



FIRST 5 SANTA BARBARA COUNTY
EARLY CARE & EDUCATION DIVISION



Child Care in Downtown Santa Barbara & Implications on the Workplace

First 5 Santa Barbara County
Board of Supervisors Meeting
June 2, 2009

Employer Child Care Partnership



Workforce child care issues

Confirmed lack of child care spaces:

- # children of working parents
- # licensed spaces (33% capacity)
- No extra spaces - 2 year wait lists

Gap in information:

- Reality for parent employees
- Impact on workplace

Workforce child care study

2008 BOS Presentation

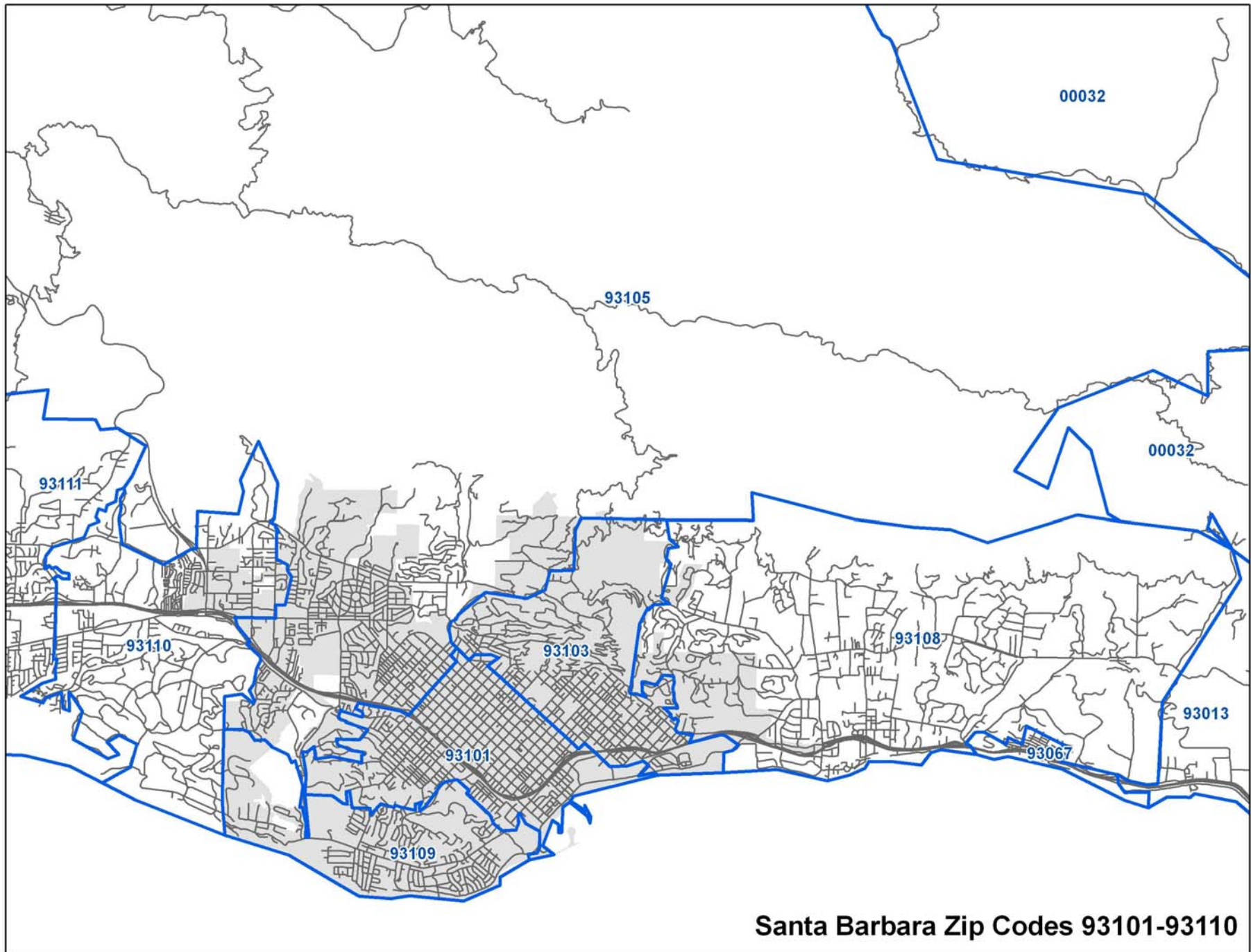


Authorization of
County participation in
workforce child
care study

County of Santa
Barbara leadership role

- Financial contribution to study
- County employees participate in survey

Report back key
findings from study



Santa Barbara Zip Codes 93101-93110

Participating Employers-Survey

- Aldo's Italian Restaurant
- Antioch University
- Armstrong Associates Inc.
- Bartlett, Pringle and Wolf
- Brown and Brown Inc.
- Brownstein, Hyatt, Farber, & Shreck
- City of Santa Barbara
- Commission Junction Inc.
- Fielding Graduate University
- Franciscan Inn
- Holiday Inn Express/Hotel Virginia
- Hollister and Brace
- Hotel Santa Barbara
- Lobero Theatre
- Metropolitan Paseo Nuevo
- Mission Linen Supply
- MTD
- National Center for Ecological Analysis & Synthesis
- Sansum Clinic
- Santa Barbara County
- Santa Barbara School Districts
- Sonos
- Zona Seca



Employee Child Care Study

- **Expert guidance**

- Summa Associates

- **Study goals:**

- Current child care arrangements
- Child care issues
- How parents manage
- Potential employer strategies
- Business financial impact
- Community impact



Survey Respondents



Survey Respondents

51% live and work downtown

49% commute

68% report supportive work environment



61% County respondents report supportive work environment

Key Findings

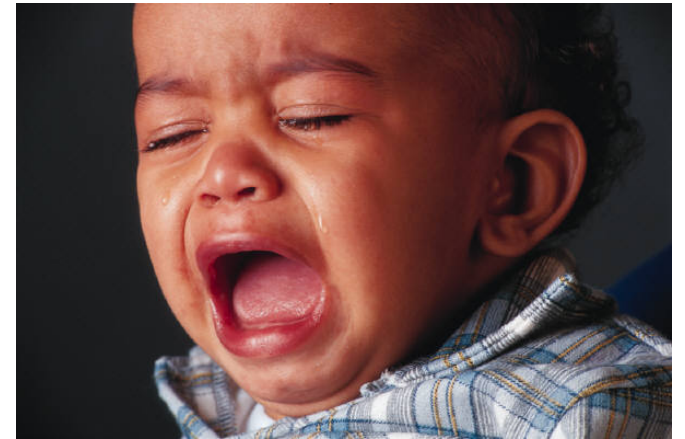


- Parent employees face difficulties finding child care
- Child care issues impact the workplace
- There are ways to address workforce child care issues

