

Early Childhood Education Jobs by State

State / District	Hiring Demand	Common ECE Roles	Certification Notes	Pay Outlook
Alabama	High	Preschool Teacher, Assistant	State licensing; CDA common	Lower–Average
Alaska	High	Preschool Teacher, Aide	State approval required	Above Average
Arizona	High	Preschool Teacher, Substitute	Flexible pathways in some areas	Average
Arkansas	High	Childcare Teacher, Assistant	CDA accepted for entry roles	Lower–Average
California	High	Preschool Teacher, Director	State-issued permits required	Above Average
Colorado	High	Preschool Teacher, Aide	State credential system	Above Average
Connecticut	High	Preschool Teacher, Assistant	State certification required	Above Average
Delaware	High	Early Learning Teacher	State licensing required	Average
Florida	High	Childcare Teacher, Director	CDA widely accepted	Average
Georgia	High	Preschool Teacher, Assistant	State credentialing required	Average
Hawaii	High	Preschool Teacher	State approval required	Average
Idaho	High	Childcare Provider, Teacher	Licensing varies by role	Average
Illinois	High	Preschool Teacher, Aide	State certification required	Above Average
Indiana	High	Early Childhood Teacher	State licensing required	Average
Iowa	High	Preschool Teacher, Assistant	State credentialing	Average

Kansas	High	Preschool Teacher	State requirements apply	Average
Kentucky	High	Preschool Teacher, Assistant	Certification varies by setting	Average
Louisiana	High	Early Learning Teacher	State certification required	Lower–Average
Maine	High	Preschool Teacher	State licensing required	Average
Maryland	High	Preschool Teacher, Aide	State certification required	Above Average
Massachusetts	High	Preschool Teacher, Director	State credentialing required	Above Average
Michigan	High	Preschool Teacher, Assistant	State approval required	Average
Minnesota	High	Early Childhood Teacher	State licensing required	Above Average
Mississippi	High	Preschool Teacher	Certification varies	Lower
Missouri	High	Childcare Teacher	State licensing required	Average
Montana	High	Preschool Teacher	State approval required	Average
Nebraska	High	Preschool Teacher, Assistant	Licensing required	Average
Nevada	High	Preschool Teacher	State credentialing	Average
New Hampshire	High	Early Learning Teacher	State licensing required	Above Average
New Jersey	High	Preschool Teacher, Director	State credentials required	Above Average
New Mexico	High	Preschool Teacher	State certification required	Average
New York	High	Pre-K Teacher, Aide	NYS certification required	Above Average
North Carolina	High	Preschool Teacher	State credentialing	Average

North Dakota	High	Preschool Teacher	State licensing required	Above Average
Ohio	High	Preschool Teacher, Assistant	State certification required	Average
Oklahoma	High	Early Childhood Teacher	State approval required	Lower–Average
Oregon	High	Preschool Teacher	State licensing required	Above Average
Pennsylvania	High	Preschool Teacher, Aide	State certification required	Above Average
Rhode Island	High	Early Learning Teacher	State licensing required	Above Average
South Carolina	High	Preschool Teacher	Certification varies	Average
South Dakota	High	Preschool Teacher	State approval required	Average
Tennessee	High	Preschool Teacher, Assistant	State credentialing	Average
Texas	High	Preschool Teacher, Head Start	Requirements vary by employer	Average
Utah	High	Childcare Teacher	State licensing required	Average
Vermont	High	Early Learning Teacher	State credentialing	Above Average
Virginia	High	Preschool Teacher	State certification required	Above Average
Washington	High	Preschool Teacher, Assistant	State licensing required	Above Average
West Virginia	High	Preschool Teacher	State credentialing	Lower–Average
Wisconsin	High	Early Childhood Teacher	State licensing required	Above Average
Wyoming	High	Preschool Teacher	State approval required	Above Average

Washington,
D.C.

High

Preschool Teacher,
Aide

District-specific
credentials

Above
Average