

Early Childhood Education Career Opportunities

March 2026



MASSACHUSETTS
Department of
Early Education and Care

Opportunities • Growth • Pathways



Why Choose Early Childhood Education?

High demand for skilled educators

Multiple career pathways

Opportunities for advancement

Meaningful, community-centered work

Funding for higher education- certificate to graduate degree options

Key Occupations



Family Child Care Educators (FCC)

- **Main Focus:** Care for children in your home and support their development
- **Education:** High school diploma or some college
- **Typical Work:** Supervise children, support play, learning and development, help with meals/naps



Center Based Infant, Toddler & Preschool Teachers

- **Main Focus:** Care for children in a center and support their development
- **Education:** Some college, Associate or bachelor's degree in ECE or related field
- **Typical Work:** Supervise children, support play, learning and development, help with meals/naps



Center Based Directors & Program Leaders

- **Main Focus:** Program leadership & operations
- **Education:** Some college, Bachelor's or master's degree (often in ECE, education, or administration)
- **Typical Work:** Support staff professional learning, manage budgets, ensure licensing compliance, support curriculum, engage families, run daily

Early Childhood Industry

What This Industry Includes

Child Care centers

Child Care programs

Nursery schools

Preschool programs

Residential programs

Head Start & Early Head Start

Out of School Time programs

What's *Not* Included

Elementary schools

Nannies or in-home babysitters

K–12 education programs

Overview of the MA Early Education Workforce

- 30,858 wage & salary jobs in MA (QCEW 2024)
- 47,136 total workers (ACS 2024) including self-employed
- 62% full-time, 38% part-time
- 81.8% wage/salary, 18.2% self-employed

May mean people are self-employed or working outside the area.

ACS (American Community Survey) counts where people **live** — including self-employed workers and those who work outside their home region.

QCEW (Quarterly Census of Employment and Wages) counts where jobs are **located** — but only includes jobs at registered businesses, not self-employed people.

Note: Estimates in this report may differ from those published using administrative data from the Department of Early Education and Care (EEC), which tracks licensed providers and enrollment.

Earnings Snapshot

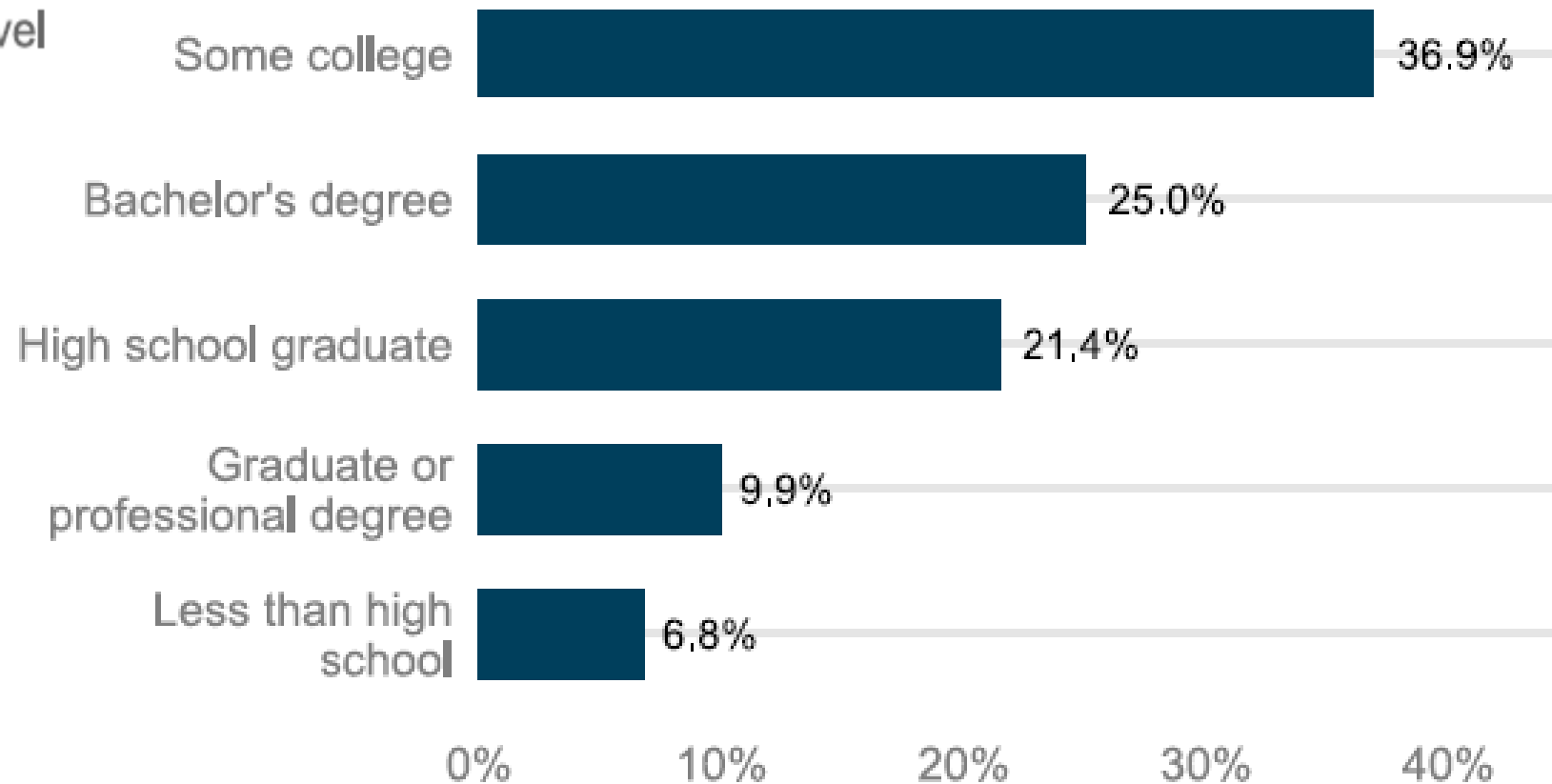


	Median Weekly Wage	Median Annual Wage (full time)
Administrators	\$1,175	\$61,100
Child Care Worker	\$749	\$38,948
Preschool Teachers	\$854	\$44,408

