

# 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 Pennsylvania Keys Registry.

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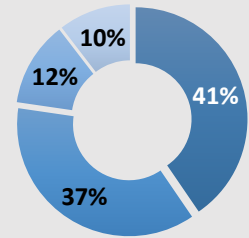
## ECE Workforce Characteristics

Workforce Size	N	%
Center-Based	63,962	98.0%
Licensed Home-Based	1315	2.0%
License-Exempt Home-Based	23	0.0%
Home Visitors	N/A	N/A
<b>Total</b>	<b>65,277</b>	<b>100%</b>
Ages of Children Served		%
Infants Only (birth to age 2 years)		32.3%
Preschool Only (ages 3 and 4 years)		20.1%
School-age Only (5 years and older)		10.5%
Multiple Age Groups		37.1%

Gender	%
Female	94.8%
Male	5.2%
Transgender	N/A
Nonbinary	N/A
Self-Described	N/A

### Staff Age

- 18-29 years
- 30-49 years
- 50-59 years
- 60+ years



## Staff Role by Race/Ethnicity<sup>1</sup>

	Type of Setting	Staff Role							License - Exempt	Home Visitors
		Center-Based			Licensed Home-Based					
		Director	Teacher	Assistant Teacher	Owner	Teacher	Assistant Teacher			
<b>Total</b>	<b>64,263</b>	7,958	19,414	35,600	1,053	80	135	N/A	N/A	
American Indian/ Alaska Native	0.1%	0.2%	0.1%	0.2%	0.0%	0.0%	0.0%	N/A	N/A	
Asian/Pacific Islander	1.8%	1.4%	1.8%	1.9%	0.6%	0.0%	1.5%	N/A	N/A	
Black/African American	17.6%	23.5%	16.5%	16.3%	32.6%	62.5%	47.4%	N/A	N/A	
Hispanic/Latino	9.2%	6.5%	8.2%	9.9%	19.7%	20.0%	30.4%	N/A	N/A	
White	58.8%	58.6%	61.0%	58.5%	37.6%	10.0%	9.6%	N/A	N/A	
Multiple Races	1.7%	1.2%	1.7%	1.9%	0.9%	0.0%	0.0%	N/A	N/A	
Additional Races	1.2%	1.2%	1.2%	1.2%	0.9%	0.0%	1.5%	N/A	N/A	
Unknown	9.6%	7.4%	9.4%	10.2%	7.8%	7.5%	9.6%	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	
Another Country	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	

<sup>1</sup> 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	96.1%
Spanish	N/A	Spanish	2.8%
Armenian	N/A	Russian	0.3%
Russian	N/A	Arabic	0.2%
Arabic	N/A	Chinese	0.1%
Chinese	N/A	Other Languages	0.5%
Other Languages	N/A		

\*Languages spoken with children were 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	\$18.48	\$15.00	\$12.50	\$13.92	\$11.50	\$11.63	N/A	N/A
American Indian/Alaska Native	\$13.00	\$14.77	\$13.00	*	*	*	N/A	N/A
Asian/Pacific Islander	\$19.50	\$15.79	\$14.00	\$12.31	*	\$9.50	N/A	N/A
Black/African American	\$18.00	\$15.00	\$13.00	\$13.53	\$11.00	\$12.00	N/A	N/A
Hispanic/Latino	\$17.00	\$15.00	\$13.00	\$14.88	\$13.00	\$10.00	N/A	N/A
White	\$18.75	\$15.00	\$12.00	\$13.85	\$9.18	\$12.00	N/A	N/A
Multiple Races	\$17.00	\$15.36	\$13.00	*	*	*	N/A	N/A
Other	\$19.23	\$14.28	\$12.50	\$10.00	*	\$9.00	N/A	N/A
Work Status	*	*	*	*	*	*	N/A	N/A
Full-Time**	\$18.69	\$15.00	\$13.00	\$13.99	\$12.00	\$12.00	N/A	N/A
Part-Time	\$16.50	\$14.50	\$12.00	\$11.50	\$11.00	\$10.00	N/A	N/A

