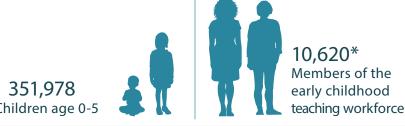


Early Childhood Workforce Index 2018 **ALABAMA**



IN ALABAMA, 66 percent of children live in households where all available parents are currently working, and 28 percent of all Alabama children are part of low-income families. It is widely agreed that the current early care and education system across states is woefully underfunded. The <u>cost of services</u> is out of reach for many working families, including those who earn middle-class wages.

At the same time, large swaths of early childhood teachers — even those with college degrees — earn unlivable wages. More than 10,620 members of the early childhood teaching workforce provide services to children in Alabama.

Occupation	Median wage	
Child care worker	\$8.93	
Preschool teacher	\$10.98	
Center director	\$16.36	
Kindergarten teacher	\$25.04	
Elementary teacher	\$28.61	
All workers	\$15.77	

Earnings by Occupation

- In 2017 the median wage for child care workers was \$8.93, a 1% decrease since 2015.
- For preschool teachers the median wage was \$10.98, a 17% decrease since 2015.
- For preschool or child care center directors, the median wage was \$16.36, an 18% decrease since 2015.



^{*}Total includes the following occupations as defined by the U.S. Bureau of Labor Statistics Occupational Employment Statistics (OES): "child care workers," "preschool teachers, excluding special education," "preschool teachers, special education", "education administrators: preschool/child care center programs". These data do not include the self-employed, although home-based child care assistants, who are employees, are likely included in the "child care worker" category. Due to the limited data available across states in the OES, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.

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

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

Family & Income Support Policies					
Income supports:	Refundable Earned Income Tax Credit?	No			
	Higher than federal minimum wage, indexed for inflation?	No			
	Refundable child care tax credit?	No			
Supports for health and well-being:	Paid sick days law?	No			
	Paid family leave law?	No			
Stalled	Expanded Medicaid eligibility?	No			

The Early Childhood Workforce Index provides a composite appraisal of the early childhood workforce in each state focused on: Earnings and Economic Security; Early Childhood Workforce Policies; and Family and Income Support Policies.

- The <u>full 2018 Index</u> includes a discussion and rationale for each category and spotlights successful and promising practices in selected states.
- To see how Alabama compares to other states, visit our interactive state-by-state database.
- For an overview of data sources for the indicators listed above, see our guide to indicators.