

## EARLY CHILDHOOD

# 5%

THE PERCENT OF ELIGIBLE  
INFANTS AND TODDLERS IN  
EARLY HEAD START



The first five years of a child's life are a time of great opportunity and risk as children's brains develop more rapidly than at any other point. The foundation for their future success depends on the actions of parents and other caregivers. Children who grow up in supportive environments are more likely to develop self-confidence, an increased desire to learn, and better impulse control as well as improve achievement in school and throughout their life.<sup>1</sup> Unfortunately the odds are stacked against the 4.7 million children under 6 living in poverty who often face unsafe and stressful environments where their physical and emotional needs are not met.<sup>2</sup>

Young children need a full continuum of quality early childhood opportunities. High-quality early childhood development and learning opportunities from birth to age 5 have been proven to buffer the negative impacts of poverty and other stressors and yield positive returns.

- Studies show children who experience high-quality early childhood programs are more likely to graduate from high school, hold a job, and make more money and are less likely to commit a crime than peers who do not.<sup>3</sup>
- The Abbott Preschool program serving children in low-income communities in New Jersey was found to decrease grade retention and special education placement rates and increase achievement in literacy, math and science through fifth grade.<sup>4</sup> Other studies of large preschool programs in Boston and Tulsa have shown similarly positive results.<sup>5</sup>
- Nobel Prize Winner in Economics James Heckman estimates the lifelong return on investment from quality early childhood programs to be more than 13 percent a year for every dollar invested.<sup>6</sup>

While many existing early childhood programs are effective, they often fall short of serving and supporting all children in need.

- Voluntary, evidence-based home visiting programs provide impressive short- and long-term gains for children and families who participate. However, in FY2015, the Maternal, Infant and Early Childhood Home Visiting Program (MIECHV) served only a small portion of at-risk parents and children across the country.<sup>7</sup>

- Early Head Start and Head Start are federally-funded high-quality early childhood programs that provide comprehensive services including child care, mental health, nutritional and other developmental services and connect poor children and families with other community resources when needed. In 2016 Early Head Start served only 5 percent of eligible infants and toddlers and Head Start served only 54 percent of eligible 3- and 4-year-olds.<sup>8</sup>
- Other quality preschool programs for 3- and 4-year-olds are also a key part of the continuum. Yet, according to the National Institute for Early Education Research (NIEER), during the 2015-2016 school year, only 32 percent of 4-year-olds and 5 percent of 3-year-olds were enrolled in a state-funded preschool program. Of the 43 states and the District of Columbia that invested in state-funded preschool, only two operated a program that met all 10 of NIEER's evidence-based quality standards (see **Table 17**). While total state funding for preschool increased by 8 percent during the 2015-2016 school year, more work is needed to ensure that all children, especially the poorest and most vulnerable, have access to high quality preschool.<sup>9</sup>
  - As states continue to increase funding for quality preschool, it will be important for them to create positive school climates for all children while avoiding exclusionary discipline practices. During 2013-2014, Black children in public preschool programs were nearly four times as likely as their White peers to receive at least one out-of-school suspension.<sup>10</sup>
- Full-day kindergarten fosters continued learning and ensures children do not miss a half step as they start school. Although 80 percent of 5-year-olds in kindergarten are enrolled in a full-day program, access to full-day kindergarten is only guaranteed by statute in 13 states and the District of Columbia.<sup>11</sup> Those who have only a half day miss out on higher-quality learning as full-day kindergarten gives teachers more opportunities to meet children's needs comprehensively. Data from the Early Childhood Longitudinal Study show students in full-day kindergarten programs have better academic outcomes than their peers in half-day programs.<sup>12</sup>

High-quality, affordable child care that meets children's developmental needs is also essential for working families. However, the cost of high-quality child care is a barrier for many.

- Center-based child care for an infant cost more than public college tuition in 31 states and the District of Columbia in 2015 (see **Table 18**). In one study, child care costs exceeded rent for 81 percent of two-parent, two-child families surveyed.<sup>13</sup>
- The Child Care and Development Block Grant, which provides subsidies to help families with child care costs, currently serves just 16 percent of all federally-eligible children.<sup>14</sup>
- The number of children receiving publicly-funded child care subsidies has decreased by more than 370,000 since 2006 (see **Table 19**). Access to high-quality child care is not guaranteed even for families who do receive subsidies as care costs increase.<sup>15</sup>
- A well-trained, competitively-compensated workforce is necessary to ensure that child care provided is of high quality; however, in 2015 child care workers were paid less than parking lot attendants in 30 states (see **Table 20**).