Education Levels of the Workforce

Educational Attainment

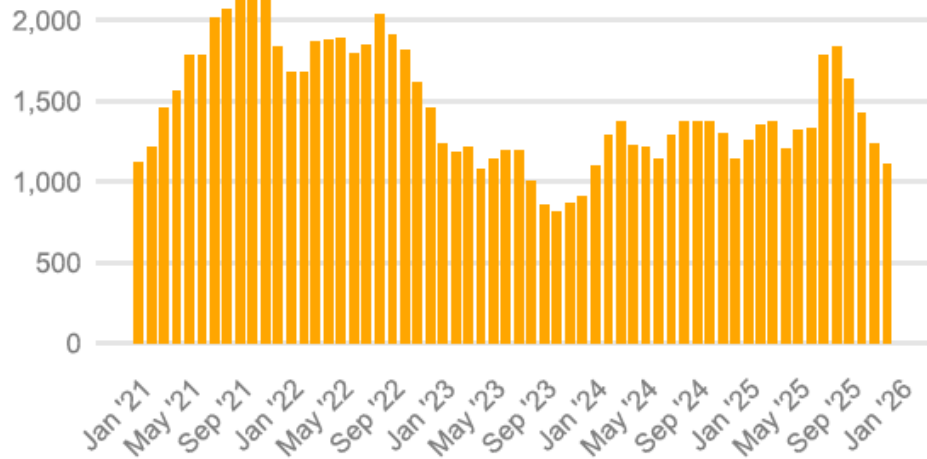
Workforce Distribution by Level



Job Demand in Massachusetts

Job Postings

Unique Job Postings



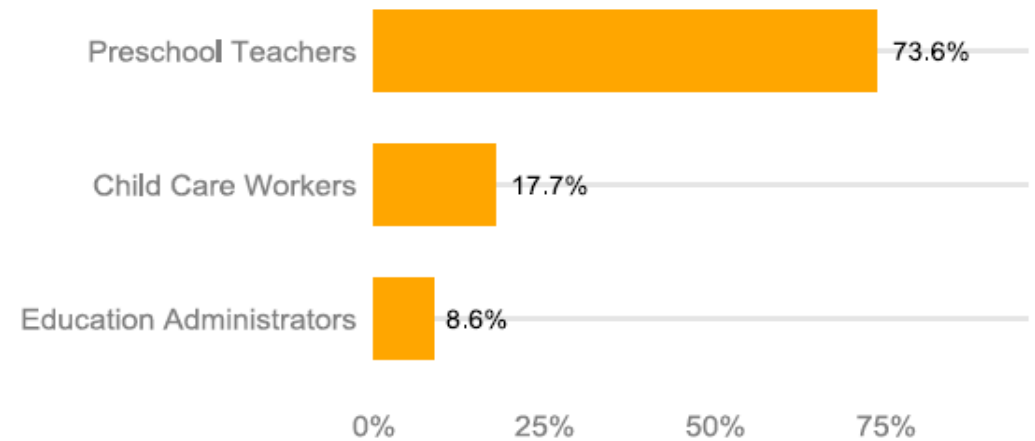
Source: Lightcast job postings

1,106 job postings (December 2025)

- 73.6% Preschool Teachers
- 17.7% Childcare Workers
- 8.6% Administrators

Job Postings by Role

Demand Share by Occupation (Past 12-months)

