

CHILD CARE ACCESS IN UTAH

March 2020



**WORKFORCE
SERVICES**
CHILD CARE

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The state of Utah defines child care as care of a child by a responsible person who is not the child's parent or legal guardian, for a portion of the day that is less than 24 hours in a qualified setting.

EXECUTIVE SUMMARY

IN UTAH, AS WITH THE NATION, an increasing number of families have both parents in the workforce. This is due to several factors, including the economic need to have two incomes in order to meet the basic needs of their families. As a result, the majority of Utah children six years old or younger are living in families in which there is a child care need. Utah's current early child care and education system is unable to meet this need with the existing capacity of regulated child care programs. Increasingly, the challenges accessing child care is placing pressure on businesses to find reliable employees at a time when Utah is experiencing virtually full employment. In fact, the limited access to child care nationwide is resulting in a \$57 billion annual economic loss for employers, employees and taxpayers.

An analysis of child care data, as well as survey data, show Utah is experiencing a significant gap between the need for child care and the capacity of Utah's child care system to meet that need. Although government, business leaders and economic development experts should work together to close this gap, the choices that families make selecting a child care program for their young children demonstrates that the entire gap does not need to be closed by regulated child care programs.

- Utah has a 65 percent gap between the need for child care for children six years and younger and the capacity of regulated programs to fill that need.
- There is significant variation across the state regarding the size of the gap between child care need and child care capacity.
- Not all Utah families utilize regulated child care programs to meet their child care needs and many families rely on unpaid child care, or juggle work schedules with spouses to ensure one parent is at home caring for their young children.
- Utah needs to expand its early child care and education system to add approximately 274 licensed-center child care programs and 1,258 licensed-family child care programs to accommodate the preferences of Utah families.

INTRODUCTION

UTAH'S ECONOMY IS CHANGING, contributing to significant changes for Utah families. This has led to an increased need for child care options. Utah's labor force, like the nation's, is increasingly consisting of women. In fact, the labor force participation rate among Utah women with children under six years old is 59 percent.¹ When economic conditions were different for families, oftentimes one parent, typically the mother, stayed home with young children while the other parent worked. Today, due to the high costs associated with raising a family, more women are entering the workforce. Additionally, even in families able to provide for their children on one income, women are increasingly choosing to work outside of the home. As a result of these economic and cultural changes, 47 percent of children under age six, living in two-parent households have both parents working. This increase of engagement in the labor force among adults raising children is increasing the demand for child care but is not the only factor putting pressure on Utah's early child care and education system. Utah's growing economy is leading to virtually full employment among the working age population.² As a result of these two factors, 54 percent of Utah children under six years old are living in families with a child care need and therefore require care from adults other than their parents.³



The labor force participation rate among Utah women with children under six years old is 59 percent

As the demand for child care by individuals other than parents increases in Utah, families are choosing a variety of early child care and education options including using informal, unregulated child care settings such as family members and neighbors, both paid and unpaid.⁴ In addition to these informal care arrangements, families may select regulated, licensed early child care and education programs in either a large group, center-based setting or a smaller, home-based setting. These licensing options ensure that specific health and safety regulations are met and verified through unannounced inspections, and address additional components of quality that lead to kindergarten readiness among children in their care.

1 Utah Department of Workforce Services, 2013-2017 Women in the Workforce, available at <https://jobs.utah.gov/wi/data/library/laborforce/womeninwf.html>.

2 Utah's unemployment rate was 2.3 percent in December 2019. This equates to full employment. For the most recent unemployment rate, visit https://www.google.com/url?q=https://jobs.utah.gov/wi/update/index.html&csa=D&cust=1583168875014000&usg=AFQjCNH0RwFITJxq5j3JcOf9_VWmZBiDsw.

3 Utah Office of Child Care analysis of the U.S. Census, 2018 1-Year estimates.

4 Throughout this brief, the terms "early child care and education programs" and "child care programs" are used interchangeably. These terms refer to programs serving children between the ages of 0 and 12 years old and do not include public education programs.

In addition to family and economic changes increasing the need for child care, the role and expectations of Utah's early child care and education programs are also resulting in significant changes for child care programs. These changes emerge from recent developments in the expanding field of brain science demonstrating the rapid brain development that occurs during a child's first three years of life. Early child care and education programs that support and nurture early development through high-quality care and education promote children's development and learning, effectively preparing children for kindergarten. The high-quality early child care and education programs are particularly effective for children experiencing economic hardship, English learners and children with special developmental needs. These positive outcomes have lasting implications for children, and economists have found that for every dollar invested in high-quality early child care and education programs there is at least an \$8 return on that investment.⁵

This new research is contributing to an expanding role and expectations for child care beyond simply providing a healthy and safe place for children to be cared for while parents are working. Increasingly, early child care and education programs are part of the education continuum of children and critical for preparing children for kindergarten. This role is a shift from the time when child care began expanding late in the last century as more women entered the workforce. At that time, child care was primarily a critical work support for parents and the cognitive and social development needs of children in care were secondary. Today, early child care and education programs are expected to go beyond providing a healthy and safe environment for children by preparing children for kindergarten. This added expectation and role of early child care and education providers adds requirements and costs on programs that are

often passed onto parents who are increasingly unable to afford high-quality child care. Even for care that is not necessarily high quality, the cost of child care for an infant may be as high as \$11,880 in urban counties or \$9,096 in rural counties, annually.⁶

These increasing demands on early child care and education providers—more need for child care and higher quality care—is limiting access to child care statewide. Throughout the state, these compounding pressures are an increasing concern for Utah employers who face challenges filling positions, as well as maintaining a stable workforce. Nationally, \$57 billion is lost each year in earnings, productivity and revenue due to the lack of affordable, reliable, high-quality child care.⁷

This issue brief addresses access to early child care and education in Utah. It analyzes Utah's current child care system and its capacity. It also provides an overview of the needs of the system to address the issue of access. To the extent possible, the analysis incorporates preferences of families with regard to the settings in which families prefer their young children to receive care. The brief concludes with a set of policy considerations for Utah in addressing these challenges.

