

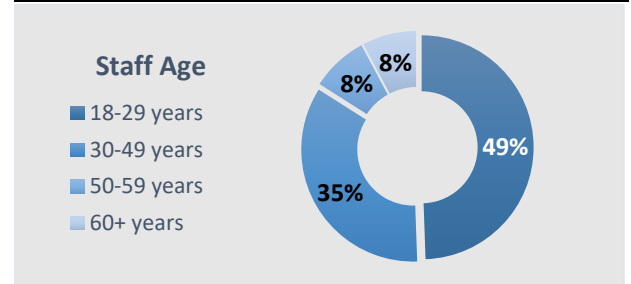
Supply & Diversity of the Workforce

Data sourced from a two-year snapshot prepared for participation in the National Workforce Registry Alliances Partners in Employment Reporting (PER) 2023 dataset. Only employed participants who were active in the registry between January 1, 2021, and January 1, 2023, are included. Data were contributed by the Montana Early Childhood Project Registry.

ECE Workforce Characteristics

Workforce Size	N	%
Center-Based	5,084	93.8%
Licensed Home-Based	336	6.2%
License-Exempt Home-Based	N/A	N/A
Home Visitors	N/A	N/A
Total	5,402	100%
Ages of Children Served		%
Infants Only (birth to age 2 years)		19.0%
Preschool Only (ages 3 and 4 years)		22.2%
School-Age Only (5 years and older)		2.5%
Multiple Age Groups		56.3%

Gender	%
Female	96.0%
Male	4.0%
Transgender	N/A
Nonbinary	N/A
Self-Described	N/A



Staff Role by Race/Ethnicity¹

	Type of Setting	Staff Role							
		Center-Based			Licensed Home-based			License-Exempt	Home Visitors
		Director	Teacher	Assistant Teacher	Owner	Teacher	Assistant Teacher		
Total	5,001	470	1,835	2,378	267	32	19	N/A	N/A
American Indian/Alaska Native	5.2%	3.6%	6.5%	5.0%	1.1%	0.0%	5.3%	N/A	N/A
Asian/Pacific Islander	1.0%	0.6%	1.0%	1.1%	0.4%	0.0%	0.0%	N/A	N/A
Black/African American	1.0%	0.2%	0.9%	1.3%	0.4%	3.1%	0.0%	N/A	N/A
Hispanic/Latino	6.3%	3.0%	6.1%	7.5%	3.4%	6.3%	5.3%	N/A	N/A
White	79.5%	87.0%	79.3%	77.3%	86.1%	87.5%	84.2%	N/A	N/A
Multiple Races	2.1%	2.3%	2.1%	2.1%	2.2%	3.1%	0.0%	N/A	N/A
Additional Races	0.1%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	N/A	N/A
Unknown	4.8%	3.0%	4.1%	6.6%	6.0%	0.0%	5.3%	N/A	N/A
Country of Birth									N/A
United States	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Another Country	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

¹ Racial/ethnic categories are reported as mutually exclusive. Staff who identified as Hispanic may also identify with other racial categories but were reported as Hispanic for the purpose of this analysis.

Languages

Language Spoken With Children*		Primary Language Spoken	
English	N/A	English	98.7%
Spanish	N/A	Spanish	0.6%
Armenian	N/A	Chinese	0.1%
Russian	N/A	Arabic	0.2%
Arabic	N/A	Russian	0.0%
Chinese	N/A	Other Languages	0.4%
Other Languages	N/A		

*Languages spoken with children was not requested for the 2023 PER data pull.

Preferred Language of Learning



“

We don't collect data just for the sake of having data; we collect ECE workforce data to inform strategies, to enable informed decisions, to track and illustrate impact, and to prioritize investments that work.

”

—NWRA State Member

Wages, Benefits, & Workforce Supports

Median Hourly Wage by Race/Ethnicity

	Job Role							
	Center-Based			Licensed Home-Based			License-Exempt	Home Visitors
	Director	Teacher	Assistant Teacher	Owner	Teacher	Assistant Teacher		
Total	\$19.57	\$14.50	\$12.18	\$14.85	\$11.50	\$13.25	N/A	N/A
American Indian/Alaska Native	\$22.00	\$15.00	\$12.11	\$10.00	*	*	N/A	N/A
Asian/Pacific Islander	\$12.02	\$13.38	\$14.00	*	*	*	N/A	N/A
Black/African American		\$11.75	\$13.00	*	\$10.00	*	N/A	N/A
Hispanic/Latino	\$19.71	\$14.42	\$13.00		\$13.25	\$16.00	N/A	N/A
White	\$19.53	\$14.37	\$12.00	\$14.56	\$10.00	\$13.00	N/A	N/A
Multiple Races	\$20.50	\$14.50	\$12.50	\$15.00	\$12.50	*	N/A	N/A
Additional Races	*	*	*	*	*	*	N/A	N/A
Work Status								
Full-Time**	\$19.26	\$13.00	\$12.00	\$10.00	\$11.00	\$12.50	N/A	N/A
Part-Time	\$21.00	\$14.75	\$12.50	\$15.00	\$11.50	\$14.75	N/A	N/A

