

Summary of Tips for Building Effective and Inclusive Child Care Solutions

Tip One: Understand that child care is critical to the workforce needs of the semiconductor and construction industries

- Demand for workers is high and the supply of workers is critically low
- To meet workforce demand, the semiconductor sector must bring new entrants into the sector, especially women and workers of color
- Workers need affordable, reliable, and responsive child care to enter and stay in construction and manufacturing jobs
- Child care is expensive and in short supply in every state in the country

Tip Two: Understand what Commerce Guidance must include

- A Workforce Development Plan AND a Child Care Plan is required with application
- Plans expected to articulate efforts to recruit and retain a diverse workforce including workers of color and women guided by the following:
 - Highly effective [workforce investments](#) strategy
 - Biden Administration's [Good Jobs Principles](#)
 - Support [1 Million Women in Construction Initiative](#)
- Child care plans need to offer effective and inclusive child care options that consider:
 - Affordability and accessibility to low- and middle-income workers
 - Reliable and high-quality care
 - Responsive to worker needs especially accommodating shift work and “off-hours”

Tip Three: Follow the North Stars to build an effective and inclusive child care plan

- Partner with parents, providers and child care workers
- Understand the child care landscape and do no harm
- Leverage existing systems and build up
- Ensure child care options are inclusive for all families

Tip Four: Before submitting application, create partnerships and plan how to work together

- Partner with the local community of child care advocates, organizers, providers, and labor unions engaged with your workforce, including:
 - Community-based organizations and coalitions with proven track records of advocating for increased child care funding and improved policies in your state
 - Labor partners representing construction, manufacturing, and child care workers in your state.
 - State and local government staff who are engaged in the child care sector
- Formalize partnerships and establish a core community advisory table.
- Provide fair compensation for community expertise.

Tip Five: After submitting your application, develop and execute Workforce Needs Assessment, Child Care Landscape scan, and action plans for leveraging existing systems

- Involve a child care advisory table in co-designing the worker needs assessment and child care landscape scan.
 - Use the project's workforce development plan as a starting point.
 - Partner with the organizations who can give you access to current and future workers.
 - Work with state and local governments to leverage existing resources to manage the child care landscape scan.
- Involve child care advisory partners in building child care plans and helping prioritize actions and investments.
 - Enlist child care advocates, providers and workers in helping to assess results from worker needs assessment and landscape scan and translate findings.
 - Support inclusive process to involve community and workers in shaping priorities, creating action plans and necessary investment strategies to deliver on commitments.

Tip Six: Use CBAs and PLAs to create lasting commitments

- Utilize Community Benefit Agreements and Project Labor Agreements as mechanisms to outline specific commitments and obligations made in workforce and child care actions plans
- Create formal roles for workers and community stakeholders to provide ongoing oversight and accountability throughout the life of a project

Tip Seven: Help build an inclusive system by ensuring diverse child care options and delivery mechanisms

- Utilize a “mixed delivery model” approach to provide benefits that are tailored to their workers’ diverse needs.
- Design inclusively by allowing for Family Child Care providers and Family, Friend and Neighbor providers to ensure workers have options that are culturally specific, accommodate “off hours”, are located near school and home, and can support multiple siblings and a variety of age groups.
- Ensure all models help support the larger child care system including providing fair wages for child care workers and investing in growing the local pool of child care providers.

Tip Eight: None of us can do this alone. Partner with us to build this system together! Learn how to connect with us in our guide *How to Connect To Partners in Your State*.