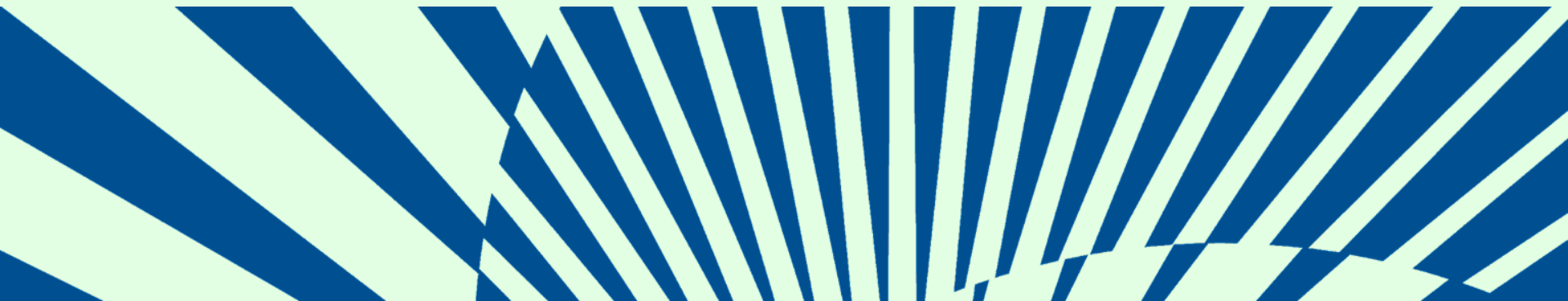


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# The Childcare Landscape

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# The Childcare Landscape: Challenges

## Access:

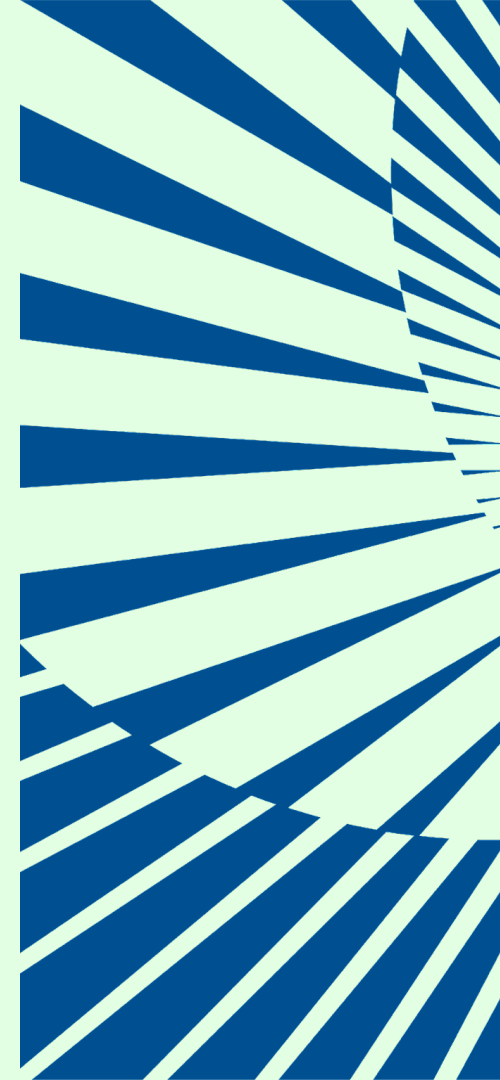
More than half of people in the U.S. live in a childcare desert.

## Affordability:

Childcare costs between **\$5,357 - \$17,171** annually.

## Quality:

When access and affordability make childcare out of reach, quality is sacrificed.



# Childcare Market Failures

Why not increase supply?

Staffing makes up **65-80%** of budgets for providers.

Tuition is often the only source of revenue.

Staff are paid low salaries, but raising tuition will  
price-out families.



# Result of Childcare Crisis: Untapped Potential

First round of reports: **\$479 million** to **\$3.4 billion** in lost economic potential due to childcare-related issues.

Second round showed the pandemic amplified losses. TX: **\$9.4 billion**.

