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# *DataDriven*

## CHILDCARE FUNDING STRATEGIES

Building Equitable and Sustainable Support Systems

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# *A Community-driven Approach*



- Childcare Crisis
- Cost Burden
- Funding and strategy alignment



# *Essential Data Points*

- Childcare Capacity Gap
- Household Cost Burden
- Workforce Stability



## **CHILDCARE CAPACITY GAP**

$$\frac{\text{Number of children (under 5)}}{\text{Childcare Capacity}}$$

## **HOUSEHOLD COST BURDEN**

% of Monthly Income going  
toward Childcare Costs

## **WORKFORCE STABILITY**

ECE Wages: Livable Wage/Local AMI



# *6E Ballot Initiative*

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In November 2022, the Town of Estes Park placed a ballot initiative to expand the existing lodging tax from 2% to 5.5%, allocating the additional revenue to housing and childcare. The projected \$5.5 million dollars would be split between the Town and Estes Park Housing Authority (EPHA).

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# *Data Gathering*

## NEEDS ASSESSMENT AND STRATEGIC PLAN

The 2018 Childcare Needs Assessment revealed a shortage of childcare capacity to meet the needs of Estes Valley families.

Trends were exacerbated by the impacts of COVID-19 on the local workforce.

After the passing of Ballot Initiative 6E, a new Needs Assessment and Strategic Plan was conducted.



# *Childcare Priorities*



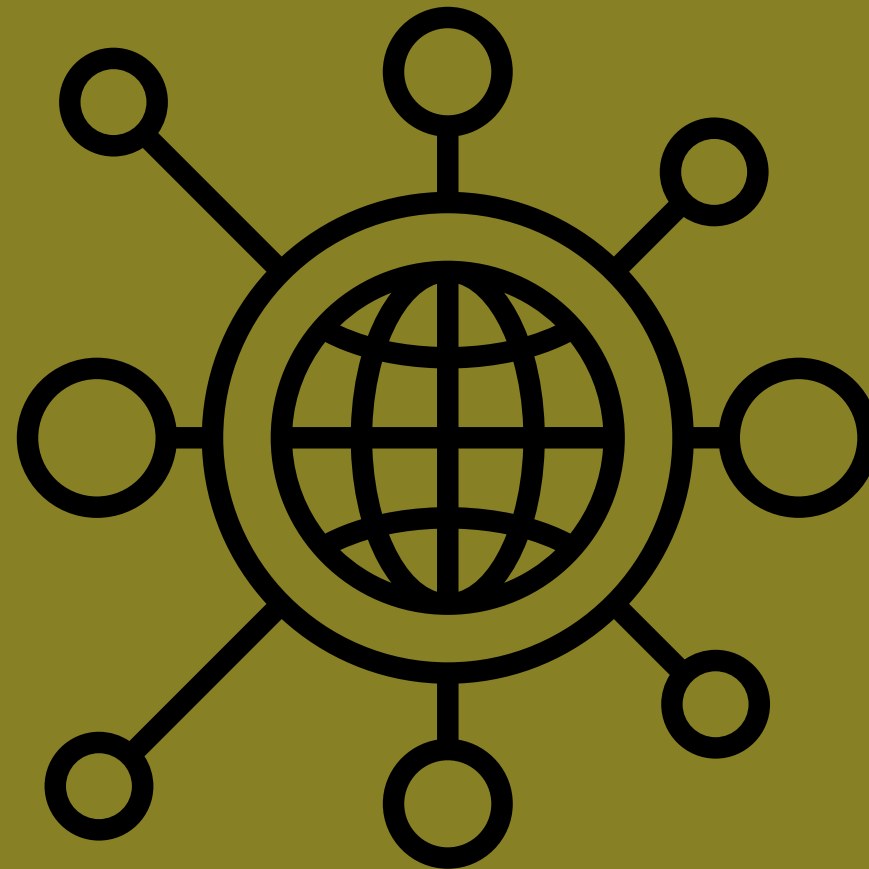
## **Tuition Assistance**

Affordable childcare is essential for supporting working families, enabling parents to balance their careers and caregiving responsibilities.



## **Workforce Challenges**

Supporting the childcare workforce to ensure high quality care and education, enabling caregivers to thrive and positively impact the development of children.



