



Building a Strong Workforce by Meeting the CHIPs for America Child Care Plan





You are an expert in building chips. LIIF is an expert in building child care. That's why the Low Income Investment Fund can help you meet the child care requirement of the CHIPS Act.

With an **S&P A Stable** rating and **\$3.5 billion in assets under management**, the Low Income Investment Fund (LIIF) is one of the largest, longest standing community development financial institutions (CDFIs*) dedicated to building and sustaining the supply of child care in the U.S. Its investors include Goldman Sachs, JP Morgan Chase, Bank of America, HSBC and Deutsche Bank.

LIIF's mission is to drive resources to ensure everyone lives in a community of equity, opportunity, and well-being. Child care plays a key role in achieving this vision.

Our experience makes us uniquely qualified to help you create your company plan to offer high-quality child care:

- As a fiduciary for public sector funds, LIIF has deployed **\$455 million in ECE facilities funds**, including **the California Infrastructure Grant Program**, the largest program of its kind in the country, to **facilitate facility renovations, repairs and upgrades for child care**;
- A **proven track record impacting 379,000 children** by creating or preserving an equivalent number of child care spaces;
- **25 years of experience partnering with public and private entities** to build and sustain child care supply in communities informs our research, technical assistance, and knowledge of local and state policy; and
- LIIF's commitment to community includes an **integrated approach to housing and child care** and a unique understanding of how they work together to support the workforce.

As one of the top barriers to workforce participation, the U.S. Chamber of Commerce Foundation reports that half of the workforce and nearly 60 percent of working parents cite lack of child care as influencing their decision to leave their job.¹ There have been significant and persistent post-pandemic declines in labor force participation among women with young children.² A recent study showed employers that effectively invest in child care benefits saw an ROI ranging from 90% to 425%.³ Child care is workforce development.



As an employer, you can leverage our knowledge, tools, insights, and partnerships to create and strengthen child care plans that support your workforce and their communities. For each community where you seek to expand your business, we develop a comprehensive action plan that offers a range of implementation options to suit your objectives. You build chips, we build child care.

Here's how LIIF can support your efforts to meet the CHIPS Child Care requirement:

1. Develop a Tailored Blueprint to Meet Workforce Child Care Needs

- We craft a child care landscape overview designed specifically for you. We manage and facilitate community engagement and collaboration. Through a careful planning process, we collaborate with foundations, local jurisdictions, existing businesses, and local advocates to understand the current and projected future supply and demand of child care based on workforce demands.
- We deliver a product that provides an analysis of existing community child care options, where and how supply must increase to attract and retain a dedicated workforce. Our analysis includes cost assessments and a catalog of the existing child care payment/subsidy delivery system.
- We provide specific recommendations on where to invest in building and maintaining child care supply for employees, including:
 - on-site care operated by employer;
 - on-site care operated by a contractor;
 - off-site care; and/or
 - cash assistance for off-site care
- Our recommendations will optimize your investment in child care based on preexisting local subsidies.

*CDFIs are private sector financial intermediaries dedicated to community development.

1-“Data Deep Dive: A Decline of Women in the Workforce”, U.S. Chamber of Commerce Foundation (April 27, 2022), <https://www.uschamber.com/workforce/data-deep-dive-a-decline-of-women-in-the-workforce>.

2-Katherine Lim and Mike Zabeck, “Women of color and women with children disproportionately left the labor force during the COVID-19 pandemic,” (February 28, 2022), <https://www.minneapolisfed.org/article/2022/women-of-color-and-women-with-children-disproportionately-left-the-labor-force-during-the-covid-19-pandemic>

3-Moms First and Boston Consulting Group, “*The Employee Benefit That Pays for Itself*” (2022).



2. Create an Integrated Housing and Child Care Plan

- Child care, employment, and housing are intricately linked. This plan directly responds to housing and child care shortages to better meet workforce needs in areas with low housing stock.
- Design co-located development scenarios tailored to the specific community including:
 - New construction of housing and child care together.
 - Preservation or rehabilitation of an existing building or plot of land for the development of housing and/or a child care facility.
 - Tenant improvements to an existing space in a housing development to retrofit it as a child care facility.

3. Manage Funds and Partners

- We manage the funds you allocate towards your child care plan to maximize the benefit for your workforce
- We identify, manage and collaborate with key partners to ensure community buy-in

With market reach in California, New York, Georgia, Oregon, Texas, and New Mexico, our experience spans geographies, providing deep insight into regulatory landscapes and facility development challenges.

LIIF offers unparalleled expertise in child care facility development and expansion. Our depth of experience ensures our work reflects community needs and priorities to maximize productivity for employees and return on investment for you. Leverage our experience and partner with us to attract and retain a thriving workforce.

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