Key Findings

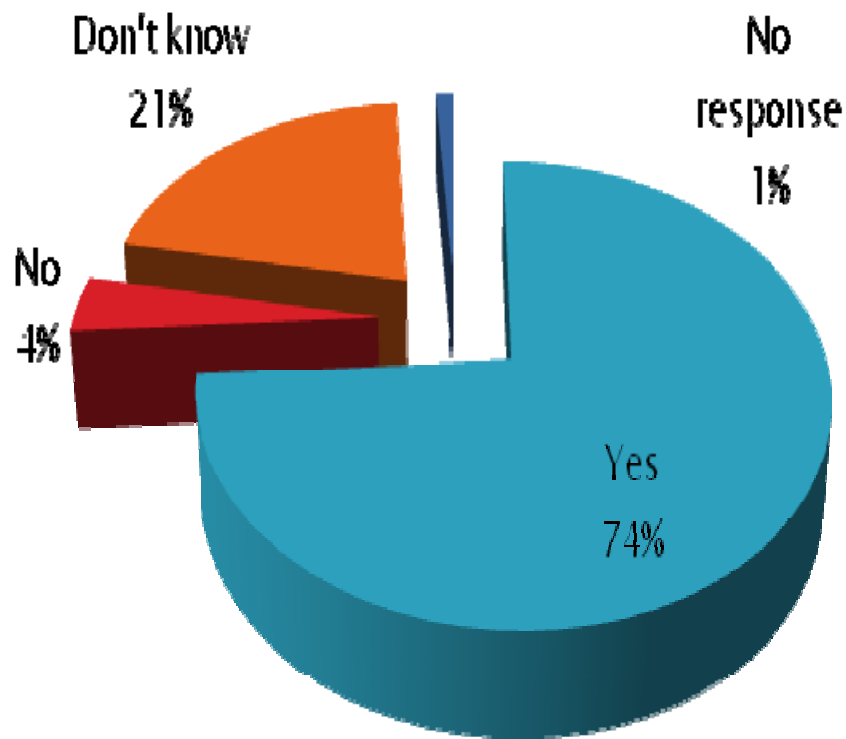
Difficulties Finding Child Care

- Shortage of licensed child care spaces
- High cost of care
- Not enough high quality care
- Additional challenges



Difficulties Finding Child Care

Shortage of Child Care



County Results:
64% parent employees PLUS
45% non-parent employees report there is a child care shortage



Difficulties Finding Child Care Shortage of Child Care



In downtown Santa Barbara:

No space for 66%

-of children with working parents

6,593 licensed spaces needed

Santa Barbara County ranks low - 32nd out of 58 CA counties in capacity of licensed spaces for working parents.

