

## APPENDIX C: CHILD CARE DATA

STATE INCOME ELIGIBILITY LIMIT FOR CHILD CARE ASSISTANCE FOR A FAMILY OF 3 (AS REPORTED FOR FY 2013)<sup>1</sup>

| STATE                | Eligibility limit as annual income figure | Eligibility limit as monthly income figure | Eligibility limit as percent of state median income (SMI) |
|----------------------|---|--|---|
| Alabama              | \$24,084                                  | \$2,007                                    | 45%   |
| Alaska               | \$54,288                                  | \$4,524                                    | 75%   |
| Arizona              | \$31,512                                  | \$2,626                                    | 57%   |
| Arkansas             | \$29,760                                  | \$2,480                                    | 62%   |
| California           | \$42,216                                  | \$3,518                                    | 65%   |
| Colorado             | \$24,814-\$58,716                         | \$2,068-\$4,893                            | 36%-85%   |
| Connecticut          | \$42,829                                  | \$3,569                                    | 50%   |
| Delaware             | \$38,184                                  | \$3,182                                    | 53%   |
| Florida              | \$45,775                                  | \$3,815                                    | 71%   |
| Georgia              | \$28,160                                  | \$2,347                                    | 52%   |
| Hawaii               | \$47,124                                  | \$3,927                                    | 50%   |
| Idaho                | \$24,828                                  | \$2,069                                    | 64%   |
| Illinois             | \$35,328                                  | \$2,944                                    | 48%   |
| Indiana              | \$24,240                                  | \$2,020                                    | 52%   |
| Iowa                 | \$27,684                                  | \$2,307                                    | 41%   |
| Kansas               | \$35,316                                  | \$2,943                                    | 58%   |
| Kentucky             | \$27,804                                  | \$2,317                                    | 52%   |
| Louisiana            | \$30,540                                  | \$2,545                                    | 54%   |
| Maine                | \$47,725                                  | \$3,977                                    | 80%   |
| Maryland             | \$29,990                                  | \$2,499                                    | 35%   |
| Massachusetts        | \$42,096                                  | \$3,508                                    | 50%   |
| Michigan             | \$23,880                                  | \$1,990                                    | 39%   |
| Minnesota            | \$33,786                                  | \$2,816                                    | 47%   |
| Mississippi          | \$34,999                                  | \$2,917                                    | 73%   |
| Missouri             | \$23,520                                  | \$1,960                                    | 40%   |
| Montana              | \$27,468                                  | \$2,289                                    | 49%   |
| Nebraska             | \$22,908                                  | \$1,909                                    | 38%   |
| Nevada               | \$43,596                                  | \$3,633                                    | 75%   |
| New Hampshire        | \$47,725                                  | \$3,977                                    | 62%   |
| New Jersey           | \$37,060                                  | \$3,088                                    | 43%   |
| New Mexico           | \$38,180                                  | \$3,182                                    | 82%   |
| New York             | \$38,180                                  | \$3,182                                    | 55%   |
| North Carolina       | \$42,818                                  | \$3,568                                    | 76%   |
| North Dakota         | \$30,575                                  | \$2,548                                    | 46%   |
| Ohio                 | \$23,172                                  | \$1,931                                    | 38%   |
| Oklahoma             | \$35,100                                  | \$2,925                                    | 67%   |
| Oregon               | \$36,130                                  | \$3,011                                    | 61%   |
| Pennsylvania         | \$38,180                                  | \$3,182                                    | 58%   |
| Rhode Island         | \$34,362                                  | \$2,864                                    | 46%   |
| South Carolina       | \$28,365                                  | \$2,364                                    | 53%   |
| South Dakota         | \$34,800                                  | \$2,900                                    | 60%   |
| Tennessee            | \$31,692                                  | \$2,641                                    | 60%   |
| Texas                | \$28,635-\$47,736                         | \$2,386-\$3,978                            | 52%-85%   |
| Utah                 | \$34,416                                  | \$2,868                                    | 60%   |
| Vermont              | \$36,600                                  | \$3,050                                    | 57%   |
| Virginia             | \$28,644-\$47,736                         | \$2,387-\$3,978                            | 39%-65%   |
| Washington           | \$38,184                                  | \$3,182                                    | 56%   |
| West Virginia        | \$28,632                                  | \$2,386                                    | 56%   |
| Wisconsin            | \$36,131                                  | \$3,011                                    | 55%   |
| Wyoming              | \$35,808                                  | \$2,984                                    | 57%   |
| District of Columbia | \$45,775                                  | \$3,815                                    | 71%   |
| Data sources         | a   | a  | a   |

