

The State of Latina Nannies in New York City and the Tri-State Area | 2026

Survey Report

208 forms received • 207 participants provided information

Data to highlight the working realities of Latina nannies and recognize their professional value.

First Edition • 2026

1. About This Report

This report began with a simple goal: to listen to Latina nannies and turn their experiences into meaningful information for nannies, families, agencies, and organizations in the childcare field. It is Nalany's first effort to systematically collect and organize data directly from our community in New York City and the Tri-State Area.

This report does not establish an "official rate" or assume that all Latina nannies have the same experience. It is neither an academic study nor a statistically representative portrait of every Latina nanny in the region. Participation was voluntary, and the findings reflect only those who responded. Our aim is to establish a starting point and provide an educational resource for nannies, families, agencies, and organizations. Future editions may help us understand how working conditions change over time.

How to Read This Report

Throughout the report, we distinguish between three types of statements: "The data show" describes survey responses directly; "These results suggest" offers a cautious interpretation; and "Nalany Reflection" provides practical guidance or an invitation to reflect, rather than a statistical conclusion.

Methodology in Simple Terms

We received 208 submitted forms. One was completely blank, so 207 participants provided at least some information. Each result was calculated using the valid responses available for that question. An incomplete response was not automatically excluded if it contained usable information.

- A blank response was not interpreted as "No."
- "Not applicable" and "Prefer not to answer" were kept as separate categories.
- For multiple-selection questions, percentages may add up to more than 100%.
- For conditional questions, analysis focused on the group to whom the question actually applied.
- Rates were asked in ranges; no exact average was manufactured from those ranges.
- Cross-tabulations show associations within this sample and do not prove causation.

The survey was voluntary and is not a random sample of all Latina nannies in NYC and the Tri-State Area. The results describe the participants and should not automatically be generalized to the entire population.

Nalany 2026 in 8 Key Findings

55% — reported 10 or more years of experience as a nanny.

73% — of those who reported a rate for one child fell between $25 and $34/hour.

$35-$40/hour — was the most frequently reported range for two children.

82% — reported Guaranteed Hours, while only 30.2% reported having a written contract.

133 of 206 — mentioned references from former families as a way they find work.

76.5% — had never worked through an agency.

63.9% — reported experiencing burnout sometimes or frequently.

77.7% — said their employer does not contribute financially to their professional development.

2. Who Participated?

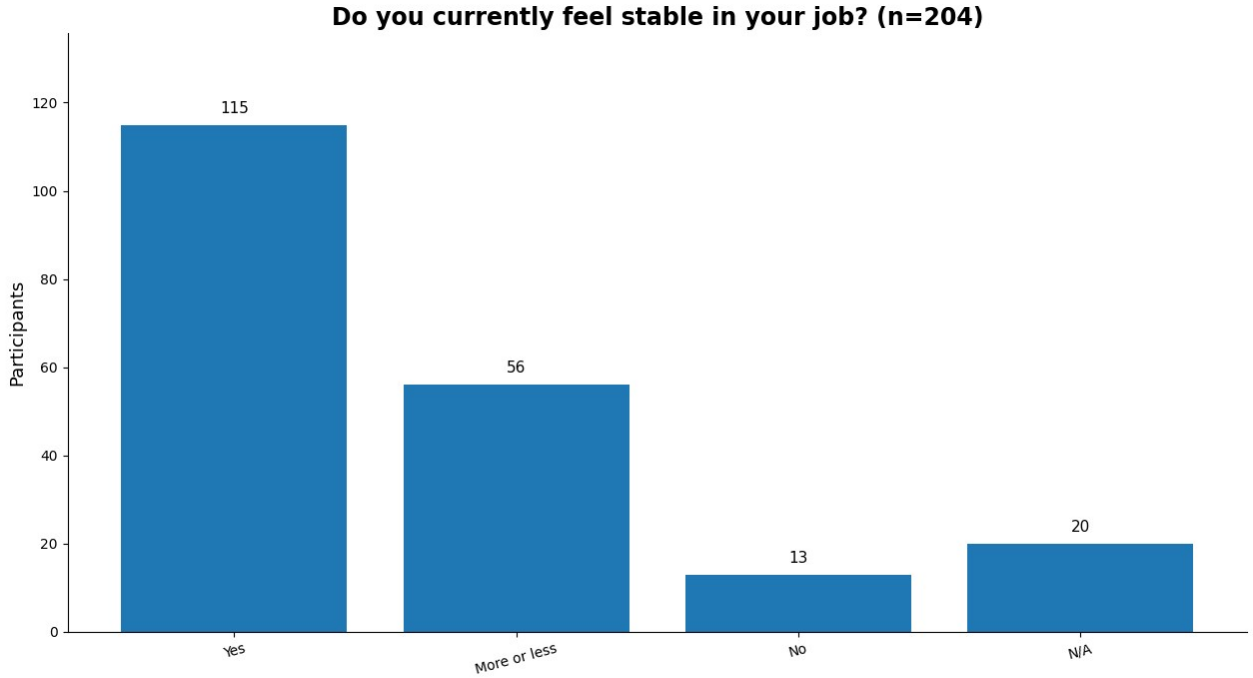
55% reported 10 or more years of experience as a nanny.

Indicator	Result
Age	84% were age 35 or older (174 of 207).
Experience	114 of 207 had 10 or more years of experience.
Primary work area	Manhattan 60.4%; Brooklyn 19.8%; other areas 19.8%.
English	39.1% intermediate; 27.1% basic; 17.4% fluent/bilingual; 11.6% advanced; 4.8% no English.
Education	62 completed university; 31 some university; 24 technical/vocational; 60 high school.

Most respondents are experienced professionals. A substantial share work in Manhattan, which is important to keep in mind when interpreting the pay data.