Difficulties Finding Child Care

High Cost of Care

For **72%** the cost of child care is challenging

Up to and over **\$350/week**

\$18,200/year

Compared to **\$8,400/year** for tuition at UCSB

Most challenging for middle income families

"My entire salary goes towards covering the cost of child care and the only reason I work is for the benefits."

Difficulties Finding Child Care

Not Enough High Quality Care

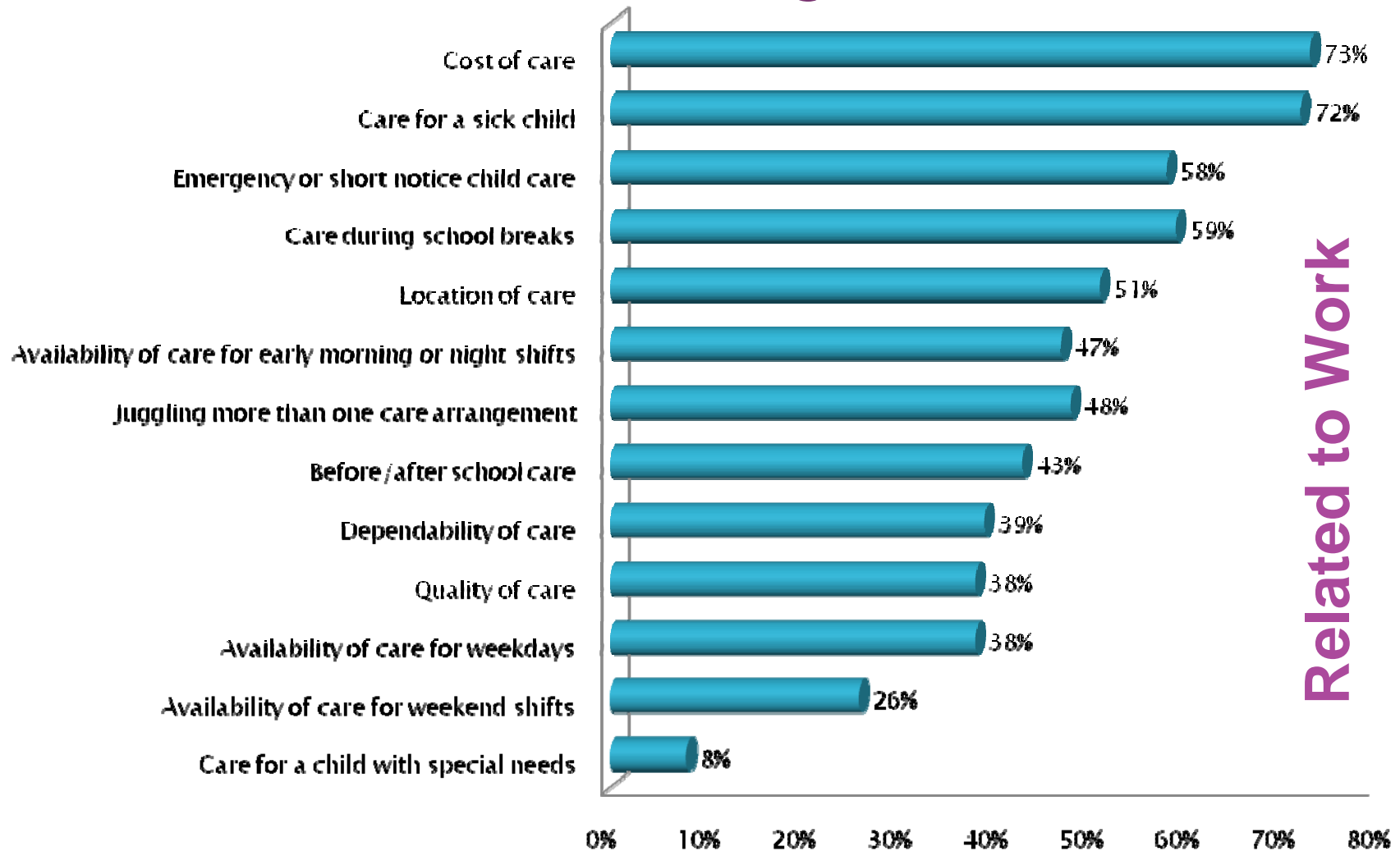
- High Quality Child Care:
 - Strong Relationships
 - Consistent caregivers
 - Healthy, Safe
 - Age appropriate, stimulating environment
- 2 year waiting lists
- Parents forced to “take what they can get”



