



Summit County  
Childcare Needs Assessment  
Partial Update  
October 2024

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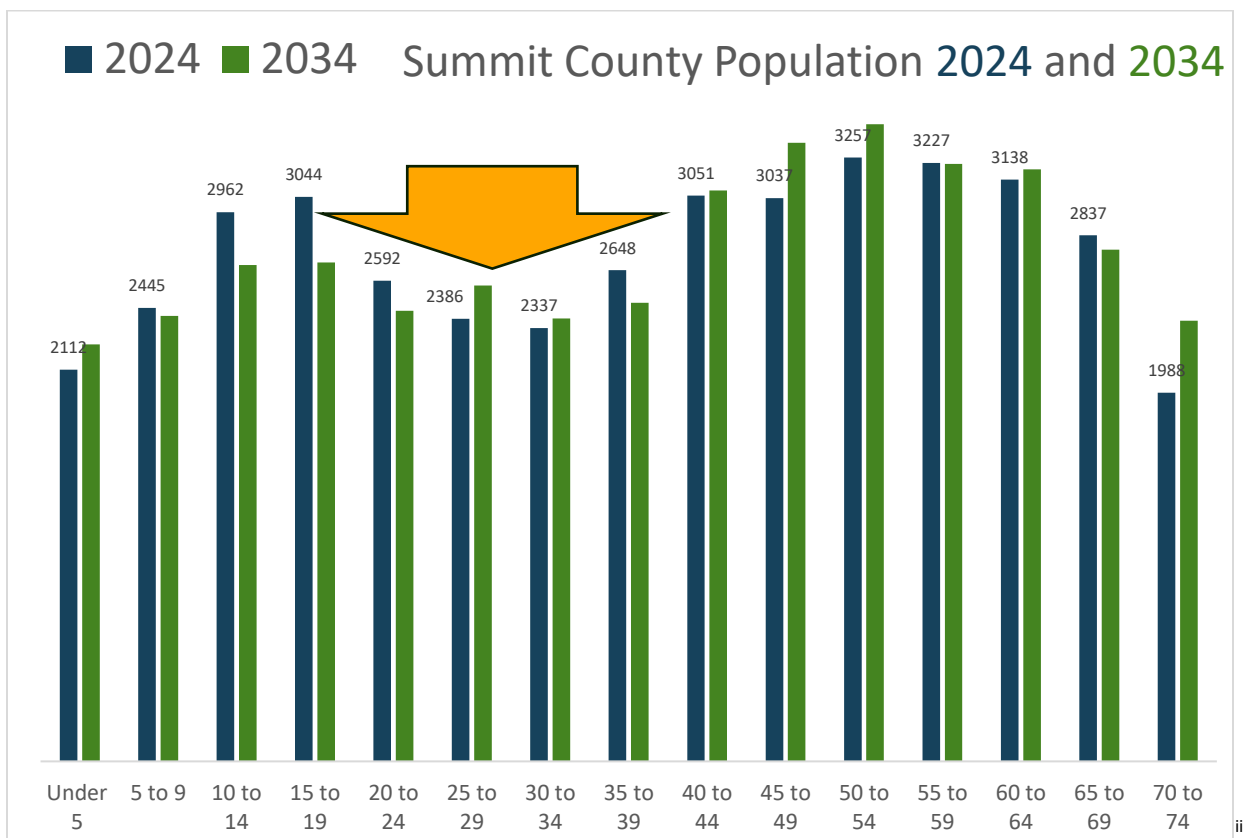
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This report updates many of the data sources contained within the [Summit County Childcare Needs Assessment](#) briefed to the Summit County Council on June 28, 2023.<sup>i</sup> It does not contain an updated community or provider survey, or revised demand analysis, but provides relevant information from publicly-available data sources relating to access and affordability of childcare in Summit County.

## Section I Demographic Updates

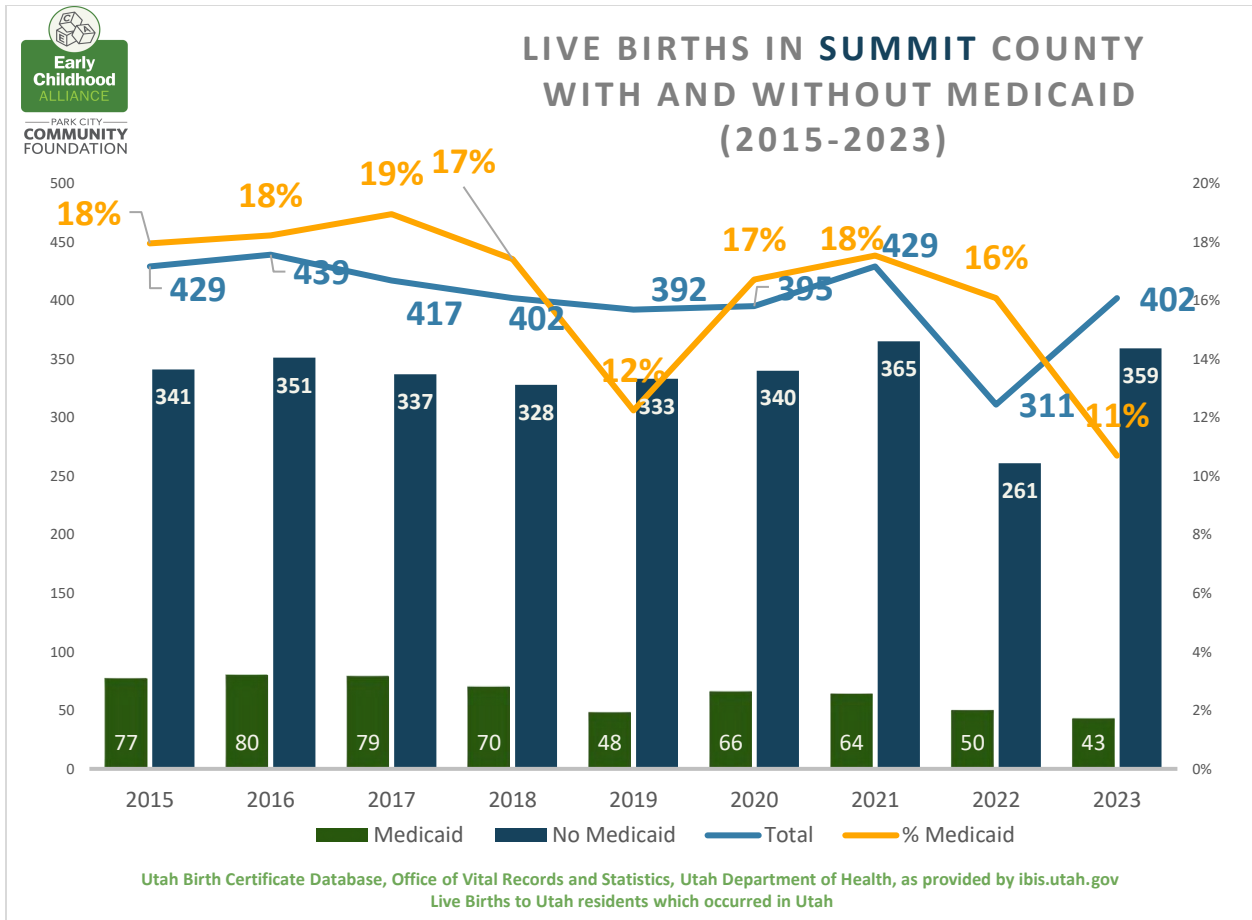
### Population Demographics

Summit County has a population of 43,630 people in 2024, which is expected to grow by 4% to 45,503 by 2034.<sup>ii</sup> There is a noticeable dip in population within the 20-to 40-year-old age ranges, the age ranges when people often have children.



