

# The State of Child Care in Kentucky

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Interim Joint Committee on Families and Children

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# About Kentucky Youth Advocates

*As the independent voice for Kentucky children, KYA advocates for policies that give children the best possible opportunities for a brighter future. Our vision is to make Kentucky the best place in America to be young.*



# The State of Child Care in Kentucky

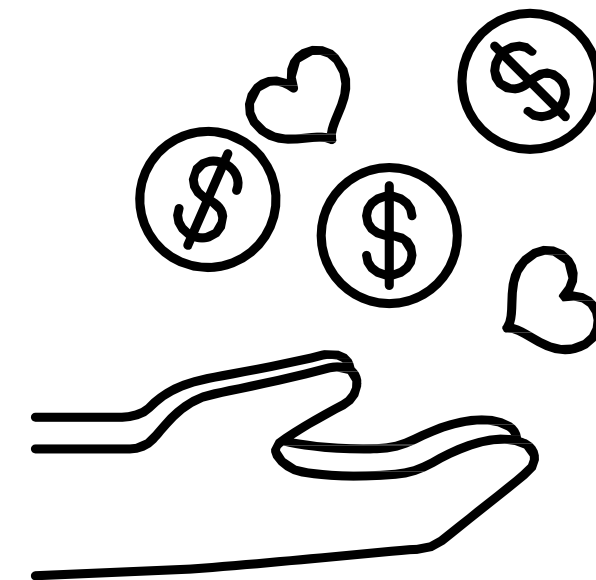
According to the child care field, major challenges still include:



**Child care workforce**



**Financial stability**



**Cost for families**

# Cost of Care Study



Center for Study of Child Care Employment (CSCCE) listed Kentucky as **one of 13 states** that pay child care employees at least **25%-30% below living wage.**

**UK Cost of Care Study 2024 reports the following average wages:**

- Director - \$41,808/yr or \$20.10/hr
- Education Coordinator - \$35,000/yr or \$16.83/hr
- Teacher - \$29,060/yr or \$13.97/hr
- Assistant Teacher - \$27,040/yr or \$13/hr

# Child Care Workforce



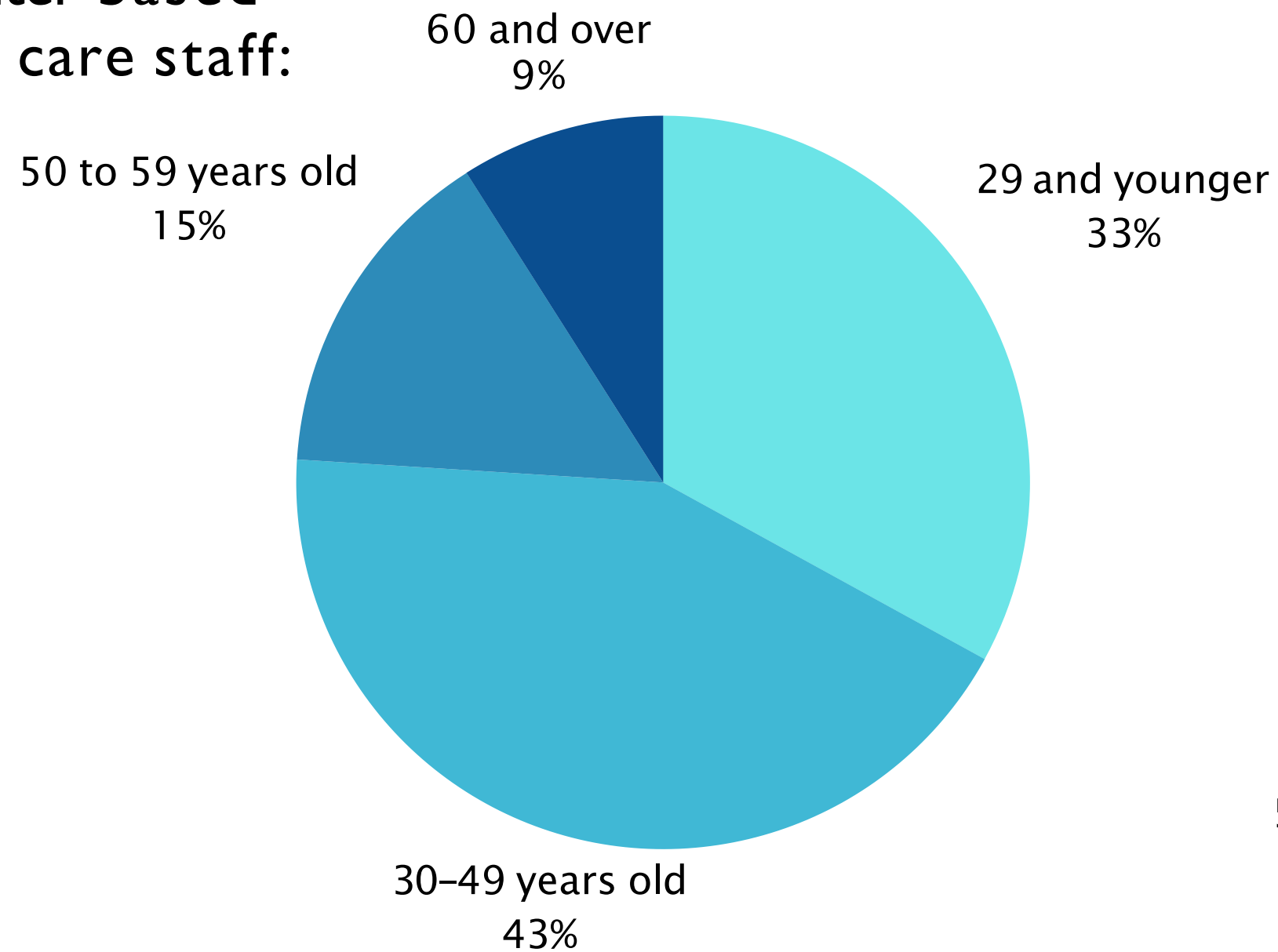
## **CSCCE rates child care workforce in each state based on 5 major criteria:**

