

CHILD CARE: EVERYBODY'S BUSINESS

**YOUR CALL TO ACTION:
ACCESS AND AFFORDABILITY FOR OUR FUTURE WORKFORCE**

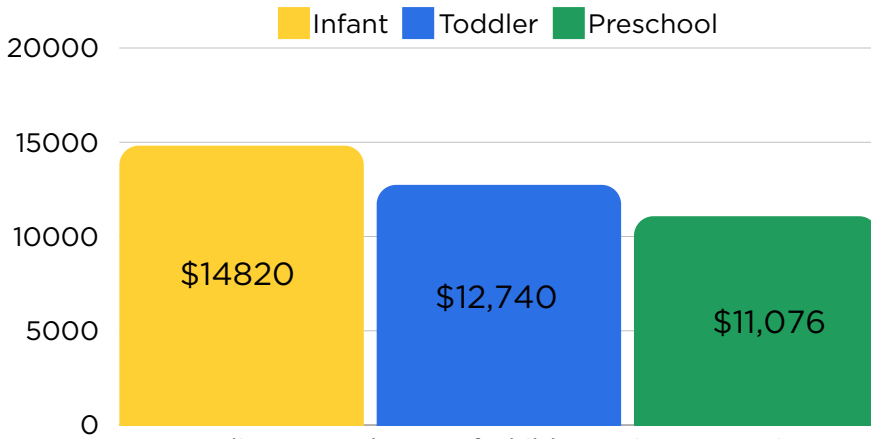


The U.S. Department of Health and Human Services defines affordable child care as 7% of a family's income.

17%

Median percentage of household income spent on child care in the region ^{1,2}

Cost by Age for **One** Child



Median Annual Cost of Child Care in Our Region

Average Annual Cost: \$12,879¹

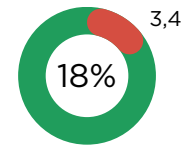
Often One Income Is Not Enough

Annual Pretax Income Required for LIVING WAGE for 1 Working Adult, 1 Nonworking Adult & 2 Children in VA

\$87,788

Average VA Annual Wage 2023

\$71,916



The average household requires two incomes to support their family.



Teacher Retention is a Problem



Underpaid

\$23.59
average hourly wage for lead teacher

Underpaid

\$16.16
average hourly wage for assistant teacher

Gone

Only 50% of lead teachers stayed in the same role ⁵ after two years.



\$3 billion



Virginia Businesses Pay Too

Lack of adequate child care costs VA businesses over \$3.1 billion annually in reduced revenue and extra hiring costs. ⁶

Over a Third of our Children are Failing (2023)

Kindergarten Math Readiness



3rd Grade Reading Readiness



38% of children failed the kindergarten readiness test

35% failed the 3rd grade reading test. ¹