Child Care Strategy Committee

Final Report

Submitted by committee members:
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- Devin Dillon, Superintendent, PreK-12 Operations
- Tracy Johnson, Dean, Life Sciences
- Huiying Li, Associate Professor, Molecular & Medical Pharmacology
- Tracie Lockwood, Assistant Director, Youth and Family Program
- Sabrina Lux, Chief Administrative Officer, Psychology
- Anna Markowitz, Assistant Professor, Education
- Alicia Minor Brown, Director, Early Care and Education
- Cindy Sangalang, Assistant Professor, Social Welfare
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- Victoria Turner, Assistant Professor, Urban Planning and Geography

Submitted on January 25, 2022
Committee Charge

The focus of the 2021 Child Care Committee is to investigate child care needs of UCLA faculty, staff and students with dependents 5 and younger. The committee charge is to gather data on the needs of the UCLA community related to early care and education options. This will include the needs of faculty, staff, and students as three separate but inter-related constituencies.

The committee will generate a report to be presented to senior leadership that presents a summary of this needs assessment, considerations to keep in mind, and recommendations for a future path forward.
Child care is essential for working families

Young children need safe & stimulating caregiving spaces so parents or caregivers can work. For most families, these spaces are child care centers.

96% of UCLA faculty, staff, and students with dependents 5 and under report* needing quality child care in the next 2 years.

82% report needing access to full-time child care.

*A survey was sent to all faculty and staff at UCLA and UCLA Health on 8/3/21. A very similar survey was sent to UCLA undergraduate and graduate students on 9/28/21. Detailed findings can be found in the appendix.
Child care is expensive, especially in California

Serving young children safely requires high staff-to-child ratios, specialized materials, and continued facilities upkeep.

In 2019, California had the least affordable child care in the country. For example, on average, families with two working adults paid 18% of their monthly income on infant care. The federal standard for affordable care is 7-10% of monthly income.

Infant care at UCLA ECE is 232% more expensive than in-state college tuition. Infant care in the surrounding area is even more expensive (+8%).

COVID has exacerbated this issue

The work of child care became more difficult with the arrival of COVID. There has been a staggering loss in early educators: nationally the child care sector is 10% smaller now than prior to the pandemic.

Costs for centers also increased due to new distance and staffing regulations, as well as cleaning and sanitation routines.

This has led to widespread closures and higher costs. In Los Angeles County between January 2020 and 2021 36% of all child care centers closed.

For more details: rrnetwork.org/assets/general-files/COVID-Graphs-Los-Angeles.pdf
High quality care requires investment

Alongside parents’ need for quality child care, there is a strong public benefit to early care and education. However, current parent-supported financing models are neither sufficient nor sustainable.

The cost of high-quality care for one infant is estimated at $35,000 a year.* This decreases to $14,000 a year for children aged 3 to 5.

In California, the cost of high-quality care is higher than the national average. California-specific estimates range from $37,000 for infants to $22,000 for children aged 3 to 5.

* National Academies panel, 2018
UCLA faculty, staff & students are struggling to find & afford care

51% of surveyed UCLA caregivers feel very or extremely stressed about their ability to find adequate child care. This increases to 61% for expectant caregivers.

80% of surveyed UCLA caregivers pay more than 11% of their monthly household gross income for child care. The recommended federal standard is 7-10%.

“Lack of affordable child care greatly affects my ability to do my job. Being constantly stressed about affording childcare and other expenses impacts my mental health and concentration. Without affordable options I may be forced to reduce my hours to part-time.”

- Faculty
These challenges are affecting caregivers’ ability to thrive at work

UCLA caregivers reported that child care challenges led to:

- **75%** feelings of burnout
- **69%** reduced work hours
- **67%** distraction at work
- **55%** declines in productivity
- **51%** declines in mental health

*Outcomes were consistent across faculty, staff, and students.*
Caregivers may leave their positions

The pandemic has led to the largest exit of women from the workforce in over 30 years. National surveys suggest more women plan to leave the workforce due to issues with child care.

