

REGIONAL SUMMIT: Workforce Solutions in a Child Care Crisis



In partnership with



REGIONAL SUMMIT: Workforce Solutions in a Child Care Crisis

Presented by

 **AULTCARE**

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 **AKRON-CANTON
AIRPORT**



Welcome and Opening Remarks

A photograph of a woman with long blonde hair, wearing a blue patterned dress, holding a young child in her arms. She is looking down at a tablet device she is holding. The background is slightly blurred, showing an indoor setting.

REGIONAL SUMMIT:
Workforce Solutions
in a Child Care Crisis

Jeff Dafler

President & CEO, Canton Regional Chamber of Commerce

Lisa Zellers

Vice President, AultCare

Krista L. Allison

Stark County ESC, and Co-Chair, Great Start for Great Futures

Begin with the end in mind:

“To begin with the end in mind means to start with a clear understanding of your destination. It means to know where you’re going so that you better understand where you are now and so that the steps you take are always in the right direction.”

Dr. Stephen R. Covey

REGIONAL SUMMIT: Workforce Solutions in a Child Care Crisis

- What valuable insights have you gained today?
- What are the most pressing challenges related to workforce child care needs in your community that motivates you to take action?
- What are two to three key points from today that you will share for discussion in your community?
- How do you envision your organization collaborating with businesses, community members, families, and public officials to develop solutions for our child care crisis?



Ohio loses approx. **\$5.48 Billion** ↓
per year due to child care issues.



Source: [Untapped Potential in Ohio: How Child Care Impacts Ohio's Workforce Productivity and The State's Economy](#), U.S. Chamber of Commerce Foundation, 2025

Framing the Issue:

The Childcare Crisis
in Our Community

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Introduction by
Ron Paydo

*Market President, Akron/Canton,
Huntington Bank*

Lynanne Gutierrez
President & CEO, Groundwork Ohio

Setting the Stage: Why Are Business Leaders Talking About Child Care?

**LYNANNE
GUTIERREZ
President & CEO**
September 9, 2025

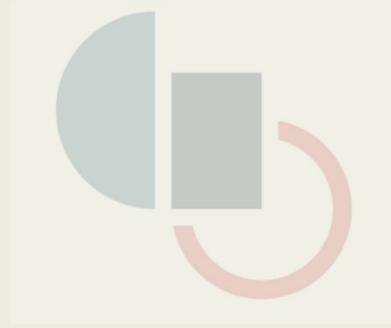


About Us

Groundwork Ohio is a committed, **nonpartisan public-policy research and advocacy organization** formed in 2004 that champions high-quality early learning and healthy development strategies from the prenatal period to age 5, that lay a strong foundation for Ohio kids, families, and communities.

We advance quality early childhood systems in Ohio by engaging, educating, and mobilizing diverse stakeholders and strategic partners to promote data-driven and evidence-based early childhood policies.

**GroundworkOhi
o.org**





OHIO CHAMBER
OF COMMERCE



Greater
Cleveland
Partnership



LIFECYCLE OF IMPACT for Early Childhood Investments

Invest in Young Children = Invest in Ohio's Workforce, Today and Tomorrow

						
BABY	KINDERGARTEN	PARENTS	CARE PROVIDER	BUSINESSES	ECONOMY	FUTURE
Less than 1 in 5 Ohio babies from families with low incomes have access to a child care program.	65% of all kindergarteners enter the classroom not ready to learn. This increases to 79% of low-income kids.	61% of parents said they would go back to work if they had access to child care at a reasonable cost.	Child care professionals make, on average, \$15 per hour. Turnover rate is over 4X higher than state's employment.	1M working parents in Ohio have cut back their work hours due to child care barriers.	Ohio's economy loses approx. \$5.48 billion a year on child care barriers alone.	 

Q:

Why are business leaders from all around Ohio and the nation sounding the alarm about the child care crisis?

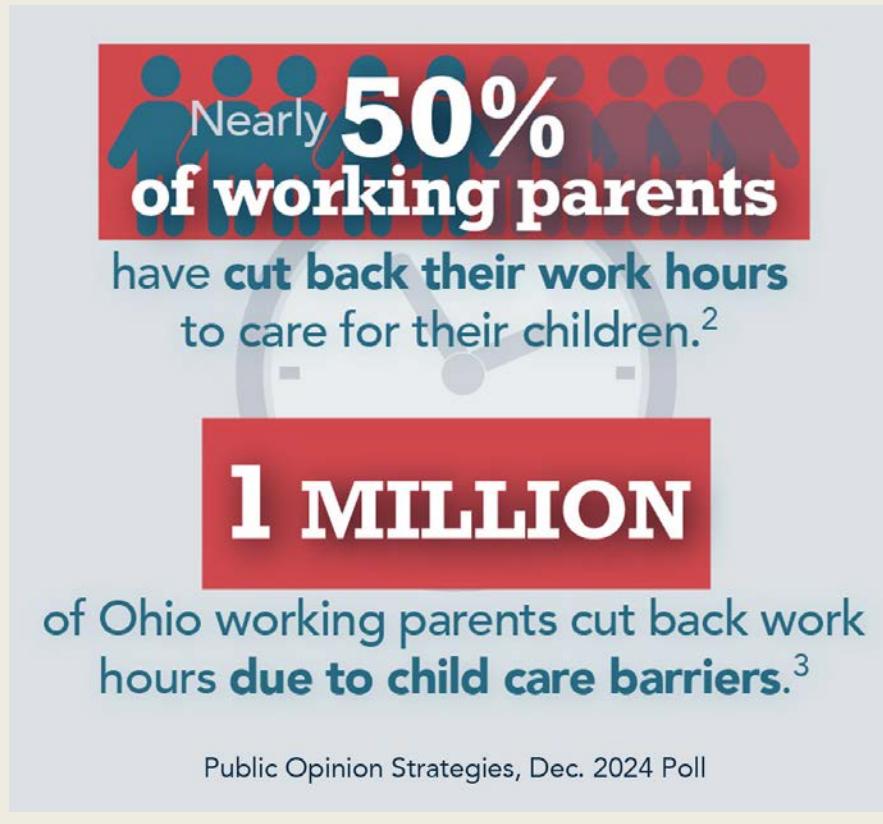


A:

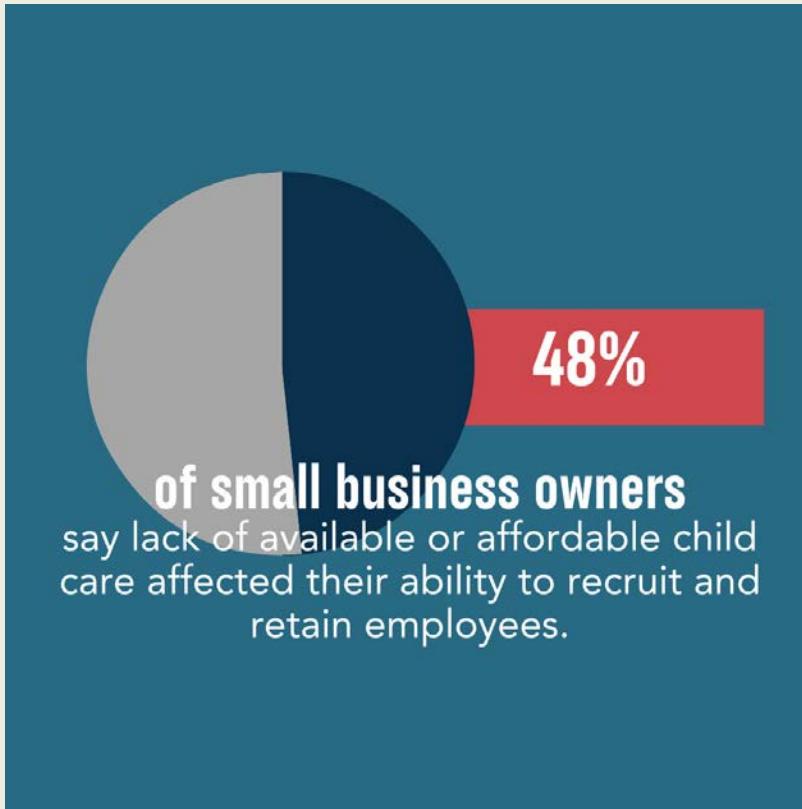
**Because Ohio's businesses need a
reliable, growing, & diverse workforce
to succeed and businesses simply can't
get it.**