- Teacher qualifications and education supports
- Work Environment - PTO, Paid Planning Time, Salary Schedule, Benefits
- Compensation & Financial Relief - Parity with Public School, Compensation Standards
- Workforce Data - Collect data on wages, benefits, diversity in work environment, transparency on wages
- Financial Resources - More funding than just CCDF, per child rate at least 50% of K-12 rate

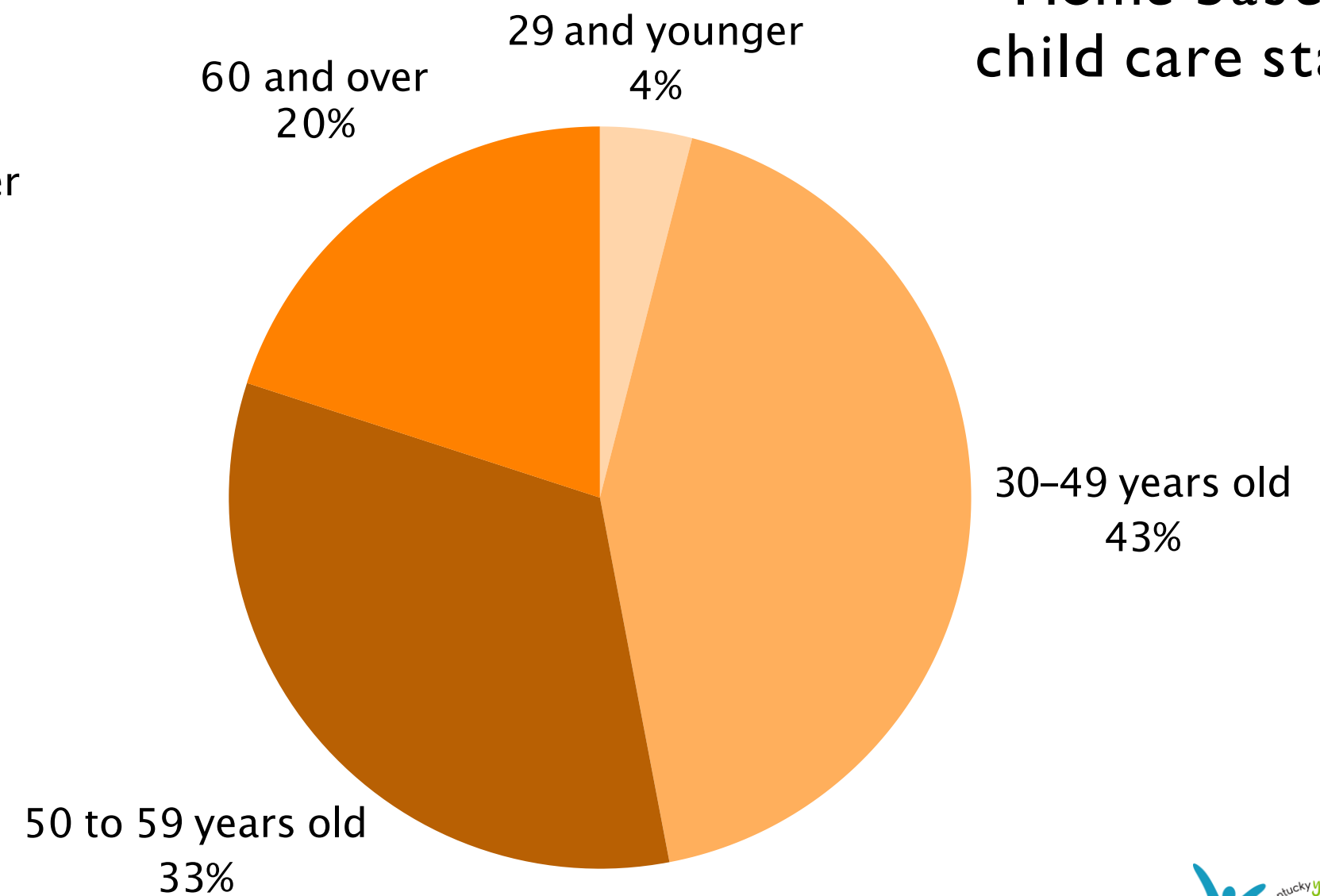
# Child Care Workforce Demographics

**98%** of child care workforce is women

Center-based  
child care staff:

