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## Current child Care Strategies of Twenty-Five states and Summary Recommendations for Future Child Care Services in Utah based on Recommendations from the Governor's Task Force on Child Care

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Current Child Care Strategies of  
Twenty-Five States and Summary Recommendations for  
Future Child Care Services in Utah based on  
Recommendations from the Governor's  
Task Force on Child Care

Prepared by  
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July 3, 1992

A Plan B' Project Submitted  
in partial fulfillment of the requirements  
for the degree of Master of Science in  
Family and Human Development

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INTRODUCTION

Social and employment changes have occurred in the United States over the past twenty years that have had a drastic impact on the "traditional" American family. Americans now live in an era of inflation and economic change in which a second family income is often a necessity just to maintain an adequate standard of living. Mothers are no longer waiting until their youngest child enters elementary school to enter or re-enter the labor force. By 1985, 57% of mothers' of children under the age of six were in the labor force, whereas in 1950, only 12% were employed (Department of Labor, 1988).

This influx of women into the labor market has created a great need for quality, affordable, child care services. Moreover, the Department of Labor projected in 1988 that the need for quality child care would increase in the future, due to the forecast that 80% of women in the primary child-bearing years (25-44 years of age) would be in the national labor force by 1990 (Department of Labor, 1988). The accuracy of this projection was validated by the findings of the Children's Defense Fund, an organization existing solely to provide a strong and effective voice for America's children. According to the Children's Defense Fund, more than 6 million children - including two million younger than three years of age, were cared for by someone other than a parent or relative in 1991.

In recent years, it has become increasingly clear that the supply of quality, affordable day care facilities has not kept up with the growing demand, due in part to Americans viewing childrearing as primarily a private, family responsibility.

The dynamic changes resulting in the growing need for child care are candidly portrayed in this statement from a report of Wisconsin's Day Care/Child Care Development Advisory Committee:

" Where has this demand for child care come from? Clearly American families and their patterns of work and child rearing have undergone revolutionary changes. Both parents in two-parent families and nearly all single parents need to work to provide a basic standard of living for their families. Low-income families find that child care expenses make it impossible to make economic headway, and frequently remain dependent on welfare."

Page 4  
State of Wisconsin, 1986

STATEMENT OF PURPOSE: The purpose of this report is two-fold. A primary purpose is to review the strategies of 25 states in assessing and meeting the child care needs within their states. This information was requested from all fifty states of the union in 1989, by the Governor's Commission on Child Care in Utah to assist the commission in developing a comprehensive program to meet Utah's growing child care needs. Twenty-four states responded with the requested information and two other states responded stating that their states did not have child care strategies in progress. Finally, it is also the purpose of this report to review the findings and recommendations of each subcommittee of the Governor's Commission on Child Care in Utah and present their recommendations for the state of Utah.

Considering that quality child care and early childhood education programs have been effective in decreasing the number of school dropouts, teenage pregnancies, special needs students, delinquency and welfare dependency ( Berrueta-Clement, et. al, 1984) it is critical that the issue of making quality child care affordable and accessible to all those in need, be addressed on a state and national level immediately.

METHODOLOGY: The methodology of this report is straight -forward in nature: each state and Utah subcommittee's strategies and findings are be summarily reviewed. In concluding the review of literature, recommendations for providing quality, affordable child care in Utah are be presented, based upon the findings of each subcommittee of the Governor's Commission on Child Care in Utah.

DEFINITION OF TERMS: For the purpose of this report, child care is be defined as :

" Comprehensive, supplemental care which administers to the physical, social/emotional, and intellectual needs of young children during the times parents (or guardians) are working, attending school, or training, and are unable to provide supervision and guidance" ( State of Virginia, Secretary of Education, 1988).

Children make up a significant portion of our population and are the leaders of tomorrow. Thus it would certainly appear that a primary way to guarantee our nation's successful future is to provide for the physical and emotional well-being of its children. A service system designed to truly offer " child care"

as defined above is critical to the future of our nation. As stated so eloquently by Governor Robert P. Casey of Pennsylvania:

" Our investment in the future must begin with our children . . . Day care isn't just an entitlement program, its an enablement program. It enables young parents to join the work force and stay in the work force without compromising the healthy development of their children. " ( Casey, 1988).



ALABAMA: CHILD CARE NEEDS AND STRATEGIES

The Purpose of the Joint Governor's/Legislative Task Force on Child Day Care in Alabama:

The Joint Governor's/Legislative Task Force on Child Day Care in Alabama was created to develop recommendations aimed at the improvement of the child care options available to Alabama families. Many hours were spent in gathering information from a variety of sources including public hearings and surveys, correspondence with other states, interviews with regulatory agencies, and individual investigations ( Letter from Chairman of 1987 Task Force, State of Alabama, April 1987).

Brief Past History of Child Care in Alabama:

Despite the existence of a Joint Governor's/ Legislative Task Force on Child Day Care since 1987, their most recent report indicates that the circumstances for child day care in Alabama remain basically unchanged as compared with ten years ago ( Joint Governor's / Legislative Task Force, September, 1989). Though statistics indicating a 72% increase in need for child day care since 1977, the number of child day care programs in Alabama experienced no significant growth. The 1988 Joint Governor's Legislative Task Force attributes this lack of growth to high start-up costs, lower than average tuition fees, and skyrocketing insurance premiums.

Current Child Care Issues in Alabama:

The 1987 Joint Governor's /Legislative Task Force on Child Day Care reported that the cost of child day care was beyond the means of many parents in Alabama employed in low-paying jobs. These parents were often able to continue working through assistance from the state for

Current Status of Child Care in Alabama (cont.)

subsidized child care. The 1988 Joint Governor's / Legislative Task Force on Child Day Care reported that there are long waiting lists of low-income working parents needing state child care assistance. One major reason for these long waiting lists is the reduction of Alabama's subsidized child care program by 50% since 1981. The 1988 Task Force further reported that the actual reimbursements to providers of state subsidized child day care continue to be well below the actual cost of providing the child care.

The decrease in subsidized child day care for low-income families is especially alarming when it is estimated that for every \$1.00 spent on quality early child care, an estimated \$6.00 is saved during the lifetime of the child in support and correction services including remedial education, public assistance, and prison costs ( Schweinhart, L.J., and Weikart, D.P. 1981).

Recommendations of the Joint Governor's/Legislative Task Force:

To meet the needs of Alabama's children, the 1988 Joint Governor's /Legislative Task Force on Child Care suggested the following:

- The number of children being served through the state subsidized day care program be increased from the 6500 presently served to 8500. The task force further recommended that the amount of the monthly payments to day care home and centers providing subsidized day care be increased to cover the actual cost of child care.

Recommendations of the Joint Governor's/Legislative Task Force:

- A position of Child Day Care Coordinator be developed to facilitate implementation of the 1987 and 1988 Task Force Recommendations, and to facilitate the development and implementation of a long-range comprehensive plan for meeting Alabama's child care needs.

ALASKA: INVESTING IN THE FUTURE OF ALASKA'S CHILDREN

Purpose of the Alaska Interim Commission on Children and Youth:

In 1987, Governor Steve Cowper and the bipartisan Children's Caucus of the 15th Alaska Legislature recognized the need to place children higher on the policy agenda. Governor Cowper appointed 22 public representatives, legislators, and state officials to the Governor's Interim Commission on Children and Youth. Governor Cowper challenged this commission with two tasks: 1. To develop a plan for a quality child care system for working parents statewide and 2. To produce a comprehensive plan to combat the problems facing Alaskans so they are prepared to function self-sufficiently.

Brief History of Child Care in Alaska:

One third of Alaska's population is under the age of eighteen. Children in Alaska today are more likely than at any other time over the last two generations to grow up in poverty and to live some part of their childhood in a one-parent family.

The dilemma of Alaska's children was vividly presented in the 1988 Governor's Interim Commission on Children and Youth's annual report:

"Children can't vote. They can't run for or hold public office. They can't be agency commissioners. They can't write local or state budgets. They can't hire or fire the people who care for or teach them. They are powerless: yet they are our future.

Children fail or flourish by the grace of two thirds of the population who can vote, run for and hold public office, be agency commissioners, write local and state budgets, and care for and teach them. "

#### Child Care Issues in Alaska:

The commission reported that though one third of the population in Alaska is under age 18, the state invests a disproportionate amount of their financial resources into entitlements for the aging, mostly indexed to inflation while most programs that benefit Alaska's children are not indexed to inflation.

Child care providers in Alaska receive an average wage of \$4.50 an hour, sacrificing a fair, equitable salary to provide a desperately need service. The subsidies to child care centers and home based day cares fall far below the maximum allowed by statute of \$50.00 per month , per child in full time child care.

The fastest growing segment of working parents in Alaska is mothers with babies under three years of age. Infant care in Alaska is difficult to find and often very expensive. Many of the licensed programs in Alaska are unable to accept infants, particularly those with special needs due to the high costs of maintaining an appropriate adult-child ratio, lack of trained staff, inadequate floor space and an overall lack of materials.

Recommendations of the Governor's Interim Commission on Children and Youth in Alaska:

To meet the critical need for infant care, the interim commission recommends:

- The state pay up to one half the program's cost of care for infants when programs meet high standards.

-The interim commission recommends that the Departments of Community and Regional Affairs, Health and Social Services and Education develop a "criteria for excellence" for infant and toddler care to define these quality standards.

The interim commission also reported findings indicating that in rural and urban Alaska a "near crisis" exists when parents need to work rotating shifts, nights or weekends, or have children with special needs and require licensed, trained caregivers. In rural and urban Alaska, not enough family child care exist to accommodate the needs of parents working non-traditional schedules. Children are predominantly cared for in centers rather than home-based care, giving parents fewer options to work non-traditional shifts or schedules. The number of family child care homes licensed by the state is the lowest since 1982, while more two-wage earner families than ever are in need of specialized, flexible, child care.

-The interim commission recommends that the state meet this urgent need by awarding resource and referral agencies grant monies to recruit, initially train, and help develop a continuing training program for family-based child care providers.

ARKANSAS: LOOKING TO THE FUTURE

Purpose of the Governor's Task Force on Child Care in Arkansas:

In Arkansas, as in many other states throughout the nation, the critical issues in child care continue to be availability, affordability, and quality child care.

Since 1985, a Governor's Task Force on Child Care has been mandated to assess the need for increased availability of child care services and to recommend the most efficient and effective methods available to communities to achieve and meet their child care service needs.

Current Child Care Issues in Arkansas:

Child care needs have changed drastically in the last two decades due to an increase of women into Arkansas's labor force. The presence of women in Arkansas's labor force has grown from 30% of the state's total labor force in 1960 to 42% in 1980.

It is reported that possibly the most stressful factor related to employment for parents is the search for quality, affordable, childcare.

Arkansas is currently addressing the child care issue through the Select Committee on Children and Youth, a congressional committee proposing legislation to strengthen national support for child care programming.

Arkansas recognizes that inadequate child care services is a growing critical issue . The 1986 Governor's Task Force reported

Current Child Care Issues in Arkansas:

that of the 273,245 children under the age of 13 who had working mothers, only 45,700 received care in a regulated child care facility.

Recommendations of the 1986 Governor's Task Force on Child Care:

Based upon these findings, the following recommendations were presented:

- A resource position should be established in the governor's office to continue development activities and coordinate implementation of task force recommendations.
- Financial incentives should be developed by the Arkansas general assembly to encourage the development of child care resources by employees.
- A state grant fund should be established to promote development of new childcare programs and further improvements of existing facilities.

CONNECTICUT: BUILDING EARLY CHILDHOOD DEVELOPMENT SERVICES

Purpose of the Commission on Children in Connecticut:

The Connecticut Commission on Children was created in 1985 through bi-partisan legislative action. The Commission is charged with the task of promoting public policies in children's best interests and is required by law to report its findings and recommendations to the Governor and legislature.

### Brief History of Child Care in Connecticut:

In a recent 1988 study by the Connecticut Commission on Children, examining the social and demographic trends of Connecticut's children and families, candidly reported that nearly all Connecticut families are experiencing difficulty balancing the demands of work and family life. This comprehensive committee reported that one factor attributing to family stress was the lack of sound programs designed to meet the needs of Connecticut's children.

To meet this growing need for sound child care programs, Connecticut formulated an innovative research, planning and public education project entitled "Blueprints" involving both the state government and the private community sector in developing appropriate services.

### Recommendations of the Commission on Children in the State of Connecticut:

The "Blueprints" project recommends the involvement of three major service strands that are managed by multiple state agencies. These three strands are the major service strands that form the basis for a comprehensive approach to providing early childhood services. The three major service strands are :

1. Childcare/early childhood education services
2. Health and mental health services
3. Parenting education and family support services

It is the objective of the "Blueprints" project to enable representatives of the government, the private sector and academia to



engage in a joint planning effort to develop recommendations for the development of comprehensive early childhood and family support services in Connecticut.

#### FLORIDA: PROTECTING FLORIDA'S CHILDREN

##### Brief History of Child Care Services in Florida:

Though Florida has made a substantial investment in services to children and families in the past decade, Florida's current capacity to provide services to children lags greatly behind the numbers of children actually in need of child care.

##### Recommendations of the Governor's Constituency for Children (1987):

To address the needs of Florida's children in need of quality, affordable, day care, the Governor's Constituency for Children recommends:

- Florida should consider double the number of subsidized child care slots in the state from 30,000 to 60,000 to greater assist low-income parents in obtaining a safe, nurturing child care environment for their children.
- A much broader recommendation, aimed primarily at meeting the childcare and educational needs of Florida children in all socio-economic classes, was that the state of Florida enhance its ability to strengthen families and protect them from the debilitating effects of poverty, poor health, and inadequate educational opportunities by strengthening the service delivery system and by the provision of better training for child care professionals.

## IDAHO: PROTECTING AND SERVING CHILDREN

### The Purpose of the Affordable Child Care Task Force:

The Idaho Affordable Child Care Task Force was formed to promote issue of affordable quality child care for all of Idaho's children. The Affordable Child Care Task Force is a component of the Idaho Commission for Children and Youth.

