

Final Report

Impacts of Childcare in Summit County

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Prepared for

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Summit County Government
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Table of Contents

- I. Introduction**
 - Context of Childcare Discussion I-1
 - Contents of Report I-2

- II. Childcare in Summit County Today**
 - Survey Responses..... II-1
 - Economic Impact of the Childcare Industry II-7

- III. Future Needs for Childcare in Summit County**
 - Additional Childcare Slots Needed III-2
 - Future Impacts of Childcare Issues III-3

- IV. Policy Options Regarding Childcare in Summit County**
 - Importance of Childcare Issues IV-1
 - Methods of Improving Childcare IV-2
 - Funding Sources..... IV-3
 - Potential Policy Options..... IV-3

- Appendices**
 - A. Survey Responses..... A-1

Section I. Introduction

In June 2001, the Summit County Leadership Forum and the Summit County government retained BBC Research & Consulting (BBC) to analyze the impacts of childcare in Summit County. The County-sponsored strategic planning task force on childcare had determined that additional information regarding the economic impacts of the childcare industry would be useful in analyzing potential strategies to improve childcare in the county. In addition, leaders in the public and private sector wished to better understand local employees' and employers' attitudes regarding childcare.

To complete this analysis, BBC conducted a mail survey of 18 local employers and over 450 employees regarding the impacts of current childcare arrangements and attitudes toward potential improvements. BBC also gathered and analyzed information from the Summit County Early Childhood Resource and Referral Agency and the Summit County Childcare Licensing Specialist. The Summit County Human Services Division supplied information regarding the finances of local childcare centers and licensed childcare homes.

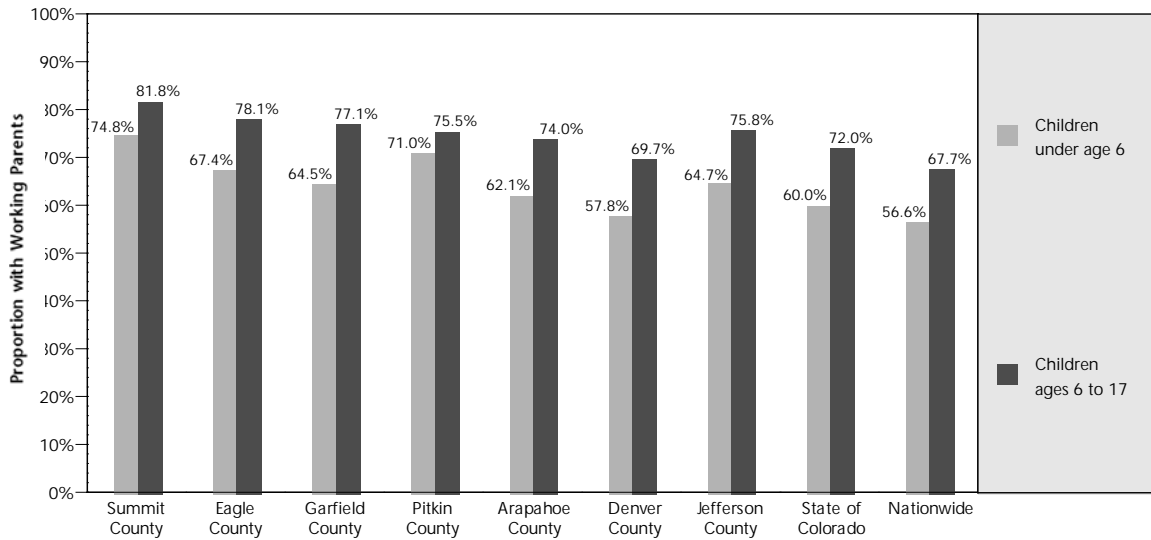
Context of Childcare Discussions

Over the past decade, the Summit County economy has grown rapidly. Many Summit County employers have concerns about recruiting and retaining high-quality employees. Childcare centers face the same issues in the labor market as other local employers. In addition, childcare options impact individual employees' choices about where and when to work and thus impact employers' recruitment and retention efforts.

A few facts will illustrate the labor market context of childcare discussions in Summit County. The local job base increased 66 percent over the past decade from 14,900 jobs in 1990 to 24,800 jobs in 1999. In 1999, earnings per job averaged \$24,810. Many Summit County jobs are part-time or seasonal so many Summit County employees hold more than one job. (Respondents to the employee survey, which will be described in more detail in Section II, averaged 1.25 jobs per person.) Most households in Summit County have more than one wage earner. According to estimates from PCensus, the median household income in Summit County was \$48,540 in 2000. (This estimate reflects all households including families, unrelated people living together and one-person households.) Families had a median income of \$57,400.

Most families in Summit County have two wage earners. Detailed information from the 2000 Census regarding the employment status of parents has not yet been released. However, the 1990 Census showed that the proportion of working parents in Summit County was higher than that of surrounding mountain counties, Front Range counties and the state as a whole. Exhibit I-1 on the following page compares the proportion of working parents in Summit County to that of other jurisdictions. Given the large number of working parents, it is not surprising that childcare is an issue of interest in Summit County.

*Exhibit I-1.
Proportion of Children by Age who have Working Parents, Summit County and Comparison Locations, 1990*



Note: "Working parents" defined as both parents working outside the home in two-parent families or single-parents working outside the home in one-parent families.

Source: BBC Research & Consulting from 1990 U.S. Census data.

Contents of Report

The results of this childcare survey and the other analyses will be presented in the following sections of this report:

- Section II, Childcare in Summit County Today.
- Section III, Future Needs for Childcare in Summit County.
- Section IV, Policy Options for Childcare in Summit County.

Section II.

Childcare in Summit County Today

This section summarizes the information provided by survey respondents regarding their current childcare arrangements and the impacts those arrangements have on their work. It also presents information about the size and impact of the childcare industry in Summit County.

Survey Responses

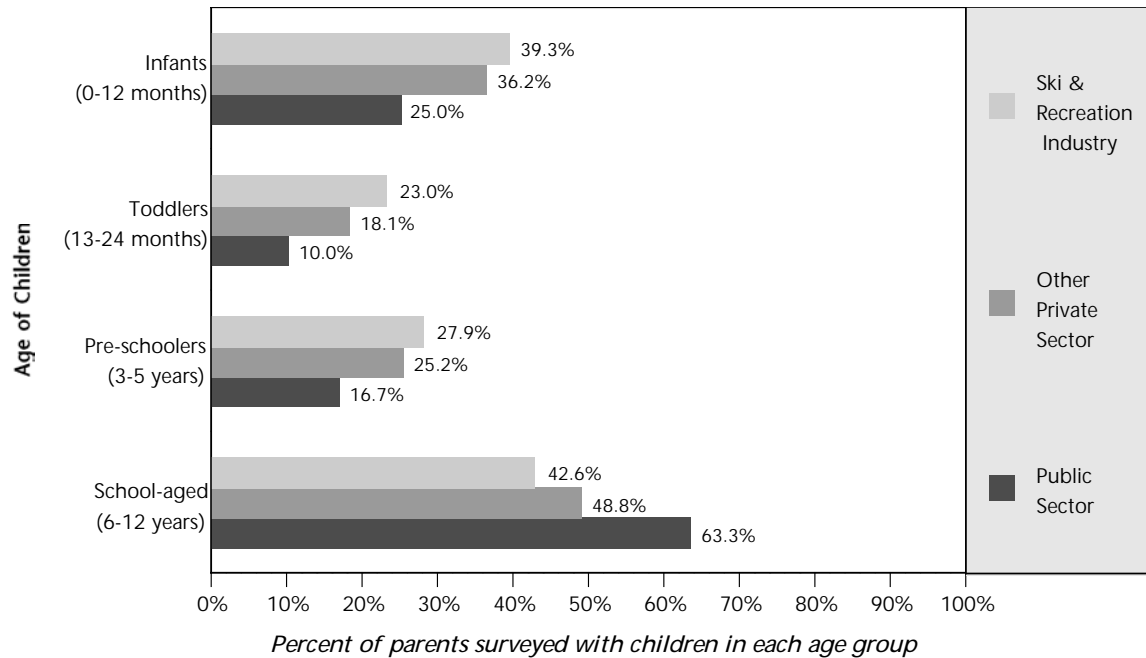
In order to learn more about the use of childcare in Summit County, BBC distributed survey packets to a cross-section of 75 employers in different parts of the county and different industries. The packets included an employer survey to be completed by the business owner, manager or human resources director, and employee surveys. An employee survey translated into Spanish was also included in all packets. Lucinda Burns, the Director of Early Childhood Resource and Referral for Summit and Lake counties, contacted each employer prior to survey distribution to encourage their participation. She also made follow-up calls to encourage employers and their employees to complete their surveys.

A total of 452 employee surveys were completed, and 18 employer surveys were returned. Because of the relatively small number of employer surveys completed, we cannot assume that the responses of the responding employers mirror the opinions of all Summit County employers.

The large number of employee surveys included a concentration of employees in the ski and recreation industry and in local government. Of the 452 employee surveys received, 125 (28 percent) were from ski/recreation industry employees and 212 (47 percent) were from government employees. The actual proportions of these industries in the Summit County employment base are approximately 10 percent and 7 percent respectively. Workers in different industries have different age and income distributions and these factors impact the need for, and choice of, childcare. Therefore, most of the survey results reported below are broken down by industry. In other instances, employees from different industries with the same characteristics (such as children of the same age) are grouped together. The complete survey questionnaire and results for employees in the ski/recreation industry, other private sector businesses and the public sector are provided in Appendix A.

Age of children. Exhibit II-1 on the following page, shows the age distribution for the children of the working parents surveyed. Ski industry employees tended to have younger children and public sector employees tended to have older children.

*Exhibit II-1.
Age Distribution of Children Under 13, Working Parents Surveyed*

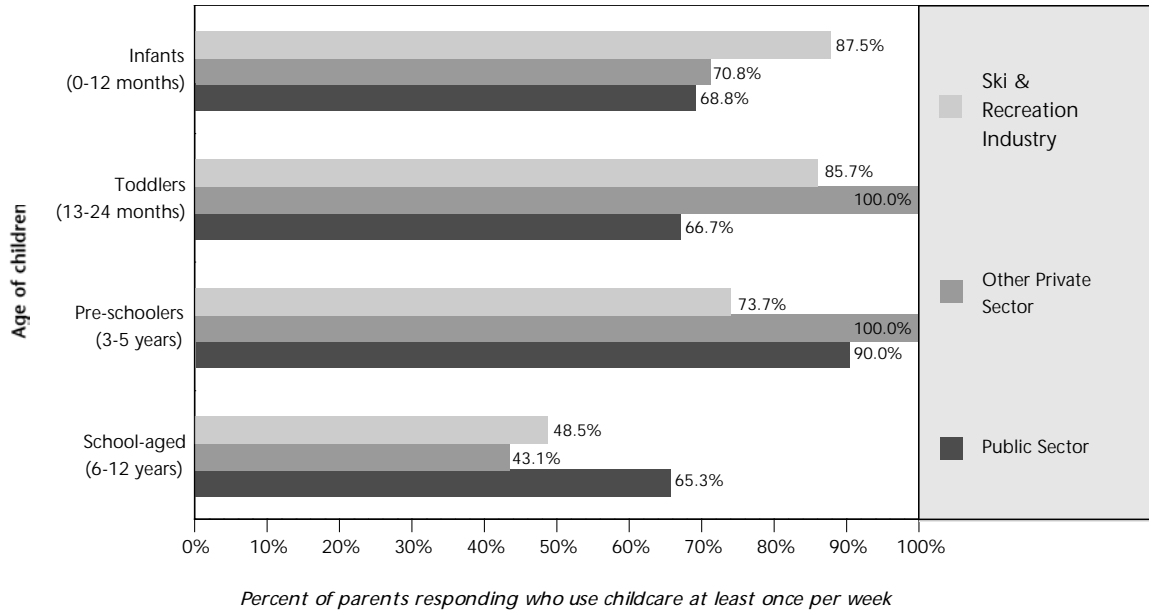


Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Use of childcare. Parents who do not use childcare have two options: one spouse can stay at home full-time or both parents can work and arrange their schedules so that one parent is always home. Of the working families surveyed, 13 percent of ski industry employees, 15 percent of other private sector employees and 3 percent of government employees have one parent home full-time. A larger number of families have two working parents who stagger their schedules so that one parent can always be home: 16 percent of ski industry employees, 21 percent of private sector employees and 17 percent of public sector employees. Many Summit County parents are able to stagger their work hours because so many local jobs are outside the nine-to-five workday.

