



**COMMUNITY  
PARTNERSHIP**

*Working Together to Build Strong Communities*

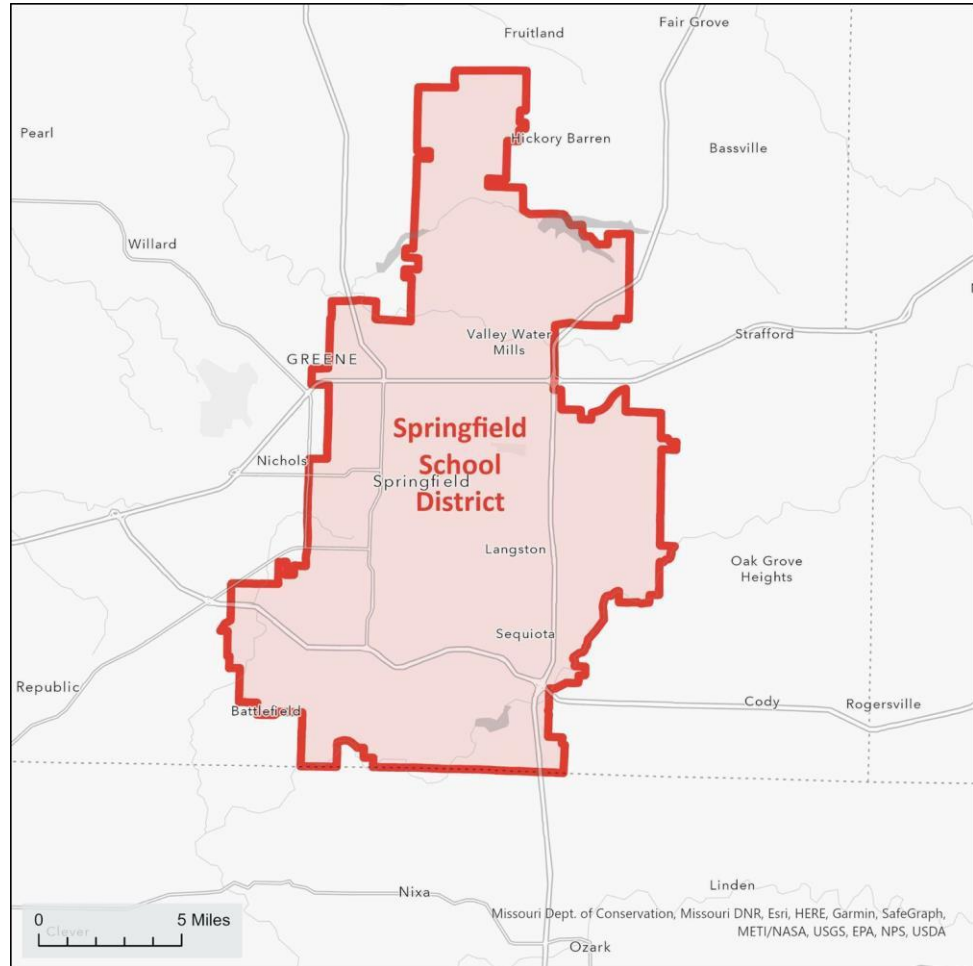
# Springfield Community Team Meeting #2

**11.30.23**

**KIDS**   
**WIN MISSOURI**

# Study Area

## Springfield School District



# Phase I: Research & Community Engagement

- Community needs assessment
  - Supply and demand analysis
- Stakeholder survey
- Fiscal mapping & cost modeling



# Data Review



# Data Sources

- Provider information
  - Child Care Aware list of providers
  - Ozarks Area Community Action Corporation (OACAC) for HS/EHS slots
  - Missouri DSS Block Grant Child Care Monthly Management Report for State Subsidy data
- Family need and workforce characteristics
  - American Community Survey 5-year estimates
  - Esri demographic estimates
  - Bureau of Labor Statistics Longitudinal Employer-Household Dynamics (LEHD)



