

NYSB5 – Child Care Deserts Report Mid-Hudson Region January 2020

INTRODUCTION

The six (6) child care resource and referral agencies (CCR&Rs) covering the seven (7) counties in the Mid-Hudson region are:

- Child Care Council of Dutchess and Putnam, Inc.
- Child Care Council of Orange County, Inc.
- Child Care Resources of Rockland, Inc.
- Child Care Council of Westchester, Inc.
- Family of Woodstock, Inc.
- Sullivan County Child Care Council, Inc.

The Mid-Hudson CCR&R leaders meet throughout the year to problem-solve and share resources; we also maintain frequent email communications. All of the CCR&Rs participate actively in the statewide CCR&R network coordinated by the Early Care and Learning Council and enjoy active and visible roles in their respective communities. We reacted to the news of the NYSB5 – Child Care Deserts funding opportunity with enthusiasm, eager to work even more closely together and in partnership with the Mid-Hudson Regional Economic Development Council and regional employers.

PROJECT OBJECTIVES

Though the short duration of the funding was challenging, we quickly developed several short-term objectives to prepare us to work more closely and effectively with the Mid-Hudson Regional Economic Development Council and other business/economic development groups:

- 1) Further standardize our resource and referral data collection and procedures to produce regional child care information and reports;
- 2) Learn what child care information, analysis and planning assistance would be most helpful to the Mid-Hudson Regional Economic Development Council and employers in the region;
- 3) Create a regional marketing plan to increase employers' awareness and utilization of our child care resource and referral services, as well as our understanding of their needs;
- 4) Explore specific "child care deserts" within the region including the factors that lead to and/or maintain that status;
- 5) Offer preliminary recommendations to increase regulated supply particularly within the more rural census tracts and for infants and toddlers.

PROJECT IMPLEMENTATION

The CCR&Rs quickly agreed on “leads” for each of the objectives as well as staff from each CCR&R to contribute via “work groups”. A liaison to the Mid-Hudson Regional Economic Development Council was identified – James Kostenblatt, Deputy Director, Mid-Hudson, Empire State Development, who staffs the Veterans and Workforce Development Committee, the group charged with learning more about the region’s child care needs. The Child Care Council of Westchester coordinated overall project activity. The work groups met in person and via conference call.

PROJECT RESULTS

OBJECTIVE #1: Further standardize our resource and referral procedures and data collection to produce regional child care information

Lead CCR&Rs: Orange and Westchester

As coordinated by the NYS Early Care and Learning Council, our statewide CCR&R network has worked hard to achieve greater standardization of data in our referral database, NACCRRAWare. During an initial conference call of this work group, it was quickly established that another review of the data fields was required, including definitions, frequency of data collection and reporting uses. For example, some of the CCR&Rs in the region include universal PreK programs, Head Start centers and Legally Exempt providers in their databases and others do not. We also found that some CCR&Rs collect and analyze callers’ employer information while others do not routinely do so. We envisioned at least two outcomes for this component: (1) agreement on the data fields needed to generate comprehensive regional reports on child care supply and demand; (2) agreement on the data fields and counseling protocols needed to increase data on callers’ employers (both name and industry sector). We also planned to produce one regional report describing some characteristics of the callers to our resource and referral services including their employers, employment sector, income over/under 200% of the Federal Poverty Level, and type of care requested (age of child, full/part-time/non-traditional schedule, etc.). Although each CCR&R routinely releases information and data on county child care landscape and program activities including resource and referral, there had not been any previous attempt to compile and release any regional report.

Results:

1) Data fields:

Thirty (30) data fields, some with sub-fields, were reviewed; twenty-two (22) were determined to be used consistently by all the CCR&Rs. These fields were agreed to form the basis of the regional report on child care. It was also agreed to collect the following data going forward:

- Industry sector in which parent is employed
- Child care supply by age of child in family provider child care settings
- State-funded universal pre-kindergarten slots
- Availability of rotating shift care
- Availability of part week care

2) Employer data and counseling protocols:

It turned out that one of the biggest limitations in the CCR&Rs collection of data is the employment-related info, specifically the names of callers’ employers and the classification of

those employers by industry description or cluster. While all the CCR&Rs collect employer data, the method and frequency of collection varies widely; it was agreed that a standard procedure would be created and adopted to improve consistency. It was also agreed that a system to classify employers by industry sector or cluster would be adopted. This work group reviewed the North American Industry Classification System (NAICS), which is the standard used by Federal statistical agencies but noted that military and government seemed to be missing. The Mid-Hudson Regional Economic Development Council uses the NAICS 4-digit codes in its 2019 Progress Report but groups businesses differently. We plan to consult the Mid-Hudson Regional Economic Development Council on this point.

The statewide CCR&R network is in the process of moving to a new referral database; members of this work group have been careful when scrutinizing the new options to evaluate the richness of the employer/employment sector data and argue for its importance going forward. My Child Care Plan has been selected by the state network members; an implementation plan and schedule are pending. Once the CCR&Rs have transitioned to the new database, the work group will proceed with its recommendations. To view more detail on the referral database data fields please see Attachment #1.

3) Regional report on child care supply/demand and referral activity:

The work group decided to utilize fresh data to reflect child care supply and referral activity from 2019. The report includes data on the region's regulated child care supply, demand and "gaps", what parents are looking for, child care costs and affordability. The report also looks at child care costs compared to housing costs. County-specific data has been organized into county child care profiles. Findings include:

- 1,736 OCFS regulated programs offer 73,637 slots for the 391,716 children under 13 years
- 60% of the census tracts in the region however, are "child care deserts"
- Regulated child care supply in the region currently meets only 31% of the demand, using 60% of the population of children under age 13 years
- The gap between supply and demand is particularly dramatic for infant and toddler slots
- Legally exempt care is widely used in the region
- The high cost of child care is problematic for regional families at all income levels; in a very expensive state, the cost of care in 3 regional counties is even higher than the NYS average
- The 200% FPL income cap on Low Income Subsidy eligibility leaves thousands of hard-working families without the financial assistance they need to pay for safe, regulated care
- Parents' utilization of care is also impacted by location, and availability of schedules; throughout the region and in Sullivan and Ulster counties in particular, limited public transportation makes getting to child care that much more difficult
- Although the CCR&Rs handled over 6,500 resource and referral calls in 2019, that represents a fraction of the parents searching for care
- Going forward, the Mid-Hudson CCR&Rs will continue to build a better child care system by:
 - Working more closely with local and regional business groups to better educate employers on their workers' child care needs and how CCR&Rs can assist

- Enlisting the business community in publicly supporting more child care funding
- Encouraging prospective child care businesses to locate along/near bus routes and train stations
- Encouraging existing and new child care businesses to add infant and toddler slots
- Advocating for low parent shares that are uniform within the region
- Promoting the development of more non-traditional care

To view the complete Mid-Hudson Region Report on Child Care, please see Attachment #2.

OBJECTIVE #2: Learn what child care information, analysis and planning assistance would be most helpful to the Mid-Hudson Regional Economic Development Council and employers in the region

Lead CCR&Rs: Dutchess-Putnam and Westchester

The MHREDC did not establish a specific child care subcommittee but instead assigned its Veterans and Workforce Development Committee the task of learning more about regional child care challenges and need. James Kostenblatt, Deputy Director, Mid-Hudson, Empire State Development, staffs that committee and was identified as liaison for the CCR&Rs on this project. Mr. Kostenblatt arranged a conference call between the Committee and the Council’s executive director, Kathy Halas, to familiarize Committee members with the CCR&R assets in the region and the objectives of the NYSB5 grant. The Committee was receptive and agreed to assist the CCR&Rs in this effort including a survey of Mid-Hudson region employers to assess their current approaches to assisting employees with child care needs. Mr. Kostenblatt assisted in the creation of the electronic survey, titled the “Child Care Survey for Mid-Hudson Region Employers”, which was ultimately approved by MHREDC Executive Director Meghan Taylor, who distributed the survey with a personal email to her Council members. The release of the survey was delayed by the work group’s decision to add a link to a new regional website landing page, which had to be created separately and tested. As a result, the survey was first circulated in December, with a final deadline of January 10, 2020. All of the CCR&Rs sent the survey out to their various lists. The Business Council of Westchester emailed the survey to its membership.

Results:

- 131 employers responded to the survey including 53% for profit, 33% nonprofit and 14% government/public sector
- The largest employment sectors represented in the respondents included education at 15%, health care at 14%, manufacturing at 11% and social services at 9%
- Smaller businesses made up 60% of the respondents
- Nearly half the respondents reported that at least half their employees are working parents
- 87% of the employers reported that child care issues impact their businesses, with 27% agreeing it is a “significant or major impact” on worker productivity and attendance
- Larger employers reported offering more benefits than smaller businesses; 15% of the respondents reported that they did not provide any of the 16 child care and related benefits on the survey list
- Flexible scheduling was the most commonly available benefit, followed by paid and unpaid maternity leave, and the ability to work from home when a child is sick or off from school

- Many of the benefits on the survey were rarely used by the respondents, even those that are relatively low-cost
- 20% of the respondents, typically the smaller businesses, indicated that they provide access to a child care resource and referral agency
- 9 out of 10 respondents indicated that providing child care resources/benefits generates a positive public image for a business

We hope to organize a conference call or meeting with the MHREDC to review the results of this employer survey as well as our regional report on child care. We will consider sending the survey out again in order to capture more responses. We also hope to discuss with MHREDC how the CCR&Rs in the Mid-Hudson region can assist on an on-going basis. To view the full “Child Care Survey on Mid-Hudson Region Employers” see Attachment #3.

OBJECTIVE #3: Create a regional marketing plan to increase employers’ awareness and utilization of our child care resource and referral services, as well as our understanding of their needs

Lead CCR&Rs: Rockland and Westchester

Each CCR&R faces on-going challenges in reaching parents and caregivers in a world increasingly dominated by social media. As a group our efforts to engage employers directly has been sporadic, limited by budget constraints for marketing and outreach. Increasingly, the lines between counties are blurred with commutation within the region steadily rising. Employees are often interested in child care options near where they work as well as where they live. Despite the strong relationships among the regional CCR&Rs and a consistency of mission, each has its own distinctive image and brand in its own community, not easily perceived as a regional (or even statewide) resource. All of the CCR&Rs want to increase delivery of their resource and referral services to parents; to do so via employers would not only be highly efficient but provide immediate value to the employers themselves.

Results:

In an initial work group meeting, each CCR&R’s marketing strategies and materials were reviewed in an effort to develop a common strategy and to create at least one piece of shared promotional material. Subsequently this idea was replaced by a decision to create a shared website with a simple landing page which would connect a visitor to the appropriate CCR&R based on the visitor’s zip code. The domain “hvchildcare.org” was purchased from GoDaddy.com. The project’s marketing and graphic design consultants drafted two options for the landing page and the individual CCR&R pages; one was unanimously selected by the CCR&R leads. A link to the new landing page was included in the electronic employer survey. To view the hvchildcare.org landing page and the individual CCR&R pages, see Attachment #4.

The CCR&Rs will do additional promotion of hvchildcare.org including a press release to regional media and news outlets, as well as other regional marketing efforts. The CCR&Rs are also considering acquiring a Mid-Hudson central phone number to provide families seeking child care anywhere in the region a single number to call. This would be an automated system where families would identify where they would like child care and their call would be transferred to the appropriate CCR&R with a message like “Please let us know where you need child care assistance: dial 1 for Rockland County; dial 2 for Dutchess; dial 3 for Westchester” etc.

OBJECTIVE #4: Identify specific “child care deserts” within the region including the factors that lead to and/or maintain that status

Lead CCR&Rs: Sullivan and Ulster

New York State has one of the highest percentages of child care deserts in the U.S., per the Center for American Progress (2018) at 64%. While the Mid-Hudson Region counties are quite different from one another, each contains a surprisingly high number and percentage of child care deserts, including census tracts without any regulated child care at all. We elected to focus this objective on two Mid-Hudson Region counties with particularly high percentages of child care deserts – the whole of Sullivan County, at 67% and Ulster County, specifically on the Townships of Napanoch and Wawarsing at 49%.

SULLIVAN COUNTY

Sullivan County is nearly 1,000 square miles taking an hour and a half to travel from one end to the other.

Population

Sullivan County has a diverse population and ranks next to last in health ratings in New York (61 of 62 counties).¹ The population in Sullivan County is 75,498 with a median age of 42 years. The birth rate in Sullivan County is 4.9% with 32% of births by unwed mothers. Almost 25% of the births in Sullivan County are to women aged 15 and 19 years but the majority of the births are to women between 25 and 29 years of age. The average family size is 3.4; two adult households have a median household income of \$53,877.² 86% of Sullivan residents hold a high school diploma. The living wage for a two-parent family with one child is \$22.70/hour full time or \$47,217 annual.³ 15.9% of Sullivan residents live below the poverty line (11.6k out of 72.9k people), a rate which exceeds the national average of 13.4%. The second largest demographic living in poverty in Sullivan County is females ages 25 to 34 years followed by females from 35 to 44.⁴

Housing

There is a tremendous lack of affordable housing throughout Sullivan County; 66% of residents own while the remaining rent. Due to the high property taxes in Sullivan, many residents find it hard to maintain their homes adequately to meet the minimum standards for a regulated child care business. Whether a family is renting or owns a home, the costs, combined with child care, transportation and food make it almost impossible for the average Sullivan family to survive without some sort of public assistance.

Transportation

Up until spring of 2019 there was little or no public transportation which has also contributed to the high unemployment rates in Sullivan.

