

EARLY CHILDCARE INITIATIVE FUND

Early
Childcare
Initiative
Fund



Salina Area United Way

Unite For Our Children



Childcare Shortage in Saline County:

- Up to 10 children are needing care in Saline County per childcare opening
- \$25,563 is the average annual income for childcare providers in Kansas, as of 2022 (\$12.29/hr.)
 - Living wage for one adult without children in Salina, Kansas is \$15/hr, according to the Salina Area Chamber of Commerce
- There are currently 101 childcare facility worker positions not meeting the living wage threshold
- Childcare in Saline County is a workforce recruitment and retention issue

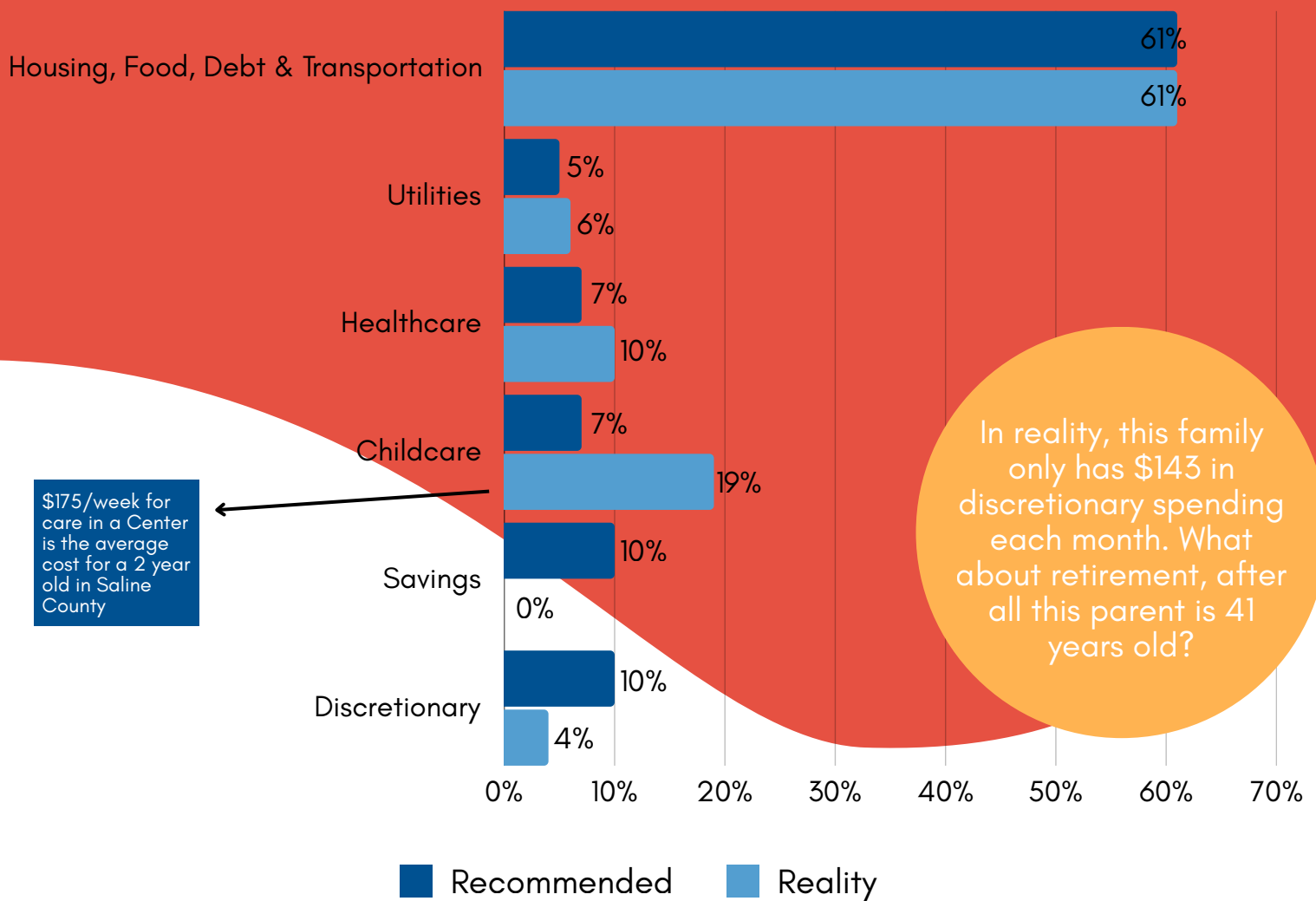


Quality childcare from birth to 5 years old is CRUCIAL in success later in life.

For more information on the fund visit:

