## Research shows that

### DURING THE FIRST YEARS OF A CHILD'S LIFE:

More than 1 million new neural connections form every second



The foundation forms for future cognitive abilities

**High Turnover** 

Average turnover across

child care programs is

higher

than in other industries



experiences shape the developing brain



Vocabulary at age 3 can predict 3rd grade reading achievement

### Idaho

## **DEMOGRAPHICS**

62,568 Children Under Age 3

135,738 Children Under Age 6

19,413 Children Under Age 6 Living in Poverty

80,683 Children Under Age 6 Living in Households with All Parents Working

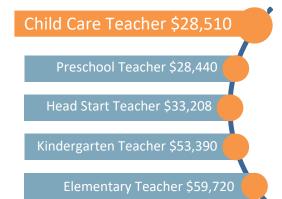
Families Led by a Single Mother with Children 31.9% Under Age 5 Living in Poverty

14.1% Children Under Age 5 Living in Poverty

High-Quality Early Education Programs Depend on a Quality Workforce

## LOW WAGES UNDERMINE RECRUITMENT AND RETENTION

# **Idaho Comparative Median Annual Workforce Earnings**



Many child care workers qualify for SNAP due to low wages



**Federal Supplemental Nutrition Assistance Program (SNAP)** eligibility for a family of three.

Hair Stylist \$30,990

Nail Technician \$35,620

Telemarketer \$38,160

Fitness Trainer \$43,110

Fast Food Worker \$27,860

State of the

## **EARLY EDUCATION WORKFORCE**

## Low Wages

**POVERTY** \$25,820 **LEVEL** 

\$28,510

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

## **Building blocks 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

Sources: U.S. Census Bureau, ACS 1 Year data (2023); U.S. Bureau of Labor Statistics, Occupational Employment Statistics (2023); Head Start Program Information Report (2023); Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three (FY2025); U.S. Federal Poverty Thresholds for a family of three (2024); Harvard University, Center on the Developing Child; Center for the Study of Child Care Employment, University of California, Berkeley (2024).

