

Q: Why are business leaders from all around Ohio and the nation sounding the alarm about the child care crisis?

The Columbus Dispatch

Columbus parents are in need of child care. Here's how it is affecting the workforce

Forbes

4 Ways Companies Should Respond To The Childcare Crisis

OHIO CAPITAL JOURNAL

High-quality child care is key to improving tomorrow's workforce in Ohio

THE WALL STREET JOURNAL.

A Crisis Over Child Care Is Holding Back Companies and Blue-Collar Workers

Harvard Business Review

Childcare Is a Business Issue

CBS NEWS

As child care costs soar, more parents may have to exit the workforce

AP Associated Press

More Republicans back spending on child care, saying it's an economic issue

TheUpshot

With Pandemic Money Gone, Child Care Is an Industry on the Brink

cleveland.com

Ohio Chamber of Commerce: Child care

OHIO CAPITAL JOURNAL

High-quality child care is key to improving tomorrow's workforce in Ohio

Inc.

Parents: Child care benefits more than ever

AXIOS

Child care benefits for workers effectively pay for themselves, new study finds

Review

To Retain Women, U.S. Companies Need Better Childcare Policies

OHIO CAPITAL JOURNAL

High-quality child care is key to improving tomorrow's workforce in Ohio

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child care as workforce issue, supporting higher spending

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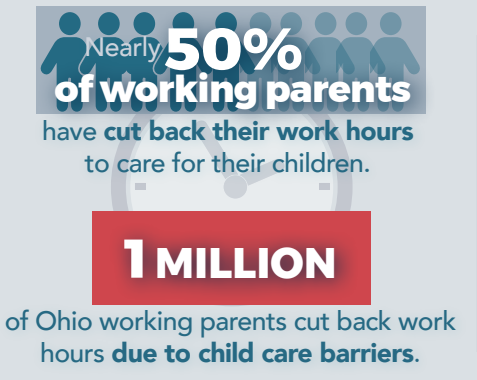
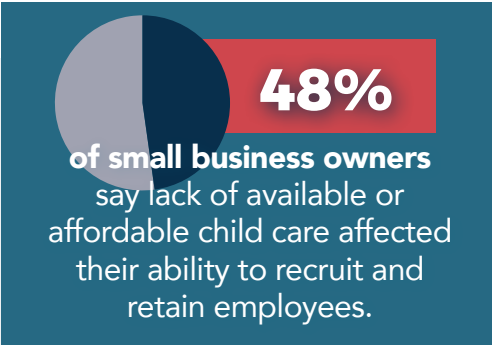
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A: Because Ohio's businesses need a reliable, growing, & diverse workforce to succeed and businesses simply can't get it.

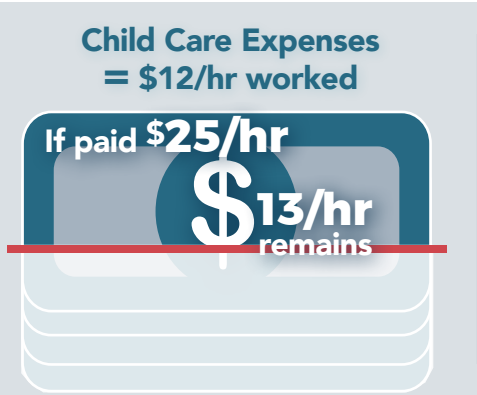
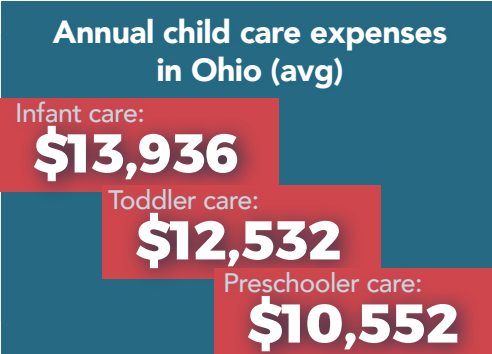
The lack of quality, affordable child care is contributing to Ohio's workforce shortage.

