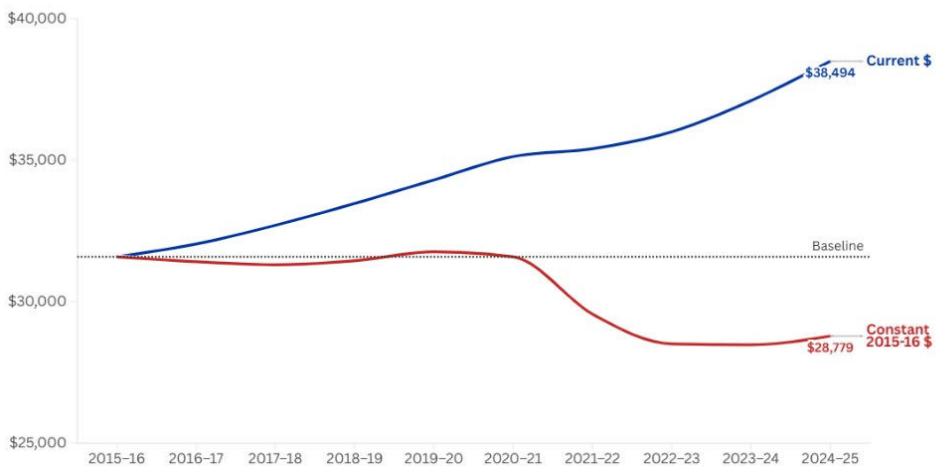


Education support professionals (ESPs) keep our schools running and our students safe, healthy, and ready to learn every day. ESPs are classified into nine career families: clerical service workers, custodial and maintenance service workers, food service workers, health and student service workers, paraeducators, 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 slightly 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.**

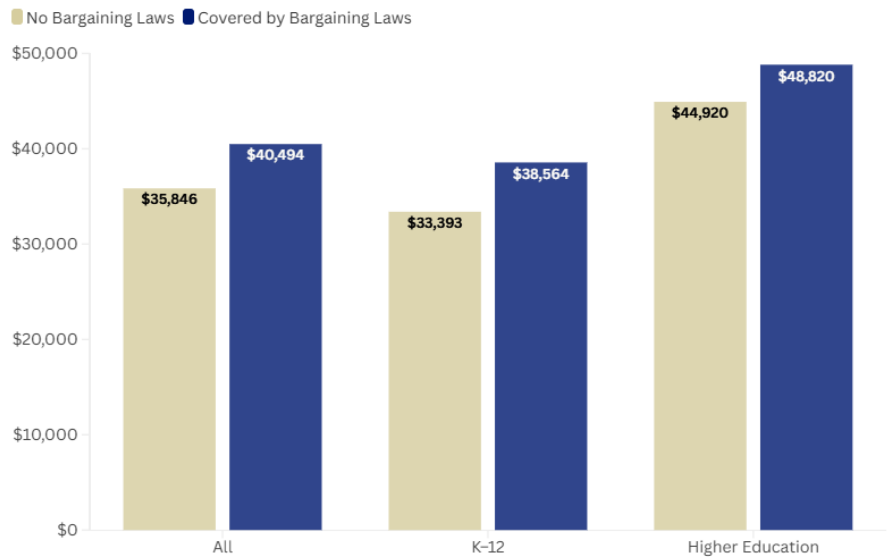


Source: U.S. Census Bureau, American Community Survey (2019–2023); Bureau of Labor Statistics, Consumer Price Index (2025)

## 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).
- The advantage of working in a state where bargaining laws covered ESPs was also evident when looking separately at 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.

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



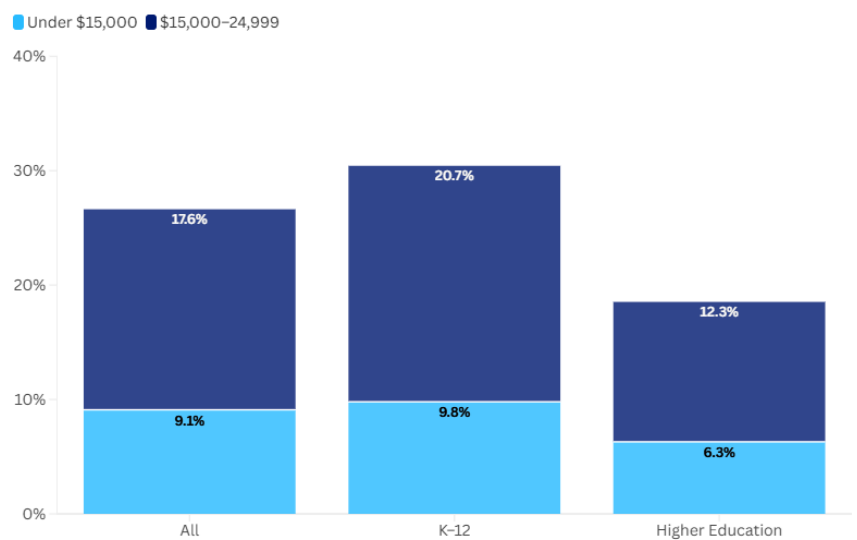
Source: U.S. Census Bureau, American Community Survey (2019–2023)