NR = Not regulated

**APPENDIX C: CHILD CARE DATA** (continued)

| STATE                | ESTIMATED FUNDING FOR CHILD CARE (FY 2013)                        |  |   |  |   |   |                                    |
|----------------------|---|--|---|--|---|---|------------------------------------|
|                      | Child Care and Development Fund: Federal allocations <sup>a</sup> | Child Care and Development Fund: State maintenance of effort | Child Care and Development Fund: State matching funds | Total CCDF funding (federal and state) | TANF transfers to the Child Care and Development Fund | Percent TANF transfer of total CCDF funds | TANF direct spending on child care |
| Alabama              | \$83,456,862  | \$6,896,417  | \$11,786,764  | \$102,140,043                          | \$0   | 0%  | \$0                                |
| Alaska               | \$12,163,928  | \$3,544,811  | \$4,381,790   | \$20,090,529                           | \$9,052,100   | 7%  | \$3,028,275                        |
| Arizona              | \$112,319,611   | \$10,032,936   | \$19,673,234  | \$142,025,781                          | \$0   | 0%  | \$0                                |
| Arkansas             | \$48,840,430  | \$1,886,543  | \$6,983,254   | \$57,710,227                           | \$0   | 0%  | \$0                                |
| California           | \$537,076,320   | \$85,593,217   | \$210,738,255   | \$833,407,792                          | \$0   | 0%  | \$39,053,793                       |
| Colorado             | \$66,652,722  | \$8,985,901  | \$28,750,247  | \$104,388,870                          | -\$30,901,096   | -20%                                      | \$0                                |
| Connecticut          | \$50,801,591  | \$18,738,358   | \$17,825,923  | \$87,365,872                           | \$0   | 0%  | \$0                                |
| Delaware             | \$15,339,976  | \$5,179,325  | \$3,732,542   | \$24,251,843                           | \$0   | 0%  | -\$3,573,214                       |
| Florida              | \$253,760,229   | \$33,415,872   | \$65,352,474  | \$352,528,575                          | \$105,948,598   | 15%                                       | \$13,825,666                       |
| Georgia              | \$184,319,903   | \$22,182,651   | \$30,286,990  | \$236,789,544                          | \$0   | 0%  | \$0                                |
| Hawaii               | \$19,478,691  | \$4,971,630  | \$6,582,981   | \$31,033,302                           | \$15,000,000  | 12%                                       | \$0                                |
| Idaho                | \$26,372,947  | \$1,175,819  | \$4,037,991   | \$31,586,757                           | \$7,837,200   | 13%                                       | \$102,115                          |
| Illinois             | \$204,509,524   | \$56,873,825   | \$70,471,206  | \$331,854,555                          | \$0   | 0%  | \$0                                |
| Indiana              | \$114,136,175   | \$15,356,947   | \$17,885,793  | \$147,378,915                          | \$23,328,799  | 7%  | \$0                                |
| Iowa                 | \$44,756,829  | \$5,078,586  | \$11,297,975  | \$61,133,390                           | \$22,732,687  | 16%                                       | \$0                                |
| Kansas               | \$46,882,381  | \$6,673,024  | \$12,812,941  | \$66,368,346                           | \$13,710,977  | 11%                                       | \$0                                |
| Kentucky             | \$78,148,257  | \$7,274,537  | \$971,558   | \$86,394,352                           | \$47,789,725  | 21%                                       | \$15,762,005                       |
| Louisiana            | \$79,718,863  | \$5,219,488  | \$16,414,094  | \$101,352,445                          | \$0   | 0%  | \$0                                |
| Maine                | \$16,157,880  | \$1,749,818  | \$3,542,851   | \$21,450,549                           | \$0   | 0%  | \$3,078,729                        |
| Maryland             | \$80,253,030  | \$23,301,407   | \$30,668,320  | \$134,222,757                          | \$0   | 0%  | \$0                                |
| Massachusetts        | \$102,632,900   | \$44,973,368   | \$31,553,068  | \$179,159,336                          | \$91,874,225  | 18%                                       | \$0                                |
| Michigan             | \$151,388,490   | \$24,411,364   | \$25,706,487  | \$201,506,341                          | \$0   | 0%  | \$0                                |
| Minnesota            | \$82,235,151  | \$19,690,299   | \$29,418,856  | \$131,344,306                          | \$62,086,000  | 16%                                       | \$0                                |
| Mississippi          | \$55,699,898  | \$1,715,430  | \$6,261,183   | \$63,676,511                           | \$17,353,516  | 17%                                       | \$0                                |
