



## CHILD CARE AD HOC COMMITTEE

- Katrina Loan, Chair, College of Science
- Erin Poff, Vice-Chair, College of Architecture and Urban Studies
- Ana Agud, Human Resources
- Wayne Crotto, Computer Engineering
- Ashley Foster, Dining Services
- Karen R. Gallagher, Virginia Tech Child Development Center for Learning and Research
- Courtney Loan, Aerospace/Ocean Engineering
- Kristen Mills, Human Resources
- Brandy Morse, Student Affairs
- Robert Sebek, Library
- Cynthia L. Smith, Human Development Family Science
- Judy Taylor, Faculty Affairs
- Kimberly Thomason, Human Development Family Science
- Bethany Mott, Executive Director, Alliance for Better Childcare Strategies (ABCs)

# HISTORY

Access to affordable child care has been discussed at the university for almost 40 years

### PROVOST'S OFFICE

- Faculty Affairs has worked on faculty recruitment and child care
- Newly hired faculty families get priority for dedicates slots at Rainbow Riders
- Some colleges and departments pay to put newly hired faculty at the top of waitlists

CHILD
DEVELOPMENT
CENTER FOR
LEARNING AND
RESEARCH

- CDCLR managed by Human Development department in Wallace Hall
- Full day, year round program
- 40 children aged 15 months to 5 years
- \$815/month for toddlers, \$790/month for preschool age
- Attracts and retains quality staff because they are university employees who receive good compensation and benefits that many third-party facilities in the area do not provide

### GRADUATE SCHOOL

- Babysitter database
- Parent support group
- Little Hokie Hangout, playgroup for ages 2-5 in nearby church facility

### HOKIE WELLNESS in HUMAN RESOURCES

- Website with links to state-supported database of child care providers
- Maintains list of students who can be babysitters

# CHILD CARE IN THE NRV

- Facilities have to be NAEYC (National Association for the Educations of Young Children) accredited
- Staff have to be CDA (Child Development Association) certified

NRV FACILITIES

- All Montgomery County centers have waiting lists, some more than 1.5 years
- There are 37 licensed facilities in Montgomery County (including family day homes, short-term child day centers, and certified pre-schools not included in the table here) and 11 unlicensed facilities (religious exempt child day centers).

LOCALITY	LEVEL 1 Basic Health & Safety	LEVEL 2 Education & Qualifications	LEVEL 3 Curriculum & Assessment	LEVEL 4 Environment & Interactions	LEVEL 5 Environment & Interactions	LOCALITY TOTALS
Floyd	1	0	1	2	0	4
Giles	2	1	3	1	0	7
Montgomery	7	1	10	2	2	22
Pulaski	1	2	2	0	0	5
Radford	2	0	1	0	0	3
Totals	11	4	17	5	2	41

### RAINBOW RIDERS

- VT Foundation supported construction of CRC childcare facility through five \$100,000/year payments
- This guaranteed slots for children of CRC-located employees
- Similar payments were made to expand Knollwood facility

#### RAINBOW RIDERS TUITION

- Rainbow Riders is the primary commercial provider of child care in Blacksburg. It has two locations, one near the VT airport (Knollwood) and one in the Corporate Research Center.
- Staff in pay bands 1 and 2 would have monthly take home pay around \$850/month

	CRC lo	cation	Knollwood location				
	Monthly	Semi- Monthly	Monthly	Semi- Monthly			
Full Time Program							
White Room (infants)	\$895.00	\$447.50	\$860.00	\$430.00			
Orange & Maroon Rooms (toddlers)	\$885.00	\$442.50	\$850.00	\$425.00			
Blue & Aqua Rooms (2's)	\$865.00	\$432.50	\$805.00	\$402.50			
Yellow, Purple, Red, Green and Indigo Rooms (3 - 5's)	\$795.00	\$397.50	\$760.00	\$380.00			
Indigo (Chinese immersion)			\$835.00	\$417.50			
Part Time Program – 8:30-12	2:30						
Jade and Violet Room 2 ½ - 5's	\$410.00	\$205.00	\$560.00	\$280.00			
School Age Program							
Before school only	\$120.00	\$60.00	\$120.00	\$60.00			
After school only	\$370.00	\$185.00	\$350.00	\$175.00			
Before & after school	\$395.00	\$197.50	\$375.00	\$187.50			
Summer Camp – weekly	\$175.00		\$175.00				

