

# Impact and Need for After-Hours Care



ICMA



# Acknowledgements



## **Jose M. Landeros**

Director of Strategic Development,  
Office of County Strategic Capital  
Development

## **Lorena Rodriguez**

Chief Aide, Office of County  
Administration

## **Sgt. Patrick G. Natividad**

President, El Paso Municipal Police  
Officers Association

## **Paul Thompson**

President, El Paso Fire Union

## **Samantha Soria**

HR Manager, El Paso Police Department

## **Randy Heredia**

HR Manager, El Paso Fire Department

## **Mary Wiggins**

Chief Human Resources Officer, City of El Paso

## **Al Velarde**

Executive Director, Paso del Norte Children's  
Development Center

## **Kim Kofron**

Director of Early Childhood Education, Children at  
Risk

## **Gina Martinez**

Regional Director, El Paso/Texas Border, Children  
at Risk,

## **Juliet Bromer, Ph.D.**

Research Professor, Herr Research Center, Erikson  
Institute Chicago, IL

# Research Background and Objectives



**The WSB team designed the study to address and answer the following objectives:**

1. Assess workforce demographics + need for extended childcare
2. Assess impact of childcare needs on employment (worker & employer)
3. Investigate current childcare arrangements among workers.
4. Understand the reasons for the unavailability of after-hours care services.

# Methodology

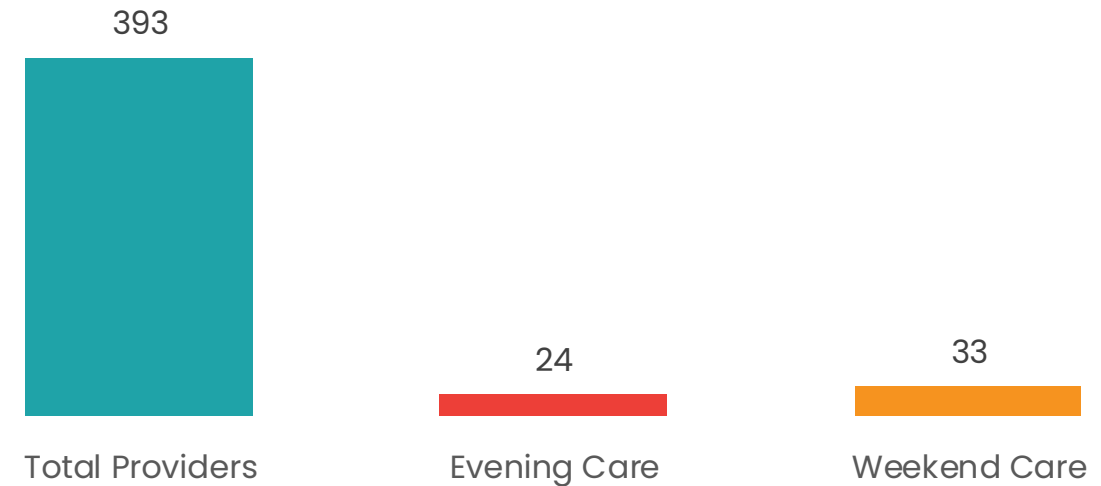
- Data Collection and Study Tool
  - 3 surveys via Google Forms
    - Parents/Employees
    - Employers
    - Childcare Providers
  - Distribution via:
    - Business Services Unit
    - YWCA Paso del Norte Region
    - El Paso Chamber of Commerce
    - El Paso Hispanic Chamber of Commerce
    - El Paso Police Department
    - El Paso County Sheriff's Department



