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Good afternoon. My name is Cindy Cisneros, and I serve as the Vice President of Education Programs at the Committee for Economic Development (CED) of The Conference Board (TCB). I am pleased to have the opportunity to contribute testimony in support of this Senate hearing today about the role of child care small businesses in supporting parents and the American workforce.

CED is the public policy center of The Conference Board and is a national nonprofit, nonpartisan, business member-driven organization that conducts well-researched analysis and proposes reasoned solutions in the nation's interest to policy challenges facing our country. CED does not lobby nor endorse specific legislation. One of our key areas of focus is education, and CED has an extensive, more than 50-year history of research and public policy recommendations in the early learning arena—related to both child care and public pre-kindergarten (pre-K) programs.

Our business leaders know that a skilled workforce is essential to economic stability and prosperity. CED's research supports the view that for the U.S. to ensure its competitive edge, it is critical that the nation increase the number of students who graduate high school ready for college or careers. While there is room for improvement in the nation's K-12 education system, business leaders understand that there is a correlation between school readiness developed in the earliest years and school success. This makes access to high-quality child care and public pre-kindergarten programs an imperative.

From CED's perspective, access to quality, affordable child care is a two-generation strategy. It helps fuel economic growth and vitality throughout states and communities by supporting employees so that the workforce is productive and businesses thrive. It also promotes a safe environment for children while parents work and in a setting that promotes their healthy development. Both are important. Clearly an important key is funding for child care, from all sources, public and private. Private investment is an essential part of addressing funding for child care needs.

Across the country, the need for child care is most related to mothers in the workforce. Since the Spring of 2020 when the COVID-19 public health pandemic resulted in stay-at-home restrictions and layoffs, the U.S. labor force participation of mothers has rebounded to exceed the labor force participation rate prior to the pandemic.¹ Mothers of children of all ages—those with children under age five, with school-age children, and with children from birth to age 14, are now working at higher rates compared to 2019.²

- In 2023, 70.8% of mothers with children under age five were in the labor force compared to 68.8% in 2019.³
- In 2023, 79.4% of mothers with school-age children (ages 5-14) were in the labor force compared to 77.7% in 2019.⁴
- In 2023, 73.9% of mothers with children ages 0-14 were in the labor force compared to 71.5% in 2019.⁵

Mothers with very young children are also working.

- 68.5% percent of mothers with two-year old children are working.⁶
- 61.6% percent of mothers with children under age one are working.⁷

Single mothers of young children are working at greater rates than married mothers (72.8% of single mothers with a two-year old are working compared to 66.6% of married mothers),⁸ however, both are substantial. And, both point to a potential need for child care.

The reality today is that 14.4 million children under age six have working parents (either in married couple families or single parent families).⁹ Whether families have access to child care impacts their ability to participate in work and to be productive in the workplace as well as the healthy development of their children while they are at work.

In 2019, CED released a study, *Child Care in State Economies*,¹⁰ which reviewed the use of child care by families and the impact of child care on state economies. At that time, we found that child care as an industry plays a significant role in state and regional economic growth throughout the country. The industry, which includes both center-based child care and home-based child care, had a total economic impact in 2016 of \$99.3 billion. This includes \$47.2 billion in revenue and another \$52.1 billion in spillover in other industries (related productivity).¹¹ We are currently in the process of updating the 2019 report to estimate economic impact in today's economy. For example, industry revenue in 2023 was nearly \$70 billion. The 2019 report will be updated in a three-part series in 2024, with Part 1 released in January of 2024.¹²

CED's 2019 *Child Care in State Economies* report; the 2022 4-part series, *The Economic Role of Paid Child Care in the U.S.*; and CED's current 3-part series updating the 2019 report analyze the use of market-based care (that is, paid child care services—the number of child care businesses, employment within those businesses, and revenue) at the national and state levels. To do so, we utilize the U.S. Census Bureau Economic Census and County Business Pattern data, the Census Bureau's Quarterly Service Survey (QSS) program, as well as the Census Bureau Non-employer Statistics data (i.e., data related to home-based businesses (sole proprietors) that report income earned for child care services). Both nonprofit and tax-paying entities are reflected.

Child Care Businesses. In 2022, there were 624,312 child care businesses in the U.S. (76,847 center-based employers and 547,465 child care homes) earning revenue of \$68.5 billion.¹³ This means that child care centers represent about 12.3% of child care businesses, while family child care homes represent 87.7%. However, center-based programs serve about three-quarters of all children in organized care and generated 86% (\$58.9 billion) of the industry's total revenue.¹⁴ Child care centers employed about 957,500 wage and salary workers, paying out a total of \$27 billion in employee compensation (an average of \$28,185 per worker).¹⁵ In contrast, home-based providers earned \$9.6 billion in revenue and are largely sole proprietors earning on average about \$17,472 (with net earnings of \$10,400 after operational costs).¹⁶

In the second quarter of 2020, which reflects the initial impact of the COVID-19 pandemic, there was a 36% drop in revenue for child care centers, falling to an annual rate of \$33.1 billion from a high of \$51.6 billion recorded in the first quarter of 2020.¹⁷ This abrupt decline in revenue reflects the initial financial impact of the pandemic faced by the child care sector. Total U.S. wage and salary employment dropped by 14% in March and April of 2020, a decrease of 22 million jobs; the child care sector incurred a 36% revenue reduction.¹⁸ For home-based providers, there was a 10.4% drop in revenue from \$9.45 billion in 2019 to \$8.46 billion in 2020.¹⁹

Since the Spring of 2020, the child care industry has rebounded. About 3,900 net new child care centers (5.3% increase) were added relative to the pre-pandemic period.²⁰ Center-based revenue increased from \$42.7 billion in 2020 to \$58.9 billion in 2022.²¹ Home-based revenue increased from \$8.5 billion in 2020 to \$9.4 billion in 2021 (the most recent data available released in March 2024).²²

With regard to child care center employment, in the Spring of 2020, there was a 31% reduction in staffing (a loss of about 290,000 jobs) in child care centers.²³ The number of child care employees is now roughly the same compared to 2019 but below pre-COVID projected industry trends.²⁴ The average number of employees per child care center was 14 in 2019 (which dropped to 9.8 in the Spring of 2020) and in 2022 was 12.8 (slightly below pre-COVID center-based staffing).²⁵ While staffing per center is down, wages for staff have increased. By the second quarter of 2023, total wages paid in center-based employment increased to an annual rate of \$30 billion, marking a 31% increase from pre-pandemic levels.²⁶ Average annual wages per child care worker increased 27% from \$24,969 to \$31,797 in the second quarter of 2023.²⁷

With regard to family child care homes, in contrast to the increase in the number of centers, the 2021 home-based child care business data released by the Census Bureau in March 2024 found a drop in home-based providers of 17,235 compared to 2019.²⁸ This decline continues a trend over the past decade. For example, in 2010, there were 752,212 home-based providers,²⁹ compared to 547,465 in 2021 (a decline of 27.2% in home-based care).³⁰ Because home-based care is often less expensive for families, the decline in family child care providers not only reduces parent choices for child care but also could make care unaffordable for more families.

The revenue rebound in the child care industry along with the increased pay for workers looks strong. However, there is much we do not know. Between March of 2020 and March of 2021, Congress appropriated \$52 billion in supplemental child care funding to states.

- **The Coronavirus Aid, Relief, and Economic Security (CARES) Act** (P.L. 116-136)³¹
The CARES Act appropriated an additional \$3.5 billion to states for child care.
- **Coronavirus Response & Relief Supplemental Appropriations (CRRSA)** (P.L. 116-260)³²
CRRSA appropriated an additional \$10 billion to states for child care.
- **American Rescue Plan (ARP)** (P.L. 117-2)³³
ARP appropriated an additional \$14.99 billion for Child Care & Development Fund (CCDF) Supplemental Discretionary Funds, available until September 30, 2024; and \$23.97 billion for child care stabilization grants, available until September 30, 2023 (of which 90% was required to be passed through to child care providers).

It is difficult to estimate the precise impact that the increase in Federal funds had on the sector's revenue and wage recovery. At a minimum, states passed through \$21.5 billion to providers from ARP stabilization funds, but it is also possible that states used some of the CRRSA and CARES Act funding for child care provider stabilization. The expenditure of these funds by states has not yet been publicly reported. Generally, there is a lag time as to when the states report the expenditure of child care funds and when the U.S. Department of Health and Human Services posts such information to the agency's web site, with Government Accountability Office (GAO) not expecting a full accounting until 2025 or 2026.³⁴

When revenue data is released in the Census Bureau's Quarterly Service Survey (QSS), it is not differentiated by source (e.g., total revenue from the quarter is reported, but with regard to child care businesses, the data does not differentiate how much of the revenue is a result of parent payments compared to government funds).³⁵ A similar situation describes wage data. Wages are reported; however, it is unclear how much of the wage increases are a result of state efforts to utilize some of the \$52 billion in supplemental child care funding for strategies to increase child care staff recruitment and retention (e.g., bonuses, "hero grants", retention grants that were awarded by states).³⁶

Child care is a business. Whether that business is center-based or home-based it is still a business. Operating funds for each program are largely derived from parent fees. The reason it is important to understand better

the role that the supplemental Federal child care funds have played as a part of overall industry revenue is that it is not clear whether program revenue, or the increase in wages is sustainable (*i.e.*, after the additional Federal money is expended by the deadline of September 2024).

