

# PLATTE COUNTY

## CHAPTER ONE

### DEMOGRAPHIC AND ECONOMIC TRENDS

#### 1.1 LOCATION

Platte County, Wyoming is situated in southeast Wyoming (Figure 1-1). The county seat of Wheatland is located about 70 miles north of Cheyenne, Wyoming.

#### 1.2 POPULATION SIZE AND GEOGRAPHICAL DISTRIBUTION

The resident population of Platte County included 3,458 persons in April 2000 (Table 1-1). Approximately 40 percent of the county population resided in Wheatland. Another 13 percent lived in Guernsey. The communities of Chugwater, Glendo and Hartville comprised an additional six percent of the county's resident population.

Almost 41 percent of Platte County residents resided in the unincorporated area of Platte County. The unincorporated area includes a few unincorporated communities such as Slater and Sunrise.

#### 1.3 RECENT POPULATION GROWTH

Available natural growth and driver license surrender data for Platte County provides some insights concerning recent population growth. The number of births and deaths in Platte County that occurred from May 2000 through December 2005 represents a net decline of 58 persons (Table 1-2).

Available drivers license surrender data, which provides a general indication of in and out-migration, suggests a net migration of approximately 335 residents into Platte County from May 2000 through December 2005 (Table 1-3). It is important to note that this data does not reflect the in or out-migration of persons less than 16 years of age. Consequently, actual net migration to Platte County represents a greater number of incoming residents.

Available driver's license surrender data for 2005 indicates that more recent migration into Platte County includes persons in the 36-45 year old age group, and, secondarily, persons in the 46-55 and 55-65 year old age groups. Consequently, it appears that new residents of Platte County primarily include a combination of middle-aged and more mature persons in the primary working age population, as well as younger retirees.

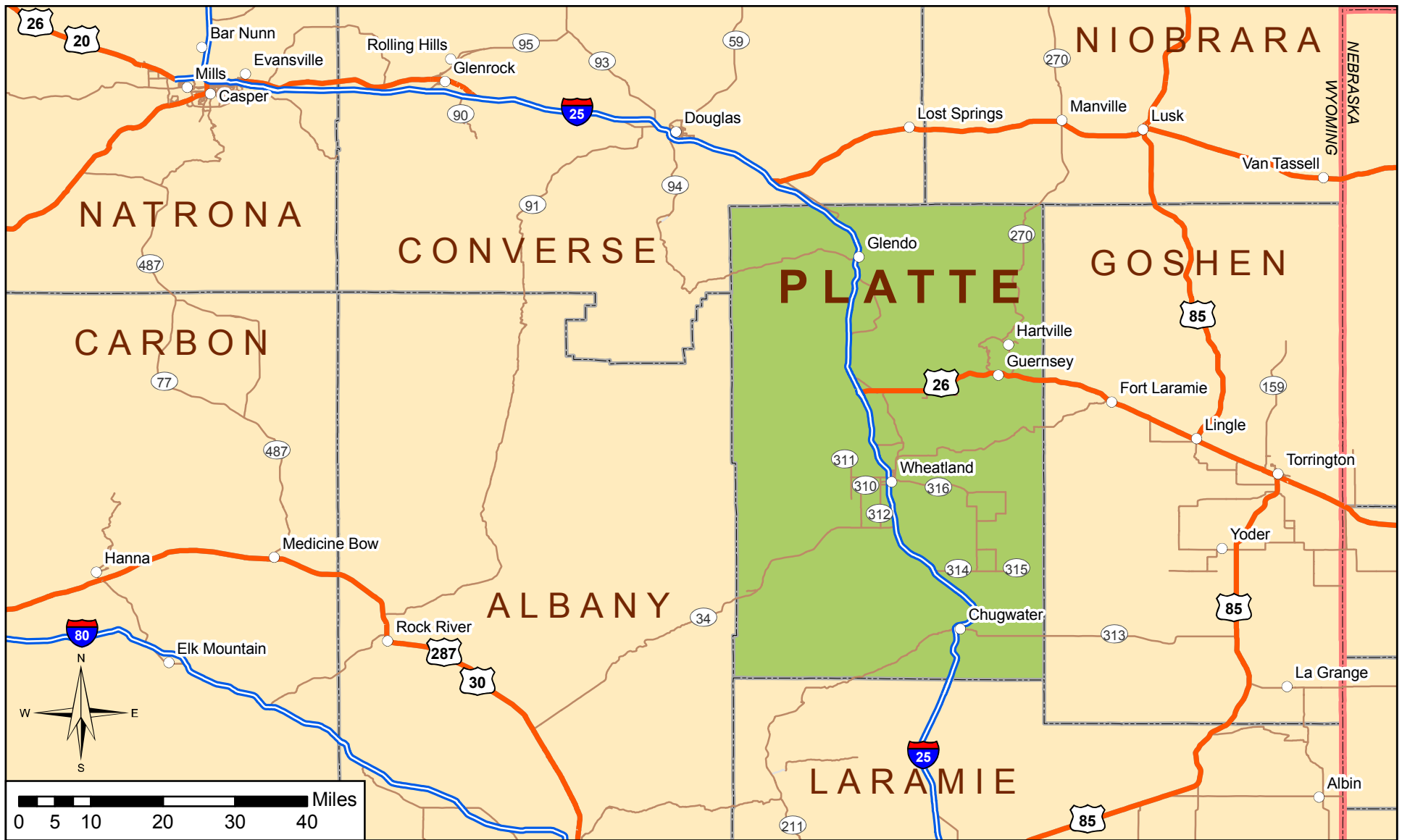
Chugwater	244	2.8
Glendo	229	2.6
Guernsey	1,147	13.0
Hartville	76	0.9
Wheatland	3,548	40.3
Unincorporated Area	3,563	40.5
<b>Platte County</b>	<b>8,807</b>	<b>100.0</b>

Source: U.S. Census Bureau, 2000.

<i>Year</i>	<i>Births</i>	<i>Deaths</i>	<i>Natural Growth</i>
2000 <sup>(a)</sup>	80	100	-20
2001	82	79	3
2002	90	116	-26
2003	97	96	1
2004	85	89	-4
2005 <sup>(b)</sup>	109	120	-12
<b>Total</b>	<b>543</b>	<b>600</b>	<b>-58</b>

Notes: a) 2000 natural growth data includes births and deaths from May through December 2000 in order to correlate the data with U.S. Census estimates of April 2000; b) 2005 data estimated by Wyoming Department of Health.

Source: Wyoming Department of Health, Bureau of Vital Statistics, 2006.



# Wyoming Workforce Child Care Needs Assessment

# Regional Location Platte County

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Figure 1-1

<b>TABLE 1-3 POPULATION GROWTH PLATTE COUNTY, WYOMING MAY 2000 THROUGH DECEMBER 2005</b>			
<i>Year</i>	<i>Natural Growth</i>	<i>Net Migration</i>	<i>Population</i>
2000 <sup>(a)</sup>			8,807
2000 <sup>(b)</sup>	-20	63	8,850
2001	3	46	8,899
2002	-26	78	8,951
2003	1	52	9,004
2004	-4	64	9,064
2005 <sup>(c)</sup>	-12	32	9,085
<b>Total</b>		335	
Notes: a) Population from April 2000 Census; b) 2000 natural growth data includes births and deaths from May through December 2000 in order to correlate the data with U.S. Census estimates of April 2000; c) 2005 data estimated by Pedersen Planning Consultants, 2006.			
Source: Wyoming Department of Health, Bureau of Vital Statistics, 2006.			