# Supply: ECE Provider Data

- Licensed capacity
- Estimated capacity for age groups 0-2 years, 3-5 years, and Pre-K
- Facility type
- Program(s) and Accreditations



# Provider Information

NUMBER OF HOME-BASED PROVIDERS	NUMBER OF CENTER-BASED PROVIDERS	NUMBER OF ACCREDITED PROVIDERS
15	74	7

This table does not include Pre-K programs



# Provider Capacity

	NUMBER OF SLOTS, TOTAL	NUMBER OF HEAD START/EARLY HEAD START SLOTS	NUMBER OF STATE SUBSIDY SLOTS	NUMBER OF ACCREDITED SLOTS
INFANT & TODDLER (BIRTH-2 YEARS)	2,859	175	251	302
PRESCHOOL (3-5 YEARS)	3,712	94	317	314

Preschool (age 3-5 years) does not include Pre-K programs





# Demand:

## Family Need Data

- Total number of children 0-5, with Pre-K, 0-2, and 3-5 age groups broken out
- Estimated number of children qualifying for state subsidized care
- Estimated number of children qualifying for Early Head Start and Head Start programming
- Demand for care is based on 70% of total kids



# Family Need

	NUMBER OF KIDS WHO NEED CARE	NUMBER OF KIDS IN POVERTY ELIGIBLE FOR HEAD START/EARLY HEAD START	NUMBER OF KIDS ELIGIBLE FOR STATE SUBSIDY
INFANT & TODDLER (BIRTH-2 YEARS)	4,813	911	1,736
PRESCHOOL (3-5 YEARS)	4,748	882	1,699

This table is based on the assumption that 70% of kids need care  
Preschool (age 3-5 years) does not include Pre-K programs



# Gap in Total Slots

	NUMBER OF SLOTS, TOTAL	NUMBER OF KIDS WHO NEED CARE	GAP IN SLOTS, TOTAL	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	2,859	4,813	-1,954	59%
PRESCHOOL (3-5 YEARS)	3,712	4,748	-1,036	78%
DISTRICT PRE-K (4-5 YEARS)	1,270	1,590	-320	80%

This table is based on the assumption that 70% of kids need care. Preschool (age 3-5 years) does not include Pre-K programs.



# Gap in Head Start & Early Head Start Slots

	NUMBER OF HS/EHS SLOTS	NUMBER OF KIDS ELIGIBLE FOR HS/EHS	GAP IN HS/EHS SLOTS	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	94	911	-817	10%
PRESCHOOL (3-5 YEARS)	175	882	-707	20%

This table is based on the assumption that 70% of kids need care  
 Preschool (age 3-5 years) does not include Pre-K programs



# Gap in State Subsidy Slots

	NUMBER OF STATE SUBSIDY SLOTS	NUMBER OF KIDS ELIGIBLE FOR STATE SUBSIDY	GAP IN STATE SUBSIDY SLOTS	PERCENT SERVED
INFANT & TODDLER (BIRTH-2 YEARS)	251	1,736	-1,485	14%
PRESCHOOL (3-5 YEARS)	317	1,699	-1,382	19%

This table is based on the assumption that 70% of kids need care

Preschool (age 3-5 years) does not include Pre-K programs



# Family Characteristics

## Data and Trends

- Household income
- Households with all parents working
- Total children aged 0-5
- How have these characteristics changed over time?