Economic History and Growth

For the past 20 years, Sullivan County’s young have left for college and have not returned because of the lack of careers and jobs available at home. In 2007, 6.2% of the population was under age five, a decade later it had decreased to 5.6%.⁵ As elsewhere in New York, Sullivan’s unemployment rate has declined dramatically, going from 6.4% in January 2007 to 3.6% today. New employers such as Resorts World Casino, YO1 and the Kartrite Water Park have driven up pay rates in Sullivan County although rates in

¹ <https://www.countyhealthrankings.org/rankings/data/NY>

² <https://www.towncharts.com/New-York/Demographics/Sullivan-County-NY-Demographics-data.html>

³ <https://livingwage.mit.edu/counties/36105>

⁴ <https://datausa.io/profile/geo/sullivan-county-ny>

⁵ <https://factfinder.census.gov/faces/tableservices>

Sullivan are still among the lowest in New York State.⁶ This welcome economic growth has awakened other employers to the fact that child care needs to be part of the economic planning if businesses are to be successful and sustainable. The Sullivan County Child Care Council (SCCCC) has received phone calls and committee invites from four of our major employers in the past six months citing lack of child care for their employees.

Employers

Catskill Regional Medical Center’s main campus is located just off exit 102 on State Route 17 in Sullivan County. Approximately 3,300 employees are employed on the hospital’s two campuses plus their urgent care facilities located throughout the county. Additionally, new employers Resorts World Catskills, YO1 Wellness Center and the Kartrite Water Park are all within 8 miles of Exit 102, employ more than 1,200 people combined and are 24/7 facilities. Also within 10 miles is the Center for Discovery, which employs 1,700 workers and is also a 24/7 facility. The Center for Discovery houses their own licensed child care center and is open to the community however, there is a wait list for employees’ children. Rarely if ever, are slots available to non-employee community members. Further, the exit 102 corridor according to the NYS Traffic Viewer, sees an average of daily traffic between 10,000 to 25,000 vehicles per day.⁷ Over the past twelve months, several employers in Sullivan County have realized that lack of child care is a very real barrier to maintaining or recruiting employees. Catskill Regional Medical Center created an employee retention task force and invited SCCCC to participate. The Medical Center owns a vacant building located directly behind the hospital that, upon completion of needed renovations, would provide the space and location for a much needed child care center. They plan to focus on infant and toddler care and to offer the space to an operator rent free. The Medical Center is to be commended for its attempts to address the shortage of regulated child care for its workers and the community. Despite the leadership on this issue, the \$200k needed for renovations has delayed the Medical Center’s progress on executing this plan.

Child Care Supply

There are only 48 regulated programs in Sullivan County that provide 1,713 slots to children under 13 years old, meeting only 23% of the demand. Said another way, nearly 8 out of every 10 Sullivan children may be unable to find child care. Many parents chose legally exempt care because they are unable to find regulated care or because regulated programs offer limited evening and weekend hours. Sullivan’s 25 legally exempt providers serve approximately 75 children. There are more than 4,252 children under the age of five in Sullivan County and only 1,155 regulated slots for that age range. The total supply of child care has continuously decreased over the past 20 years for a variety of reasons: parents were not working or families chose to juggle home and work duties to avoid paying child care costs. Many families use providers in neighboring, more expensive counties sending local dollars outside of the county and spending down Sullivan subsidy dollars faster. However, due to the economic development in Sullivan County over the past two years, people are beginning to show interest in opening child care businesses again with 10 new programs offering 90 slots:

New Child Care Programs 2016 to 2019

	Family	Group Family	Day Care Center	School Age
2016	3 (+18 seats)	0	0	0
2017	0	1 (+12 seats)	0	0
2018	0	4 (+48 seats)	0	0
2019	2 (+12 seats)	0	0	0

⁶ https://www.bls.gov/regions/new-york-new-jersey/news-release/2018/countyemploymentandwages_newyork_20180111.htm

⁷ <https://gis3.dot.ny.gov/html5viewer/?viewer=tdv>

Child Care Demand

The SCCC received 1,008 calls from parents and guardians in need of child care in the past 24 months; of those only 189 or 18.8% reported actually finding acceptable care. Of all the requests, only 139 or 13.7% were looking for infant care but only 35 or 25% of that particular group, actually found care. When parents cannot find regulated child care, their only alternative is to either stop working or choose legally exempt child care. Sixty-two (62) of the children were enrolled in legally-exempt child care. Legally exempt care is, in Sullivan County, always of lesser quality than a regulated child care program. As a result of this situation, the Sullivan County Department of Social Services adopted the Child and Adult Care Food Program Additional Standard requiring legally exempt child care programs to enroll. As a partner in this effort, SCCC, as the administrator of CACFP, conducts related inspections in the legally exempt care settings, providing more oversight and assurance that the children are receiving healthy meals and snacks and are in programs that meet a minimum standard of safety requirements.

Cost of Child Care

Child care fees vary depending on the modality of care however, most child care providers charge the standard regional market rate for child care subsidies issued by the NYS Office of Children and Family Services (OCFS) to all parents whether or not they themselves accept child care subsidies for payment. The market rate is the baseline that programs use to set their fees. The Sullivan County market rates are as follows⁸:

Weekly Child Care Subsidy Market Rates	Under 1 ½ years	1 ½ - 2 years	3 - 5 years
DAY CARE CENTER	\$220	\$ 206	\$195
FAMILY DAY CARE HOME AND GROUP FAMILY DAY CARE HOME	\$160	\$150	\$150
LEGALLY-EXEMPT STANDARD RATE	\$104	\$98	\$98
LEGALLY-EXEMPT ENHANCED RATE	\$112	\$105	\$105

The parent share in Sullivan is 35% of family income over 100% of the Federal Poverty Level, the highest level allowed by OCFS. A Sullivan family of three with gross income of \$42,660 would have a parent share of \$7,465.50, which represents 18% of their income.

ULSTER COUNTY

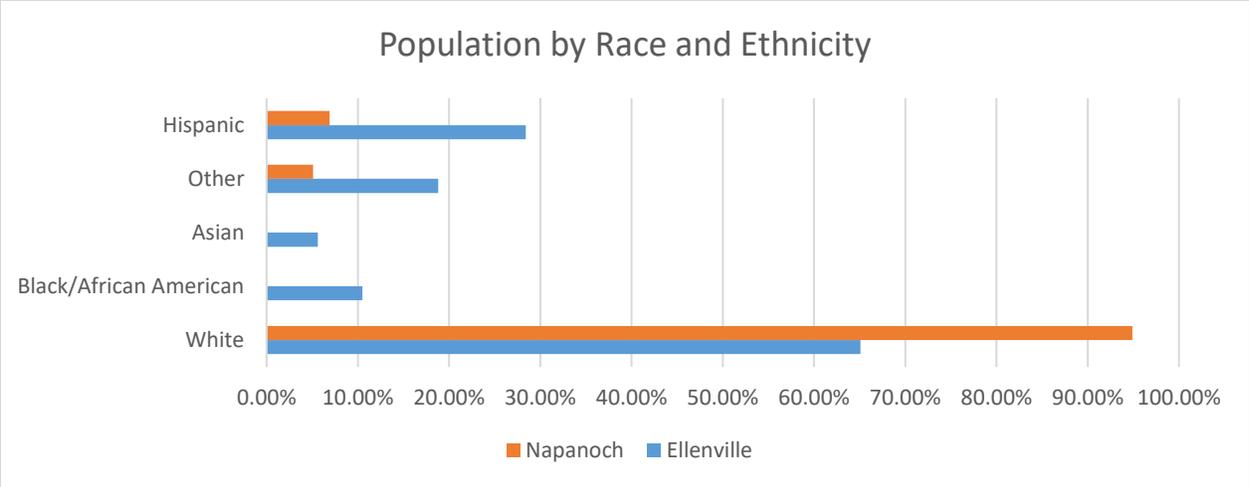
Within Ulster County, there are 25 child care deserts, or 53% of all census tracts. While this report will focus on the villages of Ellenville and Napanoch within the township of Wawarsing, there are many other child care deserts that also need attention. Ellenville and Napanoch are adjoining and are largely in the center of the Wawarsing Township which includes 7 villages/towns of mixed urban, rural and suburban areas.

Population

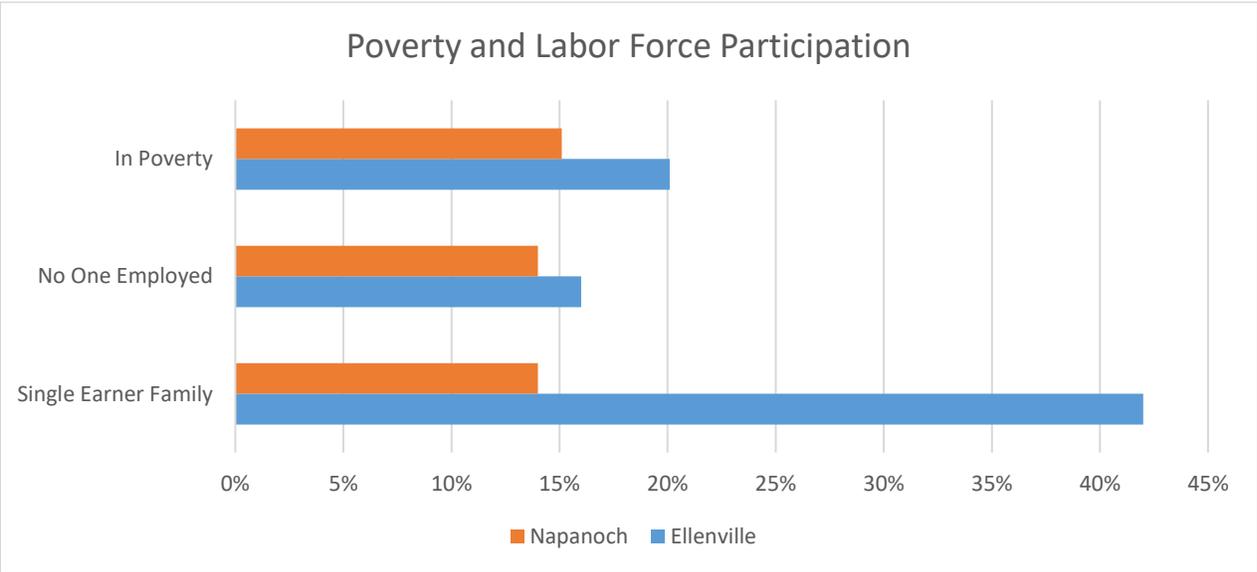
The Ellenville community is mainly an urban area and has a larger minority population than the rest of the county, outside of Kingston.⁹ Ellenville’s diverse population is 4,082 with a median age of 37 years. In contrast, Napanoch is a suburban/rural mix, its population of 1,062 with a median age of 43 years, is overwhelmingly white.

⁸ <https://ocfs.ny.gov/main/childcare/19-OCFS-INF-03>

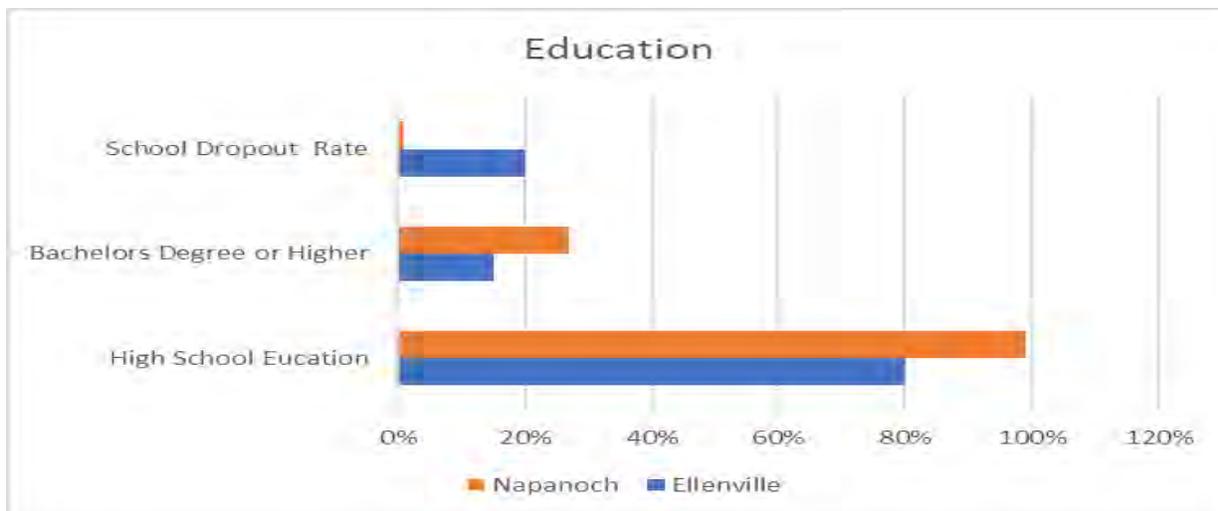
⁹ Family of Woodstock, Inc.’s 2018 Overview of Family of Ellenville Hotline and Walk In Center



Ellenville and Napanoch have some significant differences. The birth rate in Ellenville is at 5% with 74% of the births to unwed mothers. Almost 50% of Ellenville families have single wage earners; the poverty rate is about 20% with an average household median income of \$44,732. The unemployment rate is 7%. Napanoch’s birth rate is slightly higher at 6%, all to married mothers. The median household income is slightly lower at \$42,209, but the poverty rate is lower too, closer to 15%, and the prevalence of single wage earners is dramatically below that of Ellenville. Unemployment in Napanoch is at 3%.



