

STATE OF THE CHILDREN

Family Friendly Workplaces



Pierce County Region

72,558
CHILDREN UNDER SIX



67%
HAVE ALL PARENTS IN THE WORKFORCE

45%
DO NOT HAVE ACCESS TO EARLY LEARNING

20%
IN LOW-INCOME* HOUSEHOLDS.

AFFORDABILITY OF CHILD CARE PERCENT OF INCOME PAID

Child care costs place a tremendous burden on families, impacting work time, productivity, and long-term career. The median income of a family of four in our region is \$100,407. The typical cost of child care for two children, one infant and one preschooler, is \$27,036. In this case, a family in our region would pay 27% percent of their income for child care.



A FAMILY OF FOUR WOULD NEED TO MAKE **\$386,229** IN ORDER FOR CHILD CARE TO BE **7%** OF THEIR INCOME.

THE WASHINGTON STATE DEPARTMENT OF COMMERCE STATES CHILD CARE SHOULD COST NO MORE THAN 7% OF INCOME.

PRICE BY AGE GROUP

\$15,600
INFANTS:
• <1 YR

\$12,924
TODDLERS:
1 - 2 YRS

\$11,436
PRESCHOOLERS:
3 - 5 YRS

\$6,504
SCHOOL-AGE:
6 - 12 YRS

CHILD CARE PROGRAMS AS SMALL BUSINESS ECONOMIC IMPACT

\$27,694

cost of quality child care (yearly)

\$14,784

maximum subsidy provided by DCYF for income eligible families

\$11,436

median price of child care charged to families



IMPACT TO EMPLOYERS

\$256.6M Annual cost employers incur due to lack of child care in the Pierce County region.

7,900 Workers with children under six years old quit a job due to child care issues in the Pierce County region.

4,000 Workers with children under six years old fired from work due to child care issues in the Pierce County region.

PERCENT OF CHILDREN WITH ACCESS TO QUALITY CARE

8% SCHOOL-AGE:
6 - 12 YRS

28% PRESCHOOLERS:
3 - 5 YRS

17% TODDLERS:
1 - 2 YRS

9% INFANTS:
<1 YR



GROWING THE WORKFORCE

4,925

MORE CHILD CARE EDUCATORS NEEDED

*We define low-income as 200 percent of the federal poverty line, which is \$52,400 for a family of four.

WHAT BUSINESSES SHOULD KNOW

\$1 ⇒ \$3

Invest & Return

Every dollar invested in early childhood development yields a 3X return to the community.



Invest

Each low-income child in our region needs an investment of \$25k per year, over 3 years, in order to receive high-quality early childhood education.

+



Develop

By ensuring the development of the most critical skills in early childhood, children begin school ready to succeed.

+



Sustain

Strong K-12 and higher education systems and jobs that pay a family wage build on our investments.

=



GAIN \$250K

Per-child return on investment, students, and communities see increased wages, less need for supplemental services, and healthier, more robust local economies.



WHAT EMPLOYERS CAN DO:

LOWER COST

- Inform employees of child care subsidies
- Connect employees with child care resource and referral networks
- Implement “bring your infant to work” and other family friendly model policies
- Allow for parent choice among options
- Offer the Dependent Care Assistance Program
- Contribute to child care savings accounts

HIGHER COST

- Provide backup child care
- Contract with nearby child care programs
- Offer child care vouchers or tuition payments
- Contract with child care providers for onsite child care - Very expensive
- Participate in voluntary programs recognizing family-, child-, and breastfeeding-friendly workplaces



WHAT IS THE BOTTOM LINE?

Employers have an important opportunity to invest in their workforce by becoming family friendly workplaces. These investments will yield returns for children, families, and businesses. And they are the right thing to do!

RESOURCES

- Email employerta@commerce.wa.gov to learn more about Department of Commerce Family Friendly Workplace Technical Assistance Program and updates.
- Learn more about early childhood data at <http://bit.ly/3OZq7W8>.



Every Child. One Community. Cradle to Career.

This information was co-developed between Graduate Tacoma and Washington STEM. For more information on the Tacoma STEAM Network and its work in the Region, contact Network Director Chanel R. Hall at chall@graduatetacoma.org.