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; 12/04/17 4:16 AM  
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;;;Boston City council 171204

>> GOOD AFTERNOON.  
I'M AT-LARGE AY, NNA PRESSLEY,  
COMMITTEE ON HEALTHY WOMEN,  
FAMILIES AND COMMUNITIES.  
REMIND EVERYONE THAT THAT  
HEARING IS BEING RECORDED.  
PLEASE DO SILENCE YOUR CELL  
PHONES.  
WANT TO THANK INITIATOR OF THIS  
POLICY SERIES, FOR TODAY'S  
BRIEFING COUNCIL PRESIDENT WU  
FOR HER PARTNERSHIP FOR SERIES  
OF BRIEFINGS RELATED TO THE  
ISSUE OF EARLY EDUCATION AND  
CARE.  
THAT IS THE 6th OF SERIES OF  
POLICY BRIEFINGS HOSTED BY  
COUNCILOR WU AND MYSELF WITHIN  
COMMITTEE ON HEALTHY WOMEN,  
FAMILIES AND COMMUNITY.  
AS I HAVE MADE IT POINT TO STATE  
AT EVERY BRIEFING, WE DO  
RECOGNIZE EARLY EDUCATION NOT  
GENDER-BASED ISSUE.  
THE FOUR WOMEN OF THE BOSTON  
CITY COUNCIL WORKING ON THIS  
BECAUSE PRESIDENT WU RECOGNIZED  
THAT EACH OF US -- WERE FILING  
OUR OWN RESPECTIVE HEARINGS AND  
AREA OF FOCUS AND THOUGHT IT  
WOULD BE GREAT TO COME TOGETHER  
COOPERATIVELY ADDRESS THIS ISSUE  
WHICH IS OF RELEVANCE TO EVERY  
FAMILY AND SO CRITICAL TO OUR  
WORKFORCE AND OUR ECONOMY.  
TODAY WE HAVE COVERED WIDE RANGE  
OF TOPICS WITHIN EEC, ACCESS FOR  
FAMILIES THAT ARE EXPERIENCING  
HOMELESSNESS, PROFESSIONAL  
DEVELOPMENT, FUNDING MECHANISMS  
AS WELL AS TRANSITIONS FROM EEC  
INTO BPS KINDERGARTEN.  
MORE RECENTLY ACCESS FOR  
FAMILIES WITH NONSTANDARD WORK  
HOURS.  
AND NOW TODAY WE ARE DISCUSSING  
CHILD CARE.  
WE'LL BE JOINED BY OUR EX  
PARTED, ERIN KELLY WHO WAS

PROFESSOR OF WORK AT MIT SCHOOL  
OF MANAGEMENT.  
BUT FIRST, I'D LIKE TO QUICKLY  
RECOGNIZE MY COLLEAGUES WHO  
JOINED US THIS EVENING,  
PRESIDENT OF THE BOSTON CITY  
COUNCIL, MICHELLE WU, AGAIN, THE  
SPONSOR FOR TODAY'S MATTER  
THAT'S BEFORE US.  
AT-LARGE COUNCILOR ANNISSA  
ESSABI GEORGE.  
I'LL BEGIN WITH BRIEF OPENING  
STATEMENTS.  
>> I HAVE NONE, THANK YOU.  
>> THANK TO YOU MY COLLEAGUES  
FOR OUR SERIES AND MAKING SURE  
THAT WE'RE RETURNING TO THIS  
FROM ALL DIFFERENT ANGLES BUT  
REGULARLY OVER EXTENDED PER  
PERIOD OF TIME.  
THANK YOU FOR YOUR TIME  
TONIGHT -- TODAY AND ALSO FOR  
ALL OF THE RESEARCH AND WORK  
THAT YOU'VE DONE OVER MANY YEARS  
ON THIS TOPIC.  
>> THANK YOU.  
>> PROFESSOR YOU HAVE THE FLOOR.  
>> IT'S GREAT TO BE HERE.  
I LOOK FORWARD TO OUR  
CONVERSATION.  
AS A BIT OF BACKGROUND I AM  
SOCIOLOGIST I'VE BEEN STUDYING  
HOW EMPLOYERS WHO FAMILY  
CONCERNS OVER 20 YEARS NOW, HARD  
TO ADMIT THAT.  
>> WE DON'T BELIEVE IT.  
>> IN RECENT YEARS MY WORK HAS  
FOCUSED MORE ON FLEXIBILITY AND  
EMPLOYEES CONTROL OF WORK TIME  
BUT SOME OF MY EARLIER WORK DID  
LOOK AT EMPLOYER-SPONSORED CHILD  
CARE.  
IT WAS A DELIGHT TO HAVE THIS  
INVITATION.  
AS BACKGROUND MY PERSPECTIVE IS  
THAT EARLY CHILDHOOD EDUCATION  
IS VITAL TO OUR COMMUNITIES AND  
DEVELOPMENT OF OUR WORKFORCES,  
SUPPORT OF HEALTHY FAMILIES AND  
CHILDREN.  
I ALSO SUPPORT A SHARED  
INVESTMENT STRATEGY THAT VIEWS  
THIS AS PUBLIC GOOD AS  
SUPPORTING OUR CHILDREN'S

