

# Q: Why are business leaders from all around Ohio and the nation sounding the alarm about the child care crisis?

**THE WALL STREET JOURNAL.**

A Crisis Over Child Care Is Holding Back Companies and Blue-Collar Workers

**Forbes**

4 Ways Companies Should Respond To The Childcare Crisis

**OHIO CAPITAL JOURNAL**

High-quality child care is key to improving tomorrow's workforce in Ohio

**CBS NEWS**

As child care costs soar, more parents may have to exit the workforce

**Harvard Business Review**

Childcare Is a Business Issue

**TheUpshot**

With Pandemic Money Gone, Child Care Is an Industry on the Brink

**cleveland.com**

Ohio Chamber of Commerce: Child care

**OHIO CAPITAL JOURNAL**

High-quality child care is key to improving tomorrow's workforce in Ohio

**Inc.**

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**npr**

What To Do About Amer  
Child Care Crisis

**MarketWatch**

The rising cost of childcare is making life impossible for parents.

**The Columbus Dispatch**

Columbus parents are in need of child care. Here's how it is affecting the workforce

**PLANET MONEY**

Baby's first market failure

**AXIOS**

Child care benefits for worker effectively pay for themselves new study finds

**Business Review**

To Retain Women, U.S. Companies Need Better Childcare Policies

**Forbes**

4 Ways Companies Should Respond To The Childcare Crisis

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**Forbes**

**Dayton**  
Local, In-De

**MARKETPLACE**

A child care shortage is making it difficult for many mothers to return to full-time work

**CNN** politics

America's child care problem is about to get a lot worse. Here's why

**Dayton Daily News**

Local, In-Depth. Always updated.

Child care crisis' holds back children, parents, economy

**CNN BUSINESS**

It's still too hard to find a parent in Am

**The Washington Post**

Jobs Aplenty, but a Shortage of Care Keeps Many Women From Benefiting

Why The Child Care Crisis Is Actually An Economic Crisis

**New York Times**

revolutionizing America

**THE WALL STREET JOURNAL.**

Child Care Hasn't Recovered From Covid, Keeping Many Parents at Home

**A ECONOMIC REVIEW**

The Hidden Barrier to

**COLUMBUS BUSINESS FIRST**

Child care benefits at work: Employers are increasingly offering resources to parents with daycare needs

tral Ohio's ongoing child care crisis poses bevy of workforce challenges, poll shows

**AP Associated Press**

More Republicans back spending on child care, saying it's an economic issue

**MARKETPLACE**

Child care is a challenge for the many parents with unpredictable work hours

**The Washington Post**

A child-care center isn't yet open. The waitlist already nears 1,500.

**cleveland.com**

Ohio Chamber of Commerce: Child care

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# A: Because Ohio's businesses need a reliable, growing, & diverse workforce to succeed and businesses simply can't get it.

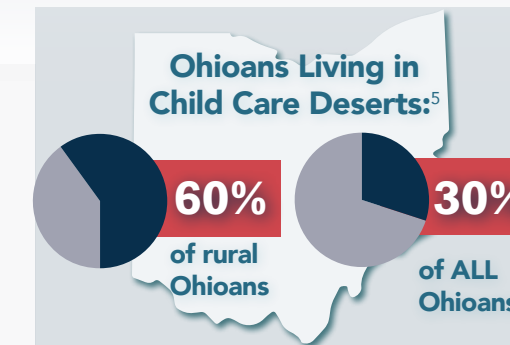
**The lack of quality, affordable child care is contributing to Ohio's workforce shortage.**



**The child care crisis significantly hampers workforce recruitment and retention**, particularly for Ohio's small businesses. Nearly half of small business owners cite lack of affordable and accessible child care as a major obstacle to staffing.



Even families who manage the increasing cost of child care face a **scarcity of available options**. Over half of rural Ohioans and 30% of all Ohioans reside in "child care deserts," areas lacking adequate child care facilities with either no providers or a significant shortage of licensed slots compared to the number of children under five.



