



CHILD CARE WORKING GROUP

2019-2020 ANNUAL REPORT



VIRGINIA TECHTM

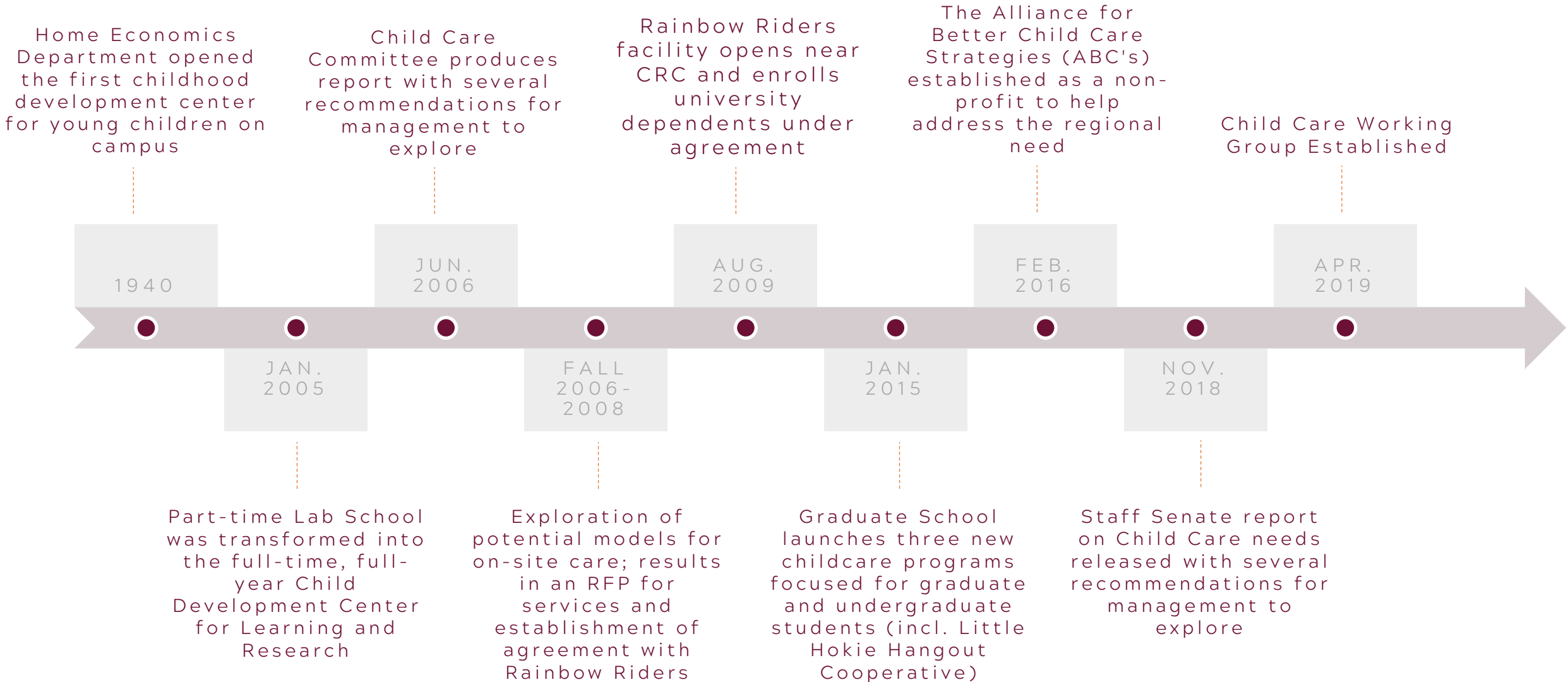
Problem Statement

There are **growing concerns among faculty, staff, and students around the availability and affordability of child care, particularly for Virginia Tech employees and graduate students.**

There are a number of partnerships and arrangements that have developed over time in the New River Valley (NRV) to address the ongoing demand.

However, there still appear to be challenges related to the **availability of quality child care and the cost of that care.**

Previous Virginia Tech Efforts

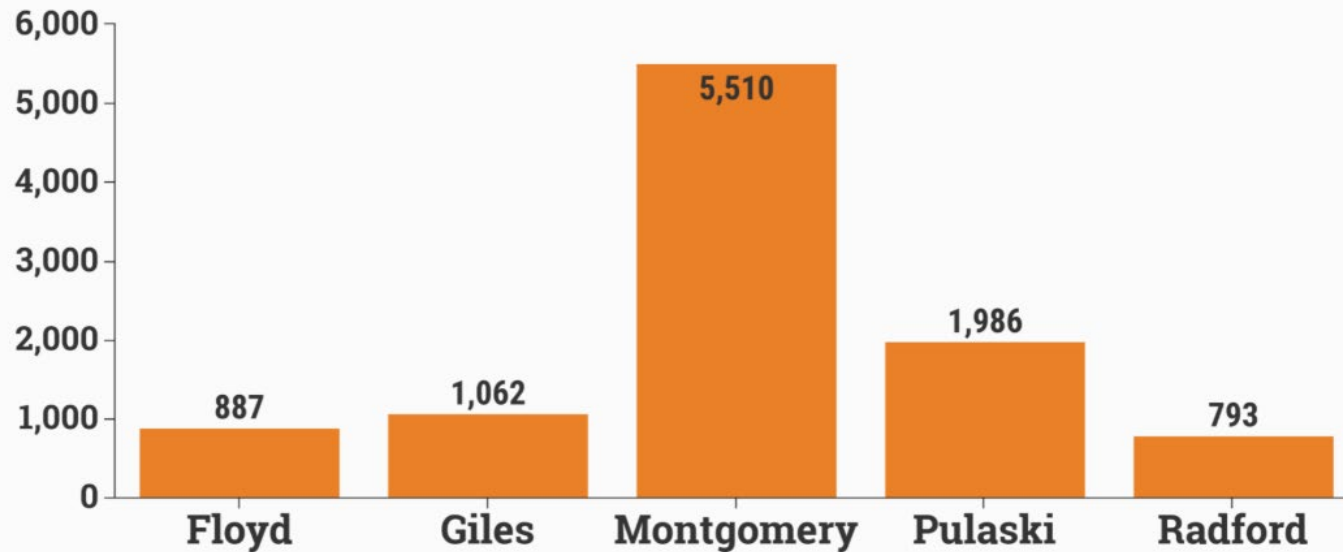


Background Data

NRV Demographic Data

There are about **10,000 children** ages 0-5 in the New River Valley.