“ You have to make choices to sacrifice quality for availability and convenience, and that is hard to take. ”

Difficulties Finding Child Care

Additional Challenges



Related to Work

Key Findings



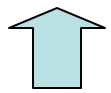
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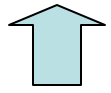
Child Care Issues Impact Workplace



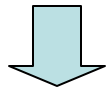
Absenteeism



Employee retention



Work-life balance challenges



Employee productivity



"I feel guilty when I'm not with my kids and I feel guilty when I am not at work."

Child Care Issues Impact Workplace Increased Absenteeism

Parents report how many days they missed due to breakdowns in child care arrangements last year:

1,870 total days missed (7 years collectively)

4.06 days (average per employee)

\$335K potential impact to 23 employers (460 employees)

County Employees:

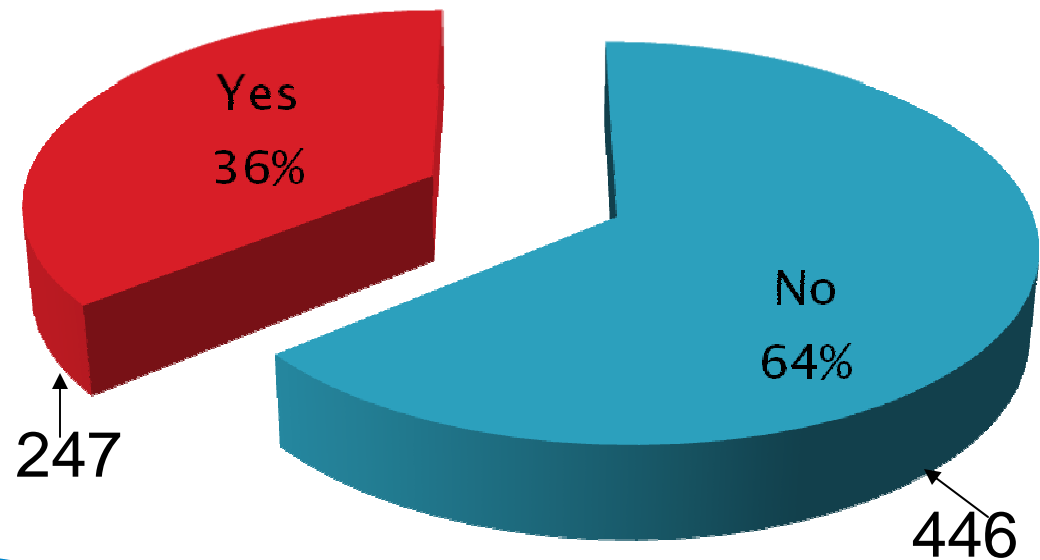
72% missed at least 1 day

4.14 days (average per parent) Nearly 3 years collectively

\$206k potential impact to County (260 employees)

