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Buffalo Child Care Means Business: PowerPoint Presentation

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Buffalo Child Care Means Business: PowerPoint Presentation

Abstract
This is the slide show which accompanied the presentation of the results of the study, Buffalo Child Care Means Business. The presentation was given on November 16, 2006.

Keywords
ILR Cornell University, child care, New York, economy, economic, study, public policy, investment, employer, employees, public sector, private sector, unions, educators

Comments
See also
Buffalo Child Care Means Business: Executive Summary
Buffalo Child Care Means Business: Full Study Report

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Buffalo Child Care Means Business

Community Collaboration for Quality
Child Care in Downtown Buffalo, New York

Cornell University ILR ■ Child Care Resource Network
UB Law School ■ Success By 6: United Way

November 16, 2006
“Investment in human capital breeds economic success not only for those being educated, but also for the overall economy…investment in early childhood development yields an extraordinary return, far exceeding the return on most investments, private or public.”

Arthur J. Rolnick and Rob Grunewald, Federal Reserve Bank
The Knowledge Base Grows

High Quality Early Care and Education…

*critical infrastructure for economic development*

Investment with a high public return
- Children: future workforce
- Parents: current workforce and employers
- Regions: early childhood education an important economic sector

Key to quality business environment
- Knowledge-driven creative economy
- Attracting and retaining younger workers

Professor Mildred Warner, Cornell University
*Linking Economic Development and Child Care Research Project*
On the Action Front

- Growing network of local initiatives across New York State
- Coordinated policy proposals and actions
- Coordinated quality improvements
- Entrepreneurial response to needs for child care facilities
- Creative local solutions and innovations

In a NYS survey:
- 8 out of 10 economic development professionals think child care should be part of economic development policy and planning
- Over 80% agree that affordable quality child care boosts worker productivity
- Only 19% think there is sufficient, affordable quality care in their community
Cultivating Connections

Between Economic Development and Child Care

Creating *new partnerships*

- employers
- civic leaders
- non-profit organizations
- economic developers and planners
- educators
- unions
- child care resource and referral agencies
Buffalo Project Built on Both…

Broader Collaboration…

Thanks to Quality Child Care Team and growing list of local partners

- Cornell ILR
- Child Care Resource Network
- UB Law School
- Success By 6: United Way
- John R. Oishei Foundation
- Federal Reserve Bank
- M&T Bank
- Quality Child Care Advisory Committee
Buffalo Project Built on Both…

Better Information…

■ Action Research Project

- September 2004: Presentation to WNY Legislative Delegation
- March 2005: Federal Reserve Bank Conference
- July 2005: Child Care Study Funded by Oishei Foundation
- November 2005: First Advisory Committee Meeting
- January 2006: Cornell University SRI conducts employer survey
- June 2006: Cornell University Conference in Ithaca
- September 2006: Second Advisory Committee Meeting
- November 2006: Public Release: *Buffalo Child Care Means Business*

■ The Study

■ The Survey
The Study

Buffalo Child Care Means Business

Table of Contents

- Overview and Genesis of the Project
- Downtown Employer Survey
- Measuring the Costs of Deficient Child Care and Early Education in Buffalo
- Quality Child Care as a Development Tool for Downtown Buffalo
- Conclusions and Recommendations

Full study available on the web December 2006 at
www.ilr.cornell.edu/wied/economicdevelopment/childcarecoaltion/
The Survey

Conducted by Cornell University
Survey Research Institute

Phone interviews of chief operating officers or human resource directors of Downtown Buffalo employers in Zip codes 14201-02-03-04

Small, medium and large employers
- Public and private sectors
- Child care employers
- 117 total employers surveyed
Downtown Buffalo Employment

**Promising Projections for Growth...**

- **50%** of surveyed employers expect increases over the next **five years**

- **One-third** reported expectations of increased **employee turnover**, as well
**Age of Workforce**

- **Aging workforce** reflects lack of employment growth in recent years

- **60% of downtown workers** are of an age (16-44) to be in need of child care services
Child care issues seen by employers to have “moderate” to “great” impact on absenteeism for nearly one-fourth of their workforce.

Employers recognize the impact of child care issues on employee performance and career.

- Child Care a Workplace Issue...

  MODERATE TO GREAT IMPACT OF CHILD CARE ISSUES ON...

  ![](chart.png)

<table>
<thead>
<tr>
<th>Category</th>
<th>Small and Medium Employers</th>
<th>Large Employers</th>
<th>Child Care Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Able to Work Full Time</td>
<td>21%</td>
<td>17%</td>
<td>25%</td>
</tr>
<tr>
<td>Absenteeism</td>
<td>23%</td>
<td>25%</td>
<td>50%</td>
</tr>
<tr>
<td>Low Productivity</td>
<td>11%</td>
<td>11%</td>
<td>11%</td>
</tr>
</tbody>
</table>
Women in the Majority

- Women make up more than half of downtown workforce
- Small and medium employers average 58%; large employers 55%

Part-time Workers

- Small and medium employers average 18%, large employers 19%
Economics of Quality Child Care

Percentage of U.S. families experiencing a **plunge of 50% or more in annual income** when they experience the... birth of a child

1970-1979: 4.5%
1980-1989: 8.7%
1990-2000: 11.2%

In New York State:
- tuition in state colleges **less than $6,000** a year
- quality child care likely **more than $11,000** a year

Cost of full-time infant care ranges from **$160 to $200 per week** locally in Buffalo – often **out of the range of possibilities** for low and moderate income families
Less than one-quarter of full-time workers in downtown Buffalo earn annual wages or salaries of $50,000 or greater – more workers earn less than $25,000 annually than earn over $50,000.