Total Children 0-5 by Location

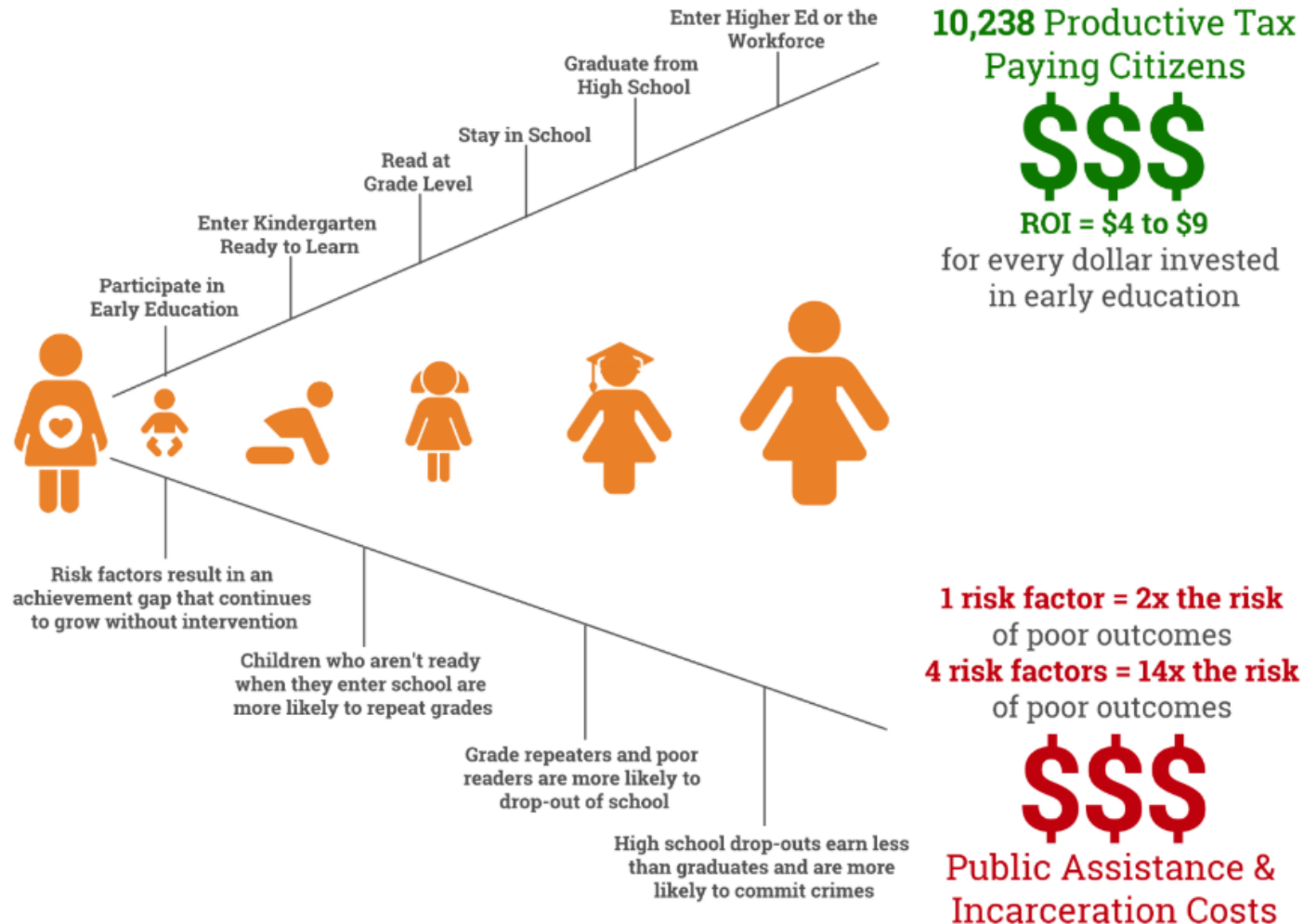


Over 50% or 5,836

children ages 0 -5 in the NRV live in households where **all parents work.**

Research-Based Guiding Principle

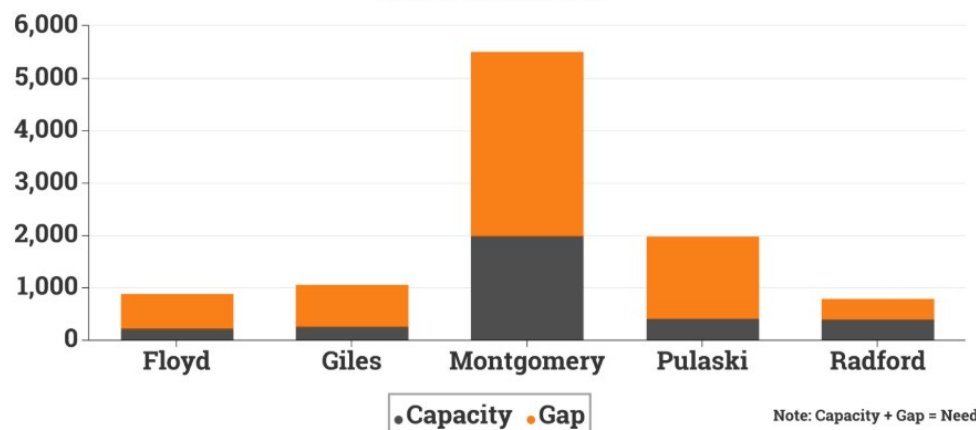
Quality early childhood programs provide a path to success in school and in life.



Current Capacity and Access/Flexibility Data

New River Valley

Total Early Education & Child Care Capacity Assessment



New River Valley

Total
Capacity Gap

» 6,910
» 67%

Nationally

A 2015 Washington Post survey reported:

over 75% of mothers & 50% of fathers

had **passed on work opportunities, switched jobs or quit** to take care of their children.

A 2016 survey of working parents in Louisiana reported:

1 in 5

parents with a preschooler **left full-time employment for part-time work** because of childcare issues and

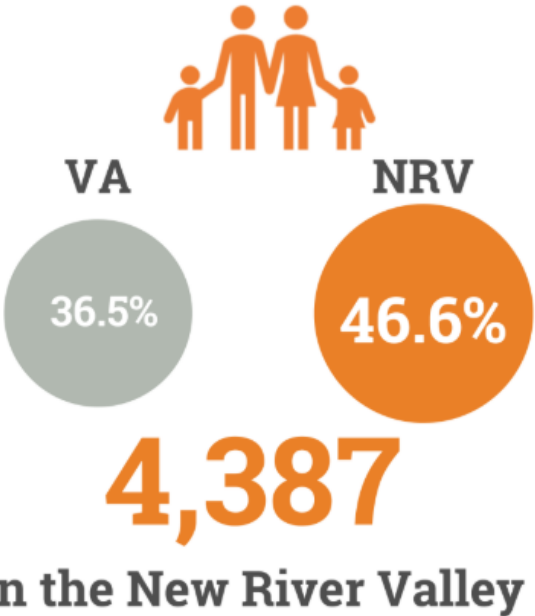
almost 50%

of both men and women **missed work regularly** due to problems with childcare

Current NRV Access & Affordability Data

In the NRV, about **4,387 children** ages 0-5 **live below 200% FPL** (Federal Poverty Line) - \$40,840 for a family of three.

Children 0-5 in families with income <200% FPL



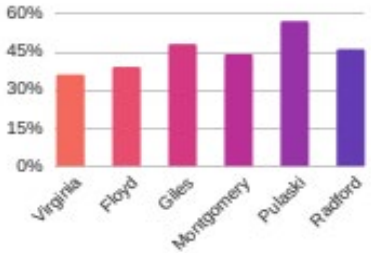
19.3% or about 1,820

children ages 0 – 5 in the NRV **live below 100% FPL** (\$20,420 for a family of three)

Median Household Income



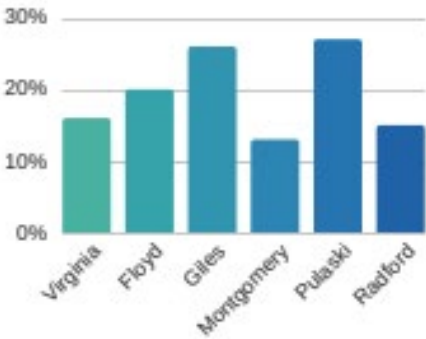
Percentage of Children Under 6 in Economically Disadvantaged Families



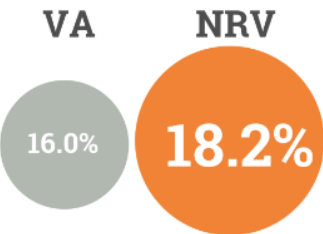
Note: There are **federal and state subsidy programs** (Virginia Preschool Initiative, Head Start, etc.), but almost all have capacity gaps for the NRV population, the application process can be a barrier for many families, and many providers don't accept subsidies due to the additional requirements and costs associated with becoming subsidy-eligible.

Current NRV Performance/Quality Data

Kindergarteners whose Fall PALS-K scores were below kindergarten readiness level



**Failing
PALS-K
Benchmark**



2017-2018	Floyd	Giles	Montgomery	Pulaski	Radford
% Failing PALS-K	20%	26%	13%	27%	15%
# Failing PALS-K	25	51	103	85	17

Total for NRV ➔ 281

*PALS-K is a measure of children’s knowledge of several important literacy fundamentals: phonological awareness, alphabet recognition, concept of word, knowledge of letter sounds and spelling.

Quality gaps are widespread

with many private sector providers opting not to pursue accreditation or certifications.

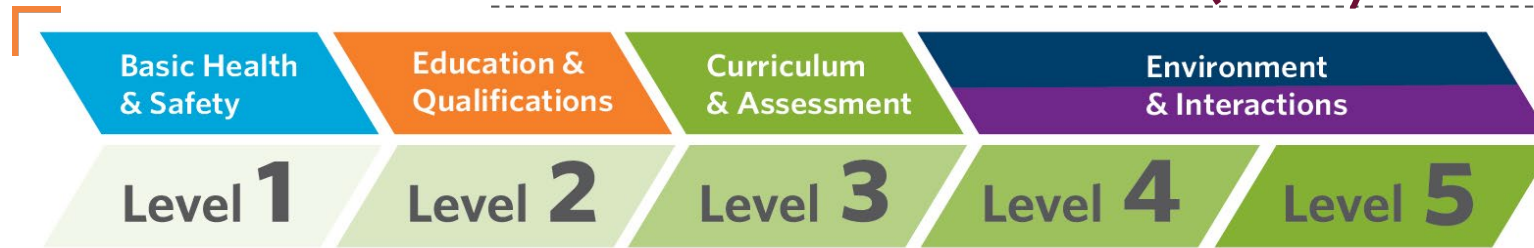
Virginia Quality,

a Virginia Department of Social Services program, is leading efforts to improve the quality of childcare in the region.

Additionally, many of the quality, subsidized programs for low-income families are

"school hours" programs,
and **don't offer before-school, after-school, or summer childcare.**

State-Endorsed Quality Standards



BASIC HEALTH & SAFETY

A program is in full compliance with requirements of state and local regulatory agencies.



EDUCATION & QUALIFICATIONS

A teacher's formal education in child development or early childhood education has an impact on children's school readiness. When teachers have some formal education, such as a Child Development Associate (CDA), professional certificate, or child-related college credits, they are more prepared to intentionally support children's learning through high quality interactions. This standard measures the education and qualifications of program staff.



CURRICULUM & ASSESSMENT

Intentional teaching has an impact on children's school readiness. This standard does not require programs to use a purchased curriculum. Instead, this standard measures how programs intentionally promote children's learning and development. Virginia has developed the Milestones of Child Development and the Foundation Blocks for Early Learning to guide early childhood educators in promoting school readiness, and this standard considers how the program aligns with Virginia's early learning guidelines.



ENVIRONMENT

Children engaged in meaningful learning and play, guided by qualified caregivers in an enriched educational environment, has an impact on school readiness. This standard measures the types of materials available to the children and the types of activities they are involved in throughout the day.



INTERACTIONS

Interactions between teachers and children form the foundation for all social and cognitive learning, significantly impacting school readiness. In addition to exposure to high quality materials and intentional teaching, children benefit most when they experience high quality interactions. At your program, do teachers

- support children's social and emotional growth?
- have a positive attitude towards the children?
- use constructive behavior management techniques?
- encourage children to learn and be creative?

This standard measures the quality of interactions.

NRV Capacity & Quality Data Alignment

Locality	Level 1 <i>Basic Health & Safety</i>	Level 2 <i>Education & Qualifications</i>	Level 3 <i>Curriculum & Assessment</i>	Level 4 <i>Environment & Interactions</i>	Level 5 <i>Environment & Interactions</i>	Locality Totals
Floyd	1	0	1	2	0	4
Giles	2	1	3	1	0	7
Montgomery	7	1	10	2	2	22
Pulaski	1	2	2	0	0	5
Radford	2	0	1	0	0	3
Totals	11	4	17	5	2	41

*Note: There were 37 licensed facilities in Montgomery County (including family day homes, short-term child day centers, and certified pre-schools not included in the table above) and 11 unlicensed facilities (religious exempt child day centers).