These increasing demands on early child care and education providers—more need for child care and higher quality care—is limiting access to child care statewide.

5 Frances Campbell, Gabriella Conti, James J. Heckman, Seong Hyeok Moon, Rodrigo Pinto, Elizabeth Pungello, Yi Pan, Early Childhood Investments Substantially Boost Adult Health, 343 Science 1478-1485 (March 2014).

6 Utah Department of Workforce Services, Office of Child Care, 2017 Utah Child Care Market Rate Study, December 2017. Available at <https://jobs.utah.gov/occ/occmaket.pdf>.

7 Belfield CR. *The Economic Impacts of Insufficient Child Care on Working Families*. Washington D.C.; 2018. Available at <https://strongnation.s3.amazonaws.com/documents/522/3c5cdb46-eda2-4723-9e8e-f20511cc9f0f.pdf?1542205790&inline;filename=%22The%20Economic%20Impacts%20of%20Insufficient%20Child%20Care%20on%20Working%20Families.pdf%22>.

CAPACITY OF UTAH'S CHILD CARE SYSTEM

THE SUFFICIENCY OF THE current system in meeting the needs of Utah families depends on the choices of those families with respect to the settings in which they prefer their young child to receive care. In evaluating the sufficiency of the system, two analyses are necessary to determine the system's needs: (i) quantitative analysis; and (ii) qualitative analysis. The quantitative analysis begins by addressing the child care need statewide and applies the existing capacity of the system to evaluate the degree to which the system is able to address that need.

Quantitative Analysis of the Child Care Need in Utah

The initial analysis most often undertaken in determining a state's child care need relies on first determining the number of children, under age six, whose parents are working. In that analysis, there is an assumption that those families have a child care need. Once that figure is established, there is an evaluation of whether the system and its network of child care programs are able to address the needs.

Currently, 54 percent of Utah children under age six are living in families for which there is a child care need — 157,345 children.

Currently, 54 percent of Utah children under age six are living in families for which there is a child care need. This rate equates to 157,345 children.⁸ The child care need varies throughout the state, with the highest rate of need in Grand County and the lowest in Daggett County.

County	Number of Children Under 6 w/Child Care Need	Rate of Children Under 6 w/Child Care Need
Grand	465	74%
Wasatch	1,904	69%
Summit	1,786	66%
Wayne	114	66%
Kane	331	62%
Weber	14,017	61%
Piute	65	58%
Salt Lake	58,834	57%
Garfield	184	54%
Morgan	636	53%
Sevier	929	53%
Carbon	803	52%
Sanpete	1,209	52%
Uintah	2,039	52%
Box Elder	2,931	51%
Juab	583	49%
Tooele	3,044	49%
Iron	2,271	48%
Millard	570	48%
Washington	6,735	48%
Davis	16,934	47%
Cache	5,962	46%
San Juan	627	45%
Emery	410	44%
Beaver	278	40%
Duchesne	952	40%
Utah	26,887	40%
Rich	67	34%
Daggett	13	32%

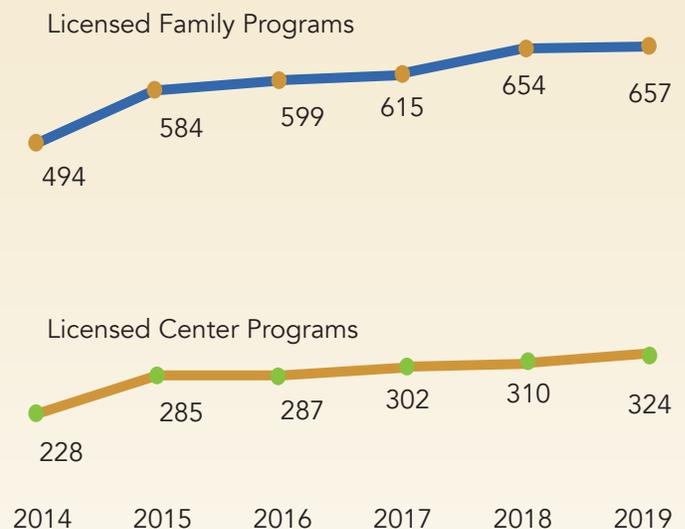
Source: U.S. Census, ACS 5-Year Estimates, 2013-2018.

⁸ U.S. Census, Age of Own Children Under 18 Years in Families and Subfamilies by Living Arrangements by Employment Status of Parents, 2018: ACS 5-Year Estimates.