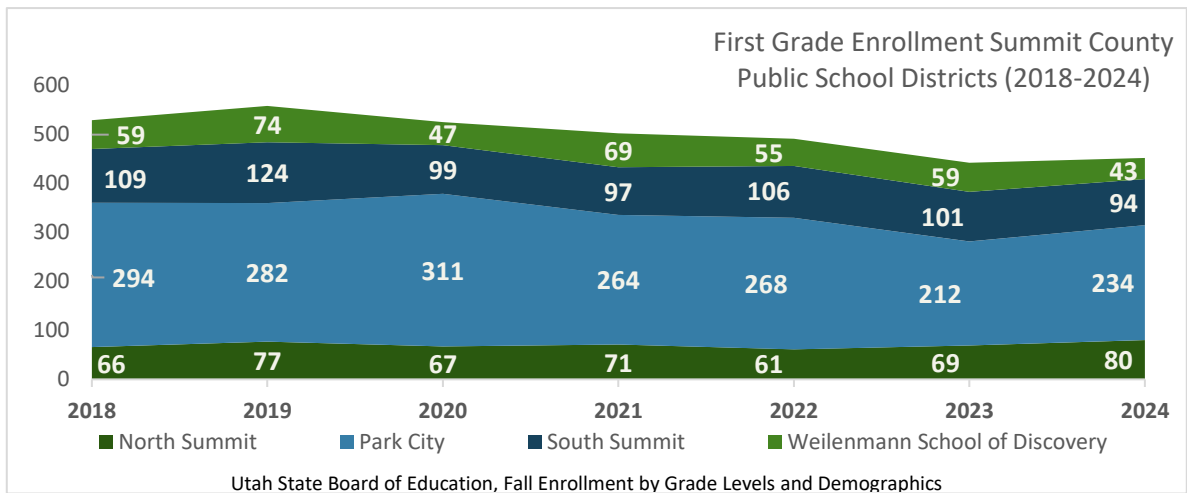
### Birth Rates

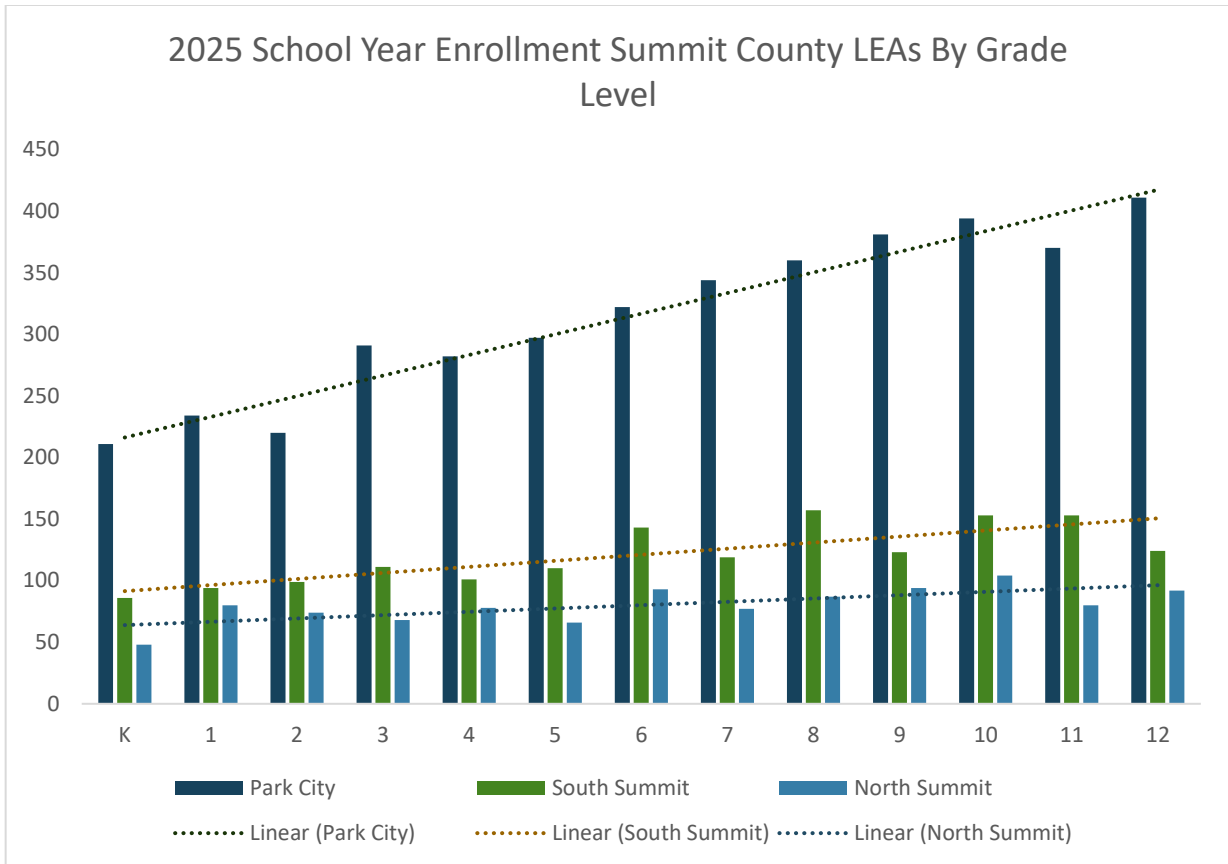
Except for 2021 and 2023, the population of children born in Summit County to Utah residents has been declining slightly in the last several years. Approximately 11% of births to Utah residents in Summit County are to mothers using Medicaid, meaning that those households earn less than 139%<sup>iv</sup> of the Federal Poverty level, or \$2,152 a month for a 3-person household in 2024.



### School Enrollment

Like the birth rate, public school enrollments are also declining in Summit County. Kindergarten attendance is optional in Utah. Based on first-grade attendance between 2018 and 2024, total school enrollment has declined in Summit County since 2019 from 557 to 451 students, and most of this decline is within the Park City School District.



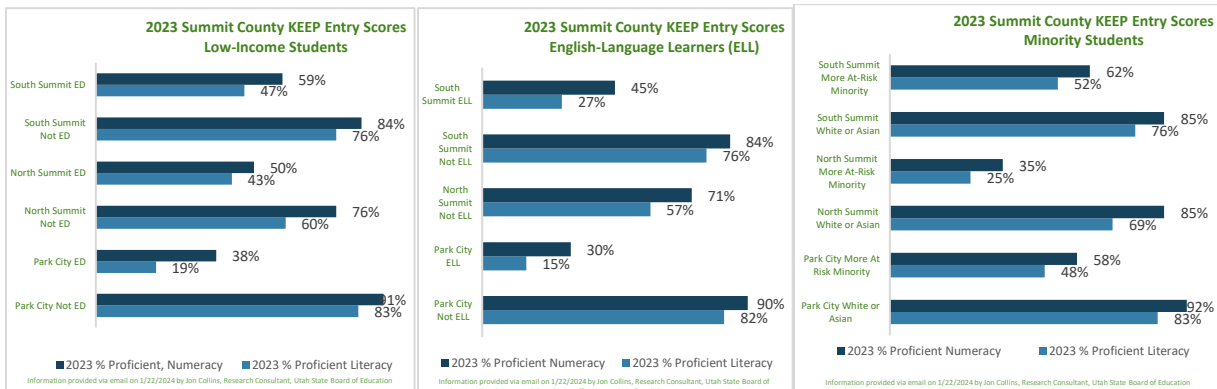


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North Summit and South Summit school districts have a relatively even distribution of children amongst grade levels. The Park City School District generally has larger class sizes as the grade levels increase. For example, the Park City High School current senior class has 411 students while the kindergarten class size is only 211 students.

### School Readiness

Lack of school readiness is one of the many ways in which communities pay for missed opportunities in providing its children with access to affordable high-quality early childhood experiences and environments. In Summit County, our minority, dual-language learning, and low-income students are disproportionately less ready for school than their peers, based on the Kindergarten Entry and Exit (KEEP) scores.<sup>vii</sup>

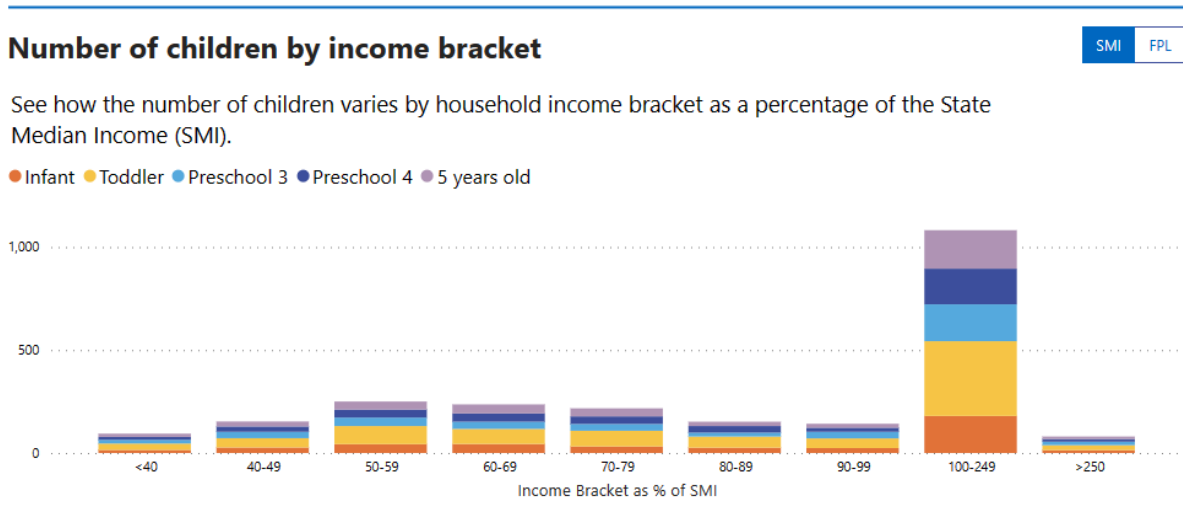


## Income

Summit County is one of the wealthier counties in Utah and has a higher Area Median Income (AMI) than the state as a whole. AMI is determined by the U.S. Census Bureau and are adjusted by household size. According to HUD, Summit County’s 2024 AMI by household size is set forth below.<sup>viii</sup>

Summit County 2024 AMI	1 person	2 person	3 person	4 person	5 person	6 person	7 person	8 person
100%	\$107,100	\$122,400	\$137,700	\$153,000	\$165,300	\$177,500	\$189,800	\$202,000
80%	\$68,500	\$78,250	\$88,050	\$97,800	\$105,650	\$113,450	\$121,300	\$129,100
50%	\$53,550	\$61,200	\$68,850	\$76,500	\$82,650	\$88,750	\$94,900	\$101,000

Estimating the number of children by age, by income bracket can be difficult. One estimate using 2021 data for Summit County estimates the birth through five income breakdown using state median income as follows:<sup>ix</sup>



Since the state of Utah’s AMI is lower than Summit County, the largest number of children fall within the income range of 71% to 177% of the Summit County AMI. For a family of 4, it would be between \$108,500 and \$271,250 in annual income.

If families spend 10% of their income on child care expenses, then the difference between what families can afford and the average cost of childcare is set forth in the chart below:

Difference b/w Avg. Cost (\$1700) and Affordability (10% of income)	Avg.	2 person	3 person	4 person	5 person
100%	\$585	\$756	\$639	\$520	\$425
80%	\$954	\$1,069	\$990	\$911	\$848
50%	\$1,142	\$1,228	\$1,169	\$1,110	\$1,063

## Section II Childcare Options

Parental choice is paramount in deciding what type of childcare best suits each family's needs. There are numerous modalities of care, including center-based, family-based, preschool, after-school, summer, and informal family, friend and neighbor care. Many families use a combination of childcare types and providers. For example, many children may attend an academic year program and then use a different provider during the Summer. Similarly, three-year old children will often attend a partial-day public or private preschool program and then be cared for by either a nanny or a family, friend or neighbor informal care provider the rest of the day. Although there are numerous childcare options in our community, there are not enough of them to meet the need, and many families cannot afford what is currently available.

### Need and Preferences for Childcare

The majority of children in Summit County have parents who work. 68% of mothers with children under age six are in the workforce in Summit County.<sup>x</sup> According to Voices for Utah Children's analysis,<sup>xi</sup> Summit County has 1,634 children under the age of six with a childcare need, at a rate of 71%.

### Availability of Childcare

Informal family, friend, and neighbor care is the most common form of non-parental care in the United States and nearly half of all children under the age of six spend time in some type of informal care.<sup>xii</sup> Because informal care, by definition, is unregulated, it is difficult to accurately quantify its availability or assess its quality.

### Licensed Care

Licensed providers are more easily quantified than informal care, but the licensed capacity does not necessarily equate to actual capacity and there are several types of licensed care serving different ages, populations, and needs. Parents also often combine licensed care, such as preschool, with informal care to meet their needs.

