Impact and Need for After-Hours Care
Acknowledgements

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President, El Paso Municipal Police Officers Association

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President, El Paso Fire Union

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Director of Early Childhood Education, Children at Risk

Gina Martinez
Regional Director, El Paso/Texas Border, Children at Risk

Juliet Bromer, Ph.D.
Research Professor, Herr Research Center, Erikson Institute Chicago, IL
The WSB team designed the study to address and answer the following objectives:

1. Assess workforce demographics + need for extended childcare
2. Assess impact of childcare needs on employment (worker & employer)
3. Investigate current childcare arrangements among workers.
4. Understand the reasons for the unavailability of after-hours care services.
Methodology

- Data Collection and Study Tool
  - 3 surveys via Google Forms
    - Parents/Employees
    - Employers
    - Childcare Providers
- Distribution via:
  - Business Services Unit
  - YWCA Paso del Norte Region
  - El Paso Chamber of Commerce
  - El Paso Hispanic Chamber of Commerce
  - El Paso Police Department
  - El Paso County Sheriff’s Department
- Incentives
  - Parents/Employees entered in raffle for 5 prizes
  - First 50 employers thanked in El Paso Inc.
  - First 50 childcare providers received a gift card
Availability and Accessibility of Childcare Providers

Childcare Providers in El Paso County

- Total Providers: 393
- Evening Care: 24
- Weekend Care: 33

Childcare Providers in El Paso County

- Centers: 278
- Homes: 115
Hypothesis: Economic Speedbump

Difficulty in finding stable childcare creates employment inconsistency.

Difficulty maintaining a job prevents workers from completing training programs & elevating our entry-level jobs.

After-hours care also applies to professionals / critical first responders.
How often do you require after-hours (after 6pm or overnight) care for your child/children due to your work schedule?
Parent Feedback

How often do you require after-hours (after 6pm or overnight) care for your child/children due to your work schedule?

- Never or Rarely: 59%
- Often, ~1x/mo: 8%
- Frequently, + 2x/wk: 34%

How many times have you had to call in or miss work in the past six months due to a lack of available of suitable after-hours childcare options?

- None: 47%
- At least once: 53%
• 1180 total responses from employees.
• 1082 total parents of at least 1 child below the age of 14.
• 42% work in a field that requires working shifts past 6 p.m.
• 62% of parents were interested in utilizing after-hours childcare services if they were available.

Based on where you currently work, do you need to work weekends and/or holidays?

Yes 60%
No 40%
Childcare Arrangements

- Top 3 responses:
  1. Family/Spouse support
  2. Paid sitter
  3. Extracurricular activities/childcare services
Focus Group Insight – El Paso Police Department

- High desire for affordable childcare
- Their occupation takes priority when making arrangements
- One of the main reasons behind absenteeism
- Difficulty scheduling and at times is unpredictable
- Difficult to find resources when both parents work non-traditional hours
Employer Feedback

Have you observed scheduling issues, or employees calling into work, due to a lack of after-hours (after 6pm or overnight childcare options?)

- Yes 48%
- No 52%

Would your business be willing to support or facilitate access to evening childcare services?

- Maybe 39%
- No 40%
- Yes 21%

Has your business considered implementing any childcare support programs or policies?

- Yes 14%
- Maybe 14%
- No 72%
Childcare Providers Feedback

- 80% have not observed an increase in demand for after-hours childcare services

Do you think there are opportunities for collaboration with local businesses to support after-hours childcare services?

- Yes: 23%
- Maybe: 57%
- No: 20%
Challenges Faced by Childcare Providers

Does your childcare facility offer after-hour services (after 6pm and/or overnight)?

- Yes: 23%
- No: 77%

Does your facility offer childcare services during weekends and holidays?

- Yes: 11%
- No: 89%
Childcare Advocacy Group Insight

1. Al Velarde, Paso del Norte Children’s Development Center
2. Kim Kofron and Gina Martinez, Children at Risk
3. Juliet Brommer, Herr Research Center at Erikson Institute

• Shared awareness and understanding: Parents who work non-traditional hours want extended services beyond 6 p.m. but shared that most are not seeking overnight care.

• Brommer shared that as a service topic, the effects of utilizing non-traditional childcare services have not been fully researched in this service area due to the lack of supply but added that such a study is needed.
  • Suggestion: Home-based childcare
### The Impact to Workforce & the Economy

#### Employment by Quartile 2022

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Employment</th>
<th>Gender</th>
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</thead>
<tbody>
<tr>
<td>Management Occupations</td>
<td>18,710</td>
<td>64%</td>
<td>36%</td>
</tr>
<tr>
<td>Computer and Mathematical Occupations</td>
<td>4,560</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical Occupations</td>
<td>18,440</td>
<td>26%</td>
<td>74%</td>
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<td>Architecture and Engineering Occupations</td>
<td>3,300</td>
<td>88%</td>
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<td>Life, Physical, and Social Science Occupations</td>
<td>1,680</td>
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<td>14,150</td>
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<td><strong>Highest Quartile</strong></td>
<td><strong>60,840</strong></td>
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<td>Education, Training, and Library Occupations</td>
<td>23,060</td>
<td>34%</td>
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<td>Legal Occupations</td>
<td>1,600</td>
<td>53%</td>
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<tr>
<td>Arts, Design, Entertainment, Sports, and Media Occupations</td>
<td>2,410</td>
<td>56%</td>
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<td><strong>Upper-middle Quartile</strong></td>
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<td>250</td>
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**Employment in Lower Wage Quartiles**: 213,490 (68%)

**Total Employment All Quartiles**: 316,100
### If Women are Childcare First Responders...

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- Nurses
- Doctors
- Dentists
- Paramedics
- Teachers
- Social Workers
- Counselors
- Executive Support
- Customer Service Reps
- Bank Tellers
- Childcare Workers
- Home Health & Personal Care Aides
- Nursing Assistants
Take Aways:
Evenings & Weekends Belong to Families

• This is not a solution for childcare industry to solve
• Parents do not want their children in childcare evenings/weekends, they should be at home;
• Parents need care, employers ambivalent to find solutions; WSB needs to lead this conversation.
• Engagement with employers in the private and public sectors is needed to establish a long-term commitment and be sustainable in society solutions.
Recommendations for Policymakers and Community Leaders

1. Create a public-private partnership with an informal marketplace with subsidized options for working families.
   a. “Certified Nanny”: Relative Care standards + CPR licensing, early education training/credentials, etc.
   b. Will require local dollars

2. Organize community resources & create “packages”/“options” for families to build a support system that works for them
   a. Ages
   b. Geography
   c. School schedules
   d. Work schedules
   e. Special needs
Recommendations for Policymakers and Community Leaders

1. November 2023 Texas Constitutional Amendment - Allows Cities and Counties to exempt childcare centers
   1. WSB is collecting tax roll data
   2. Opportunity to structure incentives for quality childcare + employer engagement

2. Continue to research; opportunity for partnership with College of Education at UTEP?
   1. Social impacts to families, child neglect or abuse from informal care
Thank you for your support.