| Missouri             | \$98,665,425  | \$16,548,755   | \$20,356,503  | \$135,570,683                          | \$23,000,000  | 9%  | \$0                                |
| Montana              | \$14,696,153  | \$1,313,990  | \$2,624,113   | \$18,634,256                           | \$9,040,310   | 10%                                       | \$0                                |
| Nebraska             | \$33,990,073  | \$6,498,998  | \$8,536,459   | \$49,025,530                           | \$17,000,000  | 15%                                       | \$0                                |
| Nevada               | \$35,214,569  | \$2,580,421  | \$10,361,030  | \$48,156,020                           | \$850,000   | 1%  | \$0                                |
| New Hampshire        | \$15,784,562  | \$4,518,866  | \$6,151,271   | \$26,454,699                           | \$1,863,063   | 4%  | \$0                                |
| New Jersey           | \$111,071,850   | \$26,374,178   | \$46,161,946  | \$183,607,974                          | \$57,513,000  | 12%                                       | -\$5,000,000                       |
| New Mexico           | \$39,774,805  | \$2,895,259  | \$5,402,319   | \$48,072,383                           | \$23,777,500  | 18%                                       | \$0                                |
| New York             | \$297,260,789   | \$101,983,998  | \$96,938,493  | \$496,183,280                          | \$366,858,780   | 12%                                       | \$0                                |
| North Carolina       | \$196,498,586   | \$37,927,282   | \$27,904,550  | \$262,330,418                          | \$79,437,673  | 15%                                       | \$0                                |
| North Dakota         | \$9,711,812   | \$1,017,036  | \$3,202,253   | \$13,931,101                           | \$0   | 0%  | \$0                                |
| Ohio                 | \$208,186,258   | \$45,403,943   | \$34,975,221  | \$288,565,422                          | \$0   | 0%  | \$0                                |
| Oklahoma             | \$79,618,241  | \$10,630,233   | \$12,290,208  | \$102,538,682                          | \$29,056,288  | 16%                                       | -\$40,174                          |
| Oregon               | \$64,491,611  | \$11,714,966   | \$11,908,080  | \$88,114,657                           | \$0   | 0%  | \$572,655                          |
| Pennsylvania         | \$183,547,885   | \$46,629,051   | \$52,250,037  | \$282,426,973                          | \$150,817,250   | 16%                                       | \$0                                |
| Rhode Island         | \$16,817,310  | \$5,321,126  | \$4,659,713   | \$26,798,149                           | \$11,345,913  | 10%                                       | \$901,234                          |
| South Carolina       | \$74,726,259  | \$4,085,269  | \$10,491,524  | \$89,303,052                           | \$0   | 0%  | \$0                                |
| South Dakota         | \$12,132,775  | \$802,914  | \$3,704,459   | \$16,640,148                           | \$0   | 0%  | \$0                                |
| Tennessee            | \$123,008,885   | \$18,975,782   | \$17,539,343  | \$159,524,010                          | \$32,224,287  | 12%                                       | \$31,190,914                       |
| Texas                | \$459,942,833   | \$34,681,421   | \$111,452,171   | \$606,076,425                          | \$0   | 0%  | \$0                                |
| Utah                 | \$59,684,283  | \$4,474,923  | \$9,098,991   | \$73,258,197                           | \$0   | 0%  | \$3,000,000                        |
| Vermont              | \$9,686,457   | \$2,666,323  | \$2,179,612   | \$14,532,392                           | \$9,224,074   | 19%                                       | \$0                                |
| Virginia             | \$105,069,034   | \$21,328,762   | \$42,196,588  | \$168,594,384                          | \$21,217,845  | 12%                                       | \$0                                |
| Washington           | \$115,944,556   | \$38,707,605   | \$36,399,801  | \$191,051,962                          | \$76,206,373  | 18%                                       | \$0                                |
| West Virginia        | \$31,326,138  | \$2,971,392  | \$3,398,943   | \$37,696,473                           | \$0   | 0%  | \$1,983,513                        |
| Wisconsin            | \$89,056,220  | \$16,449,406   | \$20,370,343  | \$125,875,969                          | \$62,899,870  | 18%                                       | \$0                                |
| Wyoming              | \$8,881,528   | \$1,553,707  | \$3,163,419   | \$13,598,654                           | \$0   | 0%  | \$0                                |
| District of Columbia | \$10,095,008  | \$4,566,972  | \$1,079,855   | \$15,741,835                           | \$0   | 0%  | \$0                                |
| Data sources         | b   | b  | b   | b                                      | c   | c   | c                                  |

