

Keep Working People Working in Ohio



Below is a roadmap of policies and actions that keep working people working in Ohio. These recommendations create a sustainable and prosperous future for all working Ohioans and help make Ohio the best place to live, work, and raise a family.

A CALL TO ACTION



FOR LEGISLATORS

- **Continue allocating funding to provide childcare assistance directly to working families.** For ALICE families with young children, childcare is the highest cost in their household budget at \$1,600 per month for two children. Without affordable and accessible childcare, parents cannot fully participate in the workforce, must work reduced hours, or forego pay raises and advancements in their careers.
- **Address the benefits cliffs by partnering with United Way and 211 to connect recipients with employment opportunities.** Many public benefits programs unintentionally discourage work by making it difficult for individuals to accept more hours, raises, or new opportunities. Partnering with United Way and 211 provides coordinated resources and data-driven strategies that help individuals successfully transition into the workforce.



FOR BUSINESSES

- **Utilize your local United Way and 211 program as an ally** to develop initiatives for your employees that help overcome barriers to obtaining and maintaining employment, such as childcare, transportation, job coaching, financial literacy, and the benefits cliffs. This is especially helpful for small and medium-sized businesses, where partnerships with United Way and 211 can expand capacity and resources. By collaborating with United Way, your business not only helps employees thrive but also boosts retention, productivity, and the local economy.
- **Pursue state-developed initiatives**, such as the newly created childcare business partnerships, to offset the costs of childcare for your employees with young children.



FOR NON-PROFIT AND PHILANTHROPIC ORGANIZATIONS

- **Target initiatives, services, programs, and funding** in communities with high percentages of ALICE households. Although Ohio's poverty rate has remained relatively flat for several years, and wages have increased particularly among low-wage jobs across Ohio, 39% of Ohioans still struggle to meet their basic needs.
- **Coordinate and innovate services**, especially in workforce, childcare, housing, and emergency supports, to reach ALICE households and help them transition to economic stability.