

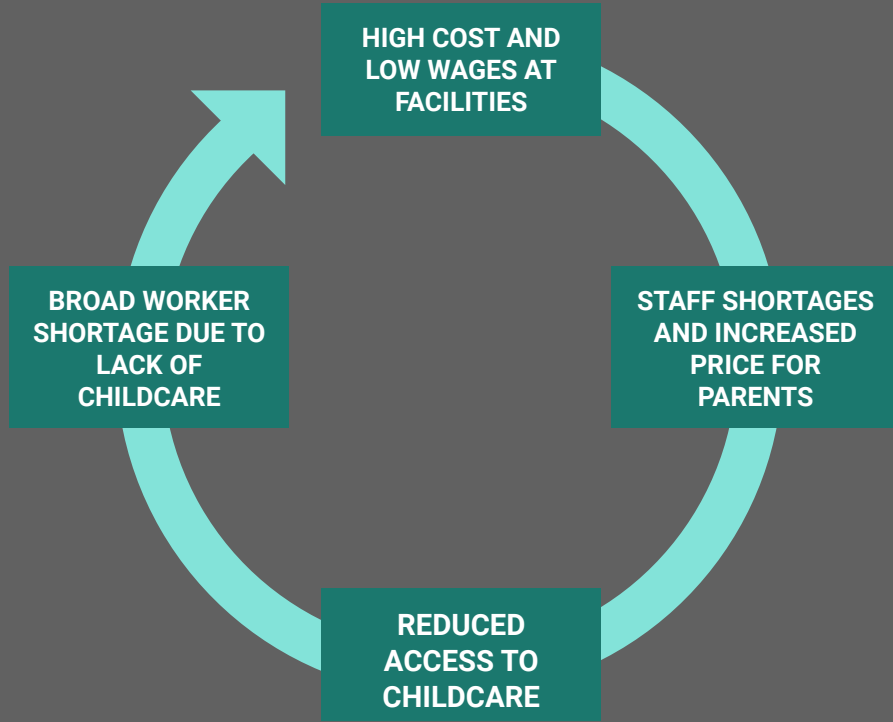
# Lake Tahoe Community College Early Learning Complex

EARLY LEARNING CENTER

Program Review | 2022



# The Childcare Challenge



# HIGH COST AND LOW WAGES

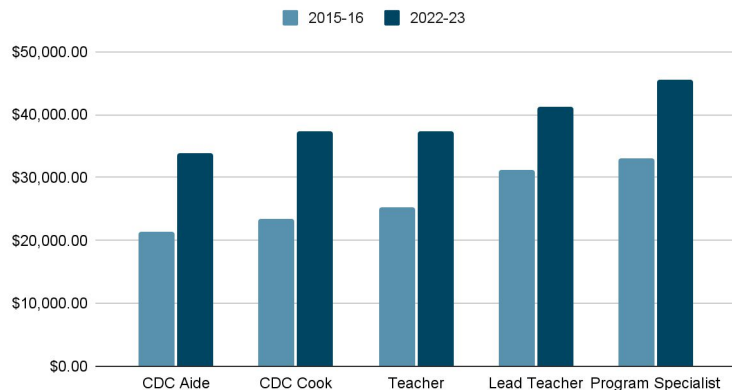
Between December 2019 and March 2021, almost 16,000 childcare centers and licensed family childcare programs closed permanently, according to a new report from Child Care Aware of America.

<https://www.childcareaware.org/demanding-change-repairing-our-child-care-system/>

## LTCC Child Development Center (CDC):

- CDC Staff are the lowest paid positions at the college; however, the college - recognizing the value of the program - has worked to dramatically increase wages.
  - Between AY15-16 and AY22-23, CDC staff positions increased between 33% and 60% depending on the position (for a total average increase of 46%).
- Additionally, LTCC CDC classified employees receive PERS benefits as well as paid sick and vacation time. Full time employees additionally receive comprehensive health and welfare benefits. This is not standard across the industry.

LTCC Salary Increases from AY15-16 to AY22-23



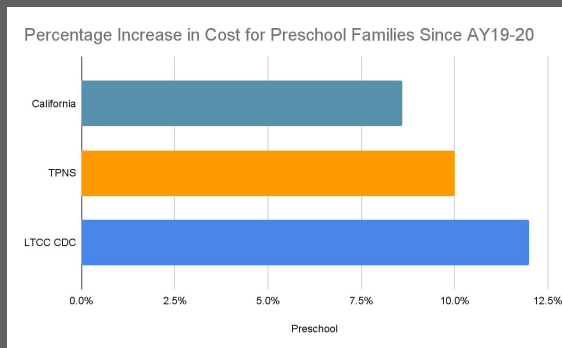
Based on Step 2 on each Salary Range

Salary Schedule: 20 Model: 00 Description: Position Placement  
Bargaining Unit: 02 - Classified Employees Union

Position Name	Range
CDC Teacher Aide	16
CDC Cook	20
CDC Teacher	20
Groundskeeper/Custodian	20
Office Assistant, Instruction	20
Office Assistant, ISP	20
Program Assistant, AEBG	22
Program Assistant, Bond	22

