

# Addressing the childcare crisis: a pathway to workforce development and engagement

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# The Childcare Crisis in America

"Scholarships for child care are drying up. Now families are paying the price" – AP News, April 2025

"Trump's proposed Head Start cuts could worsen Utah's child care crisis" – Axios, April 2025

"How did childcare in the US become so absurdly expensive?" – The Guardian, March 2025 The Guardian

"The immigration crackdown threatening to break America's child care system" – Vox, March 2025

"More families struggle to find child care after federal support dried up" – CNN, May 2024 CNN

"America's child care crisis: Parents struggle as facilities close nationwide due to staffing shortage" – CBS News, 2024

"Child care crisis could worsen for millions of families across the country" – Good Morning America, August 2023 Good Morning America

"America's child care crisis is holding back moms without college degrees" – U.S. News, April 2024

"Child care crisis looming if US doesn't get funding, experts warn" – WCNC, August 2023

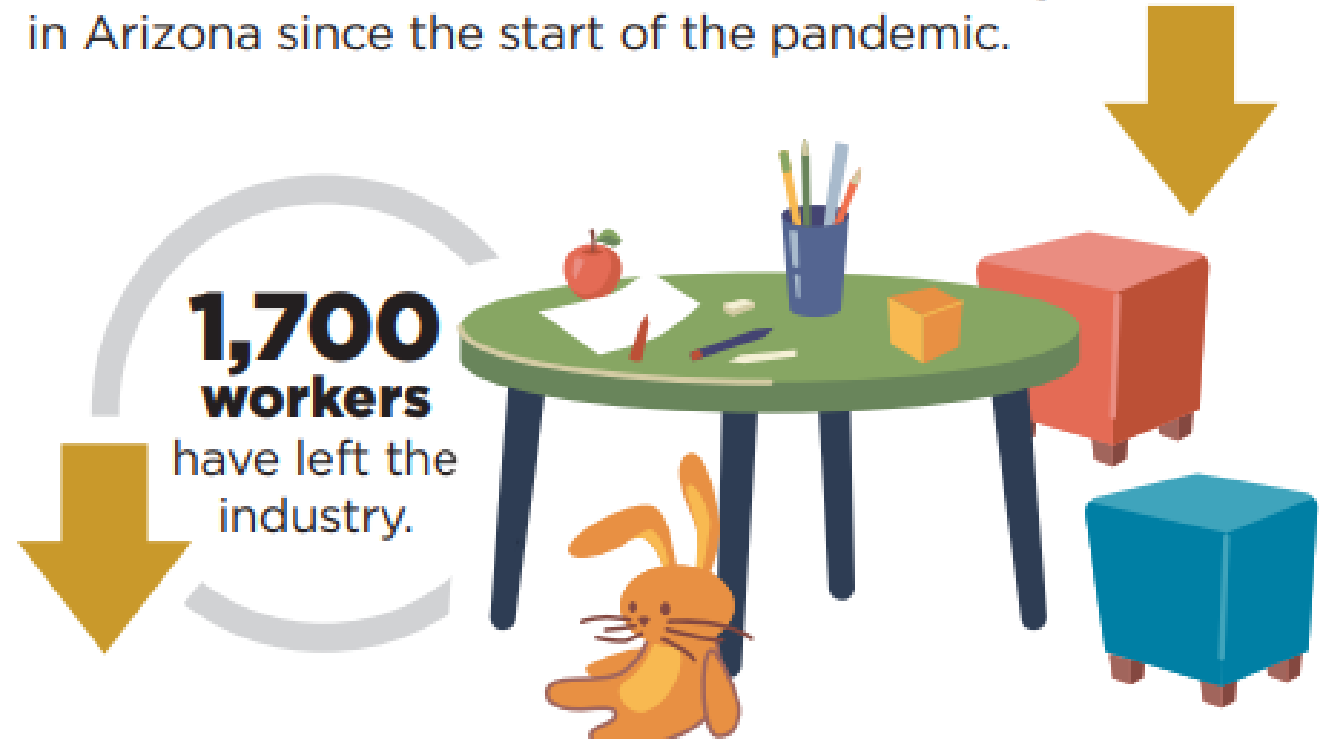


# The Child Care Crisis in Flagstaff

- Site closures
- Staff shortage
- Less seats
- Higher rates for families
- Reduction in workforce

## The child care industry is struggling.

The child care workforce has **decreased by 13%** in Arizona since the start of the pandemic.