#### *Licensed vs. Actual Capacity*

Licensed capacity often overstates actual capacity since providers sometimes use lower ratios than licensing standards allow to improve quality and often experience staffing shortages. For example, reported enrollment to capacity of the Utah childcare providers who received the stabilization grants was 80% to 81% in May 2024.<sup>xiii</sup>

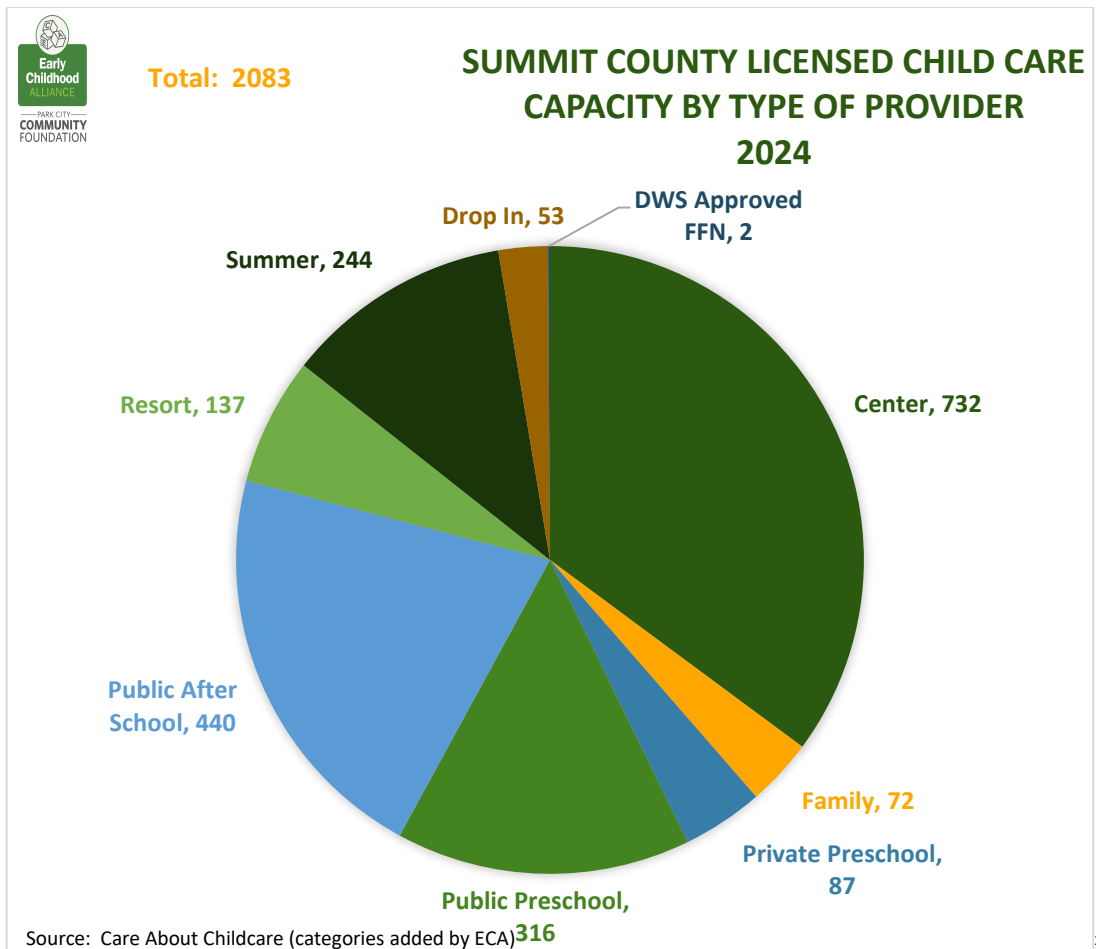
#### *Total Licensed Capacity*

The licensed childcare providers in Summit County are set forth in the table below, organized by type of care and showing each provider's total licensed capacity, with the exception of Deer Valley, which was separated to more accurately describe its Deer Valley Academy and resort guest services. Additional revisions were made to reflect the expansion of public preschool at McPolin and Jeremey Ranch in Fall 2024 as well as the opening of PC Tot's third location at the Park City Library. Licensed capacity is not available by age group, since each facility is provided a total capacity and is allowed to decide which age groups to serve, and how many in each age group.<sup>xiv</sup>

Type	Facility	Licensed Capacity
Center	Alpine Adventurers Academy	88
Center	Alpine Adventurers Academy II	53
Center	Creekside Kids - Park City	76
Center	Little Miners Montessori	80
Center	PC Tots	96
Center	PC Tots Library	20
Center	PC Tots Too	34
Center	Soaring Wings International Montessori School	120
Center	The PEEK Program by Creekside Kids	45
Center	Deer Valley Academy	30
Center	Mountain Sprouts Children's Center	57
Center	Love and Learning Child Care	33
Family	Rieker, Keziah	8
Family	Evans, Keri dba Evans Day Care	16
Family	Miller, Casey Geisdorf dba Stepping Stone Academy	16
Family	Peck, Marianne dba Peck's Playschool	16
Family	Nielsen, Krystal dba Lil Oaklies Childcare	16
Private Preschool	Black Diamond - Park City	36
Private Preschool	Holy Cross Ministries	23
Private Preschool	Shining Stars School	28
Public After School	Jeremy Ranch After School Program	100
Public After School	McPolin Elementary After School Program	100
Public After School	Parley's Park After School Program	100



<b>Public After School</b>	Trailside Elementary After School Program	100
<b>Public After School</b>	Weilenmann Enrichment Corporation	40
<b>Public Preschool</b>	North Summit Elementary Preschool	30
<b>Public Preschool</b>	Jeremy Ranch Elementary Preschool	100
<b>Public Preschool</b>	McPolin Elementary Preschool	100
<b>Public Preschool</b>	Parley's Park Elementary Preschool	36
<b>Public Preschool</b>	Trailside Elementary Preschool (Park City)	30
<b>Public Preschool</b>	South Summit Preschool	20
<b>Resort</b>	Deer Valley Child Care	48
<b>Resort</b>	Little Adventures Children's Center @ Canyons	72
<b>Resort</b>	Wildstar	17
<b>Summer</b>	Park City Recreation Summer Day Camp	91
<b>Summer</b>	YMCA of Northern Utah - Park City	70
<b>Summer</b>	Park City Kids Camp (Vail)	83
<b>Drop In</b>	Westgate Resort's Kids Club	21
<b>Drop In</b>	Wildings Mountain Camp	32
<b>DWS-Approved FFN</b>	Killion, Courtney A	2
<b>Total</b>	<b>39</b>	<b>2083</b>

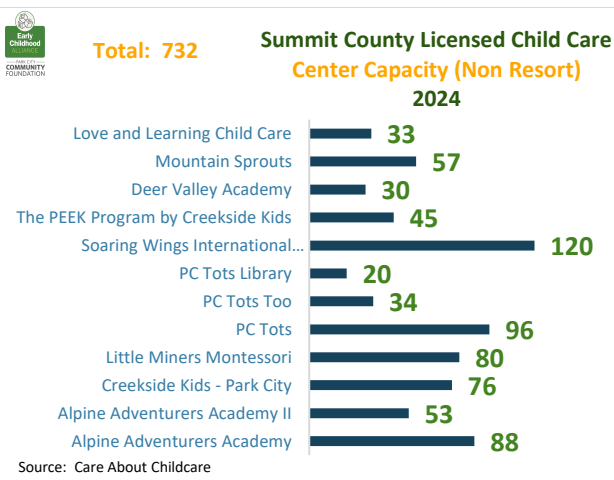
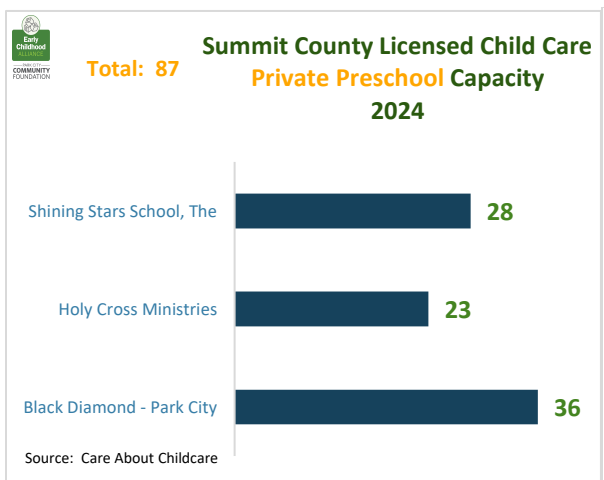
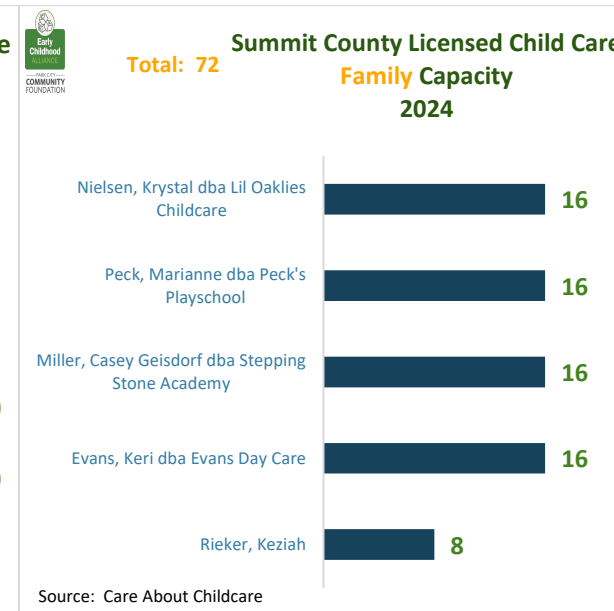
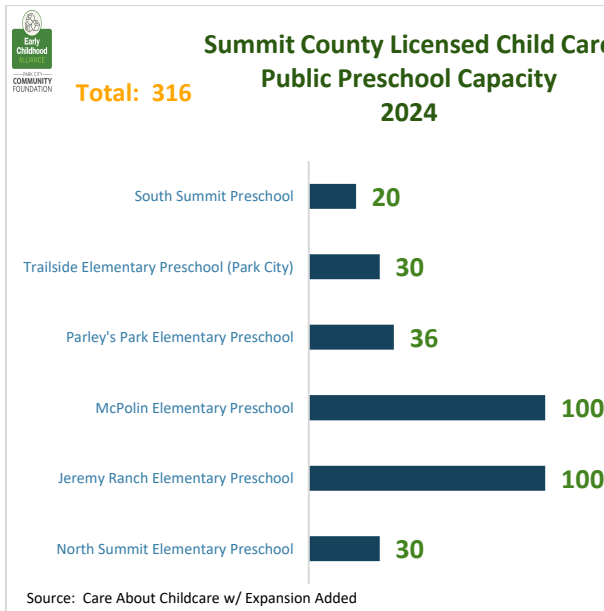
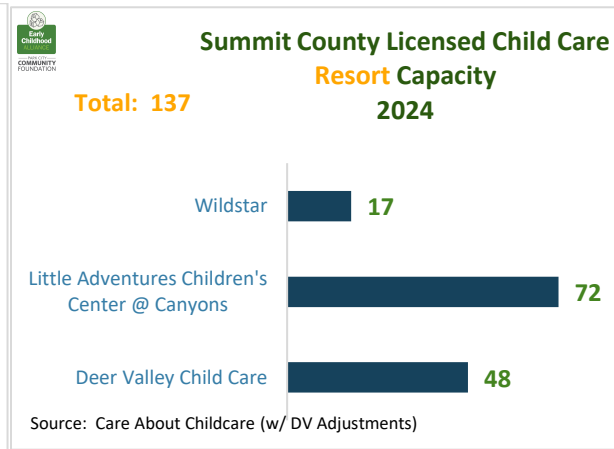
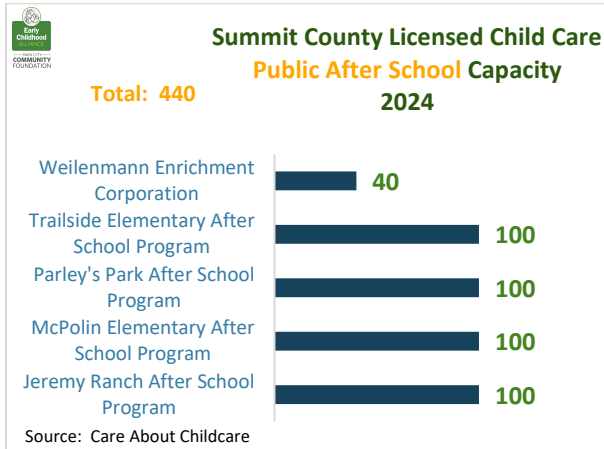