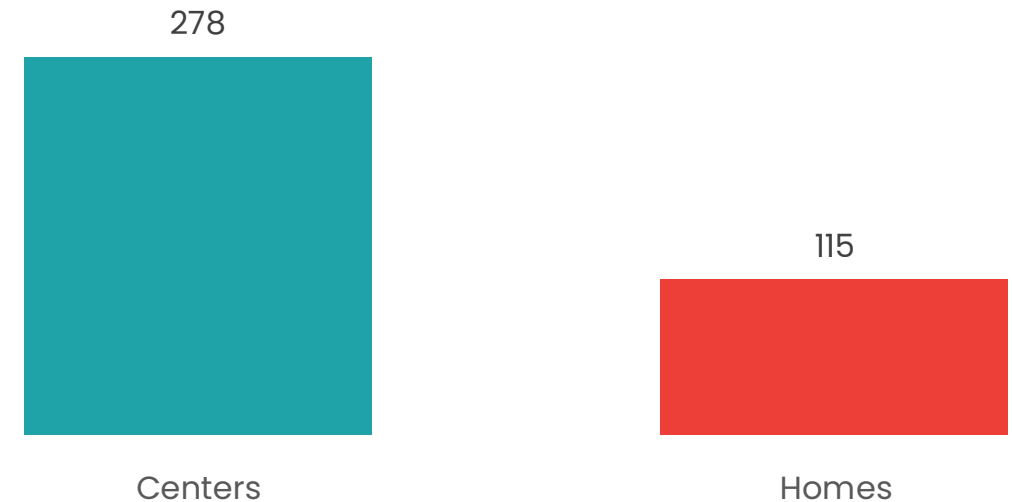
- Incentives
  - Parents/Employees entered in raffle for 5 prizes
  - First 50 employers thanked in El Paso Inc.
  - First 50 childcare providers received a gift card

# Availability and Accessibility of Childcare Providers

Childcare Providers in El Paso County



Childcare Providers in El Paso County



# Hypothesis: Economic Speedbump

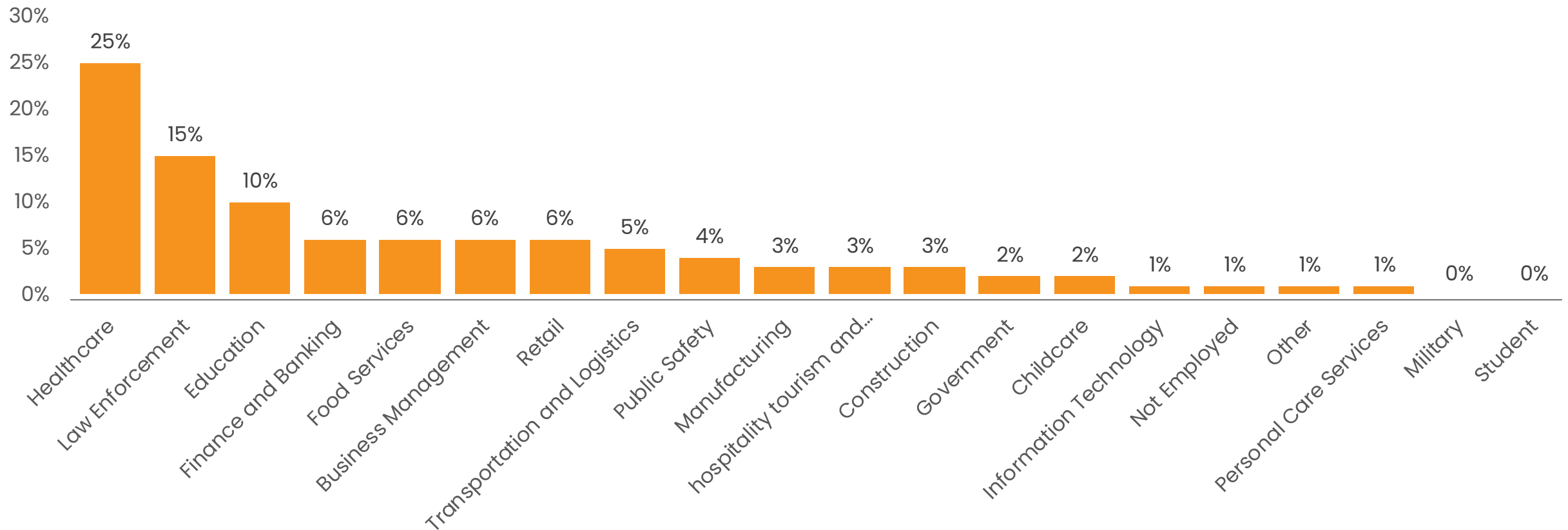
After-hours care also  
applies to  
professionals / critical  
first responders

Difficulty in finding  
stable childcare  
creates employment  
inconsistency

Difficulty maintaining  
a job prevents workers  
from completing  
training programs &  
elevating out of entry-  
level jobs

