



10 Things to Know About Montana's Child Care Workforce

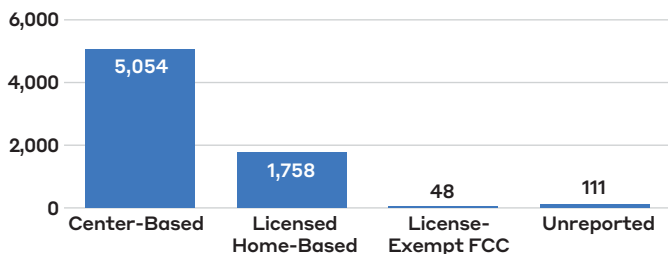
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of which collect data to even greater levels of detail.

MONTANA'S DATA

The data included here is from the Montana Early Childhood Project as of February 5, 2024. The data includes those who work in programs participating in STARS to Quality QRIS, all licensed child care programs, Trainers, Coaches, and Scholarship Recipients. Participation in the registry for all non-direct workforce members is voluntary. Montana's registry has a total of 6,971 active user profiles. This report reflects 4,530 active users working in direct care positions, inclusive of coaches and trainers. Totals may be higher because many data entry options allow multiple roles and are not mutually exclusive. [Montana's registry profile sheet](#).

1. Workforce Size¹

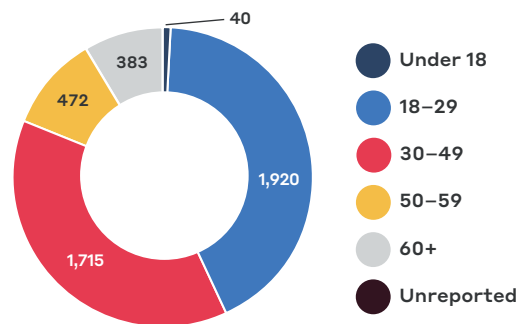
Center-Based	Director	767
	Teacher	2,260
	Teacher Assistant	2,027
Licensed Home-Based	Owner	522
	Assistant	1,236
License Exempt		48
Trainers and Coaches		111
Unreported		
Total		6,971



2. Ages of Children Served²

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	66.5
Preschool (Ages 3 and 4 years)	75.1
School-age (Age 5 and older)	5.7
Multiple age groups	N/A
Unreported	

3. Workforce Age



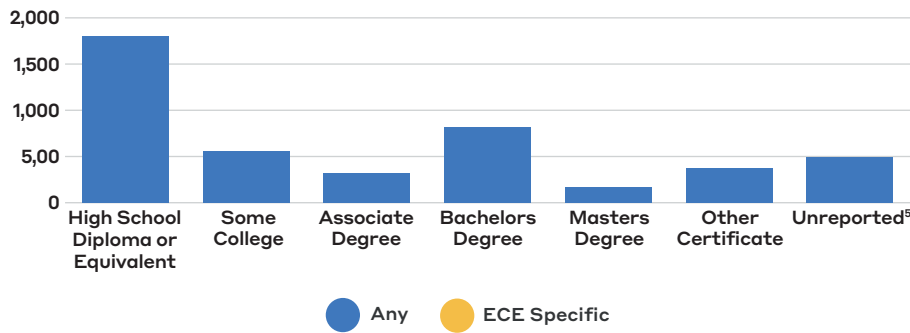
4. Employment Status³



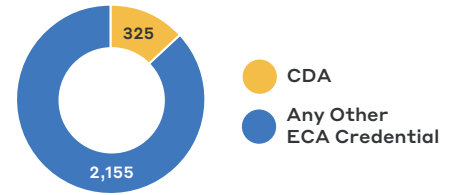
5. Gender⁴



6. Highest Level of Education



Total Workforce with Any ECE Credential



For more information on education requirements for Montana's workforce, see BPC's [Child Care Workforce Licensing Database](#).

7. Years of Experience

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
14.0	6.0	4.0	14.0	5.0	Not Listed	Not Listed

8. Race⁶

Race	Percent
American Indian/ Alaska Native	6.1
Asian	1.2
Black/African American	1.8
Hawaii Native or Pacific Islander	0.65
Hispanic/Latino	0
White	86.4
Multiple Races	0.01
Chose not to report	0
Additional option not listed	6.7
Unreported	

9. Average Compensation

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
\$20.37	\$10.80	\$9.35	\$16.17	\$9.40	\$10.60	\$19.52

10. Benefits by Program

Benefit	Center-Based	Licensed Home-Based	Other
Paid Planning Time	N/A	N/A	N/A
Paid Sick Leave	134	62	4
Paid Vacation	146	94	3
Retirement	103	20	2
Employer Sponsored Health Insurance	102	29	1

Footnotes

- Users can select more than one position or role, and may be double counted.
- Percentages calculated based on total workforce size of 6,971. Users can select more than one position and role.
- Percentages calculated based on total reported size of 7,004
- Percentages calculated based on total reported size of 6,968
- Includes 375 currently enrolled in High School (no education attainment yet).
- Percentages based on total workforce size of 6,971

