

Utah Office of Child Care  
Department of Workforce Services

2001



ANNUAL REPORT



## 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

**Elyce Mouskondis**  
Chairperson  
Nicholas & Company  
Vice President, Public Affairs

**Roz McGee**  
Vice-Chair  
Children's Advocate

**Peter Corroon**  
Attorney at Law  
Salt Lake City, Utah

**Karen Daniels**  
Utah Department of Workforce Services  
Provo Employment Center Manager

**Tina Jensen**  
Tina's Tiny Totz, Owner

**Holley Mattson**  
Parent Representative

**Teresa Oster**  
Utah State Office of Education  
Early Childhood and Family Involvement Specialist

**Connie Saccomanno**  
The Winner School, Owner

**Annabel Sheinberg**  
Human Service Management Independent Consultant  
National Council of Jewish Women - Utah

**Mark Stimpson**  
Regence BlueCross BlueShield  
Vice President, Human Resources

**Iona Thraen**  
Utah State Department of Health  
Division of Health Systems Improvement

## VISION STATEMENT:

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

### From the Director of the Utah Office Child Care

There are times when a convergence of events focuses the public's attention on an issue and elevate it above the array of competing concerns policymakers face at the state level. Over the last few years, the early care and education of children has become such an issue.

Welfare reform has created overwhelming demands on a child care system ill equipped to meet the need without additional support. Despite significant new federal funding for child care and Head Start, the capacity and quality of our system of early care and education is not meeting the needs of families, employers, or child care providers. Availability of quality, affordable child care is undermined by what parents can afford. Qualified child care staff leave the profession to seek higher paying jobs. Subsidies don't cover the full cost of care. State policymakers, in particular, are feeling the pressure to address these problems now that the responsibility for spending public dollars allocated for child care services has shifted from the federal to the state level.

On a parallel track, new and widely publicized discoveries have provided strong evidence of the importance of quality interactions and environments on early brain development.

At the same time, educators are expressing concern about the increasing number of children who are coming to school without the cognitive and social skills necessary to succeed in school and later in life.

If improved outcomes for children are to be achieved, any program focused on early care and education must meet adequate standards. Quality child care must be provided with enough funding to do so without increasing the cost paid by parents.

The combined missions of the Department of Workforce Services and the Office of Child Care focuses on primary stakeholders: parents, children and child care providers and secondary stakeholders: employers and communities.

This is the first annual report produced by the Office of Child Care. Each year will bring new data and new issues to be considered. It is our hope you will learn how the Office of Child Care programs impact a parent's ability to work; a child care provider's ability to offer quality care and a child's ability to learn and grow.

Lynette Rasmussen  
Director, Utah Office of Child Care





“We actually found someone we really loved to care for our child.”

*Parent, Salt Lake County*

“I found the perfect caregiver for my son.”

*Parent, Utah County*

“I feel my child needs more personal, one-on-one care. Eight children to one caregiver is not ideal.”

*Parent, Iron County*

# Quality

All young children need quality care no matter where they are - at home with parents, being cared for by a relative, or in a formal child care setting. While quality is a subjective term, the Office of Child Care relies on the latest national research to define quality. Quality care promotes the optimal growth and development of children who in turn become contributing members of society.

Research shows that quality care includes warm, sensitive and responsive interactions between a caregiver and the child; small group size and high staff to child ratios; stable, consistent relationships with a limited number of caregivers; qualified and trained staff; stimulating activities which support learning through play and are appropriate to the age of the child; a safe and supportive physical environment; and adequate nutrition and protection of a child's health.





## Child Care Supply

The Office of Child Care encourages parents to choose child care that best meets their family's needs. There are two types of child care: unregulated and regulated. Some providers, such as relative and school-sponsored programs, are legally exempt from regulations. Child care providers who are regulated receive basic training and commit to maintaining a safe and healthy environment. Regulated care is provided by caregivers who hold a License or a Residential Certificate from the Utah Department of Health, Bureau of Licensing.