DEVELOPMENT AND SUPPORTING WORKERS WHO HAVE PARENTING NEEDS, CERTAINLY IMPORTANT FOR ALL OF US TO INVEST IN. THAT SAID, MY RESEARCH SUGGESTS THAT EMPLOYERS-SPONSORED HEALTH CARE IN THE FORM OF CENTER-BASED CARE THAT HAPPENS AT THE WORKPLACE.

MAY NOT BE THAT VIABLE OF A STRATEGY FOR REACHING -- FOR ADDRESSING TODAY'S CHILD CARE NEED.

AND I'LL GIVE YOU A LITTLE BIT OF BACKGROUND THAT LEADS ME TO THAT CONCLUSION.

IS IN IS THE 917 MY DISSERTATION RESEARCH INVOLVES NATIONALLY REPRESENTATIVE SURVEY OF EMPLOYERS. DEPENDING ON WHAT I DID WITH THIS STATISTIC BETWEEN FIVE AND 13% OF WORKPLACES HAD AN ON-SITE CHILD CARE V. MOST RECENTLY DATA THAT COMES FROM LARGER STUDY, THE NATIONAL SURVEY OF EMPLOYERS IN 2014, 7% OF EMPLOYERS HAVE AN ON-SITE OR NEAR-SITE CHILD CARE CENTER.

SO IN 20 YEARS WE'VE SEEN NO INCREASE AND PERHAPS A DECREASE IN THE PERCENTAGE OF WORKPLACES THAT ARE SETTING UP AND OFFERING ON-SITE CHILD CARE.

THERE ARE MANY REASONS TO FIND THAT APPEALING, I BENEFITED FROM IT MYSELF AS A PARENT AT THE UNIVERSITY OF MINNESOTA IN MY PREVIOUS JOB.

AND I KNOW THAT MANY PEOPLE FIND IT REALLY A WONDERFUL SOLUTION. AND YET EMPLOYERS HAVE NOT RESPONDED OVER THE LAST 20 YEARS AND OWE I'M HAPPY TO CHAT ABOUT WHY THAT MIGHT BE.

ANOTHER INTERESTING FINDING IS THAT THE SINGLE MOST IMPORTANT PREDICTOR OF HAVING ACCESS TO AN ON-SITE CHILD CARE CENTER STREET BEING PROFESSIONAL OR MANAGERIAL WORKER.

ORGANIZATIONS THAT EMPLOY HIGHER STATUS OR HIGHER WAGE WORKERS WHO ARE ALREADY DOING WELL IN A LARGER LABOR MARKET OF THOSE

THAT ARE MOST LIKELY TO SET UP ON-SITE CHILD CARE CENTERS. THE OTHER KEY PREDICTORS INCLUDE THE SIZE OF THE ESTABLISHMENT, OBVIOUSLY LARGER WORKPLACES ARE MORE LIKELY TO HAVE ON-SITE CHILD CARE CENTERS.

THE SIZE OF THE ORGANIZATION AS A WHOLE AND VECTOR CAN THE PUBLIC SECTOR AND NONPROFIT INCLUDING BOTH NONPROFIT SOCIAL SERVICES AND HOSPITALS ARE SIGNIFICANTLY MORE LIKELY THAN PRIVATE EMPLOYERS CURRENTLY. ALSO MATTERS THE PERCENTAGE OF THE WORKFORCE WHO ARE WOMEN BUT OCCUPATIONAL STATUS OF THE WORKERS AND SIZE ARE THE KEY PREDICTORS.

