



**WORKFORCE  
SERVICES**  
CHILD CARE

OFFICE OF  
**Child  
Care**



# Welcome ●

- ..... Rhonda Dossett
  
- II. OCC Director's Update.....  
Rebecca Banner
  - a. Legislative Update
  - b. Advisory Committee Membership Update
  
- III. COVID Relief Funding Update.....  
Rebecca Banner
  - a. CAC Regional Highlight - Weber State University.... Leah Schilling
  
- IV. Cost of Care Analysis.....  
Catherine Ruetschlin
  
- V. OCC Updates
  - a. Stabilization Grant.....  
Kathy Randle
  - b. CCQS.....  
.... JoEllen Robbins
  - c. Professional Development..... Heather Valentine
  
- VI. Agency Updates
  - a. Child Care Licensing.....  
Simon Bolivar
  - b. USBE.....  
..... Jared Lisonbee
  
- VII. Other Business
  
- VIII. Adjourn



**Next Meeting**

# OCC Directors Update



# Legislative Update

HB48	Early Childhood Amendments
HB116	Intergenerational Poverty Solutions
SB272	Funds Amendment
HB167	State Child Care Amendments
HB170	Child Tax Credit Revisions
HB282	Child Care Center Sales Tax Exemption



# OCC Advisory Committee Membership

## Members with terms expiring June 2023

Rhonda Dossett	Center Child Care Provider Representative *
Alberta Loosle	Head Start Association Representative
Ana Cuenca	Family Child Care Provider *
Anna Thomas	Child Care Advocacy Representative
Christie Cole	Public-at-Large Representative *
Crystal Knippers	CCR&R Representative
Elizabeth Garbe	Corporate Community Representative *
Holly Kingston	Professional Family CC Association Representative
Jody Zabriskie	Early Childhood Development Expert Representative *
Kyla Clark	Dept. of Human Services Representative
Page Checketts	Small Business Representative *
Simon Bolivar	Dept. of Health Representative
Tina Persels	Children With Disabilities Representative *

\* Representative appointed by DWS Executive Director



# OCC Advisory Committee Membership Continued

- 4 year term
- Adjust to ensure ½ of committee terms end every two years
- Positions appointed by DWS Executive Director or recommended as defined in statute
- Representation from urban and rural areas
- Representation from diverse and underrepresented groups

## Committee chair

- One year term (can serve two terms)
- Appointed by DWS Executive Director

Submit a letter of interest and resume to OCC Director, Rebecca Banner  
[rbanner@utah.gov](mailto:rbanner@utah.gov) - Due April 15



# CAC Regional Highlight - Utah State University



# CAC at USU

## Stabilization Funding for Cache, Box Elder and Rich Counties

- Community Outreach – Radio and Movie
- Business Courses for FCC - 39
- New Caregiver Training Incentives - 50
- ERS Course Incentives - 23
- Disaster Training and Supplies - 30
- Monthly First Aid and CPR - 46