Current Efforts

Guiding Principles to Advance Child Care Opportunities

A wider range of service types and hours are needed to support the diversity of working parents

Current opportunities provide quality care for **33%** of children ages 0 -5 in the NRV

Children in the NRV are failing to meet school readiness benchmarks

Thousands of children in the NRV are living in families that are economically disadvantaged

FLEXIBLE

ACCESSIBLE

QUALITY

AFFORDABLE

**SOLUTIONS FOR ALL
COMMUNITY MEMBERS**
(ALL EMPLOYEES, GRADUATE /
PROFESSIONAL STUDENTS, AND
UNDERGRADUATE STUDENTS)



EXISTING VT PROGRAMS & PARTNERSHIPS

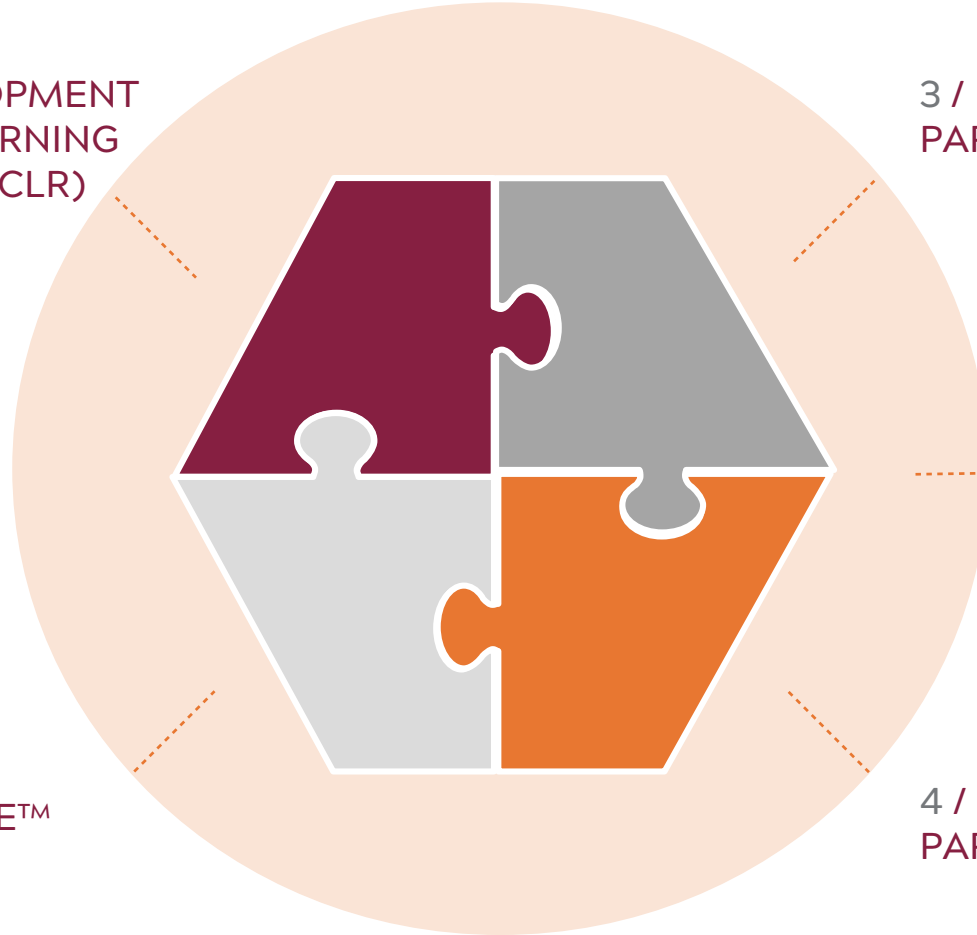
1 / CHILD DEVELOPMENT
CENTER FOR LEARNING
& RESEARCH (CDCLR)

3 / RAINBOW RIDERS
PARTNERSHIP

5 / HOKIE™ WELLNESS -
CHILD CARE REFERRALS

2 / LITTLE HOKIE™
HANGOUT *

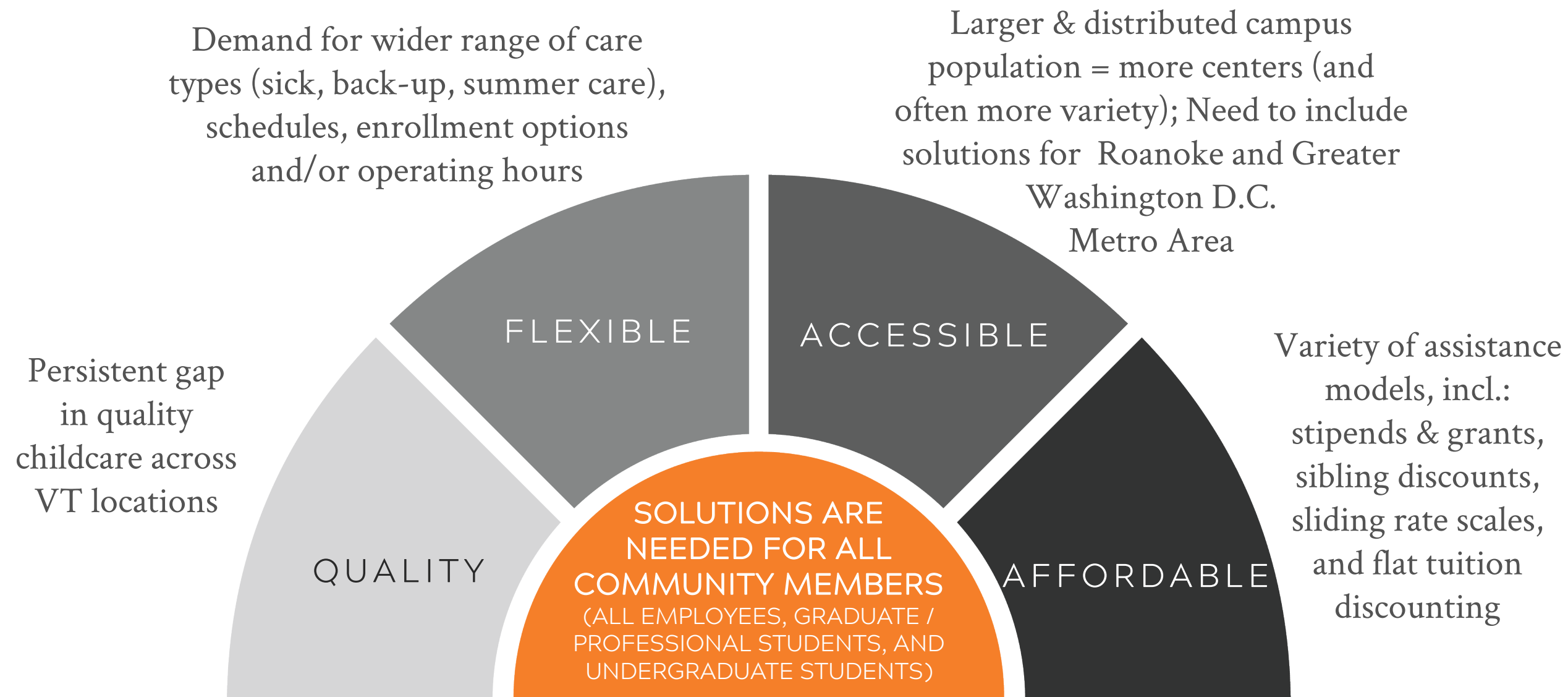
4 / KINDERCARE
PARTNERSHIP



*Note: the Graduate School employs a Child Care Coordinator that also manages a Babysitter Clearinghouse (online database & review forum), a Parent Support Group (graduate student-focused), & an annual Bring Your Child to School Day.

Executive Summary of Findings

Key Findings from Survey & Peer Data Reviews



Recommendations



FY2020-21 Proposals



Establish Dedicated Position

Reallocate existing resources to hire a childcare champion, charged with developing a holistic business plan and building community partnerships.



Offer Back-Up Care for Employees

Explore opportunity to purchase and offer back-up child and elder care services from existing state contract.



Implement Advisory Structure

Convert existing Work Group to a long-term advisory group that can guide child care efforts for all community members.

Long-Term Recommendations

To inform 3 - 5 year business plan development



Increase Scope & Scale of Stipends or Subsidies for Low-Income Families

Particularly expansion to wage employees, graduate students, and others who are not eligible for existing stipend. Consider differences in cost-of-living and cost-of-care by location.



Enhance Partnerships

Consider expanding existing or implementing new care models to increase the number of high-quality care slots available in the NRV, Roanoke, and Washington D.C.



Explore Expansion of the CDCLR

Work with College of Liberal Arts and Human Sciences to investigate alignment with curriculum and other initiatives (special needs, Adult Day Services, etc.)

Long-Term Recommendations

To inform 3 - 5 year business plan development



Contribute to Expansion of Early Educator Pipeline

Investigate potential workforce development collaborations with Community College System, expansion of VT degree program, and field-specific tuition-assistance.



Educate & Build Awareness

Launch action-oriented communications and other initiatives to raise awareness and use of existing partnerships and mechanisms (Hokie Wellness resources, flexible schedules, etc.), particularly among managers and employees.



