



2023 COMMUNITY  
IMPACT FORUMS

# STATE OF CHILDCARE



Friday, February 17, 2023

Revive Church at The Bridge  
8270 W 80th Ave #2



2023 COMMUNITY  
IMPACT FORUMS

# STATE OF CHILDCARE



**Welcome:**  
**Kami Welch**  
President, Arvada Chamber of Commerce





2023 COMMUNITY  
IMPACT FORUMS

# STATE OF CHILDCARE

Welcome  
Elected Officials





2023 COMMUNITY  
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# STATE OF CHILDCARE



**Welcome:**  
**Cameron Kenyon**  
Director, The Bridge



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**Welcome:**  
**Kami Welch**  
President, Arvada Chamber of Commerce





2023 COMMUNITY  
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Keynote  
**Nicole Riehl**

President and CEO, EPIC (Executives Partnering to Invest in Children)

EXECUTIVES PARTNERING TO  
INVEST IN CHILDREN



# The State of Child Care: Economic Impacts on Employers, Families and Business

February 17, 2023



# Executives Partnering to Invest In Children



## ➤ Our Mission

As the business community's nonpartisan voice for early childhood, EPIC leads efforts to build infrastructure and advance policies that support the workforce of today while developing the workforce of tomorrow.



Nicole Riehl,  
President and CEO



### Workforce

Helping employers attract and retain the best workforce, while supporting environments that enable families and children to thrive

- Supporting businesses and communities in improving access to quality, affordable child care through tailored consulting and advising
- Offering resources and technical expertise that lead to implementation of family friendly policies that work for both employers and employees



### Child Care Infrastructure

Engaging employers in solutions that meet the infrastructure, capital, and workforce needs for sustainability and the provision of child care and early education services

- Promoting access to affordable child care real estate and facilities
- Fostering public/private partnerships that support investments in early childhood and infrastructure



### Leadership & Education

Increasing the business community's awareness of the importance of early care and education and engagement efforts

- Guiding public will efforts through leadership, idea generation, and solution implementation
- Collaborating with EPIC Members and business organizations through events and communications to promote education and action



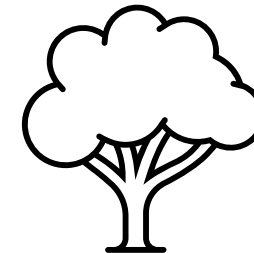
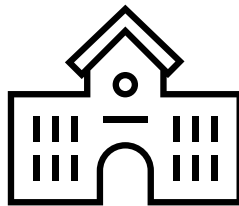
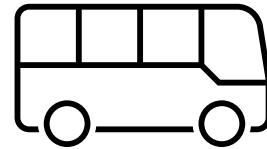
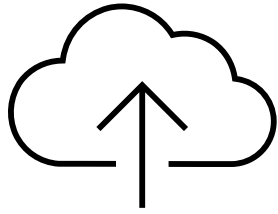
### Policy

Shaping and advancing policies that support EPIC's strategic priorities and programs

- Engaging business leaders for testimony, op-eds, and legislation advocacy
- Informing regulation (rule) and public funding

