



Institute of
Child Development

UNIVERSITY OF MINNESOTA
Driven to Discover®

College of Education and Human Development | March 2019

MINNESOTA EARLY CHILDHOOD WORKFORCE GRID

Developed by Alison Giovanelli, Ph.D., Christina Mondì-Rago, M.A.,
and Elizabeth Carlson, Ph.D.

Institute of Child Development, University of Minnesota

Commissioned by Elders for Infants (Minnesota)

Sponsored in part by a grant from the
Irving B. Harris Foundation to the University of Minnesota

© Alison Giovanelli, Christina Mondì-Rago, Elizabeth Carlson, and Elders for Infants



Inquiries: Jane Kretzmann (Elders for Infants; jane@kretzmannstudio.com);
Elizabeth Carlson (University of Minnesota; carls032@umn.edu);
Alison Giovanelli (giova006@umn.edu); Christina Mondì-Rago (mondi004@umn.edu)

INTRODUCTION

Elders for Infants commissioned a critical look at the composition of the Minnesota early childhood workforce in response to publication of the 2015 Minnesota Early Childhood Risk and Reach Report and the subsequent Risk, Reach, and Resilience Report (2018). With financial sponsorship from the Harris Program at the University of Minnesota and especially through the talents of two doctoral students from the Institute of Child Development—Alison Giovanelli and Christina Mondri-Rago—the following Early Childhood Workforce Grid became a reality.

The purpose of the document is to provide a resource that broadens the scope and definition of the early childhood “field” to include a continuum of services and service providers. As Buysse and Wesley, authors of *Evidence Based Practice in the Early Childhood Field* (2005) noted, the early childhood field is “a disparate collection of disciplines and professions that includes early childhood education, early childhood special education, early intervention, child care, infant and child mental health, developmental and clinical psychology, social work, the medical and allied health professions, among others” (xiii-xiv, 2005).

The development of infants and toddlers, beginning before birth, differs from other periods of development (preschool, school age, adolescence, adulthood, and old age). This period is unique, characterized by rapid developmental change with heightened vulnerability to environmental insults as well as enrichment (Shonkoff, 2010). As the foundation for functioning across the lifespan, it requires an integrated developmentally-informed response across all settings that touch the lives of infants, toddlers, and their families, beginning before birth.

The Grid attempts to provide an overview of the early childhood field in Minnesota, incorporating characteristics of paraprofessional and professional workforce across all settings in a resource document, to policy development and shape future investments in workforce development.

*Jane Kretzmann
Elders for Infants
March 2019*

GUIDE

The Early Childhood Workforce Grid organizes early childhood professions into five broad categories:

- 1) Medical/Physical Health professionals
- 2) Public and Community Health professionals
- 3) Mental Health professionals
- 4) Social and Case Workers
- 5) Childcare and Educational professional

Within each section, careers are organized by approximate ascending educational requirements (e.g., progressing from relatively lower educational requirements, to the doctoral level). This organization allows for analysis of how salaries and job responsibilities change as educational requirements increase.

Salary information was drawn from the Bureau of Labor Statistics (BLS) website (2017), except where otherwise noted. Information about educational requirements and job responsibilities was drawn from online resources, professional organizations, and consultation with professional experts. The authors thank Glen Palm, Ph.D. for his feedback on the Childcare and Education section, and Katy Schalla-Lesiak, MSN/MPH for her feedback on the Medical/Physical Health section.



CONTENTS

Medical and Physical Health Professionals	5
Public and Community Health Professionals.....	9
Mental Health Professionals.....	13
Social and Case Workers	15
Childcare and Educational Professionals	18

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
------------	---------------------------	---	-----------------	-----------------------------------	-----------

