



Impacts of Child Care on the Montana Workforce



Child Care is a Workforce Issue

An estimated **6%** of the labor force relies on child care to remain employed.

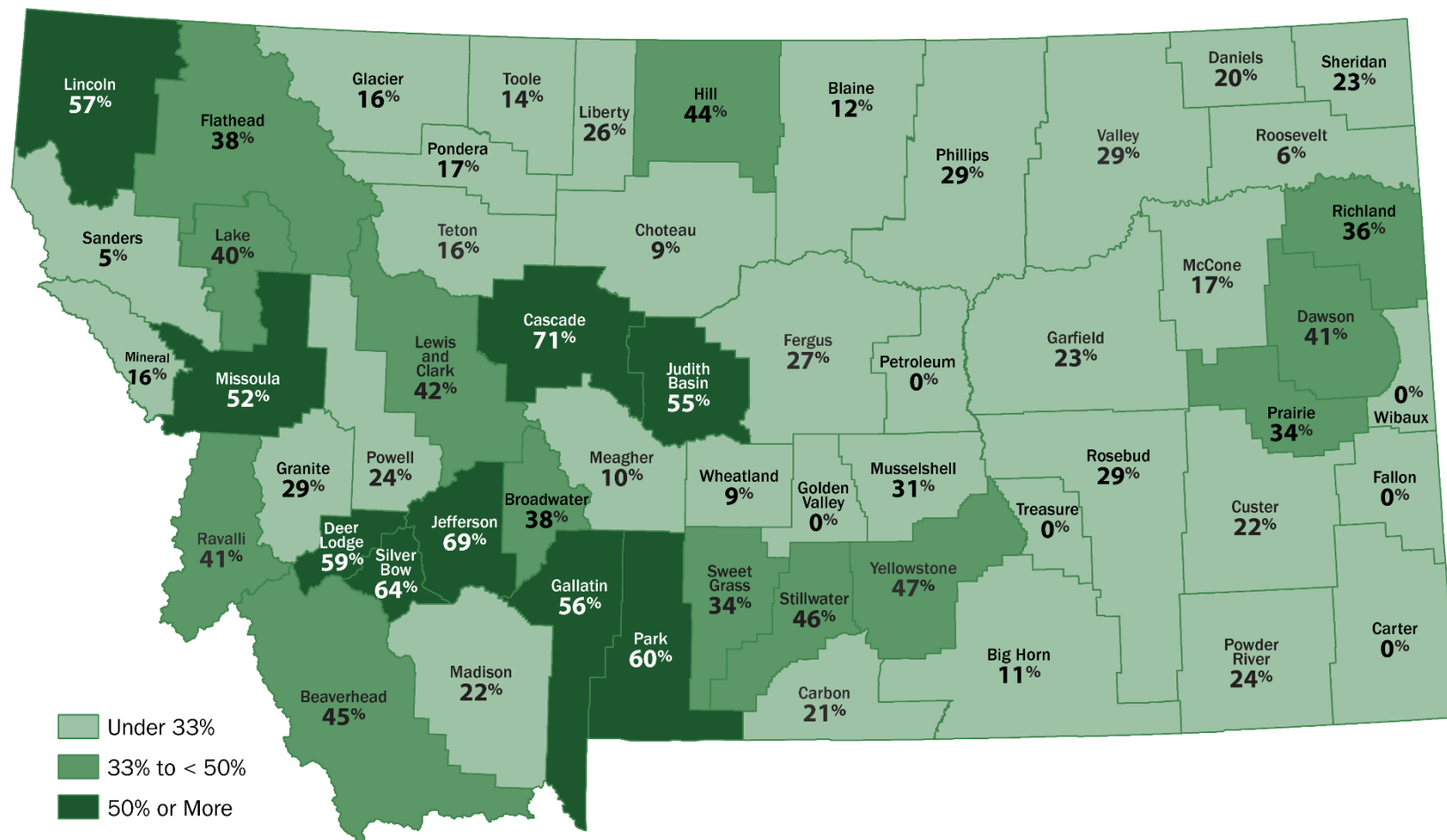
Yet

Licensed child care capacity meets only about **44%** of the estimated demand.





Shortages Across the State



Montana Department of
LABOR & INDUSTRY

Source: DPHHS child care licensing data as of 7/21. Montana Dept of Commerce, CEIC population data. 2015-2019 ACS 5-Year Estimates.



Any geographic area where licensed child care capacity meets ***less than a third*** of potential demand.



of counties are
classified as child
care deserts.

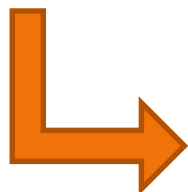


Source: DPHHS child care licensing data as of 7/21. Montana Dept of Commerce, CEIC population data. 2015-2019 ACS 5-Year Estimates.

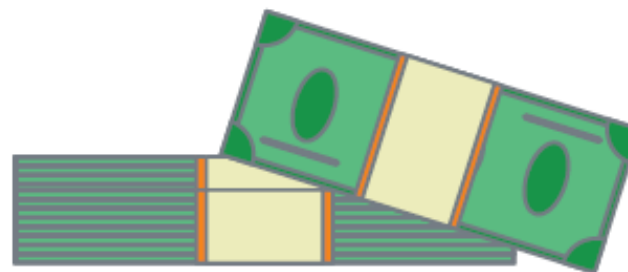


Child Care Affordability

Montana families pay **\$7,900** on average for care for children under the age of five



which translates to **16%** of the state's average wage in 2020.