Data shows: nation's childcare crisis has worsened, options are more limited, impacts workforce (especially women).



# Impact for Businesses

Recruitment and retention challenges (especially for women).

Productivity at workplace lower when childcare is unstable.

**62%** cited childcare as a factor for why they're seeing employees leave the workforce.

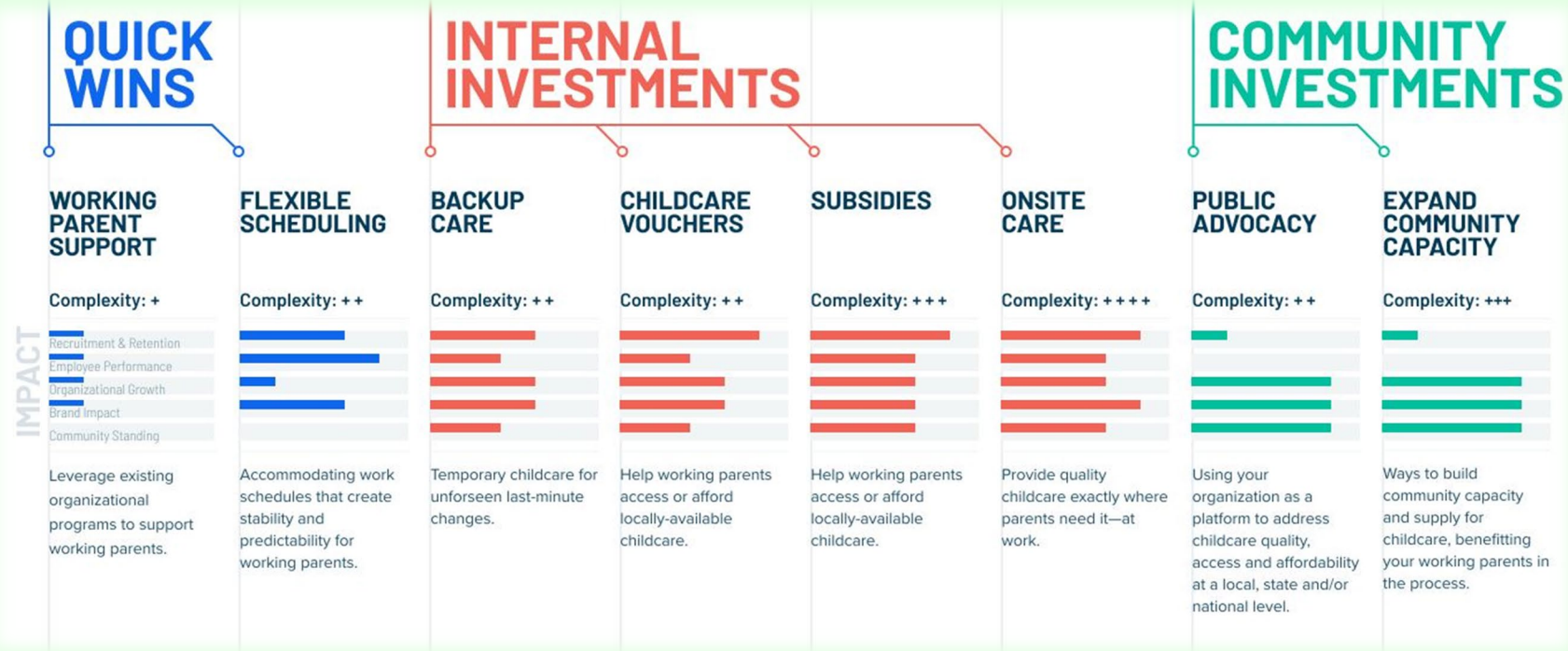
It costs **33%** of a worker's total compensation – including income and benefits – to replace them.



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# Employer Roadmap: Childcare Solutions for Working Parents



# Key Takeaways

Employers have a role to play in addressing childcare challenges.

The most effective childcare system will not be found in one-size-fits-all solution.

Hundreds of state and local Chambers have reached out and stepped up to find **flexible** and creative solutions that impact **access** , **affordability** , **quality** .

