

When Children & Families Thrive, so do Businesses & Pennsylvania's Economy.

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How We Can Thrive

In today's economy, accessible, affordable, high-quality child care is critical infrastructure.

- Families need quality child care to work.
- Employers need quality child care to ensure their workforce needs are met.
- Children need high-quality care and early education to help prepare them for school and life success by supporting them during a critical period for brain development—prenatal to age five.
- Child care teachers and staff need fair, equitable compensation and benefits to ensure child care businesses are sustainable.

But right now, quality child care in Pennsylvania is cost prohibitive and hard to find, and it's forcing parents and caregivers to cut back on work, leave the workforce, or stop plans to advance their education.

\$3.47 billion

Employers, including child care businesses, are losing workers, which impacts our state economy. In fact, child care issues cost our state's businesses and economy \$3.47 billion annually in direct employer costs and tax revenue.

It's Time to Care About Care.

About Investments in Caring PA

Through Investments in Caring PA, an initiative of the Pennsylvania Early Learning Investment Commission (ELIC), we provide leadership, inspiration, expertise, and powerful data to engage employers, foster relationships, and encourage partnerships within the private sector and between the public and private sectors.

Through our online toolkit, we act as a hub for employers to access resources, tools, and technical assistance to increase private and public support, partnerships, and strategies that allow working parents to access affordable, quality child care.

Additionally, we encourage change by convening and building a unified voice of stakeholders for public and private investments and by recognizing employers that champion action to improve access to child care.

Our Vision

Through our combined efforts, we believe Pennsylvania will realize a robustly funded, quality child care and early learning system that:

- is accessible to every child,
- is affordable for every family,
- meets the needs of diverse families and communities,
- fairly and equitably compensates teachers and staff, and
- is defined by multiple supports, including employer benefits and policies and public and private-sector investments.

Learn More

Visit the Investments in Caring toolkit at investmentsincaringpa.com or email info@paearlylearning.com.



Are You Ready to Invest in Caring?

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Here are three steps you can take to engage with our Investments in Caring initiative and advocate for a robustly-funded, high-quality early care and learning system in PA.



1. **Add policies to your workplace** that support your employees' care needs. Use our online toolkit to determine what policies and practices have been proven to attract and retain workers while also supporting children and families.



In the toolkit, you'll find:



- data and resources to help you get started;



- a child care needs assessment;



- information you can share with families about their children's development;

- links to organizations across the state that can help you and your employees access quality care;

- and more!



2. **Help us identify employers and communities** for our case studies and Investments in Caring PA Awards! Each year, we celebrate employers who demonstrate excellent and innovative child care practices that support their working families. To share about an employer or initiative that may be eligible for a case study or award, email info@paearlylearning.com.



3. **Stay connected!** Sign up for our newsletter to stay up to date on the latest from the Early Learning Investments Commission and our Investments in Caring work.