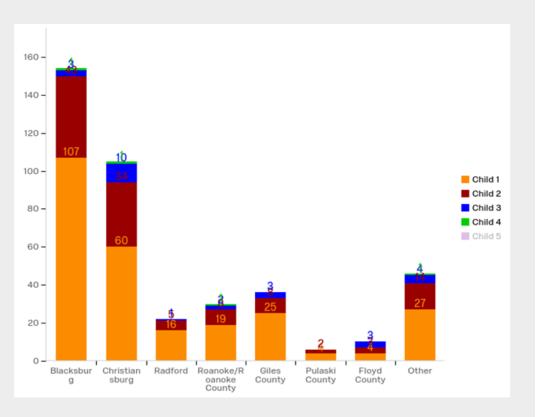
# ALLIANCE FOR BETTER CHILDCARE STRATEGIES (ABCs)

- Formed in 2013
- Created to focus on this regional challenge, addressing scarcity, cost, quality and workforce issues
- Collaborates with Virginia Quality with launch of joint training seminars for child care educators as well as regional seminars
- Launched CDA scholarship program for child care educators
- Participated in pilot stipend program to reimburse and provide bonuses for training and education for child care educators

# SURVEY OF STAFF

The Staff Senate surveyed staff across campuses for their current child care situation and unmet needs

### NRV FACILITIES



	Black	sburg	Chris	stians- burg		adford	Ro	anoke/ anoke County	C	Giles County		Pulaski County		Floyd County		Other	Total
Child 1	41%	107	23%	60	6%	16	7%	19	10%	25	2%	4	2%	4	10%	27	262
Child 2	37%	43	29%	34	4%	5	7%	8	7%	8	2%	2	3%	3	12%	14	117
Child 3	12%	3	38%	10	4%	1	8%	2	12%	3	0%	0	12%	3	15%	4	23
Child 4	25%	1	25%	1	0%	0	25%	1	0%	0	0%	0	0%	0	25%	1	4
Total		154		105		22		30		36		6		10		46	409

# HAVING ADDITIONAL CHILDREN

Are you planning on having more children?

- 37% Yes
- 63% No

If no, is this choice related to a lack of childcare availability or childcare finances?

- 37% Yes
- 56% No
- 7% I don't know

### PAY BANDS

Many employees in pay bands 1-2 do not have access to computers at work. Paper copies were sent to Dining employees to help capture data from these staff. Custodians were too geographically dispersed to efficiently distribute surveys to in the time allotted for this survey.

80% of respondents said the cost of child care keeps them from saving for emergencies, rainy days, or vacations.

Pay band	Pay range	%	Count
1	\$21,320 - \$46,778	5%	13
2	\$24,400 - \$57,644	4%	12
3	\$27,040 - \$66,683	27%	75
4	\$33,598 - \$83,649	29%	82
5+	\$43,892 - 105,811	6%	17
I don't know		29%	83
Total		100%	282

### COMMENTS

We asked how Virginia Tech could support their child care needs and other issues we should be aware of.

- 34% asked for subsidies or negotiated discounts with area providers
- 21% were concerned with the lack of capacity in facilities, resulting in long wait lists and placing children in less desirable facilities/home care
- 19% wanted a solution to times when their child is sick, schools are closed for weather, or they have to work weekend/evening shifts
- 11% wanted more flexible work hours to accommodate child care needs: drop off and pick up hours for child care facilities, telework options

# HIGHER ED INSTITUTIONS

Comparisons with local and national universities

# UNIVERSITY OF VIRGINIA

- Operates 2 child care facilities for children of faculty, staff, students, and hospital employees
- Monthly costs between \$214 and \$269
- Offers Back Up Care for up to 10 days/year for when children are mildly sick or schools are closed

### RADFORD UNIVERSITY

- Radford Early Learning Center created through a nonprofit formed by the university, financed by RU Foundation
- RELC offers dedicated slots for children of employees
- Nonprofit offers needs-based tuition discounts

### CORNELL UNIVERSITY

- On-campus facility for children of employees and students
- \$5000/year grant for faculty and staff making under \$150,000 and other qualifications
- Students receive grants from \$500 to \$4000 depending on age of the child and other qualifications
- Offers Back Up Care at the on-campus facility for mildly sick children

