



Addressing Family Needs: Strategies to Broaden Child Care Access



Introductions

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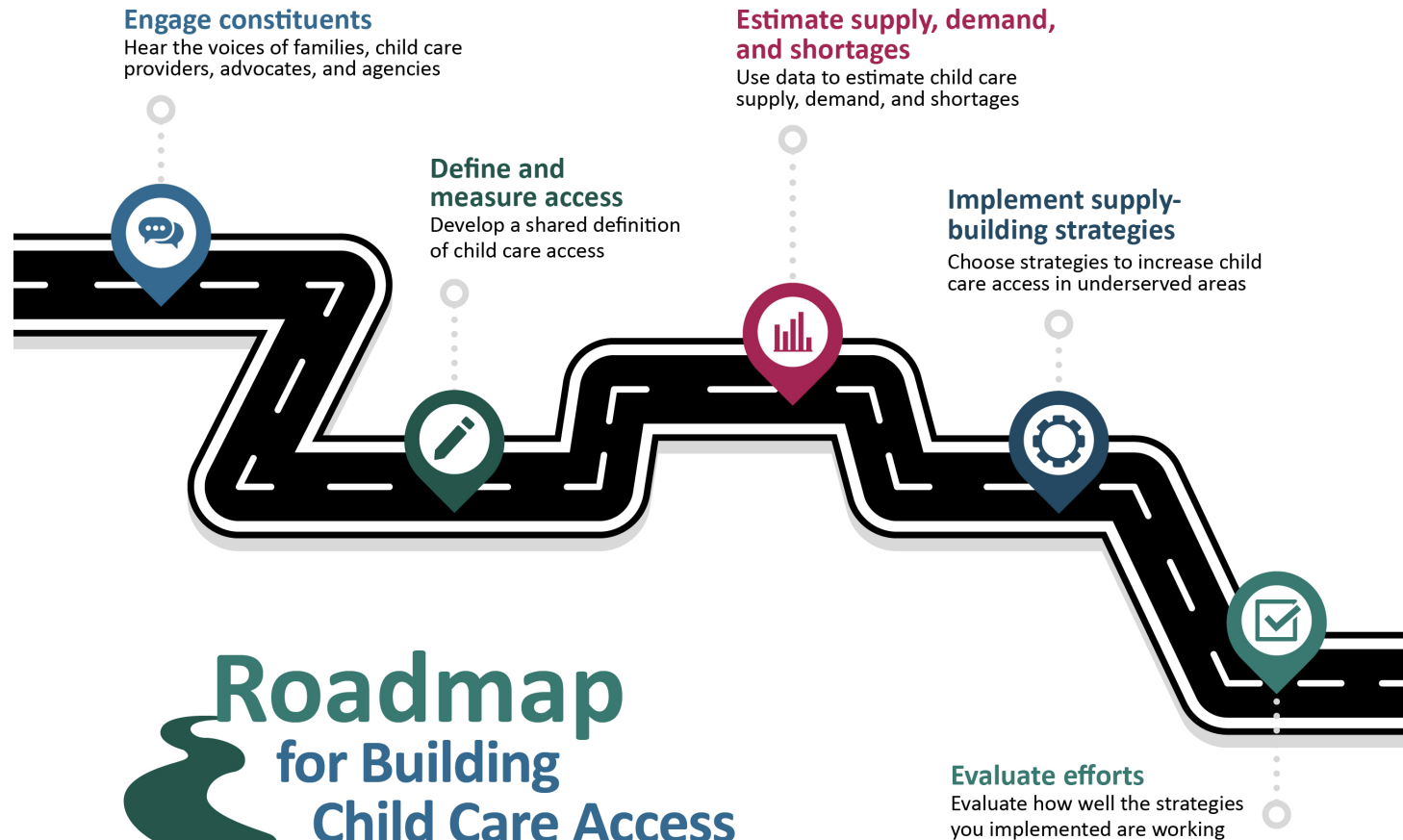


Agenda

- 1 What Is Supply Building?
- 2 Supply Building Requirements and Flexibilities
- 3 Lead Agency Panel: Innovative Strategies for Supply Building
- 4 Implementation Considerations



What Is Supply Building?