Utah provides an extensive network of child care programs to meet its child care need. Throughout the state, Utah's child care system affords options to families that support their choice and allow them to select the program that meets their needs. Families select child care programs based on multiple factors such as cost, proximity to work or home, setting type and level of quality. Given the options for families, it is often difficult to evaluate the gap between the need for child care and the capacity of the system to meet that need.

The state of Utah defines child care as care of a child by a responsible person who is not the child's parent or legal guardian, for a portion of the day that is less than 24 hours in a qualified setting.⁹ Although a program may meet the definition of child care, the regulatory structure differs among types of child care programs. There are programs that are regulated and hold either a child care license or some other government certification, such as a residential care certificate or statutorily licensed-exempt status. In Utah, these types of child care programs are regulated by the state and subject to meeting specific health and safety requirements that are verified during unannounced, annual inspections. In addition, there are unregulated and informal child care settings families select for their young children. In these unregulated and informal settings, the arrangements fall outside the scope of the government. Typically, these arrangements include settings in which fewer than eight children are cared for, or the care may be provided by a relative or a neighbor. The state does not regulate these smaller child care settings. However, there are also instances in which child care programs caring for more than eight children are simply not operating legally and lack a business license or a child care license. This report is only able to analyze the child care system for programs that are formally regulated by the state.¹⁰

Licensed Child Care Programs Increases
CY 2014–2019



Source: Utah Department of Workforce Services, Office of Child Care.

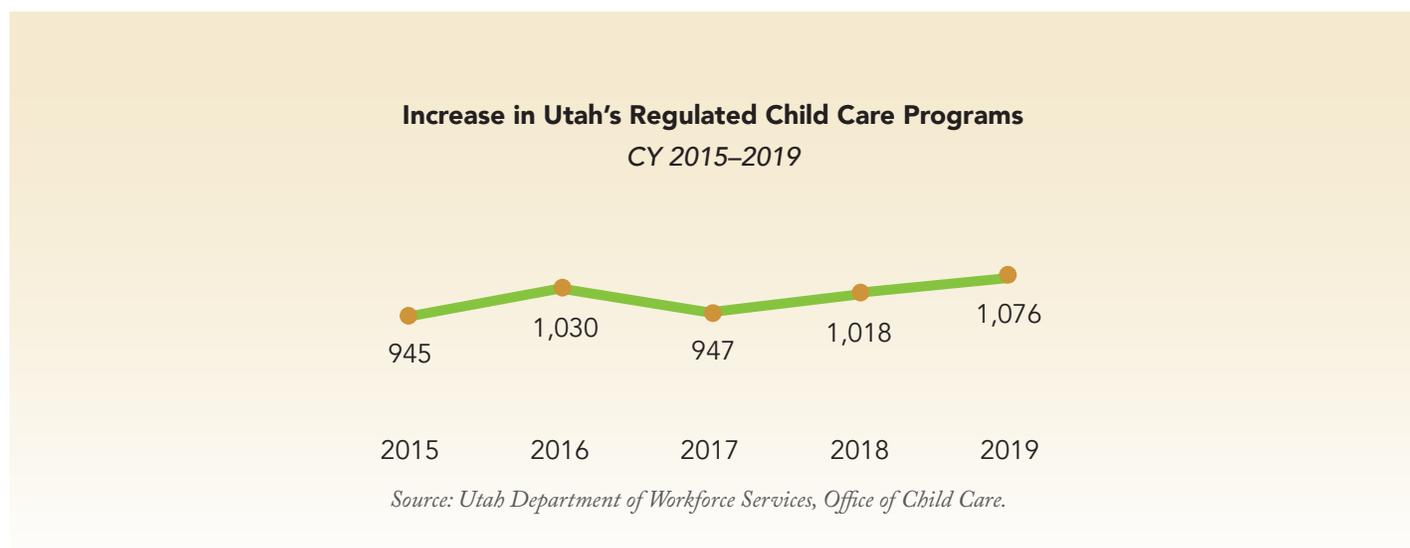
Given the options for families, it is often difficult to evaluate the gap between the need for child care and the capacity of the system to meet that need.

⁹ Utah Code §35A-3-102.

¹⁰ In addition to the regulated programs analyzed in this brief, there are approximately 30 Head Start locations and two early care and education programs operated by the United States Department of Defense.

Although there are more regulated child care programs throughout Utah in 2020 than there were in 2014, a large gap exists between child care capacity and child care need. Currently, Utah has 981 licensed child care programs throughout the state. In some parts of the state, there are no licensed child care center providers. Across all categories of regulated child care, the number of programs serving children statewide has increased between 2014 and 2019.

In addition to licensed programs, there are the previously mentioned categories of regulated child care programs that are not required to have a license, including programs that are legally, licensed-exempt.¹¹ Combined, the number of regulated programs has increased by 131 providers since 2015.



