

teacher assistant salary per hour

teacher assistant salary per hour is a key consideration for many individuals pursuing a career in education support roles. Understanding the hourly wage of a teacher assistant can help prospective employees evaluate job opportunities, negotiate salaries, and plan their financial future. This article provides an in-depth look at the factors influencing teacher assistant salary per hour, including education level, geographic location, experience, and the type of institution. Additionally, it explores the typical range of hourly wages, benefits, and career advancement opportunities. Readers will gain a comprehensive perspective on what to expect in terms of compensation and how to maximize earnings in this essential educational role. The following sections cover the main elements affecting teacher assistant wages and practical advice for those interested in this profession.

- Overview of Teacher Assistant Salary Per Hour
- Factors Affecting Teacher Assistant Salary
- Salary Comparison by Location
- Education, Experience, and Certification Impact
- Benefits and Additional Compensation
- Career Advancement and Salary Growth

Overview of Teacher Assistant Salary Per Hour

The teacher assistant salary per hour varies widely depending on multiple factors such as geographic location, school district budgets, and individual qualifications. Generally, teacher assistants, also known as paraprofessionals or instructional aides, earn an hourly wage that reflects their responsibilities supporting lead teachers in classroom management and student assistance. The average hourly pay often ranges from minimum wage in some regions to higher rates in areas with higher living costs or specialized schools. Understanding this range provides a baseline for prospective teacher assistants to evaluate job offers and career prospects.

Typical Hourly Wage Range

Across the United States, the typical teacher assistant salary per hour falls between \$12 and \$20. Entry-level positions often start closer to the lower end of this spectrum, while experienced and highly qualified assistants working in well-funded districts may earn towards the upper limit. Factors such as special education roles or bilingual abilities can also impact wages.

Role and Responsibilities Influence

The scope of duties performed by a teacher assistant can affect salary levels. Those who take on additional responsibilities such as lesson preparation, behavioral support, or administrative tasks may command higher hourly wages. Specialized roles in early childhood education or special education often offer better compensation due to the skills required.

Factors Affecting Teacher Assistant Salary

Several key variables influence the teacher assistant salary per hour, including education credentials, geographic location, experience, and the type of educational institution. Understanding these factors helps clarify why wages differ and how teacher assistants can improve their earning potential.

Education Level

A higher level of education is commonly associated with increased hourly pay. Teacher assistants with an associate degree or higher qualifications tend to earn more than those with only a high school diploma. Additionally, completing specialized training or certification programs can lead to salary increases.

Experience and Skill Set

Experience in the role significantly contributes to higher wages. Veteran teacher assistants who have developed classroom management skills, familiarity with curriculum standards, and effective student support techniques are often compensated better. Additional skills such as bilingualism or expertise in special education also enhance salary prospects.

Type of Employer

Public school districts typically offer standardized pay scales for teacher assistants, whereas private schools and charter schools may provide varied compensation packages. Some institutions might offer higher hourly wages to attract qualified candidates or to meet specific educational needs.

Salary Comparison by Location

Geographic location is one of the most influential factors affecting teacher assistant salary per hour. Differences in cost of living, state education funding, and regional demand for educational support staff create significant wage disparities across the country.

Regional Wage Variations

Teacher assistants in metropolitan areas or states with a higher cost of living generally earn more per hour compared to those in rural or less affluent regions. For example, states like California, New York, and Massachusetts often have higher hourly wages, while southern and midwestern states may offer lower pay.

Urban vs. Rural Differences

Urban school districts usually provide higher hourly salaries due to increased living expenses and greater budget allocations. Rural districts might offer lower wages but sometimes compensate through smaller class sizes or additional benefits.

Education, Experience, and Certification Impact

The combination of education, experience, and professional certifications plays a vital role in determining teacher assistant salary per hour. Investing in these areas can lead to noticeable improvements in compensation.

Educational Attainment

Teacher assistants with postsecondary education, such as an associate degree in early childhood education or a related field, often qualify for higher hourly wages. Many school districts have pay scales that reward educational achievements.

Professional Certifications

Certifications such as ParaPro Assessment or specialized endorsements in special education or language instruction can increase an assistant's value in the classroom and result in higher pay rates.

Experience Levels

Progressive experience in educational settings typically leads to incremental salary increases. Many districts have step systems that raise hourly wages based on years of service.