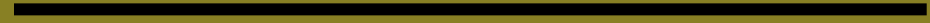
## **School-Age**

When school is not in session, provide a safe and engaging environment for children outside of school hours, promoting social interaction, learning, and personal growth.



## **Capital and Facility Expansion**

New facilities and facility improvements are designed to create nurturing and stimulating environments to enhance early childhood development and increase capacity.



# *Data Points: ~~P~~Feuding*



**35%**

CHILDCARE CAPACITY

*4% for infants*

**37%**

of household income spent  
on childcare

*85% of parents spend more than 10%  
of their household income on childcare*

ECE Wages: \$15/hour

School Starting Salary: \$34,337

Livable Wage in 2018: \$19.42





# *Data Informing Strategy*



## CHILDCARE CAPACITY GAP

- Critically lacking infant and toddler care
- Childcare was available to 35% of the children in the Estes Valley under the age of 5, and primarily only for preschoolers

## HOUSEHOLD COST BURDEN

- Tuition rates were lower in Estes Park than the rest of Larimer County, but cost of living and actual cost of care were significantly higher

## WORKFORCE STABILITY

- Average wages for teachers were \$14/hour in 2022
- Retention was low
- Two home providers closed in 2021, and one center due to the inability to hire a Director



Image provided by Mountaintop Childcare



# *Strategy Directing Funding*



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## WORKFORCE STABILITY

- Increase wages
- Retain current ECE staff
- Recruit and incentivize childcare home providers

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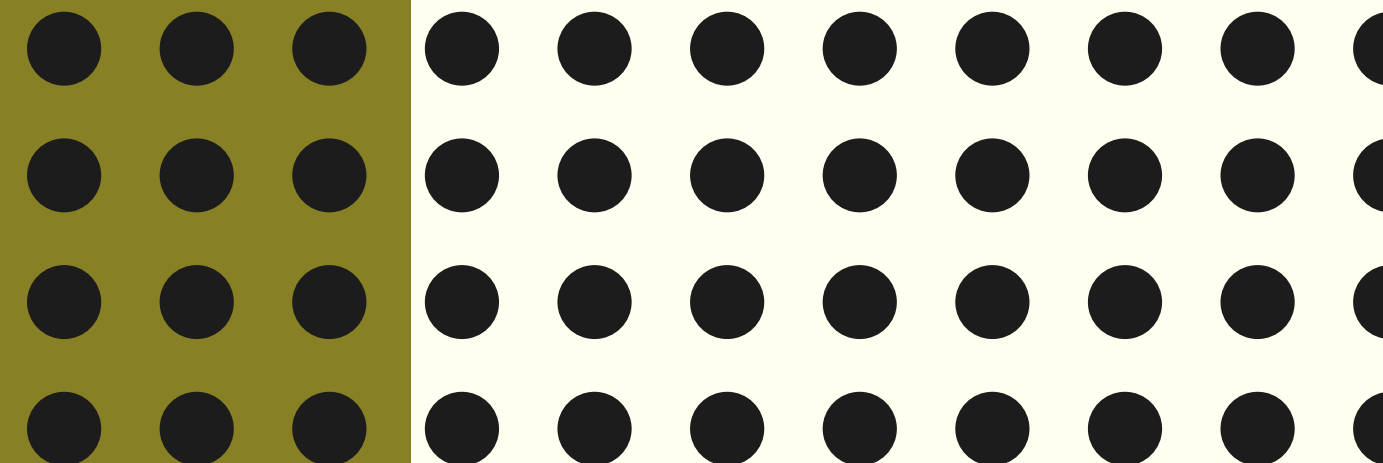
## HOUSEHOLD COST BURDEN

- Provide funding to increase the eligibility of households that may receive financial assistance
- Step in to support families during CCAP freeze

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## CHILDCARE CAPACITY GAP

- Increase childcare capacity, specifically for children 0-2 years old
- Increase capacity for school-age programs when school is out



# *Strategy 1:*

## WORKFORCE WAGE SUPPORT



Image provided by Beverly K Booe Preschool



### **Annual Workforce Subsidy**

- Requires a minimum wage for teachers and aides
- 75% of funds received must go back toward staffing (wages, benefits, recruitment or retention bonuses, etc)

### **Health Care for Childcare Workforce**

- Partnering with Salud Health to ensure that all childcare employees and staff have access to affordable healthcare, dental, and mental health services