Among UCLA caregivers:

- 69% reduced work hours or moved to part-time.
- 33% turned down a promotion or job offer.
- 6% quit their job.

“It is hard to overstate the impact lack of childcare had on our mental health, productivity at work, physical health, and family wellbeing. With no child care, my spouse and I worked full-time jobs while caring for our child at home. We are chronically exhausted and will likely never catch-up at work.”

- Faculty

“I quit my job due to child care concerns. It was a difficult decision because I love what I was doing.”

- Staff
Safe, affordable child care is essential for both children and families. Yet, it has been inaccessible for many within our community. Finding high-quality care in a suitable location is difficult, and once found, care costs are inordinately high - for many, untenable.

The COVID-19 pandemic exacerbated existing challenges and underscored the critical importance of accessible child care for our Bruin Community.

As UCLA continues phasing back in-person programs and instruction, this committee endeavors to better understand the child care needs of faculty, staff and students. The goal is to develop support systems that more tightly align to children and caregiver needs.
Current context:
Child care offered at UCLA
ECE teachers and staff have been working tirelessly during the COVID-19 pandemic...

Thank you for your commitment, hard work, and creativity as you are called to adapt and adjust to ever-changing circumstances.

“Krieger and IDP are both amazing. It gives me a lot of piece of mind knowing that my children are so well cared for.”

– Staff

“Without ECE, I would be desperate. With ECE, I'm completely happy and entirely at ease.”

– Faculty
434 children are currently* enrolled in UCLA Early Care & Education (ECE)

UCLA operates **4 child care centers:**

- Fernald
- Krieger
- Infant Development Program (IDP)
- University Village in West LA at the student housing complex

UCLA has **2 operating agreements:**

- Bright Horizons at UCLA Westwood
- University Parent Nursery School (UPNS)

*Current enrollment reflects decreased enrollment due to COVID requirements. Prior to COVID, child care maximum capacity at UCLA was 618 children.
UCLA contributes $2.6M to operate ECE centers

$1.4 Million
UCLA contribution to operating 3 on-campus child care centers. Support from campus is comprised of two funding sources that vary from year to year: SFAC & campus subsidy. Parent fee revenue does not generate sufficient funding to cover operating expenses.

$1.2 Million
UCLA contribution to operate Bright Horizons at UCLA Westwood.

1 cent
UC Regents leases space to the University Parent Nursery School (UPNS) for one cent.
The true cost* of infant care at UCLA ECE

Infant care per month per child:

Revenue: $2,560
Expense: $4,463

Leaves a balance of $1,903 to be paid by UCLA

Infant care per year per child:

Revenue: $30,720
Expense: $53,557

Leaves a balance of $22,837 to be paid by UCLA

* Per infant “true cost” was factored by including all operational expenses: diapers, formula, baby food, class supplies, class teaching staff, a portion of sub staff, student staff, a portion of admin staff, a portion of central admin staff, a portion of facility upkeep, a portion of central campus operational charges.
UCLA has an opportunity to provide necessary and powerful support to caregiving faculty, staff, and students by both implementing policies that support working families and investing in child care infrastructure.

These changes would make UCLA a leader in a key area of national focus. It also provides opportunities for synergy with upcoming federal and state initiatives.

In doing so, UCLA can improve productivity, support hiring, increase retention, and dramatically improve faculty, staff, and student well-being.
Recommendations build on & respond to changing federal policy

If passed, child care provisions from the federal Build Back Better (BBB) plan will lift the floor on child care quality and substantially subsidize costs for centers and families.

1. The push for quality and cost subsidies for child care centers will create a greater choice set for UCLA caregivers who wish to access care closer to home.

2. The financial support for families in BBB is designed on a sliding scale. This will reduce costs for UCLA caregivers. It will also shift locus of need to higher income families and to families with younger children.
Recommendations build on & respond to changing state policy

The upcoming launch of universal Transitional-Kindergarten (TK) in California will alter the ECE landscape. With more care available for 4 year old's, it will be particularly important to subsidize child care centers because:

1. Relative demand for care for 0 to 3 year olds will increase. This creates potential for UCLA ECE to build specialization and plan for changing costs.

