



# Child Care Is Everyone's Business

Why Delaware Businesses Should Care  
About Early Childhood Education

# Welcome

I'll start by saying we have quite a challenge in front of us.

Let me share some data with you. More than **2.3 million women** have left the labor force in the United States since February 2020, putting the women's workforce participation rate at **57 percent** — the lowest it's been since 1988.<sup>1</sup> The female labor force in Delaware specifically has not yet returned to pre-pandemic levels.<sup>2</sup> Building on that, families in Delaware pay an average of **\$20,000** in child care per child per year.<sup>3</sup> To finish the picture I'm painting for you, there is a maximum licensed capacity of **35,481**<sup>4</sup> across Delaware but a total of **54,261** children under the age of five.<sup>5</sup> In 2020 alone, the Centers for Disease Control and Prevention reported that Delaware saw **10,392** births.<sup>6</sup>

You've heard the phrase, "The numbers don't lie." Delaware's child care issues cannot be overlooked. The supply cannot meet the demand.

It's long been a struggle for working parents to find access to the affordable and quality child care that enables them to participate in the workforce. It's something employers have dealt with well before the pandemic, but the numbers are more alarming now than ever. Families are losing access and facing long waiting lists. Providers are struggling to survive. Our state's youngest citizens are caught in the middle.

Yet this problem is two-fold. We cannot forget that child care providers are also business owners and nonprofit leaders. They have their own operating costs and are faced with paying competitive wages. Providers are not exempt from the staffing shortages we are all experiencing.

So the question is, “How do we fix the system?”

We must first recognize that child care is a valuable and integral component of a strong and vibrant economy. **Child care is critical to recruiting and retaining a competitive workforce.** And decades of research show that high-quality early learning experiences can generate huge returns on investment for Delaware’s economy.

We at the Delaware State Chamber of Commerce, in partnership with the Federal Reserve Bank of Philadelphia, Rodel, and the Delaware Department of Education, are engaged in discussions that could lead to the reimagining of child care in the First State. This toolkit summarizes what we’ve heard from business and community leaders up and down the state through focus groups and survey responses. With the proper knowledge and resources, we can lead in solutions to meet the needs of our workforce, today and tomorrow.

I will close by saying this challenge in front of us is one we can solve.

**Together, we can make a difference.**

A handwritten signature in black ink, appearing to read "Michael J. Quaranta".

**Michael J. Quaranta President,**  
Delaware State Chamber of Commerce

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# About This Report

This report is a part of a collaboration between the Federal Reserve Bank of Philadelphia (FRBP),<sup>7</sup> Rodel, the Delaware State Chamber of Commerce, and the Office of Early Learning. The goal of this collaboration is to **elevate the economic importance of the early care and education (ECE)**<sup>8</sup> sector and to **increase access to ECE** for working families in Delaware.

The views expressed here are those of the author and do not necessarily represent the views of the Federal Reserve Bank of Philadelphia or the Federal Reserve System.

For a full definition of early care and education in appendix

# Early Care Is Vital to a Strong Regional Economy

Research shows that investing in high-quality early care and education (ECE) can lead to higher economic returns for a region, particularly for low-income families.<sup>9</sup> ECE is vital to strengthening the competitiveness of Delaware's economy and can act as a two-generational workforce development strategy. Removing barriers to affordable, quality care allows working parents to fully participate in the economy. It also helps to prepare children, the region's future workforce, for success in school and better job opportunities.<sup>10</sup>

This report contains insights from the business community and ECE stakeholders in Delaware via an online survey, standing business community meetings, and a series of listening sessions throughout the fall of 2021.<sup>11</sup> The purpose of the listening sessions was to hear directly from Delaware businesses about their child care challenges and identify opportunities to foster economic growth in the region.



In this resource guide, you will find quantitative data with information about the state's ECE ecosystem, including figures on both the supply and demand of child care. The publication includes takeaways from business community listening sessions and offers next steps to highlight areas for collaboration in order to support sustainable solutions.

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**1**

**Early Care and Delaware's Workforce:  
Two Vital Components for a Strong Economy**



# Early Care and Delaware's Workforce: Two Vital Components for a Strong Economy

To better understand the needs around the ECE sector, it's important to understand the supply and demand dynamics of this unique market.

