

NEA Education Support Professional Earnings Report

APRIL 2026

Education support professionals (ESPs) keep our schools running and our students safe, healthy, and ready to learn every day. ESPs are classified into nine career families: clerical service workers, custodial and maintenance service workers, food service workers, health and student service workers, paraeducators, security workers, skilled trade workers, technical service workers, and transportation service workers. This report looks at ESP earnings in 2024–2025 across career families and for those working in K–12 public schools and higher education institutions.

ESP earnings in both K–12 and higher education increased between 2023–2024 and 2024–2025 but did not keep up with inflation.

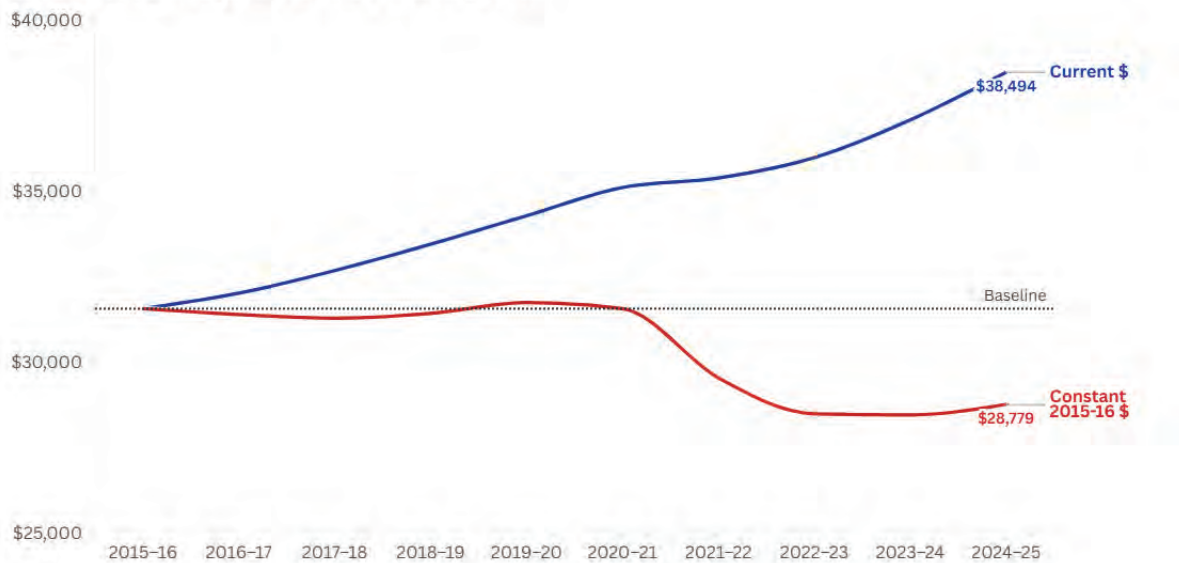
Among ESPs working full-time (30 or more hours per week), the average earnings in 2024–2025 was \$38,494, about \$1,400 more than the average earnings in 2023–2024. When adjusting for inflation, the average salary increased by a modest \$300 from 2023–2024 to 2024–2025. This average was lower for ESPs in K–12 public schools (\$36,360) than those in higher education institutions (\$47,029) (See Table 1).

- For full-time ESPs in K–12 public schools, the average earnings in 2024–2025 was about \$1,400 more than the average earnings in 2023–2024.
- For full-time ESPs in higher education, the average earnings was \$47,029, an increase of nearly \$1,370 from 2023–2024.

When accounting for inflation, ESPs have been falling behind and losing purchasing power. The average earnings for all ESPs rose from \$31,581 in 2015–2016 to \$38,494 in 2024–2025; however, when adjusted for inflation, the average earnings for ESPs fell from \$31,581 to \$28,779 in constant 2016 dollars (Figure 1).

- For ESPs in K–12 public schools, earnings decreased by \$2,344 in 2024–2025 as compared with 2015–2016 when adjusting for inflation, while higher education ESP earnings fell by \$6,413.
- In four states, K–12 ESP earnings increased from 2015–2016 to 2024–2025 when adjusted for inflation: South Dakota, Rhode Island, Nebraska, and North Dakota, increasing by \$1,941, \$684, \$464, and \$367, respectively.
- Only two states, North Dakota and Maine, saw an increase—\$2,214 and \$1,408, respectively—in higher education ESP earnings from 2015–2016 to 2024–2025 when adjusted for inflation.

Figure 1. ESPs made, on average, 9 percent less than they did 10 years ago when adjusted for inflation.



Source: U.S. Census Bureau, American Community Survey (2019–2023); Bureau of Labor Statistics, Consumer Price Index (2025)

Collective bargaining was associated with higher pay for ESPs.

ESPs in states where there were bargaining laws earned more than their counterparts in states without bargaining laws.

- In states where there were bargaining laws covering ESPs, the average ESP earnings was \$40,494.
- In states that did not have bargaining laws, the average earnings was \$35,846, about \$4,600 less than those in states where bargaining was allowed (Figure 2).

Figure 2. ESPs earned between \$4,000 and \$5,000 more, on average, when covered by collective bargaining laws.



Source: U.S. Census Bureau, American Community Survey (2019–2023)
Note: Average salary, 2024-2025. Salary averages are weighted by the number of ESPs. Where no bargaining law is in place, the amount of bargaining will vary significantly.

The advantage of working in a state where bargaining laws covered ESPs was also evident when looking separately at K–12 ESPs and higher education ESPs.

- For ESPs in K–12 public schools working in states where bargaining was permitted, the average salary (\$38,564) was almost \$5,200 more than the average salary of those working in states where there were no bargaining laws (\$33,393).
- The same was true for ESPs in higher education: ESPs in states where bargaining was permitted had an average salary of \$48,820, while those working in states without bargaining laws had an average salary of \$44,920, a difference of \$3,900.