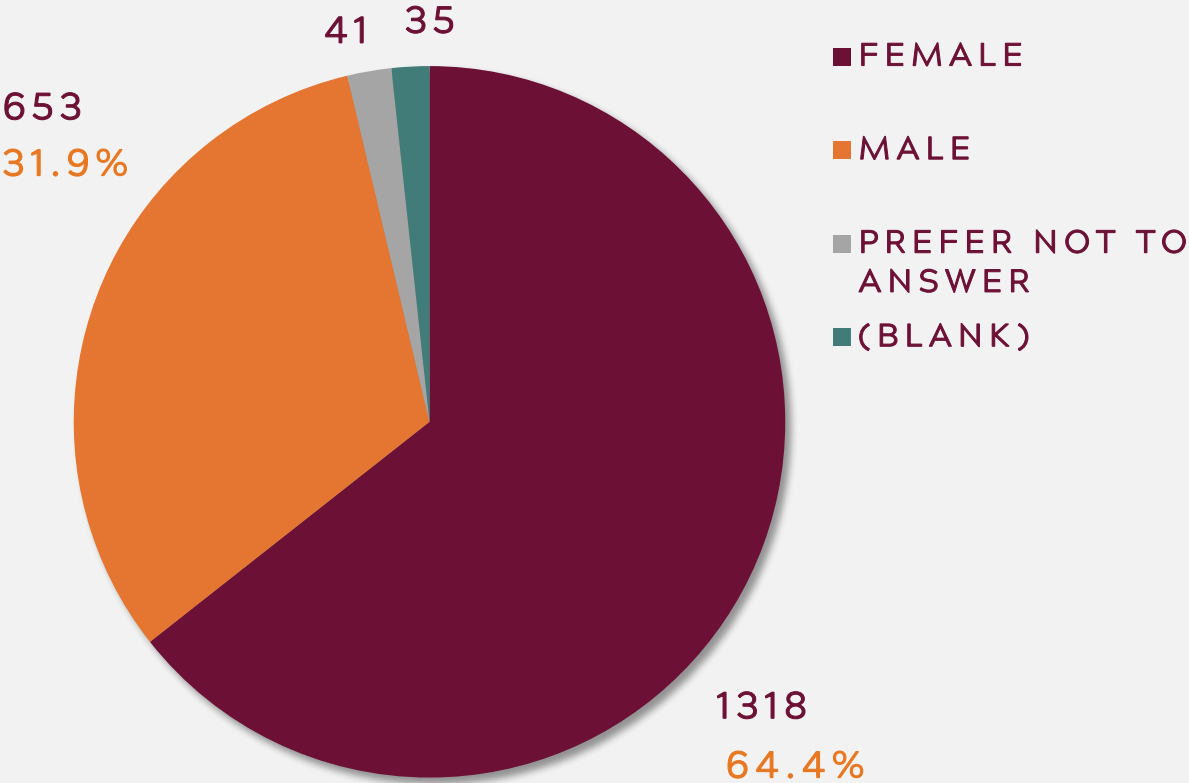
Explore Philanthropy

Establish specific goals that can be considered in Capital Campaign or other Advancement efforts. Focused should be placed on scholarship opportunities or other direct-to-family mechanisms.

Appendix A:
Summary of
Fall 2019
KinderCare Needs
Assessment
Survey Results

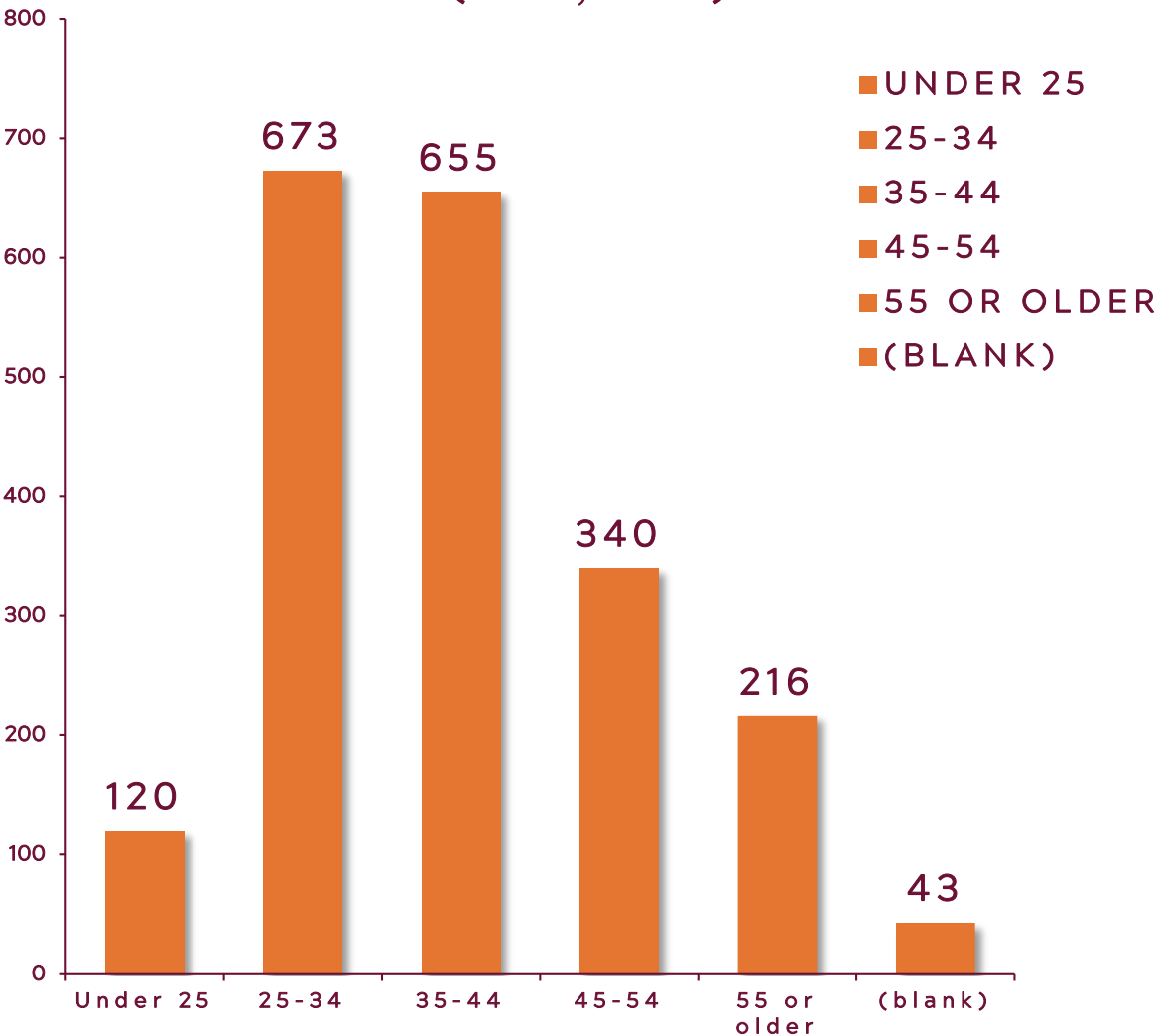
GENDER OF RESPONDENTS

(n=2,047)



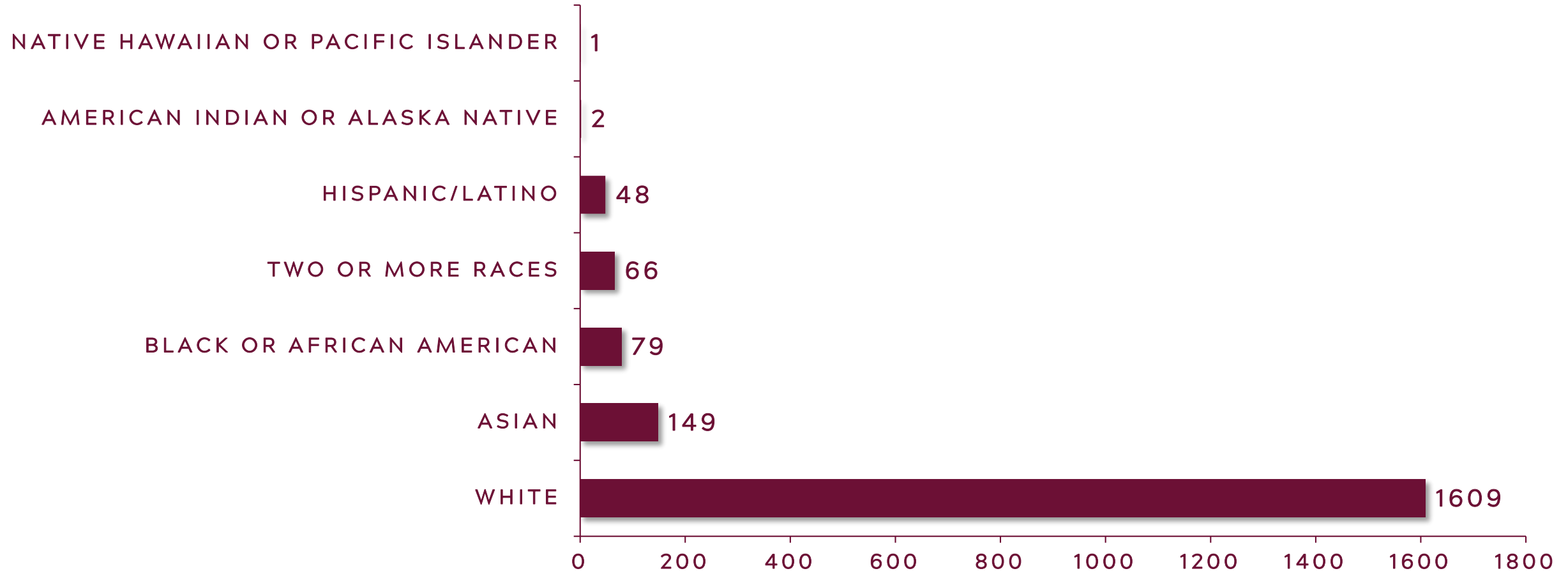
AGE OF RESPONDENTS

(n=2,047)