# Household Characteristics

Median Household Income			Population 0-5			Children 0-5 with All Parents Working		
2016	2021	% Change	2016	2021	% Change	2016	2021	% Change
\$35,330	\$41,447	15%	13,416	12,643	-6%	8,698	8,177	-6%



# Springfield-area Workers

Workers who live and work in Springfield	59,453	67.5%
Workers who work in Springfield and live in Nixa City	5,145	3.6%
Workers who work in Springfield and live in Ozark City	4,502	3.2%





# Top Employers

#	Company/Business Name	Employee Count
1	Mercy Hospital Springfield	8,032
2	Cox North Hospital	6,370
3	Bass Pro Shops	2,000
4	Help at Home, Inc	2,000
5	Ozarks Technical Community College	2,000
6	Ozark Automotive Distributors, Inc / O'Reilly Automotive, Inc	1,300
7	Kraft, Inc	1,215



# Survey



# Survey Scope



This report focuses on qualitative community survey research focused on three groups of constituents in Springfield, MO:

## **Parents of children ages 5 and under (N=35 surveyed):**

- Need for, current use of, and interest in early childhood education and care services;
- Awareness of assistance programs
- Preferences for child care type and location
- current challenges with accessing care
- Hopes for their children around ECE opportunities.

## **ECE Directors and Owners (N=18 surveyed):**

- Experiences providing ECE services within the community
- Resources and support they would find most helpful
- Current challenges they are facing
- Licensed capacity vs enrollment
- If they have a wait list
- Questions to assess their facilities current indoor and outdoor quality

## **Employers (N=34 surveyed):**

- Employee child care related issues and needs that impact them and their workforce
- Their potential interest in supporting ECE services

# Executive Summary



Parents, ECE Providers, and Employers collectively play back a very consistent story of an under- resourced child care and early learning system in Springfield:

- **Parents** face challenges with both availability and affordability, most often facing waiting lists of months or years before they can get a child enrolled with a care provider, and then make major changes to their work and home lives in order to accommodate the costs and availability of child care
- **ECE Providers** struggle to hire and retain staff without the ability to offer more competitive pay, which in turn leads to the shortage of care that parents experience. Even while the cost of care creates difficulties for families, the tuition that they pay is not enough to sustain operations for ECEs. Reliance on subsidies and other forms of public and private funding creates a cycle of uncertainty for providers when it comes to sustaining their operations in the long term
- **Employers** feel the effects of these financial and practical child care challenges on their workers through increased requests for time off or even workers leaving their jobs entirely. While most employers do not currently offer child care benefits to their employees, there are some who see the problem and express interest in exploring better solutions

# Survey Insights: Parents



# Parents cite affordability and waiting lists as top issues with finding providers in Springfield.



Statement	% of surveyed parents who disagree or disagree strongly
There are plenty of affordable child care and early learning providers in my area	73%
It is easy to find a provider who does not have a waiting list for enrollment	70%
It is easy to find a provider who is affordable	70%
It is easy to find a provider whose availability fits my schedule	30%
It is easy to find the right provider for my child(ren)'s needs	24%
It is easy to find a provider who is conveniently located for my family	21%

Survey question: Please select the response that best matches your experience with finding a child care or early learning provider for your child(ren) ages 5 and under.

# Balancing affordability with quality care is particularly challenging for parents.



While tuition varies significantly across families, the average monthly child care cost among surveyed respondents is ~\$850

“Quality, safe facility with strong educational program and availability for my children. Biggest trade-offs would be the cost is higher for a high-quality daycare.”

“Daycare is incredibly expensive and while my partner and I make good money on paper, it’s still a struggle to make ends meet. Daycare providers absolutely deserve to make what they charge but assistance should be easier to get.”

“The ‘better’ childcare centers are too out of our price range.”

“Finding affordable care that is close to my home and work. We have had to make sacrifices with our budget to really try to ensure we do not go into debt in order for our child to get the proper care he needs. We keep our budget really tight and do not splurge on things.”

Open-ended responses to “What are the biggest challenges that you have faced when looking for child care or early learning providers? What are the biggest trade-offs you have made in response to these challenges?”