#### 1.4 AGE CHARACTERISTICS



The age characteristics of the Platte County population in April 2000 provide some general insight to the size of the 0 to 12 year old age group that could potentially require some form of child care. In April 2000, children from 0 to 12 years of age included approximately 1,473 persons, or almost 17 percent of the total county population (Table 1-4 and Figure 1-2). The proportion of the 0 to 12 year old age group is generally comparable to the proportional size found in other Wyoming counties.

The age distribution of the county population also indicates some other trends important to the community. The primary working age population, which includes persons between 25 and 54 years of age, represented 40 percent of the total population (Table 1-4). The proportional size of the working age population is somewhat larger than many smaller Wyoming communities.

Residents nearing or in their retirement years, who are over 54 years of age, comprised approximately 28 percent of the total resident population (Figure 1-2).

<b>TABLE 1-4 POPULATION BY AGE GROUP PLATTE COUNTY, WYOMING APRIL 2000</b>	
<i>Age Group</i>	<i>Population</i>
Under 1 year	99
1 to 2 years	174
3 to 5 years	302
6 to 12 years	898
13 to 19 years	976
20 to 24 years	362
25 to 34 years	841
35 to 44 years	1,295
45 to 54 years	1,390
55 to 64 years	1,012
65 to 84 years	1,261
85 years and over	197
<b>Total</b>	<b>8,807</b>
Source: U.S. Census Bureau, 2000.	

**FIGURE 1-2  
AGE CHARACTERISTICS  
PLATTE COUNTY, WYOMING  
APRIL 2000**

AGE	Proportion of Total Population (percent)													
	12	10	8	6	4	2	0	2	4	6	8	10	12	
85 years and over														
65 to 84 years														
55 to 64 years														
45 to 54 years														
35 to 44 years														
25 to 34 years														
20 to 24 years														
13 to 19 years														
6 to 12 years														
3 to 5 years														
1 to 2 years														
Under 1 year														
<p align="center">Key  = Male  = Female</p>														
Source: U.S. Census Bureau, 2000.														

**1.5 FAMILY AND HOUSEHOLD CHARACTERISTICS**

In April 2000, there were 3,625 households within Platte County. About 69 percent of these households were family households, or households with children. Almost five percent of the households (162 households) included single mothers, i.e., no husband present, residing with children under 18 years of age (U.S. Census Bureau, 2000).

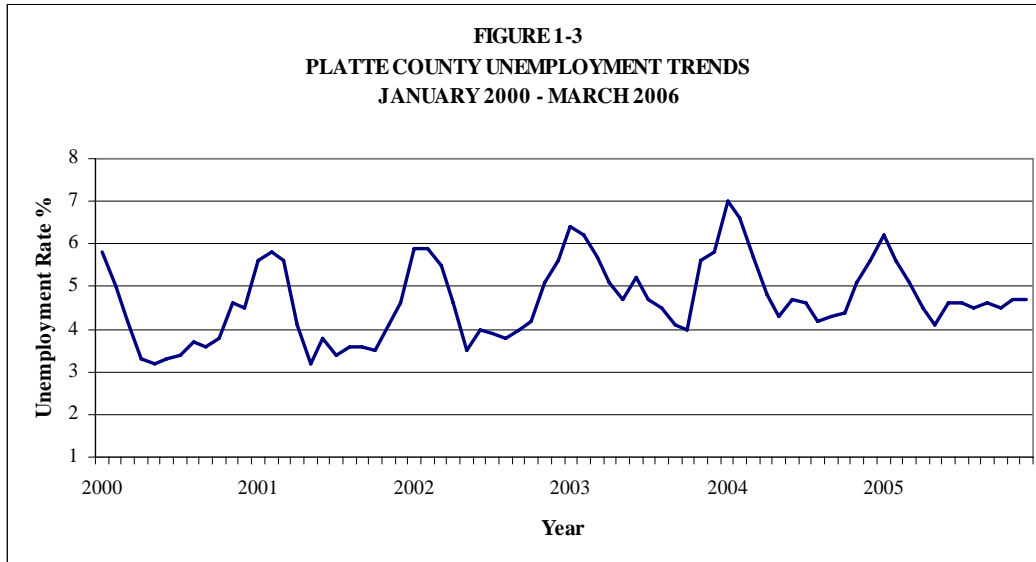
The average household size in Platte County was 2.40 persons. The average size of families (households with children under 18 years of age) was 2.92 persons.

**1.6 WORKFORCE TRENDS**

**1.6.1 Employed Workforce**

In June 2006, the workforce of Platte County included 4,359 persons who were 16 years of age or older. About 4,179 residents of the county were employed at that time (Wyoming Department of Employment, 2006).

Unemployment rates in Platte County between 2000 and 2005 (Figure 1-3) ranged between 3.2 and 7.0 percent (Wyoming Department of Employment, Research and Planning Division, 2005). Higher unemployment rates were particularly evident in during the 1Q of 2003 and 1Q 2004.



Source: Wyoming Department of Employment, Research and Planning Division, 2005.

In general, higher unemployment occurred during the winter months of November through March. Conversely, lower unemployment rates were generally evident from July through October. The cyclical rise and fall of employment probably reflects seasonal increases in the amount of employment associated with agriculture, retail trade, as well as accommodations and food services.

An economy that is characterized by an unemployment rate of three percent or less is generally considered to be “fully employed” as those persons, who wish to work, are actively working in the local economy (U.S. Census Bureau). Seasonal increases in employment are somewhat higher than three percent. Consequently, the employed workforce is capable of supporting additional economic activities.

### 1.6.2 Primary Sources of Employment

In 2004, the Platte County economy included a workforce that was employed in a variety of industries (Table 1-5). The predominant sources of employment within the economy included:

- Government;
- Agriculture;
- Retail trade; and,
- Accommodations and food services.

Government jobs accounted for about 16 percent of total full and part-time employment in 2004. This employment included jobs for various federal, state, county and municipal agencies.

In 2004, there were 633 jobs, or about eleven percent of total full and part-time employment, associated with agricultural operations. About 462 farms and ranches were in operation in 2002.

The importance of tourism to the county economy is revealed through the extent of employment in retail trade, as well as accommodations and food services. The cumulative employment from these industries provided 20 percent of the total full and part-time employment in 2004.