CCDF Plan Requirements and Flexibilities

Requirement	Focus	Flexibility
Lead Agencies must describe strategies to increase child care supply and improve quality in their CCDF Plan.	Required focus populations: • Underserved areas • Infants and toddlers • Children with disabilities • Nontraditional-hour care	Lead Agencies have flexibility to: • Define each focus population. • Add focus populations. • Define quality. • Choose strategies that best meet their state, territory, or Tribe's needs.



Common Supply-Building Strategies

Provider payment
rates

Financial incentives

Direct contracts and
grants

Investments in
community hubs

Expansion of high-
quality family child
care

Expansion of the
supply of highly
qualified teachers
and caregivers

Early Head Start–
child care
partnerships



Identifying Needs



Keep the work anchored to people and their experiences.



Identify and solve the problem—not the symptoms.



Pursue small solutions you can build on through repetition and continuous quality improvement.



Innovative Strategies: State Experience



State Presenters

Utah

Heather Thomas

Division Director

Utah Office of Child care

Vermont

Dawn Rouse

Director of Statewide Systems

Child Development Division

Vermont Department for Children
& Families



Workforce Services
Office of Child Care

Office of **Child Care**



Utah's Employer Child Care Tax Credit

- Established a state tax credit that stacks with the expanded Federal Employer-Provided Child Care Credit (45F)
- State nonrefundable tax credit on child care expenditures
 - 30% for small employers (earning less than \$32M annually)
 - 10% for larger employers
- Combined with federal tax credit:
 - $50\% + 30\% = \mathbf{80\% \text{ for small employers}}$
 - $40\% + 10\% = \mathbf{50\% \text{ for large employers}}$



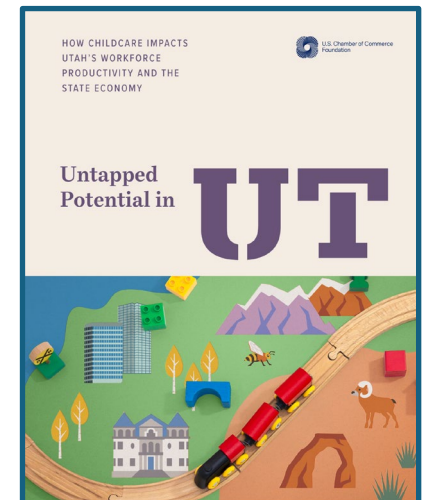
Utah's Employer Child Care Tax Credit

History and Background

- 2022:

[U.S. Chamber Foundation study](#) found a \$1.36 billion annual loss to Utah's economy due to child care challenges

- Impacts on employers:
 - 48,000 parents leaving workforce in year leading up to report
 - Compromised talent pools
 - Parent absences
- Impacts on families:
 - 48% of parents adjust schedules due to child care disruptions
 - Parents turn down promotions, reduce hours, postpone higher ed
 - Financial burden of cost of care
 - Shortages in child care



Utah's Employer Child Care Tax Credit

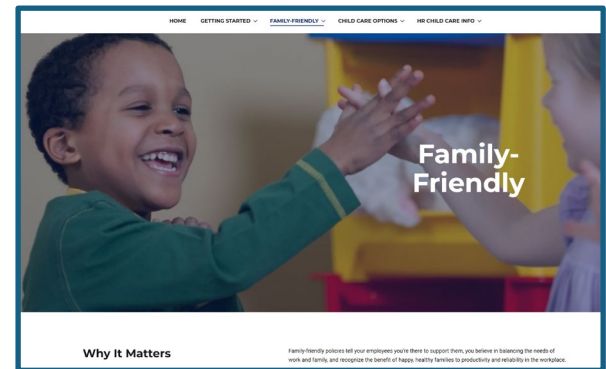
History and Background

- 2023:

[Employer Child Care Toolkit](#)

Direct, practical guide for businesses

- Menu of options: low-cost to high-level investments
- Guide to tax & financial incentives
- Ready-to-use HR materials
- Family-friendly policy frameworks



Utah's Employer Child Care Tax Credit

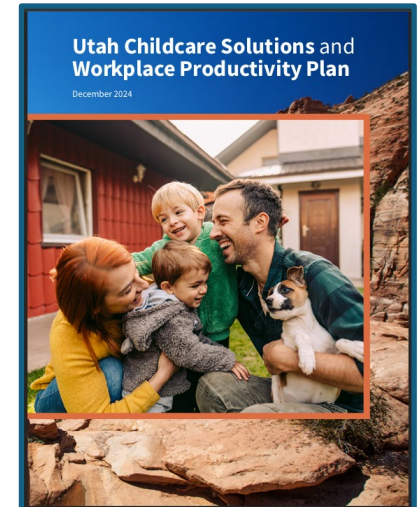
History and Background

- 2024:

Utah Childcare Solutions and Workforce Productivity Plan

Employers impacted by child care

- Local chamber of commerce surveys:
Employers “likely” or “somewhat likely” to
utilize a potential child care tax credit
 - St. George – 52.4%
 - Salt Lake City – 59.9%



Utah's Employer Child Care Tax Credit

History and Background

- 2025:

- [Utah HB 106](#) – Income Tax Revisions

- Nonrefundable tax credit equal to 20% of expenditures for construction or expansion of employer's **on-site** child care facility
 - If claimed construction expenditures, additional nonrefundable tax credit equal to 10% of expenditures for child care costs of employer or contracted third party provider

- [Federal HR 1](#) – Reconciliation Bill

- Established the expanded employer-provided child care credit (45F)
 - Nonrefundable tax credit for qualified child care expenditures:
 - 50% for small employers
 - 40% for larger employers



Utah's Employer Child Care Tax Credit

2026: [Utah HB 190](#) – Child Care Business Tax Credit

Expands significantly on previous tax credits for child care expenditures:

- 30% for small employers (earning less than \$32M annually)
- 10% for larger employers
- Stacks with federal employer-provided child care tax credit (45F)
 - $50\% + 30\% = \mathbf{80\% \text{ for small employers}}$
 - $40\% + 10\% = \mathbf{50\% \text{ for large employers}}$
- Qualified expenditures now include entering into a contract:
 - An off-site child care facility
 - An intermediate entity that contracts with off-site child care facilities
- Repeals requirement to claim the tax credit for construction expenditures in order to claim credit for other child care expenditures
- Requires state to maintain a [webpage](#) with information and resources



Utah's Employer Child Care Tax Credit

Partners



Utah's Employer Child Care Tax Credit



Boost Family Affordability

Boost Family Affordability

In 2026, The Policy Project will pursue a series of policies that will ensure Utah remains the best place to raise the next generation.

Join the Movement



Utah's Employer Child Care Tax Credit



Why Family Affordability?

Utah has long been known as one of the best states to raise a family—but for many, that promise is slipping out of reach. Rising costs and limited options require many Utah parents to make impossible choices like delaying having children, leaving careers, taking on multiple jobs, or both working when they'd rather have one parent stay home.

The Problem

Many families spend **30%** of income on child care. Infant care costs **78%** more than college tuition. **75%** of Utahns live in a "child care desert." Utah's birth rate has dropped from **2.65** to **1.8**.

the policy project and 2 others

the policy project 37w
The Policy Project's 2026 legislative initiative is all about boosting family affordability and making Utah an even better place to have and raise children.

