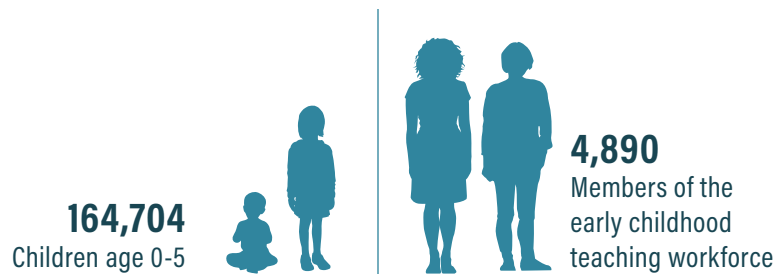




## Early Childhood Workforce Index 2016 NEW MEXICO



**IN NEW MEXICO**, there are 164,704 children age birth through five years; 58 percent of these children live in households where all available parents are currently working, and 33 percent of all New Mexico 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 4,890 members of the early childhood teaching workforce provide services to children in New Mexico.

| Occupation           | Percentile | Median wage |
|----------------------|------------|-------------|
| Surgeon              | 99th       | ≥ \$90      |
| Kindergarten teacher | 66th       | \$25.42     |
| Preschool teacher    | 20th       | \$12.82     |
| Child care worker    | 3rd        | \$9.10      |

### Selected Occupations Ranked by Earnings

- In 2015, the median wage for child care workers was \$9.10, **a 4% decrease since 2010.**
- For preschool teachers, the median wage was \$12.82, **a 10% decrease since 2010.**

## Early Childhood Workforce Policies

|                           |   |     |
|---------------------------|---|-----|
| Qualifications            | BA for all pre-K teachers?                                  | No  |
|                           | 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?                      | Yes |
|                           | Salary schedule/benefits?                                   | No  |
|                           | Same for home providers?                                    | Yes |
| Compensation strategies   | Salary parity for pre-K teachers?                           | No  |
|                           | Wage supplement?  | Yes |
| Financial resources       | State reported extra CCDBG spending?                        | No  |
|                           | State applied for federal grant?                            | Yes |
|                           | Ratio of pre-K to K-12 spending over 50%?                   | No  |
| Workforce data            | Formal data collection mechanism?                           | No  |
|                           | Includes compensation?                                      | No  |
|                           | Reports data publicly?                                      | No  |
|                           | Comprehensive?  | No  |

## Family & Income Support Policies

|   |  |     |
|---|--|-----|
| Income supports and child care assistance | Refundable Earned Income Tax Credit?   | Yes |
|   | Higher than federal minimum wage, indexed for inflation?                             | No  |
|   | Child care assistance income eligibility set at 85% of state median income or above? | No  |
|   | Refundable child care tax credit?  | Yes |
| 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 New Mexico 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](#).