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.

## 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.<sup>1</sup> 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).
- 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).

**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.**



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

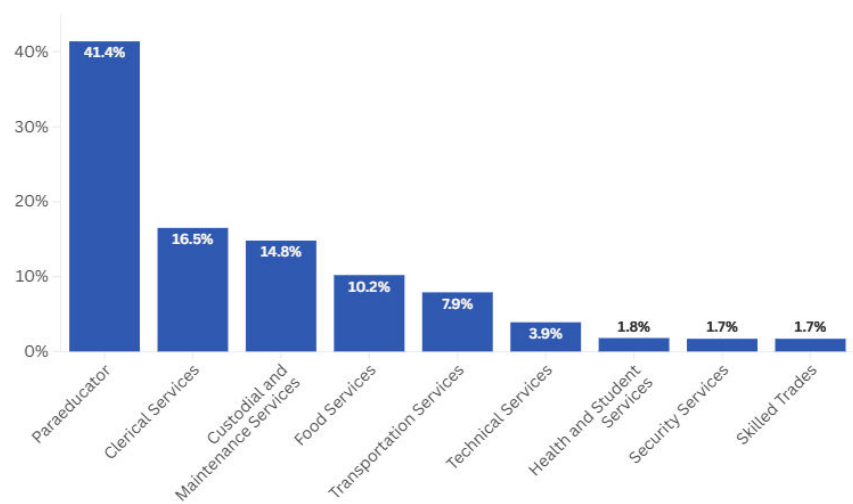
<sup>1</sup> Higher education ESPs include graduate assistants, who typically work less than full time.

## 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).

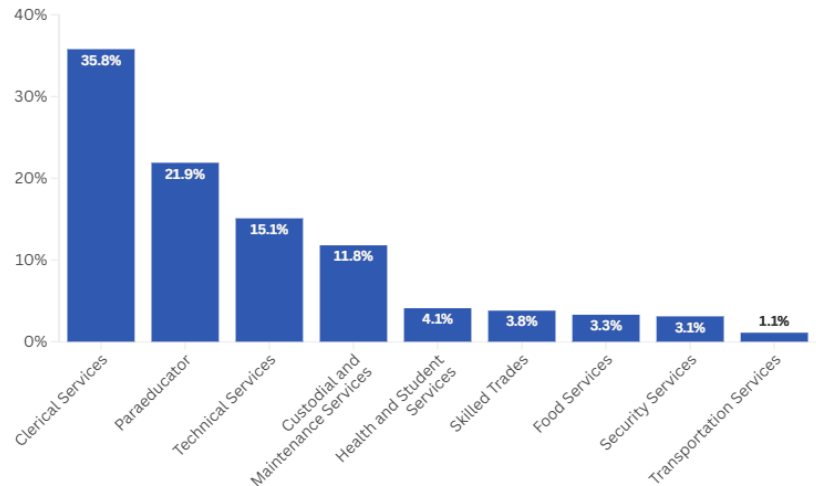
In higher education, clerical workers are the most common career family, with more than one-third (35.8 percent) of ESPs working in clerical positions. Paraeducators, including graduate assistants, made up slightly more than one-fifth (21.9 percent) of higher education ESPs, followed by technical service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

