



10 Things to Know About Pennsylvania's Child Care Workforce

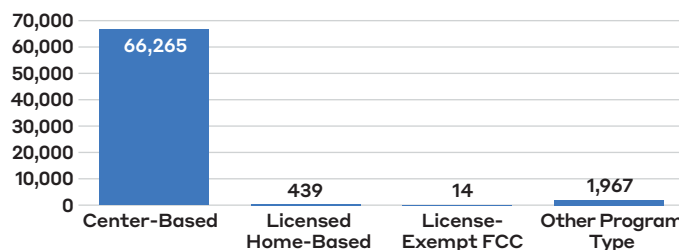
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

PENNSYLVANIA'S DATA

The data included here is from the Pennsylvania Key's PD Registry as of December 26, 2023. The data includes those who work in programs participating in Keystone STARS, Private PreK, Head Start, Coaches, and Instructors. Participation in the registry is required for STARS 2, 3, and 4, coaches, and instructors. Pennsylvania's registry has a total of 108,319 active user profiles. This report reflects 68,685 active users working in direct care positions, inclusive of coaches and trainers. [Pennsylvania's registry profile sheet.](#)

1. Workforce Size

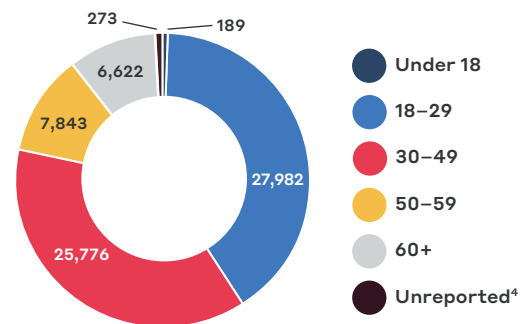
Center-Based	Director	5,503
	Teacher	19,623
	Teacher Assistant	39,267
Licensed Home-Based	Owner	245
	Assistant	250
License Exempt		237
Trainers and Coaches¹		1,719
Other Direct Care Role		1,841
Total		68,685



2. Ages of Children Served²

Age Groups	Percent
Infants and Toddlers (Birth to Age 2)	29.3
Preschool (Ages 3 and 4 years)	24.4
School-age (Age 5 and older)	8.7
Multiple age groups ³	33.5
Unreported	4.1

3. Workforce Age



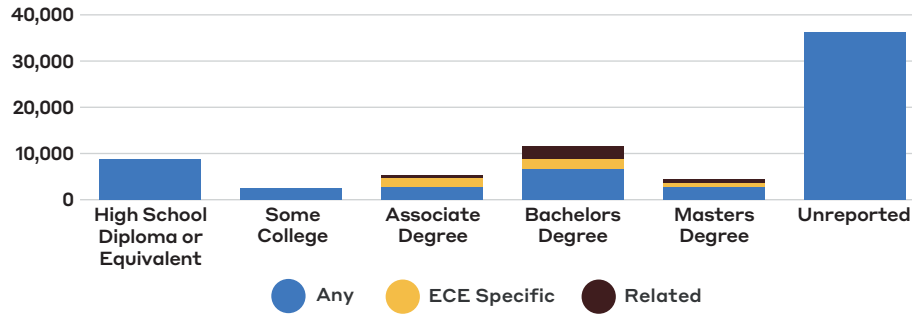
4. Employment Status⁵



5. Gender⁶



6. Highest Level of Education⁶



Total Workforce with Any ECE Credential: 9,908



For more information on education requirements for Pennsylvania'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		
9.31	5.84	3.47	11.00	3.94	N/A	N/A

8. Race⁷

Race	Percent
American Indian/Alaska Native	0.42
Asian	2.21
Black/African American	19.40
Hawaii Native or Pacific Islander	0.17
Hispanic/Latino	11.14
White	64.12
Multiple Races	2.11
Chose not to report	5.10
Additional option not listed	6.00
Unreported	0.0

9. Average Compensation

Center-Based			Licensed Home-Based		License Exempt	Trainers and Coaches
Director	Teacher	Teacher Assistant	Owner	Assistant		
\$19.99	\$15.90	\$15.11	\$14.32	\$13.64	\$20.32	\$36.52

10. Benefits by Program

Benefit	Center-Based	Licensed Home-Based	Other
Paid Planning Time	838	24	62
Paid Sick Leave	1,264	43	77
Paid Vacation	997	53	54
Retirement	523	9	64
Employer Sponsored Health Insurance	876	11	76

Footnotes

- Inclusive of those who are specialty instructors and members who identify as direct care workers but do not fall in other position categories.
- Percentage calculated based on 68,685 registry members working in direct care positions.
- Includes members who work with more than one classroom; not equal to the number of mixed age classrooms.
- Inclusive of outliers. Due to time constraints, data was unable to be cleaned to eliminate outliers.
- Percentage calculated based on 57,583 registry members working in direct care who reported and is not inclusive of trainers and instructors.
- Percentage calculated based on 68,685 registry members working in direct care positions.
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