

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

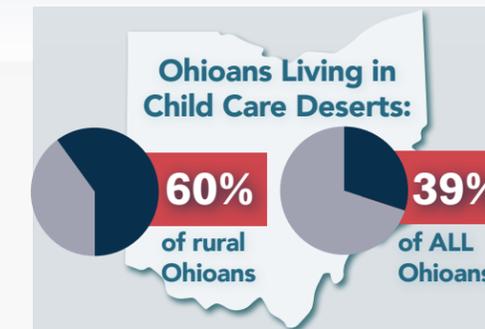
The lack of quality, affordable child care is contributing to Ohio's workforce shortage.



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



Even families who manage the increasing cost of child care face a **scarcity of available options**. Over half of rural Ohioans and 39% of all Ohioans reside in "child care deserts," areas lacking adequate child care facilities with either no providers or a significant shortage of licensed slots compared to the number of children under five.⁵



Nearly **50%** of working parents have cut back their work hours to care for their children.

1 MILLION

of Ohio working parents cut back work hours due to child care barriers.

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

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

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. From 2020 – 2024, the price of child care increased by 29%.³



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.

Child Care Expenses = \$10.54/hr worked

If paid \$20/hr
\$9.46/hr remains

A working mom with two young children often spends nearly \$11 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 (\$60,320 annually or \$29 per hour), one-third of the hourly wage goes solely towards child care expenses, before taxes and other costs are considered.⁴

Investing in Child Care is a Proven Workforce Strategy

Access to affordable, quality child care would prompt →

over HALF

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

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, 2024
4. U.S. Bureau of Labor Statistics, 2024

5. Center for American Progress, Child Care Deserts, 2020
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
<p><i>Shift workplace practices to address employee needs.</i></p> <p>.....</p> <p>Schedule Predictability</p> <p>Job Sharing</p> <p>Flexible Scheduling</p>	<p><i>Support employees to make child care more accessible and affordable.</i></p> <p>.....</p> <p>Back-Up Child Care</p> <p>Child Care Benefits</p> <p>On-Site Child Care</p>	<p><i>Share experiences and perspectives to propel change.</i></p> <p>.....</p> <p>Get Involved:</p> <p>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.</p>

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.

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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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