

## Compilation of ECE Workforce Compensation Resources

There are several resources that highlight strategies and recommendations for increasing early childhood educator compensation. This list includes those that have been published as of April 2024, but is not exhaustive.

Email [advocacy@naeyc.org](mailto:advocacy@naeyc.org) if you'd like your resource to be added to this list.

- Adams, G., Ewen, D., and Luetmer, G. (2021). *Using Contracts to Support the Child Care Workforce: Thinking Outside the Box*. The Urban Institute. <https://www.urban.org/sites/default/files/publication/104344/using-contracts-to-support-the-child-care-workforce.pdf>.
- Center for the Study of Child Care Employment (2021). *Database: Strategies to Use Public Funds to Address Compensation and Financial Relief for the Early Care and Education Workforce*. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. <https://cscce.berkeley.edu/compensation-tracker>.
- Child Care Services Association, (2021). *A Look at Salary/Wage Scales for the Early Childhood Educator Workforce*. [https://www.teachecnationalcenter.org/wpcontent/uploads/2021/11/CCSA\\_2021\\_Salary-Scale-White-Paper-FINAL.pdf](https://www.teachecnationalcenter.org/wpcontent/uploads/2021/11/CCSA_2021_Salary-Scale-White-Paper-FINAL.pdf)
- Dade, A., & McLean, C. (2023). *Bold on Early Educator Compensation Learning Community 2022: Lessons From States Taking Action*. Center for the Study of Child Care Employment, University of California, Berkeley. <https://cscce.berkeley.edu/publications/brief/learningcommunity-lessons-from-state-actions/>
- Dichter, H. & LiBetti, A. (2021). *Improving Child Care Compensation Backgrounder 2021*. The BUILD Initiative. <https://buildinitiative.org/resource-library/backgrounder-on-compensation-in-child-care/>
- Home Grown (2023). *Opportunities for States to Improve Benefits Access for Home-based Child Care Providers*. <https://homegrownchildcare.org/wp-content/uploads/2023/08/HomeGrownBenefitsAccessHBCC.pdf>
- Hong, M. & J. Teng. (2022). *In Pursuit of Equitable Compensation for the Early Childhood Workforce: Considerations for States*. Chicago, IL: Start Early. [https://www.startearly.org/app/uploads/2022/10/REPORT\\_Equitable-Wage-Scale-State-Profiles\\_October-2022\\_FINAL.pdf](https://www.startearly.org/app/uploads/2022/10/REPORT_Equitable-Wage-Scale-State-Profiles_October-2022_FINAL.pdf)
- Kashen, J., Potter, H., and Stettner, A. (2016). *Quality Jobs, Quality Child Care: The case for a well-paid, diverse early education workforce*. The Century Foundation. <https://tcf.org/content/report/quality-jobs-quality-child-care/>
- National Association for the Education of Young Children. (2021). *Compensation Matters Most: Why and How States Should Use Child Care Relief Funding to Increase Compensation for the Early Childhood Education Workforce*. [https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/blog/compensation\\_matters\\_most.pdf](https://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/blog/compensation_matters_most.pdf)
- National Academies of Sciences, Engineering, and Medicine. (2018). *Transforming the Financing of Early Care and Education*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/24984>.
- National Early Care and Education Workforce Center. *Topic: Compensation & Financial Relief Strategies*. <https://www.nationaleceworkforcecenter.org/key-topic/compensation-financial-relief-strategies/>
- National Indian Child Care Association (2021). *Improving Wages for Professionals Working in Early Care and Education*. <https://nicca.us/toolkits>
- Opportunities Exchange (2022). *Workforce Compensation Webinar Series (includes Raising Wages: A Roadmap for Change; Employee Benefits: A New Framework and Tools to Get Us There; and Beyond Wages and Benefits: What Makes Teachers Stay, Grow, and Thrive)*. <https://www.oppex.org/additional-resources-copy>