Vision Statement
Quality, affordable child care is available to every child in Utah who needs it.

Mission Statement
To support children and families by working collaboratively with providers, employers, agencies and communities throughout Utah to ensure the availability of quality affordable child care.

Utah Office of Child Care Advisory Committee

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Salt Lake City

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Salt Lake City

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Provo

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Salt Lake City

Mark Stimpson
Regence BlueCross BlueShield
Salt Lake City

Iona Thraen, ACSW
Utah Department of Health
Salt Lake City

Laura Oscarson Wilde
Utah State Office of Education
Salt Lake City
Many great things have been accomplished this year by our office. Grants have been awarded to child care providers, research on providers themselves and the rates they charge has been completed, provider education opportunities have expanded, and child care subsidy continues to help parents become and stay employed. So much has been achieved and so much more needs to be done.

This realization hit me when I recently attended a conference where the question was asked: “What is the purpose of child care? Is it for parental economic independence? Or is it for healthy child development?” I have pondered this question many times over the past several months as we chart our efforts for the new fiscal year.

The answer is both! The Department of Workforce Services and the Office of Child Care are uniquely aligned to accomplish both objectives.

Research shows that children do best when their families achieve increased employment and income, when they live with the love and support of both parents, and when they spend time in high-quality child care and after-school activities. Thus, to benefit children, many strategies involving multiple partners must be employed. The goals are to:

1. Help families achieve an adequate standard of living.
   Children benefit when families have enough income and resources to escape poverty. Research has shown that family income consistently predicts children’s academic and cognitive performance, even when other family characteristics are taken into account. Current Census Bureau data show that more than 92,000 Utah children live in poverty and over 25 percent of Utah’s children live in working poor families (Utah Kids Count, 2002).

   Children of employed mothers who earn more than the minimum wage generally have better reading recognition, reading comprehension, and math scores than children whose mothers work for lower wages. (Moore and Driscoll, 1997)

2. Help families provide stable and supportive homes.
   Children benefit when parents advance their education and training. For families to leave poverty behind they need better jobs and the skills and training to become self-sufficient.

   Parents with higher education levels tend to display more effective parenting with positive outcomes for children. (Chase-Lansdale and Pittman, 2002)

   In addition, research shows that children are better off when their fathers are involved in their lives. Father involvement can reduce child poverty and can also provide significant contributions to the emotional and intellectual well-being of children. (Congressional Research Service, 2001)

3. Help families access quality child care and after-school programs.
   From early childhood through adolescence, children who enjoy high-quality care and supervision are better prepared for school in terms of cognitive skills, health, and behavior.

   Children in high-quality child care demonstrate greater mathematical ability, greater thinking and attention skills, and fewer behavioral problems than children in lower-quality care. These differences hold true for children from a range of backgrounds. (Peisner-Feinberg, et al, 1999)

   The first two goals fit with the mission and vision of the Department of Workforce Services. The third goal fits squarely with the Office of Child Care. Its vision is to support children and families by ensuring that quality, affordable child care is available to every child in Utah who needs it.

   Affordable, quality child care is critical to the economy of Utah. It facilitates the work of parents, leading to a more reliable workforce. The lack of child care can result in absenteeism, tardiness, poor job performance and unemployment. Furthermore, investing in our child care system not only supports the labor force today, but also helps prepare our children to be the workers of tomorrow.

   The Office of Child Care has created short and long-term goals and multiple strategies that will continue to build on the strong foundation we’ve worked so hard to build this past year. These goals and strategies are continuously revised and refined to meet changing challenges and needs. Work with us to build and maintain a child care system that supports families, child care providers, and employers to build a strong Utah. There are many ways you can be involved. For more information, visit our website: jobs.utah.gov/occ or call us at: 801.526.4340.
Utah’s Child Care Workforce Study
There are many challenges to recruiting and retaining the level and type of child care workforce needed to produce a high quality child care system. Demographic trends indicate that the need for child care in Utah will continue to rise. The Department of Workforce Services projects the need for an additional 2,590 child care worker positions to support Utah’s economy in 2000-2005. The child care field is projected to be the 10th largest producer of new jobs from 2000-2005.

