Child Care Needs Assessment Survey Findings

UH President’s Commission on the Status of Women

UNIVERSITY OF HAWAI‘I®

SYSTEM

July 2013
Q for Consideration

• How can your campus expand access to meet the needs of students and employees?
• In addition to childcare space, what types of services can your campus develop to increase access to child care?
• What would it take for your campus to increase student employment opportunities?
• Who would you name from your campus as a “point person” on this issue?
Key Findings

• Demand Exceeds Resources.

• Strong response from Women of Childbearing Age.
  – students with children (e.g. WCC 90% of respondents, 75% HawCC)
  – female employees of childbearing age (e.g. UHM 28%, UHH 38%, LCC 18%)

• Everyone indicated lack of childcare negatively impacted work/academic performance.

• UH Children Centers are high-quality and in high demand.
On Campus Child Care Supports:

- Student Retention
- Timely Graduation
- Balancing Act of Student Parents
- Diverse Campus
- Family Friendly Atmosphere

“Drop in care for students would REALLY support them -- many cannot afford the full time childcare and they try to patch together care that falls through and they drop out.”

- Faculty Recruitment
- Retention & Tenure
- Employee productivity
- Diverse Campus
- Family Friendly Atmosphere
- Increased satisfaction

“If LCC’s child care center would accommodate the working hours of the staff (7:30 am - 5:00 pm) more staff would send their children there.”
Everyone Needs More . . . Childcare

• All Campuses -
• All Respondents – student, faculty, staff
• All Ages of care -
  – Particularly Infant (0-2) and Young Toddler (2-3)
• All Types of Care – Sick, Drop-in, Break, etc

“If there could be an on-campus child care provider for just those four hours that I attend school in the evening. It would really benefit me.”
Each Campus, Different Challenges

- NO Childcare currently available – UHHilo, UHWO, WCC
- Limited hours for faculty/staff – LCC, HCC, KCC, Kauai CC,
- HonCC offers only “Infant care” (limited space)
- NO on-campus care for Faculty/staff at Maui College/Head Start creative partnership
Highest Need, Least Available

- Infant Care for (1-24 months) is highly desirable, unavailable, often unaffordable
- Childcare Connection (State Subsidies) available for students, but care providers limited
- Faculty desire care, but many find unaffordable & unavailable
- Partner with PATCH & DHS Market Survey to determine market availability
- Links with Early Childhood Ed Alumnae?
Subsidize Infant Care & Build Foundation

Infant Care, 0-21 months (2 rooms/4 staff) = 12 slots*

Toddlers, 2-3 yrs (2 rooms/4 staff) = 24 Slots

Toddlers, 4 yrs (2 rooms/4 staff) = 40 Slots

* Check w/Childcare Directors for specific details & Creativity
To Increase Child Care Access: Students

- Conduct Outreach/Educational Campaign re: State Subsidy Info
- Develop “family friendly” policies, e.g. limit use of mandatory attendance in grading unless required; conduct outreach through Fac Chairs re: “options”
- Cultivate on-campus visibility of student parents to facilitate student “hui”
- Assist with “transition month” of 1st month child care payment
- Increase student employment to increase subsidy payments
- Subsidies for child care
To Increase Child Care Access: Employees

- Outreach re: Childcare Referral
- Encourage “family friendly” policies, e.g. limit required meetings @ 4pm
- Develop partnerships with near-site providers for “priority access”
- Subsidies for payment
Addressing both student & employee needs necessitates expanding the resource – not merely re-allocating.
Next Steps . . . Easy

• Determine how many student parents on campus (e.g. FAFSA w/ dependents, quick survey)
• Request updated OHR info breaking down child-bearing aged faculty, staff & GA,
• Create an *empowered* (w/resources), creative Working Group on your campus to identify best options for your campus & establish multi-pronged priority for implementation
• Fund a Grantwriter – to assist Center Directors
Next Steps... More Challenging

- Determine SPACE needed & available, if re-purposed, for child care
  - Include Child care facilities in upcoming campus plans
- Determine FUNDING streams for subsidized care – students cannot pay market rate
- Determine RESOURCES available for your empowered working group
Moving Forward

Key Point Person & Coordinator

• Identify a person to coordinate and keep campus working groups on track;
• Think BIG as well as Interim Steps
• Coordinate Funding requests
  – 2015 Lege funding Early Learning Initiatives
  – Child care Directors not able to write the large grants needed, they can assist.
We Are Not Alone

• Other Colleges and Universities are also engaged with these issues – there’s a lively discussion nation-wide. See “Resources”

• Work Life Balance issues for employees are increasingly being incorporated into HR offices, with childcare referrals & assistance (& elder care) included.

• UH Peer & Benchmarks set a high standard & compete
• High Visibility & Expectations
  – focus on 4 y.o. as transition to Kindergarden / DOE “Learning”

• In FY 2014 $ to PreSchool Open Doors /Low Income Families

• UH Students & Employees need Infant/Toddler Care

• Nov 2014, Con Amend Q

• No funding until Lege 2015; FY2016

• P-3 has 2 pilot projects for preschool (4 yo)
  Windward Oʻahu and Kau Hawaiʻi
UH Moves Forward

• Establish campus working groups (resourced)
• Think **BIG** – Comprehensive plan with mix of Interim steps
• UH Centers will be able to participate in any State preschool initiative
  – Licensed and Nationally Accredited
More detailed & comprehensive data was compiled than could be shared.

For Further Questions:
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Individual Campus Reports available on CSW website: http://hawaii.edu/offices/op/csw/index.html