



10 Things to Know About Virginia's Child Care Workforce

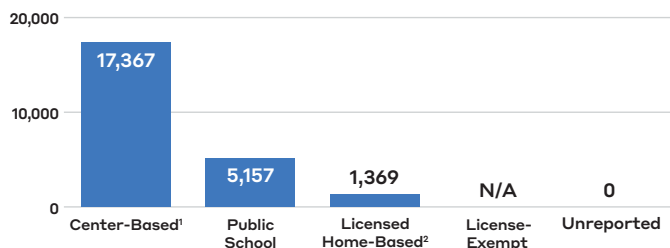
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

VIRGINIA'S DATA

The data included here is from the Virginia LinkB5 as of October 3, 2023. The data includes those who work in programs participating in VQB5, which is required for all of Virginia's publicly-funded ECE programs. Settings include public schools, licensed and license-exempt child care centers, and licensed and license-exempt family day homes.

1. Workforce Size

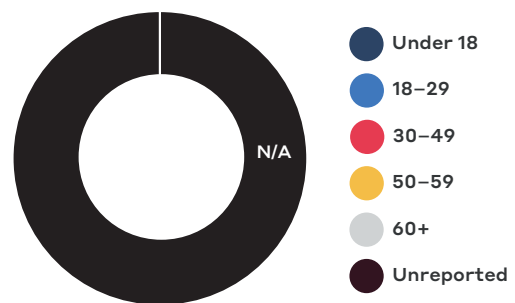
Center-Based	Director	1,149
	Teacher	11,025
	Teacher Assistant	6,342
Licensed Home-Based	Owner	967
	Assistant	402
License Exempt		2,833
Trainers and Coaches		2,324
Unreported		0
Total¹		27,029



2. Ages of Children Served³

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	43.9
Preschool (Ages 3 and 4 years)	56.1
School-age (Age 5 and older) ⁴	N/A
Multiple age groups	N/A
Unreported	

3. Workforce Age



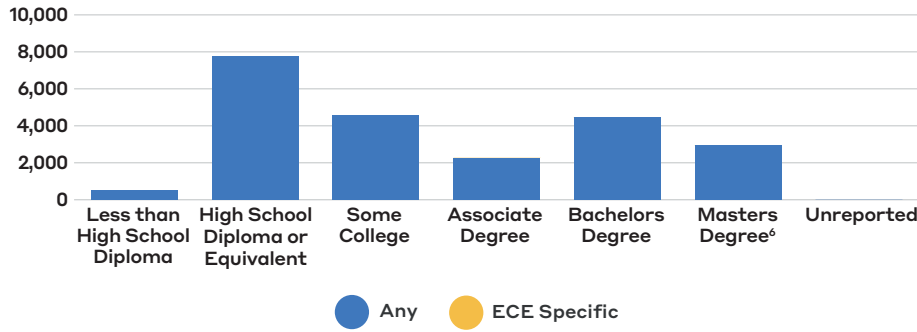
4. Employment Status⁵



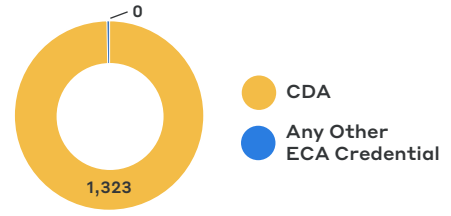
5. Gender



6. Highest Level of Education⁶



Total Workforce with Any ECE Credential



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

7. Years of Experience⁷

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director ⁸	Teacher	Teacher Assistant	Owner	Assistant		
N/A	N/A	N/A	N/A	N/A	N/A	N/A

8. Race

Race	Percent
American Indian/Alaska Native	1.0
Asian	5.0
Black/African American	26.0
Hawaii Native or Pacific Islander	1.0
Hispanic/Latino	12.0
White	41.0
Multiple Races	1.0
Chose not to report	3,727
Additional option not listed	N/A
Unreported	0

9. Average Compensation

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director ⁸	Teacher	Teacher Assistant	Owner	Assistant		
N/A	\$15.72	\$13.96	\$13.04	\$12.30	N/A	N/A

10. Benefits by Program

Benefit	Center-Based	Licensed Home-Based	Other
Paid Planning Time	N/A	N/A	N/A
Paid Sick Leave	N/A	N/A	N/A
Paid Vacation	N/A	N/A	N/A
Retirement	N/A	N/A	N/A
Employer Sponsored Health Insurance	N/A	N/A	N/A

Footnotes

- Users can be assigned multiple roles in the data system (i.e., a center director who also teaches on occasion) so categories are not mutually exclusive. Values cannot be summed. The "Total Population Represented in Data" value reflects all educators with a complete profile in LinkB5.
- Virginia's system captures site type as center, public school, or family day home. All family day homes are captured in one category, regardless of licensed or regulated status.
- Percentages based on 10,806 educators in direct care roles.
- Virginia does not include school age teachers in its registry.
- Percentage calculated based on 23,883 educators in direct care.
- Virginia does not have readily available data on degree concentration.
- Inclusive of those with some graduate credits.
- Workforce was reported by bands of years of experience but not by position.
- Virginia only collects pay rate on directors who are also educators and cannot report on center-based director pay rate alone.