**TABLE 1-5  
TOTAL FULL AND PART-TIME EMPLOYMENT  
PLATTE COUNTY, WYOMING  
2001 - 2004**

<i>Employment Sector</i>		<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>
		<i>Number of Jobs</i>			
Wage and Salary Employment		3,732	3,780	3,689	3,732
Proprietors' Employment		1,865	1,869	1,899	1,958
	Farm Proprietors	464	471	460	460
	Nonfarm Proprietors	1,401	1,398	1,439	1,498
<b>TOTAL FULL AND PART-TIME JOBS</b>		<b>5,597</b>	<b>5,649</b>	<b>5,588</b>	<b>5,690</b>
<b>Farm</b>		<b>640</b>	<b>652</b>	<b>631</b>	<b>633</b>
<b>Private Employment</b>		<b>4,065</b>	<b>4,125</b>	<b>4,060</b>	<b>4,168</b>
	Forestry, Fishing, Related Activities, and Other	(D)	(D)	(D)	(D)
	Mining	(D)	(D)	(D)	(D)
	Utilities	(D)	(D)	(D)	(D)
	Construction	346	345	306	327
	Manufacturing	129	145	140	139
	Wholesale Trade	(D)	(D)	(D)	(D)
	Retail Trade	630	659	667	687
	Transportation and Warehousing	353	315	311	309
	Information	43	44	45	41
	Finance and Insurance	166	170	165	174
	Real Estate and Rental and Leasing	167	165	170	179
	Professional and Technical Services	202	207	208	228
	Management of Companies and Enterprises	(D)	(D)	(D)	(D)
	Administrative and Waste Services	(D)	(D)	(D)	(D)
	Educational Services	(D)	(D)	(D)	(D)
	Health Care and Social Assistance	(D)	(D)	(D)	(D)
	Arts, Entertainment, and Recreation	103	85	86	92
	Accommodation and Food Services	480	494	455	461
	Other Services, Except Public Administration	238	276	248	251
<b>Government and Government Enterprises</b>		<b>892</b>	<b>872</b>	<b>897</b>	<b>889</b>
	Federal, civilian	98	98	104	103
	Military	50	49	48	49
	State Government	156	151	167	157
	Local Government	588	574	578	580
<b>TOTAL FARM, PRIVATE AND GOVERNMENT EMPLOYMENT</b>		<b>5,597</b>	<b>5,649</b>	<b>5,588</b>	<b>5,690</b>
Notes: (D) - Not shown to avoid disclosure of confidential information, but the estimates for this item are included in the total number of jobs.					
Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, 2006.					

## **1.7 INDUSTRY TRENDS**

### **1.7.1 Government**

For some time, the Wyoming National Guard has suggested that the Camp Guernsey Joint Training Center was under consideration for future facility expansion. A planned expansion of this complex calls for the conversion of the National Guard base into a mobilization site that can train visiting military units as well as Wyoming troops (Rawlins Daily Times, 2006). Camp Guernsey already handles some of the training demands that cannot be met by larger training site, e.g., Fort Carson. But, the number of available military training sites has declined in recent years as a result of the closure of various military installations.

In July 2006, Camp Guernsey acquired the 22,000-acre Gray Rocks Ranch on the southeast side of its existing South Training area. In addition, the construction of a Joint Urban Training and Experimentation Center is scheduled to begin sometime in 2007.

Camp Guernsey employed approximately 134 persons in 2005. Platte County residents comprised about 48 percent of this workforce.

A recent study of regional economic impacts of Camp Guernsey estimates that planned facility expansions will increase the workforce to 543 jobs by 2014 (Wyoming Center for Business & Economic Analysis, 2005). It is anticipated that roughly half of this workforce will reside in Platte County.

### **1.7.2 Agriculture**

Agriculture in Platte County consists of a combination of livestock and crop production.

Cattle is the principal form of livestock production. In 2006, cattle production included roughly 116,000 cattle and calves. Important agricultural crops include hay, winter wheat, barley, oats, dry edible beans, corn, and sugarbeets.

The regional availability of various market channels for cattle and various agricultural crops in neighboring Goshen County offers some stability to current and future agricultural production and industry employment. However, the aging of resident farmers in Platte County can be expected to gradually decline the amount of agricultural employment during the next decade. The potential replacement of many experienced farmers and ranchers with younger counterparts remains uncertain.

### **1.7.3 Power Generation**

While not disclosed by the U.S. Bureau of Economic Analysis, the largest private employer in the Platte County economy is the Laramie River Station. This regional power station, which employed about 325 workers in 2005, is one of the largest consumer operated power supply ventures in the United States (Basin Electric Power Cooperative, 2006).

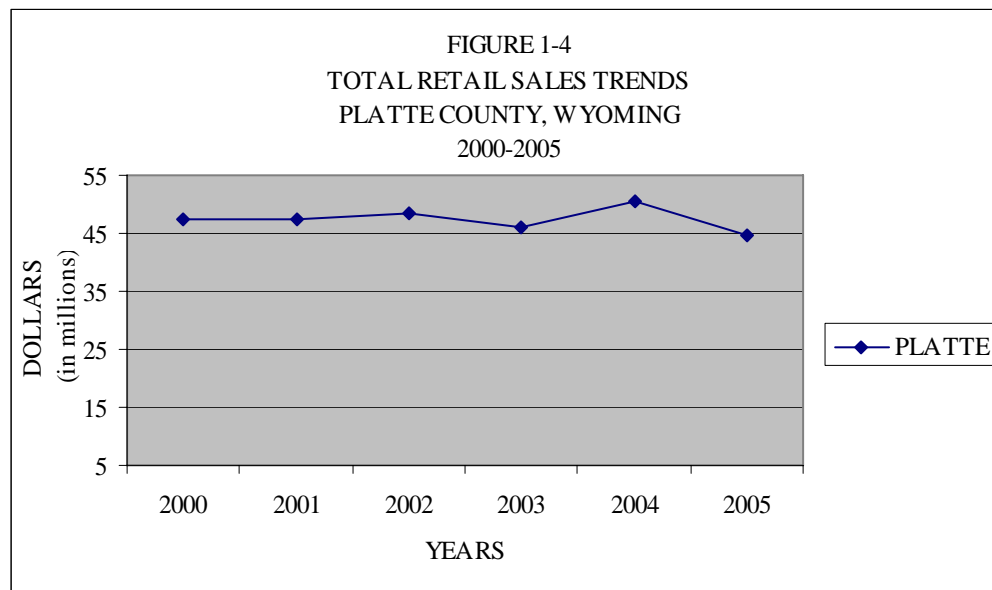
The Laramie River Station is part of a group of six electric utilities, known as the Missouri Basin Power Project, that own the power plant and adjacent facilities. The primary owner of this complex is Basin Electric which also serves as the Operating Agent for the Laramie River Station. Other utilities that share in the ownership of this complex include:

- Heartland Consumers Power District, Madison, SD
- Lincoln Electric System, Lincoln, NE
- Tri-State Generation and Transmission Association, Westminster, CO
- Missouri River Energy Services, Sioux Falls, SD
- Wyoming Municipal Power Agency, Lusk, WY

No plans for any significant expansion of this plant or its workforce have been announced. During the next decade, it is anticipated that employment at this complex will remain near its present level of about 300 personnel.

### 1.7.4 Retail Trade

Between 2000 and 2005, retail sales rose from roughly \$47.6 million in 2000 to almost \$50.6 million in 2004. However, retail expenditures declined to roughly \$45 million in 2005 (Figure 1-4).



Source: Wyoming Department of Revenue, 2005.

The growth in retail sales reflects increased retail expenditures in building materials and hardware, miscellaneous retail items, as well as auto dealer and gas services. These and other retail expenditures were offset by declining sales in general merchandise and food stores (Table 1-6).

Future growth of retail trade in Platte County will be generated primarily from some anticipated increases in employment at Camp Guernsey and other residential expansion. The extent of growth in future retail trade will depend largely upon the quality of services provided, the availability of workers, as well as the type and cost of merchandise that is carried by local merchants.