Despite most ESPs working full-time, many did not earn a living wage.

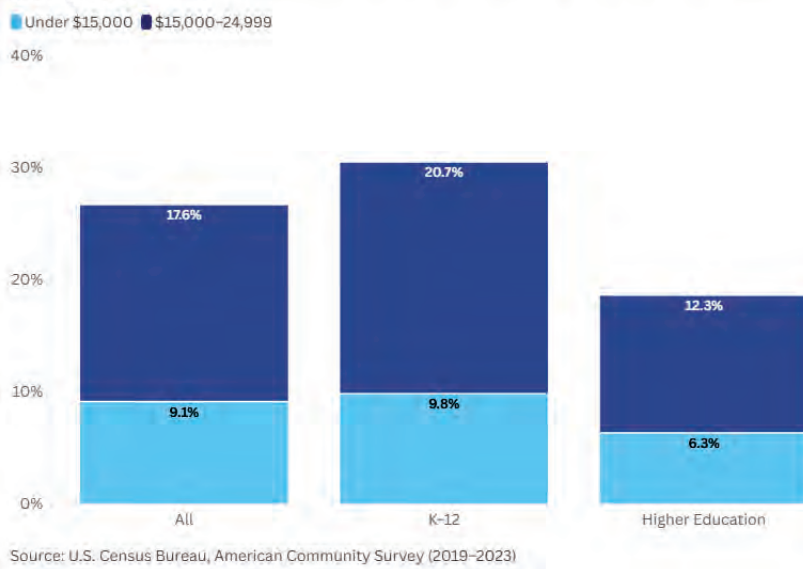
Working as an ESP is a professional career. More than three-quarters (77.6 percent) of all ESPs worked full-time, which is defined as 30 or more hours per week. More than four-fifths (81.8 percent) of ESPs in K-12 public schools worked full-time, while about two-thirds (67.2 percent) of ESPs in higher education worked full-time. The percentage of ESPs working full-time remained consistent from 2023 to 2024.

- For full-time ESPs in K-12 public schools, the average earnings was below \$30,000 in five states: Mississippi, Oklahoma, Kentucky, Idaho, and Kansas.
- For full-time ESPs in higher education, the average earnings was below \$41,000 in five states: Mississippi, Oklahoma, South Dakota, Tennessee, and Idaho.

Slightly more than a quarter (26.7 percent) of all ESPs working full-time earned less than \$25,000 per year. This was a decrease from 32.7 percent the previous year. Nearly 1-in-10 ESPs (9.1 percent) earned less than \$15,000.

- Of ESPs in K-12 public schools, 31.5 percent earned less than \$25,000, down from 38 percent the previous year, and 9.8 percent earned less than \$15,000.
- Of ESPs in higher education, 12.3 percent earned less than \$25,000, and 6.3 percent earned less than \$15,000 (Figure 3; See Tables 2a and 2b).

Figure 3. More than a quarter of all ESPs and 30 percent of K-12 ESPs working full-time earned less than \$25,000 per year.

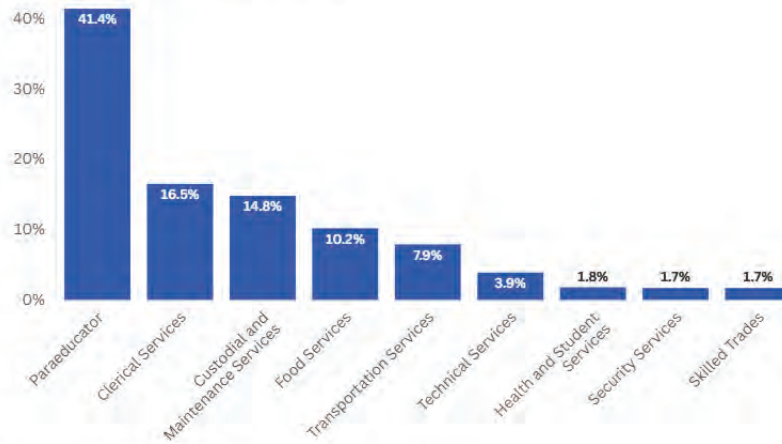


ESP salaries do not cover basic needs for ESPs and their families. According to the Economic Policy Institute’s (EPI) Family Budget Calculator, the least-expensive metropolitan area in the United States is Brownsville, Texas, where a household with one adult and one child would need \$58,544–\$20,050 below the national ESP average salary—to have a modest but adequate lifestyle. This amount would cover housing, food, child care, transportation, health care, other necessities, and taxes (See Table 3).

ESP Career Families

There are more than 3 million education support professionals (ESPs) working in public education, with 75 percent in K–12 schools and 25 percent at higher education institutions (See Table 4). ESPs in both K–12 and higher education work across all career families. More than two-fifths (41.4 percent) of ESPs working in K–12 public schools are paraeducators, with clerical workers (16.5) and custodial and maintenance workers (14.8 percent) making up the next largest career families (Figure A).

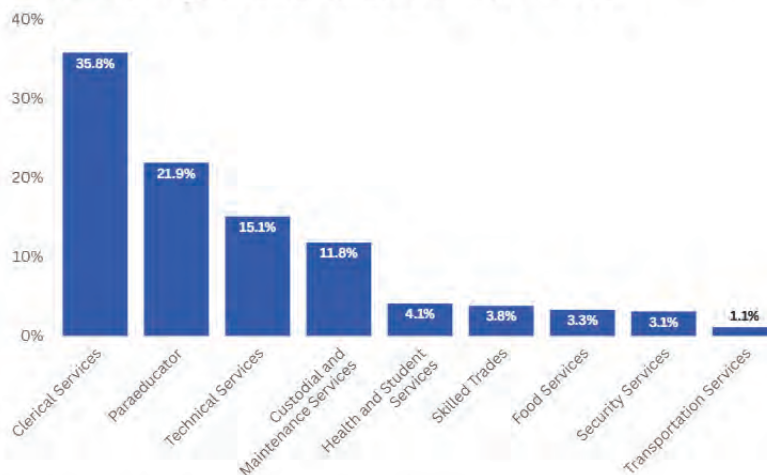
Figure A. Paraeducators made up the largest portion of the K-12 ESP workforce.