Medical and Physical Health Professionals

Certified Nursing Assistant (CNA)	High school diploma or GED CNA certification	National: \$28,540 MN: \$32,560	Under nurse supervision, assist with patient hygiene, transportation, and room sanitation.	Out-of-pocket. Financial aid may be available.	Hospitals, health care facilities and clinics, schools, community centers
Certified Medical Assistant (CMA)	High school diploma or GED CMA certification	National: \$33,580 MN: \$39,050	Under physician supervision, assist with administrative (e.g., medical records, scheduling) and clinical (e.g., vital signs, blood draw) duties.	Out-of-pocket. Financial aid may be available.	Hospitals, health care facilities and clinics, schools, community centers
Certified Occupational Therapy Assistant (COTA)	Associate's degree in occupational therapy COTA certification	National: \$59,470 MN: \$48,210 Note: estimates not specific to COTAs in pediatric settings.	Under occupational therapist supervision, may prepare treatment areas and assist with therapeutic, administrative, and clerical tasks.	Out-of-pocket. Financial aid may be available.	Hospitals, health care facilities and clinics, schools, community centers
Registered Nurse (RN)	Bachelor of Science in Nursing (BSN) RN license	National: \$73,550 MN: \$77,540	Assess patients' wellbeing, administer treatments, collaborate with physicians and other healthcare professionals, provide patient education.	Scholarships, financial aid, loans, and out-of-pocket.	Hospitals, clinics, other health and residential care facilities, universities, home healthcare services

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Nurse Practitioner (NP)	Bachelor of Science in Nursing (BSN) RN license Advance Practice Registered Nurse (APRN) Doctor of Nursing Practice	National: \$107,480 MN: \$116,150	Focus on health and wellness promotion; may prescribe medication, conduct examinations, and diagnose and treat illnesses. May specialize in primary or acute care. In 20 states (including MN), NPs are not required to work under a doctor's supervision (nurse.org).	BSN: Scholarships, financial aid, loans, and out-of-pocket. APRN: Out-of-pocket, financial aid, scholarships, and loans. Loan forgiveness programs may be available.	Hospitals, clinics, other health and residential care facilities, universities, home healthcare services
Occupational Therapist (OT)	Bachelor of Occupational Therapy Master of Occupational Therapy (MOT)	National: \$84,640 MN: \$73,680	Conduct evaluations of patient functioning; plan, implement, and evaluate an intervention program to aid patients to participate in daily activities and occupations in the context of physical or cognitive limitations or patient injury (AOTA.org).	Bachelor's degree: Scholarships, financial aid, loans, and out-of-pocket. Master's degree: Out-of-pocket, financial aid, scholarships, and loans. Loan forgiveness programs may be available.	Hospitals, health care facilities and clinics, schools, community centers

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Speech-Language Pathologist	Bachelor's Degree Master's degree in Speech-Language Pathology	National: \$79,770 MN: \$74,180	Work to prevent, assess, diagnose, and treat speech, language, social communication, cognitive- communication, and swallowing disorders in children and adults (ASHA.org).	Bachelor's degree: Scholarships, financial aid, loans, and out-of- pocket. Master's degree: Out-of-pocket, financial aid, scholarships, and loans. Loan forgiveness programs may be available.	A variety of education and health care settings
Pediatrician	Bachelor's degree Doctor of Medicine (MD) or Doctor of Osteopathy (DO)	National: \$187,540 MN: \$215,690	Provide medical care to infants, children, and adolescents. Conduct physical exams; give vaccinations; monitor developmental milestones; diagnose and treat health problems, provide referrals to specialists as needed (WebMD).	Bachelor's degree: Scholarships, financial aid, loans, and out-of- pocket. Medical school: Out-of-pocket, loans, needs- based financial aid or state/federal scholarships (e.g., National Health Service Corps).	Hospitals, private practice, other health and residential care facilities, universities, colleges, professional schools Loan forgiveness programs available for doctors working in nonprofit or public institutions
Primary Care/ Family Practice Physician	Bachelor's degree Doctor of Medicine (MD) or Doctor of Osteopathy (DO)	National: \$208,560 MN: \$219,360	Provide medical care across the lifespan, diagnosing and treating health problems, providing referrals to specialists, and counseling patients on diet, hygiene, and preventive healthcare.	Bachelor's degree: Scholarships, financial aid, loans, and out-of- pocket. Medical school: Out of pocket, loans, and needs- based financial aid or state/federal scholarships (e.g., National Health Service Corps).	Hospitals, private practice, other health and residential care facilities, universities Loan forgiveness programs available for doctors working in nonprofit or public institutions

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Doctor of Obstetrics/ Gynecology (OB/ GYN)	Bachelor's degree MD or DO	National: \$235,240 MN: \$239,750	Specialize in women's reproductive health, including counseling on fertility and providing medical and surgical care during childbirth. Monitor health of mother and child over the course of pregnancy and in the period immediately following delivery.	Bachelor's degree: Scholarships, financial aid, loans, and out-of- pocket. Medical school: Out-of-pocket, loans, needs- based financial aid or state/federal scholarships (e.g., National Health Service Corps).	Hospitals, private practice, other health and residential care facilities, universities, colleges, professional schools Loan forgiveness programs available for doctors working in nonprofit or public institutions