Less than 32 percent of 4-year-olds and 5 percent of 3-year-olds were enrolled in a state-funded preschool program during 2015-2016 and quality varied widely from state to state.

**Table 17: Enrollment of 4- and 3-Year-Olds in State-Funded Preschool Programs, 2015-2016**

|                      | Number           |                | Percent      |             | NIEER Quality Benchmarks Met (Out of 10) <sup>a</sup> |
|----------------------|------------------|----------------|--------------|-------------|---|
|                      | 4-Year-Olds      | 3-Year-Olds    | 4-Year-Olds  | 3-Year-Olds |   |
| Alabama              | 11,296           | 0              | 18.9%        | 0.0%        | 10  |
| Alaska               | 319              | 0              | 2.8          | 0.0         | 5   |
| Arizona              | 3,763            | 1,602          | 4.4          | 1.9         | 1   |
| Arkansas             | 12,314           | 7,127          | 32.0         | 18.4        | 7   |
| California           | 178,821          | 42,354         | 35.0         | 8.5         | 4.4 <sup>b</sup>                                      |
| Colorado             | 15,704           | 5,429          | 23.1         | 8.1         | 5   |
| Connecticut          | 9,222            | 3,623          | 23.7         | 9.5         | 4.8 <sup>b</sup>                                      |
| Delaware             | 843              | 0              | 7.3          | 0.0         | 6   |
| District of Columbia | 6,944            | 5,736          | 81.2         | 70.0        | 3   |
| Florida              | 169,025          | 0              | 76.0         | 0.0         | 3   |
| Georgia              | 80,825           | 0              | 59.7         | 0.0         | 6   |
| Hawaii               | 375              | 0              | 2.0          | 0.0         | 7   |
| Idaho                | —                | —              | —            | —           | —   |
| Illinois             | 41,397           | 31,458         | 26.1         | 19.9        | 7   |
| Indiana              | 1,585            | 0              | 1.9          | 0.0         | 1   |
| Iowa                 | 24,750           | 1,166          | 63.7         | 3.0         | 6.9 <sup>b</sup>                                      |
| Kansas               | 7,903            | 0              | 19.8         | 0.0         | 7.1 <sup>b</sup>                                      |
| Kentucky             | 14,232           | 4,950          | 25.8         | 9.0         | 8   |
| Louisiana            | 19,860           | 0              | 32.2         | 0.0         | 8 <sup>b</sup>  |
| Maine                | 5,177            | 0              | 40.2         | 0.0         | 9   |
| Maryland             | 27,003           | 3,733          | 35.7         | 5.0         | 7   |
| Massachusetts        | 5,681            | 5,329          | 7.6          | 7.3         | 6.6 <sup>b</sup>                                      |
| Michigan             | 38,771           | 0              | 33.6         | 0.0         | 9   |
| Minnesota            | 858              | 759            | 1.2          | 1.1         | 7   |
| Mississippi          | 1,517            | 263            | 3.9          | 0.7         | 8   |
| Missouri             | 1,563            | 926            | 2.1          | 1.2         | 8   |
| Montana              | —                | —              | —            | —           | —   |
| Nebraska             | 8,227            | 3,670          | 31.6         | 14.1        | 7   |
| Nevada               | 1,357            | 179            | 3.8          | 0.5         | 6   |
| New Hampshire        | —                | —              | —            | —           | —   |
| New Jersey           | 31,800           | 20,970         | 29.1         | 19.6        | 8.8 <sup>b</sup>                                      |
| New Mexico           | 9,254            | 503            | 33.3         | 1.9         | 8   |
| New York             | 118,560          | 1,509          | 49.9         | 0.6         | 7   |
| North Carolina       | 26,851           | 0              | 21.9         | 0.0         | 9   |
| North Dakota         | —                | —              | —            | —           | —   |
| Ohio                 | 10,846           | 3,919          | 7.8          | 2.8         | 5   |
| Oklahoma             | 39,593           | 1,648          | 73.8         | 3.1         | 6   |
| Oregon               | 4,626            | 3,214          | 9.9          | 7.0         | 7   |
| Pennsylvania         | 16,820           | 8,995          | 11.6         | 6.3         | 6.1 <sup>b</sup>                                      |
| Rhode Island         | 594              | 0              | 5.4          | 0.0         | 10  |
| South Carolina       | 23,536           | 0              | 40.0         | 0.0         | 4.5 <sup>b</sup>                                      |
| South Dakota         | —                | —              | —            | —           | —   |
| Tennessee            | 17,419           | 585            | 21.8         | 0.7         | 5   |
| Texas                | 194,861          | 25,779         | 48.7         | 6.6         | 4   |
| Utah                 | —                | —              | —            | —           | —   |
| Vermont              | 4,096            | 2,708          | 66.7         | 43.8        | 5   |
| Virginia             | 18,356           | 0              | 17.8         | 0.0         | 4   |
| Washington           | 7,702            | 3,989          | 8.6          | 4.4         | 7   |
| West Virginia        | 13,615           | 2,277          | 66.4         | 11.0        | 9   |
| Wisconsin            | 48,859           | 579            | 71.0         | 0.8         | 3 <sup>b</sup>  |
| Wyoming              | —                | —              | —            | —           | —   |
| <b>United States</b> | <b>1,276,719</b> | <b>194,979</b> | <b>31.8%</b> | <b>4.9%</b> |   |

