

OFFICE OF WORK AND FAMILY LIFE
UTAH DEPARTMENT OF WORKFORCE SERVICES

ANNUAL REPORT
JULY 1, 2008 – JUNE 30, 2009

HELPING UTAHNS BALANCE WORK AND FAMILY LIFE



The Office of Work and Family Life (W&FL) combines the Office of Child Care, the Utah Healthy Marriage Initiative and the Utah Work/Life Awards. W&FL supports families by helping them provide stable homes and access quality child care and afterschool programs. It also helps companies to retain and recruit employees by recognizing those with the best workplace practices.



Office of Child Care



Utah Healthy
Marriage Initiative



Utah Work/Life Awards



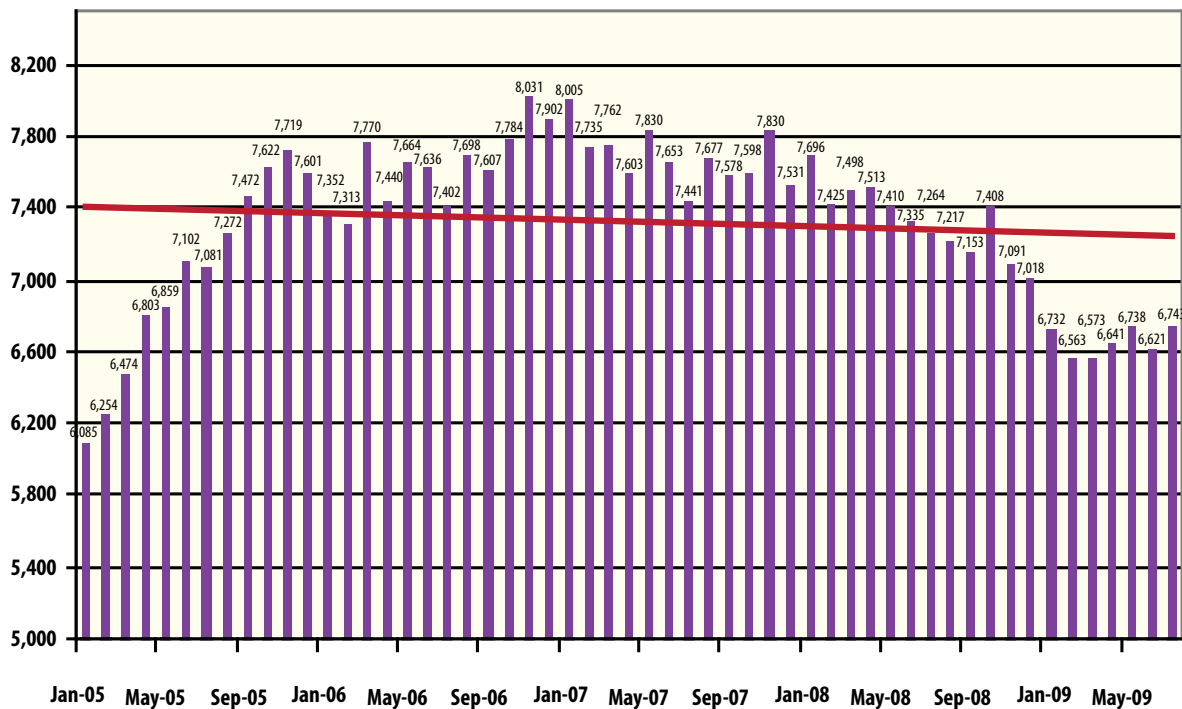
CHILD CARE ASSISTANCE PROGRAM

In an effort to keep families working, the child care assistance program is designed to help subsidize low income families with their child care expenses.

Data shows that the number of families receiving child care assistance has decreased over the past year. As a consequence, the amount of money expended and the number of children served has also decreased. The following statewide data compares the measurement categories from July 2008 against July 2009.

- Number of Families Receiving Child Care Assistance:** -5.80% (N = 421)
- Expenditures:** -8.45% (N = \$389,522)
- Children Served:** -7.59% (N = 1,083)

**Total Number of Families
Receiving Child Care Assistance**



Family Friend and Neighbor

Legislation was passed in the spring of 2008 giving DWS authority to conduct background checks on unregulated providers receiving money from DWS through the child care assistance program. From July 1, 2008 through June 30, 2009 over **3,000 unregulated providers and their household members had background checks**. There was a **17% denial rate** as a result of providers or household members not passing the background checks. In order to continue as providers receiving money from DWS, child care providers and their households who passed the initial background check screening must pass a bi-annual background check.



