



# WHAT BUILD BACK BETTER MEANS FOR WOMEN & WORKING FAMILIES IN VIRGINIA

The Build Back Better Act makes annual job-creating investments that improve the economy for all, reduce costs, boost incomes and help families struggling to juggle their work lives while caring for themselves, children or loved ones who are older, sick or have disabilities.

The Build Back Better Act includes:

- Four weeks of **paid family and medical leave** that working people can use to take time away from their jobs to care for themselves, a loved one or a new child, paid for through **\$200 billion in investments over 10 years** — offering help both to families and small businesses.
- Expanded access to services provided for older family members or family members with disabilities who live at home — **\$150 billion for home-and community-based services** (e.g. home visits by trained professionals like help dosing medicine, bathing, transportation to medical appointments) and/or other services provided in the community like nutritious meals at community centers and social and physical activities to address loneliness and improve mental and physical health.
- Investments in caring for and educating young children, including **\$400 billion for universal preschool and for making reliable and high-quality child care more affordable.**

Here's what that means annually for Virginia in terms of new jobs, better wages and investments that improve everyone's economic well-being:

## Paid Family and Medical Leave

### \$488.7 million more annually in Virginians' paychecks

Today, workers with a new baby, a sick parent or their own illness often must give up their paychecks or even leave their jobs entirely. That limits workers' earning opportunities, and can even push them out of the workforce.

- Paid leave would add an estimated \$400.7 million a year to the state economy by providing wage replacement to Virginians who would be able to take paid leave. In turn, Virginians would be better able to afford the basics and keep up with the cost of living.
- That increased income will generate additional jobs and economic activity across the state, especially in the restaurant and hospital sectors, adding an additional \$88 million in income per year.

### Nearly 500,000 Virginians who need it will take paid leave each year

If the Build Back Better Act passes, almost 500,000 Virginians, many of whom are currently forced to take unpaid leave, will take paid leave each year — an enormous relief to those families and a boost to Virginia children, people with disabilities and seniors.

- 258,000 Virginia women who don't have paid leave and are often forced to take unpaid leave would take paid leave each year including 127,000 additional low-income Virginia women.



## Child Care and Pre-K



### Over 16,000 new jobs in Virginia, including 13,000 new child care and Pre-K jobs

Investing in better child care will create and support an estimated 16,200 new jobs over 10 years in Virginia — and will lower costs for reliable and high-quality child care for families. This will relieve pressure on Virginia's child care market *and* on household budgets. These 16,200 new jobs include child care jobs as well as other jobs created by the new economic activity this investment generates. With more people working, more disposable income can be spent on consumer goods, housing and services. Of these 16,200 new jobs, 13,000 will be child care and Pre-K jobs.



### Creating pathways to the middle class for women and people of color by getting people back to work and raising wages

The Build Back Better plan will raise wages for child care and Pre-K workers, who are disproportionately women and people of color. This will add an overall increase in wages of \$90 million to Virginia workers.

- In Virginia, child care and Pre-K workers have been on the front line caring for our children throughout the pandemic. Yet, they are paid an average of just \$10.69 an hour. Raising their wages will not only boost their economic prospects and contribute to the state's economy, but will enable the parents and relatives of children they care for to return to work, further benefiting the economy.

## Help for Older Americans & People with Disabilities - Home & Community Based Services (HCBS)

Investing in services that support older people and people living with disabilities in their homes will enable more family caregivers to re-enter the workforce or continue working.



Importantly, it will also create an economic boost that would benefit all of Virginia and will help the state and country recover from the impact of COVID-19.

- Create and support **7,200 new jobs each year** over ten years, **5,660 of which are “living wage” care jobs.**
- Add an estimated **\$108.8 million in additional income** for current workers and their families in Virginia each year.