NR = Not regulated

**APPENDIX C: CHILD CARE DATA** (continued)

| STATE                | MAXIMUM CHILD:STAFF RATIOS<br>IN CHILD CARE CENTERS (2012) |              | MAXIMUM GROUP SIZE<br>IN CHILD CARE CENTERS (2012) |              |
|----------------------|--|--------------|--|--------------|
|                      | 3-year-olds  | 4-year-olds  | 3-year-olds  | 4-year-olds  |
| Alabama              | 8:1  | 18:1         | NR   | NR           |
| Alaska               | 10:1   | 10:1         | 20   | 20           |
| Arizona              | 13:1   | 15:1         | NR   | NR           |
| Arkansas             | 12:1   | 15:1         | 24   | 30           |
| California           | 12:1   | 12:1         | NR   | NR           |
| Colorado             | 10:1   | 12:1         | 20   | 24           |
| Connecticut          | 10:1   | 10:1         | 20   | 20           |
| Delaware             | 10:1   | 12:1         | NR   | NR           |
| Florida              | 15:1   | 20:1         | NR   | NR           |
| Georgia              | 15:1   | 18:1         | 30   | 36           |
| Hawaii               | 12:1   | 16:1         | NR   | NR           |
| Idaho                | Not licensed   | Not licensed | Not licensed                                       | Not licensed |
| Illinois             | 10:1   | 10:1         | 20   | 20           |
| Indiana              | 10:1   | 12:1         | 24   | 24           |
| Iowa                 | 8:1  | 12:1         | NR   | NR           |
| Kansas               | 12:1   | 12:1         | 24   | 24           |
| Kentucky             | 12:1   | 14:1         | 24   | 28           |
| Louisiana            | 14:1   | 16:1         | NR   | NR           |
| Maine                | 8:1/10:1   | 8:1/10:1     | 24/20  | 24/20        |
| Maryland             | 10:1   | 10:1         | 20   | 20           |
| Massachusetts        | 10:1   | 10:1         | 20   | 20           |
| Michigan             | 10:1   | 12:1         | NR   | NR           |
| Minnesota            | 10:1   | 10:1         | 20   | 20           |
| Mississippi          | 14:1   | 16:1         | 14   | 20           |
| Missouri             | 10:1   | 10:1         | NR   | NR           |
| Montana              | 8:1  | 10:1         | NR   | NR           |
| Nebraska             | 10:1   | 12:1         | NR   | NR           |
| Nevada               | 13:1   | 13:1         | NR   | NR           |
| New Hampshire        | 8:1  | 12:1         | 24   | 24           |
| New Jersey           | 10:1   | 12:1         | 20   | 20           |
| New Mexico           | 12:1   | 12:1         | NR   | NR           |
| New York             | 7:1  | 8:1          | 18   | 21           |
| North Carolina       | 15:1   | 15:1         | 25   | 25           |
| North Dakota         | 7:1  | 10:1         | 14   | 20           |
| Ohio                 | 12:1   | 14:1         | 24   | 28           |
| Oklahoma             | 12:1   | 15:1         | 24   | 30           |
| Oregon               | 10:1   | 10:1         | 20   | 20           |
| Pennsylvania         | 10:1   | 10:1         | 20   | 20           |
| Rhode Island         | 9:1  | 10:1         | 18   | 20           |
| South Carolina       | 13:1   | 18:1         | NR   | NR           |
| South Dakota         | 10:1   | 10:1         | 20   | 20           |
| Tennessee            | 9:1  | 13:1         | 18   | 20           |
| Texas                | 15:1   | 18:1         | 30   | 35           |
| Utah                 | 12:1   | 15:1         | 24   | 30           |
| Vermont              | 10:1   | 10:1         | 20   | 20           |
| Virginia             | 10:1   | 10:1         | NR   | NR           |
| Washington           | 10:1   | 10:1         | 20   | 20           |
| West Virginia        | 10:1   | 12:1         | 20   | 24           |
| Wisconsin            | 10:1   | 13:1         | 20   | 24           |
| Wyoming              | 10:1   | 12:1         | 24   | 30           |
| District of Columbia | 8:1  | 10:1         | 16   | 20           |
| Data sources         | <i>d</i>   | <i>d</i>     | <i>d</i>   | <i>d</i>     |