Cost of full-time daycare for an infant in center-based care is **\$12,750** per year.



- Cost of in-state tuition for a four-year public college
- Average rent

88% of Montana families cannot afford care.



Workforce Impacts

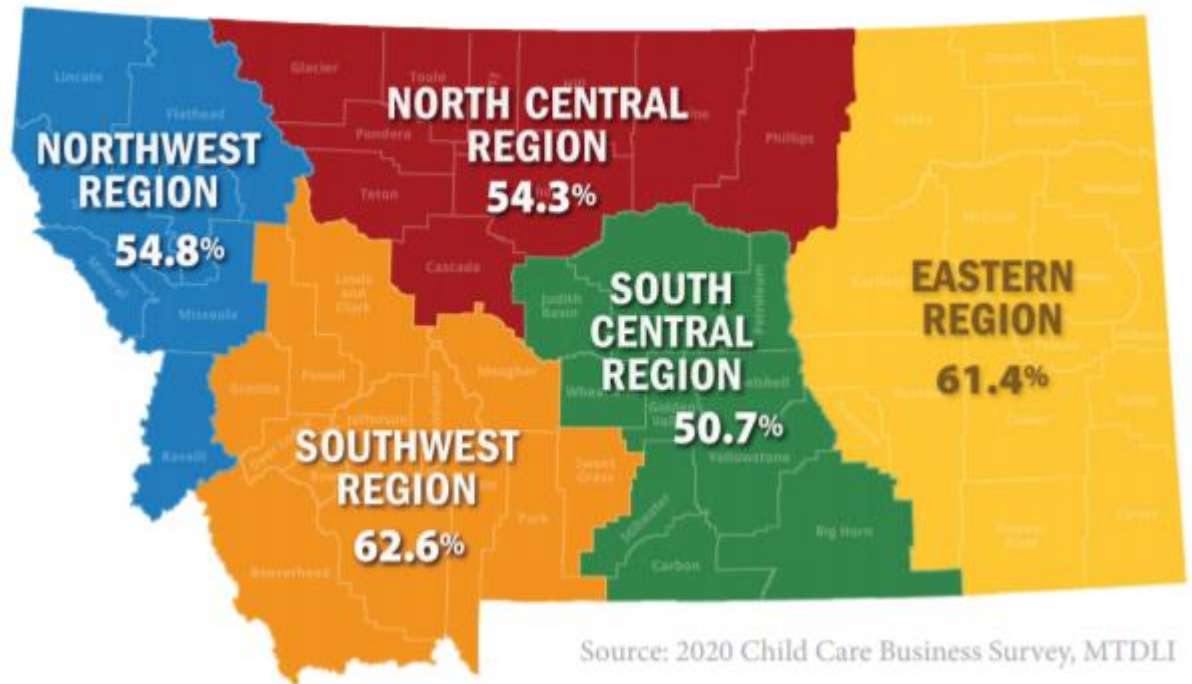
- **54,000** Montana parents working reduced hours – which accounts for 10% of the labor force.
 - **62%** of Montana parents missed time from work due to inadequate child care in 2019.
 - Montana households with children ages 0-5 lose an average of **\$5,700** in wages annually due to inadequate childcare.
- Approximately **32,000** Montanans are unable to return to work due to a lack of childcare/ need to monitor at-home-learning.



Business Impacts

Percent of Businesses Identifying Lack of Child Care

57% of businesses identify a ***lack of affordable child care in their community***, and **60%** stated improving access to child care ***should be a priority*** for their community.





Business Impacts

40% of businesses report ***difficulty recruiting or retaining qualified workers*** due to a lack of affordable child care in their community.

30% of Montana businesses say inadequate child care has prevented their company from growing.

 **\$55** *million lost business revenue annually.*

More info
available at
lmi.mt.gov

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Industry
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Additional Resources

Child Care Availability

Watson, Amy. "Child Care Deserts: An Analysis of Child Care Supply and Demand Gaps in Montana." August 2021. MTDLI

<https://lmi.mt.gov/docs/Publications/LMI-Pubs/Special-Reports-and-Studies/ChildCareDesertsWhitePaper-FINAL.pdf>

Watson, Amy. "Child Care in Montana." September 2018. MTDLI.

<https://lmi.mt.gov/docs/Publications/EAG-Articles/0918-ChildcareInMontana.pdf>

Business Impacts

Watson, Amy. "Impacts of Child Care on the Montana Workforce: Results from a Survey of Montana Businesses." November 2020. MTDLI

<https://lmi.mt.gov/docs/Publications/LMI-Pubs/Special-Reports-and-Studies/ChildcareReport2020.pdf>

Watson, Amy. "Out of the Office: How a Lack of Child Care has Impacted Montana Businesses." November 2020. MTDLI.

<https://lmi.mt.gov/docs/Publications/EAG-Articles/1120-ChildCare3.pdf>

Child Care Workforce

Watson, Amy. "Understanding the Child Care Workforce." April 2019.

MTDLI. <https://lmi.mt.gov/docs/Publications/EAG-Articles/0419-Childcare2.pdf>