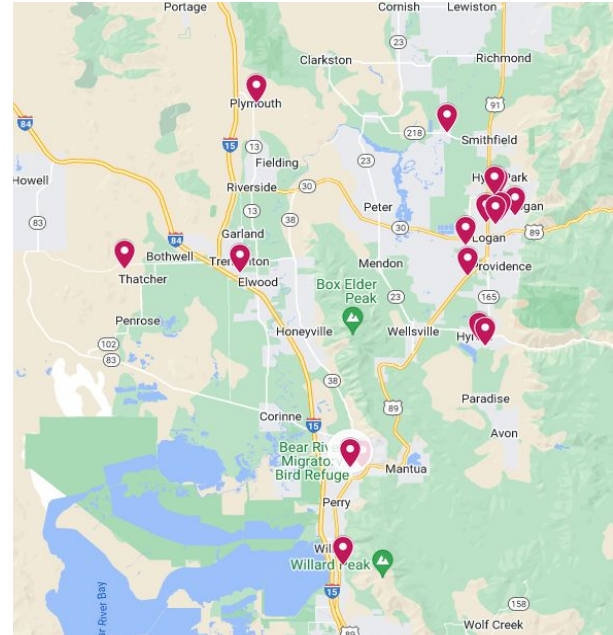




# CAC at USU

## New Program Grants

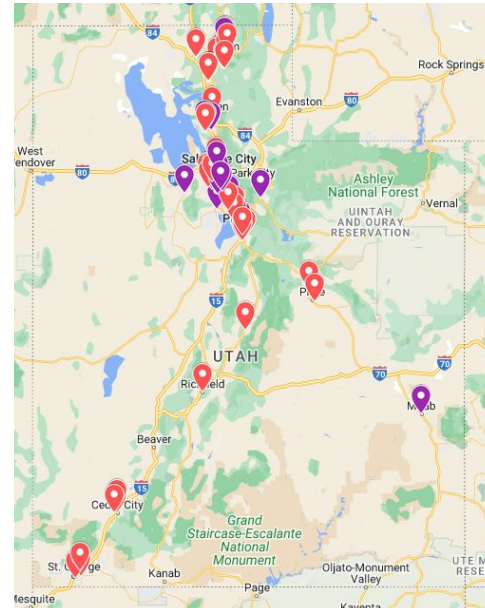
- 17 New Family Child Care
- 186 Slots
- 70 Slots in Box Elder County



# CAC at USU

## All Means All Program

- 67 programs
  - 21 Centers
  - 46 Family Child Care
- 3718 slots

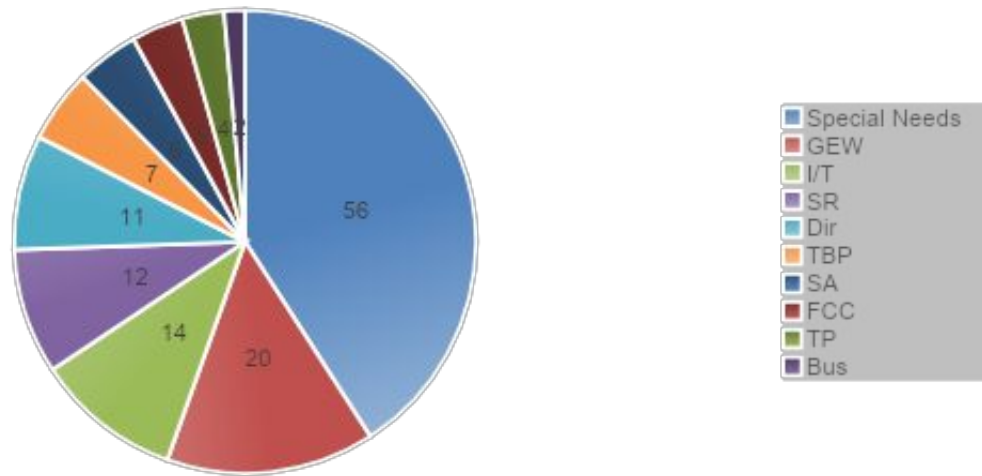


# CAC at USU

**56** Caregivers who receive an Endorsement

**79** Caregivers taken CAC Special Needs Training

CL Endorsement Earned 7/1/23 to 2/14/23



# CAC at USU

## Provider All Means All Survey

- 78% have children with a disability in their program.
- 90% after completing AMA feel more prepared to care for children with special needs.
- 100% are willing to enroll children with special needs into their program.



# CAC at USU

## Providers suggestions

- more inclusion training / Spanish
- tangible support

## Parents

- outreach to resources about AMA
- AMA embedded into the CAC website



# CAC at USU

Leah Schilling

[leah.schilling@usu.edu](mailto:leah.schilling@usu.edu) 435-797-8048

[www.cac.usu.edu](http://www.cac.usu.edu)





