

COVID-19 Pandemic Report: Child Care is Essential for Working Families and Businesses

Surveys conducted in spring 2021

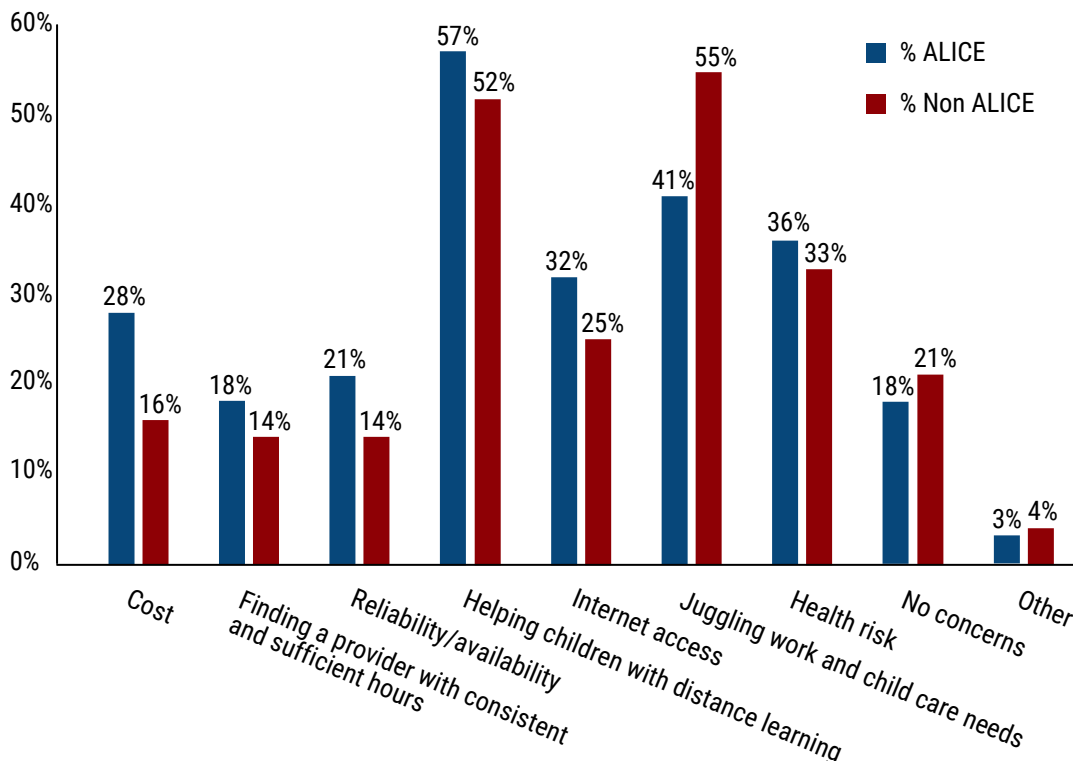


With over 1.3 million (27%) Pennsylvania households one emergency away from financial crisis, the impacts of the COVID-19 pandemic placed great financial strain on Pennsylvania's working families and our economy. United Way of Pennsylvania in partnership with the Early Learning Investment Commission conducted two separate COVID-19 Impact Surveys in the spring of 2021 to gather insight on how families with children and businesses were impacted over the last year with limited to no access to child care.

Lack of Child Care is a Workforce Barrier for Families

United Way of PA's COVID-19 Impact Survey found that financially strained working families known as ALICE (Asset Limited, Income Constrained, Employed), did not have adequate support during the pandemic to balance work and their children's needs.

Since March 1, 2020, as a result of COVID-19 pandemic, What child care issues or concerns have members of your household had?



ALICE families have income above the Federal Poverty Level, but struggle to afford the bare minimum cost of basic household needs.

Employee's Access to Child Care Benefits Both the Employee and the Employer

Without access to affordable, high-quality child care, Pennsylvania's workforce needs will remain unmet. Child care centers support a family sustaining workforce.

57%

of ALICE families reported either reducing their hours or leaving their job due to a lack of child care.

45%

of working families with children had to adjust their work to accommodate their family's need for child care

Employers Experienced the Impact of Lack of Child Care During the Pandemic

The Early Learning Investment Commission and the PA Chamber of Business and Industry surveyed Pennsylvania businesses about their workforce and employees with children.

