



Early Childhood Education, Labor Force Data

June 7, 2018

What is a 'good business climate?'

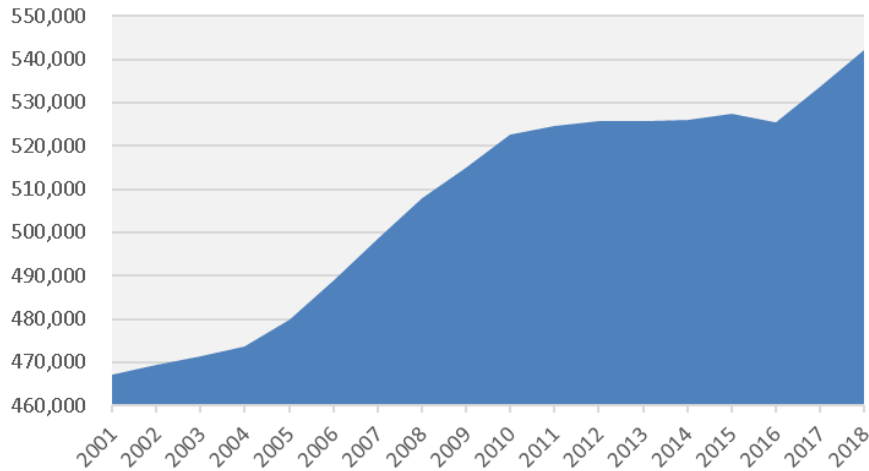


- Education and training based on global standards
- Modern infrastructure - roads, rail, ports, airports, telecommunications, broadband access, sewer, reliable water and energy
- Stable, fair taxation
- Prepared development sites
- Expedited permitting
- Development and job creation incentives
- Capital availability - venture, equity and debt
- Tech. R&D commercialization
- Affordable, quality housing
- Accessible and affordable, quality healthcare, childcare and elder care
- Safe communities, schools, parks, streets
- Vibrant and diverse arts, cultural, sports and recreational activities
- High quality protected natural environment
- Embrace of diverse cultures, races and lifestyles
- Collaborative leaders committed to continuous improvement and highest quality of all community assets
- Leadership that constantly challenges the status-quo, searching for a "better way"

From Mike Fitzgerald, CEO, Denver South Economic Development Partnership

A look at demand for child care

Demand for Child Care Services,
Colorado Central Planning Region

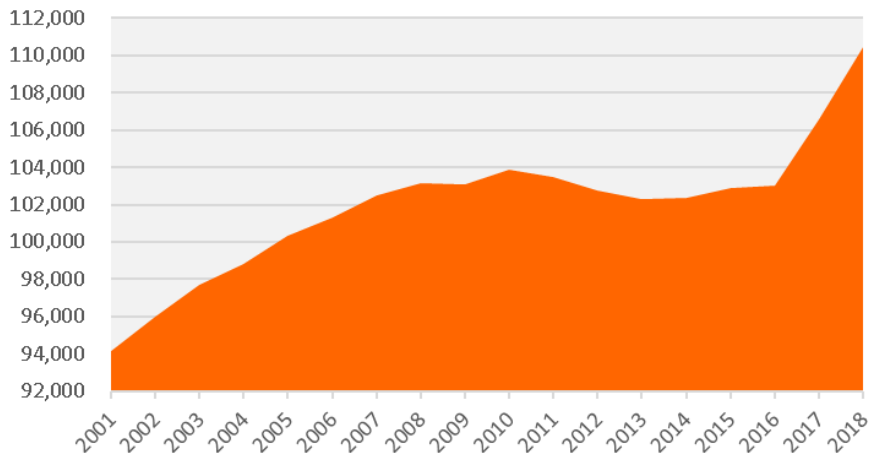


These area charts use US Census data compiled by EMSI. The blue chart estimates the number of all children aged 9 and under. The orange estimates the number of pre-school age children.

In 2001, there were 467,269 children age 9 and under in the Colorado Central Planning Region. This year, there are 542,267. (blue chart).

This is a 16.1% growth in the number of children 9 and under since the beginning of the century.