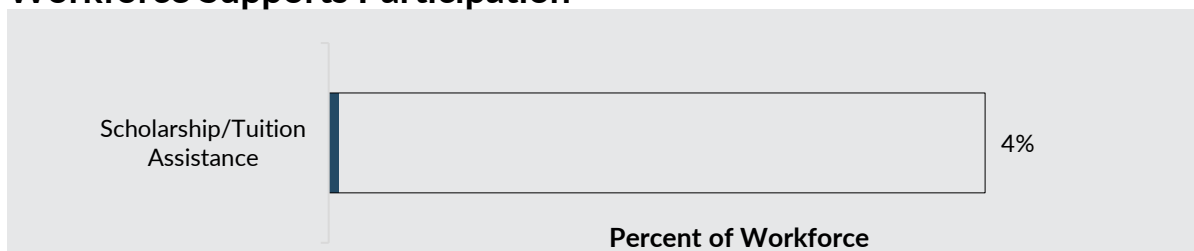
\*Insufficient observations for meaningful data. \*\*Full-time = 30 or more hours worked per week.

## 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

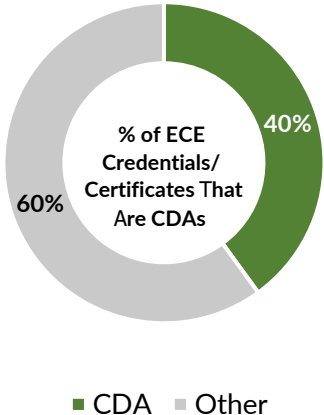
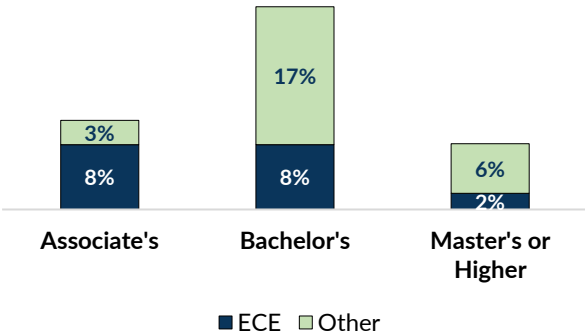
\*Workforce benefits were not requested as part of the 2023 PER data pull.

## Workforce Supports Participation



# 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			
Less Than Associate Degree	56.2%	13.4%	<1	16,914	33.5%
Associate Degree	11.1%	8.3%	2-5	15,246	30.2%
Bachelor's Degree	25.2%	8.3%	6-10	8,345	16.5%
Master's Degree or Higher	7.5%	2.0%	10+	10,013	19.8%
<i>ECE Credential/Certificate</i>	12.7%				
<i>CDA</i>	8.4%				
<i>Director Credential</i>	4.4%				
<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)

**33.1%**

Average (median) hours of training  
received per staff member

**6 hours**

Staff Meeting Training Requirement by Role	%	Rate of Participation by Language Spoken	%
Center Administrator	33.7%	English	36.9%
Center Lead Teacher	35.3%	Spanish	33.4%
Center Assistant Teacher	33.7%	Russian	46.7%
Licensed Home-Based Owner	20.5%	Arabic	42.3%
Licensed Home-Based Lead Teacher	25.2%	Chinese	61.5%
Licensed Home-Based Assistant Teacher	26.7%		
FFN & License-Exempt	13.8%		
Home Visitors	N/A		

Rate of Participation by Topic			
Culture, Diversity, & Equity	N/A	Observing, Documenting, & Assessing	49.3%
Dual Language Development	N/A	Family & Community Relationships	66.3%
Child Growth & Development	63.7%	Administration & Management	25.8%
Health, Safety, & Nutrition	65.1%	Early Childhood Education Profession & Policy	48.7%
Teaching & Learning	82.4%	Belonging, Implicit Bias, & Anti-Racism	N/A