

10 Things to Know About Hawaii's Child Care Workforce

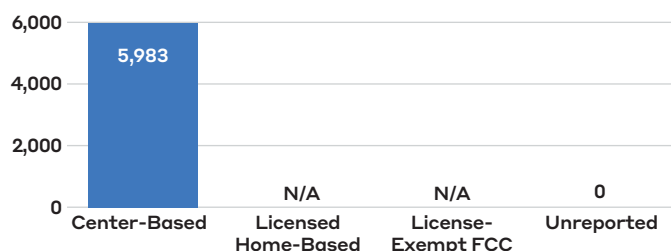
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

HAWAII'S DATA

The data included here is from the Hawaii DHS HANA database as of January 4, 2024. The data includes those who work in programs licensed by the Hawaii Department of Human Services Child Care Licensing Program. Participation in the registry for all other workforce members is voluntary. Hawaii's registry has a total of 8,000 active user profiles. This report reflects 5,983 active users working in direct care positions, inclusive of trainers and coaches. [Hawaii's registry profile sheet.](#)

1. Workforce Size

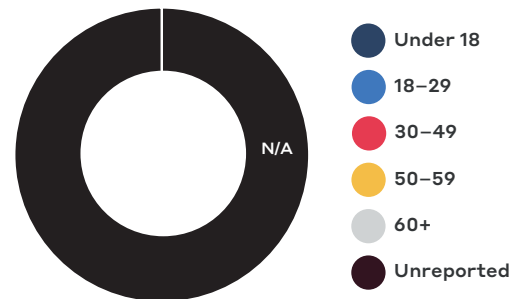
Center-Based	Director	1,737
	Teacher	1,953
	Teacher Assistant	2,293
Licensed Home-Based	Owner	N/A
	Assistant	N/A
License Exempt		N/A
Trainers and Coaches		N/A
Unreported		0
Total		5,983



2. Ages of Children Served¹

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	11.1
Preschool (Ages 3 and 4 years)	68.9
School-age (Age 5 and older)	N/A
Multiple age groups	4.1
Unreported	15.9

3. Workforce Age



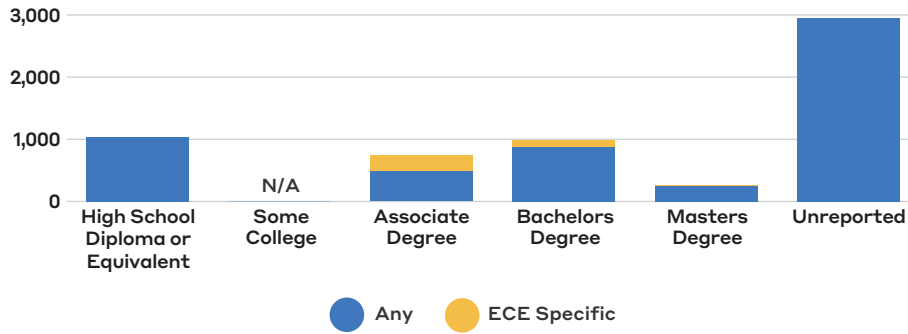
4. Employment Status



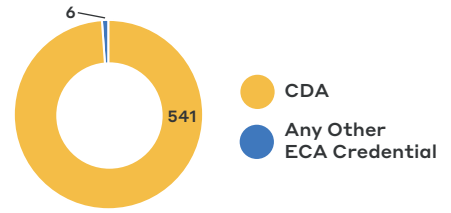
5. Gender



6. Highest Level of Education²



Total Workforce with Any ECE Credential: 547



For more information on education requirements for Hawaii'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		
N/A	N/A	N/A	N/A	N/A	N/A	N/A

8. Race

Race	Percent
American Indian/ Alaska Native	N/A
Asian	N/A
Black/African American	N/A
Hawaii Native or Pacific Islander	N/A
Hispanic/Latino	N/A
White	N/A
Multiple Races	N/A
Chose not to report	N/A
Additional option not listed	N/A
Unreported	N/A

9. Average Compensation

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

- Percentages based on the 5,983 registry members working in direct care positions.
- 60+ college level credits/2 years college equivalent to Any Associate Degree