2. Children in TK will require wrap-around care. To meet this need, UCLA could partner with local schools or community-based organizations.
Top Recommendations

- Foster a supportive workplace culture for UCLA parents.
- Expand UCLA’s network of early child care providers.
- Increase availability of on-campus care for children 0-3.
- Subsidize child care costs for UCLA faculty, staff and students.
Foster a supportive workplace culture for UCLA caregivers.

In the past year, UCLA made large investments in remote work and most units adapted to flexible work schedules due to the ongoing crisis. We can build on these advances to create a culture that better supports the careers of caregivers.

The following campus-wide changes could quickly provide tangible support to working caregivers:

• Keep flex work options available, including hybrid, telecommuting and alternating schedules. Support telecommuting structures for caregivers with sick children.
• Train senior management on how to accommodate caregivers. This should include scheduling (i.e., consider child care/school hours) and long-term deadline planning.
• Communicate performance expectations and adjust based on caregiving burden. This may include resetting goals, narrowing scopes, or extending deadlines (i.e., for tenure decisions). Performance reviews should explicitly account for pandemic-related caregiving burden.
• Create a leave policy that extends beyond accrued sick leave and FMLA.

“Please enable permanent work remote opportunities, decrease pressure to be in-person, enhance online capabilities to enable working remote & build culture around trust and build work efficiency beyond an 8-6 workday.”

- Staff
Expand network of early child care providers.

UCLA faculty, staff, and students live and work all over LA County. For many, child care in Westwood is not the best option. 55% of survey respondents need care close to home, whereas just 32% want care in Westwood. Furthermore, ECE on campus cannot expand to serve all children full-time.

Expanding the network of UCLA providers meets parents’ needs and offers opportunity to quickly scale accessible options. To do so:

- Create partnerships with child care providers in areas with high concentration of employees and students. Partnerships should include lower rates and priority enrollment for UCLA-affiliated families.
- Open UCLA ECE centers in areas with high concentration of employees and students (e.g., Long Beach, Santa Clarita, Santa Monica).
- When developing partnerships, consider need for after school care for TK students and the needs of part-time/flex working families.

“Currently, Bright Horizons is one of the only options, but the wait list is very long and the cost, even discounted, is prohibitive. It also requires a commitment to full-time care, which doesn't work for people who need part-time care or may not have to come to campus daily.”

- Staff

“We need more child care options outside of Westwood and West LA. Employees live all over LA County, but everyone cannot bring their children on the commute to campus. It would be extremely helpful to have various centers (just like the affiliated medical centers) around the county.”

- Staff
Many, if not most, UCLA faculty and staff do not live close to campus.

They need quality child care close to home.

“My commute is very long and not sustainable. We live where we do because we have affordable housing and high quality, bilingual childcare. However, if we cannot find affordable child care and housing closer to campus, I may need to leave my faculty position.”

- Faculty

*Home locations of UCLA faculty and staff are from Fall 2021
Increase availability of on-campus care for children 0-3.

Universal Transitional-Kindergarten (TK) will change the ages of children who need child care. In our survey, nearly 51% of respondents have a child under 1 year old or are expecting. To meet increasing demand for infant/ toddler care and address cost implications, UCLA should:

- Increase availability of classroom to create more spaces for younger children. Replace Krieger ECE temporary buildings with a permanent structure designed for young children.
- Purchase recently vacated spaces in Westwood to expand UCLA ECE.
- Develop a competitive hiring strategy to attract and retain child care teachers and staff.
- Develop a cost model that incorporates rising cost of providing care for young children. Consider additional revenue opportunities through wrap-around care, back-up care or other services.