**TABLE 1-6  
RETAIL SALES TRENDS  
PLATTE COUNTY, WYOMING  
2000 - 2004**

<i>Merchandise Group</i>	<i>Total Retail Sales</i>					<i>Percent Change</i>
	<i>2000</i>	<i>2001</i>	<i>2002</i>	<i>2003</i>	<i>2004</i>	
Building Material and Hardware	3,118,964	3,245,388	3,247,230	3,328,525	5,319,171	71
General Merchandise	9,658,752	9,606,008	8,326,062	6,675,742	5,922,051	-39
Food Stores	14,439,572	14,803,602	14,703,558	14,021,966	12,959,873	-10
Auto Dealer and Gas Services	5,110,286	4,230,032	4,897,495	5,548,733	7,088,812	39
Apparel and Accessory	323,278	326,036	323,109	339,226	388,565	20
Home Furnishings	1,436,024	1,125,924	1,561,191	1,567,049	1,666,879	16
Restaurants	9,032,972	8,649,402	9,541,335	8,942,796	9,689,057	7
Miscellaneous Retail	4,439,556	5,410,412	5,873,883	5,734,442	7,516,274	69
<b>Total Retail Trade</b>	<b>47,559,404</b>	<b>47,396,804</b>	<b>48,473,864</b>	<b>46,158,479</b>	<b>50,550,681</b>	<b>6</b>

Source: Wyoming Department of Revenue, 2005.

### 1.8 WORKER COMMUTER PATTERNS

In April 2000, approximately 89 percent of the employed workforce in Platte County commuted to jobs inside of Platte County. About one percent did not commute to work (Table 1-7).

Roughly five percent of the employed workforce commuted to jobs Converse, Laramie, Campbell and Goshen counties. The remaining workforce commuted to jobs in other locations within and outside of Wyoming.

Other Census data indicates that 280 residents worked at home in 2000 (U.S. Census Bureau, 2000).

### 1.9 COST OF LIVING

Overall consumer costs in Platte County are considerably less than the statewide average. Cost of living data for 4Q 2005 indicates that Platte County had an overall cost-of-living index of 90 (Table 1-8).

Housing costs during 4Q 2005 were significantly lower than most Wyoming counties. Food, transportation, as well as recreation and personal care costs were comparable or close to the statewide index. In contrast, apparel and medical costs were somewhat higher.

**TABLE 1-7  
PLATTE COUNTY  
WORKER COMMUTER PATTERNS  
BY COUNTY OF WORKPLACE  
APRIL 2000**

<i>Location of Work Place</i>	<i>Number of Workers</i>	<i>Proportion of Employed Workforce (percent)</i>
<b>Platte</b>	<b>3,851</b>	<b>88.9</b>
Converse	106	2.4
Laramie	73	1.7
Campbell	27	0.6
Goshen	24	0.6
Harris County, Texas	24	0.6
Other Locations	170	3.9
<b>Commuting Workers</b>	<b>4,275</b>	<b>98.6</b>
<b>Non-Commuting workers</b>	<b>59</b>	<b>1.4</b>
<b>Total</b>	<b>4,334</b>	<b>100.0</b>

Source: U.S. Census Bureau, 2003.

**TABLE 1-8  
WYOMING COMPARATIVE COST OF LIVING INDEX  
FOURTH QUARTER 2005  
(STATEWIDE AVERAGE - 100)**

<i>County</i>	<i>Index Number by Category</i>						
	<i>All Items</i>	<i>Food</i>	<i>Housing</i>	<i>Apparel</i>	<i>Transportation</i>	<i>Medical</i>	<i>Recreation &amp; Personal Care</i>
Teton	139	104	173	127	105	111	108
Sublette	112	102	118	125	101	99	114
Sheridan	105	109	103	129	98	109	105
Campbell	104	103	108	98	101	95	102
Lincoln-Afton	103	94	107	101	101	103	106
Laramie	103	109	108	86	98	99	93
Albany	102	90	107	103	100	101	99
Sweetwater	102	99	104	95	101	104	98
Johnson	100	108	95	136	100	91	98
Natrona	98	99	96	100	100	95	103
Carbon	96	103	91	90	101	105	100
Park	95	100	90	101	100	103	99
Fremont	94	92	89	90	102	101	104
Converse	93	95	88	87	100	98	104
Uinta	93	93	90	94	99	93	94
Hot-Springs	91	108	76	121	101	103	96
Lincoln-Kemmerer	90	89	83	100	100	88	111
Crook	90	92	81	112	101	94	100
Platte	90	100	78	105	99	106	101
Big Horn	89	96	77	118	100	99	102
Niobrara	89	94	78	109	102	101	94
Washakie	88	95	73	115	100	101	106
Goshen	88	91	78	93	99	104	96
Weston	86	87	76	92	100	102	99

Source: State of Wyoming, Department of Administration and Information, Economic Analysis Division, 2006.

# PLATTE COUNTY

## CHAPTER TWO

### AVAILABLE CHILD CARE SERVICES

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#### 2.1 GENERAL

Title 14, Chapter 4, of the Wyoming Statutes requires child care facilities in Wyoming to be certified by the Wyoming Department of Family Services. At the same time, Title 14 also recognizes and exempts various types of child care facilities.

##### 2.1.1 Licensed Facilities

There are three different types of licensed child care facilities in Wyoming:

1. A family child care home (FCCH) is a home of a child care provider that is used concurrently to provide child care for part of a day for 3 to 10 children.
2. A family child care center (FCCC) is a facility used to provide child care for 3 to 15 children, for part of a day, in a residential or commercial structure.
3. A child care center (CCC) is a facility used for part of a day to provide child care for 16 or more children (Wyoming Department of Family Services, 2005).

In addition to the three types of facilities described above, some child care centers (CCC) and family child care centers (FCCC) provide services in more than one facility. These child care facilities are identified as a multiple location facility child care center (MLFCCC) and a multiple location facility family child care center (MLFFCCC).

Licensed child care facilities are required to operate under the administrative rules of the Wyoming Department of Family Services. The administrative rules are outlined in Chapters 1 through 12 of the Wyoming Department of Family Service administrative rules for certification of child care facilities.

##### 2.1.2 Exempt Facilities

There are several possible exemptions to the licensing of a child care operation. However, an individual may claim no more than one of the following possible exemptions:

1. The care of a child is made by a legal parent or legal relative.
2. Child care is occasionally provided by a neighbor or friend of the child's parents.
3. Parents cooperatively exchange child care.
4. Child care is provided by a person employed who comes to the home of a child's parents or guardian.
5. Child care services within a facility are provided to not more than two unrelated children.
6. Child care facilities that are supervised by the State of Wyoming, local government, a school district, agency or other political subdivision.
7. Child care facilities that provide care to the children of only one immediate family unit (Wyoming Department of Family Services, 2005).

If two or more of the preceding potential exemptions pertain to a particular child care operation, then the facility must be licensed by the Wyoming Department of Family Services.

### **2.1.3 Illegal Facilities**

These child care facilities, which are privately operated by local residents, provide child care to more than two unrelated children. Further, they have no license to operate from the Wyoming Department of Family Services.

Any non-exempt child care facility that operates without certification from the Wyoming Department of Family Services is operating illegally. These facilities can be fined between \$50 and \$200 per day for each day that it operates without certification (Wyoming Department of Family Services, 2005).