AND SO ONE IMPLICATION OF THAT IS THAT THE PEOPLE WHO ARE ALREADY, QUOTE, WINNERS IN THE LARGER LABOR MARKET ARE MORE LIKELY TO HAVE ACCESS TO THIS APPEALING FORM OF CHILD CARE. ON-SITE CHILD CARE IS APPEALING TO WORKERS BECAUSE OF ITS CONVENIENCE IN MANY CASES AND LARGELY BECAUSE OF THE HIGH QUALITY OF CARE THAT TENDS TO BE PROVIDED IN ON-SITE CHILD CARE CENTERS.

HOWEVER, MANY WORKERS ARE NOT INTERESTED IN ON-SITE CHILD CARE, EITHER BECAUSE THEY DON'T WANT TO COMMUTE WITH THEIR CHILDREN BECAUSE THE COST OF THAT HIGH QUALITY CENTER BASED CARE IS STILL NOT AFFORDABLE FOR THEM AND THEIR FAMILIES.

OR AMONG SOME HOURLY WORKERS IT MAY NOT BE FEASIBLE TO COMMIT TO A CERTAIN NUMBER OF HOURS OF CHILD CARE IF THEIR OWN SCHEDULE IS UNPREDICTABLE.

IF?

WEEKS YOU HAVE 24 HOURS AND OTHER WEEKS ONLY SCHEDULED OR PAID FOR 12 HOURS OF WORK, THEN HAVING COMMITTED EVEN TO A PART-TIME SLOT IN ON-SITE CHILD CARE CENTER JUST DOESN'T WORK.

IN THOSE CASES MAY BE MORE SENSIBLE FOR WORKERS WHO ARE

FACING UNPREDICTABLE SCHEDULES  
TO RELY ON IN-HOME CARE OFTEN  
FAMILY AND FRIENDS.

I THINK I'LL PAUSE THERE AND SEE  
IF YOU HAVE QUESTIONS, SEE WHAT  
ELSE I CAN SHARE.

>> THANK YOU SO MUCH.

YOUR RESEARCH BACKS UP  
ANECDOTALLY WHAT WE TEND TO SEE  
AND HEAR OFFICER FAMILIES WHICH  
IS THAT IT'S WONDERFUL WHEN IT  
DOES HAPPEN, BUT NOT SURE WHY  
AND HOW AND KIND OF EXTENDED  
BEYOND LIMITED POOL OF USUALLY  
HIGHER INCOME OR MORE  
PROFESSIONAL JOBS.

DO YOU HAVE ANY SENSE OF -- WE  
TALKED ABOUT THIS A LITTLE BIT  
BEFORE.

THERE ARE OTHER WAYS TO TIE  
HEALTH CARE -- CHILD CARE TO  
ACCESS POINTS FOR LOWER INCOME  
FAMILIES OR PARENTS AND IS THE  
REASON WHY IT'S NOT MORE  
PREVALENT FOR THE LOWER INCOME  
JOBS, SOME OTHER BARRIER, FOR  
EXAMPLE, WE HEAR A LOT ABOUT  
INSURANCE AND COMPANIES NOT  
WANTING TO BEAR THE COST OF  
LIABILITY INSURANCE FOR ON-SITE  
CHILD CARE, THERE FOR SOME OTHER  
BARRIERS THAT MAKE IT MORE  
EXPENSIVE PROPOSITION THERE FOR  
ONLY THE CERTAIN TYPES OF  
COMPANIES WILL CHOOSE TO GO  
THROUGH THOSE HOOPS.

>> I THINK THERE'S AN IMPORTANT  
QUESTION WITH REGARD TO THE  
BARRIERS THAT EMPLOYERS FACE.  
I WOULD BE EAGER TO HAVE AN  
UPDATE MYSELF ON WHAT EMPLOYERS  
SAY CURRENTLY, BUT MY SENSE FROM  
PREVIOUS INTERVIEWS AND FROM  
READING RECENT REPORTS IS THAT  
THERE ARE SOME CONCERNS ABOUT  
COST.

THE CONCERNS ABOUT LIABILITY AND  
THE ADMINISTRATIVE QUESTIONS,  
HOW DO WE DO THIS ARE OFTEN  
HANDLED BY CONTRACTING WITH  
CHILD CARE ORGANIZATION.