During FY01 there were **285** licensed centers, **1,165** licensed family homes, and **510** care givers with a Residential Certificate providing regulated care in Utah.

“I can't find care for my child.  
He's a special needs child.”

*Parent, Salt Lake County*

“This year we received funding from the Office of Child Care that enabled us to improve our program and add nine additional slots reserved for infants. Parents on our waiting list finally have care for their children.”

*Roni Jenkins, Kinderland Center in Orem*

# Availability

Child care helps families work and is an economic necessity. During 2000, the Governor's Office of Planning and Budget reported that Utah had the highest dependency ratios of the 50 states. For every 100 Utah workers, 17 pre-school age children are supported - the national statistic is 11.3 pre-school aged children per 100 working adults. One hundred Utah workers support 40.2 school-aged children. The national ratio is 30.5. Utah's personal income or per capita income ranks 41st among the states at \$24,536. The per capita income of the U.S. is \$28,542.

The Department of Workforce Services estimates that by 2003, 59 percent of all Utah children under age 13 will have both parents or their only parent employed, working either full-time or part-time. More than 50 percent of children under age six will have both parents employed, while 66 percent of children under age six living in single parent households will have their only parent in the workforce. Sixty-two percent of children aged six to 12 years will have both parents employed. Of children age six to 12 years, living with a single parent, more than 80 percent will have an employed parent.

Employed parents throughout Utah face many challenges finding care for their children. Care for infants and care that accommodates part-time or non-traditional working hours are the most frequently cited challenges.





## Child Care Costs and Wages

### Range of Weekly Rates by Service Delivery Area

	Center & Family Care		
	Infant/Toddler	Age 2 - Preschool	School-Age
CCR&R, Bridgerland (Box Elder, Cache & Rich Counties)	\$95 to \$115	\$75 to \$100	\$10 to \$25
CCR&R, Eastern (Carbon, Daggett, Duchesne, Emery, Grand, San Juan & Uintah Counties)	\$22.50 to \$120	\$12.94 to \$97.50	\$22.50 to \$97.50
CCR&R, Metro (Salt Lake & Tooele Counties)	\$60 to \$168.50	\$57.50 to \$150	\$25.50 to \$150
CCR&R, Mountainland (Summit, Utah & Wasatch Counties)	\$60 to 154.80	\$50 to \$140	\$30 to \$128
CCR&R, Northern (Davis, Morgan & Weber Counties)	\$60 to \$900	\$50 to \$375	\$50 - \$375
CCR&R, Western (Beaver, Garfield, Iron, Juab, Kane, Millard, Piute, Sanpete, Sevier, Washington & Wayne Counties)	\$40 to \$135	\$40 to \$135	\$40 to \$135

Source

*Weekly rates gathered by Utah's child care resource and referral agencies.*

### Child Care Wages, per hour

	Preschool Teachers			Child Care Workers		
	Median	Mean	Annual	Median	Mean	Annual
Salt Lake City-Ogden	\$ 6.96	\$ 7.40	\$ 15,400	\$ 7.11	\$ 7.16	\$ 14,890
Provo-Orem	6.99	7.14	14,850	6.47	6.55	13,620
Flagstaff, AZ	9.18	9.53	19,820	6.14	6.62	13,770
Arizona	6.88	7.89	16,420	6.78	6.92	14,390
Colorado	8.51	9.03	18,780	7.15	7.24	15,060
Idaho	7.53	7.90	16,430	6.32	6.50	13,520
Nevada	8.04	8.78	18,260	6.70	7.07	14,710
New Mexico	7.37	8.02	16,680	6.24	6.60	13,730
Utah	7.73	8.56	17,810	7.06	7.17	14,910
Wyoming	8.78	9.26	19,270	6.26	6.35	13,200

Source

*Wage data provided by the Bureau of Labor Statistics, US Department of Labor, 1999 National Occupational Employment and Wage Estimates.*



# Affordability

Various market forces impact the cost of child care. Household income determines how much parents are able to pay for child care. Families with young children generally have lower incomes. The parent's ability to afford child care impacts the child care provider's ability to charge for the full cost of care.