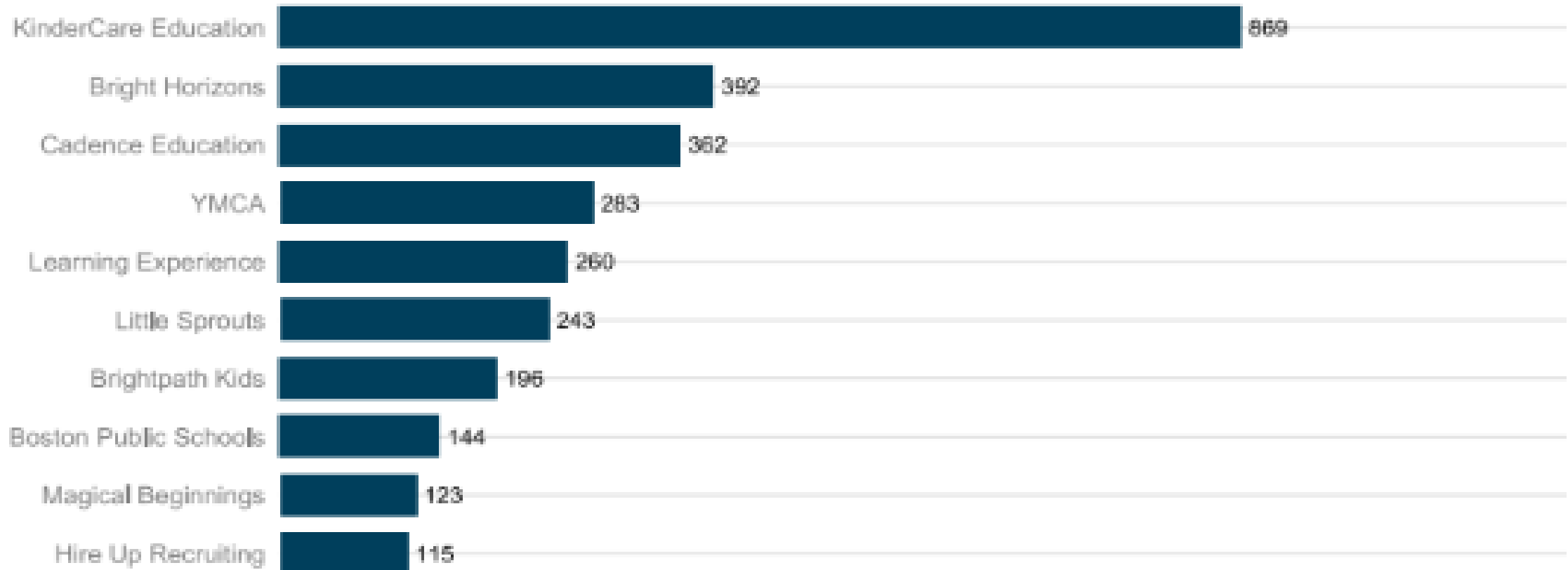


Top Employers Hiring

Data updated 2-8-26

By Unique Job Postings (Past 12-months)

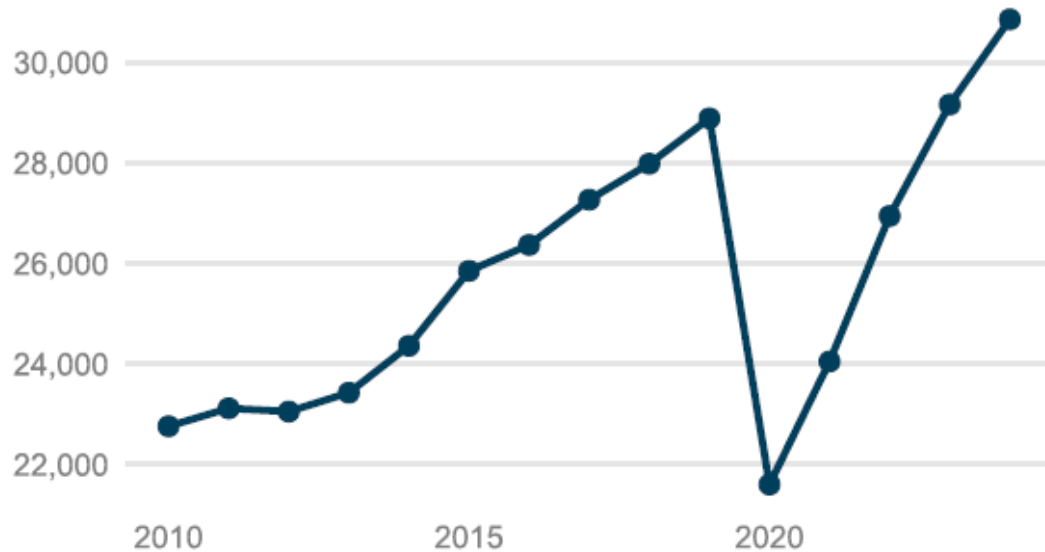
Source: Lightcast job postings



Industry Trends

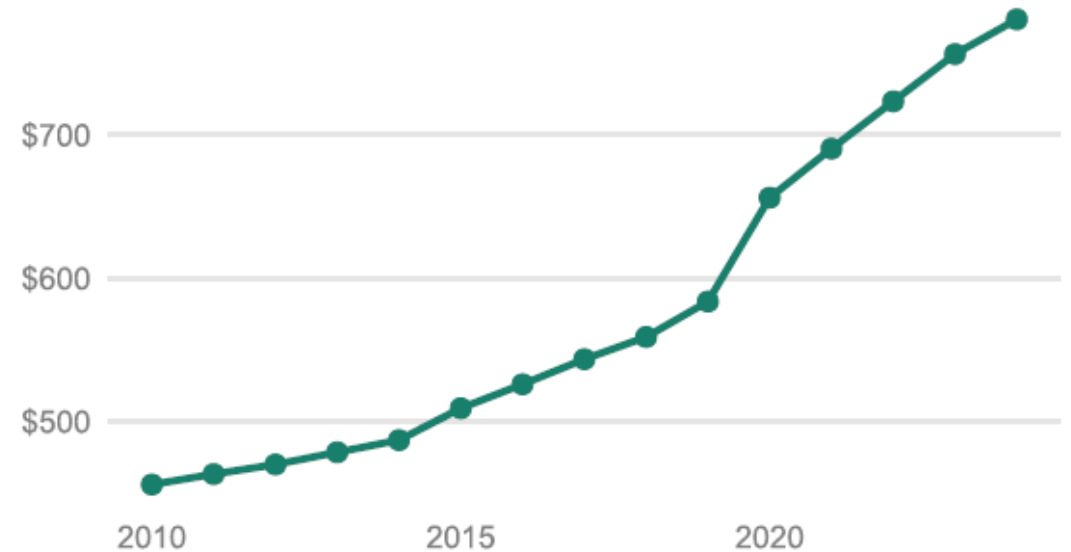
Employment Growth

Total Jobs (Statewide)



Wage Growth

Avg Weekly Wage (Statewide)