The key statistics that follow help illustrate why ECE programs are crucial in supporting Delaware's working families and the region's economy.

These data can inform a stronger, integrated workforce infrastructure that includes ECE as a growth catalyst for Delaware's economy.<sup>12</sup>



# The Supply Side: The ECE Workforce

## A shortage of licensed care in Delaware:

- Approximately **25 percent** of Delaware residents live in a child care desert<sup>13</sup>
- There is a mismatch between the total licensed capacity (**35,481**) across Delaware<sup>14</sup> and the total number of children ages 0–5 (**54,261**)<sup>15</sup>
- Licensed capacity<sup>16</sup> in each of Kent and Sussex counties is only one-fifth of the licensed capacity in New Castle County<sup>17</sup>

## A shortage of ECE professionals in Delaware:

- **Ninety-six percent** of Delaware child care centers are experiencing a staffing shortage<sup>18</sup>
- Half of the child care centers are turning families away because of staffing shortages and underinvestment<sup>19</sup>
- ECE wages are of the lowest in the state and the reason why **73 percent** of the centers say they can't hire<sup>20</sup>
- The pipeline of ECE-focused students from Delaware's higher education institutions is declining<sup>21</sup>

A majority of providers aren't able to operate at their licensed capacity because of staff-to-child ratio requirements and staffing shortages, implying an even larger gap between the supply of and the demand for care.




# The Demand Side: Working Parents and the Business Community

An unmet need for accessible child care programs in Delaware:


- **Seventy-one percent** of young children (ages 0–5) in Delaware have all available parents in the labor force<sup>22</sup>
- **24 percent** of Delaware’s workforce has school-aged children<sup>23</sup>
- Workers between the ages of 18 and 54 make up **75.3 percent** of Delaware’s total workforce<sup>24</sup>
- Delaware families spend about **20 percent** of the median household’s income for one child’s care;<sup>25</sup> the U.S. Department of Health and Human Services recommends no more than **7 percent**<sup>26</sup>
- The female labor force participation rate for women in Delaware has not recovered to its pre-pandemic level as of December 2021<sup>27</sup>
- Families are leaving Delaware at a higher rate than the national average,<sup>28</sup> despite a growing number of jobs in Delaware between 2015 and 2019 (an increase of about **6 percent**)<sup>29</sup>





And that's why we're seeing, in my mind, a huge opportunity in child care, because you just don't have the child care teachers that you need to support the workforce we have. [We need] availability, accessibility, and affordability.

– **Sussex County business leader**



It would be another [crisis] in Delaware if there was no child care.

– **Early care and education provider in Kent and Sussex counties**

**2**

**Perspectives from  
Delaware Stakeholders**


## Perspectives from Delaware Stakeholders

During a series of listening sessions in fall of 2021, Delaware business leaders offered their experiences navigating a COVID-era labor market in which child care is vital yet inaccessible for many working parents.

The series reached **66 participants** across six sessions, among which were business owners and executives, working parents, and child care professionals.

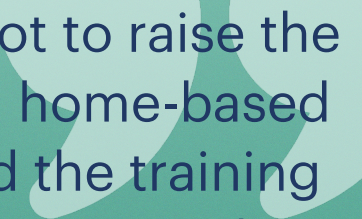
Delaware business leaders and parents shared that while child care has always been a challenge for the state's workforce, COVID-19 has exacerbated the issue and affected their bottom line. Child care providers continue to feel the strain of low wages, which lead to high staff turnover and a gap in qualified educators for Delaware's youngest children.





Before, there was an employee shortage at every single one of these facilities. We have an issue with a lack of [child care] facilities that are available and lack of transportation and affordability. All three of those 100 percent existed before COVID, so all they've done is gotten worse since COVID has hit.

– **Sussex County business leader**



We need to restructure the way the industry works. We've got to raise the pay scale. We've got to invest in the facilities. Whether it's a home-based center or if it's a standalone or nonprofit, the education and the training that's provided I think are necessary and sufficient. And so, because there are centers that are requiring four-year college degrees, we've got to pay them more money. And we also need to incentivize. And this is — all of these things come with investing the money.

