

Action for Children



CHIPS and Child Care in America's Silicon Heartland

April 2023



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The CHIPS and Science Act, intended to spur domestic semiconductor manufacturing, is expected to create hundreds of thousands of new jobs in manufacturing and construction nationwide. To meet the need for workers in places like Phoenix, Syracuse and in the Columbus region, companies will need to diversify the workforce including welcoming more women and people of color. To recruit an inclusive and qualified workforce, it is imperative to consider child care needs and options.

The Department of Commerce has centered child care in the workforce development plans of companies seeking CHIPS Act incentives. A child care plan is now a critical need for communities intending to expand semiconductor manufacturing. How well we answer the call for child care will determine to a large extent how equitable our growth will be.

This primer is intended to start the conversation on the Department of Commerce Workforce Development Planning Guide – Guidance for CHIPS Incentives Applicants (“Department guidance”), to assist applicants like Intel in creating and implementing a successful child care plan as required by the Department of Commerce.

To develop this primer, Action for Children convened focus groups of child care providers – home based family child care and centers, for profit and non-profit, from Franklin, Delaware, and Licking counties – as well as journeyed and apprenticed tradespeople who are parents, and women in construction management.

The document includes six sections:

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Child Care Is a Workforce Priority for Everyone



Currently, the United States makes just 12 percent of the world’s semiconductors. Semiconductors are all around us in our computers, phones, cars and more. U.S. companies rely on semiconductors manufactured elsewhere in the world, but supply chain issues in the last three years have been a challenge that is a matter of both economic security and national securityⁱ. To boost U.S.-based manufacturing, President Biden signed the bipartisan CHIPS and Science Act in August 2022. The U.S. Department of Commerce will oversee \$50 billion in investments over 5 years, including \$11 billion for advanced semiconductor research and development and \$39 billion to build them and build them fast.

The CHIPS and Science Act text calls out the importance of workforce development. On February 28, 2023ⁱⁱ, the U.S. Department of Commerce announced that any semiconductor manufacturer applying for \$150 million or more of new federal funds will need to make a planⁱⁱⁱ for providing affordable, high-quality child care for the workers who build or operate their semiconductor chip fabrication plants also known as “fabs.”

This requirement is rooted in the realities of families, employers and communities. Since 2020, Americans everywhere, and not just parents, have been awakened to the critical importance of child care as the pandemic forced programs to close, constrained providers, and shrank the child care workforce. Without access to quality reliable child care parents struggle to get and keep jobs and to be productive while at work. “Child care is a business issue,” Harvard Business Review authors remind us, and those who work in child care are truly the “workforce behind the workforce.”^{iv}

On March 27, 2023, the Department released a Workforce Development Planning Guide – Guidance for CHIPS Incentives Applicants, which states:

“To fully staff construction sites and fabs, and to achieve the CHIPS Act economic and national security objectives, employers and applicants must recruit, train, and hire a skilled workforce, including by looking to new sources of talent...

...The Department is focused on ensuring that construction sites and manufacturing facilities have the workforce they need to achieve the goals of the CHIPS Act, and that everyone, including women, can participate and thrive in the U.S. semiconductor economy. Facilitating access to child care is an important step toward achieving these goals.”

The Silicon Heartland

In January 2022, even before the legislation was passed in Congress, Intel announced plans to invest \$20 billion to construct two new semiconductor factories on a nearly 1,000-acre campus that can accommodate as many as eight fabs “as well as support operations and ecosystem partners.” Fully built out, investment would run to \$100 billion and the site just twenty miles east of Columbus would be one of the largest chip manufacturing sites in the world – America’s “silicon heartland.” Groundbreaking occurred in September 2022, and chip production is expected in 2025.