[https://www.ltcc.edu/\\_resources/pdfs/human\\_resources/salary\\_schedules/classified\\_dap2021-22\\_may2022.pdf](https://www.ltcc.edu/_resources/pdfs/human_resources/salary_schedules/classified_dap2021-22_may2022.pdf)

# INCREASING PRICE FOR FAMILIES



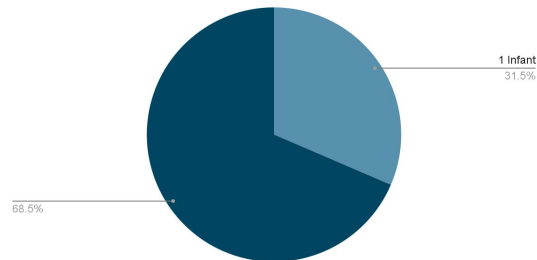
While costs have increased, the LTCC CDC is one of the only providers in the Basin that offers ½ day and any day flexibility for families.

Additionally, costs for LTCC students were not increased.

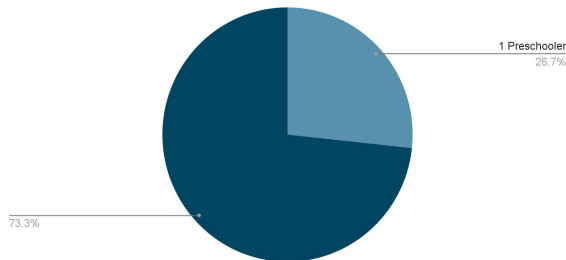
In California, on average, a married couple with an infant spend 16.7 % of their income for center-based care.

## LTCC Child Development Center:

Annual Cost for Infant Care as a Percentage of Median Income in South Lake Tahoe



Annual Cost for Preschool Care as a Percentage of Median Income in South Lake Tahoe



Cost estimates represent community rates at the LTCC CDC. Rates for employees and students are lower.



# STAFF SHORTAGES

“California lost about 27,800 child care workers between February and April of 2020 — or roughly a third of its workforce — according to data from the Bureau of Labor Statistics. From then through September of 2021, about 19,600 have come back. Still, the workforce is about 10% smaller than it was pre-pandemic.”

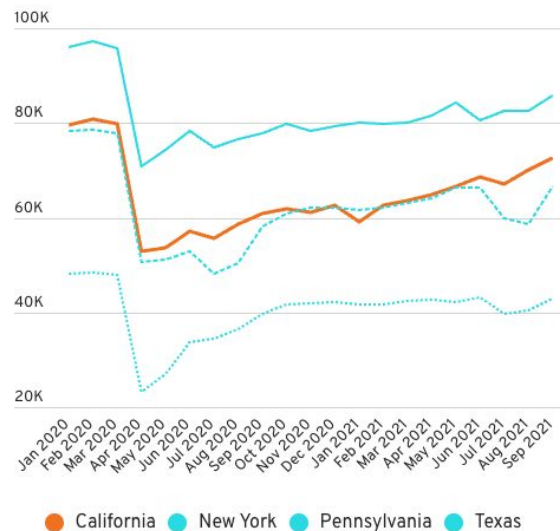
[CalMatters](#)

## LTCC Child Development Center:

- Lost 50% of staff between March and June 2020
- Currently operating at 75% staff capacity

## California's child care workforce is not back to pre-pandemic levels

California's child care workforce compared to other populous states.



Source: Bureau of Labor Statistics, Current Employment Statistics, retrieved Oct 28, 2021

# REDUCED ACCESS TO CHILDCARE

As a result of staffing shortages and enrollment fluctuations resulting from the pandemic, about one-fourth of child-care programs in California had been temporarily or permanently closed since 2020 as of March 2021.

## Vacancy Rates by Regions and Age

Pre-Covid

Region	Infant	Preschool	School Age
Placerville	6%	5%	2%
Diamond Springs	6%	3%	6%
Cameron Park	11%	7%	20%
El Dorado Hills	23%	7%	7%
Georgetown	1%	6%	9%
South Lake Tahoe	8%	8%	9%

Current

Region	Infant	Preschool	School Age
Placerville	<1%	2%	2%
Diamond Springs	1%	<1%	0%
Cameron Park	<1%	1%	0%
El Dorado Hills	1%	2%	2%
Georgetown	1%	<1%	1%
South Lake Tahoe	1%	1%	1%

A vacancy rate indicates the availability of childcare within the community. A healthy vacancy rate is approximately 15%.



# WORKER SHORTAGE

“South Lake Tahoe is experiencing a childcare crisis that is affecting families, businesses, and the economy. The crisis is a combination of a lack of providers, high costs, limited locations, and opening hours that don’t reflect our 24/7 leisure and tourism work hours.”