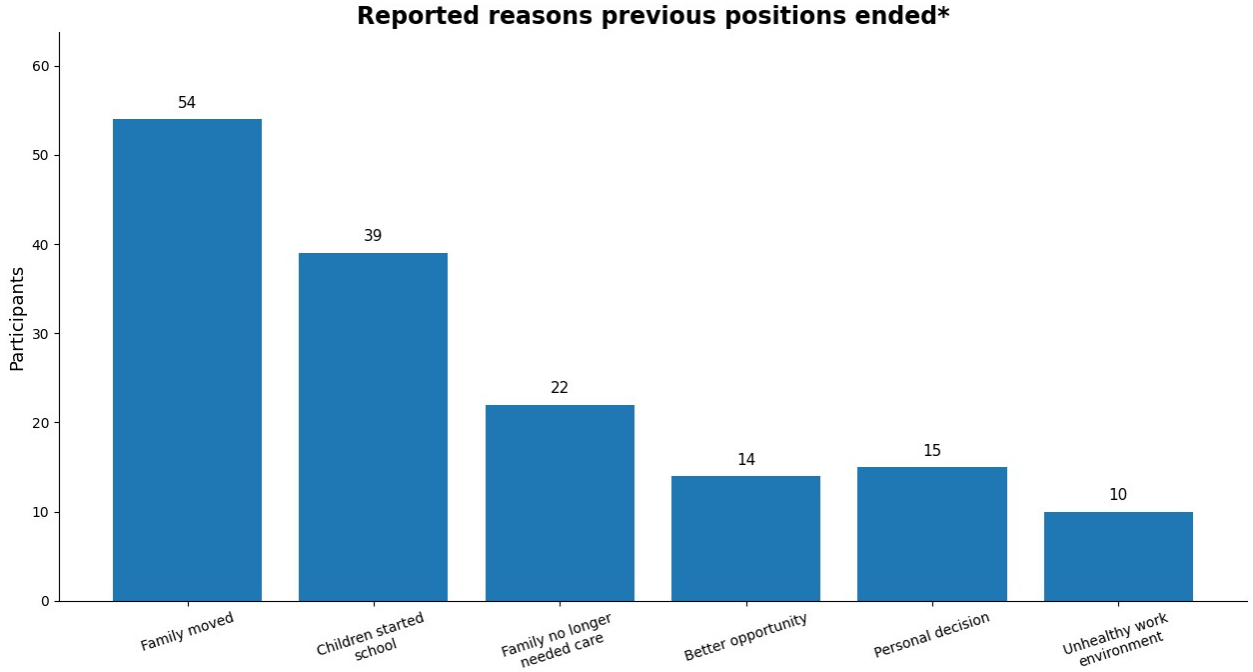
3. Employment, Stability, and Job Search

Of 205 responses about employment status, 129 were working full-time and 31 part-time. In addition, 25 were employed but looking for a new position, and 8 were unemployed and seeking work.



Of the 204 participants who answered this question, 115 said they felt stable in their job; 56 said “more or less,” and 13 said no.

53 of 206 participants said they had lost a job in the previous 12 months.



*The question about why a previous position ended allowed some combined responses, so mentions are grouped here. Family moves, children starting school, and changing childcare needs appear prominently alongside personal decisions and new opportunities.

References Continue to Matter After a Position Ends

References from former families were the most frequently mentioned way of finding work: 133 of 206 participants selected them. In addition, 142 of 202 said they had verifiable references from all or almost all of their former families. Fifty-two said that a lack of references had made their job search harder sometimes or frequently.

Nalany Reflection - For Families

When a position ends because the children start school, the family moves, or childcare needs change, a thoughtful transition can be one of the most meaningful ways to show appreciation for a nanny. When possible, giving advance notice, providing a strong reference, responding to prospective employers, and actively recommending the nanny within the family's network can have a major impact on her next opportunity. A reference or job-search support does not replace severance or other agreed-upon termination terms; it can be an additional and very valuable way to support a positive transition.

4. What Do Nannies Value in a Position?

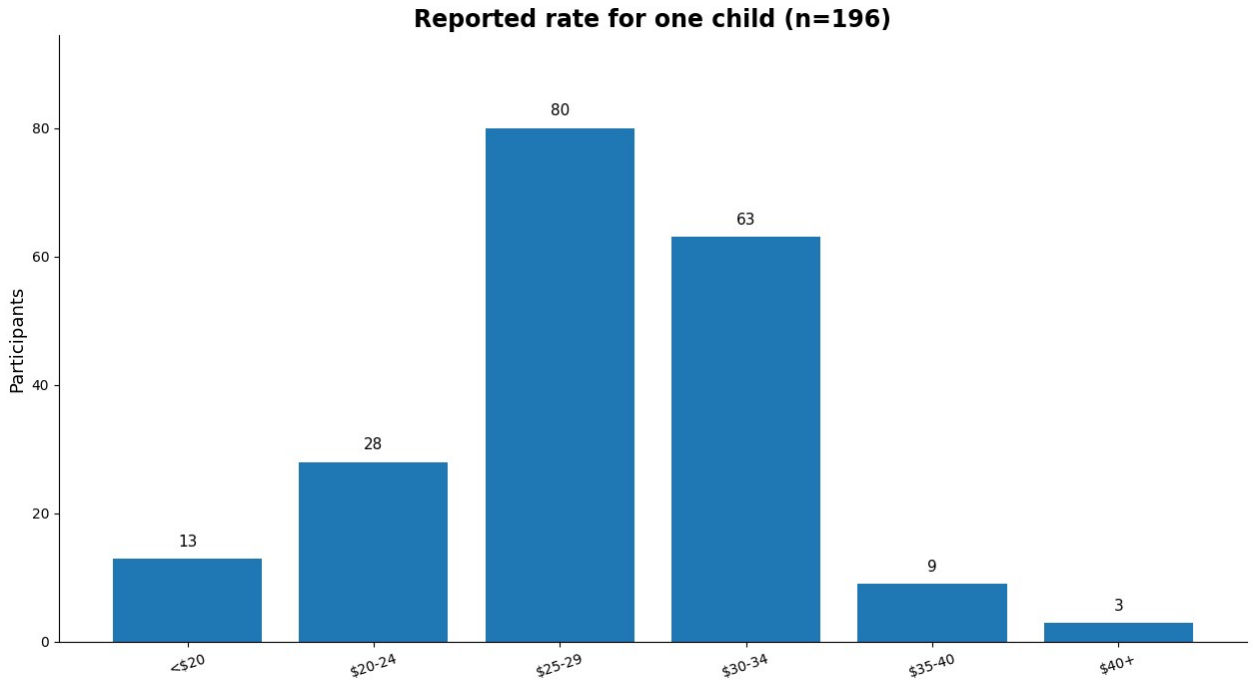
What they value most	Participants	% of 205
Good compensation	157	76.6%
Positive work environment	140	68.3%
Respect and communication	129	62.9%
Stability	116	56.6%
Benefits	105	51.2%
Clear schedules	94	45.9%