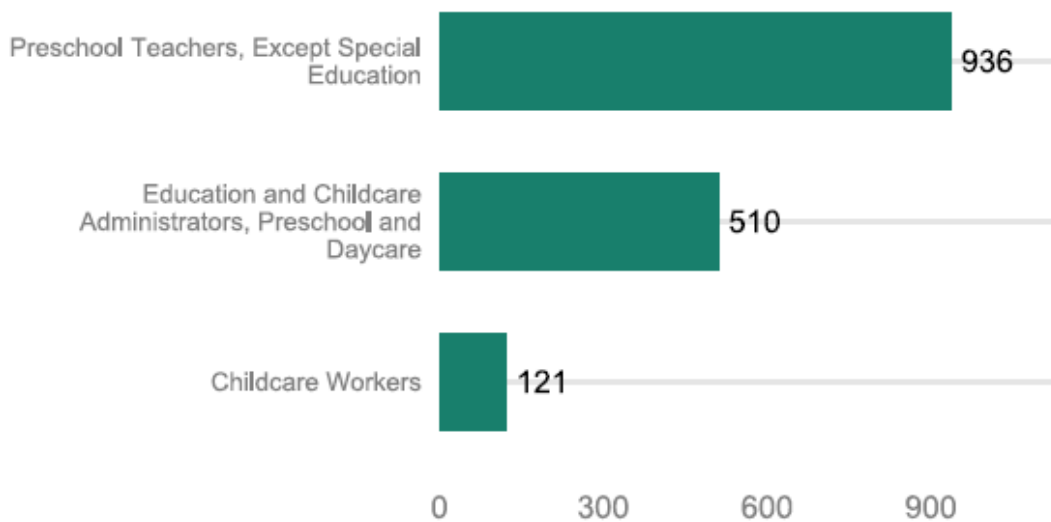


Source: Quarterly Census of Employment & Wages (QCEW)

Talent Pipeline (Graduates) from Higher Ed Programs

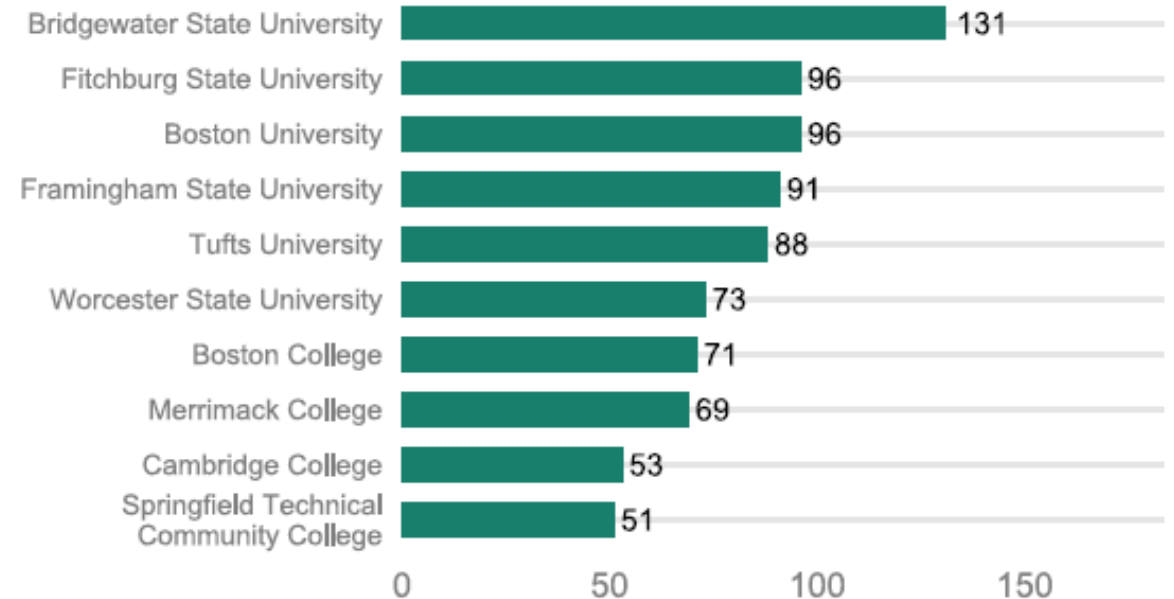
Talent Pipeline

Graduates by Program



Top Schools

Graduates by Institution (Statewide)

