

Montana Workforce Data Request

Data Requested by Grace Decker, Montana Childhood Advocacy

Data Extraction and Report by Joanne Perino

Senior Research & Data Analyst

Montana Early Childhood Project

June 8, 2026

Contents

Understanding the Data Limitations of this Report.....2

Currently Employed Direct-Care Early Childcare Professionals by County.....3

Median Wage of Currently Employed Direct Care Early Childcare Professionals.....4

Median Wages for EC Professionals in their First Two Years of Employment5

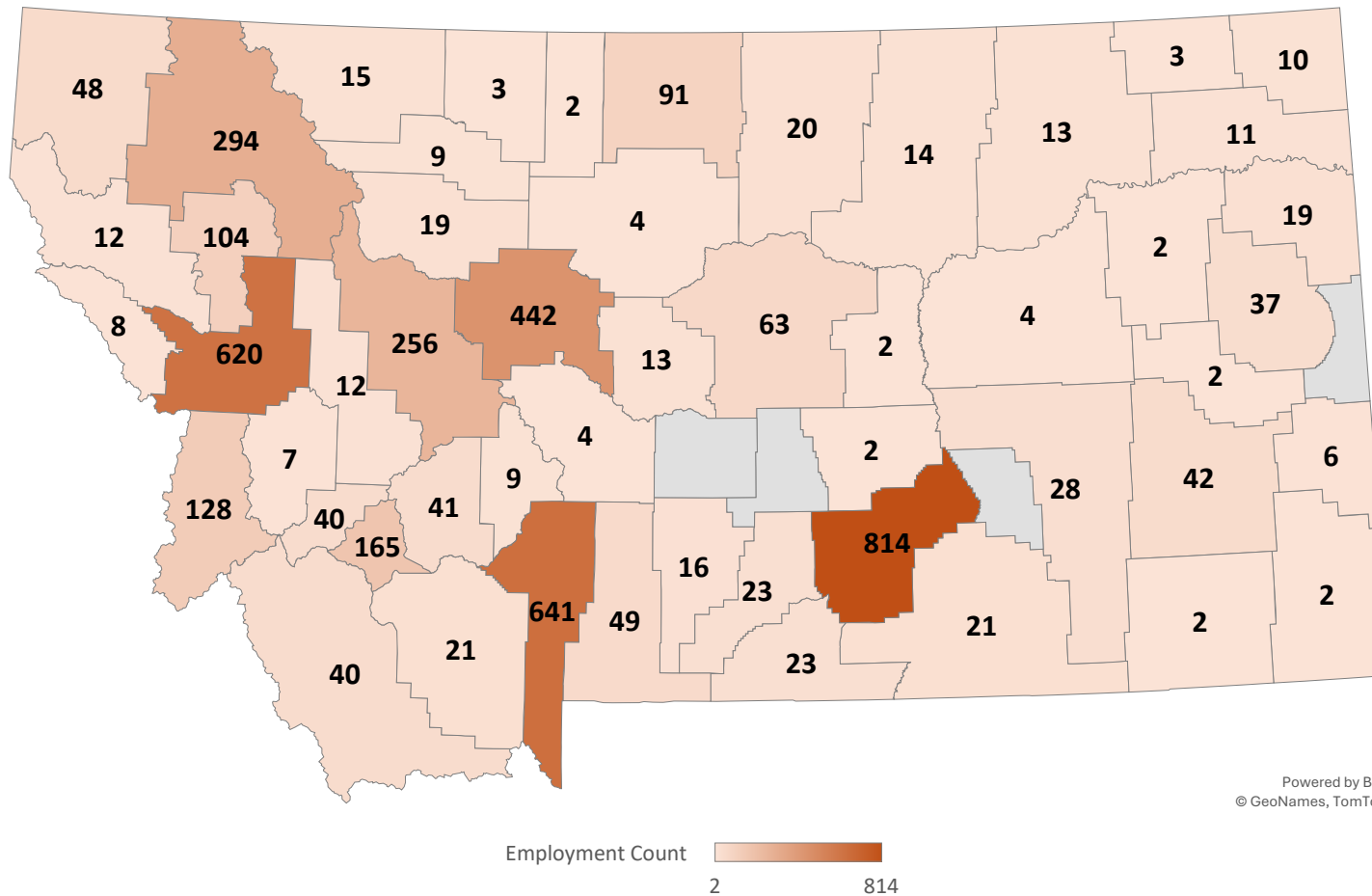
Wage Data Participation by County6

Understanding the Data Limitations of this Report

When reviewing the contents of this report, it is important to know what the data set is describing and how the report was limited by various factors. The information available is limited to what is contained in the Montana Early Childhood Project (ECP) practitioner registry, which is only required for professionals working in direct-care positions in licensed