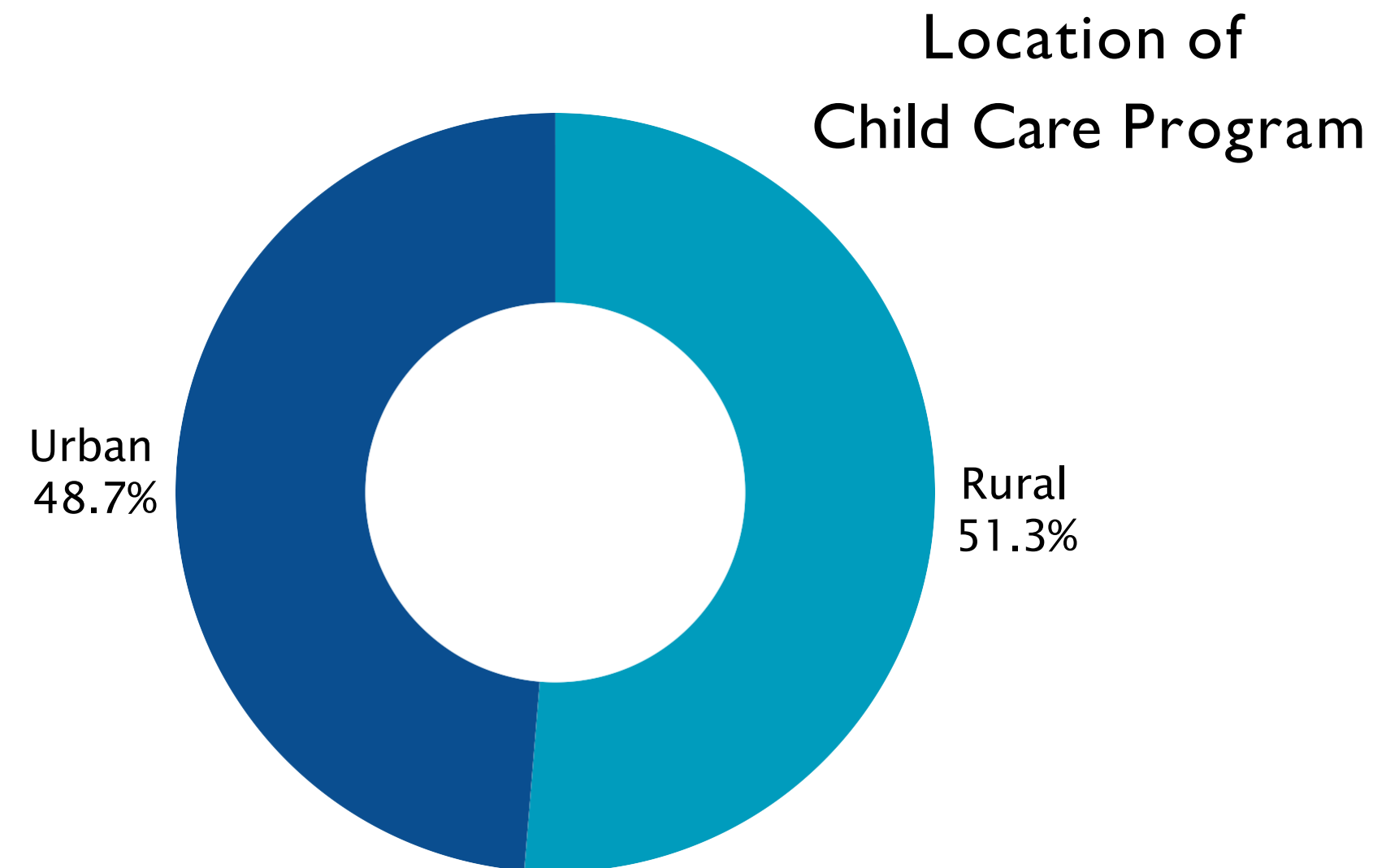