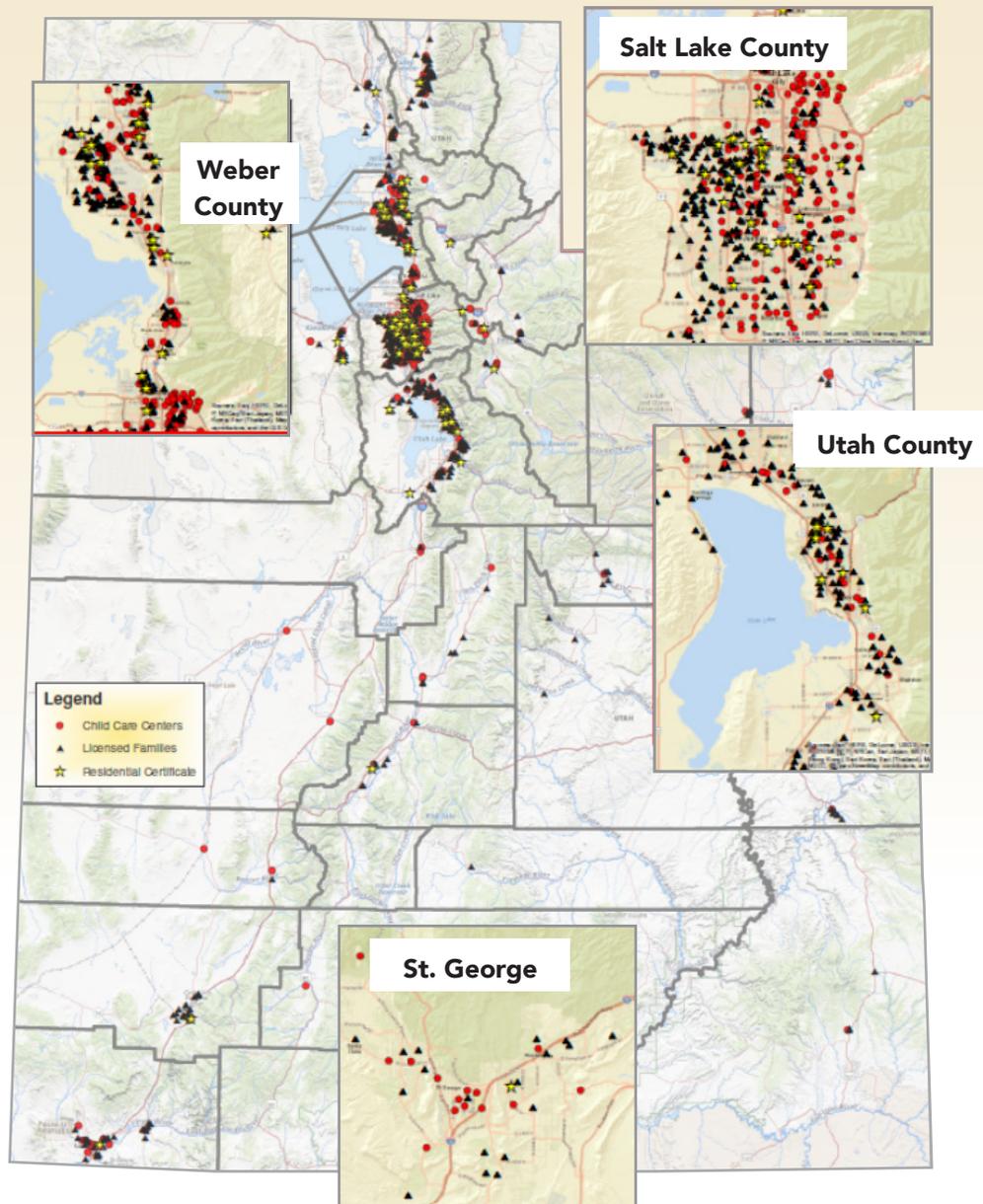
In addition to the regulated care that is available to all residents of Utah, there is a classification of child care arrangements regulated for families who are covered by child care subsidies administered by the Utah Department of Workforce Services. These subsidies are provided by the state to low-income working parents through the federally funded Child Care and Development Block Grant (CCDBG).¹² These individuals have an additional option for child care that is regulated by the state known as Family, Friend and Neighbor (FFN) child care. As required by CCDBG, these informal child care relationships still require an annual health and safety inspection, as well as training in first aid and CPR. Although Utah families who are not receiving child care subsidies may rely on a similar type of child care arrangement, only those for which CCDBG funding is used are identified as part of Utah's child care system.

¹¹ UT CODE §26-39-4.

¹² Child care subsidies are also provided to families enrolled in Utah's Family Employment Program which is funded through the Temporary Assistance for Needy Families federal block grant. These families are also allowed to use child care subsidies for FFN child care.

Child Care Centers, Licensed Families, and Residential Certificate

March 2020



As noted, 153,945 children under six years old need child care far exceeding the capacity of Utah's child care system. The capacity of the system is based upon the licensing capacity of each child care program. In February 2020, the entire system had capacity to care for 55,463 children under six years old.¹³ As with the need for child care, the capacity of the system varies greatly throughout the state.