Most child care centers cannot afford to pay staff adequate wages or provide benefits such as health insurance. This results in high staff turnover. Social and cultural norms have an impact too. The care of children was previously provided for "free" by parents or in some instances by other family members. Child care as an industry, profession, or small business is undervalued, not only by parents, but by other economic sectors.

"Day care is just too expensive. It is not worth it for me to leave my home."

*Parent, Iron County*

"It's hard to find quality care at a reasonable cost. I want to make sure my baby is in a good place, but I can't afford \$460 a month on day care."

*Parent, Weber County*

"We are a non-profit center. Our mission is to provide outstanding child care at a reasonable cost to parents. . . We suffered an operating deficit during the most recent year. We were considering a substantial tuition increase that would make us less affordable. . . The funding provided by the Office of Child Care allows us to continue operating without a tuition increase."

*Mirna Dixon,  
First Friends Child Care Center in SLC*



# Assisted Child Care Program

## FY01 Program Statistics

An average of **5,550** families and **11,420** children were served per month.

Average cost (subsidy) per child per month: **\$245**

## Terms

*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 necessarily correspond to a calendar year. FY01 is the time period from July 1, 2000 through June 30, 2001.*

*Median: the middle value in a distribution, above and below which lie an equal number of values.*

*Mean: another term for average, the arithmetic mean of a set of numbers. It is obtained by adding the elements in the set and dividing by the sum.*

Source  
*www.dictionary.msn.com and Webster's New Riverside University Dictionary: 1988, Houghton, Mifflin and Company.*

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 Payment-to-Parent Assisted Child Care program serves single-parent families and two-parent families. Parents must meet minimum work requirements and be within income limits. Other eligibility requirements such as cooperation to obtain child support may also apply. Call 801.526.9675 to find the nearest Department of Workforce Services Employment Center location for more information.

## Utah Median Monthly Income Eligibility Criteria for the Payment-to-Parent Assisted Child Care Program

### FY01

56% Median Income for a household size of 4: \$2,564

85% Median Income for a household size of 4: \$3,892

### FY02

56% Median Income for a household size of 4: \$2,672

85% Median Income for a household size of 4: \$4,055

### Source

*State of Utah Child Care Development Fund (CCDF) State Plan, FY02-03. Utah policy allows a maximum 56% of median income. The maximum median income allowed by CCDF policy is 85% of median income.*

*For children: Providers must meet minimum health and safety standards to care for children whose parents receive child care assistance.*

*For parents: The Payment-to-Parent Assisted Child Care program helps low-income parents cover the cost of child care.*

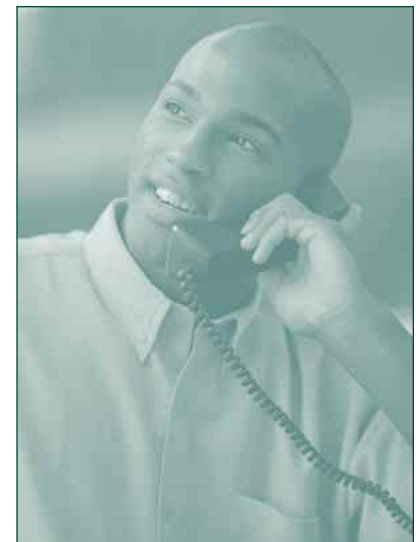
*For providers: Caregivers have some assurance that parents can pay for the cost of care.*

# Child Care Resource and Referral

The Office of Child Care supports Utah’s Child Care Resource and Referral Agencies (CCR&R). Six agencies contract with DWS to provide community-based child care information and referral services throughout Utah. Parents call a locally based CCR&R and receive information to assist them in their search for quality child care. The CCR&Rs also provide critically important training to child care providers. Training ranges from workshops providing practical information on how to become a professional child care provider to classes in early childhood development.