– **Delaware Black Chamber of Commerce member**

**2**

**What Employers  
Are Saying**




## What Employers Are Saying

Business leaders said that they were experiencing increasing absenteeism from their workers, challenges in hiring, and a seemingly shrinking workforce in part because of the inaccessibility of child care for their workforce.

A number of participants shared that they have had to reduce services or shorten operating hours because of a shortage of workers.

Businesses offering nonstandard work schedules or that are unable to offer work-from-home to employees have faced difficulties recruiting and retaining workers, who often cite child care as their reason for not being able to meet the demands of their workplace.





It's just been exponential on how much harder it's gotten due to the unforeseen circumstances of not knowing what you're going to have when you walk into work. Is everybody going to be there? Are three people going to be sick? And when you have 35 employees or five employees or 100 employees, that's a big difference in how flexible you can be and how much you can give and take as an employer versus an employee.

– **Sussex County business leader**


## What Employers Are Saying

Businesses with lower-wage jobs cited additional workforce challenges arising as a result of the minimum wage increase in Delaware.

Participants referenced the *benefits cliff*<sup>30</sup> — a situation in which career advancement puts a family above the income eligibility threshold for public assistance and other social safety net programs.

For some families, this can result in a worker choosing to leave the workforce, face work below their skill level, or opt for a job with a reduced income to avoid the benefits cliff.





There does seem to be this kind of black hole between getting state assistance and then when your wage goes up to a certain extent, and you can no longer get that assistance — but you still can't afford all the things that the assistance was allowing you to do or get with the increase in wages.

– Sussex County business leader

# Ben Gray

Ben Gray is the general manager of EOS Hospitality, a hospitality management company with three properties in Delaware, located in Sussex County. The business has experienced robust growth but has experienced significant staffing shortages, in part because of child care issues that were exacerbated by the pandemic. Ben shared that “nearly every day, across the portfolio, we are losing 10 to 20 percent of our staff due to child care issues,” which equates to roughly 10–15 staff members. Because of the loss of staff, his hotels have had to reduce the number of services they are able to provide, impacting revenue. Ben envisions available, affordable, and accessible child care for all of Delaware’s residents and his industry’s workforce.



## Priorities

- Finding and retaining qualified staff
- Continued growth and expansion of EOS Hospitality and the economies of the surrounding area
- Elevating the economic importance of early care and education

## Barriers

- Inability to fully staff properties because of child care challenges
- Reduction in services because of staffing shortages
- Uncertainty about future economic growth and sustainability if challenges go unaddressed

## Vision

- Available, affordable, and accessible child care for all employees
- “It’s the Triple-A mentality: For Delaware businesses, child care must be available with multiple options, accessible for employees, and affordable for the individual and their families.”

**EOS Hospitality**  
(Hospitality)

The Bellmoor, Hotel Bethany Beach, Bethany Beach Ocean Suites

**Bethany-Fenwick Chamber of Commerce Member**

Sussex County

**2**

**What Working Parents  
Are Saying**

## What Working Parents Are Saying

Working parents have had to make tough decisions because of an insufficient supply of care in Delaware. Parents across sessions said that they have had to adjust their job situation in varying degrees to access care by modifying shift schedules, seeking different jobs, or leaving the workforce altogether.

Several parents expressed challenges with program waitlists, which are sometimes longer than a year. In some cases, parents have to prioritize household financial stability and are therefore not able to access their preferred program of care, or they even have to bring their children to work with them because of a lack of options. About only half of Delaware families are sending their 3- and 4-year-olds to formal care, which can exacerbate socioeconomic differences and affect school readiness.<sup>31</sup>



And now we're talking about during COVID, no income is coming in because work stopped, and now we're looking at what are we going to do with these children and how are we going to keep them occupied. For a chunk of time during COVID, my 4-year-old had to attend a school online virtually in D.C. because there was nothing offered here.

– **New Castle County business leader**

And I've been very open with my employer, and I've told them that if the schools shut down again this year or if something happened like that again, I would have no choice but to leave my job.