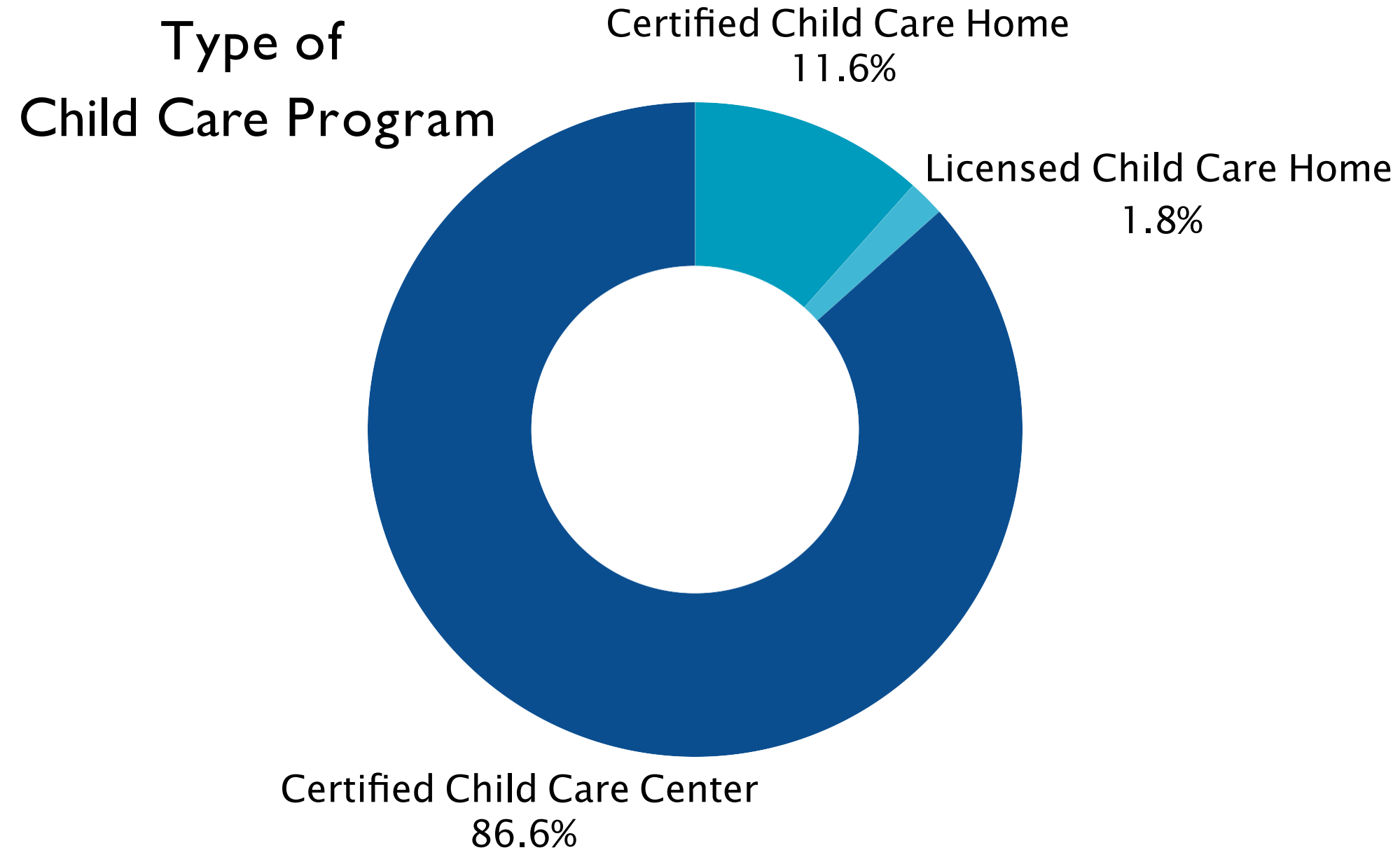