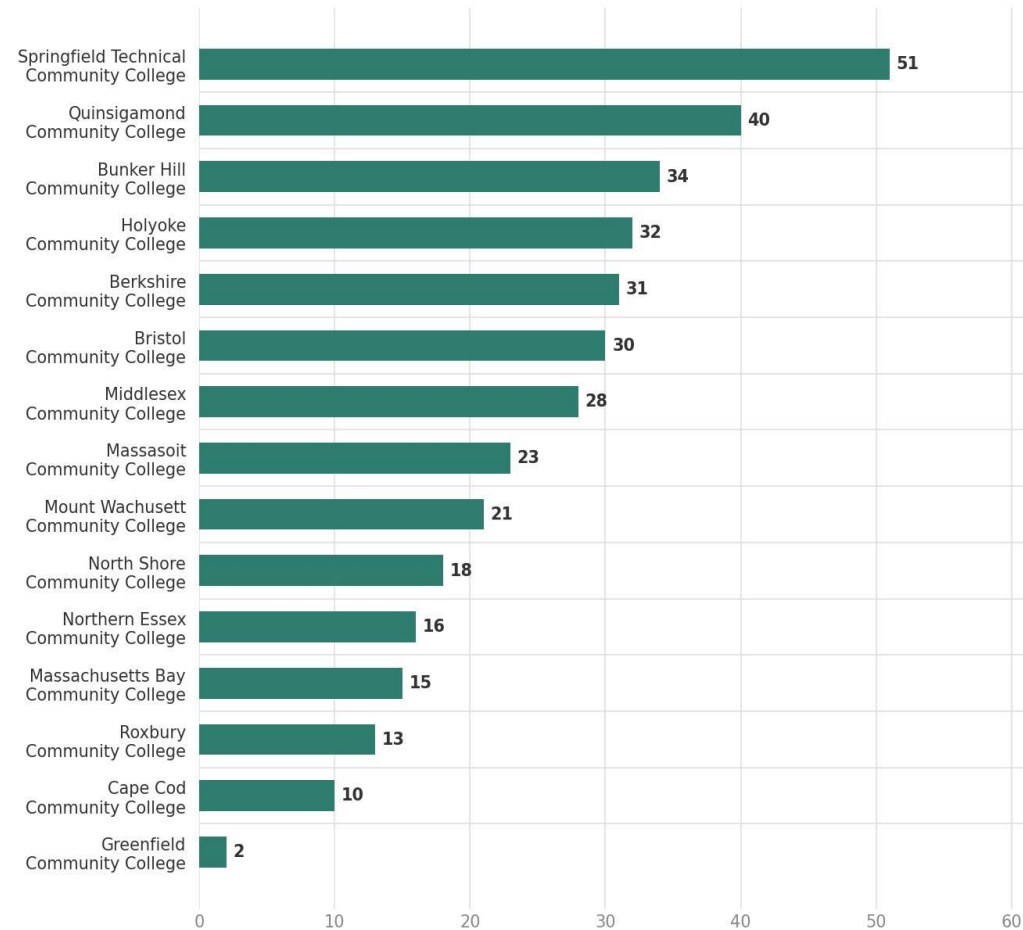


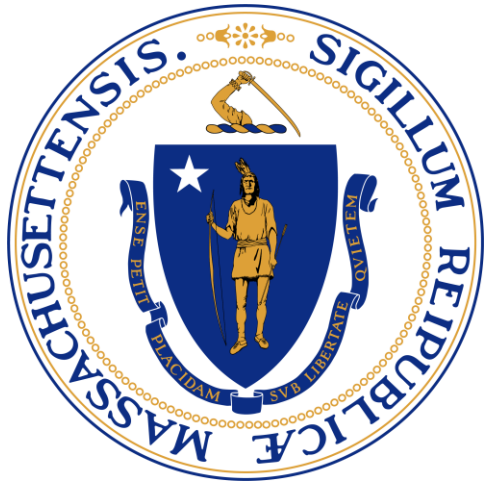
Source: IPEDS 2025 (2022-2023 school year)

MA Community College Early Childhood Programs

Top Community Colleges

Graduates by Institution (Statewide)



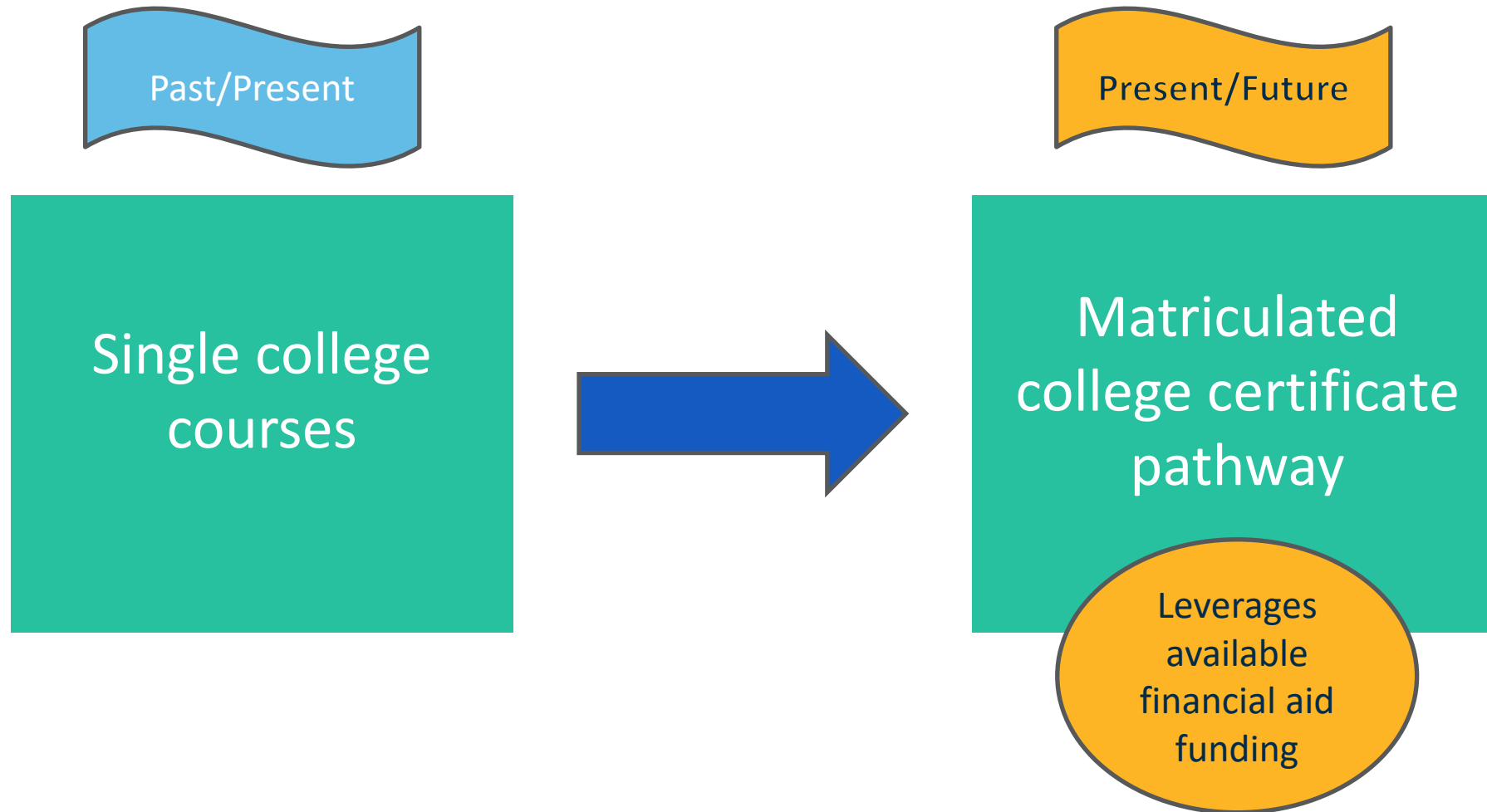


Higher Education & Career Opportunities



MASSACHUSETTS
Department of
Early Education and Care

What's Changing?