– **Sussex County working parent**

I'm just afraid that one of my kids is not going to be able to go to school and I'm not going to be able to meet [the demands of my job], because I'm going to be calling out for the next 10 to 12 days.

– **Kent County working parent**



# Cinnamon Elliot

Cinnamon is the chief talent officer at Dover Federal Credit Union. She is career driven and passionate about her job but has faced challenges as a result of child care. She is concerned about the affordability of quality child care as well as the availability of child care facilities local to her area. Even with the flexibility of working from home, from a developmental standpoint, she worries about keeping her child engaged in a virtual environment and providing them with the foundation for success.

“So if we had an infinite amount of money to get those employees who actually qualify for those positions, we have discussed having an onsite daycare, similar to [the model in some larger financial institutions in the area].”



## Priorities

- Finding an affordable child care facility with availability
- Finding a balance between work life and home life
- Ensuring the facility is a quality program with an enriching environment for her child

## Barriers

- Lack of quality child care facilities with availability
- Unsustainable child care costs
- Concerned about providing an engaging learning environment

## Vision

- Making ECE more accessible and affordable for working parents.
- “I went and looked at a daycare that I really don’t want to send my child to, and I’m really questioning if I have to stay home. It’s a challenge to work from home since my job is flexible, while [a TV show is entertaining].”

Dover Federal Credit Union (Banking and Financial Services)

Delaware Black Chamber of Commerce Member

“The thought of coming out of the industry because I can’t find a daycare has blown my mind. Everything that I’ve worked for, all of my education and training, and none of my degrees matter when it comes to this situation. The conversation that my husband and I are having is, you may have to stay home because we cannot find suitable childcare. We’re on five different waiting lists with a time frame of about one year for availability.”

**2**

**What Child Care Providers  
Are Saying**


# What Child Care Providers Are Saying

Sessions with Delaware-based child care providers revealed that shortages and staffing challenges have forced many providers to limit enrollment or stall expansion plans.

Providers shared that they have been unable to return to pre-pandemic levels of operation and have had to adjust by shortening hours and limiting the number of families they can serve.

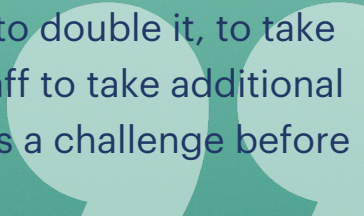
In addition, providers feel that the systemic challenges they face are often a result of a lack of respect for the profession, which has led to underinvestment and low wages.





We're only open 7:30 to 5:30 because I just don't have the staff to be able to do [more]. Even with those hours, my staff are working a lot of overtime just to be able to cover the shifts for that, and we've changed our hours, too ... We're going to start having to let families go, as well.

– **New Castle County child care provider**



So again, I think that my 1-year-old classroom could double, but I don't have the staff to double it, to take more kids. My 2-year-old classroom could also take additional kids. I don't have the staff to take additional kids. So it is limiting what child care I can offer to our community. [Staffing] was always a challenge before COVID; it's gotten worse since COVID.

– **Sussex County working parent**

# Andria Keating

Andria is the owner and operator of Babes on the Square Too preschool and child care center. She loves her job and values her business but cannot find qualified staff for her center. She worries that her current employees may experience stress and burnout because of longer shifts and limited support. Although she received some federal assistance, she is concerned that if staff shortages persist, she will not be able to increase enrollment to a sustainable level to support her business. She feels longer-term investment versus one-time payments are needed in order to address challenges and keep her doors open.

"We're just recycling people, and I think that's the biggest problem with this workforce. There isn't a workforce. There is no workforce for early care and education. The people that are in the field right now — that's all there is. There's nobody new."



## Priorities

- Finding qualified staff
- Supporting her current staff's health and well-being to support retention
- Advocating for a more sustainable child care structure

## Barriers

- Lack of qualified staff and ECE workforce pipeline
- Limited government assistance
- Unable to increase enrollment and serve more families

## Vision

- Emphasizing the importance of ECE in order to increase investments in the sector
- Support initiatives to increase the ECE pipeline to better meet the demand for child care in Delaware
- "There's been a lot of talk over the years about businesses investing [in order to be] a supporter within the early childhood community. What kind of investments can they make for their employees to be able to have child care, so their employees can go to work."

