



10 Things to Know About Massachusetts' Child Care Workforce

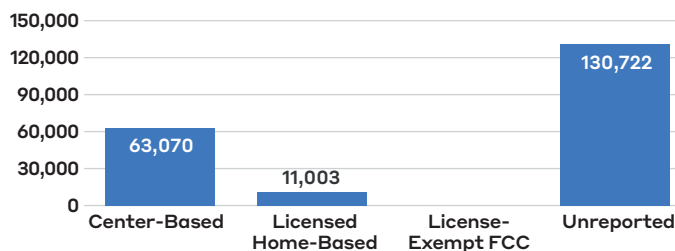
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

MASSACHUSETTS' DATA

The data included here is from the Massachusetts Professional Qualifications Registry (PQR) as of March 26, 2024. At the time of the data pull, Massachusetts was unable to filter by active user, this data represents all users. A new registry will launch in 2025 allowing them to differentiate active workforce members from all users. The data includes those who work in EEC-licensed and funded programs. Participation in the registry for all other workforce members is voluntary. Massachusetts' registry has a total of 204,795 user profiles. This report reflects 204,795 users reporting for direct care roles. [Massachusetts' registry profile sheet](#).

1. Workforce Size^{1,2}

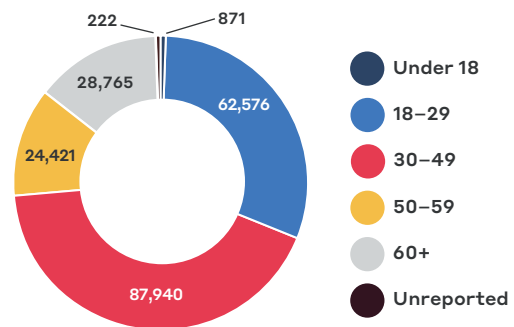
Center-Based	Director	8,215
	Teacher	36,198
	Teacher Assistant	24,058
Licensed Home-Based	Owner	3,056
	Assistant	2,065
License Exempt		N/A
Trainers and Coaches		N/A
Unreported		131,203
Total		204,795



2. Ages of Children Served

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 Age³



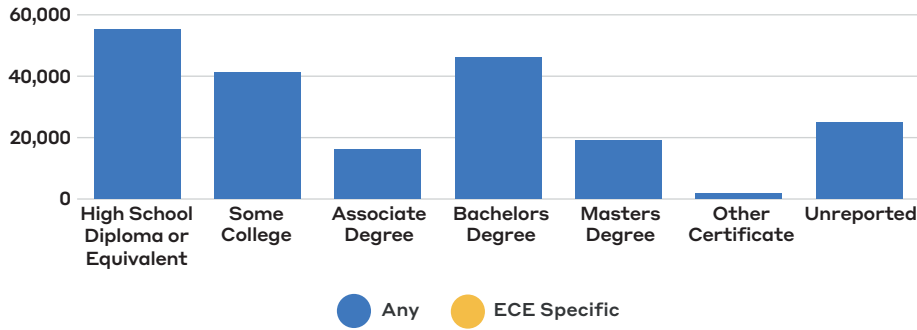
4. Employment Status⁴



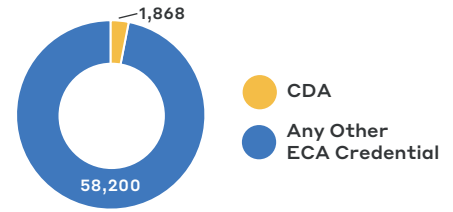
5. Gender⁵



6. Highest Level of Education⁶



Total Workforce with Any ECE Credential



For more information on education requirements for Massachusetts' 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	Percent
American Indian/ Alaska Native	0
Asian	4
Black/African American	9
Hawaii Native or Pacific Islander	0
Hispanic/Latino	18
White	55
Multiple Races	
Chose not to report	11
Additional option not listed	
Unreported	2

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

- 1 Reflects all users in registry, active and inactive. Not a required field.
- 2 Reflects all users in registry, active and inactive. Not a required field.
- 3 Not a required field, pulled from a different source.
- 4 54,945 reporting, in optional field.
- 5 54,945 reporting, in optional field.
- 6 EEC does not distinguish ECE specific degree vs all other degrees.
- 7 Optional field.

