

# Support SB 462 (Kolkhorst) & HB 3807 (Harris Davila) to Recruit and Retain More Texas Child Care Educators



The lack of available, qualified staff is reducing the overall supply of child care. When a child care program is understaffed, the program must serve fewer children, which means more parents are scrambling to find the care they need to go to work.

**A key barrier for child care educators is securing child care for their own children**  
*To reliably show up to work, child care educators must also be able to access care for their own children.*

**\$11/hr**

Avg pay for TX child care workers

**50%**

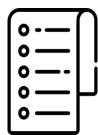
Non-management childcare workers are eligible for childcare assistance<sup>1</sup>

**>1/3**

Monthly income goes to childcare<sup>2</sup>

## Long Waitlists for the Child Care Services (CCS) Program

The Child Care Services (CCS) program, managed by the Texas Workforce Commission (TWC), provides financial aid (also known as scholarships) for families who meet work and income requirements to access high-quality child care. **Many eligible families, including child care educators, cannot access timely CCS scholarships due to the long waitlist.**



90,000+ families on the waitlist<sup>3</sup>



Wait times of 6 months to 2 years<sup>4</sup>

## Add Child Care Workers to the Priority List for Child Care Scholarships

Texas uses priority groups to award CCS scholarships to families most in need, including children of qualified veterans, teen parents, and children with disabilities.

**SB 462 would add children of child care educators to the priority list, creating a powerful multiplier effect. For each early educator who benefits from a child care scholarship in Texas, as many as 22 children under age six benefit from stable enrollment.<sup>5</sup>**

Many states, including Kentucky, Utah, Indiana, and Nebraska, have addressed their scholarship eligibility or state priority populations to ensure more child care educators can access care for their children. Through SB 462, Texas can ensure that eligible child care educators can more quickly access scholarships and go to work.

# Supporting Organizations

---



AUSTIN • DALLAS • EL PASO  
HOUSTON • SAN ANTONIO • WACO



Texas Association for the  
Education of Young Children



---

## References

1. What the Bluegrass State Can Teach Us About Increasing Access to Child Care (2023). Center for the Study of Child Care Employment. Retrieved at: <https://cscce.berkeley.edu/publications/brief/kentucky-model/>
2. Texas Continues to Face Child Care Accessibility Crisis (2024). UT News. Retrieved at: <https://news.utexas.edu/2024/03/20/texas-continues-to-face-child-care-accessibility-crisis/>
3. Child Care by the Numbers (2024). Texas Workforce Commission. Retrieved at: <https://www.twc.texas.gov/data-reports/child-care-numbers>
4. For Parents (2024). Workforce Solutions Capital Area. Retrieved at: <https://www.wfscapitalarea.com/our-services/childcare/for-parents/#waitlist>
5. Minimum Standards for Child-Care Centers, Division 2, Classroom Ratios and Group Sizes for Centers Licensed to Care for 13 or More Children (2024). Texas Health and Human Services.