**Babes on the Square Too**  
(Child Care and Education Services)

**Delaware Association for the Education of Young Children Member**

"I'm losing \$50,000 a month right now, and I don't know how long I'll be able to keep my doors open at this rate, because I have half the kids that I was enrolled with before the pandemic and half the staff."

**3**

**What Can  
Delaware Do?**

# What Can Delaware Do?

Through listening sessions and collaboration with local leaders, we were able to identify opportunities to get involved in solutions. The most important takeaway from our efforts was the value of cross-sector partnerships to address this critical infrastructure issue.



**Employers**




**Today's  
Workforce**



**Child Care  
Providers**



**Tomorrow's  
Workforce**



Having businesses really understand what we do is not babysit: We are educating, we are taking care of these families, their employees' children while we're here. I think that would be the biggest thing — and them advocating for us as much as they want us to advocate for them.

– Early care and education provider in Kent and Sussex counties




## What Can Delaware Do?

In listening sessions, participants shared their vision for what can be done locally to foster optimal child care and workforce systems that benefit working families, businesses, and the local economy.

There is a recognition that moving forward requires a holistic approach involving federal and state governments, private sector businesses, local agencies and schools, the philanthropic community, and families. The following section discusses the opportunities for involvement raised by participants.





I would love to see legislation really get together with infrastructure, so that way we can get something built into where we can apply some funds to help people have resources for [child care facilities]...or with the parents, helping to give the parents some kind of leeway when it comes to taking care of their families...”

– New Castle County business leader

**3**

**Opportunities for  
Local Involvement**

# Opportunities for Local Involvement

## Financial Investments Support the Stability of Local Child Care Programs

- Wage subsidies for ECE staff can support infrastructure and attract more workers to the region
- Employer-provided vouchers or subsidies for working parents can provide income smoothing for providers and access for working families
- Better benefits options for ECE providers can act as a staff retention strategy, which can improve the quality of care
- Partnerships with local schools and universities that leverage federal and state dollars, such as the [Early Childhood Innovation Center](#), can improve career opportunities for ECE professionals and strengthen this vital workforce pipeline



We need additional state support. As I said earlier, the enhanced reimbursement that the state provided and the stabilization fund that came down through the American Rescue Plan were huge boosts, so we've been able to give our employees bonuses, but that's just temporary. They need a sustainable hourly wage.

– New Castle child care provider

The system that we're working within is not really feasible for a small business to be able to pay its employees a living wage and then still be able to charge parents a tuition that they can afford to pay.


– New Castle child care provider

# Opportunities for Local Involvement

## Shared Space and Service Models Foster Collaboration Across Sectors

- Schools and universities can rent out space at low to no cost for child care and afterschool programs
- Include providers in formal information networks, such as regional chambers or business coalitions
- Foster partnerships with local providers to support each other's needs and/or offer in-kind supports





We were on target to expand and double our size right before COVID hit. We had purchased a property. We had all the engineering done, site plans, everything, loan approved, ready to move ahead — and then COVID. We've now decided to stop. We're not expanding. If we can't even handle what we've got as far as staffing, we're not looking to expand.

– Sussex County child care provider


# Opportunities for Local Involvement

## Tax Incentives Create Opportunities for Businesses of All Sizes

- Ensure tax credits are accessible for businesses of all sizes, not just corporations
- Consider innovative tax strategies that incentivize child care cooperatives








There's tax credits available to employers, but it really is only going to benefit your large employers who have a lot of money to spend and put into it, and that's great. I really think we need to incentivize smaller businesses. We have so many small businesses in Delaware.

– New Castle county business leader



How do we deal with busing kids from where their [parent] works to where [their child is in care]? Coordinating those school district transportation issues — so that it's feasible for parents, so that it's feasible for employers, and it's feasible for child care providers to all be on the same page and not be at odds.

