



# Overcome 2025's **Top 4 Child Care Business Challenges with Procure**

The child care industry is set to face several significant challenges in 2025. Understanding these obstacles is the first step toward overcoming them. Let's outline the top four challenges identified in the Procure Solutions 2025 Child Care Business Trends Report. You'll see the percentage of respondents who cited each area as a challenge ... and how Procure can help you overcome them all!





## CHALLENGE #1

61%

# Hiring and Retaining Qualified Staff

### The Challenge:

Finding skilled professionals and keeping them on your team remains the most pressing issue for child care providers. With a competitive labor market and rising requirements for qualifications, high turnover rates continue to strain child care businesses.

### Data-Driven Insights:

Leverage Procure to implement employee retention strategies. Use features that promote staff engagement, such as communication tools, recognition programs and professional development resources to create a positive work environment.

## Strategies:

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### Competitive Compensation Packages:

Offer higher wages, sign-on bonuses and comprehensive benefits such as health insurance and child care discounts.



### Professional Growth Opportunities:

Provide training, mentorship programs and clear career advancement paths to attract and retain talent.



### Fulfilling Workplace Culture:

Create a positive environment through recognition programs, open communication and team-building activities.



## CHALLENGE #2

# Burnout and Staff Well-Being

### The Challenge:

The high-pressure nature of child care work contributes to burnout among staff. Coupled with rising responsibilities and emotional demands, this issue has reached critical levels in recent years.

### Impact on the Industry:

Burnout leads to increased absenteeism, reduced quality of care and higher turnover rates, putting pressure on existing employees and management.



48%



## Strategies:

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### Health and Wellness Initiatives:

Implement employee assistance programs, mindfulness workshops or fitness subscriptions.



### Flexible Scheduling:

Allow staff more control over their work hours to improve work-life balance.



### Encourage Mental Health Support:

Normalize conversations around mental health and provide access to counseling services.



40%

### CHALLENGE #3

# Enrollment Management

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## The Challenge:

Balancing the demand for child care services with the available capacity poses a significant challenge. With fluctuating enrollment patterns and increased competition, maintaining consistent student numbers is no easy task.

## Impact on the Industry:

Low enrollment affects revenue, making it difficult to manage operational and staffing costs. Overcrowding, on the other hand, can compromise the quality of care and lead to compliance issues.



## Strategies:

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### Enhanced Marketing:

Use social media, online reviews and local partnerships to boost visibility and attract families.



### Streamlined Communication:

Enrollment software makes application and communication processes easy for parents.



### Family Retention Programs:

Build loyalty with existing clients by offering incentives, personalized learning support and regular updates on their child's progress.

# Limited Public Funding

## The Challenge:

Public funding for child care businesses remains insufficient, leaving many providers struggling to cover costs and invest in growth.

## Impact on the Industry:

Limited financial support restricts access to resources, hinders expansion efforts and forces some businesses to pass the costs on to parents. This makes child care less accessible.





35%



## Strategies:



### Advocate for Policy Changes:

Partner with advocacy groups and industry associations to lobby for increased public funding.



### Explore Private Partnerships:

Collaborate with local organizations or businesses for supplemental funding or sponsorship.



### Diversify Revenue Streams:

Offer special programs such as parents' night out events or educational workshops to generate additional income.



# Procare Solutions: Your Partner for Success in 2025 and Beyond

The child care industry will need to adapt to these challenges by adopting innovative approaches and prioritizing staff, families and business health. By proactively addressing hiring difficulties, combating burnout, managing enrollment and advocating for funding, providers can ensure a stronger, more sustainable business model for 2025 and beyond!

Whether you're aiming to improve staff retention, manage enrollment more efficiently or gain a better handle on your finances, Procure offers the technology and expertise to meet your needs. Visit [procare.solutions/learn-more](https://procare.solutions/learn-more) to schedule a demo today to see how Procure Solutions can help your child care business thrive in 2025 and beyond!

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**Together, we can overcome these challenges and continue offering exceptional care for children and families alike.**

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Learn more today!  
[procare.solutions/learn-more](https://procare.solutions/learn-more)