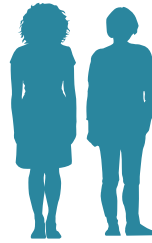




Early Childhood Workforce Index 2018 HAWAII

109,887
Children age 0-5



4,260*
Members of the
early childhood
teaching workforce

IN HAWAII, 64 percent of children live in households where all available parents are currently working, and 19 percent of all Hawaii 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 4,260 members of the early childhood teaching workforce provide services to children in Hawaii.

Occupation	Median wage
Child care worker	\$10.64
Preschool teacher	\$17.94
Center director	\$23.29
Kindergarten teacher	\$26.20
Elementary teacher	\$34.58
All workers	\$20.02

Earnings by Occupation

- In 2017 the median wage for child care workers was \$10.64, **a 14% increase since 2015.**
- For preschool teachers the median wage was \$17.94, **an 8% increase since 2015.**
- For preschool or child care center directors, the median wage was \$23.29, **a 3% increase 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

Qualifications & educational supports: Edging Forward	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
		CDA/equivalent minimum for assistant teacher?	Yes
	Licensed homes	BA minimum for lead teacher?	No
		CDA/equivalent minimum for assistant teacher?	Yes
	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?	Sub-parity (public only)
		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:	Registry	Inclusive of all licensed settings?	Other
		Collects wage data?	No
		Collects benefits data?	No
		Collects race/ethnicity data?	No
		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:	Stalled	Refundable Earned Income Tax Credit?	No
		Higher than federal minimum wage, indexed for inflation?	No
		Refundable child care tax credit?	Yes
Supports for health and well-being:	Stalled	Paid sick days law?	No
		Paid family leave law?	No
		Expanded Medicaid eligibility?	Yes

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

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