Benefits and Additional Compensation

In addition to the base hourly wage, many teacher assistants receive benefits and supplementary forms of compensation that enhance overall earnings and job satisfaction.

Common Benefits Offered

- Health insurance coverage
- Retirement plan options
- Paid sick leave and vacation time
- Tuition reimbursement or professional development funds
- Holiday pay and overtime opportunities

Overtime and Extra Hours

Teacher assistants may earn additional pay for working beyond standard hours, including after-school programs, extracurricular supervision, or summer school positions. These opportunities can significantly boost total income.

Career Advancement and Salary Growth

Teacher assistants have various pathways for career advancement that can lead to higher hourly wages and expanded responsibilities within the educational field.

Advancement Opportunities

Advancing to lead paraprofessional roles, obtaining teaching credentials, or transitioning into full teacher positions are common career growth options. Pursuing further education and certifications facilitates these moves and often results in higher pay.

Professional Development

Engaging in ongoing training and skill-building helps teacher assistants stay competitive and eligible for wage increases. Many employers encourage participation in workshops, seminars, and coursework related to education.

Impact of Experience on Earnings

Long-term employment as a teacher assistant generally leads to incremental increases in hourly salary. Employers value experienced staff who contribute to a stable and effective learning environment.

Frequently Asked Questions

What is the average teacher assistant salary per hour in the United States?

The average teacher assistant salary per hour in the United States typically ranges from \$12 to \$18, depending on the state and level of experience.

How does location affect teacher assistant hourly wages?

Location greatly affects teacher assistant hourly wages, with higher pay rates generally found in states with higher living costs, such as California, New York, and Massachusetts.

Do teacher assistants in public schools earn more per hour than those in private schools?

Teacher assistants in public schools often earn slightly more per hour than those in private schools due to standardized pay scales and union agreements.

How much can experienced teacher assistants expect to earn per hour?

Experienced teacher assistants can expect to earn between \$15 and \$22 per hour, depending on their qualifications and the school district.

Are teacher assistant salaries per hour increasing?

Teacher assistant salaries per hour have seen gradual increases over recent years, influenced by inflation and increased demand for educational support staff.

Does having specialized certifications affect teacher assistant hourly pay?

Yes, teacher assistants with specialized certifications, such as special education or bilingual education, often earn higher hourly wages.

What is the starting hourly pay for a teacher assistant?

Starting hourly pay for a teacher assistant usually ranges from \$11 to \$14, depending on the region and school district.

How do benefits impact the overall compensation for teacher assistants?

Benefits such as health insurance, retirement plans, and paid leave add significant value to a teacher assistant's overall compensation beyond their hourly wage.

Can teacher assistants work part-time and still earn competitive hourly wages?

Yes, many teacher assistants work part-time and still receive competitive hourly wages, though full-time positions may offer better benefits and pay.

Are there differences in hourly pay for teacher assistants based on education level?

Teacher assistants with higher education levels, such as an associate or bachelor's degree, often earn higher hourly wages compared to those with only a high school diploma.

Additional Resources

1. Understanding Teacher Assistant Salaries: A Comprehensive Guide

This book provides an in-depth analysis of teacher assistant salaries across various regions and educational institutions. It explores factors that influence hourly wages, such as experience, education level, and geographic location. Readers will gain valuable insights into negotiating fair pay and understanding industry standards.

2. Maximizing Your Teacher Assistant Income: Strategies and Tips

Focused on practical advice, this book offers strategies for teacher assistants to increase their hourly earnings. Topics include pursuing additional certifications, effective job searching, and leveraging skills for better pay. It also covers budgeting and financial planning tailored to education professionals.

3. The Economics of Teacher Assistant Pay: Trends and Forecasts

This publication examines the economic factors affecting teacher assistant salaries, including government funding, labor market demands, and policy changes. It provides statistical data and forecasts to help readers understand how the profession's pay scale might evolve. Ideal for educators and policymakers alike.

4. Negotiating Your Hourly Wage as a Teacher Assistant

A practical guide for teacher assistants on how to negotiate their pay effectively with employers. The book includes sample scripts, negotiation tactics, and advice on presenting qualifications to justify higher hourly rates. It empowers readers to advocate for fair compensation confidently.

5. Teacher Assistant Salary by Region: A State-by-State Analysis

This book breaks down teacher assistant pay rates across different states and regions, highlighting disparities and cost-of-living adjustments. It helps readers identify the best locations for competitive wages and understand regional job market variations. The data-driven approach supports informed career decisions.