# While most surveyed parents were able to enroll their children in ECE, most were first placed on a waiting list.



Among the 35 parents of children ages 5 and under who responded to the survey:

- 94% have their children enrolled in child care or early learning
- 64% of enrolled families had children placed on a waiting list prior to enrolling. Typical wait times ranged from a few months to a year or more

He was on several waiting lists before he was born and when he was a newborn. The longest waiting list had 125 children ahead of him, but others had small enough waiting lists where we could get him in when I was done with maternity leave (10 weeks).”

“My 4 year old was on a waitlist for a center (before Pre-K) for 2 years.

“The number of quality facilities with availability is next to zero. Many parents have to add their unborn children to waitlists before even telling friends and family they are expecting.”



# In addition to affordability and waiting lists, some parents also find care is unavailable during their working hours.



- Nearly one-third (30%) of parents indicate that it is not easy to find a provider whose availability fits their schedule
- About one in five (21%) indicate that it is not easy to find a provider that is conveniently located
- Average weekly travel time related to child care is 98 minutes among surveyed parents

“Most child cares aren’t open past 5pm and there are nearly none that are open until 11 or on weekends”

“[The biggest challenges are] deciding to stay close to home or close to work. Having my kids have a 10 hour time limit. Having an early drop off option.”

Open-ended response to “What are the biggest challenges that you have faced when looking for child care or early learning providers? What are the biggest trade-offs you have made in response to these challenges?”

# The adjustments that most surveyed parents make for child care often cost money and extra coordination.



Overall, 74% of surveyed parents have made changes to their work lives or moved homes in order to accommodate their child care needs.

“As a working mom of 3, I can see why women feel obligated - married or not - to leave the workforce and stay home. Finding a reputable provider for a decent amount in the area you want is hard - not taking into account the stress associated with finding the right provider, social ‘norms’, and the stance of your employer on work/life balance.”

Thinking about the changes you may have made in order to accommodate child care availability, which of the following have you or another adult member of your household done for this reason?

Reduced working hours	37%
Changed work schedule without changing employers	37%
Switched jobs	29%
Left the work force to stay home with children	23%
Moved to a new home	14%

# The challenges of finding child care can compound in families with additional needs...[emphasis added]



“We have had many challenges finding adequate childcare. Our second child is autistic and was kicked out of several daycares. And our oldest 2 children are adopted through the foster care system and finding a good daycare that takes state pay is next to impossible. We live on the north side of Springfield and there are very few daycares on this side of town and the good ones have long waiting lists. I am extremely thankful for the daycare we are in right now through OTC. I never worry about their level of care for my son. But that wasn’t always the case. There have been many times we have dropped our kids off and worried about the quality of care but didn’t have another option because we have to work in order to pay our bills and support our large family especially with inflation the way it is. I have also altered my schedule at work to accommodate childcare and even for a short time switched jobs so that I could work fewer hours. Parents need more support in the form of better, cheaper, more accessible childcare.”

Open-ended response to “What are the biggest challenges that you have faced when looking for child care or early learning providers? What are the biggest trade-offs you have made in response to these challenges?”

# Snapshot: Types of Care and Ways of Finding Care among Surveyed Families



97% of surveyed parents have at least one child in center-based care, while only 15% have at least one child in home-based care

- 12% of surveyed ECE-enrolled families have children in a Head Start program
- 6% of families have children with unique needs or disabilities that require specialized care

## How surveyed parents discover ECE providers in Springfield

Recommendation from friend or family member	37.1%
Google or other general online search	14.3%
Older children previously cared for by same provider	11.4%
Other (Please specify):School District	8.6%
Child Care Aware	5.7%
Facebook or other social media	5.7%
Other (Please specify):Church	2.9%
Other (Please specify):College	2.9%
Other (Please specify):State inspections	2.9%
Other (Please specify):the daycare is at my place of employment	2.9%

# Snapshot: Surveyed Family Work & Financials

- 86% of parents who participated in the survey are employed full time
- Surveyed families cover a wide spectrum of income levels and a mix of subsidy use:

