



The Younger the Child, the Lower the Pay for Early Educators

Among an early education workforce that's already low paid, **teachers working with infants & toddlers earn the least.***

*All analyses in this infographic refer specifically to center-based early educators, due to data limitations.

86% of infant & toddler teachers earn less than \$15/hour, compared to **67% of preschool teachers.**

African Americans are disproportionately affected by this wage penalty.



52% work with infants/toddlers,

compared to **43%** of all early educators.

But that's because younger kids need teachers with less expertise, right?

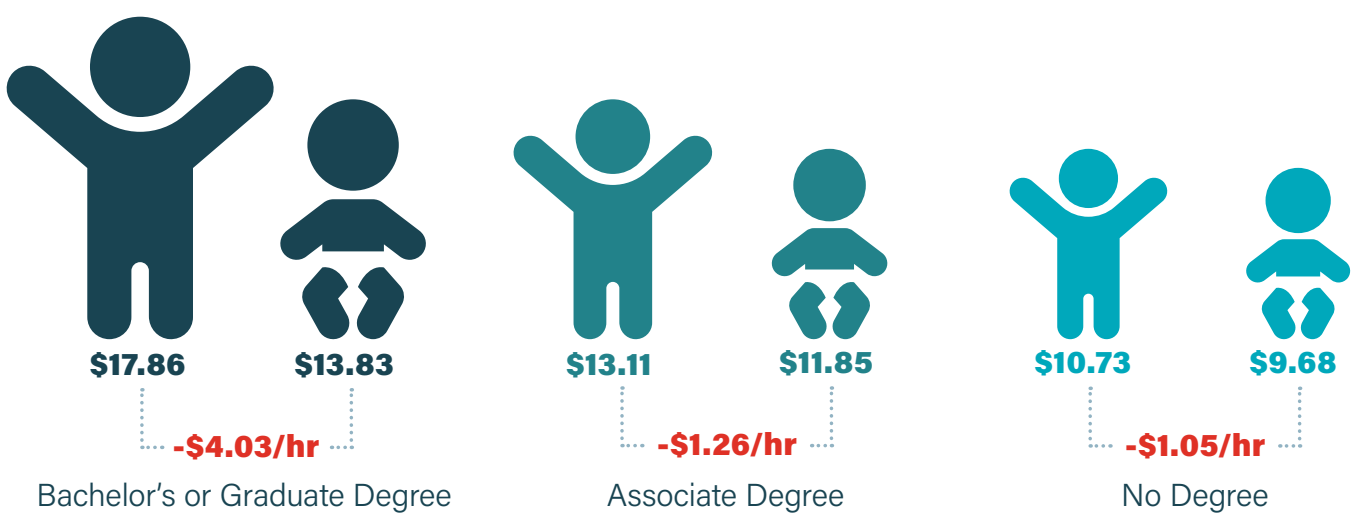
Actually, teachers of infants and toddlers need just as much skill and education as teachers of older children.



In the first few years of life, **more than 1 million new brain connections are formed every second.**¹

These connections are shaped by children's interactions with adults, yet even with a Bachelor's degree, **infant/toddler teachers are paid about \$4 less per hour than** similarly qualified early educators working with 3-5 year olds.

In fact, there is a **wage penalty at every educational level for working with younger children.**



If it's so important, why are people who work with infants and toddlers paid so much less?

The difference is partially explained by program funding. Compared to preschool services for children age three to five, services for infants and toddlers are more expensive to provide, yet are less likely to be primarily publicly funded.



Approximately **15% of centers serving infants/toddlers** report public funding as their predominant revenue source,



compared to **50% of centers that serve only preschoolers.**

Learn more at <http://cscce.berkeley.edu/topic/early-childhood-workforce-index/>

1. Center on the Developing Child, Harvard University

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