

## ACCESS

|                                     | Under 5 years<br>(includes infant-toddler) |                | Infants and toddlers |               |
|-------------------------------------|--------------------------------------------|----------------|----------------------|---------------|
|                                     | County                                     | PA             | County               | PA            |
| Child population                    | 5,350                                      | 663,930        | 2,820                | 391,570       |
| Eligible for Child Care Works (CCW) | 1,620                                      | 170,610        | 850                  | 100,620       |
| Eligible children enrolled*         | 328                                        | 50,401         | 162                  | 24,431        |
| <b>Unserved, eligible children</b>  | <b>1,292</b>                               | <b>120,209</b> | <b>688</b>           | <b>76,189</b> |
| <b>Percent unserved</b>             | <b>80%</b>                                 | <b>70%</b>     | <b>81%</b>           | <b>76%</b>    |

\*Eligible families have income up to 200% FPIG (\$64,300 for a family of four) or are TANF, former TANF, or SNAP recipients AND the parent(s) work at least 20 hours/week or a combination of 10 hours/week of work and 10 hours/week of approved training. Parents pay a copayment to the provider to help cover cost.

**The average annual cost  
of infant care in Pennsylvania is**  
**\$13,354**  
**or \$1,113 per month.**

Economic Policy Institute: The cost of child care in Pennsylvania

## WORKFORCE

## Low Wages = Teacher Shortage

|                                |                 |
|--------------------------------|-----------------|
| Kindergarten Teachers          | \$64,270        |
| Payroll and Timekeeping Clerks | \$55,820        |
| Animal Control Workers         | \$54,360        |
| School Bus Drivers             | \$44,310        |
| Waiters and Waitresses         | \$36,610        |
| Retail Salespersons            | \$34,320        |
| Maids, Housekeeping Cleaners   | \$33,340        |
| <b>Child Care Workers</b>      | <b>\$29,510</b> |

*"Child care is the infrastructure that allows our workforce to function. When we invest in early childhood education, we invest in economic stability, school readiness, and the long-term success of our communities."*

Brie Rice  
Program Specialist  
JB's Bright Beginnings  
(Westmoreland County)

2024 PA Occupational Employment and Wage Statistics, Mean Annual Salary



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 policymakers 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

**QUALITY****Children enrolled in high-quality**Under 5 years  
in Child Care Works**County****55%****PA****55%**Infants and toddlers  
in Child Care Works**County****54%****PA****53%****Licensed capacity****meeting high-quality standards**

Providers serving children under 5 years

**County****46%****PA****50%****BENEFITS OF HIGH-QUALITY CHILD CARE**increased  
employment and  
tax revenueincreased job  
retention and  
productivity for  
employershigher earning  
potential for  
parentsimproved math  
and language  
abilityhealthy  
developmentreduced grade  
repetition

To make meaningful progress toward families finding and affording high-quality child care and pre-k, Pennsylvania policymakers must:

- Support the proposed investments in the early care and education workforce (at a minimum):
  - \$10M increase for the Child Care Staff Recruitment and Retention Program.
  - \$2M increase for the Head Start Supplemental Assistance Program.
  - \$7.5M increase for Pre-K Counts.
- Strengthen the child care sector:
  - Raise the child care subsidy income limit so more working families can get help paying for a child care program they trust.
  - Dedicate funds so child care and pre-k programs can better service children with special needs.
  - Advance targeted reforms that reduce unnecessary burdens on child care providers while preserving strong, enforceable health and safety standards that keep children safe.



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 | ReadyNation | The  
United Way of Pennsylvania | Trying Together

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