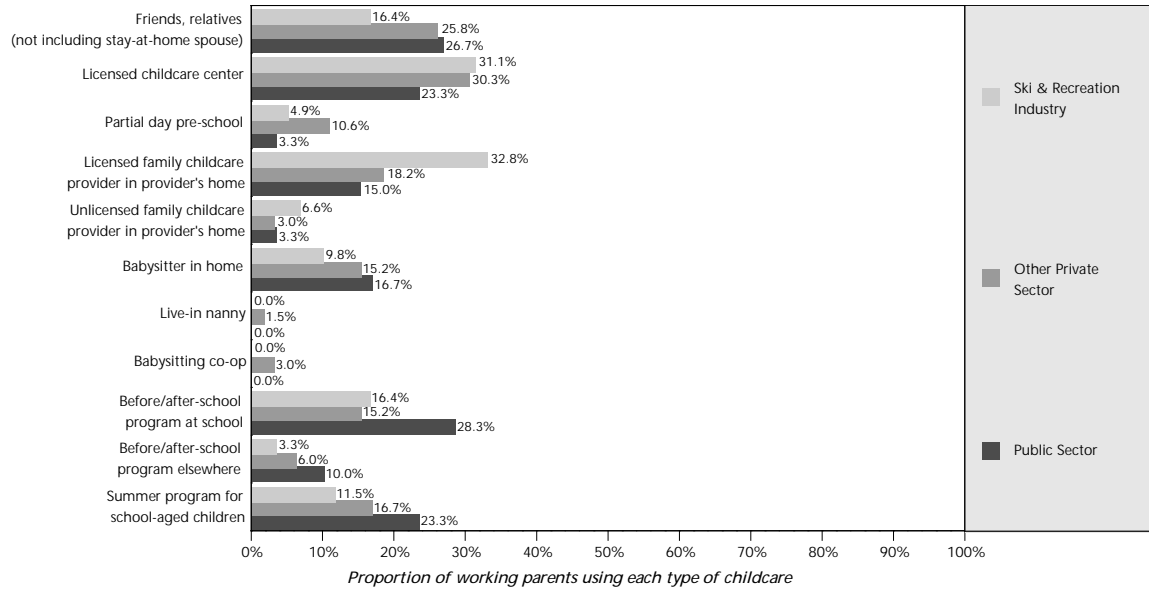
The survey asked parents whether they used paid or unpaid childcare once a week or more. While the majority of parents of infants and toddlers used childcare, less than half of the parents employed in the public sector used childcare for their school-aged children. Use of childcare (including unpaid care by friends and family members other than the parents) is summarized in Exhibit II-2 on the following page. Use of paid childcare is also detailed in Exhibit II-3 on the following page.

Exhibit II-2.
Use of Childcare by Age of Children, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Exhibit II-3.
Type of Childcare Used

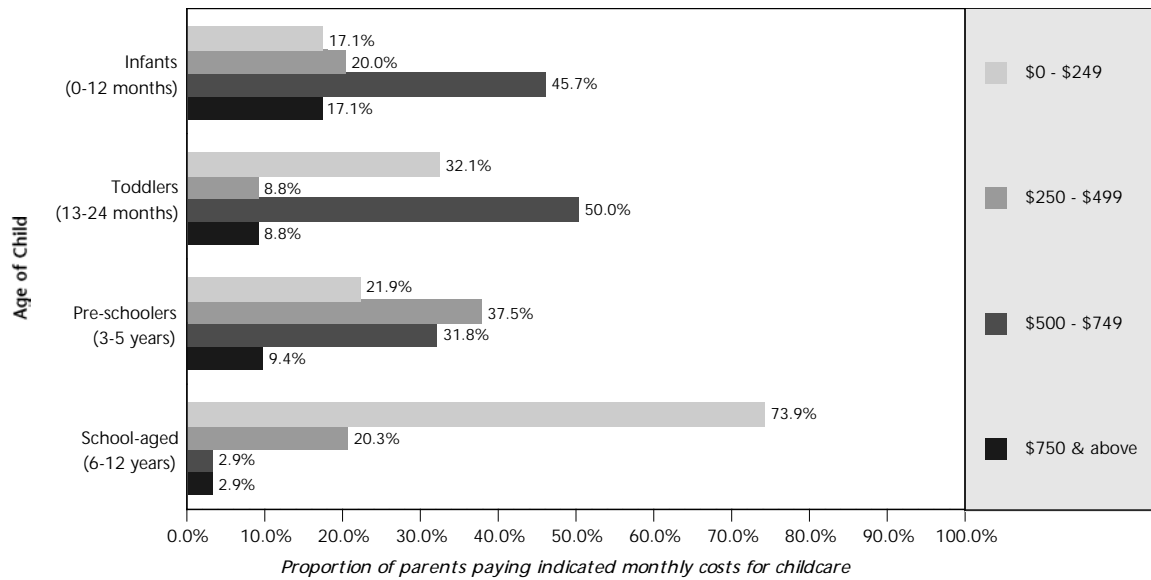


Note: Share of employees in each sector using each type of childcare sums to more than 100 percent because many families use more than one type of care.

Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Cost of childcare. The survey also asked how much employees pay for childcare. Childcare costs are generally highest for the youngest children. This is primarily due to higher labor costs for infants since the ratio of caregivers to children is lower for younger kids. (For example, one caregiver is required for every five infants, versus every 12 five year olds.) Therefore, Exhibit II-4 groups survey responses regarding the cost of childcare by age of child.

*Exhibit II-4.
Monthly Childcare Expenditures by Age of Child, Working Parents Surveyed*

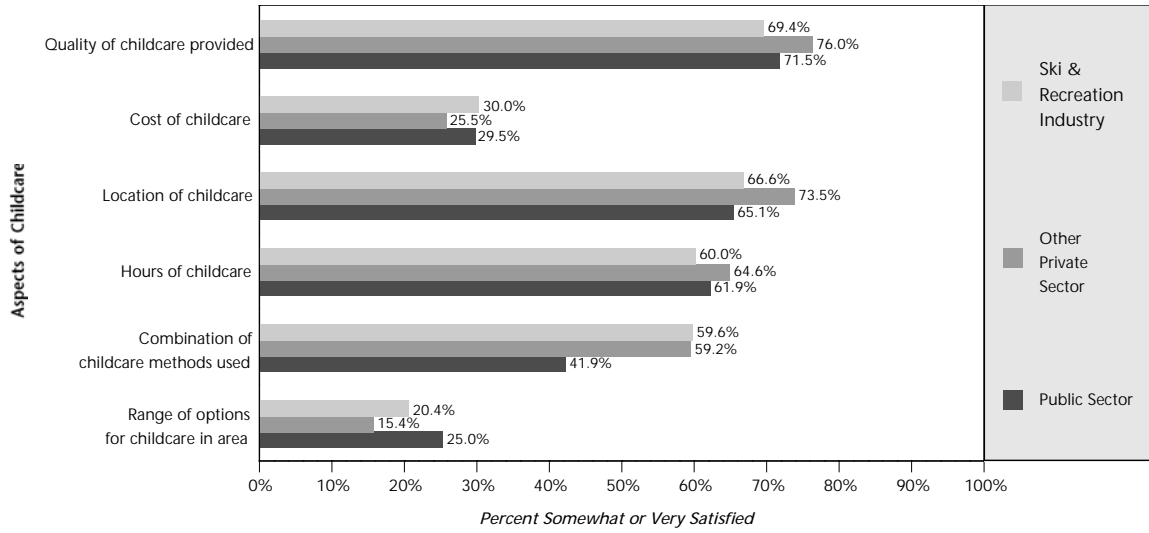


Source: Summit County Employee Survey conducted by BBC Research & Consulting.

Satisfaction with childcare. Most of the parents surveyed are pleased with the quality, location and hours of their childcare providers. Throughout the county, surveys show that parents are generally satisfied with the quality of their children’s care, although about a quarter of parents are not satisfied with the quality of their childcare.

The majority of working parents surveyed in Summit County are dissatisfied with the cost of childcare and the range of childcare options available. Although they are generally satisfied with their children’s own caregivers, they have concerns about the overall availability of childcare in the county. Exhibit II-5 on the following page shows parents’ satisfaction with different aspects of childcare.

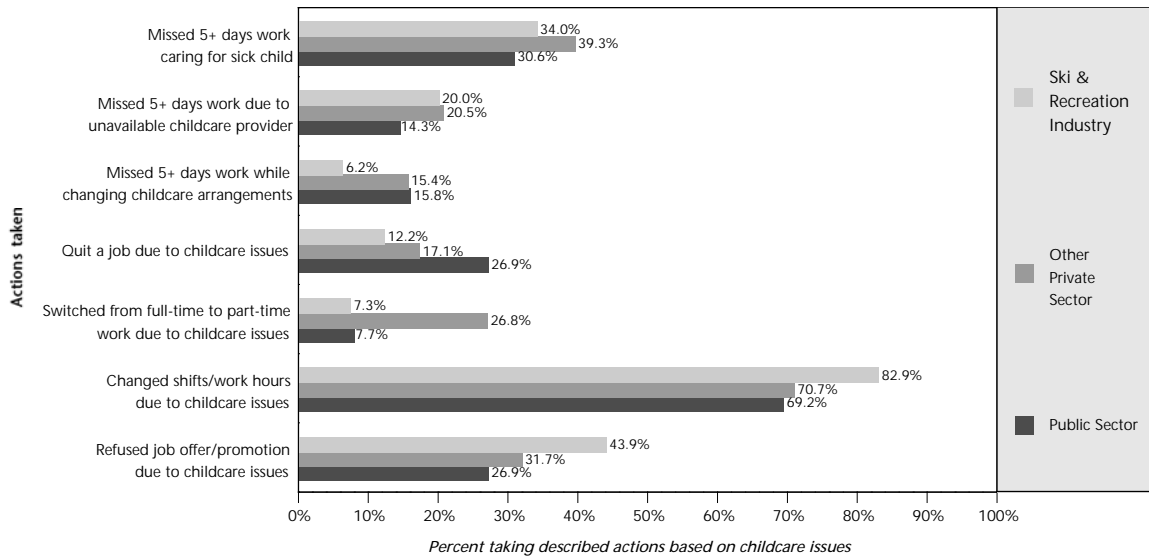
Exhibit II-5.
Satisfaction with Aspects of Childcare, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Impact of childcare. The availability of quality childcare has a clear impact on the working lives of the parents surveyed. Across all industries, more than 30 percent of parents missed five or more days of work caring for a sick child. More than one in 10 working parents in the ski/recreation industry has quit a job because of childcare issues; more than one quarter of public sector employees have made the same choice. The majority of respondents in all industries have changed their work hours because of childcare issues. Exhibit II-6 shows the impacts of childcare issues on the working lives of parents surveyed.

Exhibit II-6.
Impact of Childcare Issues, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

Employees who leave their jobs because of childcare issues cause their employers to spend money recruiting and training replacements. One third of the employers surveyed who said that they had lost employees because of childcare problems spent more than \$250 recruiting each replacement worker. Forty-four percent of those employers spent more than \$250 in training costs for each replacement employee hired.

