

Compensation Parity

Illinois Goal for the Field of Early Childhood Care and Education

To achieve the best outcomes for children and their families, high-quality programs must employ a professionally prepared and compensated workforce.

As a state and a nation we have taken great strides in improving program quality and practitioner qualifications, yet minimal progress has been made in achieving compensation parity.

The US Department of Labor indicates that child care as a field is expected to have a 14% growth rate over the next decade.¹

↑ 14% anticipated growth in Early Childhood careers¹

The wages of the ECE workforce have remained relatively flat over the last two decades.²

Annual average wages for members of the early childhood workforce with a bachelor's degree are about half of the average wage for members of the general workforce with a bachelor's degree. The average salary for all ECE jobs in the US is \$31,000.

Illinois Average Salary



National Average Salary



To achieve compensation parity, an early childhood teacher with a bachelor's degree and specialized competencies should receive **\$53,000 - \$57,000** per state and national comparison.

Move toward a beginning salary of \$24.00 per hour for early care and education teachers who hold bachelor's degrees with specialized competencies.

The Workforce Compensation Subcommittee of the Program Standards and Quality Committee, Early Learning Council was charged with developing ranges for compensation parity aligned with qualifications and roles using the most recent and reliable state and national data.



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3 Step Recommendation Developed to move toward Compensation Parity for the ECE field:³



1. Establish an entry-level salary at **\$15.00/hour**.
2. Increase the entry-level salary to **\$17.00/hour** to establish parity with Head Start teachers.
3. Achieve parity with public school teachers by setting the entry-level salary at **\$24.00/hour** (prorated).

¹ US Department of Labor (2014)

² Whitebrook, Phillips, and Howes (2014)

³ Wages can be adjusted regionally using standard multipliers