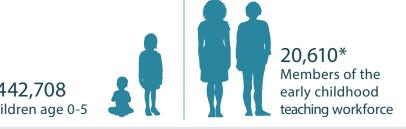


Early Childhood Workforce Index 2018 MARYLAND



IN MARYLAND, 73 percent of children live in households where all available parents are currently working, and 18 percent of all Maryland 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 20,610 members of the early childhood teaching workforce provide services to children in Maryland.

Occupation	Median wage	
Child care worker	\$11.29	
Preschool teacher	\$14.16	
Center director	\$22.25	
Kindergarten teacher	\$35.45	
Elementary teacher	\$37.93	
All workers	\$21.08	

Earnings by Occupation

- In 2017 the median wage for child care workers was \$11.29, a 3% increase since 2015.
- For preschool teachers the median wage was \$14.16, a 2% increase since 2015.
- For preschool or child care center directors, the median wage was \$22.25,
 a 5% 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					
Lic ce Qualifications & educational supports:	D., 1/	BA minimum for lead teacher?	Yes		
	Pre-K	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		
Edging Forward		CDA/equivalent minimum for assistant teacher?	No		
		BA?	Yes		
	Scholarships to support	AA?	Yes		
	educational pathways	CDA or equivalent?	Yes		
		Collects data on scholarship recipients?	Yes		
		Paid time in professional development?	No		
	Centers	Paid planning and/or preparation time?	No		
Work environments:		Salary schedule/benefits?	Yes		
Stalled	Homes	Paid time in professional development?	No		
		Paid planning and/or preparation time?	No		
		Salary schedule/benefits?	Yes		
		Salary parity for publicly funded pre-K teachers?	Parity (public only)		
Compensation & financial relief strategies: Stalled		Compensation standards required?	No		
		Compensation guidelines or plans to develop?	No		
		Earmarks for salaries in public funding?	No		
		Financial relief: stipend or tax credit?	Yes		
		Financial relief: bonus?	No		

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

Family & Income Support Policies					
Income supports:	Refundable Earned Income Tax Credit?	Yes			
	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?	Yes			
	Paid family leave law?	No			
Edging forward	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 <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 Maryland compares to other states, visit our <u>interactive state-by-state database</u>.
- For an overview of data sources for the indicators listed above, see our guide to indicators.