### **Workforce Rental Assistance**

- Stabilizing housing for the childcare workforce
- \$400 per month rental subsidy

# *Strategy 2:*

## FINANCIAL ASSISTANCE



Image provided by EVICS Family Resource Center



### **Low-income Childcare Tuition Assistance**

- Dedicated funding to the existing local assistance program
- CCAP freeze

### **Middle -income Workforce Assistance**

- Increase the income levels for eligibility
- Partner with County EC Council to expand existing assistance platform to serve local families

### **Increased Tuition Rates**

- Tuition rates moving closer toward the actual cost of care, as provided by cost-modeling
- Cost of care based on livable wages for teachers and staff



# *Strategy 3:*

## INCREASING CAPACITY



Image provided by Mountaintop Childcare



### Start-up Costs

- Providing financial assistance for start-up costs through a phased approach

### Priority Grants

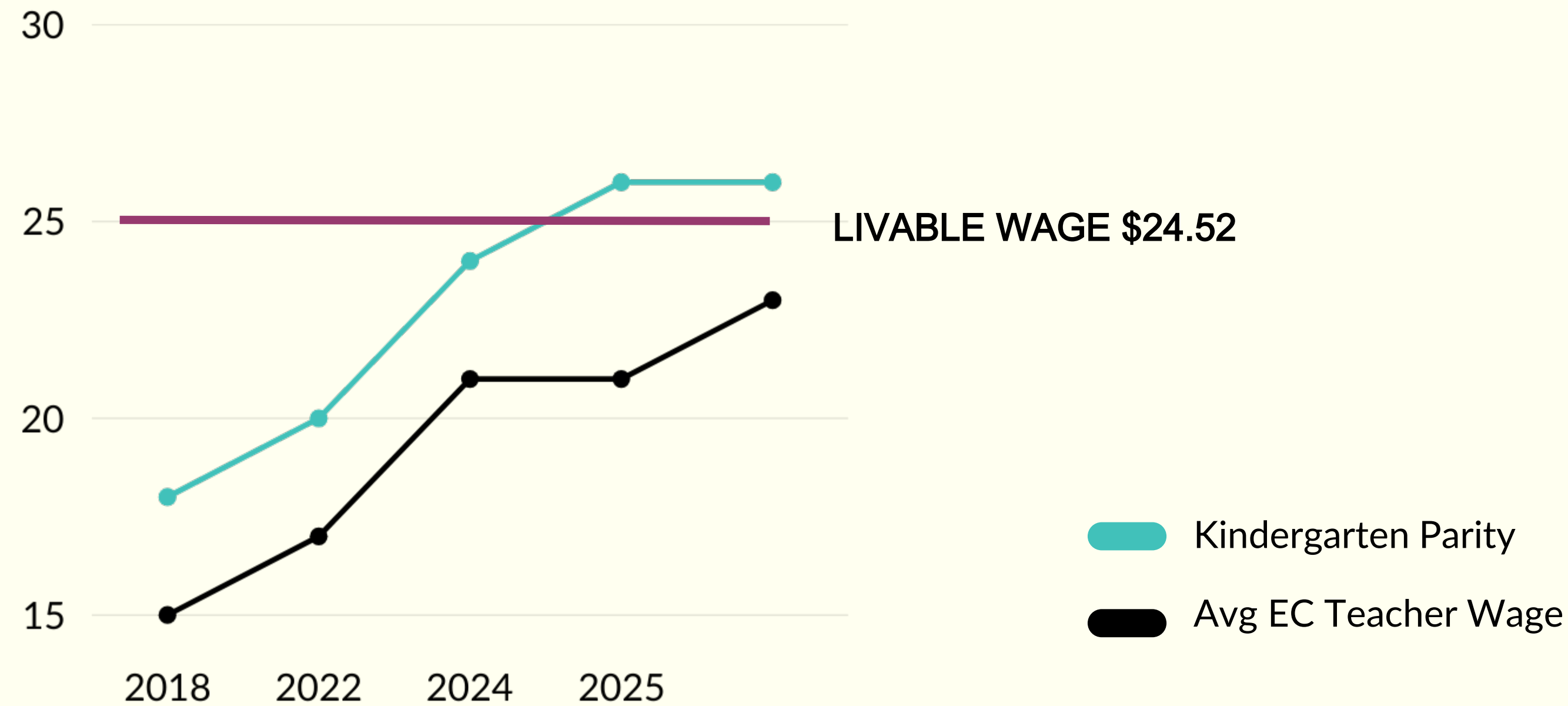
- Childcare Facility and Capital Funding Grant
- Out-of-School Program Funding Priority Grant
- New License Incentive Program