\$20,000 or less	6%
\$20,001 to \$40,000	20%
\$40,001 to \$60,000	11%
\$60,001 to \$80,000	9%
\$80,001 to \$100,000	11%
\$100,001 to \$150,000	40%
\$150,000 to \$200,000	3%

No, my family does not qualify for a child care subsidy	66%
Yes, my family qualifies for a child care subsidy AND we use it	20%
I don't know / am not sure if my family qualifies for a child care subsidy	9%
Yes, my family qualifies for a child care subsidy BUT we don't use it	6%

# Survey Insights: ECE Providers



# When asked about their biggest challenges, ECE Providers point to stretched staffing and covering costs.



Two-thirds of surveyed providers report that it is difficult or very difficult to find and retain staff.

“The biggest challenge I face is finding equipment and supplies that are not overpriced to meet our minimal standards through food program, licensing, and MOA. Trying to keep tuition budget friendly for families, but not put ourselves in the hole. Trying to be good stewards of the funding we have received, but also wanting to use it to make improvements and expansion of our center, as we do not know what we will be receiving in the future.”

“Budgeting and payroll. Paying my staff a decent salary while not charging families more than they can pay. It’s a balancing act that I find really difficult.”

“State requirements. Subsidy restrictions. Expenses tripling.”

“Retaining quality staff. Being able to pay respectable wage and keep tuition low.”

“Staffing can be a struggle although we have increased retention by implementing a stricter attendance policy with incentives. We have also seen an increase in behavioral problems. There is a lot of training available which is wonderful but it is frustrating when you pour into an employee and they move or graduate from college and we have to begin again with a new employee.”

When it comes to staffing challenges, being able to offer an attractive wage is barrier Providers mention most.



Which of the following have you experienced with hiring and retaining staff during the last year in your child care or early learning location(s)? Please choose as many as apply.

Cannot afford to offer a wage that will attract applicants	12
Staff leaving to take positions elsewhere	10
Applicants lack needed training	10
Not enough applicants for open positions	9
Applicants do not have the needed work experience	9



# ECE providers cite staffing challenges and quality standards as reasons for operating below licensed capacity.



- 15 out of 18 surveyed providers report having a waiting list of children, echoing parents' experiences
- Among the 14 licensed providers surveyed, 50% report operating below licensed capacity

Enrollment is very close or exactly matched (within 5%) to licensed capacity	6
Enrollment is slightly (up to 10%) lower than licensed capacity	1
Enrollment is somewhat (10-20%) lower than licensed capacity	1
Enrollment is much (20% or more) lower than licensed capacity	5
Don't Know / Not Sure	1

“We are NAEYC accredited and follow NAEYC ratio and group sizes which are lower than licensing requirements. We also hold spots open for teen parents.”

“We are licensed for school agers, but do not currently have a room for them. We are low in preschool rooms still due to babies that did not start in 2020. That should improve over the next year based on predictions. We are also not fully enrolled, I have 5-6 various openings to fill, but will not be doing so until we are fully staffed. We have had more difficulty keeping staff over the last 2-3 years than ever.”

Quotes based on responses to: Please share more about any difference between the licensed capacity and actual enrollment at your child care or early learning location(s). What factors contribute to this difference?

# In spite of reporting staffing and financial challenges, only 4 out of 18 Providers report shortages of resources and support.



Which of the following statements best describes the level of resources and support available for programs and operations in your child care or early learning location(s)?	
<b>Plentiful</b> - there are more than enough resources and support for programs and operations, so I can afford some "extras"	3
<b>Great</b> - there are consistently at least enough resources and support for programs and operations, so I can feel at ease	5
<b>Adequate</b> - there are generally enough resources and support for programs and operations, though there is not generally anything to spare	6
<b>Stretched</b> - there are consistently not quite enough resources and support for programs and operations, so I have to be careful in how I use them	2
<b>Scarce</b> - there is nowhere near enough resources and support for programs and operations, and I regularly have to make trade-offs and sacrifices	2

This seeming disconnect between stated challenges and perceived resource constraints may be due to a mindset of “making due” when it comes to program and operational capacity.

