing shortages that are already causing closed classrooms, reduced hours, longer waitlists, and fewer families served.
Wyoming	The funds were for a limited time, and there is no sustainability within them.

Data source: 2024 Index survey of state administrators.

State Plans to Address the ARPA Funding Cliff to Support the ECE Workforce

State	Plans	Funding Source Summary	URL*
Alabama	Not Available	Not Available	Not Available
Alaska	One-time state general fund for FY24.	State/Local Funds	Not Available
Arizona	Arizona's Department of Economic Security (DES) has made a commitment to using CCDF quality set-aside funds to support the second year of Wage Enhancement Grants that will allow the first cohort of apprentices to complete their pathway and receive the completion incentive. The Arizona Department of Education has committed funds from the PDG B-5 grant to support the second cohort of apprentices through their two-year pathway. Additional workforce supports, such as professional development, scholarships for early childhood professionals, and expulsion prevention services, will continue with quality set-aside funding and PDG B-5 funding, but no new state funding has been allocated to sustain initiatives funded by relief funds. There are also a few communities in Arizona that have launched initiatives to create additional child care programs to increase access to high-quality care for families.	CCDF Quality Set-Aside, PDG B-5, State/Local Funds	https://centralaz.edu/divisions-programs/azeceapprenticeship/
Arkansas	None	None	None
California	The Child Care Providers United (CCPU) contract with California will inform standards around wages and benefits.	CCDF (general fund), State/Local Funds, PDG B-5	https://childcareprovidersunited.org/ourcontract/
Colorado	Launched a teacher salary increase, a living wage pilot. Also supporting the ECE workforce through cost modeling, marketing, and qualification alignments.	PDG B-5, CCDF (general fund), State/Local Funds	https://cdec.colorado.gov/cccap-teacher-salary-increase
Connecticut	Continuation of 25% Accreditation Bonus. Continuation of increased access to state child care subsidy program and the Qualified Workforce Incentive.	State/Local Funds, CCDF (general fund)	https://www.ctoec.org/financial-supports-child-care-staff/

State Plans to Address the ARPA Funding Cliff to Support the ECE Workforce

State	Plans	Funding Source Summary	URL*
Delaware	None	None	None
District of Columbia	Scholarship programs have been historically funded with local funds, with an increase in funds if federal funding was available, including through PDG B-5, ARPA, and CRRSA. DC's Office of the State Superintendent of Education is committed to providing support to educators in obtaining the education credentials required to meet the minimum education requirements and is working to identify funds to support increased baseline funding for these programs.	None	None
Georgia	Current temporary ARPA-funded programs are being evaluated to determine impact and attainment of desired outcomes.	CCDF (general fund)	None
Hawaii	None	None	None
Idaho	None	None	None
Illinois	Smart Start Illinois will create additional preschool slots, provide more stable funding for child care providers that will go towards increasing teacher salaries and maintaining high-quality programs, and reach more vulnerable families with early support and resources.	State/Local Funds	Not Available
Indiana	None	None	None
Iowa	Iowa has budgeted to continue current annual funding levels of the WAGE\$ and T.E.A.C.H. programs.	CCDF (ARPA)	None
Kansas	Not Available	Not Available	Not Available
Kentucky	\$50 million to offer an additional stabilization payment to child care providers in December 2023.	State/Local Funds	Not Available
Louisiana	Not Available	Not Available	Not Available

State Plans to Address the ARPA Funding Cliff to Support the ECE Workforce

State	Plans	Funding Source Summary	URL*
Maine	Not Available	Not Available	https://www.maine.gov/dhhs/ocfs/provider-resources/early-childhood-education-workforce-salary-supplement-program
Maryland	Not Available	Not Available	Not Available
Massachusetts	State budgets in FY23 and FY24 have included state funding for C3 Grants.	Not Available	https://www.mass.gov/info-details/commonwealth-cares-for-children-c3-grants
Michigan	Not Available	Not Available	Not Available
Minnesota	Great Start Compensation Support Payments, Child Care Wayfinder, Empower to Educate, expanded funding for T.E.A.C.H. and REETAIN, child care apprenticeship program, adding child care as an industry to the state's Dual Training Pipeline program, wage scale development, Grow Your Own Early Childhood Educators program, Mixed-Delivery Action Labs and Compensation Parity Prototype.	State/Local Funds, CCDF (general fund), PDG B-5	https://www.childcareawaremn.org/wp-content/uploads/2023/05/Final-2023-Legislative-Update-FINAL.pdf
Mississippi	Professional development opportunities and quality improvement standards around teacher qualifications.	TANF	None
Missouri	Missouri is continuing to support and expand T.E.A.C.H. Early Education® scholarships.	PDG B-5, CCDF (general fund)	https://dese.mo.gov/childhood/outreach/pdg
Nebraska	Not Available	Not Available	Not Available
New Jersey	None	None	None
New Mexico	New Mexico raised rates to ensure providers who serve children in subsidy have sufficient funding to pay the workforce.	State/Local Funds, CCDF (general fund)	None
New York	None	None	None
North Dakota	Continuation of grants and training incentives.	State/Local Funds	https://www.hhs.nd.gov/cfs/early-childhood-services/grants-contracts
Ohio	Provide specific supports to the workforce through the PDG B-5 grant.	PDG B-5	https://www.acf.hhs.gov/sites/default/files/documents/ecd/State%20of%20Ohio%20PDG%20B-5%20Profile.pdf

State Plans to Address the ARPA Funding Cliff to Support the ECE Workforce

State	Plans	Funding Source Summary	URL*
Pennsylvania	The 2023-24 Enacted State Budget plans an increase for the Subsidy Child Care Program (Child Care Services, more than \$90 million increase).	State/Local Funds	https://www.budget.pa.gov/Publications%20and%20Reports/CommonwealthBudget/Documents/2023-24%20Budget%20Documents/Enacted%20GF%20Track%20-%20GovRevised%20WEB%20TRACK.pdf
Rhode Island	None	None	None
South Carolina	None	None	None
South Dakota	None	None	None
Utah	None	None	None
Vermont	Not Available	CCDF (general fund), State/Local Funds	https://dcf.vermont.gov/cdd/laws-rules/h.217
Virginia	Not Available	Not Available	Not Available
Washington	Not Available	PDG B-5, CCDF (general fund), State/Local Funds	https://www.dcyf.wa.gov/about/government-affairs/fair-start-for-kids-act
West Virginia	Not Available	Not Available	Not Available
Wisconsin	None	None	None
Wyoming	None	None	None

Data source: 2024 Index survey of state administrators.

*Note: Links have been verified at the time of publication but are not actively updated.