Child Care Issues Impact Workplace Decreased Retention

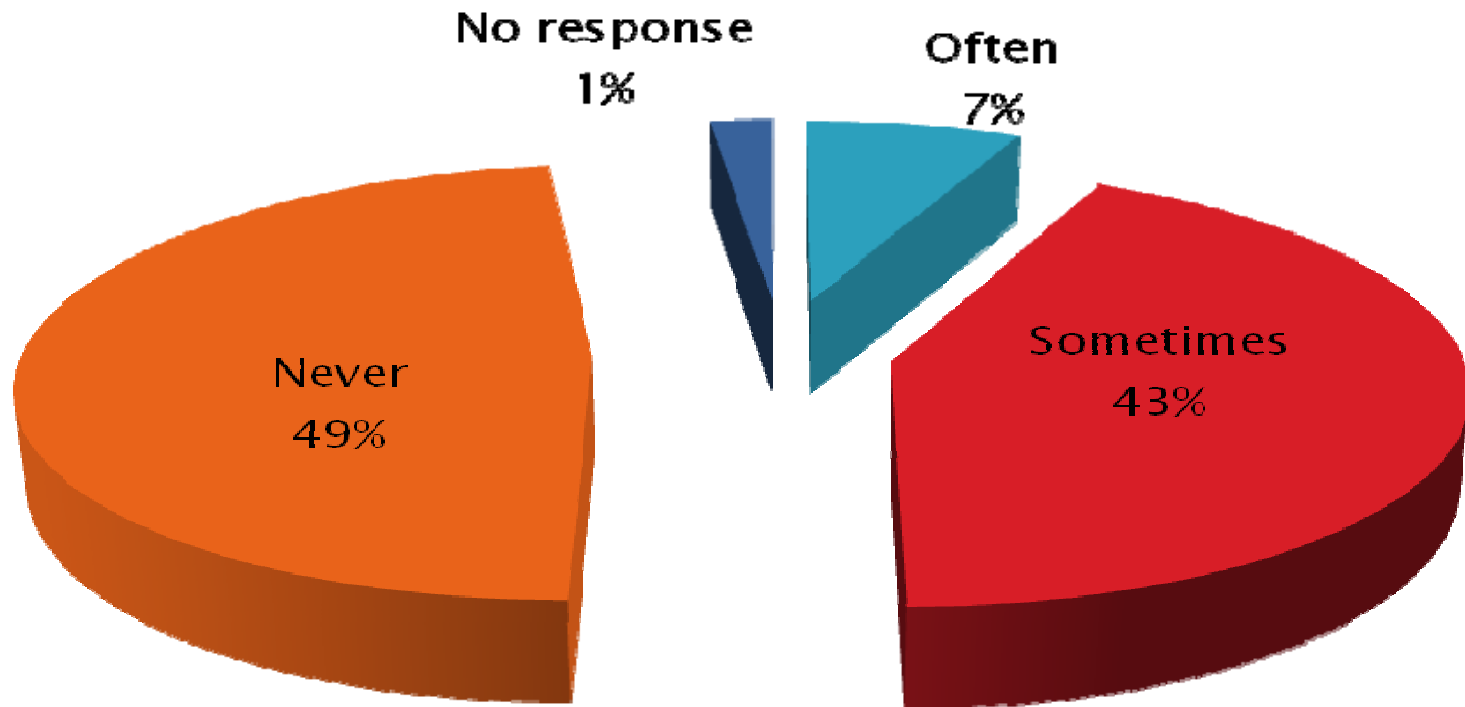
1/3 of parent
employee respondents
have considered
quitting due to child
care issues



