



Five Learning Communities: Focus Areas & Sub Focus Areas

- **Expand & Retain Child Care Workforce**
 - Workforce recruitment (e.g. apprenticeships, career pathways, high school dual enrollment, etc.)
 - Peer support, mentorship, or learning networks
 - Continuing education and career advancement
 - Systems for hiring or sharing substitute teachers
 - Efforts to increase compensation/wages and benefits
 - Targeted workforce recruitment (e.g., women, Black, Indigenous, and People of Color (BIPOC), immigrants)
 - Technical assistance to child care operators re: business promotion, HR & benefits supports, business planning and startup, etc.

- **Expand Child Care Facilities**
 - Funding for child care business start ups and facility improvements
 - Technical assistance for new child care operators re: land use, zoning, fees, permits, etc.
 - Technical assistance re: child care licensing requirements
 - Business planning or financial literacy training programs for child care operators
 - Models for shared services (child care business operations)
 - Improving government policies that support child care (e.g. fees, permitting, zoning)
 - Use of nontraditional spaces (e.g. faith-based properties, libraries)
 - Placement of child care facilities in or near housing developments
 - Accessory Dwelling Units (ADU) used for home-based child care

- **Employer Supported & Subsidized Child Care**
 - Business-to-business collaborations for child care solutions (e.g. partnerships between two or more businesses aimed at developing, providing, or enhancing child care options)
 - On site or near site child care options
 - Stipends, subsidies, or vouchers for child care
 - Employer contributions to flex dependent care spending accounts
 - Employee priority enrollment in partner child care programs
 - Employer child care coalitions or collaboratives
 - Family-friendly policies (e.g. extended parental leave, flex hours, remote work, etc.)
 - Technical assistance for employers re: family friendly policies and child care solutions

- **Centralized Resources & Families Navigating Child Care Options**
 - Centralized child care planning and referral services including options and resources that promote choice and access
 - Outreach about child care to disinvested communities
 - Promotoras outreach about child care (trained lay educators who provide health education, connect people to resources, and advocate for their needs)

- **Community Investment in Child Care**
 - Community-led advocacy and leadership (e.g. parents, child care professionals, business)
 - Dedicated funds in city/county government
 - Legislative interest in child care
 - State and local tax measures that benefit the child care system
 - Inclusion of child care in city/county/state master plans, economic development plans, policies, budgets
 - Dedicated philanthropic dollars