Utah Child Care Market Rate Survey

In June, the 2009 Utah Child Care Market Rate Survey was published. This survey gathers data on child care providers throughout the state to determine how much is being charged for child care. The OCC uses this data to set the subsidy rate. The median cost of child care greatly increased between the 2006 and 2009 Child Care Market Rate Survey, which shows subsidy rates now between the 27th to 50th percentiles. In order to gain a fuller picture, the OCC has contracted with the University of Utah to review the methodology and analyze validity of the survey. Results will be available next year.

The 2009 survey showed the following results:

Utah Full-Time Monthly Child Care Costs		
Age of Child	Median* Cost Range for Licensed Providers	Median* Cost
Infants – Under Age 2	\$430 - \$606	\$462
Preschool – Age 2 & 3	\$400 - \$495	\$430
Preschool – Age 4 & 5 (not in Kindergarten)	\$387 - \$452	\$423
Kindergarten – Age 5 until 1st grade	\$365 - \$430	\$400
Schoolage – Grades 1-6	\$344 - \$387	\$380

*Median equals the middle value.

For the full survey, go to <http://jobs.utah.gov/opencms/occ/occ2/learnmore/other/MarketRateStudy09.pdf>

CHILD CARE RESOURCE AND REFERRAL

There are six Child Care Resource and Referral Agencies (CCR&R) located throughout the state of Utah. CCR&R's receive their funding from the federal Child Care Development Fund; OCC is the lead agency for this fund.

Each CCR&R maintains a comprehensive child care provider database containing referral information for over 1,700 child care providers. The database is utilized to update vacancies that child care providers may have and then to provide free, individualized referrals to parents that are seeking child care services. Any parent can obtain free child care referrals on the phone, e-mail or website. CCR&R can also help parents know what to look for when choosing quality child care. **During fiscal year 2009, CCR&R's provided 10,848 referrals to parents seeking child care.**

CCR&R's offer additional resources to both parents and child care providers. CCR&R administers the Kids In Care program, a program designed to assist recently unemployed parents with child care costs. Also, CCR&R's offer new family child care providers start-up grants to help offset the costs of becoming licensed and TEAM grants to help family child care providers obtain high quality child care materials. Each CCR&R is also available to provide free program consultation services to family child care providers. Finally, each CCR&R has a lending library with children's books and activities for child care providers and parents alike to enjoy with their young children.

ELEMENTARY-AGE AND TEEN PROGRAMS

Elementary-Age Programs

The elementary-age afterschool programs provide quality extended learning and life enrichment activities with staff trained to develop the social and emotional growth of youth. **OCC provided funding for 70 afterschool and 11 summer programs, serving over 11,000 youth in elementary-age programs. Programs served over 400 youth with special needs. Two staff in each program received at least 20 hours of professional development in the year.** Parent and youth surveys show high satisfaction with the programs.

The programs operated on average over three hours a day, five days a week with an average enrollment of 119 per program and an average daily attendance of 52 in each program. The average percentage that participants reported for youth enrolled in their program who are considered low income (68%), have special education needs (8.3%), and are English Language Learners (24%). The programs served 12% kindergarten, and 45% youth in grades 1-3, and 43% youth in grades 4-6.

Of the participating programs, 59.38% were school-based, 20.31% were government or recreation programs, 14.06% were community based organizations, and 6.25% were private businesses.

Generally, because the programs were in the 3rd year of the three-year grant cycle, the quality expectations were well understood and well implemented. The sites were able to use funding from the grant to make changes and improve their scores, either through supplies or staff training and staff that were added.