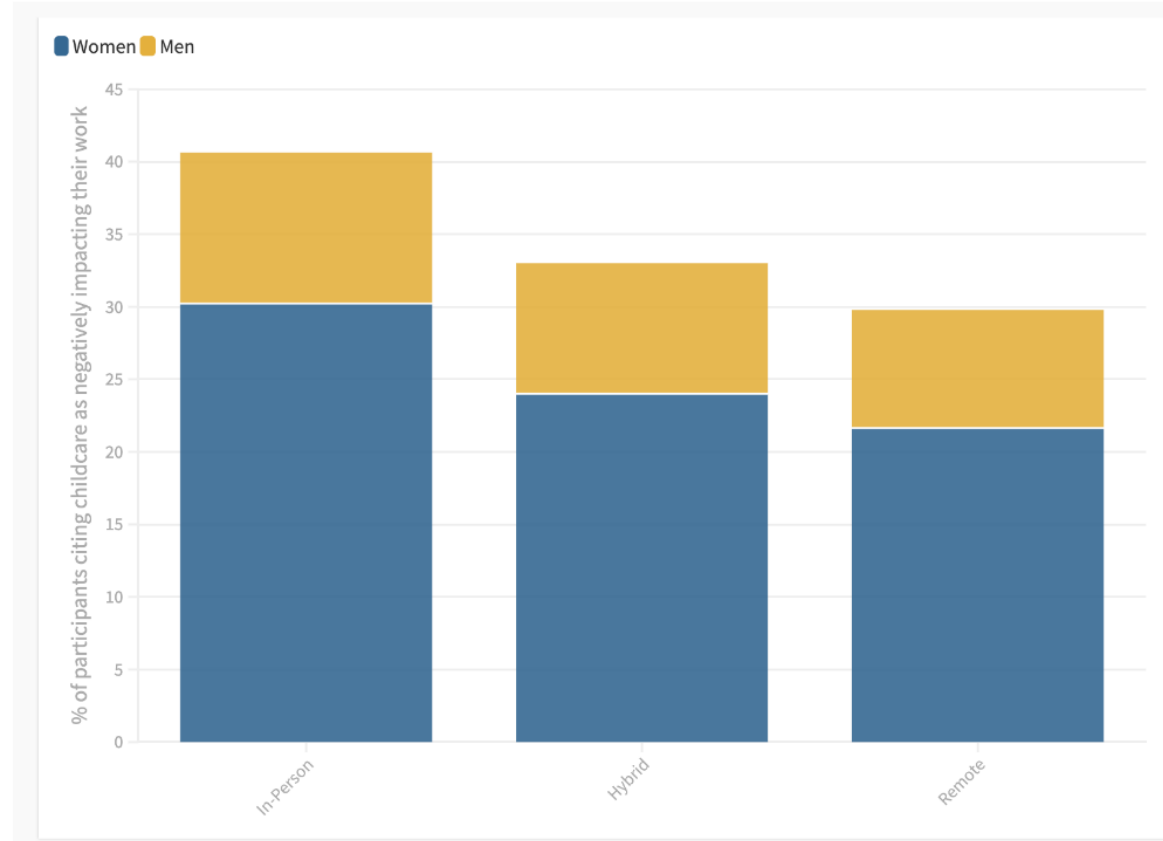


# Child Care is Critical Infrastructure



# Child Care is Key to Attracting & Retaining Talent

% of parents negatively impacted at work by child care issues

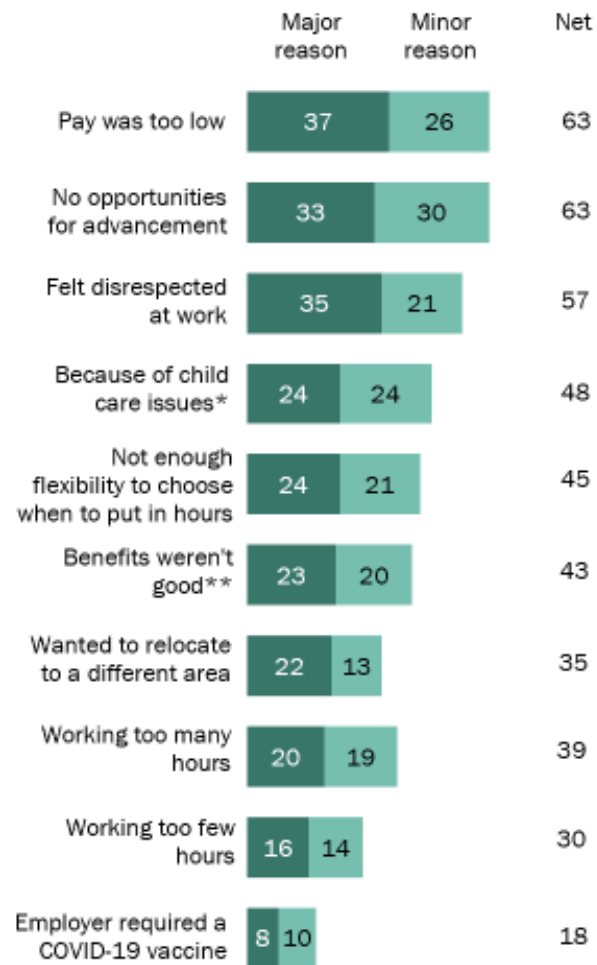


- 20% percent felt having a child impacted their job security
- 48 percent felt spread too thin between work and parenting