SO THAT THE EMPLOYER IS  
PROVIDING SPACE AND SUBSIDIZING  
THE ON-SIGHT CHILD CARE BUT NOT

TRYING TO ACTUALLY RUN IT AS PART OF THEIR BUSINESS. ONE INTERESTING POINT IS THAT THERE ARE FEDERAL TAXES INCENTIVES FOR EMPLOYERS-SPONSORED CHILD CARE CENTERS.

SO IF EMPLOYERS INVEST IN CHILD CARE CENTERS, ALSO IN INFORMATION AND REFERRAL SERVICES THEY CAN TAKE A TAX CREDIT ON THOSE INVESTMENTS. HOWEVER, THAT'S BEEN IN PLACE SINCE 20012 AND WE'VE SEEN NO INCREASE IN THIS PERIOD IN THE NUMBER OF EMPLOYERS WHO HAVE RESPONDED BY ADDING CHILD CARE CENTERS.

THAT MAY BE PARTLY BECAUSE GOVERNMENTS AND NONPROFITS ARE NOT COVERED BY THAT CHILD CARE TAX CREDIT AND THOSE ARE SOME OF THE ORGANIZATIONS THAT ARE MORE LIKELY TO PURSUE THIS.

ALSO THE CASE THAT MANY PRIVATE SECTOR EMPLOYERS DON'T HAVE ANY FEDERAL TAX LIABILITIES.

SO TO CREDIT IS NOT A FINANCIAL BENEFIT TO THEM.

THERE ARE OVER 20 STATES WITH STATE-BASED TAX INCENTIVES AND YET THE AVAILABLE DATA SUGGESTS THAT THAT HASN'T PROMPTED A BIG INCREASE EITHER.

IN THOSE CASES, IT LOOKS LIKE MAYBE OFTEN FIVE EMPLOYERS ARE UTILIZING THE TAX CREDIT IN A GIVEN STATE.

SO THEY COME FROM OLDER REPORT BUT I HAVEN'T SEEN ANY UPDATES THAT SUGGEST THAT THERE'S BEEN AN INCREASE.

SO, THAT SUGGESTS ON THE ONE HAND THE COST IS AN ISSUE AND ON THE OTHER HAND THE TAX CREDITS ARE NOT ADDRESSING THAT COST.

AND IF WE TRIED TO -- MY TAKE IS THAT WE HAVE TO THINK ABOUT HOW MUCH MORE DO WE WANT TO SUBSIDIZE EMPLOYERS SUBSIDIES OR DEVELOPMENT OR IS IT SMARTER TO FOCUS ON DIRECT INVESTMENT OR POLICIES THAT MORE DIRECTLY ADDRESS AFFORDABILITY AND ACCESS

TO HIGH QUALITY CHILD CARE.  
SO, YOUR FIRST QUESTION WAS  
ABOUT OTHER POSSIBILITIES.  
EARLY CHILDHOOD SPECIALIST, I  
UNFORTUNATELY DON'T KNOW AS MUCH  
AS -- INTERESTED IN AS CITIZEN  
ON THAT TOPIC, BUT THERE ARE  
SOME STATES THAT HAVE PROVIDED A  
TAX CREDIT TO EMPLOYERS WHO  
SUBSIDIZE A CHILD CARE  
INVESTMENT FUND.

SO THAT THEY CAN MAKE A DONATION  
TO -- IN THESE CASES, A STATE  
FUND THAT INCREASES ACCESS OR  
SUBSIDIZES THE CARE OF LOW  
INCOME FAMILIES THAT REACHES  
BEYOND THEIR OWN WORKFORCE.  
THESE ARE ALSO A FEW STATES, IT  
HASN'T TAKEN OFF IN A DRAMATIC  
AND HIGH VISIBILITY WAY.

>> OKAY.

