

# 10 Things to Know About Tennessee's Child Care Workforce

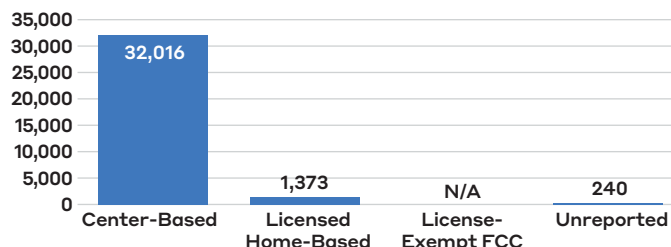
Forty-six child care workforce registries across the country collect comprehensive data on their state's workforce. This report is a first-of-its-kind snapshot of child care workforce data collected by registries across the country. This is just a small slice of the capabilities of registries, many of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

## TENNESSEE'S DATA

The data included here is from the Tennessee Professional Archive of Learning (TNPAL) as of November 30, 2023. The data includes those who work in programs participating in Tennessee's Quality Rating Improvement System, all licensed child care programs, and staff in Head Start programs. Participation in the registry for all other workforce members is voluntary. Tennessee's registry has a total of 50,002 active user profiles. This report reflects 33,629 active users working in direct care positions, inclusive of coaches and trainers. [Tennessee's registry profile sheet.](#)

### 1. Workforce Size

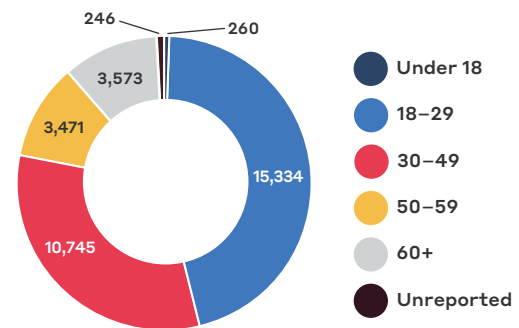
<b>Center-Based</b>	Director	1,568
	Teacher	24,981
	Teacher Assistant	5,467
<b>Licensed Home-Based</b>	Owner	410
	Assistant	963
<b>License Exempt</b>		N/A
<b>Trainers and Coaches</b>		240
<b>Unreported</b>		0
<b>Total</b>		33,629



### 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



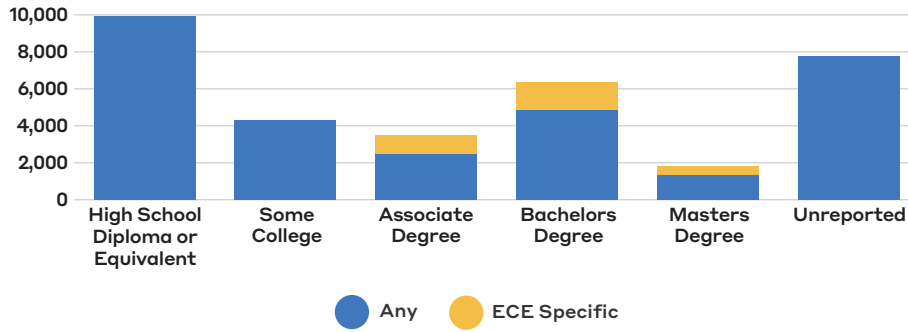
### 4. Employment Status<sup>1</sup>



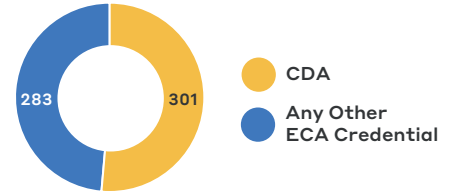
### 5. Gender<sup>2</sup>



## 6. Highest Level of Education



Total Workforce with Any ECE Credential: 584



For more information on education requirements for Tennessee'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<sup>3</sup>

Race	Percent
American Indian/Alaska Native	0.23
Asian	0.94
Black/African American	23.2
Hawaii Native or Pacific Islander	N/A
Hispanic/Latino	3.4
White	52.9
Multiple Races	1.7
Chose not to report	0.84
Additional option not listed	16.1
Unreported	0.72

## 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 Percentage based on the 33,293 registry members working in direct care positions who reported.
- 2 Percentage based on the 33,388 registry members working in direct care positions who reported.
- 3 Percentages based on the 33,389 registry members working in direct care positions.

