



SOUTHEAST
**Childhood
Collective**
SUPPORTING FAMILIES, BUILDING CHILDCARE

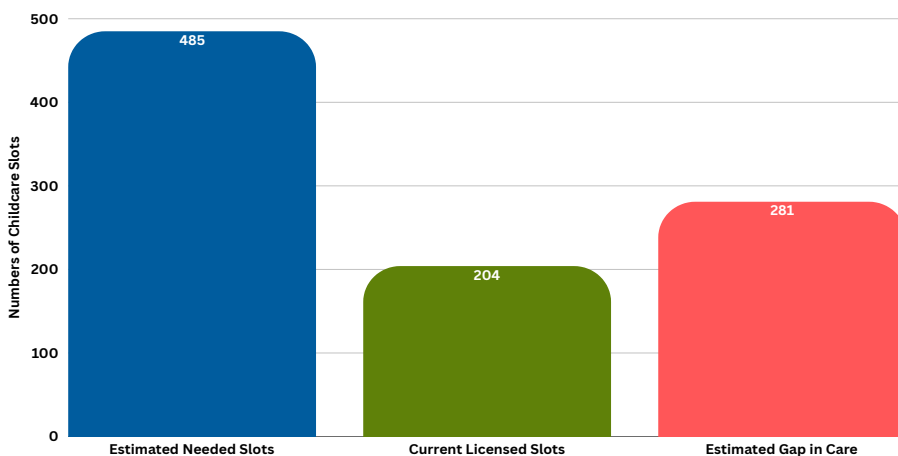
CHILD CARE IN SITKA

CHALLENGES, GAPS, AND FUTURE PATHWAYS

Executive Brief:

This report provides a data-informed analysis of Sitka’s child care system and outlines practical investment options to improve stability, strengthen the workforce, and expand access to care. Currently, the system is constrained by three interconnected factors: limited supply, workforce instability, and affordability pressures.

Current Supply and Demand

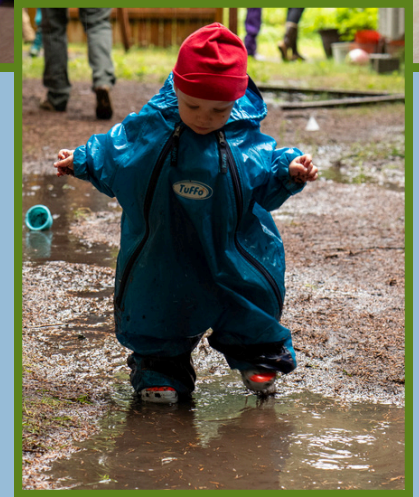


Sitka’s child care system is under strain from a combination of limited capacity, workforce instability, and rising affordability pressures. Providers are unable to meet community demand due to staffing challenges and financial constraints, while families face costs that are often out of reach.

Key Insight

Child care in Sitka operates within a structural constraint:

- Providers cannot raise wages or expand without additional revenue
- Families cannot absorb higher costs
- The system cannot correct itself through the market alone



Option 1: Stabilize the System

- Workforce incentives + cost relief
- Supports recruitment and retention
- Estimated impact: 0-20 additional slots



Option 2: Strengthen and Grow

- Per-child operating grants
- Supports expansion and new provider entry
- Estimated impact: 40-100 additional slots



Option 3: Comprehensive Approach

- Blended model (workforce + op.+ afford.)
- Supports expansion and new program dev.
- Estimated impact: 60-120+ additional slots

Stabilize → Option 1
Grow → Option 2
Transform → Option 3

Bottom Line:

Sitka’s child care system cannot meet community needs under current conditions.

Public investment can stabilize the system, strengthen the workforce, and expand access to care.