The resulting job growth will be significant and widespread. “As the largest single private-sector investment in Ohio history,” Intel emphasized, “the initial phase of the project is expected to create 3,000 Intel jobs and 7,000 construction jobs over the course of the build, and to support tens of thousands of additional local long-term jobs across a broad ecosystem of suppliers and partners.” From auto sales and repair to restaurants and retail stores, jobs will be created throughout the local economy and at all income levels. Consequently, more workers will mean more families who will need child care.

Workforce and Child Care Challenges

How well we answer the call for child care will determine to a large extent how equitable our growth will be. The semiconductor industry currently employs 277,000 people in the United States^{vi}. It is a majority white and male workforce, with 28 percent of workers who are Asian, 13 percent Hispanic, and 4 percent who are Black^{vii}. Twelve percent of workers in the manufacturing industry are parents of young children, and 28 percent of fathers who work in manufacturing have children under the age of five^{viii}. While much larger in scale, construction industry employment is similar. In 2020, only one in ten construction workers was a woman^{ix}. About one in four construction workers are self-employed^x. These are physically demanding and sometimes dangerous jobs, taking place in all seasons and weather conditions.

The CHIPS Act investment is expected to create 90,000 new manufacturing jobs and 100,000 new construction jobs nationwide. To meet the need for workers in central Ohio and in any community that will be welcoming CHIPS Incentive Program funding, companies will need to diversify the workforce including welcoming more women and people of color, and it will be imperative to consider the child care needs and options of all employees. This is crucial both for recruitment and for retention of workers, and especially for women workers; in 2020 and 2021, they were forced to leave the labor force in greater numbers than men^{xi} due to the lack of reliable child care or to school closures. It is in this context that a federal agency is tying the need for child care to investments in major national manufacturing and national defense projects for the first time since World War II.

Almost a year before Intel broke ground in Ohio, the U.S. Department of Treasury issued a report concluding that the child care industry was overburdened and unable to meet demand. Secretary Janet Yellen noted “Those who provide child care aren’t paid well, and many who need it, can’t afford it,” concluding it is “a textbook example of a broken market.^{xiii}” Half of Americans – in both rural and urban settings – live in “child care deserts” where children outnumber licensed child care spaces by at least three to one^{xiii}.

For domestic semiconductor manufacturers like Intel, their employees and those of their construction partners will be entering and relying on a child care marketplace long struggling with chronic underfunding and limited accessibility, worsened by the pandemic. According to a fall 2022 national survey, 53.8 percent of child care center directors across Ohio are serving fewer children than they would like to serve and the most common reason for being under-enrolled is not having enough staff employed in the child care center. That same survey found that across Ohio, 35 percent of family child care providers are considering leaving the field^{xiv}.

In central Ohio, statistically reliable provider surveys^{xv} show:

- 1 in 10 central Ohio providers are not confident they will still be open in three months
- For half of providers, monthly revenue does not cover expenses
- Enrollment has marginally increased, but is still depressed at 64 percent of total capacity
- 4 in 5 center-based providers want to hire or have open positions
- 55 percent of all providers surveyed have had to raise tuition since September 2021

All over America, working families need options that meet their needs around days and times of operations, geography and transportation, price, and caring, nurturing quality that they trust. These are challenges faced by all Department of Commerce applicants across the country, and these challenges have solutions we can identify together.

Construction Trades Workforce Pipeline

The thousands of construction workers required over the next two years and beyond will include a need for apprentices. This includes school/classroom time as well as on-the-job learning and working time. The requirements vary by trade and are robust. This training from journeyed tradespeople will take time to ensure safety and accuracy in the work. The tradespeople who spoke to Action for Children expressed concerns about accelerated training schedules, overtime pressures, and the added challenge they pose for securing child care that meets their needs.