Child Care Capacity by County

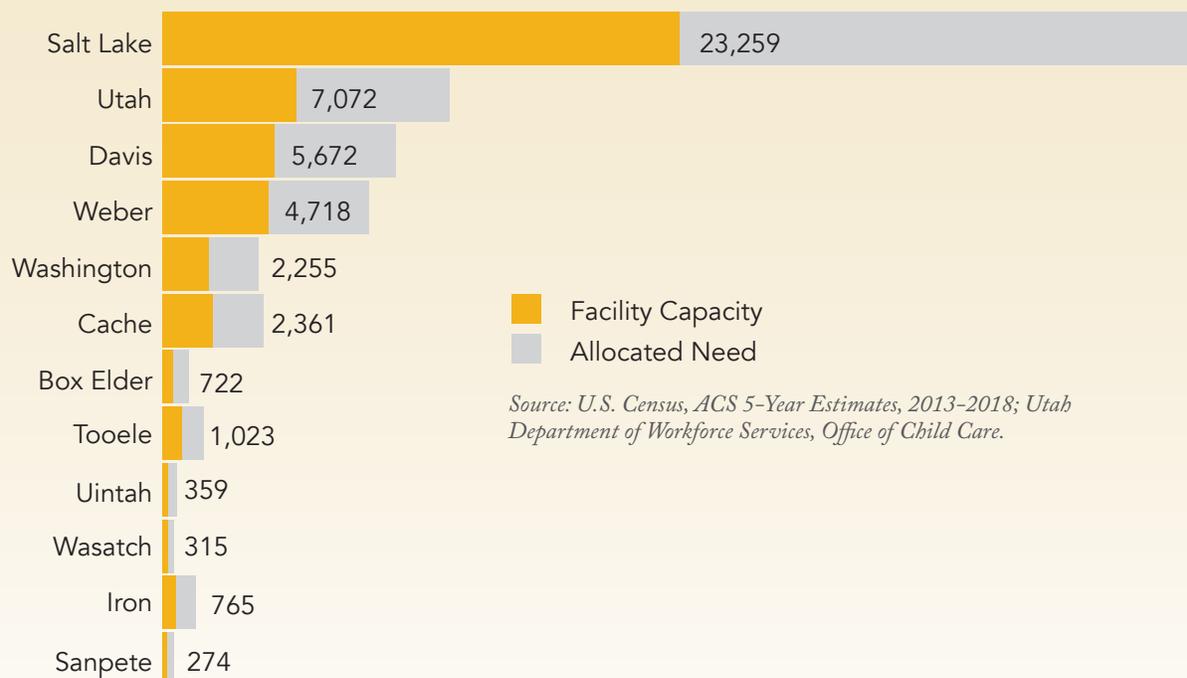
County	Children under 6 w/child care need	Child under 6 w/child care need	Facility Capacity
Beaver	40%	278	77
Box Elder	51%	2,931	590
Cache	46%	5,962	2,428
Carbon	52%	803	315
Daggett	32%	13	20
Davis	47%	16,934	5,321
Duchesne	40%	952	235
Emery	44%	410	156
Garfield	54%	184	36
Grand	74%	465	174
Iron	48%	2,271	781
Juab	49%	583	129
Kane	62%	331	20
Millard	48%	570	112
Morgan	53%	636	36
Piute	58%	65	20
Rich	34%	67	0
Salt Lake	57%	58,834	24,118
San Juan	45%	627	212
Sanpete	52%	1,209	275
Sevier	53%	929	352
Summit	66%	1,786	924
Tooele	49%	3,044	992
Uintah	52%	2,039	327
Utah	40%	26,887	6,404
Wasatch	69%	1,904	315
Washington	48%	6,735	2,302
Wayne	66%	114	28
Weber	61%	14,017	4,988

Source: U.S. Census, ACS 5-Year Estimates, 2013-2018; Utah Department of Workforce Services, Office of Child Care.

13 Bipartisan Policy Center analysis of Utah's early child care and education programs and capacity by program type.

This quantitative analysis reveals that Utah’s regulated child care system is only meeting 35 percent of the state’s child care need, leaving a gap of 65 percent between the need and the capacity. The gap is even greater when the need is analyzed by evaluating the distance between child care programs and where children under six with a child care need reside. APPENDIX 1. Variable Distance Gap Analysis by County. This variable distance gap analysis assumes that access to a child care provider should be no more than 3.5 miles in urban counties and no more than 10 miles in rural communities. This analysis demonstrates that the gap in urban counties increases to 70 percent, and in rural counties is unchanged at 65 percent. The county with the largest gap is Salt Lake County.

Child Care Capacity vs. Remaining Need
Counties with Highest Gap Based on Variable Distance Methodology



This analysis demonstrates that the gap in urban counties increases to 70 percent, and in rural counties is unchanged at 65 percent.

Utah’s child care gap is considerable under either the simple quantitative gap analysis or the variable distance gap analysis. In addition to the capacity needs, vacancies in existing programs are another consideration in evaluating access to child care for Utah families. The evaluation of vacancy rates is an indication of demand and may show that in some areas, child care programs have waiting lists. In many programs, there are greater numbers of vacancies for specific age groups, as is the case with infants where the vacancy rate tends to be lower than for preschool-age children. As a result, finding a child care program that is able to care for an infant is often challenging. The factors contributing to the low vacancy rate for infant care are the high demand for infant care among families and the fact that not all child care programs provide child care to infants.¹⁴

County	Vacancy Rate	Vacancy Rate Infants and Toddlers
Beaver	48%	30%
Box Elder	7%	6%
Cache	20%	21%
Carbon	24%	20%
Davis	8%	9%
Daggett	N/A	N/A
Duchesne	8%	6%
Emery	39%	30%
Garfield	0%	0%
Grand	20%	9%
Iron	9%	9%
Juab	4%	0%
Kane	N/A	N/A
Millard	29%	67%
Morgan	0%	0%
Piute	N/A	N/A
Rich	N/A	N/A
Salt Lake	8%	7%
San Juan	7%	40%
Sanpete	27%	11%
Sevier	24%	16%
Summit	13%	5%
Tooele	4%	4%
Uintah	7%	8%
Utah	13%	12%
Wasatch	12%	17%
Washington	15%	9%
Wayne	0%	0%
Weber	7%	7%

Source: Care About Childcare.