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
------------	---------------------------	---	-----------------	-----------------------------------	-----------

Public and Community Health Professionals

Certified Nurse Midwife (CNM)	Bachelor of Science in Nursing (BSN) RN license Master of Science in Nursing (MSN) APRN Certification from American Midwifery Certification Board (AMCB)	National: \$103,640 MN: \$109,020	Provide health care and wellness care to women, which may include family planning, gynecological checkups, and prenatal care. Help patients manage labor and monitor mothers and infants during delivery to ensure safety. May collaborate with physicians with C-section or other complications (nurse.org).	Out of pocket, scholarships.	Private practice in collaboration with OB/GYNs, hospitals, and birthing centers
--	---	---	---	---------------------------------	---

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Doula	<p>Post-secondary education not required.</p> <p>Training courses (which can lead to certification) offered through private organizations (e.g., DONA International, Birth Arts International).</p> <p>Training includes instruction (e.g., childbirth, breastfeeding) and applied experiences.</p> <p>Educational and certification requirements vary by state and employer. MN maintains an online registry of certified doulas; however, registration is not required to practice in the state.</p>	<p>Limited information available.</p> <p>Many doulas are self-employed and charge per job. Based on 2015-2016 sample of 2,627 American and Canadian doulas, fees averaged ~\$500-850 per birth and \$27-35 per postpartum hour.</p> <p>Fees range based on level of certification, years of experience, and geographic region. (DoulaMatch.net, via dona.org).</p>	<p>Provide non-medical physical support, emotional support, and information to women during pregnancy, labor/delivery, and postpartum.</p>	<p>Out of pocket, scholarships.</p>	<p>Self, hospitals, birth centers, community programs</p>

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Community Health Worker	Educational and certification requirements vary widely. Typically, at least a high school diploma is required.	National: \$42,340 MN: \$40,340	Provide a range of services to empower individuals and communities and to reduce persistent health disparities. May help communities to develop and access resources (e.g., food, healthcare); promote the cultural relevance of health and social services; make home visits; and facilitate communication with health and social service systems.		Government agencies, nonprofit organizations, faith-based groups, healthcare facilities
Public Health Nurse	Associate of Science in Nursing (ASN) or Bachelor of Science in Nursing (BSN) RN license Graduate degree in Nursing or Public Health (optional)	Estimates suggest a mean national annual salary of \$57,087 (Payscale.com)	Develop plans to address community health issues (e.g., obesity, vaccinations) and assist with natural disaster preparation and relief efforts (discovernursing.com).	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket. Graduate degrees: Out-of-pocket, financial aid, scholarships, and loans.	Correctional facilities, occupational health facilities, businesses, schools (discovernursing.com)
Licensed School Nurse	Associate of Science in Nursing (ASN) or Bachelor of Science in Nursing (BSN) RN license Graduate degree in Nursing or Public Health (optional) School Nursing license	Median annual national salary is \$49,248 (Salary.com)	May conduct physical and mental health screenings, assist with behavioral management, and serve on Individual Education Plan (IEP) teams.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket. Graduate degrees: Out-of-pocket, financial aid, scholarships, and loans.	Childcare and Head Start sites, public and private schools

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Home Visitor	Educational and certification requirements vary. Programs may require a Child Development Associate (CDA) credential, a Bachelor's degree, or higher.	--	Visit children, families, and expecting mothers in their homes, conduct observations and provide consultation about promoting healthy pregnancy outcomes and child development (e.g., secure attachment), provide consultation and technical support to local public health organizations that work with children and families (health.state.mn.us).	--	Head Start, community health agencies

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
------------	---------------------------	---	-----------------	-----------------------------------	-----------