<sup>a</sup>The National Institute for Early Education Research (NIEER) defines a state preschool program as one serving 3- and 4-year-olds that is funded, controlled, and directed by the state. Its primary focus must be early childhood education and it must offer a group learning experience to children at least two days each week. It may serve children with disabilities but cannot be primarily designed to serve those children. State-funded preschool may be coordinated and integrated with the child care subsidy system in the state. State supplements for Head Start constitute state preschool if they substantially increase the number of children served and involve some state administrative responsibility. NIEER uses 10 benchmarks to measure the quality of state preschool programs: 1) comprehensive early learning and development standards that are horizontally and vertically aligned, supported, and culturally sensitive; 2) supports for curriculum implementation; 3) teachers with bachelor's degrees and 4) specialization in early childhood; 5) assistant teachers with child development associate's or equivalent degrees; 6) at least 15 hours/year of professional development, individualized plans and professional development plans, and coaching for lead and assistant teachers; 7) a maximum class size of 20; 8) child-staff ratios of no more than 10:1; 9) comprehensive vision, hearing, and health screenings; and 10) continuous quality improvement system.

<sup>b</sup>These states have more than one preschool program, and the score is an average of the programs operating in each state.

Note: "—" means no program.

Source: National Institute for Early Education Research. 2017. "State of Preschool 2016 Yearbook," Tables 1 and 2. [http://nieer.org/wp-content/uploads/2017/05/YB2016\\_StateofPreschool2.pdf](http://nieer.org/wp-content/uploads/2017/05/YB2016_StateofPreschool2.pdf).

## In 2015, center-based care for infants was more expensive than public college in 31 states and the District of Columbia.