Nalany Reflection | For Families

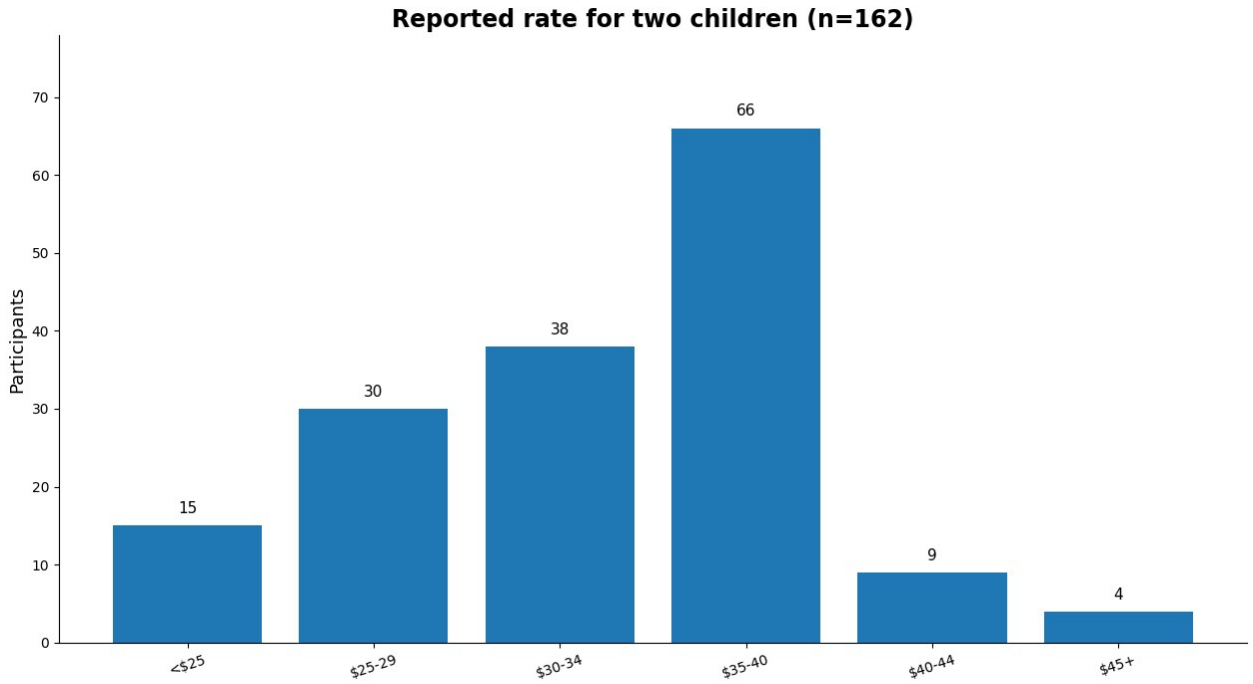
A good position is about more than the hourly rate. Compensation matters, but participants also value a positive work environment, respect, communication, stability, benefits, and predictable schedules. A lasting nanny-family relationship depends on fair compensation, clear expectations, and mutual respect. Appreciation matters, too: recognizing a nanny's work during International Nanny Recognition Week, offering a sincere thank-you, or allowing her to leave early when care is no longer needed can help her feel valued. These gestures are meaningful, but they are not substitutes for fair pay, agreed-upon benefits, or clear working conditions. Nannies, in turn, have a professional responsibility to communicate their needs, concerns, and expectations openly and respectfully.

5. Compensation: Rates for One and Two Children

The survey asked about rates using ranges. For that reason, we present distributions rather than an exact average hourly rate.



143 of 196 participants (73%) who reported a rate for one child fell between $25 and $34 per hour.



For two children, the most frequently reported individual range was $35-$40/hour: 66 of 162 participants (40.7%).

Among 158 participants whose reported rates could be compared for one child versus two, 115 fell into a higher pay range for two children, 40 remained in an equivalent range, and 3 fell into a lower range. This suggests that pay often increases when caring for a second child, but the survey does not establish a universal formula or fixed percentage.

What Do Participants Consider a Fair Minimum Rate?

Of 201 respondents, 93 (46.3%) selected $30–$34 per hour as the minimum rate they consider fair for a professional nanny in New York City and the Tri-State Area; another 52 selected $35–$39 per hour. These figures reflect participants' views, not a legal minimum or an official industry standard.

When asked whether their current pay is fair for their responsibilities and experience, 74 answered "Yes," 74 "More or less," and 53 "No."