Demand for Pre-School



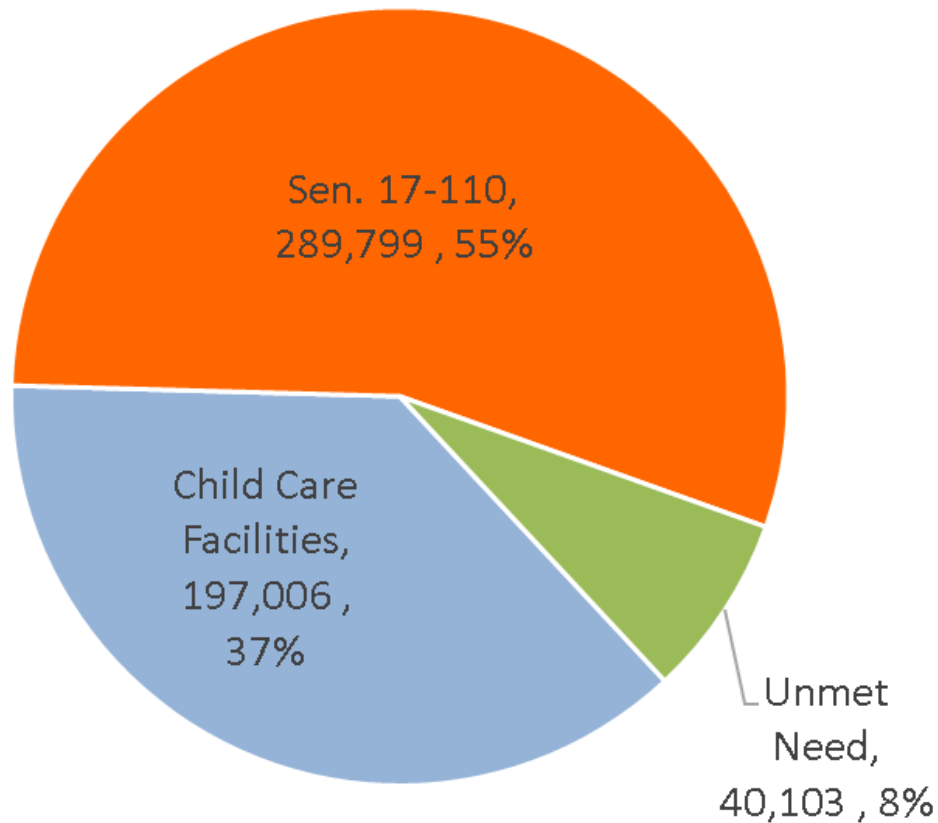
In 2001, there were 94,128 pre-school age children in the Colorado Central Planning region. This year, there are 110,450.

This means that demand for pre-school has actually risen over one percentage point more (17.3%) than overall demand for child care services within the region.

A look at current demand for child care

Childcare, Colorado Central Planning Region

N = 526,908 children, ages 9 and under

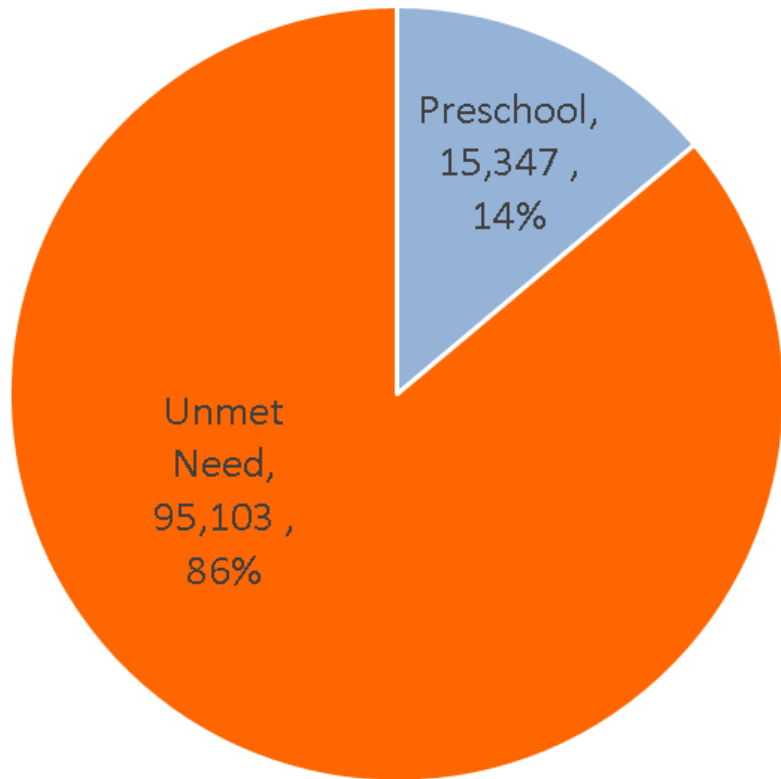


In spite of Senate Bill 17-110, which expanded the number and type of unlicensed child care services acceptable under the law, the unmet need for child care services for children aged 9 and under in the Colorado Central Planning Region still sits at just over 40,000 (8%).