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



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

**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
<b>United States</b>	<b>\$38,494</b>	<b>—</b>	<b>\$36,360</b>	<b>—</b>	<b>\$47,029</b>	<b>—</b>
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
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+
<b>United States</b>	<b>100.0 %</b>	<b>9.8 %</b>	<b>20.7 %</b>	<b>24.1 %</b>	<b>14.5 %</b>	<b>30.8 %</b>
Alabama	100.0	12.4	31.7	23.9	11.2	20.9
Alaska	100.0	9.2	5.2	25.8	15.2	44.6
Arizona	100.0	11.2	20.4	26.6	14.7	27.1
Arkansas	100.0	6.6	29.9	27.3	13.2	23.0
California	100.0	6.8	11.8	20.8	16.0	44.5
Colorado	100.0	8.3	20.3	23.6	16.9	30.9
Connecticut	100.0	6.4	20.9	18.1	11.6	43.0
Delaware	100.0	4.5	10.3	20.7	18.2	46.3
District of Columbia	100.0	6.2	4.3	25.4	14.0	50.1
Florida	100.0	8.9	23.9	26.1	15.4	25.7
Georgia	100.0	15.0	26.1	23.8	12.1	22.9
Hawaii	100.0	7.0	8.7	20.0	26.2	38.2
Idaho	100.0	17.2	34.4	22.0	12.6	13.8
Illinois	100.0	8.5	20.6	25.5	15.5	29.9
Indiana	100.0	16.3	24.5	22.9	15.3	20.9
Iowa	100.0	12.7	33.8	18.4	12.9	22.3
Kansas	100.0	20.5	29.2	21.2	9.9	19.1
Kentucky	100.0	19.9	29.2	22.2	12.3	16.4
Louisiana	100.0	15.8	28.7	25.2	12.1	18.2
Maine	100.0	8.7	19.0	32.4	15.2	24.7
Maryland	100.0	5.7	14.7	23.5	15.5	40.5
Massachusetts	100.0	8.4	15.0	24.3	14.6	37.7
Michigan	100.0	13.1	22.4	29.5	12.9	22.1
Minnesota	100.0	6.9	21.1	24.5	15.5	32.0
Mississippi	100.0	20.5	31.8	20.0	11.0	16.7
Missouri	100.0	12.7	21.4	27.7	15.8	22.4
Montana	100.0	13.0	17.7	27.7	20.4	21.2
Nebraska	100.0	22.0	22.8	19.3	10.8	25.2
Nevada	100.0	4.2	14.6	25.2	13.2	42.8
New Hampshire	100.0	7.0	23.6	22.4	20.2	26.8
New Jersey	100.0	6.2	11.2	17.5	17.1	48.0
New Mexico	100.0	15.5	29.0	22.7	10.9	22.0
New York	100.0	6.2	13.3	20.8	17.8	41.9
North Carolina	100.0	8.3	19.5	34.0	18.2	20.0
North Dakota	100.0	10.1	20.6	21.7	18.9	28.8
Ohio	100.0	6.6	22.0	23.7	16.8	30.9
Oklahoma	100.0	15.3	38.1	22.7	7.9	16.1
Oregon	100.0	8.4	18.7	30.3	16.3	26.3
Pennsylvania	100.0	10.9	20.5	22.8	14.7	31.1
Rhode Island	100.0	4.7	11.2	22.0	11.2	50.8
South Carolina	100.0	11.8	24.2	27.4	12.1	24.6
South Dakota	100.0	11.2	33.0	18.8	11.1	25.9
Tennessee	100.0	14.0	28.6	23.7	13.1	20.6
Texas	100.0	10.9	25.3	27.4	11.7	24.7
Utah	100.0	7.5	18.3	18.8	17.1	38.3
Vermont	100.0	3.6	24.0	21.7	17.0	33.6
Virginia	100.0	8.8	22.8	22.3	12.4	33.7
Washington	100.0	5.9	13.2	25.5	15.5	39.9