The child care crisis significantly hampers workforce recruitment and retention, particularly for Ohio's small businesses. Nearly half of small business owners cite lack of affordable and accessible child care as a major obstacle to staffing.¹



Parents face unemployment or underemployment due to insufficient access to quality, affordable child care. One million working parents in Ohio have reduced their work hours due to child care barriers. Additionally, many parents experience significant work disruptions because of child care challenges.²

Child care is unaffordable, often surpassing mortgage or rent payments for many families. Center-based child care expenses for a family with an infant and toddler are akin to the annual tuition and fees at Ohio's public universities. Since 2020, the price of child care increased by 29%.³



A working mom with two young children often spends about \$12 per hour of work just to cover child care, excluding taxes and other necessities like rent, utilities, transportation, and healthcare. In Ohio's median income scenario (\$52,286 annually or \$25 per hour), half of hourly wages goes solely towards child care expenses, before taxes and other costs are considered.⁴

1. Goldman Sachs 10,000 Small Business Voices, 2024
2. Groundwork Ohio Child Care Poll, 2024
3. Child Care Aware of America, Child Care in America: Price and Supply, 2025
4. Neilsberg Research, Ohio Income by Gender, 2025



Even families who manage the increasing cost of child care face **a scarcity of available options**. More than half of Ohio families live in a child care desert, where the number of young children far exceeds the available licensed child care slots.⁵



55%

of Ohio children have
inadequate access to child care.

Ohio
loses
approx. **\$5.48
Billion**↓
per year due to
child care issues.

This crisis affects everyone. Ohio's economy suffers an estimated annual loss of \$5.48 billion due to child care issues. Ohio misses an estimated \$1.52 billion annually in tax revenue due to child care issues.⁶

The scarcity of quality, affordable child care significantly adds to persistent **workforce shortages, a top concern for businesses** according to the National Federation of Independent Business. A recent poll shows that 1 in 4 Ohio parents with young children left the workforce due to an inability to find affordable child care.⁷

**1 out of 4
parents with
young children**

have had to leave the workforce
because of an inability to find
affordable child care.

Investing in Child Care is a Proven Workforce Strategy

Access to affordable,
quality child care
would prompt →



→ non-working Ohio moms with
children under age 6 to return
to work or work more hours.⁷

5. [Center for American Progress, America's Licensed Child Care Deserts, 2026](#)

6. [U.S. Chamber of Commerce Foundation, 2025](#)

7. [Groundwork Ohio Child Care Poll, 2024](#)

Q: How can you help address the child care crisis?

By taking action to solve the child care crisis, Ohio's businesses—and our economy—can grow and children and families can thrive.

We need you to be a part of the solution.

✓ EXPLORE	✓✓ INVEST	✓✓✓ ADVOCATE
<i>Shift workplace practices to address employee needs.</i> Schedule Predictability Job Sharing Flexible Scheduling	<i>Support employees to make child care more accessible and affordable.</i> Back-Up Child Care Child Care Benefits On-Site Child Care	<i>Share experiences and perspectives to propel change.</i> Get Involved: Engaging in public advocacy helps to raise awareness about the economic benefits of investing in child care and garner support for policy changes at local, state, and federal levels. Businesses can partner with others to advance child care access in the state.

A:

Businesses must be part of the solution, but they can't solve this crisis alone. It's going to require the commitment of private and public partners alike. A robust, high-quality, affordable child care system benefits the entire state and should be discussed in boardrooms and in lunchrooms, but also in the halls of Congress and our state legislature.

COALITION PARTNERS



Learn More & Join the National Conversation:



Join our Business Coalition to connect with other statewide business leaders.

Support the Workforce of Today & Tomorrow.



Groundwork OHIO

Learn More at
GroundworkOhio.org



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