

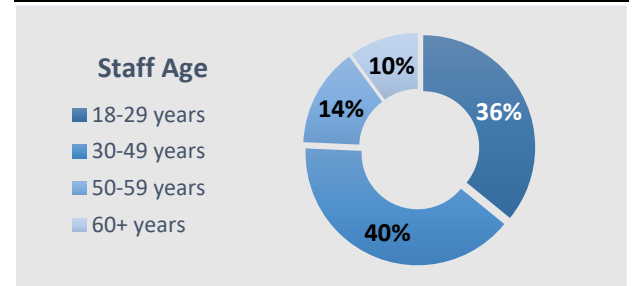
Supply & Diversity of the Workforce

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 Nevada Registry.

ECE Workforce Characteristics

Workforce Size	N	%
Center-Based	5,903	97.4%
Licensed Home-Based	156	2.6%
License-Exempt Home-Based	N/A	N/A
Home Visitors	N/A	N/A
Total	6,059	100%
Ages of Children Served		%
Infants Only (birth to age 2 years)		27.0%
Preschool Only (ages 3 and 4 years)		30.5%
School-Age Only (5 years and older)		3.0%
Multiple Age Groups		39.5%

Gender	%
Female	96.3%
Male	3.7%
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	5,723	848	2,549	2,170	147	1	8	N/A	N/A
American Indian/Alaska Native	1.3%	2.0%	1.3%	1.1%	2.0%	0.0%	0.0%	N/A	N/A
Asian/Pacific Islander	8.7%	7.1%	9.1%	9.1%	5.4%	0.0%	25.0%	N/A	N/A
Black/African American	10.5%	10.1%	10.4%	11.0%	4.8%	0.0%	37.5%	N/A	N/A
Hispanic/Latino	22.4%	13.3%	21.7%	27.4%	13.6%	0.0%	0.0%	N/A	N/A
White	41.3%	50.4%	41.3%	36.5%	60.5%	100%	25.0%	N/A	N/A
Multiple Races	3.7%	2.6%	3.8%	4.1%	2.0%	0.0%	0.0%	N/A	N/A
Additional Races	0.9%	1.1%	0.7%	0.8%	2.7%	0.0%	0.0%	N/A	N/A
Unknown	11.1%	13.4%	11.6%	9.9%	8.8%	0.0%	12.5%	N/A	N/A
Country of Birth									
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.



The National Workforce Registry Alliance



Languages

Language Spoken With Children		Primary Language Spoken	
English	N/A	English	90.8%
Spanish	N/A	Spanish	6.2%
Armenian	N/A	Chinese	0.7%
Russian	N/A	Arabic	0.2%
Arabic	N/A	Russian	0.1%
Chinese	N/A	Other Languages	1.9%
Other Languages	N/A		

*Languages spoken with children was not requested in 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	\$20.00	\$15.50	\$13.50	\$20.00	\$19.00	\$15.00	N/A	N/A
American Indian/Alaska Native	\$20.00	\$16.00	\$14.11	\$19.00	*	*	N/A	N/A
Asian/Pacific Islander	\$19.75	\$15.50	\$14.00	\$20.00	*	*	N/A	N/A
Black/African American	\$19.00	\$15.00	\$13.00	\$13.00	*	\$13.00	N/A	N/A
Hispanic/Latino	\$18.65	\$15.50	\$13.36	\$18.15	*	*	N/A	N/A
White	\$20.00	\$15.66	\$14.00	\$20.00	\$19.00	\$20.00	N/A	N/A
Multiple Races	\$18.35	\$15.00	\$13.50	\$20.00	*	*	N/A	N/A
Additional Races	\$20.25	\$16.00	\$13.75	\$17.70	*	*	N/A	N/A
Work Status								
Full-Time**	\$20.00	\$15.75	\$14.00	\$19.50	\$19.00	\$15.00	N/A	N/A
Part-Time	\$20.00	\$15.00	\$13.00	\$23.75	*	\$15.50	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

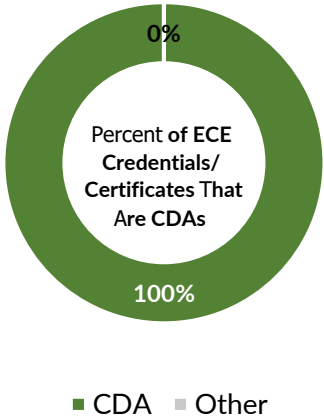
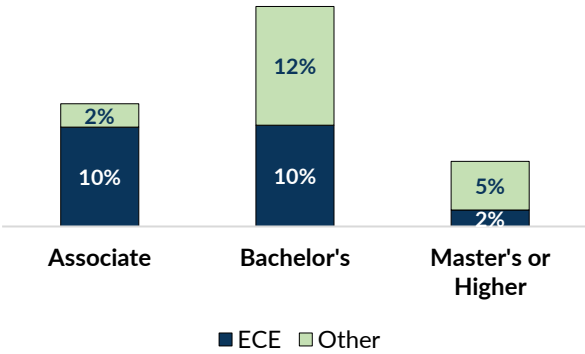
*Workforce benefits data was not requested for the 2023 PER data pull.

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	58.1%	4.3%	<1	997	21.1%
Associate Degree	12.6%	10.2%	2-5	1,276	27.0%
Bachelor's Degree	22.6%	10.4%	6-10	740	15.7%
Master's Degree or Higher	6.7%	1.7%	10+	1,711	36.2%
<i>ECE Credential/Certificate</i>	2.9%				
<i>CDA</i>	2.9%				
<i>Director Credential</i>	N/A				
<i>Infant/Toddler Credential</i>	N/A				
<i>Preschool Credential</i>	N/A				

Training Participation in the Past 12 months

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

59.7%

Average (median) hours of training
received per staff member

17 hours

Staff Meeting Training Requirement by Role	%	Rate of Participation by Language Spoken	%
Center Administrator	59.8%	English	59.7%
Center Lead Teacher	60.8%	Spanish	25.0%
Center Assistant Teacher	60.1%	Russian	50.0%
Licensed Home-Based Owner	54.1%	Arabic	85.7%
Licensed Home-Based Lead Teacher	100%	Chinese	52.4%
Licensed Home-Based Assistant Teacher	57.1%		
FFN & License-Exempt	N/A		
Home Visitors	N/A		

Rate of Participation by Topic			
Culture, Diversity, & Equity	N/A	Observing, Documenting, & Assessing	32.9%
Dual Language Development	N/A	Family & Community Relationships	38.3%
Child Growth & Development	76.2%	Administration & Management	24.2%
Health, Safety, & Nutrition	92.9%	Early Childhood Education Profession & Policy	N/A
Teaching & Learning	40.5%	Belonging, Implicit Bias, & Anti-Racism	N/A