U.S. Census figures show a 29.6 percent increase in the state’s population from 1990-2000 including a 9.4 percent increase in the number of children under five years old. Contributing to the demand is Utah’s changing work patterns and family makeup. Census figures point to an increasing percentage of two parents in the labor force and an increasing number of women entering full-time work in Utah. The number of single parent families is expanding.

In 2002, the Office of Child Care commissioned a study of Utah’s child care workforce. Key findings of the study include:

Wages and Benefits
Compensation is remarkably low. The estimated average hourly wage for child care workers in Utah is $7.90 per hour. The average hourly wage for a center teacher ranges from $6.81 (low) to $8.67 (high). The average weekly net income for a family provider is $240.45 for a 49-hour work week, or about $4.90 per hour.

Only one in four full-time center staff has health insurance through their job. No more than 5 percent of family providers have health or dental insurance through their child care business.

Recruitment and Retention
The top two reasons for staff turnover are low wages and no benefits. Utah child care centers reported a 31 percent turnover rate from the previous year. Of center staff leaving their positions, 38 percent left the field entirely. Children in programs with high staff turnover rates tend to be less proficient in language and social skills.

Provider Education
Almost half, or 46 percent, of center classroom teachers have only a high school diploma. Less than half, or 33 percent, of family child care providers have at most a high school diploma. About 12 percent of family child care providers, 11 percent of residential certificate holders, and eight percent of center teachers have an associate’s degree. Only 12 percent of family child care providers, nine percent of residential certificate holders, and 12 percent of
Care About Child Care Public Awareness Campaign

Care About Child Care is a collaborative project between the Office of Child Care and the Utah Association of Child Care Resource and Referral Agencies (UACCRRA). This project is a multi-media public awareness campaign designed to increase the public’s understanding of the benefit of quality child care and school-age care. It will also increase understanding that quality early education programs help prepare children for later school success and is a vital component of Utah’s economic infrastructure. The campaign will kickoff in early 2003.

Employer Champions for Child Care

Employer Champions for Child Care is a public/private partnership dedicated to bringing business leaders, policymakers and advocates together to develop and achieve objectives designed to improve child care and early education in Utah. The Department of Workforce Services’ regional councils, the Office of Child Care Advisory Committee, and community advocates are exploring this exciting new corporate initiative.

First Annual Child Care Provider Professional Development Conference Sponsored by the Office of Child Care

The conference will be held May 30 and 31, 2003. It is sponsored by the Office of Child Care in cooperation with Utah’s major child care provider associations including the Utah Association for the Education of Young Children (UAEYC), Utah Professional Child Care Association (UPCCA), Professional Family Child Care Association (PFCCA), Utah School-Age Care Alliance (USACA), Utah Association of Child Care Resource and Referral Agencies (UACCRRA), and the Utah Head Start Association (UHSA). A variety of educational workshops and seminars of interest to child care providers are planned. Information will be mailed to all regulated providers early spring 2003.
The Payment-to-Parent Assisted Child Care Program

The Payment-to-Parent Assisted Child Care Program provides funding for child care to parents who are employed or employed and attending school or training. The program serves single-parent families or two-parent families when neither parent can change schedules to provide care for their children. Parents must meet minimum work requirements. Other eligibility requirements such as income limits and cooperation to obtain child support also apply.

During 2002, a separate account for child care funds was added to the Utah Horizon system. Parents who select center care receive their subsidy electronically and make payment with their Utah Horizon Card. Payment can only be authorized for child care services provided by participating child care centers. Parents selecting other types of care will continue to receive a two party check until the Electronic Benefits Transfer (EBT) payment method becomes available for other provider types. Almost 80 percent of approximately 285 licensed child care centers are participating in the EBT system. This system has improved the ease, availability, and timeliness of payments.

