
Increasing Workforce Infrastructure: Childcare

**Southern Arizona Workforce Leadership Academy
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This is personal.

\$4.7 BILLION

Disruptions in childcare create a 4.7 billion dollar economic disruption to Arizona families, employers and state economy each year.

Source: <https://osi.az.gov/bright-futures-az>

\$958 MILLION

Lost revenue for business due to lack of reliable
childcare and increased hiring costs.

Source: <https://osi.az.gov/bright-futures-az>

43%

% of Pima County workforce employed
by a small businesses

Source: [US Small Business Administration Office of Advocacy](#)

4.8%

% of the 25,000 children in Pima County eligible for PEEPS,
who are enrolled in PEEPS services

Source: PEEPs, Pima County

*How might we empower **small businesses** to reduce barriers to quality, affordable childcare for their employees?*

What we heard:

Working parents need to figure it out on their own.

What we heard:

Small businesses have implemented low-cost, innovative best practices to support their workforce.

What we heard:

Employers need support to navigate existing programs and services, including tax incentives and subsidies.

What we heard:

Employers need guidance to utilize available data and make informed decisions.



Early Care and Education Ecosystem



What we can build on:



COST +CAPACITY

Scholarships
Preschool in Elementary schools



COST + CAPACITY

Scholarships
Grants



BUSINESS-LED INITIATIVE

Designing customized
childcare strategies



ENGAGING EMPLOYERS

Tri-share model

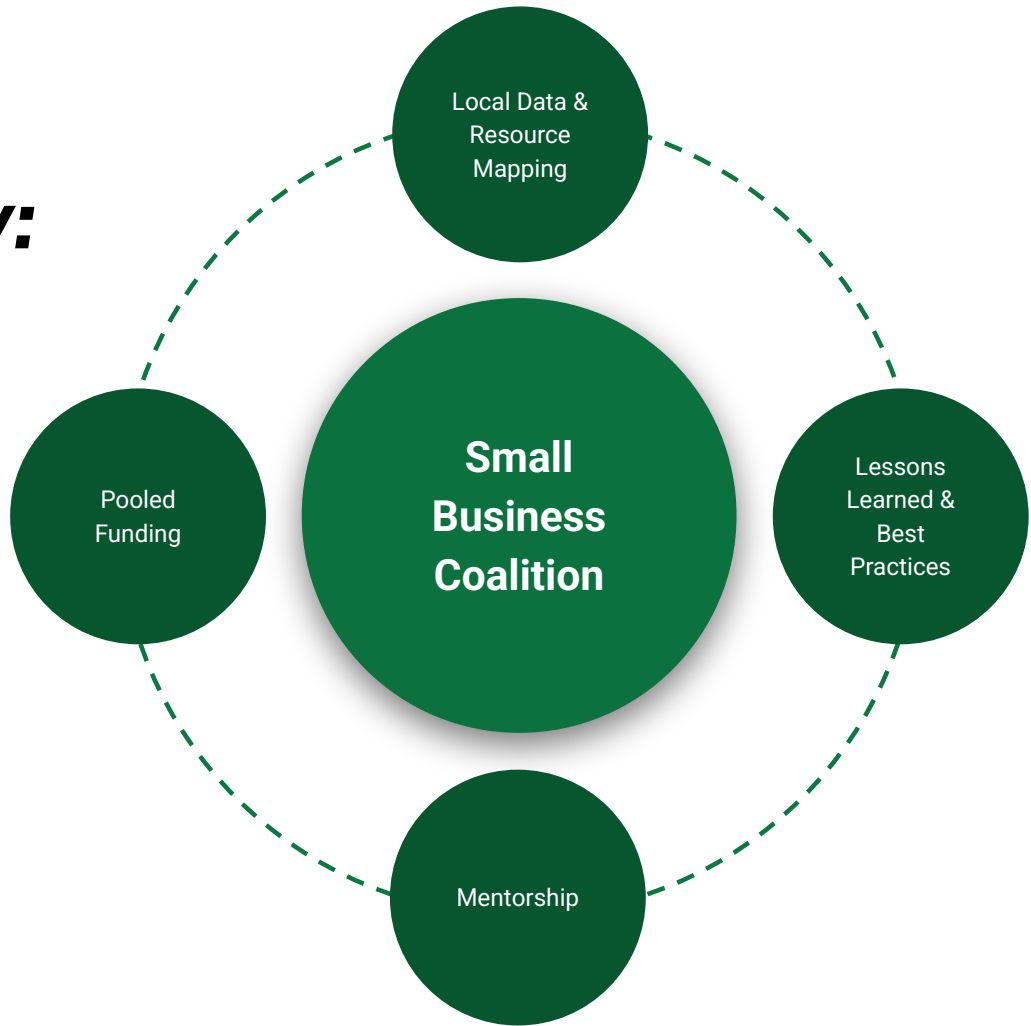


EMPLOYER-
PROVIDED
CHILD CARE
CREDIT (45F)