NR = Not regulated

**APPENDIX C: CHILD CARE DATA** (continued)

| STATE                | CHILD CARE STAFF PRE-SERVICE QUALIFICATIONS (2012)          |  |  |   |  |
|----------------------|---|--|--|---|--|
|                      | Child care center teachers: education/training requirements | Child care center teachers: experience required? | Child care center directors: education/training requirements | Child care center directors: experience required? | Average annual child care worker salaries (May 2013) |
| Alabama              | 12 clock hours training                                     | N  | 124 clock hours  | Y (1 year)  | \$18,370   |
| Alaska               | None  | N  | CDA  | N   | \$23,810   |
| Arizona              | None  | N  | 60 clock hours ECE/CD  | Y (2 years)                                       | \$20,790   |
| Arkansas             | None  | N  | None   | N   | \$18,060   |
| California           | CC certificate 95 clock hours                               | Y (150 hours)                                    | 12 EC credits  | Y (4 years)                                       | \$24,680   |
| Colorado             | Vocational CD program                                       | Y (1 year)                                       | 30 semester hours in ECE                                     | Y (2 years)                                       | \$23,880   |
| Connecticut          | None  | N  | CDA  | Y (1,080 hours)                                   | \$23,010   |
| Delaware             | Vocational CC program                                       | Y (1 year)                                       | CDA  | Y (2 years)                                       | \$21,570   |
| Florida              | 40-hour CC training   | N  | state director credential                                    | N   | \$20,520   |
| Georgia              | None  | N  | None   | N   | \$20,280   |
| Hawaii               | CDA or ECE certification                                    | Y (1 year)                                       | CDA  | Y (4 years)                                       | \$19,880   |
| Idaho                | Not licensed  | Not licensed                                     | Not licensed   | Not licensed                                      | \$19,710   |
| Illinois             | 60 semester hours (6 in CC or CD)                           | N  | CDA or CCP + 12 ECE credits                                  | Y (2 years)                                       | \$22,590   |
| Indiana              | None  | N  | AA in ECE  | Y (3 years)                                       | \$19,360   |
| Iowa                 | None  | N  | 75 clock hours CD training                                   | Y (>1 year)                                       | \$18,350   |
| Kansas               | None  | N  | CDA  | Y (1 year)  | \$19,810   |
| Kentucky             | None  | N  | None   | N   | \$19,480   |
| Louisiana            | None  | N  | Vocational CC program  | Y (1 year)  | \$18,640   |
| Maine                | None  | N  | 135 clock hours training                                     | Y (5 years)                                       | \$20,960   |
| Maryland             | 90 clock hours ECD training                                 | Y (1 year)                                       | 90 clock hours ECD training                                  | N   | \$23,020   |
| Massachusetts        | 2-year vocational CC course                                 | N  | CDA + 5 CD/ECE credits                                       | Y (33 months)                                     | \$25,950   |
| Michigan             | None  | N  | CDA + 12 child-related credits                               | N   | \$21,490   |
| Minnesota            | CDA   | Y (1,560 hours)                                  | 90 clock hours CD or supervisory                             | Y (1,040 hours)                                   | \$22,090   |