Source: U.S. Census Bureau, American Community Survey (2021–2023)

In higher education, clerical workers are the most common career family, with more than one-third (35.8 percent) of ESPs working in clerical positions. Paraeducators, including graduate assistants, made up slightly more than one-fifth (21.9 percent) of higher education ESPs, followed by technical service workers (15.1 percent) (Figure B, See Tables 5a and 5b).

Figure B. Clerical service workers made up over one-third of the Higher Education ESP workforce.



Source: U.S. Census Bureau, American Community Survey (2021–2023)

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About This Report

This report provides earnings data for education support professionals (ESPs) in K–12 public schools and higher education institutions. The data are from the U.S. Census Bureau’s American Community Survey (ACS)—a large, continuously collected survey that uses a nationwide sample. As a result, the data captured the ESP workforce as a whole rather than NEA’s ESP membership. Earnings averages were calculated using five years of ACS data (2019–2023), while other tables used three years of data (2020–2023). Earnings data were adjusted to 2024 dollars and termed 2024–2025 to reflect the academic calendar.

Table 1. Earnings Averages for Full-Time ESP Workforce by State, 2024–2025

	Total	Rank	K–12	Rank	Higher Ed	Rank
United States	\$38,494	–	\$36,360	–	\$47,029	–
Alabama	35,564	39	32,189	41	44,893	35
Alaska	42,014	12	41,359	8	47,631	22
Arizona	36,754	28	34,382	29	46,206	27
Arkansas	33,878	44	32,178	43	41,125	46
California	44,358	4	42,555	6	52,580	3
Colorado	39,782	16	36,679	20	50,054	10
Connecticut	42,998	8	40,691	10	55,105	1
Delaware	43,591	6	42,928	4	46,394	26
District of Columbia	44,937	3	43,775	2	52,016	4
Florida	36,369	32	34,645	27	43,070	40
Georgia	34,947	41	32,740	39	42,694	43
Hawaii	44,114	5	42,660	5	49,482	14
Idaho	32,626	47	29,618	48	40,873	47
Illinois	38,807	21	36,952	18	45,744	30
Indiana	35,742	36	32,593	40	45,895	28
Iowa	36,697	29	32,182	42	49,686	12
Kansas	32,326	48	29,786	47	43,724	39
Kentucky	32,207	49	29,312	49	43,757	38
Louisiana	33,298	45	31,245	44	42,299	45
Maine	35,533	40	33,488	33	47,852	19
Maryland	42,035	11	40,208	11	47,761	20
Massachusetts	42,325	10	39,921	13	51,672	5
Michigan	37,576	24	33,390	35	50,043	11
Minnesota	39,187	19	37,085	17	49,134	15
Mississippi	30,776	51	28,191	51	38,674	51
Missouri	35,651	37	33,194	37	46,410	25
Montana	35,828	34	33,902	30	43,066	41
Nebraska	36,150	33	32,777	38	46,521	24
Nevada	42,372	9	40,880	9	50,123	9
New Hampshire	36,454	31	35,296	26	45,555	33
New Jersey	45,117	2	43,660	3	53,282	2
New Mexico	34,560	43	31,149	45	45,566	32
New York	43,293	7	41,973	7	51,150	6
North Carolina	36,953	27	33,521	32	45,653	31
North Dakota	39,989	15	35,746	23	49,603	13
Ohio	39,251	17	37,108	16	47,597	23
Oklahoma	30,976	50	28,391	50	40,591	50

Table 1. Earnings Averages for Full-Time ESP Workforce by State, 2024–2025 (continued)

	Total	Rank	K–12	Rank	Higher Ed	Rank
Oregon	38,291	23	35,742	24	47,877	18
Pennsylvania	39,218	18	37,118	15	47,632	21
Rhode Island	46,249	1	44,301	1	50,827	7
South Carolina	35,765	35	33,319	36	45,168	34
South Dakota	34,864	42	33,559	31	40,607	49
Tennessee	32,977	46	30,884	46	40,694	48
Texas	35,575	38	33,481	34	45,885	29
Utah	40,349	14	38,961	14	42,837	42
Vermont	37,318	25	36,789	19	42,389	44
Virginia	38,777	22	36,448	21	48,601	16
Washington	42,002	13	39,987	12	50,550	8
West Virginia	36,610	30	34,631	28	43,954	37
Wisconsin	39,040	20	36,286	22	48,004	17
Wyoming	37,291	26	35,705	25	44,280	36

Source: American Community Survey, U.S. Census Bureau (2019–2023)