# Most providers receive funding via tuition and child care subsidy, as well as federal food program CACFP.



What sources of funding do you use to sustain operations at your child care or early learning location(s)? Please choose all that apply.

Tuition paid by families	15
Child care subsidy	15
CACFP	10
Private philanthropic grants or donations	4
State Pre-K funds	2
Loans / Lines of credit	1
EHS / HS	0

“The grants offered by the state have been hugely helpful to us over the last couple years. I know my Board of Directors is highly concerned about when those grant funds are no longer available how we will continue paying our staff as well and continue forward with rising costs, etc.”

Private and state funding are less common sources for Springfield’s ECE Providers.

# Most ECE providers expect their enrollment to increase in the next few years.




- 12 out of 18 surveyed providers say they expect their enrollment to increase in the next 3-5 years, with 6 saying they expect their enrollment to remain the same
- This will necessitate expanding capacity in order to accommodate more children, which is contingent on being able to hire more qualified staff

“We need sustainable funding and partnerships in order to open new facilities or increase capacities. The business is not self-sustaining at this time.”

“We are planning to license a new classroom to spread kids out more, but also to be able to increase the amount we can enroll and serve.”

“I am hopeful that I will be able to hire more qualified staff.”

“Bingham Elementary continues to grow in size, this is one of two schools we serve. Every year since 2020 we have seen a strong increase in enrollment. We have been full with a waitlist since August 2022.”

In addition to increased enrollment, 15 out of 18 Providers anticipate spending to improve their materials and/or facilities, and 6 of these providers anticipate using grant funds to finance these improvements. 

Which of the following do you plan to do in the next 3-5 years? Please select as many as apply.	
Purchase new educational materials	13
Purchase new furnishings	11
Renovate / make improvements to your existing facilities	7
Expand capacity via added facilities or space	7
Close your facilities entirely (e.g. to retire)	0
None of the above	3

Anticipated funding sources for improvements	
Tuition paid by families	9
Private philanthropic grants or donations	6
Child care subsidy	4
CACFP	3
Loans / Lines of credit	1
State Pre-K funds	2
EHS / HS	0

# Snapshot: Surveyed Providers



Among the 18 ECE Providers who participated in the survey:

Active Professional Network Membership:

- 10 are Directors of a single center
- 5 are Directors of multiple centers
- 3 are Owner/Operators

- 17 are center-based providers
- 1 is a home-based provider

- 14 are licensed by the Missouri Office of Childhood
- 4 are license exempt

Staff size that they lead ranges from 1-100, with a median staff size of 18

Facebook group for Child Care or Early Learning Providers	7
Family Child Care Network (through Child Care Aware)	6
Local Chamber of Commerce or Business Association	1
Missouri Association for the Education of Young Children (MOAEYC)	2
None of the above	8
Other Local Support Network (including Community Partnership of the Ozarks)	4

# Snapshot: Children under Care of Surveyed Providers



Among the 18 ECE Providers who participated in the survey:

- 13 provide care for infants under 6 months
- 14 provide care for babies ages 6-18 months
- 15 provide care for toddlers ages 18 months-3 years
- 16 provide care for pre-schoolers age 3-5 years
- 7 provide after-school care for kids age 5 and over

# Survey Insights: Employers





# More than two-thirds of surveyed Employers report a substantial impact of employee child care on their business.



To the best of your knowledge, how much does your employees' access to child care affect your business? Impacts to consider include: challenges in hiring or retaining employees, scheduling difficulties, operating below full capacity, disruptions to your operations, etc.

