CHILD CARE CRISIS
IN THE ADIRONDACKS
A VIRTUAL FORUM FOR COMMUNITY LEADERS

WELCOME! WE'LL GET STARTED SHORTLY!

INTRODUCE YOURSELF AND YOUR ORGANIZATION IN THE COMMENTS.

Sylvie Nelson

North Country Workforce Development Board
North Country Workforce Parternship Inc.

Child Care <u>is</u> Workforce Development
Child Care <u>is</u> Economic Development

The child care reality of the North Country

- Child care slots are vanishing at a greater rate than they are being created.
- The lack of affordable, accessible, quality child care limits individuals' access to employment.
  - Women and minorities have been affected the most by child care closures
  - This contributes to increased poverty in the North Country.

The cost of child care is prohibitive

- In the North Country, it costs families $15,000/year for child care.
- The living wage in the North Country is $22/hour.
- People cannot afford to work and pay for child care.

Low paying jobs =
lack of schedule flexibility

Employees are often faced with two options:

- Choose to resign
- Get fired for absenteeism

The solution is creating a child care pipeline

- Enable individuals to join
  or rejoin the workplace
  - Counteracts poverty
  - Supports working families who still
    don't earn a living wage.
  - Creates wealth
  - Benefits communities

Funding a child care pipeline = supporting workforce and economic development

- Help with job creation
  - Home child care services
  - Increase tax base for counties & communities
  - 80-120 new slots will increase tax base by $500,000-$750,000 annually <u>per county</u>.
  - Represents a return on investment of 400% over 3 years per county.

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Creating a pipeline is supporting North Country families, especially children.

Building the Child Care Pipeline in the Adirondacks

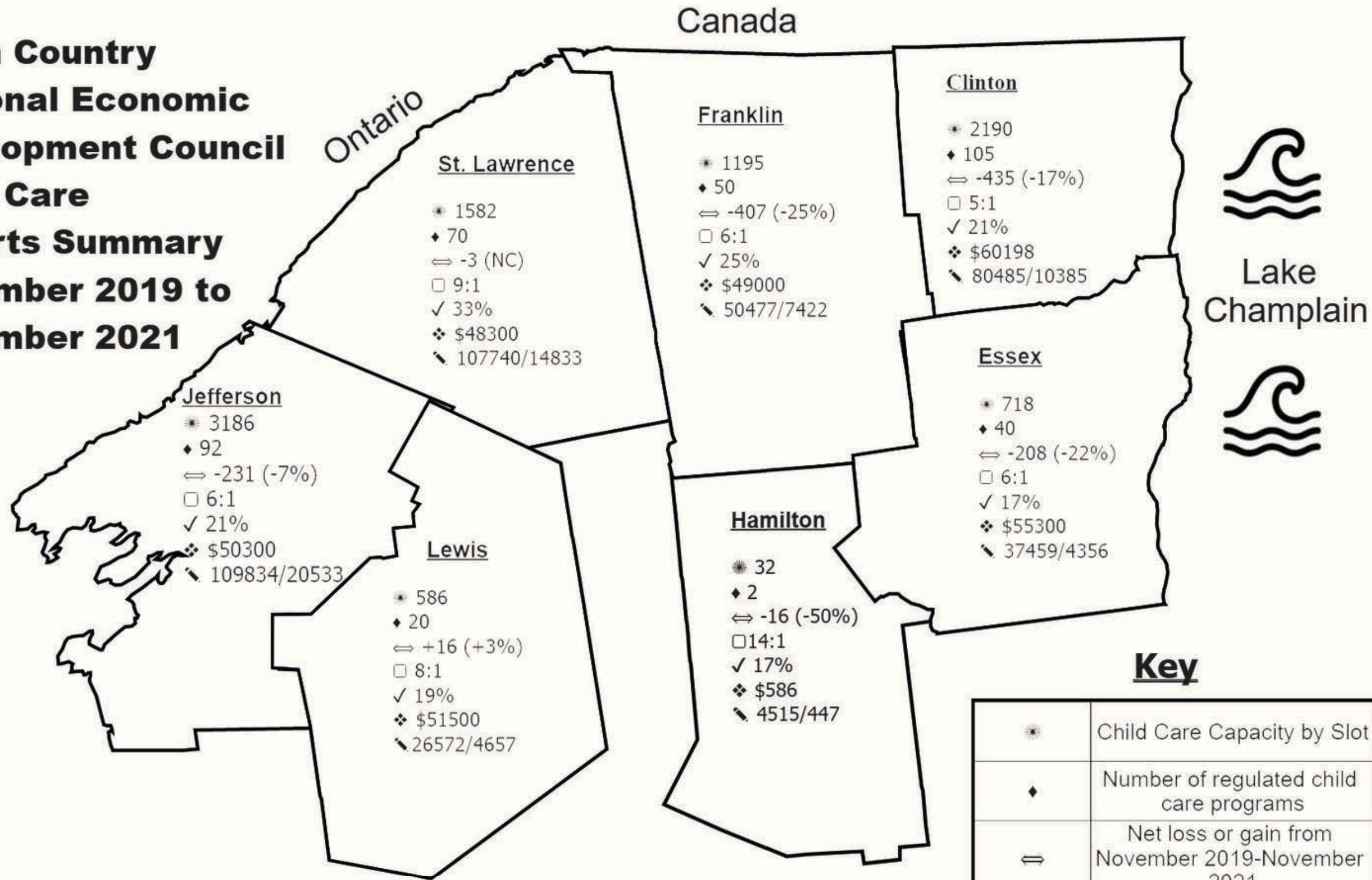## Child care is economic development in Clinton, Essex and Franklin Counties!

