

# FIX CHILD CARE

## Recruit & Retain Teachers

### PA Child Care Teachers Don't Earn a Livable Wage

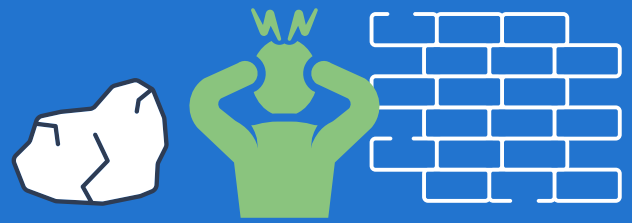
Child Care Teacher  
**\$29,480/yr**

Pre-K Teacher  
**\$35,170/yr**

**PA Must  
Close This  
GAP!**

Kindergarten Teacher  
**\$68,670/yr**

### Child Care Providers Can't Raise Rates to Compete with Current Market Wages



Current Market Rate for Retail Jobs is \$19/hr

**Families Can't Afford** to  
Pay More for Child Care

- Child Care Earnings **Failed to Meet Cost of Living in ALL 67 PA Counties**

- **50% of PA Child Care Teachers plan to leave their job** if pay doesn't improve



### Historic Teacher Shortage

**1,140** Child Care Providers across PA report **3,000** open positions Shrinking Capacity by **over 25,000** Children.



### Child Care Crisis Costing PA Economy

# \$6.65B

in Lost Wages, Productivity,  
and Tax Receipts

Economic Impact of Child Care Crisis  
has more than doubled since 2018.

At Least **18 Other States** fund  
recruitment, retention, or  
wage enhancing programs  
for Child Care teachers



# 71%

of PA Voters

**FAVOR** allocating  
State Funds to help  
attract more child care  
teachers through  
enhanced bonuses,  
salaries, or benefits.



### FIX CHILD CARE To Do List Help Families **AFFORD** Child Care



Expanded Child Care Tax Credit  
(22/23 State Budget) (23/24 State Budget)  
The Employer Child Care Contribution Tax  
Credit (24/25 State Budget)

### Help Families **FIND** Child Care



Help child care providers recruit and retain  
teachers to keep classrooms open by  
including the proposed \$55 million in the  
25/26 State Budget