
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1110 Session of
2024

INTRODUCED BY STEFANO, CULVER, PENNYCUICK, J. WARD, SCHWANK,
AUMENT, MILLER AND BROWN, APRIL 2, 2024

REFERRED TO HEALTH AND HUMAN SERVICES, APRIL 2, 2024

AN ACT

1 Establishing the Child-Care Workforce Commission; and providing
2 for duties of the Child-Care Workforce Commission, for public
3 portal and Internet website of the Child-Care Workforce
4 Commission and for annual child-care workforce report.

5 The General Assembly of the Commonwealth of Pennsylvania
6 hereby enacts as follows:

7 Section 1. Short title.

8 This act shall be known and may be cited as the Child-Care
9 Workforce Report and Commission Act.

10 Section 2. Declaration of purpose.

11 The General Assembly finds and declares that there is a need
12 to collect and analyze reliable, consistent and transparent data
13 about the child-care workforce in this Commonwealth, including
14 the size of the child-care workforce and the level of education
15 and credentials, race, ethnicity, gender, length of service and
16 compensation of the child-care workforce.

17 Section 3. Definitions.

18 The following words and phrases when used in this act shall
19 have the meanings given to them in this section unless the

1 context clearly indicates otherwise:

2 "Child care." The supervision of children who are younger
3 than 16 years of age and who are away from the home, which is
4 provided in lieu of parental supervision for part of the 24-hour
5 day. The term does not include the supervision of children
6 provided in a place of worship during religious services or by a
7 social service organization.

8 "Child-care center." The premises certified by the
9 department where care is provided at any one time for seven or
10 more children unrelated to the operator of the premises.

11 "Child-care employee." An individual who provides child-care
12 in a family child-care home or child-care center.

13 "Child-care workforce." Child-care employees and child-care
14 providers.

15 "Commission." The Child-Care Workforce Commission
16 established under section 4.

17 "Department." The Department of Human Services of the
18 Commonwealth.

19 "Family child-care home." A residential facility where
20 child-care is provided by the occupier of the premises to no
21 less than four children and no more than six children at any one
22 time who are not relatives of the provider.

23 "Institution of higher education." Any of the following:

24 (1) A community college operating under Article XIX-A of
25 the act of March 10, 1949 (P.L.30, No.14), known as the
26 Public School Code of 1949.

27 (2) A university within the State System of Higher
28 Education.

29 (3) The Pennsylvania State University, the University of
30 Pittsburgh, Temple University, Lincoln University or any

1 other institution designated as State-related by the
2 Commonwealth.

3 (4) A college established under Article XIX-G of the
4 Public School Code of 1949.

5 (5) An institution of higher education located in and
6 incorporated or chartered by the Commonwealth and entitled to
7 confer degrees as specified in 24 Pa.C.S. § 6505 (relating to
8 power to confer degrees) and as provided for by the standards
9 and qualifications prescribed by the State Board of Education
10 under 24 Pa.C.S. Ch. 65 (relating to private colleges,
11 universities and seminaries).

12 "Office." The Office of Child Development and Early Learning
13 within the department and the Department of Education.

14 "Registry." The Pennsylvania Professional Development
15 Registry maintained by the office.

16 "STAR level." The numeric indicator assigned by the office
17 for each child-care center in accordance with Pennsylvania's
18 quality rating improvement system.

19 Section 4. Establishment of commission.

20 The Child-Care Workforce Commission is established within the
21 department. The department shall provide administrative support,
22 meeting space and any other administrative assistance required
23 by the commission in the conduct of the commission's work.

24 Section 5. Duties of commission.

25 (a) Review and analysis.--The commission shall review and
26 analyze child-care workforce data for the purpose of issuing
27 recommendations based on the data in the report under section
28 9(a).

29 (b) Additional duties.--For the purposes of this act, the
30 commission may engage in any of the following:

1 (1) Review, make findings and offer recommendations
2 related to the child-care workforce in this Commonwealth.

3 (2) Conduct meetings in accordance with the requirements
4 under section 7.

5 (3) Solicit and collect written comments via the
6 publicly accessible Internet website under section 8(a).

7 (4) Share reports, meeting minutes, testimony and other
8 meeting-related documents and meeting schedules via the
9 publicly accessible Internet website under section 8(a).

10 Section 6. Composition of commission.

11 (a) Composition.--The commission shall consist of the
12 following members:

13 (1) The secretary of the department or the secretary's
14 designee.