Jamie Basiliere
Child Care Council
of the North Country

Alan Jones
Adirondack Community
Action Program

CHILD CARE CRISIS
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North Country Regional Economic Development Council Child Care Deserts Summary November 2019 to November 2021

Canada

Ontario

Lake Champlain

St. Lawrence
- ☀ 1582
- ♦ 70
- ⇨ -3 (NC)
- ▢ 9:1
- ✓ 33%
- ❖ $48300
- ✎ 107740/14833

Franklin
- ☀ 1195
- ♦ 50
- ⇨ -407 (-25%)
- ▢ 6:1
- ✓ 25%
- ❖ $49000
- ✎ 50477/7422

Clinton
- ☀ 2190
- ♦ 105
- ⇨ -435 (-17%)
- ▢ 5:1
- ✓ 21%
- ❖ $60198
- ✎ 80485/10385

Essex
- ☀ 718
- ♦ 40
- ⇨ -208 (-22%)
- ▢ 6:1
- ✓ 17%
- ❖ $55300
- ✎ 37459/4356

Jefferson
- ☀ 3186
- ♦ 92
- ⇨ -231 (-7%)
- ▢ 6:1
- ✓ 21%
- ❖ $50300
- ✎ 109834/20533

Lewis
- ☀ 586
- ♦ 20
- ⇨ +16 (+3%)
- ▢ 8:1
- ✓ 19%
- ❖ $51500
- ✎ 26572/4657

Hamilton
- ☀ 32
- ♦ 2
- ⇨ -16 (-50%)
- ▢ 14:1
- ✓ 17%
- ❖ $586
- ✎ 4515/447

Recommendations to stabilize the child care crisis in the North Country:

1. Create and implement an early childhood workforce pipeline at each county level for the development of new child care programs, beginning with home-based family child care programs and school-age child care programs.
2. Campaign widely to increase awareness in the community (including the business and education community) of importance of high-quality child care.
3. Subsidize the child care system from both ends - parent tuition and provider expenses - to achieve affordability, stability and sustainability. Increase NYSOCFS Child Care Market Rates.

Key

Symbol	Description
☀	Child Care Capacity by Slot
♦	Number of regulated child care programs
⇨	Net loss or gain from November 2019-November 2021
▢	Ratio of children to slots
✓	Childhood poverty rate
❖	Median Household Income
✎	Total Population/Childhood Population Under 13

What is a Child Care Desert?

- It's a census term that means there are 3 or more children vying for 1 regulated child care slot in any given census tract.
- In the Adirondacks, there are 53 census tracts and of this number, 40 are child care deserts.
- We have lost 20-25% of our regulated child care capacity in the last 2 years.
- We have gone from nearly 5,000 regulated slots to 4,100 regulated slots
- We have over 22,000 children under the age of 13 vying for these 4,100 child care slots.

Solution:

Build the Child Care Pipeline

- Marketing Campaign touting Family Child Care as a career
- Startup support to become a Registered Family
  Child Care Provider
- Business & Recordkeeping training
- Provide pre-service training to prospective family
  child care providers
- Purchase initial equipment, supplies, and furnishings
- Minor home renovations (railings, fences, exit window if needed)

Predicted Pipeline Results

- Each new Registered Family Child Care Home would create <u>8 new slots</u>.
- Each new Licensed Group Family Child Care Home would create <u>16 new slots</u>.
- 5 of each of these in one year in each county would net <u>360 new slots</u>!
- Over 3 years we could create <u>1080 new slots</u> each in Clinton, Essex, and Franklin counties!

Investing in the Child Care Pipeline

- For each county, an annual investment of $100,000/year is needed
- 3-year project
- $50K for personnel line and $50K for non-personnel (supplies, equipment, furnishings, pre-service training)
- Small Business Development Center will provide business development "bootcamp"
- Opportunities to leverage private foundation, state, and federal funds.

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Essex County Child Care Pipeline

- Leading the way
- Adirondack Community Action Programs (ACAP) and Essex County government are working on a project
- Using ARPA funds
- Lack of child care options identified as county government employment issue
- Details of the project

Clinton and Franklin County Pipeline

- Child Care Coordinating Council of the North Country seeks funding.
- Glens Falls National Bank has awarded $10,000 for our three counties.
- Would like to replicate Essex County project.