Nearly **50%** of working parents have cut back their work hours to care for their children.<sup>2</sup>

**1 MILLION**

of Ohio working parents cut back work hours due to child care barriers.<sup>3</sup>

**Parents face unemployment or underemployment due to insufficient access to quality, affordable child care.** One million working parents in Ohio have reduced their work hours due to child care barriers. Additionally, many parents experience significant work disruptions because of child care challenges.

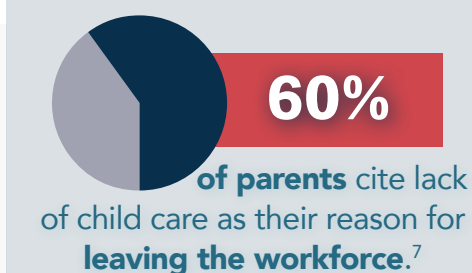
Ohio loses approx. **\$3.9 Billion** per year due to child care issues.<sup>6</sup>

**This crisis affects everyone.** Economic studies show that the absence of quality child care for children under three results in a yearly loss of \$122 billion nationwide in earnings, productivity, and revenue. Ohio's economy alone suffers an estimated annual loss of \$3.9 billion due to child care issues.

**Child care is unaffordable**, often surpassing mortgage or rent payments for many families. Center-based child care expenses for a family with an infant and toddler are akin to the annual tuition and fees at Ohio's public universities.



The scarcity of quality, affordable child care significantly adds to **persistent workforce shortages, a top concern for businesses** according to the National Federation of Independent Business. Studies from the U.S. Chamber of Commerce show that almost 60% of parents leave the workforce due to inadequate child care options.



**Child Care Expenses = \$9.62/hr worked<sup>4</sup>**

If paid **\$20/hr**, **\$10.38/hr** remains

**A working mom with two young children often spends nearly \$10 per hour of work just to cover child care**, excluding taxes and other necessities like rent, utilities, transportation, and healthcare. In Ohio's median income scenario (\$60,320 annually or \$29 per hour), one-third of the hourly wage goes solely towards child care expenses, before taxes and other costs are considered.

## Investing in Child Care is a Proven Workforce Strategy

Access to affordable, quality child care would prompt →

**over HALF**

→ non-working Ohio moms with children under age 6 to return to work or work more hours.<sup>8</sup>

1. Goldman Sachs 10,000 Small Business Voices  
2. Public Opinion Strategies, Dec. 2024 Poll

3. Public Opinion Strategies, Dec. 2024 Poll  
4. Child Care Aware of America - Affordability Analysis

6. Ready Nation  
7. U.S. Chamber of Commerce

8. Groundwork Ohio 2024 Poll

# Q: How can you help address the child care crisis?

By taking action to solve the child care crisis, Ohio's businesses—and our economy—can grow and children and families can thrive.

**We need you to be a part of the solution.**

 <b>EXPLORE</b>	  <b>INVEST</b>	   <b>ADVOCATE</b>
<p><i>Shift workplace practices to address employee needs.</i></p> <p>.....</p> <p><b>Schedule Predictability</b></p> <p><b>Job Sharing</b></p> <p><b>Flexible Scheduling</b></p>	<p><i>Support employees to make child care more accessible and affordable.</i></p> <p>.....</p> <p><b>Back-Up Child Care</b></p> <p><b>Child Care Benefits</b></p> <p><b>On-Site Child Care</b></p>	<p><i>Share experiences and perspectives to propel change.</i></p> <p>.....</p> <p><b>Get Involved:</b></p> <p>Engaging in public advocacy helps to raise awareness about the economic benefits of investing in child care and garner support for policy changes at local, state, and federal levels. Businesses can partner with others to advance child care access in the state.</p>

**A:** Businesses must be part of the solution, but they can't solve this crisis alone. It's going to require the commitment of private and public partners alike. A robust, high-quality, affordable child care system benefits the entire state and should be discussed in boardrooms and in lunchrooms, but also in the halls of Congress and our state legislature.

## COALITION PARTNERS



**Learn More & Join the National Conversation:** 

Join our Business Coalition to connect with other statewide business leaders.

*Support the Workforce of Today & Tomorrow.*



Learn More at [GroundworkOhio.org](http://GroundworkOhio.org)



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