




<b>\$6.30</b> THE ANNUAL RETURN ON INVESTMENT FOR <i>EVERY</i> DOLLAR INVESTED IN EARLY CHILDHOOD	<b>NEARLY 20,000</b> WOMEN LEFT THE WORKFORCE DURING THE PANDEMIC, MANY DUE TO THE LACK OF CHILDCARE			<b>EARNING POTENTIAL</b> CHILDCARE WORKERS EARN LESS THAN <b>98%</b> OF ALL OTHER OCCUPATIONS	<b>POVERTY</b> OVER 90% OF EC WORKERS DEPEND ON SOME FORM OF PUBLIC ASSISTANCE ONE IN THREE STRUGGLE TO MEET THEIR BASIC NEEDS
<b>\$3 B/YEAR</b> AMOUNT BUSINESSES LOSE DUE TO EMPLOYEE ABSENTEEISM RESULTING FROM CHILD CARE ISSUES	<b>\$8.3 B/YEAR</b> EVERY YEAR FAMILIES LOSE OUT ON THIS AMOUNT IN WAGES DUE TO LACK OF CHILD CARE			<b>UNINSURED</b> ROUGHLY 15% OF EARLY CHILDHOOD WORKERS ARE UNINSURED	<b>VULNERABLE HOUSING</b> 15% OF THOSE SURVEYED CANNOT PAY THEIR FULL RENT OR MORTGAGE

## WHEN EARLY CHILDHOOD WORKS: STRATEGIES TO ATTRACT & RETAIN A QUALITY WORKFORCE

# HOW DO WE STABILIZE THE SECTOR?

INVEST IN ATTRACTING & RETAINING A QUALITY WORKFORCE

## INCENTIVES & EQUITABLE PAY OPTIONS

<b>HOUSING INCENTIVES</b> DOWN PAYMENT + RENTAL ASSISTANCE <b>\$150,000/YEAR*</b>	<b>HEALTHCARE NAVIGATION</b> CONNECT EMPLOYEES WITH THE ELIGIBLE HEALTHCARE OPTIONS <b>\$0</b> (LEVERAGE LOCAL PARTNERSHIPS)	<b>TELEDOC SERVICES</b> <b>\$4,000/YEAR*</b>
<b>FLEXIBLE SCHEDULING</b> <b>\$500</b> (WORKSHOP COSTS)	<b>LIVABLE WAGES</b> <b>\$2.2 MILLION/YEAR*</b> TO BRING BC EC WORKFORCE TO LIVABLE WAGES	<b>DISCOUNTED CHILDCARE</b> TO BE DETERMINED

\*ESTIMATED COSTS

Battle Creek is facing a severe EC workforce shortage & is currently not expected to meet the child care demand generated from the community's reopening & the return of many parents to in-person employment. Research shows that the national child care workforce has shrunk 15% since pre-pandemic times. Roughly 35% of child care workers were laid off at the beginning of the pandemic, with only half of those returning in the last nine months. Another complicating factor is that workers across industries are unsure if they want to return to low-wage jobs given the uncertain economy. A recent report from the Pew Research Center found that 66% of unemployed/furloughed adults surveyed said they were seriously considering changing their occupation or field of work. If this trend is applied to the EC workforce, the staffing shortage will only worsen, creating additional challenges to meet the needs of families & to support the city's economic recovery.