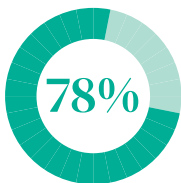


Our Child Care System Isn't Working

The child care system isn't working for Northeast Ohio families.

Parents with young children want affordable, high-quality, and accessible child care, but it's not available to most families, leaving them to rely on a patchwork of multiple arrangements for child care.


55% of parents say child care is not affordable and middle-income families are more likely than low income parents to say that finding affordable care is a challenge.



78% of parents say child care access is a challenge including 92% of IT Workers and 81% of Health Care Workers

The child care system isn't working for Northeast Ohio employers.

When child care doesn't work for parents, employers bear the brunt of the consequences.

Inadequate child care raises Cleveland's unemployment rate by **50%** 

~20,000 parents

are on the sidelines of the labor market



of parents say that inadequate child care has impaired their career options



More than 7 in 10 parents say that child care problems have caused them to be distracted, late, or to have missed commitments at work.

Child care causes workplace disruptions in Healthcare, IT, and Manufacturing. Workers in these leading sectors report that child care impacts their productivity and hours worked and worry they may be fired.

The child care system isn't working for Northeast Ohio's economy. When child care doesn't work for parents or employers, everyone pays the price.



Parents annually miss out on **\$411 Million**

from fewer hours worked, lower wages, time spent searching for a job that fits a parent's existing child care arrangements, and diminished future earnings due to less training and less experience.



Businesses annually miss out on **\$121 Million**

from a workforce with lower productivity and shorter tenure. In addition to this loss, over time businesses also must pay for recruitment and hiring as their workforce changes; and there are added operational and managerial costs. Over time, the workforce is not optimally trained and has less experience.



The community annually loses **\$114 Million**

in tax revenue from lower economic output impacting tax revenues at the local, state, and federal levels.

NOTE: Results from a 2023 survey of a representative sample of parents in Cuyahoga County with children under the age of five. For the full technical report visit earlymattersneo.org.

Be part of the solution

Now is the time to transform our child care system to support and grow our workforce.

These challenges are solvable, but we need you. Help make Northeast Ohio the best place in the state and the country to be a child, a parent, a child care professional, and an employer.

Join the movement

1 Understand the needs of working parents:

Your greatest resource is at your fingertips! Parents working in your organization are dealing with child care challenges right now. Make sure you understand how these challenges are impacting your organization and your bottom line.

- **Talk to your HR department** about what data are already available to you.
- **Conduct a survey or host focus groups** to hear about child care challenges directly from the working parents in your organization.

Early Matters NEO is a group of partners focused on changing policies to ensure working families have access to affordable, quality child care to support workforce and business growth in Northeast Ohio.

To learn more and get involved, visit www.earlymattersneo.org.

Get in touch: info@earlymattersneo.org.

2 Partner with child care experts:

The child care system is complex, but there are local experts who can help you think about and understand it more deeply.

- **The partners who came together to work on this report are a great place to start.** They represent decades of leadership on child care, education, policy, workforce, and economic development and are ready to talk to employers like you to identify solutions.
- **Ask questions and stay engaged.** Talk to the local experts and advocates, your employees, policymakers, state and local agencies, and even child care providers to learn about the landscape.
- **Think Big.** Child care is a big challenge that needs big solutions. Help disrupt, transform, and strengthen the child care system.

3 Become a champion:

Join our coalition to fix Northeast Ohio's child care system and propel our region forward!

- **Support advocacy** at the local, state, and federal levels. Add funding for high-quality child care to your organization's advocacy agenda.
- **Spread the word by sharing** this report with other employers and leaders you know.
- **Ask your local Chamber of Commerce** how they are engaging in child care policy and how membership can be more involved.



Join the movement!
Sign on to our coalition to receive information, updates, and action alerts.