In January 2024, CED released the first of a three-part series, *Child Care in State Economies, 2024 Update, Part 1: Recent Trends in Paid Child Care Usage*.³⁷ The report found that while paid child care use has rebounded since the Spring of 2020, there were still nearly 1.2 million fewer children age 0-14 in paid care in 2022 compared to 2019 (a decline of nearly 10%).³⁸

The share of children age 14 and younger in paid child care declined from 20.2% in 2019 to 19% in 2022.³⁹ With fewer children in paid care, industry revenue should have declined, not risen. Because parent payments comprise the operating budget of child care programs, with fewer children in care, it is surprising that wages would have increased by an average of 27% per worker.⁴⁰ However, we know from the data that industry revenue grew as well as wages. Congress made a policy decision to allocate \$52 billion to the states to stabilize the child care market so that parents could work and have access to child care for their children. While we do not have specific data about the role that the additional Federal funds played, it does appear that funding was used by states as intended—to stabilize the market and implement innovative strategies to support higher wages to promote recruitment and retention of child care workers.⁴¹

What is less clear is whether the current state of the child care market is sustainable. The last of the Federal supplemental child care funds are to be spent by September 30, 2024.⁴²

Use of Paid Child Care in More Detail. The use of paid child care varies greatly across states. For example, across the recovery years of 2021-2022, the U.S. average percentage of children under age five in paid care was 27.2%.⁴³ However, the use of paid care varied from a low of 11.1% in Hawaii to a high of 46.7% in Nebraska.⁴⁴ The District of Columbia reported the highest overall share at 52.7%.⁴⁵ The share of young children in paid care declined from 29% in 2018-2019 to 27.2% in 2021-2022.⁴⁶ Yet there were 17 states and DC in which the share of children in paid care was at or above the pre-pandemic share of children in paid care.⁴⁷ In contrast, the remaining 33 states remain below their pre-pandemic share of children in paid care.⁴⁸ Eleven of these states have gaps that remained five percentage points or more below their pre-pandemic level: Maine (-23.9 points), New Hampshire (-11.6 points), Arizona (-10.7 points), Wisconsin (-9.8 points), Michigan (-9.6 points), Georgia (-9 points), Connecticut (-9 points), South Carolina (-8.2 points), Louisiana (-6.2 points), Oregon (-6.2 points), and Missouri (-5.7 points).⁴⁹

Labor Force Participation in More Detail. The U.S. labor force participation rate by mothers of all ages of children (0-4, 5-14, and 0-14) exceeds pre-pandemic levels (2019).⁵⁰ However, in 19 states, the labor force participation rate of mothers with children under age five is lower than it was in 2019.⁵¹ In 20 states, the labor force participation rate of mothers with school-age children is lower than it was in 2019.⁵² See appendix tables for state labor force participation rates of mothers from 2019-2023.

Child Care Wages in More Detail. The business model for child care centers is challenged to keep rates low enough for parents to pay but high enough to hire and retain high-quality staff. Staffing is the highest cost of operating a child care center.⁵³ For most programs, parent fees comprise the operating budget. The current market model for child care has led to a child care workforce that earns low wages with a median of \$13.71 per hour or \$28,520 per year.⁵⁴ Low wages lead to high turnover and little incentive for individuals in the child care workforce to access higher education coursework which increases their knowledge about child development, age appropriate activities, and ways in which to meet the needs of individual children.

Much of the Federal financial assistance allocated by States to child care providers was structured to either

maintain employment or increase wages paid to child care providers.⁵⁵ While the average annual wage per worker across the private services sectors increased by 18.5% by the second quarter of 2023, average wages per child care worker increased by 27% compared to pre-pandemic levels.⁵⁶ Nevertheless, wages for child care workers remain low compared to other service occupations.

For example, even though child care wages have increased compared to the pre-pandemic period, they are still low compared to other jobs in many communities that pay more with little training or education required. On average (all May 2022 figures from Bureau of Labor Statistics (BLS)), hotel desk clerks earn about \$13.90 per hour (about \$28,910 per year),⁵⁷ parking lot attendants earn about \$14.70 per hour (about \$30,570 per year),⁵⁸ retail sales workers at the mall earn \$14.71 per hour (about \$30,600 per year),⁵⁹ telemarketers earn about \$14.92 per hour (\$31,030 per year),⁶⁰ hair stylists earn about \$16.01 per hour (about \$33,290 per year),⁶¹ and receptionists earn about \$16.33 per hour (about \$33,960 per year).⁶² While important jobs, these individuals are not entrusted with the lives and development of young children.

Child Care Affordability. The price of child care varies by setting and by the age of the child. For 2022, the annual median price for center-based infant care across the U.S. was \$12,024, for four-year-old children the median price was \$9,998, and for school-age child care (before and after school) the median price was \$5,175.⁶³ For home-based care, the annual median price was \$9,100 for infants, \$8,183 for four-year-old children, and \$4,875 for school-age children.⁶⁴

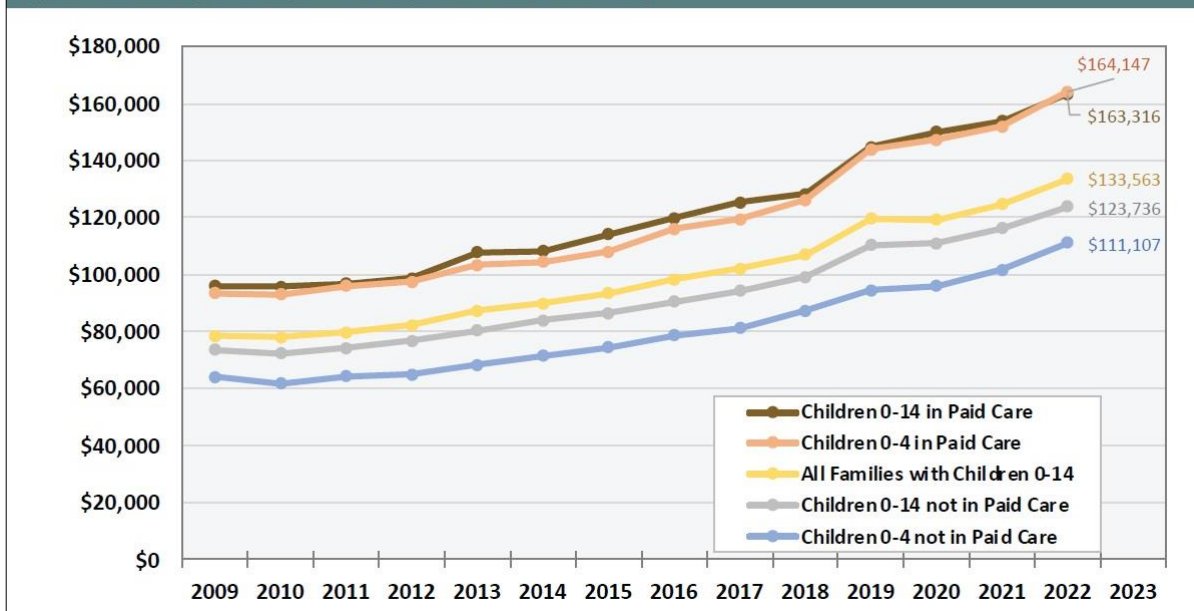
The supply of child care is uneven across communities, which is understandable as child care is a business. Although there were about 624,312 market-based child care providers in the country as of 2022,⁶⁵ child care centers open in areas where a market analysis shows that the population is dense enough and has sufficient income to support revenue to sustain a viable business model—one that supports staffing and other costs of operating a business. Of concern, particularly in rural areas where the economics of operating a child care center may not be viable, is the decline in family child care homes throughout the country (declining by 204,747 from 2010 to 2021, a drop of 27.2%).⁶⁶

One reason that CED used the Census Bureau Economic Survey compared to state licensing data for home-based providers is that market-based care reflects a combination of care arrangements—both those that operate under a state licensing framework and those that are legally operating but not subject to regulation. For example, in New Hampshire, a child care license is needed for anyone operating a family child care home for up to six children from one or more unrelated families.⁶⁷ But in Iowa, a family child care home is not required to become registered until six children are in care⁶⁸ (which does not mean that home-based providers are not caring for fewer than six children, it just means that state regulation does not apply until six unrelated children are in the home). Iowa home-based operators caring for fewer than six unrelated children can choose to become registered, but they are not required to do so.