Nearly 90% of full-time child care workers earn less than $25,000.
Buffalo-Niagara Falls MSA has **highest child care multiplier impact** in NYS

$2.06 **additional economic activity** for every $1.00 spent on child care locally

1.56 other **jobs created** by every additional child care job
Challenges Along the High Road

**EDUCATION OF WORKFORCE**
AVERAGE PERCENTAGE BY ATTAINMENT LEVEL

- **97%** of downtown employers report **no employees without** a high school diploma or GED
- **20%** of Buffalo residents age 25 years and over **do not have a high school diploma or equivalency**
- **14%** of Buffalo youths **are school dropouts**
67% of downtown employers provided or paid for training and support for continuing education

93% of all child care employers reported this as a workplace benefit
Education becomes ever more important in a knowledge-driven creative economy.

Vibrant diversified downtown economy will create jobs in many occupations.

Educational portrait of the downtown workforce – a labor market in transition.
Costs of Missed Opportunities

More than Money…the real costs are in lives

Buffalo School District high school graduation rate in 2004 was 62%. Those 976 students who failed to graduate with the Buffalo Class of 2004 will forego $253 million in earnings over their lifetimes.

Median household income in Buffalo is $27,311.

27% of Buffalo residents, 38% of children under 18, live below the poverty level.

71% of all 4-year-olds in Erie County do not have access to publicly funded pre-K programs.

Universal early childhood education programs can reduce special education expenditures by 12% and grade repetition by 21%.
Educational Performance

2006 PERFORMANCE ACROSS ALL GRADES 3-8 FOR BIG 5 CITIES

**MATHEMATICS**
PERCENTAGE OF STUDENTS SCORING AT LEVEL 1*

- New York City: 16%
- Buffalo: 33%
- Rochester: 31%
- Syracuse: 34%
- Yonkers: 18%
- Total Public: 11%

**ENGLISH**
PERCENTAGE OF STUDENTS SCORING AT LEVELS 3 AND 4*

- New York City: 51%
- Buffalo: 30%
- Rochester: 38%
- Syracuse: 34%
- Yonkers: 51%
- Total Public: 62%

*Student scores on required State tests (or approved alternatives) converted to four achievement levels, from Level 1 (indicating no proficiency) to Level 4 (indicating advanced proficiency).
On the Other Hand…With Early Care and Education…

- Better health and nutrition
- Improved cognitive skills and IQ scores
- Enhanced social, emotional and behavioral abilities
- More likely to finish school and enroll in college
- More successful long-term employment
- Higher lifetime earnings
- Greater ability to contribute to community welfare

Without Quality Child Care…

- Increased special education intervention
- Use more public benefits
- Suffer from abuse and neglect
- Become pregnant as teens
- Commit crimes and go to prison

Costs… …Benefits
A Visible Work in Progress

Signs of Downtown Buffalo Renaissance

- Downtown makes up 40% of the city’s tax base
- Approximately 60,000 people comprise the downtown workforce
- Downtown residence boom attracts people of all ages
- Health and bioscience center of excellence
- Thriving arts, culture and entertainment sector
- Erie Canal, Cobblestone District and waterfront development
- Accessible public transportation
- Wired for 21st Century information infrastructure
- Real estate attracting developers and investment capital
Build a Bridge

...to the Future
...to the Neighborhoods
...to More Successful Economic Development

Economic Development
with a Human Face
Community Coalitions for **Local Solutions**

*Investing Today in the Hopes of Tomorrow*
Recommendations for Action

Advocacy

Spread the Message *Become a Buffalo Child Care Champion*
- Distribute the *Buffalo Child Care Means Business* report
- Build the business case for quality childcare; promote best practices
- Join/promote/utilize a Speakers Bureau for awareness and education

Advance Public Policy
- Join and participate in NYS advocacy organizations
  - *Winning Beginning NY*
  - *Child Care That Works*
- Support legislation to expand investments, improve incentives and assure quality
- Secure for the child care industry benefits/supports government extends to small businesses and other sectors identified for economic development
Recommendations for Action

Employer Based Education and Action

Create/distribute an *Employer’s Guide for Supporting Quality Child Care*

- Provide workplace education to expand access to employee child care benefits
- Facilitate development and full utilization of family friendly Flexible Spending Accounts
- Identify and maximize use of available subsidies for child care

Enlist support of other employer, employee and workplace organizations

- Explore pooled child care tuition subsidy fund for small employers
- Link child care organizations with the business and employer communities
- Explore health benefits for child care workers through pooled employer or employee organizations
Recommendations for Action

Other Coordinated Efforts in Downtown Buffalo

Strengthen the child care sector
- Create scholarships for education and training of child care workers
- Explore ways to use workforce development resources to improve educational qualifications of child care workers
- Facilitate better utilization of services of local organizations for improving child care quality

Facilitate effective practices with local government and economic development agencies
- Secure more timely subsidy payments from Erie County Department of Social Services
- Secure eligibility for funds and services from local IDAs for child care enterprises

Link with Buffalo Public Schools and other educational institutions
Think Creatively and Act Seriously on Local Opportunities
Together we can make quality child care and early education the Jewel of Buffalo Downtown Renaissance.
It’s well within reach.
Buffalo Child Care Means Business

a research and action project with promise for...

- sustainable downtown development
- the current and future workforce
- our most treasured little assets!