38%

Of Employers indicate moderate to high child care need of employees

54%

Of Employers believe they lost employees due to lack of child care during the pandemic

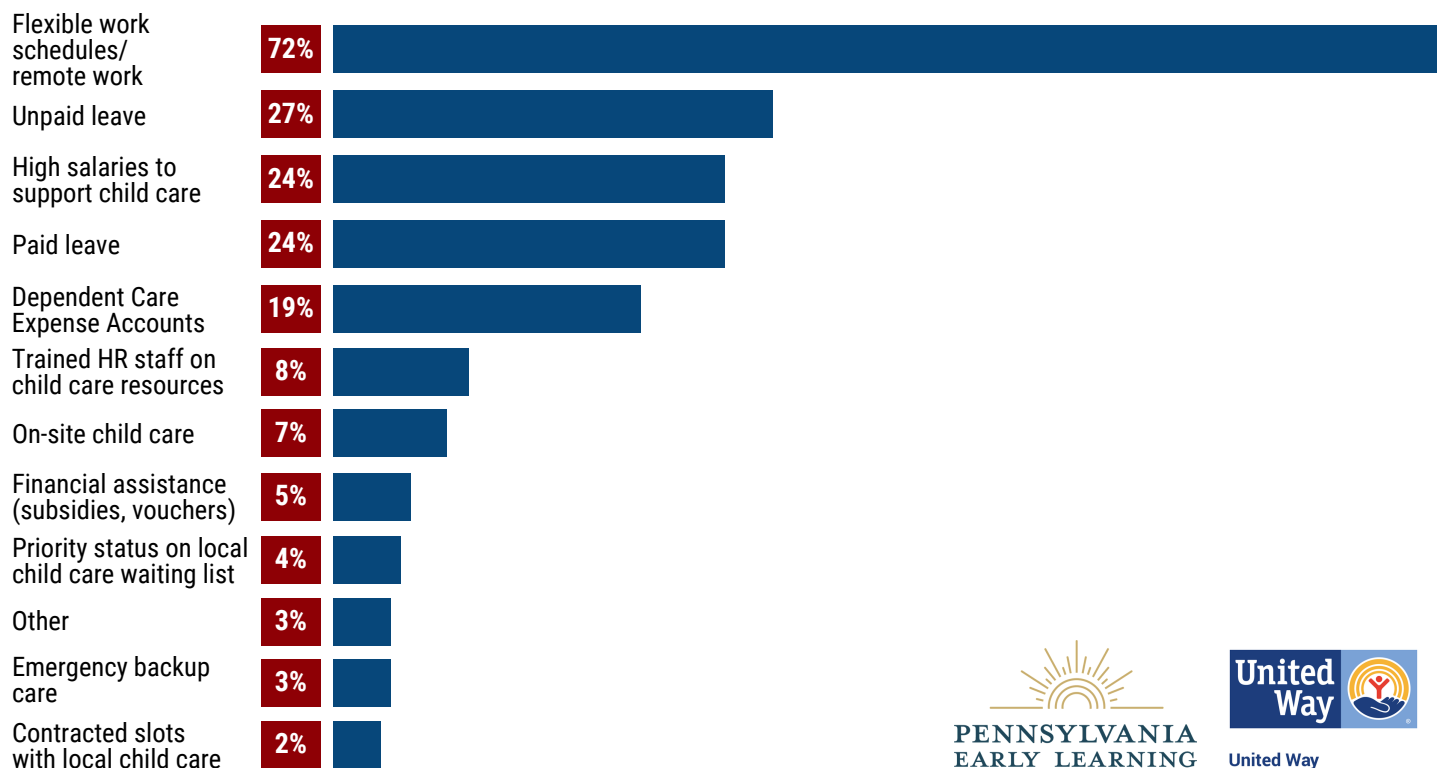
75%

Of Employers do not have a **formal** way to gauge child care needs of their employees

58%

Of Employers who offered child care supports to employees plan to end that support after the pandemic ends

Types of child care support currently being used by employers



Lack of Early Learning and Child Care Impacts Families, Businesses, and the Economy

Quality child care is a two-generation workforce issue, essential for parents to work and a critical foundation of early learning and development for young children. An increased interest and need from businesses to support their working families through child care will benefit our economy:

- **Businesses** see improved recruitment, retention, productivity, and gain reputation.
- **Parents** experience increased job opportunities, advancement, and gain reputation.
- **Children** gain safe, nurturing, engaging care and learning, and enhanced school readiness.
- **Economy** grows and has potential cost savings of billions of dollars.

Resources are Available for Working Families, Employers, and Advocates

70% of employers are unaware of the variety of resources available to help them with child care issues their employees may have, yet 66% of employers have a strong interest to explore ways to help working families with child care needs. The following resources can help connect families and employers to child care information and assistance and become better advocates for working families with child care needs. Click the logos below for more information:



Full Surveys
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