The actual cost to employers of employee turnover is much higher than direct costs of recruitment and formal training. There is the cost of other employees' time used in informal training of new staff and the decline in productivity until a new worker attains the skills of the experienced employees. Many human resources departments use a 25 percent rule of thumb, based on a study by the Saratoga Institute that indicated that the total costs of employee turnover averaged 25 percent of that employee's annual salary plus benefits.

Using information from the 1990 and 2000 Census and the Colorado Department of Labor and Employment, BBC estimated that 17 percent of Summit County's workforce are working parents with children under age 13.¹ BBC then estimated that 2.4 percent of these working parents leave their jobs each year because of childcare issues, based upon survey responses.² Given this rate of turnover, the average earnings by local residents and the 25 percent rule of thumb, BBC estimated the cost of childcare related turnover at \$594,000 annually.

Retention of skilled workers is particularly important in Summit County because of the tight local labor market. The average unemployment rate in 2000 was 2.0 percent. Although unemployment has increased locally during the nationwide recession, it is still quite low: 2.6 percent in September 2001 compared to 2.2 percent in September 2000.

With the high proportion of working parents in Summit County and the impacts that childcare issues have on their choice of jobs, it is clear that childcare affects hiring and retention for many Summit County employers. The childcare industry is itself an employer competing for quality workers in the Summit County labor market.

¹ The percentage of employees with children under 13 who responded to the survey was higher than the countywide 17 percent average. Working parents constituted 28 percent of the public sector respondents, 48 percent of the ski industry respondents and 63 percent of the other private sectors respondents. Because working parents were over-represented in the survey responses, all survey data presented differentiates between parents and other employees.

² BBC weighted the survey responses of working parents by industry. For example, the working parents from the public sector were assumed to represent the 10 percent of local employees who work in the public sector. The percentage of workers who said they had left a job because of childcare issues was divided by the average length of employment in Summit County, 7 years, to derive an annual turnover percentage.

Economic Impact of the Childcare Industry

The Summit County childcare industry consists of four segments: childcare centers that serve local residents, childcare centers that primarily serve skiers and other visitors, childcare homes, and after-school programs at elementary schools and recreation centers. The following analysis focuses on childcare for local residents.

There are six licensed childcare centers and 31 daycare homes in Summit County that serve local residents.³ Together these facilities employ 82 full and part-time workers. School-aged childcare and partial day preschool programs at public school and recreation center sites employ an additional 64 full and part-time workers. These childcare workers provide 577 licensed childcare slots for infants, toddlers and preschoolers and 414 slots for school-aged children.

Dollars spent on childcare circulate in the local economy as providers purchase supplies and employees spend their wages. In order to estimate the direct and indirect impacts of the local childcare industry, BBC used budget data previously collected by the Summit County Human Services Division, collected additional data from local childcare providers and utilized region-specific multipliers from the Colorado Department of Local Affairs. Multipliers reflect the spending patterns in specific geographic areas; that is the way in which money is re-spent in a local economy. Generally, expenditures in a large, metropolitan area have a larger multiplier effect (are re-spent more times) than expenditures in a small, rural place. That is because a metropolitan area offers a wide range of goods and services so it is likely that the re-spent dollars will stay within the local economy. In a very small place, most re-spent dollars immediately leave the local area. Summit County is part of the ten-county Ski and Resort region. Counties in this region have medium-sized economies with a range of goods and services available locally. Therefore, money spent in Summit County is less likely to be re-spent locally than money spent in Denver County but more likely to be re-spent locally than money spent, for example, in Kiowa County.

For each type of childcare provider (childcare center, childcare home, pre-school and school-aged care), BBC calculated total direct expenditures. Multipliers were then applied to these figures to estimate the total economic impact of the industry. Exhibit II-7 on the following page shows that Summit County's childcare industry has a total economic impact of over \$6.4 million.

³ Two other licensed childcare centers, Kinderhut and Peak 8 Children's Center, primarily serve visitors. However, the Peak 8 Center does provide care for 15 employee children. Therefore, this portion of the center's operations are reflected in the analysis in Exhibit II-7.

**Exhibit II-7.
Economic Impact of
Childcare for Local
Residents in Summit
County.**

Notes:

(1) Includes six centers serving local residents and the portion of Peak 8 Children's Center operations that serves local residents.

(2) Includes partial day pre-schools in Summit County Public Schools. Other preschool programs included in figures for Childcare Centers.

(3) Includes programs held at Summit County Schools and at Breckenridge Recreation Center.

Source:

BBC Research & Consulting.

| | <i>Expenditures</i> | <i>Wages</i> | <i>Jobs</i> |
|---|---------------------|--------------------|-------------|
| Childcare Centers ⁽¹⁾ | \$2,054,000 | \$1,578,000 | 86 |
| Childcare Homes | \$1,119,000 | \$406,000 | 34 |
| Preschools ⁽²⁾ | \$222,000 | \$179,000 | 6 |
| Before & After-school Care ⁽³⁾ | <u>\$580,000</u> | <u>\$297,000</u> | <u>64</u> |
| Total Direct Impact | \$3,975,000 | \$2,460,000 | 190 |
| Total Indirect Impact | <u>\$2,437,000</u> | <u>\$1,236,000</u> | <u>42</u> |
| Total Impact | \$6,412,000 | \$3,696,000 | 232 |

Section III.

Future Needs for Childcare in Summit County

There are approximately 2,780 children under the age of 13 in Summit County. Of those children, about 2,245 have working parents and are potentially in need of childcare. The current need for licensed childcare in Summit County is estimated to be 1,141 slots:

- 577 currently licensed childcare slots available for infants, toddlers, and pre-schoolers at Summit County's childcare homes, childcare centers and pre-schools;
- 414 currently licensed slots for school-aged children at childcare homes and after-school programs at schools and recreation centers.
- 150 additional slots to meet needs of children currently on waiting lists for licensed care.

How can there be more than 2,000 children of working parents yet an identified need for only 1,141 licensed slots? Unlicensed childcare accounts for a small part of the difference. Almost 6 percent of survey respondents who use paid childcare said that they used unlicensed providers. Other factors such as staggered parental work-schedules, care by friends and relatives, use of babysitters and nannies and part-time enrollment in childcare are much more important in explaining this difference.

Based on survey results, BBC estimates that about 14 percent of Summit County families arrange their work schedules so that one parent is always home. More than 25 percent of families have friends or relatives care for their children.

Other forms of childcare that are not reflected in the count of childcare slots include babysitters in the child's home and live-in nannies. About 12 percent of survey respondents said they use these forms of childcare.

The use of part-time childcare is also an important factor. BBC contacted six childcare centers regarding their enrollment. About 45 percent of their children attend less than five days a week, and many of these children attend only two days a week. Therefore, one childcare slot can serve more than one child.

Additional Childcare Slots Needed

The number of children in Summit County is expected to increase as birth rates rise. From 1990 to 2000, the number of births per year in Summit County increased from 207 to 333.

In order to project future childcare needs, BBC obtained projections of children by age from the State Demographer's office. The 1990 ratio of working parents was then applied to these counts to estimate the number of children potentially in need of childcare.¹ Not all of these children will need licensed childcare: some will be cared for by friends, relatives, nannies or babysitters. Others will have parents who stagger their work hours. Future need for licensed childcare slots was projected based on current ratios: the ratio of slots currently licensed and the ratio of additional slots needed to address the waiting list. Exhibit III-1 includes the number of slots needed to maintain current service levels (which does not meet the needs of all families wanting to use licensed childcare) and the number of slots required to address anticipated future waiting lists.

**Exhibit III-1.
Projected Children
Needing Paid
Childcare**

Source:
BBC Research & Consulting from
Colorado State Demographer's
population projections.

| | 2000 | 2005 | 2010 |
|--|--------------|--------------|--------------|
| Children under Age 13 | | | |
| Infants | 279 | 331 | 321 |
| Toddlers | 486 | 706 | 688 |
| Pre-schoolers | 763 | 1,098 | 1,160 |
| School-aged | <u>1,530</u> | <u>2,143</u> | <u>2,912</u> |
| Total | 2,779 | 3,947 | 4,760 |
| Proportion of Children with Working Parents | | | |
| Infants | 209 | 248 | 241 |
| Toddlers | 365 | 530 | 516 |
| Pre-schoolers | 626 | 900 | 951 |
| School-aged | <u>1,255</u> | <u>1,757</u> | <u>2,388</u> |
| Total | 2,245 | 3,187 | 3,855 |
| Licensed Childcare Slots Needed to maintain Current Ratio | | | |
| Age 5 and under | 577 | 807 | 822 |
| Ages 6 to 12 | <u>414</u> | <u>580</u> | <u>788</u> |
| Total | 991 | 1,387 | 1,610 |
| Additional Slots Needed to Meet Waiting List Need | 150 | 216 | 269 |
| Total Slots Needed | 1,141 | 1,603 | 1,879 |

By 2010, Summit County is expected to need a total of 888 additional slots: 619 more childcare slots to maintain its current ratio of licensed providers to children of working parents, and 269 to address current and projected waiting lists.

¹ 2000 Census data regarding the number of children with working parents has not yet been released.

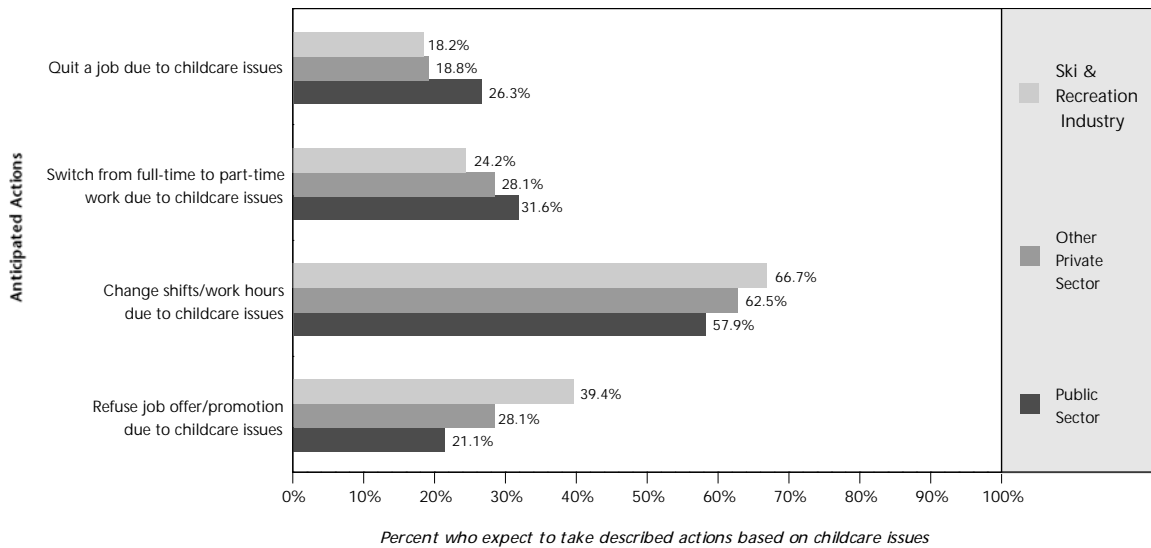
Future Impacts of Childcare Issues

Working parents are familiar with the current range of childcare options available in Summit County. When they look to the future of their work lives, they anticipate numerous changes because of childcare issues.

The survey asked working parents about future changes in their working lives that they anticipate because of childcare issues. Almost one quarter of parents who work in the ski/recreation industry and almost one third of parents who work for government expect that they will leave their current jobs because of childcare issues. A majority of working parents in all industries expect that they will need to change their working hours to accommodate their childcare responsibilities. Expected impacts of childcare issues are summarized in Exhibit III-2 below.

Exhibit III-2.