Sources: <https://jeffcoedc.org/the-competitive-edge/population-workforce/>, [Parents Worry That Child Care Is Negatively Impacting Their Work Output \(betterup.com\)](#)

## Top reasons why U.S. workers left a job in 2021: Low pay, no advancement opportunities


Among those who quit a job at any point in 2021, % saying each was a \_\_\_\_ why they did so



Sources: [Pew Research](https://www.pewresearch.org/)



# Employees & Child Care



16% percent of the US workforce, or 26.8 million people are dependent on childcare to work

(CO is closer to 20%)

**Over 11,000 parents in Arvada**

Source: [McKinsey & Company Report \(2021\)](#) and [Business Case for Child Care Report](#)



RECRUITMENT

**69%**

of women with children five and under who are looking for employment selected **help with child care expenses or on-site child care** as one of the benefits that would make them more likely to choose an employer.

(N=98)



RETENTION

**83%**

of women and 81% of men with children five and under said that child care benefits would be a very important or somewhat important factor in **deciding whether to stay at their current employer or switch employers.**

(N=1003)



ADVANCEMENT

**53%**

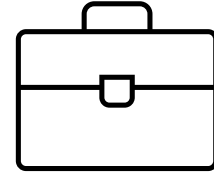
of women and 39% of men with children five and under who **left the workforce temporarily, took on less hours, or moved to a less demanding job** cited child care as one of the reasons.

(N=573)





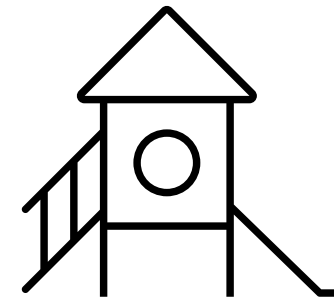
Population, Job &  
Industry Growth



Skilled Talent & Workforce

 A solid dark blue arrow pointing downwards.

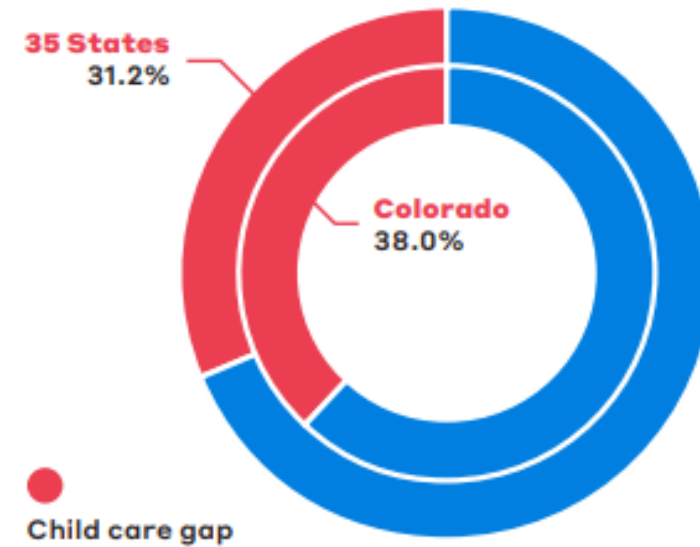
Child Care  
Access & Affordability



# Child Care Supply in Colorado

Colorado Child Care Gap Findings	
Potential Need <sup>1</sup>	249,770 children
Supply <sup>2</sup>	156,034 slots
Gap	94,887 children
Percent Gap	38.0% of children