## **2.2 CHILD CARE IN PLATTE COUNTY, WYOMING**

### **2.2.1 Type and Location of Facilities**

#### *2.2.1.1 Licensed Child Care Facilities*

Eleven of 17 child care facilities in Platte County were licensed facilities in the second quarter of 2006 (Table 2-1). The licensed facilities were located in Guernsey and Wheatland.

#### *2.2.1.2 Exempt Child Care Facilities*

Six exempt child care facilities were operating in Platte County in the second quarter of 2006 (Table 2-1). Five of the exempt facilities operated out of public schools.

#### *2.2.1.3 Illegal Child Care Facilities*

When the Wyoming Department of Family Services (WDFS) becomes aware of a potential illegal operation, the regional licensing representative typically visits the facility and informs the operator of applicable Wyoming State statutes and related administrative rules associated with the certification of child care facilities. The licenser provides the operator with appropriate forms and other related information to become licensed, and tries to assist those operators who are sincerely interested in becoming licensed.

### **2.2.2 Available Child Care Services and Enrollment**

#### *2.2.2.1 Available Services*

Licensed and exempt child care facilities in Platte County provide child care for four age groups. These include:

1. infant care for children ranging from birth to 12 months of age;
2. toddlers between 1 and 3 years of age;
3. preschool for children from 3 through 5 years of age;
4. school age children from 6 through 12 years of age.

Approximately 586 children were enrolled in licensed and exempt child care facilities in Platte County in the second quarter of 2006. About 314 children were enrolled in licensed facilities during this time period. More than 272 children were enrolled in exempt facilities.

**TABLE 2-1  
CAPACITY, ENROLLMENT, AND HOURS OF OPERATION  
CHILD CARE FACILITIES  
PLATTE COUNTY, WYOMING  
SECOND QUARTER 2006**

No.	Location/Facility	Hours of Operation Mon thru Fri except holidays unless specified otherwise	<sup>a)</sup> WDFS Type	<sup>a)</sup> WDFS Capacity	Total Enrollment	Infants Birth to 12 Months	Toddler 12 to 36 Months	Preschool 3 to 5 Years	School Age 6 to 12 Years
<b>Chugwater</b>									
1	Chugwater Elem/Jr. High, K-8	7:15-8:15 am 3:15-4:30 pm	Exempt	NP	20	NP	NP	NP	20
<b>Chugwater Subtotals</b>				<b>0</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20</b>
<b>Glendo</b>									
2	Glendo Elem/Jr. High School, K-8	7-8 am,7:50-8:10 am	Exempt	NP	37	NP	NP	NP	37
<b>Glendo Subtotals</b>				<b>0</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>37</b>
<b>Guernsey</b>									
3	Guernsey Early Childhood Center	8:00 am-4:00 pm	CCC	70	70	20	0	50	0
4	Guernsey-Sunrise Elementary/Jr High School, K-6	times vary, before and after school	Exempt	NP	N/A	NP	NP	NP	N/A
5	Helping Hands	6:00 am-6:00 pm	FCCH	8	0	0	0	0	0
6	Little Hands Day Care	6:00 am - 5:30 pm	FCCH	10	9	1	0	6	2
7	Little Steps Childcare	12:00 am-12:00 am	FCCH	10	7	1	3	3	0
8	Piccadilly Play School	7:30 am-5:30 pm	CCC	25	39	0	5	31	3
<b>Guernsey Subtotals</b>				<b>123</b>	<b>125</b>	<b>22</b>	<b>8</b>	<b>90</b>	<b>5</b>
<b>Wheatland</b>									
9	Cindy's Child Care Home	6:15 am-5:30 pm	FCCH	10	5	0	0	2	3
10	Community Youth Foundation	N/A	Exempt	NP	90	NP	NP	NP	90
11	Libbey Elementary School, K-5	7:45-8:15 am 3:30-5:30 pm	Exempt	NP	100	NP	NP	NP	100
12	Lollipop Lane Day Care	6:30 am-5:30 pm	FCCC	14	20	0	5	10	5
13	Lots of Love Childcare	6:00 am-5:30 pm	FCCC	12	6	0	1	4	1
14	Platte County Daycare/Kids Kastle	6:30 am-5:30 pm	CCC	40	74	0	21	40	13
15	The Infant Tree	6:00 am-6:00 pm	FCCC	20	25	8	14	3	0
16	Wheatland Early Childhood Center	two sessions 8-11:30 am/12-3:30 pm	CCC	84	84	N/A	N/A	84	N/A
17	Wheatland Jr. High School, 6-8	7:45-8:15 am 3:30-5:00 pm	Exempt	NP	25	NP	NP	NP	25
<b>Wheatland Subtotals</b>				<b>170</b>	<b>404</b>	<b>8</b>	<b>41</b>	<b>143</b>	<b>212</b>
<b>PLATTE COUNTY TOTALS</b>				<b>293</b>	<b>586</b>	<b>30</b>	<b>49</b>	<b>233</b>	<b>274</b>
Notes: a) WDFS-State of Wyoming, Department of Family Services; CCC-Child Care Center; FCCC-Family Child Care Center; FCCH-Family Child Care Home; MLFCC- Multiple Location Family Child Care Center. NP - Not Applicable. N/A - Not Available.									
Sources: Children and Nutrition Services (CNS), 2006; Pedersen Planning Consultants, 2006.									

### 2.2.2.2 Infant Care

There were 30 infants enrolled in child care facilities in Platte County in the second quarter of 2006 (Table 2-1). Infant enrollment represented about five percent of total child care enrollment in Platte County.

### *2.2.2.3 Toddler Care*

In the second quarter of 2006, 49 toddlers were enrolled in child care facilities in Platte County (Table 2-1). Toddlers represented roughly eight percent of the total child care enrollment.

### *2.2.2.4 Preschool Care*

The preschool age group represented almost 40 percent of the total child care enrollment in Platte County in 2Q 2006. The 233 preschoolers enrolled represented the second largest enrollment of the four child care age groups (Table 2-1).

### *2.2.2.5 School Age Care*

Licensed and exempt child care facilities in Platte County provide school age care for more than 274 children from 6 through 12 years of age (Table 2-1). School age care represented almost 47 percent of the total child care enrollment of children, the highest enrollment of the four child care age groups.

Various before and after school programs are offered at public schools in Platte County. Libbey Elementary School in Wheatland, for example, offers a daily breakfast before school program for approximately 35 Kindergarten-grade 2 children. After school, students from West Elementary School (Grades 3-5) in Wheatland are bussed every school day to join Kindergarten-grade 2 students at Libbey Elementary School in their after school program (Wilson, 2006; Embrey, 2006). Approximately 65 children participate in that program.

The number of children presented in Table 2-1 represents the average number of children who participate in before and after school programs on any given school day. These programs provide a valuable form of child care during after school hours.

Summer school classes are provided by some of the public schools for several weeks in the summer. Enrollment sizes and the length of these classes vary. Sunrise Elementary School in Guernsey, for example, offered a four-week, Summer School program for about 38 children in Kindergarten-grade 6 (Martin, 2006). The enrollment numbers for summer school are not included in Table 2-1.

## **2.2.3 Authorized Facility Capacity**

The facility capacity authorized by the Wyoming Department of Family Services (WDFS) is the number of children that can be served at any given time of the day. Because many parents use child care services on a part-time or hourly basis for selected days of the week, licensed child care facilities in Platte County provide service to a greater number of children.