Lack of Child Care Leads to Unemployment and Underemployment

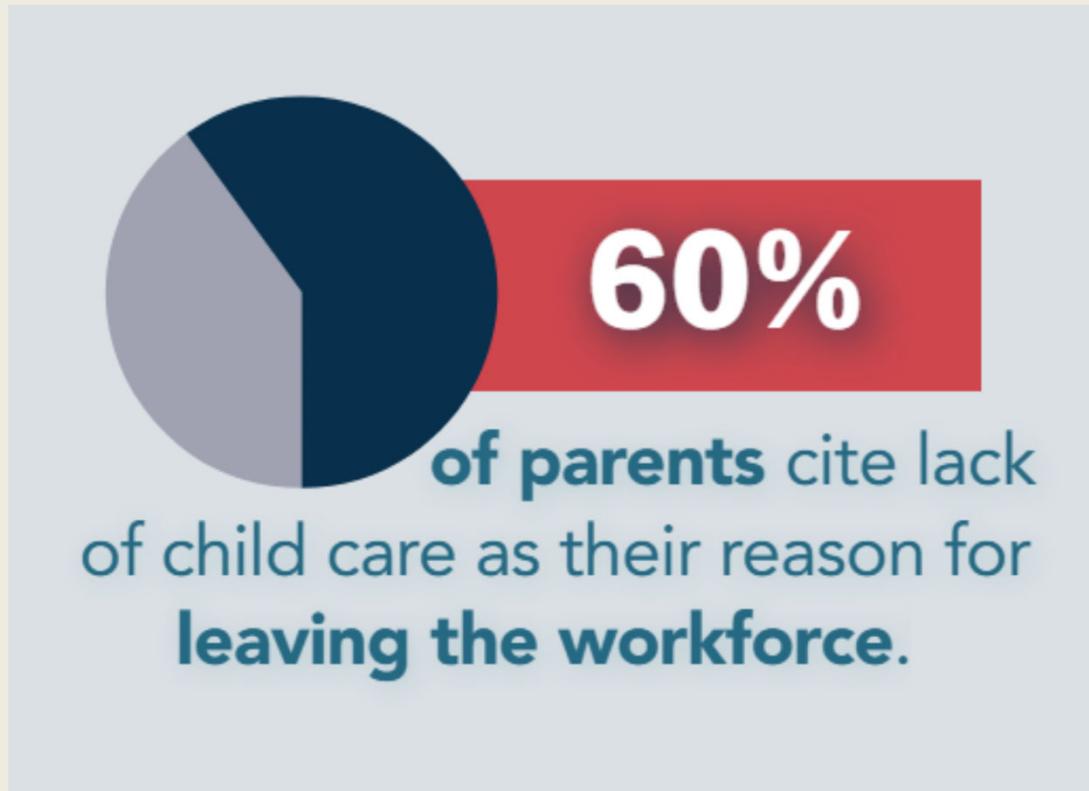


Child Care Crisis Significantly Hampers Recruitment and Retention



Source: Goldman Sachs 10,000 Small Business Voices, 2024

Parents Identify Child Care as a Barrier to Work



Source: Groundwork Ohio Child Care Poll, 2024

Child Care is Unaffordable



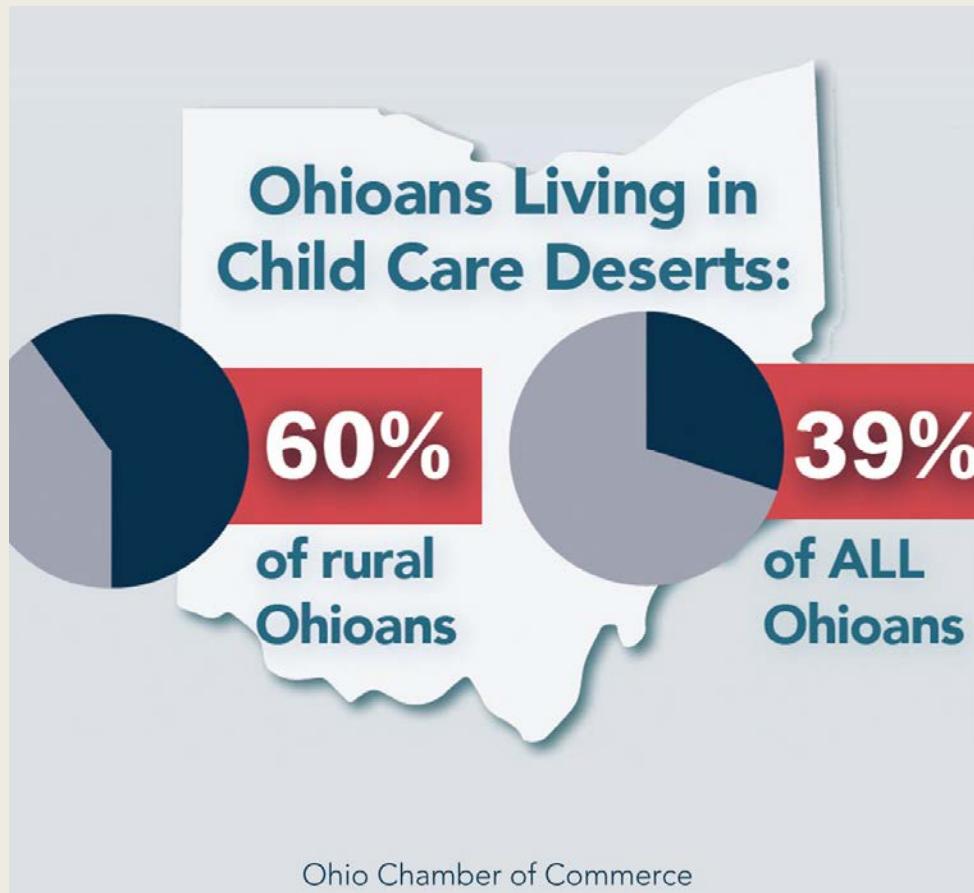
Child Care is Unaffordable

Child Care Expenses
= \$10.54/hr worked

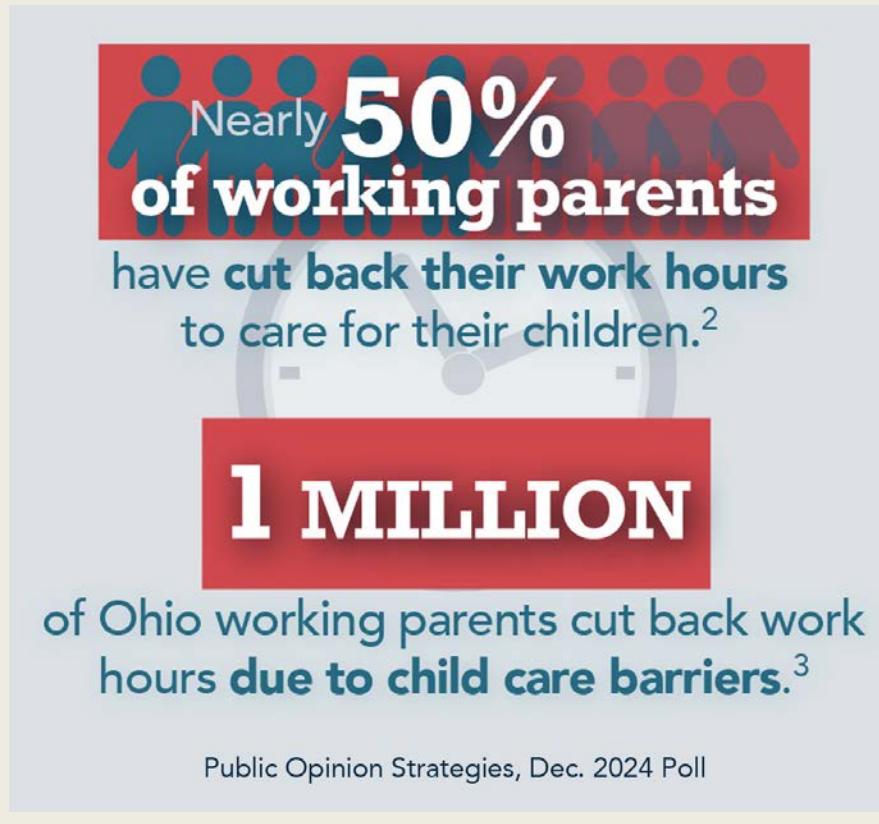
If paid \$20/hr
\$9.46/hr
remains

Department of Children & Youth

Child Care is Hard to Find



But...Parents Identify Child Care as an Opportunity



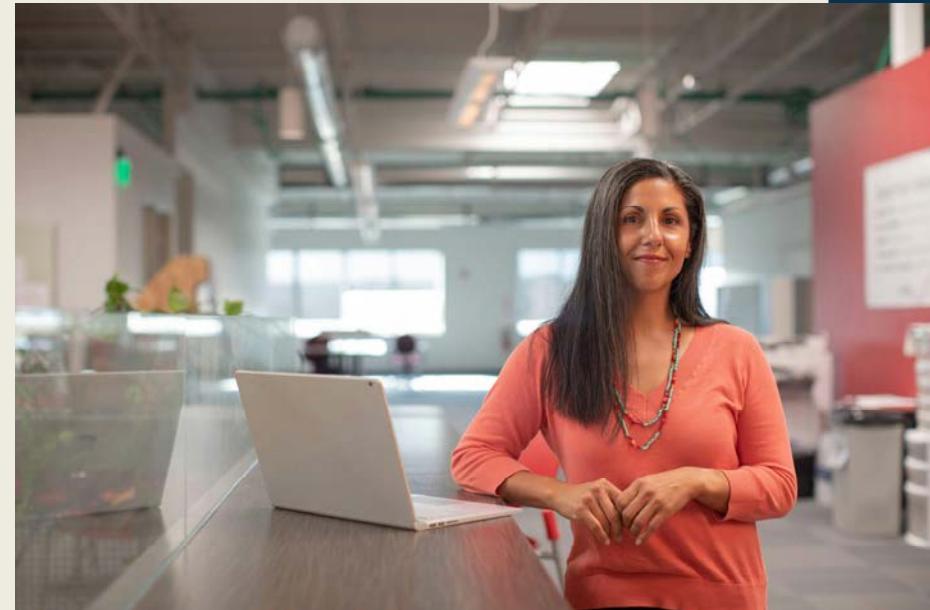
The Child Care Crisis Impacts Us All

Ohio's lack of affordable child care results in an estimated \$5.48 billion annual loss for Ohio's economy.



Source: [Untapped Potential in Ohio: How Child Care Impacts Ohio's Workforce Productivity and The State's Economy](#), U.S. Chamber of Commerce Foundation, 2025

What Working Parents AKA Your Employees Tell Us...



**Groundwork
OHIO**

25%

of parents say their
work performance has declined
because of child care issues.



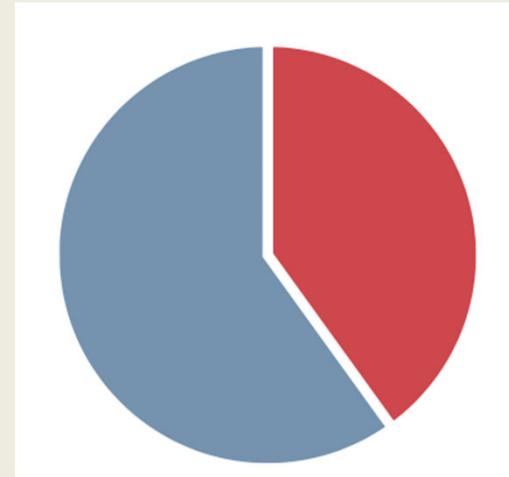
Groundwork
OHIO

24%

of parents say they have
**refused a job opportunity,
promotion, or change**
because it would increase
child care expenses.

HALF

of working parents say that
over the last couple of months,
they have had to cut back on their work hours
to care for their children.



More than 40% of parents of young children have had to **call off or miss a shift at work** because of child care issues.



Groundwork
OHIO



Parents with young children say they have
had to leave the workforce
because of an inability to find
