

Offered by City Councilor Julia Mejia, Arroyo, Baker, Bok, Breadon, Campbell, Edwards,  
Essaibi-George, Flynn, Flaherty, O'Malley and Wu



**CITY OF BOSTON**  
**IN CITY COUNCIL**

**ORDER FOR A HEARING ON THE STATUS OF EARLY EDUCATION  
AND CHILDCARE WORKERS**

- WHEREAS,** During the COVID-19 pandemic, the childcare industry lost nearly 350,000 workers nationwide and as of September of 2021 are still 126,000 workers short, roughly 88% of its pre-pandemic levels; *and*
- WHEREAS,** Childcare workers have returned to work at far fewer rates compared to other industries, including restaurants that have rebounded to around 92% of pre-pandemic staffing levels; *and*
- WHEREAS,** The loss of childcare workers is not just a nationwide issue as Boston saw an 11% drop in the number of seats available for children since the end of 2017, and had permanently lost 13% of its licensed childcare programs that were open pre-pandemic, according to a study published by the Boston Opportunity Council; *and*
- WHEREAS,** There are many reasons why childcare workers are not returning to work, from inadequate pay to risk of exposure to COVID to poor benefits; *and*
- WHEREAS,** An article published by the Economic Policy Institute found that the median hourly wage for child care workers is \$10.31, 39.3 percent below the \$17.00 median hourly wage of workers in other occupations and that only around 15% of childcare workers receive health benefits; *and*
- WHEREAS,** According to the US Bureau of Labor Statistics, the average yearly salary for a childcare worker is just \$25,460, below the poverty line for a family of four; *and*
- WHEREAS,** Around 60% of all childcare workers have at least some college education, meaning that, in many cases, in addition to struggling to make ends meet, many childcare workers are also struggling to pay off student debt; *and*
- WHEREAS,** The loss of childcare workers impacts not only the childcare industry, but all industries as around 1.7 millions mothers across the country have not yet returned to the workforce in order to take care of their children; *and*

**WHEREAS,** It is important to explore this workforce development issue to find ways for the City to take action to ensure that every family has access to childcare and every childcare worker receives a livable wage. **NOW THEREFORE BE IT**

**ORDERED:** That the appropriate committee of the Boston City Council hold a hearing on the status of early education and childcare workers. Representatives from the City of Boston, including the Mayor's Office of Workforce Development, as well as advocates, including SEIU 509 Family Child Care Providers, and any other interested parties are encouraged to attend.

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