### PURDUE UNIVERSITY

- Has 4 on-campus facilities for children of employees and students
- Offers discounts for families making under \$75,000/year
- Has an endowment that provides scholarships to employees and students that cover 10-50% of child care costs

## TOP 25 PUBLIC UNIVERSITIES

- 24 of the 25 top public universities in the US have oncampus facilities with priority for children of employees and students
- Clemson is the only one without an on-campus facility
- Clemson's Board passed a \$5 million plan to build and open a facility by next Fall

VIRGINIA TECH'S SCHEV PEER INSTITUTIONS (25)

- 20 of our peer institutions have on- or near-campus facilities with priority for children of employees and students
- 7 provide subsidies or grants to employees for child care expenses
- 6 provide Back Up Care for mildly sick children or when schools are closed

# PROPOSALS

We're asking the Board of Visitors and university administrators consider these proposals when setting budget priorities and strategies.

## ESTABLISH DONORS FUNDS

- Donations can be directed to an endowment from which revenue can be used for tuition assistance grants, certification education scholarships, contract fees for back up care providers, and facility costs.
- The University should establish donor funds to assist paying for any accepted proposals below.

### INCREASE CHILD CARE STAFFING PIPELINE

- Existing NRV child care facilities struggle to maintain staffing (currently 115 short)
- Increasing the number of people with Child Development Associate (CDA) certifications will enable local child care providers to fully utilize their capacities
- Virginia Quality is the state's Quality Rating and Improvement System (a national system for quality improvement)
- Alliance for Better Childcare Strategies (ABCs) is a non-profit organization who works closely with and supports Virginia Quality programs.

- The University can play a role in increasing awareness of the CDA certification
- The University can play a role in informing family home providers on how to become CDA and NAEYC accredited
- The University can play a role in encouraging the state and localities to increase funding for CDA training programs
- Human Resources should actively assist employees in finding NAEYC accredited facilities, family home providers, or in home daycare providers, each with CDA certified staff to ensure quality care.

PROVIDE CHILD
CARE TUITION
ASSISTANCE FOR
VIRGINIA TECH
EMPLOYEES AND
STUDENTS

- Seven of our 25 peer institutions provide subsidies or grants to their employees for child care expenses
- The University of Virginia provides need-based subsidies for low income employees that can be used for child care expenses, insurance costs, and other medical expenses
- Federal grant programs exist to assist low-income undergraduate students
- The University should provide subsidies/grants based on income levels or negotiate discount rates at third-party providers
- The University should participate in the federal CCAMPIS program for low-income undergraduates
- Human Resources should have programs to increase awareness of assistance programs for eligible employees
  - Early Head Start (0-3 years), Head Start (3-5 years), and Virginia Preschool Initiative (4 year olds)

## PROVIDE BACK UP CARE OPTIONS

- Six of our 25 peer institutions, as well as UVA, provide back up care for mildly sick children or when schools are closed (when child care providers also close)
- When local schools close for weather, but the University remains open, employees must use leave to remain home with their children
- The University should contract with a Back Up Care provider
- We must consider employees who live outside Montgomery County as well

PROVIDE START UP
FUNDING FOR
SURROUNDING
COUNTY FACILITIES

- A significant number of employees travel to work from Giles and Floyd counties. They need child care facilities close to their children's schools.
- A number of employees travel to work from West Virginia and travel through Giles County on the way.
- The University should invest in new and expanded child care facilities in Giles and Floyd counties, much as we've already done in the Blacksburg area, with guaranteed priority slots for Virginia Tech families.

### BUILD AN ON-CAMPUS CHILD CARE FACILITY

- All top 25 public universities and 80% of our peer institutions have on- or near-campus
- On-campus facilities make it convenient for university employees and students to access, reduce travel times and distances, and will keep operating on days when the university is open but public schools are
- A university-run facility would attract high-quality early care and education staff
- On-campus facilities can prioritize access for children of employees and students
- The University should build an on- or near-campus facility
  - With priority access given to children of employees and students
  - With a Virginia Quality level 3 or higher standard

### PROPOSAL SUMMARY

- Establish donor funds
- Increase child care staffing pipeline
- Provide child care tuition assistance for Virginia Tech employees and students
- Provide back up care options
- Provide start up funding for surrounding county facilities
- Build an on-campus child care facility