Support for College

Financial assistance for **college certificates and degrees in early childhood education** is available at eligible Massachusetts colleges and universities.

You are eligible to apply for financial assistance if you work, or plan to begin working at, an EEC licensed or funded:

- Family Child Care (FCC)
- Center-based program
- After School/Out-of-School Time (ASOST) program
- Residential Placement program
- Contracted Family Child Care (FCC) System

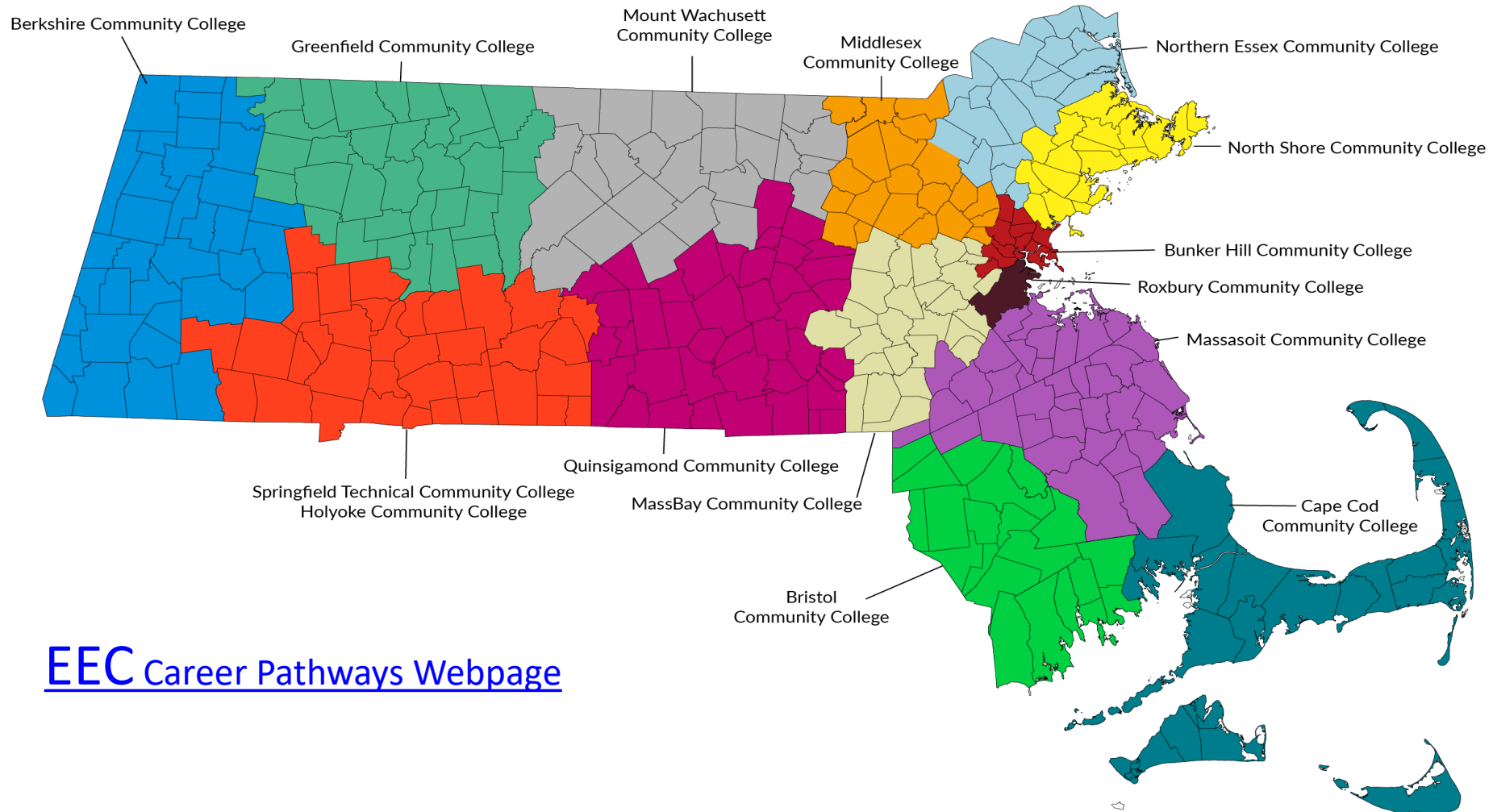
Career Pathways

The Career Pathways Grant supports a **Grant Coordinator** at each community college to serve as an initial point of contact for students interested in pursuing early childhood education course work.

The Career Pathways Grant Coordinator will assist students with:

- Understanding the college process
- Financial Aid options
- College application and matriculation
- Reviewing transcripts and/or prior college course work
- Course selection
- Course registration
- Understanding and making use of college supports (e.g., tutoring, advising, basic living needs, etc.)

Eligible Community Colleges



[EEC Career Pathways Webpage](#)

Selecting a college and getting started



Those interested in earning a certificate or degree in ECE should select a college that is convenient to home or work, so campus resources are accessible, and practicum is feasible.

- Students may return to a college where they may have already taken classes and earned credit.
- OR select a college that offers a language or resource needed.