Educational attainment impacts the economic growth of the communities. Many employers offering a livable wage seek workers with college degrees due to funders, contracts or position requirements. Both Ellenville and Napanoch have large proportions of workers without that level of education, making it difficult for employers who cannot find workers with the desired qualifications. The existing workforce finds itself unable to take advantage of the better-paying jobs. Napanoch houses two large correctional facilities and a Walmart, which offer employment but little access to higher wages or diverse employment opportunities.



Economic History and Growth

Wawarsing’s economic base has declined significantly since the early 1980’s. In 1985, the Channel Master Corporation, the largest antenna manufacturer in the world, left the area, eliminating over 1,000 jobs. In the late 1980’s, several other manufacturers closed, including a broom/mop handle and nut bowl company, eliminating several hundred jobs. Additionally, since the early 1980’s, approximately 70% percent of hotels/hospitality-related business jobs have been lost (from 2000 to 600). This has also impacted the other service/support businesses substantially. Wawarsing needs tax incentives, training programs and education efforts which support sustainable development and establish a mechanism for coordinating these efforts across the town to assist in retaining businesses and help existing businesses expand.¹⁰ According to the Ellenville-Wawarsing Chamber of Commerce, Ellenville is experiencing a surge in local pride of place. Building upon the success of the “Restaurant Row” along Canal Street, Ellenville residents and business owners are expanding their footprint, and improving the physical spaces surrounding them.

Housing

There is a tremendous lack of affordable housing throughout Ulster County. 54% of Ellenville residents rent their homes, compared to about 20% in Napanoch. However, with a median rental cost of \$748-\$804 per month, it is difficult to afford rent, child care, and the basic needs for the family. According to the Family of Ellenville, in 2018 they served 112 individuals and their families to find permanent housing. Many families are forced to seek additional assistance to be able to find and stabilize their housing in Ellenville.¹¹

Transportation

Public transportation is available but it is limited in both routes and schedule.

Child Care Supply

Child care is very limited in Ellenville and Napanoch with only 9 regulated child care programs and 13 legally exempt settings. Neither community has a registered school age program though school age children can be served through the existing family providers. There are more than 2,000 children who need child care and not nearly enough programs to serve them.¹²

¹⁰ Source <https://www.rd.usda.gov/files/RDSullivan-WREAPZone.pdf>

¹¹ Family of Woodstock, Inc.’s 2018 Overview of Family of Ellenville Hotline and Walk In Center

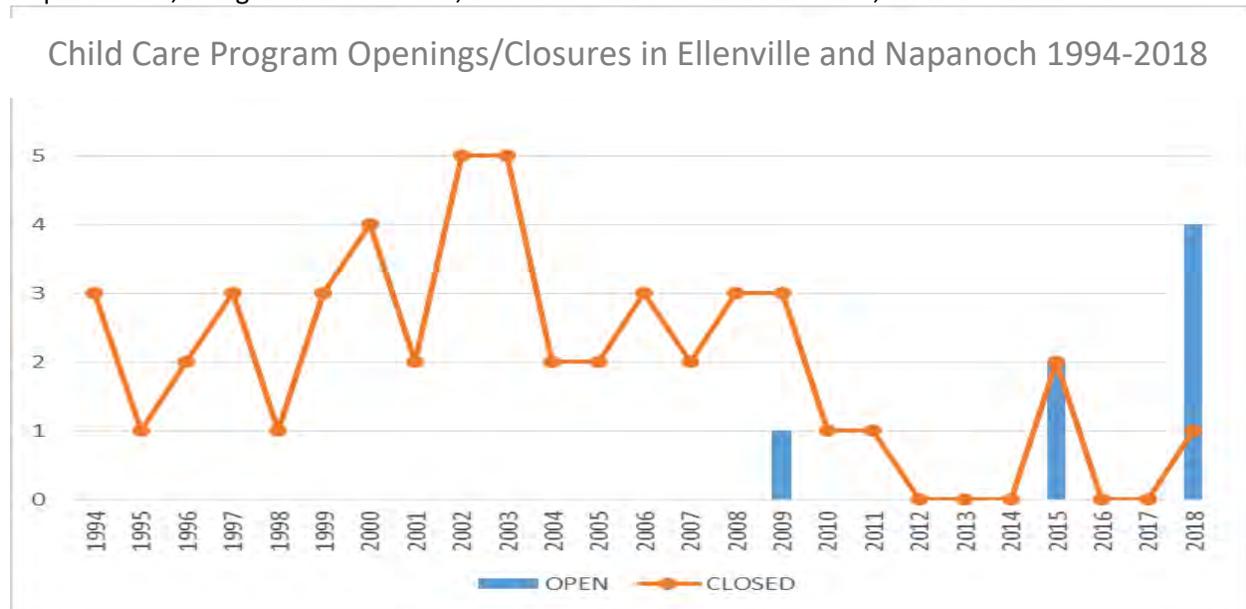
¹² Source: <https://factfinder.census.gov>

Child Care in Ellenville and Napanoch

Program Type	Ellenville Programs	Ellenville Slots	Napanoch Programs	Napanoch Slots
Day Care Center	2	76 preschool	0	
School Age Child Care	0		0	
Group Family Day Care	3	12 infant 24 preschool 12 school age	0	
Family Day Care	3	6 infant 12 preschool 6 school age	1	2 infant 4 preschool 2 school age
Legally Exempt In Home	7	~14 various ages	0	
Legally Exempt Family Child Care	3	~ 6 various ages	3	~6 various ages
Legally Exempt Group Universal PreK	0		0	
	2	2 sessions School District 53 Preschool Head Start	*	

*Ellenville School District offers 2 PreK sessions (AM/PM) to Napanoch families and transportation is available.

The total supply of regulated child care has decreased tremendously over the past 25 years. Closings peaked in the period from 2000-2003. Reasons for closing included the enhanced background clearance requirements, rising health care costs, loss of second household incomes, and relocation.



According to Vivian Roman, Program Director of the Family of Ellenville Hotline and Walk In Center, the Hispanic population is steadily growing in the Ellenville community. While the culture of Hispanic families is often to provide child care with family members only, many Hispanic families are being forced

to seek non-family child care due to the need of dual incomes or second jobs and the limited availability of family members to provide child care. There is also a need for Spanish speaking child care providers in the community and they are not available. Six percent (6%) of individuals in Ellenville are not currently citizens which causes them to be cautious about using any services outside of the family.¹³ According to Child Care Connections, the CCR&R in Ulster County, there are no Spanish speaking licensed or registered child care programs in Ellenville or Napanoch and only 6 Hispanic child care providers in the entire Wawarsing Township. Unfortunately, over the past year a licensed group family day care business closed. A Spanish-speaking family was in the process of reopening the business in the same location, hoping to offer at least 16 child care slots. The new family expected to rent the home with an option to purchase. According to the family, the application approval process was delayed due to many building repair requirements. After the building was repaired and the application process could proceed, the family was notified that the current landlord defaulted on the mortgage. The family is now moving outside the Ellenville area to a town with a greater supply of affordable housing, thus eliminating the one Spanish-speaking program within walking distance to the elementary school, the library and community gardens.

Cost of Child Care

The cost of child care varies by modality but all programs in the Ellenville and Napanoch area accept the child care subsidy. The market rate set by NYS OCFS is the baseline that programs use to set their fees. The Ulster County market rate is as follows¹⁴:

Weekly Child Care Subsidy Market Rates	Under 1 ½ Years	1 ½ - 2 Years	3 - 5 Years	6 - 12 Years
DAY CARE CENTER	\$282	\$265	\$250	\$230
FAMILY DAY CARE HOME AND GROUP FAMILY DAY CARE HOME	\$225	\$210	\$200	\$200
SCHOOL-AGE CHILD CARE			\$250	\$230
LEGALLY-EXEMPT GROUP CHILD CARE STANDARD RATE			\$188	\$173
LEGALLY-EXEMPT STANDARD RATE	\$146	\$137	\$130	\$130
LEGALLY-EXEMPT ENHANCED RATE	\$158	\$147	\$140	\$140

Ulster County has a parent share of 25% of gross family income over 100% of FPL. An Ulster family of three with a gross income of \$42,660 would be required to pay \$5,532.50 annually toward child care, or 13% of their gross income.

OBJECTIVE #5 – Recommend policies and activities to increase regulated supply particularly within the more rural census tracts and for infants and toddlers.

Lead CCR&Rs: Ulster and Sullivan

Improving access to affordable, high quality child care is vital for the success of families in the workforce, as well as children’s success in school and adult life. In both Sullivan and Ulster Counties there is a shortage of all modalities of child care, particularly licensed and registered family child care. Over the past 6 years the counties have experienced significant declines in regulated child care which have accelerated in the past two. Ulster County suffered a 27% loss in the number of child care

¹³ Source <http://www.towncharts.com/New-York/Demographics/Wawarsing-town-NY-Demographics-data.html>

¹⁴ <https://ocfs.ny.gov/main/childcare/19-OCFS-INF-03>

programs; in Sullivan the decrease was less, but still significant at 12.5%. In Sullivan County, two-thirds of census tracts (16 of 24) are considered child care deserts; in Ulster the percentage is close to half (21 of 43). Nearly every county in the Mid-Hudson Valley region includes a high percentage of child care deserts, so the recommendations that follow can be applied to all, as well as other parts of New York State.

Barriers to increasing and sustaining regulated child care businesses include the resistance of landlords to allowing child care businesses in rental units, start-up expenses for facility modification, the high cost of quality educational materials, the challenge of recruiting and retaining qualified staff to work in a low-wage/low-benefits field, and the difficulty in generating sufficient revenue to cover the on-going expenses of running a child care business.

Recommendations

(1) Increase broad public understanding of and support for safe, quality child care

While there is growing recognition of the importance of access to safe, quality child care to workforce supply and preparedness, business growth, and overall economic vitality, many working parents are unaware of existing services that could help them find and in some cases pay for care. Employers fail to take advantage of CCR&R services that could help their workers meet their child care needs.

- Design and lead new, on-going outreach activities in partnership with new community allies to educate more parents about their options and to more effectively support new and existing child care businesses. As a result of this project, the Ulster CCR&R is launching a new outreach project in Ellenville, beginning in January 2020, involving the Family of Ellenville Hotline and Walk In Center as a partner. Quarterly info sessions for parents, businesses and existing child care programs will be held to discuss the importance of accessible, quality child care; to assist employees looking for affordable, quality child care and to identify strategies for opening and sustaining child care businesses. Groups representing landlords will also be invited to help them understand the need for greater access to child care and the tremendous benefits to the community.
- Expand regional marketing campaigns to educate more parents on the importance of quality in selecting child care, including use of the OCFS website to check regulatory history
- Work with local and regional chambers, business groups, employers and service organizations to educate them on the link between child care, the workforce and economic growth and the availability of CCR&R services and resources
- Enlist the business community in publicly supporting more child care investment and innovation
- Heavily promote the NYS Employer-Provided Child Care Tax Credit to encourage more employers to provide a range of child care benefits to their workforce

(2) Provide more child care financial assistance to parents

Many parents are unaware of the child care subsidy program administered by their local DSS while others are reluctant to apply or unable to successfully complete the somewhat difficult application process themselves. The parent shares in Ulster and Sullivan counties are high, at 25% and 35% respectively. Only Westchester offers Title XX subsidies and those are on a limited basis. Rockland's subsidy program has a wait list. Some child care businesses do not accept subsidy because of various difficulties with the program. And there is evidence that the OCFS child care market rates for subsidy may be too low. Even though OCFS recently released new rates that provided increases, the new rates were derived from a survey of child care prices rather than costs

even though the 2014 reauthorization of the Child Care and Development Block Grant encouraged states to study actual child care costs. Many child care businesses simply charge what they will be paid for subsidized care, and in some cases, may not fully understand their true costs. Additionally, NYS previously set its market rates to allow families using the subsidy to purchase 75% of available care; this was reduced to 69% and remains there.

- Fund public education efforts to increase child care subsidy participation
- Fund subsidy specialists in the CCR&Rs to conduct outreach and assist parents in the subsidy application process
- Increase subsidy funding to bring the market rates back up to 75%, eliminate subsidy wait lists, allow counties to lower parent shares to at least 20% throughout the region
- Use a cost estimation model in the next OCFS child care market rate survey

(3) Create strategic efforts to tie the development of regulated child care supply to economic development planning and investment, aligned with workforce needs

Child care businesses have sprung up throughout the Mid-Hudson region (and NYS) generally without regard for consumer or employer needs and preferences. The majority of child care directors/owners have limited business backgrounds and generally do not employ business planning techniques of any kind before filing applications with OCFS. Additionally, most employers have limited awareness of their employees' child care needs or what the child care market actually offers. The result is a haphazard collection of child care options that do not always match up with what parents want or what employers will need.

- Develop better tools to assess child care supply and demand, such as child care geo-mapping, and use that data in the Mid-Hudson Regional Economic Development Council CFA process
- Set child care supply development targets tied to approved MHREDC projects and other municipal economic development efforts
- Award points in the CFA process to projects that increase child care supply with priority to areas that are child care deserts
- Utilize CCR&R expertise in evaluating proposed child care projects

(4) Reduce financial barriers to entry for regulated child care business start-ups

There are many costs associated with opening a regulated child care program. As these costs have risen in the past few years, funding assistance has declined. Some of those costs include: inspection compliance repairs on homes; completion of 15-hour training; environmental and water testing; safety inspections; physicals; purchase of educational materials; specific napping/sleeping equipment; background clearances for staff; availability of nutritionally rich foods; and safety gates. Facility modifications, on-going maintenance and repairs for inspection compliance can include but not be limited to fencing, pool barriers, railings, pet licenses and vaccinations, window barriers, cabinet locks, smoke detectors, and fire extinguishers. Existing economic development funding initiatives are sometimes tied to a job creation ratio that is both disadvantageous and unrealistic for a child care business; a different perspective might be adopted which recognizes that for every new child care job that is created, many more parents are able to work. A new infant teacher job may enable another 8 parents to work.

