



Missouri Needs Wage Supplements to Attract and Retain High-Quality Educators



Wage supplement programs help close the gap

Average Pay

Wage Gap

\$28,090

Childcare workers

\$22,340 less than

Kindergarten teachers

\$33,870

Preschool teachers

\$16,560 less than

Kindergarten teachers

\$50,430

Kindergarten teachers



Low wages make it hard to recruit and retain high-quality childcare educators. In the last four years,

1,500 workers
left the childcare industry in Missouri.¹



How does a wage supplement work?

A wage supplement gives additional funding directly to **childcare educators**. Wage supplements allow childcare educators to go from striving to thriving without increasing the cost of early childhood education for families.

Wage supplement programs have been used across 15 states^{2,3}

98%

of educators that received a wage supplement said it helped with financial stress and **96% said it helped them feel more satisfied with their jobs.**⁴

Educators that do not receive a wage supplement are **over twice as likely to leave their job** as educators that do.⁵



¹ Federal Bank of St. Louis. (2021). Snapshot child care and Missouri's economy in 2021 [Fact sheet]. <https://www.stlouisfed.org>

² Child Care Services Association. (2022). State Investments in the Child Care Workforce. <https://www.childcareservices.org>

³ Alabama, Maine, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, North Carolina, Ohio, Rhode Island, South Carolina, Tennessee, Utah, Vermont and Wisconsin.

⁴ Child Care Services Association. (2023). Child Care WAGES® Program Statewide Final Report Fiscal Year 2022. <https://www.childcareservices.org>

⁵ Bassok, D., Doromal, J. B., Michie, M., & Wong, V. C. (2020). Reducing teacher turnover in early childhood settings: Findings from Virginia's PDG B-5 Recognition Program. University of Virginia. <http://www.see-partnerships.com>