When these quantitative factors are combined, it may seem that Utah has a child care crisis that is potentially damaging to Utah’s economy. The data indicate a greater need for child care than there is availability across the state, resulting in a need to increase the number of child care programs statewide. Although accurate to an extent, the analysis must incorporate additional factors such as family choice. It is clear from the data that not all families with a child care need select regulated child care and instead rely on smaller, informal child care arrangements. As a result, the network of child care businesses only needs to expand to the extent that families are using, or will use, child care in those settings.

14 Infant care is the most expensive age group to care for given the caregiver-to-child ratio of 1:4 and a group size limited to eight children.

Qualitative Analysis of the Child Care Need in Utah

In 2017, the Office of Child Care, in partnership with the University of Utah, conducted the Utah Parental Child Care Survey to evaluate the extent to which parents of children under six years old needed child care. The survey revealed that among those requiring child care and using paid child care, families are choosing a variety of child care settings.¹⁵ This is also the case with the families who receive child care subsidies from the state.

Child Care Type	Private Pay Child Care	Child Care Subsidy Population
Family, Friend or Neighbor Setting	11%	5%
Family Group Care Setting	38%	28%
Child Care Center Setting	47%	66%

The survey also revealed that there is a small percentage of families for whom there is a child care need being met through unpaid child care arrangements. In those situations, families most often reported that they are relying on relatives and neighbors willing to provide free child care or juggling work schedules between parents to ensure that one parent is always home with the child.¹⁶ The survey did not evaluate whether the unpaid child care arrangements were the result of economic constraints or family choice.

When combining paid and unpaid child care relationships, among the 35 percent of families in the survey that are utilizing child care outside of the home, the setting types are almost equally divided across the three traditional types of settings, with a preference toward smaller child care settings. In small, less populated counties, that type of care is most likely to be available, whereas in urban counties, child care centers are more widely available. The preference for child care setting types expressed by the Utah survey respondents align with the national survey results.¹⁷

Child Care Type	Child Care Outside the Home
Family, Friend or Neighbor Setting	27%
Family Group Care Setting	28%
Child Care Center Setting	35%
Other Child Care Setting	10 %

15 In addition to the child care types listed in the data, the remaining 4 percent of respondents utilized other types of paid care such as afterschool, older siblings and other.

16 In unpaid child care arrangements, 25 percent of respondents reported relying on relatives or neighbors and 34 percent reported that they are juggling work schedules with their spouse.

17 Belfield, Clive R., *The Economic Impacts of Insufficient Child Care on Working Families*, Council for a Strong America (September 2018), available at <https://strongnation.s3.amazonaws.com/documents/522/3c5cdb46-eda2-4723-9e8e-f20511cc9f0f.pdf?1542205790&inline;%20filename=%22The%20Economic%20Impacts%20of%20Insufficient%20Child%20Care%20on%20Working%20Families.pdf%22>.

CLOSING THE CHILD CARE GAP

THE RESULTS OF THE 2017 parent survey are instructive in evaluating the extent to which the 65 percent child care gap in Utah needs to be closed through the establishment of regulated child care providers. In applying the parent choice discussed above, there are 98,482 children under six years old with a child care need. Based on the survey responses, 73 percent of parents with a child care need are utilizing paid care and 27 percent are using unpaid care. As a result, approximately 71,892 children will utilize paid care. It is clear from the preferred settings of families that the regulated child care system does not need to meet the needs of all of these children. In fact, the parent preferences discussed above and applied to this gap demonstrate that regulated child care needs to accommodate an estimated 45,292 children or 46 percent of the need. It is assumed that the remaining 47 percent of the need is addressed through informal, unregulated and even unpaid child care arrangements.

In Utah's licensing system, a licensed family child care program may be licensed to serve a maximum capacity of either eight or 16 children, depending on the licensing type. Among child care programs serving more than 16 children, the program is required to be licensed as a child care center. Utah's licensed-centers care for an average of 92 children in each child care program. Among the 45,292 estimated to utilize paid child care, approximately 20,130 will receive care in a licensed-family child care setting and 25,162 children will receive care in a licensed-center child care setting. In meeting the needs of these children, it is estimated that Utah will need to expand its early child care and education system to add approximately 274 licensed-center child care programs and 1,258 licensed-family child care programs to accommodate the preferences of Utah families. APPENDIX 3. Estimated Child Care Programs Needed by County.

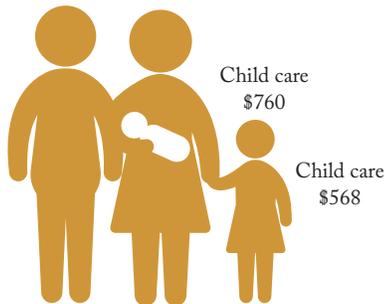
AFFORDABILITY

Every three years, the Office of Child Care is required to conduct a survey of licensed child care programs to determine the rates they charge families throughout the state. Between 2015 and 2017, the median rate child care programs charged families increased approximately 13 percent for infants, the most expensive care, to \$9,120 annually. For a single parent household, this represents 15 percent to 19 percent of household income; and for a married couple household, between 8 percent and 10 percent of household income, depending on the child care setting.