FY02 Program Statistics
Monthly average served:
Families 5,887
Children 11,232
Average cost of subsidy per child, per month: $268

Provider Helpline

The Provider Helpline, introduced in March 2002, supports child care providers who receive payment through the Payment-to-Parent Assisted Child Care Program. This dedicated provider helpline answers questions, provides feedback, and reports possible misuse of child care funds. The information collected from the Provider Helpline will be used to develop training for child care providers on the eligibility process.

FY02 Program Statistics
Calls received:
March 214
April 331
May 241
June 242
Average calls per month 257

Note
FY is shorthand for fiscal year. A fiscal year is a 12-month period at the end of which all accounts are completed. A fiscal year does not always correspond to a calendar year. FY02 is the time period from July 1, 2001 through June 30, 2002.
Utah’s Child Care Resource and Referral Agencies (CCR&R) are funded by the Office of Child Care. The Office contracts with six agencies to provide community-based child care information and referral services throughout Utah. Parents call a locally based CCR&R to receive information to assist them in their search for quality child care. The CCR&Rs also support child care providers by offering a wide variety of training courses and other technical support.

**FY02 Program Statistics**

Contract funds distributed by Office of Child Care: $2.5 million

<table>
<thead>
<tr>
<th>CCR&amp;R</th>
<th>Child Care Provider Technical Assistance Calls</th>
<th>Child Care Provider Training Hours</th>
<th>Parent Referral Calls</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bridgerland</td>
<td>2,829</td>
<td>4,834</td>
<td>829</td>
</tr>
<tr>
<td>Eastern</td>
<td>532</td>
<td>3,049</td>
<td>203</td>
</tr>
<tr>
<td>Metro</td>
<td>7,567</td>
<td>10,991</td>
<td>2,779</td>
</tr>
<tr>
<td>Mountainland</td>
<td>5,130</td>
<td>5,734</td>
<td>753</td>
</tr>
<tr>
<td>Northern</td>
<td>2,404</td>
<td>8,614</td>
<td>1,822</td>
</tr>
<tr>
<td>Western</td>
<td>1,968</td>
<td>6,387</td>
<td>723</td>
</tr>
<tr>
<td>TOTAL</td>
<td>20,430</td>
<td>39,609</td>
<td>7,109</td>
</tr>
</tbody>
</table>
School-Age Programs

The Department of Workforce Services contracts with private and public program providers which operate school-age programs throughout Utah during the school year and when school is not in session. Programs receiving these contracts must match the grants from 50 percent to 100 percent in cash or in-kind. The Office of Child Care offers training and support to these programs and works to develop awareness and understanding of what makes a quality before- and after-school program.

After-school and summer programs keep children safe, help working families, and improve students’ academic achievement by providing critical opportunities for youths to learn and grow. These programs lessen the worries of parents who cannot be with their children after school.

(Source: Afterschool Alliance, www.afterschoolalliance.org.)

FY02 Program Statistics

<table>
<thead>
<tr>
<th>Category</th>
<th>Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total awarded</td>
<td>$1,155,200</td>
</tr>
<tr>
<td>Contracts</td>
<td>23</td>
</tr>
<tr>
<td>Counties served</td>
<td>11</td>
</tr>
<tr>
<td>Program sites</td>
<td>66 (21 offer a summer program)</td>
</tr>
<tr>
<td>Children served</td>
<td>7,049 (6,271 school year and 778 summer)</td>
</tr>
<tr>
<td>Children with special needs served</td>
<td>236</td>
</tr>
<tr>
<td>Average cost to operate</td>
<td>$2.81</td>
</tr>
<tr>
<td>per hour, per child</td>
<td></td>
</tr>
<tr>
<td>Average daily attendance, per program</td>
<td></td>
</tr>
<tr>
<td>School year</td>
<td>28</td>
</tr>
<tr>
<td>Summer</td>
<td>70</td>
</tr>
<tr>
<td>Average weekly program operation hours</td>
<td>19</td>
</tr>
</tbody>
</table>
The Office of Child Care offers grants to child care providers to increase the availability (start-up), affordability and quality of child care. Grants are distributed through a competitive bid process. Both start-up grants and quality improvement grants stress program excellence.