**Table 18: Child Care Costs for Infants, 2015**

|                      | Average Annual Cost for an Infant in Center-Based Care | Percent Difference between Cost of Infant Center-Based Care and Public College <sup>a</sup> | Cost of Center-Based Care for Infants as a Percent of: |  |                    |
|----------------------|--|---|--|--|--------------------|
|                      |  |   | Income for a Poor Family                               | State Median Income for a Single-Parent Family | Median Annual Rent |
| Alabama              | \$5,644  | -42.1%  | 28.1%  | 30.5%  | 67.1%              |
| Alaska               | 11,700   | 74.5  | 46.4   | 36.9   | 87.6               |
| Arizona              | 9,993  | -6.0  | 49.7   | 40.1   | 93.7               |
| Arkansas             | 6,074  | -22.9   | 30.2   | 29.8   | 76.9               |
| California           | 13,343   | 44.0  | 66.4   | 50.4   | 91.4               |
| Colorado             | 14,950   | 53.4  | 74.4   | 49.2   | 131.1              |
| Connecticut          | 14,079   | 26.0  | 70.1   | 47.0   | 112.6              |
| Delaware             | 10,396   | -11.0   | 51.7   | 33.8   | 87.6               |
| District of Columbia | 22,658   | 205.3   | 112.8  | 89.9   | 149.4              |
| Florida              | 8,719  | 37.1  | 43.4   | 35.6   | 74.7               |
| Georgia              | 7,597  | -10.1   | 37.8   | 33.0   | 74.1               |
| Hawaii               | 13,584   | 33.5  | 58.8   | 45.3   | 81.6               |
| Idaho                | 7,385  | 8.3   | 36.8   | 33.1   | 85.7               |
| Illinois             | 13,176   | 1.1   | 65.6   | 53.7   | 124.2              |
| Indiana              | 8,929  | -2.1  | 44.4   | 40.1   | 102.3              |
| Iowa                 | 10,015   | 27.1  | 49.9   | 41.2   | 124.0              |
| Kansas               | 11,482   | 36.0  | 57.2   | 48.5   | 130.4              |
| Kentucky             | 7,800  | -18.5   | 38.8   | 40.6   | 99.5               |
| Louisiana            | 5,754  | -29.2   | 28.6   | 27.9   | 62.8               |
| Maine                | 9,677  | 1.1   | 48.2   | 44.2   | 106.1              |
| Maryland             | 14,726   | 60.7  | 73.3   | 40.3   | 102.8              |
| Massachusetts        | 17,082   | 47.1  | 85.0   | 61.3   | 133.9              |
| Michigan             | 10,178   | -15.1   | 50.7   | 47.7   | 111.0              |
| Minnesota            | 14,826   | 36.9  | 73.8   | 54.7   | 150.5              |
| Mississippi          | 5,045  | -29.4   | 25.1   | 24.9   | 60.3               |
| Missouri             | 9,100  | 7.6   | 45.3   | 40.2   | 104.2              |
| Montana              | 9,383  | 12.0  | 46.7   | 46.9   | 114.5              |
| Nebraska             | 9,043  | 11.5  | 45.0   | 35.9   | 107.0              |
| Nevada               | 10,317   | 13.9  | 51.4   | 36.1   | 89.7               |
| New Hampshire        | 12,399   | 3.3   | 61.7   | 41.1   | 105.4              |
| New Jersey           | 11,548   | -13.2   | 57.5   | 37.3   | 82.6               |
| New Mexico           | 7,802  | 21.8  | 38.8   | 38.2   | 85.3               |
| New York             | 14,144   | 85.0  | 70.4   | 54.5   | 107.5              |
| North Carolina       | 9,254  | 32.8  | 46.1   | 40.5   | 99.9               |
| North Dakota         | 8,431  | 9.7   | 42.0   | 38.7   | 105.8              |
| Ohio                 | 8,985  | -12.0   | 44.7   | 42.0   | 105.3              |
| Oklahoma             | 6,572  | -11.8   | 32.7   | 30.3   | 78.0               |
| Oregon               | 11,964   | 27.7  | 59.6   | 52.8   | 113.7              |
| Pennsylvania         | 11,978   | -10.6   | 59.6   | 48.6   | 122.5              |
| Rhode Island         | 12,882   | 13.0  | 64.1   | 49.9   | 118.8              |
| South Carolina       | 6,483  | -45.1   | 32.3   | 31.5   | 70.5               |
| South Dakota         | 6,143  | -23.7   | 30.6   | 24.4   | 79.5               |
| Tennessee            | 8,378  | -9.6  | 41.7   | 41.2   | 94.0               |
| Texas                | 9,207  | -0.2  | 45.8   | 38.5   | 90.6               |
| Utah                 | 9,183  | 44.3  | 45.7   | 33.7   | 88.7               |
| Vermont              | 11,513   | -23.2   | 57.3   | 47.3   | 110.2              |
| Virginia             | 12,220   | 3.4   | 60.8   | 45.7   | 93.6               |
| Washington           | 13,110   | 27.4  | 65.3   | 50.3   | 112.2              |
| West Virginia        | 8,580  | 20.1  | 42.7   | 50.2   | 115.7              |
| Wisconsin            | 11,750   | 33.4  | 58.5   | 49.7   | 129.2              |
| Wyoming              | 9,110  | 86.3  | 45.3   | 38.8   | 98.7               |

<sup>a</sup>A positive percent (higher than 0) means infant center-based care cost more than public college tuition. A negative percent (lower than 0) means infant center-based care cost less than public college tuition.

Source: Child Care Aware of America. 2017. "Parents and the High Cost of Child Care 2016." <http://www.usa.childcareaware.org/advocacy-public-policy/resources/reportsand-research/costofcare/>.

Although nearly 840,000 families and 1.4 million children were served each month by the Child Care and Development Fund in FY2015, more than 370,000 subsidies have been lost since 2006—the year before the recession began.

