

Leveraging Existing Public Systems & Building Up

States and cities have a critical role to play in managing, regulating, and growing the child care sector in your region and state. Understanding these levers and promoting co-governance models with community stakeholders in the system, can bolster semiconductor industry investments. Additionally, the broader region can also benefit from private sector investments into existing state and local infrastructures to grow supply and improve wages and working conditions for child care workers and providers.

Area of Assistance	How the City/County Can Help	How the State Can Help
<p>Convening stakeholders</p>	<ul style="list-style-type: none"> → Local governments have existing relationships with community and business organizations through service delivery and policy-making roles. You can leverage local resources, share best practices, and promote a coordinated approach to child care provision in local neighborhoods and communities. → Tap directly into existing partnerships with community stakeholders, including child care businesses, nonprofit organizations, and community groups. 	<ul style="list-style-type: none"> → Has a lead agency or interagency office to administer their federally subsidized child care programs. This agency is responsible for implementing the state’s child care program. → Tap directly into existing partnerships within the child care sector, including child care businesses, advocacy organizations, community agencies, and families. → May have past experiences in collaborating with child care advocates to improve the accessibility, affordability, and quality of child care services.



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Funding	<ul style="list-style-type: none"> → Align the business community to collectively invest in grantmaking or subsidy programs to provide direct financial support to child care providers to supplement wages and offer competitive compensation to their staff. → Provide financial incentives to encourage the expansion of child care services, especially providers with limited access to traditional capital. This can include grants for new child care providers. → Sponsor collaborations with financial institutions to create loan programs with low-interest rates and favorable terms for child care businesses. → Offer tax incentives to child care providers, such as property tax exemptions, reduced business taxes, or tax credits for hiring and training staff. → Eliminate permit, license, zoning and planning fees for small and minority owned family child care Center based businesses. 	<ul style="list-style-type: none"> → Administer child care subsidy programs, which provide financial assistance to eligible families to access affordable child care. They can establish inclusive eligibility criteria, determine subsidy amounts, and manage the distribution of funds to families or child care providers. → Provide grants, subsidies, or other financial incentives to expand capacity, improve infrastructure, or support initiatives that enhance the quality of care. → Can provide capital funds and facilities improvements grants to grow and expand childcare businesses in child care deserts. → Can generate revenue and allocate money for child care in the state budget. Some examples include states generating revenue through a permanent land grant fund or using some of the funds raised from sports betting. → Can mandate that a portion of the funds for a construction project be used for child care for construction workers.



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<p>Growing Child Care Workforce</p>	<ul style="list-style-type: none"> → Assist in the development and execution of a community benefits agreement between semiconductor firms and local child care, labor and community partners to ensure delivery of financial and program commitments to grow access to quality jobs by local communities and building capacity for child care. → Subsidize transit costs and provide housing voucher/rental assistance for child care workers. → Build training capacity with career advancement opportunities for the local child care workforce. 	<ul style="list-style-type: none"> → Establish a child care subsidy program that enables low- and middle-income workers in the semiconductor sector to utilize existing state subsidy programs targeted to fund supportive services for disadvantaged workers. This program can help ensure whoever the workers hire to provide child care will have quality wages and training. → Can establish workforce training and professional development opportunities enhancing the overall quality and quantity of child care services. → Increase minimum wage rates, which indirectly impact the wages of child care workers. → Institute wage subsidy programs or stipends specifically targeting child care workers. → Develop measures to reimburse providers with public subsidies based on the true cost of providing quality care, not market rates. → Create targeted initiatives to offer scholarships, grants, or low-interest loans for individuals pursuing early childhood education degrees or certifications. → Increase contracting and reimbursement rates for child care providers participating in state-funded programs, such as child care subsidies or pre-kindergarten initiatives.



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<p>Growing Child Care Provider Capacity</p>	<ul style="list-style-type: none"> → Simplify and expedite the permitting and licensing processes for child care providers seeking to expand their facilities or acquire new ones. → Reduce administrative burdens and provide dedicated support staff to guide providers through the application and compliance processes. → Provide professional support and resources to child care providers, such as access to mentoring programs, technical assistance, and shared services models. → Offer business development resources and technical assistance to child care providers. → Form partnerships with local colleges, universities, vocational schools, or through provider mentorship networks, to provide specialized training programs for individuals interested in starting or expanding child care businesses. 	<ul style="list-style-type: none"> → Support research and evaluation efforts to gather evidence on effective child care practices for children and families with diverse needs, including monitoring program outcomes and the differential impact of policies and interventions. → Remove barriers for providers and streamline licensing, registration and certification processes for providers of different types. → Provide funds to support professional development, training, and educational opportunities for child care providers. → Increase contracting and reimbursement rates for child care providers participating in state-funded programs, such as child care subsidies or pre-kindergarten initiatives.