6. Career Advancement and Salary Growth for Teacher Assistants

Exploring pathways for professional development, this book discusses how teacher assistants can increase their hourly salary by gaining experience, education, and specialized skills. It outlines certification programs and continuing education opportunities that lead to higher pay. Readers will find motivation and guidance for career progression.

7. *Teacher Assistant Compensation and Benefits Explained*

Beyond hourly wages, this title delves into the full compensation package for teacher assistants, including benefits like health insurance, retirement plans, and paid leave. It explains how these components add value to overall earnings and impact job satisfaction. The book serves as a resource for understanding total remuneration.

8. *Comparing Teacher Assistant Pay Across Educational Settings*

This book compares hourly wages for teacher assistants working in public schools, private institutions, special education, and early childhood programs. It highlights how job setting influences salary and offers advice on selecting roles that align with financial and professional goals. Readers will learn to navigate diverse employment environments.

9. *Budgeting and Financial Planning for Teacher Assistants*

Tailored for teacher assistants, this guide focuses on managing finances effectively given the typical hourly pay structure. It covers budgeting tips, saving strategies, and ways to supplement income during off-hours or school breaks. The book aims to enhance financial stability and planning for education support staff.

Teacher Assistant Salary Per Hour

Find other PDF articles:

<http://devensbusiness.com/archive-library-701/Book?docid=taS23-5008&title=surprise-spring-training-schedule.pdf>

teacher assistant salary per hour: Salary Levels and Their Impact on Quality of Care for Child Care Workers in Licensed Child Day Care Programs Pennsylvania. General Assembly. Legislative Budget and Finance Committee, 1999

teacher assistant salary per hour: Salaries of Postal Employees United States. Congress. House. Committee on Post Office and Post Roads, 1918

teacher assistant salary per hour: **Teacher Salaries** United States. Congress. House. Committee on the District of Columbia, 1972

teacher assistant salary per hour: *Career Opportunities in the Food and Beverage Industry* Kathleen Hill, 2010 Presents career profiles of positions available in the food and beverage industry.

teacher assistant salary per hour: **Teacher Salaries** United States. Congress. House. Committee on the District of Columbia. Subcommittee on Business, Commerce and Fiscal Affairs, 1972

teacher assistant salary per hour: The Management of Educational Personnel Louis G. Romano, 1976

teacher assistant salary per hour: The Higher School Soviet Union. Ministerstvo vysshego obrazovaniia, 1959

teacher assistant salary per hour: **A Profile of Child Care Settings** , 1991

teacher assistant salary per hour: *Annual Report of the Board of Education of the City and County of New York* New York (N.Y.). Board of Education, 1886

teacher assistant salary per hour: Report of the Commissioner of Education United States. Office of Education, 1898

teacher assistant salary per hour: **Report** New York (N.Y.). Board of Education, 1886

teacher assistant salary per hour: The Journal of the Assembly During the ... Session of the Legislature of the State of California California. Legislature. Assembly, 1933

teacher assistant salary per hour: Proceedings of the School Committee of Boston 1887 Anonymous, 2025-10-05 Reprint of the original, first published in 1887. The Antigonos publishing house specialises in the publication of reprints of historical books. We make sure that these works are made available to the public in good condition in order to preserve their cultural heritage.

teacher assistant salary per hour: School , 1899

teacher assistant salary per hour: Selected Reports of Cases Before the Veteran's Education Appeals Board, September 5, 1950-October 27, 1957 United States. Veterans' Education Appeals Board, 1957

teacher assistant salary per hour: Report of the Committee of Council on Education (England and Wales), with Appendix Great Britain. Council on Education, 1876

teacher assistant salary per hour: Report of the Commissioner of Education Made to the Secretary of the Interior for the Year ... with Accompanying Papers United States. Bureau of Education, 1896

teacher assistant salary per hour: State of the Nonprofit Sector United States. Congress. House. Committee on Energy and Commerce. Subcommittee on Commerce, Consumer Protection, and Competitiveness, 1989

teacher assistant salary per hour: Report of the Federal Security Agency United States. Office of Education, 1898

teacher assistant salary per hour: Getting the Grant Rebecca Gajda, Richard Tulikangas, 2005 A guide for educators seeking grants discusses the steps to take before, during, and after writing a proposal.