<b>Greatly</b> - employees' access to child care causes major challenges for my business	18%
<b>Significantly</b> - employees' access to child care causes moderate challenges for my business	50%
<b>Slightly</b> - employees' access to child care causes minor challenges for my business	32%
<b>Not at all</b> - employees' access to child care does not cause challenges for my business	0.0%

# Almost all surveyed Employers report employees taking time off to care for children, sometimes permanently leaving their jobs.



Which of the following events, if any, has your company experienced during the past year, due to employees' access to child care?

Employees taking time off to fill child care gaps	94%
Employees terminating their employment	56%
Employees permanently changing their work hours / availability	50%
Employees trading shifts with co-workers, or otherwise temporarily changing their work hours / availability	32%
None of the above	3%

“Access to affordable childcare affects us as decisions are made by spouses to stay in the workforce or to care for children. We also see that without reliable childcare our employees will need to alter scheduled workhours.”

“We have several single mothers working for us and they struggle finding affordable child care. In addition they don't have back up plans for child care if the need arises so subsequently our employee is absent from work.”

“As we begin to hire younger talent, the cost and access of childcare is a consideration in how we're able to remain competitive. Additionally, they always ask about flexibility when it comes to childcare.”

# Even with widespread challenges, less than one in four surveyed Employers offers any form of child care benefit to employees.



Which of the following child care benefits, if any, does your company offer to employees?	
None	76%
On-site child care facility	6%
Other (Please specify):FSA for dependent care	3%
Other (Please specify):If they have infant, toddler and preschool age children and qualify under our Head Start guidelines then employees can enroll child in our Head Start program.	3%
Other (Please specify):Section 125 Plan for pretax Childcare withholdings	3%
Other (Please specify):We offer a Dependent Care FSA to allow employees to reduce taxable income to set money aside for Childcare.	3%
Other (Please specify):We offer free childcare for full time employees, if they have children in our before/after school programs, and during school days out	3%
Other (Please specify):private school education	3%
Child care stipends / scholarships	0%
Off-site child care facility	0%

In addition, just 18% of Employers provide some form of direct support (e.g. financial grants, operational support, etc.) to Providers in the community

While most employers do not have specific plans to begin offering new benefits, some are considering further action, including the city of Springfield.



**“We are actively reviewing our total rewards package and finding out how we can incorporate child care ‘credits’.”**

- Vital Farms

**“We want to open new early learning centers and we will support employees with childcare benefits.”**

- Ozarks Regional YMCA

**Yes-exploring contract child care facility (off-site) ; partnering with other entities”**

- City of Springfield Police Department

**“Yes, we’ve discussed partnering with OTC to provide an on-site childcare facility for employees.**

- Anonymous

**“Exploring offering subsidizing SPARC program benefits for employees,; providing childcare during snow or weather events.”**

- City of Springfield

# A Final Word from a Springfield Employer: Providing a Vision for a Sustainable Workforce



**“I believe affordable, reliable childcare that enriches the children in our community and allows their parents to work and contribute in the community is crucial. It's crucial for current workforce needs, economic development and to develop our workforce of the future.”**

**- SRC Holdings**



# Snapshot: Surveyed Employers



## Industries work in:

Manufacturing / Industrial	13
Government	4
Non-profit Organization	2
Professional Services	2
Restaurant / Hospitality	2
Higher Education	2
Health care / Hospital	1
Financial Services / Banking	1
Grocery / Retail	1
Real Estate	1
Other (Please specify):Broadcast Television	1
Other (Please specify):Childcare	1
Other (Please specify):General Contractor	1
Other (Please specify):Media/Marketing	1
Other (Please specify):Retail	1

## Roles at organization:

Executive Leadership (C-suite)	15
HR / Talent Management / Recruitment	12
Supervisor (Director, Manager, Lead, or other role that supervises others)	4
Marketing / Communications	2
Other (Please specify):HR/Accounting	1

# Fiscal Mapping



# Data Sources

- Office of Childhood: Child Care Subsidy Monthly Management Reports
- Springfield Public Schools
- OACAC Head Start
- Department of Social Services
- Local ECE Provider data
- Missouri Market Rate Survey
- Candid: Philanthropy Database