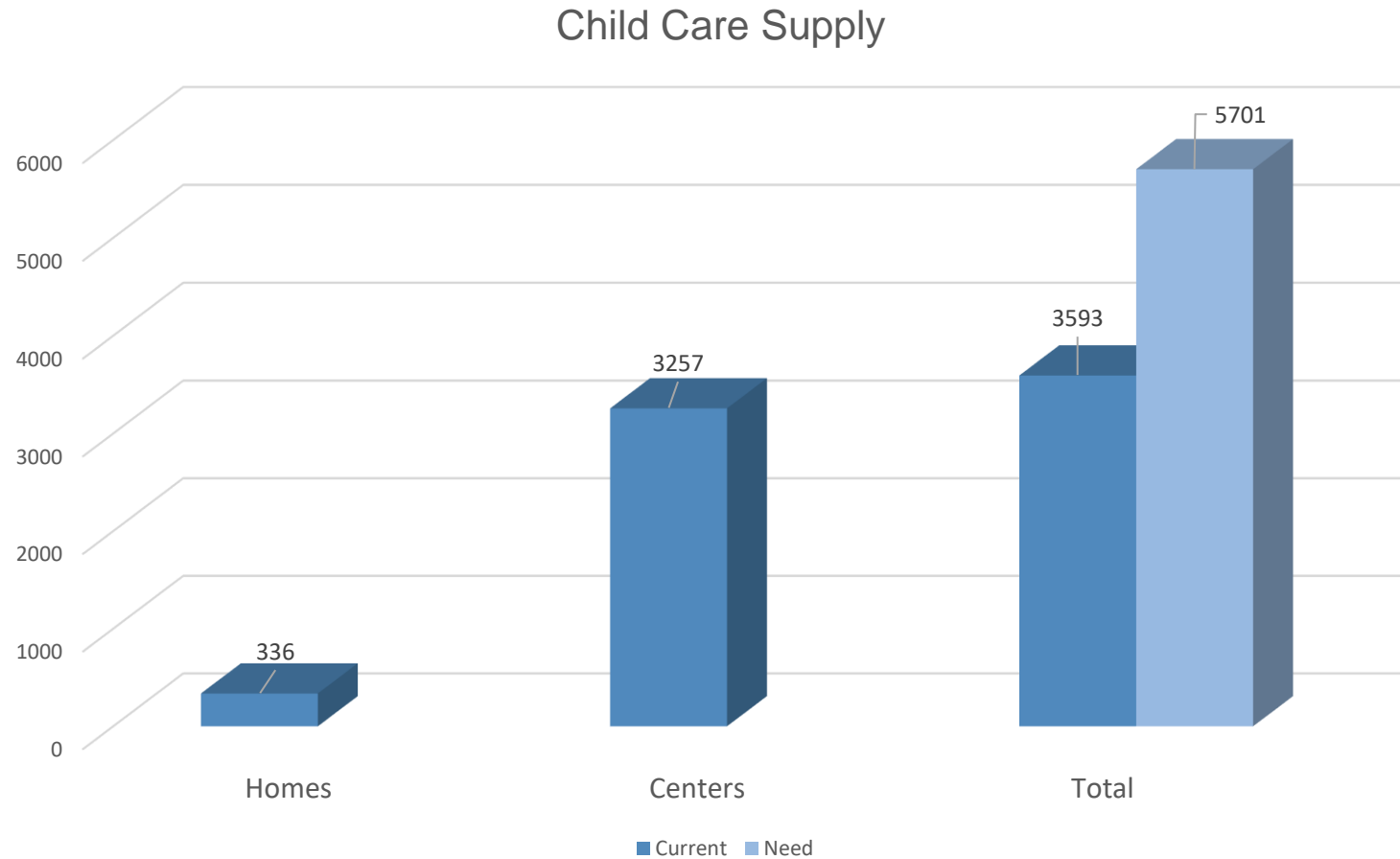
Colorado vs. National Percent Gap



Source: Bipartisan Policy Center, [Child Care Data Center & State Fact Sheets - Child Care Aware® of America](#)



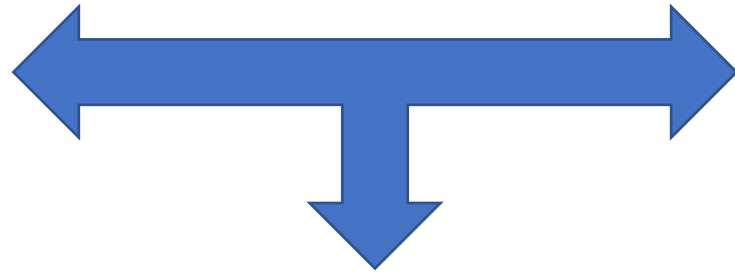
# Child Care Supply in Arvada



# Universal Preschool



Provides 15 hours  
of care to every  
child in Colorado in  
the year before  
Kindergarten