Home-based  
child care staff:



# Survey on Child Care Access: Directors

**439 child care program directors participated in the survey**

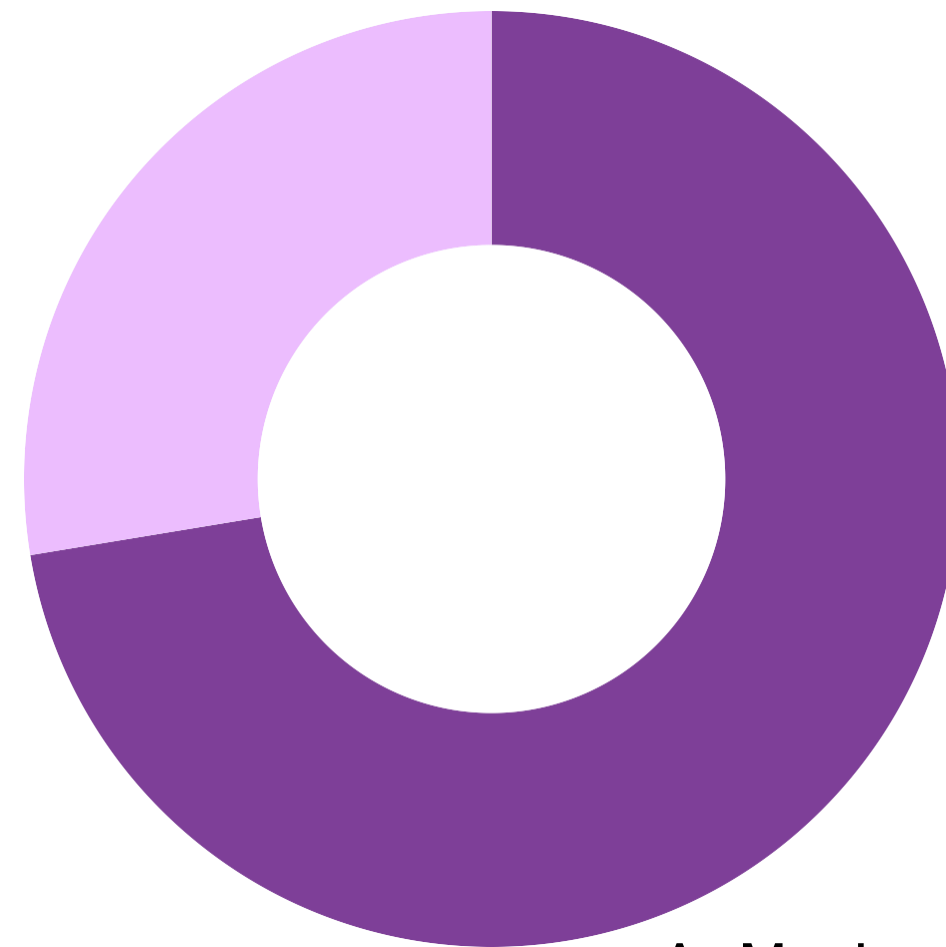


# Survey on Child Care Access: Directors



Does your program operate at the maximum adult-to-child ratio or do you lower the number of children that one staff member cares for?

Voluntarily lower the ratio  
27.6%



At Maximum adult-to-child ratio  
72.4%



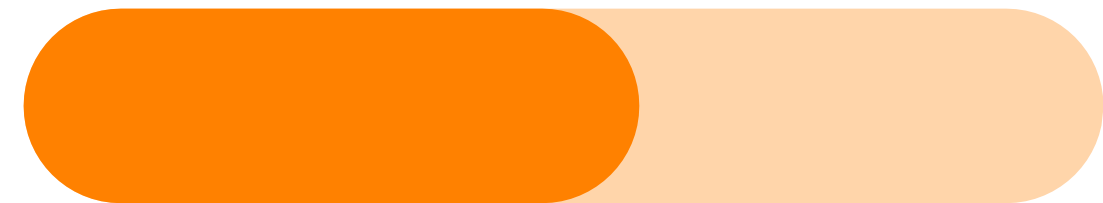
# Survey on Child Care Access: Directors

**439 child care program directors participated in the survey**

**70%** of programs have a waitlist



**57%** of programs are fully staffed



**75%** of programs have increased tuition



**57%** of programs had families withdraw due to tuition increase



# Survey on Child Care Access: Directors



Children are **expelled** from child care programs more than **3 times** the rate of K-12 schools.