affordable child care.



**Groundwork
OHIO**

68%

of Ohio parents with children under 6
identify at least **ONE** of these factors in
their work lives.

30%

of Ohio parents with children under 6
have identified **TWO-to-THREE** of these factors.

When stay-at-home parents of young children are asked **what would having child care allow them to do**, there is one response that stands out:

“Work”

And, when parents of young children
with child care are asked
what having child care allows them to do:

“Work”

61%

of non-full-time working moms say
they would go back to work
if their child had access to
quality child care at a reasonable cost.



**No wonder businesses are talking
about child care.**

Q:

How can you help address the child care crisis?

 EXPLORE	 INVEST	 ADVOCATE
<p><i>Shift workplace practices to address employee needs.</i></p> <p>*****</p> <p>Schedule Predictability</p> <p>Job Sharing</p> <p>Flexible Scheduling</p>	<p><i>Support employees to make child care more accessible and affordable.</i></p> <p>*****</p> <p>Back-Up Child Care</p> <p>Child Care Benefits</p> <p>On-Site Child Care</p>	<p><i>Share experiences and perspectives to propel change.</i></p> <p>*****</p> <p>Get Involved: Engaging in public advocacy helps to raise awareness about the economic benefits of investing in child care and garner support for policy changes at local, state, and federal levels. Businesses can partner with others to advance child care access in the state.</p>

Advocacy Solutions

- Invest in access to affordable, quality child care for working families.
- Learn and engage in public-private partnerships. Share your learnings.
- Implement tax benefits for families and tax policies that benefit businesses.



