



10 Things to Know About Oregon's Child Care Workforce

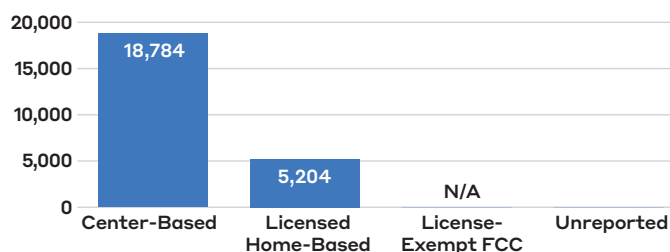
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

OREGON'S DATA

The data included in this template was retrieved from the Oregon Registry Online (ORO) database and state licensing data as of 2022. The data is inclusive of all workforce members that work in programs participating in state regulated programs and is restricted to individuals in positions associated with direct work with children. Although all individuals employed in the regulated workforce are included in the ORO database, participation in the professional recognition program, where individuals can earn Steps on the Oregon Career Lattice, is voluntary.

1. Workforce Size^{1,2,3}

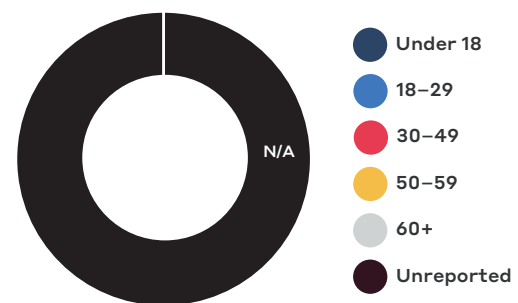
Center-Based	Director	1,250
	Teacher	12,436
	Teacher Assistant	5,098
Licensed Home-Based	Owner	2,739
	Assistant	2,465
License Exempt		N/A
Trainers and Coaches		N/A
Unreported		
Total		23,988



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	

3. Workforce Age⁴



4. Employment Status



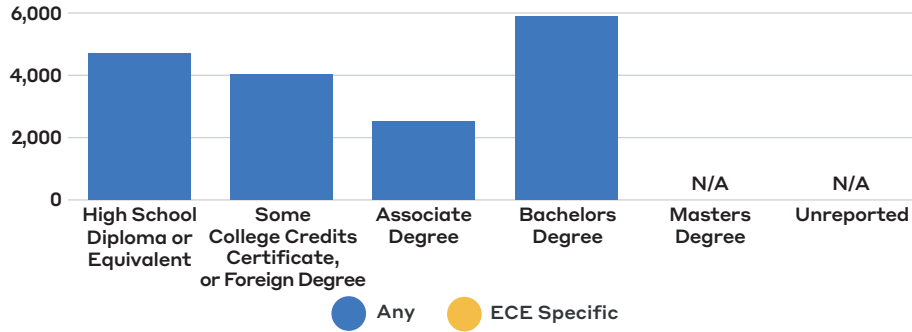
of the Workforce is Full Time

5. Gender⁵

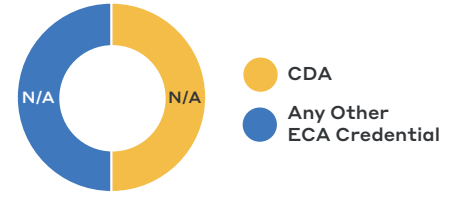


76.0%
of the Workforce is Female

6. Highest Level of Education⁶



Total Workforce with Any ECE Credential



For more information on education requirements for Oregon'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	Percent
American Indian/ Alaska Native	1
Asian	3
Black/African American	3
Hawaii Native	1
Hispanic/Latino	17
White	50
Multiple Races	1
Chose not to report	23
Additional option not listed	1
Unreported	

9. Average Compensation⁸

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 Program⁹

Benefit	Center-Based	Licensed Home-Based	Other
Paid Planning Time	N/A	N/A	N/A
Paid Time Off (Sick and Vacation)	998	N/A	N/A
Retirement	771	N/A	N/A
Employer Health Insurance	829	N/A	N/A

Footnotes

- 1 Indicated primary employment in positions working with children and families, including, Aide I, Aide II, Assistant I, Assistant II, Director, Head Teacher, Provider, Site Director/Supervisor, and Teacher.
- 2 Annual Workforce Reports are prepared through a university-state partnership and posted online at <https://health.oregonstate.edu/early-learners/workforce>.
- 3 In Oregon's Annual Study, the sample does not include coaches and trainers. To be included in the study, individual must be employed at a regulated facility using the positions noted in the above note.
- 4 Mean (SD) = 37.19 (14.01) years, Range = 17-91 years.
- 5 19% chose not to report.
- 6 399 (2%) have less than a high school diploma.
- 7 Pacific Islander is not included with Hawaiian Native in Oregon Annual study.
- 8 Center directors/leaders are asked to report on wages and benefits during a renewal licensing visit at facility level. Centers report on the lowest and highest paid Teacher/Lead Teacher wage. In the annual report, the median is reported because of skewed data. Mean low = \$16.30;
- 9 Center directors/leaders are asked to report on wages and benefits during a renewal licensing visit. The following percentages are based on all centers that reported benefits. 87% of programs provide paid time off. 72% of programs provide health insurance. 67% of programs provide retirement benefits.