### Childcare Facility Master Plan

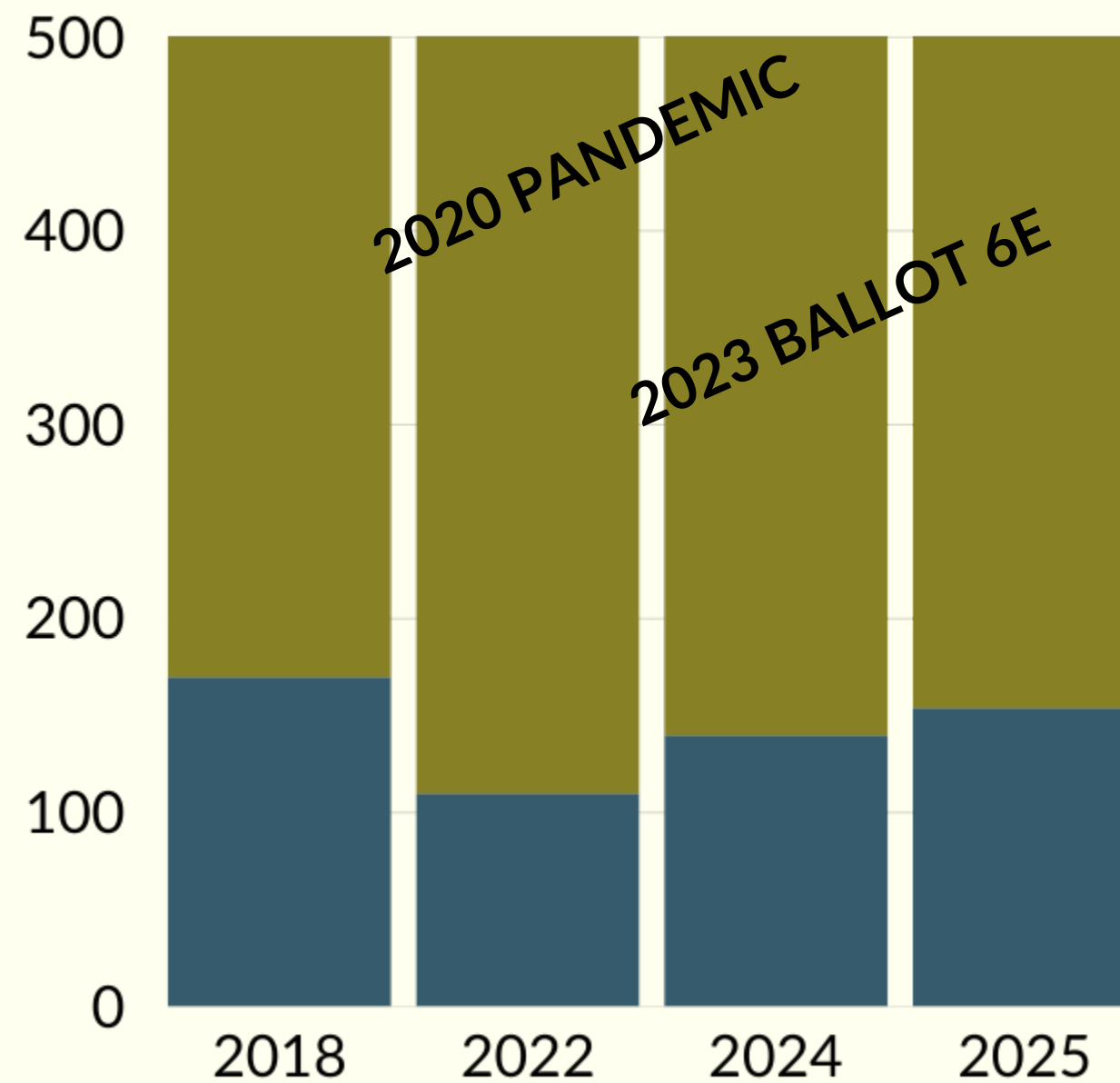
- Develop a master plan that will provide a framework for investing funds in existing facilities, future need, and publicly owned