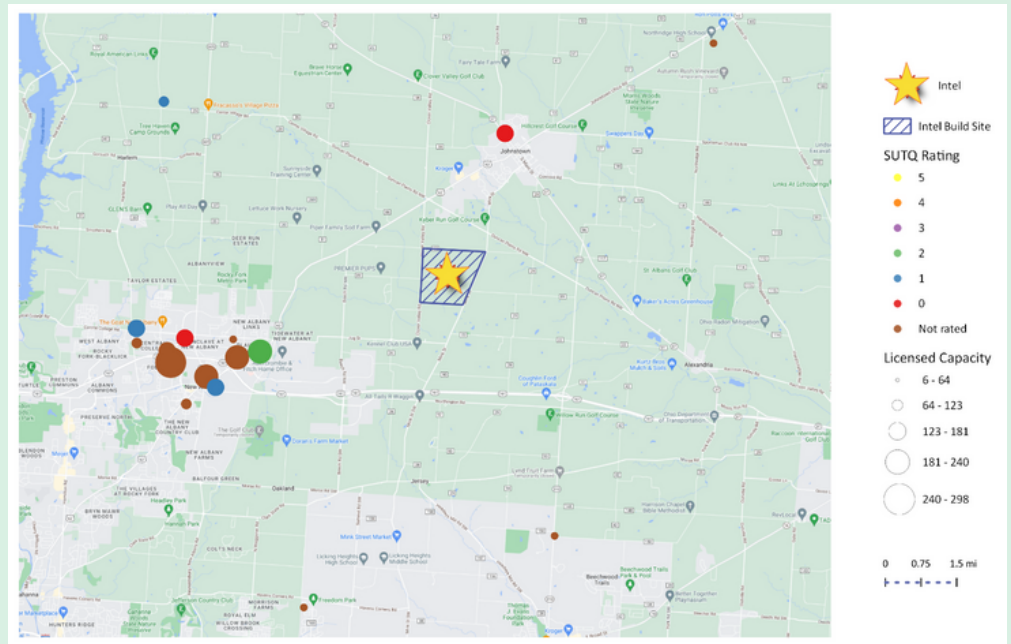
Child Care in Central Ohio

The Ohio Department of Job and Family Services and its county partners license child care centers and family child care programs. Licensed child care centers care for 7 or more children at one time and can be single-location or multi-site. There are two types of family child care licenses – one for providers caring for 7-12 children with an assistant (Type A); and one for providers caring for no more than 6 children at a time (Type B). Licensing requirements in any state typically include child-to-adult ratios, staff qualifications, other health and safety requirements, and are enforced through inspection. In addition, individuals who are relatives or friends may provide care for no more than 6 children or no more than 3 children under the age of 2 years in their home without a license. Separately, the Ohio Department of Education licenses preschool-only programs for 3- and 4-year-olds, operated by school districts, eligible non-public schools, or community boards of developmental disabilities.

The price of child care varies widely and depends on provider license status and type as well as the age of the child. The average annual price of care for an infant in a child care center in the Columbus region is more than \$13,000, higher than the statewide average and more expensive than first-year tuition at The Ohio State University.

Ohio's Publicly Funded Child Care (PFCC) program provides limited tuition assistance to families that meet work participation requirements and are income eligible. PFCC is limited to licensed programs. Some child care programs, nonprofits, and local governments offer limited tuition assistance as well.

In the 7-county central Ohio area, there are 1,200 licensed child care programs. Within 7 miles of the Intel site, there are 18 licensed child care programs with a combined licensed capacity of just over 2,200. Enrollment varies and may be limited by a shortage of teachers. Of the 18, only 7 have active agreements to accept PFCC assistance and only one is a licensed Family Child Care program.



Meeting the Challenge and the Application Requirement



Manufacturers will need to think creatively about expanding and diversifying the workforce, including welcoming more women and people of color, and will have to consider child care needs and options to meet the demand for labor. No one company can solve America’s child care challenge alone. However, the Department guidance makes clear that chip manufacturers like Intel can be a key part of the solution. They can think about their employees as part of a larger labor market, and think of their child care needs and options as part of a larger child care ecosystem. Approaching child care plans with such a “win-win” perspective will leverage and support child care in the region and meet the immediate needs of those who build and operate the fabrication plants. Ultimately, this will drive America’s success in achieving the national priorities of expanded domestic chip manufacturing and access to affordable, quality child care.