Mental Health Professionals					
Counselor	Bachelor's degree Master's degree Licensed Professional Clinical Counselor (LPCC)	Median salary around \$47,600/year	Provides therapeutic interventions to individuals, families, and groups.	Out of pocket, scholarships.	Community health and mental health clinics, hospitals, private practices, and other health care settings
Psychiatric Mental Health Registered Nurse (a specialty within nursing)	Bachelor's degree Psychiatric Mental Health Nursing (PMHN) Certification or DNP	Salary data was not accessible. In 2017, the mean annual salary for registered nurses (not specialty specific) was \$73,550 nationally and \$77,540 in MN.	Work with individuals, families, groups, and communities, assessing their mental health needs. Develop a nursing diagnosis and plan of care, implement the nursing process, and evaluate its effectiveness (apna.org).	Bachelor's degrees: Scholarships, financial aid, loans, out-of-pocket. Graduate degrees: Out-of-pocket, financial aid, scholarships, loans.	Community health and mental health clinics, hospitals, private practices, and other health care settings
Psychiatric Mental Health Advanced Practice Nurse	Bachelor of Science in Nursing (BSN) RN license Master of Science in Nursing (MSN) PMH-APRN CNS (Clinical Nurse Specialist)	Salary data was not accessible. In 2017, the mean annual salary for registered nurses (not specialty specific) was \$73,550 nationally and \$77,540 in MN.	Provide direct patient care, and indirect care by working with other nurses and staff to improve the quality of patient care. Often serve in leadership roles and may educate and advise other nursing staff. May also gain a CNS credential. Can conduct research and may advocate for certain policies.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket. MSN degrees: Out-of-pocket, financial aid, scholarships, and loans. Loan forgiveness programs may be available.	Hospitals, other health and residential care facilities, universities, psychological and psychiatric care facilities

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Marriage/Family Therapist	Bachelor's degree Master's degree in Marriage and Family Therapy, LMFT	National: \$53,860 MN: \$52,070	Diagnose mental and emotional disorders and conduct psychotherapeutic interventions with youth and their families. Family systems issues (e.g., parenting, family conflict) are often a primary focus.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of- pocket. LMFT degrees: Out-of-pocket, financial aid, scholarships, and loans.	Universities, private practice, hospitals, health and residential care facilities, elementary and secondary schools
Psychologist, PhD, PsyD	Bachelor's degree Master's degree (optional, depending on the program) PhD in Psychology License to Practice Psychology (LP)	Clinical/ counseling/ school psychologists: National: \$81,330 MN: \$82,130 Other psychologists: National: \$93,440 MN: \$86,420	Conduct cognitive and mental health assessments; individual, group, and family therapy; and research on the cognitive, behavioral, and emotional functioning of youth and families. In some states, additional training can lead to privileges to prescribe medication for mental health disorders.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of- pocket. PhD degrees: Grants and fellowships from governmental institutions (e.g., NSF; NIH) and associations (e.g., APA) or research and teaching assistantships.	Universities, private practice, hospitals, health and residential care facilities, elementary and secondary schools
Psychiatrist	Bachelor's degree MD or DO	National: \$216,090 MN: \$223,260	Licensed physicians prescribe and manage psychiatric and other medications and may conduct diagnostic assessments and therapy for cognitive, emotional, and behavioral disorders.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of- pocket. Medical School: Out-of-pocket, loans, needs- based financial aid, state or federally funded scholarships (e.g., National Health Service Corps).	Hospitals with psychiatric or substance abuse sectors, private practice, other health and residential care facilities, universities, state government (OES Designation) Loan forgiveness programs may be available for doctors working in nonprofit or public institutions

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
------------	---------------------------	---	-----------------	-----------------------------------	-----------

Social and Case Workers					
Social Worker – Case Manager	<p>Bachelor’s Degree in Human Services or a similar field</p> <p>Certified Social Work Case Manger (C-SWCM) credential</p>	<p>Estimates suggest a mean national annual salary of \$47,500 (Payscale.com).</p>	<p>Assess and advocate for the health needs of individuals and families, coordinate services with other health and human services professionals, monitor client progress, and ensure smooth transitions to different levels of care (cmsa.org).</p>	<p>Bachelor’s degrees: Scholarships, financial aid, loans, and out-of-pocket.</p>	<p>Health insurers and HMO settings, health care facilities, employers</p>
Licensed Bachelor of Social Work (LBSW)	<p>Bachelor of Social Work</p> <p>LBSW or License in Social Work (LSW)</p>	<p>Salary information for social workers with different levels of education (e.g., Bachelor’s, Master’s) was not readily accessible.</p> <p>*MN mean annual salary for child, family, and school social workers (education non-specific): \$54,310. Mean annual salary for all other social workers, including those working in health or mental health settings, ranged from \$51,860 to \$58,530 in MN in 2017.</p>	<p>Assess clients’ needs, strengths, and support networks to determine their goals; help clients adjust to life changes and challenges; research, refer, and advocate for community resources, to assist and improve a client’s well-being; respond to crisis situations; evaluate services effectiveness; develop and evaluate programs and services to ensure that basic client needs are met; provide psychotherapy services (bls.gov).</p>	<p>Bachelor’s degrees: Scholarships, financial aid, loans, and out-of-pocket.</p>	<p>Schools, mental health clinics, child welfare agencies, human service agencies, hospitals, residential facilities, community development corporations, private practices (bls.gov)</p>

