

Minimum Qualifications in Child Care Licensing Summary, By State and Territory, 2024

CSCCE

State	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
Alabama	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent
Alaska	Some higher ed/training, greater than CDA or equivalent, but less than AA	None	None	None	None	None
Arizona	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None	None
Arkansas	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None
California	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None
Colorado	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	None
Connecticut	Some higher ed/training, but less than CDA or equivalent	CDA or equivalent	None	High school diploma/GED only	None	None
Delaware	BA or above	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only
District of Columbia	BA or above	AA	CDA or equivalent	Not Applicable	CDA or equivalent	CDA or equivalent
Florida	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent
Georgia	CDA or equivalent	CDA or equivalent	CDA or equivalent	Not Applicable	None	None
Hawaii	CDA or equivalent	CDA or equivalent	None	CDA or equivalent	CDA or equivalent	CDA or equivalent
Idaho	None	None	Not Applicable	None	None	None

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Illinois	AA	AA	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	None
Indiana	AA	CDA or equivalent	CDA or equivalent	Not Applicable	None	None
Iowa	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	None	None	Some higher ed/training, but less than CDA or equivalent	None
Kansas	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	None	None
Kentucky	High school diploma/GED only	High school diploma/GED only	High school diploma/GED only	Not Applicable	High school diploma/GED only	None
Louisiana	Some higher ed/training, greater than CDA or equivalent, but less than AA	None	None	Not Applicable	None	Not Applicable
Maine	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	None	Not Applicable	High school diploma/GED only	None
Maryland	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None
Massachusetts	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	None	Not Applicable	None	None
Michigan	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	High school diploma/GED only	None	None
Minnesota	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	CDA or equivalent	None
Mississippi	CDA or equivalent	None	None	None	None	None

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Missouri	Some higher ed/training, but less than CDA or equivalent	None	None	Some higher ed/training, but less than CDA or equivalent	None	None
Montana	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	None
Nebraska	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None	None	None
Nevada	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent
New Hampshire	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None	None
New Jersey	CDA or equivalent	CDA or equivalent	None	Not Applicable	None	None
New Mexico	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None
New York	CDA or equivalent	CDA or equivalent	None	None	None	None
North Carolina	CDA or equivalent	High school diploma/GED only	None	Not Applicable	None	None
North Dakota	CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	None	None	None
Ohio	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	Not Applicable	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only
Oklahoma	Some higher ed/training, greater than CDA or equivalent, but less than AA	High school diploma/GED only	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/GED only	None
Oregon	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None	None	None

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Pennsylvania	AA	AA	High school diploma/ GED only	High school diploma/ GED only	Some higher ed/training, but less than CDA or equivalent	None
Rhode Island	Some higher ed/training, greater than CDA or equivalent, but less than AA	High school diploma/ GED only	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/ GED only	Some higher ed/training, but less than CDA or equivalent
South Carolina	High school diploma/ GED only	High school diploma/ GED only	None	High school diploma/ GED only	None	None
South Dakota	None	None	None	None	None	None
Tennessee	Some higher ed/training, but less than CDA or equivalent	High school diploma/ GED only	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None
Texas	Some higher ed/training, greater than CDA or equivalent, but less than AA	High school diploma/ GED only	Some higher ed/training, but less than CDA or equivalent	Not Applicable	None	Not Applicable
Utah	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent
Vermont	Some higher ed/training, greater than CDA or equivalent, but less than AA	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent
Virginia	CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	High school diploma/ GED only	Not Applicable	None	None
Washington	CDA or equivalent	Some higher ed/training, greater than CDA or equivalent, but less than AA	CDA or equivalent	Not Applicable	CDA or equivalent	CDA or equivalent
West Virginia	CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	Not Applicable	None	None

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Wisconsin	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	Not Applicable	Some higher ed/training, but less than CDA or equivalent	None
Wyoming	Some higher ed/training, but less than CDA or equivalent	None	Some higher ed/training, but less than CDA or equivalent	Some higher ed/training, but less than CDA or equivalent	None	None

Territory	Center Directors	Center Teachers	Family Child Care Home Providers	Group Child Home Providers	Center Assistants/Aides	Home Provider Assistants/Aides
American Samoa	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
US Virgin Islands	CDA or equivalent	CDA or equivalent	CDA or equivalent	CDA or equivalent	High school diploma/GED only	High school diploma/GED only

Source: CSCCE 2024 Early Childhood Workforce Index survey of states and scan of state agency websites.

Notes: CSCCE coding of individual state licensing requirements. Refers to minimum qualification that applies to work in the role/setting or that must be completed within a specified timeframe of beginning that role. Most regulations also include additional experience and higher possible qualification levels. In some cases, there are higher levels of minimum qualifications required for larger settings (e.g., centers of a certain size) or for certain roles (e.g., head teacher vs. teacher). In all tables, we include Child Development Associate® (CDA) Credentials or their functional equivalent. There is no established consensus on an equivalent to a CDA. Eight semester college credits or 120 clock hours of training were used as the standard for comparing whether other minimum qualification requirements were equivalent to, less than, or exceed the CDA, in line with the Council for Professional Recognition standards, see Council for Professional Recognition. (2020). CDA® Credentialing Program FAQs. <https://www.cdacouncil.org/credentials/faqs/apply-for-cda-faqs>. A variety of associate and bachelor's degrees in early childhood education or related fields are offered within and across states. Students pursuing associate degrees may earn an A.A., A.S., A.A.S., or A.A.T., depending on their location, institution, and career goals. Similarly, students pursuing a bachelor's degree may earn a B.A., B.S., or B.S.Ed. For the sake of brevity, references to associate and bachelor's degrees in all table and chart use "AA" and "BA" and are inclusive of the various types of degrees offered within a state.