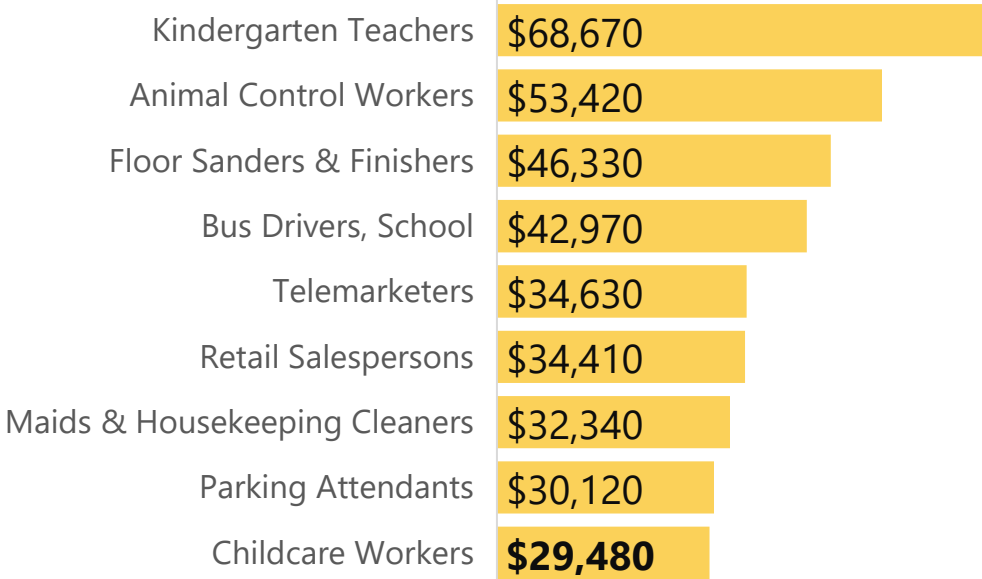


WORKFORCE

Low Wages = Teacher Shortage



"If we do not receive an investment to support recruitment and retention of teachers in child care, access to high-quality early care and education will continue to diminish. Without high-quality programs, parents will have to make a choice between staying at home and struggling financially or placing their child in a low-quality program."

Meghan Strawcutter, M.Ed.
Executive Director
LOLAs Early Care and Education Center
(Indiana County)

2023 PA Occupational Employment and Wage Statistics, Mean Annual Salary

ACCESS

	Under 5 years (includes infant-toddler)		Infants and toddlers	
	County	PA	County	PA
Child population	4,090	665,910	2,370	391,460
Eligible for Child Care Works (CCW)	1,180	177,710	680	104,470
Eligible children enrolled	316	49,225	156	24,292
Unserved, eligible children	864	128,485	524	80,178
Percent unserved	73%	72%	77%	77%

QUALITY

	Under 5 years in Child Care Works		Infants and toddlers in Child Care Works	
	County	PA	County	PA
Children enrolled in high-quality	78%	53%	74%	50%
Licensed capacity meeting high-quality standards	67%	49%		

Providers serving children under 5 years



Start Strong PA believes that because every child deserves an equal opportunity to a quality educational foundation that will prepare them to grow, learn, and succeed, we are calling on Pennsylvania to focus on the most important years of a child's development; the first three years of life.

Data is provided by KIDS COUNT®: Pennsylvania Partnerships for Children

"Investing in ECE and child care is an investment in the economy now and in the future. It means more parents in the workforce, more children succeeding in school and more highly-qualified staff members for businesses long term."

Bethany Crane Jacke

Executive Director

Diamond Street Early Childhood Center

(Lancaster County)



As part of the 2025-26 final state budget, Pennsylvania policymakers should:

- Support the proposed investment of \$55 million in a new and recurring Child Care Recruitment and Retention line item to grant licensed child care providers participating in the child care subsidy program an additional \$1,000 per educator.
- To more fully address the child care staffing crisis and its impact on working families, businesses, and the economy, consider an investment above the proposed \$55 million.



Campaign led by Children First | Fight Crime: Invest in Kids | First Up | Mission: Readiness | Pennsylvania Association for the Education of Young Children | Pennsylvania Child Care Association | Pennsylvania Head Start Association | Pennsylvania Partnerships for Children | The United Way of Pennsylvania | Trying Together

Data is provided by KIDS COUNT®: Pennsylvania Partnerships for Children

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