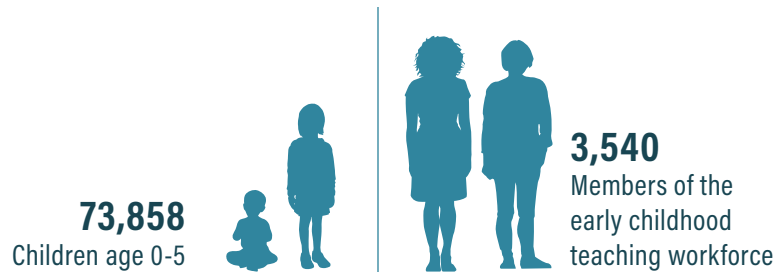




Early Childhood Workforce Index 2016 MONTANA



IN MONTANA, there are 73,858 children age birth through five years; 64 percent of these children live in households where all available parents are currently working, and 29 percent of all Montana 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 3,540 members of the early childhood teaching workforce provide services to children in Montana.

Occupation	Percentile	Median wage
Surgeon	99th	≥ \$90
Kindergarten teacher	59th	\$21.26
Preschool teacher	16th	\$12.45
Child care worker	2nd	\$9.18

Selected Occupations Ranked by Earnings

- In 2015, the median wage for child care workers was \$9.18, **a 1% decrease since 2010.**
- For preschool teachers, the median wage was \$12.45, **a 2% increase since 2010.**



Early Childhood Workforce Policies		
Qualifications	BA for all pre-K teachers?	Not Applicable
	At least CDA or vocational training for licensed providers?	No
QRIS and work environment	Paid time in professional development?	No
	Paid planning and/or preparation time?	No
	Salary schedule/benefits?	No
	Same for home providers?	No
Compensation strategies	Salary parity for pre-K teachers?	Not Applicable
	Wage supplement?	No
Financial resources	State reported extra CCDBG spending?	No
	State applied for federal grant?	Yes
	Ratio of pre-K to K-12 spending over 50%?	Not Applicable
Workforce data	Formal data collection mechanism?	Yes
	Includes compensation?	No
	Reports data publicly?	No
	Comprehensive?	No
Family & Income Support Policies		
Income supports and child care assistance	Refundable Earned Income Tax Credit?	No
	Higher than federal minimum wage, indexed for inflation?	Yes
	Child care assistance income eligibility set at 85% of state median income or above?	No
	Refundable child care tax credit?	No
Supports for health and well-being	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 [2016 Index](#) includes a discussion and rationale for each category and spotlights successful and promising practices in selected states. To see how Montana 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](#).

