

Minnesota

Access to High Quality Child Care Matters!

Research shows that during the earliest years of a child's life:

Brain development occurs wiring the foundation for all future learning

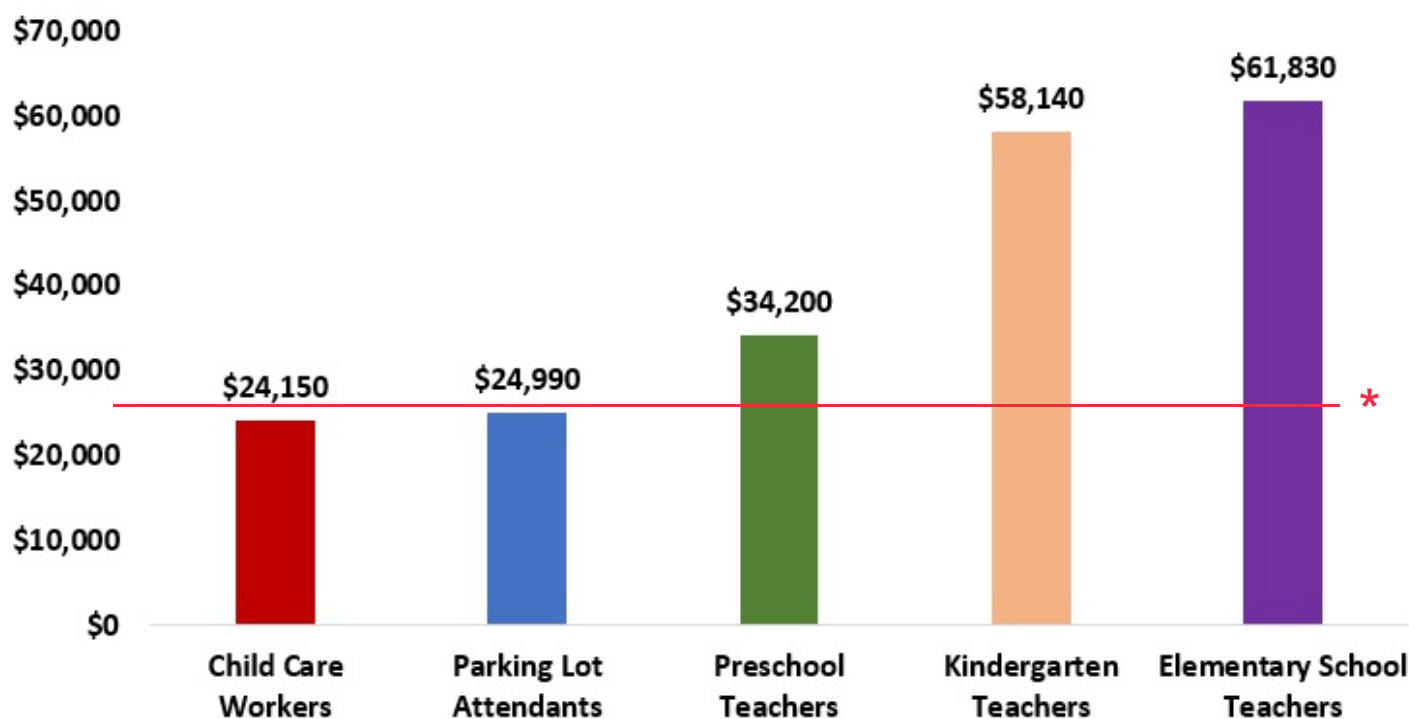
Genetics plus experiences shape the developing brain

Adult interactions support brain development

Vocabulary at age 3 can predict 3rd Grade reading achievement

High-Quality Child Care Programs Depend on a Quality Workforce Low Wages Undermine Quality

Minnesota Median Annual Workforce Earnings



MN Early Childhood Teachers

- Child care is the early learning setting for children under age 5 throughout the state
- High quality programs depend on staff with the education and competencies to promote healthy child development and school readiness
- Low pay undermines access to higher education, fuels turnover, and makes it difficult to hire quality staff

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: \$27,000

Minnesota Answer: Boost Wages with a Refundable Tax Credit Linked to Education and Certifications

The reality is that child care programs pay staff based on what they can afford.

Operating budgets are tight and parents can't afford to pay more.

The result is that staff are underpaid, stressed, with little incentive for higher education which can better promote healthy child development.

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

Policymakers can fix this. The workforce that supports all workforces needs it.