Anticipated Impact of Childcare Issues, Working Parents Surveyed



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

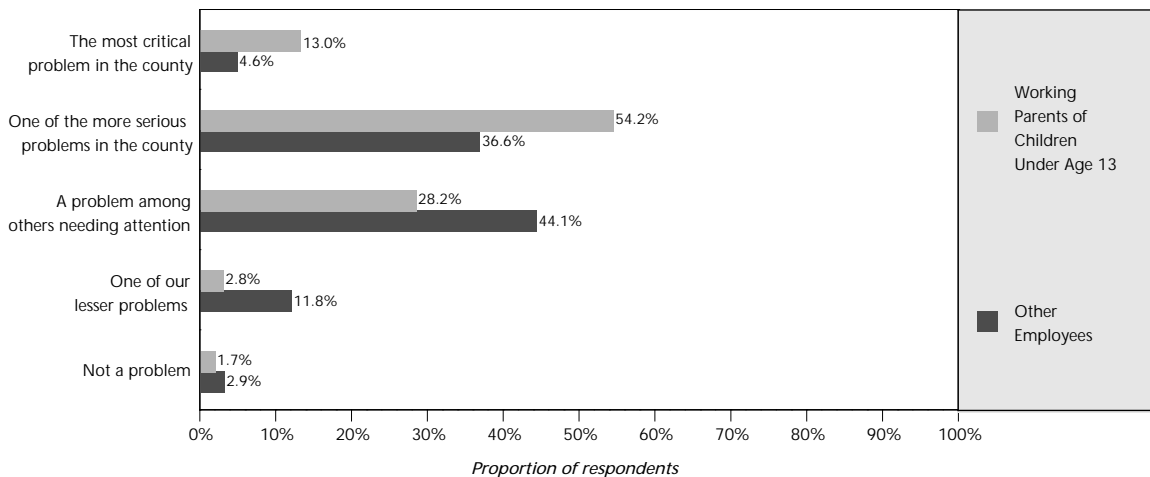
Section IV. Policy Options Regarding Childcare in Summit County

Given the large number of working parents in Summit County, the impact of childcare on their working lives and the need for additional childcare over the next decade, community leaders have discussed the need for changes to the County’s childcare system. In order to gauge public opinion regarding potential changes, the employee and employer surveys included a number of questions about possible childcare improvements and the means of achieving them.

Importance of Childcare Issues

More than half the working parents and a third of the other employees surveyed said that childcare issues are “one of the more serious problems in the county.” Exhibit IV-1 shows how all the employees surveyed rate the importance of childcare. It should be noted that the employees who voluntarily filled out this survey may be more concerned about childcare than those who chose not to respond.

*Exhibit IV-1.
Importance of Childcare Issues*



Source: Summit County Employee Childcare Survey conducted by BBC Research & Consulting.

The employers surveyed see childcare as a less important issue: none said that it was the most important problem facing the county and less than 40 percent said that it was one of the more serious problems in the county. When asked about the problems they face in attracting and retaining employees, employers ranked childcare issues well below housing and a tight labor market. Exhibit IV-2 on the following page summarizes the employers’ rankings of local issues that affect their ability to hire and retain employees.

Exhibit IV-2
Issues that Impact
Employers' Ability to
Attract and Retain Workers

Source:
 Summit County Employer Survey conducted
 by BBC Research & Consulting.

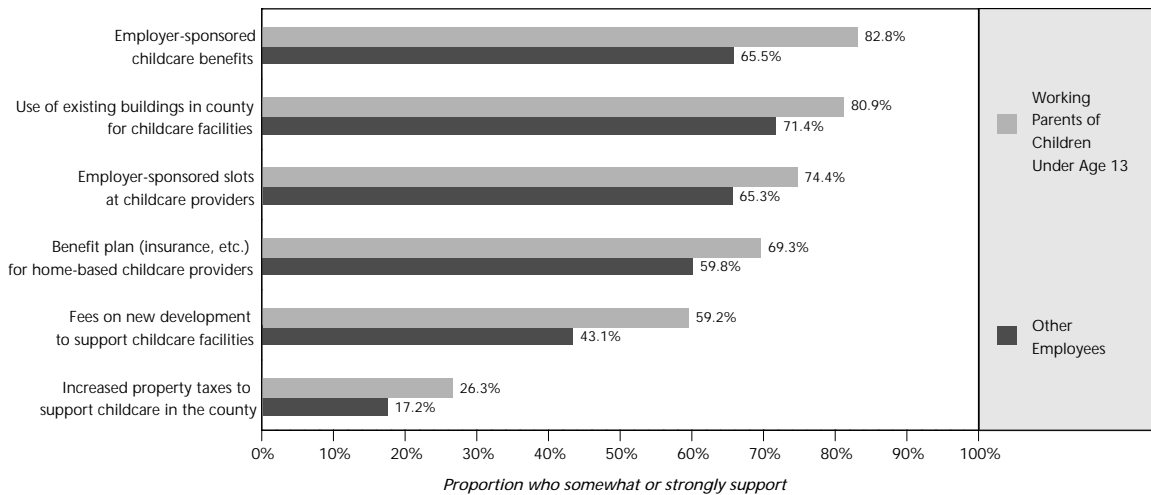
| <i>Proportion of Employers Rating This Issue as a Somewhat or Very Important Problem</i> | |
|--|------------|
| Shortage of affordable housing | 83% |
| Low statewide unemployment rates | 50% |
| <i>Shortage of affordable childcare</i> | 39% |
| <i>Shortage of quality childcare</i> | 33% |
| Transportation problems | 33% |
| <i>Shortage of childcare for evenings and weekends</i> | 22% |
| Restrictive immigration policies | 22% |

While the relative importance of the issues in Exhibit IV-2 is interesting, we cannot assume that it reflects the beliefs of all Summit County employers. Given the low number of employers responding (18 of 75), there is a danger of non-response bias; that is, the possibility that the opinions of employers who did not complete their surveys are substantially different from those who did.

Methods of Improving Childcare

The survey asked employees and employers their opinions regarding methods of improving childcare in the county. The most popular methods among employees were employer-sponsored childcare benefits, use of existing buildings as childcare facilities and employer-sponsored slots at childcare providers. Employee ratings are summarized in Exhibit IV-3.

Exhibit IV-3.
Employee Support for Different Methods of Improving Childcare in Summit County



Source: Summit County Employee Survey conducted by BBC Research & Consulting.

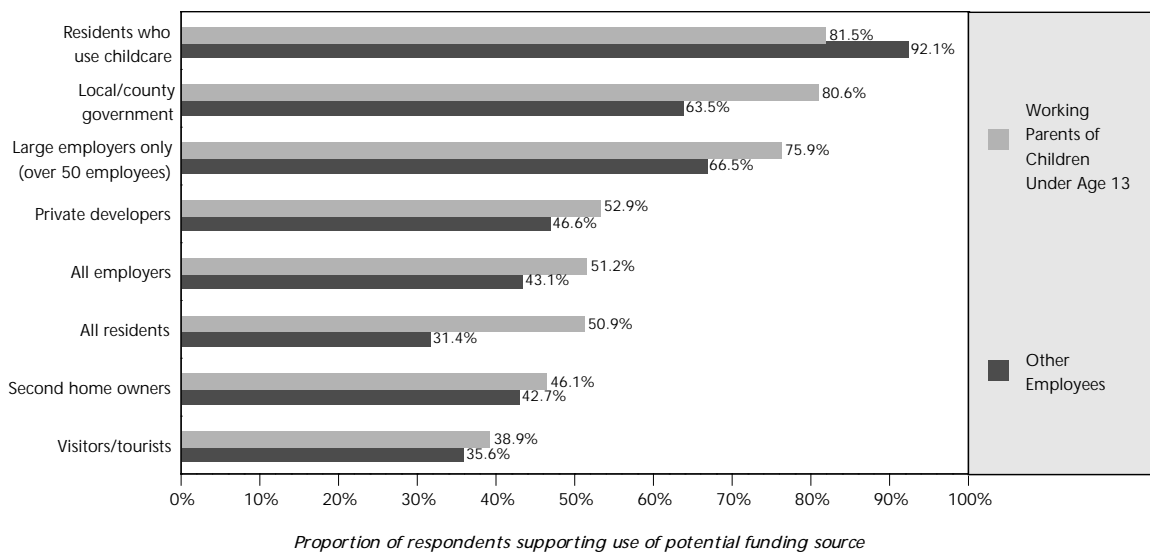
Employer-sponsored childcare benefits and childcare slots were less popular with the employers surveyed, gaining support from 22 percent and 44 percent of respondents respectively.

Funding Sources

Both parents and non-parents stated that childcare improvements should primarily be funded by the people who use childcare. As Exhibit IV-4 shows, other funding sources supported by a majority of employees surveyed include large employers, and local/county government. However, as shown in the previous exhibit, less than one quarter of employees surveyed support property tax increases to fund childcare improvements.

Exhibit IV-4.

Employee Support for Different Funding Sources for Childcare Improvements



Source: Summit County Employee Survey conducted by BBC Research & Consulting.

Seven of the employers responding to the survey said that all employers should be responsible for funding childcare improvements, and 12 were in favor of large employers paying for these improvements.

Potential Policy Options

Childcare professionals, employers, policy makers and other Summit County residents have begun to discuss options for increasing the capacity, quality and affordability of the local childcare system. The Summit County Human Services division requested that financial information be provided regarding three policy options: subsidized construction of childcare facilities, employer-sponsored childcare slots and benefits to childcare workers.

Subsidized construction of childcare facilities. As explained in Section III, Summit County will need 888 additional childcare slots by 2010 to meet all anticipated demand. About one third of the county's currently licensed slots are in childcare centers. If the county is to maintain that ratio, centers with a total capacity of 290 children will need to be built by 2010.

High land and construction costs make building a childcare center a very expensive proposition in Summit County. When potential childcare operators compare potential revenues with the cost of debt service plus other operating expenses, they usually determine that they cannot make a profit. Therefore, recent local construction of childcare facilities has been subsidized. For example, the new Carriage House Center, Zoomers and Summit County Pre-school all received contributions from government agencies and Summit Foundation.

If enough new centers are to be built to meet the demand anticipated over the next decade, subsidies are likely to be required. In order to provide a sense of the total subsidy that may be required, BBC assumed that four centers would be constructed, each with a capacity of 72 children. Total construction costs for each 3,150 square foot center (including contingency, design and permit fees) were estimated at \$567,000. Furniture, fixtures and equipment costs were estimated at \$140,400. Each center was assumed to require a 12,600 square foot parcel to accommodate the building, outdoor play areas, parking, access and landscaping. Land costs for each center were estimated at \$113,400. A range of possible subsidy shares and the impacts on center debt service of each subsidy level are presented in Exhibit IV-5.

**Exhibit IV-5.
Estimated Costs for Each 72-Slot Childcare Center**

| | <i>Estimated Cost</i> | <i>25% Subsidy</i> | <i>50% Subsidy</i> | <i>75% Subsidy</i> |
|---|-----------------------|--------------------|--------------------|--------------------|
| Building ⁽¹⁾ | \$567,000 | \$141,750 | \$283,500 | \$425,250 |
| Furniture, Fixtures and Equipment (2) | \$140,400 | \$35,100 | \$70,200 | \$105,300 |
| Land (3) | <u>\$113,400</u> | <u>\$28,350</u> | <u>\$56,700</u> | <u>\$85,050</u> |
| Total | \$820,800 | \$205,200 | \$410,400 | \$615,600 |
| Estimated Annual Debt Service for Center Operator (4) | \$66,150 | \$49,600 | \$33,100 | \$16,500 |

Note: (1) Includes \$150 per square foot estimated construction cost, plus contingency, design and permit fees for 3,150 square foot building.

(2) Based on a \$1,950 per child cost BBC has calculated for similar facilities in past studies.

(3) Assumes \$9 per square foot cost for 12,600 square foot lot

(4) Assumes 30 year loan at 7 % interest rate.