**Table 2a. Earnings Categories for Full-Time Workers,
K-12 ESP Workforce by State, 2024-2025**

	All K-12 ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45,000+
United States	100%	9.8%	20.7%	24.1%	14.5%	30.8%
Alabama	100	12.4	20.7	23.9	11.2	20.9
Alaska	100	9.2	5.2	25.8	15.2	44.6
Arizona	100	11.2	20.4	26.6	14.7	27.1
Arkansas	100	6.6	29.9	27.3	13.2	23.0
California	100	6.8	11.8	20.8	16.0	44.5
Colorado	100	8.3	20.3	23.6	16.9	30.9
Connecticut	100	6.4	20.9	18.1	11.6	43.0
Delaware	100	4.5	10.3	20.7	18.2	46.3
District of Columbia	100	6.2	4.3	25.4	14.0	50.1
Florida	100	8.9	23.9	26.1	15.4	25.7
Georgia	100	15.0	26.1	23.8	12.1	22.9
Hawaii	100	7.0	8.7	20.0	26.2	38.2
Idaho	100	17.2	34.4	22.0	12.6	13.8
Illinois	100	8.5	20.6	25.5	15.5	29.9
Indiana	100	16.3	24.5	22.9	15.3	20.9
Iowa	100	12.7	33.8	18.4	12.9	22.3
Kansas	100	20.5	29.2	21.2	9.9	19.1
Kentucky	100	19.9	29.2	22.2	12.3	16.4
Louisiana	100	15.8	28.7	25.2	12.1	18.2
Maine	100	8.7	19.0	32.4	15.2	24.7
Maryland	100	5.7	14.7	23.5	15.5	40.5
Massachusetts	100	8.4	15.0	24.3	14.6	37.7
Michigan	100	13.1	22.4	29.5	12.9	22.1
Minnesota	100	6.9	21.1	24.5	15.5	32.0
Mississippi	100	20.5	31.8	20.0	11.0	16.7
Missouri	100	12.7	21.4	27.7	15.8	22.4
Montana	100	13.0	17.7	27.7	20.4	21.2
Nebraska	100	22.0	22.8	19.3	10.8	25.2
Nevada	100	4.2	14.6	25.2	13.2	42.8
New Hampshire	100	7.0	23.6	22.4	20.2	26.8
New Jersey	100	6.2	11.2	17.5	17.1	48.0
New Mexico	100	15.5	29.0	22.7	10.9	22.0
New York	100	6.2	13.3	20.8	17.8	41.9
North Carolina	100	8.3	19.5	34.0	18.2	20.0
North Dakota	100	10.1	20.6	21.7	18.9	28.8
Ohio	100	6.6	22.0	23.7	16.8	30.9
Oklahoma	100	15.3	38.1	22.7	7.9	16.1

**Table 2a. Earnings Categories for Full-Time Workers,
K-12 ESP Workforce by State, 2024-2025** (continued)

	All K-12 ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45,000+
Oregon	100	8.4	18.7	30.3	16.3	26.3
Pennsylvania	100	10.9	20.5	22.8	14.7	31.1
Rhode Island	100	4.7	11.2	22.0	11.2	50.8
South Carolina	100	11.8	24.2	27.4	12.1	24.6
South Dakota	100	11.2	33.0	18.8	11.1	25.9
Tennessee	100	14.0	28.6	23.7	13.1	20.6
Texas	100	10.9	25.3	27.4	11.7	24.7
Utah	100	7.5	18.3	18.8	17.1	38.3
Vermont	100	3.6	24.0	21.7	17.0	33.6
Virginia	100	8.8	22.8	22.3	12.4	33.7
Washington	100	5.9	13.2	25.5	15.5	39.9
West Virginia	100	8.0	16.6	35.8	16.2	23.3
Wisconsin	100	8.7	21.8	25.4	13.1	31.0
Wyoming	100	10.0	22.5	22.1	17.8	27.6

Source: American Community Survey, U.S. Census Bureau (2019-2023)

**Table 2b. Earnings Categories for Full-Time Workers,
Higher Education ESP Workforce by State, 2024–2025**

	All Higher Ed ESP	Under \$15,000	\$15–24,999	\$25–34,999	\$35–44,999	\$45,000+
United States	100%	6.3%	6%	12.3%	17.2%	58.1%
Alabama	100	4.2	9.1	17.0	19.5	50.1
Alaska	100	13.4	0	0	19.0	67.6
Arizona	100	7.9	6.0	9.4	15.9	60.8
Arkansas	100	12.9	7.6	20.2	27.4	31.9
California	100	4.9	2.7	7.8	11.2	73.4
Colorado	100	3.1	2.4	7.2	14.2	73.1
Connecticut	100	6.8	1.7	11.0	7.3	73.2
Delaware	100	13.1	7.8	9.9	11.3	57.9
District of Columbia	100	6.2	3.2	7.5	16.1	67.0
Florida	100	5.9	6.6	15.9	20.9	50.8
Georgia	100	7.9	9.6	14.3	22.2	46.1
Hawaii	100	1.9	4.4	3.8	7.7	82.1
Idaho	100	5.3	4.3	29.2	28.4	32.9
Illinois	100	3.8	6.8	14.0	15.2	60.3
Indiana	100	3.4	5.5	14.3	24.0	52.7
Iowa	100	9.4	5.5	8.8	14.3	62.0
Kansas	100	2.1	8.5	21.8	17.1	50.5
Kentucky	100	3.2	8.8	18.5	19.1	50.4
Louisiana	100	12.1	18.6	14.9	15.7	38.7
Maine	100	1.2	2.8	7.5	17.4	71.1
Maryland	100	3.0	5.7	9.9	19.7	61.7
Massachusetts	100	8.4	5.4	8.5	8.7	68.9
Michigan	100	9.5	3.0	8.1	16.7	62.7
Minnesota	100	13.4	5.4	9.0	9.9	62.3
Mississippi	100	9.3	10.5	26.3	19.8	34.0
Missouri	100	4.2	10.0	16.5	19.5	49.8
Montana	100	4.7	10.1	22.3	14.8	48.2
Nebraska	100	2.8	5.1	14.5	20.1	57.5
Nevada	100	10.3	2.7	8.5	13.8	64.7
New Hampshire	100	2.3	1.8	7.0	0	89.0
New Jersey	100	3.8	3.9	6.0	12.9	73.3
New Mexico	100	9.0	6.8	14.7	18.1	51.4
New York	100	7.2	4.4	7.6	16.7	64.1
North Carolina	100	3.1	4.2	15.3	22.8	54.5
North Dakota	100	0	6.8	9.1	29.8	54.3
Ohio	100	5.3	7.3	13.5	19.0	55.0
Oklahoma	100	1.4	10.6	25.6	27.9	34.4

