



CAPE COD YOUNG PROFESSIONALS

2024 CCYP Child Care Position

Written by the CCYP Civic & Community Engagement Committee; approved by the board December 18, 2024.

For working parents on Cape Cod—from business owners and entrepreneurs, to employees and staff—access to high-quality early childhood education and care is a critical need. Unfortunately, affordable early education and care remains a significant challenge.

Why? Early childhood education and care has been underfunded for decades. Chronic underfunding has led to an inadequate supply of programs. It has also translated into near-poverty wages and limited benefits for early educators. The early education and care profession is an increasingly difficult career choice. Staff—and potential staff—are making understandable financial decisions and opting out for unrelated jobs that pay more. As a result of fewer programs and fewer staff, local families are priced out.

Quick Facts

- In Massachusetts, the average monthly cost of center-based child care for an infant can meet or exceed the cost of a monthly mortgage or rent payment. According to the [Economic Policy Institute](#), Massachusetts is ranked 2nd in the nation for most expensive child care, with a statewide average of \$20,913 per year for one child.
- On the Cape, particularly in the summer, these costs can be higher still, with full-time summer care programs for school-age children costing as much as \$600 per week, per child.
- The majority of the Cape's early childhood education programs have a waitlist, creating an impossible situation for parents who work full-time jobs but cannot find a program for their child.
- In Massachusetts, the average pay for an early education provider is \$41,410.

The need for affordable high-quality child care options that provide working parents the capacity and confidence to participate in the year-round workforce is undeniable. CCYP supports local, state, and national policies that increase training, development, and funding support for early childhood education and care professionals; offer incentives and program models that increase provider options; and reduce or mitigate the high cost of care. Specifically:

1. CCYP is committed to working in coalition with regional, state, and national experts and advocates to mobilize around solutions that support working professionals and their families.
2. CCYP supports initiatives that increase salaries for early childhood educators, so providers can recruit and retain qualified staff and those who want to work in the early childhood education sector can do so sustainably.
3. CCYP urges towns to consider providing physical space for child care programs at an affordable rate as well as child care scholarships, year-round resident discounts, and/or public-private partnership solutions, all in an effort to diminish the cost burden for working families who need child care.
4. CCYP encourages local businesses to support their employees directly through employer-provided child care scholarships, on-site care providers, and other benefits that provide flexibility and support for working families.