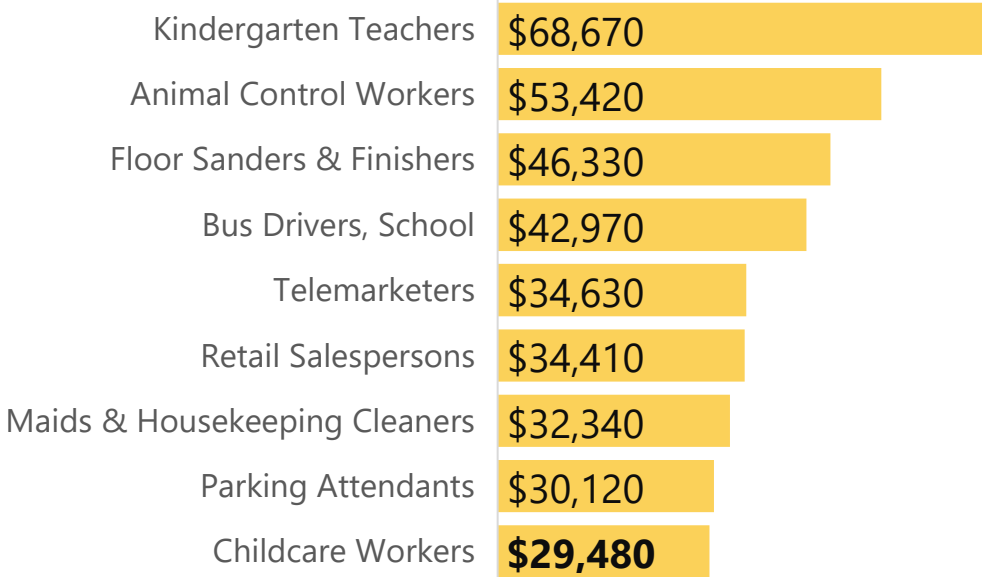


**WORKFORCE**

**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
Child population	665,910	391,460
Eligible for Child Care Works (CCW)	177,710	104,470
Eligible children enrolled	49,225	24,292
<b>Unserved, eligible children</b>	<b>128,485</b>	<b>80,178</b>
<b>Percent unserved</b>	<b>72%</b>	<b>77%</b>

**QUALITY**

	Under 5 years in Child Care Works	Infants and toddlers in Child Care Works
<b>Children enrolled in high-quality</b>	<b>53%</b>	<b>50%</b>
<b>Licensed capacity meeting high-quality standards</b>	<b>49%</b>	

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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