**Table 19: Average Monthly Number of Children and Families Served by the Child Care and Development Fund by Race/Ethnicity, FY2015**

|                                  | Number of Families, FY2015 | Number of Children, FY2015 | Change in Children Served 2006-2015 | Percent of Children Who Are: |            |            |           |                                |                                   |              |                     |
|----------------------------------|----------------------------|----------------------------|-------------------------------------|------------------------------|------------|------------|-----------|--------------------------------|-----------------------------------|--------------|---------------------|
|                                  |                            |                            |                                     | White                        | Hispanic   | Black      | Asian     | Native American/ Alaska Native | Native Hawaiian/ Pacific Islander | Multi-Racial | In Unregulated Care |
| Alabama                          | 13,500                     | 24,800                     | -3,200                              | 1%                           | 19%        | 79%        | 0%        | 0%                             | 0%                                | 1%           | 42%                 |
| Alaska                           | 2,400                      | 3,600                      | -1,300                              | 10                           | 43         | 10         | 5         | 10                             | 5                                 | 21           | 18                  |
| Arizona                          | 16,700                     | 24,400                     | -5,800                              | 39                           | 67         | 17         | 0         | 5                              | 0                                 | 10           | 6                   |
| Arkansas                         | 5,200                      | 7,400                      | 1,800                               | 8                            | 43         | 47         | 0         | 0                              | 0                                 | 2            | 0                   |
| California                       | 74,600                     | 108,600                    | -66,900                             | 58                           | 71         | 20         | 5         | 1                              | 1                                 | 2            | 21                  |
| Colorado                         | 10,200                     | 16,900                     | 600                                 | 22                           | 29         | 8          | 0         | 1                              | 0                                 | 4            | 1                   |
| Connecticut                      | 5,900                      | 8,500                      | -1,600                              | 42                           | 33         | 33         | 1         | 1                              | 0                                 | 8            | 35                  |
| Delaware                         | 4,500                      | 7,200                      | -300                                | 13                           | 34         | 64         | 1         | 0                              | 0                                 | 1            | 7                   |
| District of Columbia             | 1,200                      | 1,500                      | -2,200                              | 15                           | 13         | 85         | 0         | 1                              | 1                                 | 0            | 0                   |
| Florida                          | 58,000                     | 82,200                     | -26,400                             | 26                           | 47         | 48         | 0         | 0                              | 0                                 | 4            | 8                   |
| Georgia                          | 33,300                     | 58,900                     | -5,700                              | 4                            | 15         | 81         | 0         | 0                              | 0                                 | 3            | 1                   |
| Hawaii                           | 4,000                      | 6,800                      | -1,800                              | 8                            | 11         | 1          | 19        | 0                              | 35                                | 34           | 72                  |
| Idaho                            | 3,800                      | 6,700                      | -3,200                              | 20                           | 94         | 3          | 0         | 1                              | 0                                 | 1            | 13                  |
| Illinois                         | 26,900                     | 46,200                     | -36,000                             | 22                           | 19         | 49         | 1         | 0                              | 0                                 | 3            | 35                  |
| Indiana                          | 18,700                     | 34,800                     | 2,000                               | 10                           | 39         | 51         | 0         | 0                              | 0                                 | 9            | 24                  |
| Iowa                             | 9,300                      | 16,500                     | -2,900                              | 14                           | 74         | 18         | 1         | 0                              | 0                                 | 7            | 9                   |
| Kansas                           | 7,600                      | 14,000                     | -8,400                              | 16                           | 62         | 27         | 1         | 1                              | 0                                 | 6            | 12                  |
| Kentucky                         | 5,300                      | 10,100                     | -18,800                             | 5                            | 43         | 30         | 0         | 0                              | 0                                 | 0            | 2                   |
| Louisiana                        | 12,300                     | 18,400                     | -20,700                             | 3                            | 22         | 73         | 0         | 0                              | 0                                 | 4            | 8                   |
| Maine                            | 1,800                      | 2,800                      | -2,600                              | 3                            | 78         | 8          | 0         | 0                              | 0                                 | 2            | 14                  |
| Maryland                         | 10,300                     | 17,400                     | -5,500                              | 4                            | 14         | 81         | 1         | 0                              | 0                                 | 3            | 8                   |
| Massachusetts                    | 21,800                     | 29,500                     | -2,600                              | 33                           | 22         | 17         | 2         | 0                              | 0                                 | 2            | 1                   |
| Michigan                         | 18,100                     | 32,100                     | -55,700                             | 5                            | 44         | 51         | 0         | 1                              | 0                                 | 2            | 26                  |
| Minnesota                        | 12,000                     | 23,400                     | -3,900                              | 6                            | 37         | 47         | 2         | 2                              | 0                                 | 7            | 11                  |
