

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Education.

HB22-1010 be amended as follows:

1 Amend printed bill, page 2, after line 1 insert:

2 "SECTION 1. **Legislative declaration.** (1) The general assembly
3 hereby finds and declares that:

4 (a) Demand for early childhood educators and directors is
5 expected to increase by nearly twenty-five percent over the next ten years,
6 a rate that is even faster anticipated growth than for kindergarten through
7 twelfth grade educators, and the growth rates for early childhood
8 professionals are high everywhere, but are double in rural counties
9 compared to urban counties and highest in frontier counties;

10 (b) The early care and education sector is comprised almost
11 exclusively of women, forty percent of whom are people of color, and
12 failure to invest in this profession undermines the economic opportunity
13 of early educators and their ability to support the education of the children
14 in their classroom;

15 (c) These educators represent the most racially diverse sector of
16 the teaching workforce, compared to kindergarten through twelfth grade
17 and postsecondary education, but early educators are among the
18 lowest-paid professionals in every state, including Colorado;

19 (d) On average, early childhood educators earn less than half of
20 the salary of kindergarten teachers and over one-third report receiving
21 subsidies from public assistance programs to make ends meet;

22 (e) Low pay and instability in the early childhood sector contribute
23 to high turnover rates with half of all early childhood education
24 professionals changing jobs within three years;

25 (f) The COVID-19 pandemic has exacerbated the challenges
26 facing the recruitment, retention, and professional development of the
27 early childhood workforce at a time when the need for access to early care
28 and education is acute for working families, and women in particular, to
29 be able to enter the workforce; and

30 (g) Investments in the early care and education workforce have a
31 significant return on investment with every dollar invested in the early
32 care and education sector resulting in two dollars and twenty-seven cents
33 in output in the state economy and every job created in the early care and
34 education sector resulting in an additional nearly one and one-half new
35 jobs in the state economy.

36 (2) Now, therefore, the general assembly declares that supporting
37 the early childhood workforce with a targeted tax credit can support
38 stability in the industry and, in turn, support working families, child
39 development, and economic growth."

40 Renumber succeeding sections accordingly.

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