Learn More & Join the National Conversation:



Join our Business Coalition to connect with other statewide business leaders.

Support the Workforce of Today & Tomorrow.



Learn More at

GroundworkOhio.org



@GroundworkOhio



Annual child care expenses in Ohio (avg)

Infant care:

\$13,780

Toddler care:

\$12,376

Preschooler care:

\$11,752

Child Care Aware of America, Child Care in America

Legislative Perspectives:

Policies and Pathways
to Change

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Workforce Solutions
in a Child Care Crisis

Moderated by
Liz Hibbs
Director of ECEA/SPARK

Theresea Varrasso
*Legislative Officer at Ohio Department
of Children and Youth*

Legislative Perspectives:

Policies and Pathways
to Change

REGIONAL SUMMIT:
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Senator Jane M. Timken

Ohio Senate, District 29

Senator Casey Weinstein

Ohio Senate, District 28

Representative Scott Oelslager

*Ohio State House of Representatives,
District 48*

Representative Bill Roemer

*Ohio State House of Representatives,
District 31*

HALF

of working parents say that over the last couple of months, they have had to cut back on their work hours to care for their children.

Family Voices:

Real Stories,
Real Impact

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in a Child Care Crisis

Moderated by
Alicia Robinson

*Senior Director Community Engagement &
Partnerships, Summit Education Initiative*

Amy Wise

*Director of Strategic Initiatives,
Early Childhood Resource Center*

Family Voices:

