

10 Things to Know About New Mexico'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.

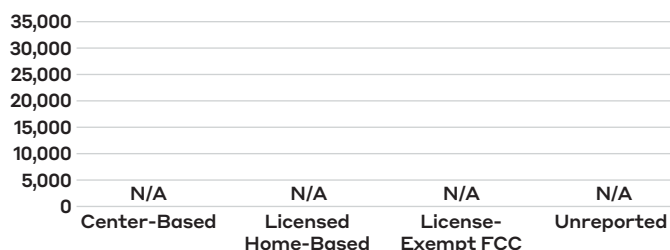
NEW MEXICO'S DATA

The data included here is from the New Mexico Early Childhood Education and Care Department (ECECD) as of February 5, 2024. The data includes those who work in programs participating in the Competitive Pay for Professionals Grant.*

*In Fiscal Year 2023, the New Mexico ECECD launched the Competitive Pay for Professionals (CPP) Grant to support \$3/hour wage increases. Child care providers who applied for CPP funding were required to provide information about their employees' wages and qualifications. The wage data included was prior to the \$3 wage increase.

1. Workforce Size

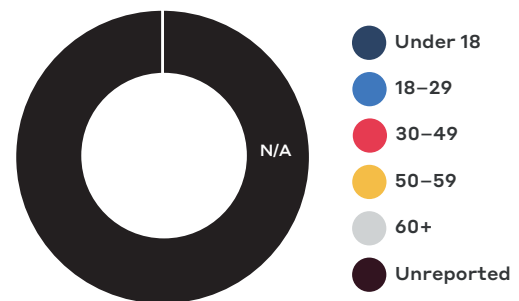
Center-Based	Director ¹	413
	Teacher ²	2,626
	Teacher Assistant ³	1,611
Licensed Home-Based	Owner	N/A
	Assistant	N/A
License Exempt		N/A
Trainers and Coaches		N/A
Unreported		N/A
Total⁴		5,418



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 Age



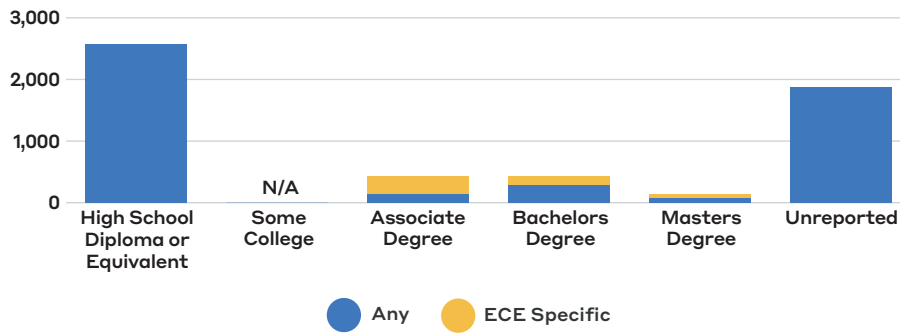
4. Employment Status



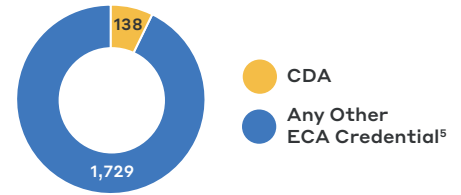
5. Gender



6. Highest Level of Education



Total Workforce with Any ECE Credential



For more information on education requirements for New Mexico'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 ⁶	Teacher ⁷	Teacher Assistant ⁸	Owner	Assistant		
\$24.44	\$17.64	\$14.75	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 Reflective of all directors and assistant directors regardless of the type of child care program they work at.
- 2 Reflective of all lead teachers regardless of the type of child care program they work at.
- 3 Reflective of all assistant teachers regardless of the type of child care program they work at.
- 4 Total number inclusive of subs and floaters.
- 5 Inclusive of New Mexico's 45 Hour and Child Development Certificates.
- 6 Reflective of all directors and assistant directors regardless of the type of child care program they work at.
- 7 Reflective of all lead teachers regardless of the type of child care program they work at.
- 8 Reflective of all assistant teachers regardless of the type of child care program they work at.