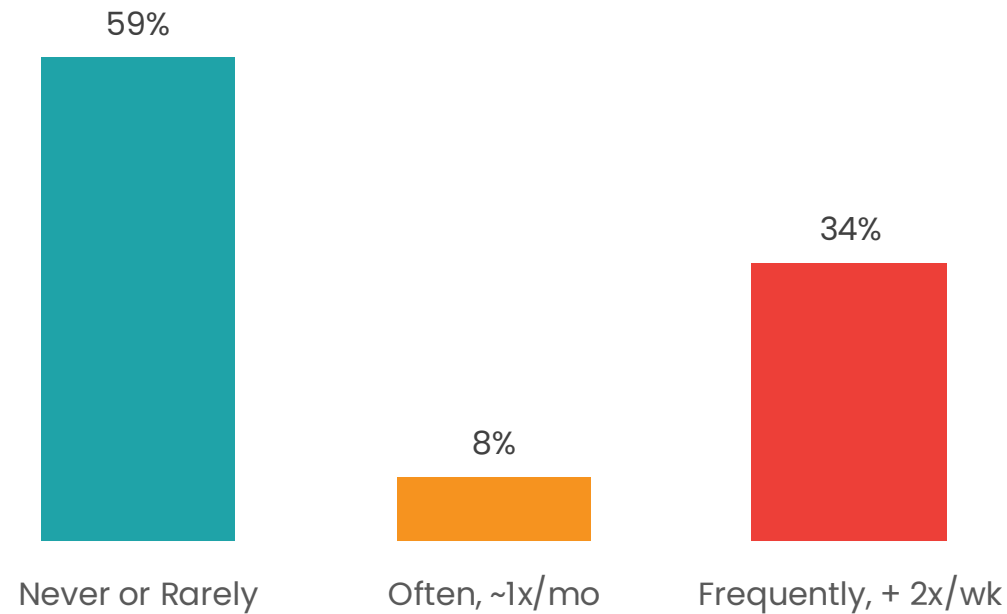
# Study Workforce Proportion

How often do you require after-hours (after 6pm or overnight) care for your child/children due to your work schedule)

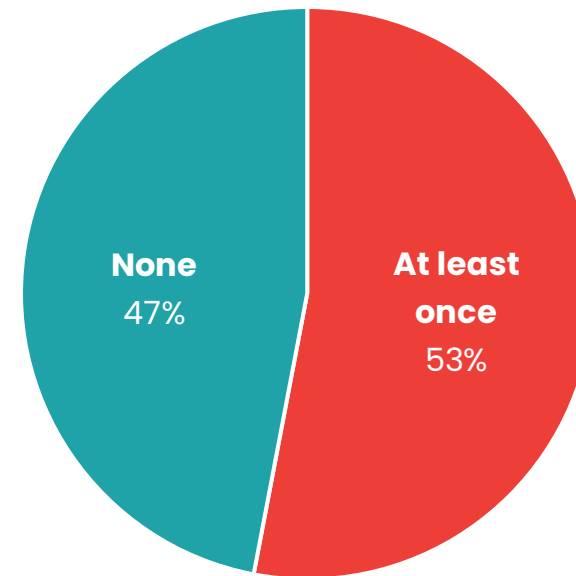


# Parent Feedback

How often do you require after-hours (after 6pm or overnight) care for your child/children due to your work schedule)



How many times have you had to call in or miss work in the past six months due to a lack of available of suitable after-hours childcare options?

