

STATE OF THE CHILDREN

Family Friendly Workplaces



Eastern Region

37,361
CHILDREN UNDER SIX



61%
HAVE ALL PARENTS IN
THE WORKFORCE

39%
DO NOT HAVE ACCESS
TO EARLY LEARNING

37%
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 \$82,067. The typical cost of child care for two children, one infant and one preschooler, is \$24,900. In this case, a family in our region would pay 30% percent of their income for child care.



A FAMILY OF FOUR WOULD NEED TO
MAKE **\$355,714** 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

\$14,100

INFANTS:
• <1 YR

\$12,000

TODDLERS:
1 - 2 YRS

\$10,800

PRESCHOOLERS:
3 - 5 YRS

\$7,020

SCHOOL-AGE:
6 - 12 YRS

CHILD CARE PROGRAMS AS SMALL BUSINESS ECONOMIC IMPACT

\$23,636

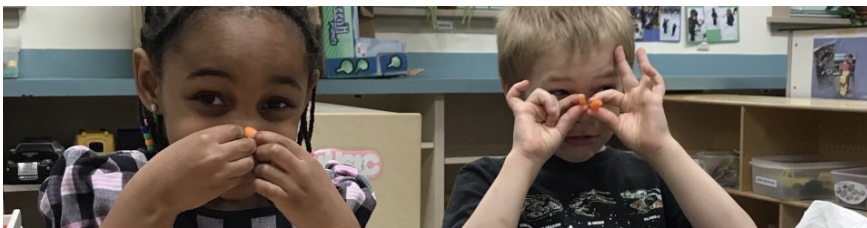
cost of quality child
care (yearly)

\$13,765

maximum subsidy
provided by DCYF for
income eligible families

\$10,800

median price of child
care charged to
families



IMPACT TO EMPLOYERS

\$178.3M Annual cost employers incur
due to lack of child care in the eastern
region.

5,500 Workers with children under
six years old quit a job due to child care
issues in the eastern region.

2,800 Workers with children under
six years old fired from work due to child
care issues in the eastern region.

PERCENT OF CHILDREN WITH ACCESS TO QUALITY CARE

7%

SCHOOL-AGE:
6 - 12 YRS

39%

PRESCHOOLERS:
3 - 5 YRS

19%

TODDLERS:
1 - 2 YRS

13%

INFANTS:
<1 YR



GROWING THE WORKFORCE

2,203

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>.