# Informing Subsidy Rates With Childcare Cost Estimation Modeling

Prepared for the Office of Child Care  
Advisory Committee Meeting

March 8, 2023

By Catherine Ruetschlin, PhD

Economic Evaluation Unit at the University of  
Utah Department of Economics

Cost modeling objectives

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graph TD; A[Cost modeling objectives] --> B[Implementation]; B --> C[Informing childcare subsidy rates];
```

Implementation

Informing childcare subsidy rates



# A cost model is

a framework for evaluating the cost of providing childcare based on

- assumptions about the care environment,
- parameters that define its structural features,
- and data regarding the prices of inputs.

The validity of the model depends on the participation and support of providers and other stakeholders in the market for childcare services.

# Cost model uses include

## Accounting

Accounting for critical resources

How do regional differences in the wage of childcare workers affect the cost of care in rural markets?

## Evaluating

Evaluating the cost of providing care

Can the market sustain high quality-rated providers at current prices?

## Projecting

Projecting the effects of changes in the market

How will an increase in the regulated caregiver-to-child ratio for 18- to 23-month-olds affect the cost of providing care?

# Stakeholder Cost Modeling

## Providers

- Aligning costs and prices across child age groups
- Planning for upcoming policy or market changes

## Advocates

- Assessing the “true cost” of care
- Envisioning systems change

## OCC

- Subsidy rate setting
- Targeting grant and bonus programs
- Creating incentives for quality-related investments

# Implementing a cost model

- The Utah Childcare Cost Estimation Model
  - Assumptions/parameters developed from provider survey data, Utah licensing requirements, and the CCQS framework
  - Customizable excel spreadsheet
- The Provider Cost of Quality Calculator (PCQC) is a publicly-available web-based model that can be adapted with state-specific inputs
  - <https://pcqc.acf.hhs.gov/dashboard>
- Effective use of these models requires some agreement around key principles and structure.

# Key Ingredients

To understand variations in the cost of care, these ingredients must reflect differences by child age, region, or CCQS rating



Care environment: child age groups, ratios, group sizes, enrollment



Staffing model: caregivers, administrators, and other staff hours



Personnel costs: wages/salary, benefits, professional development



Non-personnel costs: equipment, materials, services, utilities



Revenue or market rates

## Simplified Cost Worksheet

	<b>Certified Foundation of Quality</b>	<b>Certified Building Quality</b>	<b>Certified High Quality &amp; Certified High Quality Plus</b>
Caregiver-to-child ratio	Licensing Rule	Medium	High
Group Size	Licensing Rule	Medium	Low
Enrollment Efficiency			
Staff Wage or Salary	\$	\$\$	\$\$\$
Staff Benefits	\$	\$\$	\$\$\$
Staff Hours	\$	\$\$	\$\$\$
Director/Owner/Provider Wage or Salary	\$	\$\$	\$\$\$
Director/Owner/Provider Benefits	\$	\$\$	\$\$\$
Professional Development Spending	\$	\$\$	\$\$\$
Non-personnel expenses - not related to quality			
Non-personnel expenses - quality related	\$	\$\$	\$\$\$
Center-based care: Classroom-level Costs	\$	\$\$	\$\$\$
Facility-level costs	\$	\$\$	\$\$\$
<b>Total Costs</b>	<b>\$</b>	<b>\$\$</b>	<b>\$\$\$</b>