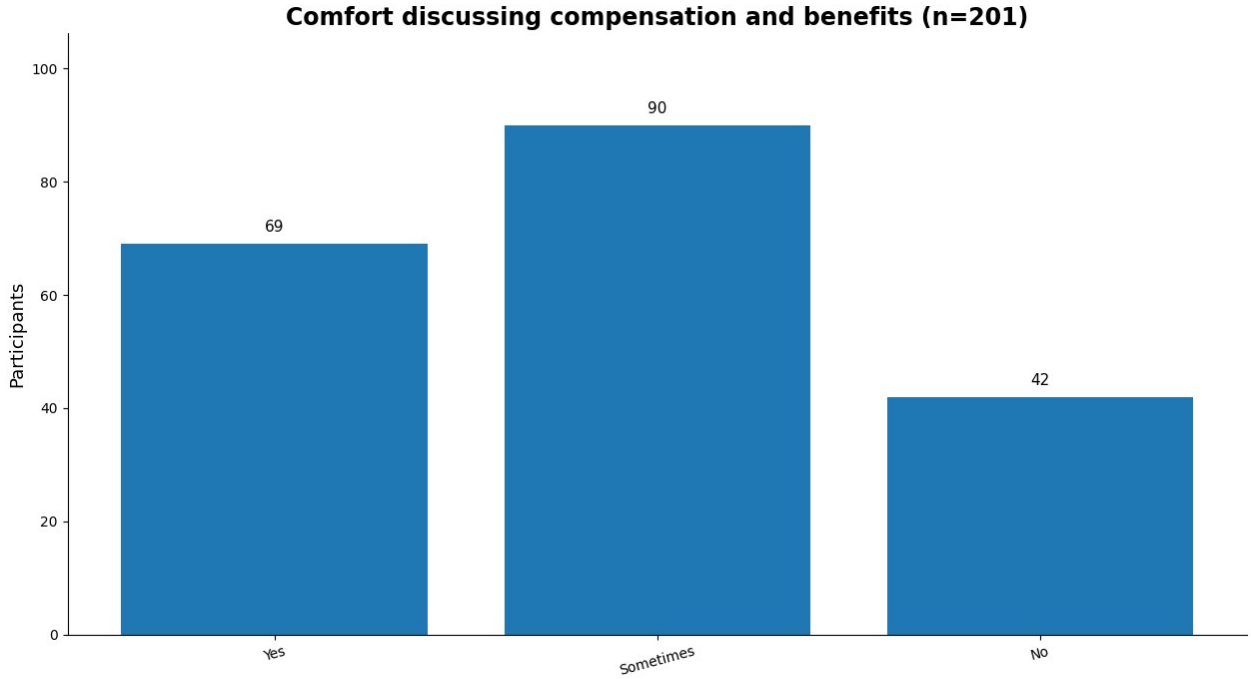
Nalany Reflection | Fair Compensation and Professional Value

The pay reported in this survey reflects participants' experiences. These figures are not recommended rates, official standards, or limits on future negotiations. Current pay does not necessarily reflect fair compensation.

Every nanny brings a unique combination of experience, education, knowledge, skills, dedication, and quality of care. Years of experience deserve recognition, but a nanny with fewer years in the field may also provide exceptional professional care. Knowing our professional worth also means being able to communicate the value we bring to children's care, well-being, and development.

Every family has its own childcare needs and financial circumstances. Compensation should reflect the duties, schedule, number and ages of the children, additional responsibilities, and the nanny's qualifications, while also taking the region's cost of living into account. Families with limited budgets deserve understanding, but their expectations must remain realistic and comply with applicable labor requirements. These findings are a starting point for informed conversations and negotiations—not a ceiling on pay.

6. Talking About Compensation and Raises



Only 69 of 201 participants said they feel comfortable discussing compensation and benefits with families; 90 answered “Sometimes,” and 42 answered “No.”

Regarding annual raises, 88 of 206 said they receive them regularly, 36 sometimes, 60 do not, and 22 selected “Not applicable.”

Nalany Reflection - For Nannies and Families

Conversations about compensation should not happen only when there is a problem. Periodically reviewing responsibilities, changes in the role, performance, benefits, and expectations can reduce misunderstandings and help both sides understand where things stand.

7. Experience, English, and Location: What Is Associated With Rate?

Experience

Among respondents with 15–20 years of experience who reported their pay, 29 of 41 (70.7%) earned at least $30 per hour. Among those with 1–3 years of experience, 2 of 23 (8.7%) reported the same. Yet 17 of 37 respondents with more than 20 years of experience reported earning less than $30 per hour.

English

Among respondents who described their English as fluent or bilingual, 23 of 36 (63.9%) reported earning at least $30 per hour, compared with 11 of 54 (20.4%) among those who described their English as basic. The pattern is not consistent across every proficiency level, so these findings do not establish that English proficiency alone leads to higher pay.

Location

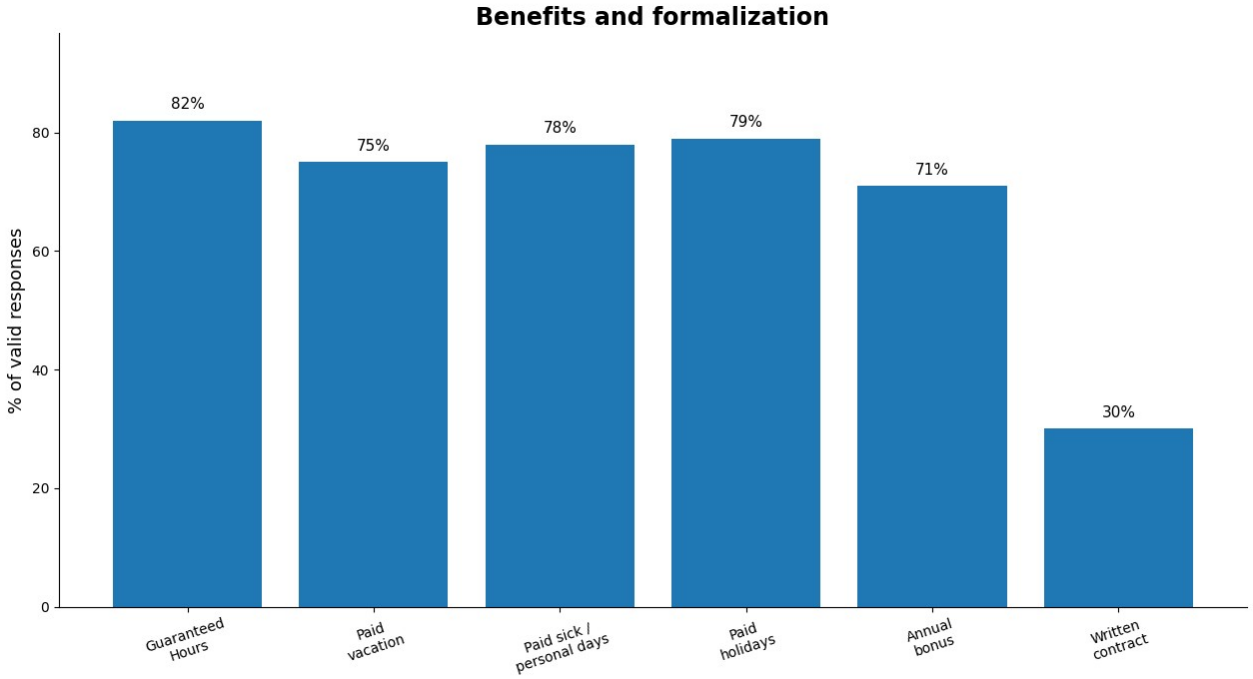
Among 119 Manhattan respondents who reported their pay, the most common range was $25–$29 per hour, and 43 (36.1%) earned at least $30 per hour. In Brooklyn, 20 of 38 (52.6%) reported earning at least $30 per hour. Sample sizes elsewhere were small, so these findings should not be used to rank neighborhoods by pay.