**Table 2b. Earnings Categories for Full-Time Workers,
Higher Education ESP Workforce by State, 2024–2025** (continued)

	All Higher Ed ESP	Under \$15,000	\$15–24,999	\$25–34,999	\$35–44,999	\$45,000+
Oregon	100	8.5	5.5	7.7	16.5	61.8
Pennsylvania	100	6.3	3.4	11.6	24.8	53.9
Rhode Island	100	0	6.2	10.2	9.7	73.9
South Carolina	100	8.7	7.5	19.6	20.2	44.1
South Dakota	100	17.9	17.3	14.5	20.4	30.0
Tennessee	100	6.9	10.7	15.4	22.4	44.6
Texas	100	6.8	7.2	11.9	17.8	56.3
Utah	100	10.8	8.8	15.2	20.4	44.8
Vermont	100	22.6	10.2	2.2	20.4	44.7
Virginia	100	4.0	5.5	13.5	14.2	62.8
Washington	100	5.7	3.1	7.1	12.3	71.8
West Virginia	100	9.4	7.0	27.5	14.0	42.1
Wisconsin	100	10.6	4.0	7.5	15.1	62.8
Wyoming	100	14.3	9.2	15.2	19.1	42.2

Source: American Community Survey, U.S. Census Bureau (2019–2023)

Table 3. Metropolitan Areas with the Highest and Lowest Annual Affordability for One Adult and One Child by State, 2026

	Least Expensive Metro Area	Minimum Salary Needed	Most Expensive Metro Area	Minimum Salary Needed
Alabama	Dothan, AL HUD Metro FMR Area	62,339	Birmingham-Hoover, AL HUD Metro FMR Area	74,066
Alaska	Matanuska-Susitna Borough, AK HUD Metro FMR Area	94,580	Fairbanks, AK MSA	101,083
Arizona	Sierra Vista-Douglas, AZ MSA	71,277	Flagstaff, AZ MSA	94,476
Arkansas	Franklin County, AR HUD Metro FMR Area	60,940	Memphis, TN-MS-AR HUD Metro FMR Area	75,082
California	El Centro, CA MSA	73,311	Santa Cruz-Watsonville, CA MSA	167,154
Colorado	Pueblo, CO MSA	74,205	Boulder, CO MSA	110,663
Connecticut	Windham County, CT HUD Metro FMR Area	96,544	Stamford-Norwalk, CT HUD Metro FMR Area	132,725
Delaware	Sussex County, DE HUD Metro FMR Area	79,258	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA	92,742
District of Columbia	Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area	113,396		
Florida	Levy County, FL HUD Metro FMR Area	63,853	West Palm Beach-Boca Raton, FL HUD Metro FMR Area	97,430
Georgia	Lincoln County, GA HUD Metro FMR Area	64,204	Atlanta-Sandy Springs-Roswell, GA HUD Metro FMR Area	92,502
Hawaii	Kahului-Wailuku-Lahaina, HI MSA	114,074	Urban Honolulu, HI MSA	125,763
Idaho	Pocatello, ID HUD Metro FMR Area	65,542	Boise City, ID HUD Metro FMR Area	89,015
Illinois	Cape Girardeau, MO-IL MSA	67,823	Kendall County, IL HUD Metro FMR Area	98,130
Indiana	Muncie, IN MSA	64,693	Cincinnati, OH-KY-IN HUD Metro FMR Area	78,232
Iowa	Jasper County, IA HUD Metro FMR Area	64,808	Omaha-Council Bluffs, NE-IA HUD Metro FMR Area	79,941
Kansas	Sumner County, KS HUD Metro FMR Area	63,772	Kansas City, MO-KS HUD Metro FMR Area	77,469
Kentucky	Carter County, KY HUD Metro FMR Area	62,351	Cincinnati, OH-KY-IN HUD Metro FMR Area	80,110
Louisiana	Morehouse Parish, LA HUD Metro FMR Area	63,967	New Orleans-Metairie, LA HUD Metro FMR Area	74,974
Maine	Penobscot County, ME (part) HUD Metro FMR Area	77,284	Portland, ME HUD Metro FMR Area	105,186
Maryland	Cumberland, MD-WV MSA	66,387	Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area	111,428
Massachusetts	Springfield, MA HUD Metro FMR Area	85,226	Boston-Cambridge-Quincy, MA-NH HUD Metro FMR Area	129,673
Michigan	Flint, MI MSA	63,029	Ann Arbor, MI MSA	86,659
Minnesota	Fargo, ND-MN MSA	68,568	Minneapolis-St. Paul-Bloomington, MN-WI HUD Metro FMR Area	96,897
Mississippi	Holmes County, MS HUD Metro FMR Area	65,167	Memphis, TN-MS-AR HUD Metro FMR Area	74,475
Missouri	Dallas County, MO HUD Metro FMR Area	59,079	Kansas City, MO-KS HUD Metro FMR Area	77,231
Montana	Great Falls, MT MSA	76,579	Missoula, MT MSA	85,694
Nebraska	Sioux City, IA-NE-SD MSA	66,393	Omaha-Council Bluffs, NE-IA HUD Metro FMR Area	78,402

Table 3. Metropolitan Areas with the Highest and Lowest Annual Affordability for One Adult and One Child by State, 2026 (continued)

