



# Examining Compensation Data of Connecticut's Child Care Workforce

Child care plays an important role in supporting children's growth, development, and educational advancement, while also supporting families in their ability to work, train, or pursue an education. Investing in high-quality child care is good for children and their families, as well as our communities, businesses and economy. Annually, [Connecticut](#) serves 10,500 families, or 15,300 children, on average in its child care subsidy program.

## CHILD CARE WORKFORCE CHALLENGES IN CONNECTICUT

Despite these many benefits, the supply of child care remains at a standstill, while the cost to families continues to increase. The lack of affordable program availability can be tied, in part, to workforce shortages in the child care sector. [Research](#) shows that child care workers are among the lowest paid workers in the United States, which results in high turnover as child care workers leave the field for other occupations where they can access benefits and higher wages.

An analysis of child care compensation data in Connecticut shows gaps and challenges that need to be addressed.

## POLICY CONSIDERATIONS

Insufficient child care is costing Connecticut [\\$1.3-1.9 billion](#) in lost earnings, productivity, and revenue each year. Without policy intervention to help resolve the issue of under-compensation of the child care workforce, the market is unable to meet the urgent child care supply, affordability and accessibility needs of Connecticut's families and employers. This hinders our children's healthy development and ability for our communities to thrive.

Solving our child care crisis requires a combination of policy levers and public investment that leads to the viability of the system long-term. Connecticut's lawmakers have the power to support its child care workforce by expanding state funding to improve compensation and access to benefits. Increased funding for child care in Connecticut can help [implement strategies](#) that support the sector's workforce, including, but are not limited to, setting reimbursement rates that reflect the true cost of care, ongoing compensation grants, establishing wage scales, providing benefits like health insurance and retirement contributions, and using contracts that include minimum compensation requirements.

Learn more about child care compensation in Connecticut: <https://data.childcareaware.org/connecticut/>.

## KEY FINDINGS

- Connecticut child care providers make **\$20.40 per hour**, on average.
- Overall, **80% of Connecticut providers** report wages that were less than the state's calculated living wage of \$24.13.
- Providers between the **ages of 45 and 54 years earned the highest average wages** at \$25.53 per hour, while providers under 35 had the lowest wages, with those **aged 18 to 24 averaging \$16.58 per hour**.
- Providers with **graduate degrees earned over \$20 more per hour** than those with associate's degrees.
- Child care providers reaching a higher level on the state's [Early Childhood Career Ladder](#) for completing trainings or ongoing education typically earn a higher average hourly wage (i.e., **\$27.21 at step 12**) than those at the beginning of the career ladder (**\$17.67 at step 1**).
- On average, **male providers earn slightly more** (\$22.19 per hour) than female providers (\$21.75 per hour).
- Connecticut's child care workforce identifying as White reported earnings of **\$3 to \$7 more** in hourly wages compared to other races and ethnicities.
- Providers who identified as Hispanic or Latino reported an average hourly wage of \$18.79, which is nearly **\$5 lower than non-Hispanic/Latino providers**, who earned an average of \$23.18 per hour.