

Whereas today's working parents depend on high-quality child care so they can work and support their families, and over 60 percent of children under five and half of grade school-aged children are in a regular child care arrangement.<sup>i</sup>

Whereas U.S. businesses lose \$3 billion annually to employee absenteeism resulting from child care challenges, having a stable and reliable child care system is essential for today's economy.<sup>ii</sup>

Whereas child care is difficult to find for millions of families, particularly the nearly 9 million parents who work non-standard hours,<sup>iii</sup> when only eight percent of child care centers provide evening or weekend care.<sup>iv</sup>

Whereas most middle-class families struggle to afford high-quality child care, with the median cost of full-time care for an infant and one four-year-old in a child care center nearly \$16,000 per year.<sup>v</sup>

Whereas the average annual cost of center-based child care for an infant is over half of the income of a family of three living at the poverty level in 21 states.<sup>vi</sup>

Whereas high-quality child care and early education, especially for disadvantaged children, helps children thrive in school and beyond by:

- Decreasing special education placement and reducing grade retention
- Decreasing child abuse and neglect and juvenile arrests;
- Increasing high school graduation and college attendance; and
- Increasing employment.<sup>vii</sup>

Whereas eligibility requirements of the Child Care and Development Block Grant (CCDGB), the primary source of federal funding support, excludes most American children from federal child care assistance,

Whereas the CCDBG still serves only a fraction of families eligible for federal support, with only 17 percent of eligible children receiving federal child care assistance – the lowest number since 1997.<sup>viii</sup>

Whereas these issues affect all families, but disproportionately affect women since over 95 percent of the formal child care workforce is comprised of women,<sup>ix</sup> and women also do most of the unpaid child care work in families.<sup>x</sup>

Whereas increased pay for workers in the industry improves the quality of care for young children,<sup>xi</sup> and to recruit and retain a qualified workforce for young children, early childhood staff should earn as much as K-12 staff with equivalent education and experience.

Whereas a full-time, living wage of at least \$15 per hour is needed for all child care workers to meet their families' essential needs,<sup>xii</sup> yet the average child care center worker earns \$10.60 per hour<sup>xiii</sup> and has experienced no increase in real earnings since 1997.<sup>xiv</sup>

Whereas high-quality child care that works for everyone is essential for a strong economy and future, working families also need universal preschool, child nutrition programs that promote health and wellness, fair work schedules, living wages, paid family and medical leave, paid sick days, and credit in the Social Security system for time spent caregiving to support their well-being.

Whereas when families are guaranteed high-quality, flexible, available, and affordable child care, business productivity improves, parents have a greater likelihood of finding and keeping employment, and children do better in school and in life.<sup>xv</sup>

*Resolved*, That the House of Representatives supports efforts to—

- (1) provide child care assistance to all working families that need it, including middle class families who struggle to afford the cost of high-quality child care and underpaid families who are too often left behind;

- (2) make child care affordable, with no working family having to pay more than 10 percent of their income for child care and with additional help to families most in need;
- (3) ensure that child care is available so that parents in today's 24-hour economy can access high-quality care when and where they need it – during weekends, nights, as their job schedules change, with options across school, center and home settings;
- (4) guarantee that all families eligible for care will receive it, by creating a system that expands with need;
- (5) improve the quality of child care by guaranteeing child care workers a living wage and wage parity with K-12 staff with equivalent education and experience, improving training opportunities, and giving workers a voice on the job to advocate for higher workplace standards and standards of care for the children they serve; and
- (6) provide sufficient federal, state, and local investment to ensure resources for both affordability and high-quality jobs and care.

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<sup>i</sup> Lynda Laughlin, U.S. Census Bureau, Who's Minding the Kids: Child Care Arrangements Spring 2011 (April 2013) <https://www.census.gov/prod/2013pubs/p70-135.pdf>

<sup>ii</sup> Karen Shellenback, Linking Economic Development & Child Care Res. Project, Cornell Uni., Child Care and Parent Productivity: Making the Business Case (Dec. 2004), *available at* <http://s3.amazonaws.com/mildredwarner.org/attachments/000/000/074/original/154-21008542.pdf>.

