



Liz Keating
Councilmember

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WE MOVE for \$250,000 to be allocated towards increasing staffing, recruiting, and retention for childcare programs within Cincinnati Recreation Commission (CRC) - including, but not limited to signing bonuses, retention bonuses, and training/licensing fees and tuition. This program would replace the proposed Guaranteed Income Pilot. This alternative allocation would immediately impact one of our most vulnerable industries - childcare - which is the gateway to employment for Cincinnati families while supporting financial stability and revenue generation for the City.

Statement

Many Cincinnati parents, and particularly women, are unable to enter or re-enter the workforce due to a lack of childcare. According to the Office of Performance and Data Analytics research, 1 in 10 Cincinnati residents consider a lack of childcare as a barrier to job mobility, with the largest concern being access to childcare for second and third shift workers. Many Cincinnati childcare centers are not operating at full capacity due to staffing shortages and consistent turnover. Several of Cincinnati's largest employers face labor shortages because their employees and potential employees lack access to childcare.

In order to help CRC's childcare programs hire, retain staff, and operate at full capacity, the City should allocate \$250,000 to pilot a childcare staffing fund. This fund would support staffing for CRC childcare services - including, but not limited to day camps, mini camps, and CRC-led before and after school care at Cincinnati Public Schools.

The childcare programs by CRC provide a safe, structured, healthy, and fun environment for kids before and after school and during the summer break. The need for a safe place for kids outside of school is critical as the City experiences a rise in youth gun violence.

The childcare services provided by CRC create revenue for the City of Cincinnati, maximizing the benefit to the City when the programs are operating at full capacity. Revenue-generating programs are critical for the financial health of the City.

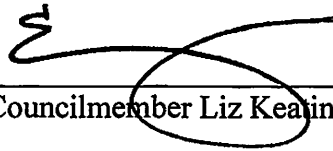
When barriers to childcare are removed, more parents can go to work, which means more paychecks going home to build financial stability for families. An increase in the Cincinnati workforce will grow Cincinnati's tax base without an additional tax burden on Cincinnati families.

Childcare workers are underpaid in an industry with extremely thin margins. This fund would provide a temporary, but much needed supplemental income to childcare professionals, helping these workers in an economy with inflation and rising cost of living. Supporting childcare workers helps provide working parents the flexibility to be active contributors to the economy.

With an anticipated \$9.4 million budget deficit in the next fiscal year, Council should focus on immediate revenue-generating programs, economic growth, and tax base expansion. This program would impact all three, creating a larger positive impact on the City's financial health compared to a study for a program which City Administration has signaled it has no capacity to scale.

COMMITTEES

Member: Budget & Finance • Equitable Growth & Housing • Public Safety & Governance



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