IT SEEMS JUST ON SESSIONS THAT  
WE'VE HAD OVER THE COURSE OF  
THIS YEAR COST IS THE PRIMARY  
QUESTION FOR FAMILIES WHETHER --  
COST BALANCED WITH HOW DO WE  
ENSURE WE'RE REACHING THE RIGHT  
TYPE AND HOURS OF CARE BUT ALSO  
PAYING THE CHILD CARE WORKERS A  
LIVING WAGE AND DOING MORE.  
MANY OF THE STATE REFORMS OR  
EVEN FEDERAL REFORMS THAT I'VE  
HEARD TALKED ABOUT HAVE SOME  
COMBINATION OF USING TAXPAYER --  
TAX DOLLARS TO SUBSIDIZE GRANTS  
TO THE WORKERS, THERE FOR  
HELPING COMMUNITY-BASED CENTERS  
PAY THEIR WORKERS A HIGHER WAGE  
INCREASING QUALITY AND  
ATTRACTIVENESS TO FAMILIES WHO  
MAY BE LOOKING ELSEWHERE FOR  
MORE CENTER-BASED CARE RATHER  
THAN COMMUNITY-BASED CARE.  
THROUGH YOUR RESEARCH DO YOU  
FIND THAT THIS IS THE MOST  
EFFECTIVE WAY TO USE SOME SORT  
OF SUBSIDY, TO DIRECT IT TOWARD  
CHILD CARE WORKERS AS OPPOSED,  
YOU MENTIONED EMPLOYERS WHO  
MIGHT HAVE OTHER COSTS.

>> MY RESEARCH HASN'T COMPARED  
EMPLOYER-SPONSORED CHILD CARE  
WITH THE OTHER CHILD CARE IN  
INVESTMENT STRATEGIES.

BUT I WILL SAY THAT GIVEN THE LIMITATIONS THAT I SEE IN THE EMPLOYER-SONSED CHILD CARE PATH, I THINK THAT THE OTHER PATHS ARE WORTH EXPLORING AT LEAST IN CANDLE.

I WOULD BE CONCERN UNDERSTAND WE HOPED TO ENCOURAGE AN INCREASE IN APPROVED SPONSORED CHILD CARE ALLOWED THAT TO CROWD OUT SOME OTHER STRATEGIES JUST BECAUSE THE LAST 20 YEARS SUGGESTS THAT EMPLOYERS HAVEN'T JUMPED ON THE BANDWAGON YET.

NOW, IT'S GREAT TO SUPPORT THOSE EMPLOYERS WHO ARE READY TO DO SO, BUT I THINK IT'S -- THOSE ARE MOST LIKELY TO BE LARGER EMPLOYERS WITH HIGHER PAGE WORKERS.

>> THANK YOU.

>> THANK YOU.

IT IS AMAZING TO ME, I THINK THAT IT'S A -- I WONDER SOMETIMES IF IT'S COMBINATION CERTAINLY OF COST, CERTAINLY OF -- I THINK TO THE WORK OF COUNCILOR PRESSLEY ON THE HOURS AVAILABLE THAT IF IT DOESN'T MAKE STONES ACCESS IT WHY ARE YOU GOING TO SPEND THAT MONEY TO HAVE THAT CHILD CARE AND THEN ALSO THE CHANGE IN WORK, THE MORE FOLKS TELECOMMUTING AND WORKING A MORE FLEXIBLE WORK SCHEDULE EVEN IN THE HIGH MANAGEMENT POSITIONS WHERE THERE'S MORE FLEXIBILITY AND HOW WE WORK.

I THINK ALL -- IT IMPACTS ALL OF US, IT'S INTERESTING TO ME AND IT'S ALSO FASCINATING TO ME THAT BUSINESSES AREN'T TAKING ADVANTAGE.

INCENTIVE, WHETHER THE STATE OR FEDERAL.

DOES MASSACHUSETTS HAVE INCENTIVE?

>> AT LEAST AS OF THE REPORT THAT I COULD ACCESS DID NOT SEE ONE.

THEN ON THE FEDERAL TAX INCENTIVE WOULD THAT BE CHANGING IN THE NEW TAX POLICY CHANGES



THAT WE'RE LOOKING TO SEE, WITH  
THE CURRENT --

>> I HAVEN'T SEEN MENTION THAT  
HAVE IN THE MASSACHUSETTS TAX  
BILL.

I KNOW THAT THERE WAS, AS PART  
OF THE CURRENT ADMINISTRATION  
DISCUSSION EARLY ON THERE WAS  
POSSIBILITY OF EXPANDING THOSE  
TAX CREDITS.

BUT RESEARCH SUGGESTS THAT  
THEY'RE NOT BEING UTILIZED.  
AS IT'S CURRENTLY SET UP.