- Allow state funds to be used for capital costs for center-based child care businesses including CFA funds through the Regional Economic Development Councils

- Fund CCR&Rs to stimulate new or expanded child care businesses in child care deserts and areas that lack infant and toddler slots; start-up grants could cover facility requirements, equipment, materials and pre-service training for business owners and staff
- Fund special initiatives for CCR&Rs to assist legally exempt providers operating in child care deserts and areas that lack infant and toddler slots, to become registered or licensed businesses; assistance to include training and on-going consultation in “the business of child care” including help in choosing a location, creating a business plan, marketing, budgeting, pricing and making contacts with employers
- Consider creating a tax credit program for repairs made to sustain a child care program

(5) Support on-going child care programmatic quality with guided investments in learning materials

Quality educational materials are expensive, often beyond the means of new and even experienced child care businesses. As a result, many child care programs do not offer children the type of learning experiences that will truly benefit them, as parents expect. In some cases, programs use the limited funds they do have to purchase materials that are neither developmentally appropriate nor growth promoting.

- Provide additional funding to CCR&Rs for grants for developmentally appropriate program materials that whenever possible, are embedded in training to ensure that child care programs incorporate them appropriately

(6) Promote higher quality programs with more hands-on training methods

People interested in opening home-based child care programs are often parents or grandparents who love children but lack the training and/or education associated with delivering higher quality experiences to children. Experiential learning has been shown to be more effective with adults than other educational strategies.

- Fund model classrooms which would provide new child care slots and at the same time, hands-on professional development and training for the new and existing child care workforce. Participants would be credited with professional development hours to meet training regulations and other credentials.

(7) Address staffing shortages in the near-term with easier access to substitutes

Staffing costs are a significant portion of the overall cost of operation. Required staffing must always be maintained regardless of illness or absence. All staff must complete the entire comprehensive background check before starting employment, which has pushed back start dates for new workers.

- Allow countywide substitute lists of qualified staff available to work in various programs as needed

(8) Respond longer-term to the child care staffing crisis

Finding qualified staff is very difficult given the low wages and limited benefits that characterize the child care industry. As the minimum wage has increased, child care directors and business owners face more competition from other occupations that might be less demanding. It is especially difficult to hire/retain bilingual staff.

- Allow an enhanced child care subsidy rate for child care programs offering bilingual services
- Create a student loan forgiveness program for early childhood majors that become child care providers
- Provide pay enhancements for professional development beyond basic state requirements

(9) Stimulate the creation of more infant-toddler slots

Existing programs have been reluctant to offer infant and toddler care for many reasons: reliance on the tradition preschooler-heavy business model, even in the face of declining enrollment, often related to school district operated PreK programs; lack of personal familiarity with infants-toddlers; anxiety over serving more vulnerable children and thus exposing business to more risk; difficulty in finding suitable space and to fund the licensing requirements for the space/building; inability to find trained staff; the gap between subsidy reimbursement or what parents can pay privately and the actual costs of infant-toddler care, etc. In Westchester 72 centers serve toddlers but not infants.

- Create a fund for start-up costs for infant-toddler slots in either new or expanded programs; this could be integrated into the CCR&Rs' Infant-Toddler Regional Network contracts through OCFS
- Develop new cost models for centers serving infants and toddlers either alone or in combination with preschool children and adopt higher subsidy reimbursement rates as required
- As mentioned earlier, enlist the infant toddler specialists working in the Mid-Hudson region to support legally exempt providers interested in starting regulated child care businesses and include special "transition" incentives
- Engage more programs and providers in earning the Caring Spaces Endorsement to encourage quality, and educate parents about the value of the Endorsement

(10) Stimulate the creation of more child care available for non-traditional hours

The need for more child care options that go beyond M-F from 7am to 6 pm is clear; the few programs that currently exist tend to be in home-based settings operated by owners/directors responding to their families' needs. There is scant information available on these models to encourage additional development.

- Create business development materials to help child care programs, both home and center-based, offer non-traditional hours
- Fund small planning grants, training and technical assistance
- Encourage LDSS's to include the higher differential rate for non-traditional hours option in their child care plans

(11) Other recommendations:

- Encourage landlords to support child care businesses in their properties by creating a state fund for liability insurance payments and/or tax credits
- Investigate partnering with organizations like the Sullivan County Land Bank to provide incentives for people that are qualified to open a child care business in their new home
- Standardize use of child care subsidies to allow more low-wage earning parents to easily access parenting classes, including child development
- Lengthen the pre-kindergarten day so working parents do not have to figure out additional child care solutions before or after Pre-K

ATTACHMENTS

- (1) CCR&R referral database data fields
- (2) Mid-Hudson Region Report on Child Care
- (3) Child Care Survey for Mid-Hudson Region Employers
- (4) Hvchildcare.org Landing Page and individual CCR&R Landing Pages

Mid-Hudson CCR&R Referral Database Data Fields

Data	Agreed to Add to Database
Client Data Only	
Parent Contact information; including name, address, phone or email	✓
Below or Above 200% of Poverty Level	✓
Subsidy Eligibility Status (i.e. receiving, eligibly, and not eligible for child care subsidy)	✓
Employer (FYI: Employer report in current database is not easily usable to report on employer information.)	✗ Not consistently collected to be useful at this time, but the region agrees that we will work on improving the collection.
Employment Industry*	✓ See below for list of recommended industries. The region is also seeking the capacity to collect this data in the new referral database.
Provider Data Only	
Provider contact information; including name, address, phone or email	✓
Cost of Care	✓
Capacity by Age Groups	✓ The region is not consistently collecting capacity by age groups in family home-based care to be useful on a regional level. The region is willing to adopt a system/formula to capture capacity by age groups for family home-based care. However, the region will wait for the new referral database and encourage the adoption of a system/formula to determine capacity by age groups on a state level.
Client and Provider Data	
Types of care requested by parents and types retained in referral database:	✓
<ul style="list-style-type: none"> • OCFS Regulated Child Care 	✓

• Legally Exempt Provider	x
• Camps	x
• Head Start &/or Early Head Start	✓
• Universal Pre-K (UPK)	✓ Region has agreed that all UPK programs will be collected in the referral database; including programs that are not located in OCFS center-based care.
Ages Care Needed (client) / Ages served (provider)	✓
Hours care needed (client) / Hours offered (provider) (FYI: Cannot easily run report on hours of care from current database)	✓
Languages spoken by provider or requested by parent; must include English & Spanish	✓
Full-time care	✓
Part-time care (less than 30 hours)	✓
Evening care: after 6pm care	✓
Overnight care	✓
24-hour care	✓
Evening care	✓
Weekend care; includes Saturday only, Sunday only or both	✓
Rotating schedule care	✓
Part week care	✓
Accepts Child Care Subsidy Payments	✓
Near public transportation	✓

Accreditation: include NAEYC, NAFCC, NAA, After School Works NY	✓
Certifications: include Breastfeeding Friendly, Eco-Friendly, Asthma Friendly	✓
Child's Special Needs (client) / Experience with children who have special needs (provider)	✓

*Suggested Employment Industries to be added to referral database and collected from families. The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy. However, further discussion is needed to determine the best list on a state level and for the Mid-Hudson region. The following subdivisions of the NAICS 4-digit codes should be thought of as a consideration. Another consideration is the NAICS codes based on their ranking in NYS. The group felt that military and government maybe missing from both these lists and would need to be added.

NAICS 4-digit codes

2012 NAICS US Code	2012 NAICS US Title
72	Accommodation and Food Services
56	Administrative and Support and Waste Management and Remediation Services
11	Agriculture, Forestry, Fishing and Hunting
71	Arts, Entertainment, and Recreation
23	Construction
61	Educational Services
52	Finance and Insurance
62	Health Care and Social Assistance
51	Information
55	Management of Companies and Enterprises
31-33	Manufacturing
21	Mining, Quarrying, and Oil and Gas Extraction
81	Other Services (except Public Administration)
54	Professional, Scientific, and Technical Services
92	Public Administration
53	Real Estate and Rental and Leasing
44-45	Retail Trade
48-49	Transportation and Warehousing
22	Utilities
42	Wholesale Trade

Source: https://www.uscourts.gov/sites/default/files/2012naics4-digitcodes_0.pdf

NAICS codes based on their ranking in NYS

Rank	NAICS Code	NAICS industry description
1	7225	Restaurants
2	6111	Elementary and secondary schools
3	6221	General medical and surgical hospitals
4	6113	Colleges and universities
5	6241	Individual and family services
6	6216	Home health care services
7	4451	Grocery stores
8	5613	Employment services
9	6211	Offices of physicians
10	5511	Management of companies and enterprises
11	2382	Building equipment contractors
12	6231	Nursing care facilities
13	5411	Legal services
14	5617	Services to buildings and dwellings
15	5231	Securities and commodity contracts brokerage
16	5221	Depository credit intermediation
17	5415	Computer systems design and related services
18	5311	Lessors of real estate
19	7211	Traveler accommodation
20	6232	Residential mental health facilities
21	4481	Clothing stores
22	4461	Health and personal care stores
23	5412	Accounting and bookkeeping services
24	7139	Other amusement and recreation industries
25	5616	Investigation and security services
26	5418	Advertising, pr, and related services
27	5241	Insurance carriers
28	5416	Management and technical consulting services
29	5239	Other financial investment activities
30	4522	Department Stores

Source: Department of Labor

Mid-Hudson Region Report on Child Care

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MID-HUDSON REGION REPORT ON CHILD CARE

INTRODUCTION

The Mid-Hudson Region is made up of seven (7) counties served by six (6) child care resource and referral agencies (CCR&Rs) which are separate nonprofits primarily funded through contracts with the New York State Office of Children and Family Services (OCFS). Initially established to help parents find child care solutions, which remains a priority today, the CCR&Rs also help child care and after school businesses get started, comply with regulations, and meet higher quality standards. The agencies differ in size and range of services provided but typically also offer professional development services for the child care/after school workforce, administer a nutrition program to ensure that children enjoy healthy meals and snacks, provide parent education, engage in public education and advocacy on the social and financial wisdom of child care investments, and more. Connected by membership in a state network coordinated by the Early Care and Learning Council, the Mid-Hudson CCR&Rs also meet throughout the year to problem-solve, share ideas and materials, and in some cases, conduct joint professional development for their staff.

The CCR&Rs are:

- Child Care Council of Dutchess and Putnam, Inc.
- Child Care Council of Orange County, Inc.
- Child Care Council of Westchester, Inc.
- Child Care Resources of Rockland, Inc.
- Family of Woodstock, Inc. (covers Ulster County)
- Sullivan County Child Care Council, Inc.

Each CCR&R maintains a database that includes the child care and after school programs in their counties that are regulated by OCFS. Some CCR&Rs also include other options such as nursery schools, which are typically not regulated, camps, which are regulated by the Department of Health, nanny agencies, which are not regulated, and legally exempt (LE) providers, which are not required by OCFS to be licensed or registered but do have standards that must be met by their enrollment agencies, which are typically CCR&Rs. Legally exempt providers can care for up to two (2) non-related children in either the child's home or their home. This report will focus on OCFS regulated programs, which are defined as follows:

- **Licensed child care centers:** non-residential facilities that can care for children 6 weeks to 12 years old. Each one has a specific number of approved slots per age group.
- **Registered family child care:** residential homes that can care for up to 8 children ages 6 weeks to 12 years old. There must be one adult for each 2 children under 2 years old.
- **Licensed group family child care:** residential homes that can care for up to 16 children ages 6 weeks to 12 years old. There must be one adult for each 2 children under 2 years old.
- **Registered school age child care programs:** non-residential facilities that can care for children enrolled in kindergarten to 12 years old. Can provide before and/or after school care and full-time care during the summer and school vacations.

Many parents use legally exempt care (LE care), also known as informal child care. LE care is described by OCFS as a person that may provide child care services to a child receiving public child care assistance. Care is provided in a residence, which is not required to be licensed or registered. An LE provider can care for up to 2 unrelated children and 8 related children.

OCFS also employs the following definitions for the age groups of children in child care, which we will use in this report:

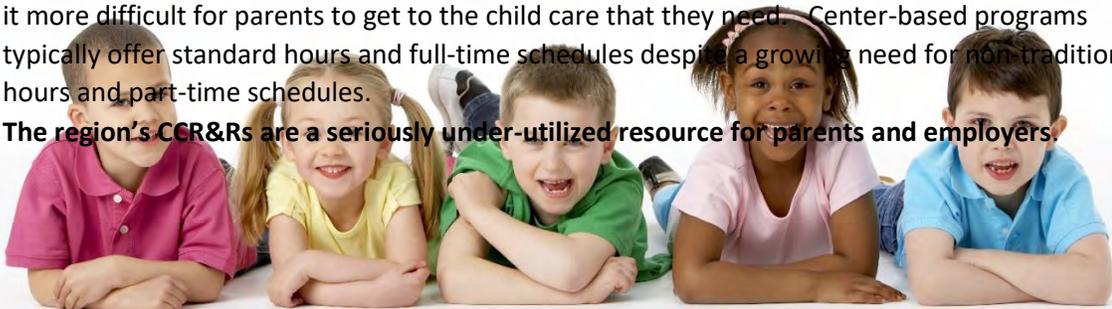
- **Infant:** under 18 months

- **Toddler:** 18 months to 36 months
- **Preschool:** 3 and 4 years old
- **School Age:** 5 to 12 years old

Home to 2,321,965 people, the Mid-Hudson Region contains large cities, including Yonkers, the 3rd largest in the state, as well as suburban and rural areas. Children under 13 make up nearly 17% of the region's population. There are 73,637 slots available to these children through 1,736 OCFS regulated child care programs. Parents utilize a variety of child care options, ranging from regulated care to LE care and often a combination. The counties vary substantially in population size and density as well as economic landscape. New York is one of the most expensive states in the country for child care and four of the counties approach or exceed the mean state cost of center-based infant care. Despite their differences, the counties share a common challenge – a scarcity of regulated child care.