Learn more at thepolicyproject.org/familyaffordability

emilybellmccormick 37w
So excited 🥰💚

3 likes Reply

mmtinks 37w

2 likes Reply

Liked by [bwfearlychildhoodutah](#) and 355 others

October 22, 2025

The Solution

Families need real choices. Parents should have the resources and flexibility to decide what's best for their children — whether a parent stays at home during their children's early years, works part-time, or pursues a full-time career.

Boost financial flexibility for parents

Increase awareness and filing assistance for family-friendly tax credits
[Request for Appropriation](#)
[One-pager](#)
[Research Brief](#)

Expand eligibility for the Utah's Child Tax Credit
[House Bill 290](#)
[One-pager](#)
[Research Brief](#)

Increase access to affordable, high-quality child care

Incentivize employers to provide child care support for employees
[House Bill 190](#)
[One-pager](#)
[Research Brief](#)

Increase home-based child care slots via targeted start-up grants
[Senate Bill 214](#)
[One-pager](#)
[Research Brief](#)

Support new mothers

Extend maternity leave for state employees to 12 weeks
[Research Brief](#)

Enhance protections for pumping breast milk
[Research Brief](#)

[House Bill 329](#)
[One-pager](#)

GOVERNOR SPENCER COX

"Family is at the heart of everything we do in Utah—and we want to ensure our state is the very best place in the nation to have and raise a family. I am grateful for so many partners who are working on these issues, including The Policy Project. They bring together communities and experts to find practical solutions that invest in our families and our future."

THEPOLICYPROJECT.ORG



Utah's Employer Child Care Tax Credit

State Partners



Rep. Jason Thompson



**Governor's Office of
Economic Development**



Utah State Tax Commission



Heather Thomas
heatherthomas@utah.gov

Questions.



Addressing family needs: Strategies to broaden child care access

July 2026

Dr. Dawn Rouse

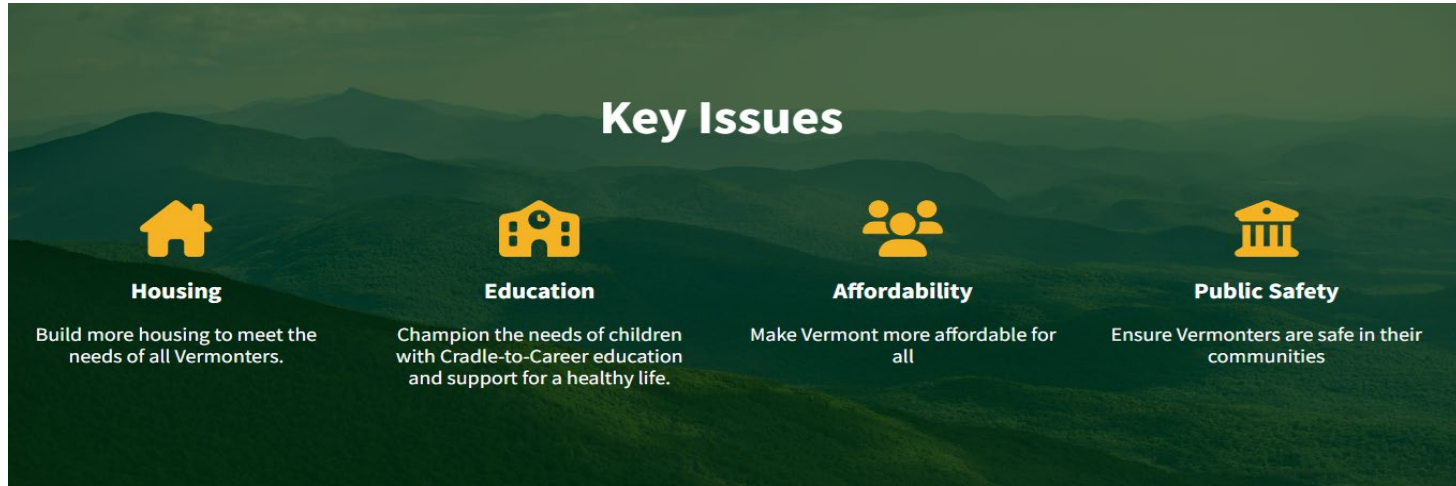
Department for Children and
Families - Child Development
Division



State of Vermont

Office of Governor Phil Scott

Select Language ▼



Current banner on Governor Scott's webpage

Over last decade, child care emerged as a cornerstone for solving Vermont's top challenges.



