

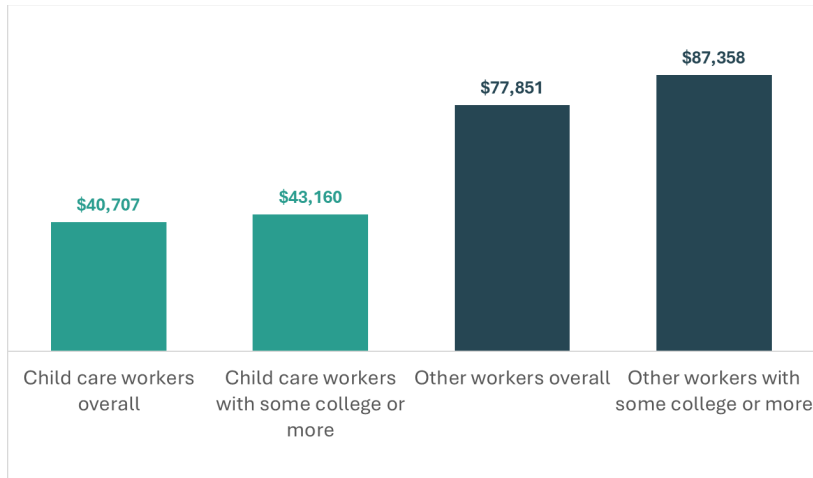
## **Supplemental Material for *Granite Guide to Early Childhood: New Hampshire's Well Educated, Underpaid Child Care Workforce***

1. Although child care providers who participate in New Hampshire's Child Care Scholarship Program may be subject to more or different rules, all regulated providers operate within a complicated system (e.g., licensing).
2. The 2018–2022 American Community Survey (ACS) includes 56,517 individuals living in New Hampshire who were at least 18 years old. Of those, 37,911 worked for pay in the previous 12 months and are included in Figure 1. We classified individuals as child care workers if (a) their occupation was a “child care worker” or (b) their occupation was a “preschool or kindergarten teacher” and their industry was “child care services.” Unlike the U.S. Bureau of Labor Statistics, which uses the Standard Occupational Classification System, the ACS uses the U.S. Census Bureau's Occupational Codes, which group preschool and kindergarten teachers together. Education and child care administrators are not counted as child care workers in this analysis.

We used the ACS because it was the only sample large enough to conduct New Hampshire-specific analyses that also included information on education, occupation, age, and earnings. That said, since our sample only included 320 child care workers, we grouped them into two educational categories: those with a high school degree or less (72 workers) and those with at least some college (248 workers).

The estimates shown in Figure 1 were calculated using person-level survey weights. The 95 percent confidence intervals for some college were 73%–85% for child care workers and 69%–70% for other workers. The differences between the two groups were statistically significant at  $p < 0.05$  (two-tailed tests).

3. **Supplementary Version of Figure 2.** Age-adjusted mean annual earnings for full-time child care workers and those in other occupations, by educational attainment



**Source.** Author analysis of U.S. Census Bureau, American Community Survey, 2018–2022. **Notes.** Results are derived from OLS regressions predicting 2022 earnings from age (as a continuous control variable). Similar results were obtained from regressions predicting log annual earnings.

4. Figure 2 includes 26,689 individuals living in New Hampshire who were at least 18 years old and usually worked full-time (35 or more hours per week). Annual earnings included pre-tax wage and salary income received in the past 12 months and were adjusted to 2022 dollars using the Consumer Price Index from the Bureau of Labor Statistics. The estimates shown in Figure 2 were calculated using person-level survey weights. The 95 percent confidence intervals for some college were \$26,357–\$32,095 for child care workers and \$65,782–\$68,252 for other workers. The differences between the two groups were statistically significant at  $p < 0.05$  (two-tailed tests).
5. Author analysis of U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2023.
6. The most recent data from [Child Care Aware](#) indicate the cost of child care for one infant and one four-year-old was \$31,868 in 2023. The U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics for May 2023 (somewhat more recent than the data analyzed in parts of this primer) indicate New Hampshire child care workers earned \$32,310 per year.
7. Author analysis of U.S. Census Bureau, American Community Survey, 2018–2022.
8. This project was supported by New Hampshire’s Preschool Development Grant, sponsored by the Administration for Children and Families (Award# 90TP0110). Additional project support was provided by the Couch Family Foundation. Any opinions, findings, conclusions, or recommendations do not necessarily reflect the views of any organization or agency that provided support for the project. The authors thank Amy Barry, Evan England, Nicole Heller, Laurel Lloyd, Carrie Portrie, and the PDG Leadership team for insight and support.