In terms of early care and education, the primary providers of licensed care for the Summit County workforce are the center, family, and private/public preschool providers since afterschool and summer providers typically serve kids over age five.

#### Resort Childcare Serves Local and Guest Children

A significant portion (137) of the licensed capacity in Summit County is based at the resort centers, and often serve guest children in addition to the local workforce families. Vail’s Little Adventures Children’s Center, for example, estimates that during the winter season, 10% of the spots are used by local workforce children and 90% are guests. Their local workforce proportion grows during the mud season and during the Summer the local workforce children are the majority, with a few guest children.<sup>xvi</sup> Similarly, Vail’s Park City Kids Camp at the base of Park City Mountain Resort operates only in the Summer (June- mid August). It has not been open the past few years due to COVID and it is uncertain whether it will open for the 2024 Summer.<sup>xvii</sup> Wildstar, part of the Talisker Club community, currently does not provide care under age 2, but is considering adding this in the future, and most of their use is from visiting members who have a second home there.<sup>xviii</sup> Deer Valley offers an academic-year round program called Deer Valley Academy for 30 children; guest children are also served, but this number fluctuates greatly depending on demand and available staffing, with an estimated peak time of 48 children.<sup>xix</sup> The ratio of guest to local use fluctuates between roughly 50%/50% and 70% guest and 30% local during the busy periods.<sup>xx</sup> Outside of Deer Valley Academy, the rest of the spots are open during the winter season, typically December

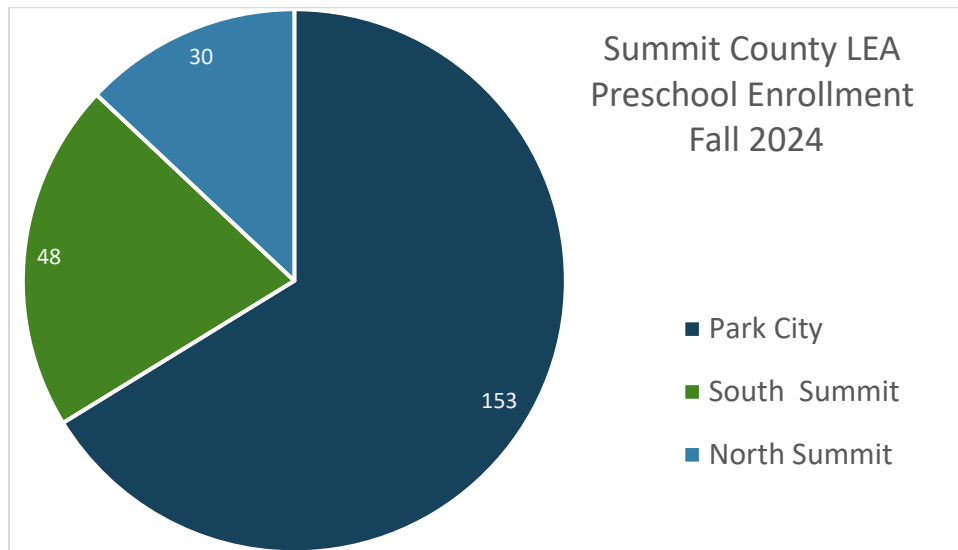
through April. Deer Valley is separated into the Deer Valley Academy (30 center spots) and Deer Valley Child Care (48 resort spots) in the following charts to recognize their two programs.



Combining the licensed capacity of non-resort center and family programs, Summit County has a capacity of 819 regulated childcare opportunities. Public and private preschool programs offer another 385 spots, but with the exception of Park City School District’s expanded preschool program, many of these preschool programs have shorter hours and days of the week and so may not fully satisfy the needs of full-time working parents.

### Preschool Care

As children age, the options for care increase as public and private preschools also offer services to this age group. All three public school districts in Summit County offer preschool programs. For the 2024/25 school year, there were a total of 231 children enrolled in public preschool in LEAs in Summit County.<sup>xxi</sup>



### *Park City School District’s Expanded Preschool Programs*

The Park City School District offers preschool programs at all four of its elementary schools. Currently, four-year old children may attend a full-day program (8:15 a.m. to 3:05 p.m.) five days a week at all four schools. Three-year old students may attend a half-day program (8:00 a.m. to 11:00 a.m.) two days a week. In 2024, Park City School District increased 4-year old capacity by a total of four classrooms at two elementary schools by opening two new classes at both McPolin and Jeremy Ranch, extended the program to five days a week, and also allowed the 4-year old students to attend the afterschool program. This created an additional 70 spots for 4-year olds.<sup>xxii</sup> The 3-year old program did not change in the 2024/25 school year.

For the 2024-2025 school year, the 3-year old program costs \$175 per month (not available at Parley’s Park Elementary) and the 4-year old program is \$780 per month for a full-day program and \$390 per month for the half-day program (available only at Jeremy Ranch Elementary). The afterschool program is \$400 a month. Tuition may be reduced if families qualify for a fee reduction.

Park City School District’s Board of Education was briefed on an additional Phase II preschool expansion on September 24, 2024.<sup>xxiii</sup> According to the presentation to the school board for the original expansion,<sup>xxiv</sup> 86% of survey respondents need five full days of preschool or five full days plus aftercare. For the Phase II expansion, the district proposes to add 2 new preschool classes at both Parleys Park and Trailside elementary schools (a total of four classes) and to increase the three-year old program to add an option

for full-day, five days per week, with optional after-school care available. The following tuitions are proposed as part of this phase II expansion and families can select full or half day programs:

# Tuition

Preschool Tuition 4yr olds (5 Day)	Afterschool	Preschool Tuition 1/2 Day 5 Days per week
810 per month	400 per month	400 per month
Sliding Scale Tuition	Sliding Scale Tuition	Sliding Scale Tuition
125 per month	65 per month	100 per month

**Work Force Service  
Child Care Subsidy  
& Park City  
Childcare  
Scholarships to  
Offsets to  
full tuition cost  
with support  
Preschool Admin  
Assistant/Outreach**

Assuming a full day program with aftercare, this would cost \$1,210 per month or \$190 per month for those receiving a sliding scale tuition. If families spent 10% of their income on early care and education, families earning annual incomes of \$145,200 and above can afford PCSD preschool without any additional financial assistance, assuming they have no other childcare costs.

PCSD’s preschool program started in 2010, and the Park City Education Foundation provides over \$120,000 each year to support this critical program.<sup>xxv</sup> The proposed preschool phase II expansion budget for the 2025/2026 school year includes \$1,279,179 for preschool, \$397,998 for afterschool, \$396,547 for SPED, for a total cost of \$2,073,724. This is expected to come from revenue of \$660,168 and a PCSD allocation of \$1,417,555.<sup>xxvi</sup>

## Affordability of Childcare

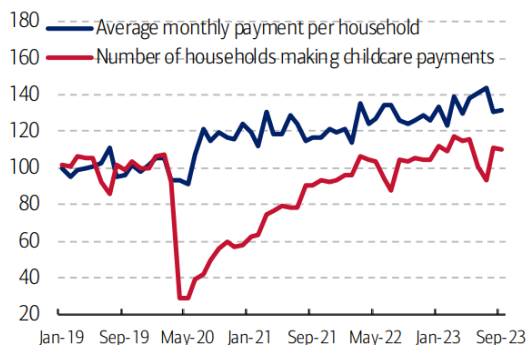
Childcare has always been expensive, but the costs are increasing.