Core Child Care Principles

As applicants like Intel begin to prepare their CHIPS Incentives applications, the Department guidance refers to four key principles necessary to meeting families’ needs and supporting employment opportunities:

- **Accessibility:** Child care settings that are open the necessary hours and days, staffed and with spaces available for new children from infants through school age, at locations that are not only feasible but convenient.
- **Affordability:** The price of child care is a major barrier for families. Though the Department is not asking applicants to provide free child care to families, there are viable paths forward for applicants to offset these costs.
- **High-Quality:** A high-quality program is one that employs well-compensated staff and nurtures the growth and development of children. Quality might be measured by licensure, national accreditation, and participation in Ohio’s Step Up To Quality continuous quality improvement framework. It is imperative that families are comfortable with and trust their child care arrangement.
- **Reliability:** Even in the best circumstances, there can be breakdowns in child care that change someone’s ability to get to work as expected. Back-up plans are helpful.

Based on our experience in the diverse central Ohio community, we offer two additional principles:

- **Culturally Competent:** Culturally competent child care is responsive to parent preferences such as language, culture, setting, and child rearing practices.
- **Continuity of Care:** Healthy child development happens in the context of a child’s relationships with caregivers, and continuity of care brings much-needed stability to the child as well as the working family.

Models and a Mixed Approach

Beyond these principles, the Department guidance suggests applicants might consider four primary models:

- On-site child care operated by employer
- On-site child care operated by contractor
- Off-site child care cash assistance to employees
- Off-site child care provider sponsorship

However, it is not a requirement to pick one of the four approaches, and not every approach will make sense in every fab site or community. In fact, the Department guidance (and our experience) tells us that a mixed approach is ideal for ensuring families can match with the child care arrangement that works best for them. Beyond these approaches or models, we offer additional considerations as well.

Assessing the Need

Manufacturers will need to conduct a child care needs assessment quickly and effectively. This will inform the child care plan for the application and the effectiveness of that plan by evaluating:

- Family preferences and barriers or specific concerns (for instance, infants, school age children, children with a disability, language and culture, back up plans for sick days, families in rural communities)
- Child care pricing for families
- Availability of child care outside of 9 AM to 5 PM hours
- The need for continuity of care as job site requirements/hours change over the course of a year
- Existing available supply and area enrollment data, and
- Cost analysis to ensure that the plan will achieve the goals and purposes.

The Department guidance refers CHIPS Incentives applicants to their local Child Care Resource and Referral (CCR&R)^{xvi} organization. Action for Children is the CCR&R serving the seven-county central Ohio region surrounding Columbus, including the Intel site. Action for Children has conducted landscape surveys, child care desert analyses, and collects and curates data to support child care programs and the families and employers who rely on them. While each CCR&R is unique, each can assist chip manufacturers in assessing local child care needs.

Applying the Key Principles: On-Site Child Care



Whether operated by an employer or by a contractor, on-site child care is one approach to addressing child care in the CHIPS context. In such a case, Intel or another chip maker would enter the child care industry, building and operating one or more child care centers for the use of construction workers, fab employees, and possibly others in the community. The four principles (accessibility, affordability, reliability, and quality) must guide the work of developing on-site child care. There are a number of considerations.

As noted in the Department guidance, on-site child care centers can be operated directly by the employer or by a contracted third party. Many communities, including the Columbus region, have experienced on-site child care operators as well as national companies with on-site contracts in multiple communities who can be called upon as partners.

