



10 Things to Know About Maryland's Child Care Workforce

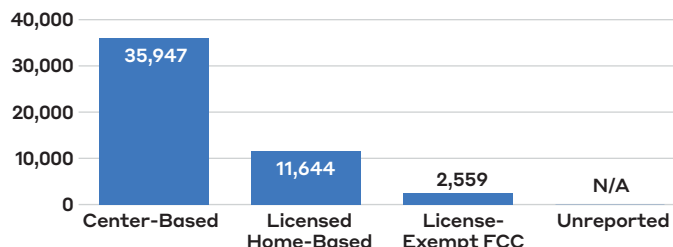
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

MARYLAND'S DATA

Maryland currently does not have a workforce registry. The data for this report was obtained through Maryland's Child Care Administrative Tracking System (CCATS). This data contains all persons listed in CCATS as current employees at active, licensed or regulated child care providers. (This includes Licensed Child Care Centers, Letter of Compliance Facilities, Registered Family Child Care Homes, and Large Family Child Care Homes). Maryland will soon be disseminating a workforce survey to the field and expects extensive data to be available in late summer 2024.

1. Workforce Size¹

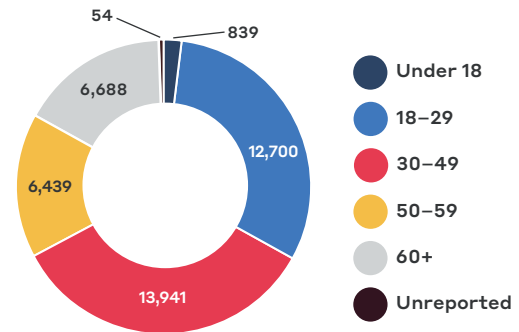
Center-Based	Director	2,547
	Teacher	12,126
	Teacher Assistant ¹	14,303
Licensed Home-Based	Owner	4,238
	Assistant	7,316
License Exempt Director²		144
License Exempt Lead Teacher³		299
License Exempt Teacher Assistant⁴		616
Total		12,700



2. Ages of Children Served⁵

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

3. Workforce Age



4. Employment Status



N/A

of the Workforce is Full Time

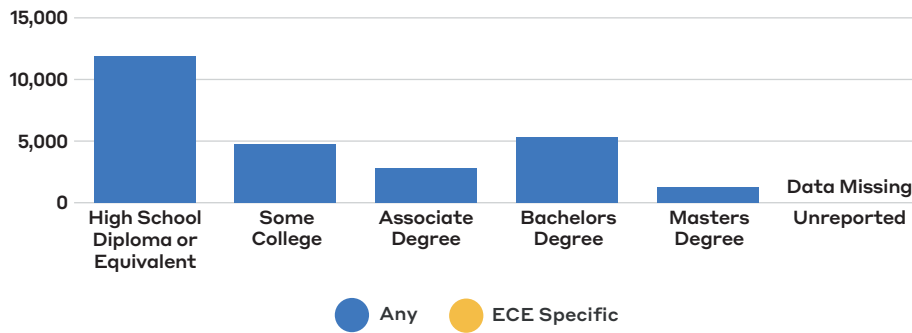
5. Gender



88.2%

of the Workforce is Female

6. Highest Level of Education⁶



Total Workforce with Any ECE Credential



For more information on education requirements for Maryland'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. Race⁷

Race	Count
American Indian/ Alaska Native	0.5%
Asian	8.1%
Black/African American	42.0%
Hawaii Native or Pacific Islander	0.3%
White	14,110
Multiple Races	562
Chose not to report	
Additional option not listed	
Unreported	10,757

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

- Maryland is in the process of drafting a survey to the field, which will yield extensive workforce data in the summer of 2024.
- Individuals in the CCATS data may have more than one position or may be associated with more than one provider. Therefore, individuals could be counted in multiple categories.
- Within center-based care, excludes cooks and administrative personnel. Within family child care homes, excludes 5,012 family members and 164 who were reported as "other" in the category of family child care homes.
- License Exempt. Maryland requires a tax exempt religious organization that operates a nursery school or a child care program in a school building used exclusively for children who are enrolled in that school to have a Letter of Compliance.
- Data was reported by the number of children by age in licensed programs. Age groups of children served is not available at an individual staff level.
- Staff are counted for every educational level or degree recorded in the Child Care Administrative Tracking System (CCATS). Maryland also has the following educational data: Vocational Education: 53; and Foreign Degree: 232. No educational data for 21,091.
- Percentages are based on 29,904 individuals who indicated race. MD asks separately about ethnicity. (9.8% identify as Hispanic/Latino; 55.7% identify as non-Hispanic/Latino. No ethnicity was reported by 14,026).