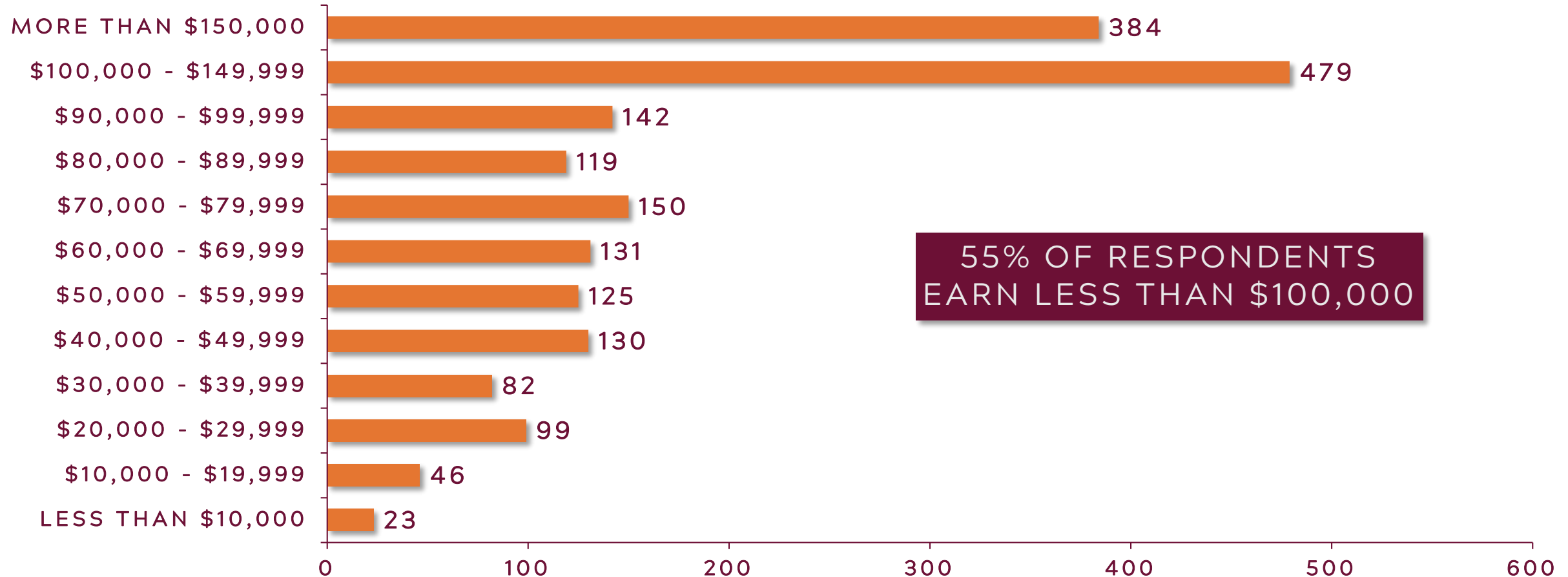
RACE/ETHNICITY OF RESPONDENTS

(n=1,954)



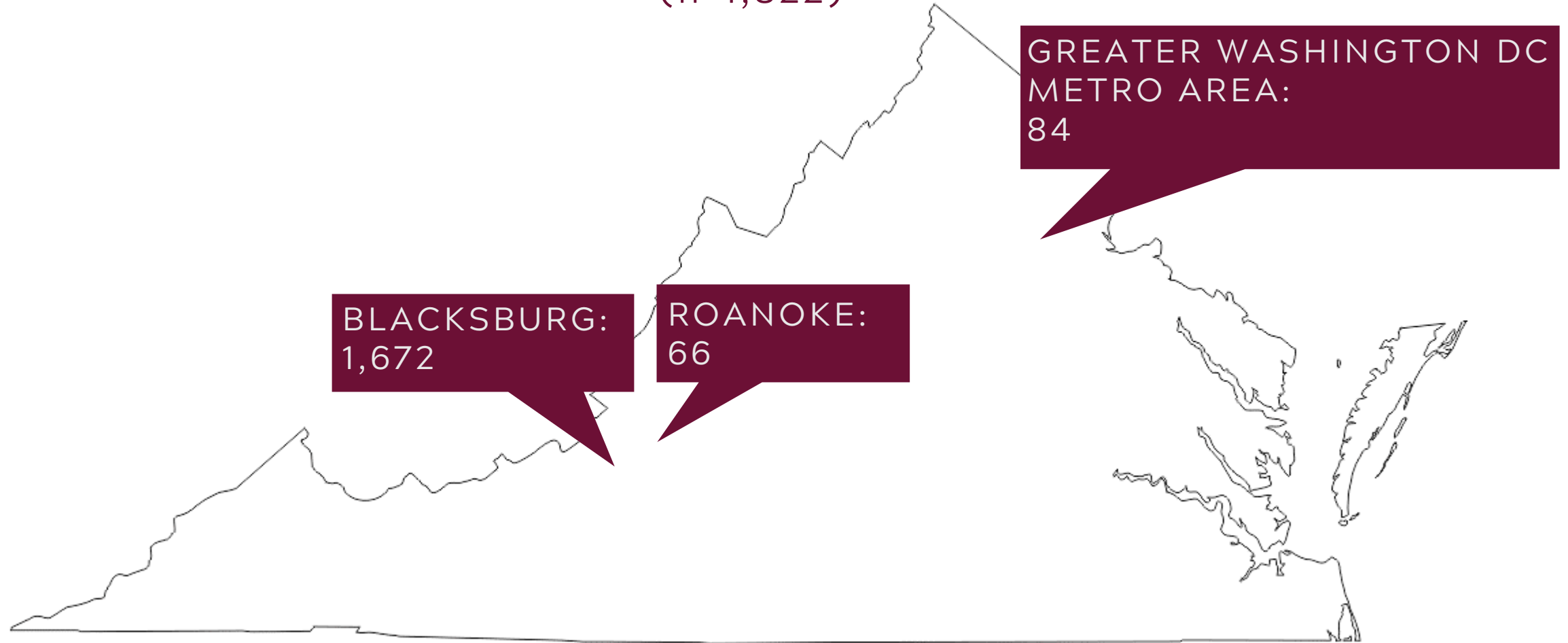
HOUSEHOLD INCOME OF RESPONDENTS

(n=1,910)



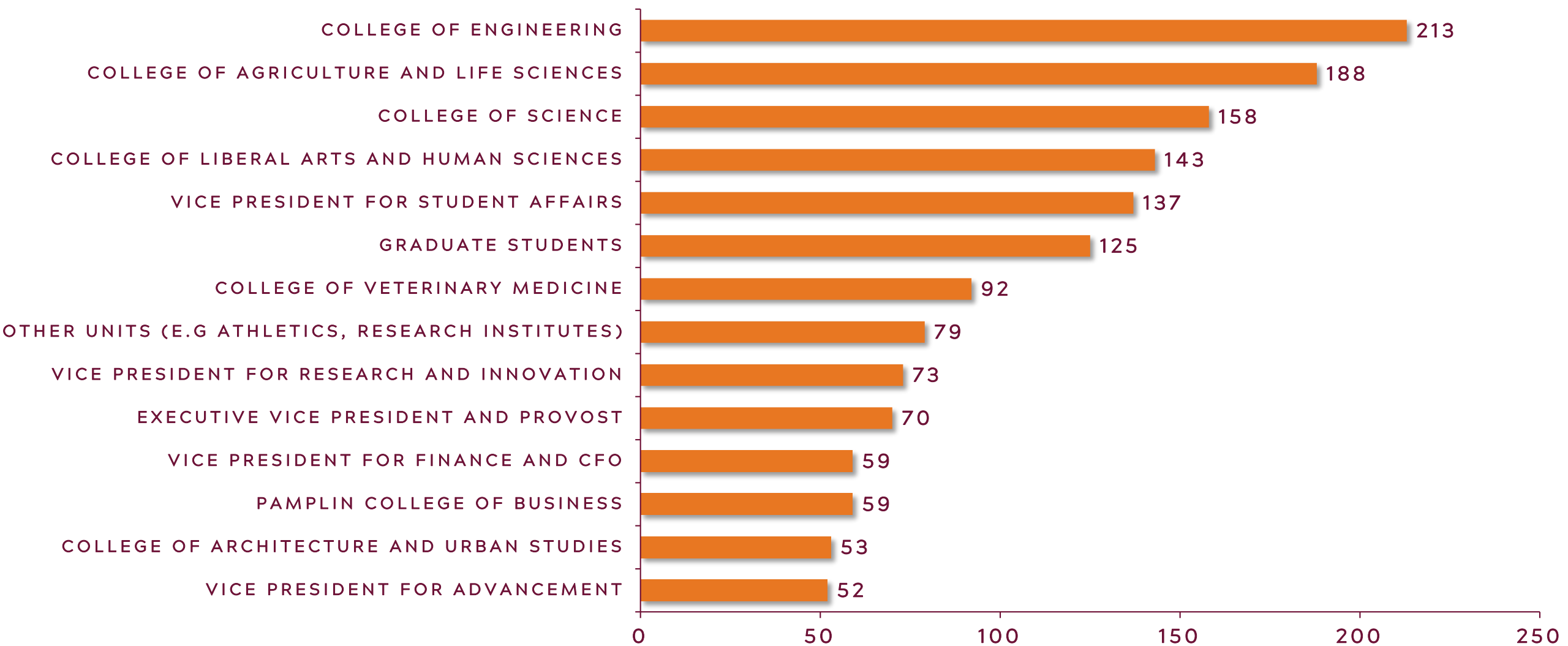
CAMPUS LOCATION OF RESPONDENTS

(n=1,822)