Nalany Reflection | Beyond Years of Experience

Years of experience may be associated with pay, but they do not guarantee a higher rate. These findings also do not establish that location alone determines compensation. Each offer should be evaluated as a whole: professional qualifications, the actual scope of the role, working conditions, and the family's needs.

Rate appears to be associated with a combination of factors; no single factor explains the full difference.

8. Benefits, Payment, and Formalization



82% reported Guaranteed Hours, 75.1% paid vacation, 77.7% paid sick/personal days, 79.4% paid holidays, and 70.9% an annual bonus.

Only 62 of 205 participants (30.2%) clearly reported having a written employment contract.

This is one of the report's most important contrasts: many respondents reported receiving benefits, yet only a minority reported having a written contract. The survey does not establish whether each reported benefit was documented. Applicable employment rights do not depend solely on whether a contract has been signed.

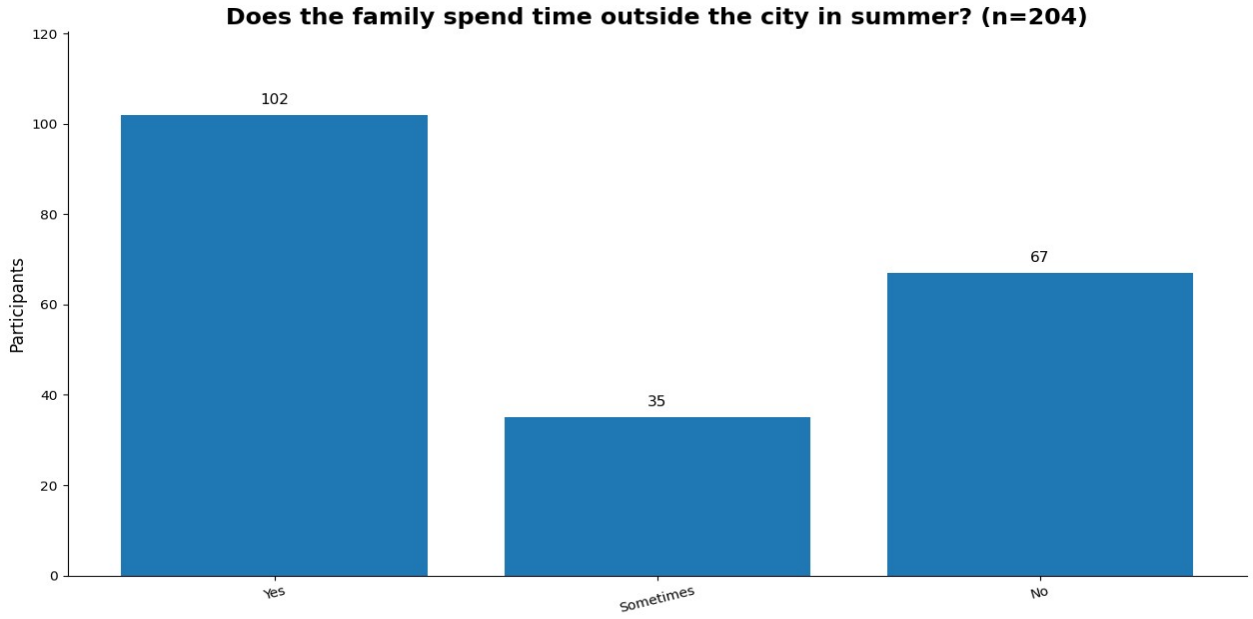
Cash, Payroll, and Working Conditions

Of 204 respondents, 133 reported being paid primarily in cash, 23 through payroll (W-2), 23 through a combination of cash and payroll, and 1 selected the 1099/contractor category. Another 24 preferred not to answer. Being paid in cash does not automatically mean receiving no benefits. Respondents paid through payroll or a combination of methods reported higher rates of some benefits, but these findings do not establish causation.

