



# Guide to Indicators Early Childhood Workforce **INDEX** 2016

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## State Context

	Indicators	Data Sources	Notes
State Context	Total child population under 6	<a href="#">Kids Count Data Center - Child population, by single age, 2014<sup>1</sup></a>	Totals calculated by CSCCE.
	% of children under age 6 with all available parents in the labor force	<a href="#">Kids Count Data Center - Children under age 6 with all available parents in the labor force, 2014<sup>2</sup></a>	No data available for Delaware, the District of Columbia, South Dakota, Vermont, and Wyoming.
	% of children under age 6 in low-income working families	<a href="#">Kids Count Data Center - Children in low-income working families, by age group, 2013<sup>3</sup></a>	
	Number of early childhood employees	<a href="#">Occupational Employment Statistics, 2015<sup>4</sup></a>	Total includes "child care workers" and "preschool teachers" as defined by the U.S. Bureau of Labor Statistics. This figure does not include the self-employed.

## Earnings & Economic Security

	Indicators	Data Sources	Notes
Earnings	Median wage, 2010 (adjusted)	<a href="#">Occupational Employment Statistics, 2015<sup>5</sup></a>	Figures for 2010 were adjusted for inflation using the Bureau of Labor Statistics CPI Inflation Calculator.
	Median wage, 2015	<a href="#">Occupational Employment Statistics, 2015<sup>6</sup></a>	
	% change in median wage, 2010 vs. 2015	<a href="#">Occupational Employment Statistics, 2015<sup>7</sup></a>	
	Occupational percentile rank, by earnings, 2015	<a href="#">Occupational Employment Statistics, 2015<sup>8</sup></a>	
Economic Security			Figures available for select states in which there was a sufficient sample size (1,000 year-round child care workers or more).
	Public income support participation rates	<a href="#">Current Population Survey,<sup>9</sup> Program administration data</a>	Participation rate in public income support programs (Earned Income Tax Credit, Medicaid/Children's Health Insurance Program, Food Stamps, Temporary Assistance for Needy Families) for child care workers and their families.
	Cost of public income support participation	<a href="#">Current Population Survey,<sup>10</sup> Program administration data</a>	Statewide cost of participation in public income support programs (Earned Income Tax Credit, Medicaid/Children's Health Insurance Program, Food Stamps, Temporary Assistance for Needy Families) for child care workers and their families.

# Early Childhood Workforce Policies

	Indicators	Data Sources	Notes
Qualifications	B.A. for all pre-K teachers	<a href="#">NIEER State of Preschool Yearbook, 2015</a> <sup>11</sup>	State requires a bachelor's degree for all lead teachers in state-funded pre-K programs.
	At least CDA or vocational training for licensed providers	<a href="#">Office of Child Care State Profiles - Licensing, Minimum Preservice Qualifications data, 2014</a> <sup>12</sup>	States requires at least a Child Development Associate <sup>1</sup> Credential (CDA) or equivalent for licensed center- and/or home-based providers.
QRIS & Work Environment	Paid time for professional development	<a href="#">QRIS Compendium, 2015</a> <sup>13</sup>	State's Quality Rating and Improvement System includes this marker of quality for center-based providers.
	Paid planning and/or preparation time	<a href="#">QRIS Compendium, 2015</a> <sup>14</sup>	State's Quality Rating and Improvement System includes this marker of quality for center-based providers.
	Salary schedule/benefits	<a href="#">QRIS Compendium, 2015</a> <sup>15</sup>	State's Quality Rating and Improvement System includes this marker of quality for center-based providers.
	Same for home providers	<a href="#">QRIS Compendium, 2015</a> <sup>16</sup>	State's Quality Rating and Improvement System includes the above markers of quality for home-based as well as center-based providers.
Compensation Strategies	Salary parity for pre-K teachers	<a href="#">NIEER State of Preschool Yearbook, 2015</a> <sup>17</sup>	State requires the same starting salary and salary schedule for teachers in state-funded pre-K programs as for teachers in K-12.
	Wage supplement	State agency websites, Communication with state representatives, 2016	State offers a stipend or tax credit to supplement early educator pay.

## Early Childhood Workforce Policies *(continued)*

	Indicators	Data Sources	Notes
Financial Resources	State reported extra CCDBG spending	Communication with Center for Law and Social Policy, 2016 <sup>18</sup>	State reported spending additional matching or Maintenance of Effort (MOE) funds for the federal Child Care Development Block Grant.
	State applied for federal grant	<p>U.S. Departments of Education and Health and Human Services list of states that applied for RTT-ELC grants, 2011<sup>19</sup></p> <p>U.S. Departments of Education and Health and Human Services list of states that applied for RTT-ELC grants, 2013<sup>20</sup></p> <p>U.S. Departments of Education and Health and Human Services list of states that applied for Preschool Development or Expansion Grants, 2014<sup>21</sup></p>	State applied for a competitive Race to the Top–Early Learning Challenge Grant or a Preschool Development/Expansion Grant.
	Ratio of pre-K to K-12 spending more than 50%	NIEER State of Preschool Yearbook, 2015 <sup>22</sup>	State per-child spending on pre-K is more than 50% of state per-child spending on K-12.
Workforce Data	Formal data collection mechanism	National Workforce Registry Alliance, <sup>23</sup> State agency websites, Communication with state representatives, 2016	State collects data with the potential for capturing the entire early childhood workforce (registry or survey).
	Includes compensation	State agency websites, Communication with state representatives, 2016	State's data collection mechanism collects data on wages and/or benefits.
	Reports data publicly	State agency websites, 2016	State reports online information on the early childhood workforce from its data collection mechanism.
	Comprehensive	State agency websites, Communication with state representatives, 2016	State's data collection mechanism attempts to include all child care settings.

# Family & Income Support Policies

	Indicators	Data Sources	Notes
Income Supports & Child Care Assistance	Refundable Earned Income Tax Credit	National Conference of State Legislatures report: <a href="#">Tax Credits for Working Families: Earned Income Tax Credit, 2016</a> <sup>24</sup>	State has an Earned Income Tax Credit that is refundable.
	Higher than federal minimum wage, indexed for inflation	Economic Policy Institute <a href="#">Minimum Wage Tracker, 2016</a> <sup>25</sup>	State has a minimum wage that is higher than the federal minimum wage and is indexed for inflation.
	Child care assistance income eligibility set at 85% of state median income or above	National Women's Law Center report: <a href="#">State child care assistance policies, 2015</a> <sup>26</sup>	State sets child care assistance income eligibility under the CCDBG at 85% of state median income or above.
	Refundable child care tax credit	Tax Credits for Working Families report: <a href="#">States with Child and Dependent Care Tax Credits, 2016</a> <sup>27</sup>	State has a child care tax credit that is refundable.
Supports for Health & Well-Being	Paid sick days law	A Better Balance, <a href="#">Overview of Paid Sick Time Laws in the United States, 2016</a> <sup>28</sup>	State has a paid sick days law.
	Paid family leave law	National Conference of State Legislatures, <a href="#">Paid Family Leave, 2016</a> <sup>29</sup>	State has a paid family leave law.
	Expanded Medicaid eligibility	FamiliesUSA, <a href="#">A 50-State Look at Medicaid Expansion, 2016</a> <sup>30</sup>	State has expanded Medicaid eligibility under the provisions of the federal Affordable Care Act.

## Endnotes

- 1 Retrieved from <http://datacenter.kidscount.org/>
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