

Family-First Workforce:

How Child Care Affects Business Lawrence County

- ☑ Do you have problems recruiting and retaining employees?
- ☑ Are your employees unable to focus on their work?
- ☑ Do your employees want to work more hours, but can't?
- ☑ Is child care an answer?

I think affordability of quality child care continues to be an issue in the community. I think we need more quality child care in the community, as well as scholarships or similar for low-income children to attend them. -Employer

Lawrence County employers are losing an estimated \$12 million annually due to child care related costs.

Indiana's COST

Despite low unemployment rates, employers are not able to recruit and retain employees.



\$1.8 billion

in direct cost to employers



\$1.1 billion

lost in economic activity every year



\$118.8 million

lost in tax revenue

CURRENT Workforce Quick Facts

12,132

Total employed in Lawrence County

10,871

Live in Lawrence County, employed outside the county

6,690

Employed and live in Lawrence County

5,442

Employed in Lawrence County, live outside the county

2.8%

Unemployment rate

FUTURE Workforce Quick Facts

3,060

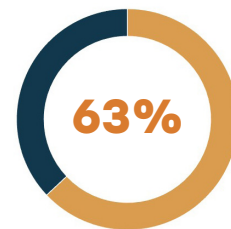
Young children, ages 0-5

122

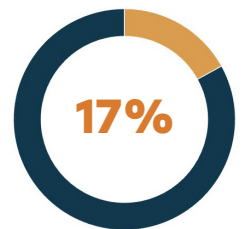
Enrolled in a high-quality rated program*

\$6,157

Annual cost of care per child



need care because all parents are working



enrolled in a known program that is licensed or registered with the state

ROI: Economists have found that high quality early childhood education offers one of the highest returns of any public investment – at least \$4 for every dollar spent.

* In Indiana, "high-quality" is defined as a program that is Level 3 or Level 4 in Paths to QUALITY™ (PTQ), or nationally accredited by a state approved accrediting body.

Early childhood education impacts the parents who are in our workforce NOW and creates a better workforce for the future!

- ☑ More reliable workforce
- ☑ More productive workforce

- ☑ More skilled workforce
- ☑ More earnings invested in economy and tax base



A key takeaway from a study Home Depot did on Employer-Supported Childcare found, “Childcare benefits should be seen as an investment in your workforce and bottom line, not a cost.”

Family-First Workforce Formula:



COLLABORATE

with employees and the community to develop a vision for change.



ASSESS

and understand the baseline needs within your organization around child care among your employees (conduct surveys, employee interviews, and/or focus group).



FACILITATE

and align internal stakeholders through a common agenda around how your organization can support family-friendly practices and access to child care resources.



CREATE

consistent communication and dedicated resources that assist your organization and employees around Family-First Workforce practices.

Solutions

- Set up (and invest in) Dependent Care Assistance Plans (DCAPs)
- Reserve Seats at local early childhood education programs for your employees
- Offer Tuition Scholarships
- Provide On-Site or Near-Site Program
- Invest in Community-Wide Efforts that Support Early Childhood Education



How Child Care Affects Us All