In 2Q 2006, for example, the cumulative facility capacity of licensed child care facilities in Platte County suggested a maximum enrollment of up to 293 children. Yet, the actual enrollment included more than 314 children in licensed facilities. Consequently, licensed child care facilities in 2Q 2006 legally served an enrollment that was seven percent over their authorized facility capacity.

## 2.2.4 Hours of Operation

Child care facilities in Platte County typically operate Monday through Friday (Table 2-1). In Platte County, child care facilities typically operate for about 11 to 12 hours during any weekday. Child care facilities normally open their doors at about 6:00-6:30 am and close between 5:30-6:00 pm.

One family child care home is open for 24 hours during weekdays. Twenty-four child care operations enable parents working non-traditional hours to obtain child care.

Child care centers, e.g., the Wheatland Early Childhood Center, provide structured preschool classes. These classes are typically offered in multiple sessions during specific days of the week. Each session typically extends for about two hours.

Many public schools in Platte County provide child care for short time periods before and after school. A breakfast program, for example, is offered for only about a 30-minute time period before the start of the school. In the afternoon, a homework/study program is provided for one to two hours after school.

## 2.2.5 Planned Child Care Facilities

At the time of this report, there are no known plans for the establishment of a new child care facility in Platte County.

## 2.2.6 Cost of Child Care Services

### 2.2.6.1 General

The average cost of child care services in Platte County is presented in Table 2-2. It should be noted that average daily care costs provide only a general picture of child care costs. The cost of child care services are sometimes discounted as some child care operators offer discounted rates for clients who bring more than one child to the child care facility. Most child care providers will also offer discounted weekly and monthly rates. In addition, some parents use child care services for only a few hours of the day and/or selected days of the week.

	<b>Infants Birth to 12 months</b>	<b>Toddler 12 to 36 months</b>	<b>Preschool 3 to 5 years</b>	<b>School Age 6 to 12 years</b>
<b>Platte County</b>	<b>17.68</b>	<b>16.80</b>	<b>16.40</b>	<b>15.44</b>
Guernsey	16.00	16.00	16.00	16.00
Wheatland	18.72	17.20	16.56	15.04
Source: Children and Nutrition Services (CNS), 2006; Pedersen Planning Consultants, 2006.				

The child care facilities in Chugwater and Glendo are public schools that do charge parents for before and after school services. Consequently, the child care service rates presented in Table 2-2 reflect rates only for child care facilities in Guernsey and Wheatland.

Child care costs vary from \$15.04 to \$18.72 per day, and are largely dependent upon the age of children brought to a child care facility (Table 2-2). Variable staff:child ratios required by the Wyoming Department of Family Services significantly influence the cost of delivering child care services. Consequently, variable child care rates reflect the differences in required staffing, as well as other direct operational costs.

#### *2.2.6.2 Infant Care*

Infant care costs average \$17.68 per day in Platte County (Table 2-2). This rate is higher than the rate of care for other child age groups. Higher costs primarily reflect higher required staff-child ratios, a lower maximum allowable group size, an increased level of responsibility, and other direct operating costs.

#### *2.2.6.3 Toddler Care*

Somewhat lower average daily costs for toddler care (\$16.80 per day) are offered in Platte County (Table 2-2). Staff:child ratios for toddler care are somewhat less than those required for infants. Maximum allowable group sizes are also larger, particularly for toddlers between 24 and 36 months of age.

#### *2.2.6.4 Preschool Care*

The average cost of child care for preschool children is \$16.40 per day, somewhat lower than child care rates for infants and toddlers (Table 2-2). Staff-child ratios are considerably lower for both 3-year olds, as well as children that are 4 and 5 years of age. In addition, allowable maximum group sizes increase considerably.

#### *2.2.6.5 School Age Care*

School age children, between 6 and 12 years of age, are brought to some child care facilities for after-school care. These costs vary during the course of the year because of changing needs.

In the summer months, children on vacation from school may come to a child care facility on one or more days of the week. The average cost for the care of school age children in Platte County is \$15.44 per day (Table 2-2). The rate for school age care is typically lower than any of the other age groups.

There is no cost for school age children that participate in after school activities at public schools.

# PLATTE COUNTY

## CHAPTER THREE

### ANTICIPATED CHILD CARE DEMAND

#### 3.1 INTRODUCTION

The quantification of anticipated child care demands provides some insight concerning potential child care needs. Chapter Three presents anticipated demands for infant, toddler, preschool and school age care. Overall child care demands for the county are also correlated with child care enrollments in July 2006 to calculate the extent of unmet child care needs.

The general methodology used to calculate anticipated child care demands is described more fully in the Introduction section of the overall report.

#### 3.2 RESIDENT POPULATION OF PLATTE COUNTY

The resident population of Platte County included an estimated 9,085 residents in 2005 (see also Chapter One).

A significant expansion of the Camp Guernsey Joint Training Center is anticipated during the next decade. The planned expansion of this complex calls for the conversion of the National Guard base into a mobilization site that can train visiting military units as well as Wyoming troops (Rawlins Daily Times, 2006). Available estimates suggest that the workforce supporting Camp Guernsey Joint Training Center will quadruple in size by 2014 and that roughly half of this workforce will include residents of Platte County. Dependents can also be expected to accompany most of the incoming workers.

The application of these assumptions suggests that annual population growth rates will range between roughly 0.3 and 1.2 percent during the next decade. This anticipated growth could boost the size of the county's resident population to about 9,648 persons in 2016 (Table 3-1).

#### 3.3 FUTURE CHILD CARE DEMAND

##### 3.3.1 Low End of the Anticipated Demand Range

The low end of the anticipated demand range suggests a growing demand for child care services in Platte County. It is anticipated that these demands will include, at least, 588 Platte County children in 2007. By 2016, these demands are expected to gradually rise to about 615 children between 0 and 12 years of age (Table 3-2).

<i>Year</i>	<i>Population (persons)</i>	<i>Estimated Rate of Growth (percent)</i>
April 2000 Census	8,807	
2001	8,899	1.04
2002	8,951	0.58
2003	9,004	0.59
2004	9,064	0.67
<b>2005 Base Year</b>	<b>9,085</b>	<b>0.23</b>
2006	9,194	1.20
2007	9,242	0.52
2008	9,290	0.52
2009	9,340	0.54
2010	9,382	0.45
2011	9,429	0.50
2012	9,481	0.55
2013	9,533	0.55
2014	9,581	0.50
2015	9,619	0.40
2016	9,648	0.30

Source: Pedersen Planning Consultants, 2006.

<b>TABLE 3-2</b> <b>LOW-END</b> <b>CHILD CARE DEMAND FORECAST</b> <b>PLATTE COUNTY, WYOMING</b> <b>2006 - 2016</b>	
<i>Year</i>	<i>Anticipated Low-End Demand (children)</i>
2006	586
2007	588
2008	592
2009	595
2010	599
2011	601
2012	605
2013	608
2014	611
2015	613
2016	615

Source: Pedersen Planning Consultants, 2006.