Anticipated savings  
of 6k-10k per  
family

Families will have  
flexibility in provider  
choice and location

# The Economic Cost of the Child Care Shortage

- Colorado
  - \$2.2 Billion Economic Cost; \$680 Million Cost for Employers
  - 20,000 Jobs
- Jefferson County (8.9% State GDP)
  - \$196 Million Economic Cost; \$61 Million Cost for Employers
- Arvada (14.8% Jeffco GDP)
  - \$29 Million Economic Cost; \$9 Million Cost for Employers

Data Source: [Council for a Strong America](#)

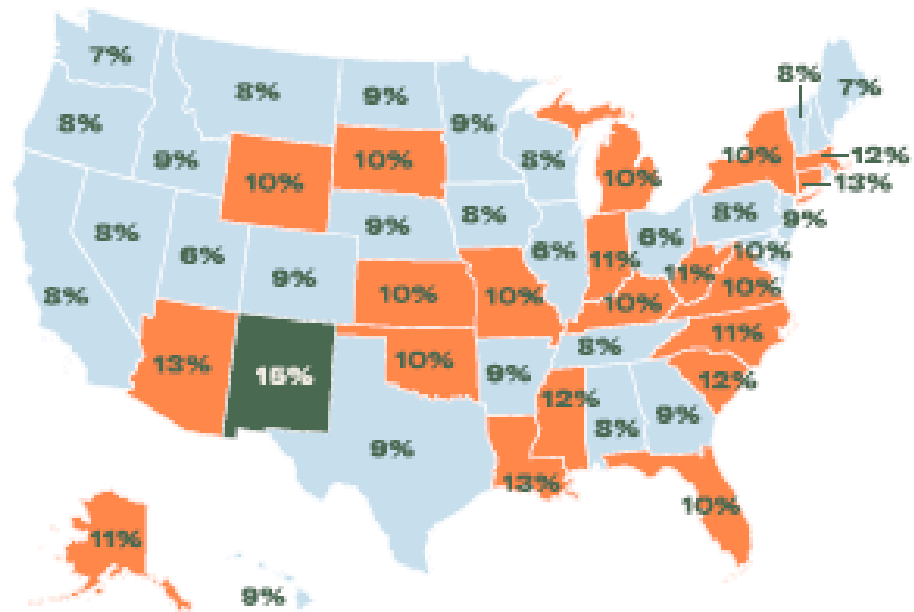


# The Economic Opportunity

## INCREMENTAL 2025 GDP OPPORTUNITY FROM INCREASING GENDER PARITY IN THE WORKPLACE

All states can add 5% or more to GDP by increasing women's labor force participation; 25 states could gain 10% or more.<sup>9</sup>

■ 5-10   
 ■ 10-15   
 ■ 15+



Data Source: [The Business Case for Child Care](#)

A stylized graphic element on the left side of the slide, consisting of four interlocking lines in yellow, green, blue, and purple, mirroring the EPIC logo icon.

# What Can Employers and Community Leaders Do?

# Build & Protect the Talent Pipeline



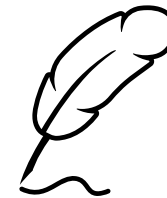
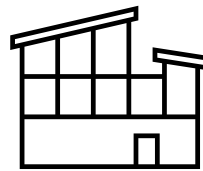
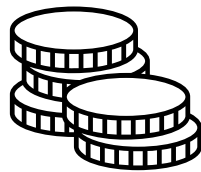
US Chamber of Commerce Data (2020)



# Employer Action & Community Investments

Equal Job Benefits vs. Equitable Job Benefits: reaching the untapped talent pipeline

- Advocate for early childhood investments and solutions
- Put assets (including real estate) to good use
- Invest in broader community efforts (such as child care infrastructure development) to increase access to quality, affordable child care for the workforce



# Internal Investments

- Expand family-friendly benefits
  - Finding child care/back-up child care
  - Dependent care savings account (payroll tax savings)
  - Paid family leave, bringing non-mobile infants to work
- Community discounts & stipends
- On-site or near-site child care, including co-op models
  - Convenience, productivity, and post-pandemic workplace design
  - Employer-Based Child Care Design Lab & Grant Program, \$19 Million