Quality

Quality might be measured by licensure, national accreditation, and participation in a state quality rating and improvement system such as Ohio's Step Up To Quality program. While organizations like CCR&Rs, state or county government, and others can help bring an on-site center to its opening day, the reality is doing this well can take many months. Child care is brain-building, not babysitting, and parents will be counting on quality care they can trust, with opportunities for healthy child growth, development and learning.

Compensation

Because children's care and learning happens in the context of relationships, early childhood educators are at the core of any quality child care solution. They must be well compensated and supported. With labor costs that can be upwards of 80 percent of a center's operating budget, there is a delicate balance between compensation offered to staff and tuition charged to families. Running an on-site child care center directly or indirectly will put the chip maker at the fulcrum point.

Reliability, Accessibility and Affordability

The reliability and accessibility will be driven by a variety of considerations:

- staffing (for all age groups from infants through school age),
- hours of operation,

- transportation, and
- pricing for the employees and construction workers in a variety of roles with a variety of schedules.

The applicant should ensure that family eligibility for on-site child care includes all income levels of workers, and all roles including construction, manufacturing, as well as janitorial, mechanical, security, food service and other roles that will be crucial to the successful operations of the manufacturing staff and facility. Chip makers like Intel should take into consideration that construction tradespeople might move between job sites within the complex of projects that are related to or will stem from initial construction.

Location

Tradespeople already tend to come from more distant communities and may have children enrolled in child care or in school districts far from the job site, which will create scheduling challenges particularly for single parents, apprentices, and those without support networks of family and friends.

Benefits and Challenges

On-site child care is an option with benefits and challenges. Entering the child care market as a provider of child care opens the manufacturers' legal liability and reputational exposure. The Department guidance (and our experience) indicates this approach requires considerable time to plan and execute, at significant investment, and there are operational hurdles of staffing and enrollment to be viable.

This approach is less likely to be operational quickly enough to be helpful to the construction workers that are doing the first parts of the CHIPS Incentives work. While it can be an important part of the answer, it cannot be the only answer if we are to get it right for families and the community.

Child Care Compensation

In 2020, hourly wages for child care providers average just \$10.65 in Ohio according to the Center for the Study of Child Care Employment^{xvii}. Bureau of Labor Statistics data show average wages in child care have increased beyond \$12 per hour^{xviii} and in the Columbus region in recent months are approaching \$15 per hour in a dynamic labor market^{xix}. The minimum wage in Ohio is \$10.10 per hour, an increase that just went into effect January 2023^{xx}.

“Right now, with a high school diploma you can make \$20 an hour [at a job outside of the child care field]. Early childhood education has degreed workers that are not even making \$20.”

*- Center Director,
Franklin County*

Applying the Key Principles: Child Care in the Community

As chip makers like Intel consider a child care plan with a mixed delivery approach (meaning leveraging all child care settings) they can both meet the needs of those who build and operate the fabs and strengthen the child care ecosystem. There are a number of ways to support families to choose other arrangements that bolster their ability to be at work reliably.

“Child care on site would be awesome, and off-site too.”
– *Family Child Care Provider, Franklin County*

Offsetting Families’ Child Care Expenses

Just as with higher education, child care scholarships can reduce or eliminate the cost of early learning and care. Scholarships can be funded by individual child care providers or through a scholarship fund at the local CCR&R. Some providers already have limited scholarships available for staff or families facing emergency hardships. Action for Children has developed a flexible scholarship platform and delivery system that can meet a variety of family and provider needs.

To be successful we recommend CHIPS Incentive applicants:

- Analyze area child care price data across child ages and geography (rural, suburban, and urban pricing will vary) to inform the per-child or per-family amount. National recommendations are that families should spend no more than 7 percent of their income on child care expenses.
- Ensure family eligibility for the child care expense offset includes all income levels of workers, and all roles including construction trades and apprentices, manufacturing, as well as janitorial, mechanical, security, food service and other roles that will be crucial to the successful operations of the manufacturing staff and facility.
- Ensure continuity of this benefit even during changes in on-site work schedules, schooling for apprenticeships, and with enough time for workers to plan for changes. Not only is this important for employment, but continuity of care for the child supports their development and learning.
- Recognize that families will want to choose the child care arrangement that is right for them, whether that care is a center, a family child care provider, or a relative or other trusted individual of the family’s choice; close to home, work, or somewhere else; and aligned with their specific cultural needs and preferences.