Fundamentally, the supply of child care is related to economics. For home-based providers, the hours are long and the fees charged to parents—while typically less than the rates charged by child care centers—do not offer an economic incentive to stay in business. The fact is that average revenue was about \$17,472 per year for home-based providers in 2022,⁶⁹ below the Federal poverty level for even a family of two.⁷⁰ A vast number of jobs pay more, particularly in a good economy.

U.S. Census Bureau data continues to show that the use of paid child care remains closely related to family income. CED's Child Care in State Economies report, Part 1, released in January 2024 found large income gaps between families who pay for child care and families who do not.⁷¹

Figure 15: Average Family Income by Paid Child Care Usage



Source: IPUMS-CPS, University of Minnesota and RegionTrack calculations

In 2022, families with children under age five who used paid child care had an average household income of \$164,147.⁷² Families with children under age five who did not use paid child care had an average income of \$111,107—an income gap of \$53,040.⁷³ Families with children ages 0-14 who used paid child care had an average household income of \$163,316 whereas families with children age 0-14 not using paid care had an average income of \$123,736—an income gap of \$39,580.⁷⁴

The income gap between families who pay for child care and families who do not suggests that the price of care, when considered in the context of other family expenses, may play a role in whether families choose to use paid care. For example, it could be that after families pay basic expenses for housing, utilities, food, car payments, gas, and other expenses such as health care insurance, the price of care to access the licensed market is not affordable.

Conclusion

The supply of child care and the cost are challenges for families. The economic model for child care makes it difficult for home-based providers to stay in the business and for child care centers to hire and retain high-quality staff, which also impacts choices for parents.

Solutions exist. While there is no easy way to make quality child care more available and affordable, there are a variety of approaches to address child care supply and cost. Options include:

1) Review Current Child Care Financing and Increase Child Care Investments in Systems that Better Support the Economic Model of Child Care.

A broader discussion of how this country invests in child care and early education across programs is warranted. There are multiple funding streams, and child care is not the only setting in which young children spend time. An integrated review of the whole early care and education landscape would be helpful to understand gaps and develop strategies to address those gaps with all key stakeholders including public and

private partners. Private investment is an essential part of overall child care funding.

At the Federal level, subsidies are provided to enable low-income families to access child care. The cost of center-based care for an infant was about 16.1% of annual household income and for a four-year old is about 13.3% in 2022.⁷⁵ The U.S. Department of Health and Human Services allocates funding through the Child Care and Development Block Grant (CCDBG) annually.⁷⁶ While Congress has increased funds during the past few fiscal years, for Fiscal Year 2019 GAO found that available Federal funding supported only about 16% of children eligible under Federal standards (up to 85% of state median income) and 23% of children eligible under state standards (*i.e.*, states set eligibility below the maximum allowed under Federal law).⁷⁷

CED's *Child Care in State Economies (2019)* report found that every dollar increase in Federal child care funding leads to an additional \$3.80 in net economic gains to states,⁷⁸ as additional families can obtain and retain employment based on the availability and affordability of child care for young children.

2) Invest in Strategies to Better Support the Child Care Workforce.

To help fill the gap between what parents can afford to pay and a livable wage for individuals working in child care, CED's research has considered the adoption of a tax credit investment in the early educator workforce that would incent individuals to obtain certifications (such as a Child Development Associate credential) or an Associate's degree in early childhood education or a Bachelor's Degree in early childhood education by pairing these achievements with a tax credit designed to increase overall wages. At the state level, Louisiana adopted the first school readiness tax credit⁷⁹ in 2007.

Such a credit, if considered at a national level, could be tied to individuals working in high-quality programs (as defined by states, such as working in programs that participate in state quality rating and improvement systems or other systems that are tied to quality). The tax credit would be voluntary and earned by individuals within the field who achieve state determined benchmarks (*e.g.*, a child development associate credential, an infant/toddler credential, a preschool credential, an Associate's degree in early childhood education). In this way, the Federal government could provide the resources for state designed (and verifiable) strategies to invest in the workforce who not only is entrusted with the care and education of our next generation, but also supports all other workforces (employees across industries who have young children depend on a high-quality child care workforce).

High-quality child care costs more than parents can pay. A tax credit strategy could help fill the gap by serving as a wage supplement and ensure that a strong workforce with the knowledge and competencies needed to promote healthy child development is in place.

3) Expand the Capacity of Small Business Development Centers (SBDCs) with Staff Who Understand the Child Care Business Model (for both child care centers and family child care homes).

Child care is a business. Many who operate within the child care industry have a great deal of knowledge about child development but not about business practices that best maximize economic viability. This is true for centers and family child care homes. When the Child Care and Development Block Grant was reauthorized in 2014, Congress included language to require business technical assistance.⁸⁰ The type of assistance available or offered varies by state. Given that SBDCs are located throughout the country, in both urban and rural areas, it makes sense for SBDCs to partner with state child care agencies to offer hands-on business technical assistance related specifically to the child care industry (which requires different types of support for child care centers compared to child care homes).

Thank you for your time today. I have attached tables by state that I hope will be helpful to you in better understanding market-based care. I am pleased to answer any questions that you have.

Endnotes

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- ⁹ U.S. Census Bureau, Table B23008, Age of Own Children Under 18 Years in Families and Subfamilies by Living Arrangements by Employment Status of Parents, 2022 American Community Survey, 1-Year Estimates. <https://data.census.gov/table/ACSDT1Y2022.B23008?q=b23008&moe=false>
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- ³¹ The Coronavirus Aid, Relief, and Economic Security (CARES) Act, P.L. 116-136. <https://www.congress.gov/117/plaws/publ2/PLAW-117publ2.pdf>
- ³² Coronavirus Response & Relief Supplemental Appropriations (CRRSA), P.L. 116-260. <https://www.congress.gov/116/plaws/publ260/PLAW-116publ260.pdf>
- ³³ American Rescue Plan (ARP), P.L. 117-2. <https://www.congress.gov/117/plaws/publ2/PLAW-117publ2.pdf>
- ³⁴ U.S. Government Accountability Office, “Child Care: Observations on States’ Use of COVID-19 Pandemic-Related Funding,” GAO-23-106833, May 31, 2023. <https://www.gao.gov/products/gao-23-106833>
- ³⁵ Committee for Economic Development of The Conference Board (CED), *Child Care in State Economies (2024), Part 2* (scheduled to be published in May 2024).
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- ⁵³ U.S. Department of Health and Human Services, National Center on Early Childhood Quality Assurance, Guidance on Estimating and Reporting the Costs of Child Care, June 2023. <https://childcareta.acf.hhs.gov/resource/guidance-estimating-and-reporting-costs-child-care>
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- ⁶³ Child Care Aware of America, The U.S. and the High Cost of Child Care, 2022 Survey. <https://www.childcareaware.org/catalyzing-growth-using-data-to-change-child-care-2022/#PriceofCare>
- ⁶⁴ Ibid.
- ⁶⁵ Committee for Economic Development of The Conference Board (CED), *Child Care in State Economies (2024), Part 2* (scheduled to be published in May 2024).
- ⁶⁶ Ibid.
- ⁶⁷ 2022 New Hampshire Revised Statutes, Title XII - Public Safety and Welfare, Title 170-E - Child Day Care, Residential Care, and Child-Placing Agencies Section 170-E:2 - Definitions. <https://law.justia.com/codes/new-hampshire/2022/title-xii/title-170-e/section-170-e-2/>
- ⁶⁸ The Child Development Home minimum requirements are found, in their entirety, in 441 Iowa Administrative Code, Chapter 110 found at <https://www.legis.iowa.gov/docs/iac/chapter/441.110.pdf>
- ⁶⁹ Committee for Economic Development of The Conference Board (CED), *Child Care in State Economies (2024), Part 2* (scheduled to be published in May 2024).
- ⁷⁰ U.S. Department of Health and Human Services, Office of the Assistant Secretary for Planning and Evaluation, 2024 Poverty Guidelines, <https://aspe.hhs.gov/topics/poverty-economic-mobility/poverty-guidelines>
- ⁷¹ Committee for Economic Development of The Conference Board (CED), *Child Care in State Economies, 2024 Update, Part 1: Recent Trends in Paid Child Care Usage*, January 2024. <https://education.ced.org/child-care-in-state-economies>
- ⁷² Ibid.
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- ⁷⁵ Committee for Economic Development of The Conference Board (CED), *Child Care in State Economies, 2024 Update, Part 1:*

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⁷⁸ Committee for Economic Development of The Conference Board, Child Care in State Economies, 2019 Update. <https://education.ced.org/childcareimpact>

⁷⁹ Louisiana Department of Revenue, School Readiness Tax Credits, <https://www.revenue.louisiana.gov/IndividualIncomeTax/SchoolReadinessTaxCredit>

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Appendix Tables

Labor Force Participation of Mothers, Children Under Age 5

Labor Force Participation of Mothers, School-Age Children (Ages 5-14)