Related to teacher assistant salary per hour

- **Latest Education News, Free School Notes, and Teachers** website for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies
2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- Latest Education News, Free School Notes, and Teachers website for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- Latest Education News, Free School Notes, and Teachers website for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- **Latest Education News, Free School Notes, and Teachers website** for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

- **Latest Education News, Free School Notes, and Teachers website** for latest education updates, teacher news, share and download free teaching resources, teaching tips and teaching job vacancies

2025 TERM 1 OPENER FORM 2 3 4 EXAMS PLUS MARKING Download free 2025 Term 1 Opener Exams. Download Form 2, 3, and 4 exams question papers with marking schemes. All subjects are available

FORM 1-4 EXAMS - Download for free Secondary School Form 1, form 2, form 3, form 4 Examination papers and marking schemes for Term 1, 2, 3 for all subjects

2024 KCSE Past Papers with Marking Schemes 2024 KCSE Papers Pass your exams! Get free 2024 KCSE past papers and marking schemes. Free Instant downloads for all subjects to help you revise and succeed in Kenya

2025 END TERM 2 FORM 2 3 4 EXAMS PLUS MARKING SCHEME Download free Secondary School Editable 2025 End Term 2 Opener Exams. Form 2, 3, and 4 question papers with marking schemes provided. All subjects are available

2024 END TERM 3 SET 3 FORM 1 2 3 4 EXAMS PLUS MARKING Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

2022 KCSE Past Papers with Marking Schemes - The past papers list includes all the 2022 KCSE Question Papers with their Marking Schemes. The 2021 KCSE Examination was conducted in December 2022 as a result of interference of

DOWNLOAD FORM 1-4 MATERIALS - Below are the Download Links to all the free Secondary School (High School) Resources for Form 1, Form 2, Form 3, and Form 4. The resources include teaching/learning class notes, Topical

DOWNLOAD GRADE 7-9 JUNIOR SECONDARY SCHOOL Welcome to the Junior Secondary School Materials Hub! Here, you'll find a wide range of free and easily downloadable resources to support students, teachers, and parents. Whether you're

GRADE 7 NOTES - Download free Secondary 2024 Term 2 Mid-Term Exams. Form 1, 2, 3, and 4 question papers with marking schemes provided. All subjects available

Related to teacher assistant salary per hour

Chicopee school officials boost salaries of teachers, teaching assistants and other school staff mid-contract (MassLive2y) CHICOPEE — In an effort to retain and attract more staff during a time with record low employment, the School Committee took the extraordinary step of raising employees' salaries midway through their

Chicopee school officials boost salaries of teachers, teaching assistants and other school staff mid-contract (MassLive2y) CHICOPEE — In an effort to retain and attract more staff during a time with record low employment, the School Committee took the extraordinary step of raising employees' salaries midway through their

Salaries are rising for Wake school employees. Here's how much they're increasing (Raleigh News & Observer1y) The Wake County school board approved a pay plan on Tuesday that raises salaries for the district's lowest-paid workers to \$17 an hour and provides a slightly bigger than budgeted locally funded pay

Salaries are rising for Wake school employees. Here's how much they're increasing (Raleigh News & Observer1y) The Wake County school board approved a pay plan on Tuesday that raises salaries for the district's lowest-paid workers to \$17 an hour and provides a slightly bigger than budgeted locally funded pay

Who made how much in the Warwick School District in 2022? See their salaries (The Providence Journal2y) Teachers assistants make more than other school districts but need associate's degrees This story is part of an ongoing series examining municipal salaries, who's making the most money and how in

Who made how much in the Warwick School District in 2022? See their salaries (The Providence Journal2y) Teachers assistants make more than other school districts but need associate's degrees This story is part of an ongoing series examining municipal salaries, who's making the most money and how in

MS gave teacher's assistants a raise. They may have to work extra in one Coast district. (Biloxi Sun Herald3y) Educators had reason to celebrate after Mississippi passed its largest teacher pay raise ever. As part of the bill, the minimum annual salary for assistant teachers rose from \$15,000 to \$17,000. But

MS gave teacher's assistants a raise. They may have to work extra in one Coast district. (Biloxi Sun Herald3y) Educators had reason to celebrate after Mississippi passed its largest teacher pay raise ever. As part of the bill, the minimum annual salary for assistant teachers rose from \$15,000 to \$17,000. But

Back to Home: <http://devensbusiness.com>