

Childcare Lunch and Learn
Licensed Family Childcare Home and
Infant Care
Community Feedback



**WORKFORCE
CHALLENGES**

In response to Senate Bill 63, The Colorado Office of Early Childhood asked communities to gather feedback in 5 areas as it applies to the need for licensed infant and family home childcare. This is the fourth of those areas, with the top 3 to 5 barriers and solutions. We had over 9 total pages with your comments, so please know that we will use those locally even if they didn't all make the top 5.

Barriers

- ◆ Early childhood teachers incredibly hard to find, hire and keep, many have a young child and programs have no spaces.
- ◆ Community workforce is stretched, and most childcare centers do not offer hours needed by the resort community – weekends, holiday breaks etc.
- ◆ Early childhood workforce – compensation is not self-sufficient, when people get more education they leave for a better job (school district or other). Wages on par with public schools for all early childhood teachers was a common thread.
- ◆ Expensive housing and long commutes for early childhood staff.
- ◆ Childcare is expensive to provide and expensive for parents.

Ideas / Solutions

- ◆ Advocate for paid family leave at the state level so that the community workforce has more paid time to spend with their new baby (and other family needs) reducing the overall need for infant care.
- ◆ Financial support for all types of licensed infant/toddler care programs, both for startup and for operating.
- ◆ Incentives for private/public partnerships, especially for capital construction.
- ◆ Dedicated childcare (affordable) staff housing as a mitigation for development – that drives the need for more childcare.
- ◆ More flexible work hours for employees (including telecommuting) – and more flexible childcare hours, attractive for childcare staff as well as the general workforce. Possibly incentives for offering flexible care.

Workforce is clearly an issue for the entire community. Kids First offers start-up funds for new or expanding programs, and homes. We also provide operational funding for infant and toddler classrooms to help offset the high cost of lower ratios and staffing qualification requirements. In addition to these actions that happen locally, you can also learn more and advocate for these solutions at the state level with our partners at the [Colorado Children's Campaign](#).

We look forward to sharing the other areas that we asked for your feedback. Please also contact us to learn more about the services we provide and how we work with childcare programs and families.

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