

Symptoms



- 1 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.



WE'RE
HIRING

- 2 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.⁵

Problem



- 3 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.⁵



Root Causes

Misaligned
Mindsets



Short Term Solutions



- 4 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

- 5 Most small child care settings are not financially sustainable without reimagined business model⁶

Small child
care setting
business
model