early childcare programs. Thus, the report is unable to capture information on unlicensed programs in the state. While wage information is also housed in the ECP registry it has its own limitations. Employees are encouraged to report their wages, but this data is voluntarily self-reported. Across the entire dataset of currently employed professionals, only 48% of employment records included associated wage data. Note that the professional employment counts in the document refer to the location of the program, not the professional's county of residence. Understand that this is not an exhaustive list of limitations, rather please consider this a brief introduction to allow you to view the report through the correct framework to make a positive impact on Early Childcare professionals in Montana along with Montana's children and their families.

Currently Employed Direct-Care Early Childcare Professionals by County

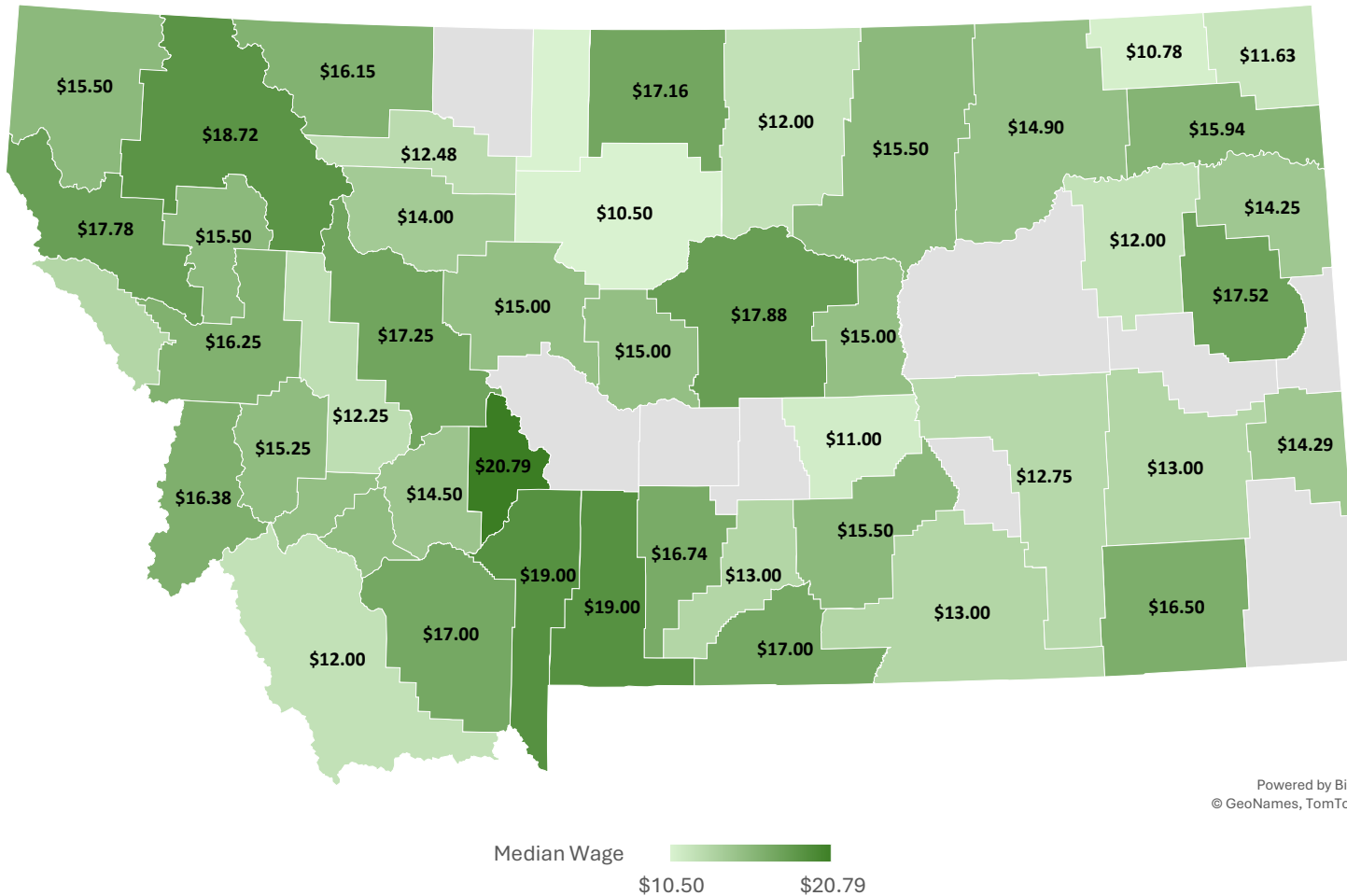
(MT ECP Registry Data as of May 2026)