### Brief History of Child Care Services in Idaho:

In the past decade, nearly all Idaho families, regardless of socio-economic status began experiencing conflict between the two major functions of the family: the responsibility to provide financially for the upkeep of the family unity and the responsibility of providing for the physical and psychosocial needs of the children in safe, stable environments ( Morgan, 1983, Curtis-Campbell, 1987). The growing need for alternative child care while mothers work has increased 95% since 1970.

### Current Child Care Issues in Idaho:

Currently, the state of Idaho does not have available nearly enough child care slots to provide quality care to even a major percent of those children in need. The 1987 Report of the Affordable Child Care Task Force reported that an estimated 106,440 children from birth to age ten needed child care while their parent or parents worked though only 13,000 licensed child care slots existed statewide. The Affordable Child Care Force reports that one major reason for the relatively small number of licensed day care slots is the very inadequate salaries of day care providers.

#### Current Child Care Issues in Idaho:

It is estimated that 70% of center based caregivers and 90% of family-based day care providers earn less than poverty wages (Marx, 1985).

Furthermore, many childcare workers have little or no medical coverage, no retirement plans, and no life insurance.

As a result of the low-paying, low-status position of its workers, the child care industry in Idaho has an annual turnover rate of 42%, greatly impeding the delivery of quality, dependable nurturing care for Idaho's children.

#### Brief History of Child Care in Idaho: (cont.)

Idaho families are hard-pressed to meet current child expenditures. Child care costs are currently the fourth largest annual expense for average Idaho family, after food, housing, and taxes. For low-income single mother families, the cost of child care can easily amount up to one half of the family's monthly income. Idaho is one of only three states that does not have a child care subsidy program in operation to aid low-income families in meeting child care cost. In 1986, Idaho had the smallest child care budget in the nation (\$40,784) and these funds were primarily allocated for protective services.

#### Recommendations of the 1987 Affordable Child Care Task Force:

- The major recommendation of the 1987 Idaho Affordable Child Care Task Force was the prompt development of an adequately funded sliding scale child care assistance program for all low-income families.

Recommendations of the 1987 Affordable Child Care Task Force: (cont.)

Sadly, when reviewing the 1988 Executive Governor's Order continuing the Idaho Commission for Children and Youth, there was no mention of developing such a sliding scale child care subsidy program

ILLINOIS: SERVING CHILDREN AND ADOLESCENTS

Purpose of the Citizens Council on Children:

The Citizens Council on Children was formed in 1986 and has been actively involved in various public policy areas which affect the lives of Illinois children. The Council has conducted public hearings focusing on such issues as infant mortality, homeless youth, permanency planning, and the overall organization of the state's service delivery systems.

Brief History of Child Care in Illinois:

Based upon review of the 1988 annual report of the Illinois Citizens Council on Children, Illinois is aware of the child care needs of its children and is striving to meet those needs. Over the past decade, the needs of Illinois children have been clearly identified and social service programs have been developed to meet these needs.

Recommendations of the Illinois Citizens Council on Children:

- The overall recommendation of the Illinois Citizens Council is the continued development of community level and have sought out public funds to sustain themselves. The Department of Children and Family currently provides four basic day care

Recommendations of the Illinois Citizens Counsel on Children:

programs: Consolidated Day Care, Certified local effort day care, local initiative day care and migrant day care.

It is important to note that all of these child care programs are available on a sliding scale fee basis.

IOWA: SERVING CHILDREN, YOUTH, AND FAMILIES

Purpose of the Iowa Commission on Children, Youth, and Families:

The Iowa Commission on Children, Youth, and Families was established in 1984 and charged with the responsibilities of providing the administrator, general assembly, and governor with recommendations and information to improve services for the children of Iowa.

Current Child Care Issues in Iowa:

In Iowa, an estimated 49% of mothers of preschool age children are employed outside the home. Currently, the cost of licensed child care in Iowa may range from \$1,900 per year to \$4,000 per year. Many low-income families, or single parent families have been identified as unable to afford these costs. Many welfare recipients, lacking assessible, affordable child care, find it nearly impossible to go to work and ultimately reduce their dependence on public welfare funds.

Recommendations of the Iowa Commission on Children, Youth, and Families:

- Clearly, more subsidized child care resources are needed but are at present, unavailable. Iowa spends less on child care subsidies

Recommendations of the Iowa Commission on Children, Youth, and Families: (cont.)

-for low-income families than most other states. Furthermore, the commission reports that child care programs are scattered throughout the state agencies with no agency clearly charged with identifying and implementing ways to better utilize current child care programs and resources.

- The Commission on Children, Youth, and Families recommends that a "clearing house" within the Division on Children, Youth, and Families be created to follow child care funding and promote coordination of services while allowing for autonomy of child care programs in varied agencies.

KANSAS: QUALITY, AFFORDABLE CHILDCARE: A GROWING CONCERN

The Purpose of the Governor's Commission on Children and Families:

On May 23, 1988, Governor Mike Hayden of Kansas, established the first Governor's Commission on Children and Families. In their quest to determine the priority needs of Kansas families, the Commission conducted community hearings across the state. During these hearings, the number one concern and area of stress for Kansas families was the shortage of quality, affordable day care facilities.

Brief History of Child Care in Kansas:

Many Kansas families, due to their low-income, cannot afford quality child day care. If these low-income families are to ever break the cycle of poverty and public assistance, they must have access to quality childcare within their communities.

### Current Child Care Issues in Kansas:

In Kansas, many of these low-income families find themselves desolately trapped in a welfare system which exhorts parents to go to work but does not pay adequately for the child care that would allow them to work. Subsidized child care is often a necessity for low-income families due to their limited earning ability.

Even middle-class Kansas families who could afford quality child care have difficulty finding quality day care as clearly portrayed in the following excerpt from the 1988 Annual report of the 1988 Governor's Commission on Children and Families:

" Like the rest of the nation, Kansas is caught in a child care shortage that is staggering. Infant care is so scarce that many parents reserve child care slots before their babies are born.

Quality toddler and preschool slots are in such high demand that waiting lists of up to a year are not uncommon." ( page 13)

### Recommendations of the Governor's Commission on Children and Families:

-One proposed solution to the child care shortage in Kansas was the creation of tax incentives to private employers that provide child care assistance to their employees. Employee child care assistance could be manifested in several ways such as offering on-site or near-site child care, or contracting with established quality child care providers or child care centers.

Current Child Care Issues in Kansas: (cont.)

- The 1988 Commission also recommends increasing the rate of subsidized child care reimbursements and increasing the number of available subsidized child care slots.

LOUISIANA: TROUBLED CHILDREN, TROUBLED SYSTEMS

Brief Past History of Child Care in Louisiana:

The 1988 report of the Governor's Commission on Children rendered many startling truths about the state of Louisiana's children. Nationally, children are the poorest age group in America. In Louisiana, the median income of the female-headed household was \$7,761, which was less than 43% of that of the two-parent families averaging \$18,088. At the time the 1988 report was prepared, 63% of female-headed families with children under the age of six, had incomes below poverty level.

Current Child Care Issues in Louisiana:

Statistics indicate that in Louisiana, as well as nationally, the single parent family ( usually a mother and children) is the newly significant factor in the nation's poverty statistics.

Recommendations of the Governor's Commission on Children  
In Louisiana:

The Governor's Commission on Children recommend the following strategies to enable Louisiana to begin to meet the needs of its children:

- The needs of Louisiana's children must be addressed on a local



Recommendations of the Governor's Commission on Children In  
Louisiana: (cont.)

level by developing the belief that the children are indeed " their children" , not the children of the state of Louisiana.

The commission believes that when individual communities began to accept responsibility on a local level for the needs of their children, that these needs will begin to be addressed.

- The Commission also recommended that licensing for all day care facilities be mandated.

MINNESOTA: IMPROVING OPPORTUNITIES FOR CHILDREN

Purpose of the Minnesota Council on Children, Youth, and Families:

The Minnesota Council on Children, Youth and Families is an Advocacy council established by Executive order to provide statewide education and information on the needs of Minnesota's children and families. The council is specifically charged to propose broad-based child and family policies to the Governor.

Brief Past History of Child Care in Minnesota:

Minnesota has a history of providing for the needs of its children. Compared to other states nationally, it has low rates of infant mortality and teenage child bearing. Minnesota also provides varied early childhood services which are well used by parents. Yet, despite these successes, the 1988 Minnesota Council on Children, Youth, and Families reports that Minnesota needs to do more to assist their children, especially those being reared in low-income families.

### Current Child Care Issues in Minnesota:

Minnesota is a state encountering rapid change. Single parent families have almost doubled since 1980 and their non-White and Hispanic population has grown over 30% during this time frame. Children in these groups are disproportionately poor. At present, one out of every six Minnesota children under age five is poor. Despite the rise of single parent families and an increase in non-white populations, most of Minnesota's poor children are white, live with both parents, one of which usually works full-time.

### Recommendations of the Minnesota Council on Children, Youth, and Families:

-Not surprising considering the statistics stated above, the major recommendation of the Council on Children, Youth, and Families in Minnesota is that more funds be allocated into the sliding scale child care program to prevent the growing likelihood that Minnesota parents may place their children in low-costing, poor quality unregulated child care simply because they are unable to pay the cost of licensed, quality child care centers.

### MISSISSIPPI: CHILD CARE: AN ECONOMIC ISSUE

#### The Purpose of Governor's Task Force on Child Care in Mississippi:

The first Governor's Task Force on Child Care met on June 1, 1988, charged with the task of extensively studying the child care needs of Mississippi families.

### Current Child Care Issues in Mississippi:

In preparing their annual report, the task force spent more than seven months holding meetings and public hearings across the state of Mississippi. Through research and these public hearings, the task force discovered that many rural counties in Mississippi have no licensed child care what so ever, other than the Head Start programs which have limited hours. The task force candidly reported:

" The availability of quality child care for certain groups of children in Mississippi ranges from nonexistent in some areas to grossly inadequate in others."

At present, only 42,422 children or 30% of Mississippi children under the age of six with working parents are cared for in licensed child facilities. Of the existing, but very inadequate, licensed child care centers, 60% are these facilities are clustered in just ten urban counties.

### Recommendations of Governor's Task Force on Child Care in Mississippi:

- The 1989 report of the Governor's Task Force on Child Care in Mississippi strongly suggested that Mississippi begin now to develop a yearly plan to ensure affordable, quality child care. The Commission recommended that the governor designate one office within state government to coordinate, plan and provide support services for child care on a state-wide basis.
- To deal with the shortage of licensed day care and to provide care on a more state wide basis, the task force recommends that

Recommendations of Governor's Task Force on Child Care in  
Mississippi: (cont.)

- businesses and the private sector become actively involved in promoting child care.
- The task force further recommends that the state's largest employer, the state of Mississippi itself, establish a child care pilot project for state employees.

MISSOURI: THE IMPERATIVE INVESTMENT:  
LOVE AND COOPERATION FOR CHILDREN

**Purpose of the Missouri Children's Service Commission:**

The Missouri Children's Service Commission was established in 1883 by the 82nd General Assembly. The Commission acts on behalf of Missouri's children to identify immediate and long-range improvements, to encourage greater interagency coordination, bring about better use of existing children's services resources and to promote the design of future children's services programs.

**Current Child Care Issues in Missouri:**

At present there is no statute or administrative regulation addressing day care in Missouri. This issue and the issue of alternative care for children too sick or contagious to attend regular day care are being researched.

Another area of concern, the lack of school-age day care has also been addressed by the Commission and a format to assist public schools in developing before and after school child care services has been developed. The Commission has also sponsored a School-Age Child Care Training Institute to provide information and practical suggestions on forming and maintaining a School-Age Child Care program.

**Recommendations of The Missouri Children's Services Commission:**

The Missouri Children's Commission recommends:

-The public school system should begin to play a major role in increasing the availability of before and after school care, acknowledging that children who might benefit from such care are on the school premises and classrooms are not generally used during this time be used as school-age child care facilities.

Recommendations of The Missouri Children's Service Commission: (cont.)

- The commission further recommends that community support be sought to assist in financing school-age child care programming so that this valuable service can be provided at little or no cost to school districts. To assist school districts in organizing school-age child care programs, a manual was designed and made available to all interested districts.

In conclusion, the Missouri Children's Commission recommends that to truly begin meeting the needs of Missouri's children, cooperation among all child serving agencies should be fostered, including those in the private sector.

NEW JERSEY: CHILD CARE: TODAY'S CHALLENGE FOR TOMMOROW

Purpose of the Child Care Advisory Council of New Jersey:

The Child Care Advisory Council of New Jersey was established in 1984 to develop a comprehensive plan to meet present and future child care needs of New Jersey's children. In developing a comprehensive plan, statewide hearings were held, followed by a statewide conference in 1986. Since that time, the council has been involved in an intense analysis of the issues and methods with which to solve those issues.

Brief Past History of Child Care in New Jersey:

Since the 1980's there has been a rapid expansion in the need for day care facilities in New Jersey. In response to this need, there has been an increase in child care facilities. By 1987

### Brief Past History of Child Care in New Jersey: (cont.)

there were 1,850 licensed child care centers, 900 known family day care homes sponsored by 25 family day care organizations, and 230 known school-age child care programs. Research has determined however, that current facilities will soon be unable to adequately provide services for all those children in need of child care.

### Current Child Care Issues in New Jersey:

The 1988 Child Care Advisory Council reports that there are many problems facing child care today such as low staff salaries for child care providers, high staff turnover, and the lack of affordable insurance.

The Council further reports that the ability of existing child care services to meet the growing needs of New Jersey's families has reached crisis proportions. The need for child care crosses all economic strata: every one who has children and works ( regardless of their income) needs child care. The distribution of child care and early childhood education services in New Jersey differs from community to community. In some areas, families are provided with a wide range of services; while in other areas, the options are very limited, if any child care resources exists at all.