Applying for and being awarded these grants is voluntary.

### FY02 Program Statistics

#### Start-Up and Expansion Grants
- **Total awarded**: $291,080
- **Programs**: 17
  - Family programs – all age children: 5
  - Center programs – infant/toddler and school-age children: 12
- Non-traditional hours: 5
- Special needs care: 1

#### Quality Improvement Grants
- **Total awarded**: $59,165
- **Grants**: 41
  - Centers: 8
  - Family care: 33

#### Infant and Toddler Quality Improvement Grants
(Funded over a 17 month period, 2/01 through 6/02)
- **Total awarded**: $745,730
- **Centers funded**: 24
- **Infants/toddlers served**: 404

#### Provider Association Grants
- **Total awarded**: $10,000
- **Utah Non-Profit Provider Associations**: 6
- **Utah child and school-age care providers**, benefiting from conferences and training sponsored by provider associations: 936
The Office of Child Care sponsors the following Professional Development Programs for child care providers:

The Early Childhood Career Ladder Program. This program recognizes and rewards child care providers for increasing levels of training in child development and child care. A growing body of research indicates that the quality of care children receive is directly tied to their caregiver’s level of training.

The Provider Achievement Award Program. This program recognizes providers annually for going above and beyond the minimum health and safety requirements of the Utah Department of Health, Bureau of Licensing. Qualifying providers are rated on a scale of one to ten stars, depending on their level of training and years of licensed experience. Providers who participate in this program receive an annual cash award.

Scholarships and Accreditation. The Office of Child Care sponsors scholarships for providers who are in the process of obtaining or renewing their Child Development Associate (CDA) credential. OCC also sponsors national accreditation support projects for center, family, and school-age child care providers.

**FY02 Program Statistics**

<table>
<thead>
<tr>
<th>Program</th>
<th>Awards</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Ladder</td>
<td>1,036</td>
<td>$439,900</td>
</tr>
<tr>
<td>Provider Achievement Awards</td>
<td>239</td>
<td>$170,000</td>
</tr>
<tr>
<td>CDA Scholarships</td>
<td>8</td>
<td>$2,600</td>
</tr>
</tbody>
</table>

Accreditation support funds of $17,806 were distributed among Utah’s four statewide child care provider associations.
Work / Life Training and Development

Work/Life is an emerging field which helps businesses become more successful by creating workplaces that support a diverse workforce and a culture that recognizes the out-of-work time needs of employees. While work/life programs and policies take many forms, the goal is to ensure that employees are productive and satisfied. Successful work/life programs impact the bottom line by enhancing recruitment and reducing staff turnover and absenteeism.

FY02 Program Statistics
Over 80 Utah businesses were nominated for the Department of Workforce Services Work/Life Awards. The ten 2001 Utah Work/Life Award winners match and surpass national averages and benchmark data.

* Regence BlueCross BlueShield reported a savings of $82,000 per year in reduced absenteeism, tardiness and turnover due to their on-site child care center.

* UTA reduced their annual turnover of their transportation operators from 15 percent to nine percent. They attribute their success to improved company culture, competitive pay and benefits.

* Futura estimates a 50 percent drop in turnover since implementing work/life initiatives.

* On average, the 2001 winners offered a starting hourly wage that is 2.02 times Utah’s required minimum wage.

* 90 percent of the 2001 winners offered some variation of tuition reimbursement.