County	Employment Count
Yellowstone	814
Gallatin	641
Missoula	620
Cascade	442
Flathead	294
Lewis and Clark	256
Silver Bow	165
Ravalli	128
Lake	104
Hill	91
Fergus	63
Park	49
Lincoln	48
Custer	42
Jefferson	41
Beaverhead	40
Deer Lodge	40
Dawson	37
Rosebud	28
Carbon	23
Stillwater	23
Big Horn	21
Madison	21
Blaine	20
Teton	19
Richland	19
Sweet Grass	16
Glacier	15
Phillips	14
Valley	13
Judith Basin	13
Sanders	12
Powell	12
Roosevelt	11
Sheridan	10
Broadwater	9
Pondera	9
Mineral	8
Granite	7
Fallon	6
Garfield	4
Meagher	4
Chouteau	4
Toole	3
Daniels	3
Liberty	2
Petroleum	2
Prairie	2
Carter	2
Powder River	2
Musselshell	2
McCone	2
All Counties	4276

This map shows current early childcare professional employment counts within each county of Montana. To provide the most accurate counts, the data is based on MT Early Childhood Project practitioner registry employment records of currently employed professionals with “Current” registry status. There was a grand total of 4,276 currently employed direct care early childcare professionals across the state as of May 2026. Several counties, including Wheatland, Golden Valley, Treasure, and Wibaux did not have any employed childcare professionals listed in the registry at the time of the data pull. Detailed counts are provided on the table on the right.

Median Wage of Currently Employed Direct Care Early Childcare Professionals by County (MT ECP Registry Data as of May 2026)