– Kent County business leader

# Opportunities for Local Involvement

## Effective Transportation Options Increase Access to Care

- A regional transit coordination effort can better meet the needs of local businesses, schools, and ECE programs
- Consider linking transportation from child care centers to afterschool programs and business parks



**3**

**Join Others in Elevating  
the Importance of ECE**

# Joining Others in Elevating the Importance of ECE

Business leaders, working parents, or interested community members looking to take action can get connected through local resources and partners:<sup>33</sup>

- **State/local chambers of commerce and local business associations** support the economic viability of a region. They can help provide connections and elevate the voices of their members to make the case for the importance of early childhood education.
  - The Delaware State Chamber of Commerce<sup>\*</sup> is a unified voice for business with a mission to promote an economic climate that enables businesses of all sizes and types to become more competitive in a constantly changing, increasingly global, and unpredictable environment. The state chamber brings people together to solve problems, create jobs, promote business, and improve the quality of life for all Delawareans.
  - Affiliate or local organizations like the Delaware Black Chamber of Commerce,<sup>^</sup> the Bethany-Fenwick Chamber of Commerce,<sup>^</sup> and the Greater Kent Committee<sup>^</sup> all connect members to resources and help elevate members' voices.
  - The Delaware Business Roundtable Education Committee is a nonprofit organization that improves public education in Delaware by aggregating and aligning the resources of Delaware Business Roundtable members and other business leaders.

\* = coauthor on the report  
^ = listening session host

## Joining Others in Elevating the Importance of ECE

- **Child care associations** provide and support opportunities for professional development; advocate for children, families, and early care and education professionals; and build community awareness and support for the early care and education profession.
  - The Delaware Association for the Education of Young Children (deaeyc)<sup>^</sup> is an affiliate of the National Association of the Education of Young Children (NAEYC), the leading membership association for those working with and on behalf of children from birth through age eight. Founded in 1969, deaeyc serves and acts on behalf of the needs, rights, and well-being of all young children and their families in Delaware.

\* = coauthor on the report  
^ = listening session host

## Joining Others in Elevating the Importance of ECE

- **Policy groups** can provide resources on the importance of early childhood education, connect you with experts and like-minded stakeholders, and connect you with existing advocacy efforts and coalitions.
- Rodel\* is a nonprofit organization that partners with Delawareans and educational innovators from around the world to transform public education in the First State. Get connected and read more about data, recent news, and advocacy efforts related to early care and education [here](#).
- First State PreK is a growing coalition of 60-plus organizations working together for investments in child care subsidies and pre-K expansion.
- KIDS COUNT in Delaware provides high-quality data about the well-being of children, youth, and families and advocates for positive changes in policies, priorities, and programs.

\* = coauthor on the report  
^ = listening session host

## Joining Others in Elevating the Importance of ECE

- **State lead agencies** oversee regulations, financing, and licensing. The Delaware Department of Education\* and the Department of Health and Human Services have information about existing state programs and subsidies for income-eligible households.
- **Community organizations**
  - The Delaware Readiness Team is a statewide initiative of volunteer-based teams that strengthen communities at a local level and help children from birth through age eight get ready for school and life.
  - Children and Families First is a statewide private nonprofit social services agency. Among other services, it operates as Delaware's Child Care Resource and Referral agency to assist families in finding child care that meets their needs and help eligible families obtain child care financial assistance.
  - Wilmington Rotary partners with Wilmington-based nonprofit early learning centers to learn about their needs and the needs of the families they serve — and to educate members, the general public, and policymakers about those needs.

\* = coauthor on the report  
^ = listening session host



# APPENDIX

The Federal Reserve Bank of Philadelphia, Rodel, the Delaware State Chamber of Commerce, and the Delaware Department of Education would like to thank leaders across the state for their willingness to host listening sessions that in part informed this publication.

[The Delaware Black Chamber of Commerce](#)

[The Delaware Association for the Education of Young Children](#)

[The Greater Kent Committee](#)

[The Bethany-Fenwick Chamber of Commerce](#)

The 66 participants across six sessions represented businesses from the following industries as defined by the North American Industry Classification System:

Educational services; finance and insurance; accommodation and food services; agriculture, forestry, fishing, and hunting; professional, scientific, and technical services; arts, entertainment, and recreational; health care and social services; retail trade; manufacturing; and transportation and warehousing.