### 3.3.2 High End of the Anticipated Demand Range

The high end of the demand range represents 614 Platte County children in 2007 and 639 children in 2016 (Table 3-3). In contrast to almost all other Wyoming counties, the size of the anticipated child care age population in Platte County is somewhat lower than the low end demand forecast. This suggests that a sizeable number of parents using child care cannot afford the present cost of child care services. Similar to other Wyoming counties, the anticipated high end child care demand is strongly influenced by:

1. the lack of affordability to roughly 43 percent of Platte County households, and,
2. the intention or desire of some Platte County parents, i.e., 17 percent, to provide infant, toddler and school age care for their own children at home, or obtain those services from families or friends.

<b>TABLE 3-3</b> <b>HIGH-END</b> <b>CHILD CARE DEMAND FORECAST</b> <b>PLATTE COUNTY, WYOMING</b> <b>2006 - 2016</b>				
<i>Year</i>	<i>Anticipated Child Care Population</i>	<i>(-) Children Receiving Other Means of Child Care</i>	<i>(-) Suppressed Demand Due to Affordability</i>	<i>(=) High-End Child Care Demand</i>
2006	1,537	262	666	609
2007	1,546	263	669	614
2008	1,554	266	673	615
2009	1,562	268	676	618
2010	1,569	269	678	622
2011	1,576	270	683	623
2012	1,586	271	687	628
2013	1,594	272	690	632
2014	1,603	274	694	635
2015	1,609	275	697	637
2016	1,614	276	699	639

Source: Pedersen Planning Consultants, 2006.

3. the desire of all parents to seek preschool care even if their children are cared for at home.

Consequently, the potential demand for child care services represents almost 40 percent of the anticipated child care population from 0 through 12 years of age.

### 3.3.3 Types of Services

The greatest demand for child care services appears to be for school-aged children between 6 and 12 years of age. The demands for this age group are considerably more than the demands for infants, toddlers, and preschoolers because, on a comparative basis, it includes a much larger segment of the total county population (Table 3-4).

Child care demands for the 6 to 12 year old group are probably the most difficult to discern. Older children generally have more skills, abilities and experience that enable them to be more self-sufficient in the absence of their parents. Many children in this age are also involved in various organized after-school activities such as sports, girl scouts, and 4-H. Those children not participating in various after-school programs need some adult supervision to monitor, at least, the type and location of their after-school activities, as well as other children whom they may choose to spend time with.

Substantive demand is also evident for preschool children, or children from three through five years of age. Increased demand is also anticipated for toddler and infant care, but these demands are considerably less than those expected for preschool care.

Year	Infant Child Care (birth to 12 months)		Toddler Child Care (12 to 36 months)		Preschool Child Care (3 to 5 years)		School Age Child Care (6 to 12 years)		Net Child Care Demand	
	Low End	High End	Low End	High End	Low End	High End	Low End	High End	Low End	High End
2006	30	36	49	64	233	179	274	330	586	609
2007	30	37	49	65	234	180	275	332	588	614
2008	30	37	50	64	235	181	277	333	592	615
2009	30	37	50	65	237	181	278	335	595	618
2010	31	37	50	65	238	183	280	337	599	622
2011	31	37	50	65	239	183	281	338	601	623
2012	31	38	51	66	240	184	283	340	605	628
2013	31	38	51	67	242	185	284	342	608	632
2014	31	38	51	66	243	187	286	344	611	635
2015	31	38	51	67	244	187	287	345	613	637
2016	31	38	51	67	245	188	288	346	615	639

Source: Pedersen Planning Consultants, 2006

### 3.3.4 Correlation of Anticipated Demand Range with Existing Facility Enrollment

The correlation of the anticipated child care demand range with 2006 facility enrollment (Table 3-5) provides insights to the extent of potential unmet child care needs in Platte County between 2007 and 2016. Potential unmet needs represent the number of children which, as of 2006, could not be served unless additional private and/or public investments are made for the expansion of existing facilities or the development of new child care facilities.

<b>TABLE 3-5</b> <b>ANTICIPATED UNMET CHILD CARE DEMAND</b> <b>PLATTE COUNTY, WYOMING</b> <b>2006 - 2016</b>					
<i>Year</i>	<i>2006 Enrollment</i>	<i>Net Childcare Demand</i>		<i>Unmet Demand</i>	
		<i>Low End</i>	<i>High End</i>	<i>Low End</i>	<i>High End</i>
2006	586	586	609	0	23
2007	586	588	614	2	28
2008	586	592	615	6	29
2009	586	595	618	9	32
2010	586	599	622	13	36
2011	586	601	623	15	37
2012	586	605	628	19	42
2013	586	608	632	22	46
2014	586	611	635	25	49
2015	586	613	637	27	51
2016	586	615	639	29	53

Source: Pedersen Planning Consultants, 2006.

This correlation reveals that existing facility capacity in Platte County is somewhat insufficient to support anticipated future child care needs. If the potential demand in 2016 conservatively falls near a midpoint of the low and high ends of the anticipated unmet demand range (approximately 41 children), it can be concluded that the potential child care demands in Platte County warrant the development of, at least, the following facilities by 2016:

- four family child care homes in Wheatland and Guernsey that would each accommodate about 10 children.

# PLATTE COUNTY

## CHAPTER FOUR

### ECONOMIC IMPORTANCE OF EXPANDED CHILD CARE SERVICES

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#### 4.1 GENERAL

The potential expansion of existing facilities and the development of new child care facilities in Platte County can generate significant economic benefits to the local economy. Potential employment in the child care industry creates new jobs and increased personal income for child care workers. The delivery of child care services also generates revenues to small business proprietors and other child care service providers.

Employment, personal income, and service revenues generated by the child care industry represent direct economic impacts. The direct economic impact of the child care industry in 2006, as well as the potential impact of the industry in 2016, is discussed more fully in sections 4.2 through 4.4.

The child care industry also generates indirect economic impacts upon other industries that serve the child care industry, e.g., retail trade, in the Wyoming economy. These industries provide goods and services that child care providers purchase to deliver child care services.

Employment and income that are created in the child care industry and other industries serving the child care industry further generate personal expenditures in other industries of the Wyoming economy. These expenditures also create more jobs and income. These economic impacts are referred to as induced economic impacts.

The methodology used to calculate the anticipated amount of direct employment, personal income generation and child care service revenues is summarized in the Introduction section of the overall report. The indirect and induced impacts associated with the child care industry in 2006, as well as the potential impact of the industry in 2016, are presented on a statewide basis in the Executive Summary.

#### 4.2 DIRECT ECONOMIC IMPACTS

##### 4.2.1 Anticipated Direct Employment

The analysis of potential direct employment considers and identifies the anticipated number of child care jobs that would be needed to address future child care demands. Anticipated staff requirements include those jobs needed to support the operation of child care centers, family child care centers, and family child care homes.

The estimated amount of direct employment that could be derived from anticipated child care demands in Platte County could generate the development of 56-78 child care jobs in 2007. The anticipated number of jobs annually required, between 2007 and 2016, is expected to gradually increase with growing demands for child care services. By 2016, the number of child care jobs is expected to rise to roughly 62 to 78 jobs (Table 4-1).