The issue of affordability is one often addressed through the use of CCDBG funds. This funding allows states to provide subsidies to low-income, working families earning as much as 85 percent of the State Median Income (SMI) threshold and places limits on families' out-of-pocket expenses. In Utah, child care subsidies are provided to families earning 60 percent or less of SMI, which equates to \$46,236 for a family of four. The subsidies continue for families up to 75 percent of SMI, which equates to \$57,792 for a family of four. For these families, Utah requires that they contribute a copayment, which is capped at no more than 10 percent of a family's income. For the 46 percent of working families receiving child care subsidies and living at or below the federal poverty level, there are no copayments.¹⁸ As a result of the child care subsidy program, low-income working families pay a significantly smaller portion of their income to child care than those earning slightly more than 60 percent of the state median income.

¹⁸ The rate of a family's copayment varies and depends on the amount of annual income and the number of children in child care. For example, those with the lowest income will pay no more than 9 percent of income on the copayment. As income increases, the co-payment increases to as much as 10 percent.

Family Eligible for Subsidies
Income \$46,236



Child care \$760
Child care \$568
Total cost of care \$1,328
Subsidy \$1,208
Cost = \$346/mo. or \$4,161/yr.
Cost = 9% of income

Family Income
\$47,000



Child care \$760
Child care \$568
Total cost of care \$1,328
Subsidy \$0
Cost = \$1,328/mo. or \$15,936/yr.
Cost = 34% of income

Family Income
\$77,060



Child care \$760
Child care \$568
Total cost of care \$1,328
Subsidy \$0
Cost = \$1,328/mo. or \$15,936/yr.
Cost = 21% of income

For a family that is just over the income threshold for eligibility to receive child care subsidies, this family may be expending as much as 38 percent of their income on child care. In these families, child care becomes a significant burden on household budgets and may result in these families making the economic decision to have one parent stay home with their young children rather than pay for child care outside of the home.

POLICY CONSIDERATIONS

AS WITH MOST CHALLENGES Utah faces, the issue of addressing child care access is not one that can be solved by government alone. It requires the partnership of local and state governments, businesses, philanthropy and nonprofit organizations. It is also an area ripe for innovation across all of these groups. The following provides possible policy considerations to address the issues of child care affordability and child care capacity.

Affordability

- Employers include child care expenses in employee benefit packages.
- Expand eligibility for child care subsidies, to the extent practicable, with CCDBG funds.

- Utilize CCDF to offset the costs associated with increasing child care program quality, to ensure these costs are not passed onto consumers.

Increasing Capacity

- Encourage significant developments to incorporate the building of child care facilities by providing incentives such as: state corporate income tax credits for child care facilities built in Opportunity Zones, local property tax abatement for developments that incorporate child care facilities and zoning density bonuses that incorporate child care facilities.
- Include child care access in long range planning, such as housing developments, land use planning, as well as plans that include increasing access to employment.
- Incorporate child care access in economic development incentive packages and include the number of child care jobs established in the post-performance job creation measures.
- Expand access to economic development incentives for the establishment of child care programs in high need communities.
- Combine private and public funding to offer small business loans or grants to new child care programs opening in areas of the state where there is high need.
- Businesses establish child care collaboratives to open and operate child care programs in partnership with high-quality child care providers.
- Local governments partner with employers to rehabilitate and retrofit vacant buildings to operate as licensed child care programs.
- Regional Child Care Resource & Referral agencies coordinate with the Office of Child Care to increase efforts to recruit more child care providers in counties with high child care needs.