### Recommendations of the Child Care Advisory Council:

- In response to the findings sited above, the Council recommends that more affordable, accessible quality child care resources are needed. To accomplish this goal, the council recommends that a

Recommendations of the Child Care Advisory Council: (cont.)

comprehensive multi-correlated impact study be completed to determine areas of present and future child care needs.

- The Council recommends that factors such as employment and economic growth forecasts, geographic disbursement and concentration of need be considered within this impact study.

The Council also recommends that an office within state government be designated responsible for the coordination of all aspects of child care policy and service development.

In order to assure that all children in need of child care are receiving adequate, quality care, the Council recommends that the state establish a uniform incentive system which would recognize programs which exceed current mandated minimum quality standards.

NEW YORK: DEVELOPING A FAMILY POLICY

Purpose of The Children's Braintrust of New York:

Governor Mario Cuomo, in 1988, declared this to be the "Decade of the Child". At that time, a broad-based leadership conference was held called "The Children's Braintrust" to determine what actually needed to be done in the state of New York to benefit children.

Brief History of Child Care in New York:

The number of New York mothers working outside of the home has increased significantly in the past decade. In 1985, mothers



### Brief History of Child Care in New York: (cont.)

of preschool children were almost twice as likely to work outside of the home as they were in 1970. In 1988, over 50% of all mothers of preschool children are in the workforce. This increase in workforce participation by mothers has led to a greater need for full-day child care programs.

### Current Child Care Issues in New York:

In response to Governor Cuomo's dedication of the next decade to the child, the expansion of early childhood education programs especially for those most in need is gaining wide acceptance. In a report to the Governor and Legislature in 1988, the Task Force on Early Childhood Services focused on expanding early childhood education program in a way that ensures that children receive high-quality, developmentally appropriate education experiences, while providing parents with options for accessing programs that are responsive to family needs.

### Recommendations of The Children's Braintrust of New York:

From the Children's Braintrust Conference, several conclusions were developed and presented in the 1989 "Children's Braintrust" recommendations for State Action:

- To support and protect children, we must also support and protect their families.
- The most effective way to protect children and families is to eradicate poverty.

Recommendations of The Children's Braintrust of New York: (cont.)

- As we work to develop a " Family Policy" for New York state, the provision of certain programs and initiatives to aid families facing immediate crisis must be upgraded and
- Those children and families most in need of services and support must be better organized to advocate effectively for continued attention to their needs

The Children's Braintrust, 1989, p..

Recommendations of the 1988 Task Force on Early Childhood Services in New York:

- The 1988 Task Force on Early Childhood Services in New York recommended that greater coordination between Early Childhood programs is critically needed. The two major agencies involved in early childhood programs are the Department of Social Services, which administers the funding of subsidies for child care for low-income families and regulated day care outside New York City, and the State Education Department, which administers the New York PreKindergarten Program. While the task force acknowledges that these agencies were created to meet somewhat different needs, both programs are important in responding to the contemporary needs of children and families. Thus the task force recommends that coordination between these two agencies is critical.

NORTH CAROLINA: CHILD CARE ISSUES

**Purpose of The Governor's Advocacy Council on Children and Youth in North Carolina:**

The Governor's Advocacy Council on Children and Youth was established by the North Carolina General Assembly in 1971 to represent the 1.7 million children in the state of North Carolina. It was the first council of its type in the nation.

**Current Child Care Issues in North Carolina:**

In response to the growing concern among North Carolinans for the health and safety of their children, North Carolina passed a Child Day Care Law effective July 1, 1988. Within this law were recommendations aimed at improving the quality of day care facilities and provisions for providing on-going education for child care providers:

" The State should protect the growing number of children who are placed in day care facilities or in child care arrangements when these children are under the supervision and in the care of person other than their parents, grandparents, guardians or full-time custodians during the day.....  
 .....This protection requires the following elements for a comprehensive approach: mandatory licensing of day care facilities under minimum standards; promotion of higher levels of day care than required for a license through the development of high standards which operators may comply with on a voluntary basis"

North Carolina legislature also recently began to require registration of child day care homes which are too small to be regulated through licensing. A program of education to help operators improve their programs and to develop public understanding of day care needs and problems has also been implemented.

Recommendations of The Governor's Adovacy Council on Children and Youth in North Carolina:

- The council and staff recommend that in-house studies of issues affect children and youth in North Carolina occur on a regular basis. The council also recommends special projects include special reports on foster care and adoption, teenenage pregnancy and teen suicide.
- The council also recommends that a newsletter, THE CHILD ADOVOCATE, be published quarterly ( As it has been in the past). During legislative session, supplements to the newsletter should be issued on child-related legislation. The council recommends that this letter be made available free of charge by writing to the Council.

OKLAHOMA: READY TO MEET THE CHALLENGE

Purpose of The Oklahoma Commission on Children and Youth:

The Oklahoma Commission on Children and Youth is mandated to plan and coordinate for the improvement of services for children and youth. The commission plays the central role in planning for and monitoring services for children in Oklahoma.

Brief Past History of Child Care in Oklahoma:

The 1988-1989 annual report of the Oklahoma Commission on Children and Youth very honestly reported Oklahoma's failure to address the needs of its children:

" And the problems are indeed great. Teenage pregnancy and suicide, death by abuse and neglect,

Brief Past History of Child Care in Oklahoma: (cont.)

children living in poverty, juvenile crime, truancy, and drug abuse, inadequate prenatal and infant health care - the list goes on. In national comparison, Oklahoma's children suffer higher incidences of these problems than children in other states primarily because Oklahoma spends less than most other states on this vulnerable population." ( Page 1)

Current Child Care Issues in Oklahoma:

The availability of quality childcare is just one of many problems Oklahoma families are now encountering such as growing problems of poor prenatal care, poor infant health and drug abuse.

Recommendations of The Oklahoma Commission Child Care and Youth:

-Though the Oklahoma Commission does address the need for expanded child care facilities in many counties, its primary recommendation which must precede all others is the recommendation that adequate staff be provided statewide to plan and coordinate services to children.

- The Oklahoma Commission on Children and Youth itself is understaffed and unable to carry out the necessary ground work. The success or failure of Oklahoma to begin meeting the needs of its children could hinge on the provision of adequate staff for research and program planning:

" If Oklahoma is to move forward with a unified plan of services for children which is effectively coordinated, there must be at least four senior planner positions added to the Commission staff for the first year start up of these activities." ( Page 18)

OREGON: EMERGING SOLUTIONS

## Purpose of the Oregon Commission on Child Care:

The members of the Oregon Commission on Child Care were appointed by the Governor, Senate president, and Speaker of the House, for the State of Oregon. Their ultimate goal is to address priority issues affecting the children of Oregon.

## Brief Past History of Child Care in Oregon:

Oregon is currently experiencing its most dramatic workforce change since World War II. The Oregon Commission on Child Care reports that between 1979 and 1986, the labor force of Oregon has grown 11% and women have made up 98% of that growth. Women are now estimated to make up 44% of Oregon's labor force and are expected to be 50% by the year 1995. The effect of the rapid increase of Oregon women into the work force has resulted in the majority of Oregon children needing child care on a daily basis.

## Current Child Care Issues in Oregon:

The 1988 Interrim Report to the Governor and Legislature by the Oregon Commission on Child Care estimate that at least 220,000 Oregon children under the age of 10 have mothers in the work force and need child care. Unfortunately, there is a shortage of licensed child care slots, thus, there is only one licensed or registered space for each six children in need of child care. The Commission very candidly states that this lack of licensed child care is a drain on the economy of Oregon and a very real threat to the well-being of Oregon's children.

Recommendations of The Oregon Commission on Child Care:

The Commission recommends the following actions to begin to deal with the critical child care shortage:

- Continue to emphasize the long range cost effectiveness of quality child care, and that in order to provide quality care, the collaborative investment of parents, child care providers, employers, schools, churches, and government and agencies will be necessary.
- The position of family day care specialist be established in the Children's Services Division Day Care Unit to administer a fund to develop in-service training for home providers through local non-profit organizations.
- A child care training fund which provides scholarships or reimbursements for provider and center accreditation should be established.
- Local community colleges should be encouraged to provide small business and program assistance for day care homes and centers.
- Oregon strive to develop a partnership with USDA Child Care Food Program so that quarterly home visits by a nutritionist

Recommendations of the Oregon Commission on Child Care: (cont.)

are combined with broader technical assistance and support.

- Advocate the passage of the Federal Act for Better Child Care sponsored by the Alliance for Better Child Care
- The state of Oregon should consider subsidizing child care for low income students at universities and colleges; and for low income teen parents in the process of finishing high school.

PENNSYLVANIA: A SHARED COMMITMENT

Purpose of the 1988 Report of the Child Care Policy on Pennsylvaniaa:

Governor Robert P. Casey named Mrs. Elizabeth Milder Beh to the newly established Advisor to the Governor on Child Care Policy in January 1988. The Advisor to the Governor on Child Care Policy has the dual responsibility of developing model child care programs in state facilities and encouraging the private sector to begin providing quality child care services to working families throughout the state of Pennsylvania.

Brief Past History of Child Care in Pennsylvania:

The percentage of Pennsylvania women who work grew from 46% to 49% from 1980 to 1985. This number is expected to increase in the



Brief Past History of Child Care in Pennsylvania: (cont.)

coming years. There are now approximately 484,000 children under the age of six in Pennsylvania whose parents both work. In addition to these preschoolers, there are also an estimated 120,000 latchkey children in Pennsylvania.

Current Child Care Issues in Pennsylvania:

At present, there are not enough licensed child care facilities to provide care for all those in need of quality child care. Governor Robert P. Casey called this situation " a crisis in children's services" and has made easing that crisis a priority for his administration.

One major thrust of Governor Casey's commitment to providing needed child care services in Pennsylvania has been his persistent and informative encouragement to the business world to begin providing child care assistance to their employees. The Office of The Governor's Advisor on Child Care Policy has developed several concise booklets and distributed them to businesses. The booklets contain valuable information such as the tax deductible benefits of offering child care assistance for employees and actual methods of child care assistance such as on-site child care, flexible hours, and subsidizing employee's child care cost at licensed child care centers of the parent's choice.

Recommendations of The Advisor to the Governor on Child Care Policy for the state of Pennsylvania:

The Pennsylvania Advisor on Child Care Policy encourages

Recommendations of The Advisor to the Governor on Child Care Policy for the state of Pennsylvania: (cont.)

private businesses to offer child care assistance to their employees in many different ways. Though some businesses may be able to open a child care center, several other options are also recommended:

- Employers should begin to provide a resource and referral service which makes available information on the availability, location, cost and quality of community child care programs.
- Employers could sponsor workshops and seminars for working parents to help them learn about balancing the responsibilities of work and family life.
- Employers could also work with the community to stimulate the supply of high-quality child care providers who provide care for employee's children.
- Employers, capable of doing so, could operate a day care on or near the work site which could be operated by the company or by a private provider. The company could provide the space, start-up expenses, or help meet on-going operating costs.
- Often referred to as "Consortium Centers", companies could work together to establish a child care center. By working together, employers are able to provide services that they could not provide separately.

RHODE ISLAND: CHILD CARE: A BUSINESS ISSUE NOW

Purpose of the Governor's Commission on Employer-Sponsored Child Care:

The Commission on Employer-Sponsored Child Care was established to assess the child care needs of Rhode Island children and to recommend ways in which the private sector and the government could work together to meet these needs.

Brief Past History of Child Care in Rhode Island:

Rhode Island is striving to meet the needs of its children but shortages in affordable, quality child care that is available to families of all income levels are still prevalent. As recently, as 1987, 35,000 Rhode Island children under six years of age had mothers that worked outside of the home, yet there were only slots for 10,115 children in licensed child care facilities. Thus in 1987, a majority of children were cared for in unlicensed homes or facilities by friends or relatives, or by some other unlicensed and unregulated arrangement.

Current Child Care Issues in Rhode Island:

In Rhode Island today, 60% of women are employed outside the home. Married mothers in the labor force outnumber the traditional male sole provider. Child care is now the fourth most expensive item in the family budget after food, housing, and taxes for most Rhode Island families. The average annual cost of child care in Rhode Island is \$3,000 per year, with child care for infants and toddlers costing as much as \$8,000 per year.

Current Child Care Issues in Rhode Island: (cont.)

Many Rhode Island families, especially single parent families or low-income families simply cannot afford the cost of quality child care. Even two-income families making the median income of \$40,908 were often hard pressed to make ends meet.

Rhode Island is striving to meet the needs of its children but shortages in affordable, quality child care that is accessible to families of all income levels are still prevalent. As recently as 1987, 35,000 Rhode Island children under six years of age had mothers that worked outside of the home, yet there were only places for 10,115 children in licensed child care facilities. Thus in 1987, a majority of children were cared for in unlicensed homes or facilities by friends or relatives, or by some other unlicensed and unregulated arrangement.

Recommendations of The Governor's Commission on Employer-Sponsored Child Care:

The Governor's Commission recommends the following strategy for improving the Employer-Based Child Care in Rhode Island:

-Private employers continue to be encouraged to provide child care support to their employees but that child care facilities all over the state of Rhode Island continue to be regulated closely ensuring not only the health and safety of Rhode Island's children but to also ensure that age-appropriate developmental practices occur.

Recommendations of The Governor's Commission on Employer-Sponsored Child Care: (cont.)

- The Commission further recommends that the recruitment and training of quality child care workers continue to be a priority, though the Commission acknowledges that at present this is a difficult task due to the low wages paid child care workers.
- The Commission recommends that the state consider a variety of funding alternatives to help in the funding of more child care programs.
- One final recommendation of the Commission was the need to continue supplying the public with needed information on child care issues. Parents need information in order to make confident, educated choices on where to place their children in child care. Employers are often confused and unaware of the many benefits of providing support to working parents. Though Rhode Island currently provides funding for the support and development and distribution of child care referral information to parents, the Commission recommends that the state also reach out to the business world with a variety of information programs ( The 1988 Report of the Governor's Commission on Employer-Sponsored Child Care, State of Rhode Island and Providence Plantations).