“According to Bank of America internal data, the average childcare payment per household has risen over 30% since 2019 with middle- and upper-income families (annual income of \$100k to \$250k) seeing the biggest increase.”<sup>xxvii</sup>

**Exhibit 1: Average monthly childcare payment per household and number of customers making such payments (index, 2019 average =100 for each series)**

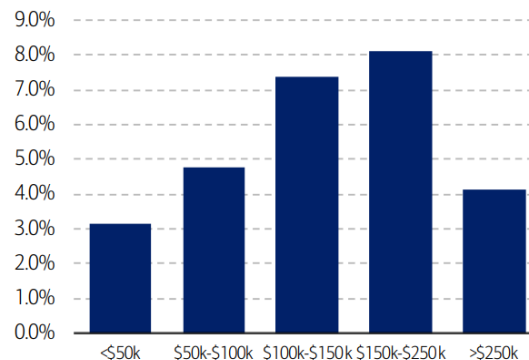
Average monthly childcare payment per customer has increased steadily over the past three years



Source: Bank of America internal data

**Exhibit 2: Increase in average childcare payment per household by income groups (%YoY for 3Q 2023)**

The biggest increase in childcare payments was seen among households with annual income of \$100k-\$250k



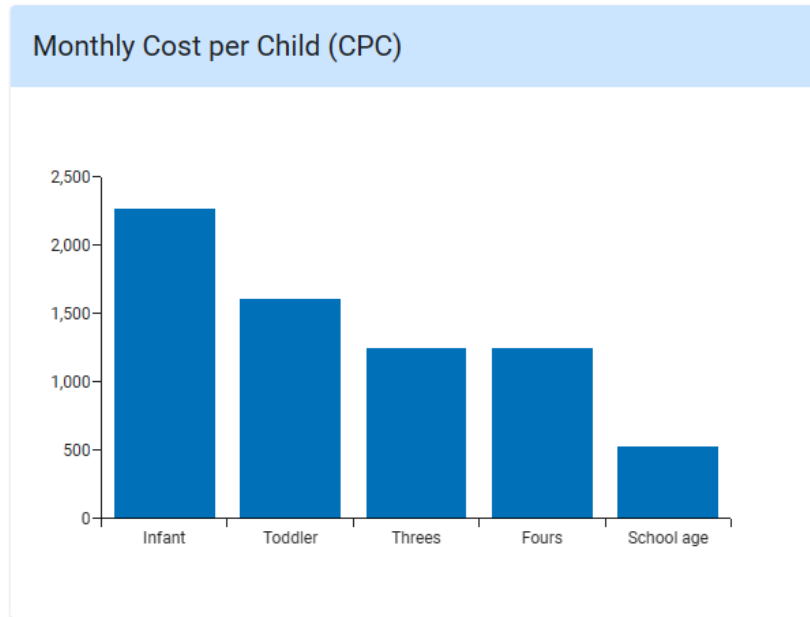
Source: Bank of America internal data

Nationally, families spend 24% of their household income on childcare, and 35% of families use their savings to cover childcare costs.<sup>xxviii</sup> Most (79%) parents expect the loss of federal funding to increase costs in 2024 and 54% expect to spend an additional \$600 or more per month on childcare as a result of the loss of federal pandemic child care support.

Pricing of care differs greatly depending on the quality of care (higher-quality care requires trained teachers with lower teacher/student ratios), amount (some families need more than 40 hours per week of care), timing (some families need care during evening and weekends), and age of the child. In general, due to higher staffing ratios, the cost of care typically decreases as the child ages, and center-based care is more expensive than home-based care, while nannies are the most expensive.<sup>xxix</sup>

Infant care is typically the hardest to find and the most expensive. In fact, it costs more to send an infant to childcare in Utah (\$14,064)<sup>xxx</sup> than tuition and fees for residents for the 2024/25 school year at the University of Utah (\$12,424).<sup>xxxi</sup> Unlike college tuition, there are very few grants, loans, or scholarships available to cover these costs.

The cost of care in Utah using licensing ratio and group size regulations for centers based on the [MIT living wage calculator](#) is estimated to range from \$2,265 per month for infants to \$1,245 per month for four-year old children and a center with 110 children would cost approximately \$1.5 million each year to run.<sup>xxxii</sup>



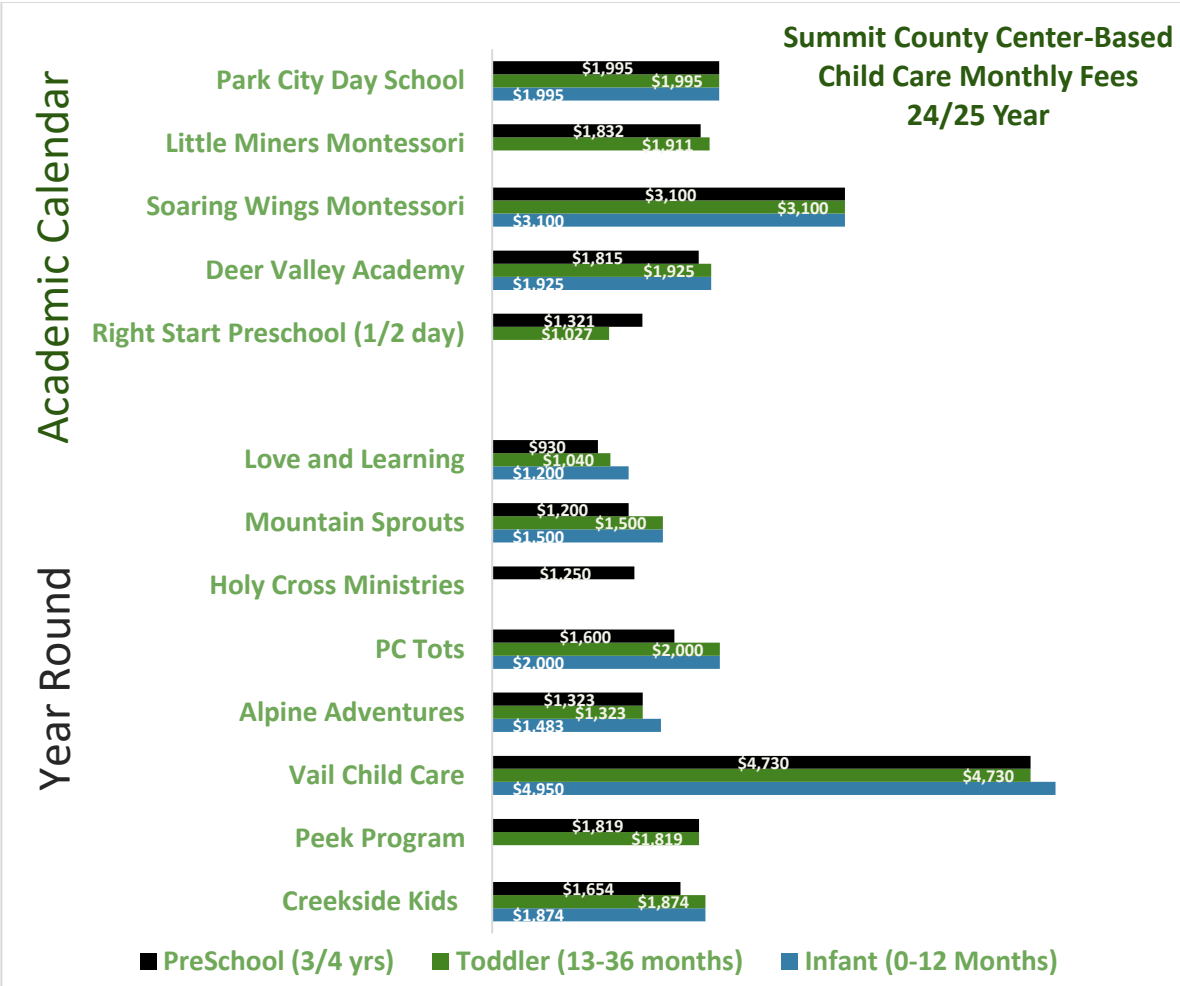
The recommended benchmark is that families should not pay more than 7% of their family income on childcare.<sup>xxxiii</sup> Based on the 2024 Area Median Income for Summit County, those maximum monthly parental contributions for families earning the median income would be as follows:

Summit County 7% of Income	2 person	3 person	4 person	5 person
100% AMI	\$714	\$803	\$893	\$964

### Local Childcare Tuition

Pricing for home-based licensed care varies depending upon the provider. Family care typically includes mixed-ages and does not have separate classrooms, so the pricing often does not vary as much by age. The estimated annual cost per child in Utah for family child care is \$9,400 for base quality and \$27,000 for high-quality.<sup>xxxiv</sup> Licensed family care prices range from \$610 to \$950 per month.<sup>xxxv</sup>

Pricing for center-based care often does vary by age. Pricing for several of the licensed, center-based providers in Summit County is set forth below, categorized by whether their programs run on an academic or calendar year. There is much variation in terms of days and hours of operation, vacation closures, and registration fees, so these prices are approximate based upon available information. Pricing can also vary between local rates and guest rates. For example, Vail offers childcare for \$65 a day for its employees and provides a local rate during the Summer of \$95 a day for infants and \$90 a day for children two and up.<sup>xxxvi</sup>



### Childcare Assistance

There is limited childcare tuition assistance available through philanthropic donations, federal funding administered by the Utah Department of Workforce Services and Park City and Summit County funding.

#### *Private Assistance*

Several of the local childcare providers offer privately-funded financial assistance to their clients, including Park City Day School, PC Tots, and Holy Cross Ministries. The Park City School District Preschool is able to offer fee waivers to income-eligible families in part because of the philanthropic support provided by the Park City Education Foundation. These types of private assistance rely on philanthropic support and require extensive and expensive fundraising efforts.