Labor Force Participation of Mothers for Children Birth – Age 14

Miscellaneous Family and Child Data, 2022 American Community Survey

Share of Children Under Age 5 in Paid Child Care

Share of School-Age Children (Ages 5-14) in Paid Child Care

Share of Children Birth – Age 14 in Paid Child Care

Child Care Sector Economic Profile by State (2022)

Labor Force Participation of Mothers with Children Under Age 5
2018 - 2023

State	2018	2019	2020	2021	2022	2023
United States	67.4%	68.8%	68.4%	68.1%	70.4%	70.8%
Alabama	64.0%	66.2%	65.5%	64.1%	73.3%	71.5%
Alaska	59.8%	52.2%	63.0%	63.1%	65.5%	70.8%
Arizona	65.8%	64.9%	69.0%	58.0%	66.3%	71.4%
Arkansas	71.3%	76.4%	68.1%	67.6%	68.6%	68.7%
California	65.1%	67.3%	63.2%	64.4%	69.1%	67.7%
Colorado	66.8%	72.4%	69.9%	73.4%	72.8%	71.8%
Connecticut	76.6%	69.9%	79.1%	66.3%	76.1%	73.7%
Delaware	76.6%	79.6%	64.4%	80.4%	77.6%	79.6%
District of Columbia	82.1%	82.2%	81.4%	84.9%	84.8%	87.8%
Florida	65.6%	65.0%	65.8%	66.6%	64.7%	71.5%
Georgia	65.8%	63.5%	63.1%	69.2%	66.5%	64.6%
Hawaii	61.2%	65.0%	62.1%	67.3%	69.0%	68.3%
Idaho	58.2%	70.9%	69.0%	60.4%	62.2%	65.1%
Illinois	79.5%	73.1%	76.4%	78.3%	81.1%	74.6%
Indiana	66.8%	67.7%	75.5%	65.5%	71.4%	74.9%
Iowa	79.3%	81.1%	79.2%	83.8%	75.0%	73.9%
Kansas	69.2%	76.7%	73.5%	69.8%	66.2%	78.8%
Kentucky	63.4%	68.7%	72.0%	62.8%	77.3%	73.2%
Louisiana	62.5%	65.6%	71.4%	67.8%	63.6%	66.4%
Maine	79.9%	76.0%	71.7%	78.0%	72.9%	68.6%
Maryland	75.3%	74.3%	73.5%	65.5%	76.1%	79.2%
Massachusetts	76.5%	77.5%	79.1%	77.9%	84.4%	85.0%
Michigan	70.0%	72.1%	69.5%	69.8%	71.3%	74.0%
Minnesota	79.7%	81.5%	73.6%	74.5%	79.8%	80.5%
Mississippi	64.2%	65.9%	70.4%	67.1%	74.2%	70.5%
Missouri	76.2%	67.4%	68.2%	69.6%	71.1%	67.9%
Montana	68.1%	74.1%	67.5%	75.1%	75.2%	76.2%
Nebraska	81.1%	83.8%	78.9%	82.9%	78.4%	74.2%
Nevada	65.9%	69.2%	68.6%	69.9%	70.9%	68.0%
New Hampshire	74.6%	75.6%	74.6%	67.6%	67.4%	70.2%
New Jersey	71.2%	72.0%	59.0%	66.8%	75.2%	76.1%
New Mexico	63.6%	70.0%	62.0%	65.4%	60.4%	61.6%
New York	62.3%	64.1%	62.4%	62.8%	69.4%	69.5%
North Carolina	62.4%	64.5%	67.8%	69.2%	66.0%	71.6%
North Dakota	77.2%	79.1%	76.5%	78.8%	78.9%	70.1%
Ohio	71.6%	70.4%	66.7%	69.1%	75.3%	70.7%
Oklahoma	61.5%	64.2%	65.4%	68.2%	71.0%	66.8%
Oregon	68.0%	66.1%	67.5%	66.0%	71.4%	69.0%

Labor Force Participation of Mothers with Children Under Age 5
2018 - 2023

State	2018	2019	2020	2021	2022	2023
Pennsylvania	72.3%	78.4%	75.1%	76.1%	75.0%	65.8%
Rhode Island	72.4%	73.0%	77.8%	71.1%	78.4%	69.7%
South Carolina	64.6%	66.3%	66.7%	64.5%	64.8%	72.1%
South Dakota	77.4%	85.7%	78.1%	76.6%	77.1%	80.0%
Tennessee	60.0%	71.0%	71.1%	66.0%	65.3%	60.6%
Texas	60.7%	61.7%	63.1%	63.3%	66.9%	68.8%
Utah	61.0%	67.1%	61.5%	63.3%	56.8%	61.6%
Vermont	77.2%	76.9%	75.9%	82.8%	77.3%	78.3%
Virginia	69.4%	71.1%	68.9%	63.8%	68.6%	74.8%
Washington	62.6%	67.4%	70.0%	74.4%	64.0%	65.5%
West Virginia	62.4%	63.4%	62.4%	59.2%	66.3%	76.3%
Wisconsin	76.4%	78.0%	75.7%	77.9%	73.2%	76.2%
Wyoming	63.5%	63.8%	66.2%	61.6%	69.7%	66.0%

Source: IPUMS-CPS, University of Minnesota and RegionTrack Calculations. Labor force participation of mothers age 18-54, seasonally adjusted. Pink shading represents states where the labor force participation of mothers has declined since 2019.

Labor Force Participation of Mothers with School-age Children (ages 5-14)
2018 - 2023

State	2018	2019	2020	2021	2022	2023
United States	76.9%	77.7%	75.8%	75.7%	77.8%	79.4%
Alabama	68.9%	74.0%	77.3%	70.5%	70.5%	75.4%
Alaska	80.6%	77.2%	79.4%	78.2%	78.4%	80.9%
Arizona	74.3%	81.5%	77.0%	72.0%	71.6%	78.8%
Arkansas	79.1%	73.8%	71.8%	72.0%	79.6%	79.3%
California	70.5%	72.1%	67.1%	70.7%	74.7%	74.8%
Colorado	78.4%	83.6%	77.1%	79.0%	77.1%	81.4%
Connecticut	82.0%	84.1%	82.1%	77.7%	82.5%	82.7%
Delaware	79.0%	81.1%	80.3%	75.8%	79.5%	80.2%
District of Columbia	86.7%	80.8%	81.4%	79.8%	86.8%	81.7%
Florida	76.7%	79.5%	74.0%	73.8%	75.8%	77.3%
Georgia	75.7%	75.7%	76.5%	77.7%	75.2%	78.5%
Hawaii	78.7%	80.1%	74.5%	77.5%	73.7%	70.5%
Idaho	77.0%	71.8%	72.4%	71.6%	73.2%	80.2%
Illinois	76.5%	77.4%	78.4%	79.2%	84.8%	82.5%
Indiana	76.4%	76.3%	75.1%	75.7%	79.2%	80.6%
Iowa	86.2%	89.1%	87.4%	91.6%	86.1%	88.1%
Kansas	83.4%	85.8%	85.3%	77.4%	80.7%	86.7%
Kentucky	78.3%	69.2%	75.3%	79.3%	78.3%	83.0%
Louisiana	76.1%	74.7%	70.6%	71.3%	75.2%	78.7%
Maine	80.6%	77.6%	81.5%	80.5%	82.7%	84.7%
Maryland	83.1%	85.0%	77.3%	77.6%	85.8%	82.2%
Massachusetts	84.1%	82.5%	80.9%	80.2%	81.2%	83.0%
Michigan	76.9%	78.1%	76.3%	72.5%	76.7%	80.5%
Minnesota	87.1%	87.6%	87.2%	86.6%	83.9%	89.0%
Mississippi	81.0%	77.2%	75.3%	78.8%	76.9%	79.8%
Missouri	78.9%	83.3%	83.6%	79.0%	81.9%	84.8%
Montana	81.5%	81.7%	82.7%	83.9%	86.0%	82.6%
Nebraska	88.3%	85.6%	82.6%	84.9%	89.1%	88.4%
Nevada	78.2%	80.1%	74.2%	70.9%	71.8%	77.9%
New Hampshire	87.7%	85.5%	83.2%	82.1%	82.6%	81.4%
New Jersey	77.0%	77.7%	77.4%	75.1%	79.5%	82.6%
New Mexico	73.7%	74.1%	72.5%	70.9%	74.0%	73.8%
New York	75.9%	74.8%	73.3%	73.3%	77.1%	80.9%
North Carolina	79.2%	80.0%	73.8%	73.6%	76.5%	75.1%
North Dakota	81.6%	85.5%	88.9%	82.1%	83.8%	85.7%
Ohio	80.0%	78.1%	80.1%	80.4%	79.9%	80.0%
Oklahoma	68.0%	73.3%	70.5%	72.9%	76.4%	81.2%
Oregon	83.2%	78.9%	76.3%	76.4%	74.3%	78.1%

Labor Force Participation of Mothers with School-age Children (ages 5-14)
2018 - 2023