“It is difficult to find affordable child care, especially for infants. The mental health toll on new parents can be severe when wondering how to afford child care and return to work after birth. If UCLA provided better child care assistance or options for parents, it would encourage people (especially women) to remain in the workforce and stay with UCLA long term.”
- Staff

“I may go in absentia once I have my child given the lack of support at UCLA, especially since I had to move away from my family support to attend graduate school.”
- Student
Subsidize child care costs for UCLA faculty, staff & students

Nearly half of UCLA survey respondents spend more than 3x the federal standard for child care costs. Parents report that quality (74%) and cost (71%) are their primary concerns when looking for care. Subsidizing child care will give parents greater choice and increase their access to high-quality child care.

A UCLA child care subsidy program would:

- Build on the pending investment from Build Back Better (BBB).
- Ensure more equity by creating child care support available to all faculty, staff, and students.
- Meet the needs of caregivers with infants and toddlers (2-35 months), who pay the most for care and have fewer choices.
- Create an opportunity for tiered investment based on financial need.

“Given stagnant wages, increasing cost of living, and a need to work from home in a small space never intended for that purpose, the need for child care feels both essential and out-of-reach.”

- Faculty
Embrace opportunities for synergy with changing state and federal policy

New state and federal policies create opportunities for UCLA and UCLA ECE:

1. Implementation of TK will create massive demand for skilled early educators. UCLA should invest in launching teacher development initiatives and increasing internship programming for educators at UCLA ECE.

2. UCLA ECE provides opportunity for rigorous study into impact of TK implementation on child care centers.

3. Children in TK will require wrap-around care which creates opportunities to build local partnerships with schools or CBO’s.

4. Build Back Better funding will create opportunities to diversify UCLA ECE and give more families an opportunity to access quality care at UCLA.
Appendix

• Committee Process & Timeline
• UCLA Survey Findings
• Comparing child care tuition & programs
Committee process & timeline

8/3/21
A survey was sent to faculty and staff at UCLA and UCLA Health via BruinPost. The survey closed with 1,527 respondents.

6/21/21
Committee convenes for first meeting.

10/12/21
Committee began to review and distill campus feedback.

9/28/21
A survey was sent to UCLA undergraduate and graduate students via BruinPost. The survey closed with 363 respondents.

1/20/22
Draft report shared with the Interim Provost.

January 2022
Committee co-chairs begin campus listening tour.

March 2022
Provost Deans Cabinet receives a final version of the committee report.
Of 2273 survey respondents, 1393 (61%) have children who are 5 years old or younger.

51% of respondents have children who are 1 years old or younger.

Q: Age of dependent children in your care who are 5 years old or younger? (N=1344)
1393 faculty, staff & students with children under 5 years old responded to the survey

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<td>5</td>
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<tr>
<td>Staff</td>
<td>839</td>
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<tr>
<td>Yes – I work at UCLA Health</td>
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<td>Other</td>
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<tr>
<td>TOTAL</td>
<td>1393</td>
<td>100%</td>
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</table>
Across all respondents, the top 3 types of care requested are:

1. Full-time (82%)
2. Back-up/ emergency/ sick care (37%)
3. Part-time or alternating days (31%)
Quality, cost & location of care are top priorities

Q: What are your top three priorities in your search for care for your child(ren): (select up to 3) (N=1064)

- Quality of care: 74%
- Cost of care: 71%
- Location: close to home: 55%
- Location: close to UCLA: 32%
- Hours of operations: 25%
- Health and safety protocols: 23%
- Caregiver to child ratio: 13%
- Availability of infant/toddler care: 13%

“The availability of affordable, high-quality child care (and subsequent primary and secondary education) is the single greatest factor in determining whether I will stay at UCLA long-term.”

- Faculty
53% currently use child care services

Q: Which of the following child care arrangements do you use? Check all that apply (N=1244)

- Non-university childcare center: 26%
- Spouse/partner: 14%
- Self: 14%
- Other family member: 13%
- In-home provider: 12%
- Childcare in a provider’s home: 6%
- UCLA Early Care and Education (ECE): 6%
- Other: 4%
- Bright Horizons at UCLA Westwood: 3%
- Infant Development Program (IDP): 1%
- University Parent Nursery School (UPNS): 1%

11% of respondents use university affiliated child care.
The cost, availability & location of UCLA ECE centers are challenges

64% considered a UCLA Early Care Education (ECE) centers. However, most did not enroll because of **cost, availability, or location**.