* 40 percent of winners have employee work/life committees. 80 percent provide management training on work/life issues, compared with 43 percent nationally and 89 percent of Working Mother’s 100 Best.
### Regulated Child Care

<table>
<thead>
<tr>
<th></th>
<th>FY01</th>
<th>FY02</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Center</strong></td>
<td>285</td>
<td>289</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Family Care</strong></td>
<td>1,165</td>
<td>1,093</td>
<td>-6%</td>
</tr>
<tr>
<td><strong>Residential Certificate</strong></td>
<td>510</td>
<td>774</td>
<td>52%</td>
</tr>
</tbody>
</table>

**Slots**

- **Infant/Toddlers**: 5,160 (FY01) vs. 5,261 (FY02) (+2%)
- **Children age 2 through pre-school**: 21,590 vs. 21,454 (-1%)
- **School-age**: 12,260 vs. 13,340 (+9%)

**Vacancies**

- **Infant/Toddlers**: 870 vs. 982 (+13%)
- **Children age 2 through pre-school**: 4,690 vs. 4,645 (-1%)
- **School-age**: 2,250 vs. 2,872 (+28%)

**% Vacant**

- **Infant/Toddlers**: 16.9% vs. 18.7% (+11%)
- **Children age 2 through pre-school**: 21.7% vs. 21.7% (0%)
- **School-age**: 18.4% vs. 21.5% (+17%)

Child care slots are derived by the number of children a child care provider is licensed to care for (capacity). A regulated child care provider may choose to limit the number of children in their care. Child care vacancies may include under-utilized capacity. Slots and vacancies are snapshots in time and are highly volatile. Data are collected by fiscal year quarter and are averages based on four quarters.

*Source: Regional child care resource and referral contractors.*
## Estimated population of Utah children needing care

### 1. Estimated population of children, ages 0-12 years

<table>
<thead>
<tr>
<th>Age</th>
<th>1999</th>
<th>2003</th>
<th>Percent of children with both or only parent in workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 0 to five</td>
<td>252,100</td>
<td>278,400</td>
<td></td>
</tr>
<tr>
<td>Age 6 to 12</td>
<td>259,900</td>
<td>277,400</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>512,000</td>
<td>555,800</td>
<td></td>
</tr>
</tbody>
</table>

### 2. Number of children age 0 - 5

<table>
<thead>
<tr>
<th>Status</th>
<th>1999</th>
<th>2003</th>
<th>Percent of children with both or only parent in workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Living with both parents</td>
<td>217,100</td>
<td>239,800</td>
<td></td>
</tr>
<tr>
<td>Both parents in labor force</td>
<td>110,300</td>
<td>121,800</td>
<td>51%</td>
</tr>
<tr>
<td>both work 35+ hours</td>
<td>42,700</td>
<td>47,100</td>
<td>39%</td>
</tr>
<tr>
<td>both work &lt; 35+ hours</td>
<td>67,600</td>
<td>74,700</td>
<td>61%</td>
</tr>
<tr>
<td>Living with one parent</td>
<td>35,000</td>
<td>38,600</td>
<td></td>
</tr>
<tr>
<td>Parent in labor force</td>
<td>23,000</td>
<td>25,300</td>
<td>66%</td>
</tr>
<tr>
<td>at work 35+ hours</td>
<td>14,100</td>
<td>15,600</td>
<td>61%</td>
</tr>
<tr>
<td>at work &lt; 35+ hours</td>
<td>8,900</td>
<td>9,700</td>
<td>39%</td>
</tr>
<tr>
<td>Children age 0 - 5 with parent(s) working 35+ hours</td>
<td>56,800</td>
<td>62,700</td>
<td></td>
</tr>
<tr>
<td>Children age 0 - 5 with parent(s) working &lt; 35+ hours</td>
<td>76,500</td>
<td>84,400</td>
<td></td>
</tr>
</tbody>
</table>