State	2018	2019	2020	2021	2022	2023
Pennsylvania	80.4%	81.4%	79.8%	77.7%	80.5%	78.8%
Rhode Island	84.1%	84.5%	79.9%	81.9%	83.5%	79.4%
South Carolina	69.8%	77.9%	79.9%	74.2%	72.7%	76.5%
South Dakota	82.0%	87.4%	87.1%	84.3%	90.1%	96.3%
Tennessee	72.0%	72.8%	75.3%	74.3%	73.5%	76.8%
Texas	75.2%	73.8%	75.2%	74.7%	77.2%	77.7%
Utah	71.6%	71.7%	75.5%	80.5%	68.2%	75.3%
Vermont	84.8%	84.4%	89.2%	84.4%	83.3%	86.9%
Virginia	76.7%	78.0%	75.6%	76.6%	81.7%	81.5%
Washington	75.5%	79.8%	73.2%	76.5%	76.1%	78.6%
West Virginia	73.5%	73.8%	76.4%	72.1%	74.4%	74.9%
Wisconsin	88.6%	87.4%	83.5%	81.6%	83.6%	85.1%
Wyoming	85.8%	87.2%	82.4%	79.6%	80.7%	80.2%

Source: IPUMS-CPS, University of Minnesota and RegionTrack Calculations. Labor force participation of mothers age 18-54, seasonally adjusted. Pink shading represents states where the labor force participation of mothers has declined since 2019.

Labor Force Participation of Mothers with Children Birth to 14
2018 - 2023

State	2018	2019	2020	2021	2022	2023
United States	70.6%	71.5%	70.5%	70.4%	72.5%	73.9%
Alabama	65.9%	69.0%	71.9%	66.1%	68.7%	71.6%
Alaska	70.3%	65.3%	66.9%	67.5%	68.1%	71.4%
Arizona	66.5%	72.5%	70.8%	62.5%	66.8%	73.4%
Arkansas	72.2%	71.8%	68.5%	68.8%	72.8%	71.7%
California	65.6%	67.4%	64.0%	65.5%	70.1%	70.5%
Colorado	73.0%	76.2%	72.9%	74.3%	73.6%	74.6%
Connecticut	76.0%	76.9%	79.5%	72.1%	77.5%	78.1%
Delaware	75.9%	78.6%	72.6%	74.8%	76.8%	77.5%
District of Columbia	81.9%	79.3%	78.2%	78.3%	83.5%	81.7%
Florida	70.9%	71.1%	68.5%	69.7%	70.7%	74.0%
Georgia	69.3%	69.3%	70.2%	71.7%	69.7%	69.6%
Hawaii	69.6%	72.2%	68.6%	69.8%	68.8%	68.2%
Idaho	64.6%	66.9%	66.7%	65.5%	66.6%	69.8%
Illinois	74.5%	73.4%	73.6%	75.8%	79.0%	76.6%
Indiana	70.2%	69.5%	73.8%	68.5%	72.0%	73.9%
Iowa	79.7%	81.1%	79.4%	84.9%	83.8%	82.2%
Kansas	75.3%	76.2%	77.2%	72.4%	73.0%	81.9%
Kentucky	72.8%	66.6%	70.4%	68.9%	72.0%	73.2%
Louisiana	68.2%	70.3%	69.7%	68.2%	68.5%	72.1%
Maine	76.7%	75.6%	72.9%	78.2%	75.7%	76.4%
Maryland	77.0%	77.7%	74.5%	72.7%	77.3%	81.1%
Massachusetts	78.8%	77.0%	78.1%	77.8%	79.5%	82.0%
Michigan	72.5%	73.5%	70.6%	68.3%	71.9%	75.9%
Minnesota	80.8%	80.6%	79.7%	79.0%	81.3%	84.2%
Mississippi	72.1%	70.8%	71.1%	69.8%	72.8%	73.7%
Missouri	77.4%	78.0%	77.6%	77.3%	77.1%	74.6%
Montana	71.0%	75.4%	74.2%	78.0%	80.7%	77.2%
Nebraska	83.0%	80.9%	79.8%	80.6%	83.9%	80.9%
Nevada	71.2%	72.3%	68.6%	67.4%	69.5%	73.7%
New Hampshire	79.1%	78.1%	78.1%	76.2%	76.8%	73.2%
New Jersey	71.8%	73.8%	67.5%	69.8%	75.2%	76.2%
New Mexico	65.3%	68.5%	65.5%	66.5%	66.7%	69.1%
New York	68.9%	68.0%	67.4%	68.7%	72.1%	74.6%
North Carolina	70.0%	71.2%	69.3%	68.5%	72.2%	70.3%
North Dakota	74.7%	80.3%	80.7%	78.3%	79.4%	77.3%
Ohio	73.1%	72.8%	72.5%	72.8%	75.4%	75.6%
Oklahoma	62.9%	64.8%	65.7%	65.7%	68.8%	74.8%
Oregon	75.2%	72.2%	71.6%	72.0%	72.2%	76.3%

Labor Force Participation of Mothers with Children Birth to 14
2018 - 2023

State	2018	2019	2020	2021	2022	2023
Pennsylvania	74.7%	77.2%	76.1%	75.0%	74.8%	72.2%
Rhode Island	75.3%	76.7%	73.5%	74.9%	79.1%	73.7%
South Carolina	66.3%	71.3%	73.6%	69.8%	68.0%	73.1%
South Dakota	80.4%	85.0%	81.0%	78.7%	81.9%	84.1%
Tennessee	64.6%	70.5%	69.0%	68.5%	68.9%	71.5%
Texas	66.5%	66.0%	67.3%	67.6%	70.7%	71.6%
Utah	60.6%	63.7%	64.5%	67.4%	60.8%	67.5%
Vermont	78.4%	79.8%	84.2%	80.4%	79.4%	80.9%
Virginia	69.9%	71.3%	71.8%	70.1%	73.7%	75.3%
Washington	66.5%	71.4%	69.3%	71.8%	67.7%	69.6%
West Virginia	66.1%	66.6%	67.8%	66.2%	68.8%	72.2%
Wisconsin	80.8%	82.3%	77.7%	77.3%	76.0%	78.2%
Wyoming	70.3%	73.7%	72.1%	70.4%	70.2%	70.7%

Source: IPUMS-CPS, University of Minnesota and RegionTrack Calculations. Labor force participation of mothers age 18-54, seasonally adjusted. Pink shading represents states where the labor force participation of mothers has declined since 2019.

Miscellaneous Child & Family Data						
States	Children Under Age 3	Children under Age 6	Children Under Age 6 Living in Poverty	Children Under 6 with working parents	Single mother families with children under 5 living in poverty	Children Under 5 Living in Poverty
United States	10,658,295	22,133,354	3,784,124	14,415,594	36.2%	17.4%
Alabama	161,391	345,530	85,928	213,806	50.2%	25.6%
Alaska	29,675	55,282	10,244	31,502	42.4%	20.2%
Arizona	228,165	477,267	82,439	288,402	31.1%	17.7%
Arkansas	106,437	217,161	52,993	127,988	41.5%	26.5%
California	1,227,335	2,539,850	387,291	1,617,412	29.6%	15.4%
Colorado	177,322	367,980	40,475	239,664	30.7%	10.9%
Connecticut	107,381	217,689	27,706	156,436	29.3%	13.6%
Delaware	30,297	65,333	8,705	48,162	27.6%	13.3%
District of Columbia	23,815	46,000	6,341	33,309	14.8%	14.7%
Florida	627,384	1,327,553	247,134	874,127	36.8%	19.5%
Georgia	369,835	749,621	131,987	500,492	31.1%	18.0%
Hawaii	44,223	94,001	11,053	59,705	26.3%	12.3%
Idaho	63,922	136,395	18,728	76,279	23.7%	14.2%
Illinois	391,134	813,447	135,348	558,101	34.7%	16.8%
Indiana	233,574	482,675	87,910	308,179	43.9%	18.2%
Iowa	102,360	217,883	28,954	163,732	37.9%	13.8%
Kansas	100,962	211,094	31,832	139,052	45.6%	15.4%
Kentucky	147,964	312,308	68,377	191,370	43.6%	23.1%
Louisiana	164,189	327,212	84,232	233,414	48.5%	25.4%
Maine	37,365	74,571	8,616	51,439	16.3%	11.3%
Maryland	200,994	421,263	47,693	299,416	24.4%	11.5%
Massachusetts	198,647	411,201	43,930	296,619	27.6%	10.7%
Michigan	309,412	647,383	126,426	413,244	41.4%	19.8%
Minnesota	192,122	397,244	45,457	285,657	39.8%	11.5%
Mississippi	99,319	202,792	52,404	133,091	44.5%	25.4%
Missouri	205,675	429,852	79,678	291,530	36.1%	19.0%
Montana	33,656	71,216	9,182	45,477	24.2%	13.0%
Nebraska	72,374	146,715	21,600	102,335	42.8%	14.6%
Nevada	102,460	210,270	35,019	134,984	32.3%	17.2%
New Hampshire	34,953	75,371	5,607	52,299	26.2%	8.4%
New Jersey	290,194	612,671	81,281	415,621	27.6%	13.5%
New Mexico	58,110	131,499	29,583	80,529	44.2%	22.6%
New York	609,664	1,252,604	230,239	833,827	30.7%	18.5%
North Carolina	336,971	707,416	128,240	456,819	36.5%	18.3%
North Dakota	27,335	56,622	6,622	39,065	51.2%	11.9%

