

**Early Care and Education Median Hourly Wage Gap From Living Wage,
Single Adult, By State, 2022**

CSCCE

State	ECE Median Wage, 2022	Living Wage for Single Adult, 2022	ECE Living Wage Gap (Percent)	ECE Living Wage Gap (US\$)
Alabama	\$10.93	\$14.71	26%	\$3.78
Alaska	\$13.08*	\$16.12	19%	\$3.04
Arizona	\$12.98	\$16.71	22%	\$3.73
Arkansas	\$11.04	\$14.34	23%	\$3.30
California	\$15.66	\$19.97	22%	\$4.31
Colorado	\$15.06	\$18.07	17%	\$3.01
Connecticut	\$15.01	\$16.69	10%	\$1.68
Delaware	\$13.89*	\$16.32	15%	\$2.43
District of Columbia	\$18.23*	\$20.82	12%	\$2.59
Florida	\$12.02	\$16.66	28%	\$4.64
Georgia	\$11.44	\$16.66	31%	\$5.22
Hawaii	\$14.16	\$20.73	32%	\$6.57
Idaho	\$11.00	\$15.11	27%	\$4.11
Illinois	\$13.33	\$17.01	22%	\$3.68
Indiana	\$11.95	\$14.83	19%	\$2.88
Iowa	\$11.30	\$14.79	24%	\$3.49
Kansas	\$11.25	\$14.75	24%	\$3.50
Kentucky	\$10.70	\$14.52	26%	\$3.82
Louisiana	\$10.60	\$14.91	29%	\$4.31
Maine	\$13.51	\$15.54	13%	\$2.03

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Maryland	\$14.17	\$18.43	23%	\$4.26
Massachusetts	\$16.95	\$20.07	16%	\$3.12
Michigan	\$11.81	\$15.29	23%	\$3.48
Minnesota	\$13.66	\$15.96	14%	\$2.30
Mississippi	\$10.62	\$14.49	27%	\$3.87
Missouri	\$11.71	\$14.82	21%	\$3.11
Montana	\$10.90*	\$14.78	26%	\$3.88
Nebraska	\$11.29	\$14.79	24%	\$3.50
Nevada	\$13.25	\$16.00	17%	\$2.75
New Hampshire	\$14.95	\$16.20	8%	\$1.25
New Jersey	\$14.33	\$17.59	19%	\$3.26
New Mexico	\$12.03	\$15.11	20%	\$3.08
New York	\$14.90	\$20.17	26%	\$5.27
North Carolina	\$12.31	\$15.82	22%	\$3.51
North Dakota	\$11.46	\$14.43	21%	\$2.97
Ohio	\$12.02	\$14.41	17%	\$2.39
Oklahoma	\$11.04	\$14.56	24%	\$3.52
Oregon	\$14.33	\$18.22	21%	\$3.89
Pennsylvania	\$13.07	\$15.43	15%	\$2.36
Rhode Island	\$14.79	\$16.47	10%	\$1.68

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South Carolina	\$10.96	\$15.73	30%	\$4.77
South Dakota	\$11.81	\$14.24	17%	\$2.43
Tennessee	\$11.57	\$15.03	23%	\$3.46
Texas	\$11.67	\$15.78	26%	\$4.11
Utah	\$12.47	\$16.37	24%	\$3.90
Vermont	\$13.25*	\$15.81	16%	\$2.56
Virginia	\$13.41	\$17.90	25%	\$4.49
Washington	\$15.46	\$18.41	16%	\$2.95
West Virginia	\$11.43	\$14.64	22%	\$3.21
Wisconsin	\$12.99	\$15.10	14%	\$2.11
Wyoming	\$10.60*	\$14.70	28%	\$4.10

Source: Authors' analysis of American Community Survey public use microdata, retrieved from IPUMS USA (<https://doi.org/10.18128/D010.V14.0>).

Note: Living wage estimates derive from the MIT Living Wage Calculator (Glasmeier, A.K. [2023]. Living Wage Calculator. The Massachusetts Institute of Technology), which can be accessed at <http://livingwage.mit.edu/>. We use data provided by the 2023 Living Wage model, adjusted for inflation to 2022.

*Interpret with caution (Census ECE sample $n < 200$).