**53.5%** of programs have expelled a student



# Survey on Child Care Access: Directors



Nearly **3 out of 4 directors** shared that if their program had

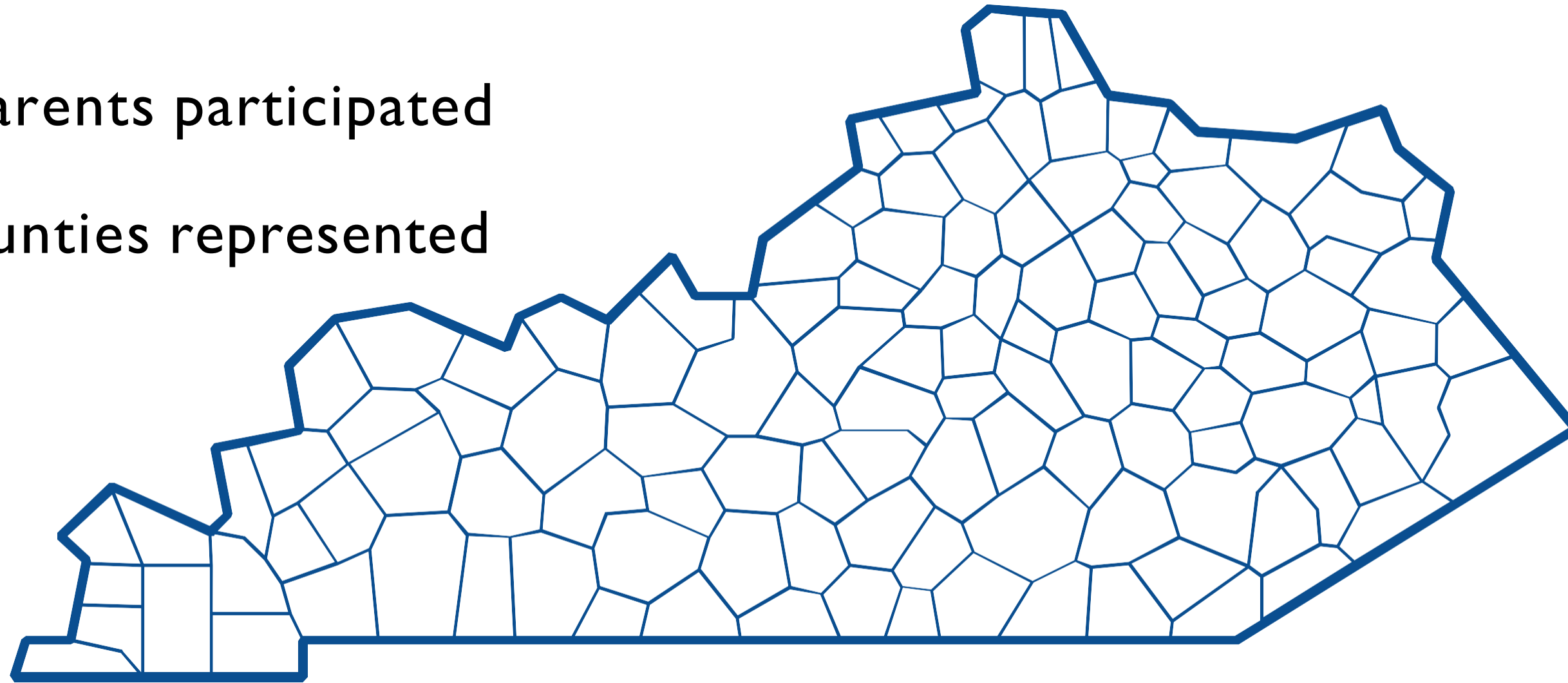
- ✓ **more staff**
- ✓ **more training**