Career Counselors can assist participants by helping students to identify best campus location and the associated Career Pathways point of contact. Those interested will then need to meet with the Career Pathways Director independently.

Connecting with a College



The interested participant should send an email to the Career Pathways Grant Coordinator at the selected community college.



There will be several steps to take for college admission, financial aid and course registration. The Grant Coordinator will follow up with next steps and is a **resource for questions**.

- Students should always be prepared with any previous college transcripts when meeting with a Grant Coordinator to determine eligibility for enrollment, review possibility of transfer credit, and to accurately select courses.

Explore Education Pathways & Next Steps for Jobseekers

➤ Career Pathways Information

❑ Department of Early Education and Care (EEC) [Career Pathways Information](#)

➤ Mass Educate & Mass Reconnect

➤ [Office of Student Financial Assistance / Massachusetts Department of Higher Education](#)

➤ Scholarship Information

❑ Department of Early Education and Care (EEC) [Scholarship Information](#)

❑ Office of Student Financial Aid (OSFA) [Scholarship Information](#)

Additional Pathways & Next Steps for Jobseekers

Registered Apprenticeships

Earn while you learn-completions can result in Child Development Associates or EEC Teacher Licensure

Career Technical Education

Gain technical expertise and earn industry-recognized license through an EEC approved technical program

Explore training programs on the [MA Eligible Training Provider List \(ETPL\)](#)



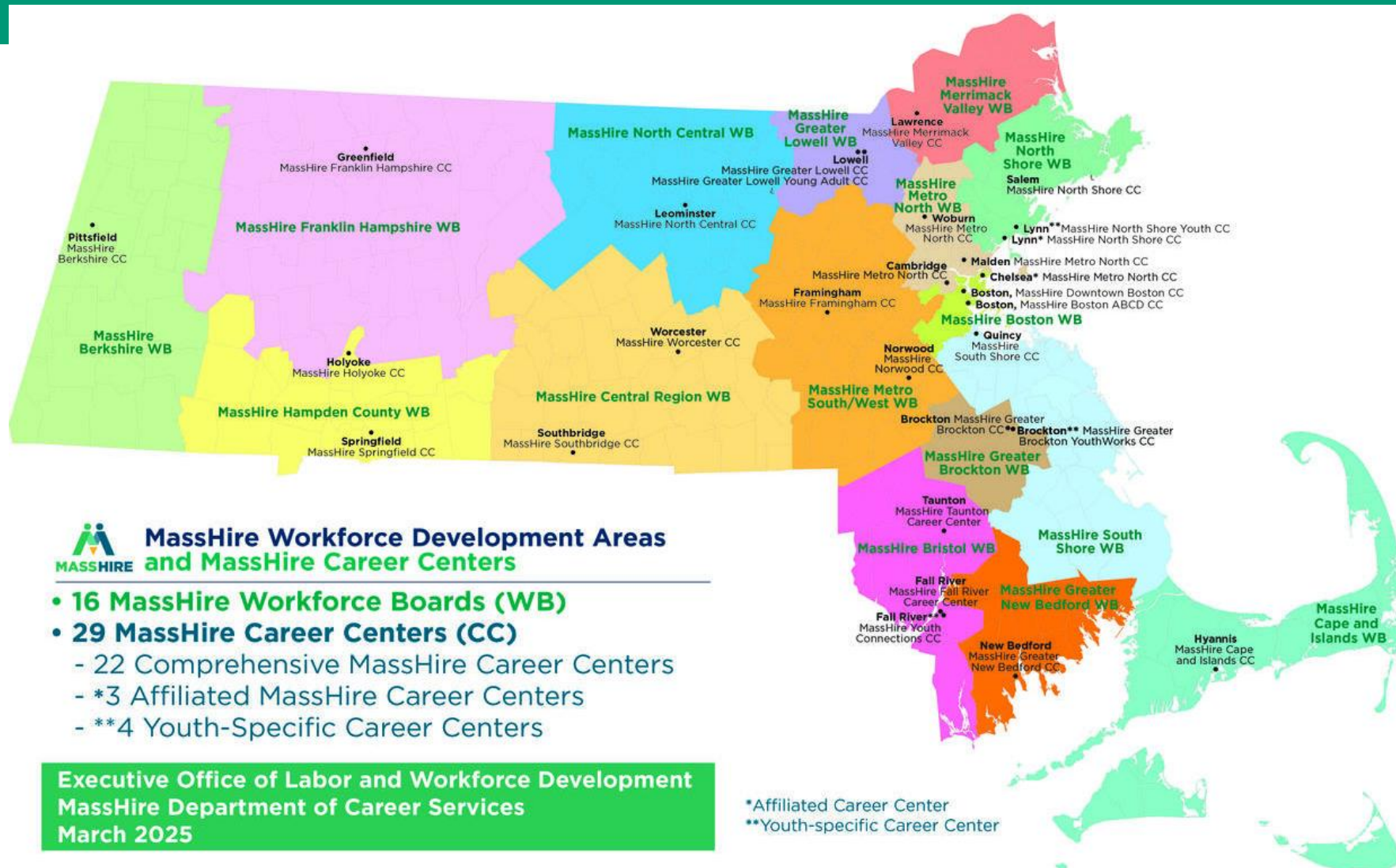
- Connect with a career counselor
- Learn about credentialing pathways
- Review local job postings

Plan Ahead

The new process requires more time and planning.