West Virginia	100.0	8.0	16.6	35.8	16.2	23.3
Wisconsin	100.0	8.7	21.8	25.4	13.1	31.0
Wyoming	100.0	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 HiEd ESP	Under \$15,000	\$15-24,999	\$25-34,999	\$35-44,999	\$45,000+
<b>United States</b>	<b>100.0 %</b>	<b>6.3 %</b>	<b>6.0 %</b>	<b>12.3 %</b>	<b>17.2 %</b>	<b>58.1 %</b>
Alabama	100.0	4.2	9.1	17.0	19.5	50.1
Alaska	100.0	13.4	0.0	0.0	19.0	67.6
Arizona	100.0	7.9	6.0	9.4	15.9	60.8
Arkansas	100.0	12.9	7.6	20.2	27.4	31.9
California	100.0	4.9	2.7	7.8	11.2	73.4
Colorado	100.0	3.1	2.4	7.2	14.2	73.1
Connecticut	100.0	6.8	1.7	11.0	7.3	73.2
Delaware	100.0	13.1	7.8	9.9	11.3	57.9
District of Columbia	100.0	6.2	3.2	7.5	16.1	67.0
Florida	100.0	5.9	6.6	15.9	20.9	50.8
Georgia	100.0	7.9	9.6	14.3	22.2	46.1
Hawaii	100.0	1.9	4.4	3.8	7.7	82.1
Idaho	100.0	5.3	4.3	29.2	28.4	32.9
Illinois	100.0	3.8	6.8	14.0	15.2	60.3
Indiana	100.0	3.4	5.5	14.3	24.0	52.7
Iowa	100.0	9.4	5.5	8.8	14.3	62.0
Kansas	100.0	2.1	8.5	21.8	17.1	50.5
Kentucky	100.0	3.2	8.8	18.5	19.1	50.4
Louisiana	100.0	12.1	18.6	14.9	15.7	38.7
Maine	100.0	1.2	2.8	7.5	17.4	71.1
Maryland	100.0	3.0	5.7	9.9	19.7	61.7
Massachusetts	100.0	8.4	5.4	8.5	8.7	68.9
Michigan	100.0	9.5	3.0	8.1	16.7	62.7
Minnesota	100.0	13.4	5.4	9.0	9.9	62.3
Mississippi	100.0	9.3	10.5	26.3	19.8	34.0
Missouri	100.0	4.2	10.0	16.5	19.5	49.8
Montana	100.0	4.7	10.1	22.3	14.8	48.2
Nebraska	100.0	2.8	5.1	14.5	20.1	57.5
Nevada	100.0	10.3	2.7	8.5	13.8	64.7
New Hampshire	100.0	2.3	1.8	7.0	0.0	89.0
New Jersey	100.0	3.8	3.9	6.0	12.9	73.3
New Mexico	100.0	9.0	6.8	14.7	18.1	51.4
New York	100.0	7.2	4.4	7.6	16.7	64.1
North Carolina	100.0	3.1	4.2	15.3	22.8	54.5
North Dakota	100.0	0.0	6.8	9.1	29.8	54.3
Ohio	100.0	5.3	7.3	13.5	19.0	55.0
Oklahoma	100.0	1.4	10.6	25.6	27.9	34.4
Oregon	100.0	8.5	5.5	7.7	16.5	61.8
Pennsylvania	100.0	6.3	3.4	11.6	24.8	53.9
Rhode Island	100.0	0.0	6.2	10.2	9.7	73.9
South Carolina	100.0	8.7	7.5	19.6	20.2	44.1
South Dakota	100.0	17.9	17.3	14.5	20.4	30.0
Tennessee	100.0	6.9	10.7	15.4	22.4	44.6
Texas	100.0	6.8	7.2	11.9	17.8	56.3
Utah	100.0	10.8	8.8	15.2	20.4	44.8
Vermont	100.0	22.6	10.2	2.2	20.4	44.7
Virginia	100.0	4.0	5.5	13.5	14.2	62.8
Washington	100.0	5.7	3.1	7.1	12.3	71.8
West Virginia	100.0	9.4	7.0	27.5	14.0	42.1
Wisconsin	100.0	10.6	4.0	7.5	15.1	62.8
Wyoming	100.0	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 Affordability for One Adult and One Child by State, 2026**