ANY DISPARTICULARS BETWEEN EXES  
I HAVE -- SPECIFIC  
EMPLOYER-BASED CHILD CARE,  
IMAGINE ONE OF OUR BIG  
BUSINESSES OCCUPY, YOU HAVE A  
CENTER, THEY RUN IT OR CONTRACT  
IN RELATION TO MORE OF  
DEMOGRAPHIC SO NUMBERS OF  
BUSINESSES COORDINATE THEIR  
ACTIVITIES TOGETHER CHILD CARE  
CENTER IN A PARTICULAR PART OF  
THE CITY.

>> RIGHT.

MY UNDERSTANDING WOULD BE THAT  
EMPLOYERS' CONTRIBUTIONS TO A  
CENTER WOULD BE -- COULD RECEIVE  
THAT TAX CREDIT EVEN IF THEY  
DON'T RUN IT EXCLUSIVELY.

IT DOES MAKE A LOT OF SENSE TO  
HAVE CONSORTIUM OF BUSINESSES  
THAT CONSIDERED GOING IN TO  
SUPPORT LOCAL CHILD CARE CENTER  
NEAR THEIR WORK LOCATION.

I THINK THAT THOSE EMPLOYERS  
WOULD STILL EACH BE ABLE TO TAKE  
ADVANTAGE OF THEIR PORTION OF  
THE EXPENSES.

>> THANK YOU, THAT'S IT FOR ME.  
THANK YOU.

>> UNFORTUNATELY I HAD TO STEP  
OUT I DO APOLOGIZE.

I DIDN'T GET TO HEAR THE  
TOTALITY OF YOUR TESTIMONY WHILE  
I WAS BACK IN THE OFFERS I DO  
HOPE YOU'LL HAVE COPY THAT YOU  
CAN PROVIDE?

>> I DON'T HAVE A WRITTEN COPY  
BUT I CAN PROVIDE SOME NOTES.

>> THAT'S OKAY.

I'LL WATCH THE TAPE.

THANK YOU SO VERY MUCH.

>> FOR BEING HERE.

>> MY PLEASURE.

>> I GUESS JUST TO WRAP UP THEN,  
ANY SPECIFIC RECOMMENDATIONS,  
WHETHER PARTICULARLY RELATED TO  
THIS TOPIC OF ON-SITE CHILD CARE  
OR NOT THAT YOU WOULD HOPE  
BOSTON CITY COUNCIL OR CITY  
GOVERNMENT MIGHT THINK ABOUT.

>> SURE.

I THINK THAT THE FOCUS ON  
IMPROVING ACCESS TO HIGH QUALITY  
CHILD CARE IS VERY IMPORTANT AND  
SO I WISH YOU WELL AND I'M  
EXCITED TO SEE WHAT YOU PURSUE  
WITH THAT, WITH REGARD TO THAT.  
I AGREE WITH YOU THAT FOCUS ON  
TEACHERS' WAGES AND HOW WE CAN  
SUPPORT A LIVING WAGE AMONG  
EARLY EDUCATION TEACHERS IS  
IMPORTANT BECAUSE THAT'S RELATED  
TO THE QUALITY OF CARE THAT OUR  
YOUNG PEOPLE GET AND TO THE  
SHORTAGES AND OPPORTUNITIES THAT  
PARENTS HAVE.

THE OTHER THING I WOULD MENTION  
IS THAT ADDRESSING THE CONCERN,  
WORK-FAMILY CONCERNS OF LOW WAGE  
WORKERS INCLUDE ADDRESSING CHILD  
CARE, BUT ALSO PAID SICK AND  
FAMILY LEAVE.

AND CONSIDERING HOW WE CAN  
SUPPORT REASONABLE SCHEDULE.  
BEING SURE THAT WORKERS HAVE  
SOME ADVANCE NOTICE, THEIR  
SCHEDULES -- SOME SENSE OF  
PREDICTABILITY SO THAT THEY AND  
THEIR FAMILIES CAN PLAN THEIR  
LIVES, TAKE CARE OF THE WORK  
THAT THEY NEED TO DO, BUT NOT BE  
FACED WITH THE CHAOS OF ALWAYS  
CHANGING SCHEDULES.

>> GOT IT.

>> WE WERE GOING TO ADJOURN BUT  
COUNCILOR PRESIDENT WU NOW  
PROMPTED ME.

I WASN'T GOING TO ASK, I DIDN'T  
HEAR YOUR TESTIMONY BUT I DO  
LOOK FORWARD TO WATCHING IT I  
MAY CIRCLE BACK.

