



Investing in quality early childhood programs helps infants, toddlers and preschoolers learn, grow and succeed. Access to affordable child care is important for today's workforce and for building tomorrow's workforce.



**60% of Arizona's young children live in households where all adults work.**

*Those families need reliable child care to be able to work.*

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*The ability to recruit and retain top talent is more important than ever, and child care is key to solving many of the workforce challenges that Arizona businesses face. That's why the business community needs to be part of finding solutions to the child care crisis.”*

**Danny Seiden**

President & CEO Arizona Chamber of Commerce & Industry

## Arizona doesn't work if child care doesn't work



Child care challenges cause a staggering loss of \$1.7 billion annually to Arizona's economy.\* Employees have to miss work, or eventually quit, if they can't find and afford child care.



Child care is expensive. Parents can't afford to pay more. Infant care for one child costs 19.8% of a median Arizona family's income.



Quality early learning correlates strongly to higher graduation rates and less dependence on social services later in life. Increased school readiness leads to workforce readiness.

Allocating resources to support the health and learning of our young children is a crucial economic development strategy.

\* US Chamber of Commerce Foundation

**\$1**   
**INVESTED IN EARLY CHILDHOOD YIELDS A \$16 RETURN**

**INCREASED**

- High School Graduation
- College Matriculation
- Economic Development & Personal Income

**DECREASED**

- Special Education/Remediation
- Dependence on Social Welfare
- Crime-related Costs & Incarceration Rates

## High quality child care is a smart investment for Arizona employers

Family-friendly policies support today’s workforce, which helps businesses attract and retain talent, promote workforce diversity and increase productivity.

Inadequate options for stable, reliable child care take a heavy toll on Arizonan’s working parents, employers and state revenues. **Employers lose \$1.42 billion annually due to employee absences and turnover.**

### IMPACT OF INSUFFICIENT CHILD CARE TO ARIZONA BUSINESSES

Over the Last Year, AZ Parents Reported:

**INCREASED COST**

**90%** say that child care costs have escalated

**LESS OPTIONS**

**73%** say that child care options have decreased

**QUIT WORK**

**35%** have left a job due to child care issues

**MISSED WORK**

**82%** have reported absence due to child care issues

## Create a working future.

The voice of business leaders like you is crucial to Arizona’s economic success.

Help us have action-oriented conversations with businesses, government leaders and other organizations to raise awareness and increase business engagement in early childhood. Visit our Take Action page, to learn more and sign up for our newsletter.



Take Action



Business Impact of Child Care Issues Calculator

## Ways to Show Support



Ensure employees have reliable work schedules and information about programs that can help with child care costs.



Help build awareness among policymakers of the impact the child care crisis is having on your business.



Support public policy solutions to the child care crisis, including local, state and federal funding for early learning.