

North Stars to Guide You

Ensuring high-quality child care options offers several advantages for semiconductor employers, from increasing employee retention and productivity to reducing absenteeism due to child care-related disruptions. Access to reliable, quality child care helps attract top talent, particularly parents seeking a workplace that recognizes their family caregiving demands. Considering the deep workforce shortages in construction and manufacturing, child care supports also promote gender equity and diversification of the workforce by enabling both men and women to participate equally in these jobs.

As your businesses begin building your workforce and child care strategy, we encourage the following **north stars** to guide the work:

Partner with parents, providers and child care workers

For employers, building a child care program for their employees should not be a stand-alone endeavor, but an effort designed and delivered with partnership with local child care advocates and providers. Semiconductor industry investments in child care provide a crucial opportunity to propel the area's child care sector forward, but only if employers work in collaboration with parents, providers, and advocates. Employers and local partners can work together to ensure that the community's existing child care system remains stable while striving to make care more affordable, high quality, accessible, and reliable for the workforce and the community surrounding semiconductor sites.

Understand the child care landscape and do no harm

Businesses that grow the local workforce rapidly, without a child care plan, could risk exacerbating child care supply issues in a locality by not balancing an increased demand for care with an already inadequate supply of care – driving up prices and limiting availability for the workforce and families in the community. Moreover, child care efforts of the semiconductor industry must not inadvertently displace the women and minority-owned businesses and nonprofit organizations that currently serve as the primary providers of child care by, for example, incentivizing only private equity and/or corporate child care partnerships with the semiconductor industry. Even if these partnerships seem to provide a simple solution, they will create long-term challenges in accessing the wide

range of care needed for a diverse workforce with a variety of caregiving needs. Neglecting to allocate sufficient resources to support a wider range of local child care initiatives could lead to a shortage of qualified providers available all the hours parents need them, compromised safety and quality of care, reduced parent choice in the care that is best for their family, and challenges in ensuring affordability.

Leverage existing systems and build up

Cities, counties, and states have significant responsibility for managing, regulating, and growing the child care sector in your state. Partnering with these governments and leveraging existing systems and programs in the child care sector can increase the number of mechanisms firms have to deliver on inclusive child care options for their employees. Leveraging local efforts like subsidization programs to grow the supply of child care providers or efforts to rectify the prevailing practice of offering poverty-level wages and minimal benefits to child care providers and early educators, can help the local businesses achieve their child care goals and improve the local supply of child care providers.

Ensure child care options are inclusive for all families

There is no *one size fits all* in child care. Employers must take the time to understand the unique needs of the workforce, especially women and workers of color. The construction and facilities workforce in the semiconductor industry are required to work non traditional hours, including shift work, early mornings and late evenings. Traditional center-based child care settings do not accommodate families in these hours. Workers in this industry need child care settings that meet the needs of their work and provide safe and reliable care. Additionally, workers also seek child care that is culturally specific and located in their communities. Co-designing the child care needs assessment with workers themselves and experienced providers will deliver a clearer picture of the gaps these programs can address.

By proactively focusing on the **north stars** outlined above (and included in the Notice of Funding Opportunity (NOFO) [workplace guidance](#)), semiconductor manufacturers can build a child care plan that will effectively recruit and retain thousands of new workers needed to build up this sector.