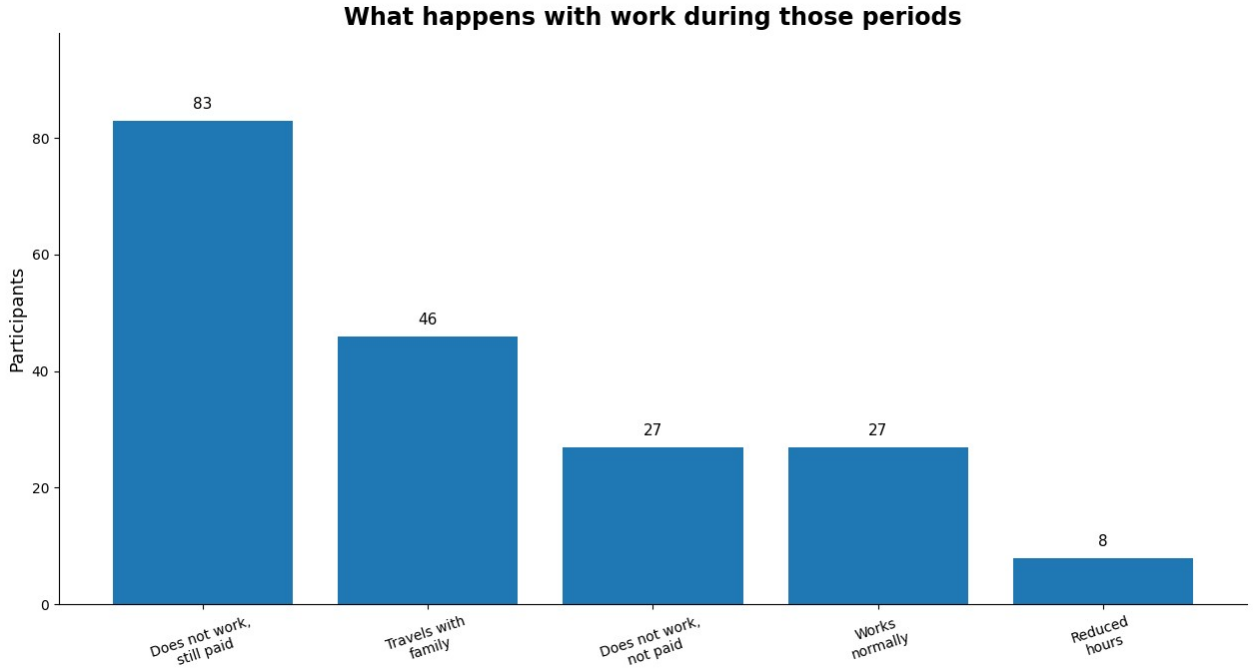
Nalany Reflection - Clarity Over Memory

A written agreement can help both sides remember what was agreed upon regarding schedule, Guaranteed Hours, PTO, responsibilities, travel, overtime, raises, and termination. Documentation should not be viewed as distrust, but as a tool for professional clarity.

9. Summer, Travel, Overnight Care, and Additional Responsibilities



137 of 204 participants said their employer spends time outside the city during the summer always or sometimes.



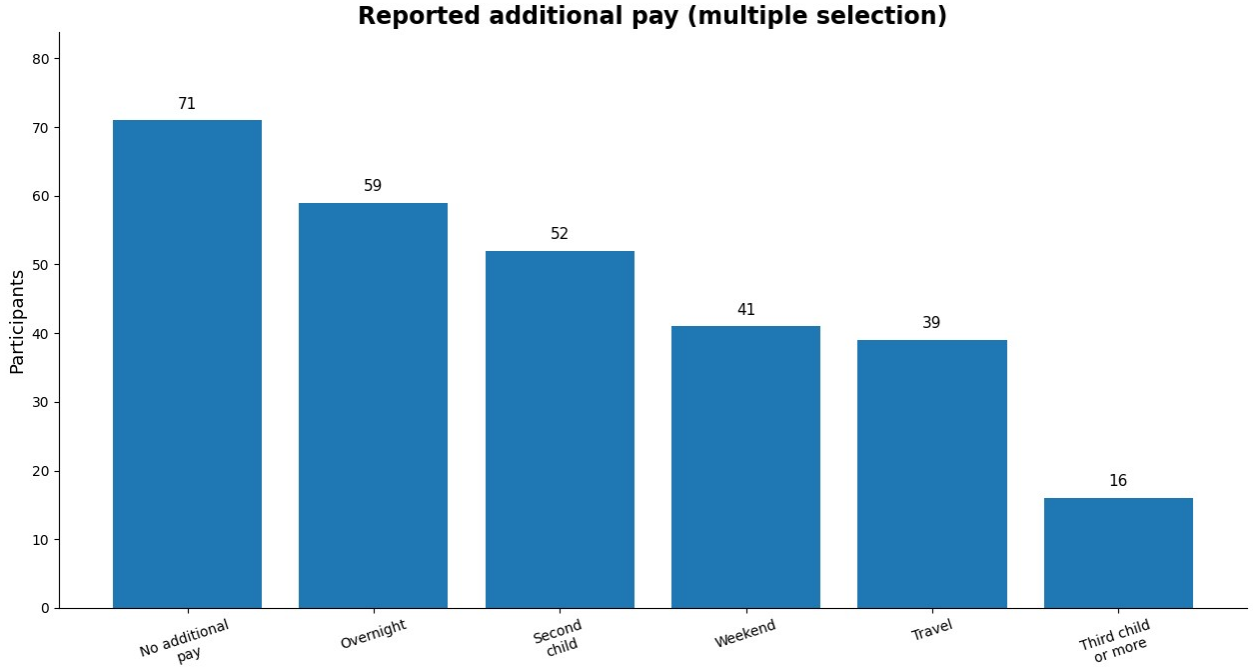
This question allowed multiple selections. Eighty-three respondents said they sometimes do not work during the family's time away but continue to receive pay; 46 travel with the family; 27 reported periods without work or pay; 27 continue working as usual; and 8 reported reduced hours.

Travel and Overnight Care

When asked about additional pay for travel, 60 respondents said yes, 38 said no, 9 said yes but were unsure what an appropriate amount would be, and 8 said sometimes; 91 selected "Not applicable." For

overnight care, 103 reported receiving an additional fee, 27 did not, 13 said sometimes, and 63 selected "Not applicable."

Among those who answered the overnight-rate question, the most selected range was $120-$150 per night (48 responses), followed by $160-$200 (33). These figures describe reported practices and do not establish an official rate.