Q: What were the 3 most important reasons you did not enroll in UCLA Early Care Education (ECE) campus child care? (select up to three) (N=592)

- **Cost too high**: 39%
- **Waitlist too long**: 30%
- **Want care close to home**: 14%
- **Hours of operations**: 10%
- **Availability of infant/toddler care**: 10%
- **Didn't receive a spot at center of choice**: 9%
- **Currently on waitlist**: 9%

“It's great to have UCLA affiliated care, but tuition is so high we cannot afford to put two kids in the same school, even with two professor salaries. This causes our family a lot of stress.”

- Faculty
UCLA caregivers are very stressed about their ability to find care.

51% of respondents feel very or extremely stressed about their ability to find good care for their children. This is even greater for expectant parents - 61% feel very or extremely stressed about finding child care.

Q: How are you feeling about your current ability to find the right care for your children? (N=1209)

Q: For expectant parents, how do you feel about your ability to finding the right care for your child? (N=266)
A lack of child care is impacting mental health

As a result of child care problems, respondents report feeling burn out, are distracted at work, and have a decline in mental health.

Outcomes are largely consistent across faculty, staff, and students.
A lack of child care is impacting work performance

As a result of child care problems, respondents report declines in productivity, reduced work hours, and turning down new job opportunities. Some are even starting to quit their jobs.

Outcomes are fairly consistent across faculty, staff, and students.
A lack of child care is impacting professional productivity & growth

As a result of child care problems, respondents report turning down professional training, not taking necessary courses, and declines in publication.

Outcomes vary slightly across **faculty**, **staff**, and **students**.
Demographics: Gross annual household income

Q: What is your estimated gross annual household income? (N=1171)

17% of faculty
43% of staff
60% of students

have a gross annual household income under $100,000.
80% of UCLA caregivers spend more than the federal standard on child care

Q: What percentage of your monthly household gross income do you estimate you spend on child care? (N=624)

<table>
<thead>
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<th>Percentage</th>
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<tr>
<td>0-10%</td>
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<td>11-20%</td>
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<td>21-30%</td>
<td>23%</td>
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<tr>
<td>31-100%</td>
<td>23%</td>
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The federal standard for affordable care is 7-10%.

Q: How much do you spend MONTHLY on child care expenses currently? (N=648)

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<td>&lt; $800 per child</td>
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<td>$1,601 to $2,000 per child</td>
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<td>&lt; $2,800 per child</td>
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### Maximum monthly expenditure for full time child care

<table>
<thead>
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<th>68% of staff</th>
<th>60% of students</th>
<th>31% of faculty</th>
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<tbody>
<tr>
<td>can pay no more than $1200 for care.</td>
<td>can pay no more than $1200 for care.</td>
<td>can pay no more than $1200 for care.</td>
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</table>

| **Staff** |
| "Childcare options around UCLA are very limited and expensive! I believe the quality of child care offered is great, but there is no way we can afford to pay for our children to attend." - Staff |

| **Students** |
| "Child care is extremely expensive. I had to postpone my education because paying for day care was out of the question. I have had multiple breakdowns due to these pressures. I am enrolled this quarter and hope to push through the best I can.” - Student |

| **Faculty** |
| "The cost of daycare, coupled with the growing cost of living in LA, is troubling. 80% of our income, an assistant professor and assistant adjunct professor at UCLA, goes to rent and daycare. It is unsustainable. These costs are pushing junior faculty with children to seek employment at other universities.” - Faculty |

"The growing cost of living in LA is troubling. 80% of our income, an assistant professor and assistant adjunct professor at UCLA, goes to rent and daycare. It is unsustainable. These costs are pushing junior faculty with children to seek employment at other universities.” - Faculty
Just 8% of respondents are receiving financial aid for child care costs

Q: Do you currently receive any financial support/aid for your child care costs? (N=51)

22% Faculty
37% Staff
41% Student

Q: What type of financial support/aid do you receive? (N=51)