# Family-Licensed Per-child Cost of Care, with share of costs for personnel expenditures



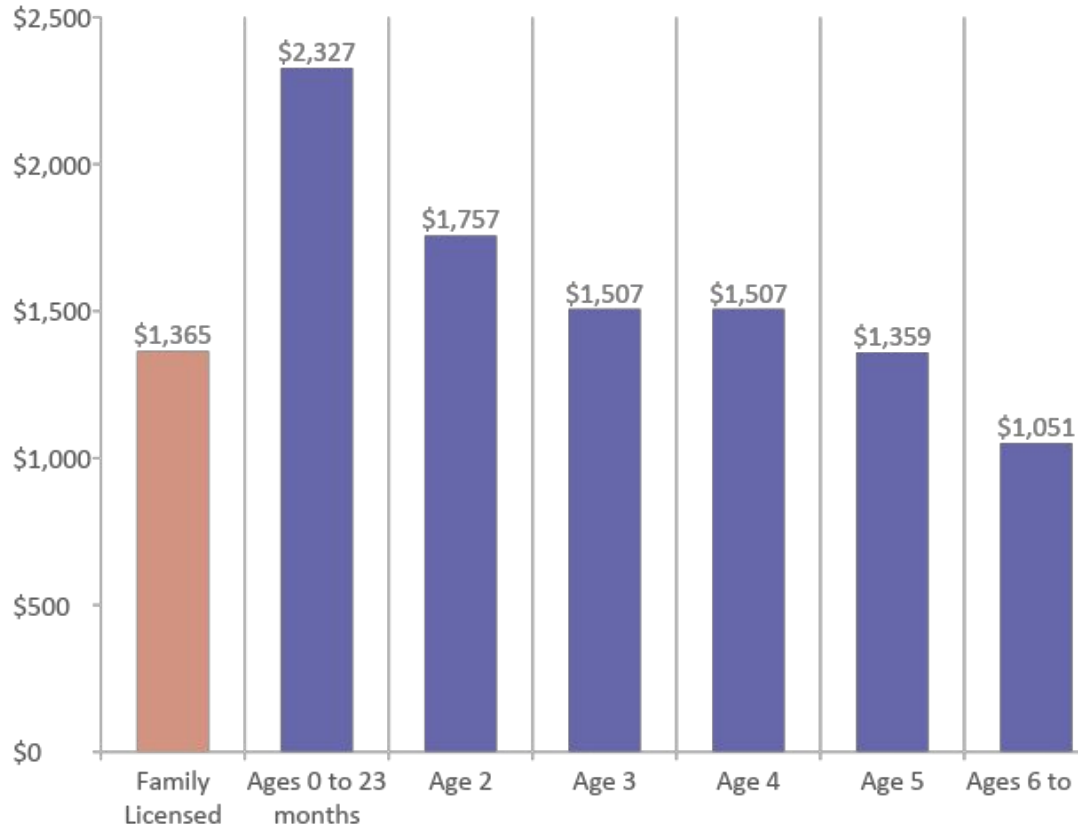
# Center Licensed Provider Costs Covered at 75<sup>th</sup> Percentile of Reported Market Prices





## *A True Cost of Care Model:*

- High Quality/High Quality Plus Parameters
- Lead teacher wage and benefits set equal to Utah kindergarten teachers
- All other classroom staff at \$15/hour



# Setting Subsidy Rates:

## Cost analysis supports equal access

- Equal access requires markets that support sustainable, high-quality care.
- If providers systematically underprice their services, subsidy rates set through prices alone will perpetuate fragility.
- If prices do not reflect the higher cost of care for younger children, higher-quality care, or other costly types of care, subsidy rates set through prices alone will misalign incentives.

# Options for Setting Subsidy Rates

- States have three options for informed subsidy rate setting
  - Market Rate Study + Narrow Cost Analysis
  - Market Rate Study + *Alternative Methodology* like a cost estimation model or other cost study.
  - Attain preapproval to forego the Market Rate Study and conduct only an Alternative Methodology.

# Considerations for Choice of Market Rate Study and/or Cost Analysis

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A Market Rate Study or Alternative Methodology must meet criteria for statistical validity

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Cost studies enable subsidy rates to address inequities in rate setting

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Utah's CCQS Rating excludes providers that do not accept subsidies

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Cost estimation models benefit from inclusion of price or revenue data

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Cost estimation models may convey a need for rates set above the 75<sup>th</sup> percentile of market prices

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Example findings from [New Mexico, 2021](#) and [Washington DC, 2021](#)

# OCC Updates



## Stabilization Grant Extension and Survey

- A survey was sent via email to programs participating in the Stabilization Grant on February 21, 2023
- Responses were accepted until February 26, 2023.
- Approximately 67% of the providers completed the survey.
- OCC is considering two options.
  - *Option 1 - Maintain current grant amounts through September 2023, then reduce the payment to 20-25% of the full grant amount for two quarters. Finally, reduce payment to 5-15% of the full grant amount in the last quarter.*
  - *Option 2 - Start grant reductions in July 2023, and then reduce payments in smaller increments each quarter. Quarter 1 will reduce the grants by 65 -75% of the full grant amount, quarter 2 will be 45-50% of the full grant amount, quarter 3 will be 20-25% of the full grant amount, and finally, quarter 4 will be 5-15% of the full grant amount.*
- With either option, programs will receive the same amount of total funding, but the monthly payment reduction plans are significantly different.

# Stabilization Grant



# Stabilization Grant

Examples of both options using the current grant amounts of \$6,400 per month and \$90,000 per month.

Option 1		Example A \$6400 - current monthly amount	Example B \$90,000 - current monthly grant amount	Option 2		Example A \$6400 - current monthly amount	Example B \$90,000 - current monthly grant amount