# The Community Problem

*Untapped Potential*, U.S. Chamber of Commerce Foundation, 2021

Untapped  
Potential in

**AZ**

**-\$1.77B**

Estimated annual loss to Arizona's  
economy due to childcare issues





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

# Why?



# The Childcare Landscape

## Access



## Affordability



## Quality



# The Childcare Landscape

## Access

Infant-toddler childcare desert

48% not enrolled in preschool

## Affordability

12% of average family income

6% of families receive childcare assistance from DES

## Quality

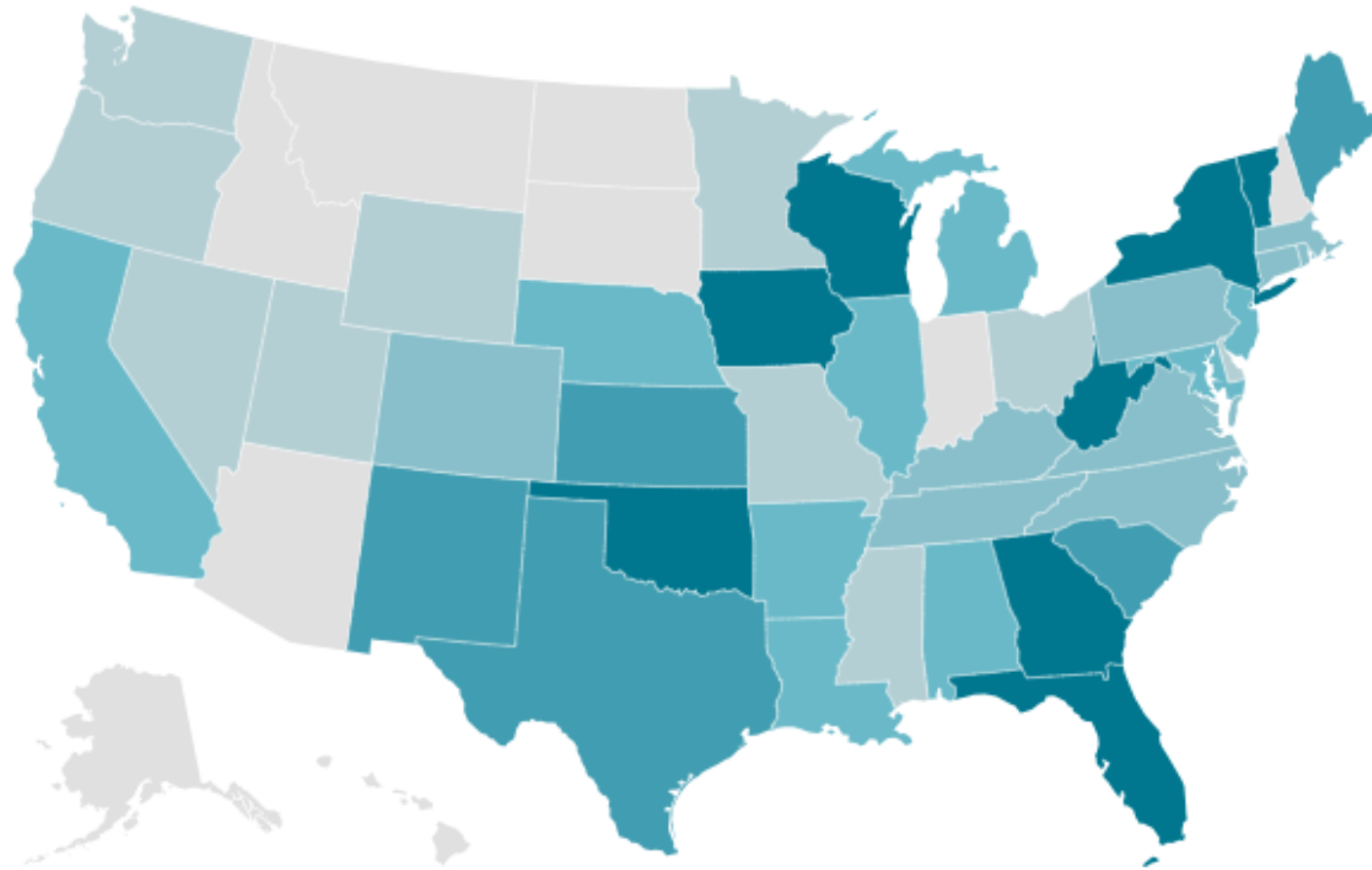
41% are high-quality programs

Bottom 8% of quality nationwide

## Percentage of four-year-olds in preschool

States vary in whether and to what degree they provide access to preschool for four year olds and three year olds. NIEER collects the data presented here. Click states for detail.

 < 10 10-20 20-30 30-40 40-50 ≥ 50



Map: Ed100 Lesson 4.1 • Source: [NIEER 2023](#) • [Get the data](#) • [Embed](#) • Created with [Datawrapper](#)

