



Arizona Works When Child Care Works

Child care challenges aren't just a family issue—they're a workforce issue. Every day, thousands of Arizona workers struggle to find and afford quality child care, impacting their ability to show up, stay focused and stay employed. **In Arizona, child care challenges costs the economy \$4.7 billion annually.**

In today's competitive hiring environment, employers find that family-friendly workplaces aren't just nice to have—they're a strategic advantage. Reliable child care helps companies attract and retain top talent, improve productivity and build a more diverse and resilient workforce.

“The ability to recruit and retain top talent is more important than ever, and **child care is key** to solving many of the workforce challenges that Arizona businesses face. That's why the business community needs to be part of finding solutions to the child care crisis.”

Danny Seiden
President & CEO
Arizona Chamber of Commerce & Industry

The Cost of Inaction

Businesses lose money when productivity drops and employee turnover rises—often because working families can't access affordable, reliable child care.

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| 1 | Employers lose
\$958 million
annually due to
absences and turnover. | 2 | Arizona loses
\$725 million
annually in tax
revenue. | 3 | Families lose
\$3 billion
in earnings and
job search expenses. |
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Calculate the annual financial loss due to parent absences, indirect and direct losses to the business, and the replacement cost for employees who quit due to child care challenges. **Find out at FirstThingsFirst.org/cost-calculator**

The Workforce Behind the Workforce

Funded through tobacco revenue, Arizona voters established **First Things First** as the state's only public funding source dedicated exclusively to early childhood. High-quality early childhood programs lay the foundation for a strong workforce. Children who have access are more likely to:



Graduate high school



Have lower rates of incarceration



Not use social welfare programs



Earn more over their lifetimes



Pursue higher education



Reduced crime-related costs

In fact, **every \$1 invested yields up to \$16 in returns**. Investing in early childhood delivers long-term results for families, communities and Arizona's economy.



60% of Arizona's young children

live in households where all adults work.

Access to reliable child care allows these families to stay in the workforce.

What Businesses Can Do

Arizona businesses are in a unique position to lead on this issue. Here's how you can take action:

- **Support your workforce** with reliable and flexible scheduling, onsite or nearsite care, child care subsidies and information about child care assistance.
- **Advocate for smart policy** at the local, state and federal levels that increases funding and access.
- **Raise awareness** among elected officials and other business leaders about the impacts on your business and the economy.

Create a working future.

Business leaders are critical in shaping Arizona's economic success. By lending your voice, you can help drive action-oriented conversations with businesses, government leaders, policymakers and community partners—bringing early childhood to the forefront of workforce and economic development strategies.

Learn more at FirstThingsFirst.org/business

