

APPENDIX TABLE 3.9

Workforce Surveys, By State and Territory, 2024						
State	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL*
Alabama	1	First Class Pre-K Teacher Survey Report 2019	2019	2019	Not Available	https://www.children.alabama.gov/wp-content/uploads/2021/09/First-Class-Pre-K-Teacher-Survey-Report-2019.pdf
		First Class Pre-K Director Survey Report 2019				https://www.children.alabama.gov/wp-content/uploads/2021/09/First-Class-Pre-K-Director-Survey-Report-2019.pdf
Alaska	1	Early Childhood and School-Age Educators Wage and Compensation Survey	2019	2019	CCDF (general fund)	https://www.threadalaska.org/seed/blog/recommendations-made-for-a-wage-and-compensation-model-for-alaska
Arizona	4	Candelen Home-Based Child Care Study	2024	2023	Private Funding	https://candelen.org/wp-content/uploads/2024/07/2024-HBCC-Report-1.pdf
		Comprehensive System of Personnel Development Recruitment and Retention Survey (2022)	2022	2022	Other federal funds (Head Start, Title I, ESSER, or other)	Not Available
		Comprehensive System of Personnel Development Recruitment and Retention Survey (2021)	2021	2021	Other federal funds (Head Start, Title I, ESSER, or other)	Not Available
		Comprehensive System of Personnel Development Recruitment and Retention Survey (2020)	2020	2020	Other federal funds (Head Start, Title I, ESSER, or other)	Not Available
Arkansas	1	2022 Arkansas Workforce Study: Instructional Staff in Early Childhood Care and Education	2022	2022	CCDF (general fund), Private Funding	https://medicine.uams.edu/familymedicine/research/red/research-evaluation/arkansas-workforce-study/
California	1	2020 California Early Care and Education Workforce Study	2021	2020	CCDF (general fund)	https://cscce.berkeley.edu/projects/california-early-care-and-education-workforce-study/

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Colorado	0	Not Applicable	2017	2016	None	Not Applicable
Connecticut	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Delaware	1	Delaware Early Learning Workforce Study Phase I	2022	2022	State/Local Funds	https://education.delaware.gov/wp-content/uploads/2022/11/HS-1-for-HB-377-Early-Childhood-Workforce-Study-Phase-I-Report-to-152nd-GA.pdf
District of Columbia	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Florida	0	Not Applicable	2013	2012	None	Not Applicable
Georgia	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Hawaii	1	Early Childhood Educator Compensation Equity Study	2022	2022	Private Funding	https://coe.hawaii.edu/ece3/initiatives/early-childhood-educator-compensation-equity-study/
Idaho	1	Early Care and Education Professional Survey/Child Care Owner and Director Survey 2022	2022	2022	CCDF (general fund)	https://idahostars.org/portals/61/docs/About-Us/WorkforceReport_2022.pdf
Illinois	2	2021 Salary and Staffing Survey of Licensed Child Care Facilities	2021	2021	CCDF (general fund)	https://www.dhs.state.il.us/page.aspx?item=59381
		2019 Salary and Staffing Survey of Licensed Child Care Facilities	2019	2019	CCDF (general fund)	https://www.dhs.state.il.us/page.aspx?item=125472
Indiana	1	2019 Indiana Workforce Study: Working in Child Care in Indiana	2019	2019	CCDF (general fund)	https://inaeyc.org/wp-content/uploads/2020/06/2019-Workforce-Study.pdf
Iowa	1	2022 Iowa Early Childhood Workforce Study	2023	2022	CCDF (general fund)	https://i2d2.iastate.edu/2023-iowa-child-care-workforce-study/
Kansas	0	Not Applicable	2018	2017	None	Not Applicable

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Kentucky	2	2020 Kentucky Child Care Workforce Report	2021	2020	CCDF (general fund)	https://www.childcareawareky.org/research/
		Kentucky's 2019 Child Care Workforce Study	2020	2019	CCDF (general fund)	https://www.childcareawareky.org/research/
Louisiana	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Maine	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Maryland	0	Not Applicable	2017	2016	None	Not Applicable
Massachusetts	1	The Massachusetts Early Education and Care Workforce Survey 2019	2020	2019	Not Available	https://bpb-us-w2.wpmucdn.com/blogs.umb.edu/dist/3/4418/files/2020/10/UMass-Boston-EEC-Workforce-Survey-Report-October-2020-Final-Updated.pdf
Michigan	0	Not Applicable	2019	2018	None	Not Applicable
Minnesota	2	Early Care and Education Workforce Study 2023	2023	2023	PDG B-5	https://www.wilder.org/sites/default/files/imports/EarlyCare_EducationWorkforce_Minnesota_Report_12-23.pdf
		National Survey of Early Care and Education – Minnesota Supplement	2022	2019	CCDF (general fund)	https://mn.gov/dhs/assets/NSECE%20MN%20Center%20Based%20Program%20Characteristics_2019_tcm1053-567919.pdf (center); https://mn.gov/dhs/assets/NSECE%20MN%20Home%20Based%20Provider%20Characteristics_2019_graphsfixed_acc_final_tcm1053-567920.pdf (home)
Mississippi	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Missouri	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Montana	1	Montana's Early Childhood Educators: Recruiting and Retaining an Essential Workforce	2022	2018	Not Available	https://link.springer.com/article/10.1007/s10643-022-01308-3#Sec4