Real Stories,
Real Impact

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in a Child Care Crisis

Jazzmin Bowman
Summit County

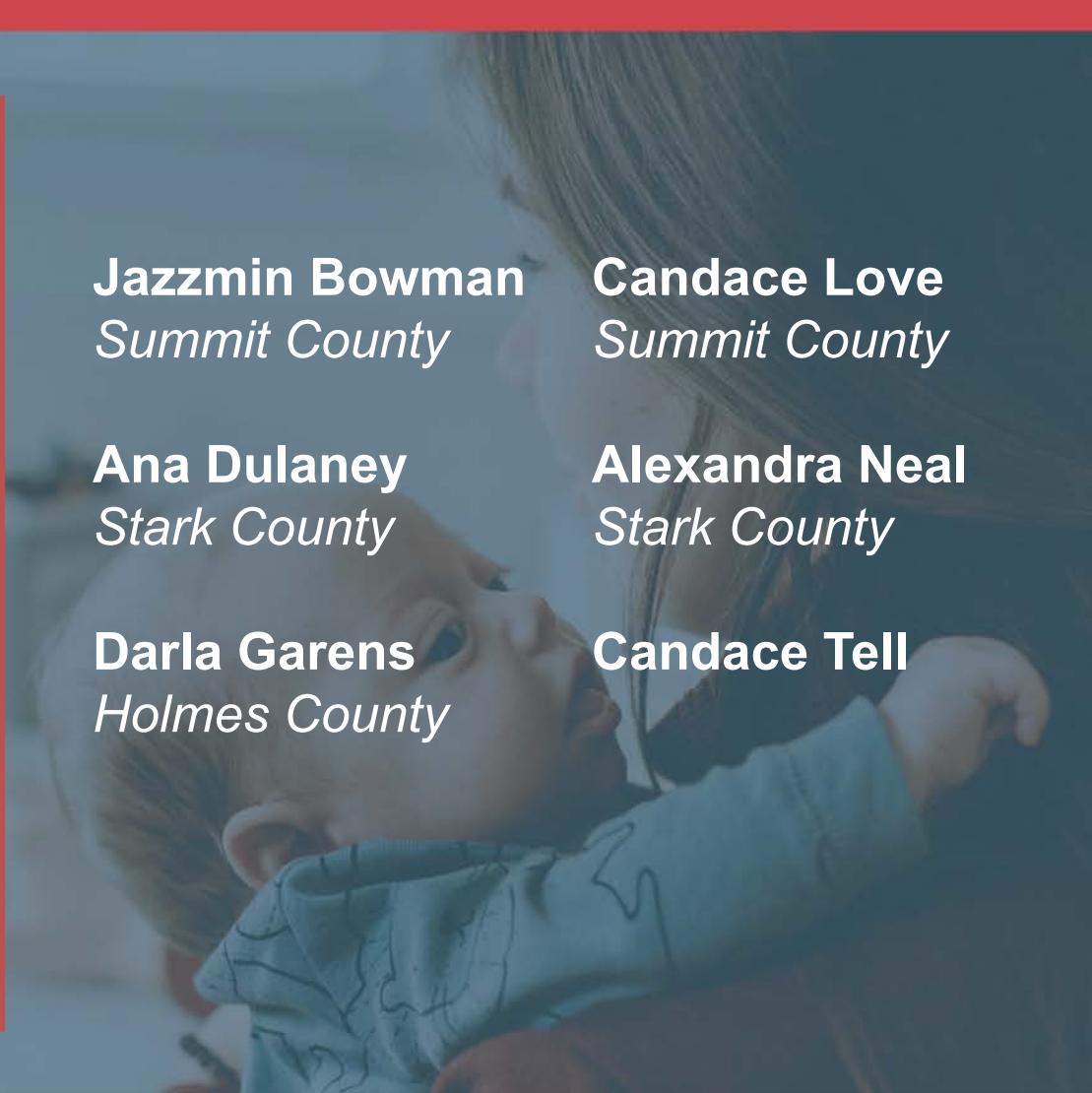
Ana Dulaney
Stark County

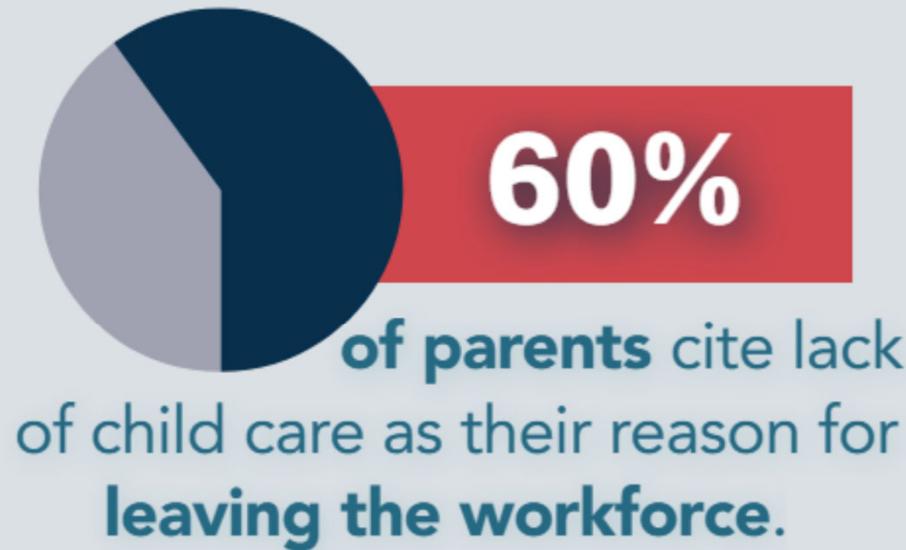
Darla Garens
Holmes County

Candace Love
Summit County

Alexandra Neal
Stark County

Candace Tell





U.S. Chamber of Commerce

Source: Groundwork Ohio
Child Care Poll, 2024

Business Solutions:

How Employers /
Communities Are
Responding

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in a Child Care Crisis

Moderated by

Joe Luckring

Regional President, PNC Financial Services Group

Alliance Employment Promise:

Rick Baxter

President, Alliance Area Chamber of Commerce and
Alliance Area Development

Liz Hibbs

Director, ECEA/SPARK

Greater Akron Unified Early Learning System:

Richelle Wardell

Education and Health Strategist, City of Akron

Tusco MFG

Mike Lauber

CEO, Tusco MFG

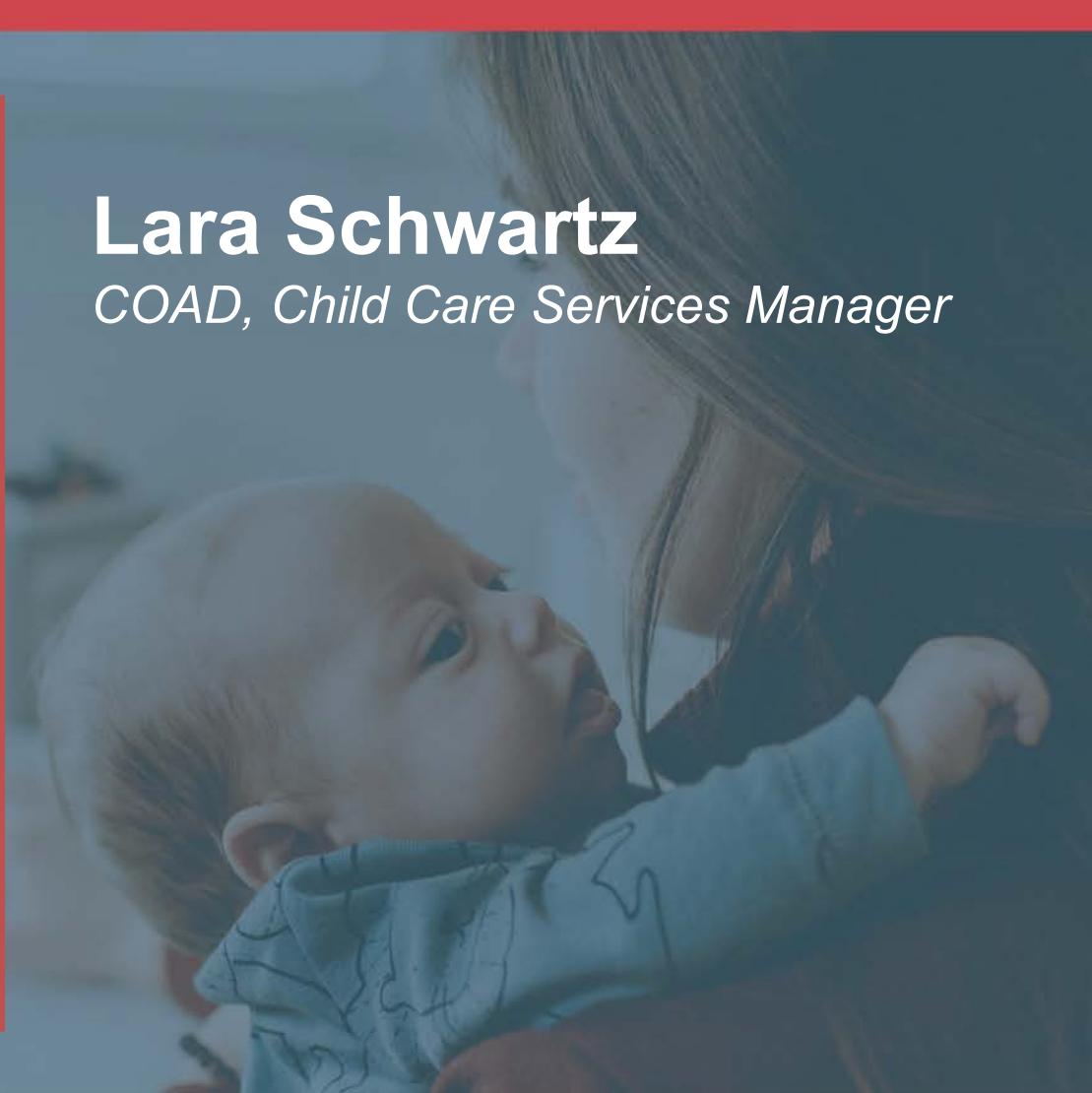
Our Resource and Referral Agencies:

How They Can Help

REGIONAL SUMMIT:
Workforce Solutions
in a Child Care Crisis

Lara Schwartz

COAD, Child Care Services Manager



Child Care Resource and Referral Agencies

Workforce Solutions in a Child Care Crisis:
Regional Summit

September 9, 2025



Child Care Resource & Referral Agencies (CCR&Rs)

Funded through the Federal Child Development Block Grant
via the Ohio Department of Children and Youth



Lara Schwartz,
COAD4kids

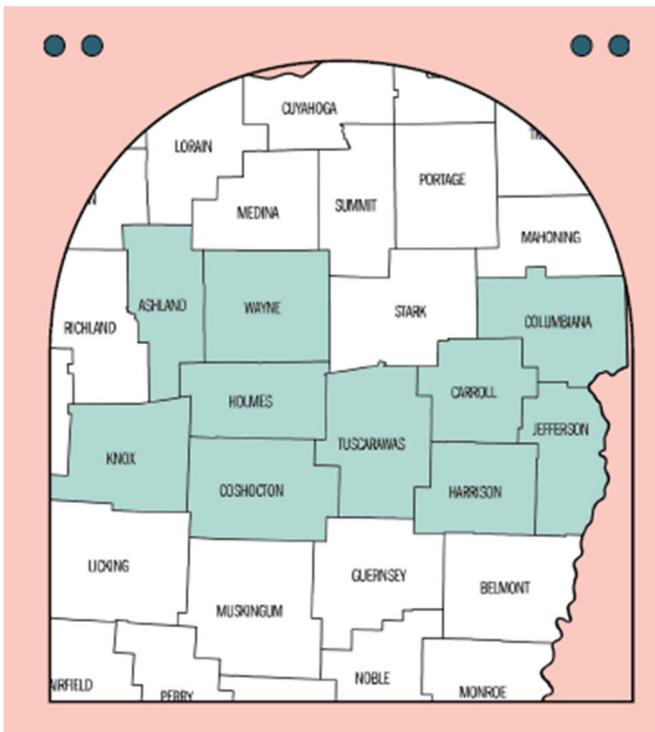


Amy Wise,
Early Childhood Resource Center

Our role

- Help families find child care and navigate family resources
- Work to increase the supply of child care
- Provide training for early childhood professionals
- Offer technical assistance to classroom teachers and program administrators
- Assist individuals to become foster/adoptive parents





- Ashland
- Holmes
- Carroll
- Jefferson
- Columbiana
- Knox
- Coshocton
- Tuscarawas
- Harrison
- Wayne

COAD4kids Tuscarawas County:
420 S. Reeves Ave, Ste C, Dover,
Ohio 44622
(330) 364-8882



EARLY CHILDHOOD
RESOURCE CENTER

- Mahoning
- Medina
- Portage
- Stark
- Summit
- Trumbull



Early Childhood Resource Center
(Administrative Office)
1718 Cleveland Avenue Northwest
Canton, Ohio 44703

Early Childhood Resource Center
37 N. High Street, Suite D
Akron, Ohio 44308

Early Childhood Resource Center
6414 Market Street
Boardman, Ohio 44512

Phone
(877) 691-8521 or (330) 491-3272

Early Care and Education Business Partnership

- A **Public-Private Partnership (PPP)** involves collaboration between the government and private sector to address shared challenges or goals.
- The **Ohio Department of Children and Youth (DCY)** has launched a PPP initiative to address workforce challenges by supporting employees in need of affordable and reliable child care.
- The partnership includes **businesses, government or non-profits, and DCY** sharing the cost of expanding child care access and availability.
- It encourages **innovative solutions** and seeks to create **mutual benefits** for families, employers, and child care providers.

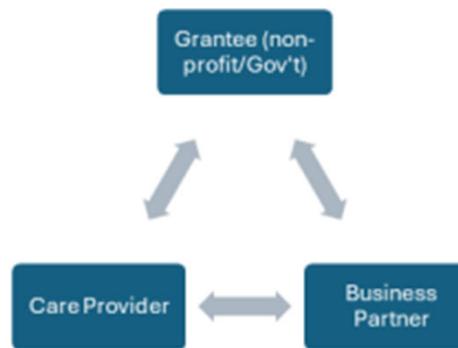


What are the goals of Early Care and Education Business Partnership?

- **For businesses:** Increased employee attendance, more productivity, and fewer employees separating employment.
- **For working families:** Families will have better access to reliable and high-quality child care meeting their working schedules.
- **For child care programs:** These programs will have increased financial stability and experience less staff turnover.