www.unitedwaysalina.org

Parents Can't Afford to Pay for Childcare



Sources: taxfoundation.org, *Childcare Aware of Kansas*

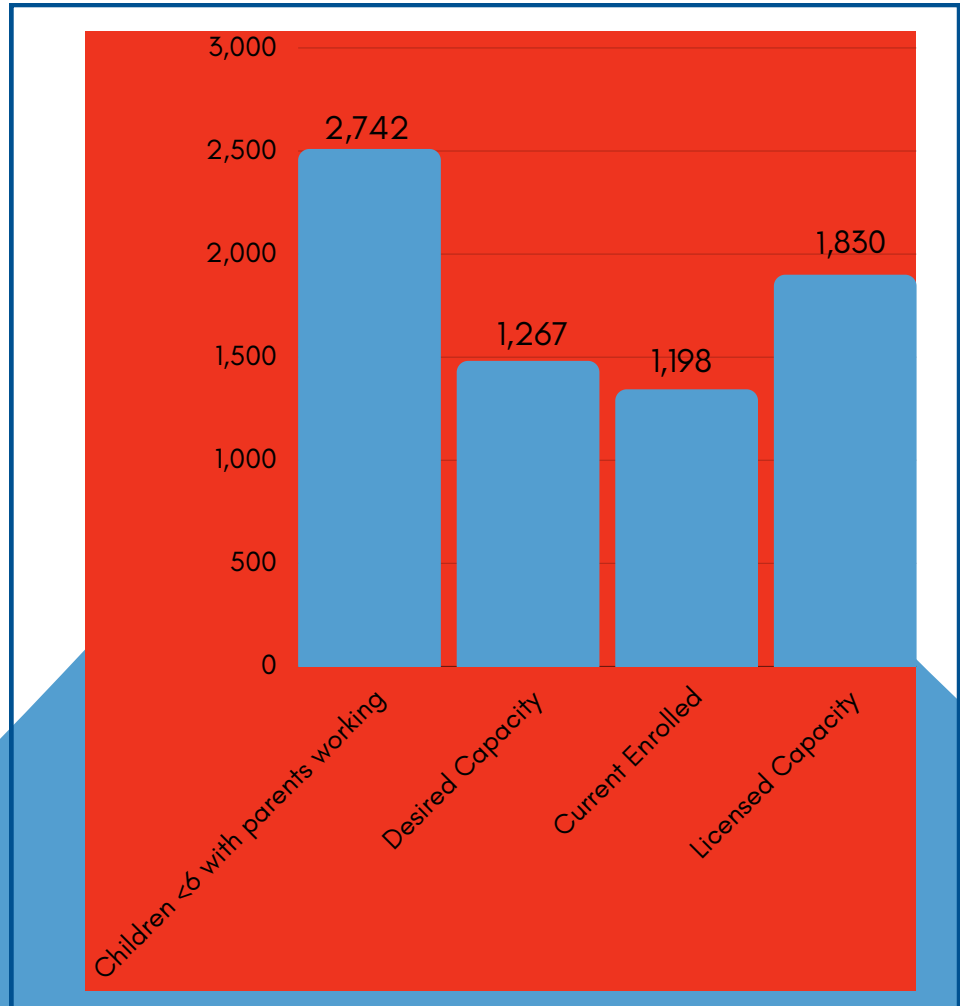
Childcare is too expensive

Above is a comparison of a **recommended** budget and **reality** for a 41-year-old, single parent with one child under the age of 2 to live in Saline County. It's a very different family budget when considering the high cost of childcare, healthcare and elevated utility expenses with aging local housing options. According to the Kansas Department of Labor, the median income in Saline County is \$55,175. All estimates were figured using a single parent in a 22% tax bracket with a take home income of about \$43,036.

The Childcare Crisis

In the last 10 years, Saline County has lost 68 childcare businesses.

Staffing issues continue to contribute to the childcare crisis we are currently facing. For instance, there are 18 staff vacancies in Saline County non-profit centers-- meaning fewer kids are able to attend those centers. According to ChildcareAware.org, Saline County has 2,742 children, under 6, who reside in a home where all parents are working, with 1,198 children currently enrolled. That is only 46% of children that are in need of care. At full licensed capacity, 1,830 children would be enrolled (67% of the need); however, most childcare businesses won't operate at licensed capacity. Their desired capacity would meet 46% of the childcare need, with 1,267 children enrolled (see detailed graph).



Source: Childcare Aware of Kansas

Early Childhood Teachers Can't Afford to Stay

The first step in the childcare initiative is to increase wages across our existing centers in Salina. Centers in the community are currently paying childcare staff at poverty level wage, which is why multiple rooms at existing centers are closed. Wages will be increased to the living wage, which has been found by the Salina Area Chamber of Commerce to be \$15 an hour. Nonprofit centers will have the ability, once funds are raised, to apply for sustainability grants to combat the existing wage gap. Wages have been pinpointed as the number one critical piece as to why we're struggling to retain childcare workers and keep rooms open at centers. How can we expect to gain quality staff in local childcare centers at a poverty level wage?

Investing as a Community to Unite for our Children

The Plan For the Future

United Way has started the Early Childcare Initiative Fund that will support and provide grants to supplement the wage gap and additional slot growth, while supporting our current childcare workforce to earn a living wage of at least \$15/hr. The fund will also allow our community to open and expand new childcare centers based on the ever-changing Saline County childcare needs. We will also work diligently towards building an endowment of \$10 Million to support the Program for the future workforce.

Sponsor a Teacher!

Our Lead Teachers and Teachers' Assistants need your help. **On average**, our Lead Teachers currently earn about **\$4,000/year below living wages**; our Teachers' Assistants earn about **\$6,000/year below living wages**. We have a large number of Lead Teachers and Teachers' Assistants that need our help.

Now is the time to Unite for our Children and "Sponsor A Teacher". Your sponsorship will help to ensure that all of our childcare Lead Teachers and Teachers' Assistants earn a living wage. This will help get our centers fully staffed, with quality teachers, opening more childcare slots.

Yearly Sponsorship Needs:

\$182,000 per year to ensure all Lead Teachers make a living wage

\$279,000 per year to ensure all Teachers' Assistants make a living wage

Levels of Support:

-  **PLATINUM:** donate to sponsor **7 to 10 teachers**
(\$42,000-\$60,000 donation)
-  **GOLD:** donate to sponsor **4 to 6 teachers**
(\$24,000-\$36,000 donation)
-  **SILVER:** donate to sponsor **2 to 3 teachers**
(\$12,000-\$18,000 donation)
-  **BRONZE:** donate to sponsor **up to 1 teacher**
(\$1-\$6,000 donation)

**UNITE
FOR OUR
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