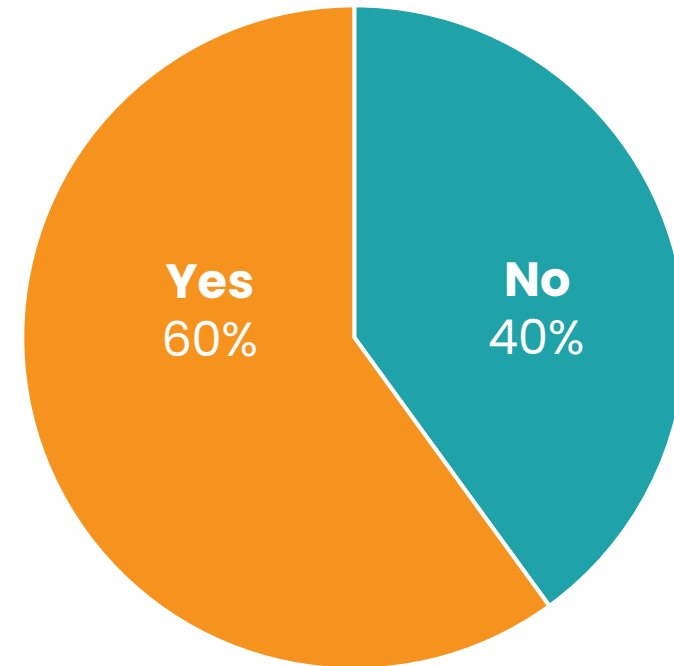




# Employee/Parent Feedback

- 1180 total responses from employees.
- 1082 total parents of at least 1 child below the age of 14.
- 42% work in a field that requires working shifts past 6 p.m.
- 62% of parents were interested in utilizing after-hours childcare services if they were available.

Based on where you currently work, do you need to work weekends and/or holidays?



# Childcare Arrangements



- Top 3 responses :
  1. Family/Spouse support
  2. Paid sitter
  3. Extracurricular activities/childcare services

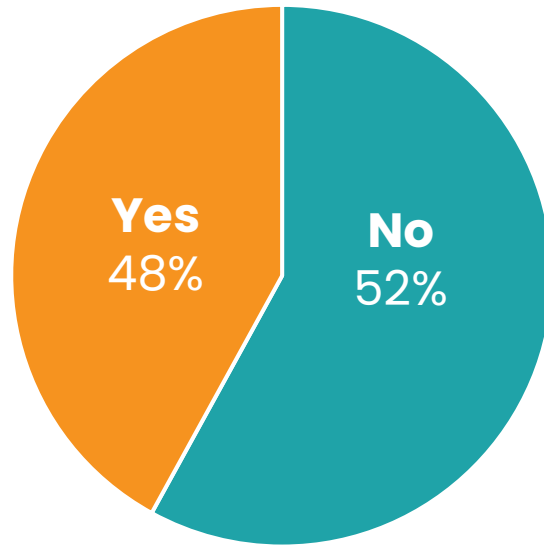
# Focus Group Insight – El Paso Police Department



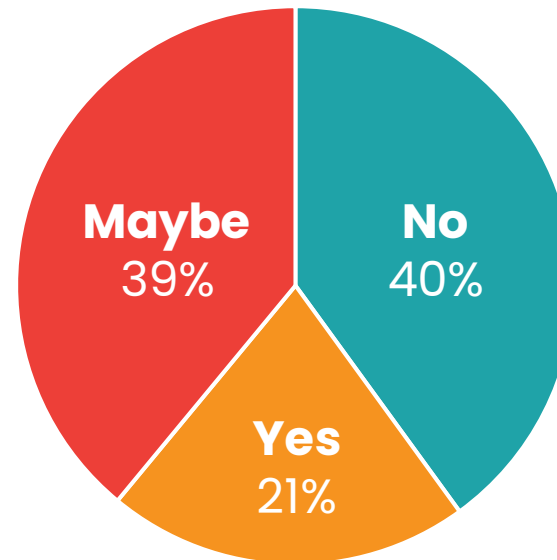
- High desire for affordable childcare
- Their occupation takes priority when making arrangements
- One of the main reasons behind absenteeism
- Difficulty scheduling and at times is unpredictable
- Difficult to find resources when both parents work non-traditional hours