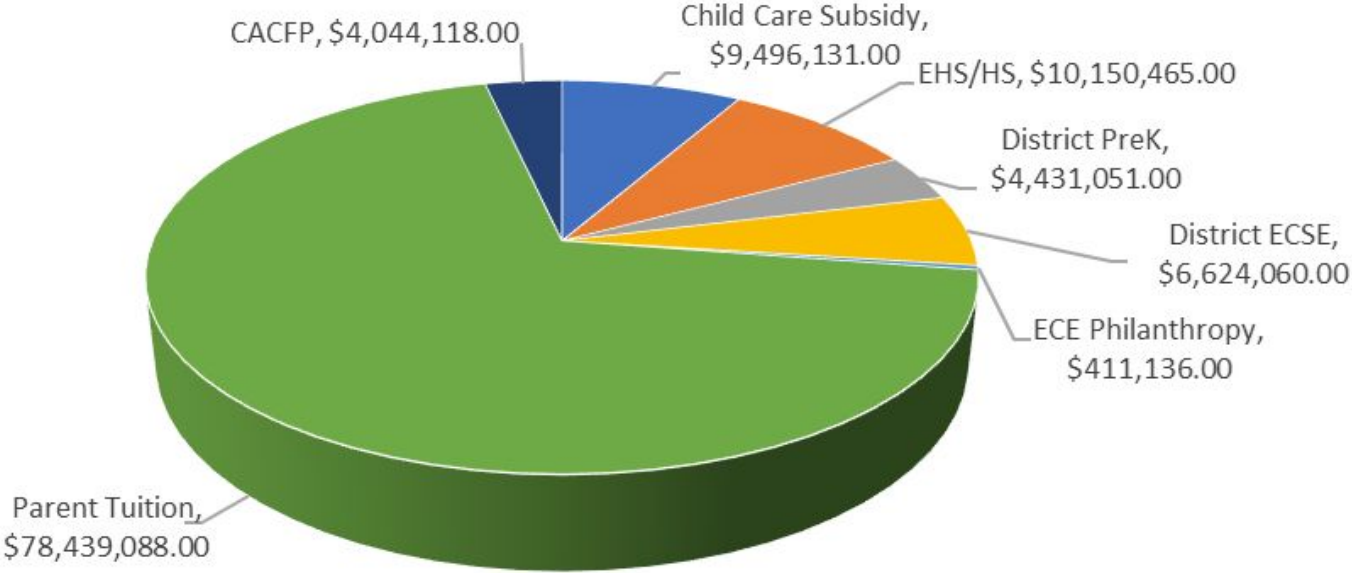


# Data Sources

- Identified 7 revenue streams: child care subsidy, Early Head Start/Head Start, public Pre-K, public ECSE, ECE-specific philanthropy, parent tuition, and Child & Adult Care Food Program (CACFP)
  
- Total Funding = \$109,551,931



# Total ECE Funding Springfield, MO



Total of All Streams: \$109,551,931

# Key Points

- **Parents are contributing the majority of the revenue flowing into the current system.**
- **Lack of subsidized care available/being utilized**
- **Average cost of full-time care, without subsidies (151%+ FPL):**
  - **\$14,300 per year (infant/toddlers: center-based)**
  - **\$10,400 per year (preschool: center-based)**
- **General Philanthropy vs. ECE-specific (\$111,000,000 vs. \$411,00)**



# Key Points

## Gap Analysis for 151+%

For infants/toddlers:

- Total gap in slots: 1954
- Total gap in slots for 150% FPL and below: 1485
- Total gap in slots for 151+% FPL: 469

For Preschool:

- Total gap in slots: 1036
- Total gap in slots for 150% FPL and below: 1383
- Total gap in slots for 151+% FPL: -347 (surplus)



**Thank you!**

