

10 Things to Know About Maine's Child Care Workforce

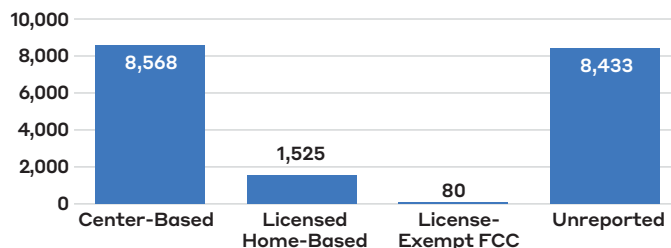
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

MAINE'S DATA

The data included here is from the Maine Roads to Quality Professional Development Network as of March 11, 2024. The data includes individuals with active profiles, meaning their profile has had activity within the past two years. Participation in the MRTQ Registry is mandatory for all practitioners working in licensed family child care and center-based programs, and staff at all programs participating in the Child Care Affordability Program (CCAP). These programs are also required to participate in Maine's quality rating and improvement system (QRIS) - Rising Stars for ME. Maine's registry has a total of 20,712 active user profiles. This report reflects 18,606 active users working in direct care positions and on the Direct Care Career Lattice, inclusive of some coaches and trainers. [Maine's registry profile sheet.](#)

1. Workforce Size

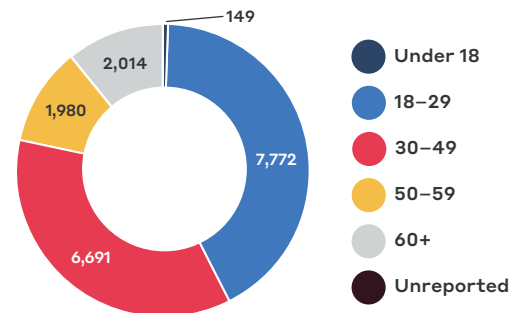
Center-Based	Director	1,155
	Teacher	2,484
	Teacher Assistant	4,428
Licensed Home-Based	Owner	879
	Assistant	628
License Exempt		39
Trainers and Coaches¹		7
Unreported²		8,986
Total³		18,606



2. Ages of Children Served⁴

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	34.8
Preschool (Ages 3 and 4 years)	24.4
School-age (Age 5 and older)	15.1
Multiple age groups	N/A
Unreported	25.6

3. Workforce Age



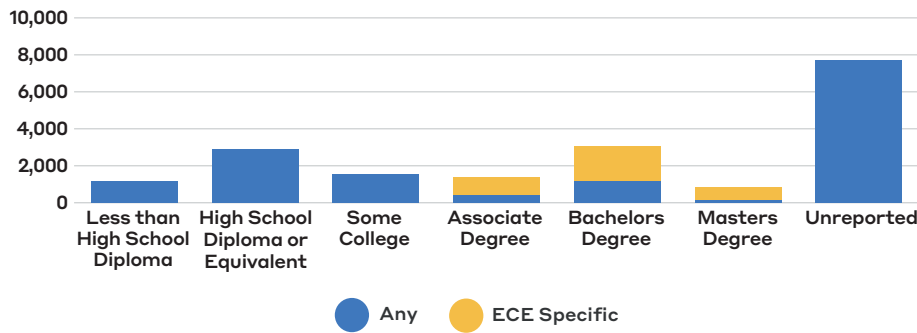
4. Employment Status



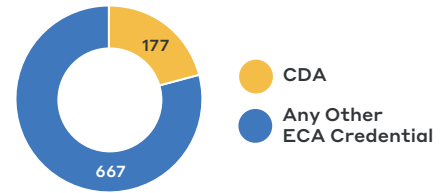
5. Gender⁵



6. Highest Level of Education



Total Workforce with Any ECE Credential: 844



For more information on education requirements for Maine'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		
13.85	6.84	5.88	20.14	6.62	12.74	12.96

8. Race⁶

Race	Percent
American Indian/Alaska Native	1.2
Asian	1.0
Black/African American	2.1
Hawaii Native or Pacific Islander	0.1
Hispanic/Latino	1.7
White	71.1
Multiple Races	N/A
Chose not to report	22.8
Additional option not listed	N/A
Unreported	0

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 Program⁷

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

- 1 Not required to be registry members and may not select to be in the Direct Care Career Lattice. Not reflective of all trainers and coaches in Maine's workforce.
- 2 Inclusive of registry members on the Direct Care Career Lattice that do not fall into the designated position categories listed above, but do serve in direct care roles.
- 3 Total is inclusive of all registry members on the Direct Care Career Lattice.
- 4 Percentages based on the 18,606 registry members working in direct care positions.
- 5 Percentage based on the 18,606 registry users in direct care roles.
- 6 Percentages based on the 18,606 registry members working in direct care positions.
- 7 Star 4 and Star 5 centers in QRIS are required to offer a benefit package that includes at least two eligible benefits. 187 of 780 (24.0%) of programs are Star 4 and Star 5 centers. This does not include Family Child Care programs, as it is not a requirement for FCC in QRIS.