# Employer Feedback

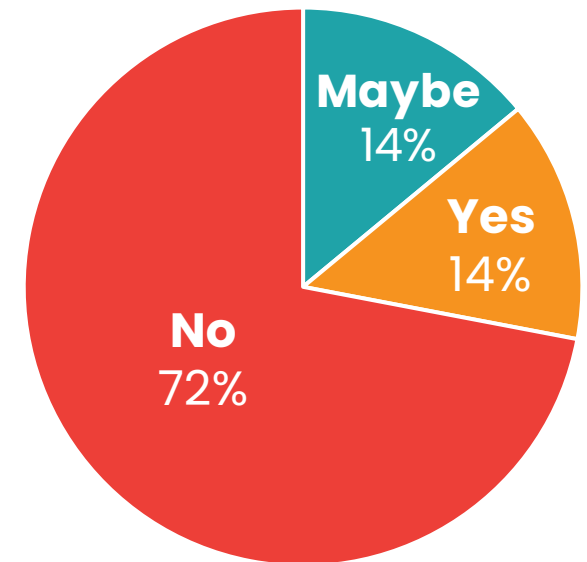
Have you observed scheduling issues, or employees calling into work, due to a lack of after-hours (after 6pm or overnight) childcare options?



Would your business be willing to support or facilitate access to evening childcare services?



Has your business considered implementing any childcare support programs or policies?

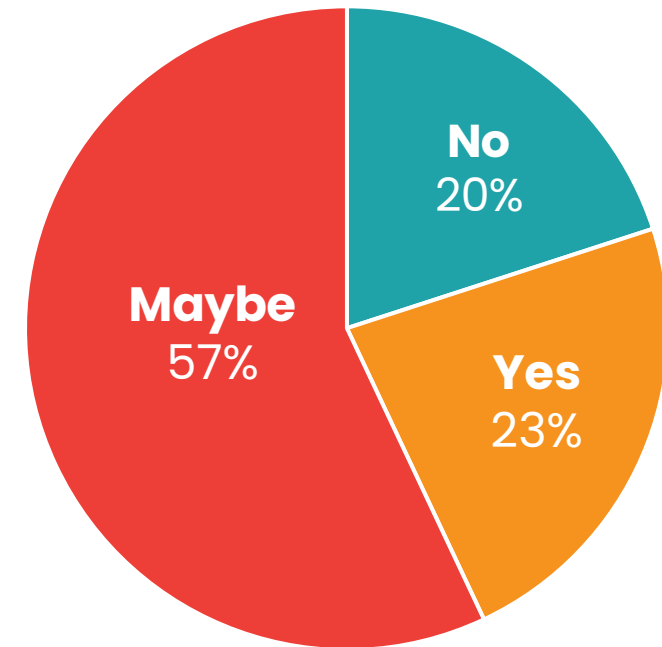


# Childcare Providers Feedback

- 80% have not observed an increase in demand for after-hours childcare services

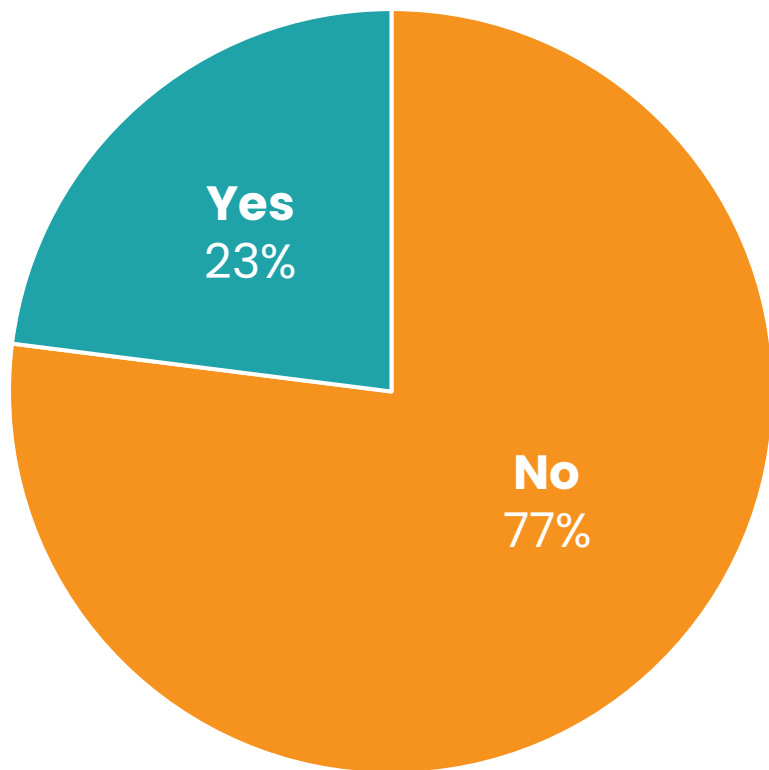


Do you think there are opportunities for collaboration with local businesses to support after-hours childcare services?