Awareness and
commitment deepened
within a broad coalition
of advocates and
business owners .

This was a ten-year
plan.

.ACE
Classifieds

Burlington Free Press

s | Sports Biz VT Life Advertise Obituaries eNewspaper Legals

NEWS

Vermont DCF to provide COVID relief grants to 'support and stabilize' child care businesses



Dan D'Ambrosio
Burlington Free Press

Oct. 18, 2021, 10:51 a.m. ET



The Vermont Department for Children and Families is leveraging money from the American Rescue Plan Act to help regulated child care providers survive the pandemic.

The Child Care Stabilization Grants will cover unexpected costs associated with the COVID-19 pandemic and help child care businesses stabilize their operations so they can continue providing care.

Child care providers have played a vital role in the state's efforts to recover from the pandemic," DCF Commissioner Sean Brown said in a news release. "They have cared for and nurtured our youngest residents while supporting our workforce. These grants represent an unprecedented opportunity to invest in, support and stabilize this critical sector of our economy."



Kids sit down to lunch at Bolton Valley Child Care on Thursday, August 15, 2019. RYAN MERCER/FREE PRESS

3 Key Ways You Can Help

Help us create long-term change that ensures that all of Vermont's children have the opportunity to succeed individually so that we can thrive together.



JOIN US

Take the first step! Sign on to Vermont's Child Care Campaign and become a



CONTACT YOUR LAWMAKERS



TAKE ACTION

Join us for an event or volunteer opportunity. No matter how you

CEOs, business owners call for public investment in statewide child care system



Submitted by tim on Wed, 04/27/2022 - 10:28



New Data Shows Vermont Would See \$755 Million Annual Economic Boost from Publicly Funded Child Care.

With consensus on need, policymakers debated revenue source.

- Broad-based
- Logically tied to purpose
- Sizeable and able to grow over time

Additional General funds allocated + Legislature created a new payroll tax.

- Increased **General Fund** allocation: \$50M
 - This was the Governor's proposal included in his SFY24 budget.
- **NEW dedicated payroll tax:** ~\$75M in first year
 - Levied at .11% from employees, .33% from employers i.e. .0044% in total
 - Payroll tax to go into a Child Care Contribution Special Fund
 - Employers can choose to pay employee portion (and some do!), self-employed pay .11%

Act 76: Child Care Law of 2023

\$125M increase in Vermont's annual investment in access and affordability for families as well as quality and viability for providers in early childhood education and afterschool programs.

Child Care Subsidy

Expanded eligibility for families and increased rates for programs

Quality, Capacity and Inclusion

Dedicated funds to support quality, capacity and equitable participation

Funding

Increased General Fund and created payroll tax into Child Care Contribution Special Fund

Accountability and Administration

Monitoring of and resources for implementation

Child Care Subsidy is primary vehicle for Act 76 investments.

- Increased rates paid to child care providers on behalf of families by 35% to over 100%
- Increased income eligibility for families from 350% the federal poverty level (FPL) to 575% FPL