The early care and education (ECE) sector comprises a variety of government-, nonprofit-, and for-profit-operated programs. Head Start (ages 3–4), Early Head Start (ages 0–2), and state prekindergarten programs (most age 4, some 3-year-olds) are funded by federal and state governments. Meanwhile, the majority of revenue at most child care centers, home-based family child care, and private preschool programs comes from family tuition payments. Some of these providers receive government funding, such as child care subsidy payments.

A child care desert is any census tract with more than 50 children under age 5 that contains either no child care providers or so few options that there are more than three times as many children as licensed child care slots.<sup>28</sup>

# ENDNOTES

- <sup>1</sup> Claire Ewing-Nelson, *Another 275,000 Women Left the Labor Force in January*. National Women's Law Center, February 2021. Available at [nwlc.org/resource/january-jobs-day-2021/](https://nwlc.org/resource/january-jobs-day-2021/).
- <sup>2</sup> Calculated by Sloane Kaiser, Federal Reserve Bank of Philadelphia, using CPS basic monthly samples (January 2019–December 2021) retrieved from IPUMS-CPS, University of Minnesota, [www.ipums.org](https://www.ipums.org).
- <sup>3</sup> See the Delaware Department of Education's *PDG B-5 Needs Assessment*, available at [education.delaware.gov/families/office\\_of\\_early\\_learning/preschool\\_development\\_grant/pdg-needs-assessment/](https://education.delaware.gov/families/office_of_early_learning/preschool_development_grant/pdg-needs-assessment/).
- <sup>4</sup> Regional data can be accessed through PolicyMap's Delaware Child Care Map at [dechildcaremap.policymap.com/newmaps#](https://dechildcaremap.policymap.com/newmaps#/)/.
- <sup>5</sup> See table S0101 from the U.S. Census Bureau's American Community Survey 1-year estimate (2019) at [data.census.gov/cedsci/table?t=Age%20and%20Sex%3APopulations%20and%20People&g=0400000US10&tid=ACSST1Y2019.S0101](https://data.census.gov/cedsci/table?t=Age%20and%20Sex%3APopulations%20and%20People&g=0400000US10&tid=ACSST1Y2019.S0101).
- <sup>6</sup> *Fertility Rates by State*, Center for Disease Control and Prevention, January 2022. Available at [www.cdc.gov/nchs/pressroom/sosmap/fertility\\_rate/fertility\\_rates.htm](https://www.cdc.gov/nchs/pressroom/sosmap/fertility_rate/fertility_rates.htm).
- <sup>7</sup> The views expressed here are those of the author and do not necessarily represent the views of the Federal Reserve Bank of Philadelphia or the Federal Reserve System.
- <sup>8</sup> Find early care and education definition in the appendix.
- <sup>9</sup> Arthur Rolnick and Rob Grunewald, *Early Childhood Development: Economic Development with a High Public Return*, Minneapolis: Federal Reserve Bank of Minneapolis, 2003. See [www.minneapolisfed.org/article/2003/early-childhood-development-economic-development-with-a-high-public-return](https://www.minneapolisfed.org/article/2003/early-childhood-development-economic-development-with-a-high-public-return).
- <sup>10</sup> Arin Gencer and Shelley Waters Boots, *Creating Opportunity for Families: A Two-Generation Approach*, Baltimore: The Annie E. Casey Foundation, November 2014. Available at [peerta.acf.hhs.gov/sites/default/files/public/uploaded\\_files/MLaracy\\_AdditionalMaterials\\_PolicyReportTwoGen.pdf](https://peerta.acf.hhs.gov/sites/default/files/public/uploaded_files/MLaracy_AdditionalMaterials_PolicyReportTwoGen.pdf).
- <sup>11</sup> For more information on the listening sessions, see the appendix.
- <sup>12</sup> PolicyMap, Delaware Child Care Map.
- <sup>13</sup> See the Delaware Department of Education's *PDG B-5 Needs Assessment*. The term child care desert is defined in the appendix.
- <sup>14</sup> PolicyMap, Delaware Child Care Map.
- <sup>15</sup> See table S0101 from the U.S. Census Bureau's American Community Survey 1-year estimate (2019) at [data.census.gov/cedsci/table?t=Age%20and%20Sex%3APopulations%20and%20People&g=0400000US10&tid=ACSST1Y2019.S0101](https://data.census.gov/cedsci/table?t=Age%20and%20Sex%3APopulations%20and%20People&g=0400000US10&tid=ACSST1Y2019.S0101).
- <sup>16</sup> Licensed capacity is only in child care and family child care; children are also served in public and private schools that are not yet licensed. Licensed capacity is merely a square footage estimate of children that could be served; it is not a reflection of the number of available spots for children, particularly for larger centers.
- <sup>17</sup> PolicyMap, Delaware Child Care Map; Sloane Kaiser, *The Role of Early Childhood Education in Delaware's Business Sector Pandemic Recovery and Beyond*, July 2021, available at [www.philadelphiafed.org/community-development/inclusive-growth/the-role-of-early-childhood-education-in-delawares-business-sector-pandemic-recovery-and-beyond](https://www.philadelphiafed.org/community-development/inclusive-growth/the-role-of-early-childhood-education-in-delawares-business-sector-pandemic-recovery-and-beyond).