## FY01 Program Statistics

Region	Child Care Provider Technical Assistance Calls	Child Care Provider Classes or Workshops	Child Care Provider Training Hours	Parent Referral Calls
CCR&R, Bridgerland (Box Elder, Cache & Rich Counties)	3,023	47	2,427	879
CCR&R, Eastern (Carbon, Daggett, Duchesne, Emery, Grand, San Juan & Uintah Counties)	450	49	1,904	171
CCR&R, Metro (Salt Lake & Tooele Counties)	3,090	65	6,080	3,849
CCR&R, Mountainland (Summit, Utah & Wasatch Counties)	2,872	36	2,717	700
CCR&R, Northern (Davis, Morgan & Weber Counties)	1,807	59	3,622	1,922
CCR&R, Western (Beaver, Garfield, Iron, Juab, Kane, Millard, Piute, Sanpete, Sevier, Washington & Wayne Counties)	1,965	45	2,476	752
<b>TOTAL</b>	<b>13,207</b>	<b>301</b>	<b>19,226</b>	<b>8,273</b>



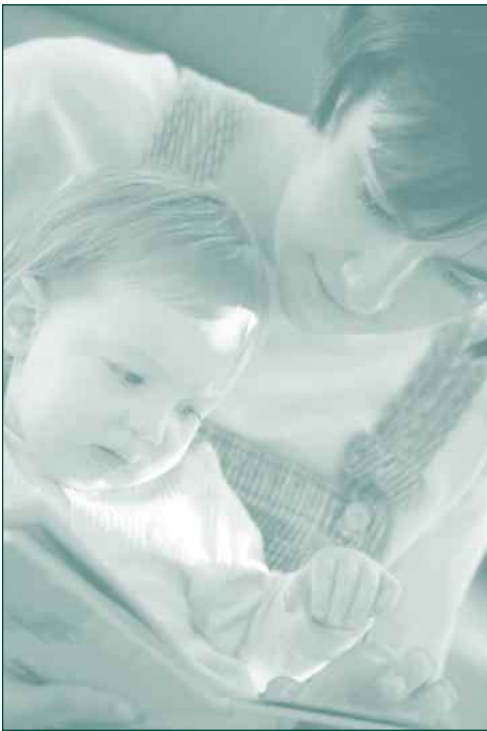
*For children: Children are in care settings that meet at least the minimum level of health and safety requirements.*

*For parents: Parents are provided with referrals to locate caregivers close to home or work. Parents also become informed consumers of child care for their children.*

*For providers: Training and resources are available from the CCR&Rs to improve child care programs and increase staff professionalism.*

# Infant and Toddler Quality Improvement Initiative

Parents face many challenges when looking for affordable, quality infant and toddler child care. To support both families and child care providers, the Office of Child Care issues grants to child care providers to increase the availability, affordability and quality of infant/toddler child care.



## FY01 Program Statistics

### Grants to Enhance the Availability, Affordability and Quality of Infant / Toddler Care

These grants, funded over a 17-month period (2/01 through 6/30/02), require programs to increase the level of staff training and program quality. The funds are used to help pay for salaries, equipment and staff training. Some centers use the funds to postpone tuition increases while others are able to add infant or toddler classrooms. Technical assistance and training from the Office of Child Care and the CCR&R agencies are available for the grantees.

	Grants Awarded	Dollars Awarded	Infants/Toddlers Served
Centers	24	\$ 745,730	404

### Small Grants for Infant / Toddler Child Care Providers

Center and family child care providers received small grants for equipment, toys and materials.

	Grants Awarded	Dollars Awarded	Infants/Toddlers Served
Center	85	\$ 106,250	680
Family and Family Group	296	\$ 118,400	552
<b>TOTAL</b>	<b>381</b>	<b>\$ 224,650</b>	<b>1,232</b>

*For children: The quality enhancement grants provide children with well designed and equipped environments and most importantly, increase the crucial interactions between infants and their caregivers.*

*For parents: The Infant Toddler Quality Enhancement grants provide parents with higher quality choices and allow them to choose care that otherwise may not exist or be out of their price range.*

*For providers: These grants provide centers with the financial resources to purchase equipment and provide staff training that they could not otherwise provide without raising parent fees significantly.*

## School-Age Programs

### FY01 Program Statistics

Total Number of School-Age Program Contracts	<b>23</b>
Counties Served	<b>11</b>
Number of Program Sites	<b>66</b>
Number of Children Served	<b>7,448</b>
Special Needs Students Served	<b>464</b>

An estimated **167,900** school-age (age 6 to 12 years) children have an only parent or both parents employed either full or part-time.