Registration Begins	Courses Begin
April/May	Fall Semester (September)
	Fall II Semester (October) (Only available at some colleges)
October/November	Spring Semester (January)
	Spring II Semester (March) (Only available at some colleges)
March/April	Summer Semester I (May)
May/June	Summer Semester II (July) (Only available at some colleges)

MassHire – The Current Landscape





DEPARTMENT OF
CAREER SERVICES

Find a MassHire Career Center Near You

Visit a MassHire Career Center for:

- Job search assistance;
- Career planning information;
- Workshops on job search techniques including interviewing, networking, and resume writing;
- Data on the current statewide and local job market; and
- Resources to help you find the right training opportunities;
- Tools to help you conduct an effective job search.

Greater Boston

MassHire Boston Career Center
1010 Harrison Avenue
Boston, MA 02119
(617) 541-1400, TTY #: (617) 442-3610

MassHire Downtown Boston Career Center
75 Federal Street, 3rd Floor
Boston, MA 02110
(617) 399-3100, 800-436-WORK (9675)

MassHire Metro North Career Centers
186 Alewife Brook Parkway, Suite 310
Cambridge, MA 02138
(617) 661-7867

(affiliated limited services)*
4 Gerrish Avenue
Chelsea, MA 02150
(617) 884-4333

100 TradeCenter, Suite G-100
Woburn, MA 01801
(781) 932-5500

MassHire Framingham Career Center
39 Grant Street
Framingham, MA 01702
(508) 861-7993

MassHire Norwood Career Center
128 Carnegie Row, Suite 109
Norwood, MA 02062
(781) 269-5494

Northeastern Massachusetts

MassHire Merrimack Valley Career Center
160 Merrimack Street, Suite 209
Haverhill, MA 01830
(978) 519-3762

420 Common Street, 2nd Floor
Lawrence, MA 01840
(978) 722-7000

MassHire Lowell Career Center
107 Merrimack Street
Lowell, MA 01852
(978) 458-2503, TTY #: (978) 805-4915

MassHire Lowell Young Adult Career Center**
115 Merrimack Street
Lowell, MA 01852
(978) 458-2503, TTY #: (978) 805-4915

MassHire North Shore Career Centers

70 Washington Street, First Floor
Salem, Massachusetts 01970
(978) 825-7200

(affiliated limited services)*
North Shore Community College
300 Broad Street, LE-102
Lynn, MA 01901
(781) 691-7450

MassHire North Shore Youth Career Center**
North Shore Community College
300 Broad Street, LE-139
Lynn, Massachusetts 01901
(781) 691-7435

Southeastern Massachusetts

MassHire Cape & Islands Career Center
372 North Street
Hyannis, MA 02601
(508) 771-JOBS (5627),
TTY #: (508) 862-6102

MassHire Greater Brockton Career Center
34 School Street,
Brockton, MA 02301
(508) 513-3400

MassHire Greater Brockton YouthWorks**
34 School Street, Lower Level
Brockton, MA 02301
(508) 584-9900

MassHire Fall River Career Center
446 North Main Street
Fall River, MA 02720
(508) 730-5000

MassHire Youth Connections**
139 South Main Street
Fall River, MA 02720
(508) 675-9245

MassHire Greater New Bedford Career Center
618 Acushnet Avenue
New Bedford, MA 02740
(508) 990-4000

MassHire Taunton Career Center
72 School Street
Taunton, MA 02780
(508) 977-1400

MassHire South Shore Career Centers

1515 Hancock Street
Quincy, MA 02169
(617) 745-4000

Central Massachusetts

MassHire North Central Career Center
100 Erdman Way
Leominster, MA 01453
(978) 534-1481, TTY #: (978) 534-1657

MassHire Southbridge Career Center
14 Mechanic Street, Suite 330
Southbridge, MA 01550
(508) 765-6430, TTY #: (508) 765-6437

MassHire Worcester Career Center
340 Main Street, 4th Floor, Suite 400
Worcester, MA 01608
(508) 799-1600

Western Massachusetts

MassHire Franklin Hampshire Career Centers

One Arch Place, Suite 2
Greenfield, MA 01301
(413) 774-4361, TTY #: (413) 772-2174

MassHire Holyoke Career Center
850 High Street
Holyoke, MA 01040
(413) 532-4900, TTY #: (413) 535-3098

MassHire Berkshire Career Center
160 North Street
Pittsfield, MA 01201
(413) 499-2220, TTY #: (413) 499-7306

MassHire Springfield Career Center
95 Liberty Street, Third Floor
Springfield, MA 01103
(413) 858-2800, TTY #: (413) 858-2800

- Job Seekers and Businesses access services through the MassHire Career Centers in-person or virtually.
- MassHire JobQuest is the portal to the MassHire Workforce System.
- Job Seekers and Businesses can create an account to access services.
- Find a Career Center: [Locations | Mass.gov](#)

For more information about MassHire Career Centers, visit www.mass.gov/careercenters

* Affiliated limited services - Contact the career center for hours of operation and services available. 2066A English Rev. 11-20-22
** Youth-specific Career Center - For access to unemployment insurance assistance, please contact a full-service career center.

Appendices



DATA SOURCES & METHODOLOGY

This report draws on five complementary data sources: establishment-based employment (QCEW), occupation-specific wages (OEWS), worker characteristics (ACS), labor market demand (Lightcast job postings), and graduate supply (IPEDS).

Data Source	What It Measures	Period
QCEW	Employer-based: All workers in child care establishments (NAICS 6244). Excludes self-employed and elementary school based employment.	2010-2024
OEWS	Occupation-based: Wage/salary workers in child care occupations across all industries.	2023
ACS	Worker-based: All child care workers (including self-employed) plus teachers/administrators in child care establishments (NAICS 6244).	2024 (1yr) 2019-23 (5yr)
Lightcast	Demand-based: Online job postings for child care and preschool occupations.	2021-2025
IPEDS	Graduate supply: Integrated Postsecondary Education Data System – reports on graduates from early education programs.	2022-2023 school year