they could **serve students with disabilities.**

# Survey on Child Care Access: Parents

**455** parents participated

**50** counties represented



**Nearly 1 in 4** of Kentucky parents in urban and rural communities were **actively looking for child care.**

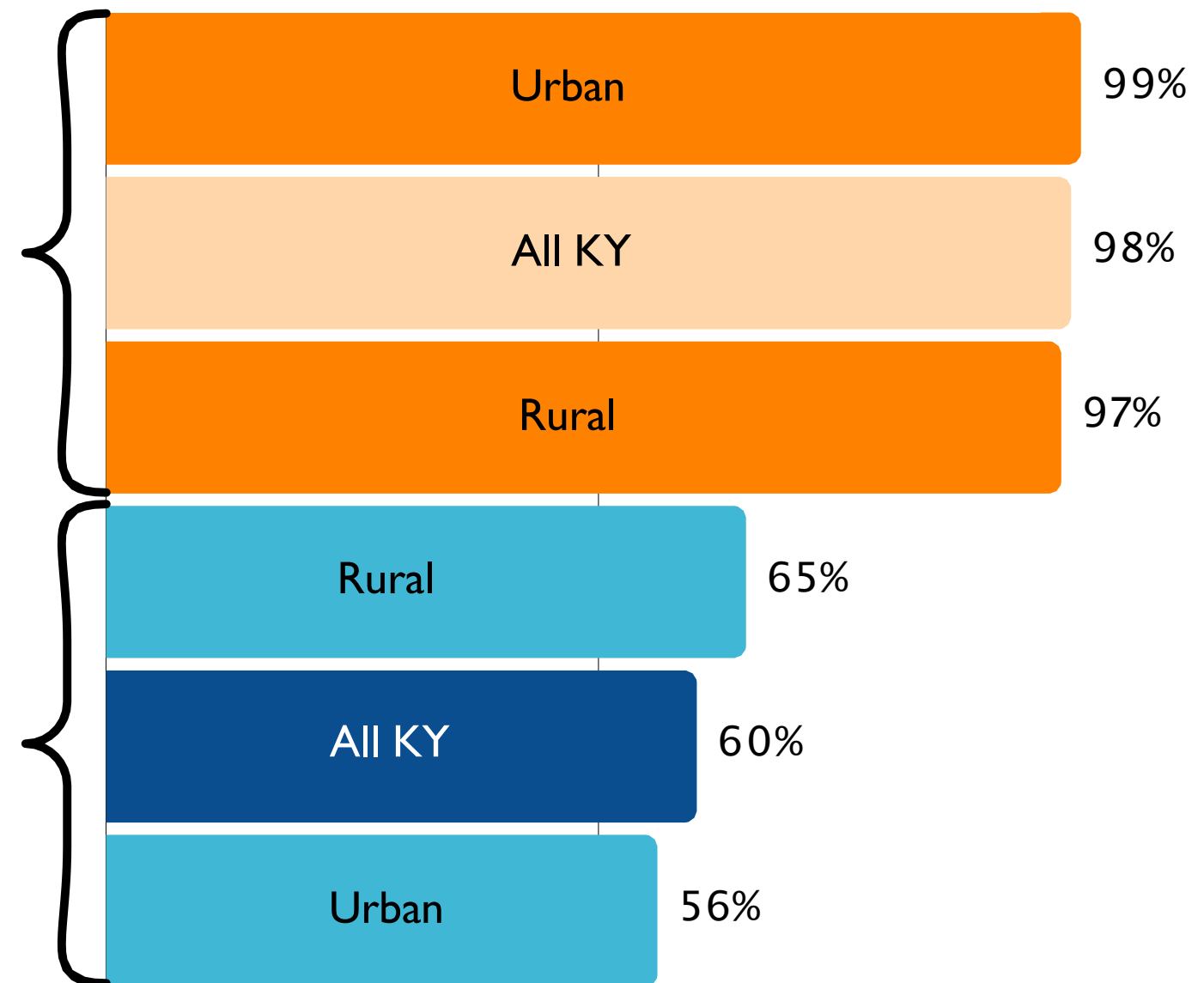
# Survey on Child Care Access: Parents



## Parents rely on child care to participate in the workforce.

Percentage of parents who need child care to work

Percentage of parents who had difficulty finding child care



# Survey on Child Care Access: Parents

**455 parents participated in the survey**

**46%** of parents **missed at least 3 days of work** due to lack of child care

**37%** of parents **reduced their work hours** due to child care concerns

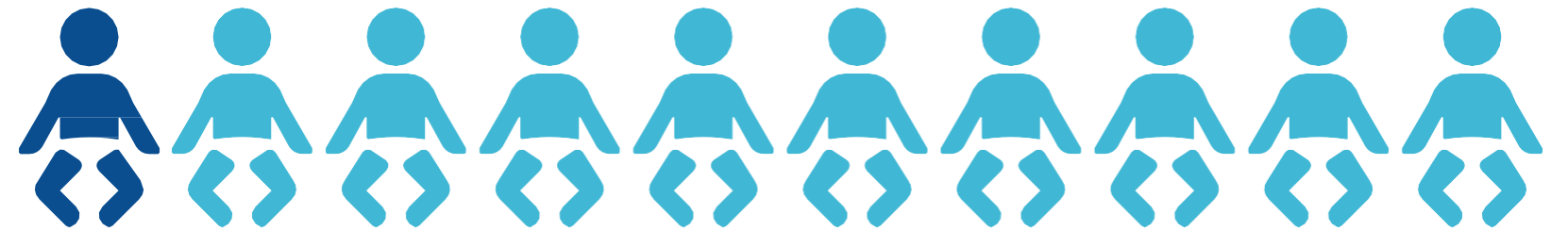
**30%** of parents have **temporarily left the workforce** due to child care concerns