Return on Investment

- Career development and small business startup
- Current labor shortage- begins to solve this from both sides
- Child care increases employee productivity- lost productively costs $57B in the USA each year
- Support economic recovery- every $1 invested in child care yields $1.86 in return
- It's the right thing to do—

The only future our society has is the next generation.

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✳	Child Care Capacity by Slot
♦	Number of regulated child

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STATE UNIVERSITY OF NEW YORK
JEFFERSON
There's more here.

March 2021
Lewis County Convened Stakeholders

April 2021
Partners Designed Pilot

Jefferson County joins project

May 2021
Lewis and Jefferson Counties Commit to funding pilot

June 2021
Pilot project begins

December 2021
Lewis and Jefferson Counties commit to cohort II

January 2022
Celebrating 50 new slots and starting cohort II

Why support child care training and education?

- Labor Shortage
  - IDA and WDB report employers struggle with recruiting and retaining a qualified workforce
- Childcare desert
  - In Lewis County, there are 7.8 children for each regulated childcare slot available and 94% of the county is considered a childcare desert.
  - Rural community cannot support a Child Care Center
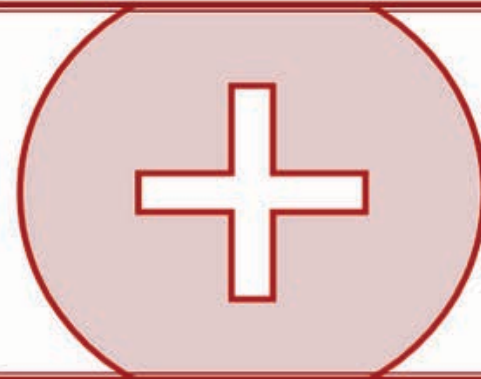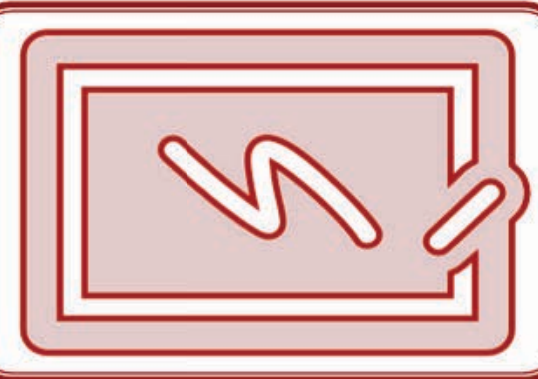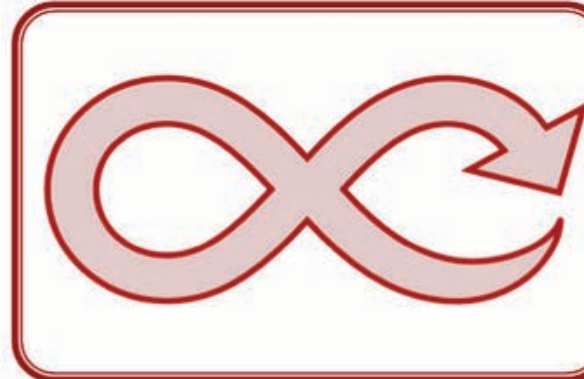
College Project Components

- Coordination
- Marketing and recruitment
- Workshop on Parent & Family Handbook Creation
- 3-credit Introduction to Early Childhood Education course
- One-on-one advisement
- Facebook Group

CCRR Project Components

- Recruitment
- First-Aid and CPR Training
- Mandatory Health and Safety Training
- Registrar support
- Childcare stipend
- Supplies incentive
- Distributed "recycled"
furniture and supplies from Center providers

SBDC Project Components

- SBDC Workshops
- Introduction to Entrepreneurship
- Bookkeeping
- Risk Management
- Self-care
- One-on-one advisement
  with SBDC advisor

Outcomes

- Started with 40 interested
- Orientation attended by 20
- Expecting 8 to 9 new childcare providers

STAND UP FOR CHILD CARE ADIRONDACKS

Why invest in child care?

Every $1 invested in child care generates $1.86 in additional spending

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"Affordable childcare is a persistent problem affecting local employers. That and transportation are among the top issues."
- Dan Albert, CFO

e·t·s· Staffing Recruiting Consulting

STAND UP FOR CHILD CARE ADIRONDACKS

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Why invest in child care?

Access to high-quality child care helps to attract and retain young families to our region.
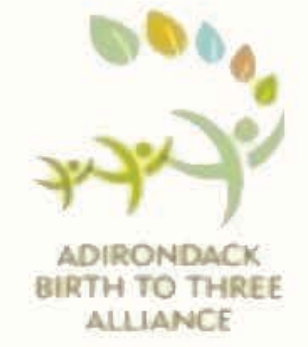
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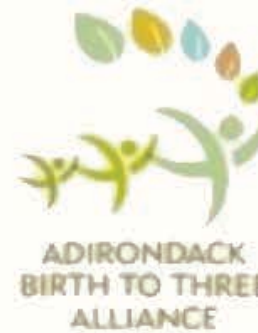
For more resources, visit adirondackbt3.org.

Questions and Comments