| Mississippi <sup>a</sup>         | 11,400                     | 20,500                     | -18,600                             | 1                            | 11         | 88         | 0         | 0                              | 0                                 | 1            | 6                   |
| Missouri                         | 23,600                     | 36,000                     | 2,400                               | 4                            | 38         | 51         | 0         | 0                              | 0                                 | 1            | 28                  |
| Montana                          | 2,100                      | 3,200                      | -1,600                              | 5                            | 78         | 2          | 0         | 13                             | 0                                 | 4            | 6                   |
| Nebraska                         | 6,300                      | 11,600                     | -1,500                              | 15                           | 48         | 27         | 0         | 2                              | 0                                 | 7            | 10                  |
| Nevada                           | 3,200                      | 5,600                      | -400                                | 30                           | 49         | 39         | 1         | 1                              | 1                                 | 2            | 38                  |
| New Hampshire                    | 4,100                      | 5,500                      | -2,000                              | 8                            | 85         | 4          | 1         | 0                              | 0                                 | 2            | 7                   |
| New Jersey                       | 32,600                     | 48,000                     | 10,100                              | 40                           | 32         | 46         | 1         | 0                              | 15                                | 2            | 2                   |
| New Mexico                       | 10,000                     | 16,400                     | -5,200                              | 77                           | 82         | 5          | 0         | 7                              | 0                                 | 3            | 13                  |
| New York                         | 64,400                     | 109,000                    | -14,700                             | 32                           | 38         | 46         | 2         | 1                              | 3                                 | 5            | 30                  |
| North Carolina                   | 30,700                     | 64,100                     | -15,800                             | 5                            | 34         | 62         | 0         | 2                              | 1                                 | 1            | 0                   |
| North Dakota                     | 1,500                      | 2,200                      | -1,800                              | 5                            | 70         | 10         | 0         | 14                             | 0                                 | 6            | 17                  |
| Ohio                             | 26,000                     | 47,200                     | 7,300                               | 6                            | 35         | 54         | 0         | 0                              | 0                                 | 6            | 0                   |
| Oklahoma                         | 14,800                     | 24,300                     | -700                                | 13                           | 57         | 28         | 1         | 6                              | 0                                 | 8            | 0                   |
| Oregon                           | 8,400                      | 15,300                     | -4,900                              | 25                           | 62         | 10         | 1         | 2                              | 1                                 | 2            | 40                  |
| Pennsylvania                     | 55,100                     | 93,500                     | 10,700                              | 15                           | 33         | 49         | 1         | 0                              | 0                                 | 3            | 11                  |
| Rhode Island                     | 3,800                      | 6,000                      | -1,100                              | 15                           | 8          | 5          | 0         | 0                              | 0                                 | 1            | 1                   |
| South Carolina                   | 6,800                      | 10,800                     | -8,900                              | 3                            | 21         | 52         | 0         | 0                              | 0                                 | 4            | 9                   |
| South Dakota                     | 2,500                      | 4,100                      | -800                                | 4                            | 62         | 6          | 0         | 21                             | 0                                 | 11           | 14                  |
| Tennessee                        | 14,400                     | 25,500                     | -17,000                             | 2                            | 31         | 69         | 0         | 0                              | 0                                 | 0            | 7                   |
| Texas                            | 65,700                     | 111,700                    | -14,500                             | 44                           | 47         | 26         | 0         | 0                              | 0                                 | 2            | 1                   |
| Utah                             | 6,000                      | 10,800                     | -2,200                              | 15                           | 38         | 5          | 0         | 2                              | 0                                 | 0            | 1                   |
| Vermont                          | 3,100                      | 4,300                      | -2,500                              | 2                            | 91         | 4          | 1         | 0                              | 0                                 | 4            | 7                   |
| Virginia                         | 14,400                     | 24,800                     | -3,100                              | 4                            | 34         | 64         | 1         | 0                              | 0                                 | 0            | 3                   |
| Washington                       | 27,200                     | 44,900                     | -8,300                              | 29                           | 43         | 16         | 2         | 2                              | 1                                 | 0            | 17                  |
| West Virginia                    | 5,000                      | 8,200                      | -1,100                              | 2                            | 72         | 11         | 0         | 0                              | 0                                 | 14           | 0                   |
| Wisconsin                        | 17,100                     | 27,700                     | -1,800                              | 12                           | 30         | 33         | 1         | 1                              | 0                                 | 6            | 0                   |
| Wyoming                          | 2,000                      | 3,200                      | -1,500                              | 14                           | 78         | 5          | 0         | 3                              | 0                                 | 0            | 11                  |
| <b>United States<sup>b</sup></b> | <b>839,600</b>             | <b>1,387,100</b>           | <b>-370,600</b>                     | <b>23%</b>                   | <b>41%</b> | <b>41%</b> | <b>1%</b> | <b>1%</b>                      | <b>1%</b>                         | <b>4%</b>    | <b>13%</b>          |