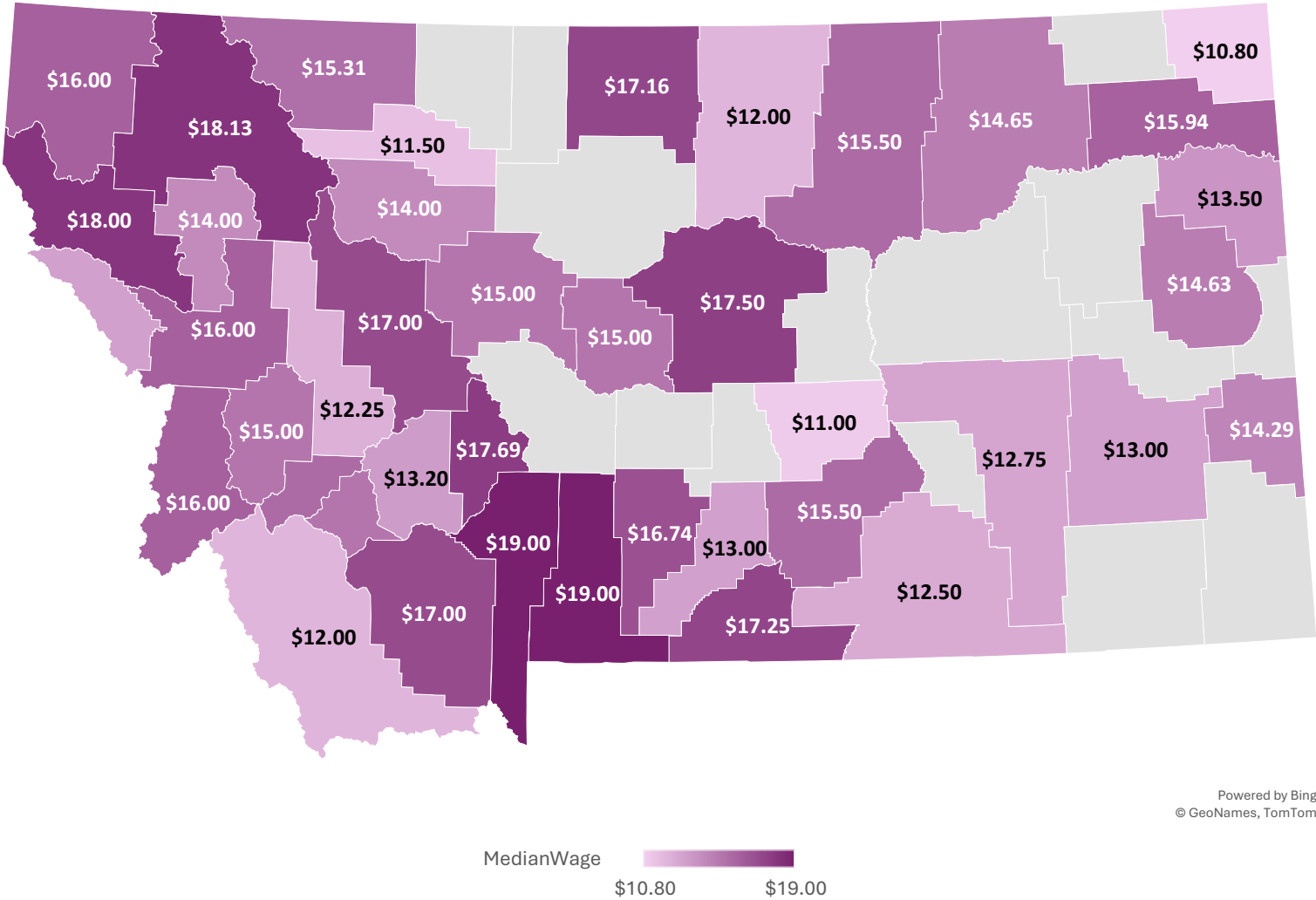


County	Median Wage
Beaverhead	\$ 12.00
Big Horn	\$ 13.00
Blaine	\$ 12.00
Broadwater	\$ 20.79
Carbon	\$ 17.00
Cascade	\$ 15.00
Chouteau	\$ 10.50
Custer	\$ 13.00
Daniels	\$ 10.78
Dawson	\$ 17.52
Deer Lodge	\$ 15.00
Fallon	\$ 14.29
Fergus	\$ 17.88
Flathead	\$ 18.72
Gallatin	\$ 19.00
Glacier	\$ 16.15
Granite	\$ 15.25
Hill	\$ 17.16
Jefferson	\$ 14.50
Judith Basin	\$ 15.00
Lake	\$ 15.50
Lewis and Clark	\$ 17.25
Liberty	\$ 10.50
Lincoln	\$ 15.50
Madison	\$ 17.00
McCone	\$ 12.00
Mineral	\$ 13.00
Missoula	\$ 16.25
Musselshell	\$ 11.00
Park	\$ 19.00
Petroleum	\$ 15.00
Phillips	\$ 15.50
Pondera	\$ 12.48
Powder River	\$ 16.50
Powell	\$ 12.25
Ravalli	\$ 16.38
Richland	\$ 14.25
Roosevelt	\$ 15.94
Rosebud	\$ 12.75
Sanders	\$ 17.78
Sheridan	\$ 11.63
Silver Bow	\$ 15.25
Stillwater	\$ 13.00
Sweet Grass	\$ 16.74
Teton	\$ 14.00
Valley	\$ 14.90
Yellowstone	\$ 15.50
All Counties	\$ 16.50