Offsetting child care costs for those workers who build and operate the fabs is an important part of the plan. This approach does not, however, address child care

program operating costs that are the basis of the quality, reliability, and accessibility principles. If a community-based child care program is understaffed, the preferred options are completely full, or not open during the needed hours, or is not accessible due to geography or transportation needs, a parent fee offset does not make child care available to the family.

Create and Invest in New “Operational Sustainability Grants”

These grants could go to the child care programs selected by fab employees and construction partners. Funds would be used for:

- Start-up expenses and capacity-building as programs expand to meet demand
- Child care staff wages including compensation for substitutes and hiring/retention bonuses
- Child care staff benefits
- Meals and snacks in child care
- Utility bills
- Maintenance and supplies expenses
- Transportation expenses of the provider

Chip makers like Intel could manage the grant fund or could partner with a CCR&R like Action for Children or a community-based intermediary to manage the fund. This begins with analysis of operating cost data and experiences to inform the grant amounts.

Contracting or “Sponsorship”

Chip makers like Intel can in effect guarantee space for the children of their employees and construction partners by contracting with a selection of area family child care providers and centers. Contracting – referred to as “sponsorship” in the Department guidance,

Franklin County RISE Scholarships

The Franklin County RISE Program is a bold initiative driven by the leadership of the City of Columbus and the Franklin County Board of Commissioners who turned to Action for Children to guide a process to identify how best to address pandemic child care challenges. One of the consensus recommendations was for a scholarship fund to offset the costs of child care for families earning too much to qualify for Publicly Funded Child Care. Announced in March 2022, Franklin County RISE is a public-private partnership that has since gained national attention. In addition to support for early childhood educators and incentives for child care programs, Franklin County RISE includes scholarship of up to \$10,000 per year.

“We have the space for the kids, but we need more qualified teachers to take on more children. Finding staff that is qualified is difficult.”


*- Center Director,
Delaware County*

has enormous potential for success. Contract payment rates would be inclusive of operating costs including compensation to ensure the principles of affordability, accessibility, reliability, and quality are met. Contract terms would include payment for one year for the number of seats or “slots” (regardless of any changes to attendance week to week), and include time for families, supervisors and the child care program to plan for the following year.

Employers like Intel could manage these contracts or could partner with a community-based intermediary like Action for Children to manage the contracts and assist families in identifying the provider that is a good match for their needs. This partnership can be especially beneficial for securing arrangements with home-based family child care, a preferred arrangement of many families. Communities with Staffed Family Child Care Networks (SFCCNs) could be in a position to support contracting with family child care. Ohio’s first such program, The Village, is a public-private partnership that provides a variety of services that family child care providers identified as important and could support Intel in meeting the child care needs of its workforce.


Navigating the Options

Parents will need clear information about the child care benefits that are available to them as fab employees and construction partners, and they will appreciate guidance to help them identify options and select the child care arrangement that is right for them. CCR&R agencies can help here, too, as they employ specialists who work every day to help parents understand their options and support child care providers in their commitment to reliable, quality care. CCR&Rs can help families with benefit applications, accessing scholarship funds, and connecting with area child care providers, while chip makers can partner with them to dedicate staff availability for these families.



“I’ve gone through 4 caregivers in the past 3 years. It affects me at work and at [trade] school. I have absences that under normal circumstances if I had steady child care, wouldn’t happen. It would be a lot easier if I had steady child care.”

*- Electrician Apprentice,
Father of one, Franklin County*



“My shift starts at 6 AM. I leave my house every day at 5:20 to make the drive. I need someone to put my child on the school bus in the morning. There’s no center that opens at 5 AM.”