	Least Expensive Metro Area	Minimum Salary Needed	Most Expensive Metro Area	Minimum Salary Needed
Nevada	Carson City, NV MSA	75,570	Reno, NV MSA	86,854
New Hampshire	Hillsborough County, NH (part) HUD Metro FMR Area	83,057	Boston-Cambridge-Quincy, MA-NH HUD Metro FMR Area	121,691
New Jersey	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA	88,997	Middlesex-Somerset-Hunterdon, NJ HUD Metro FMR Area	108,348
New Mexico	Las Cruces, NM MSA	71,735	Santa Fe, NM MSA	84,682
New York	Binghamton, NY MSA	79,349	Nassau-Suffolk, NY HUD Metro FMR Area	132,265
North Carolina	Rockingham County, NC HUD Metro FMR Area	62,182	Durham-Chapel Hill, NC HUD Metro FMR Area	92,406
North Dakota	Fargo, ND-MN MSA	65,506	Bismarck, ND MSA	67,400
Ohio	Brown County, OH HUD Metro FMR Area	64,214	Union County, OH HUD Metro FMR Area	86,176
Oklahoma	Fort Smith, AR-OK HUD Metro FMR Area	61,928	Oklahoma City, OK HUD Metro FMR Area	74,547
Oregon	Grants Pass, OR MSA	83,608	Portland-Vancouver-Hillsboro, OR-WA MSA	107,645
Pennsylvania	Johnstown, PA MSA	61,617	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA	90,657
Rhode Island	Providence-Fall River, RI-MA HUD Metro FMR Area	86,433	Newport-Middleton-Portsmouth, RI HUD Metro FMR Area	103,517
South Carolina	Clarendon County, SC HUD Metro FMR Area	61,802	Beaufort County, SC HUD Metro FMR Area	91,102
South Dakota	Sioux City, IA-NE-SD MSA	64,175	Rapid City, SD HUD Metro FMR Area	70,543
Tennessee	Gibson County, TN HUD Metro FMR Area	60,034	Nashville-Davidson--Murfreesboro--Franklin, TN HUD Metro FMR Area	85,069
Texas	Brownsville-Harlingen, TX MSA	58,544	Austin-Round Rock, TX MSA	88,017
Utah	Box Elder County, UT HUD Metro FMR Area	73,597	Salt Lake City, UT HUD Metro FMR Area	87,440
Vermont	Burlington-South Burlington, VT MSA	128,752		
Virginia	Pulaski County, VA HUD Metro FMR Area	63,390	Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area	113,011
Washington	Lewiston, ID-WA MSA	70,603	Seattle-Bellevue, WA HUD Metro FMR Area	119,261
West Virginia	Cumberland, MD-WV MSA	67,176	Jefferson County, WV HUD Metro FMR Area	85,339
Wisconsin	Oconto County, WI HUD Metro FMR Area	71,175	Minneapolis-St. Paul-Bloomington, MN-WI HUD Metro FMR Area	96,291
Wyoming	Casper, WY MSA	74,272	Cheyenne, WY MSA	75,222

Source: Economic Policy Institute's (EPI) Family Budget Calculator (<https://www.epi.org/resources/budget/>)

HUD Metro FMR Area: Housing and Urban Development Metro Fair Market Rent Area, U.S. Department of Housing and Urban Development (HUD)

MSA: Metropolitan Statistical Area, U.S. Office of Management and Budget (OMB)

Table 4. Workforce by Level, Total, K-12, and Higher Education ESPs by State, 2023

	Total	K-12	Higher Ed
United States	3,076,517	2,307,260	769,257
Alabama	47,636	32,126	15,510
Alaska	8,294	7,152	1,142
Arizona	65,191	47,730	17,461
Arkansas	25,913	19,566	6,347
California	361,772	279,203	82,569
Colorado	56,792	39,203	17,589
Connecticut	33,642	26,521	7,121
Delaware	9,059	6,157	2,902
District of Columbia	4,741	3,704	1,037
Florida	142,307	107,319	34,988
Georgia	110,355	83,019	27,336
Hawaii	14,631	10,133	4,498
Idaho	19,586	13,855	5,731
Illinois	112,796	83,376	29,420
Indiana	61,220	45,193	16,027
Iowa	40,604	27,729	12,875
Kansas	41,217	29,843	11,374
Kentucky	47,683	36,785	10,898
Louisiana	43,247	31,958	11,289
Maine	10,778	8,151	2,627
Maryland	60,067	42,117	17,950
Massachusetts	65,177	47,079	18,098
Michigan	74,217	50,307	23,910
Minnesota	61,367	46,492	14,875
Mississippi	29,047	20,115	8,932

Table 4. Workforce by Level, Total, K-12, and Higher Education ESPs by State, 2023

	Total	K-12	Higher Ed
Missouri	49,621	37,999	11,622
Montana	11,072	8,024	3,048
Nebraska	23,985	16,994	6,991
Nevada	23,492	18,196	5,296
New Hampshire	10,285	8,552	1,733
New Jersey	90,953	75,965	14,988
New Mexico	24,713	16,461	8,252
New York	216,808	177,517	39,291
North Carolina	88,915	59,622	29,293
North Dakota	10,258	6,756	3,502
Ohio	97,339	73,816	23,523
Oklahoma	36,573	27,237	9,336
Oregon	40,093	28,561	11,532
Pennsylvania	88,978	68,757	20,221
Rhode Island	6,567	4,217	2,350
South Carolina	49,654	36,770	12,884
South Dakota	9,650	6,703	2,947
Tennessee	60,021	43,648	16,373
Texas	290,541	226,537	64,004
Utah	45,683	32,312	13,371
Vermont	7,338	5,720	1,618
Virginia	90,042	68,790	21,252
Washington	75,488	55,743	19,745
West Virginia	17,174	12,742	4,432
Wisconsin	54,968	38,254	16,714
Wyoming	8,967	6,534	2,433

Source: American Community Survey, U.S. Census Bureau (2021-2023)