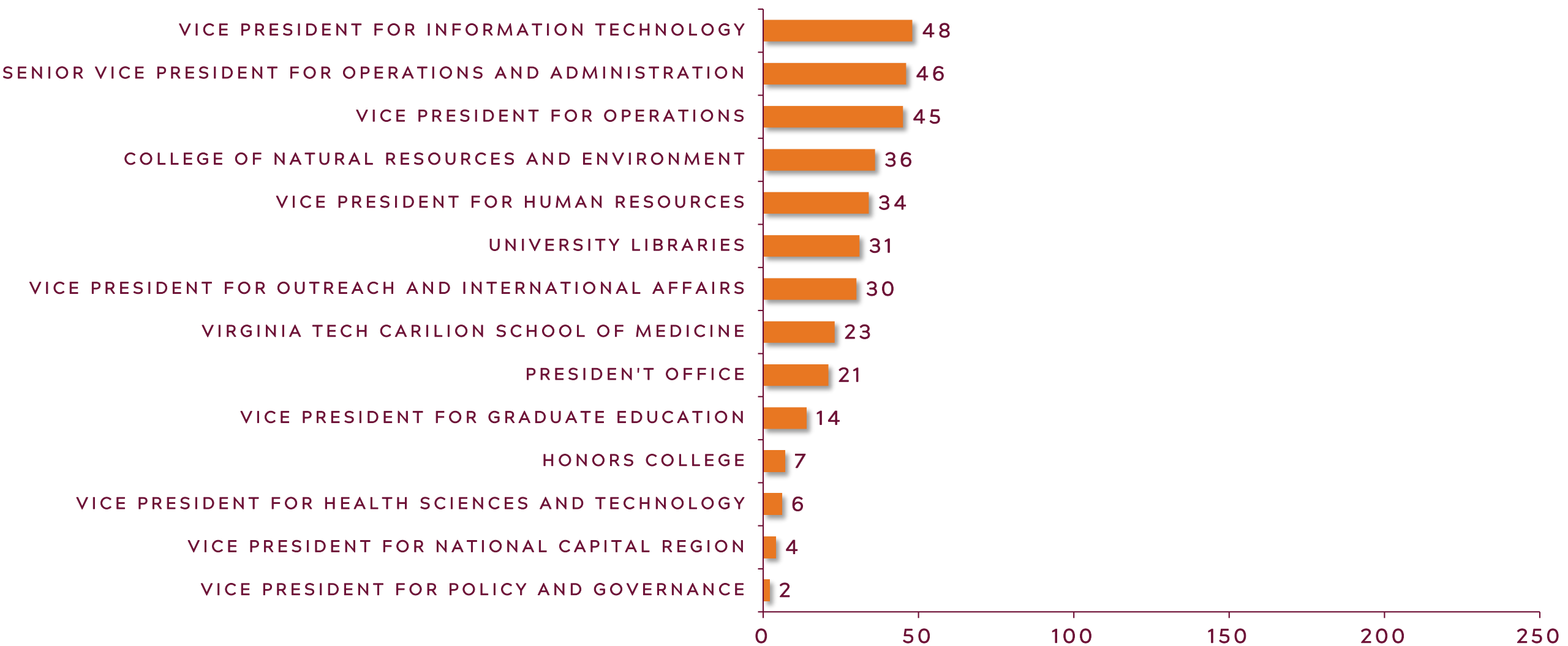
SENIOR MANAGEMENT AREA OF RESPONDENTS

(n=1,848)



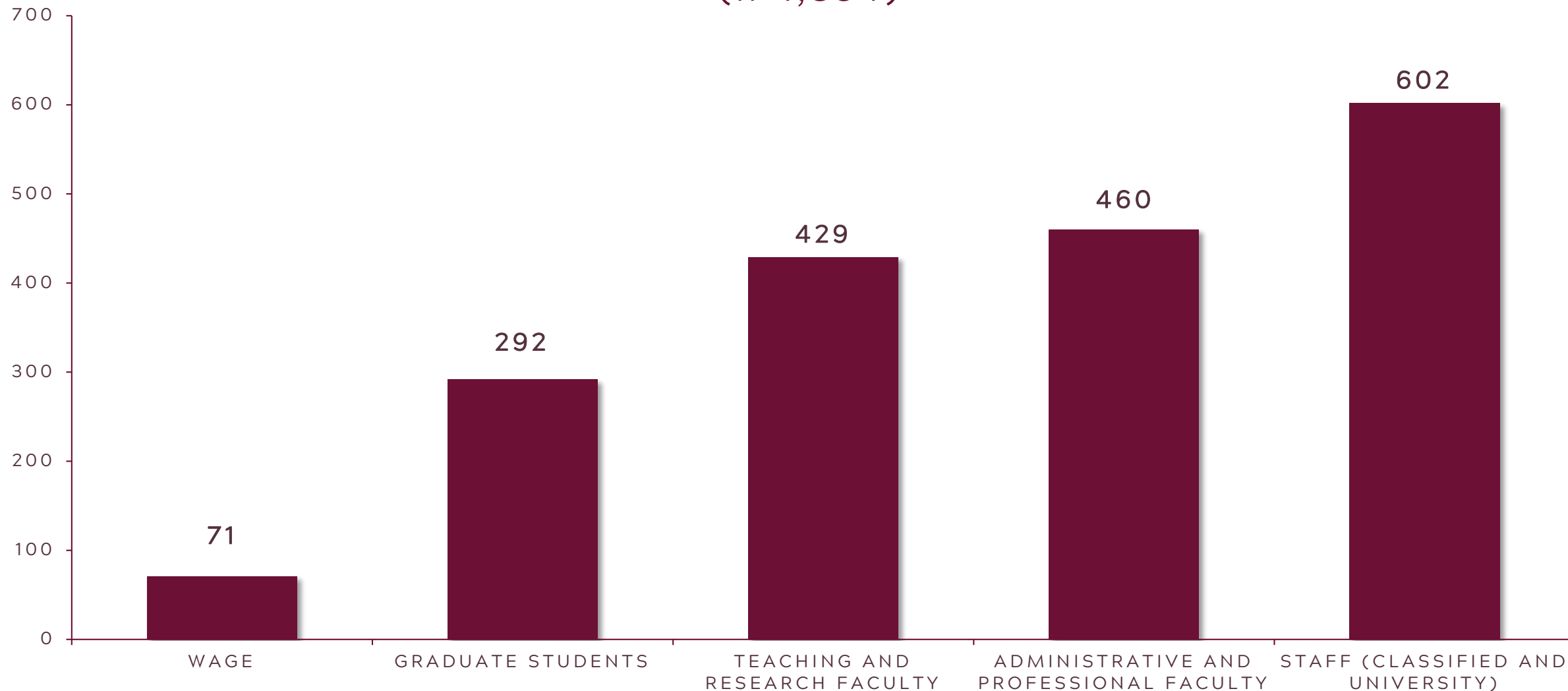
SENIOR MANAGEMENT AREA OF RESPONDENTS

(n=1,848)



JOB CLASSIFICATION OF RESPONDENTS

(n=1,854)



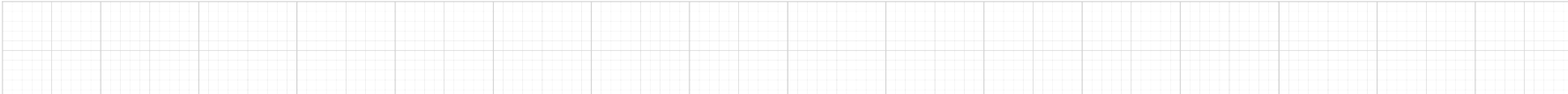
AGE RANGES OF ALL CHILDREN INDICATED BY PARTICIPANTS

(n=1,523)

AGE	NUMBER OF CHILDREN	% OF TOTAL
UNDER 1 YEAR	178	12%
1 YEAR	161	11%
2-3 YEARS	351	23%
4-5 YEARS	238	16%
6-12 YEARS	511	34%
OVER 12	84	6%

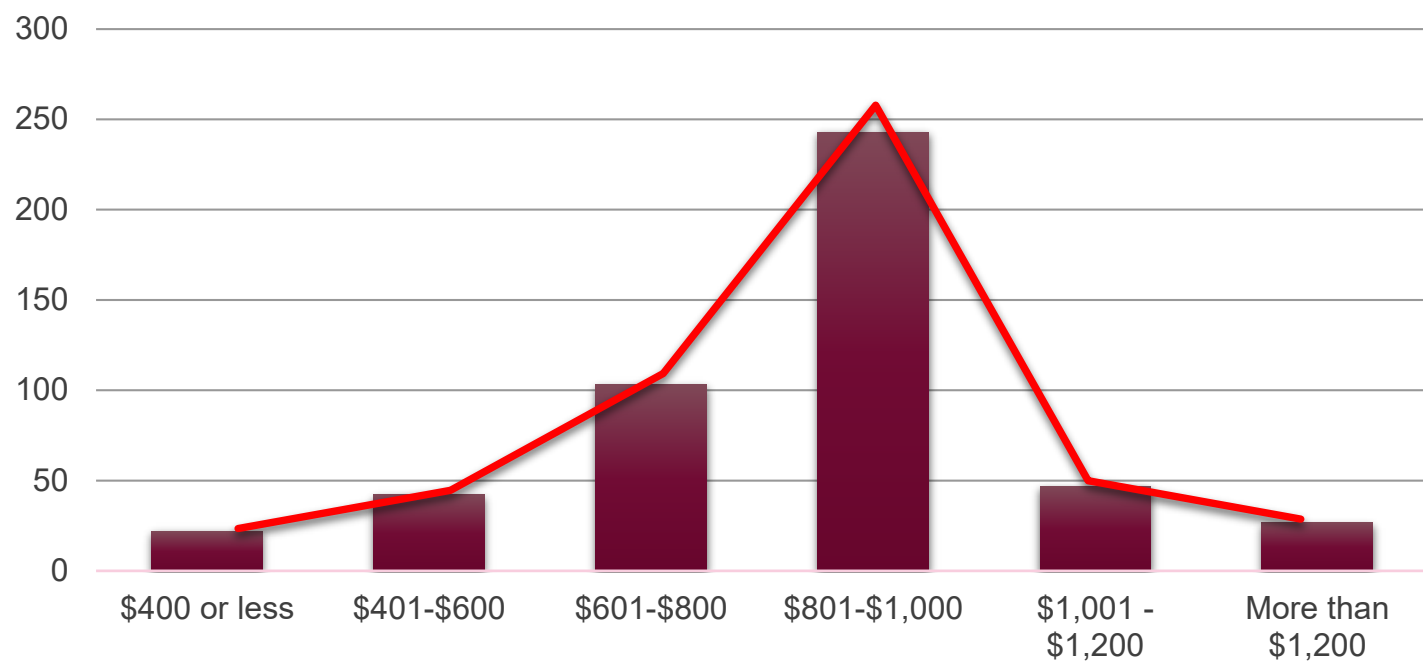
> 928 CHILDREN (61%) ARE LESS THAN 6 YEARS OLD