*- Sheet Metal Worker,
Mom of one, Licking County*

Additional Considerations

Successful child care plans for the CHIPS Incentive Program should also consider factors that will make child care arrangements successful for families of those who build and operate the fabs. The focus groups that met with our team highlighted the following areas to consider:

“I’d be excited if the plan included ...guaranteed slots.”
- *Family Child Care Provider, Franklin County*

Back-Up Child Care

This is key to the “reliability” principle in the Department’s guidance. Working parents need solutions for planned and unplanned absences from school or regular child care arrangements. Sometimes, a parent simply needs to stay with a sick child and chip manufacturers like Intel and construction partners will need supportive policies for this. Sometimes, a parent will need to get to work and need a child caregiver for a sick child or a school closure. In many communities, including the Columbus region, there are experienced child care organizations that offer this kind of specialized care.

School-Age Child Care

Elementary school children in child care are as young as 5 and might be as old as 12. Their working parents can struggle with child care needs given that schools operate less than a full calendar year, with a variety of holidays and professional days with planned school closure. There are also unplanned weather closures and sick days for children. Families enroll in the school near where they live, and those who build and operate fabs might live nearby or might live 60 or more miles away from the work site.

There is no one child care solution for school age children, and a mix of supports will be necessary for their parents to reliably and confidently be at work. Some families will need support for transportation from the elementary school to a before- or after-school program, child care center or family child care home. Others might be interested in transportation between elementary school and an on-site child care center if a chip maker chooses that option. There will need to be space/availability for these children whether it is only early morning, only late afternoon, on days off from school, and during the summer or other breaks. Another helpful approach is staggered shifts; allowing a flow of arrival times and departure times will help working parents do their jobs and accomplish child care drop-offs and pick-ups.

Transportation


Transportation is a critical need in central Ohio especially given the significant growth associated with the Intel expansion. Not surprisingly, transportation barriers are a significant issue for families accessing child care. Intel employees, construction workers, and apprentices will find themselves living either close by or as many as 60 or more miles away. That means dropping off and picking up children who spend the workday – or night – with a provider, as well as transportation from before/after school programs to school buildings for older children. Child care centers and family child care providers may not be able to provide transportation, and school districts may be limited in what they offer. Child care needs to be a part of any community conversation about transportation; and addressing transportation is necessary to develop any meaningful child care solution.

Housing

Workers in a variety of roles will be arriving in central Ohio to limited housing availability, and the market will continue changing as the Intel project grows. Intel leaders should be at the table for community conversations about housing, and child care should be considered as development is planned, just as schools and other community resources are anticipated in areas of new growth.

Job Quality

This is a high-pressure situation – the biggest construction project in Ohio’s history, the urgency of domestic semiconductor manufacturing, and eyes on this federal investment. None of this happens without workers, who also need to be supported. In addition to wages and benefits, staggered shifts, supportive policies for planned and unplanned absences, and reasonable expectations for overtime all help parents. Workers should not have to fear penalties due to family needs to take care of their children.



“You don’t want to be the one to say, ‘I have to leave at 4.’ Most trades folks don’t live in Columbus, they live in more rural areas. That’s where more trade schools are. It’s 30-40 minutes on a good day. No one wants to hire you if you leave at 4:00.”

*- Construction Manager,
Mom of one, Franklin County*

Partnering with Trade Schools

The thousands of construction workers required over the next two years and beyond will include a need for apprentices. This includes school/classroom time as well as on-the-job learning and working time. Partnership may lead to solutions such as encouraging trade school administrators to include plans for child care assistance such as parent fee offsets, or sponsorship of child care programs in proximity to training schools for what is temporary but crucial child care while parents go through the apprenticeship.