	Total	Least Expensive Metro Area	Most Expensive Metro Area
<b>United States</b>	<b>\$38,494</b>		
Alabama	35,564	Dothan, AL HUD Metro FMR Area	\$62,339 Birmingham-Hoover, AL HUD Metro FMR Area
Alaska	42,014	Matanuska-Susitna Borough, AK HUD Metro FMR Area	94,580 Fairbanks, AK MSA
Arizona	36,754	Sierra Vista-Douglas, AZ MSA	71,277 Flagstaff, AZ MSA
Arkansas	33,878	Franklin County, AR HUD Metro FMR Area	60,940 Memphis, TN-MS-AR HUD Metro FMR Area
California	44,358	El Centro, CA MSA	73,311 Santa Cruz-Watsonville, CA MSA
Colorado	39,782	Pueblo, CO MSA	74,205 Boulder, CO MSA
Connecticut	42,998	Windham County, CT HUD Metro FMR Area	96,544 Stamford-Norwalk, CT HUD Metro FMR Area
Delaware	43,591	Sussex County, DE HUD Metro FMR Area	79,258 Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA
District of Columbia	44,937	Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area	113,396
Florida	36,369	Levy County, FL HUD Metro FMR Area	63,853 West Palm Beach-Boca Raton, FL HUD Metro FMR Area
Georgia	34,947	Lincoln County, GA HUD Metro FMR Area	64,204 Atlanta-Sandy Springs-Roswell, GA HUD Metro FMR Area
Hawaii	44,114	Kahului-Wailuku-Lahaina, HI MSA	114,074 Urban Honolulu, HI MSA
Idaho	32,626	Pocatello, ID HUD Metro FMR Area	65,542 Boise City, ID HUD Metro FMR Area
Illinois	38,807	Cape Girardeau, MO-IL MSA	67,823 Kendall County, IL HUD Metro FMR Area
Indiana	35,742	Muncie, IN MSA	64,693 Cincinnati, OH-KY-IN HUD Metro FMR Area
Iowa	36,697	Jasper County, IA HUD Metro FMR Area	64,808 Omaha-Council Bluffs, NE-IA HUD Metro FMR Area
Kansas	32,326	Sumner County, KS HUD Metro FMR Area	63,772 Kansas City, MO-KS HUD Metro FMR Area
Kentucky	32,207	Carter County, KY HUD Metro FMR Area	62,351 Cincinnati, OH-KY-IN HUD Metro FMR Area
Louisiana	33,298	Morehouse Parish, LA HUD Metro FMR Area	63,967 New Orleans-Metairie, LA HUD Metro FMR Area
Maine	35,533	Penobscot County, ME (part) HUD Metro FMR Area	77,284 Portland, ME HUD Metro FMR Area
Maryland	42,035	Cumberland, MD-WV MSA	66,387 Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area
Massachusetts	42,325	Springfield, MA HUD Metro FMR Area	85,226 Boston-Cambridge-Quincy, MA-NH HUD Metro FMR Area
Michigan	37,576	Flint, MI MSA	63,029 Ann Arbor, MI MSA
Minnesota	39,187	Fargo, ND-MN MSA	68,568 Minneapolis-St. Paul-Bloomington, MN-WI HUD Metro FMR Area
Mississippi	30,776	Holmes County, MS HUD Metro FMR Area	65,167 Memphis, TN-MS-AR HUD Metro FMR Area
Missouri	35,651	Dallas County, MO HUD Metro FMR Area	59,079 Kansas City, MO-KS HUD Metro FMR Area
Montana	35,828	Great Falls, MT MSA	76,579 Missoula, MT MSA
Nebraska	36,150	Sioux City, IA-NE-SD MSA	66,393 Omaha-Council Bluffs, NE-IA HUD Metro FMR Area
Nevada	42,372	Carson City, NV MSA	75,570 Reno, NV MSA
New Hampshire	36,454	Hillsborough County, NH (part) HUD Metro FMR Area	83,057 Boston-Cambridge-Quincy, MA-NH HUD Metro FMR Area
New Jersey	45,117	Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA	88,997 Middlesex-Somerset-Hunterdon, NJ HUD Metro FMR Area
New Mexico	34,560	Las Cruces, NM MSA	71,735 Santa Fe, NM MSA
New York	43,293	Binghamton, NY MSA	79,349 Nassau-Suffolk, NY HUD Metro FMR Area
North Carolina	36,953	Rockingham County, NC HUD Metro FMR Area	62,182 Durham-Chapel Hill, NC HUD Metro FMR Area
North Dakota	39,989	Fargo, ND-MN MSA	65,506 Bismarck, ND MSA
Ohio	39,251	Brown County, OH HUD Metro FMR Area	64,214 Union County, OH HUD Metro FMR Area
Oklahoma	30,976	Fort Smith, AR-OK HUD Metro FMR Area	61,928 Oklahoma City, OK HUD Metro FMR Area
Oregon	38,291	Grants Pass, OR MSA	83,608 Portland-Vancouver-Hillsboro, OR-WA MSA
Pennsylvania	39,218	Johnstown, PA MSA	61,617 Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA
Rhode Island	46,249	Providence-Fall River, RI-MA HUD Metro FMR Area	86,433 Newport-Middleton-Portsmouth, RI HUD Metro FMR Area
South Carolina	35,765	Clarendon County, SC HUD Metro FMR Area	61,802 Beaufort County, SC HUD Metro FMR Area
South Dakota	34,864	Sioux City, IA-NE-SD MSA	64,175 Rapid City, SD HUD Metro FMR Area
Tennessee	32,977	Gibson County, TN HUD Metro FMR Area	60,034 Nashville-Davidson--Murfreesboro--Franklin, TN HUD Metro FMR Area
Texas	35,575	Brownsville-Harlingen, TX MSA	58,544 Austin-Round Rock, TX MSA
Utah	40,349	Box Elder County, UT HUD Metro FMR Area	73,597 Salt Lake City, UT HUD Metro FMR Area
Vermont	37,318	Pulaski County, VA HUD Metro FMR Area	63,390 Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area
Virginia	38,777	Burlington-South Burlington, VT MSA	128,752
Washington	42,002	Lewiston, ID-WA MSA	70,603 Seattle-Bellevue, WA HUD Metro FMR Area
West Virginia	36,610	Cumberland, MD-WV MSA	67,176 Jefferson County, WV HUD Metro FMR Area
Wisconsin	39,040	Oconto County, WI HUD Metro FMR Area	71,175 Minneapolis-St. Paul-Bloomington, MN-WI HUD Metro FMR Area
Wyoming	37,291	Casper, WY MSA	74,272 Cheyenne, WY MSA