Utah: A Review of the Findings of the Subcommittees  
of the 1989 Governor's Commission on  
Child Care in Utah

Each year 37,000 thousand children are born in the state of Utah. Many of these children will live in households where both parents work to maintain an adequate standard of living. Many of these children will be reared in homes with a full-time parent ( usually the mother) not employed outside of the home. It is the goal of the Utah Commission on Child Care to assist in the development of varied child care options that are available, easily located, and affordable to all Utah parents. In their quest to determine the status of child care in Utah and to further determine what actions are needed to truly make child care available and affordable to all Utah parents, the Commission on Child Care Subcommittees researched their area of concern and offered valid recommendations . Each subcommittee's findings and recommendations shall be reviewed below.

Executive Summary of the Subcommittee on At-Home Parents in Utah:

Purpose of The Subcommittee on At-Home Parents in Utah:

It is the goal of the Subcommittee on At-Home Parents in Utah to determine priority ways in which the community, government, churches, and businesses should assist in helping parents to provide their own child care for their children.

#### Current Status of At-Home Child Care in Utah:

The subcommittee on at-home parenting recognized that child care provided in the child's home by nurturing parents or by a parent is an ideal child care environment. The subcommittee further recognized that in many cases home-care by the parent would not be possible but whenever possible the community, government, local churches, and businesses should assist parents in providing their own child care for their children.

#### Recommendations of The Subcommittee on At-Home Parents in Utah:

In order to assist those parents wishing to provide their own child care by staying at home with their children, the committee on at-home parents provided the following recommendations:

- Support federal legislation which gives a tax credit to all parents for children, including parents choosing to stay at home with their pre-school children.
  
- There is a great need to enact legislation which would make it feasible to provide health care coverage to families who are not currently covered by employer health care plans. One major concern of many families who choose to have a parent stay at home with their children is the current lack of health care coverage sources.

Recommendations of The Subcommittee on At-Home Parents  
in Utah (cont.):

- A child care state agency should be established. In addition to focusing on child care outside of the home, the agency should provide the following services:
  - Cost information services comparing working outside the home compared to being an at home parent.
  - A parenting information hotline
  - A public information campaign including newspaper articles and public service advertisements on the values of quality parenting.
  - The coordination of parent education via local PTA and the overall education system.
  - The proposed state child care agency should be responsible for conferences on strengthening the family and parenting skills.
  - The proposed state child care agency should also provide the services of an ombudsman to be a spokesperson to advocate for those parents choosing to stay at home to care for their children.



Recommendations of The Subcommittee on At-Home Parents in Utah: (cont.)

- The proposed state child care agency should also provide clear guidelines for businesses to prevent discrimination toward a parent entering the work force at a later date because of years of child care experience in the home.

The Subcommittee on At-Home Parents further recommends that home businesses be supported by passing reasonable legislation for home businesses which would encourage the development of this employment option, thus allowing a parent to stay home with young children and still generate an income. To further facilitate home businesses, the subcommittee recommends that more work is needed with city and county officials to develop more workable licensing ordinances for home businesses. It would also be helpful to provide a source of information and assistance in the Department of Community and Economic Development on how to establish and operate home businesses.

The Subcommittee on At-Home Parents also recommends that a resource and referral system be implemented to provide child care information to at-home parents in need of occasional child care. This resource system should be widely publicized and have available an easily located phone number in every county as well as coordination at the state level.

Findings of The Utah Statewide Child Care Resource and Referral Subcommittee:

The Statewide Child Care Resource and Referral Subcommittee was charged with the mission of assessing the current child care market system within the state of Utah and to determine methods in which the system could be enhanced to provide parents and providers with a coherent, organized, management system.

Current Status of The Utah Child Care Market System:

The Statewide Child Care Resource and Referral Subcommittee reports startling deficiencies in Utah's child care market system:

" As a market driven system, child care in Utah lacks coherence . . . The child care system lacks most of the elements it would have if the entire system were managed like the schools or Head Start. It has no defined career ladder for staff, and only sporadic training. It has inconsistent and weak quality controls. It is inefficient, operating at the same time with costly unfilled spaces for children and parents unable to find care. It has no planning and development data on supply and demand. It is fragmented, hard to find, and has no public relations arm. Individual providers are often isolated and do not see themselves as part of a common effort committed to a common goal. The absence of organization and clarity presents parents and providers alike with major disadvantages."

(Page 2, Governor's Commission on Child Care, Subcommittee on Statewide Child Care Resource and Referral, September, 1989

The Subcommittee on Statewide Child Care Resource and Referral reports that at present only one broad based child care resource and referral system exists in Utah, The Child Care Connection, a program at the Children's Service Society. This system offers multiple services to parents, providers, and communities in the greater

Current Status of Utah Child Care Market System: (cont.)

Salt Lake area. It is the belief of the Statewide Child Care Resource and Referral Subcommittee that a statewide child care resource and referral system would provide much needed "hubs" for the many diverse and uncoordinated child care activities on-going in regional communities of the state. It is furthermore, the belief of the subcommittee that such a child care resource and referral system would provide a permanent, local, adaptable infrastructure through which public and private groups would be able to work together to strengthen Utah's current child care marketing system.

Recommendations of The Subcommittee on Statewide Child Care Resource and Referral:

The Statewide Child Care Resource and Referral Subcommittee recommends that Utah implement a statewide resource and referral network servicing both parents and providers. Five recommendations will be presented, which the subcommittee feels would be critical in the competent development of such a needed system:

- It is recommended that a state wide Office of Child Care be established. This office would be responsible for the long-range planning, coordination and implementation of child care services in Utah. It is further recommended that the Governor's Commission on Child Care form the governing board for this office.

Recommendations of The Subcommittee on Statewide Child  
Care Resource and Referral in Utah: (cont.)

2. It is recommended that a Child Care Resource and Referral (CCR& R) network be developed statewide over a five year period with development occurring in three stages. It is recommended that three CCCR & Rs be implemented in each stage, based on on the population and by county as follows:

Stage One To Be in Place <u>By December, 1990</u>	Stage Two To Be in Place <u>By December, 1993</u>	Stage Three To Be in Place <u>By December, 1995</u>
Davis	Box Elder	Juab
Morgan	Cache	Millard
Salt Lake	Beaver	Piute
Tooele	Garfield	Sanpete
Weber	Iron	Sevier
Summit	Kane	Wayne
Utah	Carbon	Duchesne
Wasatch	Washington	Daggett
	Emery	Uintah
	Grand	
	San Juan	
Population served: 1,426,400	Population projection for 1993: 258,950	Population projection for 1995: 96,650

\* Population projections taken from 1989 Economic Report to the Governor

Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

- It is recommended, that in order to assure quality service for each agency serving in the Utah Child Care Resource and Referral Network, that each agency meet the standards set forth by The National Association for Child Care Resource and Referral Agencies as follows:

- The organization must provide child care resource and referral services to comprehensively cover a designated area.
- The organization must serve families of all ethnic backgrounds and income levels. The organization must insure that its purpose is defined as thus and that it is seen by others as providing services to all populations in need of it services.
- The organization should ensure that it is widely viewed as the legitimate base for child care resource and referral services in the community it is designated to serve. The organization should strive

Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

to resolve any potential conflict of role with other organizations to the fullest possible extent.

- To increase the effectiveness of its service, the organization should have a locally provided service base as near as possible to where substantial numbers of clients are concentrated. The organization should also have a local identity and a strong local involvement in the decision making process.
- The organization should practice sound business management to its utmost capability.
- The organization must ensure that it is free of any conflicts of interest ( such as in the case of those created if it is a provider of child care services). The organization must be able to fill a role as an impartial referral source for and planner of quality child care services.

Recommendations of The Subcommittee on Statewide Child  
Care Resource and Referral in Utah: (cont.)

Recommendation 3: (cont.)

- The organization should be staffed with individuals experienced in working with parents. These individuals should also be experts in the field of child care and must have good relationships with child care providers.
- The organization must have liability insurance that is adequate and the organization must also be willing to adopt referral procedures that limit liability risks.
- The organization staff must have or be willing to develop computer capability skills for community planning reports.
- Though funded, in part, by public monies, the organization must not be a public agency. This will insure maximum flexibility to create private/public partnerships while avoiding any possible funding restrictions and duplications. By not operating as a public agency, it also allows access to the network from the total population.

Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

Recommendation 4:

It is recommended that Child Care Resource and Referral Agencies provide core services in the areas of (a) assembling and maintaining a data base; (b) counseling and referral services to parents, (c) development of new child care resources; (d) data analysis; and (e) critically needed assistance and training to child care providers.

(a) In the area of assembling and maintaining an adequate data base, the Child Care Resource and Referral Agency must be able to do the following:

- The data base should include all licensed quality family day care homes, full and part time child care centers including Head Start facilities, infant care, nursery schools, and school-age child care programs.
- The Child Care Resource and Referral Agency should also have on hand as part of its data base, written procedure for including license-exempt homes and child care centers.



Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

Recommendation Three: (cont.)

- The Child Care Resource and Referral Agency should have procedures in place for including in-home and nanny services as a part of its data base.
- The Child Care Resource and Referral Agency should collect pertinent information about each child care program listed within its data base including type of program, hours of program, ages of children served, location of program, specific eligibility requirements for enrollment, and transportation available to the program.
- The Child Care Resource and Referral Agency should have as a part of its data base information on special needs services.
- The Child Care Resource and Referral Agency should require each license-exempt home and center provider in the agency data base to certify objective information on child provider ratios, size of groups, health clearance, and compliance with local safety ordinances.

Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

Recommendation Three: (cont.)

- In order to have on hand, a current, factual data base, the Child Care Resource and Referral Agency should develop a phased plan for collecting provider data for the various counties, subareas, townships, or zip codes of the areas it serves. It is furthermore recommended that a system for periodic updating of provider supply data be developed, to ascertain openings and other information. Updating should occur at least twice a year during a Child Care Resource and Referral's second year of operation, quarterly the third year, and every six weeks thereafter.

-All provider supply data should be collected in standard format of statewide CCR&R system.

(b) In providing counseling and referrals for parents, the Child Care Resource and Referral Agency should implement the following procedures:

- Identify each family's child care needs
- Determine each family's potential eligibility for subsidized child care
- Provide information concerning child care options, quality indicators, and costs to the family.

Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

Recommendation Three: (cont.)

- Have a goal to provide 3 referrals,  
(not recommendations) to each family.
- Provide information to the parents  
concerning the licensed capacity of each  
referral given to them.
- Provide staff in-service training for child  
care counseling techniques.
- Provide back up from a social-worker/mental  
health professional, either on the agency  
staff or from a family service agency by prior  
written agreement.
- Protect parent confidentiality.
- Provide written materials mailed out to  
reinforce telephone counseling.
- The Child Care Resource and Referral agency  
should have procedures for follow-up contacts  
with parents.
- Child Care Resource and Referral staff should  
have follow-up contact with 20% of parents served  
within 4-6 weeks to measure parents' success and  
satisfaction with education and referral services.

Recommendations of The Subcommittee on Statewide Child Care  
Resource and Referral: (cont.)

Recommendation Four:

(c) In the area of developing new child care resources, the Child Care Resource and Referral Agency should have a written plan for child care resource development in the service delivery area. This plan should be developed in cooperation with local groups truly interested in child care: parents, child care providers, employers, churches, United Way, unions, local governments, and school districts.

The Child Care Resource and Referral Agency should also be involved in recruitment activities in the service delivery area to identify potential new child care providers. These recruitment activities should be arranged in cooperation with licensing authorities.

(d) In the area of the provision of data analysis services, the Child Care Resource and Referral Agency should provide technical information and training on home and center managerial issues such as start-up procedures and expansion.

Training on home and center programmatic issues should also be provided by the Child Care Resource and Referral Agency. If the Child Care Resource and Referral Agency provides technical assistance and training to competing service providers, it is then necessary to provide a written policy insuring anti-discrimination in the provision of these services.

Findings of The Extended Funding Subcommittee of The Utah  
Task Force on Child Care:

Purpose of The Extended Funding Subcommittee:

The purpose of this subcommittee is to ascertain existing funding for child care, and to attempt to estimate additional child care funding sources. These additional child care funding sources may include state and federal monies as well as public and/or private options.

Current Status of Funding for Child Care in Utah:

Between the years of 1950 and 1980, the labor force participation of women in Utah increased from 25% to 52%. The availability, affordability, and accessibility of child care has not kept up with this dramatic rise in women in the work force, as a result, the subcommittee reports that thousands of children in Utah have unmet child care needs.

Dramatic increases in funding to assist low-income families with child care have occurred with appropriations increasing from two million to ten million in the last fourteen years, as a result, the number of children being served in state supported child care increased from 3000 children to 7500 children .

One area of great concern continues to be the low rate of pay to state-sponsored providers of child care which has only increased 52% from 1977-1989.

Recommendations of The Subcommittee on Extended Child Care  
Funding:

Recommendation 1: It is recommended that an Office of Child Care and Development , be established within the Governor's Office. It is further recommended that this Office of Child Care and Development be responsible for coordinating child care issues and for carrying out long-term planning. The subcommittee estimates cost at \$500,000. Areas of possible responsibilities are as follows:

- State wide resource and referral
- Public relations campaign
- Creation of a funding pool-both public and private in partnership

Recommendation 2: It is recommended that provider rates to state-sponsored child care providers be increased 15%. The subcommittee estimates the cost for this increase will be \$1,500,000.

Recommendation 3: It is furthermore recommended that systematic and comprehensive training to child care providers be provided. The subcommittee estimates that the cost of this much-needed training will be \$500,000.

After careful and thoughtful considerations of the current status of child care services in Utah, this subcommittee

Recommendations of The Subcommittee on Extended Child Care  
Funding: (cont.)

recommends that the above recommendations be implemented as soon as possible. The subcommittee encourages that expansion of private monies from foundations and corporations to assist in the support of child care programs. It is furthermore recommended that grants and gifts from these sources be utilized to enhance monies from the public sector.