15 (2) The deputy secretary of the office or the deputy
16 secretary's designee.

17 (3) The Secretary of Education or the secretary's
18 designee.

19 (4) The Secretary of Labor and Industry or the
20 secretary's designee.

21 (5) One member appointed by the President pro tempore of
22 the Senate.

23 (6) One member appointed by the Speaker of the House of
24 Representatives.

25 (7) One member appointed by the Minority Leader of the
26 Senate.

27 (8) One member appointed by the Minority Leader of the
28 House of Representatives.

29 (9) Nine individuals appointed by the Governor within 60
30 days of the effective date of this paragraph and confirmed by

1 the Senate, including all of the following:

2 (i) One individual representing an owner or operator
3 of a child-care center with multiple locations.

4 (ii) One individual representing an owner or
5 operator of a child-care center with a single location.

6 (iii) One individual representing a nonprofit
7 professional association of child-care employees.

8 (iv) One individual representing a nonprofit
9 organization experienced in the analysis of economic and
10 labor data.

11 (v) One individual who is a child-care employee.

12 (vi) One individual who provides child-care in a
13 family child-care home.

14 (vii) One individual who teaches early childhood
15 education in an institution of higher education.

16 (viii) One parent of a child who receives child-
17 care.

18 (ix) One individual representing an organization
19 that represents child-care providers.

20 (b) Chairperson.--The Governor shall appoint a member to
21 serve as chairperson of the commission.

22 (c) Consideration of appointees.--In making the appointments
23 to the commission, the Governor shall consider and appoint
24 individuals who meet any of the following criteria:

25 (1) Are members of communities that have been
26 historically underrepresented and underserved by, or subject
27 to discrimination in, Federal and State policies and
28 programs.

29 (2) Have a knowledge of the challenges facing low-
30 income, moderate-income and historically underrepresented or

1 underserved populations.

2 (3) Are active in programs or organizations that create
3 and improve opportunities for low-income, moderate-income and
4 historically underrepresented or underserved populations.

5 (d) Terms of office.--Members of the commission shall serve
6 terms as follows:

7 (1) Members of the commission appointed under subsection
8 (a) (1), (2), (3), (4), (5), (6), (7) and (8) shall serve a
9 term consistent with their offices or the offices of the
10 members of the General Assembly who appointed the members.

11 (2) Members of the commission appointed under subsection
12 (a) (9) shall serve terms as follows:

13 (i) For the initial appointment, five members shall
14 serve a four-year term and four members shall serve a
15 three-year term.

16 (ii) For subsequent appointments, members shall
17 serve a three-year term.

18 (iii) Except for the five members serving a four-
19 year term under subparagraph (i), members appointed under
20 subsection (a) (9) may not serve more than two three-year
21 terms.

22 Section 7. Meetings and compensation of commission.

23 (a) Conduct of meetings.--The commission shall conduct each
24 meeting of the commission in accordance with 65 Pa.C.S. § 704
25 (relating to open meetings). The commission shall live stream
26 each meeting or hearing of the commission.

27 (b) Initial meeting.--The commission shall conduct an
28 initial meeting no later than 60 days after the appointment of
29 all members of the commission under section 6(a).

30 (c) Frequency of meetings.--

1 (1) The commission shall conduct at least four meetings
2 annually.

3 (2) In addition to regularly scheduled meetings under
4 paragraph (1), the commission may conduct additional meetings
5 as requested by a simple majority of the members of the
6 commission or subject to the call of the chairperson.

7 (d) Notice of meetings.--The commission shall provide notice
8 of each meeting of the commission in accordance with 65 Pa.C.S.
9 § 709 (relating to public notice) and post the notice on the
10 publicly accessible Internet website under section 8(a).

11 (e) Public hearings.--

12 (1) The commission shall conduct three public hearings
13 no later than 180 days from the date of the initial meeting
14 under subsection (b).

15 (2) The commission and office shall develop a system for
16 receiving written comments from the public, including through
17 all electronic mail formats and on a public comment portal on
18 the publicly accessible Internet website under section 8(a).
19 The commission shall review comments submitted during each
20 meeting of the commission and give equal consideration to in-
21 person testimony.

22 (3) The commission may request data from the registry
23 and the Department of Labor and Industry for the purpose of
24 providing guidance, preparing reports and making
25 recommendations to the office, department, the General
26 Assembly and the Governor.