\$6 million = cost to replace 247 employees

Child Care Issues Impact Workplace

Impact co-workers



56% County employees report negative impact from co-workers

Key Findings



- Parent employees face difficulties finding child care
- Child Care issues impact the workplace
- There are ways to address workforce child care issues

Ways to Address Workforce Child Care Issues

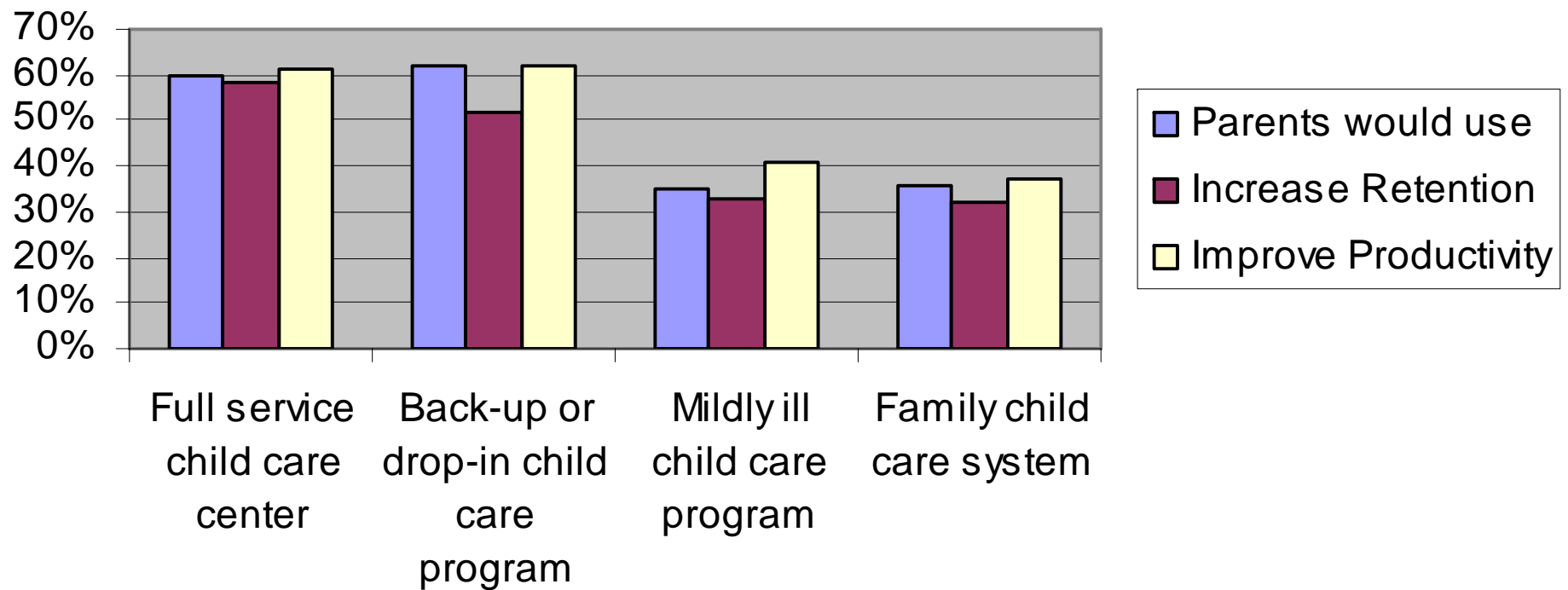
- Increase quality and capacity
- Mitigate high costs
- Promote work-life effectiveness



