Early Childhood Education Initiative
March 2023
Status of Childcare in Montgomery County

- 26 licensed childcare programs.
- Total licensed capacity for children under 6 is 2,068.
- 3,252 children under age 6 have working parents.
- 15% of kindergartners are not school-ready.

Source: Child Care Aware of VA, MCPS, & VDSS
Data Fall of 2022
Virginia Tech Community Survey 2022

Current & Expected Needs for Childcare

- My current care arrangements meet all of my needs: 279
- I have no care needs: 52
- My current care arrangements do not meet all of my overall needs: 342
- I need more reliable care: 38
- I need care but don't have it: 46
- I will need full-time care soon: 22
- I will need part-time or on-call care soon: 48
Focus Areas

- Demand for wider range of care types (sick, back-up, summer care), schedules, enrollment options and/or operating hours.
- Larger & distributed campus population = more centers (and often more variety); Need to include solutions for Roanoke and Greater Washington D.C. Metro Area.
- Persistent gap in quality childcare across VT locations.
- Variety of assistance models, incl.: stipends & grants, sibling discounts, sliding rate scales, and flat tuition discounting.

Solutions are needed for all community members (all employees, graduate / professional students, and undergraduate students).
Current Progress
Employee Engagement and Support

<table>
<thead>
<tr>
<th>Updated HR orientation materials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mapped campus lactation spaces and diapering stations</td>
</tr>
<tr>
<td>Established ECE Advisory Office Hours</td>
</tr>
<tr>
<td>Quarterly notification of enrollment opportunities</td>
</tr>
<tr>
<td>Launched monthly Lunch and Learns</td>
</tr>
<tr>
<td>Enhanced communications around the VA Child Care Subsidy Benefit</td>
</tr>
<tr>
<td>Caregiving.vt.edu and Facebook</td>
</tr>
</tbody>
</table>
University Programs and Services

- Continued $500 pay supplement for employees with salaries less than $35.5K
- Increased percentage of VT dedicated spaces with Rainbow Riders
- Established back up care program (pilot year 2023) with Care.com
- Piloting Faculty Dependent Care Travel Reimbursement
Community Engagement and Partnerships

Continued Partnership with Child Care Aware of VA, sharing resources and providing referrals

Hosting NRV Childcare Regional Summit Series

Igniting Connections Symposium

Strengthened partnership with New River Valley Community Foundation (First Steps Project) and QRIS

Facilitated discussions with public schools, community college, and Virginia Tech to build workforce pipeline
On-going Community Collaboration

<table>
<thead>
<tr>
<th>Benchmarking with organizational peers</th>
</tr>
</thead>
<tbody>
<tr>
<td>NRV childcare data collection</td>
</tr>
<tr>
<td>Host monthly Family Child Care Network Meetings</td>
</tr>
<tr>
<td>Host monthly Center Director Network Meetings</td>
</tr>
<tr>
<td>Provide individualized professional development for area programs</td>
</tr>
<tr>
<td>Support of state &amp; local professional educator organizations</td>
</tr>
</tbody>
</table>
Enhance Programs and Services for University Community

- Explore increasing scope and scale of employee pay supplement
- Evaluate pilot with Care.com and consider adopting it for the longer term
- RFP for additional contracts with providers in the NRV & ROA
- Explore additional opportunities to increase access for VT parents.
- Explore Au Pair agency partnerships
Summary of Work Underway

Early Childhood Education Initiatives at VT continues to focus on advocating for access to high quality early care and education by:

• Working alongside educators and organizational leaders to support work force development and access to care.
• Piloting opportunities for employees to access and pay for flexible childcare.
• Exploring an increase in partnerships with childcare programs.
• Providing many and varied professional development opportunities for area educators.
• Working thru the ECE Initiatives Advisory Working group to explore opportunities to support working parents of Virginia Tech.