Findings of The Employer Child Care in Utah Subcommittee:

Purpose of The Employer Child Care in Utah Subcommittee:

The purpose of the Employer Child Care Subcommittee was to investigate ways in which employers could begin to provide child care assistance to their employees. This subcommittee hoped to ascertain what sources of information and direction were available to both employers and employees interested in employer sponsored child care and what assistance could be made available. In their quest, the subcommittee chose to focus its efforts on four areas: communication, legislative/tax credits, on-site facilities, and possible benefits of employer sponsored child care.

Current Status of Employer Sponsored Child Care:

The Employer Sponsored Subcommittee reports that it has been statistically supported through empirical studies that child care is one of the most significant problems in the workplace for working

Current Status of Employer Sponsored Child Care: (cont.)

mothers and fathers. Yet, the majority of employers do not provide any type of direct child care assistance and there is not an apparent movement to improve this situation in the immediate future. One reason that more employers do not offer child care assistance is the lack of any real business reason to do so, in other words, employers often do not see how sponsoring child care for their employees would benefit the company. Another reason for the lack of employer participation in sponsoring child care is the fear of negative economic impact on the company for direct or indirect expense relating to the operation of child care assistance programs.

The Employer Sponsored Subcommittee further reports that demographics are now indicating a decline in workforce availability and increasing demand for qualified workers in the 90's. In addition, it is estimated that the majority of workers entering the workforce will be women, this situation will result in additional demands placed on employers to provide benefits in order to remain competitive. Stated simply, as women become more predominant in the workforce, employers will need to provide enticing benefits to get and retain these valued employees. It is feasible, that the offering of child care assistance may become a priority for employers as they seek to maintain their company workforce.

Recommendations of The Employer Child Care Subcommittee:

Recommendation One: It is the primary recommendation of this subcommittee that a State Office of Child Care be established



Recommendations of The Employer Child Care Subcommittee: (cont.)

Recommendation One: (cont.)

as the single point of contact in the state to direct and assist employers and employees in all facets of child care , providing information on such topics as how to go about establishing on-site child care facilities, cafeteria benefit options, resource and referral services for day care providers, employer co-op options, and available tax credits to businesses providing child care assistance.

It is further recommended that the State Office of Child Care be responsible for drafting legislation for tax credits for companies that provide child care options such as on-site child care and/or programs for their employees.

The Employer Sponsored Child Care Subcommittee also recommends that the proposed State Office of Child Care be responsible for drafting legislation to provide limitations and protection on the liabilities a company could incur through the operation of an on-site child care facility.

It is furthermore recommended that the State Office of Child Care be responsible for establishing training and accreditation programs for child care professionals in state colleges and universities.

The subcommittee also recommends the State Office of Child Care offer seminars and workshops which will train employer's staff on critical issues relating to employer sponsored child care. It is also recommended that the State Office of Child Care sponsor

Recommendations of The Utah Child Task Force Subcommittee  
on Employer Sponsored Child Care: (cont.)

employer supported child care conferences in key metropolitan areas throughout Utah.

-The Employer Sponsored Child Committee also recommends that the State Office of Child Care implement an 800 number hot-line that anyone in Utah could call to find out where to obtain child care information.

-It is the further recommendation of the Employer Sponsored Child Care Subcommittee that the State Office of Child Care oversee the establishment of a Employer/Employee Child Care Resource Center within the state office or contracted by the state to provide effective communication programs for employers ( as outlined in Recommendation 2 ).

Recommendations of The Employer Child Care Subcommittee  
of the Governor's Commission on Child Care in Utah: (cont.)

Recommendation Two:

Establish a Employer/Employee Child Care Resource Center within the state office or contracted by the state to provide effective communications programs for employers to insure that informed decisions are being made pertaining to child care.

It is recommended by the subcommittee that the proposed Employer/Employee Child Care Resource Center provide resource materials on the following subjects:

- The resource center should provide information on why child care programs are good for business, including hard data.
- The resource center should provide information on how child care programs effect morale, productivity, absenteeism, and turnover.
- Information on how child care programs effect a business's ability to recruit and retain a qualified work force should also be provided.
- Resource information on how child care programs improve public relations and community image of the organization should be provided.
- A listing of child care assistance options should be available. Information on a wide range of options should be available, including information on the following child care assistance options:

Flexible Benefits/Spending Accounts  
Referral and Resource Centers  
On-site and Near-Site Child Care Centers  
Consortium Child Care Centers  
School Age Child Care Programs  
Voucher System  
Existing Child Care Assistance Programs  
Flexible Scheduling  
Flex-Place Work  
Job Sharing and Part-Time Employment  
Paid Family Illness Coverage  
Maternity and Paternity Leave

Recommendations of Employer Child Care Subcommittee of  
the Governor's Commission on Child Care in Utah: (cont.)

Recommendation Two: (cont.)

The subcommittee further recommends that the proposed Employer/Employee Child Care Resource Center be responsible for media coverage on events and recent development on child care issues. The Employer/Employee Child Care Resource Center should also develop a reference library on child care issues.

Recommendation Three:

It is the recommendation of the Employer Child Care Subcommittee that the Governor's Commission on Child Care be established as permanent commission.

Recommendation Four:

It is the recommendation of the Employer Child Care Committee that Utah demonstrate it's commitment to child care issues by mandating on or off-site employer supported child care for state employees. The rationale for this recommendation is best said by the members of the Employer Child Care Subcommittee:

" Only when the state demonstrates  
it's commitment through action  
will the corporate community follow  
suit."

Findings of The Governor's Commission on Child Care  
Subcommittee on Religious and Volunteer Involvement  
in Child Care:

Purpose of the Subcommittee on Religious and Volunteer  
Involvement in Child Care:

The purpose of the Subcommittee on Religious and Volunteer Involvement in Child Care was to assess the role of local church organizations as a part of a pluralistic and systematic approach to child care. The benefits of church-sponsored child care to the church, families, and community were reviewed. Recommendations for facilitating church-sponsored child care in Utah were then formulated.

The role of volunteers in church-sponsored child care programs was not addressed as it was felt that volunteers are best utilized serving latch key children or on a short term basis. The rationale for this view point was the long term commitment needed for full-time child care providers as well as specialized training that volunteers may not possess.

Current Status of Religious and Volunteer Involvement in  
Child Care in Utah:

Throughout the United States, churches are the single largest provider of child care, providing facilities for at least one-third of the country's group child care programs. In Utah, however, churches play a negligible role in the child care system. In all of Salt Lake City, there are only seven preschools and day care centers that are organized by local churches.

Current Status of Religious and Volunteer Involvement in  
Child Care in Utah:

There are many reasons why some churches develop a child care program. In some cases, the congregation realizes that the unused space in the church could be made available to children during the week. Some churches often see providing child care as a good outreach program in the community that meets a critical need. Churches that are troubled with declining enrollment or have a congregation made up primarily of older members can often attract young families to the church by offering day care services. Some churches that are having budget deficits attempt to generate revenue by renting space to a child-care program. It is however, unrealistic to expect a child-care ministry to earn much money unless cost of care fees are very high or program quality is compromised in an effort to reduce expenses (Collins, Freeman 1989).

Just as there are many reasons why some churches develop a child care program, there are many reasons why some churches choose not to be involved in child care. Some churches may have reservations about parents working outside of the home causing their children to be cared for by others. Some churches may have members that are reluctant to share the building with a child care program. Some church members may be unsure as to how a child care program would fit into the overall ministry of their church. Other churches may have questions concerning the practical matters of whether their building is appropriate for a child care program and what the costs of start-up and the long term expenses of personnel, equipment, materials and program administration will be.

Recommendations of the Committee on Religious and Volunteer Involvement in Child Care in Utah:

1. It is recommended that the Governor of the state of Utah and the Governor's Commission on Child Care draft a letter asking every religious denomination in Utah to set up a committee on child care at the highest decision making level possible for the explicit purpose of improving the quality, affordability, and accessibility of child care for their members as well as all the children of Utah.
2. It is recommended that a State Office of Child Care be created. One primary responsibility of this office would be to establish a Religious Coordinating Committee to network and provide leadership to religious organizations in the area of child care including:
  - a. Encouraging the development of a greater understanding of child care issues among the religious denominations of Utah.
  - b. The Religious Coordinating Committee could sponsor an annual event or conference to encourage religious supported child care services.
  - c. Develop a policy statement on child care that supports families.

Recommendations of the Committee on Religious and Volunteer involvement in Child Care in Utah:

- d. The Religious Coordinating Committee could also encourage and advocate for regulations that insure that all child care programs meet minimum health, safety and fire standards.
3. It is recommended that all religious denominations be encouraged to look at options for improving child care in Utah, including:
- a. parent training
  - b. needs assessments
  - c. the development of resources for family day care providers
  - d. educate parents about what constitutes quality child care
  - e. provide resource and referral options
  - f. provide training for caregivers
  - g. improve salaries of caregivers within church systems
  - h. offer space to house child care programs
  - i. offer special needs child care
  - j. expand part day child care programs to full day.



Current Status of Child Care Services for Infants, Sick, and Handicapped Children:

Child Care for Sick Children: (cont.)

for sick children causes parents great anxiety and guilt, interfering with both their ability to be productive in the work force and their ability to make constructive parental decisions.

It is not only the working parents of Utah that are faced with difficulty in finding appropriate care for their sick children, indeed, working parents all over the nation face this dilemma. Working parents stay home with sick children an average of 7-20 days per child each year. In 1980 alone, parents missed 472.1 million days of work as a result of their children's illnesses or injuries. Utilizing the national minimum wage, the loss to the economy of missed work as a result of children illnesses or injuries was \$127 billion ( National Association of Sick Children, 1980).

Child Care for Handicapped Children:

Parents with handicapped children also often encounter great difficulty in locating appropriate child care for their children. Handicapped children or " children with special needs' include children who are developmentally disabled, mentally retarded, have behavior disorders, emotionally disturbed, physically challenged or handicapped, medically fragile, or chronically ill. Most children that are "special needs" children are entitled to receive special education services under the Education of All Handicapped Children Act P.L. 142 (for children that are age 3 to 21 years of age), or may

Current Status of Child Care Services for Infants, Sick,  
and Handicapped Children:

Child Care for Handicapped Children: (cont.)

receive services (for children age 0-2) under Part H of P.L.  
99-457, the Early Intervention Amendments to that law.

Despite this legislation, child care for handicapped children  
in the least restrictive environment is sometimes difficult to  
attain.

Child Care services for this group of children is a very broad  
and diverse concept, not limited to regular custodial care while  
parents are working. "Child Care" includes all substitute care,  
ranging from babysitting and traditional day care for preschool  
children, to after-school programs, to summer camp and recreational  
programs, to respite care for both young and older persons with  
special needs.

Recommendations of the Committee on the Care of Infants, Sick, and  
Handicapped Children:

1. It is recommended that a state Office of Child Care  
be established. This state office of child care should  
be charged with the task of long range planning,  
coordination, and implementation of child care services  
in Utah.

It is felt that the establishment of a state Office of Child  
Care is of paramount importance to provide the coordinated  
interagency participation in the development of child care services  
that is presently lacking in the state departments serving children.

Recommendations of The Subcommittee on the Care of Infants, Sick,  
and Handicapped Children: (cont.)

It is furthermore recommended that the Governor, in cooperation with the House and Senate leadership, appoint a full-time, paid, interim staff to organize the state Office of Child Care.

The Governor's Commission on Child Care should remain in place and act as an advisory board to the Office of Child Care. It is recommended the advisory board consider as one of its functions the building of support for the efforts of the Office of Child Care.

2. It is recommended that a multi-year, mass media outreach campaign be implemented to inform Utah citizens about child care issues. Topics for public education via this campaign include:

- the importance and attributes of quality child care
- how to access child care information
- example of model child care programs
- successful employer initiatives
- the advantages of becoming a licensed child care provider

Recommendations of the Committee on the Care of Infants,  
Sick, and Handicapped Children: (cont.)

Recommendation Two: (cont.)

- how to help parents understand where child care dollars go, especially the relationship between adequate provider wages and quality child care
- public understanding of child care licensing standards and procedures

It is recommended that the implementation of this multi-year, mass media outreach campaign be the responsibility of the Office of Child Care as soon as it is in full operation.

When preparing this outreach campaign, it is recommended that the mass media effort "Baby Your Baby" be viewed and possibly expanded.

3. It is also recommended that a 1-800 number be established to provide child care information. This number should be listed in the Community Services section of the phone book under the title of child care.

It is recommended that the establishment of the 1-800 number be the responsibility of the state Office of Child Care.

Recommendations from the Committee on the Care of Infants,  
Sick, and Handicapped Children of the Governor's Commission on  
Child Care: (cont.)

Recommendations Regarding Infant Care:

- Recommendation 1: Infant provider training proposals should be requested (preferably through a new Office of Child Care) from organizations willing to become a part of an infant provider training core.
- Recommendation 2: A funding pool should be established to support provider training efforts and
- Recommendation 3: Develop and implement a plan for increasing the financial incentives for providing infant care.
- Recommendation 4: A fair and reasonable parental leave policy for the state be established and implemented.

Recommendations: Regarding Care for Sick Children:

- Recommendation 1: A continuum of options for sick child care be developed (a continuum of options is necessary because no single alternative can be identified as best).
- Recommendation 2: A committee should be organized to augment and enhance current standards, develop educational material for child care providers, and to provide training regarding health issues in the child care field.

Recommendations from The Committee on the Care of Infants, Sick,  
and Handicapped Children of the Governor's Commission on Child Care:  
(cont.)

It is furthermore recommended that this committee be comprised of a public health representative, child care providers, pediatric nurses, pediatricians, and parents.

Recommendation 3: A person needs to be designated to serve in a paid, consultative role to child care providers for the purpose of assisting them in decision-making about sick children, infectious and non-infectious symptoms, and options for sick care.

Recommendation 4: Employers should be encouraged to examine their parental leave policies to be certain that these policies are adequately flexible to enable employees to provide care for dependent relatives. It is suggested that employers might consider subsidizing sick care for their employees or seeking state subsidies.

Recommendation 5: It is recommended that resource and referral services distribute "how-to" materials to stimulate child care providers to develop more care for sick children.