Table 5a. Career Families, K-12 ESP Workforce by State, 2023

	All K-12 ESP	Custodial	Security	Food Service	Health/Student	Paraeducator	Clerical	Technical	Skilled Trades	Transportation
United States	100%	14.8%	1.7%	10.2%	1.8%	41.4%	16.5%	3.9%	1.7%	7.9%
Alabama	100	16.1	0.9	14.9	1.9	30.7	15.7	2.8	1.5	15.6
Alaska	100	20.6	2.1	8.1	0.3	46.8	11.6	6.8	2.9	0.9
Arizona	100	14.3	2.4	7.9	2.7	39.7	17.1	4.3	1.6	10.0
Arkansas	100	17.0	1.1	10.7	1.2	33.0	18.8	5.9	2.1	10.3
California	100	12.9	1.9	9.0	3.2	45.2	18.3	3.9	1.7	3.9
Colorado	100	14.0	1.7	11.4	3.6	36.7	17.7	4.5	2.2	8.2
Connecticut	100	14.2	5.0	8.8	1.7	49.6	15.9	3.7	0.6	0.7
Delaware	100	18.4	6.3	16.8	2.2	33.8	11.2	3.3	1.5	6.5
District of Columbia	100	19.2	1.8	8.6	1.8	43.3	13.9	5.0	1.8	4.7
Florida	100	15.0	2.6	12.7	1.6	29.4	20.3	5.9	4.1	8.5
Georgia	100	13.2	0.9	14.4	1.2	37.7	15.1	4.0	1.8	11.8
Hawaii	100	15.9	3.2	11.9	5.1	42.5	17.5	2.7	0	1.2
Idaho	100	14.1	0.4	13.0	1.1	48.8	11.0	3.4	0.6	7.6
Illinois	100	13.6	2.2	8.1	1.8	47.7	16.0	3.6	1.1	6.0
Indiana	100	14.4	1.1	14.9	0.6	38.6	13.0	4.3	1.1	12.0
Iowa	100	13.3	0.1	12.0	1.3	47.4	11.8	2.5	1.6	10.1
Kansas	100	13.8	0.8	7.9	0.9	49.6	14.9	3.1	1.4	7.5
Kentucky	100	14.4	1.5	14.9	1.5	33.4	17.9	3.2	1.3	11.8
Louisiana	100	15.1	0.8	13.4	0.6	38.3	16.2	3.3	1.8	10.5
Maine	100	19.1	0.1	16.6	6.3	26.3	15.3	3.6	0	12.7
Maryland	100	15.6	1.5	11.1	1.3	40.6	15.1	4.5	3.3	7.1
Massachusetts	100	11.7	1.5	9.4	2.6	54.1	14.3	3.5	0.3	2.7
Michigan	100	14.0	1.3	11.3	1.2	41.4	18.8	3.5	0.7	7.8
Minnesota	100	12.0	0.1	7.8	1.7	52.9	14.7	4.6	2.0	4.1
Mississippi	100	14.9	2.9	14.7	1.6	34.4	17.4	2.4	2.3	9.3
Missouri	100	19.6	1.5	9.8	1.1	35.2	17.6	4.1	0.7	10.5
Montana	100	28.8	0	6.4	0.2	37.8	14.7	3.5	1.9	6.7

Table 5a. Career Families, K-12 ESP Workforce by State, 2023 (continued)

	All K-12 ESP	Custodial	Security	Food Service	Health/Student	Paraeducator	Clerical	Technical	Skilled Trades	Transportation
Nebraska	100	11.9	1.3	10.3	0.4	51.6	13.0	2.1	2.0	7.5
Nevada	100	16.2	2.0	10.8	3.3	29.6	22.7	2.8	2.7	9.9
New Hampshire	100	13.5	0	10.6	1.2	59.4	9.6	3.7	0	2.1
New Jersey	100	16.0	3.8	4.8	0.5	48.3	16.6	3.0	1.2	5.7
New Mexico	100	9.7	0.7	10.6	2.3	45.3	17.6	3.9	0.6	9.2
New York	100	13.8	2.3	6.9	0.7	50.4	14.4	3.4	1.0	7.1
North Carolina	100	14.0	0.4	12.3	0.6	38.2	14.9	3.7	2.2	13.6
North Dakota	100	12.9	2.8	13.1	2.2	48.5	9.6	3.6	0	7.3
Ohio	100	16.8	1.5	11.7	1.7	34.6	15.2	3.1	0.7	14.8
Oklahoma	100	15.5	0.9	14.5	1.9	42.7	14.5	3.0	1.6	5.4
Oregon	100	10.7	0.6	7.9	2.6	49.7	16.8	4.1	2.3	5.3
Pennsylvania	100	23.9	3.6	6.6	1.9	37.1	15.5	3.7	2.5	5.1
Rhode Island	100	20.9	2.3	1.7	2.2	48.0	20.2	4.7	0	0
South Carolina	100	16.0	1.1	10.0	1.1	35.1	20.6	4.1	2.6	9.5
South Dakota	100	16.3	3.2	9.1	0	44.7	13.4	2.1	1.7	9.6
Tennessee	100	12.4	0.6	14.9	1.0	41.1	17.8	3.0	1.3	7.9
Texas	100	15.6	1.7	11.2	2.0	35.6	18.5	4.6	2.3	8.4
Utah	100	20.0	0.3	11.9	2.4	39.3	15.3	3.8	2.0	5.1
Vermont	100	10.9	1.4	9.1	1.8	42.9	23.5	6.4	1.7	2.4
Virginia	100	12.8	2.1	10.8	1.4	36.7	13.0	6.3	2.0	15.0
Washington	100	13.8	1.0	7.5	2.8	44.3	15.6	4.3	1.7	9.0
West Virginia	100	18.5	0.4	13.5	1.8	28.3	14.6	2.4	2.0	18.5
Wisconsin	100	17.5	1.6	9.9	1.1	44.9	17.3	3.1	2.3	2.3
Wyoming	100	18.7	0.4	2.0	1.8	48.1	14.0	2.4	0.8	11.8

Source: American Community Survey, U.S. Census Bureau (2021-2023)