KEY FINDINGS

- **60% of the Mid-Hudson Region is considered a “child care desert”, with inadequate child care supply.** Several counties exceed the New York State child care desert rate of 64% with Orange County at 68%, Sullivan County at 67%, and Rockland County at 65%.
- **The NYS Office of Children and Family Services (OCFS) regulated child care supply only meets 31% of demand in the Mid-Hudson Region,** using a conservative formula of 60% of the population of children under age 13.
- **The gap between regulated child care supply and demand is particularly significant for infant and toddler slots at 67%.**
- **Legally exempt care is widely used in the region, representing 36% of all child care programs compared to 64% that are regulated.** However, legally exempt providers are particularly prominent in Dutchess (41%), Ulster (44%) and Orange (51%) counties.
- **The high cost of child care is a barrier for many families, at all income levels.** Mean child care costs in three counties - Rockland, Putnam and Westchester – surpass the state average. Only Westchester offers child care subsidies for working families over 200% of the federal poverty level, on a limited basis. In every county, a family of 4 with an infant and preschooler will pay a greater percentage of their income for child care than for their housing, as much as 54% in Westchester.
- **A more nuanced understanding of child care demand is needed.** Using the same formula to calculate demand across age groups, as was done in this report, indicates that the greatest need is for more school age supply. The parents contacting the CCR&Rs for help locating care are most often in search of options for infants and then toddlers. Parents have more alternatives to regulated school age care such as sports, after school clubs, etc.
- **Many factors, in addition to cost, influence parents’ utilization of child care including location, hours of operation and quality.** Inadequate public transportation systems in the region make it more difficult for parents to get to the child care that they need. Center-based programs typically offer standard hours and full-time schedules despite a growing need for non-traditional hours and part-time schedules.
- **The region’s CCR&Rs are a seriously under-utilized resource for parents and employers.**



CHILD CARE SUPPLY

There are just over 73,500 slots available in 1,736 OCFS regulated child care programs for almost 400,000 potential users – children under 13 years. Although only 27% of all regulated child care businesses, licensed centers supply over half the regulated slots. Registered school age programs account for only 10% of the regulated sector, but provide over a quarter of all regulated slots. The family child care providers have been in decline in the region, often replaced by the licensed group family child care providers.

Fig. 1. Mid-Hudson Region Programs and Slots

Care Modality	#/% Programs	#/% Regulated Slots
Center	477 (18%)	40,261 (55%)
Family Child Care	309 (11%)	2,452 (3%)
Group Family Child Care	668 (25%)	10,572 (14%)
School Age Programs	282 (10%)	20,352 (28%)
Regulated Total	1,736 (64%)	73,637 (100%)
Legally Exempt Family Child Care	972 (36%)	
Regulated and LE Total	2,708 (100%)	

Overall, OCFS regulated child care businesses make up nearly 70% of the Mid-Hudson Region’s options for parents, though there is some variation by county. In Putnam, nearly all the slots are regulated, while in Orange County it is only 49%. In Westchester, the county with the most regulated programs by far, LE providers still represent nearly a third of the combined regulated/LE options.

Fig. 2. Mid-Hudson Region Regulated Child Care Businesses

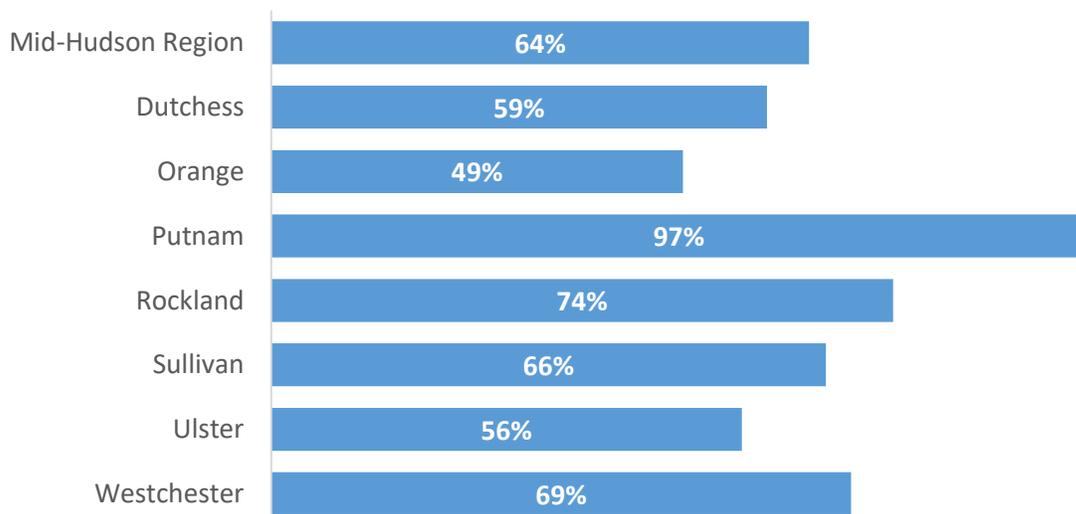
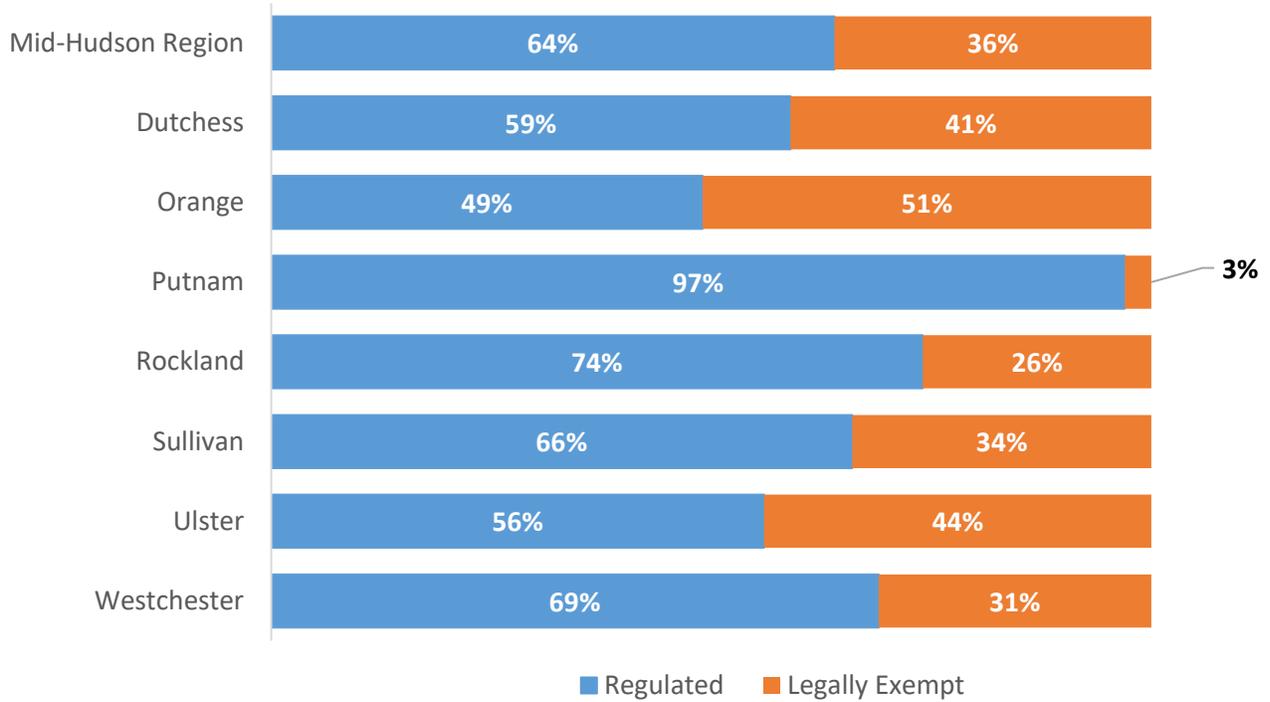


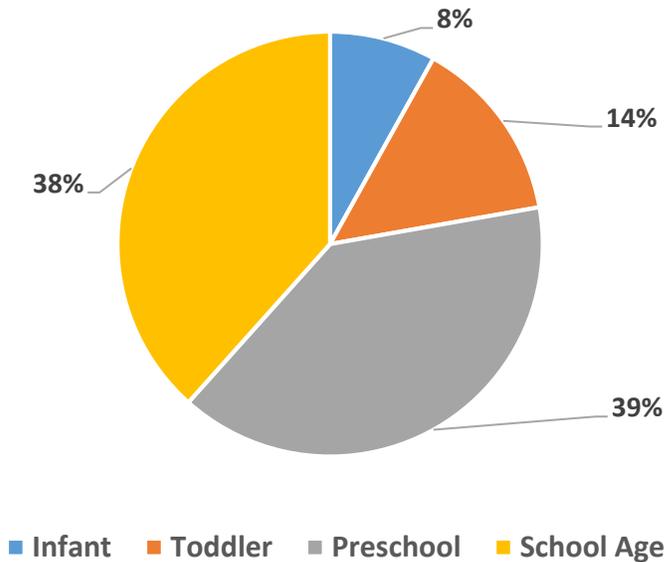
Fig 3. Mid-Hudson Region Regulated Child Care Businesses and Legally Exempt Child Care



School age and preschool slots dominate the region and this breakdown is fairly consistent among the counties. Only 8% of all slots are for infants; the supply of toddler slots represents another 14% of the

total. Despite the modest growth of regulated slots in Westchester, the percentage for infants has remained constant at 8%. There are many factors, which contribute to this situation including greater difficulty in finding licensable space, the cost of equipping that space, the high fees necessary to cover operating costs, and some parental preference to delay non-family care until preschool, etc.

Fig. 4. Mid-Hudson Region Regulated Child Care Slots by Age



Family/group family child care settings provide slightly more than half of the infant slots in the Mid-Hudson Region. Parents with infants often desire center-based care; however, they often encounter wait lists. There are 128 child care centers in the Mid-Hudson Region who start care at 19 months, excluding infant care.

Fig. 5. Mid-Hudson Region Regulated Child Care Slots

Regulated Care Modality	# Infant	# Toddler	# Preschool	# School Age	Total	Total %
Center	2,953	6,932	25,786	4,590	40,261	55%
Family Child Care	618	617	616	601	2,452	3%
Group Family Child Care	2,670	2,653	2,668	2,581	10,572	14%
School Age Program	n/a	n/a	n/a	20,352	20,352	28%
Total #	6,241	10,202	29,070	28,124	73,637	
Total %	8%	14%	39%	38%		

CHILD CARE DEMAND

There are 391,716 children under the age of 13 in the Mid-Hudson Region according to the American Fact Finder: U.S. Census Bureau/ Single Years of Age and Sex for 2010. After consulting other research, we elected to determine the demand for full-time regulated child care by multiplying the total population of children under the age of 13 by sixty percent (60%), a fairly conservative approach as other recent reports have used one hundred percent (100%). Even with demand at 60%, the current supply of regulated child care only meets 31% of the regional need. Stated another way, nearly 7 out of every 10 of the 235,000 children in the region could find themselves unable to access regulated care.

Fig. 6. Mid-Hudson Region Regulated Child Care Demand by Age (60% of population of children)

Infant	32,348
Toddler	17,385
Preschool	35,141
School Age	150,155
Total	235,029

Child care for school age children covers 8 years, so the calculated need would of course be much higher than that for infants, toddlers or preschoolers. The actual demand for each single year within the school age span is 8%. Sports teams and other after school clubs represent possible alternatives to regulated care for some school age children, options that do not exist for younger children.