CONCLUSION

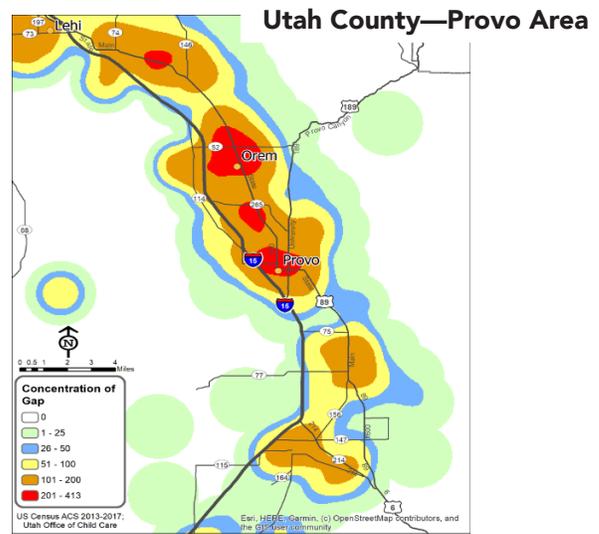
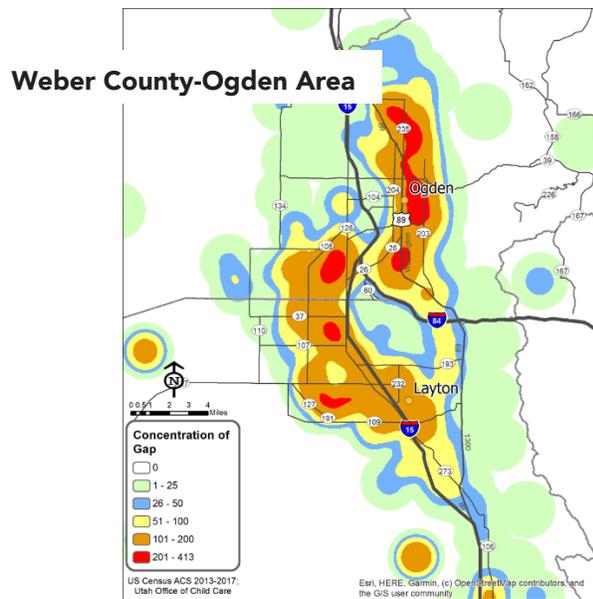
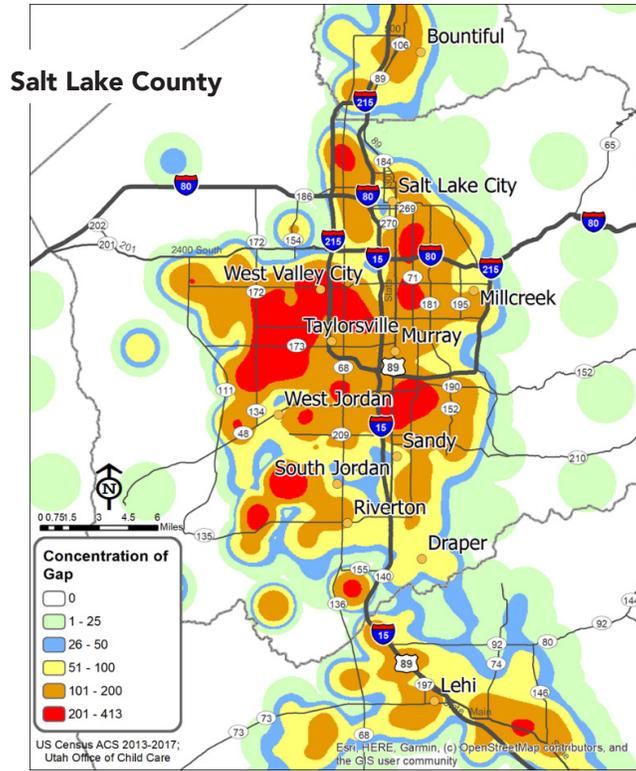
UTAH HAS AN EXISTING CHALLENGE regarding child care access that is impacting both the economics of the state and the economics of families. Its current early child care and education system lacks the capacity to meet the child care needs of families. Throughout Utah, the need is not uniform, with some counties having a greater need for child care than others. Although there is a significant gap between the need for care and the capacity of the existing child care system, not all families with a child care need are choosing regulated child care. However, this analysis establishes a need for Utah to increase the capacity of its regulated child care system.

There are several opportunities for partnership among state government, business leaders, economic development agencies and long-term planners to work together to address the need. Together, these interested parties will ensure that parents seeking employment are engaged in the workforce, benefitting not simply the economics of their families but also the economics of Utah.

APPENDIX 1. Variable Distance Gap Analysis by County

County	Children under 6 with Parents in the Labor Force	Facility Capacity	Allocated Need	Gap	Gap%
Beaver	278	77	77	201	72.3%
Box Elder	2,931	590	722	2,209	75.4%
Cache	5,962	2,428	2,361	3,601	60.4%
Carbon	803	315	306	497	61.9%
Daggett	13	20	0	13	100.0%
Davis	16,934	5,321	5,672	11,262	66.5%
Duchesne	952	235	206	746	78.4%
Emery	410	156	125	285	69.5%
Garfield	184	36	36	148	80.4%
Grand	465	174	174	291	62.6%
Iron	2,271	781	765	1,506	66.3%
Juab	583	129	129	454	77.9%
Kane	331	20	20	311	94.0%
Millard	570	112	112	458	80.4%
Morgan	636	36	88	548	86.2%
Piute	65	20	20	45	69.2%
Rich	67	0	0	67	100.0%
Salt Lake	58,834	24,118	23,259	35,575	60.5%
San Juan	627	212	128	499	79.6%
Sanpete	1,209	275	274	935	77.3%
Sevier	929	352	354	575	61.9%
Summit	1,786	924	878	908	50.8%
Tooele	3,044	992	1,023	2,021	66.4%
Uintah	2,039	327	359	1,680	82.4%
Utah	26,887	6,404	7,072	19,815	73.7%
Wasatch	1,904	315	315	1,589	83.5%
Washington	6,735	2,302	2,255	4,480	66.5%
Wayne	114	28	20	94	82.5%
Weber	14,017	4,988	4,718	9,299	66.3%

APPENDIX 2. Heat Maps of Counties with the Greatest Need



APPENDIX 3. Estimated Child Care Programs Needed By County

County	Licensed centers	Licensed family programs
Beaver	<1	3
Box Elder	6	28
Cache	10	46
Carbon	1	6
Daggett	<1	<1
Davis	31	144
Duchesne	2	10
Emery	1	4
Garfield	<1	2
Grand	1	4
Iron	4	19
Juab	1	6
Kane	1	4
Millard	1	6
Morgan	2	7
Piute	<1	<1
Rich	<1	1
Salt Lake	99	454
San Juan	1	6
Sanpete	3	12
Sevier	2	7
Summit	3	12
Tooele	6	26
Uintah	5	21
Utah	55	253
Wasatch	4	20
Washington	12	57
Wayne	<1	1
Weber	26	119



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