A look at current demand for pre-school

Pre-School, Colorado Central Planning Region

N = 105,380 children, ages 3 and 4



Child care is not pre-school.

This year, the unmet need for pre-school services for children aged 3 and 4 in the Colorado Central Planning Region is 86%.

There are simply no slots in pre-schools for just over 95,000 of our children.

Why is this important?

According to a study released by the U.S. Department of Education in April, 2015:

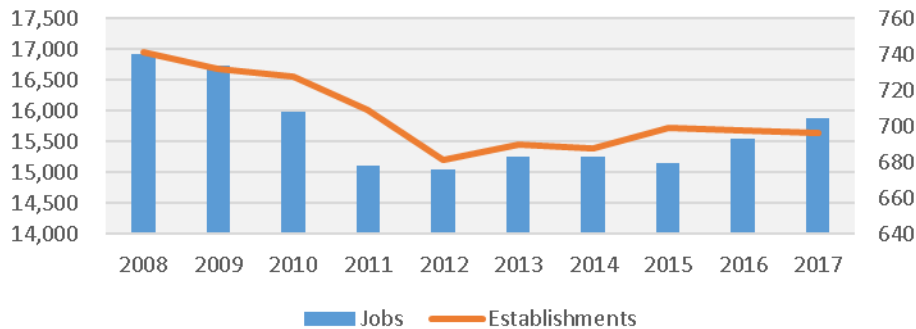
<https://www2.ed.gov/documents/early-learning/matter-equity-preschool-america.pdf>

- A robust body of research shows that children who participate in high-quality preschool programs have better health, social-emotional, and cognitive outcomes than those who do not participate.
- Without pre-school, children from low-income families and those at risk for academic failure may start kindergarten 12 to 14 months behind their peers in pre-literacy and language skills.
- Participating in quality early learning can boost children's educational attainment and earnings later in life.

Expanding early learning – including high-quality preschool – provides a return on investment of \$8.60 for every \$1 spent.

Trends in the child care industry

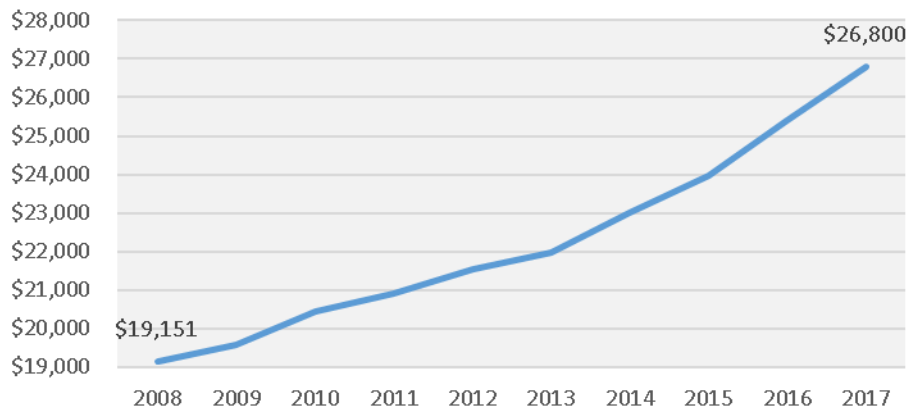
Historical Trends, Employment & Establishments,
Colorado Central Planning Region



At the same time the demand for child care services for children aged 9 and under has risen 16.1%, and demand for pre-school services for children aged 3-4 has risen 17.3% in the region...

Employment in the industry, including self-employment, has declined 6.1% between 2008 and 2017.