Recommendations Regarding Child Care for Children with Special Needs:

Recommendation 1: Access to child care services should not be denied due to presence of a disability or special needs. When child care is necessary to promote the child's

Recommendations from the Committee on the Care of Infants, Sick,  
and Handicapped Children of the Governor's Commission on Child Care:  
(cont.)

Recommendations Regarding Child Care for Children with Special  
Needs: (cont.)

optimal development, it should be available as a part of the Individual Family Service Plan or the child's Individual Education Plan.

- Recommendation 2: It is recommended, that whenever possible, children with special needs should be cared for together with nondisabled children.

Child care programs and activities should be based on the child's and family's individual abilities, needs, developmental or educational goals.

- Recommendation 3: Appropriate child care for children with special needs should be universally available, and referral to such child care should be part of the comprehensive service system for the disabled child.
- Recommendation 4: Child care is a necessary part of the child's educational plan or the family's service plan, it should be subsidized in accordance with the applicable law.
- Recommendation 5: When a child with special needs is enrolled in child care, the child care provide should be a part of the

Recommendations from the Committee on the Care of Infants, Sick, and Handicapped Children of the Utah Governor's Commission on Child Care: (cont.)

Recommendations Regarding Child Care for Children with Special Needs:

transdisciplinary team ( including parents and professionals) delivering services to the child. As such, the child care provider should receive all necessary training, consultation, and supervision.

Recommendation 6: The Department of Health, the Department of Education, and the Department of Social Services should each require that the need for and the benefits of day care and/or respite care services be considered as part of and be recorded in the Individual Family Service Plan or Individual Education Plan for each child with special needs receiving habilitative, mental health or education services.

Recommendation 7: The Governor should seek additional funding from the Legislature to provide child care or respite care services to handicapped children when such services are necessary to promote the child's development and education, as determined by the child's Individual Family Service Plan or Individual Education Plan.

The Governor should support the budgets of the Department of Health and the Department of Education that include funds for this purpose that are in addition to the funds presently provided



Recommendations from the Committee on the Care of Infants, Sick, and Handicapped Children of the Utah Governor's Commission on Child Care: (cont.)

Recommendations Regarding Child Care for Children with Special Needs: (cont.)

for the child's educational program. These funds should be made available on a fee-for-service, hourly basis, paid through the agency or public school providing the existing services.

It is suggested that additional funds for these purposes may become available from the U.S. government pursuant to H.R. 2088, the Reauthorization of the Temporary Child Care For Handicapped Children and Crisis Nurseries Act of 1986, which seeks appropriation of \$20 million per year (compared to the current \$5 million) for respite and day care services for the disabled.

Recommendation 8: The Governor should seek additional funding from the Legislature to recruit, train, and license day care providers and respite care providers who provide specialized day care services for disabled children, in integrated and home settings.

A plan for recruiting, training, and supervising such specialized day care providers should be formulated by the Department of Social Services ( which presently licenses day care providers), the Department of Health ( which provided services to families and children with disabilities aged 0-3 years of age), the Department of Education (which provides educational services to children with disabilities aged 3-

Recommendations from the Committee on the Care of Infants, Sick, and Handicapped Children of the Utah Governor's Commission on Child Care: (cont.)

Recommendations Regarding Child Care for Children with Special Needs:

12 years), and the Office for Child Care ( which is proposed). These tasks should be carried out under the direction of the appropriate executive agency and through private nonprofit agencies with expertise in serving children with disabilities and their families.

Support for this project may be provided by H.R. 2088 or the ABC Bill .

FINDINGS OF THE LATCHKEY SUBCOMMITTEE (SCHOOL AGE CHILD CARE)  
OF THE GOVERNOR'S COMMISSION ON CHILD CARE:

Purpose of the Latchkey Subcommittee (School Age Child Care):

The primary purpose of the Latchkey Subcommittee was to assess methods in which Utah could begin to implement school-age child care programs throughout the state. Suggestions for better meeting the needs of Utah parents and children were recommended.

Current Status of Latchkey Child Care Programs in Utah:

There is great need for latchkey child care in Utah and yet there are few latchkey programs currently in operation. Utah leads the nation in the number of children per family. There are 292,000 children in Utah between the ages of 6 and 13 and approximately 150,000 of these children are in need of child care before and after school. Many of these children are also in need of appropriate child care during the summer months.

The need for latchkey child care programs will not diminish, indeed, as an additional 2,000 women enter Utah's labor force each year, many of them mothers of young children.

Though there is an obvious need for latchkey child care, many low and middle income parents report that they cannot afford the costs. This is not surprising considering that Utah's per capita income is \$12,193 compared with the nation's per capital income of \$16,444. Utah's per capita income is the third lowest in the nation.

Utah must begin meeting the child care needs of their school age children. If this need is not met, Utah's school age children may be at

Current Status of Latchkey Child Care Programs in Utah: (cont.)

risk physically and emotionally, as so candidly described in the Latchkey Subcommittee's Final Report:

" The quality of life for children left unsupervised for several hours a day is endangered. First, they can suffer emotionally by experiencing high levels of fear when on their own. Second, children's physical safety is jeopardized when left alone. The Utah Department of Health lists accidents, falls, poisoning, and drownings as the leading cause of death of Utah's children ages 1 to 14. Third, children who care for themselves may also have limited opportunities for growth and learning. They may be less involved in after-school activities and in play with friends. They watch more television and suffer more boredom and loneliness. Fourth, they are more vulnerable to victimization including sexual abuse."

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(School Age Child Care)  
July, 1989

The Latchkey Subcommittee further reports that as children become more susceptible to peer pressure (around fifth or sixth grade through high school), there is increased risks of their becoming delinquent, involved in drugs and alcohol abuse, theft, vandalism, and shoplifting.

There are many ways in which the quality of life for Utah's school age children can be enhanced by the provision of quality school age child care programs, such as:

- School age child care programs will greatly reduce the number of children at risk physically and emotionally
- The costs of future remedial education, welfare, and crime rehabilitation will be greatly reduced

Recommendations of The Latchkey Subcommittee (School Age Child Care)  
of the Governor's Commission on Child Care:

Recommendation 1: The County Commissions of the state should ensure the coordination of efforts of different agencies to meet the needs of school age children for care and supervision during non-school hours.

In order to accomplish this critical goal, the Latchkey Subcommittee recommends that each county establish a permanent committee to monitor the child care needs of school age children, with representatives from schools, community groups, care providers, and governmental units.

The county commissions should also develop a mechanism for providing continuing information about the care and supervision of school age children, including the collection of information from parents to ensure quality school age child care programming.

In order to comprehensively implement Recommendation #1, the Latchkey Subcommittee recommends that the county commission and school boards jointly appoint a permanent committee to oversee the development of school age child care programs in each county.

It is suggested that the county take the lead and be responsible for organizing the permanent committee. The committee should receive informational reports and then make recommendations to the school board or school boards and to the county commission where appropriate policy may be considered.

Recommendations of The Latchkey Subcommittee (School Age Child Care)  
of the Governor's Commission on Child Care: (cont.)

The Latchkey Subcommittee recommends that the permanent committee overseeing the school age child care programs be composed of the following disciplines:

- 1 school board member
- 1 county commission member
- 1 school staff member
- 1 day care provider
- 1 parent representative
- 1 representative from social services
- 2 representatives from the private sector

It is furthermore recommended that the county establish a centralized information system or utilize existing systems to support the permanent committee. This proposed information system would have two primary functions: (1) To provide information, and (2) to facilitate program development. At the core of this information exchange system should be a data base which keeps track of children's needs, available existing services, and provides information and referral data available to parents.

The Latchkey Subcommittee suggests that this centralized information system would be more appropriately the function of the county commission rather than the respective school systems. It is suggested that the county commission either perform this task itself or contract out all or part of it.

Recommendations of The Latchkey Subcommittee (School Age Child Care)  
of the Governor's Commission on Child Care: (cont.)

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The Latchkey Subcommittee suggests that this centralized information system would be more appropriately the function of the county commission rather than the respective school systems. It is suggested that the county commission either perform this task itself or contract out all or part of it. Rather than allowing schools' to give out the

Recommendations of The Latchkey Subcommittee (School Age Child Care)  
of the Governor's Commission on Child Care: (cont.)

names of child care providers, it is recommended that it would be more appropriate for the central information system to develop lists of programs and providers and that the schools could disseminate or provide the phone numbers for the county where callers can get specific information. Parents would also be able to receive printed information concerning what to look for in child care, to aid them in selecting quality child care services for their children.

It is suggested that the proposed centralized information system be responsible for the following:

1. Maintain surveys of families of school age children to determine the number and ages of children in need of after school care.
2. Compile information on local programs and planning services available to providers such as types of child care programs, ages, available slots, costs, and transportation.
3. The proposed central information system should refer parents to appropriate agencies and child care providers.
4. Develop and distribute educational materials to parents.



Recommendations of The Latchkey Subcommittee (School Age Child Care)  
of the Governor's Commission on Child Care: (cont.)

5. Identify underserved areas of the county and services needed, such as transportation to other program sites, and new programs needed.
6. The proposed central information system should also coordinate information about efforts of different agencies who are providing and planning to provide services.

There are many ways in which schools can participate in the effort to develop school age child care programs. It is recommended that schools distribute educational material designed to assist parents in making well-informed decisions about care for their school age children. This educational material should provide relevant and simple methods of assessing a child's development. Another way in which schools can assist in developing school age child care programs is to distribute and collect results of parent surveys concerning their child care needs. Schools could also provide a list of agencies and providers if such action is deemed appropriate by the county commission.

Very importantly, the schools could actively seek information and viewpoints on school age child care needs through parent-teacher organizations and other groups. The information obtained by the county and or the school district should then be submitted to the permanent committee on school age child care for interpretation and policy and service implementation.

Recommendations of the Latchkey Subcommittee ( School Age Child Care) of The Governor's Commission on Child Care in Utah (cont.)

Recommendation 2: All institutions dealing with children should become more aware of and more responsive to the needs of the children when they are not met within the school.

It is recommended that in order to accomplish this goal, the county and school district(s) should undertake a concerted effort to educate their employees about the situation of school age children. School district (s) and the county could also jointly undertake a public education campaign for employers and the general public focusing on school age children and the importance of their well-being to the community as a whole.

It is further recommended that the proposed permanent committee on school age care be responsible for developing educational and informational materials and programs for parents, employers, school personnel, and others as identified.

Recommendation 3: The Public Education Effort should be coordinated through the permanent school age child care committee and that institutions, public, non-profit, and private, which make decisions affecting the lives of families with young children examine decisions for their affect on those families.

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

In order to accomplish this goal, it is suggested that the permanent committee implement the following strategies:

- A. Continue to encourage the collection of information pertaining to the situation of children during non-school hours.
- B. The permanent committee should exchange such information with parents
- C. The delivery of early intervention programs should be re-examined
- D. The development of education programs to assist parents in assessing the readiness of a child for self-care should be promoted. Education programs addressing self-care for parent and child should also be developed.
- E. Community Sources which could possibly provide school age child care should be identified, such as:

Private Businesses

The United Way

Police and Fire Departments

City and County Health Departments

Local Universities

Utah Hospitals - e.g. through Straight Talk tapes

School Nurses

School Social Workers

The Court System

Local Churches and Synagogues

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

Recommendation 3: (cont.)

In order to accomplish the goal of meeting the child care needs of school age children, school boards should perform the following functions:

- Reexamine the policies affecting after school child care programs in the schools
- School boards should actively support the creation of school age child care programs
- Space and other resources should be provided by school boards

Employers should also become involved in meeting the child care needs of school age children by developing flexible work policies for families with young children.

Overall, the Latchkey Subcommittee recommends that a comprehensive system of after school child care programs be developed in each county. It is suggested that private and non-profit providers should be the primary deliverer of services with public entities as secondary sources.

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the the Governor's Commission on Child Care in Utah: (cont.)

Recommendation 3: (cont.)

In support of the long range goal of meeting the child care needs of school age children in Utah, the Latchkey Subcommittee recommends that each school board review three policies which have direct bearing on the success or failure of child care programs: Policies to be reviewed are:

1. Building Usage Policies: 1989 Legislative Session, H.B. 158 53A-3-417:

- Upon receiving a request from a community group such as a community council, local PTA or parent/student organization, a local school board may authorize the use of a part of any school building in the district to provide child care services for preschool and school aged children.
  
- Establishment of a child care center in a public school building is contingent upon the local school board determining that the center will not interfere with the building's use for regular school purposes. The board may authorize the use of part of a school building for a child care center only if the school is in compliance with Section 53A-17-104. The child care

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

center may not include more than 5% of the total available classroom space in the school building. Such a decision shall be made at the sole discretion of the school board. A school board may withdraw its approval to operate a day care center at any time if it determines that such use interferes with the operation or interest of the school. The school district and its employees and agents are immune from any liability that might otherwise result from withdrawal of approval if the withdrawal was made in good faith.

- The school board shall charge a commercially reasonable fee for the use of a school building as a child care center so that the district does not incur an expense. The fee shall include but not be limited to costs for utility, building maintenance, and administrative services supplied by the school that are related to the operation of the child care center.
- Child care services may be provided by governmental agencies other than school districts, nonprofit community service groups, or private providers. It is intended that these programs function at a community level with minimal state and district involvement as set out in Subsection (5).

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

Recommendation 3: (cont.)

Policies Affecting Child Care Programs Suggested for Review: (cont.)

1. Building Usage Policy: 1989 General Legislative Session, H.B. 158 53A-3-417 (cont.)

- It is the intent of the Legislature that providers not be required to go through a complex procedure in order to obtain approval for providing child care services.
- Child care centers within a public school building shall make their services available to all children regardless of where the children reside. If space and resources are limited, first priority shall be given to those who reside within the school boundaries where the center is located, and to the children of teachers and other employees of the school where the child care center is located. Second priority shall be given to those who reside within the school district boundaries where the center is located.
- The school board shall require proof of liability insurance which is adequate in the opinion of the school board for use of school property as a child care center. \* ( The Latchkey Subcommittee suggests monitoring this situation closely to

Recommendations of the Latchkey Subcommittee (School Age Child Care)  
of the Governor's Commission on Child Care in Utah (cont.)