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Land Use, Zoning, and Building codes	<ul style="list-style-type: none"> → Establish clear and supportive regulations for child care providers to ensure safety, quality, and compliance. → Streamline licensing processes, zoning regulations, building code adjustments and health and safety requirements to facilitate the establishment of new child care facilities. 	<ul style="list-style-type: none"> → State legislation to support inclusionary zoning for child care facilities—help address issues across multiple jurisdictions such as cities, counties and unincorporated areas, to address needs across the region → Remove barriers to child care facilities in licensing processes, building code requirements and building requirements that are not relevant to and are expensive to remedy for family child care providers.
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Research and Policy	<ul style="list-style-type: none"> → Conduct a comprehensive needs assessment to understand the demand for child care services within the city. This assessment should consider population demographics, working parents' needs, and gaps in existing child care availability. 	<ul style="list-style-type: none"> → Collect and analyze data related to the child care sector on a regular basis. This includes information on the availability of child care slots based on expressed family preferences, utilization rates, workforce demographics, and other relevant data points. The data collected can inform policy decisions, resource allocation, and future planning efforts.
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Monitoring and Evaluation	<ul style="list-style-type: none"> → Resources and economic development staff are able to assess the economic impact of new grants and subsidies on the child care sector. 	<ul style="list-style-type: none"> → Often have the responsibility for developing and implementing regulations and standards for child care providers. They establish licensing and credentialing requirements, health and safety guidelines, and quality standards to ensure the well-being and



	<ul style="list-style-type: none"> → Develop economic and spatial data to track where new businesses have located, or where existing businesses have expanded, and multiplier effects of that growth on local communities. 	<p>development of children in care. These can be developed to define quality care in ways that support a wider range of family needs and preferences; in ways that reduce barriers for providers of different types being able to participate in the formal care system; and to recognize both experiential and educational pathways to support providers in their professional development.</p>
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Housing and Transportation Policy	<ul style="list-style-type: none"> → Incorporate child care considerations into land use planning. → Ensure that zoning and development regulations allow for the inclusion of child care facilities within residential, commercial, and mixed-use areas. → Encourage developers to include dedicated space for child care centers in new building projects. → Address lack of a reliable and safe transit system a significant barrier to workers. → Incorporate considerations into planning a system of transportation that can meet the needs of thousands of new workers in the region. → Ensure that child care providers are helping in the design for the needs for 	<ul style="list-style-type: none"> → Incorporate child care considerations into land use planning. → Ensure that zoning and development regulations allow for the inclusion of child care facilities within residential, commercial, and mixed-use areas. → Encourage developers to include dedicated space for child care centers in new building projects. → Consider the needs of child care providers and workers in state policies and investments in transportation systems. → Address lack of a reliable and safe transit system a significant barrier to workers and plan a system of transportation that can meet the needs of thousands of new workers in the region. → Ensure that child care providers are helping in the design for the needs for parents and child care workforce from home to care (which may be



	<p>parents and child care workforce from home to care (which may be close to school, their homes or their work).</p> <ul style="list-style-type: none"> → Address discrimination child care providers face when trying to rent homes from which to operate child care businesses. → Support child care providers in their home ownership efforts. → Provide rental assistance and housing vouchers for child care workers. 	<p>close to school, their homes or their work)</p> <ul style="list-style-type: none"> → Address discrimination child care providers face when trying to rent homes from which to operate child care businesses. → Support child care providers in their home ownership efforts.
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Community Engagement	<ul style="list-style-type: none"> → Launch public awareness campaigns to highlight the importance of quality child care and educate parents and employers about available resources and services. → Use public engagement staff and resources to support child care needs assessment and landscape scan. → Resource the work of community-based organizations that are helping to develop child care access and affordability strategies and/or supporting the development of a child care workforce. 	<ul style="list-style-type: none"> → Launch public awareness campaigns to highlight the importance of quality child care and educate parents and employers about available resources and services. → Use staff of lead agency for child care to connect to child care workers, providers and parents in both needs assessment and landscape scan.