# ENDNOTES

- <sup>18</sup> See the National Association for the Education of Young Children, *Progress and Peril: Child Care at a Crossroads*, July 2021, available at [www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/blog/naeyc\\_july\\_2021\\_survey\\_progressperil\\_final.pdf](http://www.naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/blog/naeyc_july_2021_survey_progressperil_final.pdf).
- <sup>19</sup> Matt Amis, *State of the Delaware Child Care Industry: By the Numbers*, January 2022, available at [rodelde.org/by-the-numbers-child-care-crisis/](http://rodelde.org/by-the-numbers-child-care-crisis/).
- <sup>20</sup> Amis, *State of the Delaware Child Care Industry*.
- <sup>21</sup> See the Delaware Department of Education's *PDG B-5 Needs Assessment*.
- <sup>22</sup> Kaiser, *The Role of Early Childhood Education*.
- <sup>23</sup> Calculated by Sloane Kaiser, Federal Reserve Bank of Philadelphia, using CPS basic monthly samples (January 2021–December 2021) retrieved from IPUMS-CPS, University of Minnesota, [www.ipums.org](http://www.ipums.org).
- <sup>24</sup> Statistics for 2019 are from the U.S. Census Bureau's On the Map tool, drawn for Delaware-based workers, available at [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/).
- <sup>25</sup> See the Delaware Department of Education's *PDG B-5 Needs Assessment*.
- <sup>26</sup> Department of Health and Human Services, "Child Care and Development Fund (CCDF) Program," *Federal Register*, vol. 81, September 30, 2016. Available at [www.govinfo.gov/content/pkg/FR-2016-09-30/pdf/2016-22986.pdf](http://www.govinfo.gov/content/pkg/FR-2016-09-30/pdf/2016-22986.pdf).
- <sup>27</sup> Calculated by Sloane Kaiser, Federal Reserve Bank of Philadelphia, using CPS basic monthly samples (January 2019–December 2021) retrieved from IPUMS-CPS, University of Minnesota, [www.ipums.org](http://www.ipums.org).
- <sup>28</sup> PolicyMap, Delaware Child Care Map.
- <sup>29</sup> Statistics for 2019 are from the U.S. Census Bureau's On the Map, drawn for Delaware-based workers, available at [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/).
- <sup>30</sup> For more on benefits cliffs, see [www.atlantafed.org/economic-mobility-and-resilience/advancing-careers-for-low-income-families/what-are-benefits-cliffs](http://www.atlantafed.org/economic-mobility-and-resilience/advancing-careers-for-low-income-families/what-are-benefits-cliffs).
- <sup>31</sup> The Annie E. Casey Foundation, "Young Children Not in School in Delaware," KIDS COUNT Data Center, 2022 (accessed February 2022).
- <sup>32</sup> This list is not exhaustive.
- <sup>33</sup> See the Center for American Progress's web page on child care deserts at [childcaredeserts.org/2018/index.html](http://childcaredeserts.org/2018/index.html).