I DON'T KNOW IF THESE THINGS  
WERE ALREADY ASKED, PLEASE DO  
FORGIVE ME IF THEY HAVE BEEN  
ASKED.

AND JUST TELL ME, WATCH THE  
TAPE.  
HAS THERE BEEN ANY SORT OF  
MAPPING OF THE NUMBER OF ON-SITE  
CHILD CARE?

DO WE HAVE THAT?

>> I AM NOT FAMILIAR WITH THAT.  
I HAD WONDERED WHETHER THE  
BRIGHT HORIZONS TEAM MIGHT HAVE  
ACCESS TO THAT BECAUSE THEY ARE  
ONE OF THE PRIMARY VENDORS OF  
ON-SITE CHILD CARE ACROSS THE  
COUNTRY.

AND SO WE MIGHT BE ABLE TO FIND  
THAT FOR --

>> THIS IS ONE OF THE THINGS  
WE'VE BEEN EXPLORING AS  
ALTERNATIVE WORKING GROUP THIS  
IS ROLE THE CITY SHOULD BE  
PLAYING IN TERMS MUCH DATA  
COLLECTION, THAT SORT OF THING,  
WHERE WE MAKE INVESTMENTS IN  
THE -- THANK TO YOU R FOR.  
THAT SECOND QUESTION, APOLOGIZE  
IF YOU WENT OVER IT, WHEN YOU  
SAY HIGH QUALITY CARE, THERE'S  
LOT OF DEBATE ABOUT HOW WE  
DEFINE QUALITY AND WHAT THAT S.  
AND FOR THOSE THAT ARE DEFINING  
QUALITY ACCORDING TO  
PROFESSIONAL DEVELOPMENT AND  
ACCREDITATION, WE HAVE FOUND  
THROUGH THIS WORKFORCE THAT IS  
DAUNTING FOR THEM ALREADY IN LOW  
WAGE JOBS AND AGAIN BALANCING IT  
ON FAMILIES, NUMBER OF THE HOOPS  
THAT WE'RE ASKING THEM TO JUMP  
THROUGH.

THOSE WHO HAVE HAD FAMILY AND  
CENTER-BASED FACILITIES FOR  
QUITE SOME TIME NOW.  
WANTING TO DEVELOP THEIR SKILLS  
THAT IT CAN BE COSTLY AND CAN BE  
UNTIL ACCESS PROFESSIONAL  
DEVELOPMENT OPPORTUNITIES  
SOMETHING TO LOOK AT AS WELL.  
I'M JUST CURIOUS HOW YOU ARE  
DEFINING HIGH QUALITY.

>> WELL, I THINK FOR  
CENTER-BASED CARE IT'S A LITTLE  
BIT EASIER BECAUSE THERE IS SOME  
NATIONAL ACCREDITATION FOR OTHER  
CARE WHICH I COMPLETELY AGREE  
CAN BE VERY HIGH QUALITY.

IT IS HARDER TO DEFINE THAT IS  
AGAIN OUTSIDE OF MY AREA A  
LITTLE BIT BECAUSE I'M NOT AN  
EARLY CHILDHOOD SCHOLAR I'M  
ORGANIZATION SIDE, EMPLOYER SIDE  
SCHOLAR.

MY HUNCH AS A PARENT, I AM  
INTERESTED IN THE PERSPECTIVE  
THAT THINGS LIKE HAVING  
CONSISTENCY OF CARE AND  
CONSISTENCY OF ROUTINE IS VERY  
IMPORTANT WITHIN IN-HOME AND  
CHILD CARE CENTERS THAT WEREN'T  
ACCREDITED BY THE NATIONAL  
ASSOCIATIONS.

THOSE ARE AFFECTED BY THE CHILD  
CARE WORKERS' PAGES, CERTAINLY.

>> ABSOLUTELY.

>> THANK YOU VERY MUCH,  
PROFESSOR.

>> COUNCILOR ESSAIBI GEORGE?

>> I'M GOOD.

>> OKAY.

AGAIN, THANK SO MUCH FOR  
SPENDING TIME WITH US THIS  
AFTERNOON.

EXPECT WE'LL SEE MORE OF EACH  
OTHER.

>> SOUNDS GREAT, THANK.

>> ANY OTHER EXPERT SYSTEM THIS  
AFTERNOON?

ANYONE WHO WOULD LIKE TO TESTIFY  
PUBLICLY?

ALL RIGHT.

I THINK WE WILL ADJOURN.