# Survey on Child Care Access: Parents

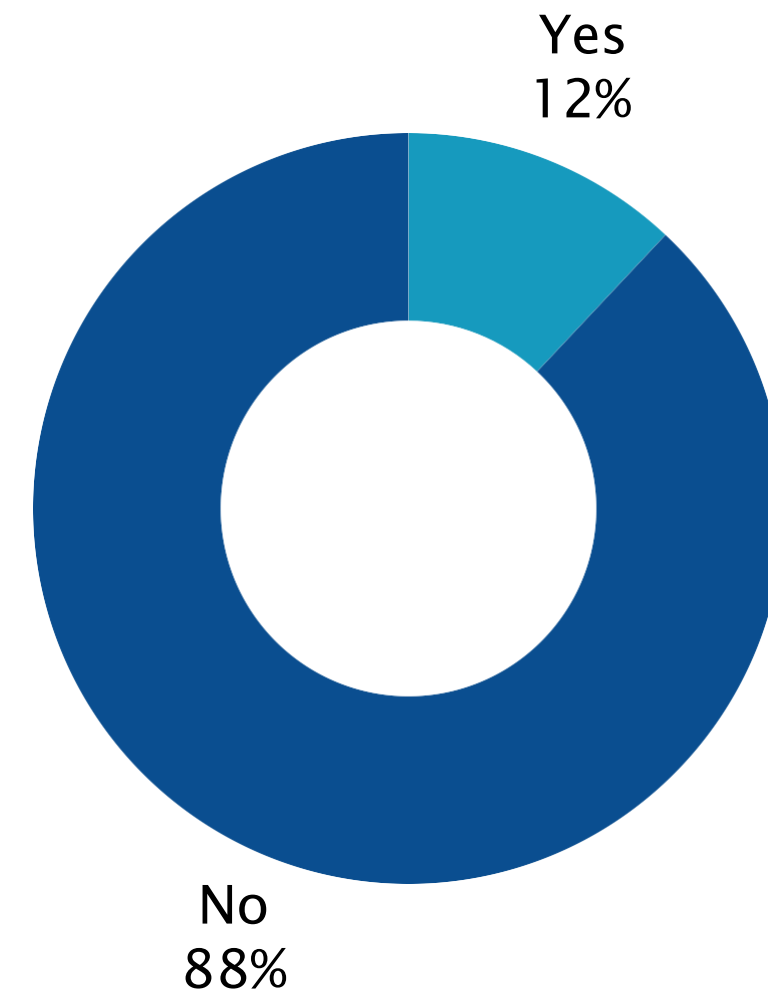


**455 parents**  
participated in  
the survey

**10% of parents** have a child with a disability



Does your child care program provide you with resources for your child with a disability?



# Survey on Child Care Access

## Child care program directors have shared:

“ Middle class families have withdrawn due to cost, but more affluent families have taken spots.

“ Finding staff has been more of a problem than enrollment.

“ Keeping staff, who are overwhelmed with classroom stress, has led to dismissing more children with behavioral concerns.



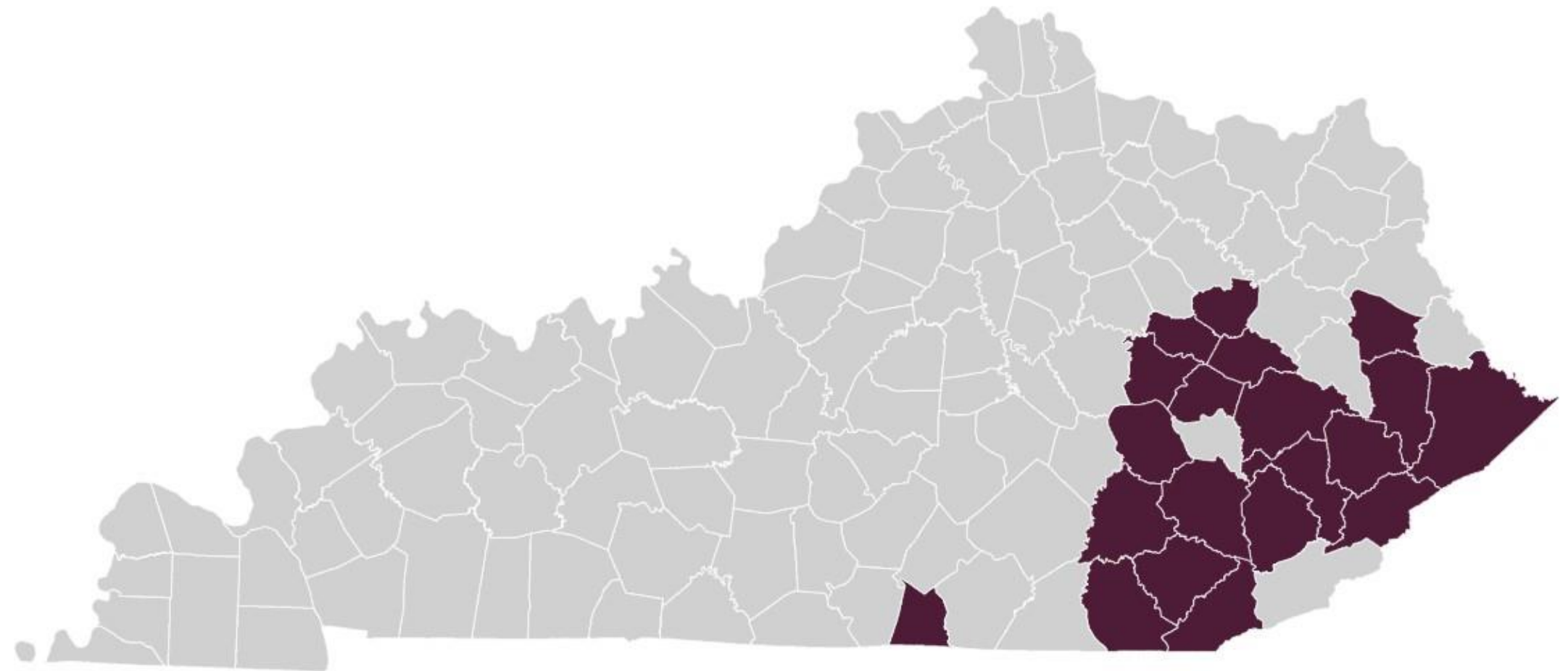


Foundation *for*  
**Appalachian  
Kentucky**

Kristin Collins  
Chief Executive Officer

## Our Community Affiliates

BREATHITT • CLINTON • FLOYD • JACKSON • JOHNSON • KNOTT • LESLIE • LETCHER • PERRY • PIKEVILLE • RED RIVER GORGE • UPPER CUMBERLAND



# Questions?

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[kyyouth.org](http://kyyouth.org)