# Workforce Wages



# Capacity Gap

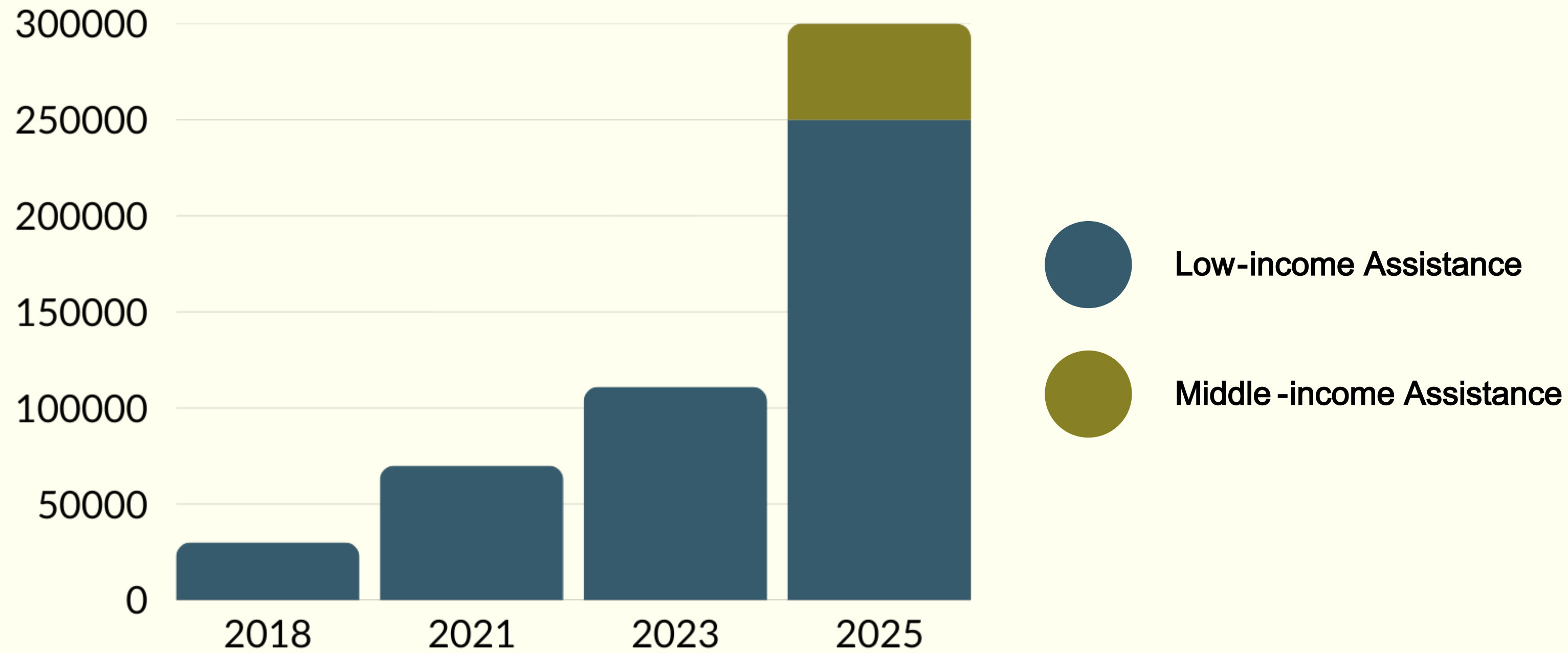


- 0-5 Population
- Childcare Capacity

2018: 7% of capacity was available to infants

2025: 5% of capacity is available to infants

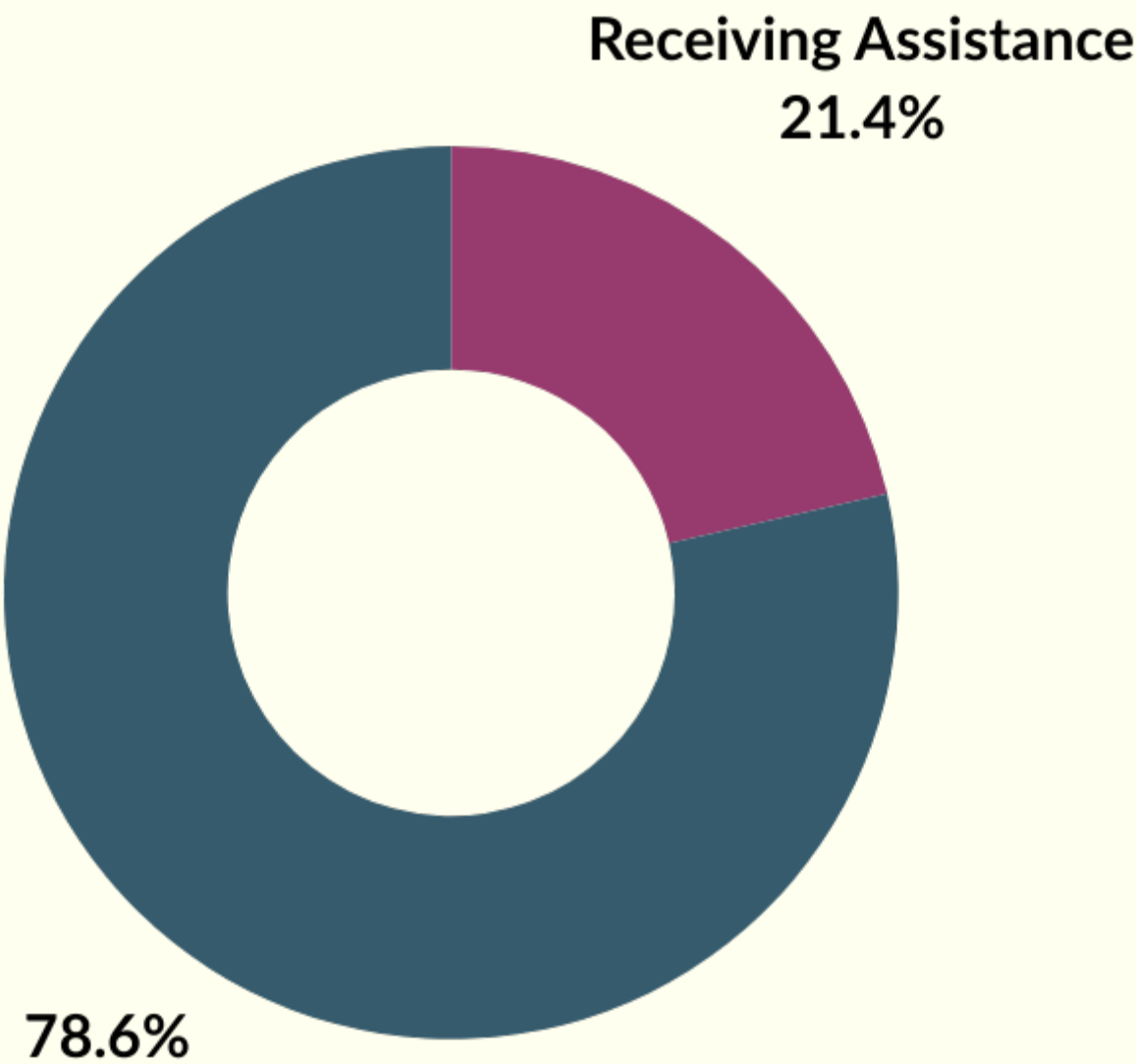
# ***Tuition Assistance***



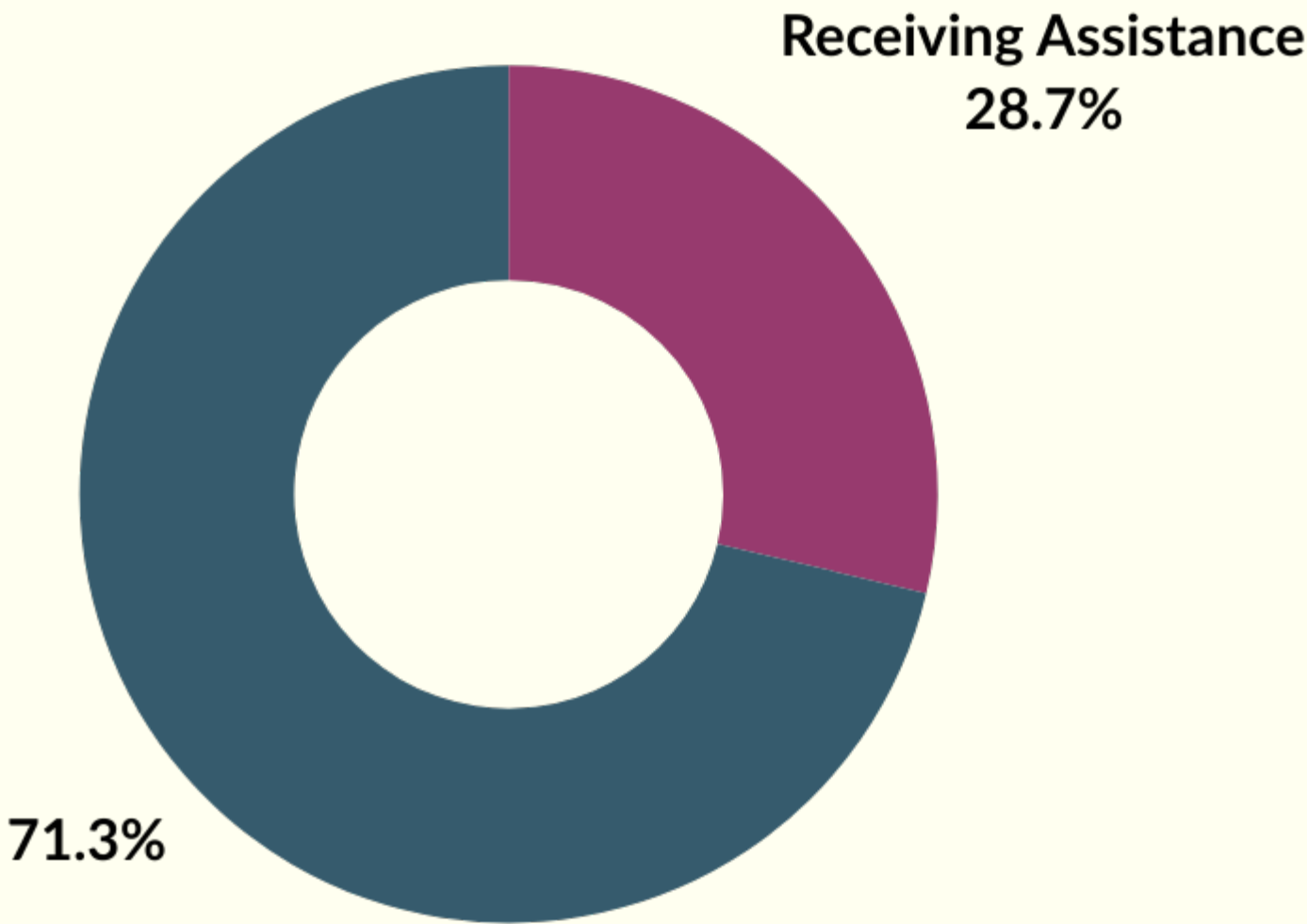
# ***Tuition Assistance***



**2018**



**2025**





# *Challenges and Mitigation*

## **ADMINISTRATIVE BURDEN**

Weigh the resources available to implement certain strategies

## **FUNDING LIMITATIONS**

Phasing for certain initiatives (workforce subsidies)  
Alternate revenue streams (leverage grants)

## **TRUST**

Building credibility through communication, transparency, and follow-through



# *Recommendations*

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*DATA INFORMED AND COMMUNITY DRIVEN = SUSTAINABLE INVESTMENT*

Prioritize investments that strengthen **stability** and **sustainability**, guided by qualitative and quantitative data

Integrate childcare into broader **economic** and **workforce** development agendas

Inventory resources and utilize shared infrastructure and data systems

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# *Conclusion*



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Coordination and learning are critical for mountain communities that are addressing these challenges.

*We can do this, and we can learn together.*

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# *Data Points: Baseline*



**32%**

CHILDCARE CAPACITY

*Birthrates decreased 30%*

*Capacity decreased 18%*

**40%**

of household income spent  
on childcare

*57% of Family Survey respondents  
stated that cost was a barrier to care*

ECE Wages: \$19/hour

School Starting Salary: \$44,000

Livable wage in 2024: \$24.52

*58% percent of childcare staff said  
they had considered working in another  
community*





# *Data Points: Today*



**36%**

CHILDCARE CAPACITY

**39%**

paying less than 10% of  
monthly income on  
childcare

ECE Wages: \$21/hour

\*Required \$23 by end of year

School Starting Salary: \$50,000

Livable wage in 2024: \$24.52