Average number of licensed school-age slots: **12,263**  
 Average licensed school-age vacancies: **2,247**

The Department of Workforce Services contracts with private and public program providers to help operate school-age program sites during the school year and summertime in Utah. The Office of Child Care offers training and support to these programs and works to develop awareness and understanding of quality before- and after-school programs.

School-Age programs are essential to working parents. Both juvenile crime and victimization triple between 3:00 p.m. and 6:00 p.m., the hours after school when many children are unsupervised.

Current contracts expire in mid-summer of 2002. New grant criteria is being developed for start-up and expansion of school-age child care programs. Programs will be expected to provide detailed quality improvement plans to be eligible for funding.

*For children: Children in formal after-school programs are less likely to use alcohol, drugs, and tobacco, earn poor grades, and drop out of school than those who lack the opportunity to benefit from constructive activities supervised by responsible adults.*

*For parents: Office of Child Care funded after-school programs not only keep children safe and out of trouble; they may significantly improve the academic achievement and social skills of youth.*

*For providers: After-school program funding allows staff to receive specialized training to enhance their ability to work with school-age youth. These programs promote caring relationships between staff and youth and provide an opportunity for staff to have a positive and long lasting influence in the lives of youth.*

# Training and Professional Development

## FY01 Program Statistics

Career Ladder Awards	<b>273</b>
Provider Achievement Awards	<b>54</b>
CDA scholarships	<b>8</b>

**5** family care providers and more than **25** center care providers are currently in the process of attaining a national accreditation.



The Office of Child Care professional development programs are designed to improve the quality of care children receive by encouraging the training and professional development of child care providers.

The **Early Childhood Career Ladder Program** recognizes and rewards early childhood workers for ten possible 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 and education.

The **Provider Achievement Award Program** recognizes providers annually for their achievements during the previous year in three areas: years of licensed experience, compliance with licensing regulations, and level of Career Ladder certification.

**Scholarships and Accreditation.** Scholarships are available to assist providers in obtaining and renewing their Child Development Associate (CDA) credential, and becoming nationally accredited.

With the implementation of these programs, Utah joins a growing number of states throughout the country who are working to improve the training and professional development of our early childhood workers.

*For children:* Office of Child Care professional development programs improve the quality of care children receive by improving the skills of their caregivers. A strong body of national research demonstrates that high quality child care is directly linked to the level of caregiver training.

*For parents:* Provider Achievement Award ratings give parents a valuable tool they can use to evaluate child care providers and choose the best care possible for their child.

*For providers:* Office of Child Care professional development programs help providers increase their skills in caring for children, and offer acknowledgement and rewards for their ongoing professional development.

## Work/Life Training and Development

The field of work/life focuses on helping businesses be more successful by creating workplaces that support a diverse workforce and a culture that recognizes the work/life needs of their employees. Work/life programs and policies take many different forms, but businesses that truly benefit from work/life programs are the ones that align their work/life strategies with their business strategies, ensuring that their primary business and productivity objectives are supported by their work/life efforts.

Utah's labor market is increasingly competitive. Companies are doing all they can to attract and retain the best people to build profitable, productive businesses. Successful work/life programs can have a tremendous bottom-line business impact by reducing turnover, enhancing recruitment, reducing absenteeism, improving productivity, morale, and strengthening employee commitment.

*The Report of Governor's Business Commission on Child Care* was published in November, 2000. The report summarizes the findings and recommendations of the Business Commission on Child Care. For a copy of the report contact the Office of Child Care.