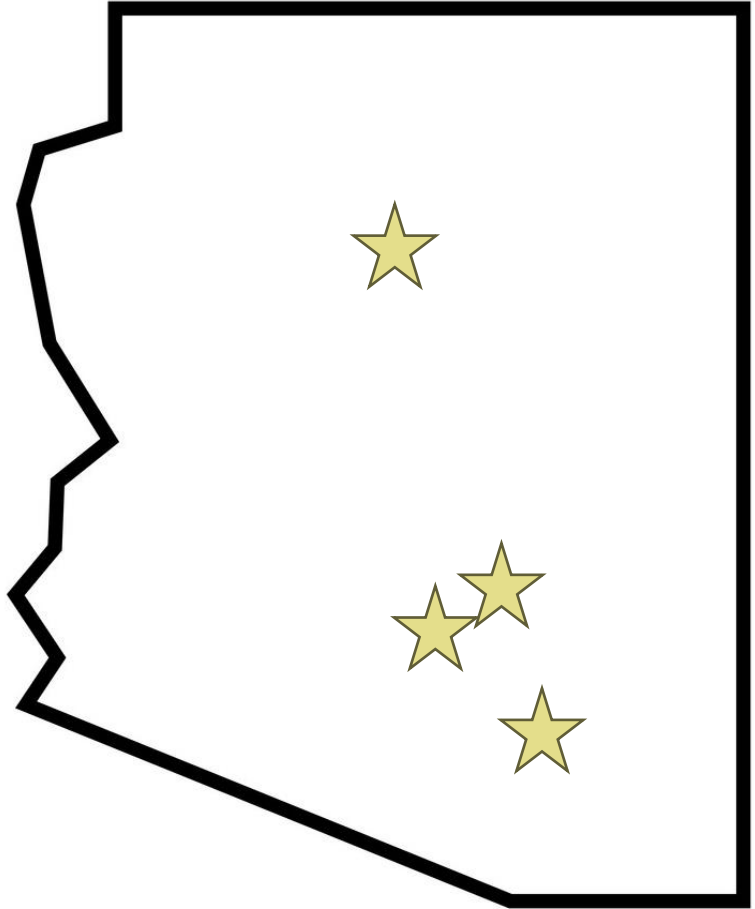
# The Solution



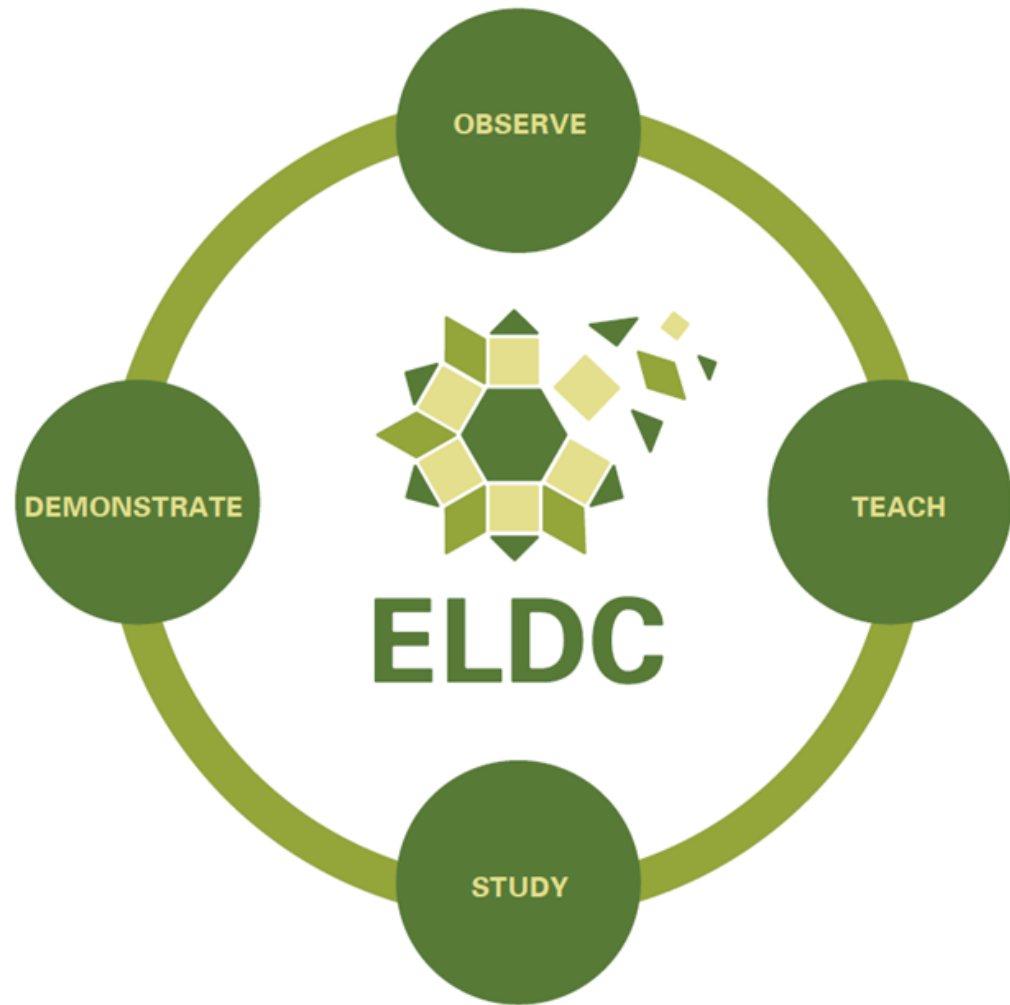
# City and county early childhood initiatives nationwide



Arizona cities with funded early childhood initiatives



- Serve a diverse population of children
- Support working families
- Support education attainment
- Model innovative practices
- Train preservice teachers and other related disciplines
- Provide professional development to the field
- Support national organizations through research and dissemination of work
- Collaborate with schools and communities



# Next steps and goals:

- Create a commission dedicated to the childcare crisis
- Continue to pilot programs that demonstrate evidence-based outcomes that are scalable
- Pave a pathway for a systemwide approach in Flagstaff



# Thank you!

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