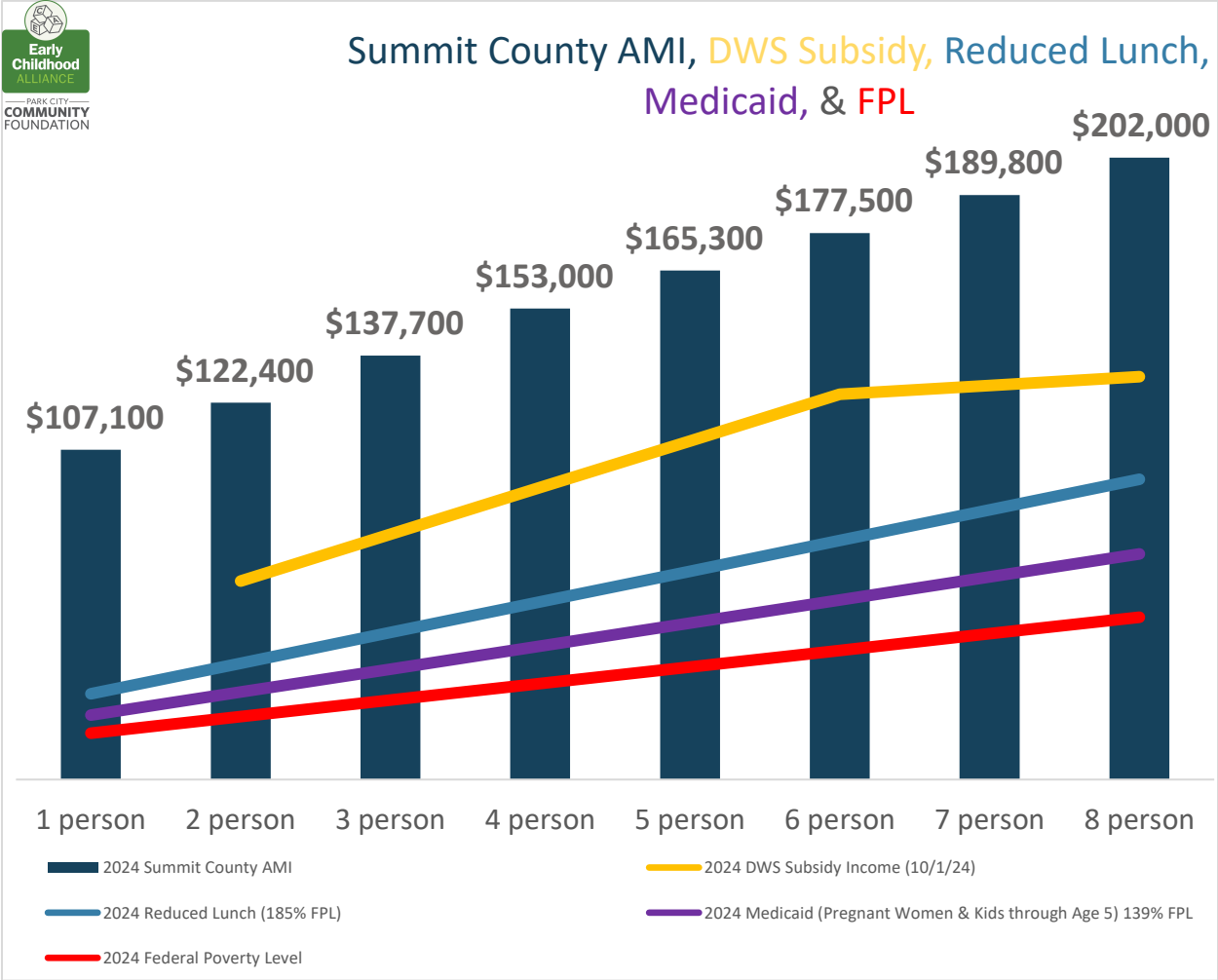
#### *Federal Assistance*

The Utah Department of Workforce Services Office of Childcare (DWS) administers federal Child Care Development Block Grant funds as a childcare subsidy program. These subsidies are available to families who earn 85% or less of the state median income and are working or in school and can demonstrate a need for childcare, among other requirements. Because Summit County’s Area Median Income levels are higher than the state levels, this results in an income limitation that is likely to range between 53% and 67% of Summit County’s area median income, depending upon household size.<sup>xxxviii</sup>



	2-person	3-person	4-person	5-person
DWS Childcare Subsidy Income Limits	\$64,476	\$79,644	\$94,824	\$109,992
% Summit County AMI	53%	58%	62%	67%

To get a sense of the DWS childcare subsidy income level qualification in comparison to other federally-funded programs that support young children such as free lunch and Medicaid, the chart below shows these income caps relative to the Summit County area median income and the federal poverty level.

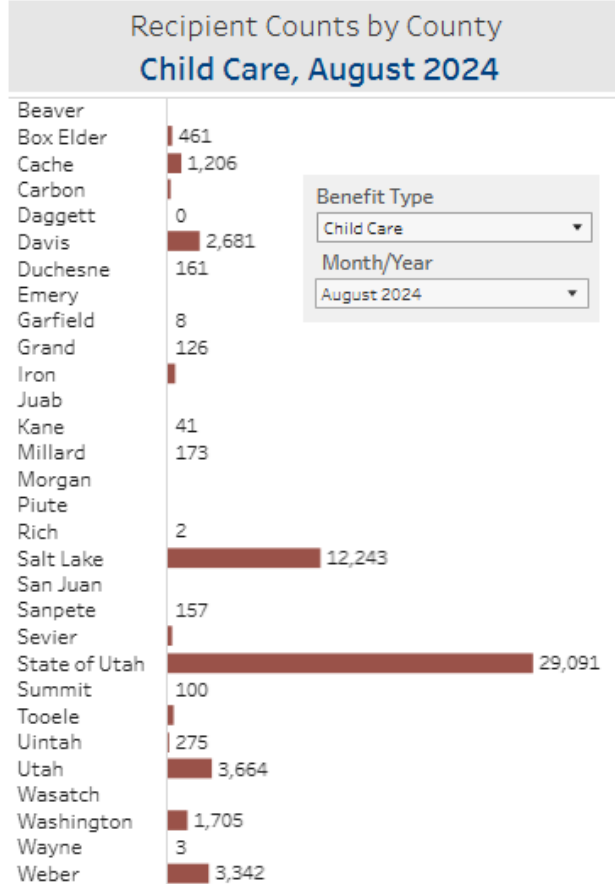
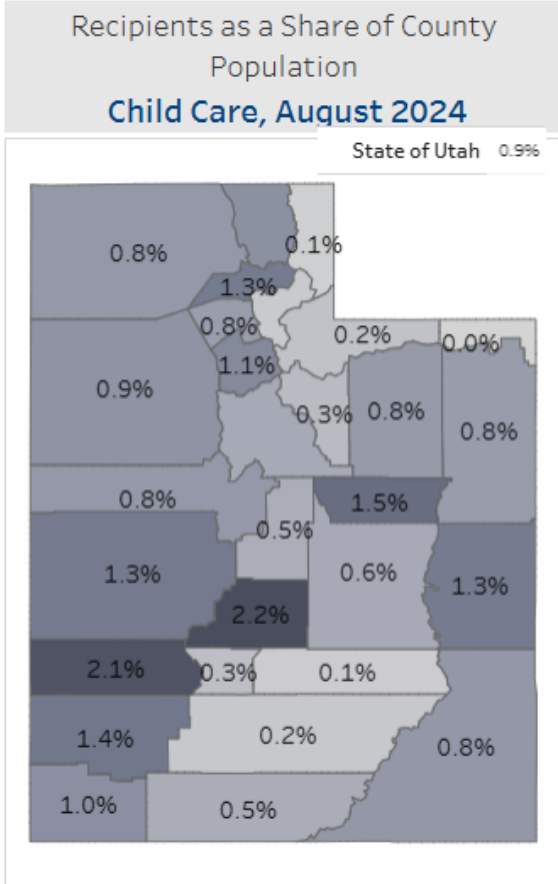


At .2%, Summit County has one of the lowest child care subsidy usage rates compared to other counties in Utah and the state average of .9%.

# Public Assistance Recipients

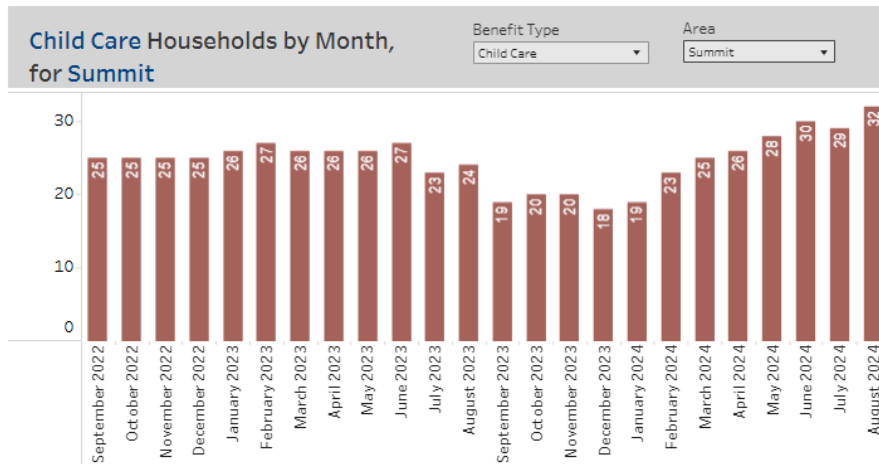
Updated: Oct 1, 2024

For more information about this visualization, see the [About Public Assistance Recipients Dashboard](https://jobs.utah.gov/wi/data/misstats/pubassist/aboutpubassist.pdf) at: <https://jobs.utah.gov/wi/data/misstats/pubassist/aboutpubassist.pdf>



Note: This report for Child Care defines "recipients" as all eligible household members counted in the filing unit, which generally includes parents and all children under age 18 living in the home.

xxxix



Source: Utah Department of Workforce Services, U.S. Census Bureau.

Next update: Nov 1, 2024 xl

In general, many eligible families do not receive federal childcare subsidies. It is estimated that across the State of Utah, only 9.5% of eligible children under 6 are provided DWS subsidies.<sup>xii</sup> Increasing utilization of the DWS subsidy program would greatly improve childcare access and affordability in Summit County.

For the children who benefit from the DWS subsidy, the maximum amount of subsidy is substantial, and can be as much as \$14,760 per year. The amount of subsidy provided depends upon the age of the child, the type of childcare provider, and the amount of care required. Payments are made directly to providers. The maximum monthly subsidies provided for various types of providers are adjusted each year and the amounts effective as of October 1, 2024, are listed below.<sup>xiii</sup>

**Table Effective: October 1, 2024**

Provider Type	0 to <24 months	2 years old	3 years old	4 years old	5 years old	6 to <13 years old
License Exempt – Child/Provider home ----- Commercial Preschools-Licensed	495	443	437	416	413	385
License Exempt Center/Program ----- Residential Certificate	675	604	596	567	563	525
Family Home-Licensed	850	750	725	710	700	640
Center-Licensed or Accredited	1230	992	900	875	825	660

The DWS subsidy rates are based on a market study that must be updated at least every three years. The 2024 market rate study<sup>xliii</sup> found a significant increase in rates since the prior study in 2021 throughout both urban and rural areas of Utah. In its 2025 CCDF State Plan,<sup>xliiv</sup> DWS reduced the payment rates (previously at the 80<sup>th</sup> percentile for children ages 0-23 months and 75<sup>th</sup> percentile for all other ages) to the 60<sup>th</sup> percentile up to age 4 and then the 50<sup>th</sup> percentile for kids aged 5 and above. The federal government considers a benchmark for adequate payment rates to be the 75% percentile. The 75<sup>th</sup> percentile is the number separating the lowest 75% of rates from the highest 25% of rates (in other words 75% of providers would charge that rate or lower). Thus, although the payment rates have increased, the gap between the subsidy provided by DWS and the tuition rates charged to families is growing.

