Child Care Needs Assessment Survey Findings

UH President's Commission on the Status of Women

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 (2rooms/4staff) = 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

Expand the Pie !

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:

Teresa Bill, UH Mānoa Women's Center

- tbill@hawaii.edu
- 956-9313 (direct)

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