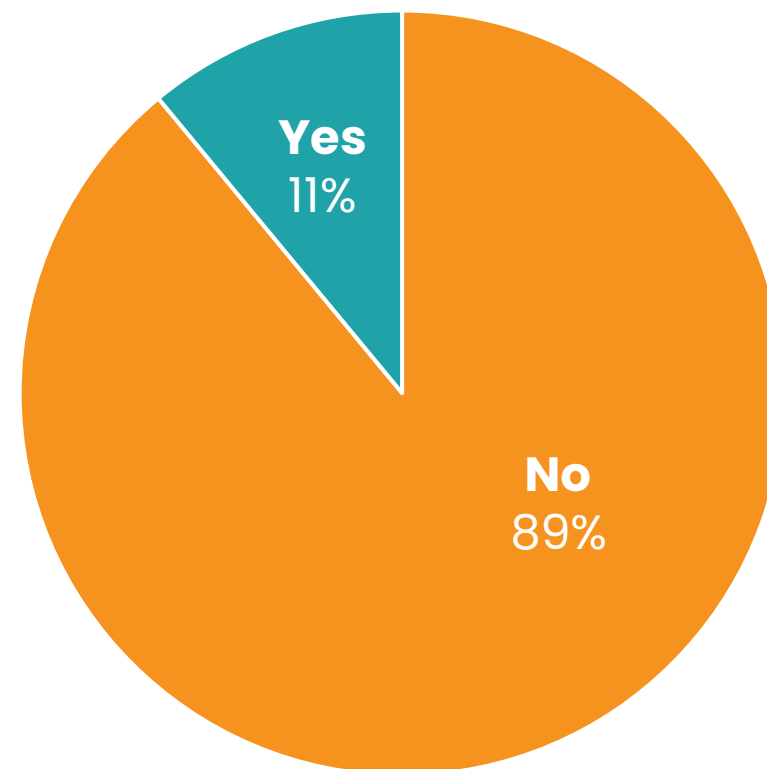


# Challenges Faced by Childcare Providers

Does your childcare facility offer after-hour services (after 6pm and/or overnight)?



Does your facility offer childcare services during weekends and holidays?





# Childcare Advocacy Group Insight

1. Al Velarde, Paso del Norte Children's Development Center
  2. Kim Kofron and Gina Martinez, Children at Risk
  3. Juliet Brommer, Herr Research Center at Erikson Institute
- Shared awareness and understanding: Parents who work non-traditional hours want extended services beyond 6 p.m. but shared that most are not seeking overnight care.
  - Brommer shared that as a service topic, the effects of utilizing non-traditional childcare services have not been fully researched in this service area due to the lack of supply but added that such a study is needed.
    - *Suggestion: Home-based childcare*



# The Impact to Workforce & the Economy

## Employment by Quartile 2022

Occupation	El Paso, TX MSA 2022		Gender		Gender	
	Employment		Male	Female	Male	Female
Management Occupations	18,710		64%	36%		
Computer and Mathematical Occupations	4,560		78%	22%		
Healthcare Practitioners and Technical Occupations	18,440		26%	74%	52%	48%
Architecture and Engineering Occupations	3,300	19%	88%	12%		
Life, Physical, and Social Science Occupations	1,680		63%	37%		
Business and Financial Operations Occupations	14,150		51%	49%		
<b>Highest Quartile</b>	<b>60,840</b>					
Education, Training, and Library Occupations	23,060		34%	66%		
Legal Occupations	1,600		53%	47%		
Protective Service Occupations	10,100	13%	80%	20%	47%	53%
Community and Social Service Occupations	4,600		36%	64%		
Arts, Design, Entertainment, Sports, and Media Occupations	2,410		56%	44%		
<b>Upper-middle Quartile</b>	<b>41,770</b>					
Installation, Maintenance, and Repair Occupations	13,230		96%	4%		
Construction and Extraction Occupations	12,230		96%	4%		
Office and Administrative Support Occupations	45,130	36%	30%	70%	63%	37%
Transportation and Material Moving Occupations	31,020		80%	20%		
Production Occupations	13,290		69%	31%		
<b>Lower-middle Quartile</b>	<b>114,900</b>					
Farming, Fishing, and Forestry Occupations	250		71%	29%		
Sales and Related Occupations	31,740		55%	45%		
Building and Grounds Cleaning and Maintenance Occupations	8,430		60%	40%	44%	56%
Personal Care and Service Occupations	4,510	31%	27%	73%		
Food Preparation and Serving Related Occupations	33,580		47%	53%		
Healthcare Support Occupations	20,080		19%	81%		
<b>Lower Quartile</b>	<b>98,590</b>					
<b>Employment in Lower Wage Quartiles</b>		<b>213,490</b>	<b>68%</b>			
<b>Total Employment All Quartiles</b>		<b>316,100</b>				