> 485 CHILDREN THAT ARE < 6 YEARS OLD ARE CURRENTLY IN A DAYCARE/CHILDCARE CENTER



CURRENT MONTHLY COST OF CHILDCARE

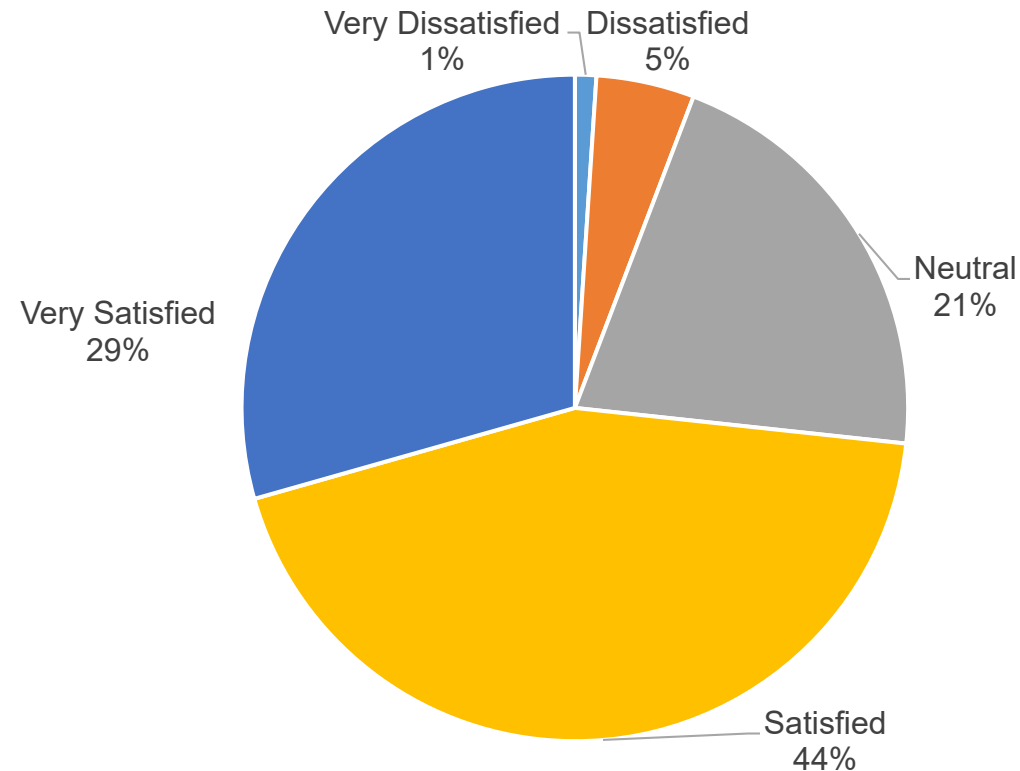
(n=485)



> 50% OF PARTICIPANTS WHO PAY FOR CHILDCARE PAY \$801 TO \$1,000 PER MONTH

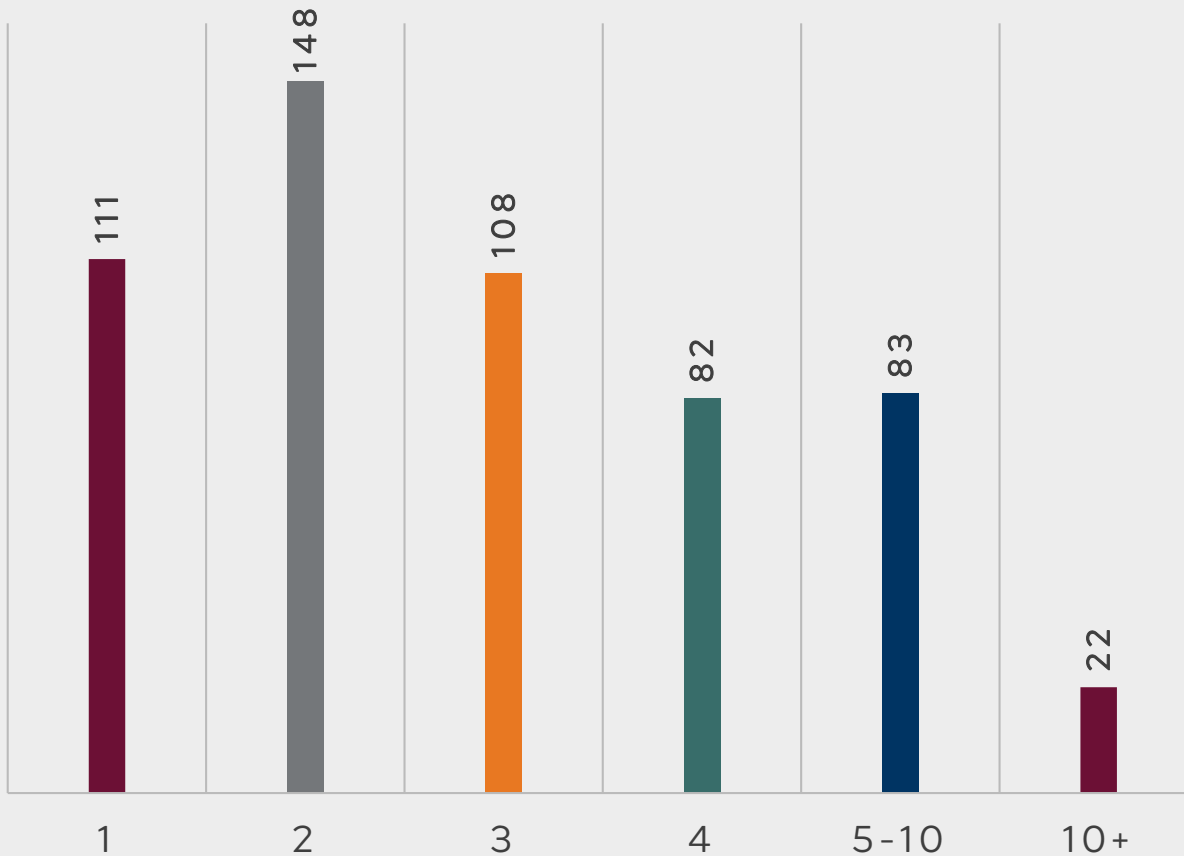
SATISFACTION WITH CURRENT CHILDCARE ARRANGEMENTS

(n=485)



> 27% ARE NEUTRAL OR DISSATISFIED WITH CURRENT CHILDCARE ARRANGEMENTS

DAYS MISSED



ABSENTEEISM DUE TO MANAGING ISSUES AROUND CHILDCARE

45% have missed work or needed to leave work to manage child care issues NOT related to illness.
(554 of 1,232 respondents listed 1 or more days).

OTHER RETENTION AND EMPLOYEE PERFORMANCE IMPACTS

19% of respondents have thought about leaving their job due to child care needs in the last year.

43% of respondents believe that a lack of child care resources has affected their performance at work.

NOTABLE COMMENTS FROM RESPONDENTS


- > Blacksburg is in desperate need of good childcare and if there were a campus based care program, many people would use it and it would greatly improve the work/life balance.
- > Child care in the area is absolutely terrible! We have had the worst experiences, particularly with the care and educational aspects of the daycare on campus. In addition, there doesn't seem to be enough childcare in the area with waitlists of over 100 families. We welcome new opportunities for childcare! Thank you so much!
- > Childcare was one of my biggest challenges when my children were young and combined household income was below \$50,000. UVA has sliding scale daycare centers on campus. I don't understand why Virginia Tech has not been able to come up with this sort of solution.
- > I think child care benefits need to be greatly improved for graduate student who has family. Currently there are no specific program helping graduate student relieving the child care.
- > The area in general seems to not have enough childcare that is of high quality and affordable. I especially struggle with this over the summer. You have to "sign-up" and "commit" to a summer program in early March or they fill up and you are quickly left with little to no options. Since 2 of my children are now older it is more manageable, and in general, the amount of options has increased since I had my first child, but it is not optimal.
- > There are not enough child care options in the area. It is not uncommon to have a wait list for 2 YEARS or more with 50+ families waiting ahead of you. I can't even begin to talk about how not affordable it is because you are blessed if you even get a spot for your kid in a quality child care center. My child is 3 years old and he has been in 3 different child care situations. I didn't choose to leave the other 2, they closed or stopped offering services. I spend the same amount on child care as I do the mortgage on my house each month. Any relief you can find to this problem would be welcome and I appreciate that someone is looking into this.

Appendix B: Summary of Peer Data


Peers w/ University Managed Child Care Facilities/Programs

School	Number of Facilities	Availability/ Priority	Capacity	Hours
SUNY Buffalo	1			7:30 am to 5:30 pm
University of Minnesota- Twin Cities	4 + provide links to several off-site resources designed to help select from local providers		140 children at the UM Child Development Center 54 children via half-day program at Lab Nursery School 35 children w/ flexible scheduling at Community Child Care Center 50 children at the Como Student Community Coop.	7:30 am to 5:30 pm CDC 8:30 -11:15 am or 12:30 - 3:15 pm at LNS 7:15 am to 6:00 pm at CCCC 7:00 am - 6:00 pm at CELC
University of Texas at Austin	3	Comal and San Jacinto locations - Faculty, staff, students and affiliated campus programs are eligible to use the program. Capitol Complex location - State of Texas employees including UT faculty and staff, are eligible to use the program. Siblings of currently enrolled families receive priority enrollment. Two tiered waiting list after that: 1) UT faculty, UT staff and State of Texas employees who are appointed to a position for 30 hours or more with benefits, and students who are attending full time. 2) UT faculty, UT staff and State of Texas employees who are appointed to a position less than 30 hours with benefits, and students who are attending school part time. Affiliated campus program employees are also eligible under tier 2.		7:15 a.m. – 6:00 p.m.
University of California - Berkeley	5 on or near campus	Children of members of the UC Berkeley and the general community. UC Berkeley students, faculty, and staff receive priority.		
University of Florida	3 on campus	One parent or guardian associated fulltime with any college or department of The University of Florida or UF Health. Different priority enrollments for each center (general faculty, staff and students v. specific Colleges) but all are student and employee prioritized. Children from the Gainesville community whose parents are not associated with UF may be enrolled on a space available basis.		7:00am-6:00pm (1 center) or 6:30am-6:00pm (2 centers)