<sup>a</sup>Based on only 10 months of data.

<sup>b</sup>Counts for the U.S. exclude U.S. territories and protectorates. Percents include data from territories and protectorates.

Notes: Data are preliminary and subject to change. Racial categories (White, Black, Asian, Native American/Alaska Native, Native Hawaiian/Pacific Islander, Multi-Racial) include children of Hispanic ethnicity. Percents for racial groups do not add up to 100 percent because of missing data.

Sources: U.S. Department of Health and Human Services. 2016. "Preliminary FY 2015 CCDF Data Tables," Tables 1, 4, 11, and 12. <https://www.acf.hhs.gov/occ/resource/preliminary-fy2015>.

In 2015, the annual median wage for child care workers was less than that for parking lot attendants in 30 states.

**Table 20: Child Care Worker Salaries, 2015**

|                      | Average Salary for: |                     |                    |                       |                        | Difference between Average Annual Median Wage for Child Care Workers and Parking Lot Attendants | Median Wage for Child Care Workers as a Percent of: |                       |
|----------------------|---------------------|---------------------|--------------------|-----------------------|------------------------|---|---|-----------------------|
|                      | Child Care Workers  | Head Start Teachers | Preschool Teachers | Kindergarten Teachers | Parking Lot Attendants |   | Preschool Teachers                                  | Kindergarten Teachers |
| Alabama              | \$18,210            | \$23,090            | \$26,570           | \$47,820              | \$18,900               | -\$690  | 68.5%   | 38.1%                 |
| Alaska               | 24,550              | 29,881              | 36,410             | 66,820                | 22,820                 | 1,730   | 67.4  | 36.7                  |
| Arizona              | 20,070              | 32,027              | 23,560             | 40,230                | 21,800                 | -1,730  | 85.2  | 49.9                  |
| Arkansas             | 18,290              | 27,066              | 28,170             | 45,390                | 19,500                 | -1,210  | 64.9  | 40.3                  |
| California           | 24,150              | 34,156              | 31,720             | 63,940                | 22,020                 | 2,130   | 76.1  | 37.8                  |
| Colorado             | 23,870              | 31,255              | 27,260             | 46,190                | 21,710                 | 2,160   | 87.6  | 51.7                  |
| Connecticut          | 22,410              | 34,176              | 31,620             | 71,050                | 22,340                 | 70  | 70.9  | 31.5                  |
| Delaware             | 20,690              | 29,276              | 25,450             | 58,540                | 20,320                 | 370   | 81.3  | 35.3                  |
| District of Columbia | 23,010              | 68,100              | 39,940             | 52,010                | 19,660                 | 3,350   | 57.6  | 44.2                  |
| Florida              | 19,820              | 28,073              | 24,240             | 45,660                | 18,890                 | 930   | 81.8  | 43.4                  |
| Georgia              | 19,050              | 27,000              | 28,190             | 53,840                | 19,400                 | -350  | 67.6  | 35.4                  |
| Hawaii               | 18,860              | 34,316              | 33,690             | 44,350                | 20,270                 | -1,410  | 56.0  | 42.5                  |
| Idaho                | 18,280              | 22,000              | 21,930             | 44,070                | 19,010                 | -730  | 83.4  | 41.5                  |
| Illinois             | 21,830              | 32,691              | 28,670             | 48,710                | 22,090                 | -260  | 76.1  | 44.8                  |
| Indiana              | 19,480              | 23,231              | 24,530             | 44,970                | 18,490                 | 990   | 79.4  | 43.3                  |
| Iowa                 | 18,480              | 29,861              | 24,040             | 50,030                | 20,510                 | -2,030  | 76.9  | 36.9                  |
| Kansas               | 18,900              | 31,680              | 24,570             | 44,880                | 19,380                 | -480  | 76.9  | 42.1                  |
| Kentucky             | 18,910              | 26,316              | 37,640             | 52,370                | 19,010                 | -100  | 50.2  | 36.1                  |
| Louisiana            | 18,340              | 26,739              | 39,970             | 47,340                | 18,870                 | -530  | 45.9  | 38.7                  |
| Maine                | 21,580              | 24,818              | 29,620             | 49,960                | 25,500                 | -3,920  | 72.9  | 43.2                  |
| Maryland             | 22,120              | 34,074              | 27,980             | 55,900                | 19,060                 | 3,060   | 79.1  | 39.6                  |
| Massachusetts        | 24,980              | 28,078              | 31,580             | 67,170                | 22,980 <sup>a</sup>    | 2,000   | 79.1  | 37.2                  |