# EPIC Employer Based Child Care Design Lab



Projects from the inaugural Design Lab will:

- > **CREATE** 495 new child care spots, including 275 for infants and toddlers
- > **LEVERAGE** more than \$20.2 million in private and public funds
- > **GENERATE** 140 new positions for early educators in high quality environments



Join the interest list for Design Lab 2.0 at [coloradoepic.org/get-involved/#design-lab](https://coloradoepic.org/get-involved/#design-lab)

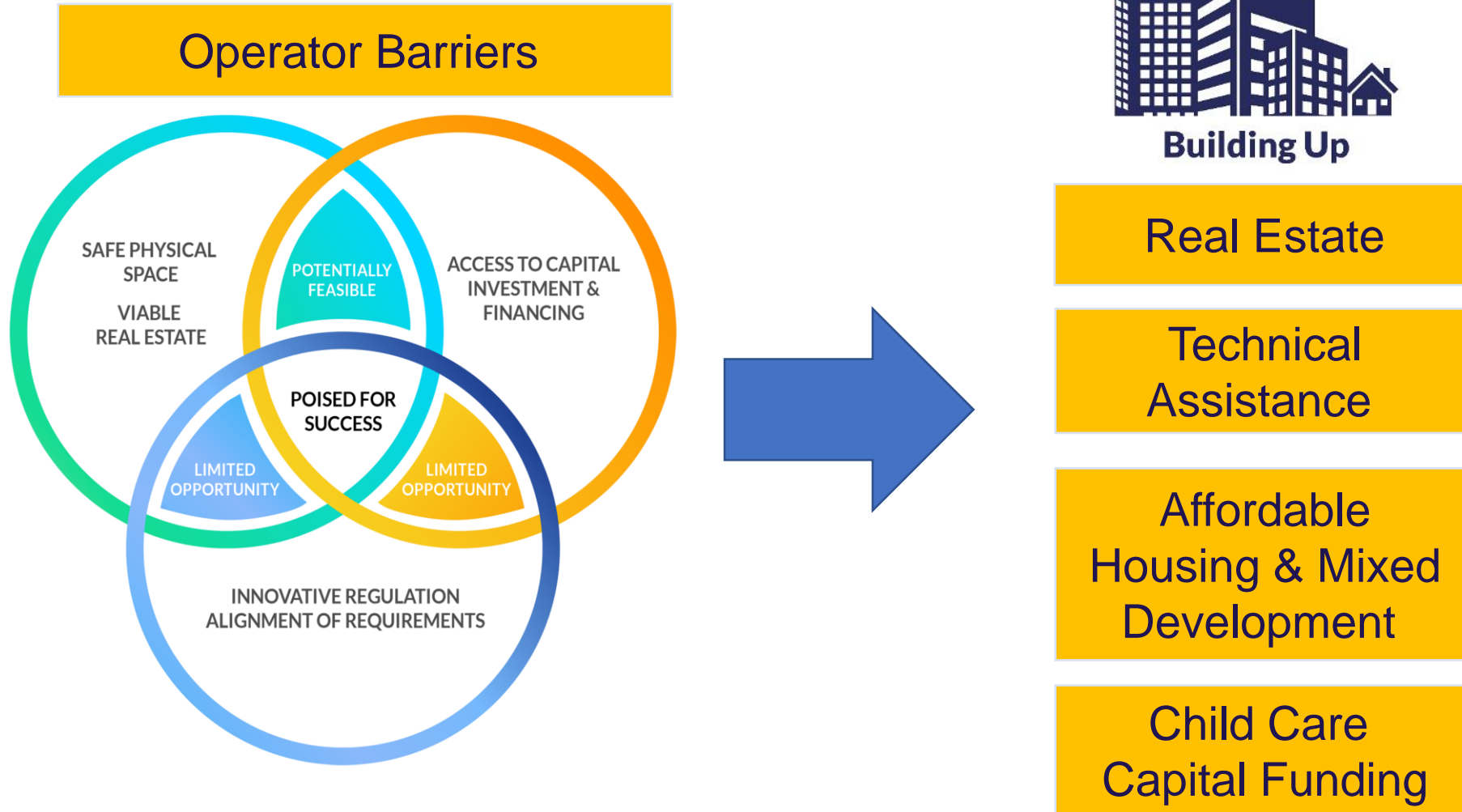


## Diverse & high-impact participants from across Colorado in every sector

- 9 employers that support more than 11,000 employees
- High focus in rural communities and child care deserts