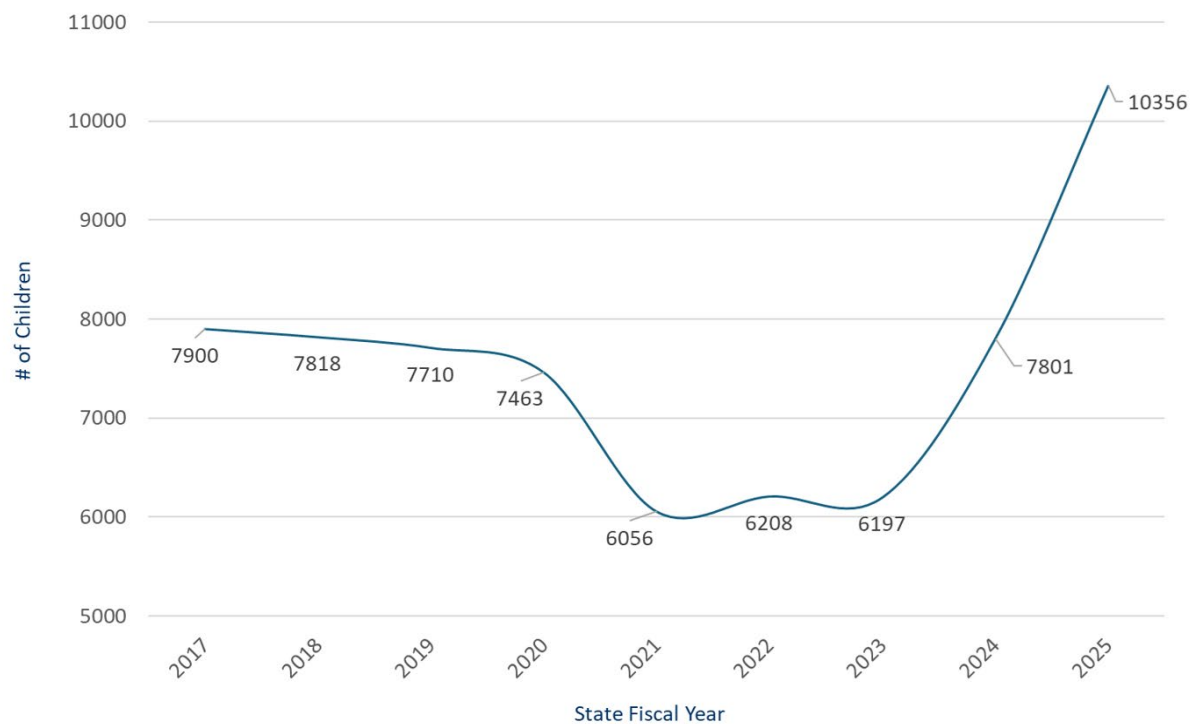


Parent
choice:

Any Licensed or Regulated
Program or Provider that accepts
Child Care Financial Assistance