| Michigan             | 19,620              | 27,613              | 27,740             | 52,460                | 19,530                 | 90  | 70.7  | 37.4                  |
| Minnesota            | 22,470              | 28,192              | 32,130             | 53,110                | 21,620                 | 850   | 69.9  | 42.3                  |
| Mississippi          | 18,140              | 21,842              | 24,970             | 39,800                | 18,670                 | -530  | 72.6  | 45.6                  |
| Missouri             | 18,840              | 23,870              | 25,070             | 45,070                | 18,500                 | 340   | 75.1  | 41.8                  |
| Montana              | 19,100              | 19,537              | 25,900             | 44,230                | 20,150                 | -1,050  | 73.7  | 43.2                  |
| Nebraska             | 19,620              | 35,545              | 31,840             | 47,910                | 18,810                 | 810   | 61.6  | 41.0                  |
| Nevada               | 21,120              | 28,434              | 24,640             | 48,700                | 22,380                 | -1,260  | 85.7  | 43.4                  |
| New Hampshire        | 21,780              | 21,720              | 27,510             | 51,280                | 25,060                 | -3,280  | 79.2  | 42.5                  |
| New Jersey           | 22,070              | 35,468              | 35,160             | 61,350                | 21,150                 | 920   | 62.8  | 36.0                  |
| New Mexico           | 18,920              | 28,588              | 26,670             | 52,870                | 21,750                 | -2,830  | 70.9  | 35.8                  |
| New York             | 25,450              | 39,050              | 31,100             | 60,120                | 20,900                 | 4,550   | 81.8  | 42.3                  |
| North Carolina       | 19,650              | 26,139              | 25,970             | 39,930                | 21,440                 | -1,790  | 75.7  | 49.2                  |
| North Dakota         | 19,200              | 28,673              | 35,410             | 44,360                | 20,310                 | -1,110  | 54.2  | 43.3                  |
| Ohio                 | 19,860              | 24,255              | 23,690             | 52,470                | 19,190                 | 670   | 83.8  | 37.9                  |
| Oklahoma             | 18,520              | 28,371              | 32,030             | 38,750                | 20,040                 | -1,520  | 57.8  | 47.8                  |
| Oregon               | 22,240              | 27,065              | 27,680             | 56,900                | 20,760                 | 1,480   | 80.3  | 39.1                  |
| Pennsylvania         | 19,590              | 26,908              | 25,970             | 51,050                | 20,890                 | -1,300  | 75.4  | 38.4                  |
| Rhode Island         | 19,720              | 27,739              | 32,900             | 69,870                | 21,470                 | -1,750  | 59.9  | 28.2                  |
| South Carolina       | 18,370              | 23,080              | 24,620             | 51,150                | 22,130                 | -3,760  | 74.6  | 35.9                  |
| South Dakota         | 19,340              | 24,814              | 28,710             | 38,560                | 21,940                 | -2,600  | 67.4  | 50.2                  |
| Tennessee            | 18,560              | 28,363              | 23,840             | 47,950                | 19,510                 | -950  | 77.9  | 38.7                  |
| Texas                | 18,970              | 30,160              | 30,990             | 50,910                | 20,630                 | -1,660  | 61.2  | 37.3                  |
| Utah                 | 19,700              | 20,959              | 23,030             | 43,320                | 21,400                 | -1,700  | 85.5  | 45.5                  |
| Vermont              | 23,400              | 26,153              | 29,390             | 53,080                | 21,920                 | 1,480   | 79.6  | 44.1                  |
| Virginia             | 19,510              | 30,481              | 32,490             | 57,100                | 20,360                 | -850  | 60.0  | 34.2                  |
| Washington           | 23,520              | 30,241              | 27,810             | 55,020                | 23,180                 | 340   | 84.6  | 42.7                  |
| West Virginia        | 18,890              | 31,987              | 30,640             | 47,880                | 20,120                 | -1,230  | 61.7  | 39.5                  |
| Wisconsin            | 20,410              | 29,714              | 23,890             | 48,700                | 20,120                 | 290   | 85.4  | 41.9                  |
| Wyoming              | 20,850              | 27,181              | 26,130             | 56,190                | 23,960                 | -3,110  | 79.8  | 37.1                  |

<sup>a</sup>Data for parking lot attendants in Massachusetts were not available for 2015 from the Bureau of Labor Statistics. 2014 data are reflected instead.

Source: U.S. Department of Health and Human Services and U.S. Department of Education. 2016. "High-Quality Early Learning Settings Depend on a High-Quality Workforce." <https://www2.ed.gov/about/inits/ed/earlylearning/files/ece-low-compensation-undermines-quality-report-2016.pdf>.