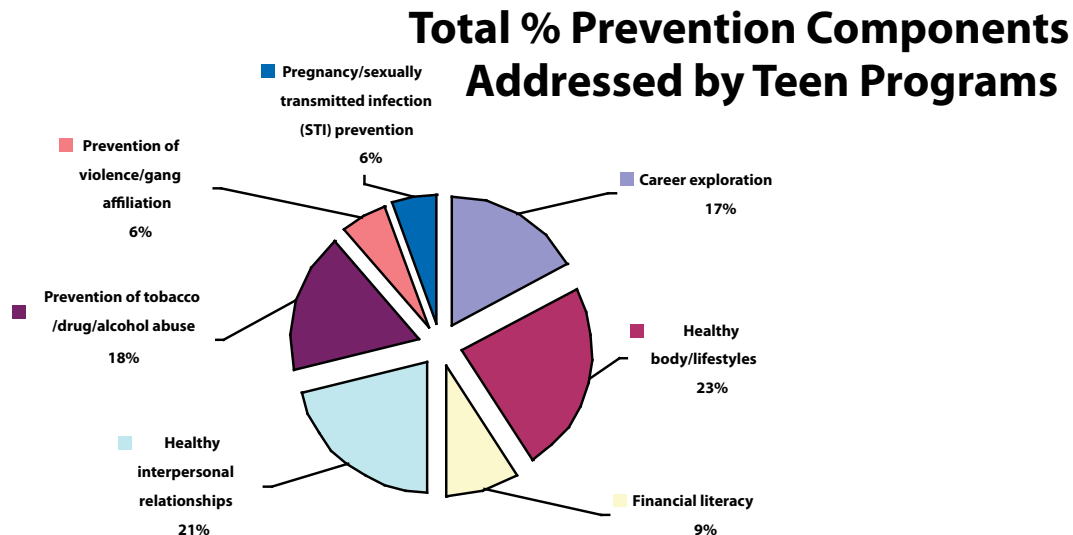
All programs participated in the Utah Afterschool Program Quality Assessment and Improvement tool program self-assessment project, and each program was visited by an Afterschool Mentor for an on-site review of the Be Safe (Area I) of the four-part tool. Programs demonstrated at least a Level 3 (Meeting Standard) for all of the indicators in Be Safe.

Teen Programs

The teen programs are for youth in Middle, Junior and High School. These programs work closely with the Utah Afterschool Network’s Quality Self Assessment Tool to ensure quality and successful programming.

The teen programs focus specifically on two or more of the following components: prevention of pregnancy/sexually transmitted infection, tobacco/drug/alcohol abuse, violence/gang affiliation, and career exploration, healthy body/lifestyles, financial literacy, and healthy interpersonal relationships.

OCC provided funding for 38 programs, serving over 1,100 teens in afterschool programs everyday.



PROFESSIONAL DEVELOPMENT

The Office of Child Care contracts with Salt Lake Community College to oversee the Child Care Professional Development Institute (CCPDI). Low cost training (Career Ladder) is available statewide to child care providers to enhance their professional development and program quality.

This past year, new and updated curriculum was the focus. Six of the Career Ladder curriculums were updated. **These classes benefit 40,545 children statewide.** A uniform Basic Child Care curriculum was created that provides continuity to new child care providers throughout the state and supports state licensing rules. Also introduced this past year was an online interactive process called WIMBA that allows child care providers across the state to attend Career Ladder classes virtually.



2009 CCPDI milestones

61,557 hours of training for child care providers received

807 Career Ladder Awards, including the 8,000th award since Career Ladder Awards started

374 Endorsements

759 Training and Longevity Awards, including the 4,000th award since Training and Longevity Award started

\$792,925.00 of incentives received by child care providers

BABY STEPS PROGRAM

The OCC launched the Baby Steps to Quality Infant/Toddler Care Project, the Baby Steps Project for short, in July 2003. The goals of the project are to increase the overall quality and availability of center-based infant/toddler child care.

This project provides centers with funds for materials and equipment, staff training and a stipend to assist with other costs related to caring for infants and toddlers. Participating centers must meet increasingly higher quality standards as measured by the Infant/Toddler Environment Rating Scale – Revised (ITERS-R). Centers, who meet their quality goals, attend required training classes and show fiscal accountability requirements are able to continue their participation in the program.



This past year, 87 centers participated in the Baby Steps Program. The project helped support 173 infant and toddler classrooms throughout the state of Utah. Four infant/toddler specialists worked in the programs to help the centers reach their goals. The specialists provided technical assistance, mentoring, side-by-side coaching, modeling and training in participating programs.

At the end of the year, 84 of the centers were successful in completing their contract requirements. 30% of the classrooms in 82 programs raised their ITERS-R score by at least 1 point. 70% of the classrooms in 82 programs raised their ITERS-R score by at least half of a point.

PARTNERSHIPS

Voices for Utah Children – Budget Reports

In 2009 Voices for Utah Children conducted two studies to map how much money was being spent on afterschool and children's programs.

The Afterschool Program Funding Report found that there are 114,000 school-aged children in Utah that are responsible for caring for themselves after school. 29,737 children were served by an afterschool program. The amount spent on afterschool in Utah was \$10,985,289, with 55% of that funding coming from federal sources. To provide adequate provisions for afterschool programs, an additional \$21 million is needed.