### 3. Number of children age 6 to 12

<table>
<thead>
<tr>
<th>Status</th>
<th>1999</th>
<th>2003</th>
<th>Percent of children with both or only parent in workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Living with both parents</td>
<td>224,000</td>
<td>238,000</td>
<td></td>
</tr>
<tr>
<td>Both parents in labor force</td>
<td>138,500</td>
<td>147,200</td>
<td>62%</td>
</tr>
<tr>
<td>both work 35+ hours</td>
<td>63,600</td>
<td>67,600</td>
<td>46%</td>
</tr>
<tr>
<td>both work &lt; 35+ hours</td>
<td>74,900</td>
<td>79,600</td>
<td>54%</td>
</tr>
<tr>
<td>Living with one parent</td>
<td>35,900</td>
<td>39,400</td>
<td></td>
</tr>
<tr>
<td>Parent in labor force</td>
<td>29,400</td>
<td>32,300</td>
<td>82%</td>
</tr>
<tr>
<td>at work 35+ hours</td>
<td>21,700</td>
<td>23,800</td>
<td>74%</td>
</tr>
<tr>
<td>at work &lt; 35+ hours</td>
<td>7,700</td>
<td>8,500</td>
<td>26%</td>
</tr>
<tr>
<td>Children age 6 to 12 with parent(s) working 35+ hours</td>
<td>85,300</td>
<td>91,400</td>
<td></td>
</tr>
<tr>
<td>Children age 6 to 12 with parent(s) working &lt; 35+ hours</td>
<td>82,600</td>
<td>88,100</td>
<td></td>
</tr>
</tbody>
</table>

### 4. TOTAL

<table>
<thead>
<tr>
<th>Status</th>
<th>1999</th>
<th>2003</th>
<th>Percent of children with both or only parent in workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children with parents working 35+ hours</td>
<td>142,100</td>
<td>154,100</td>
<td></td>
</tr>
<tr>
<td>Children with parents working &lt; 35+ hours</td>
<td>159,100</td>
<td>172,500</td>
<td></td>
</tr>
</tbody>
</table>

Source: Based on 1990 Census data, Department of Workforce Services, Workforce Information. Additional analysis by the Office of Child Care.
The Office of Child Care focuses on the following program areas to support employed families and child care providers:

- Payment-to-Parent Assisted Child Care Program
- Provider Helpline
- Child Care Resource and Referral
- School Age Programs
- Start-up and Quality Improvement Initiatives
- Training and Professional Development
- Work/Life Training and Development

The Office receives most of its funding from the Child Care and Development Fund (CCDF). The CCDF dollars are distributed to the states, territories, and tribes. This critical funding assists low-income families, families receiving temporary public assistance, and families transitioning from public assistance to obtain child care services so they can work or attend training/education.

A minimum of four percent of the CCDF must be used to improve the quality of child care. The Office of Child Care is able to offer additional services to parents and child care providers. Families benefit from child care resource and referral counseling and out-of-school time programs. Child care providers benefit from training and professional development, and other grant opportunities.

In Federal Fiscal Year (FFY) 2002, Utah’s total CCDF allocation was $41.7 million. About $31.6 million was spent on assisted child care payments and $7.1 million was spent on quality activities. The balance of the funding was spent on administrative, regional, and computer systems expenditures.
Acknowledgements

The Office of Child Care is grateful to the state agencies which provided additional data. We are especially indebted to the members of the Office of Child Care Advisory Committee and others who reviewed the report.

Office of Child Care Staff  
Lynette Rasmussen, Director  
Natalie Brush  
Christi Christian  
Colleen Fitzgerald  
Amie Huffman  
Caroline Kueneman  
Robin Nielson  
Ann Stockham  
Patrice Spiegel  
Teresa Whiting

Report Editor  
Patrice Spiegel

Design  
Winston Inoway

To obtain more information about the Office of Child Care, the Office of Child Care Advisory Committee and Subcommittees, to receive meeting notices or agendas, or simply to learn more about child care issues log on to: jobs.utah.gov/occ.