Fig. 7. Regulated Child Care Demand by County and Age of Child

County	# Infants	# Toddlers	# Preschool	# School Age	Total Children
Dutchess	3,460	1,832	3,851	17,491	26,634
Orange	6,131	3,231	6,531	27,246	43,139
Putnam	1,115	625	1,325	6,462	9,527
Rockland	5,608	2,920	5,753	23,335	37,616
Sullivan	1,078	550	1,147	4,586	7,361
Ulster	2,025	1,127	2,245	9,613	15,010
Westchester	12,931	7,100	14,289	61,422	95,742
Mid-Hudson Region Total	32,348 (14%)	17,385 (7%)	35,141 (15%)	150,155 (64%)	235,029 (100%)

WHAT FAMILIES LOOK FOR IN CHILD CARE

Each of the regional CCR&Rs has a resource and referral department that helps parents/caregivers understand the child care market and to navigate it to best meet their needs. Each CCR&R also maintains information on each caller and his or her requests for child care. In 2019, the CCR&Rs spoke to just over 6,500 families seeking child care, a substantial number of families. However, with

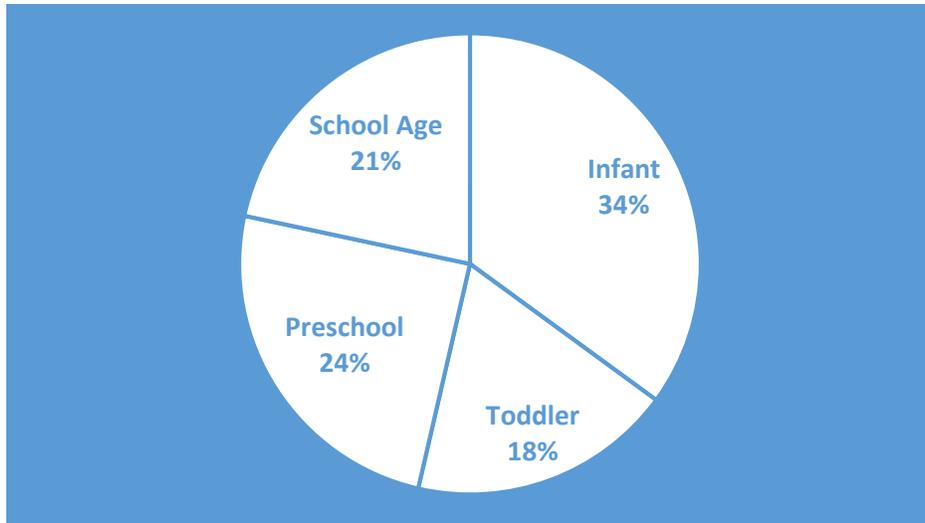
over 235,000 children who potentially need child care in the region, there is obviously a tremendous number of households that did not use CCR&R services. The most common request from the CCR&R callers was for full-time regulated care for infants and toddlers.

Fig. 8. CCR&R Child Care Requests by Age of Child

Age Group	Dutchess	Orange	Putnam	Rockland	Sullivan	Ulster	Westchester	Mid-Hudson Region
Infant	188	192	22	293	226	156	1,128	2,205 (34%)
Toddler	262	258	30	113	68	54	382	1,167 (18%)
Preschooler	184	203	26	542	85	64	491	1,595 (24%)
School Age	264	184	30	137	95	95	590	1,395 (21%)
No Data	5	51	0	7	29	13	75	180 (3%)
Total	903	888	108	1,092	503	382	2,666	6,542 (100%)

Over half (52%) of all requests were for infant and toddler care. Requests for infant care alone were especially high in Ulster (41%), Westchester (42%) and Sullivan (45%) counties.

Fig. 9. Mid-Hudson Region CCR&R Child Care Requests by Age of Child*



*3% no data

Virtually all callers request information on child care centers. Parents often do not know about all their child care options. Many parents are aware of child care centers but do not know that family child care

homes exist and are regulated by OCFS. Family child care homes offer more flexible schedules, and typically cost less than child care centers. After learning more about their child care options, including indicators of quality, parents often request referrals for family and group family providers as well. Nannies are requested more in Westchester than any other county in the region.

Fig. 10. Type of Child Care Requested

Type of Care	Dutchess	Orange	Putnam	Rockland	Sullivan	Ulster	Westchester	Mid-Hudson Region	% of Callers
Child Care Center	775	701	97	702	426	323	2,113	5,137	99%
Family Child Care	608	690	70	398	416	347	1,564	4,093	79%
Group Family Child Care	614	679	67	367	378	342	1,509	3,956	76%
School Age Program	147	123	23	41	39	92	427	892	17%
In-Home (Nanny)	n/a	n/a	n/a	4	n/a	3	536	543	10%
Preschool Program	87	6	9	71	54	18	309	554	11%
Camp	51	27	6	10	36	3	228	361	7%



The majority of callers asked for full-time child care. The schedule of care commonly reflects the schedules related to the industries in the region. Requests for various types of non-traditional care, such as evening, overnight or weekend were limited.

Fig. 11. Type of Child Care Schedule Requested

Type of Schedule	Dutchess	Orange	Putnam	Rockland	Sullivan	Ulster	Westchester	Mid-Hudson Region	% of Callers
Full-time (30 hours or more)	741	848	90	761	412	238	1,516	4,606	88%
Part-time (less than 30 hours)	135	7	17	168	69	91	370	857	16%
Both Full & Part-time	27	57	1	60	22	53	139	359	7%
Evening (after 6pm)	27	22	0	78	29	20	158	334	6%
Overnight	10	13	0	7	11	1	25	67	1%
Weekend (Sat and/or Sun)	35	50	3	30	29	43	135	325	6%

CHILD CARE GAPS

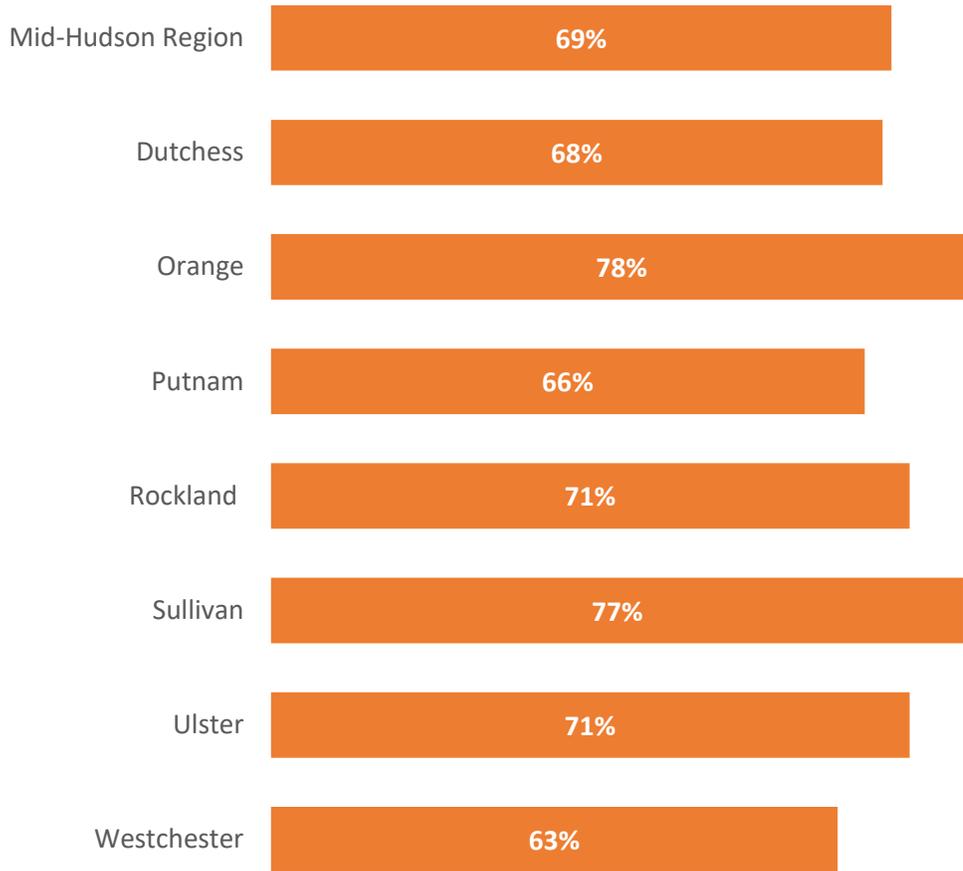
In the Mid-Hudson Region, there is almost a 70% child care gap between the supply of regulated child care and the demand. The gap is particularly wide for infants at 81%.

Fig. 12. Mid-Hudson Region Supply and Demand by Age

	# Infant	# Toddler	# Preschool	# School Age	Total
Supply					
# of OCFS regulated slots	6,241	10,202	29,070	28,124	73,637
Demand					
60% of the child population	32,348	17,385	35,141	150,155	235,029
Gap	-26,107 (81%)	-7,183 (41%)	-6,071 (17%)	-122,031 (81%)	-161,392 (69%)

The biggest shortages of regulated child care, reaching nearly 80%, are in Orange (78%) and Sullivan (77%). Westchester County is in the best shape but has regulated supply only for 4 of every 10 children.

Fig. 13. Mid-Hudson Region Child Care Gap

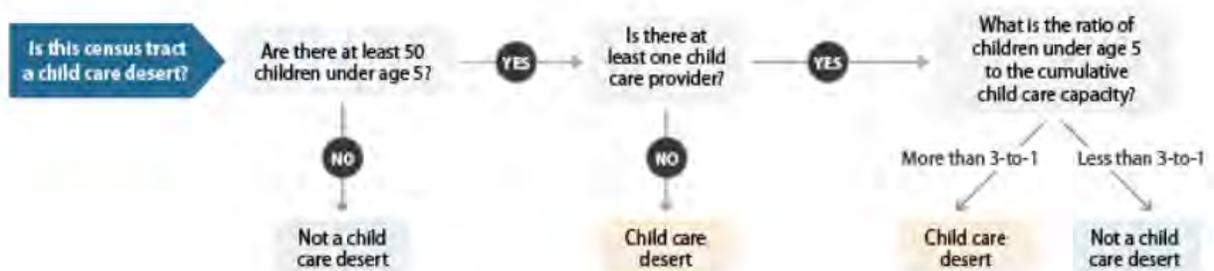


CHILD CARE DESERTS

Child care deserts are areas with an insufficient supply of regulated child care. This report uses the definition of child care deserts established in the Center for American Progress 2017 report, “Mapping America’s Child Care Deserts”: a child care desert exists when there are more than three young children for every licensed child care slot. (See Figure 1 for additional detail). This definition is derived from U.S. Census Bureau findings that approximately one-third of young children are regularly in the care of someone who is not a relative.¹⁵ When the number of licensed child care slots is insufficient to reach at least one-third of young children under age 5, the likelihood that parents face difficulty finding child care increases. This could affect employment decisions or force families to turn to unlicensed options.

FIGURE 1

A working definition for child care deserts



Note: Child Care Aware of America defines child care deserts as “areas or communities with limited or no access to quality child care.”

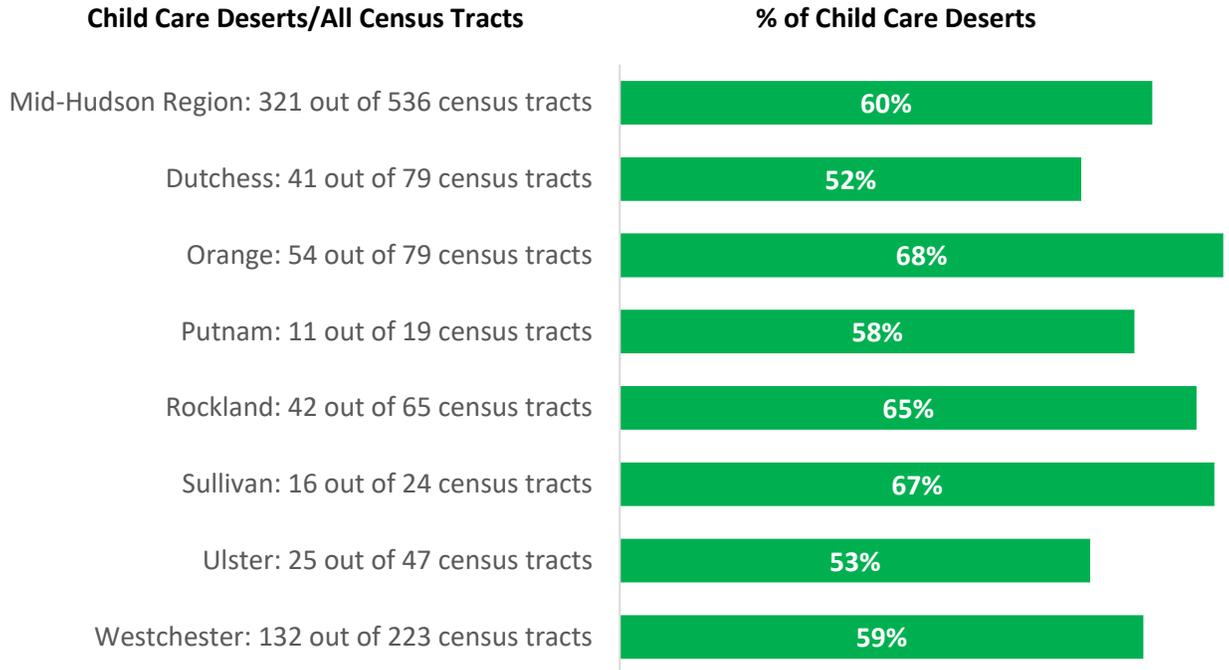
Source: Rasheed Malik and Katie Hamm, “Mapping America’s Child Care Deserts” (Washington: Center for American Progress, 2017), available at <https://www.americanprogress.org/issues/early-childhood/reports/2017/08/30/437988/mapping-americas-child-care-deserts>.



New York State is among the states with the highest presence of census tracts that are child care deserts at 64%, according to the 2018 Center for American Progress report on child care supply. The Mid-Hudson Region is slightly less, at 60%. Several Mid-Hudson counties exceed the regional average with Rockland County at 65%, Sullivan County at 67%, and Orange County at 68%. It is important to note that the data on child care deserts does not take into account the quality of care.

¹⁵ Lynda Laughlin, “Who’s Minding the Kids? Child Care Arrangements: Spring 2011” (Suitland, MD: U.S. Census Bureau, 2013), available at <https://www.census.gov/prod/2013pubs/p70-135.pdf>.