27% CA Dept of Edu grant for Parenting Students
10% Support for Connections from Children
8% CALWORKS subsidy
## Comparing child care tuition & programs

<table>
<thead>
<tr>
<th>UCLA CHILD CARE CENTERS</th>
<th>INFANT</th>
<th>TODDLER</th>
<th>PRESCHOOL</th>
<th>Additional Insights</th>
</tr>
</thead>
<tbody>
<tr>
<td>UCLA Early Care and Education (ECE)</td>
<td>$2,560</td>
<td>$2,240</td>
<td>$1,750</td>
<td>Prioritizes faculty applicants-52%</td>
</tr>
<tr>
<td>UCLA Infant Development Program (IDP)</td>
<td>$2,275</td>
<td>$2,275</td>
<td>NA</td>
<td>Prioritizes UCLA affiliated families. Part time care available.</td>
</tr>
<tr>
<td>University Parents Nursery School (UPNS)</td>
<td>NA</td>
<td>$1,500</td>
<td>$1,500</td>
<td>Prioritizes UCLA affiliated families, parent CO-OP model which decreases tuition fees.</td>
</tr>
<tr>
<td>Bright Horizons UCLA Westwood Child Care Center</td>
<td>$2,345</td>
<td>$2,045</td>
<td>$1,790</td>
<td>Prioritizes UCLA affiliated families</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LOS ANGELES AREA CHILD CARE</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Children’s Center at Cal Tech</td>
<td>$2,203</td>
<td>$1,925</td>
<td>$1,691</td>
<td>child care Assistance Program for qualified applicants</td>
</tr>
<tr>
<td>Child Educational Center - JPL</td>
<td>$2,770</td>
<td>$2,490</td>
<td>$2,120</td>
<td></td>
</tr>
<tr>
<td>Growing Place Ocean Park &amp; Marine Park</td>
<td>$1,965</td>
<td>$1,965</td>
<td>$1,965</td>
<td>Enrollment fee: $1300 / Materials fee: $650</td>
</tr>
<tr>
<td>USC Bright Horizons at University Park</td>
<td>$1,522</td>
<td>$1,221</td>
<td>$1,118</td>
<td></td>
</tr>
<tr>
<td>USC Bright Horizons HSC Alcazar Child Development Center</td>
<td>$2,090</td>
<td>$1,795</td>
<td>$1,525</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNIVERSITY OF CALIFORNIA CHILD CARE CENTERS</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>UC Berkeley</td>
<td>$2,570</td>
<td>$2,310</td>
<td>$1,390</td>
<td></td>
</tr>
<tr>
<td>UC Irvine</td>
<td>$2,025</td>
<td>$1,950</td>
<td>$1,450</td>
<td></td>
</tr>
<tr>
<td>UC San Diego</td>
<td>$1,997</td>
<td>$1,677</td>
<td>$1,525</td>
<td>10% sibling discount</td>
</tr>
<tr>
<td>UC Santa Barbara</td>
<td>$1,765</td>
<td>$1,570</td>
<td>$1,315</td>
<td>MWF or TTH options</td>
</tr>
<tr>
<td>UC Santa Cruz</td>
<td>$958</td>
<td>$567</td>
<td>$567</td>
<td>No faculty family child care offered. Student families only- supplemented with a referendum fee</td>
</tr>
<tr>
<td>UC Riverside</td>
<td>$1,620</td>
<td>$1,520</td>
<td>$1,030</td>
<td>MWF or TTH options</td>
</tr>
<tr>
<td>UC Merced</td>
<td>$1,324</td>
<td>$1,133</td>
<td>$859</td>
<td>Proposed 10% increase Fall 2021</td>
</tr>
<tr>
<td>UC San Francisco</td>
<td>$2,867</td>
<td>$2,867</td>
<td>$2,219 - $2,476</td>
<td></td>
</tr>
<tr>
<td>UC Davis</td>
<td>$1,674</td>
<td>$1,535</td>
<td>$1,220</td>
<td></td>
</tr>
</tbody>
</table>

*Tuition information compiled in June 2021