Who is eligible for the grant?



Expansion

- Increased hours provided
- Increased number of children served

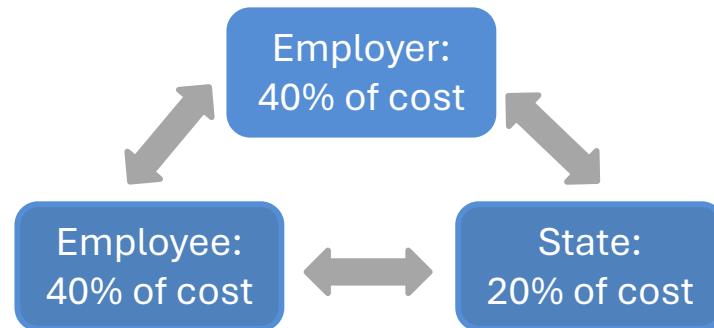


Scan to
Learn More!



Child Care Cred Program

- Approved in Ohio's new state budget to provide a way to make child care more affordable for families through employer partnerships.
- Employers can choose to participate
- Employees must fall between 200% - 400% of FPL
 - Under \$62,600 for single-person household
 - Under \$128,600 for a four-person household
- Should be available to employers and employees in January



Thank you!



www.coadinc.org



EARLY CHILDHOOD
RESOURCE CENTER

www.ecresourcecenter.org

Collaborative Discussion:

Building a Path Forward

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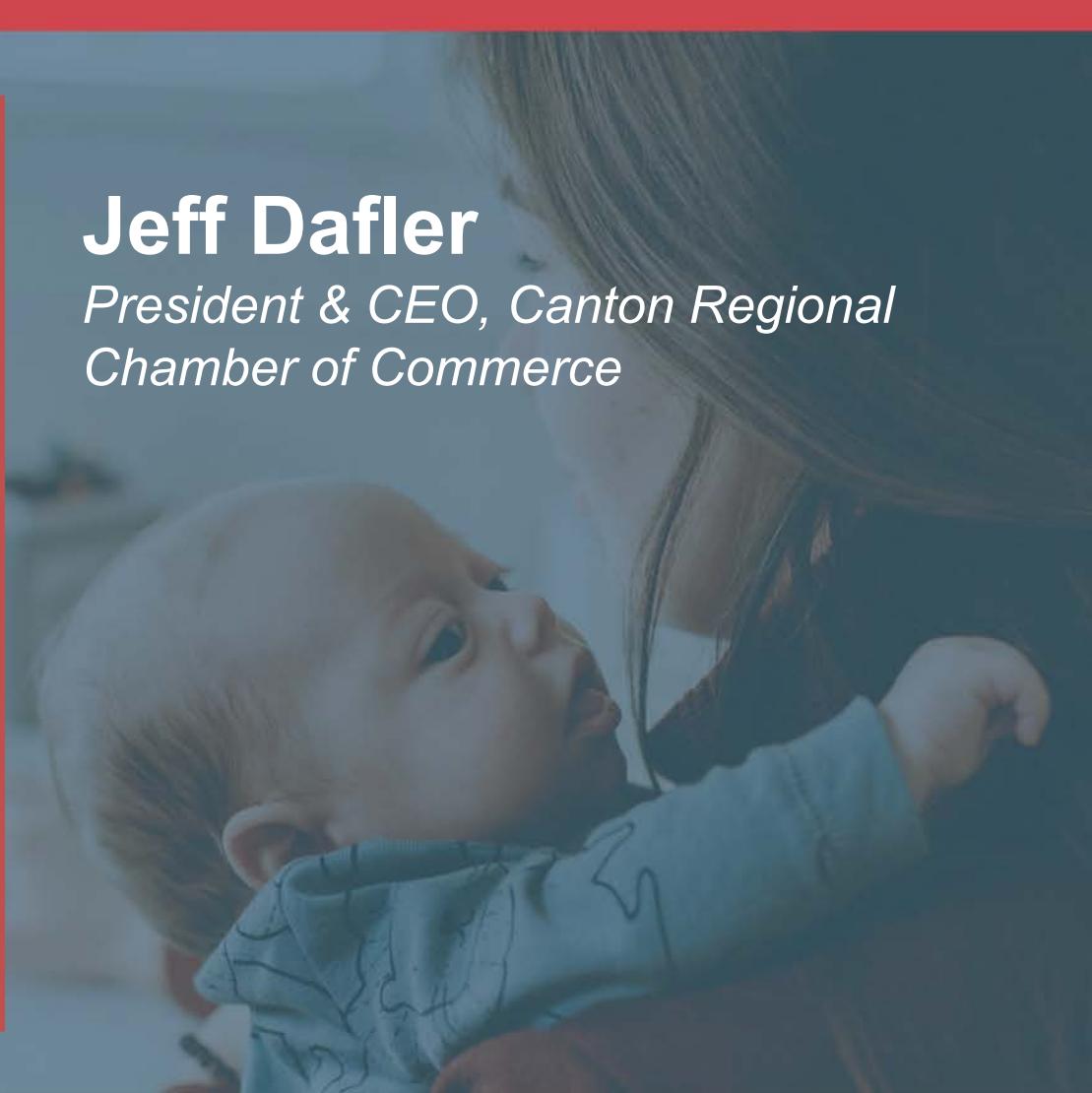
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Closing Remarks and Next Steps

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Jeff Dafler

*President & CEO, Canton Regional
Chamber of Commerce*





Scan for
Speaker
Bios