Miscellaneous Child & Family Data						
States	Children Under Age 3	Children under Age 6	Children Under Age 6 Living in Poverty	Children Under 6 with working parents	Single mother families with children under 5 living in poverty	Children Under 5 Living in Poverty
Ohio	381,877	793,442	151,059	543,080	42.5%	18.9%
Oklahoma	137,276	289,813	61,448	177,967	45.8%	21.6%
Oregon	117,806	244,016	35,000	158,665	38.8%	15.1%
Pennsylvania	391,317	797,079	125,356	547,622	31.6%	16.2%
Rhode Island	28,110	61,839	6,862	44,736	24.4%	10.0%
South Carolina	166,128	343,337	70,222	223,819	42.2%	20.5%
South Dakota	34,204	68,072	11,541	49,914	38.8%	17.8%
Tennessee	232,525	478,685	96,078	291,661	40.8%	20.0%
Texas	1,091,987	2,289,114	472,407	1,365,640	42.1%	20.9%
Utah	135,493	278,349	28,321	147,525	37.0%	10.4%
Vermont	16,775	34,151	5,037	25,613	57.0%	15.6%
Virginia	285,726	577,526	81,236	386,761	33.1%	14.4%
Washington	244,131	510,789	54,489	307,678	27.8%	10.8%
West Virginia	49,832	104,001	30,227	62,485	51.2%	30.1%
Wisconsin	180,086	372,435	49,282	262,481	33.0%	13.8%
Wyoming	18,406	37,735	6,305	26,863	36.9%	16.9%
Puerto Rico	55,874	123,521	77,802	79,219	71.9%	62.4%

Source:

U.S. Census Bureau, 2022 American Community Survey, 1-Year Estimates

**Share of Children Under Age 5 in Paid Child Care
2018 - 2022**

State	2018	2019	2020	2021	2022
United States	28.6%	29.4%	25.0%	26.5%	27.9%
Alabama	20.4%	31.0%	32.3%	27.9%	15.0%
Alaska	17.5%	17.0%	17.2%	14.8%	18.8%
Arizona	30.9%	28.9%	25.2%	17.0%	21.5%
Arkansas	30.2%	25.2%	22.0%	21.0%	25.3%
California	24.8%	23.9%	20.7%	22.5%	25.0%
Colorado	34.8%	27.6%	19.8%	27.9%	26.5%
Connecticut	38.8%	39.5%	25.1%	14.0%	46.4%
Delaware	30.5%	23.7%	29.3%	23.3%	30.7%
District of Columbia	43.0%	45.4%	30.9%	44.8%	60.7%
Florida	25.9%	26.2%	19.2%	23.4%	25.0%
Georgia	28.2%	34.7%	19.9%	17.6%	27.4%
Hawaii	14.0%	13.9%	17.5%	13.9%	8.4%
Idaho	18.4%	19.3%	19.0%	22.4%	23.3%
Illinois	34.2%	32.1%	34.7%	24.1%	34.1%
Indiana	31.0%	27.8%	28.8%	29.8%	33.9%
Iowa	38.5%	38.3%	49.2%	39.8%	39.7%
Kansas	34.8%	29.7%	37.4%	42.5%	30.6%
Kentucky	24.1%	22.2%	21.6%	27.3%	20.7%
Louisiana	33.6%	29.2%	24.5%	24.9%	25.4%
Maine	45.5%	51.0%	11.9%	23.4%	25.2%
Maryland	35.7%	33.4%	33.8%	35.3%	36.2%
Massachusetts	37.9%	36.8%	28.9%	39.0%	41.1%
Michigan	36.1%	33.6%	24.8%	24.9%	25.7%
Minnesota	41.1%	38.9%	39.4%	37.1%	46.4%
Mississippi	31.8%	24.0%	20.9%	31.5%	32.4%
Missouri	29.4%	39.0%	30.8%	27.1%	29.9%
Montana	22.5%	24.1%	29.0%	36.8%	32.7%
Nebraska	33.5%	47.0%	40.7%	49.9%	43.4%
Nevada	23.1%	30.6%	11.6%	17.4%	28.9%
New Hampshire	34.9%	46.4%	40.6%	35.1%	23.0%
New Jersey	33.1%	32.9%	15.6%	29.6%	29.5%
New Mexico	22.1%	13.5%	5.1%	11.3%	16.5%
New York	28.5%	33.9%	20.9%	25.9%	29.1%
North Carolina	22.7%	21.1%	21.7%	29.1%	24.3%
North Dakota	36.3%	47.2%	32.3%	44.7%	38.1%
Ohio	23.2%	29.5%	22.9%	32.8%	33.1%
Oklahoma	22.4%	20.3%	23.1%	20.2%	15.6%
Oregon	35.3%	39.9%	27.7%	33.0%	29.8%
Pennsylvania	27.9%	25.9%	31.2%	33.3%	32.9%

**Share of Children Under Age 5 in Paid Child Care
2018 - 2022**

State	2018	2019	2020	2021	2022
Rhode Island	24.8%	35.1%	29.4%	31.5%	19.3%
South Carolina	28.5%	26.9%	19.7%	21.0%	17.9%
South Dakota	49.1%	40.5%	32.5%	47.4%	42.8%
Tennessee	23.9%	26.6%	16.2%	25.3%	21.4%
Texas	25.1%	27.5%	24.4%	23.3%	26.5%
Utah	19.2%	20.2%	8.2%	18.7%	15.2%
Vermont	32.3%	30.3%	37.7%	47.1%	32.1%
Virginia	29.2%	40.9%	40.0%	29.0%	32.4%
Washington	31.0%	30.6%	39.4%	31.3%	24.9%
West Virginia	20.2%	12.1%	19.6%	13.7%	22.7%
Wisconsin	42.6%	32.8%	28.9%	31.7%	24.1%
Wyoming	33.8%	27.0%	35.0%	30.5%	28.2%

Source: IPUMS-CPS, University of Minnesota and RegionTrack calculations.

**Share of School-age Children (Ages 5-14) in Paid Child Care
2018 - 2022**

State	2018	2019	2020	2021	2022
United States	15.9%	16.0%	12.8%	13.0%	15.0%
Alabama	11.5%	12.8%	10.6%	7.8%	7.5%
Alaska	8.4%	6.3%	9.1%	12.5%	14.3%
Arizona	21.5%	16.7%	12.9%	7.7%	17.0%
Arkansas	13.8%	14.2%	10.7%	5.0%	12.0%
California	14.6%	14.6%	12.3%	12.1%	12.6%
Colorado	19.3%	19.3%	10.3%	12.6%	19.3%
Connecticut	15.3%	28.9%	17.1%	18.2%	26.7%
Delaware	22.8%	11.5%	11.1%	13.5%	11.4%
District of Columbia	23.4%	27.7%	24.8%	18.5%	30.1%
Florida	16.7%	15.6%	11.1%	14.0%	13.2%
Georgia	11.2%	12.1%	6.3%	11.0%	12.8%
Hawaii	12.8%	12.8%	9.4%	5.4%	9.0%
Idaho	9.4%	11.8%	8.5%	11.8%	8.6%
Illinois	18.1%	15.1%	14.2%	12.7%	19.2%
Indiana	10.6%	19.4%	15.4%	13.4%	17.3%
Iowa	13.5%	20.4%	13.2%	27.7%	20.9%
Kansas	15.5%	18.2%	11.1%	10.7%	16.1%
Kentucky	12.0%	11.0%	8.4%	6.1%	10.7%
Louisiana	17.9%	14.0%	12.5%	10.3%	8.9%
Maine	21.5%	24.0%	18.9%	13.6%	18.5%
Maryland	20.4%	17.6%	15.7%	15.8%	21.7%
Massachusetts	20.9%	21.3%	17.4%	15.6%	20.7%
Michigan	21.4%	16.5%	12.1%	13.7%	14.4%
Minnesota	26.9%	14.7%	16.4%	20.5%	28.9%
Mississippi	9.1%	10.8%	8.1%	8.7%	11.5%
Missouri	13.2%	19.6%	16.4%	12.5%	12.4%
Montana	12.5%	13.2%	13.5%	11.4%	14.8%
Nebraska	26.5%	21.5%	20.0%	24.6%	18.9%
Nevada	17.6%	12.5%	9.2%	8.7%	12.9%
New Hampshire	25.9%	29.6%	17.5%	19.2%	14.7%
New Jersey	14.7%	19.2%	13.9%	20.0%	13.4%
New Mexico	7.5%	8.4%	3.1%	7.2%	5.2%
New York	15.0%	17.3%	13.5%	13.7%	13.9%
North Carolina	19.8%	12.6%	12.3%	14.3%	12.5%
North Dakota	18.4%	23.4%	19.9%	24.3%	22.8%
Ohio	17.6%	16.2%	11.3%	13.2%	15.9%
Oklahoma	8.0%	10.5%	6.3%	9.8%	7.6%
Oregon	18.8%	22.7%	15.3%	11.8%	17.8%