Recommendation Three: (cont.)

Building Usage Policies: 1989 Legislative Session, H.B. 158 53A-3-417:

prevent liability from becoming a barrier to child care providers. The Subcommittee suggests that should liability become an inhibiting factor, that legislative remediation should be sought.)

- Child care centers established under this section shall operate in compliance with state and local laws and regulations, including zoning and licensing requirements, and all applicable school rules.

Policies Affecting Child Care Programs Suggested for Review: (cont.)

Policy Two: Transportation Policy:

The Latchkey Subcommittee suggests that each school board review their current transportation policies to determine feasible options that could accommodate the needs of children in after school child care programs. In order to make concrete recommendations, it is suggested that the school board obtain information in the following areas:

- Information should be obtained concerning school age child care needs according to geographical location



Recommendations of the Latchkey Subcommittee Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

Recommendation Three: (cont.)

Policy Two: Transportation Policy: (cont.)

- Information concerning the financial implications of modifying the transportation policy should be obtained.

It is important to note that the provision of transportation is critical to the development of a workable county-wide system of care, since a program located in every school is unlikely.

Policy Three: Full Day Kindergarten

The subcommittee urges that the Legislature study the feasibility of implementing full day kindergarten as an early intervention strategy. The implementation of full day kindergarten programs would greatly alleviate one of the major scheduling/care/transportation problems faced by Utah parents.

Recommendations of the Latchkey Subcommittee ( School Age Child Care) of The Governor's Commission on Child Care in Utah: (cont.)

Recommendation IV:

Each county should develop a continuum of alternatives which encompasses non-traditional forms of care to meet the varying needs of Utah families.

In order to accomplish this goal, the Latchkey Subcommittee suggests that the proposed school age child care permanent committee ( See Recommendation 1, page 79) should :

- Examine alternative school age child care arrangements utilized in other communities
- Innovative ideas for solving the child care problems of school age children should be solicited.

In order for school age child care programs in other communities to be examined and innovative problem solving solutions to be solicited, it is suggested that the county and other entities fund pilot programs to ensure the development of viable options, including inter-generational programs.

Recommendation V:

The permanent School Age Child Care Committee should make every effort to locate start-up and other grants to support the development of countywide programs and that the permanent committee collaborate with governmental agencies to strengthen the existing resources available for school age children

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

Recommendation V: (cont.)

In order to accomplish this critical goal, the Latchkey Subcommittee urges federal, state, county, city, and school districts to work together to:

- Establish realistic fee supports which should be available to lower income families so that they can use fee-based school age child care programs.
- Free and drop-in programs should be established and additional staff support provided so that these programs can better serve their neighborhoods effectively.
- Children from schools without school age child care programs should be transported to existing care situations where it is feasible to do so.
- Support and training for staff of school age child care programs should be provided, recognizing that the job demands some highly skilled professionals. It is suggested that agencies should utilize "trained" volunteers as critical support.

Recommendations of the Latchkey Subcommittee (School Age Child Care) of the Governor's Commission on Child Care in Utah: (cont.)

The Latchkey Subcommittee strongly suggests that the key to development of countywide programs and the strengthening of existing resources for school age children is money for fee supports, staffing, and transportation. The proposed permanent committee on school age child care is urged to make every effort to encourage the development of realistic budgets and to present them to the school boards, the Legislature, and to local governments.

Findings of the Quality Child Care in Utah Subcommittee of  
the Governor's Commission on Child Care:

Purpose of the Quality Child Care Subcommittee:

The primary purpose of the Quality Child Care Subcommittee was to develop strategies for improving the quality of child care situations in Utah. Recommendations relating to child-oriented issues, administrative issues, training of child care providers, licensing issues and parent/community issues will be rendered with the ultimate aim of facilitating quality child care situations throughout Utah.

Current Status of Child Care in Utah:

There are many ways in which the quality of Utah child care can be upgraded. At present, there are no entry level education requirements for group leaders who are responsible for the continuity of care of a group of children in a child care center.

There also continues to be gaps in licensing procedure and monitoring. The Quality Child Care Subcommittee reports that there is a suspected lack of enforcement of the licensing act among home providers and centers operating without licenses. Licensing laws are in need of change so that all preschools, educational institutions, and churches that provide the care and supervision for four or more children on a continual basis would be required to be licensed. Such is not the case in Utah at present, in fact, early childhood programs that meet four or less hours a week or are part of a " program of an educational institution regulated by the boards of education or a parochial child care institution" ( p. 284 of the Social Services Code) are exempt from licensure.

Recommendations of The Quality Child Care in Utah Subcommittee  
of The Governor's Commission on Child Care: (cont.)

- Recommendation 1: An Office of Child Care and Development should be established within the Governor's office to coordinate child care issues, implement the Governor's Commission on Child Care proposals, and to be responsible for long term planning to meet the needs of Utah children.

It is suggested that this Office of Child Care and Development establish an interagency council involving agencies with programs that directly affect young children ( such as the state board of education, universities, social services, community colleges, health departments, and mental health agencies). It is the further recommendation of the Quality Child Care Subcommittee that this proposed interagency council develop a coordinated plan of intervention for special needs children in cooperation with such organizations as social services, mental health centers, education, and health departments.

It is further recommended that this proposed office establish a Child Development Fund to which churches, businesses, foundations, etc. could contribute in a collaborative effort to improve and upgrade the quality of child care in Utah.

It is recommended that the proposed Office of Child of Child Development seek to have the licensing laws changed so that all preschools, educational institutions, and churches that provide child

Recommendations of the Quality Child Care in Utah Subcommittee of  
the Governor's Commission on Child Care: (cont.)

care and supervision of four or more children on a continuing basis should be licensed. This office should further seek to change licensing rules to require the Office of Licensing to make 2 mandatory visits ( one of which is unannounced) to each licensed child care facility. To avoid lack of enforcement of the licensing act, it recommended that this office seek to have the Office of Licensing submit a yearly report regarding the enforcement of the licensing act.

- Recommendation 2: A comprehensive training program should be funded, developed, and required for all licensed caregivers.

As stated earlier, at present, there are no entry educational requirements for group leaders responsible for the continuity of care of a group of children in a child care center. To alleviate this situation, it is recommended that an inservice training/certificate program should be developed and required for all group leaders to complete in the first six months of caring for a group of children.

It is recommended that this inservice/training/certificate program cover the following topics:

- Basics of child development
- Guidance techniques

Findings of the Quality Child Care in Utah Subcommittee of  
the Governor's Commission on Child Care: (cont.)

Recommendation Two: (cont.)

- Developmentally appropriate  
practices in working with children  
( available through classes in larger  
communities and via video tapes and  
satellite classes in rural areas

It is suggested that through cooperation with the State Board of Education, the above sited inservice training could possibly be offered at the high school level through home economics and child development courses thus students could earn this basic child care certification as they complete their high school education.

At present, center directors or educational program coordinators are required to have a child development associate credential or a minimum of 12 hours or 20 quarter college credits in child development, early childhood education, or special education.

The Quality Child Care Subcommittee recommends that by September, 1999 center standards should be changed to require educational /program coordinators or center directors to have a four year degree in child development or early childhood education, thus transferring the major portion of child care administratin training to colleges and universities.

To further upgrade the quality of child care in Utah, it is recommended that Center standards be changed to require



Recommendations of the Quality Child Care in Utah Subcommittee  
of the Governor's Commission on Child Care: (cont.)

Recommendation Two: (cont.)

that group leaders have a Child Development Associate Credential (CDA)  
or associate degree or equivalent two year child development  
/early childhood training at the college level.

At present, there are no funds allocated specifically for  
training of child care workers in the social service child care  
budget. This lack of consistent funding has resulted in markedly  
inconsistent training. The Quality Child Care Subcommittee recommends  
that 5% of the Social Services child care budget be set aside  
specifically for training licensed caregivers. It is further  
recommended that this money be used for educational scholarships,  
and payment of accreditation fees.

Recommendation Three: Licensing rules should be revised  
to improve the quality of child care.

As stated earlier, there is a suspected lack of enforcement  
of licensing act in that home providers and centers operating  
without licenses are not being acted upon. To greatly reduce  
such oversights, it is recommended that a yearly report be submitted  
by the Office of Licensing regarding the enforcement of licensing  
procedures. This report should include licenses granted, facilities  
closed, monitoring visits made, complaints received, any actions  
taken and follow up.

At present, each licensed facility receives only one yearly visit  
from the Office of Licensing. This visit is usually announced thus

Recommendations of the Quality Child Care in Utah Subcommittee  
of the Governor's Commission on Child Care: (cont.)

Recommendation Three: (cont.)

the facility is expecting the licensing agent. It is recommended that the licensing rules be changed to require the Office of Licensing to make 2 mandatory visits, one of which should be unannounced, to each licensed facility.

Current licensing law exempting churches, preschools, and educational institutions from licensure should be changed to require licensing if the facility cares for four or more children on a continual basis.

Recommendation Four: A plan should be developed to upgrade salaries and benefits for child care providers including social service rate increases.

At present, social services pays \$7.95 a day for state sponsored children in child care. On the basis of a child spending the full day in child care, this is approximately 79 cents an hour which is approximately 20% below the private rate of pay. It is therefore recommended that the rates paid by social service for state sponsored children in child care should be increased in the next legislative session by 15%. This proposed increase would require an additional \$1.5 million dollars appropriated by state and federal child care monies.

Recommendations of the Quality Child Care in Utah Subcommittee  
of the Governor's Commission on Child Care: (cont.)

Recommendation Four: (cont.)

The Quality Child Care Subcommittee recommends that the the Department of Social Services develop a plan to increase the child care payment rate to more highly trained child care providers thereby vastly upgrading the quality of child care. The proposed plan is clearly outlined in the Final Report of the Quality Child Care in Utah Subcommittee:

" This plan developed in the next five years should include higher rates for centers with caregivers or home providers with M.S., B.S., or associate level degrees in child development/early childhood education, CDAs, and centers accredited by the National Academy of Early Childhood Programs. Priorities for future rate increases beyond the 15% increases should be for centers/home providers that met criteria for having more highly trained staff."

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Care in Utah, P. 4  
August, 1989

Another area of concern to the Subcommittee was the current social service policy that providers are paid based upon daily attendance rate ( i.e., the number of days a child attends during the month). It is recommended tht the DSS change this payment policy to monthly rates for children in full time care, including payment for all absenses since provider costs ( such as staff salaries) are not greatly reduced when a child is absent.

Recommendations of the Quality Child Care in Utah Subcommittee  
of the Governor's Commission on Child Care: (cont.)

- As a final recommendation concerning the need to upgrade the salaries and benefits of child care workers, the Quality Child Care Subcommittee recommends that the Department of Social Services undertake a comprehensive study of licensed child care providers' working conditions with regard to health insurance, vacations, sick leave policies, and other benefits. Based upon the findings of this study, the state should explore ways in which benefits could be improved for licensed child care workers such as insurance and liability pools for the purpose of upgrading the working conditions in child care.

OVERVIEW OF KEY FACTS CONCERNING CHILD CARE IN UTAH

Prior to resuming our review of childcare in varied states, it is appropriate to look at the "big picture" of the status of Utah's children.

Each year 37,000 children are born in Utah. Many of these children will not be cared for in the home because our current economic situation often demands that both parents work just to maintain an adequate standard of living. Finding appropriate childcare for young children is an on-going concern for Utah parents.

At present, there does not exist any specific government office assigned the critical tasks of long-term planning, coordination and

Overview of Key Facts Concerning Child Care in Utah: (cont.)

implementation of childcare in Utah.

A first step has been taken in meeting this need in the formation of the Governor's Commission on Childcare. Let us hope that the political "powers above" take to heart the recommendations of the Commission on Childcare and implement procedures to address needs of Utah's children for indeed as stated so eloquently by Robert P. Casey:

" Our investment in the future must begin  
with our children . . . "

Let us now move on to review the strategies of Vermont, Washington, and Wisconsin in meeting the needs of their children. At the conclusion of this state by state review, a brief statement and accompanying Summary Table will attempt to present the reader with an overview of how effectively the United States is meeting the needs of our children.

VERMONT: WORKING TOGETHER  
THE VERMONT PARTNERSHIP IN CHILD CARE

Purpose of The Vermont Partnership in Child Care:

Governor Madeleine M. Kunin created the Partnership in Child Care Committee in February, 1988. The Partnership in Child Care Committee is charged with reporting annually to the Governor on progress made as a result of state, community and private sector action in increasing the availability of affordable, high quality child care services in Vermont. The Committee is also responsible for exploring innovative funding mechanisms involving public-private partnerships to provide the resources necessary to make affordable, quality child care available to every family in Vermont.

Brief Past History of Child Care in Vermont:

Affordable child care is a basic need of many Vermont workers. The proportion of women in the Vermont labor force is now one of the highest in the nation and is expected to increase between now and the year 2000. Based upon the 1986 estimate of percentage of women with children under the age of six in the Vermont labor force ( 52.9%), approximately 25,000 children are now receiving some level of child care services. Many of these 25,000 children are receiving services in licensed child care programs or registered family day care homes. In January, 1989, there were approximately 16,000 spaces available in the regulated system. While the majority of parents use the regulated systems of care, other parents utilize informal child care arrangements.

#### Current Child Care Issues in Vermont:

Sadly, many of the unregulated child care arrangements parents utilize may not be safe. There are also children that are left alone or in the care of a slightly older brother or sister. Many school age children in Vermont are "latchkey children" caring for themselves each evening until their parents arrive home from work.

Although federal funds were reduced in 1981, a significant infusion of state funds for direct services and training occurred to offset this reduction. Appropriations increased from \$1.9 million in fiscal year 1985 to \$5.85 million in fiscal year 1989.

Mechanisms have also been developed to provide financial assistance to low income parents (the SRS Parent Fee Scale Program) and parents with high social service needs.

