



10 Things to Know About California's Child Care Workforce

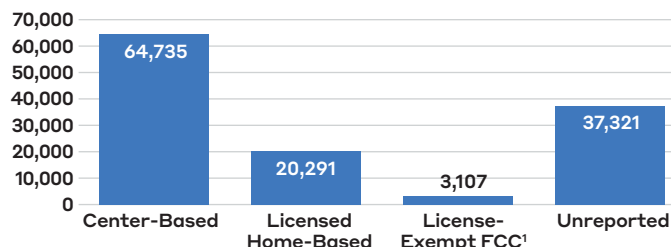
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

CALIFORNIA'S DATA

The data included here is from the California Early Care and Workforce Registry as of September 30, 2023. The data includes those who work in programs participating in Quality Counts California, locally driven initiatives, and Workforce Pathway stipends. Participation in the registry for all other workforce members is voluntary. California's registry has a total of 156,000 active user profiles. This report reflects 125,454 active users working in direct care positions, inclusive of trainers and coaches. [California's registry profile sheet](#).

1. Workforce Size

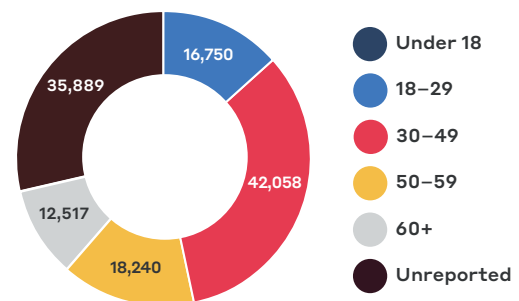
Center-Based	Director	9,002
	Teacher	32,321
	Teacher Assistant	23,412
Licensed Home-Based	Owner	14,217
	Assistant	6,074
License Exempt		3,107
Trainers and Coaches		2,244
Unreported		35,077
Total		125,454



2. Ages of Children Served

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	Data Missing
Preschool (Ages 3 and 4 years)	Data Missing
School-age (Age 5 and older)	Data Missing
Multiple age groups	Data Missing
Unreported	Data Missing

3. Workforce Age



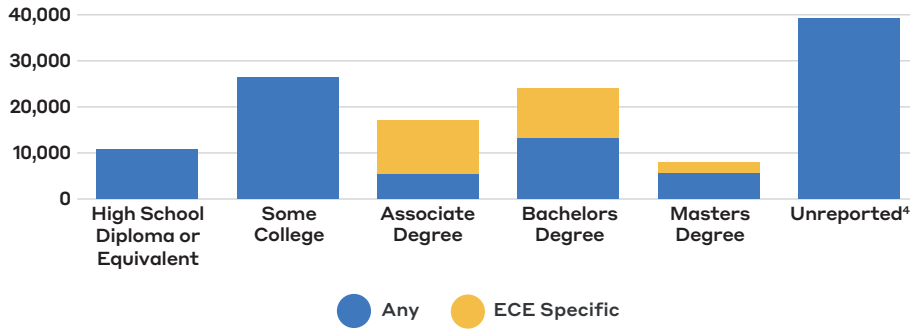
4. Employment Status²



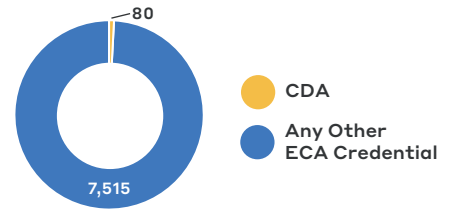
5. Gender³



6. Highest Level of Education



Total Workforce with Any ECE Credential



For more information on education requirements for California'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		
21.9	15.9	10.0	14.2	6.4	9.6	16.3

8. Race⁵

Race	Percent
American Indian/ Alaska Native	0.68
Asian	7.9
Black/African American	6.0
Hawaii Native or Pacific Islander	0.39
Hispanic/Latino	33.5
White	18.3
Multiple Races	1.3
Chose not to report	0.43
Additional option not listed	3.5
Unreported	0.0

9. Average Compensation

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
Data Missing	Data Missing	Data Missing	Data Missing	Data Missing	Data Missing	Data Missing

10. Benefits by Program

Benefit	Center-Based	Licensed Home-Based	Other
Paid Planning Time	Data Missing	Data Missing	Data Missing
Paid Sick Leave	Data Missing	Data Missing	Data Missing
Paid Vacation	Data Missing	Data Missing	Data Missing
Retirement	Data Missing	Data Missing	Data Missing
Employer Sponsored Health Insurance	Data Missing	Data Missing	Data Missing

Footnotes

- 1 License Exempt FCC only represents the number self-identified in the CA ECE Workforce Registry. Center-based includes license except centers and public and private schools in the Registry providing early learning experiences. Licensed Home-based programs data is based on CA CCL data from September 2023. Small FCCs are only added to the Registry if the owner/operator has a Registry account.
- 2 Percentage based on the 90,377 total registry users in direct care roles.
- 3 Percentage based on the 90,377 total registry users in direct care roles.
- 4 Inclusive of those with no high school diploma or GED.
- 5 Percentages based on the 90,377 registry members working in direct care positions.

