

# Family-First Workforce:

## How Child Care Affects Business Lawrence County

- ☑ Do you have problems recruiting and retaining employees?
- ☑ Are your employees unable to focus on their work?
- ☑ Do your employees want to work more hours, but can't?
- ☑ Is child care an answer?

"I can think of 4 or 5 employees, off the top of my head, who had to resign due to child care challenges."

- A Lawrence County Employer

**Lawrence County employers are losing an estimated \$12 million annually due to child care related costs.**

### Indiana's COST

Despite low unemployment rates, employers are not able to recruit and retain employees.



**\$1.8 billion**

in direct cost to employers



**\$1.1 billion**

lost in economic activity every year



**\$118.8 million**

lost in tax revenue

## CURRENT Workforce Quick Facts

**12,132**

Total employed in Lawrence County

**10,871**

Live in Lawrence County, employed outside the county

**6,690**

Employed and live in Lawrence County

**5,442**

Employed in Lawrence County, live outside the county

**2.8%**

Unemployment rate

**Population**

27% ages 45-64, and 21% over the age of 65

## FUTURE Workforce Quick Facts

**3,060**

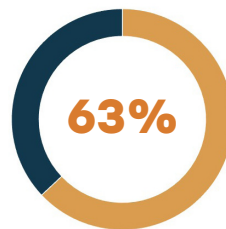
Young children, ages 0-5

**122**

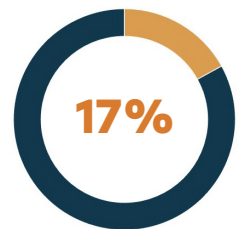
Enrolled in a high-quality rated program\*

**\$6,157**

Annual cost of care per child



need care because all parents are working



enrolled in a known program that is licensed or registered with the state

ROI: Economists have found that high quality early childhood education offers one of the highest returns of any public investment – at least \$4 for every dollar spent.

\* In Indiana, "high-quality" is defined as a program that is Level 3 or Level 4 in Paths to QUALITY™ (PTQ), or nationally accredited by a state approved accrediting body.

# Early childhood education impacts the parents who are in our workforce NOW and creates a better workforce for the future!

- ☑ More reliable workforce
- ☑ More productive workforce
- ☑ More skilled workforce
- ☑ More earnings invested in economy and tax base



A key takeaway from a study Home Depot did on Employer-Supported Childcare found, “Childcare benefits should be seen as an investment in your workforce and bottom line, not a cost.”

## Family-First Workforce Formula:



### COLLABORATE

with employees and the community to develop a vision for change.



### ASSESS

and understand the baseline needs within your organization around child care among your employees (conduct surveys, employee interviews, and/or focus group).



### FACILITATE

and align internal stakeholders through a common agenda around how your organization can support family-friendly practices and access to child care resources.



### CREATE

consistent communication and dedicated resources that assist your organization and employees around Family-First Workforce practices.

## Solutions



Move beyond the Great Resignation, and towards the Great Reengagement! Expand child care benefits to support your employees with young children. Implement these easy efforts that show your employees you hear their need for early care and education [here](#).



*How Child Care Affects Us All*