# If Women are Childcare First Responders...



Occupation	El Paso, TX MSA 2022 Employment	Gender		Gender	
		Male	Female	Male	Female
Management Occupations	18,710	64%	36%	52%	48%
Computer and Mathematical Occupations	4,560	78%	22%		
Healthcare Practitioners and Technical Occupations	18,440	26%	74%		
Architecture and Engineering Occupations	3,300	88%	12%		
Life, Physical, and Social Science Occupations	1,680	63%	37%		
Business and Financial Operations Occupations	14,150	51%	49%		
<b>Highest Quartile</b>	<b>60,840</b>				
Education, Training, and Library Occupations	23,060	34%	66%	47%	53%
Legal Occupations	1,600	53%	47%		
Protective Service Occupations	10,100	80%	20%		
Community and Social Service Occupations	4,600	36%	64%		
Arts, Design, Entertainment, Sports, and Media Occupations	2,410	56%	44%		
<b>Upper-middle Quartile</b>	<b>41,770</b>				
Installation, Maintenance, and Repair Occupations	13,230	96%	4%	63%	37%
Construction and Extraction Occupations	12,230	96%	4%		
Office and Administrative Support Occupations	45,130	30%	70%		
Transportation and Material Moving Occupations	31,020	80%	20%		
Production Occupations	13,290	69%	31%		
<b>Lower-middle Quartile</b>	<b>114,900</b>				
Farming, Fishing, and Forestry Occupations	250	71%	29%	44%	56%
Sales and Related Occupations	31,740	55%	45%		
Building and Grounds Cleaning and Maintenance Occupations	8,430	60%	40%		
Personal Care and Service Occupations	4,510	27%	73%		
Food Preparation and Serving Related Occupations	33,580	47%	53%		
Healthcare Support Occupations	20,080	19%	81%		
<b>Lower Quartile</b>	<b>98,590</b>				

- Nurses
- Doctors
- Dentists
- Paramedics
- Teachers
- Social Workers
- Counselors
- Executive Support
- Customer Service Reps
- Bank Tellers
- Childcare Workers
- Home Health & Personal Care Aides
- Nursing Assistants

Evening/Overnight  
nanny affordability



# Take Aways: Evenings & Weekends Belong to Families

- This is not a solution for childcare industry to solve
- Parents do not want their children in childcare evenings/weekends, they should be at home;
- Parents need care, employers ambivalent to find solutions; WSB needs to lead this conversation.
- Engagement with employers in the private and public sectors is needed to establish a long-term commitment and be sustainable in society solutions.



# Recommendations for Policymakers and Community Leaders

1. Create a public-private partnership with an informal marketplace with subsidized options for working families.
  - a. "Certified Nanny": Relative Care standards + CPR licensing, early education training/credentials, etc.
  - b. Will require local dollars
2. Organize community resources & create "packages"/"options" for families to build a support system that works for them
  - a. Ages
  - b. Geography
  - c. School schedules
  - d. Work schedules
  - e. Special needs



# Recommendations for Policymakers and Community Leaders



1. November 2023 Texas Constitutional Amendment – Allows Cities and Counties to exempt childcare centers
  1. WSB is collecting tax roll data
  2. Opportunity to structure incentives for quality childcare + employer engagement
2. Continue to research; opportunity for partnership with College of Education at UTEP?
  1. Social impacts to families, child neglect or abuse from informal care

**Thank you for your  
support.**



**ICMA**

