

How To Grow More Local Child Care Capacity

These recommendations were provided by family child care providers working in collaboration with the Ohio Organizing Collaborative.



- Prioritize growing the supply of family child care providers**, especially those serving low-income communities
- Creating an affordable housing strategy will extend to child care providers.** The cost of housing has driven many family child care providers out of the sector. Employers, working with child care providers and city and county economic development offices, can provide grants and no-interest loans to providers to purchase properties to locate businesses and/or expand in existing locations. Semiconductor firms in some states have utilized this forward thinking strategy to start growing child care capacity today in preparation for future workforce needs.³⁴
- Create grants for providers to grow capacity, services and learning.** These grants can give providers the economic support to help them extend hours of operation to accommodate the non-traditional hours many construction and manufacturing workers will need. They can also deliver the capital needed to hire more workers as they ramp up their capacity to care for more children. Additionally, having investment funds can help child care employers create educational incentives to attract new hires into the sector and cover the costs of training and certification. This funding can also enhance learning opportunities using the STEM curriculum.
- Grow the child care workforce by supporting higher wages and creating education and training opportunities in the workplace.** In addition to affordability, child care providers face difficulty recruiting and retaining early educators due to low wages, with the child care system relying heavily on low-paid labor primarily performed by women and disproportionately Black women, as noted above. Moreover, the emergence of more competitive job opportunities have made it difficult to attract and retain early educators. As a result, child care providers are

³⁴ <https://www.local5yr.com/news/localnews/micron-to-invest-500k-into-vmcg-of-cny-to-address-child-care-deser/>



experiencing staffing shortages, which means they cannot serve as many children as they would like.

- Invest in family child care providers as training centers for new entrants into the child care system.** Make deep investments in this area by providing direct funding to family providers to train new workers, provide them a sustainable wage and help them increase their credentials.
- Streamline state credential verification systems to help qualified workers start their careers.** Providers endure long wait times for verification of credentials creating stress and financial hardship for both future workers and employers. must break through the gridlock that keeps qualified workers from starting their jobs as soon as possible. And, compensation must be provided to employers delayed in hiring due to that gridlock.
- Advocate for more state investments in the child care sector.** Lend your voice to call on more investments into the state child care system. Help us raise more revenue to invest in publicly subsidizing child care for more families and raising child care worker wages to an entry wage of \$20/hour with more parity to K-12 educators based on experience. Additionally, advocate for streamlining opportunities for growing family child care business in low-income neighborhoods across the state.