Ways to Address Workforce Child Care Issues

Increase Quality and Capacity

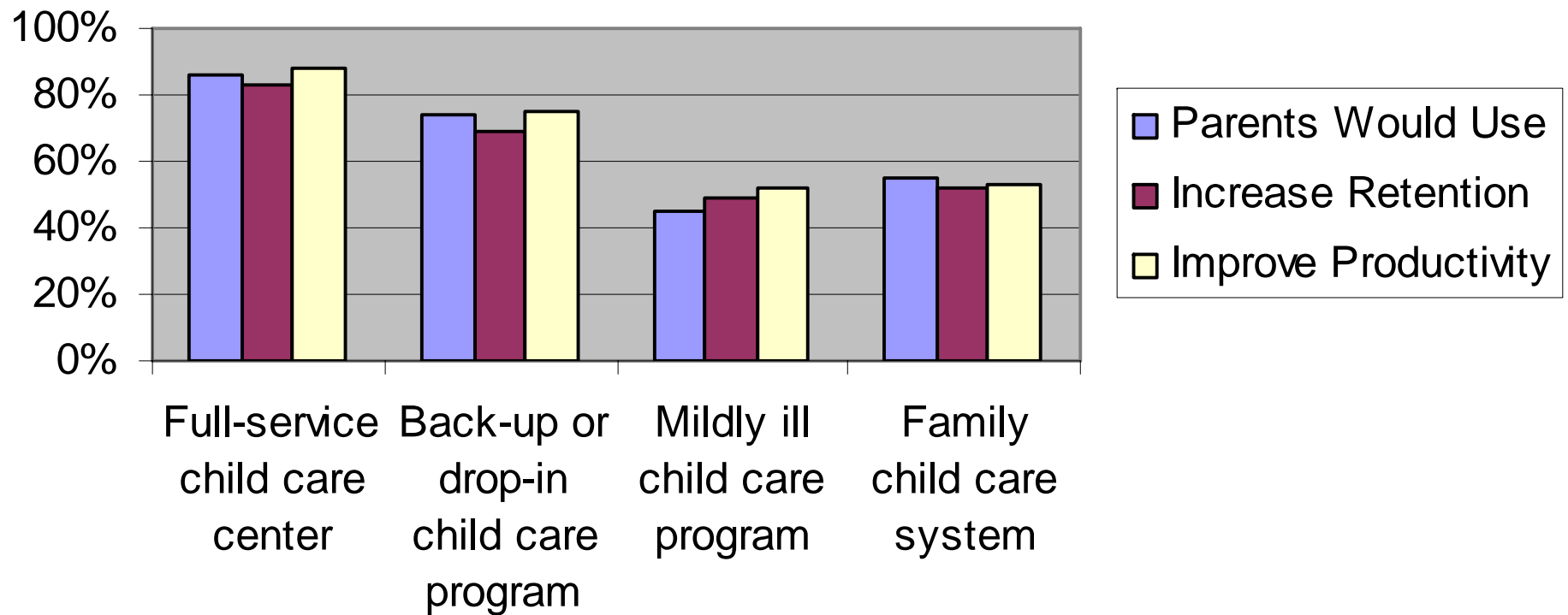
All Parents



Ways to Address Workforce Child Care Issues

Increase Quality and Capacity

Parents who have considered quitting and have children age 5 and younger



Ways to Address Workforce Child Care Issues

Increase Quality and Capacity

Enhance Quality Improvement efforts:

- Train child care providers
- Facilitate program quality improvements and accreditation
- Recruit and mentor new providers

Ways to Address Workforce Child Care Issues

Mitigate High Cost of Care

Examples:

- Link employees to financial resources
- Create employer subsidy programs
- Develop scholarship program



Ways to Address Workforce Child Care Issues

Promote Work-Life Effectiveness

- Flexible work schedules
- Lactation support services
- Child care resource and referral services
- Pre-parenting education programs



" High-schoolers are educated about college options by 10th grade. Parents should be thinking about child care arrangements before they get pregnant. "

Employee Child Care Study Summary

- Child care is a major issue
- There are solutions
- There is a cost to not doing anything



“If I could have high quality, affordable child care near my work, it would be a dream come true.”

Partnership Next Steps

- Outreach about study results
- Assess current capacity
- Research feasibility of options



County Next Steps

- Continue involvement in Downtown Employer Child Care Partnership
- Continue support for Betteravia County child care facility
- Examine options for child care services in South County
- Update BOS in 9 months:
 - Feasibility analysis/cost impact
 - Options/recommendations

Thank you!