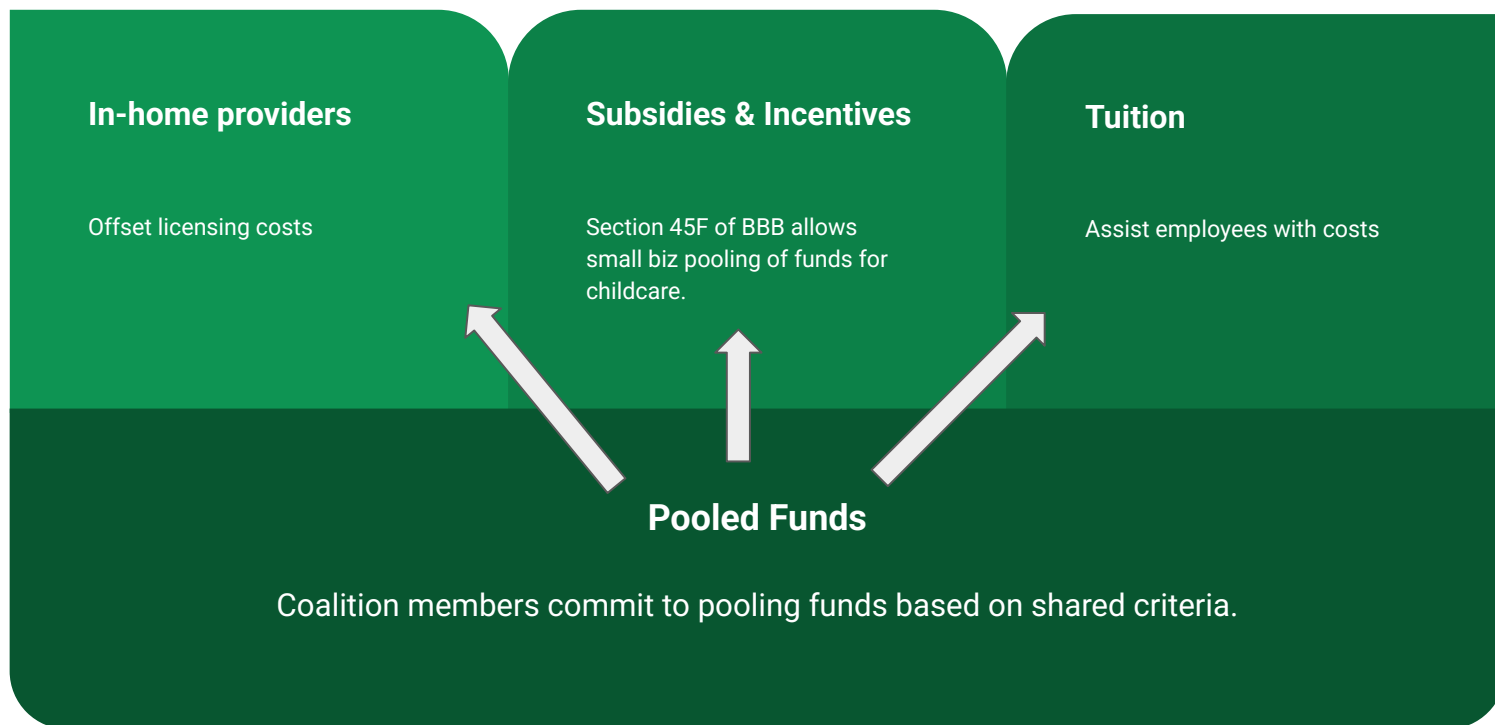
INCENTIVIZING EMPLOYERS

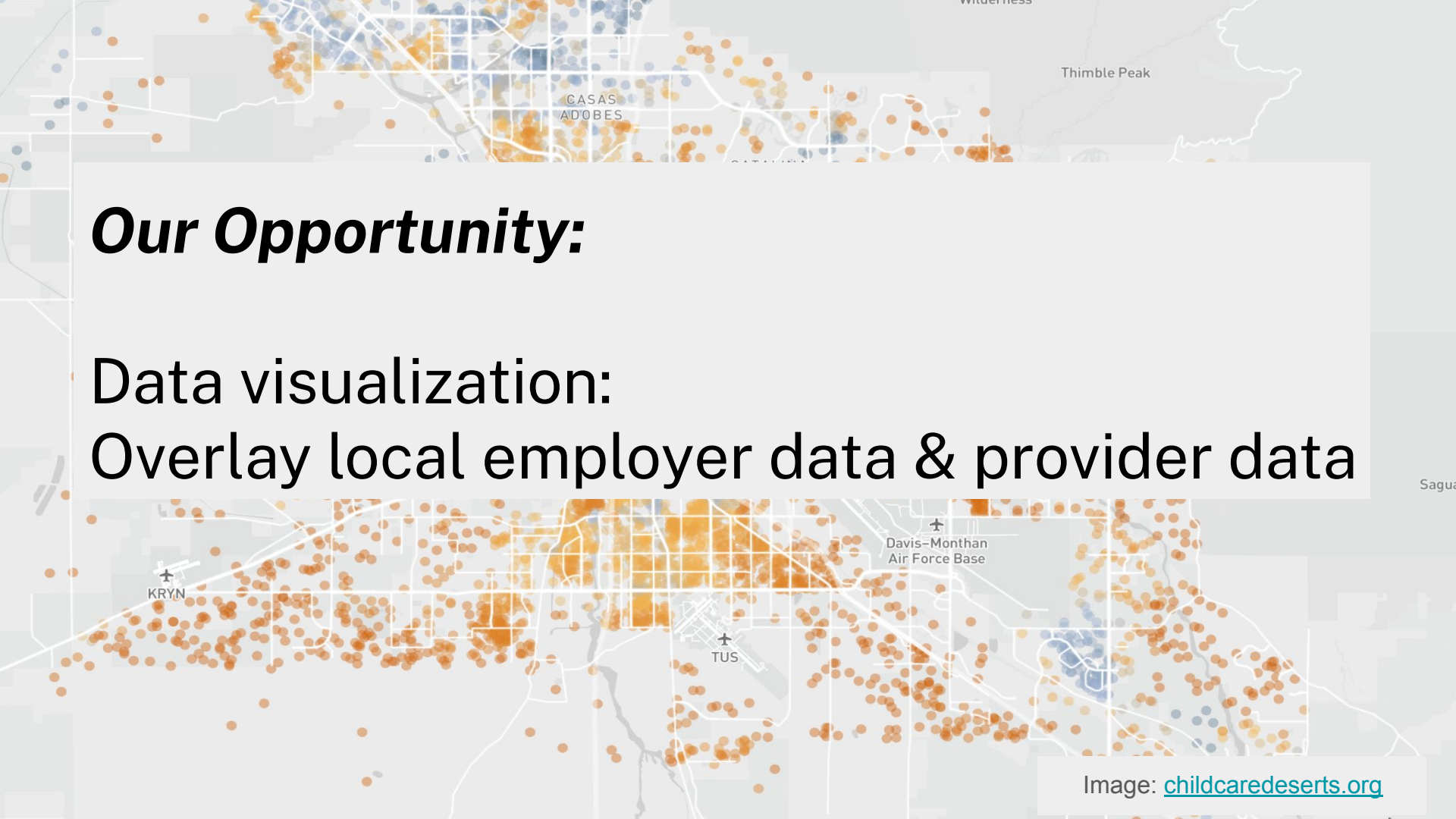
Small business tax credit for up to \$600,000
for qualified childcare expenses

Our Opportunity:



Our Opportunity:



A map of the Tucson, Arizona area, overlaid with numerous data points represented by orange and blue dots. The dots are concentrated in the central urban area and spread out towards the edges. Labels on the map include 'CASAS ADOBES' in the upper center, 'Thimble Peak' in the upper right, 'KRYN' (with an airplane icon) on the left, 'TUS' (with an airplane icon) in the center, and 'Davis-Monthan Air Force Base' (with an airplane icon) on the right. The background is a light gray map showing roads and geographical features.

Our Opportunity:

Data visualization:
Overlay local employer data & provider data

Call to Action:

Join Our **Spring Planning Event** to
build on successes, fill the gaps

Childcare isn't just a benefit. It's a business
strategy — one that strengthens our workforce, our
families, and our local economy.

It takes a village. Be vocal about
childcare as infrastructure!



Thank you!

Questions?