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

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

	<b>Total</b>	<b>K–12</b>	<b>Higher Ed</b>
<b>United States</b>	<b>3,076,517</b>	<b>2,307,260</b>	<b>769,257</b>
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
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	Para-educator	Clerical	Technical	Skilled Trades	Transportation
<b>United States</b>	<b>100.0 %</b>	<b>14.8 %</b>	<b>1.7 %</b>	<b>10.2 %</b>	<b>1.8 %</b>	<b>41.4 %</b>	<b>16.5 %</b>	<b>3.9 %</b>	<b>1.7 %</b>	<b>7.9 %</b>
Alabama	100.0	16.1	0.9	14.9	1.9	30.7	15.7	2.8	1.5	15.6
Alaska	100.0	20.6	2.1	8.1	0.3	46.8	11.6	6.8	2.9	0.9
Arizona	100.0	14.3	2.4	7.9	2.7	39.7	17.1	4.3	1.6	10.0
Arkansas	100.0	17.0	1.1	10.7	1.2	33.0	18.8	5.9	2.1	10.3
California	100.0	12.9	1.9	9.0	3.2	45.2	18.3	3.9	1.7	3.9
Colorado	100.0	14.0	1.7	11.4	3.6	36.7	17.7	4.5	2.2	8.2
Connecticut	100.0	14.2	5.0	8.8	1.7	49.6	15.9	3.7	0.6	0.7
Delaware	100.0	18.4	6.3	16.8	2.2	33.8	11.2	3.3	1.5	6.5
District of Columbia	100.0	19.2	1.8	8.6	1.8	43.3	13.9	5.0	1.8	4.7
Florida	100.0	15.0	2.6	12.7	1.6	29.4	20.3	5.9	4.1	8.5
Georgia	100.0	13.2	0.9	14.4	1.2	37.7	15.1	4.0	1.8	11.8
Hawaii	100.0	15.9	3.2	11.9	5.1	42.5	17.5	2.7	0.0	1.2
Idaho	100.0	14.1	0.4	13.0	1.1	48.8	11.0	3.4	0.6	7.6
Illinois	100.0	13.6	2.2	8.1	1.8	47.7	16.0	3.6	1.1	6.0
Indiana	100.0	14.4	1.1	14.9	0.6	38.6	13.0	4.3	1.1	12.0
Iowa	100.0	13.3	0.1	12.0	1.3	47.4	11.8	2.5	1.6	10.1
Kansas	100.0	13.8	0.8	7.9	0.9	49.6	14.9	3.1	1.4	7.5
Kentucky	100.0	14.4	1.5	14.9	1.5	33.4	17.9	3.2	1.3	11.8
Louisiana	100.0	15.1	0.8	13.4	0.6	38.3	16.2	3.3	1.8	10.5
Maine	100.0	19.1	0.1	16.6	6.3	26.3	15.3	3.6	0.0	12.7
Maryland	100.0	15.6	1.5	11.1	1.3	40.6	15.1	4.5	3.3	7.1
Massachusetts	100.0	11.7	1.5	9.4	2.6	54.1	14.3	3.5	0.3	2.7
Michigan	100.0	14.0	1.3	11.3	1.2	41.4	18.8	3.5	0.7	7.8
Minnesota	100.0	12.0	0.1	7.8	1.7	52.9	14.7	4.6	2.0	4.1
Mississippi	100.0	14.9	2.9	14.7	1.6	34.4	17.4	2.4	2.3	9.3
Missouri	100.0	19.6	1.5	9.8	1.1	35.2	17.6	4.1	0.7	10.5
Montana	100.0	28.8	0.0	6.4	0.2	37.8	14.7	3.5	1.9	6.7
Nebraska	100.0	11.9	1.3	10.3	0.4	51.6	13.0	2.1	2.0	7.5
Nevada	100.0	16.2	2.0	10.8	3.3	29.6	22.7	2.8	2.7	9.9
New Hampshire	100.0	13.5	0.0	10.6	1.2	59.4	9.6	3.7	0.0	2.1