#### Recommendations of the Vermont Partnership in Child Care:

- It is recommended that Vermont establish a Child Care Fund so that individuals may designate a part of their tax rebate to the fund. This fund would be able to receive donations from businesses, groups, and other individuals.
- The Partnership recommended funding for the following programs: Employer Assisted Child Care, Child Care Improvement Grants, School Age Child Care Development, Child Care Training, and One Stop Shopping Specialized Permitting Assistance (a position in the Licensing and waiver process).

Recommendations of the Vermont Partnership in Child Care: (cont.)  
Division to assist and coordinate the interagency permit

- It is recommended that the VIDA law and regulations be revised so that industries developing on-site or near-site child care services would be eligible for loan coverage for those services.
- The State should explore the extension of state employee benefits/insurance programs to eligible child care programs/workers.

Employers were also encouraged to examine their labor force needs. It was also recommended that Employers provide employees with information about child care services and sources of financial assistance such as the Federal Child Care Tax Credit, The SRS Parent Fee Scale Program, Scholarships, and Child care resources and referral services.



VIRGINIA: MEETING CHILD CARE NEEDS**Purpose of the Governor's Corporate Advisory Commission on Employers' Initiatives for Child Day Care:**

The primary task of the Governor's Corporate Advisory Commission was to examine the child care needs of Virginia parents and to develop recommendations aimed at facilitating methods in which to meet Virginia's child care needs with major emphasis on facilitating employer involvement in child care.

**Current Child Care Issues in Virginia:**

Half of all Virginia mothers with children under the age of six work outside of the home, and 63% of mothers with children ages 6-13 work. In Northern Virginia, more than 70% of mothers with children under the age of 14 are in the labor force. Child care services in Virginia have not kept up with the demand. Working parents are finding it difficult to find child care that is easily accessible, affordable, and adequate. The Commission warns that "quality" of child care is the key issue of concern and that if Virginians do not pursue quality child care now, they may risk paying a much higher price later as there is evidence to substantiate the correlation between inadequate early life experiences and potential inclusion in certain high risk categories such as delinquency, teen pregnancy, unemployment, and dropping out of school.

Major Recommendations of the Virginia Corporate Advisory  
Commission on Employers' Initiatives for Child Care: (cont.)

Recommendation: As the largest employer in Virginia,  
state government should consider  
developing child care benefits for  
state employees.

Recommendation: The Commonwealth of Virginia should conform  
to federal tax laws by offering tax credits  
for dependent care expenses and corporate  
on-site center start up costs.

In closing, the Commission reported that it is critical  
that employers have a point of contact, such as the proposed  
OFFICE OF CHILD CARE, in state government where  
they can obtain the information and needed assistance for their  
child care-related actions without having to negotiate the  
bureaucratic maze.

WASHINGTON: WORKING TOGETHER FOR WASHINGTON'S CHILDREN

Purpose of the Governor's Commission on Children in the State of Washinton:

The state of Washington believes that the residents need to place more value on children and show support by making children's well-being one of the highest state priorities. In an effort to ensure that the needs of Washington's children are met, On August 28, 1987, Governor Gardner appointed 24 members to the Governor's Commission on Children. The Commission was established to provide the governor with guidance concerning action steps necessary to improve the delivery of services to the children of Washington.

Brief Past History of Child Care in Washington:

The Commission reports that children in Washington are in crisis, not just in urban areas of the state, but across the entire state. The problems Washington children face today are mutiple and diverse and these children are being affected at an earlier age ever before. Washington's children are facing problems with drugs, poverty, divorce, homelessness, single parent families, working parents, and changes in the economy.

Current Child Care Issues in Washington:

The Commission candidly reports that chronic under-funding of children's programs has led to the present crisis. Children's services have not been a priority for state funded services. It is clear, that Washington's priorities must change, if the children are to avoid further entrenchment in crisis.

Current Child Care Issues in Washington: (cont.)

At present, there are not enough subsidized child care available to meet the needs of Washington families. There are documented "shortfalls" in subsidized child care slots throughout the state placing low-income children at increased risk.

The quality of care administered in day cares throughout the state is not monitored as closely as needed simply because there are not enough licensors available to assure quality child care.

Recommendations of the Commission on Child Care  
in Washington:

Recommendation:

In order to assure adequate public funding for children the state should utilize the following strategies:

- State officials and legislators should review the adequacy of the state's revenue structure and increase funding as necessary to meet the needs of Washington's children.
- Federal funding for children should be vigorously promoted and pursued under existing and proposed federal legislation.
- Local governments should be given taxing authority to allow them to use local taxes to supplement or compliment state-funded services.

Recommendations of the Commission on Child Care in Washington: (cont.)

Recommendation: To provide access to affordable, quality child development and child care programs for infants, preschoolers and school age children, it is recommended that legislature revise RCW 74.15.100 to change the child care facility licensing period from three years to two years, requiring better training of employees of child care providers.

Recommendation: The legislature should provide funding to DSHS to raise the state child care reimbursement rate to child care providers, to 90% of the local market cost of providing child care.

Recommendation: The Department of Trade and Economic Development should formalize a working relationship with other departments involved in child care services ( DSHS, OSPI, DCD) through signed interagency agreements to do the following:

- Ensure coordination of child care and early childhood programs
- Reduce duplication and fill service gaps

Recommendations of the Commission on Child Care in Washington: (cont.)

- Create combined early  
childhood and child care programs.

Recommendation: Legislature, with DSHS as lead agency, should establish and fund ten, before and after school enrichment pilot projects, giving priority to public-private coalitions which have well documented implementation proposals.

The Commission reports that the impact of implementing these recommendations will be far-reaching and beneficial to the state of Washington such as an increased number of low income families seeking high quality day care for their children, reduced employee turnover, and a reduced number and rates of death and permanent injury to children.

WISCONSIN: CHILD CARE IN WISCONSIN  
A Long-Range Plan

**Purpose of the Day Care/Child Development Advisory Committee:**

In May, 1985, the State Day Care/Child Development Advisory Committee to the Wisconsin Department of Health and Social Services appointed a special Task Force to examine the status of child care services in Wisconsin. This Task Force was charged with the mission of developing long-range recommendations for improving the availability, quality, and affordability of child care services in Wisconsin.

**Brief Past History of Child Care in Wisconsin:**

A growing number of Wisconsin families are facing a critical dilemma: attempting to find quality child care services at a price they can realistically afford to pay. Child care services in Wisconsin are simply inadequate and working poorly. Many Wisconsin parents cannot afford to pay for adequate child care and are often forced to choose between adequate child care and sacrificing basic necessities. Wisconsin does subsidize child care for low-income families but there are waiting-lists for this service ( over 3,500 children were on such a waiting list in 1986).

### Current Child Care Issues in Wisconsin:

Well over half of Wisconsin's families with children are in need of quality child care in order to work. In order to meet this growing need, it is no longer possible to leave the issue of child care services primarily to the private sector, public support is critically needed if Wisconsin children are to receive the child care services they require for healthy growth and development.

Though the supply of regulated child care settings has grown significantly in the last 25 years in Wisconsin, the supply does not begin to keep up with the demand, especially in the area of infant and toddler care, where provider growth has been slow due to the expense of providing care for very young children.

Another area of concern in Wisconsin is the high turnover rate of child care providers. There are several factors affecting child care providers: child care workers and family day care providers work for wages very near minimum wage with little or no fringe benefits, regardless of education, training, and experience in the child care field. The result is that many experienced child care providers leave the field and very few qualified young people choose to enter the child care field. Quality of child care will suffer as staff continue to leave the field.



Recommendations of the Day Care/Child Development Advisory  
Committee:

Recommendation One: Funding for Day Care needs to be expanded.

In order to assure that affordable child care is available to Wisconsin's working poor and moderate income families, the state's day care voucher system should be significantly expanded. The funding system should provide a sliding scale of support up to 100% of median income, with families paying an increasing share of child care cost as their incomes increase. Additional money from public and private sources is needed to meet the needs of families currently on waiting lists.

Recommendation Two: The Child Care Tax Credit Policy of Wisconsin should conform with the Federal dependent care tax law, with a provision that, in order for the credit to be claimed, the child care must be regulated.

Recommendation Three: Employer Support for Child Care should be developed.

Affordable child care should become a public/private partnership. A clearinghouse should be established to provide

Recommendations of the Day Care/Child Development  
Advisory Committee: (cont.)

information and technical assistance to interested employers. In order to encourage employer support, financial incentives should be developed. Very importantly, the State of Wisconsin, as an employer, should develop policies and employee benefits that support working parents.

Recommendation Four: Funding such as loan and grant resources should be made available to support the planned development of needed child care resources to meet gaps in child care services.

The Committee recommends that a revolving low-interest loan fund be established for the start-up and improvement of day care, with interest and principle being returned to the fund for use by future applicants.

It is also recommended that the State establish a start-up grant program, with the grant amounts ranging from \$3,000 to \$5,000 distributed annually.

Recommendation 5: Reasonable Wages should be established for child care providers.

It is recommended that the government-set reimbursement rates for day care services should ensure that payment is at or above market rate. The rates established should enable caregivers to move above the present employment situation of earning

Recommendations of the Day Care/Child Development  
Advisory Committee: (cont.)

minimum wages with minimum or no fringe benefits.

In order to implement this recommendation, the Committee recommends that the State of Wisconsin examine the problem of low wages and benefits for child care providers and issue a report on ways in which this dilemma can be resolved.

## CONCLUSIONS

### A Concluding Overview of Key Facts Concerning Child Care in the United States:

Women will continue to join the work force due to the need for a paycheck. Even in two-parent families, it is often necessary for the mother to work just to maintain an adequate culturally defined standard of living. The critical question remains "Who's minding the children?" In the United States today, we are playing Russian Roulette with the care of our children. There remains a shortage of quality, affordable child-care programs. The rules and regulations regarding licensing are often not thorough in nature and are often poorly enforced. The result of such neglect is that well-meaning parents may place their children in child care situations that are mediocre at best and even dangerous at their worst.

Child care can no longer remain solely a "family matter" for the care of America's children is a concern we all must share. The American family alone cannot bear the heavy burden of deciding what constitutes a nurturant child care environment. This year, 1992, is another Presidential election year and it is indeed sad when one reviews the forums of each Presidential candidate and discovers that the issue of quality child care in our country is not mentioned. Child care must become a federal, state, and family issue. The American family must no longer bear the burden of finding adequate quality child care. Together government and families must work to determine what elements constitute quality child care and together they must work to establish programs providing such nurturance. Our failure in this area

A Concluding Overview of Key Facts Concerning Child Care in the United States: (cont.)

is reflected in Table 1 which reflects government participation in addressing child care needs. Of twenty-five states reviewed, only one, the state of Pennsylvania considers child care services important enough to have an Office of Child Care Services.

Many states are aware of the jeopardy we place our children in each day as parents are forced to leave children in unregulated and poorly staffed day care. All twenty-five of the states reviewed had a Child Care Task Force attempting to address the critical child care issues.

The shortage of child care programs is a concern nearly all states share as reflected in Table One. Twenty-three of the twenty-five states reviewed reported such shortages.

The quality of child care and early childhood education programs may have lifelong effects on America's children. Research indicates that quality child care programs and early educational experiences may decrease the number of school dropouts, teenage pregnancies, special-needs children, rates of delinquency and welfare dependency in later life (Berrueta-Clement, et. al., 1984). The children, we are placing in jeopardy today will grow into the adults that we expect to assume responsibility for our well-being as a nation. For this reason, child care must become a priority national concern and no longer the heavy burden of the individual family. The critical issue at this time in

A Concluding Overview of Key Facts Concerning Child Care in the United States: (cont.)

our country is how to make this joint-action come about. How indeed do we as concerned parents begin to create a system in which federal and county governments work with parents and employers for the development of quality child care programs? We could begin by educating parents and government officials on the reality of child care in the United States today and who is better qualified to describe this frightening situation than parents who daily struggle with maintaining adequate child care. Parents must begin to speak out! Parents should begin writing their government officials, explaining to them their difficulties in locating, paying for, and maintaining quality child care.

We must also begin to look for creative ways of using resources already present in the community. Sadly, many school age children go home to empty houses to care for themselves when perfectly suitable school buildings could be utilized to house after-school child care programs.

These are but a few "starting points" for the facilitation of an adequate and quality child care system in the United States. We the parents of today's children must begin to speak out not only for our children but for the children of others. Each child in the United States deserves, as a birthright, to have safe nurturant care while parents are away working or obtaining education.

A Concluding Overview of Key Facts Concerning Child Care in the United States: (cont.)

In conclusion, a quote by Governor Robert P. Casey of Pennsylvania very eloquently summarizes the critical status of child care issues in the United States today:

"Our investment in the future must begin with our children . . . Day care isn't just an entitlement program, its an enablement program. It enables young parents to join the work force and stay in the work force without compromising the healthy development of their children."

State of Pennsylvania, 1988

A Summary Table of Government Participation in  
Addressing Child Care Concerns

Government Office in Existence Directly Responsible for Inter- gration of Child Care Services	Child Care Task Force In Existence	States Reporting Inadequate Number of Child Care Programs
<u>Alabama</u>	X	X
<u>Alaska</u>	X	X
<u>Arkansas</u>	X	X
<u>Connecticut</u>	X	
<u>Florida</u>	X	X
<u>Idaho</u>	X	X
<u>Illinois</u>	X	
<u>Iowa</u>	X	X
<u>Kansas</u>	X	X
<u>Louisiana</u>	X	X
<u>Minnesota</u>	X	X
<u>Mississippi</u>	X	X
<u>Missouri</u>	X	X
<u>New Jersey</u>	X	X
<u>New York</u>	X	X
<u>North Carolina</u>	X	
<u>Oklahoma</u>	X	X
<u>Oregon</u>	X	X
<u>Pennsylvania</u> X	X	X
<u>Rhode Island</u>	X	X
<u>Utah</u>	X	X
<u>Vermont</u>	X	X
<u>Virginia</u>	X	X
<u>Washington</u>	X	X



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