**TABLE 4-1  
ANTICIPATED CHILD CARE STAFF REQUIREMENTS  
PLATTE COUNTY, WYOMING  
2006 - 2016**

Year	Teachers		Assistant Teachers		Classroom Aides		Full Time Directors		Net Staff Demand	
	Low End	High End	Low End	High End	Low End	High End	Low End	High End	Low End	High End
2006	35	38	14	15	5	23	2	2	56	78
2007	35	38	14	15	5	23	2	2	56	78
2008	35	38	14	15	5	23	2	2	56	78
2009	35	38	14	15	5	23	2	2	56	78
2010	36	38	14	15	5	23	2	2	57	78
2011	38	38	15	15	5	23	2	2	60	78
2012	38	38	15	15	5	23	2	2	60	78
2013	38	38	15	15	5	23	2	2	60	78
2014	38	38	15	15	5	23	2	2	60	78
2015	39	38	16	15	5	23	2	2	62	78
2016	39	38	16	15	5	23	2	2	62	78

Notes: Cumulative staff requirements include those needed to support child care centers, family child care centers, and family child care homes.  
Source: Pedersen Planning Consultants, 2006.

#### 4.2.2 Anticipated Personal Income Generation

The anticipated personal income generation that is expected from direct employment in Platte County’s child care industry is presented in Table 4-2 and Table 4-3. The information presented in these statistical tables provides a range of potential income generation. Both low mean and high mean income data from 2Q 2006 were applied to the anticipated child care staff demand range to calculate the amount of potential wages that would be generated from the variable staff requirements.

**TABLE 4-2  
ANTICIPATED PERSONAL INCOME GENERATION  
FROM LOW MEAN ANNUAL WAGES  
PLATTE COUNTY, WYOMING  
2006 - 2016  
(dollars)**

Year	Teachers		Assistant Teachers		Classroom Aides		Directors		Net Staff Demand	
	Low End	High End	Low End	High End	Low End	High End	Low End	High End	Low End	High End
2006	402,167	436,638	243,734	261,144	79,217	364,399	62,232	62,232	787,351	1,124,414
2007	402,167	436,638	243,734	261,144	79,217	364,399	62,232	62,232	787,351	1,124,414
2008	402,167	436,638	243,734	261,144	79,217	364,399	62,232	62,232	787,351	1,124,414
2009	402,167	436,638	243,734	261,144	79,217	364,399	62,232	62,232	787,351	1,124,414
2010	413,657	436,638	243,734	261,144	79,217	364,399	62,232	62,232	798,841	1,124,414
2011	436,638	436,638	261,144	261,144	79,217	364,399	62,232	62,232	839,232	1,124,414
2012	436,638	436,638	261,144	261,144	79,217	364,399	62,232	62,232	839,232	1,124,414
2013	436,638	436,638	261,144	261,144	79,217	364,399	62,232	62,232	839,232	1,124,414
2014	436,638	436,638	261,144	261,144	79,217	364,399	62,232	62,232	839,232	1,124,414
2015	448,129	436,638	278,554	261,144	79,217	364,399	62,232	62,232	868,132	1,124,414
2016	448,129	436,638	278,554	261,144	79,217	364,399	62,232	62,232	868,132	1,124,414

Source: Pedersen Planning Consultants, 2006.

**TABLE 4-3  
ANTICIPATED PERSONAL INCOME GENERATION  
FROM HIGH MEAN ANNUAL WAGES  
PLATTE COUNTY, WYOMING  
2006 - 2016  
(dollars)**

Year	Teachers		Assistant Teachers		Classroom Aides		Directors		Net Staff Demand	
	Low End	High End	Low End	High End	Low End	High End	Low End	High End	Low End	High End
2006	579,533	629,207	266,448	285,480	99,522	457,802	79,558	79,558	1,025,061	1,452,047
2007	579,533	629,207	266,448	285,480	99,522	457,802	79,558	79,558	1,025,061	1,452,047
2008	579,533	629,207	266,448	285,480	99,522	457,802	79,558	79,558	1,025,061	1,452,047
2009	579,533	629,207	266,448	285,480	99,522	457,802	79,558	79,558	1,025,061	1,452,047
2010	596,091	629,207	266,448	285,480	99,522	457,802	79,558	79,558	1,041,619	1,452,047
2011	629,207	629,207	285,480	285,480	99,522	457,802	79,558	79,558	1,093,767	1,452,047
2012	629,207	629,207	285,480	285,480	99,522	457,802	79,558	79,558	1,093,767	1,452,047
2013	629,207	629,207	285,480	285,480	99,522	457,802	79,558	79,558	1,093,767	1,452,047
2014	629,207	629,207	285,480	285,480	99,522	457,802	79,558	79,558	1,093,767	1,452,047
2015	645,765	629,207	304,512	285,480	99,522	457,802	79,558	79,558	1,129,357	1,452,047
2016	645,765	629,207	304,512	285,480	99,522	457,802	79,558	79,558	1,129,357	1,452,047

Source: Pedersen Planning Consultants, 2006.

The anticipated personal income generation derived from low mean annual wages would generate annual personal incomes ranging from almost \$0.8 million to \$1.1 million in 2007. By 2016, it is expected that personal income generation would rise from \$0.9 to almost \$1.1 million per year (Table 4-2).

When anticipated direct employment is applied to high mean annual wages, potential income generation in 2007 would range between roughly \$1.0 million to almost \$1.5 million per year. The annual personal income generation in 2016 would range between roughly \$1.1 million and 1.5 million (Table 4-3).

The mid points of the low and high mean annual wages in 2016 suggest that annual personal income generation will increase between \$1.0 and \$1.3 million during the next decade.

#### 4.2.3 Child Care Service Revenues

In 2006, the child care industry of Platte County earned approximately \$1.25 million in revenues that were derived from the delivery of child care services. Should the industry address the anticipated child care demands in 2016, child care service revenues are expected to rise to roughly \$1.32 million in 2016 (Table 4-4).

**TABLE 4-4  
ANTICIPATED CHILD CARE SERVICE REVENUES  
PLATTE COUNTY  
2006 and 2016  
(In Dollars)**

Child Care Group	2006	2016
Infants (0 to 12 months)	129,285	148,678
Toddlers (1 to 3 years)	200,655	241,605
Preschool (3 to 5 years)	620,945	576,973
School Age (6 to 12 years)	301,427	348,732
<b>TOTAL COUNTY REVENUES</b>	<b>1,252,312</b>	<b>1,315,987</b>

Source: Pedersen Planning Consultants, 2006.

### **4.3 INDIRECT AND INDUCED ECONOMIC BENEFITS**

The indirect and induced impacts associated with the child care industry in 2006, as well as the potential impact of the industry in 2016, are presented on a statewide basis in the Executive Summary of this report.

### **4.4 EMPLOYEE RETENTION AND RECRUITMENT**

An Employer Survey associated with the Wyoming Workforce Child Care Needs Assessment was distributed to employers throughout the state of Wyoming in June 2006. Twenty-five percent of the employer representatives from Platte County, which responded to the Employer Survey between June and August 2006, reported that the availability of child care facilities had hampered their company's ability to recruit employees. However, no employer representatives indicated that the availability of child care services hampered their ability to retain good employees (Appendix A).

The expansion and development of new child care facilities in Platte County would only improve the future recruitment of employees for larger community employers and small businesses in Platte County. When the capacity of existing facilities is sufficient to meet future child care demands, employers can identify available child care facilities as a community asset to those individuals they desire to hire.

Expanded child care facilities would also influence the future retention of company and small business employees. The availability of a greater number of child care facilities would reduce the loss of employees that otherwise might be lost to the unavailability of child care facilities.