



Early Childhood Workforce Index 2018 MASSACHUSETTS

435,331
Children age 0-5



32,840*
Members of the
early childhood
teaching workforce

IN MASSACHUSETTS, 74 percent of children live in households where all available parents are currently working, and 15 percent of all Massachusetts 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 32,840 members of the early childhood teaching workforce provide services to children in Massachusetts.

Occupation	Median wage
Child care worker	\$12.74
Preschool teacher	\$15.71
Center director	\$27.11
Kindergarten teacher	\$41.24
Elementary teacher	\$43.07
All workers	\$22.81

Earnings by Occupation

- In 2017 the median wage for child care workers was \$12.74, **a 3% increase since 2015.**
- For preschool teachers the median wage was \$15.71, **a 1% increase since 2015.**
- For preschool or child care center directors, the median wage was \$27.11, **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

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?	No
		Collects data on scholarship recipients?	Not available
	Work environments: Making Headway	Centers	Paid time in professional development?
Paid planning and/or preparation time?			Yes
Salary schedule/benefits?			Yes
Homes		Paid time in professional development?	No
		Paid planning and/or preparation time?	Yes
		Salary schedule/benefits?	Yes
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?	Yes
		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?	Licensed +	
		Collects wage data?	Yes	
		Collects benefits data?	Yes	
		Collects race/ethnicity data?	Yes	
		Reports data publicly?	No	
	Making Headway	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?	Yes
		Higher than federal minimum wage, indexed for inflation?	No
		Refundable child care tax credit?	No
Supports for health and well-being:	Edging forward	Paid sick days law?	Yes
		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 Massachusetts 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](#).

