

¹ Median earnings in the past 12 months for each county in SDA 4 from the U.S. Census Bureau's 2022 American Community Survey 5-year estimates (Table S2001).

² If fewer than three responses were received, salary statistics were not reported.

³ N is the number of staff members for whom an hourly wage was reported.

⁴ **Educational Administrators, Preschool and Child Care Center/Programs** (SOC 11-9031) "Plan, direct, or coordinate the academic and nonacademic activities of preschool or child care centers or programs."

⁵ **Kindergarten Teachers, Except Special Education** (SOC 25-2012) "Teach elemental natural and social science, personal hygiene, music, and literature to children from 4 to 6-years old. Promote physical, mental, and social development. May be required to hold state certification."

⁶ **Preschool Teachers, Except Special Education** (SOC 25-2011) "Instruct children (normally up to 5 years of age) in activities designed to promote social, physical, and intellectual growth needed for primary school in preschool, day care center, or other child development facility."

⁷ **Child Care Worker** (SOC 39-9011) "Attend to children in schools, businesses, private households, and child care institutions. Perform a variety of tasks such as dressing, feeding, bathing, and overseeing play."

YWCA Child Care Resource & Referral
of Metropolitan Chicago
(844) 221-2227
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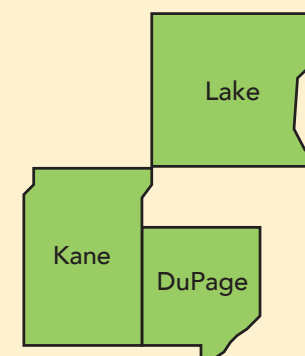
Report prepared by the Illinois Network of Child Care
Resource & Referral Agencies, funded by the Illinois
Department of Human Services

eliminating racism
empowering women
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Illinois Child Care Resource & Referral Statewide System

CHILD CARE SALARY PROFILES



YWCA Child Care Resource & Referral
of Metropolitan Chicago

DuPage, Kane, & Lake Counties

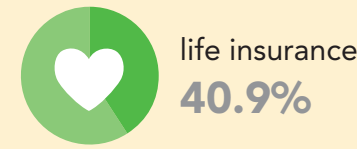
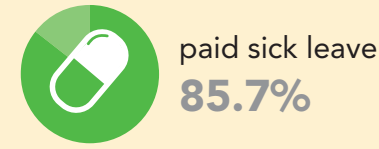
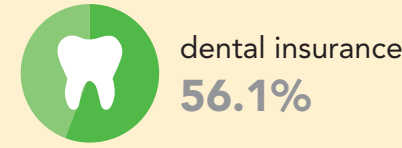
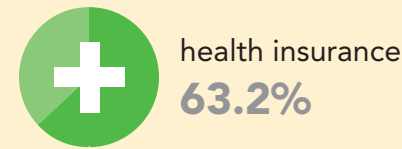
MEDIAN ANNUAL WAGE

Illinois Salary & Staffing Survey wages compared to American Community Survey wages

	FY 2023 Illinois Salary & Staffing Survey Child Care Occupations	2022 American Community Survey ¹ All Occupations
DUPAGE	\$33,488	\$53,665
KANE	\$33,280	\$44,470
LAKE	\$33,280	\$47,450
SDA 3 & 4	\$33,280	\$48,528

The median annual salaries of all child care providers in this report are significantly below the median earnings of persons living and working in Lake county.¹ While individuals serving in administrative capacities in child care centers are most likely to receive wages above the county's median wage (between \$41,600 and \$48,000 for director/teachers and administrative directors), the majority of child care center teachers (\$35,360) and school-age workers (\$32,968) are earning well below the median wage for employed persons in their county, with family child care providers (\$31,200), school-aged assistants and teacher assistants (\$30,160) earning the least. When it comes to insurance and pension benefits, a little more than half of child care center staff members are provided partial or full coverage by their employer.