Table 5b. Career Families, Higher Education ESP Workforce by State, 2023

	All Higher Ed ESP	Custodial	Security	Food Service	Health/Student	Paraeducator	Clerical	Technical	Skilled Trades	Transportation
United States	100%	11.8%	3.1%	3.3%	4.1%	21.9%	35.8%	15.1%	3.8%	1.1%
Alabama	100	14.6	4.3	1.3	3.1	15.8	41.2	14.2	5.2	0.3
Alaska	100	0	0	14.6	0	31.1	32.4	20.1	0	1.8
Arizona	100	8.2	3.6	1.6	5.1	13.4	38.0	23.8	6.1	0.2
Arkansas	100	14.1	3.4	0.9	5.5	21.3	32.7	18.8	2.3	1.1
California	100	10.9	2.6	3.2	5.0	19.9	38.4	16.1	3.0	1.0
Colorado	100	11.2	1.3	6.8	3.0	21.6	34.9	17.5	3.5	0.3
Connecticut	100	15.8	1.2	1.7	2.4	13.4	46.2	16.1	1.6	1.5
Delaware	100	5.8	1.9	3.2	6.2	34.3	23.9	12.7	10.9	1.0
District of Columbia	100	3.5	2.8	15.9	0	28.9	40.2	6.0	0	2.7
Florida	100	10.9	2.1	0.3	3.5	21.0	42.3	15.0	3.6	1.4
Georgia	100	10.3	5.8	4.4	3.1	22.8	33.9	16.6	2.5	0.5
Hawaii	100	12.6	6.2	0	3.7	30.9	33.7	12.5	0.4	0
Idaho	100	18.6	1.5	2.0	2.7	15.7	45.6	9.4	3.1	1.4
Illinois	100	13.2	2.4	2.3	2.9	19.3	37.4	16.7	5.6	0.4
Indiana	100	13.3	2.1	2.3	4.1	28.8	30.7	14.8	2.0	1.9
Iowa	100	15.0	0.6	5.4	4.6	27.8	22.2	17.8	3.6	3.0
Kansas	100	7.7	0.9	4.2	4.5	28.8	36.4	12.8	3.8	0.8
Kentucky	100	11.9	1.4	2.0	8.7	15.6	38.6	15.5	5.5	0.8
Louisiana	100	9.2	4.4	2.8	5.0	27.3	36.2	13.1	1.5	0.5
Maine	100	5.1	0.5	12.1	1.3	22.8	42.0	15.1	1.0	0
Maryland	100	10.0	3.8	2.9	5.1	23.7	35.6	11.4	7.0	0.6
Massachusetts	100	11.3	4.1	5.1	1.4	26.8	36.8	9.7	3.6	1.2
Michigan	100	10.4	2.6	5.9	3.7	25.2	32.5	17.2	2.3	0.1
Minnesota	100	13.4	2.3	5.6	2.7	26.9	28.2	17.0	3.6	0.2
Mississippi	100	17.5	4.1	4.2	4.0	13.9	39.5	10.0	6.2	0.8
Missouri	100	14.0	1.7	1.3	4.2	22.5	34.0	18.4	3.2	0.7
Montana	100	6.9	1.1	3.3	8.4	24.0	32.7	17.2	6.4	0

Table 5b. Career Families Higher Education Workforce by State, 2023 (continued)

	All Higher Ed ESP	Custodial	Security	Food Service	Health/Student	Paraeducator	Clerical	Technical	Skilled Trades	Transportation
Nebraska	100	14.0	0.9	5.3	1.6	22.1	35.0	14.3	4.8	2.0
Nevada	100	11.2	1.4	4.8	1.8	24.1	42.8	10.6	3.3	0
New Hampshire	100	12.0	0	1.3	0	20.4	35.9	17.4	3.1	9.9
New Jersey	100	15.3	5.6	3.2	7.4	16.0	34.4	14.0	3.2	1.0
New Mexico	100	9.1	4.1	1.6	2.2	23.4	38.4	13.6	7.6	0
New York	100	15.1	6.0	3.3	3.0	18.1	39.7	11.1	3.1	0.5
North Carolina	100	13.4	2.0	2.3	3.2	23.4	34.2	14.5	4.9	2.1
North Dakota	100	14.2	0.6	5.9	5.1	24.7	31.1	12.5	1.7	4.2
Ohio	100	12.8	2.1	4.2	7.1	19.6	36.2	13.4	3.0	1.7
Oklahoma	100	8.7	3.3	3.6	1.5	27.3	41.6	9.3	3.1	1.7
Oregon	100	9.3	0	9.2	6.6	24.4	32.2	12.8	1.5	4.0
Pennsylvania	100	13.7	3.4	4.6	2.4	23.8	32.4	11.9	7.0	0.6
Rhode Island	100	13.7	6.9	6.8	4.7	16.5	37.0	13.9	0	0.6
South Carolina	100	16.0	2.8	3.4	2.2	23.5	35.7	10.7	5.1	0.6
South Dakota	100	14.2	1.9	4.3	2.3	38.5	31.5	6.5	0.7	0
Tennessee	100	9.2	6.9	1.6	3.8	31.4	34.7	7.7	3.9	0.7
Texas	100	8.1	5.8	1.6	4.3	22.0	34.7	17.9	4.4	1.2
Utah	100	13.5	1.9	3.0	9.3	16.3	33.4	17.8	2.7	2.1
Vermont	100	1.9	0.7	5.3	0	39.6	45.2	5.1	2.2	0
Virginia	100	13.9	1.1	1.7	5.5	21.1	32.8	19.6	3.7	0.7
Washington	100	12.9	1.0	2.9	5.8	19.3	33.6	19.5	3.9	1.0
West Virginia	100	13.9	5.3	6.7	3.0	26.4	27.4	15.6	1.1	0.6
Wisconsin	100	10.8	1.7	5.0	2.7	22.6	36.6	14.4	4.5	1.7
Wyoming	100	22.9	0	2.8	9.3	17.0	20.0	23.9	0	4.0

Source: American Community Survey, U.S. Census Bureau (2021-2023)