**Fig. 14. Mid-Hudson Region Child Care Deserts
Child Care Deserts/All Census Tracts**



CHILD CARE COST

New York is one of the most expensive states in the U.S. when it comes to child care; center-based infant care averages over \$15,000 annually. Yet three counties in the Mid-Hudson Region exceed the state mean. Center-based programs are generally more expensive than family child care options. Average costs vary within the region, ranging from Sullivan at \$220 to Westchester at \$352 for center-based infant care.

Fig. 15. Annual Cost of Center-Based Infant Care

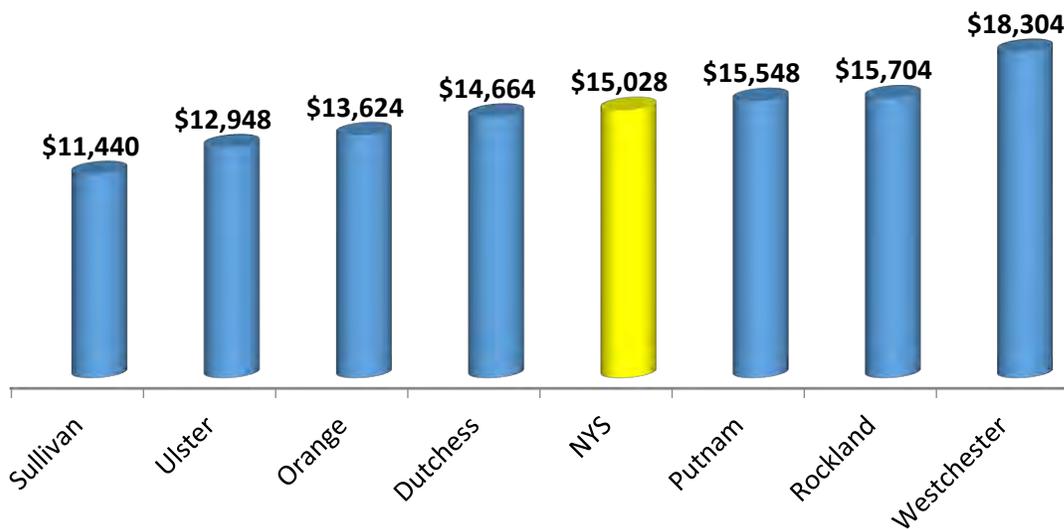


Fig. 16. Mid-Hudson Region Cost of Care

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$281	\$261	\$240	\$198
Family & Group Family Child Care	\$232	\$222	\$217	\$170
School Age Programs	n/a	n/a	n/a	\$205

In almost every region in the nation, child care costs more than housing. This is true in the Mid-Hudson Region. We use an example below of a two-parent household with a baby and preschooler in center-based care; their combined gross income is \$60,000 so they are over-income for public financial assistance. In every county, the percentage of family income going to child care is significant and dramatically exceeds the percentage going to housing. In both Putnam and Westchester, child care expense takes up at least 50% of the family's gross income. Once the child care and housing bills are paid, there is very little income left. The high cost of child care is a problem for most families, at every

income level. In the annual child care surveys conducted by the Child Care Council of Westchester, parents describe the strategies they employ to deal with child care costs including credit cards, borrowing money from family and friends, delaying payment of other bills, opting for less expensive (and sometimes unregulated care), etc.

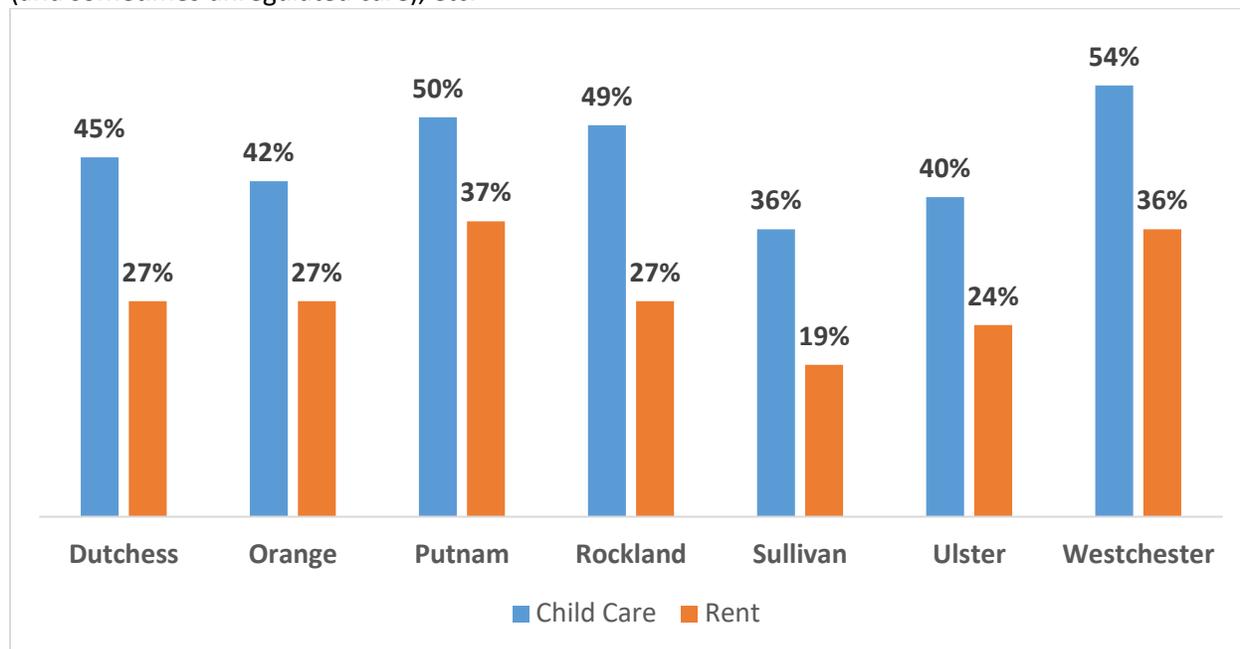


Fig. 16. Child Care and Rental Cost as a % of Household Income

Financial assistance for child care is limited. There are federal and state tax credit programs, but those require putting the money out first. Every county in the Mid-Hudson Region offers the public child care subsidy program through its local Department of Social Services for working families with gross incomes that do not exceed 200% of the Federal Poverty Level. This program is largely funded by federal dollars that are allocated to the counties by OCFS, though there is a county “match”. Subsidies are currently available in every county except Rockland, which has not been taking new applications for some time. Counties can also offer subsidies to working families with gross incomes at the Title XX level, funded by Title XX funds or other county dollars. Westchester is the only county in the region to do so, albeit on a limited basis. There are many working families in the Mid-Hudson Region that are over-income for the subsidy, but who could not afford the full price of child care.

NYS Income Effective 6/1/19 - 5/31/20

Family Size	100% FPL	200% FPL	Title XX
1	12,490	24,980	34,347.50
2	16,910	33,620	46,502.50
3	21,330	42,660	54,391.50
4	25,750	51,500	57,937.50
5	30,170	60,340	67,882.50
6	34,590	69,180	77,827.50
7	39,010	78,020	87,772.50
8	43,430	86,860	97,717.50

Most parents receiving a child care subsidy are required to pay a “parent share”. Each county determines its own, ranging from 10% to 35% of family income over 100% of the Federal Poverty Level; this designation has major consequences for families. Using the example of a family of 3 with a gross income of \$42,660, a parent share of 10% translates into \$2,133 annually while at 35%, the parent will pay \$7,465.50; families at this income level would feel this difference of more than \$5,000. None of the Mid-Hudson Region counties are at the lowest end of the parent share range. Putnam is the lowest at 20% while Orange and Sullivan are at the top of the scale at 35%. For more info on the child care subsidy program, see the Addendum.

LOOKING AHEAD

The Mid-Hudson Region CCR&Rs understand how important equitable child care access is to not only individual children and families, but also employers, communities and the regional economy. The current supply of regulated care is wholly inadequate and that which does exist may not be conveniently located, nor offer the schedule that parents need. The need for more infant and toddler slots is particularly acute. Despite the fact that workers in the child care industry are among the mostly poorly paid of any profession, the price of child care to consumers is steep, and beyond the reach of many moderate income families. Despite these serious challenges, there are also immediate opportunities for the CCR&Rs to move toward the child care system that we need:

- Work more closely with local and regional business groups to better educate employers on their workers’ child care needs and how CCR&Rs can assist
- Enlist the business community in publicly supporting more child care funding
- Encourage prospective child care businesses to locate along/near bus routes and train stations
- Encourage existing and new child care businesses to add infant and toddler slots
- Advocate for low parent shares that are uniform within the region
- Further investigate the need for care at non-traditional hours

Dutchess County Child Care Profile

**52% of census tracts are child care deserts
41 out of 79**

NEEDS:

- ✚ More regulated child care, in particular for infants and toddlers
- ✚ More child care options with non-traditional hours, especially near the hospitals
- ✚ More public transportation to enable parents to access existing child care and/or develop child care supply near public transportation
- ✚ Lower parent share

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	67	58	69	44	238	167	405
% of Total	17%	14%	17%	11%	59%	41%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	360	889	2,803	660	4,712	55%
Family Child Care	116	116	116	113	461	5%
Group Family Child Care	276	271	274	262	1,083	13%
School Age Programs	n/a	n/a	n/a	2,355	2,355	27%
Total #	752	1,276	3,193	3,390	8,611	
Total %	9%	15%	37%	39%		

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$282	\$282	\$242	\$179
Family & Group Family Child Care	\$208	\$208	\$202	\$133
School Age Programs	n/a	n/a	n/a	\$103

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	2,028	3,193	3,390	8,611
Demand 60% of the child population	5,292	3,851	17,491	26,634
Gap	-3,264 (62%)	-658 (17%)	-14,101 (81%)	-18,023 (68%)

Orange County Child Care Profile

**68% of census tracts are child care deserts
54 out of 79**

NEEDS:

- ✚ More care in bigger cities (i.e. Middletown and Newburgh)
- ✚ More regulated child care, in particular for infants and toddlers
- ✚ More non-traditional hours child care services (i.e. Woodbury Commons in Monroe is a major retail structure with late store hours but care in Monroe only goes to 6:30pm)
- ✚ A better public transportation info structure
- ✚ Lower parent share

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	65	37	82	43	227	232	459
% of Total	14%	8%	18%	9%	49%	51%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	472	747	3,488	650	5,357	56%
Family Child Care	74	74	74	71	293	3%
Group Family Child Care	328	328	328	320	1,304	13%
School Age Programs	n/a	n/a	n/a	2,680	2,680	28%
Total #	874	1,149	3,890	3,721	9,634	
Total %	9%	12%	40%	39%		

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$262	\$247	\$225	\$220
Family & Group Family Child Care	\$225	\$200	\$200	\$200
School Age Programs	n/a	n/a	n/a	\$220

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	2,023	3,890	3,721	9,634
Demand 60% of the child population	9,362	6,531	27,246	43,139
Gap	-7,339 (78%)	-2,641 (40%)	-23,525 (86%)	-33,505 (78%)

Putnam County Child Care Profile

**58% of census tracts are child care deserts
11 out of 19**

NEEDS:

- ✚ Lower parent share
- ✚ The CCR&R that services Putnam does not receive a lot of request for care, therefore a better understanding on where parents are finding care is needed.

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	28	14	18	11	71	2	73
% of Total	38%	19%	25%	15%	97%	3%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	191	378	1,214	315	2,098	64%
Family Child Care	28	28	28	27	111	3%
Group Family Child Care	72	70	72	66	280	9%
School Age Programs	n/a	n/a	n/a	790	790	24%
Total #	291	476	1,314	1,198	3,279	
Total %	9%	15%	40%	37%		

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$299	\$299	\$279	\$130
Family & Group Family Child Care	\$268	\$268	\$261	\$135
School Age Programs	n/a	n/a	n/a	\$147

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	767	1,314	1,198	3,279
Demand 60% of the child population	1,740	1,325	6,462	9,527
Gap	-973 (56%)	-11 (1%)	-5,264 (81%)	-6248 (66%)

Rockland County Child Care Profile

**65% of census tracts are child care deserts
42 out of 65**

NEEDS:

- ✚ More regulated child care, in particular for infants and toddlers
- ✚ More non-traditional hours child care services
- ✚ A better public transportation info structure (i.e. limited buses)
- ✚ More resources and support for families in shelters
- ✚ Lower parent share

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	62	35	124	31	252	90	342
% of Total	18%	10%	37%	9%	74%	26%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	355	962	3,930	979	6,226	57%
Family Child Care	70	70	70	68	278	3%
Group Family Child Care	496	494	496	480	1,966	18%
School Age Programs	n/a	n/a	n/a	2,405	2,405	22%
Total #	921	1,526	4,496	3,932	10,875	
Total %	8%	14%	41%	36%		

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$302	\$250	\$263	\$245
Family & Group Family Child Care	\$240	\$232	\$233	\$223
School Age Programs	n/a	n/a	n/a	\$293

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	2,447	4,496	3,932	10,875
Demand 60% of the child population	8,528	5,753	23,335	37,616
Gap	-6,081 (71%)	-1,257 (22%)	-19,403 (83%)	-26,741 (71%)

Sullivan County Child Care Profile

**67% of census tracts are child care deserts
16 out of 24**

NEEDS:

- ✚ More regulated child care, in particular for infants and toddlers (i.e. there are only 48 regulated providers in the county. Families often need to seek care in adjacent counties.)
- ✚ More infant and toddler slots (there are only 3 centers in entire county that do infant and toddler care)
- ✚ More non-traditional hours child care services; i.e. there are major resorts in the county that have working parents)
- ✚ A better transportation info structure; however it is currently being addressed. In early 2019, the buses only ran in the major township. In September 2019, new bus routes started. The bus system was free but there will be a minimal charge starting in early 2020.
- ✚ Lower parent share