New Jersey	100.0	16.0	3.8	4.8	0.5	48.3	16.6	3.0	1.2	5.7
New Mexico	100.0	9.7	0.7	10.6	2.3	45.3	17.6	3.9	0.6	9.2
New York	100.0	13.8	2.3	6.9	0.7	50.4	14.4	3.4	1.0	7.1
North Carolina	100.0	14.0	0.4	12.3	0.6	38.2	14.9	3.7	2.2	13.6
North Dakota	100.0	12.9	2.8	13.1	2.2	48.5	9.6	3.6	0.0	7.3
Ohio	100.0	16.8	1.5	11.7	1.7	34.6	15.2	3.1	0.7	14.8
Oklahoma	100.0	15.5	0.9	14.5	1.9	42.7	14.5	3.0	1.6	5.4
Oregon	100.0	10.7	0.6	7.9	2.6	49.7	16.8	4.1	2.3	5.3
Pennsylvania	100.0	23.9	3.6	6.6	1.9	37.1	15.5	3.7	2.5	5.1
Rhode Island	100.0	20.9	2.3	1.7	2.2	48.0	20.2	4.7	0.0	0.0
South Carolina	100.0	16.0	1.1	10.0	1.1	35.1	20.6	4.1	2.6	9.5
South Dakota	100.0	16.3	3.2	9.1	0.0	44.7	13.4	2.1	1.7	9.6
Tennessee	100.0	12.4	0.6	14.9	1.0	41.1	17.8	3.0	1.3	7.9
Texas	100.0	15.6	1.7	11.2	2.0	35.6	18.5	4.6	2.3	8.4
Utah	100.0	20.0	0.3	11.9	2.4	39.3	15.3	3.8	2.0	5.1
Vermont	100.0	10.9	1.4	9.1	1.8	42.9	23.5	6.4	1.7	2.4
Virginia	100.0	12.8	2.1	10.8	1.4	36.7	13.0	6.3	2.0	15.0
Washington	100.0	13.8	1.0	7.5	2.8	44.3	15.6	4.3	1.7	9.0
West Virginia	100.0	18.5	0.4	13.5	1.8	28.3	14.6	2.4	2.0	18.5
Wisconsin	100.0	17.5	1.6	9.9	1.1	44.9	17.3	3.1	2.3	2.3
Wyoming	100.0	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 HiEd ESP	Custodial	Security	Food Service	Health/ Student	Para-educator	Clerical	Technical	Skilled Trades	Transportation
<b>United States</b>	<b>100.0 %</b>	<b>11.8 %</b>	<b>3.1 %</b>	<b>3.3 %</b>	<b>4.1 %</b>	<b>21.9 %</b>	<b>35.8 %</b>	<b>15.1 %</b>	<b>3.8 %</b>	<b>1.1 %</b>
Alabama	100.0	14.6	4.3	1.3	3.1	15.8	41.2	14.2	5.2	0.3
Alaska	100.0	0.0	0.0	14.6	0.0	31.1	32.4	20.1	0.0	1.8
Arizona	100.0	8.2	3.6	1.6	5.1	13.4	38.0	23.8	6.1	0.2
Arkansas	100.0	14.1	3.4	0.9	5.5	21.3	32.7	18.8	2.3	1.1
California	100.0	10.9	2.6	3.2	5.0	19.9	38.4	16.1	3.0	1.0
Colorado	100.0	11.2	1.3	6.8	3.0	21.6	34.9	17.5	3.5	0.3
Connecticut	100.0	15.8	1.2	1.7	2.4	13.4	46.2	16.1	1.6	1.5
Delaware	100.0	5.8	1.9	3.2	6.2	34.3	23.9	12.7	10.9	1.0
District of Columbia	100.0	3.5	2.8	15.9	0.0	28.9	40.2	6.0	0.0	2.7
Florida	100.0	10.9	2.1	0.3	3.5	21.0	42.3	15.0	3.6	1.4
Georgia	100.0	10.3	5.8	4.4	3.1	22.8	33.9	16.6	2.5	0.5
Hawaii	100.0	12.6	6.2	0.0	3.7	30.9	33.7	12.5	0.4	0.0
Idaho	100.0	18.6	1.5	2.0	2.7	15.7	45.6	9.4	3.1	1.4
