## Symptoms



The lack of child care openings has led to lots of parents – mostly women – being unable to return to the workforce and/or come to work, negatively impacting local businesses and economic recovery.



Can't expand child care slots to meet regional demand because not enough workforce – most child care settings are at 70% capacity due to staffing shortages.<sup>5</sup>

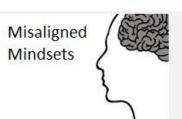
## Problem



Most of the child care workforce is paid poverty level wages – often with limited or no benefits – due to a gap between market rate and high operational costs of child care. In a recent survey, 80% of child care providers said compensation was the #1 recruitment and retention problem.<sup>5</sup>



## **Root Causes**





Lack of long-term, cross-sector investment into child care as critical community infrastructure in addition to making child care more affordable for families.

Driven by mindsets that devalue the child care workforce and short-term solutions that distract attention away from long-term goals and policies.



Lack of investment in child care as critical community infrastructure

Most small child care settings are not financially sustainable without reimagined business model<sup>6</sup>

Small child care setting business model