*Insufficient observations for meaningful data. **Full-time = 30 or more hours worked per week.

Workforce Benefits Offered*

	Type of Setting		
	Center-Based	Licensed Home-Based	Other
Paid Planning Time	N/A	N/A	N/A
Paid Sick Leave	N/A	N/A	N/A
Paid Vacation	N/A	N/A	N/A
Retirement	N/A	N/A	N/A
	Funding Source		
	Employer-Based	Government-Funded	Other
Health Insurance	N/A	N/A	N/A

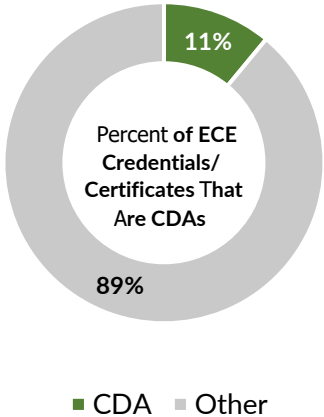
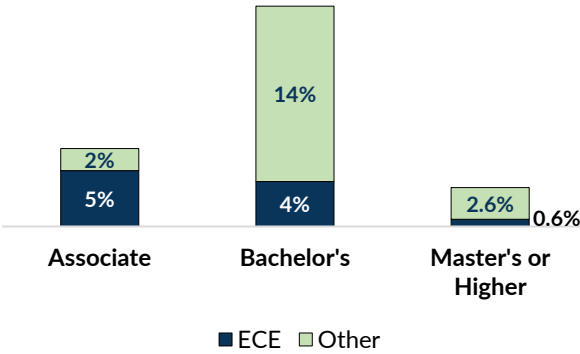
*Workforce benefits data was not requested for the 2023 PER data pull.

Workforce Supports Participation

N/A

Education, Experience, & Training

Percent of Workforce with College Degrees, by ECE Specialization



Highest Level of Education and Credential/Certificate	Percent of Workforce With...		Paid Years of Experience	Number and Percent of Workforce	
	Degree/Certificate/Credential	Degree/Certificate/Credential in ECE		Count	Percentage
Less Than Associate Degree	72.2%	3.8%	<1	1,583	37.8%
Associate Degree	6.4%	4.6%	2-5	1,278	30.5%
Bachelor's Degree	18.1%	3.7%	6-10	535	12.8%
Master's Degree or Higher	3.2%	0.6%	10+	1,583	37.8%
<i>ECE Credential/Certificate</i>	23.0%				
<i>CDA</i>	3.5%				
<i>Director Credential</i>	0.6%				
<i>Infant/Toddler Credential</i>	15.7%				
<i>Preschool Credential</i>	11.6%				

Training Participation in the Past 12 months

Percentage meeting 12 clock-hour
annual training requirement
(of defined workforce)

45.9%

Average (median) hours of training
received per staff member

10 hours

Staff Meeting Training Requirement by Role	%	Rate of Participation by Language Spoken	%
Center Administrator	62.1%	English	46.0%
Center Lead Teacher	55.0%	Spanish	0.0%
Center Assistant Teacher	34.8%	Russian	0.0%
Licensed Home-Based Owner	60.3%	Arabic	22.2%
Licensed Home-Based Lead Teacher	28.1%	Chinese	66.7%
Licensed Home-Based Assistant Teacher	15.8%		
FFN & License-Exempt	N/A		
Home Visitors	N/A		

Rate of Participation by Topic			
Culture, Diversity, & Equity	N/A	Observing, Documenting, & Assessing	21.7%
Dual Language Development	N/A	Family & Community Relationships	43.1%
Child Growth & Development	81.2%	Administration & Management	36.1%
Health, Safety, & Nutrition	85.5%	Early Childhood Education Profession & Policy	59.5%
Teaching & Learning	69.8%	Belonging, Implicit Bias, & Anti-Racism	N/A