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	11	20	12	5	48	25	73
% of Total	15%	27%	17%	7%	66%	34%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	101	149	641	20	911	53%
Family Child Care	40	40	40	40	160	10%
Group Family Child Care	48	48	48	48	192	11%
School Age Programs	n/a	n/a	n/a	450	450	26%
Total #	189	237	729	558	1,713	
Total %	11%	14%	43%	33%		

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$220	\$206	\$195	\$180
Family & Group Family Child Care	\$160	\$150	\$150	\$150
School Age Programs	n/a	n/a	\$195	\$180

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	426	729	558	1,713
Demand 60% of the child population	1,628	1,147	4,586	7,361
Gap	-1,202 (74%)	-418 (36%)	-4,028 (88%)	-5,648 (77%)

Ulster County Child Care Profile

**53% of census tracts are child care deserts
25 out of 47**

NEEDS:

- ✚ More regulated child care, in particular for infants and toddlers (there are only 3 centers in entire county that do infant and toddler care)
- ✚ More non-traditional hours child care services; i.e. there are major resorts in the county that have working parents)
- ✚ Homeless families newly employed to receive subsidy faster so not to lose their employment due to lack of child care
- ✚ A faster turnaround for child care subsidy approval; currently at 30 days
- ✚ A better transportation info structure (i.e. Bus routes have changed with fewer routes available in low-income neighborhoods. Child care subsidy only allows for 30 minutes travel time, which is often less than what is needed when using public transportation to/from child care then to/from work.
- ✚ Lower parent fee

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	45	56	36	19	156	122	278
% of Total	16%	20%	13%	7%	56%	44%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	192	405	1,469	274	2,340	54%
Family Child Care	112	112	112	111	447	10%
Group Family Child Care	144	144	144	142	574	13%
School Age Programs	n/a	n/a	n/a	993	993	23%
Total #	448	661	1,725	1,520	4,354	

Total %	10%	15%	40%	35%
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Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$249	\$226	\$210	\$200
Family & Group Family Child Care	\$229	\$219	\$210	\$131
School Age Programs	n/a	n/a	n/a	\$147

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	1,109	1,725	1,520	4,354
Demand 60% of the child population	3,152	2,245	9,613	15,011
Gap	-2,043 (65%)	-520 (23%)	-8,093 (84%)	-10,657 (71%)

Westchester County Child Care Profile

**59% of census tracts are child care deserts
132 out of 223**

NEEDS:

- ✚ More regulated child care, in particular for infants and toddlers
- ✚ More non-traditional hours child care services
- ✚ Additional financial resources for low- to mid-income families
- ✚ A faster turnaround for child care subsidy approval; currently at 30 days
- ✚ Lower parent fee

Child Care by Modality	Center	Family Child Care	Group Family Child Care	School Age Programs	Regulated Total	Legally Exempt Family Child Care	Total # of Programs
# of Programs	199	89	327	129	744	334	1,078
% of Total	19%	8%	30%	12%	69%	31%	

Regulated Child Care	# Infant Slots	# Toddler Slots	# Preschool Slots	# School Age Slots	Total Slots	% of Regulated Total
Center	1,282	3,402	12,241	1,692	18,617	53%
Family Child Care	178	177	176	171	702	2%
Group Family Child Care	1,306	1,298	1,306	1,263	5,173	15%
School Age Programs	n/a	n/a	n/a	10,679	10,679	30%
Total #	2,766	4,877	13,723	13,805	35,171	
Total %	8%	14%	39%	39%		

Weekly Cost of Care	Infant	Toddler	Preschool	School Age
Center	\$352	\$314	\$269	\$229
Family & Group Family Child Care	\$293	\$275	\$266	\$217
School Age Programs	n/a	n/a	n/a	\$344

Supply & Demand	# Infants & Toddlers	# Preschool Age Children	# School Age Children	Total
Supply # of OCFS regulated slots	7,643	13,723	13,805	35,171
Demand 60% of the child population	20,031	14,289	61,422	95,472
Gap	-12,388 (62%)	-566 (4%)	-47,617 (78%)	-60,301 (63%)

ADDENDUM

Child Care Subsidy

Child Care Subsidy is a county-administered program operated by the NYS Office of Children and Family Services (OCFS) with state and primarily federal funds to help parents/caretakers pay for some or all of the cost of child care services so that they can work, look for work or participate in approved training. Counties also have to contribute a “maintenance of effort” amount, which they can exceed if they choose. Funding is attached to eligible families rather than to programs by contracts.

Parent Share – All families (except for families that are receiving Temporary Assistance) are required to pay a parent share fee directly to their provider. This amount is deducted from the amount DSS pays the provider. The parent share fee is based on the income of the family; it has no relationship to how many children are in care, the number of hours or the cost of care. The parent share is calculated based on the family’s total gross income, minus 100% of the Federal Poverty Level (FPL) times the percentage the county has chosen as its “parent share multiplier”. OCFS allows counties to select a multiplier between 10% and 35%. The parent pays the parent share each week directly to the provider.

Eligibility Income Levels – OCFS sets 200% of the Federal Poverty Level (FPL) as the eligibility cap for low-income subsidy. The FPL is updated annually and OCFS issues New York State Income Standards each June. Counties can opt to set their own low-income eligibility caps at a level below the NYS Income Standards. Counties can also use their own funds to offer child care subsidies to families over 200% FPL, though only nine counties currently do. Westchester is the only county in the Mid-Hudson Region that currently offers limited “Title XX” slots, named for a former source of funding for this child care subsidy program.

Open or Wait List – Counties may accept new subsidy applications or not; if they close the subsidy program to new applications, they may compile a mailing list or implement a formal wait list. They may also simply inform applicants to check back to see when applications might be accepted again. Rockland is the only county in the Mid-Hudson Region that currently has a wait list.

NYS 200% of Federal Poverty Level

Family Size	Household Income
2	\$33,820
3	\$42,660
4	\$51,500
5	\$60,340



Even when a family is receiving child care subsidy, the parent share fee can be unaffordable. Especially when it is on the higher end.

A single parent with one child with a household income of \$32,000

- Putnam {
 - Pays \$232 a month for child care at 20% parent share fee

- Sullivan {
 - Pays \$406 a month for child care at 35% parent share fee

County	Parent Share	Low Income Subsidy Income Eligibility Cap	Title XX Subsidy Income Eligibility Cap	Low Income Subsidy Open or Wait List
Dutchess	30%	200%	n/a	Open
Orange	35%	175%	n/a	Open
Putnam	20%	200%	n/a	Open
Rockland	25%	200%	n/a	Wait List
Sullivan	35%	200%	n/a	Open
Ulster	25%	200%	n/a	Open
Westchester	25%	200%	275%	Low Income - Open Title XX – Open for families transitioning to Title XX but closed for new applicants

CHILD CARE SURVEY FOR MID-HUDSON REGION EMPLOYERS RESULTS January 2020

INTRODUCTION

In order to learn more about the type and number of resources and services Mid-Hudson Region employers are using to help their workers with their child care needs, a survey was conducted utilizing Survey Monkey. The survey included 9 questions and was distributed via email by the CCR&Rs, and the Mid-Hudson Regional Economic Development Council with a cover letter from Executive Director Meghan Taylor. The CCR&Rs also utilized their contacts with business associations throughout the region to circulate the survey. The active survey period was from early December until January 10, 2020.

RESPONDENTS

We received 131 completed surveys.

TYPE OF BUSINESS:

- For profit - 53%
- Nonprofit - 33%
- Government/public sector - 14%

NUMBER OF EMPLOYEES:

- Under 10 - 31%
- Under 50 - 29%
- 50 to 99 - 11%
- 100 to 249 – 11%
- 250 to 999 – 7%
- Over 1,000 – 11%
- Small businesses with under 50 employees are by far the largest percentage of respondents at 60%.

BUSINESS LOCATION:

- Dutchess – 20%
- Orange – 16%
- Putnam – 5%
- Rockland – 9%
- Sullivan – 9%
- Ulster – 19%
- Westchester – 18%
- Other – 4%
- Two smaller counties, Dutchess, with 13% of the regional population and Ulster, with 8%, have about the same number of respondents as the much more populous Westchester, with 42% of the regional population.

EMPLOYMENT SECTOR:

- A variety of sectors are represented
- Largest sectors:
 - Education - 15%
 - Health care - 14%
 - Manufacturing - 11%
 - Social services - 9%

PERCENTAGE OF EMPLOYEES AS PRIMARY CARE PROVIDERS FOR CHILD/CHILDREN:

- Under 10% - 18%
- 10% to 24% - 21%
- 25% to 50% - 34%
- 51% to 75% - 15%
- Over 75% - 12%
- A third of the respondents indicate that between 25% and 50% of their employees are primary care providers.

PERCENTAGE OF EMPLOYEES WHO ARE WORKING PARENTS:

- Under 10% - 13%
- 10% to 24% - 11%
- 25% to 50% - 28%
- 51% to 75% - 28%
- Over 75% - 20%
- Nearly half the respondents report that at least half of their employees are working parents.
- The respondents reporting a small percentage of working parents (under 10%), tend to be businesses with under 10 workers.

RESULTS

- Only 9 businesses, or 7%, report that child care issues are not impacting their business compared to 87% who agree that it is.
- 27% feel child care issues have a “significant or major impact” on productivity and attendance.
- Businesses with 50 to 99 employees are most apt to report child care issues as a “significant or major impact” at 47%.
- The larger businesses tend to offer more child care and related benefits.
- 15% of the businesses, typically the smaller size, indicate that they offer none of the child care and related benefits.
- A flexible schedule is the most commonly provided benefit, offered by 43% of the businesses, followed by paid maternity leave at 38%, unpaid maternity leave at 37% and the ability to work from home when a child was sick or off from school, by 31%.
- Smaller businesses with under 50 workers report a higher use of flexible scheduling and working from home than do the larger businesses.
- The smaller businesses also report some back-up/emergency child care compared to the larger businesses, which report none.

- While 16% of the businesses offer a Dependent Care Assistance Plan (DCAP), only 8% of the businesses include an employer contribution, which often increases employee utilization. Use of the DCAP benefit, particularly with an employer contribution, is more prevalent among the larger businesses.
- Many of the 16 benefits listed in the survey are rarely used including employee benefit fairs (9%), information on child care tax breaks/programs (8%), on or near site child care (8%), back-up/emergency child care (6%, and parent groups (5%).
- While 20% of the businesses provide access to a child care resource and referral agency (CCR&R), 65% of that group are smaller businesses of under 50 employees.
- 9 out of 10 businesses indicate that providing child care resources/benefits generates a positive public image for a business.

DISCUSSION

The survey was conducted at the end of the year, over the holidays, which may have contributed to the modest number of participants. With only 131 responses it is not possible to draw any firm conclusions, though the results echo those of the 2016 survey of Westchester employers performed by the Child Care Council of Westchester (the Council). In that survey the Council found that a majority of employers were aware of the link between access to reliable child care and employee attendance, punctuality and productivity as well as the positive “public image” of providing child care resources and benefits to workers. In this regional survey, these findings are even more substantial. What is also true however, is that employers continue to offer few child care resources and services to their employees, even those that are very low cost such as information on child/child care tax credits, dependent care assistant plans (employee contribution only), employee benefit fairs, or access to a child care resource and referral agency (CCR&R). Flexible schedules remain popular, along with maternity and paternity leave, particularly unpaid. Back-up/emergency care, and on/near site child care are virtually non-existent. Non-profit businesses are more apt than for profit businesses or government to provide several benefits including on or near site child care, backup/emergency care and education/info on tax breaks and programs, though the small sample size makes any definitive conclusions impossible. One can conclude however, that businesses of all types, sizes and sectors throughout the Mid-Hudson Region, understand that child care impacts their workforce, and that there is much more to be done to help them meet their employees’ child care challenges.



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ZIP CODE

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Did you know that every county in the lower- and mid-Hudson Valley has a nonprofit child care resource and referral agency where you can learn about the different types of child care, obtain referrals that meet your needs, get one-on-one counseling from a child care specialist to help you choose, and explore resources to help you pay for care? These services are all free. Get started today: children are born learning, and quality care from birth is essential for kindergarten readiness, academic success, lifelong social/emotional health, and so much more.

Funding for this site provided by the New York State Council on Children and Families.





Child Care Council of Dutchess-Putnam, Inc.

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REFERRAL SERVICES ARE FREE!



Child Care Council of Orange, Inc.

www.childcarecounciloc.org (845) 294-4012, x224

jen@childcarecounciloc.org

40 Matthews Street, Suite 103, Goshen NY 10924

REFERRAL SERVICES ARE FREE!



Child Care Resources of Rockland, Inc.

childcarerockland.org ☎ (845) 425-0009, x0 ✉ info@rocklandchildcare.org

📍 235 North Main Street, Suite 11, Spring Valley, NY 10977

REFERRAL SERVICES ARE FREE!



Sullivan County Child Care Council, Inc.

www.scchildcare.com  (845) 292-7166  info@scchildcare.com

 7 Community Lane, Liberty, NY 12754

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Family of Woodstock

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[39 John Street, Kingston, NY 12402](https://www.google.com/maps/place/39+John+Street,+Kingston,+NY+12402)

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REFERRAL SERVICES ARE FREE!



Child Care Council of Westchester

www.childcarewestchester.org ☎ (914) 761-3456, x140 ✉ referrals@cccwny.org

📍 313 Central Park Ave, Scarsdale, NY 10583

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