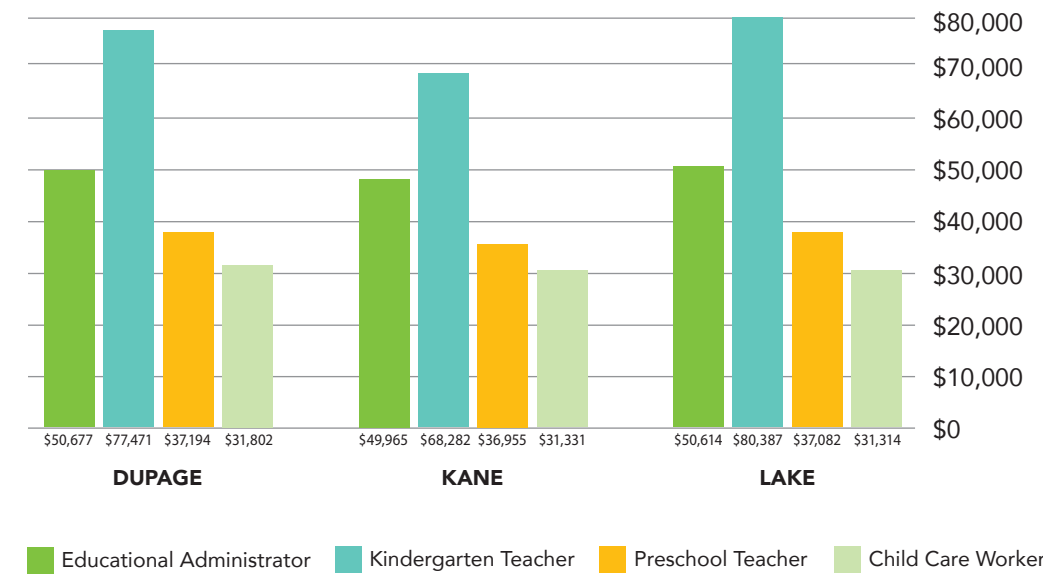
CHILD CARE STAFF RECEIVING BENEFITS / 2023



The Illinois Department of Employment Security (IDES) reported median yearly wages for 2022 for four early care and education occupations (Educational Administrators of Preschools/Child Care Programs⁴, Kindergarten Teachers⁵, Preschool Teachers⁶, and Child Care Workers⁷) in all three counties in this report – DuPage, Kane, and Lake.

Although the specific occupational definitions differed from IDES descriptions and the Illinois Salary & Staffing Survey descriptions, salaries were rather consistent with one another in that wages within IDES's preschool teacher and child care worker categories and the Illinois Salary & Staffing Survey child care staff categories were within the same range; however, it should be noted that the IDES's definition of child care worker includes a provider working in either a center or family child care home which is differentiated by the *Illinois Salary & Staffing Survey*.

MEDIAN YEARLY WAGES / 2022



Source: The Illinois Department of Employment Security, <http://lmi.ides.state.il.us/wagedata/wage.htm>

Kindergarten teachers in DuPage, Kane, and Lake Counties make double or over double that of a preschool teacher or child care worker in the same county.

In DuPage, Kane, and Lake Counties, nursing assistants make more than child care workers.

KEY POINTS FROM THE ILLINOIS SALARY & STAFFING SURVEY OF LICENSED CHILD CARE FACILITIES: FY 2023

The median full-time, full-year salary of child care staff range from \$30,160 for school-age assistants to \$48,000 for administrative directors

Teachers, 61.2% of whom have an associate's degree or higher, have a median annual salary of approximately \$33,280.

Half of surveyed family child care practitioners net \$12,000 or less annually.

MEDIAN YEARLY WAGES FOR NURSING ASSISTANTS / 2022 (IDES)

DUPAGE COUNTY

\$38,904

KANE COUNTY

\$39,280

LAKE COUNTY

\$39,562

MEDIAN CHILD CARE CENTER HOURLY WAGES BY POSITION / 2023

	Administrative Director		Director/Teacher		Teacher		Assistant Teacher		School-Age Worker		School-Age Assistant	
	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³	Median ²	N ³
DUPAGE	\$21.88	228	\$20.67	73	\$17.00	1,522	\$14.57	1,365	\$15.00	21	\$15.25	14
KANE	\$21.63	93	\$17.50	28	\$17.00	503	\$14.00	458	\$15.00	10	\$14.00	3
LAKE	\$22.00	142	\$19.38	70	\$17.00	1,030	\$14.00	968	\$15.00	15	\$14.50	14
SDA 3 & 4	\$21.79	459	\$19.50	171	\$17.00	3,034	\$14.05	2,759	\$15.00	46	\$14.50	31

Source: Illinois Salary & Staffing Survey of Licensed, Child Care Facilities: FY 2023

Note: The SDA N's will not sum exactly to the individual county N's due to some cities being on county borders and in other SDAs.