The map above shows the median of reported wages by county. The table at right includes a detailed breakdown of that wage data. Wage data is voluntarily provided by professionals in the registry. Of the 4,276 currently employed direct care professionals on the registry, only 2,070 provided wage information and a further 1.5% of those records were removed if reported hourly wages were less than \$10.50, or greater than \$95.00. For reference, this document includes a [Wage Data Participation](#) table on page 6.

Median Wages for EC Professionals in their First Two Years of Employment

(MT ECP Registry Data as of May 2026)

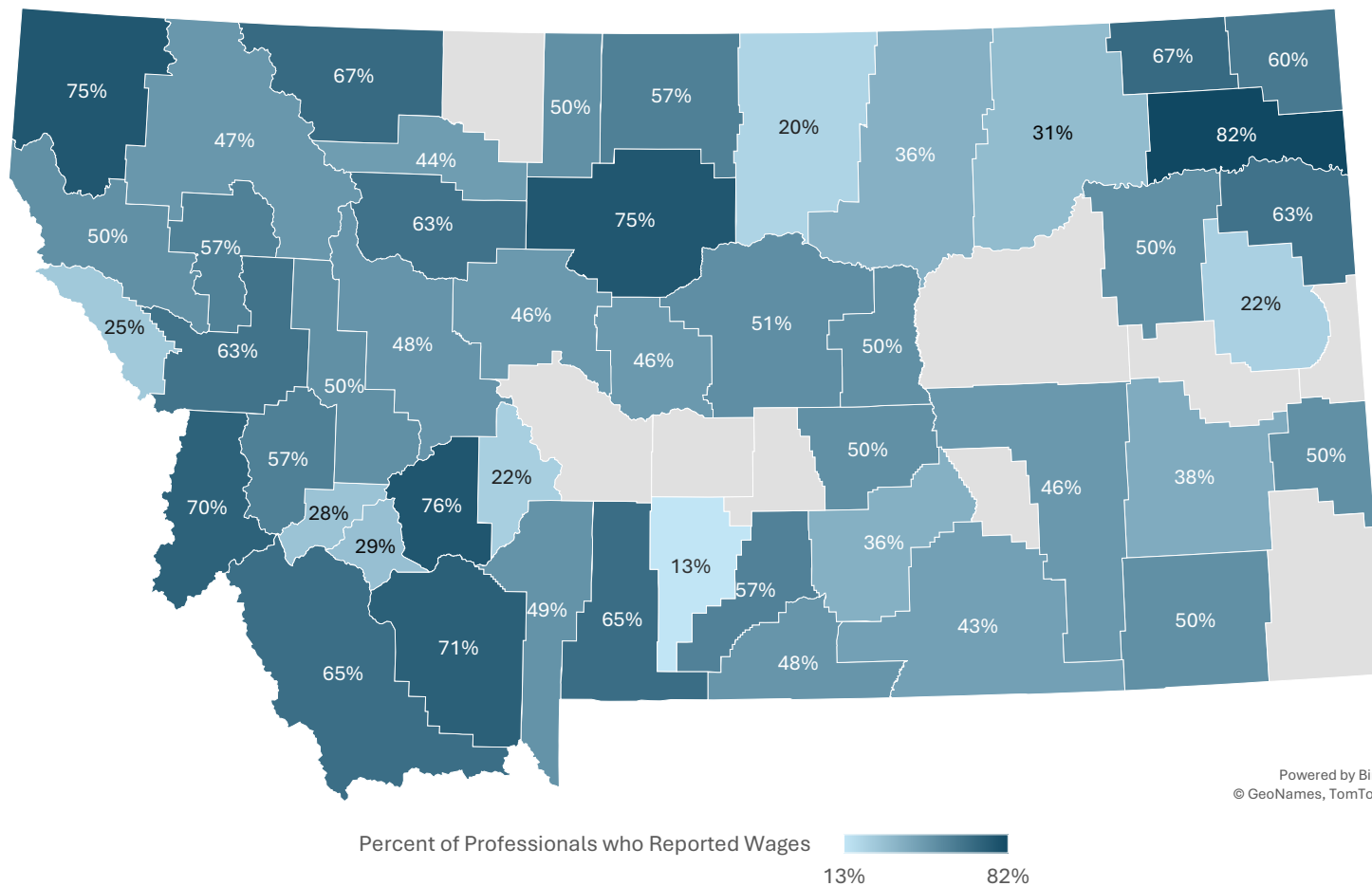


County	MedianWage
Beaverhead	\$ 12.00
Big Horn	\$ 12.50
Blaine	\$ 12.00
Broadwater	\$ 17.69
Carbon	\$ 17.25
Cascade	\$ 15.00
Custer	\$ 13.00
Dawson	\$ 14.63
Deer Lodge	\$ 15.50
Fallon	\$ 14.29
Fergus	\$ 17.50
Flathead	\$ 18.13
Gallatin	\$ 19.00
Glacier	\$ 15.31
Granite	\$ 15.00
Hill	\$ 17.16
Jefferson	\$ 13.20
Judith Basin	\$ 15.00
Lake	\$ 14.00
Lewis and Clark	\$ 17.00
Lincoln	\$ 16.00
Madison	\$ 17.00
Mineral	\$ 13.00
Missoula	\$ 16.00
Musselshell	\$ 11.00
Park	\$ 19.00
Phillips	\$ 15.50
Pondera	\$ 11.50
Powell	\$ 12.25
Ravalli	\$ 16.00
Richland	\$ 13.50
Roosevelt	\$ 15.94
Rosebud	\$ 12.75
Sanders	\$ 18.00
Sheridan	\$ 10.80
Silver Bow	\$ 15.00
Stillwater	\$ 13.00
Sweet Grass	\$ 16.74
Teton	\$ 14.00
Valley	\$ 14.65
Yellowstone	\$ 15.50
All Counties	\$ 16.00