Nontraditional Hours

We anticipate this construction and manufacturing work, and the services surrounding that to make it possible, will go well beyond single weekday shifts of 9 AM to 5 PM. Plans for child care arrangements will need to center this idea and ensure needs are met for a variety of hours and days of the week, while still ensuring families have choices. Chip manufacturers like Intel can also be model employers by ensuring schedule fairness and continuity for their workers.

In central Ohio, of the 1,200 child care providers, only two centers provide 24-hour care. Other centers and family child care homes are open longer than 6 AM to 6 PM, but do not cover entire second or third shifts in the construction or manufacturing day. While some family child care providers indicate a readiness and willingness to add shifts and be available, not all family child care providers can or want to. The reality is this crucial caregiving work for the round-the-clock economy is happening thanks to relative caregivers, friends, and neighbors. Sometimes this child care arrangement is paid for by the parent, and sometimes it is unpaid labor and driven by the relationship of the caregiver, parent, and child. If Intel's child care plan includes giving cash assistance to pay for child care, that person may need or want to choose to pay a relative, friend or neighbor. This arrangement is the least supported nationally and in Ohio, but also the most-used home-based child care^{xxi}.

“Sometimes what I have experienced is that parents love for their children to be in a home setting at night time. Definitely willing to open up the other shifts and be available.”

“Family child care providers are willing to open up that shift, help with that transportation, whatever we can do. Our family child care providers are willing, and we do it and we get it done.”

“I am willing to open other shifts, I know there's going to be the need. Maybe trying to find out which family child care providers are willing to open up their doors like that.”

- Family Child Care providers from Delaware, Franklin, and Licking counties

Bringing More STEAM Education and Technology to Child Care in Central Ohio

Science, Technology, Engineering, Arts and Math, or STEAM, education is another way for Intel to partner with area child care programs in centers and family child care homes. Child care program leaders and educators also use a variety of technology both in their teaching and in their business operations. Intel can support this with materials, equipment, training, and grants. Child care is early learning, and Intel can make an investment in the workforce of tomorrow.

Achieving Chip Manufacturing and Child Care Priorities in Central Ohio and Beyond



The success of young children, families, child care providers and the broader economy depends on our ability to alleviate the challenges associated with child care: high cost, limited access, uneven quality, and sustainability of operations. That's true in every industry and every community.

It is not the responsibility of Intel and other CHIPS Incentive Program applicants to solve all that is needed in and around the child care sector, nor is it the intent of the Department of Commerce that this takes the place of much needed federal, state, and local investment. Still, there is a role at every level and investing in child care through the CHIPS Act initiative is a tremendous opportunity to ensure the success of chip makers and the success of the thousands of workers and their families.

To accomplish the conjoined priorities of expanded domestic chip manufacturing and access to affordable, quality child care, CHIPS child care plans should:

- Support a mix of models for delivering or accessing child care, including engaging with the existing child care infrastructure of family child care programs and child care centers
- Ask questions, assess the need, and understand parent demand and preference
- Use data to set investment levels and opportunities
- Invest in operating costs in addition to offsetting parent fees for child care
- Remember the variety of hours each day and days each week that workers in a variety of roles – direct and indirect – will be required to successfully build the semiconductors in the necessary timeframe
- Leverage the power of partnerships by engaging with child care providers, local government, nonprofits and foundations, and Action for Children.

There is no one answer to the child care challenge, because there is no one family nor one single set of family needs and preferences. Intel and others can leverage resources in the child care ecosystem and have a hand in shaping how the child care sector is supported. CCR&Rs like Action for Children and other organizations are ready to partner as semiconductor manufacturers craft smart child care plans and bring them to reality.

Acknowledgements

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About Action for Children

Action for Children is the local Child Care Resource and Referral agency for central Ohio, and is committed to assuring quality early learning experiences for all children. Our services focus on transforming the lives of children by supporting the everyday heroes who most influence our children's early growth; care givers, educators, parents, and guardians.

Action for Children



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