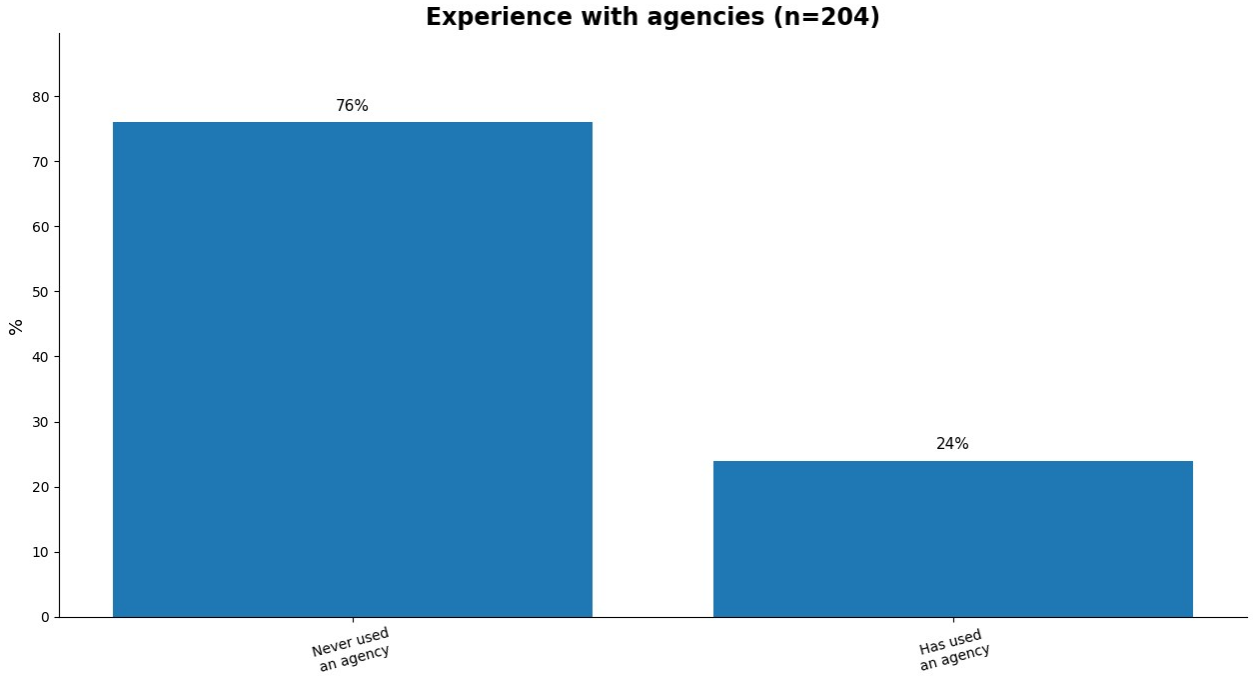
For additional pay, the most frequent mentions were overnight care (59), a second child (52), weekend care (41), travel (39), and a third child or more (16). Seventy-one participants selected that they do not receive additional pay.

Only 64 of 204 said that travel/summer expectations and compensation are usually clearly defined.

Nalany Reflection - For Families

Before summer begins or a trip is confirmed, discussing the schedule, accommodations, time off, transportation, overnight care, Guaranteed Hours, and any additional compensation in writing can help prevent both sides from approaching the trip with different expectations.

10. Agencies: Access, Trust, and Opportunities



Of 204 participants, 156 (76.5%) had never worked through an agency and 48 (23.5%) had.

Reasons for never using an agency included never having needed one (54), preferring referrals (34), not knowing how agencies work (27), an English-language barrier (13), having heard negative experiences (10), and believing they would not qualify (9).

Open-ended responses highlighted the importance of better working conditions, transparency, trust, access to opportunities, stability, and support. These findings do not suggest a blanket rejection of agencies. Rather, some participants have limited contact with agencies or lack information about how they operate.

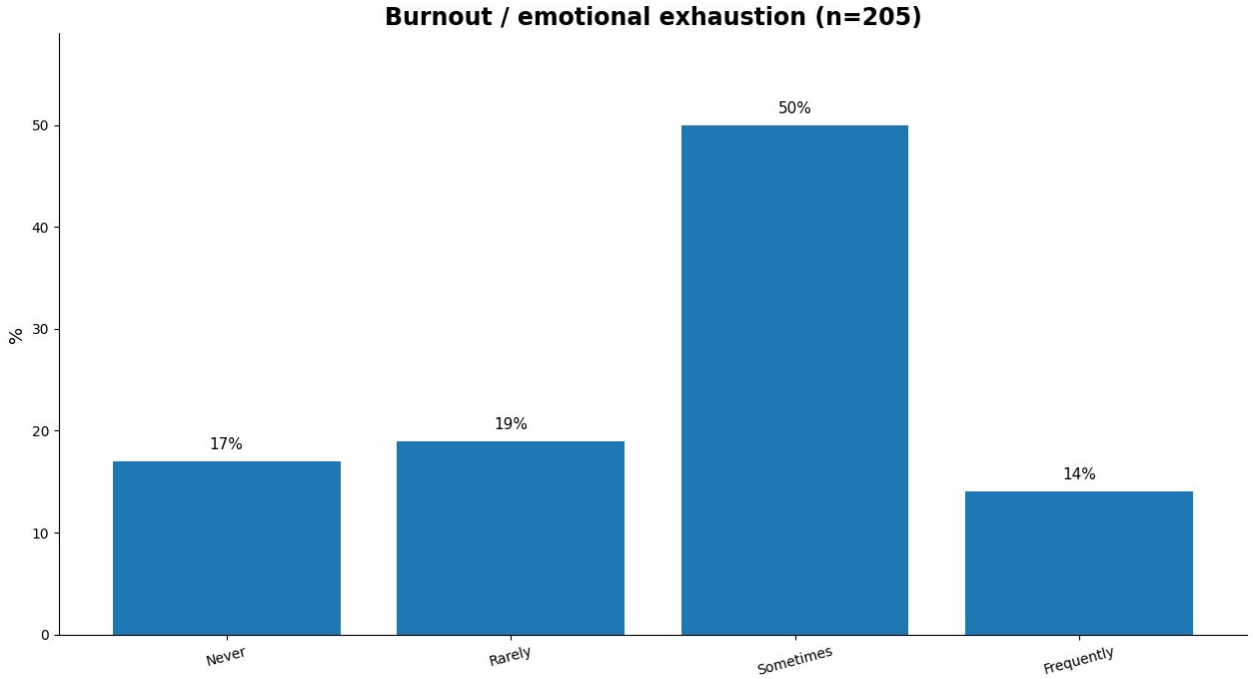
Nalany Reflection - An Invitation to Agencies

There is an opportunity to build closer relationships with nanny communities: participate in events, offer informational sessions, explain requirements and processes transparently, share what families are looking for, and listen directly to nannies' concerns. More connection can help build trust and expand access to professional opportunities.

