family resource center

Child Care Works
A video series for employers

Your business is already paying for the child care gap.

Most of the cost is below the surface, and it adds up to more than $1.2 million a year across San Joaquin County.

You see the late arrivals, the early exits and the shifts that have to be covered at the last minute. What you don't see is the candidate who turned down your offer, or the employee who decided staying home costs less than child care. Those losses rarely get traced back to child care, but they show up on your bottom line.

What employers see

59% of local employers surveyed rate late arrivals and early departures as a major impact of child care problems.
Most say child care problems cost them **$25,000 or more a year** in lost time, turnover and training.

"The increase in call-offs and overtime has significantly impacted us financially."

What employers don't see

61.7% of working parents in the county have lost time in the workforce because of child care, and **half of them were out three months or longer.**

One in five working parents has quit a job because of child care, and **more than one in three** has turned down a job offer.

"I hired a woman who then turned down the offer due to lack of childcare and we had to start all over again with hiring."

Why it keeps happening

The problem isn't your employees. There isn't enough care, at a price families can pay, during the hours people work. The State Preschool rate covers about half of what full-day care costs for a 4-year-old, so local centers run on margins too thin to grow.

What employers say would help

When we asked local employers, **more than one-third** said more affordable, reliable child care in their community. Employers are recognizing the need.

Join the Employer Partnership Program

Find out what child care is costing your workforce, and give your employees a place to turn. Partners receive.

- **An anonymous staff** survey that shows how child care challenges are affecting your employees
- **A poster** to display where employees will see it
- **One-pagers** for new-hire and maternity/paternity leave packets.
- **Other supports** for your team, with FRC as your child care partner

WATCH THE SERIES.

Local providers, employers and the data that connects them.

Family Resource Center of San Joaquin County has served local families since 1980.

Christina Gilbert, Chief Strategy Officer
cgilbert@frcsj.org · 209.461.2749

Child care is workforce infrastructure. When child care works, we all work.

Sources: FRC regional workforce survey, conducted by Zogby Analytics, presented May 6, 2026 (economic impact, 61.7%, time out of work, parents who quit or declined job offers)· Stockton Chamber of Commerce employer survey, 47 respondents, 2026 (employer preferences).