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Licensed Master of Social Work (LMSW)	Bachelor of Social Work (BSW) Master of Social Work (MSW) LMSW, Licensed Graduate Social Worker (LGSW), or LSW	Salary information for social workers with different levels of education (e.g., Bachelor's, Master's) not readily accessible. National Association of Social Workers study (2009) indicated that individuals with an MSW degree make an average of \$15,000 more annually than those with BSW degrees. *MN mean annual salary, see Licensed Bachelor of Social Work.	A Master's degree is typically required to work in health settings or as a clinical social worker. Master degree social workers receive advanced training in conducting clinical assessments and often take on larger caseloads and supervise other social workers.	Bachelor's degrees: Scholarships financial aid, loans, and out-of- pocket. Master's degrees: Out-of-pocket, financial aid, scholarships, and loans. Loan forgiveness programs may be available.	Schools, mental health clinics, child welfare agencies, human service agencies, hospitals, residential facilities, community development corporations, private practices (bls.gov)

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Licensed Master Social Worker – Advanced Generalist Licensed Clinical Social Worker	BSW MSW LMSW-Advanced Practitioner (AP), LMSW-Advanced Generalist (AG), Licensed Independent Social Worker (LISW), or Licensed Master Social Worker -Macro (LMSW-M) LCSW, LICSW, Licensed Master Social Worker-Clinical (LMSW-C)	Salary information for social workers with different levels of education (e.g., Bachelor’s, Master’s) was not readily accessible. National Association of Social Workers study (2009) indicated that individuals with an MSW degree make an average of \$15,000 more annually than those with BSW degrees. *MN mean annual salary, see Licensed Bachelor of Social Work.	Integrate a high level of cultural competence, theoretical and methodological training into their work. May assess and provide direct interventions to individuals, families, and groups; assume leadership in organizational administration, policy development, and community practice; collaborate with other health/ social service professionals; apply research skills to critically evaluate interventions; and advocate for social change and justice (Pearson Higher Ed).	Bachelor’s degrees are typically funded via scholarships, financial aid, loans, and out-of-pocket. MSW degrees are typically funded out-of-pocket, sometimes in conjunction with financial aid, scholarships, and loans. Loan forgiveness programs may be available.	Schools, mental health clinics, child welfare agencies, human service agencies, hospitals, residential facilities, community development corporations, private practices (bls.gov)

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
------------	---------------------------	---	-----------------	-----------------------------------	-----------

Childcare and Educational Professionals

Parent Educator (Early Childhood Family Education, ECFE) –	Typically, a Bachelor’s degree and Parent Education license is required.	NA	Provide direct services to children and families, including facilitating family and community events, conducting home visits, and coordinating parent education series.	Bachelor’s degrees: Scholarships, financial aid, loans, and out-of-pocket.	Public school districts
Early Childhood Educator / Childcare Worker (Childcare settings)	Associate of Arts (AA) Degree National designation as Child Development Associate (CDA; Council for Professional Recognition) and Child Care Professional (CCP; National Early Childhood Program Accreditation)	National: \$23,760 MN: \$24,990	Attend to children’s basic needs (e.g., feeding, personal hygiene) when family members are unavailable. Address children’s pre-academic skills (e.g., knowledge of numbers, letters) or help with homework (bls.gov).	Associate’s degrees: Out-of-pocket. Financial aid may be available.	Private family arrangements; contracting through childcare agencies; preschools and daycare centers
Paraprofessional parent educator	Certification is typically by program model (e.g., Parents as Teachers, AVANCE Parent-Child Education Program). Some programs may require an AA degree.	No standard pay range. Some programs utilize volunteers.	Parents educate other parents through peer support.	National evidence-based program models provide training. Funding available from local employers.	Community, non-profit, religious, and health care organizations; schools