Source: BBC Research & Consulting

In order to reduce all four centers' operating costs by \$33,000 per year, a total subsidy of \$1.6 million would be required. Construction costs have been rising 5 percent per year in Summit County. If these increases continue, today's \$820,000 childcare center will cost \$997,000 by 2005. This suggests that it would be more economical to build these facilities sooner rather than later. This may be a particularly good time to build in Summit County because the nationwide recession has impacted the local construction industry. Several local construction and trade firms have announced

lay-offs. Construction bids in the near future may be considerably lower than those that will be submitted during the next resort/second-home building boom.

Employer-sponsored childcare slots. Among other reasons, potential childcare operators are reluctant to initiate or expand operations in Summit County because of the seasonal variations in demand for childcare. Employer-sponsored childcare slots are one way of guaranteeing year-round cash flow and encouraging increases in capacity.

The Eagle County Childcare Association has recently opened a 40-slot childcare center in Vail with 12 employer-sponsored slots.¹ The Association, a 501(c)3 non-profit, was founded by the Town of Vail and Eagle County to facilitate government-business cooperation in addressing childcare issues.

Founding corporate members of the Vail childcare center, that signed up before the center opened in December, were able to purchase annual slots for \$10,000. New annual members will pay \$11,000 per slot. Each slot guarantees childcare for one child for one year. Each employer sets its own subsidy policy. The employer can choose to subsidize some, all or none of the actual cost of care (\$47 per child per day for infants and toddlers). Any fees paid by the employee for care are rebated to the employer.

For example, one employer has decided that its employees will pay \$20 per day. The center receives \$10,000 for the child's care for the year from the employer and rebates the \$5,000 collected from the parents in fees. This employer is able to provide a desirable employee benefit (guaranteed care at a high-quality center) for \$5,000. In fact the actual cost to this employer is only \$2,500 because of Colorado's child care contribution income tax credit. The tax credit, which is currently scheduled to sunset at the end of 2004, allows taxpayers to receive a 50 percent tax credit for contributions made to childcare facilities to promote childcare.

Kathleen Fornash, head of Eagle County Human Services, emphasizes that the focus of their efforts was to find the most effective way for government and business to work together to address childcare issues. They first formed the Association, which has board members from the Town, the County and participating businesses. They later determined that employer-sponsored slots could benefit the center and the participating employers.

Benefits for childcare workers. Wages and benefits for childcare workers in Summit County are relatively low compared with other jobs that require comparable training or skills. Summit County's tight labor market makes it difficult for childcare centers to attract and retain employees. All of the local childcare center directors contacted by the Early Childhood Resource and Referral Center in a 2000 survey stated that higher salaries would increase the quality of care provided. Ninety percent of the childcare workers surveyed said that higher pay would keep them in the childcare field; 30 percent said that benefits would. Forty-six percent of family childcare providers said that lack of benefits was the worst aspect of their job.

¹ The center is located in a building owned by the Town of Vail, which was previously operated by a for-profit company. That operator closed after failing to make a profit and the building sat empty for a year while the Town tried to attract another provider.

Other jurisdictions have addressed the benefits issue by providing insurance benefits directly to childcare workers. For example, the State of Rhode Island provides fully paid health care coverage to home and center-based childcare providers that serve children receiving state childcare subsidies.

In Summit County, additional salary is more important or as important to most childcare workers as benefits. Because of the varying benefit levels currently provided by different local centers and the difficulty of combining center-based and home-based workers into a qualified group under Colorado insurance law, the best approach to the benefits issue may be direct payments. Individual childcare workers could then purchase health insurance or use the money for other purposes.

The state of North Carolina has a program that supports up to one-third of the cost of individual health care coverage for workers at centers that achieve certain training, education and compensation levels. This may be a better model for Summit County than the Rhode Island program. The benefits improve quality by improving retention. Tying the payments to certain training or education levels increases quality even more.

In order to gauge the costs of a benefit subsidy program, BBC compiled information about current health insurance costs for groups of one (insurance that could be purchased by individual family childcare providers or center employees) in Summit County.

BBC also examined payments that could be used for retirement savings. We assumed a \$1,000 benefit per worker that individuals could deposit in their own tax-free IRAs.² Exhibit IV-6 summarizes the cost of different benefits subsidies for Summit County childcare workers.

**Exhibit IV-6.
Cost of Benefit Subsidy Payments to Summit County Childcare Workers**

| <i>Provider Type</i> ⁽¹⁾ | <i>Number of Employees</i> ⁽²⁾ | <i>Cost of Health Care Insurance</i> ⁽³⁾ | <i>Cost of Retirement Benefit</i> | <i>Cost of 30 Percent Subsidy Payment</i> | <i>Cost of 50 Percent Subsidy Payment</i> | <i>Cost of 100 Percent Subsidy Payment</i> |
|-------------------------------------|---|---|-----------------------------------|---|---|--|
| Childcare Center | 86 | \$201,240 | \$86,000 | \$86,200 | \$143,600 | \$287,200 |
| Childcare Home | 34 | <u>\$79,560</u> | <u>\$34,000</u> | <u>\$34,100</u> | <u>\$56,800</u> | <u>\$113,600</u> |
| Total | 120 | \$280,800 | \$120,000 | \$120,300 | \$200,400 | \$400,800 |

Note: (1) The workers in the Summit County Schools pre-schools and the Summit County and Breckenridge Recreation Center programs were not included in this analysis because the full-time workers in these programs generally have good benefits plans. Many of the part-time workers work so few hours (e.g. 15 hours per week) that they do not expect health or retirement benefits.

(2) All employees providing care to Summit County residents children were included in this analysis, including the share of the Peak 8 Children's Center staff who serve local residents. If a benefit subsidy plan were implemented, a decision would have to be made regarding workers at centers that provide care to both visitors and residents.

(3) Costs are based on current prices in Summit County for Blue Cross's Standard PPO plan for individuals aged 30-34. This age group was selected because 31 is the median age in Summit County.

Source: BBC Research & Consulting.

² We chose not to use an amount equal to 3 percent of salary, a typical employer match amount in a 401K plan, because home providers average salaries are so low that the average benefit per person would be only be \$360 per year, an amount that would probably not be decisive in seeking more training or staying in the childcare profession. Home providers' salaries are low because they are able to recoup some of their housing costs as business expenses.

APPENDIX A.
Survey Responses

APPENDIX A.

Survey Responses

Complete survey results for employees working for the ski/recreation industry, other private sector employers and the public sector are presented on the following pages.

Survey Results for Employees in the Ski Industry

Employment

1. Which of the following best describes your employment in Summit County? (Please check all that apply.) (*N*=125)

| | | | |
|--------------|----------------------|-------------|----------------------|
| 92.0% | Full-time year-round | 3.2% | Part-time year-round |
| 7.2% | Seasonal winter | 1.6% | Seasonal summer |

2. How many jobs do you have in Summit County? (*N*=124)

| | |
|--------------|---------------|
| 75.8% | One |
| 20.2% | Two |
| 4.0% | Three or more |

3. What type(s) of business(es) do you work for? (Please check all that apply.) (*N*=126)

| | | | |
|-------------|---------------------------------|-------------|---|
| 5.6% | Construction | 8.7% | Hotel/motel/other lodging |
| 0.0% | Manufacturing | 100% | Ski area/other recreation |
| 1.6% | Transportation and warehousing | 1.6% | Education |
| 0.0% | Banking/finance/insurance | 0.8% | Health care |
| 4.8% | Real estate/property management | 3.2% | Professional services (legal, accounting, etc.) |
| 4.8% | Retail | 5.6% | Other |
| 6.3% | Eating/drinking places | 0.0% | Local/state/federal government |

4. Where do you work? (Please check all that apply.) (*N*=125)

| | | | |
|--------------|-----------------|--------------|----------------------------|
| 16.0% | Breckenridge | 26.4% | Keystone |
| 47.2% | Copper Mountain | 3.2% | Silverthorne |
| 2.4% | Dillon | 12.8% | Elsewhere in Summit County |
| 3.2% | Frisco | | (Please specify) _____ |

5. What hours do you work? (Check all categories that include your work hours.) (*N*=124)

| | | | |
|--------------|---------------------------------------|--------------|-------------------------------------|
| 96.8% | Weekdays (7 am–5 pm) | 46.0% | Weekend days (7 am–5 pm) |
| 21.8% | Weeknight evenings (5 pm–9 pm) | 8.1% | Weekend evenings (5 pm–9 pm) |
| 6.5% | Weeknight late nights (9 pm-midnight) | 3.2% | Weekend late nights (9 pm-midnight) |
| 0.8% | Weeknight overnight (Midnight-7am) | 0.8% | Weekend overnight (Midnight-7am) |

6. Does your work schedule vary? (*N*=126)

| | |
|--------------|-----|
| 50.8% | Yes |
| 49.2% | No |

6a. If you answered yes to Question 6, which best describes your schedule? (*N*=65)

| | |
|--------------|--|
| 30.8% | My hours/days of work vary but I work the same schedule each week |
| 13.8% | My hours/days of work vary but I work the same schedule each month |
| 43.1% | My hours/days of work vary and my schedule changes from week to week |
| 12.3% | My hours/days of work vary and my schedule changes from month to month |

7. How many hours do you work during an average week? (*N*=125)

| | |
|--------------|--------------------|
| 1.8% | Less than 20 hours |
| 11.2% | 20-39 hours |
| 64.8% | 40-49 hours |
| 15.2% | 50-59 hours |
| 8.0% | 60 or more hours |

Children and Childcare

8. Do you have children under the age of 13? (N=124)

49.2% Yes 50.8% No

(If you answered "yes," to Question 8, please answer questions 8a through 18.
If you answered "no," please skip to Question 19.)

8a. Do your children live with you? (N=62)

93.5% Yes, all the time 4.8% Yes, part of the year
0.0% Yes, year-round, part of the time 1.6% No

8b. Please note how many children you have in each age group who live with you all or part of the time. (N=61)

(Percent distribution of parents responding with children in the following age groups)

Infants (0-12 months) 39.3% Pre-schoolers (3-5 years old) 27.9%
Toddlers (13-24 months) 23.0% School-aged (6-12 years old) 42.6%

8c. How many of your children attend paid or unpaid childcare (Including care by relatives/friends) at least once a week?