| Mississippi          | None  | N  | CDA or CC director credential                                | Y (2 years)                                       | \$18,160   |
| Missouri             | None  | N  | 12 semester hours in child-related courses                   | Y (2 years)                                       | \$19,780   |
| Montana              | None  | N  | None   | N   | \$20,540   |
| Nebraska             | None  | N  | None   | N   | \$18,970   |
| Nevada               | None  | N  | CDA  | N   | \$21,300   |
| New Hampshire        | 2-year vocational CC course                                 | Y (1,000 hours)                                  | CDA  | Y (4,500 hours)                                   | \$21,880   |
| New Jersey           | CDA or CCP credential                                       | Y (1 year)                                       | BA   | Y (1 year)  | \$23,350   |
| New Mexico           | 45-hour or 3-credit ECE course                              | N  | 3 administration courses                                     | Y (3 years)                                       | \$18,980   |
| New York             | None  | N  | CDA  | Y (4 years)                                       | \$24,830   |
| North Carolina       | None  | N  | None   | N   | \$19,910   |
| North Dakota         | None  | N  | CDA  | Y (1 year)  | \$18,560   |
| Ohio                 | None  | N  | CDA  | Y (2 years)                                       | \$21,500   |
| Oklahoma             | None  | N  | Director Credential (bronze level)                           | N   | \$19,530   |
| Oregon               | None  | N  | None   | N   | \$23,260   |
| Pennsylvania         | None  | N  | AA with 30 child-related credits                             | Y (4 years)                                       | \$20,470   |
| Rhode Island         | None  | N  | CDA + 4 college courses in ECE/CD                            | Y (3 years)                                       | \$23,750   |
| South Carolina       | None  | N  | None   | N   | \$18,860   |
| South Dakota         | None  | N  | None   | N   | \$18,390   |
| Tennessee            | None  | N  | TN EC Training Alliance certificate                          | N   | \$19,030   |
| Texas                | None  | N  | State director credential                                    | Y (2 years)                                       | \$19,410   |
| Utah                 | None  | N  | National administrator credential + 6 CCR&R courses          | N   | \$20,230   |
| Vermont              | CDA credential  | N  | CDA  | Y (2 years)                                       | \$24,050   |
| Virginia             | 24 clock hours CC training                                  | N  | 120 hours training   | Y (3 years)                                       | \$20,760   |
| Washington           | None  | N  | CDA  | Y (2 years)                                       | \$23,300   |
| West Virginia        | None  | N  | None   | N   | \$17,940   |
| Wisconsin            | 2 non-credit ECE courses                                    | Y (80 days)                                      | 2 non-credit ECE courses                                     | Y (80 days)                                       | \$20,980   |
| Wyoming              | None  | N  | 100 clock hours training                                     | Y (2 years)                                       | \$22,550   |
| District of Columbia | 90-hour CC certification course                             | Y (3 years)                                      | State director credential                                    | Y (5 years)                                       | \$33,360   |
| Data sources         | e   | e  | f  | f   | g  |