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- <sup>iii</sup> María E. Enchautegui, Martha Johnson, and Julia Gelatt, *Who Minds the Kids When Mom Works a Nonstandard Schedule?* (July 2015), *available at* <http://www.urban.org/sites/default/files/alfresco/publication-pdfs/2000307-Who-Minds-the-Kids-When-Mom-Works-a-Nonstandard-Schedule.pdf>.
- <sup>iv</sup> See Office of Planning, Research & Evaluation, U.S. Admin. for Children & Families, *Fact Sheet: Provision of Early Care and Education During Non-Standard Hours* (Apr. 2015), *available at* [http://www.acf.hhs.gov/sites/default/files/opre/factsheet\\_nonstandard\\_hours\\_provision\\_of\\_ece\\_toopre\\_041715\\_508.pdf](http://www.acf.hhs.gov/sites/default/files/opre/factsheet_nonstandard_hours_provision_of_ece_toopre_041715_508.pdf).
- <sup>v</sup> National Survey of Early Care and Education (2012), *available at* [http://www.acf.hhs.gov/sites/default/files/opre/es\\_price\\_of\\_care\\_toopre\\_041715\\_2.pdf](http://www.acf.hhs.gov/sites/default/files/opre/es_price_of_care_toopre_041715_2.pdf) (page 24, exhibit 1A)
- <sup>vi</sup> Child Care Aware, *Parents and the High Cost of Child Care 54-55* (Aug. 2014), *available at* [https://www.ncsl.org/documents/cyf/2014\\_Parents\\_and\\_the\\_High\\_Cost\\_of\\_Child\\_Care.pdf](https://www.ncsl.org/documents/cyf/2014_Parents_and_the_High_Cost_of_Child_Care.pdf).
- <sup>vii</sup> Lawrence J. Schweinhart, Jeanne Montie, Zongping Xiang, W. Steven Barnett, Clive R. Belfield, and Milagros Nores, *The High/Scope Perry Preschool Study Through Age 40: Summary, Conclusions, and Frequently Asked Questions* (High/Scope Press, 2005), *available at* [http://www.highscope.org/file/Research/PerryProject/specialsummary\\_rev2011\\_02\\_2.pdf](http://www.highscope.org/file/Research/PerryProject/specialsummary_rev2011_02_2.pdf); Frances A. Campbell, Elizabeth P. Pungello, Margaret Burchinal, Kirsten Kainz, Yi Pan, Barbara H. Wasik, Oscar A. Barbarin, Joseph J. Sparling, and Craig T. Ramey, “Adult outcomes as a function of an early childhood educational program: An Abecedarian Project follow-up,” *Developmental Psychology*, 48 (4), July 2012, 1033-1043; Arthur J. Reynolds, Judy A. Temple, Dylan L. Robertson, and Emily A. Mann, *Age 21 Cost-Benefit Analysis of the Title I Chicago Child-Parent Center Program: Executive Summary* (2001), *available at* <http://www.waisman.wisc.edu/cis/cbaexecsum4.html>.
- <sup>viii</sup> Stephanie Schmit and Rhiannon Reeves, *Child Care Assistance in 2013* (Washington, DC: CLASP, 2015), *available at* <http://www.clasp.org/resources-and-publications/publication-1/Spending-and-Participation-Final.pdf>.
- <sup>ix</sup> Bureau of Labor Statistics, *Household Survey Data, Annual Average Household Data, Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity 2014*, *available at* [http://www.bls.gov/opub/ee/2015/cps/annavg11\\_2014.pdf](http://www.bls.gov/opub/ee/2015/cps/annavg11_2014.pdf).
- <sup>x</sup> <http://shrivereport.org/unpaid-and-undervalued-care-work-keeps-women-on-the-brink/>
- <sup>xi</sup> See Marcy Whitebook, Deborah Phillips & Carollee Howes, *Ctr. for Study of Child Care Employment, U.C. Berkeley, Worthy Work, STILL Unlivable Wages: The Early Childhood Workforce 25 Years After the National Child Care Staffing Study* (2014), *available at* <http://www.irle.berkeley.edu/cscce/wp-content/uploads/2014/11/ReportFINAL.pdf>; *see also* Marcy Whitebook, Laura Sakai, Emily Gerber, & Carollee Howes, *Ctr. for the Child Care Workforce, Then and Now: Changes in Child Care Staffing, 1994-2000* (2001), *available at* <http://www.irle.berkeley.edu/cscce/wp-content/uploads/2010/07/Then-and-Now.pdf>; Suzanne W. Helburn, *Ctr. for Res. in Econ & Soc. Pol’y, Cost, Quality, and Child Outcomes in Child Care Centers* (June 1995), *available at* <http://files.eric.ed.gov/fulltext/ED386297.pdf>; Deborah Phillips, Debra Mekos, Sandra Scarr, Kathleen McCartney & Martha Abbott-Shim, *Within and Beyond the Classroom Door: Assessing Quality in Child Care Centers*, 15 *Early Childhood Res. Quarterly* 475–96 (2000).
- <sup>xii</sup> The Economic Policy Institute’s Family Budget Calculator measures the income levels needed by families, across 618 U.S. communities, by estimating community-specific costs of housing, food, child care, transportation, health care, other necessities, and taxes. According to EPI calculations, in all cases, a full time wage of \$15 per hour – just over \$31,000 – is equivalent to or less than earnings corresponding to 200 percent FPL, the estimated income that families of two or more need. Economic Policy Institute Family Budget Calculator *available at*: <http://www.epi.org/resources/budget/>
- <sup>xiii</sup> Office of Planning, Research and Evaluation, Administration for Children and Families U.S. Department of Health and Human Services, *Number and Characteristics of Early Care and Education (ECE) Teachers and Caregivers: Initial Findings from the National Survey of Early Care and Education* (October 2013) *available at*: [https://www.acf.hhs.gov/sites/default/files/opre/nsece\\_wf\\_brief\\_102913\\_0.pdf](https://www.acf.hhs.gov/sites/default/files/opre/nsece_wf_brief_102913_0.pdf)
- <sup>xiv</sup> Marcy Whitebook, Deborah Phillips & Carollee Howes, *Ctr. for Study of Child Care Employment, U.C. Berkeley, Worthy Work, STILL Unlivable Wages: The Early Childhood Workforce 25 Years After the National Child Care Staffing Study* (2014), *available at* <http://www.irle.berkeley.edu/cscce/wp-content/uploads/2014/11/ReportFINAL.pdf>.
- <sup>xv</sup> Child Care Aware, *Parents and the High Cost of Child Care 20–22* (Aug. 2014), *available at* [https://www.ncsl.org/documents/cyf/2014\\_Parents\\_and\\_the\\_High\\_Cost\\_of\\_Child\\_Care.pdf](https://www.ncsl.org/documents/cyf/2014_Parents_and_the_High_Cost_of_Child_Care.pdf).