27 (f) Compensation and expenses.--Members of the commission
28 shall not receive a salary or per diem allowance for serving on
29 the commission, but shall be reimbursed for actual and necessary
30 expenses, including the cost of travel, incurred in the

1 performance of their duties.

2 Section 8. Public portal and Internet website of commission.

3 (a) Establishment.--The office shall establish a publicly
4 accessible Internet website for use by the commission.

5 (b) Contents of website.--The website shall include the
6 following:

7 (1) The annual child-care workforce report under section
8 9(a).

9 (2) A public comment portal that is able to facilitate
10 real-time written comments during each meeting or hearing of
11 the commission.

12 (3) A hyperlink to the registry.

13 (4) Access to each meeting or hearing of the commission.

14 (5) A video archive of each meeting or hearing of the
15 commission.

16 (6) The agendas, minutes, testimony, reports and any
17 other documentation of each meeting or hearing of the
18 commission that is not exempt from public access under
19 section 708 of the act of February 14, 2008 (P.L.6, No.3),
20 known as the Right-to-Know Law.

21 (7) Notice of each meeting or hearing of the commission.

22 (8) The names and affiliations of the members of the
23 commission.

24 Section 9. Annual child-care workforce report.

25 (a) Report.--The office, in collaboration with the
26 Department of Labor and Industry, shall compile data that has
27 been collected under subsection (d) to prepare an annual child-
28 care workforce report. The office, in collaboration with the
29 Department of Labor and Industry, shall present the data in the
30 report under paragraphs (1), (2), (3) and (4) by county, by

1 labor market area and by STAR level and the age of children
2 receiving child-care. The report shall include all of the
3 following data:

4 (1) Descriptive child-care workforce data, including
5 gender, race, ethnicity, education and other professional
6 credentials.

7 (2) The minimum, maximum and average yearly salary for
8 child-care employees by gender, race, ethnicity, education
9 and other professional credentials as delineated by job
10 title.

11 (3) The minimum, maximum and average length of
12 employment for child-care employees with a specific child-
13 care provider.

14 (4) Benefits data, including the percentage of the
15 child-care employees that receive employer-provided health
16 insurance, retirement benefits, sign-on bonuses, retention
17 bonuses and performance-related bonuses to the extent that
18 this data is available and as delineated by job title.

19 (5) Any observed changes or trends in the data in the
20 report over a period of time, if data for the prior year is
21 available.

22 (6) A summary of the generalized findings of the report,
23 including the sample size obtained in the data in the report.

24 (b) Public accessibility.--The office shall release the
25 initial report under subsection (a) within six months of the
26 effective date of this subsection and release and update the
27 report no later than each October 31 thereafter. The office
28 shall ensure that the report and each update to the report is
29 posted on the publicly accessible Internet websites for the
30 commission under section 8(a), the office, the department and

1 the Department of Education.

2 (c) Recipients of report.--The office shall provide copies
3 of the report under subsection (a) to the following:

4 (1) The Governor.

5 (2) The Aging and Youth Committee of the Senate.

6 (3) The Children and Youth Committee of the House of
7 Representatives.

8 (4) The Education Committee of the Senate.

9 (5) The Education Committee of the House of
10 Representatives.

11 (6) The Health and Human Services Committee of the
12 Senate.

13 (7) The Human Services Committee of the House of
14 Representatives.

15 (8) The Labor and Industry Committee of the Senate.

16 (9) The Labor and Industry Committee of the House of
17 Representatives.

18 (10) Any other standing committee of the General
19 Assembly deemed necessary to implement the commission's
20 recommendations made in the report under subsection (a).

21 (d) Collection of data.--The office shall annually collect a
22 sample of the following data from the child-care workforce via
23 the registry for the report under subsection (a):

24 (1) The demographic data of each child-care employee,
25 including age, ethnicity, race and gender.

26 (2) The professional trainings completed by each child-
27 care employee.

28 (3) The academic credentials held by each child-care
29 employee.

30 (4) The compensation, including salary and benefits, of

1 each child-care employee.

2 (5) The job title of each child-care employee.

3 (6) The age of children being served by each child-care
4 employee.

5 (7) The name of each child-care provider or child-care
6 provider number.

7 (8) Any other data the office deems necessary to
8 complete the report under subsection (a).

9 Section 10. Effective date.

10 This act shall take effect in 30 days.