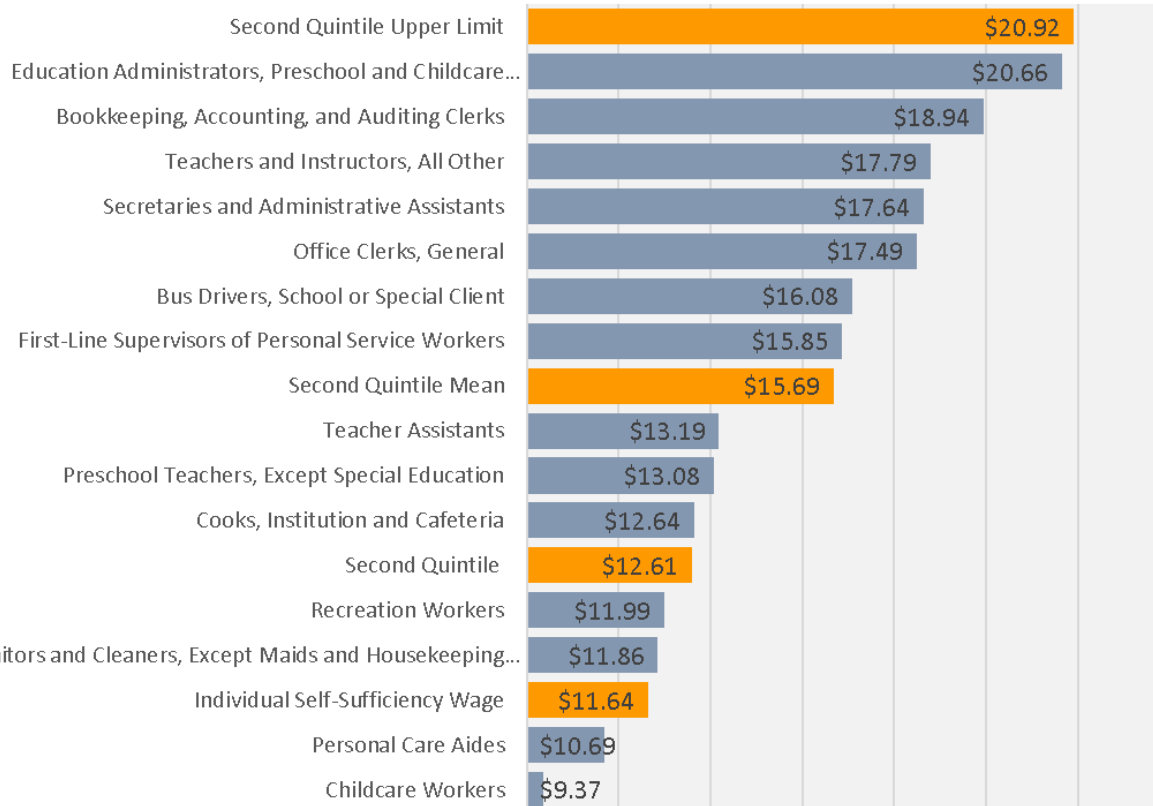
Historical Trends, All Industries, Worker Earnings, Colorado Central Planning Region



And, while the average worker earnings (including supplements) has risen nearly 40% during the same timeframe, many workers in the field simply don't earn enough to live.

Low wages are keeping employment numbers down

Survey of Wages in the Industry



Even with the substantial growth in average worker earnings through 2018:

- 44.7% of the entire labor force in the child day care industry earn wages below self-sufficiency.
- 45.4% of workers in the Child Day Care industry are FIRST QUINTILE earners.
- 85.8% are at or below the median second quintile earnings.
- 92.9% are in the bottom two earnings quintiles.

Pre-school training pipeline outcomes

Training Pipeline, Pre-School Teachers, Colorado Central Planning Region

SOC	Description	Median Wage	2018 Jobs (All Industries)	Annual Openings	Regional Completions (2016)	Surplus/ (Shortfall)	Typical Entry Level Education
11-9031	Education Administrators, Preschool and Childcare Center/Program	\$20.66	908	86	596	510	Bachelor's degree
25-2011	Preschool Teachers, Except Special Education	\$13.08	8,970	1,035	841	(194)	Associate's degree
25-9041	Teacher Assistants	\$13.19	17,021	2,178	2	(2,176)	Some college, no degree

Source: IPEDS Data Compiled by EMSI

- Why is the median wage for teacher assistants higher than for pre-school teachers?

Child care & pre-school costs