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Teacher's Aide/ Assistant	Educational and certification requirements vary. Many programs require at least a high school diploma or an Associate's degree in Child Development or a related field.	NA	Assist full-time teachers with classroom activities and clerical work (e.g., providing educational assistance to individual students, grading assignments, supervising breaks, organizing instructional materials).	Associate's degrees: Out-of-pocket, financial aid.	Childcare organizations, public and private schools
Teacher, Preschool (except Special Education)	Bachelor's degree	National: \$33,590 MN: \$35,360	Educate and care for children younger than age five who have not yet entered kindergarten. Provide instruction in reading, writing, science, and socioemotional skills.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Public and private schools and childcare centers
Special Education Teacher, Preschool	Bachelor's degree ECSE license	National: \$58,390 MN: \$62,320	Provide instruction in academic subjects and life skills to preschoolers with special needs (e.g., developmental delays, physical or mental health conditions).	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Public and private schools and childcare centers
Teacher, Kindergarten (except Special Education)	Bachelor's degree Birth-Grade 3 License	National: \$57,110 MN: \$58,790	Provide young children with instruction in reading, writing, math, science, socioemotional skills, and other subjects.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Public and private schools

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Special Education Teacher, Kindergarten and Early Elementary School	Bachelor's degree Birth-Grade 3 License	National: \$61,960 MN: \$63,330	Provide instruction in academic subjects and life skills to children with special needs (e.g., developmental delays, learning disabilities, health conditions).	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Public and private schools
Teacher, Elementary School (except Special Education)	Bachelor's degree Birth-Grade 3 License	National: \$60,830 MN: \$63,490	Provide 1st-3rd grade-aged children with instruction in reading, writing, math, science, socioemotional skills, and other subjects.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Public and private schools
Teacher, Preschool through Early Elementary School	Bachelor's degree Master's degree	According to the National Center for Education Statistics, teachers with a Master's degree earned an average of \$11,490 more per year than teachers with a Bachelor's degree in 2011-2012.	Instruct young children in reading, writing, math, science, socioemotional skills, and other subjects.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket. Graduate degrees: Out-of-pocket, financial aid, scholarships, and loans.	Public and private schools
Special Education Teacher, Preschool through Early Elementary School	Bachelor's degree Master's degree	Salary information for Master's level special education teachers could not be located.	Provide instruction in academic subjects and life skills to preschoolers with special needs (e.g., learning disabilities, physical or mental health conditions).	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket. Graduate degrees: Out-of-pocket, financial aid, scholarships, and loans.	Public and private schools

Profession	Certification/ program	Mean annual salary (BLS, 2017, unless otherwise noted)	Core components	Training cost/ funding sources	Employers
Early Head Start or Head Start Teacher	A minimum of an Associate's degree is required. Fifty percent or more of all Head Start teachers nationwide most hold a Bachelor's degree or higher.	Median national income of \$32,000/year (bls.gov)	Educate young children from low-income families (birth to age five). Plan, coordinate, and deliver a comprehensive child development program (academic, health, social services). Develop partnerships with families. May also supervise teaching assistants and classroom volunteers.	Associate's and Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Head Start programs based in schools or community centers
Education Administrators, Preschool and Childcare Center/Program	Bachelor's degree	National: \$53,550 MN: \$57,390	Manage the daily operations of their centers, including designing program plans, supervising staff, and overseeing budgets.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket.	Preschools, childcare centers
Education Administrators, Elementary School	Bachelor's degree Master's degree in education leadership or education administration	National: \$97,440 MN: \$102,010 Note: Estimates were calculated for elementary and secondary school administrators.	Manage daily school operations, including curriculum coordination, supervising teachers and other staff, and ensuring school safety.	Bachelor's degrees: Scholarships, financial aid, loans, and out-of-pocket. Graduate degrees: Out-of-pocket, financial aid, scholarships, and loans.	Public and private schools

APPENDIX: ECOLOGY OF PROFESSIONS

FIGURE 1.

Position of early childhood professions in the child's social ecology.

Based on Urie Bronfenbrenner's bio-ecological model (Bronfenbrenner 1977, 1979; Bronfenbrenner & Morris, 2006).