July - Sep 2023	100% of current amount	\$6,400	\$90,000	July - Sep 2023	65-75% of current amount	\$4,160- \$4,800	\$58,500 - \$67,500
Oct 2023 - Mar 2024	20-25% of current amount	\$1,280 - \$1,600	\$18,000 - \$22,2500	Oct - Dec 2023	45-50% of current amount	\$2,880 - \$3,200	\$40,500 - \$45,000
Apr - Jun 2024	5-15% of current amount	\$320 - \$960	\$4,500 - \$13,000	Jan - Mar 2024	20-25% of current amount	\$1,280 - \$1,600	\$18,000 - \$22,2500
				Apr - Jun 2024	5-15% of current amount	\$320 - \$960	\$4,500 - \$13,000

*\*Proposed reduced grant amounts are estimates and may change due to availability of funds.*



# CCQS Family Child Care Data

## Current Certified Rating with Observations for FCC March 2023

62 FCC Providers of 860= 7 %

Certified Foundation of Quality	Building Quality	High Quality
12/62 = 19.35%	30/62 =48.38%	20/62 =32.25%

## Current Family Data for Rated Programs January 2022

What is measured	Number of Programs	Percentage of Programs
Increase Points Education of Primary Caregiver	31/60	52%
Increase Total Points on Framework	54/60	90%
Increase of Certified Rating	41/60	68%

\*Data reflects only those programs rated with the Standard CCQS Framework previously rated with the temporary framework

# CCQS





# CCQS Center Data

## CCQS Center Data for Rated Centers March 2023

106 of 404 centers with certified rating=26% of all centers

Foundation of Quality	Building Quality	High Quality	High Quality Plus
42/106=40%	37/106=35%	25/106=23%	2/106=2%

## Current Rating Distribution for Centers March 2022

85 of 370 centers with certified rating=23% of all centers

Foundation of Quality	Building Quality	High Quality	High Quality Plus
37/85=43%	21/85=25%	23/85=27%	4/85=5%

\*Total includes all programs rated on Temporary and Standard CCQS Frameworks

# CCQS Center Data

2023

2022

What is measured	Number of Programs	Percentage of Programs	Number of Programs	Percentage of Programs
ERS Observation Score Increase	40/71	56%	41/67	61%
SAPQA Observation Score Increase	33/55	55%	35/56	62.5%
Increase Points Education of Director	16/71	23%	22/67	33%
Increase Points Education of Caregiver	18/71	25%	11/67	16%
Overall Point Increase	34/71	48%	39/67	58%
Increase of Certified Rating	14/71	20%	13/67	19%



# CCQS Support

## 11 Centers applied for Intensive Coaching Grant

- Four programs were selected
- All remaining programs offered a Peer Learning Community Opportunity- Three Accepted

## 13 Family based programs applied

- All were accepted
- 11 chose to participate



# CCQS Survey

Survey sent February 15 to 60 centers and 58 family providers

- 44% completion rate
- 25 family=43%
- 27 licensed centers=45%



# COMING SOON

## CAC Courses

- **Looking to Learn - 10 Clock Hours**
  - Covers “Observation and Assessment” CDA Subject Area
  - Collaborated with The Children’s Center to rewrite this course
  - Multiple sessions cover the topic of addressing challenging behaviors
  - *Will be piloted in March 2023*



# Professional Development Curriculum



# A Look at the Data

Since July 1, 2022:

## Early Education Payback Program

- 61 scholarships - \$150,825

## Conference Scholarship

- 66 scholarships - \$28,540

## College Course Scholarship

- 4 scholarships - \$2,996

## Utah Quorum Numbers

Total active members as of February 1, 2023

**1,665 EDUCATORS**

*89 new educators in December 2022*