Peers w/ Partner Managed Child Care Facilities/Programs

School	Operator	Number of Facilities On-Campus	Availability/ Priority	Capacity	Hours	Flexibility
 Cornell	Bright Horizons	1 (?)	Current Cornell benefits-eligible faculty, academic and nonacademic staff, and students Also available, as space allows and at different rate, to: alumni, community members, visiting scholars and lecturers, postdoc fellows, Cornell affiliates who do not have university benefits	170 children	7:00 am - 6:00 pm	Half Day (7 am - noon or 1 - 6 pm) and Full Day options; as well as 5 d, 3 d (M/W/F) & 2 d (T/Th) enrollment options
Georgia Tech	Bright Horizons	2	Siblings of current enrolled receive priority on wait-list. Any child who is a legal dependent of a Georgia Tech faculty & staff member, student or alumni receives priority over the general community.		7:00 a.m. to 6:30 p.m.	
UVA	KinderCare Education at Work	2 One infants & toddlers One 2 yrs - prekindergarten	Siblings of enrolled families get first priority. Then: 1) FT University F/S & FT students, 2) FT UVA Health System employees, 3) PT University & Health System employees, Part-time students, FT foundation employees, FT contractor (3+ year contract & on-site service), visiting faculty.		6:30 am - 6:00 pm	

Peers w/ University and Partner Managed Child Care Facilities/Programs



School		Operator	Number of Facilities On-Campus or Adjacent	Availability/ Priority	Capacity	Hours
Purdue 	University Managed Options	-	1 FT Center 1 ½-Day Parent Cooperative Preschool		96 children at FT center 30 children for each pre-school session and 28 for extended day care session	Center: 7:30 a.m. – 5:30 p.m. Preschool offers: AM session, lunch care, PM session, extended care
	Externally Managed Options	KinderCare Learning Centers	2		140 children at one center 88 children at the other center; currently being replaced; anticipated enrollment at the new center is 140	7:00 a.m. - 6:00 p.m.
University of Washington- Seattle	University Managed Options	-	5	Different priority access for each center; for example: Level 1: Siblings of children currently enrolled at this childcare center. Level 2: Children of UW employees with “critical hire/retention” priority. Level 3: Children of UW students enrolled appropriately for their degree program; etc.	140 at Portage Bay 54 children at West Campus 79 children at Radford Court 64 at UW Medical Center NW 61 children at Laurel Village	6:00 am - 6:00 pm
	Externally Managed Options	Bright Horizons and the Children's Museum of Tacoma.	2		73 children at Harborview 70 children at UW Tacoma	NOTE: Also have contracts with both Bright Horizons and KinderCare for priority access at non-campus locations
University of Wisconsin- Madison	University Managed Options	-	3	No priority for the Child Development Lab is open equally to University and non-University affiliated parents. Priority for UW-affiliated families at Waisman Early Childhood Program.	102 children at Child Development Lab 100 children at Waisman Early Childhood Program	7:30 a.m. - 5:30 p.m.
	Externally Managed Options	Contract w/ 6 additional local licensed and accredited child care programs*		Each center has own priorities for enrollment and tuition rates.		varies by center

***NOTE:** UW-Madison also contracts with Satellite Family Child Care to provide accreditation and oversight of high quality family child care homes. This program, the UW Family Child Care Partnership, is designed to provide infant/toddler care for faculty, staff, and students. Fees and contracts for services are set by each provider. There are currently over 60 accredited Family Child Care providers able to provide care for UW students, staff and faculty.


Peers w/ Back-up and Sick Care Options

School	Back-up & Emergency Care
Cornell	Limited back up care (up to 10 days) offered on a daily-space available basis
Georgia Tech	School-age children, Pre-K thru 2nd grade, may attend "School's Out" program for school holidays and Summer Camp (on a space available basis)
Purdue	KinderCare offers a drop-in option on space-available basis by center. Also offer school age before/after care and summer full-day programs at one KinderCare site. University-managed Cooperative Pre-school has lunch care (BYO lunch), extended day care (PM only) until 5:15 pm, and also offers a Spring Break Camp.
SUNY Buffalo	Provides summer care program for kids 5 to 12 years of age
University of California - Berkeley	Bright Horizons back up care.
UVA	Employees receive 15 back-up care days/year
University of Washington-Seattle	Back-up and sick-child care provided by both (employee's choice) Bright Horizons and KinderCare at subsidized rates. Bright Horizons in-center care at \$20/child or \$35/family OR in-home (sick) care \$32 up to 4 hours of care (up to 3 children); each additional hour \$8 . Can use up to five times per calendar year. KinderCare \$20 per child per day up to 10 times per calendar year.
University of Wisconsin-Madison	Kids Kare provides free or reduced rate to income-eligible UW-Madison students, faculty, & staff at Little Chicks Learning Academy - hourly and/or back-up care. "Back-up" care includes, but is not limited to: attending class, work or meetings, attending a conference at UW or covering your child care needs when your regular provider is unavailable.

Peer Tuition & Discounting Data - Externally Managed & Both Programs

School	Tuition Information	Median Household Income (& Locality)	Highest Tuition as Percentage of Median Income	Stipend/Employer Contribution & Other assistance programs
Externally Managed				
 Cornell	\$5,000 subsidy from external operator 10% discount for two children 15% discount for three or more children	\$32,712 (Ithaca, NY)		Child Care Grant Subsidy programs assists faculty, staff and students with covering the cost of the tuition based upon their family's income
 Georgia Tech	10% discount for GT community members Before & after care available for additional fees Late pick-up fees (\$10 for first 10 and \$1 per minute after initial 10)	\$55,279 (Atlanta, GA)		
UVA	Standard rates regardless of income Ranging \$290 per week (infants) to \$218/week (pre-kindergarten)	\$58,933 (Charlottesville, VA)	26%	
Both University and Externally Managed				
Purdue	Rates tiered based on gross family income (>\$75,000; \$150,000; >\$150,000) Ranges from \$360.77 (infants un-discounted) to \$145 per week (preschooler, discounted) 5% discount for additional children Registration fees range from \$50 to \$75 Annual materials fee of \$108 per child Late pick-up: \$20 for first 15 minutes & \$5/each 5 minutes thereafter	\$45,639 (Lafayette, IN)	41%	University employees save 10% on weekly tuition rates (FT and PT) at other KinderCare Learning Centers, Champions Before- and After-School Programs, and CCLC Child Care Centers <i>NOTE: Cooperative Pre-School rates are different</i>
University of Washington-Seattle	Varies by center; UWCC sites range from \$2,090 monthly (infant) to \$1,330 monthly (preschool) A discounted rate is available to students living in family housing at two of the sites	\$85,562 (Seattle, WA)	29%	The Childcare Assistance Program to assist students in covering the costs of licensed childcare while enrolled in an eligible program of study. Funded by Services & Activities fees paid by students.
University of Wisconsin-Madison	Tuition based on age & weekly attendance (rates not available without login) Late fees: \$20 for every 15 minutes	\$62,906 (Madison, WI)		Women's Philanthropy Council provides some funds for site renovations and operating University Staff Child Care Grant, funded via individual donations, provides tuition assistance Child Care Tuition Assistance Program (CCTAP) is a scholarship/grant-type program for eligible students Single Parent Scholarship Program Student Child Care Grants, privately funded, are also available to student families in emergencies or family related issues

Peer Tuition & Discounting Data - University-Managed Programs

School	Tuition Information	Median Household Income (& Locality)	Highest Tuition as Percentage of Median Income	Stipend/Employer Contribution & Other assistance programs	Pre-Tax Account
 SUNY Buffalo	FT rates range from \$246.25 weekly (infant) to \$231.25 weekly (preschool) Scholarships available based on income (\$10,000 increments), age of child, attendance per week 10% sibling discounts - applies to oldest child's tuition Annual enrollment fee of \$40 per child	\$35,893 (Buffalo, NY)	36%	\$800 per year employer contribution via dependent care advantage account	\$5,000 pre-tax account for dependent care expenses
University of Minnesota- Twin Cities	Tuition info only available for some centers; example range: \$330/week for FT toddlers to \$260.10/week for FT preschoolers w/ income-based discount Tiered based on income at some centers [>\$60,575; \$104,932; >\$104,933], size of family, days of the week, age of child, status of parent (student or not) 20-50% of tuition cost is discounted at some centers for qualifying families Registration fee \$200	\$58,993 (Minneapolis, MN) \$55,085 (St. Paul, MN)	30%	\$5,000 subsidy max	Dependent Daycare flexible spending account, up to \$5,000 per year
University of Texas at Austin	Income based: >64,999 (A); \$65,000-114,999 (B); >\$115,000 (C) # of A and B slots at each center is limited; can still enroll if eligible and pay higher tuition rate until slot in lower tier becomes available Tuition is center dependent, but ranges from \$1,145 monthly (infants non-discounted) to \$625 monthly (Pre-K w/ discounting)	\$67,462 (Austin, TX)	20%		
University of California - Berkeley	Range: Infants @: \$2,350 per month to Preschool @ \$1,775 per month \$50 application fee, waived for UC Berkeley students	\$80,912 (Berkeley, CA)	35%	Students who meet CA Dept. of Education need eligibility requirements are eligible for subsidized tuition at Early Childhood Ed Program for their children. Some staff may be eligible as well. With the subsidy, fees are assessed on a sliding scale based on age of the child and gross income (adjusted for family size).	
University of Florida	Tuition info available by contacting the enrollment coordinator Application fee: \$100 per child Registration fee: \$250 per child Supply fee: \$100 per child (annually)	\$36,389 (Gainesville, FL)		No info on website. Indicate they welcome contributions to a "Baby Gator Foundation Fund" - used to purchase teaching materials and equipment, infant strollers, and toddler trikes as well as provide support for the PHIT kids and music programs.	