



Early Childhood Workforce Index 2018 CALIFORNIA

2,996,726
Children age 0-5



119,760*
Members of the
early childhood
teaching workforce

IN CALIFORNIA, 61 percent of children live in households where all available parents are currently working, and 25 percent of all California children are part of low-income families. It is widely agreed that the current early care and education system across states is woefully underfunded. The [cost of services](#) is out of reach for many working families, including those who earn middle-class wages.

At the same time, large swaths of early childhood teachers — even those with college degrees — earn unlivable wages. More than 119,760 members of the early childhood teaching workforce provide services to children in California.

| Occupation | Median wage |
|----------------------|-------------|
| Child care worker | \$12.29 |
| Preschool teacher | \$16.19 |
| Center director | \$23.91 |
| Kindergarten teacher | \$38.33 |
| Elementary teacher | \$45.17 |
| All workers | \$19.70 |

Earnings by Occupation

- In 2017 the median wage for child care workers was \$12.29, **a 3% increase since 2015.**
- For preschool teachers the median wage was \$16.19, **a 3% increase since 2015.**
- For preschool or child care center directors, the median wage was \$23.91, **a 6% decrease since 2015.**

Use of Public Income Supports (EITC, Medicaid, Food Stamps, TANF)

- Child care worker families' participation in one or more public income support programs: **58%**

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



Early Childhood Workforce Policies

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

Early Childhood Workforce Policies

| | | | |
|--|----------|---|----------------|
| Financial resources: Stalled | | State reported extra CCDBG spending? | No |
| | | Ratio of per-child pre-K to K-12 spending over 50%? | No |
| Workforce data: Stalled | Registry | Inclusive of all licensed settings? | Other |
| | | Collects wage data? | Yes |
| | | Collects benefits data? | Yes |
| | | Collects race/ethnicity data? | Yes |
| | | Reports data publicly? | No |
| | Survey | Inclusive of all licensed settings? | Not applicable |
| | | Collects wage data? | No |
| | | Collects benefits data? | No |
| | | Collects race/ethnicity data? | No |
| | | Reports data publicly? | No |

Family & Income Support Policies

| | | | |
|--|--|--|-----|
| Income supports: Edging forward | | Refundable Earned Income Tax Credit? | Yes |
| | | Higher than federal minimum wage, indexed for inflation? | Yes |
| | | Refundable child care tax credit? | No |
| Supports for health and well-being: Making headway | | Paid sick days law? | Yes |
| | | Paid family leave law? | Yes |
| | | Expanded Medicaid eligibility? | Yes |

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

- The [full 2018 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states.
- To see how California 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](#).