NR = Not regulated

## APPENDIX C: CHILD CARE DATA (continued)

### DATA SOURCES

- a Data were retrieved from Pivot Point: State Child Care Assistance Policies 2013, a report from the National Women's Law Center. Available at [http://www.nwlc.org/sites/default/files/pdfs/final\\_nwlc\\_2013statechildcareassistancereport.pdf](http://www.nwlc.org/sites/default/files/pdfs/final_nwlc_2013statechildcareassistancereport.pdf)
- b Child Care Bureau, FY 2013 CCDF Final Allocations (Including Reallotted Funds). Available at: <http://www.acf.hhs.gov/programs/occ/resource/fy13-ccdf-final-allocations-including-reallotted-funds>
- c Fiscal year 2012 TANF financial data were retrieved from the U.S. Department of Health and Human Services, Administration for Children and Families. Available at <http://www.acf.hhs.gov/programs/ofa/resource/tanf-financial-data-fy-2012>. This is the most recent year for which these data are available.
- d Child-Staff Ratios and Maximum Group Sizes Requirements in 2011. Data compiled from the results of The 2011 Child Care Licensing Study (2012) by the Office of Child Care's National Center on Child Care Quality Improvement and the National Association for Regulatory Administration (NARA). [https://childcare.gov/sites/default/files/547\\_1305\\_ratiosgroupsize\\_2011.pdf](https://childcare.gov/sites/default/files/547_1305_ratiosgroupsize_2011.pdf)
- e Minimum Requirements for Preservice Qualifications and Annual Ongoing Training Hours for Center Teaching Roles in 2011. Data compiled from the results of The 2011 Child Care Licensing Study (2012) by the Office of Child Care's National Center on Child Care Quality Improvement and the National Association for Regulatory Administration (NARA). [https://childcare.gov/sites/default/files/542\\_1305\\_qualstchmst\\_2011.pdf](https://childcare.gov/sites/default/files/542_1305_qualstchmst_2011.pdf). This is the most recent year for which data are available.
- f Minimum Preservice Qualifications, Administrative Training, and Annual Ongoing Training Hours for Center Directors in 2011. Data compiled from the results of The 2011 Child Care Licensing Study (2012) by the Office of Child Care's National Center on Child Care Quality Improvement and the National Association for Regulatory Administration (NARA). [https://childcare.gov/sites/default/files/541\\_1305\\_qualmdir\\_2011.pdf](https://childcare.gov/sites/default/files/541_1305_qualmdir_2011.pdf). This is the most recent year for which data are available.
- g U.S. Department of Labor, Bureau of Labor Statistics (2012). Available at <http://www.bls.gov/oes/current/oes399011.htm>

### NOTES

- <sup>1</sup> These figures were calculated based on fiscal year 2012 state median income estimates provided by the Administration for Children and Families within the U.S. Department of Health and Human Services for use under the Low Income Home Energy Assistance Program. Available at <https://www.acf.hhs.gov/programs/ocs/resource/state-median-income-estimate-for-fy-2012>.
- <sup>2</sup> Counties set their income limits within state guidelines. Counties may allow families already receiving child care assistance to continue doing so after their income exceeds the county's initial income limit for up to six months provided their income remains below 85 percent of SMI.
- <sup>3</sup> The income limit assumes that the family had two children in subsidized child care. The income limit for a family of three with only one child in subsidized child care was \$29,100 in FY2012.
- <sup>4</sup> Local workforce development boards set their own income limits within state guidelines. Some local boards allow families an extended year of child care assistance up to a higher income than the initial eligibility limit provided the exit eligibility limit does not exceed 85 percent of SMI.
- <sup>5</sup> Virginia has different income limits for various regions of the state. For FY 2012, the four regional income limits were \$27,468, \$29,304, \$33,876, and \$45,780.
- <sup>6</sup> These data represent the sums of mandatory, discretionary, and the federal share of the matching funds.
- <sup>7</sup> As of September 15, 2006, the child:staff ratio for 3 to not yet school-age 5 years old is 8:1 with a maximum group size of 24, or 10:1 with a maximum group size of 20.
- <sup>8</sup> The ratio and group size requirements apply to 3- and 4-year-old children who attend full-day programs. The ratio for half-day programs is 12:1 with a maximum class size of 24..
- <sup>9</sup> Teachers with less than 6 months prior experience in a regulated child care center must attain 8 hours of preservice training in child development or have documentation of equivalent child care training.
- <sup>10</sup> These requirements are for teaching associates. To be qualified as a teacher according to Vermont's regulations, a bachelor's degree in ECE or a related field and one year of experience are required.
- <sup>11</sup> Approved non-credit courses involve at least 36 clock hours of training.
- <sup>12</sup> Directors without a BA must have a plan of study leading to that degree.