(Percent of each age group who attend child care)

Infants (0-12 months) 87.5% (N=24) Pre-schoolers (3-5 years old) 73.7% (N=19)
Toddlers (13-24 months) 85.7% (N=14) School-aged (6-12 years old) 48.5% (N=33)

9. Does your employer provide on-site childcare for workers? (N=58)

34.5% Yes 65.5% No

9a. If your employer does provide on-site childcare, do you use it? (N=21)

Yes, always 33.3% Yes, sometimes 23.8% No 42.9%

10. Do relatives or friends take care of your children while you are at work? (N=60)

Yes, always 15.0% Yes, sometimes 31.7% No 53.3%

10a. If you answered yes to Question 10, please note who provides childcare. (Check all categories that apply.) (N=28)

22.9% Spouse/significant other is at home full-time 7.1% My children's older brother/sisters take care of them
35.7% Spouse/significant other and I arrange work hours so that one of us is with children 14.3% Other relatives care for children
10.7% Grandparent(s) care for children 28.6% Friends care for children

11. Which of the following types of childcare do you use? (Check all that apply.) (N=50)

38.0% Licensed childcare center 20.0% Before/after-school program at school
6.0% Partial day pre-school 4.0% Before/after-school program elsewhere
40.0% Licensed family childcare in providers' home 14.0% Summer program for school-aged children
8.0% Unlicensed family childcare in providers' home 4.0% Other (Please specify) _____
12.0% Babysitter in your home _____
0.0% Live-in nanny in your home 2.0% Do not use any type of childcare
0.0% Babysitting co-op

12. Do you take your child/children with you to work? (N=61)

0.0% Always 6.6% Often 18.0% Sometimes 44.3% Rarely 31.1% Never

13a. How far from your home is your childcare provider located? (N=53)

30.2% 0-2 miles 28.3% 3-5 miles 22.6% 6-9 miles 17.0% 10-24 miles 1.9% 25 miles or more

- 13b. How far from your workplace is your childcare provider located? (*N=53*)
 22.6% 0-2 miles 17.0% 3-5 miles 24.5% 6-9 miles 30.2% 10-24 miles 5.7% 25 miles or more
14. How much do you pay for childcare each month? (*N=46*)
 47.8% \$0-\$249
 23.9% \$249-\$499
 60.9% \$249-\$499
 6.5% \$750 or more
15. How satisfied are you with...
- | | <i>Very Unsatisfied</i> | | | <i>Very Satisfied</i> | |
|--|-------------------------|---------|---------|-----------------------|-------------------------|
| the quality of your child care provider(s)/facility(ies) | 1=6.1% | 2=4.1% | 3=20.4% | 4=18.4% | 5=51.0% (<i>N=49</i>) |
| the cost of childcare | 1=16.0% | 2=18.0% | 3=36.0% | 4=22.0% | 5=8.0% (<i>N=50</i>) |
| the location of your childcare provider(s) | 1=4.2% | 2=0.0% | 3=29.2% | 4=20.8% | 5=45.8% (<i>N=48</i>) |
| the hours of your childcare provider(s) | 1=4.0% | 2=6.0% | 3=30.0% | 4=30.0% | 5=30.0% (<i>N=50</i>) |
| the combination of childcare methods you use | 1=4.3% | 2=10.6% | 3=25.5% | 4=31.9% | 5=27.7% (<i>N=47</i>) |
| the range of options for childcare in your area | 1=49.0% | 2=18.4% | 3=12.2% | 4=14.3% | 5=6.1% (<i>N=49</i>) |

Impact of Childcare Issues

16. How many days during 2001 have you missed work because...
- | | | | | |
|---|--------------|-------------------|---------------|-----------------|
| you were caring for a sick child? | 0 days=9.4% | 1 to 4 days=56.6% | 5+ days=34.0% | (<i>N=53</i>) |
| your childcare provider was unavailable? | 0 days=40.0% | 1 to 4 days=40.0% | 5+ days=20.0% | (<i>N=40</i>) |
| you were changing childcare arrangements? | 0 days=75.0% | 1 to 4 days=18.8% | 5+ days=6.2% | (<i>N=32</i>) |
17. Since you began working in Summit County, have you had to do any of the following because of lack of childcare or problems with your childcare arrangements? (Check all that apply.) (*N=41*)
- | | |
|--|---|
| 12.2% Quit a job | 82.9% Change shifts/work hours |
| 7.3% Switch from full-time to part-time work | 43.9% Refuse a job offer or a promotion |
18. Do you anticipate doing any of the following in the future because of inadequate or unaffordable child care? (*N=33*)
- | | |
|---|---|
| 18.2% Quit a job | 66.7% Change shifts/work hours |
| 24.2% Switch from full-time to part-time work | 39.4% Refuse a job offer or a promotion |

Future Childcare Improvements

19. There are a number of ways to improve the childcare system in Summit County. Please indicate whether you would support or oppose the ideas listed below.

| | <i>Strongly Oppose</i> | | | | <i>Strongly Support</i> |
|---|----------------------------|---------|---------|---------|-----------------------------|
| Increased property taxes to support childcare in the county (N=119) | 1=27.7% | 2=19.3% | 3=30.3% | 4=12.6% | 5=10.1% |
| Fees on new development to support childcare facilities, if allowed by state law (N=118) | 1=16.9% | 2=15.3% | 3=21.2% | 4=19.5% | 5=27.1% |
| Employer-sponsored childcare benefits (N=119) | 1=2.5% | 2=3.4% | 3=14.3% | 4=21.8% | 5=58.0% |
| Employer-sponsored slots at childcare providers (N=118) | 1=1.7% | 2=3.4% | 3=18.6% | 4=25.4% | 5=50.8% |
| Use of existing buildings in the county for childcare facilities (N=118) | 1=1.7% | 2=5.1% | 3=14.4% | 4=25.4% | 5=53.4% |
| Benefit plan (insurance, etc.) for home-based childcare providers to encourage more individuals to provide this service (N=121) | 1=5.0% | 2=4.1% | 3=24.8% | 4=24.0% | 5=42.1% |

20. Which of the following groups should be responsible for providing funds to improve childcare in Summit County?

| | <i>Yes</i> | <i>No</i> | <i>Don't Know</i> | |
|--|------------|-----------|-------------------|---------|
| All employers | 1=51.8% | 2=39.5% | 3=8.8% | (N=114) |
| Large employers only (over 50 employees) | 1=76.1% | 2=19.5% | 3=4.4% | (N=113) |
| Local/county government | 1=82.3% | 2=11.5% | 3=6.2% | (N=113) |
| Private developers | 1=52.7% | 2=29.1% | 3=18.2% | (N=110) |
| Visitors/tourists | 1=40.5% | 2=44.1% | 3=15.39% | (N=111) |
| Second home owners | 1=46.3% | 2=39.8% | 3=13.9% | (N=108) |
| All residents | 1=45.1% | 2=43.4% | 3=11.5% | (N=113) |
| Residents who use childcare | 1=83.3% | 2=11.4% | 3=5.3% | (N=114) |

21. How do you feel about the problem of effective and affordable childcare in Summit County? (N=118)

| | |
|--|-------|
| It is... the most critical problem in the county | 8.5% |
| one of the more serious problems in the county | 44.9% |
| a problem among others needing attention | 37.3% |
| one of our lesser problems | 5.9% |
| not a problem | 3.4% |

You and Your Household

For statistical purposes, we'd like to know a little more about you and your household. This information is confidential and will only be reported in aggregate with other survey results.

22. Where do you live? (N=126)

| | | | | | |
|-------|-----------------|-------|----------------------------|------|-------------|
| 13.5% | Breckenridge | 21.4% | Silverthorne | 7.9% | Lake County |
| 9.5% | Copper Mountain | 10.3% | Elsewhere in Summit County | 4.0% | Park County |
| 17.5% | Dillon | 0.0% | Clear Creek County | 0.0% | Elsewhere |
| 12.7% | Frisco | 0.0% | Eagle County | | |
| 1.6% | Keystone | 1.6% | Grand County | | |

23. How long have you worked in Summit County? (N=126)

| | | | | | |
|-------|------------------|-------|-----------|-------|------------------|
| 9.5% | Less than a year | 19.8% | 3-4 years | 31.7% | 10 years or more |
| 15.9% | 1-2 years | 23.0% | 5-9 years | | |

24. How much longer do you plan to work in Summit County? (N=125)

| | | | | | |
|-------|------------------|-------|-----------|-------|------------------|
| 2.4% | Less than a year | 10.4% | 3-4 years | 36.0% | 10 years or more |
| 10.4% | 1-2 years | 12.0% | 5-9 years | 28.8% | Don't know |

25. What is your marital status? (Check category that best applies.) (N=126)

| | | | |
|-------|--------------------|------|--|
| 28.6% | Single | 1.6% | Widowed |
| 51.6% | Married | 7.9% | Unmarried, living with significant other |
| 10.3% | Divorced/Separated | | |

26. Which category describes your annual household income? (N=122)

| | | | | | | | |
|-------|-------------------|-------|-------------------|-------|-------------------|------|-------------------|
| 2.5% | Under \$15,000 | 19.7% | \$25,000-\$34,999 | 23.8% | \$50,000-\$74,999 | 6.6% | \$100,000 or more |
| 12.3% | \$15,000-\$24,999 | 19.7% | \$35,000-\$49,999 | 15.6% | \$75,000-\$99,999 | | |

27. Which category (or categories) below describes your household? (Please check all that apply.) (N=124)

| | | | |
|-------|---------------------|------|-----------------|
| 93.5% | White, non-Hispanic | 2.4% | Asian |
| 8.9% | Hispanic | 0.8% | Native American |
| 0.8% | African American | 0.8% | Other _____ |

Thank you for completing this survey.

Survey Results for Other Private Sector Employees

Employment

1. Which of the following best describes your employment in Summit County? (Please check all that apply.) (*N*=106)

| | | | |
|--------------|----------------------|-------------|----------------------|
| 88.7% | Full-time year-round | 8.5% | Part-time year-round |
| 2.8% | Seasonal winter | 1.9% | Seasonal summer |

2. How many jobs do you have in Summit County? (*N*=104)

| | |
|--------------|---------------|
| 74.0% | One |
| 24.0% | Two |
| 1.9% | Three or more |

3. What type(s) of business(es) do you work for? (Please check all that apply.) (*N*=105)

| | | | |
|--------------|---------------------------------|--------------|---|
| 7.6% | Construction | 31.4% | Hotel/motel/other lodging |
| 0.0% | Manufacturing | 0.0% | Ski area/other recreation |
| 2.9% | Transportation and warehousing | 5.7% | Education |
| 4.8% | Banking/finance/insurance | 3.8% | Health care |
| 22.9% | Real estate/property management | 2.9% | Professional services (legal, accounting, etc.) |
| 20.0% | Retail | 4.8% | Other |
| 13.3% | Eating/drinking places | 0.0% | Local/state/federal government |

4. Where do you work? (Please check all that apply.) (*N*=106)

| | | | |
|--------------|-----------------|--------------|----------------------------|
| 45.3% | Breckenridge | 33.0% | Keystone |
| 6.6% | Copper Mountain | 4.7% | Silverthorne |
| 6.6% | Dillon | 0.0% | Elsewhere in Summit County |
| 11.3% | Frisco | | (Please specify) _____ |

5. What hours do you work? (Check all categories that include your work hours.) (*N*=104)

| | | | |
|--------------|---------------------------------------|--------------|-------------------------------------|
| 94.2% | Weekdays (7 am–5 pm) | 38.5% | Weekend days (7 am–5 pm) |
| 30.8% | Weeknight evenings (5 pm–9 pm) | 18.3% | Weekend evenings (5 pm–9 pm) |
| 7.7% | Weeknight late nights (9 pm-midnight) | 1.9% | Weekend late nights (9 pm-midnight) |
| 1.0% | Weeknight overnight (Midnight-7am) | 0.0% | Weekend overnight (Midnight-7am) |

6. Does your work schedule vary? (*N*=104)

| | |
|--------------|-----|
| 67.3% | Yes |
| 32.7% | No |

6a. If you answered yes to Question 6, which best describes your schedule? (*N*=69)

| | |
|--------------|--|
| 33.3% | My hours/days of work vary but I work the same schedule each week |
| 10.1% | My hours/days of work vary but I work the same schedule each month |
| 47.8% | My hours/days of work vary and my schedule changes from week to week |
| 8.7% | My hours/days of work vary and my schedule changes from month to month |

7. How many hours do you work during an average week? (*N*=103)

| | |
|--------------|--------------------|
| 2.9% | Less than 20 hours |
| 24.3% | 20-39 hours |
| 37.9% | 40-49 hours |
| 23.3% | 50-59 hours |
| 11.7% | 60 or more hours |

Children and Childcare

8. Do you have children under the age of 13? (*N*=103)

68.0% Yes 32.0% No

(If you answered "yes," to Question 8, please answer questions 8a through 18. If you answered "no," please skip to Question 19.)

8a. Do your children live with you? (*N*=68)

86.8% Yes, all the time 2.9% Yes, part of the year
7.4% Yes, year-round, part of the time 2.9% No

8b. Please note how many children you have in each age group who live with you all or part of the time. (*N*=127)

(Percent distribution of parents responding with children in the following age groups)

| | | | |
|-------------------------|-------|-------------------------------|-------|
| Infants (0-12 months) | 36.2% | Pre-schoolers (3-5 years old) | 25.2% |
| Toddlers (13-24 months) | 18.1% | School-aged (6-12 years old) | 48.8% |

8c. How many of your children attend paid or unpaid childcare (including care by relatives/friends) at least once a week?