#### *Park City Childcare Assistance*

Park City has invested \$1 million and partnered with [Upwards](#) to expand childcare access and affordability for families living or working in Park City.<sup>xliv</sup> The program has four components: (1) a resident childcare tuition scholarship for resident children up to kindergarten age; (2) a workforce tuition scholarship up to kindergarten age; (3) a scholarship for employees of Park City Municipal up to kindergarten age; and (4) an incentive for regulated providers to serve children who receive a subsidy from the Utah Department of Workforce Services. This program was launched on January 1, 2024, and as of September 13, 2024, scholarships were awarded to 42 residents, 38 workforce, 1 resident/workforce and 11 PCMC employees.<sup>xlvi</sup>

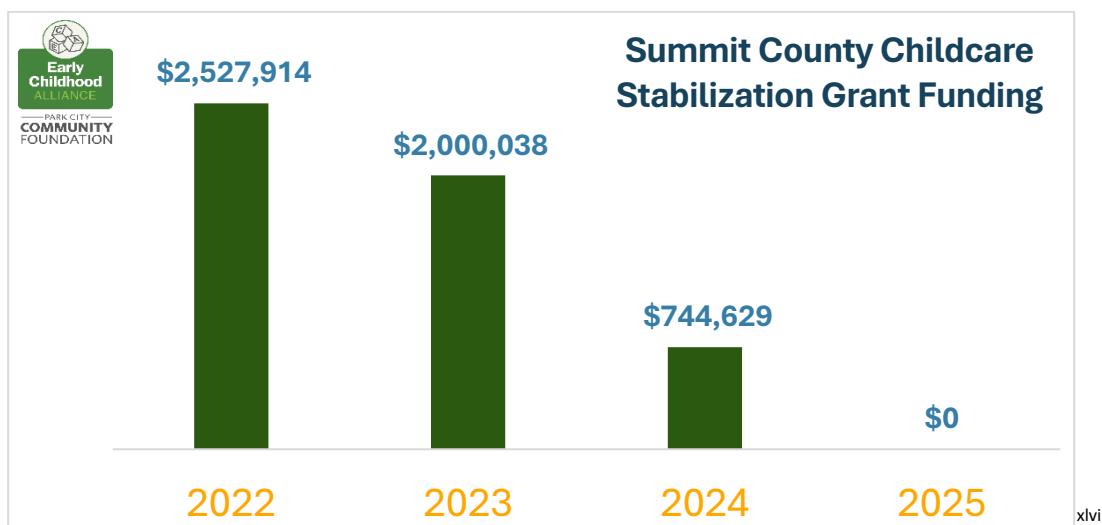
#### *Summit County Childcare Assistance*

Summit County originally included \$280,000 in its 2024 budget to support childcare: \$150,000 to expand childcare for County employees and an additional \$130,000 for community-wide childcare. Summit County joined Park City in hiring Upwards to administer a childcare scholarship program for families who live or work in Summit County and earn less than 100% of the Area Median Income. The program launched on June 3, 2024, and Summit County exhausted all its funds within the first months of the program. The County Manager authorized another \$53,850 from unused funds in the county’s employee childcare

budget to cover enrolled children through the end of 2024.<sup>xlvii</sup> As of September 13, 2024, there were 27 participating providers, and Summit County scholarships were provided to 32 resident children and two workforce children.

*Increasing Costs Once Federal Funds End*

Childcare in Summit County is likely to become more expensive in the coming years since pandemic-related federal funds have expired. Utah’s childcare industry has been supported in recent years by over half a billion dollars (\$573,873,964) in three rounds of federal pandemic relief funds.<sup>lxi</sup> These payments declined sharply in 2024 and stopped entirely in September, 2024, making 2025 the first year since the pandemic that the childcare industry will not receive this type of support.



Childcare Workforce

The childcare industry is experiencing a workforce shortage across the nation that began well before the pandemic. The Center for the Study of Childcare Employment at Berkeley tracks childcare sector jobs each month. As of July 2024, the childcare industry has finally reached and slightly exceeded the pre-covid numbers and there has been a 21.7% increase in child care jobs since April 2021, when ARPA funds began being distributed.<sup>xlix</sup>

The Utah Department of Workforce Services Office of Childcare hired the University of Utah’s Department of Economics to study Utah’s Child Care Workforce in November of 2023 based on over 10,000 early care and education survey respondents.<sup>l</sup>

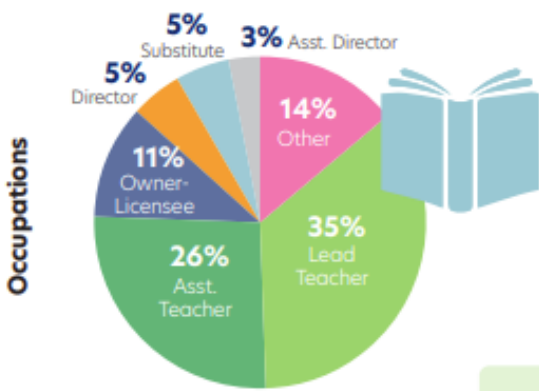
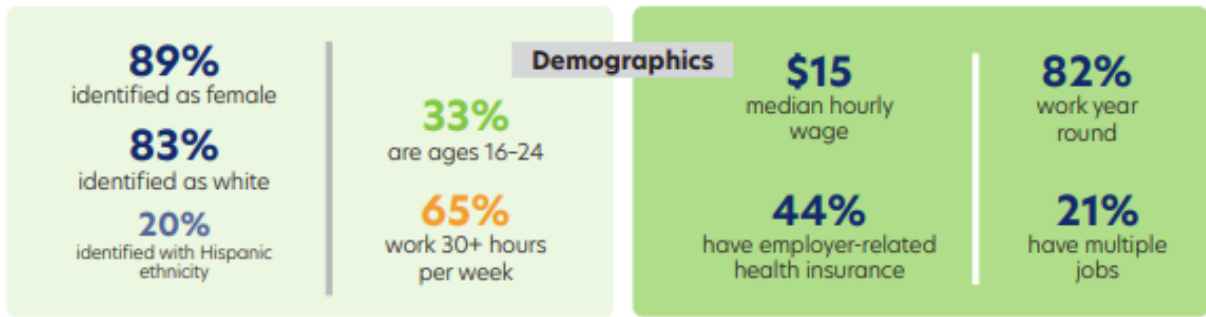
In Utah, compared to the overall labor force, child care workers are more likely to be: younger, female, identify as people of color or Hispanic and Latino ethnicities, earn lower than the median income, not have access to health insurance, retirement contributions, and paid sick leave, and hold an additional job to cover basic living expenses.

Despite having nearly the same amount of bachelor’s degree or higher (31%) as the total labor force in Utah (33%), due to the low wages and scant benefits, early care and education workers are more than four times (21%) as likely to have to work multiple jobs than the total labor force in Utah (5%).



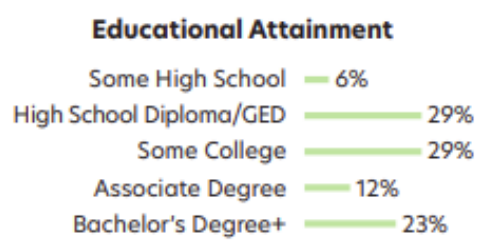
# Utah's Youth and Early Care Workforce

The data below is from the [Child Care Workforce Bonus Program Survey](#).\* The program provided a one-time payment of \$2,000 to professionals who worked in center and home-based child care programs, afterschool programs and some public preschools. 10,186 Individuals completed the survey in 2022.

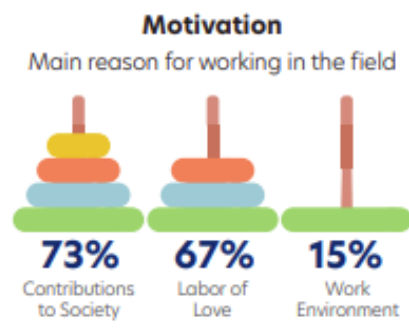


### Work Experience

- **63.8%** of caregivers and teachers have been in the field less than 5 years
- **62.5%** of directors have 10+ years of experience
- **32.4%** of owners and licensees have worked in child care for 20+ years




**1 in 5** child care workers in Utah has a current nationally-recognized CDA Credential or equivalent



\*November 2023, prepared by Catherine Ruetschlin, PhD and Yazgi Genc, PhD (C), Economic Evaluation Unit, University of Utah  
 Equal Opportunity Employer/Program

**Table 3.1: Worker Demographics and Labor Market Outcomes for Utah’s Child Care Workforce and Total Labor Force**

	Child Care Labor Force Survey Sample	Utah Total Labor Force
Percent Female	89%	45%
Percent identifying as White	83%	91%
Percent with Hispanic ethnicity	20%	14%
Percent aged 16 to 24	33%	20%
Percent with a bachelor’s degree or higher	31%	33%
Percent of employed working full time, year-round	59%	62%
Percent of full-time workers with employer-provided health insurance	52%	79%
Median hourly wage	\$15	\$21.38
Percent working multiple jobs	21%	5%
Sources: Utah Department of Workforce Services Office of Child Care Workforce Bonus Program Survey Data. Utah labor force gender, race, ethnicity, and educational attainment from Bureau of Labor Statistics Geographic Profile of Employment and Unemployment, Utah 2021 Tables 14 and 15. Utah age share from Bureau of Labor Statistics Preliminary 2022 Local Area Unemployment Statistics Expanded State Employment Status Demographic Data. Utah full-time year-round employment share from American Community Survey Table C23022. Utah employment-provided health insurance estimate from American Community Survey Table C27012. Utah median hourly wage from Bureau of Labor Statistics May 2022 State Occupational Employment and Wage Estimates. And Utah multiple job holders from and Utah Department of Workforce Services Report “Utahns Who Work Multiple Jobs at the Same Time, Dec. 2021”.		