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Nebraska	1	Nebraska Early Childhood Program and Leadership Survey 2019	2019	2019	Not Available	Not Available
Nevada	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
New Hampshire	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
New Jersey	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
New Mexico	1	New Mexico Early Childhood Workforce Survey	2023	2019	Not Available	https://growingupnm.org/wp-content/uploads/2021/11/New-Mexico-Early-Childhood-Workforce-Survey-Report.pdf
New York	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
North Carolina	1	2019 North Carolina Child Care Workforce Study	2020	2019	CCDF (general fund), PDG B-5	https://www.childcareservices.org/research/workforce-studies/working-in-early-care-and-education-statewide-workforce-studies/2019-north-carolina-child-care-workforce-study/
North Dakota	0	Not Applicable	2016	2016	None	Not Applicable
Ohio	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Oklahoma	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Oregon	1	Early Educator Voices: Oregon (SEQUAL)	2023	2022	State/Local Funds	https://cscce.berkeley.edu/wp-content/uploads/2023/02/SEQUAL-Oregon-Report.pdf
Pennsylvania	2	The High Cost of Working in Early Childhood Education	2023	2022	Private Funding	https://www.childrenfirstpa.org/wp-content/uploads/2023/03/PA_Child_Care_Wages_1-23.pdf
		September 2023 Child Care Staffing Survey	2023	2023	Private Funding	https://startstrongpa.org/news-op-eds-releases/2024/1/26/historic-shortage-of-child-care-teachers-shrinks-child-care-availability-for-pa-families-by-26000-slots

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Rhode Island	2	2023 Early Childhood Educator Compensation Report	2024	2023	PDG B-5	http://kids.ri.gov/cabinet/documents/RI%20DHS%20ECE%20Compensation%20Study%20Final%20Report,%202024.pdf
		Workforce Needs Assessment Report (PDG 2019)	2019	2019	PDG B-5	
South Carolina	0	Not Applicable	2018	2018	None	Not Applicable
South Dakota	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Tennessee	0	Not Applicable	Not Applicable	Not Applicable	None	Not Applicable
Texas	1	Child Care in Crisis: Texas Case Study	2023	2022	CCDF (general fund), PDG B-5	https://pn3policy.org/child-care-in-crisis-texas-case-study-1/
Utah	1	Youth and Early Care Workforce Bonus	2022	2022	CRRSA	https://jobs.utah.gov/occ/plans.html
Vermont	0	Not Applicable	2015	2015	None	Not Applicable
Virginia	3	Virginia Workforce Survey - 2022 (UVA)	2022	2022	PDG B-5	Reports summarizing various providers findings: https://www.see-partnerships.com/virginia.html Regional reports: https://www.see-partnerships.com/readyregions.html
		Virginia Workforce Survey - 2021 (UVA)	2021	2021	PDG B-5	Reports summarizing various providers findings: https://www.see-partnerships.com/virginia.html Regional reports: https://www.see-partnerships.com/readyregions.html
		Virginia Workforce Survey - 2020 (UVA)	2020	2020	PDG B-5	Reports summarizing various providers findings: https://www.see-partnerships.com/virginia.html Regional reports: https://www.see-partnerships.com/readyregions.html

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Washington	0	Not Applicable	Not Applicable	Not Applicable	None	https://www.prenatal5fiscal.org/washington
West Virginia	0	2021 Child Care Needs Assessment	2023	2021	CCDF (general fund), PDG B-5	Not Available
Wisconsin	1	Wisconsin Early Care and Education Workforce Study	2021	2021	PDG B-5	https://dcf.wisconsin.gov/childcare/pdg/sandbox
Wyoming	1	ECE Provider survey as part of the Wyoming Statewide Needs Assessment	2020	2019	PDG B-5	https://drive.google.com/file/d/1ADEHle9NxDaOGig5HiRxjCWrsPnzmpZ9/view

Territory	Number of Surveys (2019-present)	Name of Survey(s)	Year Most Recent Survey Published	Year(s) of Data Represented (Most Recent)	Funding Source	URL
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
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

*Note: Links have been verified at the time of publication but are not actively updated.