January 2023

courses completed:

825

total number of hours:

2,900

Totals since July 28, 2021

courses completed:

8,707

total number of hours:

30,002



# Agency Updates





Utah Department of  
**Health & Human**  
Services

# Child Care Licensing







# USBE Updates



# USBE Updates -Early Learning

Join us virtually on Wednesday, April 5, at 7 PM for a screening of [Tomorrow's Hope!](#)

[Tomorrow's Hope](#) brings us into the journey of passionate educators, tenacious kids, and their families on the south side of Chicago, determined to carve out the future despite a sea of incredible challenges.

USBE Annual Preschool Survey Reminder for ALL preschool providers:  
[https://usbe.az1.qualtrics.com/jfe/form/SV\\_3UEggfcrmDKlxT8](https://usbe.az1.qualtrics.com/jfe/form/SV_3UEggfcrmDKlxT8)  
*Survey closes Wednesday, March 22nd.*

Professional Learning Opportunity: Working with Children  
Displaying Challenging Behavior  
April 21

Sign up for the USBE Preschool Scoop Listserv for more information:  
<https://lists.uen.org/mailman/listinfo/utpreschool>



# USBE Updates-CACFP



Utah State  
Board of  
Education

Child  
Nutrition  
Programs

- *Child Nutrition Programs: Revision to Meal Patterns Consistent with the 2020 Guidelines for Americans*
  - Proposed updates:
    - <https://www.fns.usda.gov/cn/proposed-updates-school-nutrition-standards>
  - USDA is seeking stakeholder feedback on proposed meal pattern revisions *by April 10, 2023*
    - <https://www.regulations.gov/document/FNS-2022-0043-0001>



# USBE Updates-CACFP



Utah State  
Board of  
Education

Child  
Nutrition  
Programs

- Farm to Fork Workshop
  - Online workshop: TOMORROW (March 9) 5-7:00 p.m.
    - Registration:
      - <https://www.eventbrite.com/e/utah-farm-to-fork-strategic-planning-online-session-tickets-528778981167>
- February Farm to Fork Newsletter:
  - <https://www.utfarmtofork.org/post/monthly-harvest-february-2023>



# USBE Updates-CACFP



Utah State  
Board of  
Education

Child  
Nutrition  
Programs

- Upcoming CACFP Trainings
  - April 27, 10:30-11:30
    - Power Hour: Healthier CACFP and Farm to ECE (virtual)
  - May 4, 8:30 am - 3:00 pm
    - In Person Basic Training for CACFP (USBE Basement West)
  - July 19, 10:30-11:30
    - Power Hour: Annual Contract Renewals (Virtual)
- Access previous training recordings at CACFP Central:
  - <https://usbe.instructure.com/courses/405>



# USBE Updates-CACFP



Utah State  
Board of  
Education

Child  
Nutrition  
Programs

- Follow-up from January Meeting  
Question on Electronic Reporting for CACFP
  - CACFP Participants must record meals at the time of service
    - Can be electronic or “pencil and paper”
  - Monthly Reporting
    - Programs upload meal totals for reimbursement to the [CNPweb](#) online database



UTAH

Child  
Nutrition  
Programs



# USBE Updates-After School Programs

- Capacity Building Training for all participants in Intergenerational Poverty (IGP), Program Quality Enhancement (PQE) and Partnership for Student Success Grantees held on February 28th
  - Meeting was recorded and links sent out from UEPC
- Savannah Hunt is the new 21st Century Grants Program Specialist
  - [savannah.hunt@schools.utah.gov](mailto:savannah.hunt@schools.utah.gov)



# Other Business & Public Comment





Adjourn

**Next Meeting**  
Wednesday, May 10, 2023  
1:00 - 3:00 pm





**WORKFORCE  
SERVICES  
CHILD CARE**