*For children: Work/Life programs and employer supported child care support children by providing consistent, high quality child care.*

*For parents: Work/Life programs support parents by providing dependable child care and other resources, thus leading to stable employment and increased ability to provide for family needs.*

*For providers: Many private child care providers offer services on a contract basis in employer supported on-site or near-site child care facilities. This type of care provides consistent income for providers as children stay with the program longer and, typically, there are additional financial resources available.*

### Statistics

The *Standard and Poor 500* showed a return of **89** percent over a two-year period, while the *100 Best Companies for Working Mothers* index had a **98** percent return over the same time period.

Out of 6,000 employees surveyed, over **51** percent would choose a job with flexible hours over one that offers opportunities for advancement.

Source  
*Work/Life Trends*



# Facts about child care in Utah

	1999	2003	Percent of children with both or only parent in workforce
<b>Estimated Population of Children, ages 0-12 years</b>			
age 0 to five	252,100	278,400	
age 6 to 12	259,900	277,400	
Total	512,000	555,800	
<b>Number of children age 0 - 5</b>			
Living with both parents	217,100	239,800	
both parents in labor force	110,300	121,800	51%
both work 35+ hours	42,700	47,100	39%
both work < 35+ hours	67,600	74,700	61%
Living with one parent	35,000	38,600	
parent in labor force	23,000	25,300	66%
at work 35+ hours	14,100	15,600	61%
at work < 35+ hours	8,900	9,700	39%
Children age 0 - 5 with parent(s) working 35+ hours	56,800	62,700	
Children age 0 - 5 with parent(s) working < 35+ hours	76,500	84,400	
<b>Number of children age 6 to 12</b>			
Living with both parents	224,000	238,000	
both parents in labor force	138,500	147,200	62%
both work 35+ hours	63,600	67,600	46%
both work < 35+ hours	74,900	79,600	54%
Living with one parent	35,900	39,400	
parent in labor force	29,400	32,300	82%
at work 35+ hours	21,700	23,800	74%
at work < 35+ hours	7,700	8,500	26%
Children age 6 to 12 with parent(s) working 35+ hours	85,300	91,400	
Children age 6 to 12 with parent(s) working < 35+ hours	82,600	88,100	
<b>TOTAL</b>			
Children with parents working 35+ hours	142,100	154,100	
Children with parents working < 35+ hours	159,100	172,500	

Source

Based on 1990 Census data, Department of Workforce Services, Workforce Information.  
Additional analysis by the Office of Child Care.



## Child Care Supply

Child Care Slots are derived by the number of children a child care provider is licensed to care for (capacity). There are many factors to consider when looking at vacancy data. Regulated child care providers may choose to limit the number of children in their care to fewer than the number of their licensed slots. Areas of a city or county may have slots available, but no demand for care, while a neighboring county has a large demand for care but no slots. The program or quality of care may not be desirable to parents.

Slots and vacancies are snapshots in time and fluctuate greatly. Data are collected by fiscal year and are averaged over four quarters.

## Regulated Child Care Slots & Vacancies

	slots	vacancies	% vacancies
Infant/Toddlers	5,160	870	16.86%
Children age 2 through pre-school	21,590	4,690	21.72%
School-Age	12,260	2,250	18.35%
All	39,010	7,810	20.02%

Source  
*Regional child care resource and referral contractors.*



## About the Office of Child Care

In 1989, Governor Norman Bangerter appointed a committee to conduct a comprehensive study of child care in Utah. As a result of the study, legislation was enacted in 1990 creating the Office of Child Care as an office within the Department of Community and Economic Development (DCED).

In 1991, the Department of Human Services (DHS) contracted with the Office of Child Care to develop a statewide child care resource and referral network and to provide training and career development opportunities for child care givers. The Office of Child Care assumed new responsibilities with the addition of before-and-after school contracts in 1994. During the 1997 Legislative Session, HB184 (Youth Prevention Programs) was passed. This bill authorized an additional \$450,000 be spent on community and youth programs.