Illinois	100.0	13.2	2.4	2.3	2.9	19.3	37.4	16.7	5.6	0.4
Indiana	100.0	13.3	2.1	2.3	4.1	28.8	30.7	14.8	2.0	1.9
Iowa	100.0	15.0	0.6	5.4	4.6	27.8	22.2	17.8	3.6	3.0
Kansas	100.0	7.7	0.9	4.2	4.5	28.8	36.4	12.8	3.8	0.8
Kentucky	100.0	11.9	1.4	2.0	8.7	15.6	38.6	15.5	5.5	0.8
Louisiana	100.0	9.2	4.4	2.8	5.0	27.3	36.2	13.1	1.5	0.5
Maine	100.0	5.1	0.5	12.1	1.3	22.8	42.0	15.1	1.0	0.0
Maryland	100.0	10.0	3.8	2.9	5.1	23.7	35.6	11.4	7.0	0.6
Massachusetts	100.0	11.3	4.1	5.1	1.4	26.8	36.8	9.7	3.6	1.2
Michigan	100.0	10.4	2.6	5.9	3.7	25.2	32.5	17.2	2.3	0.1
Minnesota	100.0	13.4	2.3	5.6	2.7	26.9	28.2	17.0	3.6	0.2
Mississippi	100.0	17.5	4.1	4.2	4.0	13.9	39.5	10.0	6.2	0.8
Missouri	100.0	14.0	1.7	1.3	4.2	22.5	34.0	18.4	3.2	0.7
Montana	100.0	6.9	1.1	3.3	8.4	24.0	32.7	17.2	6.4	0.0
Nebraska	100.0	14.0	0.9	5.3	1.6	22.1	35.0	14.3	4.8	2.0
Nevada	100.0	11.2	1.4	4.8	1.8	24.1	42.8	10.6	3.3	0.0
New Hampshire	100.0	12.0	0.0	1.3	0.0	20.4	35.9	17.4	3.1	9.9
New Jersey	100.0	15.3	5.6	3.2	7.4	16.0	34.4	14.0	3.2	1.0
New Mexico	100.0	9.1	4.1	1.6	2.2	23.4	38.4	13.6	7.6	0.0
New York	100.0	15.1	6.0	3.3	3.0	18.1	39.7	11.1	3.1	0.5
North Carolina	100.0	13.4	2.0	2.3	3.2	23.4	34.2	14.5	4.9	2.1
North Dakota	100.0	14.2	0.6	5.9	5.1	24.7	31.1	12.5	1.7	4.2
Ohio	100.0	12.8	2.1	4.2	7.1	19.6	36.2	13.4	3.0	1.7
Oklahoma	100.0	8.7	3.3	3.6	1.5	27.3	41.6	9.3	3.1	1.7
Oregon	100.0	9.3	0.0	9.2	6.6	24.4	32.2	12.8	1.5	4.0
Pennsylvania	100.0	13.7	3.4	4.6	2.4	23.8	32.4	11.9	7.0	0.6
Rhode Island	100.0	13.7	6.9	6.8	4.7	16.5	37.0	13.9	0.0	0.6
South Carolina	100.0	16.0	2.8	3.4	2.2	23.5	35.7	10.7	5.1	0.6
South Dakota	100.0	14.2	1.9	4.3	2.3	38.5	31.5	6.5	0.7	0.0
Tennessee	100.0	9.2	6.9	1.6	3.8	31.4	34.7	7.7	3.9	0.7
Texas	100.0	8.1	5.8	1.6	4.3	22.0	34.7	17.9	4.4	1.2
Utah	100.0	13.5	1.9	3.0	9.3	16.3	33.4	17.8	2.7	2.1
Vermont	100.0	1.9	0.7	5.3	0.0	39.6	45.2	5.1	2.2	0.0
Virginia	100.0	13.9	1.1	1.7	5.5	21.1	32.8	19.6	3.7	0.7
Washington	100.0	12.9	1.0	2.9	5.8	19.3	33.6	19.5	3.9	1.0
West Virginia	100.0	13.9	5.3	6.7	3.0	26.4	27.4	15.6	1.1	0.6
Wisconsin	100.0	10.8	1.7	5.0	2.7	22.6	36.6	14.4	4.5	1.7
Wyoming	100.0	22.9	0.0	2.8	9.3	17.0	20.0	23.9	0.0	4.0

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