# Child Care Barriers and Solutions





# Advocacy Opportunity: CO Child Care Contribution Tax Credit (CCTC) Renewal

- 50% tax credit for donations up to \$200,000 per year – 6,000 eligible programs
- Brings \$60 Million to child care industry to support access, quality, wages, and program
- Key Updates in Renewal Legislation
  - Renewal for 3 Years
  - Improved Data Collection & Reporting
  - In-Kind Real Estate Donations

EXECUTIVES PARTNERING TO  
INVEST IN CHILDREN



**Questions?**

**[Nicole@ColoradoEPIC.org](mailto:Nicole@ColoradoEPIC.org)**



## 2023 COMMUNITY IMPACT FORUMS

# STATE OF CHILDCARE



## Panel Discussion

- **Kate Kalstein**, Kate Kalstein Consulting, Universal Pre-K Expert
- **Pat Bolton**, Triad Early Childhood Council
- **Carrie Kennedy**, Family Child Care Home Provider in Arvada
- **Lindsay Reinert**, Community Outreach and Partnership Manager, Lutheran Medical Center
- **Cathy D'Addario**, Director, Lionheart Children's Academy at Revive Church



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**Closing Remarks**

**Kami Welch**

**President, Arvada Chamber of Commerce**





# Champions Program

[arvadachamber.org/Champions](http://arvadachamber.org/Champions)



## Chamber Updates





[arvadachamber.org/  
BadassWomen](https://arvadachamber.org/BadassWomen)



# Chamber Updates



# Calling All Middle School Students!

Share your ideas and show off your citizenship skills in the National Civics Bee.

The National Civics Bee is an annual competition that encourages young Americans to engage in civics and contribute to their communities. Middle school students with an idea about using civics to solve a problem in our community can participate in an essay competition for a cash prize!

**\$500 cash prize**  
LOCAL FIRST PLACE

**\$1,000 cash prize**  
STATE FIRST PLACE

Each finalist receives a certificate.



Submit your essay at [arvadachamber.org/civicsbee](https://arvadachamber.org/civicsbee). **Deadline is February 24, 2023.**

[arvadachamber.org/  
CivicsBee](https://arvadachamber.org/CivicsBee)



# Chamber Updates

# SAVE THESE 2023 DATES!

## Arvada Community Impact Forums



FEBRUARY 17  
State of Childcare

APRIL 21  
State of the City

JUNE 16  
State of Education

AUGUST 18  
State of Housing

OCTOBER 20  
Ballots and Breakfast

MARCH 17  
State of the Economy

MAY 19  
Legislative Recap

JULY 21  
State of Transportation

SEPTEMBER 15  
City Council Election Forum

NOVEMBER 17  
Mayors Roundtable



REGISTER TODAY FOR ALL EVENTS  
AT [ARVADACHAMBER.ORG/EVENTS](https://arvadachamber.org/events)



# Chamber Updates



Today's Coffee Sponsor





# Chamber Investors





# Chamber Investors



# Chamber Investors

**Barber-Nichols**

**Bill Martin & Associates**

**Centura Health Emergency & Urgent Care**

**Colorado Home Realty - Kathryn & Joe Seehusen**

**Corn's Appliance**

**Family Tree**

**Farmers Insurance-Aimee Skul Agency**

**Insperity**

**Jefferson County Government**

**Minuteman Press Arvada**

**Payroll Vault**

**Premier Partners CU**

**RCDyer Wealth Management, Inc.**

**Republic Services**

**Revive Church / The Bridge**

**SFInvest**

**SG - Associates LLC**

**Sheet Metal and Air Conditioning Contractors' National Association**

**Xcel Energy**

**Your Castle Real Estate, Vanessa Kendrick**



**Champion Members**



# Power Partners



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