(Percent of each age group who attend child care)

| | | | |
|-------------------------|-----------------------|-------------------------------|------------------------|
| Infants (0-12 months) | 70.8% (<i>N</i> =24) | Pre-schoolers (3-5 years old) | 100.0% (<i>N</i> =17) |
| Toddlers (13-24 months) | 100.0% (<i>N</i> =9) | School-aged (6-12 years old) | 43.1% (<i>N</i> =51) |

9. Does your employer provide on-site childcare for workers? (*N*=64)

Yes 3.1% No 96.9%

9a. If your employer does provide on-site childcare, do you use it? (*N*=2)

Yes, always 0.0% Yes, sometimes 50.0% No 50.0%

10. Do relatives or friends take care of your children while you are at work? (*N*=66)

Yes, always 19.7% Yes, sometimes 36.4% No 43.9%

10a. If you answered yes to Question 10, please note who provides childcare. (Check all categories that apply.) (*N*=41)

| | | | |
|-------|--|-------|---|
| 24.4% | Spouse/significant other is at home full-time | 14.6% | My children's older brother/sisters take care of them |
| 34.1% | Spouse/significant other and I arrange work hours so that one of us is with children | 14.6% | Other relatives care for children |
| 22.0% | Grandparent(s) care for children | 36.6% | Friends care for children |

11. Which of the following types of childcare do you use? (Check all that apply.) (*N*=52)

| | | | |
|-------|--|-------|---|
| 38.5% | Licensed childcare center | 19.2% | Before/after-school program at school |
| 13.5% | Partial day pre-school | 7.7% | Before/after-school program elsewhere |
| 23.1% | Licensed family childcare in providers' home | 21.2% | Summer program for school-aged children |
| 3.8% | Unlicensed family childcare in providers' home | 5.8% | Other (Please specify) _____ |
| 19.2% | Babysitter in your home | | _____ |
| 1.9% | Live-in nanny in your home | | |
| 3.8% | Babysitting co-op | 1.0% | Do not use any type of childcare |

12. Do you take your child/children with you to work? (*N*=65)

0.0% Always 0.0% Often 29.2% Sometimes 24.6% Rarely 46.2% Never

13a. How far from your home is your childcare provider located? (*N*=54)

37.0% 0-2 miles 29.6% 3-5 miles 18.5% 6-9 miles 11.1% 10-24 miles 3.7% 25 miles or more

- 13b. How far from your workplace is your childcare provider located? (*N*=52)
36.5% 0-2 miles **21.2%** 3-5 miles **28.8%** 6-9 miles **9.6%** 10-24 miles **3.8%** 25 miles or more
14. How much do you pay for childcare each month? (*N*=39)
61.5% \$0-\$249
46.2% \$249-\$499
23.1% \$249-\$499
15.4% \$750 or more

15. How satisfied are you with...

| | <i>Very Unsatisfied</i> | | | | <i>Very Satisfied</i> | |
|--|-----------------------------|---------|---------|---------|---------------------------|-----------------|
| the quality of your child care provider(s)/facility(ies) | 1=8.0% | 2=2.0% | 3=14.0% | 4=26.0% | 5=50.0% | (<i>N</i> =50) |
| the cost of childcare | 1=25.5% | 2=13.7% | 3=35.3% | 4=9.8% | 5=15.7% | (<i>N</i> =51) |
| the location of your childcare provider(s) | 1=10.2% | 2=2.0% | 3=14.3% | 4=28.6% | 5=44.9% | (<i>N</i> =49) |
| the hours of your childcare provider(s) | 1=4.2% | 2=8.3% | 3=22.9% | 4=27.1% | 5=37.5% | (<i>N</i> =48) |
| the combination of childcare methods you use | 1=8.2% | 2=14.3% | 3=18.4% | 4=28.6% | 5=30.6% | (<i>N</i> =49) |
| the range of options for childcare in your area | 1=46.2% | 2=25.0% | 3=13.5% | 4=7.7% | 5=7.7% | (<i>N</i> =52) |

Impact of Childcare Issues

16. How many days during 2001 have you missed work because...
- | | | | | |
|---|----------------------|---------------------------|-----------------------|-----------------|
| you were caring for a sick child? | <i>0 days</i> =12.5% | <i>1 to 4 days</i> =48.2% | <i>5+ days</i> =39.3% | (<i>N</i> =56) |
| your childcare provider was unavailable? | <i>0 days</i> =53.8% | <i>1 to 4 days</i> =25.6% | <i>5+ days</i> =20.5% | (<i>N</i> =39) |
| you were changing childcare arrangements? | <i>0 days</i> =69.2% | <i>1 to 4 days</i> =15.4% | <i>5+ days</i> =15.4% | (<i>N</i> =39) |
17. Since you began working in Summit County, have you had to do any of the following because of lack of childcare or problems with your childcare arrangements? (Check all that apply.) (*N*=41)
- | | |
|--|--|
| 17.1% Quit a job | 70.7% Change shifts/work hours |
| 26.8% Switch from full-time to part-time work | 31.7% Refuse a job offer or a promotion |
18. Do you anticipate doing any of the following in the future because of inadequate or unaffordable child care? (*N*=32)
- | | |
|--|--|
| 18.8% Quit a job | 62.5% Change shifts/work hours |
| 28.1% Switch from full-time to part-time work | 28.1% Refuse a job offer or a promotion |

Future Childcare Improvements

19. There are a number of ways to improve the childcare system in Summit County. Please indicate whether you would support or oppose the ideas listed below.

| | <i>Strongly Oppose</i> | | | | <i>Strongly Support</i> |
|---|------------------------|---------|---------|---------|-------------------------|
| Increased property taxes to support childcare in the county (N=94) | 1=24.5% | 2=19.1% | 3=31.9% | 4=13.8% | 5=10.6% |
| Fees on new development to support childcare facilities, if allowed by state law (N=93) | 1=11.8% | 2=9.7% | 3=17.2% | 4=32.3% | 5=29.0% |
| Employer-sponsored childcare benefits (N=93) | 1=3.2% | 2=4.3% | 3=15.1% | 4=30.1% | 5=47.3% |
| Employer-sponsored slots at childcare providers (N=92) | 1=5.4% | 2=4.3% | 3=23.9% | 4=26.1% | 5=40.2% |
| Use of existing buildings in the county for childcare facilities (N=93) | 1=2.2% | 2=1.1% | 3=14.0% | 4=28.0% | 5=54.8% |
| Benefit plan (insurance, etc.) for home-based childcare providers to encourage more individuals to provide this service (N=94) | 1=5.3% | 2=3.2% | 3=19.1% | 4=31.9% | 5=40.4% |

20. Which of the following groups should be responsible for providing funds to improve childcare in Summit County?

| | <i>Yes</i> | <i>No</i> | <i>Don't Know</i> |
|--|------------|-----------|-------------------|
| All employers | 1=47.8% | 2=39.1% | 3=13.0% (N=92) |
| Large employers only (over 50 employees) | 1=77.2% | 2=16.3% | 3=6.5% (N=92) |
| Local/county government | 1=85.1% | 2=11.7% | 3=3.2% (N=94) |
| Private developers | 1=49.4% | 2=36.8% | 3=13.8% (N=87) |
| Visitors/tourists | 1=40.7% | 2=45.1% | 3=14.3% (N=91) |
| Second home owners | 1=52.8% | 2=28.1% | 3=19.1% (N=89) |
| All residents | 1=42.9% | 2=40.7% | 3=16.5% (N=91) |
| Residents who use childcare | 1=84.8% | 2=7.6% | 3=7.6% (N=92) |

21. How do you feel about the problem of effective and affordable childcare in Summit County? (N=98)

| | |
|--|-------|
| It is... the most critical problem in the county | 12.2% |
| one of the more serious problems in the county | 45.9% |
| a problem among others needing attention | 34.7% |
| one of our lesser problems | 7.1% |
| not a problem | 0.0% |

You and Your Household

For statistical purposes, we'd like to know a little more about you and your household. This information is confidential and will only be reported in aggregate with other survey results.

22. Where do you live? (N=105)

| | | | | | |
|-------|-----------------|-------|----------------------------|------|-------------|
| 31.4% | Breckenridge | 21.0% | Silverthorne | 1.0% | Lake County |
| 2.9% | Copper Mountain | 11.4% | Elsewhere in Summit County | 3.8% | Park County |
| 16.2% | Dillon | 0.0% | Clear Creek County | 1.0% | Elsewhere |
| 6.7% | Frisco | 0.0% | Eagle County | | |
| 1.9% | Keystone | 2.9% | Grand County | | |

23. How long have you worked in Summit County? (N=105)

| | | | | | |
|-------|------------------|-------|-----------|-------|------------------|
| 6.7% | Less than a year | 19.0% | 3-4 years | 30.5% | 10 years or more |
| 17.1% | 1-2 years | 26.7% | 5-9 years | | |

24. How much longer do you plan to work in Summit County? (N=104)

| | | | | | |
|------|------------------|------|-----------|-------|------------------|
| 5.8% | Less than a year | 8.7% | 3-4 years | 41.3% | 10 years or more |
| 6.7% | 1-2 years | 6.7% | 5-9 years | 30.8% | Don't know |

25. What is your marital status? (Check category that best applies.) (N=105)

| | | | |
|-------|--------------------|------|--|
| 21.0% | Single | 1.0% | Widowed |
| 61.0% | Married | 8.6% | Unmarried, living with significant other |
| 8.6% | Divorced/Separated | | |

26. Which category describes your annual household income? (N=102)

| | | | | | | | |
|-------|-------------------|-------|-------------------|-------|-------------------|-------|-------------------|
| 5.9% | Under \$15,000 | 13.7% | \$25,000-\$34,999 | 17.6% | \$50,000-\$74,999 | 13.7% | \$100,000 or more |
| 12.7% | \$15,000-\$24,999 | 21.6% | \$35,000-\$49,999 | 14.7% | \$75,000-\$99,999 | | |

27. Which category (or categories) below describes your household? (Please check all that apply.) (N=103)

| | | | |
|-------|---------------------|------|-----------------|
| 89.3% | White, non-Hispanic | 0.0% | Asian |
| 11.7% | Hispanic | 1.0% | Native American |
| 1.0% | African American | 0.0% | Other _____ |

Thank you for completing this survey.

