

# Early Care and Education Workforce Relevant Resources: Compensation & Financial Relief Strategies

Below is a list of resources related to the National Early Care and Education (ECE) Workforce Center’s key topic area of “compensation & financial relief strategies,” which the Center identified in its ongoing environmental scan. We found these resources through a combination of literature database searches and expert review of ECE-focused websites, blog posts, and listservs. Resources marked with an asterisk (\*) were featured in the National ECE Workforce Center website’s resource library.

This document was last updated on 3/31/2026. For a list of resources related to the Center’s other key topic areas (qualifications & educational support, work environment standards, financial resources, and workforce data), visit <https://www.nationaleceworkforcecenter.org/publications/>.



## Key Topic: Compensation & Financial Relief Strategies

Investments and initiatives to ensure compensation equal to that of a skilled professional, accounting for an educator’s qualifications, expertise, and experience

Publications
<p>*Amadon, S., Maxfield, E., &amp; McDoniel, M. (2023). Wages of Center-Based Child Care and Early Education Teachers: Findings from the 2019 National Survey Of Early Care and Education. OPRE Report #2023-062. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. <a href="https://acf.gov/sites/default/files/documents/opre/workforce_compensation_snapshot_apr2023.pdf">https://acf.gov/sites/default/files/documents/opre/workforce_compensation_snapshot_apr2023.pdf</a></p>
<p>*Bassok, D., Doromal, J. B., Michie, M., &amp; Wong, V. C. (2021). The Effects of Financial Incentives on Teacher Turnover in Early Childhood Settings: Experimental Evidence From Virginia. Edpolicyworks, University of Virginia. <a href="https://bit.ly/see_partnerships_incentives_turnover">https://bit.ly/see_partnerships_incentives_turnover</a></p>
<p>*BUILD Initiative. (2021). Improving Child Care Compensation Backgrounder 2021. Early Care and Education Workforce Center. <a href="https://buildinitiative.org/wp-content/uploads/2021/04/Compensation-Backgrounder-12-8-21.pdf">https://buildinitiative.org/wp-content/uploads/2021/04/Compensation-Backgrounder-12-8-21.pdf</a></p>
<p>*Caronongan, P. &amp; Hyland, K. (2026). Early Educator Wage Growth Under Massachusetts’ C3 Program. Boston University Wheelock College of Education and Human Development: Wheelock Educational Policy Center. <a href="https://wheelockpolicycenter.org/wp-content/uploads/2026/03/Early_Education_Wage_PolicyBrief-Final.pdf">https://wheelockpolicycenter.org/wp-content/uploads/2026/03/Early_Education_Wage_PolicyBrief-Final.pdf</a></p>
<p>*Caronongan, P. &amp; Hyland, K. (2026, March). Early Educator Wage Growth Under Massachusetts’ C3 Program. Boston University Wheelock Educational Policy Center. <a href="https://wheelockpolicycenter.org/wp-content/uploads/2026/03/Early_Education_Wage_PolicyBrief-Final.pdf">https://wheelockpolicycenter.org/wp-content/uploads/2026/03/Early_Education_Wage_PolicyBrief-Final.pdf</a></p>
<p>*Child Care Services Association. (2021). A Look at Salary/Wage Scales for the Early Childhood Educator Workforce. <a href="https://www.teachecnationalcenter.org/wp-content/uploads/2021/11/CCSA_2021_Salary-Scale-White-Paper-FINAL.pdf">https://www.teachecnationalcenter.org/wp-content/uploads/2021/11/CCSA_2021_Salary-Scale-White-Paper-FINAL.pdf</a></p>
<p>*Dade, A. &amp; McLean, C. (2024). The Early Educator Workforce Crisis: How Legislators Can Make a Difference for Kids, Families, and Educators. Center for the Study of Child Care Employment. <a href="https://cscce.berkeley.edu/wp-content/uploads/2023/03/fact-sheet-The-Early-Educator-Workforce-Crisis-How-Legislators-Can-Make-a-Difference-for-Kids-Families-and-Educators-2023-03-13.pdf">https://cscce.berkeley.edu/wp-content/uploads/2023/03/fact-sheet-The-Early-Educator-Workforce-Crisis-How-Legislators-Can-Make-a-Difference-for-Kids-Families-and-Educators-2023-03-13.pdf</a></p>
<p>*Dichter, H. &amp; Libetti, A. (2021). Improving Child Care Compensation Backgrounder. The Build Initiative. <a href="https://buildinitiative.org/resource-library/backgrounder-on-compensation-in-child-care/">https://buildinitiative.org/resource-library/backgrounder-on-compensation-in-child-care/</a></p>
<p>*Doromal, J. B., Nikolopoulos, E., González, A., Mefferd, E., Greenberg, E., &amp; Sandstrom, H. (2025). Wage Enhancements Promote High-Quality Child Care in Dc: Findings from Licensing Data and Fall 2024 Surveys. Urban Institute. <a href="https://www.urban.org/research/publication/wage-enhancements-promote-high-quality-child-care-dc">https://www.urban.org/research/publication/wage-enhancements-promote-high-quality-child-care-dc</a></p>

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