The Office of Child Care was integrated into the Department of Workforce Services in 1997. This new alliance facilitated the addition of work/life activities in the office. The Office of Child Care assists families in being successful in the workforce. This is accomplished by the following programs that support both families and child care providers:

- Assisted Child Care
- Child Care Resource and Referral
- Infant/Toddler & Early Childhood Initiatives
- School Age Initiatives
- Training and Professional Development
- Work/Life Support and Development

## How the Office of Child Care is Funded

The federal Child Care and Development Fund (CCDF) has made available \$4.5 billion to states, territories, and tribes in fiscal year 2001. This program, authorized by the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, assists low-income families, families receiving temporary public assistance, and those transitioning from public assistance, in obtaining child care so they can work or attend training/education.

A minimum of four percent of CCDF funds must be used to improve the quality of child care and offer additional services to

parents such as child care resource and referral counseling, training and professional development for child care providers, support of out-of-school time programs, quality improvement grants to providers, and infant/toddler initiatives.

In Federal Fiscal Year (FFY) 2001, Utah's total CCDF allocation was \$46 million. Twenty-nine million was spent for assisted child care payments and \$6.9 million was spent on quality activities. The balance of the funding was spent on administrative, regional, and other expenditures.

## ACKNOWLEDGEMENTS

We thank the parents, child care providers, and others in the public and private sectors, who have worked over the years to report on, advocate for, and improve child care in Utah.

Many thanks to those who assisted in reviewing this report. We are especially grateful to Utah Office of Child Care Advisory Committee members and subcommittee members who provided their thoughts and ideas.

The Office of Child Care thanks the following organizations for providing data:

CCR&R, Bridgerland

CCR&R, Eastern

CCR&R, Metro

CCR&R, Mountainland

CCR&R, Northern

CCR&R, Western

The Governor's Office of Planning and Budget, Economic Report to the Governor

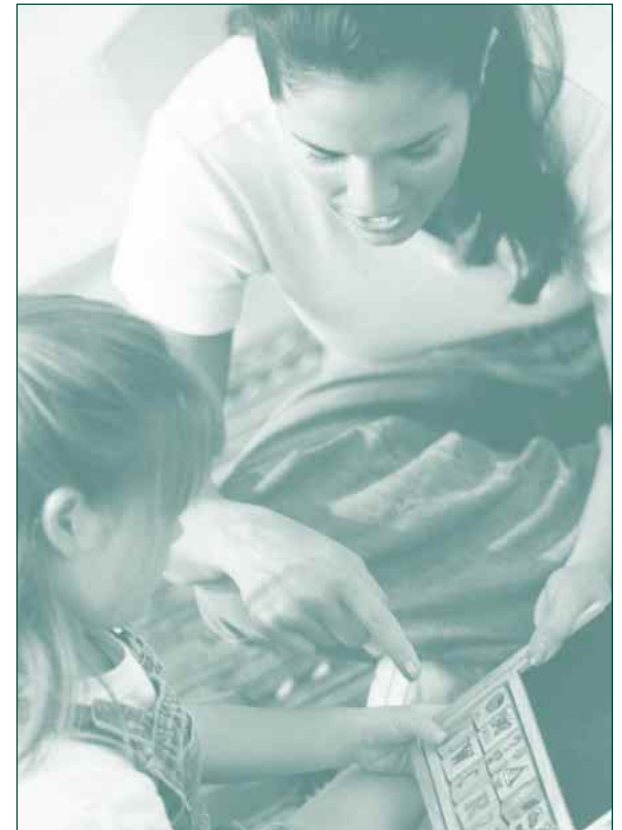
Department of Workforce Services

Office of Child Care program and support staff

Economic Data Collection and Analysis Unit

Utah Department of Health, Bureau of Licensing

To obtain more information about child care and to see "What's New!" log on to the Office of Child Care Website: <http://occ.dws.state.ut.us/>



How to contact us:

[jobs.utah.gov](http://jobs.utah.gov)



Department of Workforce Services  
Office of Child Care  
140 East 300 South  
Salt Lake City UT 84111  
801.526.4340