Survey Results for Public Sector Employees

Employment

1. Which of the following best describes your employment in Summit County? (Please check all that apply.) (*N*=212)

| | | | |
|--------------|----------------------|-------------|----------------------|
| 92.0% | Full-time year-round | 7.1% | Part-time year-round |
| 0.9% | Seasonal winter | 0.9% | Seasonal summer |

2. How many jobs do you have in Summit County? (*N*=212)

| | |
|--------------|---------------|
| 80.7% | One |
| 17.5% | Two |
| 1.9% | Three or more |

3. What type(s) of business(es) do you work for? (Please check all that apply.) *N*=209

| | | | |
|-------------|---------------------------------|--------------|---|
| 6.7% | Construction | 0.0% | Hotel/motel/other lodging |
| 0.0% | Manufacturing | 1.0% | Ski area/other recreation |
| 1.0% | Transportation and warehousing | 3.3% | Education |
| 0.0% | Banking/finance/insurance | 4.8% | Health care |
| 1.0% | Real estate/property management | 1.9% | Professional services (legal, accounting, etc.) |
| 2.4% | Retail | 6.7% | Other |
| 1.0% | Eating/drinking places | 88.0% | Local/state/federal government |

4. Where do you work? (Please check all that apply.) (*N*=211)

| | | | |
|--------------|-----------------|-------------|----------------------------|
| 38.4% | Breckenridge | 1.9% | Keystone |
| 3.3% | Copper Mountain | 6.2% | Silverthorne |
| 8.5% | Dillon | 5.2% | Elsewhere in Summit County |
| 60.2% | Frisco | | (Please specify) _____ |

5. What hours do you work? (Check all categories that include your work hours.) *N*=207

| | | | |
|--------------|---------------------------------------|--------------|-------------------------------------|
| 98.1% | Weekdays (7 am–5 pm) | 15.0% | Weekend days (7 am–5 pm) |
| 24.6% | Weeknight evenings (5 pm–9 pm) | 6.3% | Weekend evenings (5 pm–9 pm) |
| 9.7% | Weeknight late nights (9 pm-midnight) | 1.0% | Weekend late nights (9 pm-midnight) |
| 11.1% | Weeknight overnight (Midnight-7am) | 1.0% | Weekend overnight (Midnight-7am) |

6. Does your work schedule vary? (*N*=212)

| | |
|--------------|-----|
| 48.1% | Yes |
| 51.9% | No |

6a. If you answered yes to Question 6, which best describes your schedule? (*N*=101)

| | |
|--------------|--|
| 32.7% | My hours/days of work vary but I work the same schedule each week |
| 13.9% | My hours/days of work vary but I work the same schedule each month |
| 34.7% | My hours/days of work vary and my schedule changes from week to week |
| 18.8% | My hours/days of work vary and my schedule changes from month to month |

7. How many hours do you work during an average week? (*N*=211)

| | |
|--------------|--------------------|
| 0.5% | Less than 20 hours |
| 10.0% | 20-39 hours |
| 80.1% | 40-49 hours |
| 5.7% | 50-59 hours |
| 3.8% | 60 or more hours |

Children and Childcare

8. Do you have children under the age of 13? (N=201)

Yes 30.3% No 69.7%

(If you answered "yes," to Question 8, please answer questions 8a through 18.
If you answered "no," please skip to Question 19.)

8a. Do your children live with you? (N=61)

88.5% Yes, all the time 4.9% Yes, part of the year
4.9% Yes, year-round, part of the time 1.6% No

8b. Please note how many children you have in each age group who live with you all or part of the time. (N=60)

(Percent distribution of parents responding with children in the following age groups)

Infants (0-12 months) 25.0% Pre-schoolers (3-5 years old) 16.7%
Toddlers (13-24 months) 10.0% School-aged (6-12 years old) 63.3%

8c. How many of your children attend paid or unpaid childcare (Including care by relatives/friends) at least once a week?

(Percent of each age group who attend childcare)

Infants (0-12 months) 68.8% (N=16) Pre-schoolers (3-5 years old) 90.0% (N=10)
Toddlers (13-24 months) 66.7% (N=6) School-aged (6-12 years old) 65.3% (N=49)

9. Does your employer provide on-site childcare for workers? (N=58)

Yes 100.0% No 0.0%

9a. If your employer does provide on-site childcare, do you use it? (N=1)

Yes, always 0.0% Yes, sometimes 100.0% No 0.0%

10. Do relatives or friends take care of your children while you are at work? (N=58)

Yes, always 8.6% Yes, sometimes 39.7% No 51.7%

10a. If you answered yes to Question 10, please note who provides childcare. (Check all categories that apply.) (N=28)

7.1% Spouse/significant other is at home full-time 21.4% My children's older brother/sisters take care of them
35.7% Spouse/significant other and I arrange work hours so that one of us is with children 21.4% Other relatives care for children
28.6% Grandparent(s) care for children 46.4% Friends care for children

11. Which of the following types of childcare do you use? (Check all that apply.) (N=46)

30.4% Licensed childcare center 37.0% Before/after-school program at school
4.3% Partial day pre-school 13.0% Before/after-school program elsewhere
19.6% Licensed family childcare in providers' home 30.4% Summer program for school-aged children
4.3% Unlicensed family childcare in providers' home 13.0% Other (Please specify) _____
21.7% Babysitter in your home
0.0% Live-in nanny in your home 0.0% Do not use any type of childcare
0.0% Babysitting co-op

12. Do you take your child/children with you to work? (N=56)

0.0% Always 0.0% Often 8.9% Sometimes 32.1% Rarely 58.9% Never

13a. How far from your home is your childcare provider located? (N=44)

52.3% 0-2 miles 18.2% 3-5 miles 18.2% 6-9 miles 6.8% 10-24 miles 4.5% 25 miles or more

- 13b. How far from your workplace is your childcare provider located? (N=45)
 33.3% 0-2 miles 15.6% 3-5 miles 15.6% 6-9 miles 22.2% 10-24 miles 13.3% 25 miles or more
14. How much do you pay for childcare each month? (N=35)
 82.9% \$0-\$249
 20.0% \$249-\$499
 25.7% \$249-\$499
 14.3% \$750 or more

15. How satisfied are you with...

| | <i>Very Unsatisfied</i> | | | <i>Very Satisfied</i> | | |
|--|-----------------------------|---------|---------|---------------------------|---------|--------|
| the quality of your child care provider(s)/facility(ies) | 1=7.1% | 2=4.8% | 3=16.7% | 4=31.0% | 5=40.5% | (N=42) |
| the cost of childcare | 1=25.0% | 2=25.0% | 3=20.5% | 4=15.9% | 5=13.6% | (N=44) |
| the location of your childcare provider(s) | 1=9.3% | 2=4.7% | 3=20.9% | 4=18.6% | 5=46.5% | (N=43) |
| the hours of your childcare provider(s) | 1=14.3% | 2=4.8% | 3=19.0% | 4=33.3% | 5=28.6% | (N=42) |
| the combination of childcare methods you use | 1=11.6% | 2=11.6% | 3=34.9% | 4=23.3% | 5=18.6% | (N=43) |
| the range of options for childcare in your area | 1=36.4% | 2=29.5% | 3=9.1% | 4=9.1% | 5=15.9% | (N=44) |

Impact of Childcare Issues

16. How many days during 2001 have you missed work because...
- | | | | | |
|---|--------------|-------------------|---------------|--------|
| you were caring for a sick child? | 0 days=4.1% | 1 to 4 days=65.3% | 5+ days=30.6% | (N=49) |
| your childcare provider was unavailable? | 0 days=32.1% | 1 to 4 days=53.6% | 5+ days=14.3% | (N=28) |
| you were changing childcare arrangements? | 0 days=57.9% | 1 to 4 days=26.3% | 5+ days=15.8% | (N=19) |
17. Since you began working in Summit County, have you had to do any of the following because of lack of childcare or problems with your childcare arrangements? (Check all that apply.) (N=26)
- | | |
|--|---|
| 26.9% Quit a job | 69.2% Change shifts/work hours |
| 7.7% Switch from full-time to part-time work | 26.9% Refuse a job offer or a promotion |
18. Do you anticipate doing any of the following in the future because of inadequate or unaffordable child care? (N=19)
- | | |
|---|---|
| 26.3% Quit a job | 57.9% Change shifts/work hours |
| 31.6% Switch from full-time to part-time work | 21.1% Refuse a job offer or a promotion |

Future Childcare Improvements

19. There are a number of ways to improve the childcare system in Summit County. Please indicate whether you would support or oppose the ideas listed below.

| | <i>Strongly Oppose</i> | | | | <i>Strongly Support</i> |
|---|----------------------------|---------|---------|---------|-----------------------------|
| Increased property taxes to support childcare in the county (N=195) | 1=44.1% | 2=14.9% | 3=22.6% | 4=7.2% | 5=11.3% |
| Fees on new development to support childcare facilities, if allowed by state law 2=8.9% 3=25.8% | | | | | 1=18.9% |
| Employer-sponsored childcare benefits (N=195) | 1=10.3% | 2=3.6% | 3=20.0% | 4=26.7% | 5=39.5% |
| Employer-sponsored slots at childcare providers (N=194) | 1=9.8% | 2=3.1% | 3=21.1% | 4=28.9% | 5=37.1% |
| Use of existing buildings in the county for childcare facilities (N=195) | 1=7.7% | 2=4.6% | 3=17.9% | 4=25.1% | 5=44.6% |
| Benefit plan (insurance, etc.) for home-based childcare providers to encourage more individuals to provide this service (N=196) | 1=8.7% | 2=5.1% | 3=27.6% | 4=27.0% | 5=31.6% |

20. Which of the following groups should be responsible for providing funds to improve childcare in Summit County?

| | <i>Yes</i> | <i>No</i> | <i>Don't Know</i> | |
|--|------------|-----------|-------------------|---------|
| All employers | 1=42.4% | 2=40.8% | 3=16.8% | (N=184) |
| Large employers only (over 50 employees) | 1=63.5% | 2=21.3% | 3=15.2% | (N=178) |
| Local/county government | 1=55.8% | 2=33.7% | 3=10.5% | (N=181) |
| Private developers | 1=46.9% | 2=32.8% | 3=20.3% | (N=177) |
| Visitors/tourists | 1=32.7% | 2=50.9% | 3=16.4% | (N=171) |
| Second home owners | 1=38.3% | 2=43.4% | 3=18.3% | (N=175) |
| All residents | 1=34.3% | 2=49.1% | 3=16.6% | (N=175) |
| Residents who use childcare | 1=91.8% | 2=1.5% | 3=6.7% | (N=195) |

21. How do you feel about the problem of effective and affordable childcare in Summit County? (N=199)

| | |
|--|--------------|
| It is... the most critical problem in the county | 6.0% |
| one of the more serious problems in the county | 42.7% |
| a problem among others needing attention | 38.7% |
| one of our lesser problems | 9.5% |
| not a problem | 3.0% |

You and Your Household

For statistical purposes, we'd like to know a little more about you and your household. This information is confidential and will only be reported in aggregate with other survey results.

22. Where do you live? (N=208)

| | | |
|-----------------------------|---|---------------------------|
| 18.8% Breckenridge | 6.7% Lake County | 13.0% Silverthorne |
| 0.0% Copper Mountain | 14.4% Elsewhere in Summit County | 9.6% Park County |
| 10.1% Dillon | 1.0% Clear Creek County | 1.0% Elsewhere |
| 19.2% Frisco | 0.0% Eagle County | |
| 2.4% Keystone | 3.8% Grand County | |

23. How long have you worked in Summit County? (N=208)

| | | | | | |
|-------------|------------------|--------------|-----------|--------------|------------------|
| 4.3% | Less than a year | 13.5% | 3-4 years | 50.0% | 10 years or more |
| 6.3% | 1-2 years | 26.0% | 5-9 years | | |

24. How much longer do you plan to work in Summit County? (*N=205*)

| | | | | | |
|-------------|------------------|--------------|-----------|--------------|------------------|
| 2.9% | Less than a year | 9.3% | 3-4 years | 39.0% | 10 years or more |
| 4.9% | 1-2 years | 15.6% | 5-9 years | 28.3% | Don't know |

25. What is your marital status? (Check category that best applies.) (*N=207*)

| | | | |
|--------------|--------------------|-------------|--|
| 16.9% | Single | 1.4% | Widowed |
| 67.6% | Married | 6.8% | Unmarried, living with significant other |
| 7.2% | Divorced/Separated | | |

26. Which category describes your annual household income? (*N=201*)

| | | | | | | | |
|-------------|-------------------|--------------|-------------------|--------------|-------------------|-------------|-------------------|
| 0.0% | Under \$15,000 | 14.4% | \$25,000-\$34,999 | 36.3% | \$50,000-\$74,999 | 7.0% | \$100,000 or more |
| 3.0% | \$15,000-\$24,999 | 20.4% | \$35,000-\$49,999 | 18.9% | \$75,000-\$99,999 | | |

27. Which category (or categories) below describes your household? (Please check all that apply.)

| | | | |
|--------------|---------------------|-------------|-----------------|
| 93.9% | White, non-Hispanic | 0.5% | Asian |
| 3.4% | Hispanic | 0.5% | Native American |
| 1.4% | African American | 0.5% | Other _____ |

Thank you for completing this survey.