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**End Notes**

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- <sup>i</sup> Summit County Childcare Needs Assessment (March 2023), available at: [https://legistarweb-production.s3.amazonaws.com/uploads/attachment/pdf/2031700/Staff\\_Report-Childcare\\_Needs\\_Assessment.pdf](https://legistarweb-production.s3.amazonaws.com/uploads/attachment/pdf/2031700/Staff_Report-Childcare_Needs_Assessment.pdf).
  - <sup>ii</sup> Population Demographics Report Summit County, UT Lightcast Q3 2024 Data Set (September 2024), courtesy of Jeff Jones, Summit County Economic Development Department.
  - <sup>iii</sup> Population Demographics Report Summit County, UT Lightcast Q3 2024 Data Set (September 2024), courtesy of Jeff Jones, Summit County Economic Development Department.
  - <sup>iv</sup> Utah Department of Workforce Services, Pregnant Women Medical, available at: <https://jobs.utah.gov/customereducation/services/medicaid/byb.html>.
  - <sup>v</sup> Utah State Board of Education, Fall Enrollment by Grade Levels and Demographics (October 2024).
  - <sup>vi</sup> Utah State Board of Education, Fall Enrollment by Grade Levels and Demographics (October 2024).
  - <sup>vii</sup> Email from Jon Collins, Research Consultant, Utah State Board of Education to Kristen Schulz, Early Childhood Alliance, (January 22, 2024).
  - <sup>viii</sup> FY 2024 Income Limits Summary Summit County, available at: [https://www.huduser.gov/portal/datasets/il/il2024/2024summary.odn?STATES=49.0&INPUTNAME=NCNTY49043N49043\\*4904399999%2BSummit+County&statelist=&stname=Utah&wherefrom=%24wherefrom%24&statefp=49&year=2024&ne\\_flag=&selection\\_type=county&incpath=%24incpath%24&data=2024&SubmitButton=View+County+Calculations](https://www.huduser.gov/portal/datasets/il/il2024/2024summary.odn?STATES=49.0&INPUTNAME=NCNTY49043N49043*4904399999%2BSummit+County&statelist=&stname=Utah&wherefrom=%24wherefrom%24&statefp=49&year=2024&ne_flag=&selection_type=county&incpath=%24incpath%24&data=2024&SubmitButton=View+County+Calculations).

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- <sup>ix</sup> Cusp Public Child Population Estimate for Summit County ages infant through five, available at: [Free Early Childhood Dataset from 3Si | CUSP Public \(team3si.com\)](#).
- <sup>x</sup> U.S. Census Bureau, American Community Survey 2022: ACS 5-Year Estimate, Table B23003, (188 out of 593 females with own children under 6 years old not in the labor force) available at: [B23003: Presence of Own Children ... - Census Bureau Table](#).
- <sup>xi</sup> Voices for Utah Children, *Mapping Care for Kids: A County-Level Look at Utah's Crisis in Licensed Child Care*, (October 23, 2023), available at: [Voices for Utah Children - Mapping Care for Kids: A County-Level Look at Utah's Crisis in Licensed Child Care](#).
- <sup>xii</sup> National Center for Children in Poverty, Demographics of Family, Friend, and Neighbor Childcare in the United States (August 2008), available at: <https://www.nccp.org/publication/demographics-of-family-friend-and-neighbor-childcare-in-the-united-states/#:~:text=FFN%20care%20is%20the%20most,for%20school%20age%20children>).
- <sup>xiii</sup> Utah Office of Childcare Advisory Committee Meeting (May 8, 2024), available at: <https://www.utah.gov/pmn/files/1118749.pdf>.
- <sup>xiv</sup> E-mail from Utah Child Care Licensing, Office of Licensing, DHHS, to Kristen Schulz, Early Childhood Alliance, (January 23, 2023).
- <sup>xv</sup> Utah Department of Health and Human Services, Licensing and Background Checks, (November 2, 2023) available at: <https://ccl.utah.gov/ccl/#/facilities> with updated PCSD preschool figures provided by Dan Galley via email (February 2, 2024).
- <sup>xvi</sup> Telephone call with Gail Sauer, Little Adventures Children's Center, with Kristen Schulz, Early Childhood Alliance, (October 26, 2023).
- <sup>xvii</sup> Telephone call with Gail Sauer, Little Adventures Children's Center, with Kristen Schulz, Early Childhood Alliance, (October 26, 2023).
- <sup>xviii</sup> Email from Meg Driscoll, Wildstar Manager, to Kristen Schulz, Early Childhood Alliance, (January 25, 2023).
- <sup>xix</sup> Phone conversation between Kristen Schulz, Early Childhood Alliance, and Tracy Webb, Deer Valley, (January 25, 2023).
- <sup>xx</sup> Email from Cindy Judkins, Deer Valley Children's Programs Manager, to Kristen Schulz, Early Childhood Alliance, (January 26, 2023).
- <sup>xxi</sup> Utah State Board of Education, Fall Enrollment by Grade Levels and Demographics (October 2024).
- <sup>xxii</sup> KPCW, *Park City Education Foundation Supports Preschool Expansion In District*, (January 8, 2024), available at: [Park City Education Foundation supports preschool expansion in district \(kpcw.org\)](#).
- <sup>xxiii</sup> Park City School District Board of Education, Preschool Expansion Phase II, (September 17, 2024) available at: [Agenda - BOARD OF EDUCATION BoardDocs® Plus](#).
- <sup>xxiv</sup> Park City School District Board of Education, *Preschool Expansion Presentation*, (December 12, 2023), available at: [preschool 24/25 \(boarddocs.com\)](#).
- <sup>xxv</sup> Park City Education Foundation, *Preschool*, available at: <https://pcef4kids.org/programs/preschool.html>; Park City School District, *Park City Preschool Program*, available at: <https://www.pcschools.us/community/preschool>.
- <sup>xxvi</sup> Park City School District Board of Education, *Preschool Expansion Presentation*, (December 12, 2023), available at: [preschool 24/25 \(boarddocs.com\)](#).



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- <sup>xxvii</sup> Bank of America Institute, *Rising Childcare Costs Starting to Bite*, (October 27, 2023), available at: [Rising childcare costs starting to bite \(bankofamerica.com\)](https://www.bankofamerica.com/childcare-costs-starting-to-bite/).
- <sup>xxviii</sup> Care.com, *2024 Cost of Care Report*, (January 17, 2024), available at: [Here's What Child Care Costs in 2024: Nannies, Daycare & Sitters](https://www.care.com/cost-of-care-report-2024/).
- <sup>xxix</sup> Care.com, *2024 Cost of Care Report*, (January 17, 2024), available at: [Here's What Child Care Costs in 2024: Nannies, Daycare & Sitters](https://www.care.com/cost-of-care-report-2024/).
- <sup>xxx</sup> University of Utah Department of Economics, *Utah 2024 Childcare Market Rate Study*, prepared for the Utah Department of Workforce Services Office of Childcare, (May 2024), available at: <https://jobs.utah.gov/occ/occmrkt.pdf>.
- <sup>xxxi</sup> The University of Utah, Costs of Attendance, Resident, Tuition and Fees, 2024-2025 Academic Year, available at: <https://financialaid.utah.edu/tuition-and-fees/cost-of-attendance.php>.
- <sup>xxxii</sup> 50 State Child Care Cost Model, P-5 Fiscal Strategies, available at: [Child Care Center Cost Model | Prenatal to Five Fiscal Strategies \(prenatal5fiscal.org\)](https://www.prenatal5fiscal.org/).
- <sup>xxxiii</sup> Childcare and Development Fund (CCDF) Program Final Rule, 81 Fed Reg 67438 at 67515 (9/30/2016) (Childcare Development Fund federal benchmark for affordable parent fees set at 7%); see also 45 C.F.R. §98.45(k); <https://www.acf.hhs.gov/occ/fag/childcare-and-development-fund-final-rule-frequently-asked-questions>.
- <sup>xxxiv</sup> Center for American Progress, *The True Cost of High-Quality Child Care Across the United States*, available at: <https://www.americanprogress.org/article/true-cost-high-quality-child-care-across-united-states/>.
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- <sup>xxxvi</sup> Gail Sauer, Little Adventures Childrens' Center at Canyons, telephone conversation with Kristen Schulz, Early Childhood Alliance, (October 26, 2023).
- <sup>xxxvii</sup> Data provided by childcare providers, Upwards, and via website review by Kristen Schulz, Early Childhood Alliance, (October 2024).
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- <sup>xxxix</sup> Utah Department of Workforce Services, *Workforce Statistics—Public Assistance Recipients*, (October 1, 2024), available at: [Public Assistance Recipients \(utah.gov\)](https://www.utah.gov/workforce-statistics-public-assistance-recipients/).
- <sup>xl</sup> Utah Department of Workforce Services, *Workforce Statistics—Public Assistance Recipients*, (October 1, 2024), available at: [Public Assistance Recipients \(utah.gov\)](https://www.utah.gov/workforce-statistics-public-assistance-recipients/).
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- <sup>xlii</sup> DWS Financial/SNAP/Childcare Eligibility Manual, Table 3 (effective October 1, 2024), available at: [Child Care, Financial and SNAP Eligibility Policy Manual \(utah.gov\)](https://www.utah.gov/child-care-financial-and-snap-eligibility-policy-manual/).
- <sup>xliii</sup> Catherine Ruetschlin, *Utah 2024 Child Care Market Rate Study and Narrow Cost Analysis*, (May 2024), available at: [occmrkt.pdf \(utah.gov\)](https://jobs.utah.gov/occ/occmrkt.pdf).
- <sup>xliv</sup> Child Care and Development Fund (CCDF) Plan for Utah FFY 2025-2027, available at: [ccdfplan-draft.pdf \(utah.gov\)](https://www.utah.gov/ccdfplan-draft.pdf).



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<sup>xlv</sup> Park City Municipal, *Park City's New Childcare Assistance Program Launches in the New Year*, (December 20, 2023), available at: <https://www.parkcity.org/Home/Components/News/News/43335/23>.

<sup>xlvi</sup> Park City Council Staff Report: *Childcare Needs-Based Scholarship Program* (September 26, 2024), available at: <https://parkcityut.portal.civicclerk.com/event/257/files/attachment/6818>.

<sup>xlvii</sup> Summit County Staff Report: *Update on Childcare Needs-Based Scholarship Program* (September 25, 2024), available at: [Childcare Scholarships Update 092524.pdf \(legistarweb-production.s3.amazonaws.com\)](#).

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<sup>xlix</sup> Center for the Study of Childcare Employment, *Jobs Tracker*, (August, 2024) available at: <https://cscce.berkeley.edu/publications/brief/childcare-sector-jobs-bls-analysis/>.

<sup>i</sup> Catherine Ruetschlin and Yazgi Genc, Economic Evaluation Unit, University of Utah, *Unveiling the Landscape of Utah's Child Care Workforce: Working Conditions, Wages, and Motivations from the Child Care Workforce Bonus Program Survey*, (November 2023), available at: [23bonussurvey.pdf \(utah.gov\)](#).

<sup>ii</sup> Catherine Ruetschlin and Yazgi Genc, Economic Evaluation Unit, University of Utah, *Unveiling the Landscape of Utah's Child Care Workforce: Working Conditions, Wages, and Motivations from the Child Care Workforce Bonus Program Survey*, (November 2023), available at: [23bonussurvey.pdf \(utah.gov\)](#).