For the full report, go to <http://jobs.utah.gov/opencms/occ/occ2/afterschool/afterschoolreport.pdf>

The Children's Budget examines how much money the state of Utah invests in children, from birth to age 18. Federal funding for children's programs, excluding education, account for 70% of the total funds spent. 80% of combined state and federal spending for children's programs benefited children 6 and older; only 12% of state funding for children's programs benefited children age 5 and younger.

For the full report, go to http://www.utahchildren.org/ChildrensBudgetPDF_000.pdf



THINGS TO LOOK FORWARD TO

American Recovery and Reinvestment Act (ARRA) Funds

In the summer of 2009, the Office of Child Care received \$22,365,594 in ARRA funds. In addition to providing supplemental funds to already existing services, several new projects have been planned.

- Reduce the parent co-pay amount for child care subsidy
- Provide funding to recently laid off parents to pay for child care while searching for employment (Kids in Care Program)
- Offer quality environment grants to child care providers for building and facility improvements
- Provide funding to the Bureau of Child Care Licensing to create a licensing database
- Complete a research study of Utah's Child Care Professional Development System to determine whether the current training and Career Ladder process ensures quality in early childhood settings and keeps providers in the field of early childhood
- Contract with the University of Utah to provide consultation on the Local Market Rate Survey process and provide data analysis of child care needs assessment and child care provider subsidy rates

UTAH HEALTHY MARRIAGE INITIATIVE

In accordance with national Temporary Assistance to Needy Families (TANF) objectives and consistent with the mission of DWS to provide supportive services, The Utah Healthy Marriage Initiative focuses on helping people form and sustain a healthy and enduring marriage by promoting and providing marriage education services, resources and the formation and maintenance of two-parent families.



Areas of focus include Building Capacity to provide services, maintaining a Website & launching a Promotional Media Campaign, encouraging enrollment in the high school Adult Roles Course, distributing the Utah Marriage Handbook, and providing an annual Marriage Week Training Seminar for therapists, counselors, family life educators and faith leaders.

This past year, marriage education services in five counties reached nearly 2,000 individuals. The Initiative has now contracted with Utah State University Extension Services to expand services into 14 counties.

The website, www.utahmarriage.org, provides a statewide reach. It promotes healthy marriage with two free on-line marriage courses, a free course for new parents, and other researched information and resources. The launching of a new public awareness media campaign nearly tripled hits to the website this year with the creation of a website "landing page:" StrongerMarriage.org. The campaign message encourages couples to work together to build a healthy relationship and provides information about available resources.

The Utah Marriage Handbook was distributed to Adult Roles & Financial Literacy high school teachers statewide for use in classrooms—enabling a reach to more than 2,500 students. It was also provided to county clerks offices for distribution to those applying for a marriage license. Utah averages 24,000 marriages per year.

During Marriage Week USA (Feb. 7-14), the initiative hosted a nationally-known marriage expert to train Utah therapists, counselors, family life educators, faith leaders and others in effective couples' counseling methods. The training seminar averaged 300 in attendance.

UTAH WORK/LIFE AWARDS

UTAH'S BEST PLACES TO WORK™

The Utah Work/Life Awards recognize companies that understand and address the needs of their employees. **Twenty-five companies across the state won the Utah's Best Places to Work' award. Four of the twenty-five companies have won for at least five years of the eleven-year history of the award.** For thirteen of the twenty-five winning companies, it was their first year being nominated. Nominations for next year will open in January 2010.



2009 WINNERS

MICRO COMPANIES *(fewer than 50 employees)*

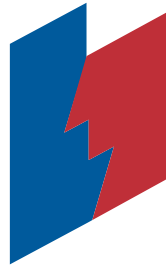
Brown and Caldwell
Cirque Corporation
Powerquip Corp.
Q90 Corporation
Statera
The Employers Council
Utah Foster Care Foundation

LARGE COMPANIES *(more than 500 employees)*

1-800 CONTACTS
ARUP Laboratories
CHG Healthcare Services, Inc.
InterContinental Hotels Group
Nicholas & Co., Inc.
TURN Community Services

MEDIUM COMPANIES *(50-500 employees)*

Access Development
Cirris Systems Corporation
Equitable Life & Casualty Insurance Company
Futura Industries
Goldenwest Credit Union
Marriott Vacation Club International
Owner Services
Software Technology Group
Spillman Technologies
The Leavitt Group
The MGIS Companies, Inc.
The Pepsi Bottling Group
ThomasArts



**Department of
Workforce Services**

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Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities by calling (801) 526-9240. Individuals with speech and/or hearing impairments may call Relay Utah by dialing 711.

Spanish Relay Utah: 1-888-346-3162.