**Share of School-age Children (Ages 5-14) in Paid Child Care
2018 - 2022**

State	2018	2019	2020	2021	2022
Pennsylvania	18.5%	14.1%	17.7%	11.4%	19.3%
Rhode Island	18.0%	23.2%	24.8%	15.6%	9.7%
South Carolina	17.5%	20.6%	12.3%	12.9%	14.4%
South Dakota	21.8%	24.7%	14.5%	15.8%	18.8%
Tennessee	11.7%	11.7%	9.8%	11.7%	18.7%
Texas	12.8%	14.2%	12.2%	13.9%	12.7%
Utah	11.4%	4.8%	6.4%	4.0%	6.7%
Vermont	22.9%	18.9%	26.1%	24.8%	20.8%
Virginia	15.8%	21.9%	20.0%	12.5%	24.6%
Washington	15.6%	25.1%	15.6%	14.1%	16.5%
West Virginia	7.3%	3.7%	11.9%	9.8%	8.6%
Wisconsin	22.8%	18.0%	12.3%	12.9%	19.3%
Wyoming	14.8%	15.5%	10.6%	14.9%	10.1%

Source: IPUMS-CPS, University of Minnesota and RegionTrack calculations.

**Share of Children Birth to Age 14 in Paid Child Care
2018 - 2022**

State	2018	2019	2020	2021	2022
United States	20.0%	20.2%	16.6%	17.2%	19.0%
Alabama	14.6%	19.3%	17.4%	14.4%	9.9%
Alaska	11.5%	10.2%	11.3%	13.2%	15.8%
Arizona	24.3%	20.1%	16.4%	10.2%	18.3%
Arkansas	18.8%	17.9%	13.8%	9.3%	16.1%
California	17.9%	17.6%	14.9%	15.2%	16.3%
Colorado	23.3%	21.7%	12.9%	17.4%	21.6%
Connecticut	22.9%	32.3%	19.6%	17.0%	31.8%
Delaware	25.2%	14.9%	17.1%	16.4%	17.3%
District of Columbia	30.8%	33.9%	26.8%	28.4%	41.2%
Florida	19.7%	19.0%	13.5%	16.9%	16.8%
Georgia	16.7%	18.9%	10.6%	13.0%	17.3%
Hawaii	13.2%	13.2%	11.7%	8.1%	8.8%
Idaho	12.7%	14.3%	11.6%	14.9%	13.0%
Illinois	23.2%	20.6%	20.6%	16.4%	23.9%
Indiana	17.7%	22.1%	19.9%	18.8%	22.4%
Iowa	22.6%	26.4%	23.9%	31.9%	27.2%
Kansas	22.3%	22.3%	19.7%	20.4%	20.8%
Kentucky	16.0%	14.8%	12.5%	12.4%	13.7%
Louisiana	23.1%	18.6%	16.4%	15.6%	14.3%
Maine	27.3%	32.9%	16.6%	17.5%	20.8%
Maryland	25.6%	22.2%	21.7%	22.3%	26.2%
Massachusetts	26.3%	26.2%	21.0%	22.9%	26.5%
Michigan	26.1%	22.1%	16.3%	17.3%	17.8%
Minnesota	31.9%	22.5%	24.0%	25.4%	34.3%
Mississippi	16.0%	15.3%	11.8%	16.1%	18.6%
Missouri	18.2%	25.0%	20.3%	16.9%	18.8%
Montana	15.9%	16.6%	18.3%	18.3%	19.9%
Nebraska	28.8%	29.8%	27.7%	32.1%	25.7%
Nevada	19.4%	18.6%	10.0%	11.4%	17.7%
New Hampshire	28.7%	34.7%	25.4%	24.7%	17.4%
New Jersey	20.3%	23.6%	14.4%	22.8%	18.0%
New Mexico	11.8%	9.9%	3.7%	8.4%	8.5%
New York	19.5%	22.8%	16.0%	17.8%	18.9%
North Carolina	20.9%	15.2%	15.1%	18.6%	16.1%
North Dakota	25.0%	31.4%	24.5%	31.6%	28.7%
Ohio	19.3%	20.4%	14.9%	19.2%	21.3%
Oklahoma	12.4%	13.7%	12.0%	13.2%	10.1%
Oregon	24.6%	27.7%	19.0%	17.5%	21.2%

**Share of Children Birth to Age 14 in Paid Child Care
2018 - 2022**

State	2018	2019	2020	2021	2022
Pennsylvania	21.3%	17.9%	22.0%	18.2%	23.9%
Rhode Island	20.1%	27.1%	26.2%	20.4%	12.7%
South Carolina	20.2%	22.6%	14.6%	15.4%	15.5%
South Dakota	31.2%	29.1%	21.2%	26.3%	26.7%
Tennessee	16.1%	16.4%	11.9%	16.1%	19.6%
Texas	16.8%	18.0%	15.8%	16.9%	17.0%
Utah	13.7%	9.4%	6.9%	8.3%	9.5%
Vermont	26.2%	21.9%	29.4%	30.8%	24.3%
Virginia	21.0%	28.5%	26.7%	18.0%	27.3%
Washington	21.0%	26.8%	22.8%	18.8%	19.1%
West Virginia	11.2%	6.7%	14.2%	11.0%	13.5%
Wisconsin	28.3%	22.7%	17.5%	18.7%	20.8%
Wyoming	21.0%	19.0%	18.2%	19.7%	15.4%

Source: IPUMS-CPS, University of Minnesota and RegionTrack calculations.