This map and its' associated table show median wage data by county in professionals who have been employed in their current position for fewer than 2 years. Please note that it is possible that a professional has been in the field longer if they have changed their employment in the past. This page is intended to provide insight into what starting wages might look like among currently employed early childhood professionals in the state.

Wage Data Participation by County

(MT ECP Registry Data as of May 2026)



County	Percent of Professionals who Reported Wages
Beaverhead	65%
Big Horn	43%
Blaine	20%
Broadwater	22%
Carbon	48%
Cascade	46%
Chouteau	75%
Custer	38%
Daniels	67%
Dawson	22%
Deer Lodge	28%
Fallon	50%
Fergus	51%
Flathead	47%
Gallatin	49%
Glacier	67%
Granite	57%
Hill	57%
Jefferson	76%
Judith Basin	46%
Lake	57%
Lewis and Clark	48%
Liberty	50%
Lincoln	75%
Madison	71%
McCone	50%
Mineral	25%
Missoula	63%
Musselshell	50%
Park	65%
Petroleum	50%
Phillips	36%
Pondera	44%
Powder River	50%
Powell	50%
Ravalli	70%
Richland	63%
Roosevelt	82%
Rosebud	46%
Sanders	50%
Sheridan	60%
Silver Bow	29%
Stillwater	57%
Sweet Grass	13%
Teton	63%
Valley	31%
Yellowstone	36%
All Counties	48%

This table is provided as a reference to response rates of professionals to give a better understanding of how the wage data does or does not give a good representation of each county described. Across the entire state, 48% of the currently employed direct-care child professionals chose to share their wage data in the registry. The distribution of that 48% is broken down by county in the map above and the table at right.