

Replenishing and stabilizing the pool of child care providers is crucial to turning the tide on the loss of child care seats in Ohio. 4C for Children is CCR&R responsible for serving communities throughout a 15 county region in Southwest OH and Miami Valley. One-time funding from ARPA monies has been critical to launching programming that focuses on recruitment of new people to the child care profession.

At the end of 2021 4C for children conducted a survey with child care centers across our service area to quantify the loss of seats from classroom closures when teachers were lost. At that time approximately 3,500 seats had been lost.

In response to this crisis, 4C for Children developed a Child Care Careers program to draw new candidates to the child care profession. 4C sought local ARPA funding to launch this effort and was able to begin in January of 2023. The use of “one-time” monies was instrumental in our efforts to begin to turn the tide with child care teacher losses. Although we are not likely to have permanent funding to continue this work past the ARPA funding – it’s clear that short term supports to attract and retain new teachers in child care makes a difference.

4C for Children Child Care Careers Program

Uses of the local ARPA funding include:

- Paying candidates for their time while in training. Depending upon the candidate’s education, experience and career path they are paid for 40 to 130 hours of training.
- The initial 40-50 hours of training prepare them to enter a child care program at the entry level.
- All fees to take the training classes and materials needed are covered.
- Funding pays 4C experts to conduct career counseling and create an individualized career plan.
- Funding supports active recruiting including job fairs, advertising, attending community events.
- Candidates are provided with the opportunity to shadow in a child care classroom.

Results from initial 90 days of the 4C for Children Child Care Careers Program

- 127 candidates have responded to 4C’s recruiting efforts.
- Over half are moving through the stages of the training
- Over a dozen others chose to explore opening their own child care program (another service 4C provides that is primarily funded through ARPA monies)
- Candidates come from a wide range of backgrounds and circumstances including moving from unemployment to this career; shifting from retail, healthcare and other industries; stay-at-home parents who want to re-enter the workforce.

Note that 4C conducted a new survey in January 2023 - to determine the status of the teacher losses and found the overall numbers were still extremely high - over 3,500 seats that were available pre-pandemic have been lost due to lack of teachers. This represents nearly 400 closed classrooms.

Every new teacher we bring to the profession will reopen 6-15 child care seats.