Child Care Sector Economic Profile by State (2022)																		
Region	Total						Non-Employers**					Employers						
	Estab-lish-ments	Total Revenue (mil.)	Total Employ-ment	Total Earnings (mil.)	Average Revenue	Earnings per Worker	Estab-lish-ments	Total Revenue (mil.)	Proprietor Earnings (mil.)	Average Revenue per Estab.	Earnings per Proprietor	Estab-lish-ments	Total Revenue (mil)	Employee Compen-sation (mil.)	Employ-ment	Average Revenue	Workers per Estab.	Earnings per Employee
United States	624,312	\$68,496.6	1,504,990	\$32,671.9	\$109,715	\$21,709	547,465	\$9,565.6	\$5,683.9	\$17,472	\$10,382	76,847	\$58,931	\$26,988	957,525	\$766,866	12.5	\$28,185
Alabama	7,542	555.6	17,795	10,982.2	73,676	617,147	6,554	94.5	48.9	14,425	7,462	988	461.1	294.6	11,241	466,927	11.4	26,211
Alaska	1,153	133.5	2,985	70.8	115,819	23,712	1,004	23.6	14.2	23,537	14,158	149	109.9	56.6	1,981	738,680	13.3	28,554
Arizona	10,432	805.0	22,563	462.6	77,174	20,501	9,614	144.1	81.0	14,985	8,428	818	661.0	381.5	12,949	808,536	15.8	29,465
Arkansas	4,815	277.7	15,496	315.0	57,678	20,325	4,007	58.4	37.0	14,584	9,232	808	219.3	278.0	11,489	271,390	14.2	24,195
California	99,806	9,285.2	168,197	3,758.5	93,032	22,346	90,830	2029.1	964.5	22,340	10,619	8,976	7,256.1	2,794.0	77,367	808,387	8.6	36,113
Colorado	7,985	1,265.1	23,214	640.0	158,432	27,568	6,971	146.2	84.9	20,972	12,173	1,014	1,118.9	555.1	16,243	1,103,442	16.0	34,175
Connecticut	6,789	1,551.0	20,296	479.9	228,473	23,644	5,884	130.5	67.2	22,175	11,418	905	1,420.6	412.7	14,412	1,570,119	15.9	28,636
Delaware	1,226	189.6	4,835	123.7	154,661	25,594	922	32.4	17.7	35,093	19,191	304	157.3	106.0	3,913	517,298	12.9	27,102
Dist. of Columbia	1,121	408.2	4,343	150.5	364,090	34,665	848	15.2	8.5	17,973	10,006	273	393.0	142.1	3,495	1,438,223	12.8	40,649
Florida	37,497	3,457.7	93,641	1,945.6	92,213	20,777	32,963	555.2	283.1	16,844	8,588	4,534	2,902.5	1,662.6	60,678	640,193	13.4	27,399
Georgia	25,378	1,996.4	58,550	1,096.3	78,666	18,724	22,744	306.4	155.8	13,472	6,852	2,634	1,690.0	940.4	35,806	641,655	13.6	26,265
Hawaii	1,203	102.6	4,555	140.5	85,257	30,845	805	18.7	10.5	23,254	13,014	398	83.9	130.0	3,750	210,586	9.4	34,672
Idaho	2,579	317.8	6,662	126.8	123,229	19,039	2,050	40.3	24.6	19,681	11,990	529	277.5	102.2	4,612	524,498	8.7	22,172
Illinois	32,469	3,010.7	66,176	1,451.4	92,726	21,933	29,759	602.0	325.3	20,230	10,930	2,710	2,408.7	1,126.2	36,417	888,824	13.4	30,924
Indiana	10,530	1,424.1	23,363	470.7	135,238	20,148	9,232	192.0	96.6	20,800	10,464	1,298	1,232.0	374.1	14,131	949,170	10.9	26,475
Iowa	9,561	1,270.6	21,695	419.6	132,894	19,341	8,715	246.1	152.3	28,234	17,474	846	1,024.5	267.3	12,980	1,211,046	15.3	20,594
Kansas	6,160	736.3	12,847	252.4	119,534	19,651	5,693	154.3	86.5	27,102	15,200	467	582.0	165.9	7,154	1,247,535	15.3	23,193
Kentucky	5,880	600.8	17,242	326.7	102,177	18,949	4,868	67.5	31.5	13,862	6,468	1,012	533.3	295.2	12,374	527,099	12.2	23,859
Louisiana	11,260	673.3	23,066	372.6	59,799	16,156	10,077	140.5	68.7	13,944	6,813	1,183	532.8	304.0	12,989	450,569	11.0	23,404
Maine	2,325	308.2	6,890	180.9	132,590	26,258	1,671	47.4	30.1	28,346	18,043	654	260.9	150.8	5,219	399,040	8.0	28,888
Maryland	12,195	2,059.4	27,700	670.4	168,871	24,204	10,807	289.3	152.4	26,768	14,101	1,388	1,770.1	518.1	16,893	1,275,283	12.2	30,668
Massachusetts	9,645	2,714.2	35,748	1,127.1	281,415	31,529	7,628	267.0	123.6	35,001	16,210	2,017	2,447.2	1,003.5	28,120	1,213,436	13.9	35,685
Michigan	16,527	1,715.0	33,600	681.8	103,771	20,292	14,852	278.0	154.7	18,715	10,417	1,675	1,437.0	527.1	18,748	858,179	11.2	28,114
Minnesota	12,093	2,446.4	27,877	693.4	202,303	24,875	10,849	387.2	205.9	35,686	18,977	1,244	2,059.2	487.6	17,028	1,655,961	13.7	28,633
Mississippi	7,737	414.7	17,297	292.8	53,606	16,928	6,906	92.1	47.8	13,332	6,917	831	322.7	245.0	10,391	388,302	12.5	23,582
Missouri	10,530	1,748.9	26,866	552.8	166,094	20,578	9,177	162.1	93.0	17,669	10,138	1,353	1,586.8	459.8	17,689	1,173,003	13.1	25,994
Montana	1,892	213.4	4,886	99.9	112,762	20,440	1,369	31.4	18.1	22,938	13,189	523	182.0	81.8	3,517	347,771	6.7	23,263
Nebraska	5,424	558.5	14,461	289.7	102,974	20,031	4,678	117.6	69.6	25,139	14,888	746	440.9	220.0	9,783	591,220	13.1	22,490
Nevada	6,547	584.8	11,233	194.2	89,328	17,290	6,206	89.8	49.0	14,468	7,894	341	495.0	145.2	5,027	1,452,725	14.8	28,888
New Hampshire	1,510	248.8	6,418	166.8	164,755	25,990	1,048	19.4	10.7	18,471	10,226	462	229.5	156.1	5,370	496,408	11.6	29,067
New Jersey	15,785	1,751.2	52,571	1,302.9	110,941	24,783	13,407	206.3	99.3	15,385	7,404	2,378	1,544.9	1,203.6	39,164	649,678	16.5	30,732
New Mexico	2,999	144.4	8,704	191.5	48,146	22,004	2,537	35.5	20.1	14,010	7,928	462	108.8	171.4	6,167	235,598	13.3	27,795
New York	43,637	4,128.3	113,840	2,931.9	94,605	25,754	37,765	744.0	393.1	19,701	10,408	5,872	3,384.3	2,538.8	76,075	576,339	13.0	33,372
North Carolina	14,459	1,465.6	43,901	1,020.5	101,362	23,244	11,934	198.0	110.3	16,594	9,241	2,525	1,267.6	910.2	31,967	502,002	12.7	28,472
North Dakota	2,426	261.6	6,045	127.8	107,832	21,145	2,094	62.3	44.6	29,767	21,305	332	199.3	83.2	3,951	600,208	11.9	21,060

Continued

(Cont.) Child Care Sector Economic Profile by State (2022)

State	Total						Non-Employers**					Employers						
	Estab-lish-ments	Total Revenue (mil.)	Total Employ-ment	Total Earnings (mil.)	Average Revenue	Earnings per Worker	Estab-lish-ments	Total Revenue (mil.)	Proprietor Earnings (mil.)	Average Revenue per Estab.	Earnings per Proprietor	Estab-lish-ments	Total Revenue (mil.)	Employee Compens-ation (mil.)	Employ-ment	Average Revenue Per Estab.	Workers per Estab.	Earnings per Employee
Ohio	19,763	\$2,379.0	51,311	\$1,068.3	\$120,379	\$20,820	16,974	\$299.9	\$150.7	\$17,665	\$8,877	2,789	\$2,079.2	\$917.6	34,337	\$745,553	12.3	\$26,723
Oklahoma	6,054	380.1	15,807	299.6	62,783	18,954	5,172	105.2	67.7	20,338	13,085	882	274.9	231.9	10,635	311,608	12.1	21,809
Oregon	7,218	906.3	18,541	483.1	125,563	26,058	5,722	121.6	68.1	21,252	11,906	1,496	784.7	415.0	12,819	524,602	8.6	32,375
Pennsylvania	14,312	2,608.6	55,344	1,397.8	182,263	25,257	10,488	173.7	88.3	16,565	8,416	3,824	2,434.9	1,309.6	44,856	636,689	11.7	29,195
Rhode Island	1,634	151.5	5,209	131.2	92,722	25,193	1,333	29.7	15.0	22,272	11,219	301	121.8	116.3	3,876	405,238	12.9	29,999
South Carolina	7,825	827.2	17,849	332.1	105,705	18,609	7,005	100.1	55.5	14,284	7,924	820	727.1	276.6	10,844	886,445	13.2	25,511
South Dakota	2,438	276.5	5,712	116.2	113,442	20,344	2,186	70.1	42.3	32,052	19,332	252	206.5	73.9	3,526	820,167	14.0	20,971
Tennessee	12,348	1,195.4	26,816	531.0	96,808	19,803	11,162	176.0	105.2	15,767	9,421	1,186	1,019.4	425.9	15,654	859,679	13.2	27,206
Texas	61,632	5,096.2	139,859	2,581.0	82,688	18,455	55,836	795.8	401.0	14,252	7,182	5,796	4,300.4	2,180.0	84,023	741,966	14.5	25,946
Utah	4,694	265.7	12,285	247.8	56,608	20,172	4,013	83.0	49.8	20,688	12,406	681	182.7	198.0	8,272	268,434	12.2	23,939
Vermont	1,255	149.8	3,623	103.3	119,427	28,501	1,012	32.8	24.9	32,367	24,617	243	117.1	78.3	2,611	482,749	10.8	30,006
Virginia	14,762	3,026.3	37,206	829.5	205,005	22,296	12,998	246.6	123.3	18,971	9,484	1,764	2,779.8	706.3	24,208	1,575,599	13.7	29,175
Washington	9,309	2,177.1	28,328	840.0	233,869	29,652	7,264	315.5	169.0	43,430	23,268	2,045	1,861.7	670.9	21,064	910,241	10.3	31,853
West Virginia	2,065	226.7	6,056	121.4	109,776	20,052	1,627	40.1	24.7	24,646	15,186	438	186.6	96.7	4,429	426,000	10.1	21,839
Wisconsin	8,827	1,165.5	26,163	628.4	132,040	24,020	7,372	178.9	105.8	24,265	14,352	1,455	986.6	522.6	18,791	678,190	12.9	27,813
Wyoming	1,065	87.6	3,509	79.2	82,276	22,582	833	19.9	11.7	23,857	14,066	232	67.7	67.5	2,676	292,485	11.6	25,232

Source: Census Bureau – Non-employer Statistics, Bureau of Labor Statistics, Bureau of Economic Analysis, and RegionTrack calculations

Notes: Total employment on a job-equivalent basis is equal to wage and salary employment plus the number of proprietor establishments. Total earnings is equal to proprietor's earnings plus employee compensation.

** Data for non-employers in 2022 is estimated using data for 2021, the most recent year available.