Child Care Financial Assistance Participation over Time

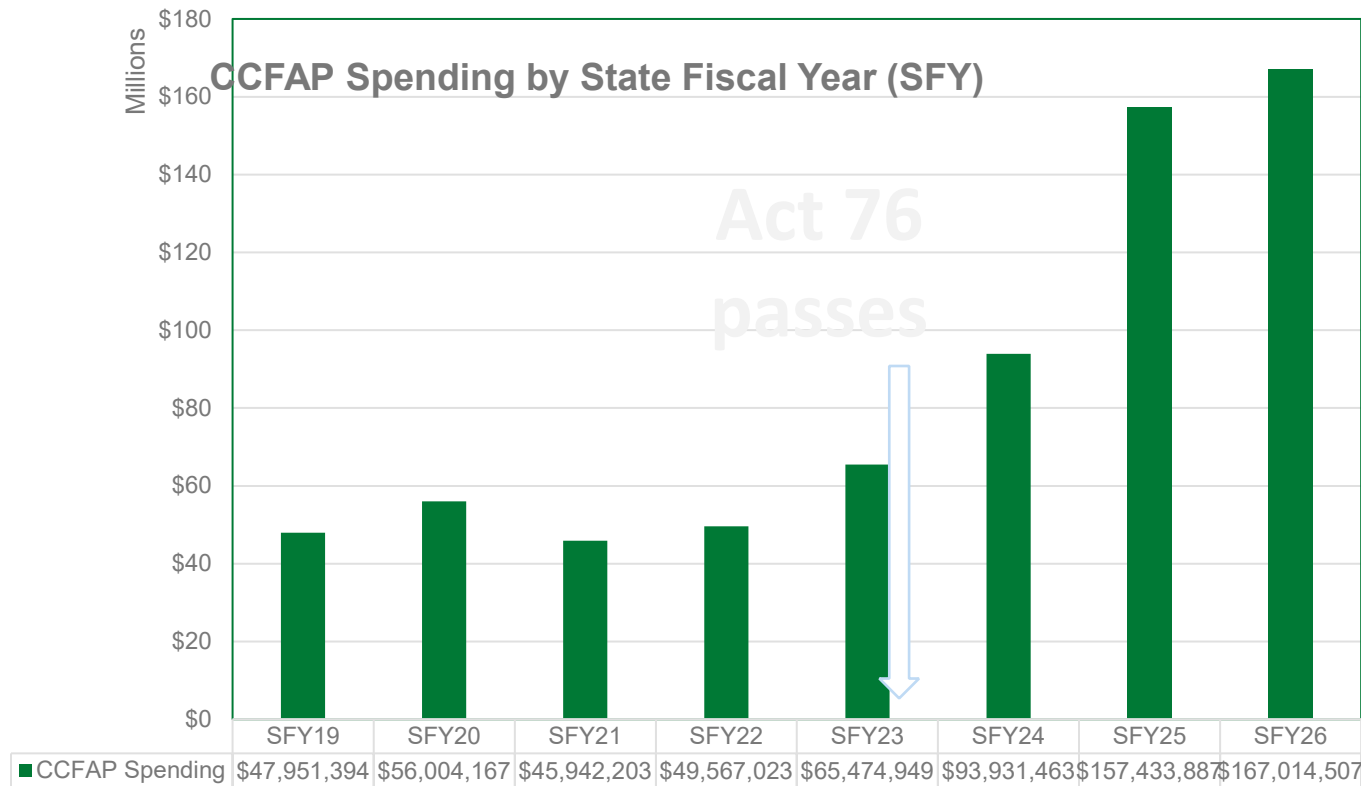
Average Number of Children Receiving CCFAP, SFY 2017-2025



CCFAP participation has increased significantly from previous years.

CCFAP participation has recovered from the COVID-related drops.

CCFAP spending has increased.



CCFAP funding sources:

- Child Care Contribution Special Fund (new)
- General Funds
- Federal Child Care Development Fund
- TANF/EITC Special Fund
- Medicaid/Global Commitment

Advice



DON'T: Try to go too fast! Ask for the time, technology, and talent you need to get it done.



DO: Spend the money!



DO: Do more when it makes sense!

Advice

Communicate:
Don't let people
speculate or fill a
void with incorrect
information

Communicate:
Take lead on
communicating
with programs and
families

Communicate:
Make it accessible!
Presentations,
webinars, status
updates



Questions and Discussion



Implementation Considerations

1

What supply-building needs are you seeing in your state, territory, or Tribe?

2

What strategies are you using to address child care supply, and how are they working?

3

How have you listened to families' voices about their child care preferences?



Wrap-Up



Resources

*Human-Centered Design for Child
Care and Development Fund Lead
Agencies: A Practical Guide*

<https://childcareta.acf.hhs.gov/resource/human-centered-design-practical-guide>



Special and Vulnerable Populations

<https://childcareta.acf.hhs.gov/resource/special-and-vulnerable-populations>





Technical Assistance Is Available



Help is available to CCDF Lead Agencies and is individualized for your needs.
Talk to your Regional Office to request technical assistance.

2026 State and Territory CCDF
Administrators Meeting
STAM July 21-23
Hyatt Regency Reston
in Reston, Virginia



ADMINISTRATION FOR
CHILDREN & FAMILIES
Office of Child Care
An Office of the Administration for Children & Families

