STRENGTHENING THE WORKFORCE THAT BUILDS BRAINS
The Early Education Workforce Tax Credit

QUALITY CHILD CARE MATTERS!
Building Brains
Birth to Age 5 is Critical

Investments in Quality Child Care Lead to

Lower costs for elementary school remediation and grade retention
Increased high school graduation rates, future wages and tax receipts

THE EARLY CHILD CARE AND EDUCATION WORKFORCE INVESTMENT CREDIT

BLUEPRINT for Improvement

Base the credit on achieving competencies and training
Make it voluntary and reward-based (higher levels of education)

Boost wages through a refundable tax credit

‘Refundable’ means the lowest paid providers can benefit too
Index it to inflation and make it large enough to matter (~10% increase)

STATE OF THE EARLY EDUCATION WORKFORCE

High Turnover
Low Wages

25%

$23,240

Average child care staff turnover
Average annual wage for child care staff, barely above the federal poverty level for a family of 3

POVERTY LEVEL

A REFUNDABLE TAX CREDIT

Fills in the Gap Between Funding and Cost

What parents can afford
Cost of high-quality care with a well-trained and educated workforce

How to Lay the Foundation for HIGH-QUALITY EARLY EDUCATION

Competitive wages to attract and retain high-quality staff

Well-trained and educated workforce
A stimulating and supportive learning environment
Promoting brain development in a child’s earliest years

LAYING A FOUNDATION FOR THE FUTURE
Investing in the ECE Workforce Credit

Children start school ready to learn
More positive health and academic outcomes
Strong future workforce

Information from Pathways to High-Quality Child Care: The Workforce Investment Credit
www.ced.org/reports/building-pathways-to-high-quality-child-care    @CEDUpdate