Research shows that during the earliest years of a child’s life:

- 700 - 1,000 new neural connections form every second
- Genetics plus experiences shape the developing brain
- The foundation forms for future cognitive abilities
- Vocabulary at age 3 can predict 3rd Grade Reading Achievement

High Quality Programs Depend on a Quality Workforce
Low Wages Undermine Quality

Massachusetts Median Annual Workforce Earnings

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median Annual Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child Care Teachers</td>
<td>$24,980</td>
</tr>
<tr>
<td>Preschool Teachers</td>
<td>$31,580</td>
</tr>
<tr>
<td>Head Start Teachers</td>
<td>$28,078</td>
</tr>
<tr>
<td>Special Education Preschool Teachers</td>
<td>$55,860</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$67,170</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$71,240</td>
</tr>
</tbody>
</table>

*Supplemental Nutrition Assistance Program (SNAP) eligibility for a family of three: $26,124

Massachusetts Demographics

- **435,831** Children Under Age 6
- **142,175** Children Under Age 6 Below 200% of Poverty
- **70.8%** Children Under Age 6 Living in Households with All Parents Working
- **37.8%** Families Led by a Single Mother with Children Under Age 5 Living in Poverty
- **17%** Children Under Age 5 Living in Poverty

Massachusetts Median Annual Wages for Other Occupations

- **Parking Lot Attendants**: $22,980
- **Manicurist & Pedicurist**: $22,990
- **Word Processors/Typists**: $41,140
- **Nurses**: $83,950

*Annual wages are from the Bureau of Labor Statistics (May 2015). MA parking lot attendants data was not available for 2015; 2014 BLS wage data is reflected instead.