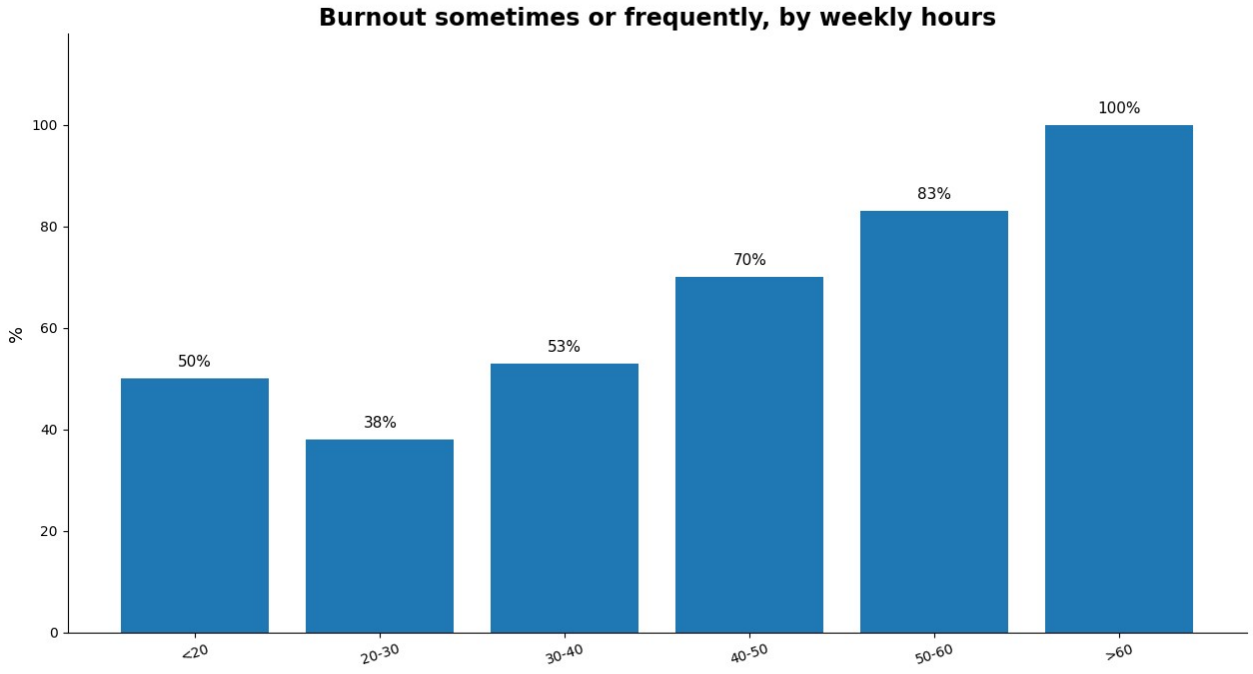
Professionalization does not happen on only one side: nannies, families, agencies, and organizations are all part of the same childcare ecosystem.

11. Work Environment and Burnout

Seventy-seven respondents described their work environment as very positive, and another 54 described it as generally positive. Even so, many also reported emotional exhaustion.



131 of 205 participants (63.9%) said they had experienced burnout sometimes or frequently.



Among those working 30-40 hours, 53.1% reported burnout sometimes or frequently. At 40-50 hours, this rose to 69.7%; at 50-60 hours, to 83.3%. The group working more than 60 hours is very small (5 participants), so its 100% result should not be generalized.

Long hours were the most frequently selected source of stress (96 of 196), followed by lack of rest (57), work-life balance (55), lack of communication (54), insufficient pay (54), lack of benefits (45), and unclear expectations (31).

Nalany Reflection - For Families and Nannies

A caring environment does not automatically eliminate burnout. Hours, rest, boundaries, communication, and clarity of responsibilities are also part of a sustainable employment relationship.

12. Professional Development and Education

157 of 202 participants (77.7%) said their employer does not contribute financially to their professional development.

Of 200 participants who answered the certification question, 164 reported CPR/First Aid; 68 child nutrition; 50 Sleep Training; 49 Newborn Care Specialist; 44 Positive Discipline; and 41 Potty Training.

Topics participants want to learn more about include child development (90), contracts and negotiation (89), finances for nannies (84), newborn care (73), child nutrition (72), communication with families (69), special needs (69), sleep training (69), and child safety (67).

Only 34 of 205 participants (16.6%) believe Latina nannies have sufficient access to professional education in Spanish.

Nalany Reflection - Professional Development

Professional training benefits the nanny, but it also benefits children and families. When possible, supporting CPR, child development education, or other relevant training can be part of an employment relationship that values quality care.

13. What Open-Ended Responses Add to the Numbers

The survey also included open-ended questions about desired changes in the industry, unmet needs, and the challenges of working as a nanny in New York. Although these responses cannot be summarized by a single percentage, they provide important context for the findings.

- Fair compensation and recognition of the work nannies do.
- Communication, respect, and realistic expectations between families and nannies.
- Greater clarity around contracts, rights, benefits, and position termination.
- Access to professional education, interview skills, negotiation, and job-related English.
- Support in addressing cost of living, long hours, burnout, and lack of stability.
- Stronger connections with agencies and resources that can support nannies during employment transitions.

These perspectives will help shape future workshops, conversations with families and agencies, and future editions of the survey.

14. A Conversation for the Entire Industry

This report is not about assigning blame to families, agencies, or nannies. It is about starting a constructive conversation. A stronger, more professional childcare field depends on nannies recognizing the value of their work and continuing to develop their skills; families understanding what makes employment relationships sustainable; and agencies and organizations creating accessible opportunities for communication, education, and support.

For Nannies

Understanding the full compensation package, communicating effectively, documenting agreements, preparing for interviews, and continuing professional development can open doors and reduce misunderstandings.

For Families

Pay and benefits matter, but so do stability, communication, clear expectations, and how a family handles the end of an employment relationship. The way a position ends can affect a nanny's career long after her last day with the family.

For Agencies

The findings suggest that many participants have not worked with agencies. Clearer communication, transparency, education about agency processes, and active listening could help build trust and expand opportunities.

More than 200 voices. One community. An opportunity to build stronger relationships across the childcare industry.

Data That Help Us Grow. This first report documents the experiences of participating nannies and offers a resource for preparing for interviews, reviewing agreements, and approaching negotiations with greater confidence. The findings describe current conditions—not ideal wages or limits on professional growth. Every nanny brings a distinct professional background, and every family has its own needs. Strong, sustainable working relationships require clear expectations, mutual respect, and compensation that reflects the role. Individual responses remain anonymous, and results are presented in aggregate.

CREDITS & ACKNOWLEDGMENTS

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Thank you for the 208 forms submitted;
207 participants contributed information to this report.

This report exists because of you.