—Jude Wood, Executive Director of the Boys and Girls Club of Lake Tahoe and Tahoe Chamber Board Member

## Tahoe Childcare Crisis

Tahoe Chamber

February 11, 2020

Community News

Share This



By Jude Wood, Executive Director of the Boys and Girls Club of Lake Tahoe and Tahoe Chamber Board Member

# The Early Learning Complex

## LTCC Child Development Center

### Early Learning Center

- Tahoe Parents Nursery School
- Bridge Language Academy (Connect)



#### MONDAY

##### LTCC CDC

7:30AM - 6:00PM

##### TPNS

8:45AM - 12:00PM  
LUNCH BUNCH  
12:00PM - 1:00PM

##### BRIDGE

3:30PM - 5:30PM  
(5-7 YEAR OLDS)

#### TUESDAY

##### LTCC CDC

7:30AM - 6:00PM

##### TPNS

8:45AM - 12:00PM  
LUNCH BUNCH  
12:00PM - 1:00PM

##### BRIDGE

12:15PM - 3:15PM  
SOCIAL HOUR  
3:15PM - 4:15PM  
(3-4 YEAR OLDS)

#### WEDNESDAY

##### LTCC CDC

7:30AM - 6:00PM

##### TPNS

8:45AM - 12:00PM  
LUNCH BUNCH  
12:00PM - 1:00PM

##### BRIDGE

3:30PM - 5:30PM  
(5-7 YEAR OLDS)

#### THURSDAY

##### LTCC CDC

7:30AM - 6:00PM

##### TPNS

8:45AM - 12:00PM  
LUNCH BUNCH  
12:00PM - 1:00PM

##### BRIDGE

12:15PM - 3:15PM  
SOCIAL HOUR  
3:15PM - 4:15PM  
(3-4 YEAR OLDS)

#### FRIDAY

##### LTCC CDC

7:30AM - 6:00PM

##### BRIDGE

9:00AM - 12:00PM  
SOCIAL HOUR  
12:00PM - 1:00PM  
(3-4 YEAR OLDS)





# LTCC Child Development Center - Quick Look

- Serves a maximum of 46 children - 6 infants, 10 toddlers, and 30 preschoolers.
- Offers full and ½ day options, making it a more flexible option for families.
- Provides hands-on employment experience for students pursuing Early Childhood Education and flexible on-campus jobs for any student interested in working with children.

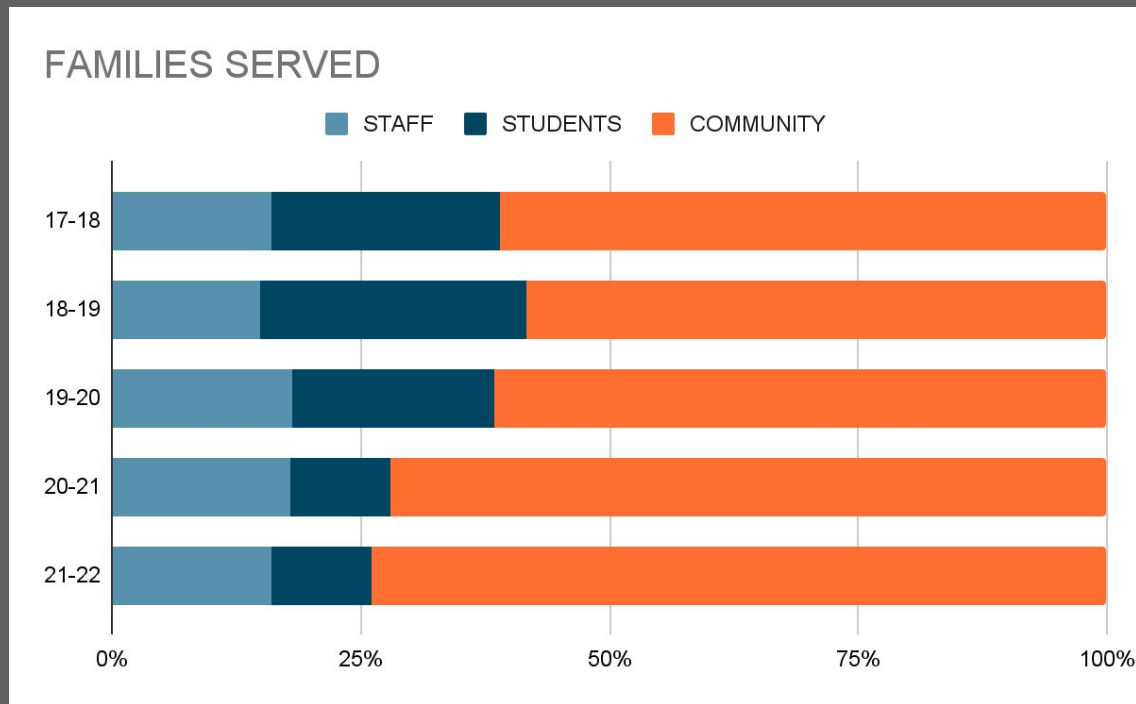




# LTCC Child Development Center (CDC) - STAFFING

- The LTCC CDC is currently operating at 75% staff capacity
- 75% of current staff are active LTCC students
- Since the restructuring of staff in the fall, which led to the creation of two full time teaching positions and the designation of two classified aide positions, there has been only one staffing related closure for a ½ day affecting 2 children.

# LTCC Child Development Center (CDC) - FAMILIES SERVED



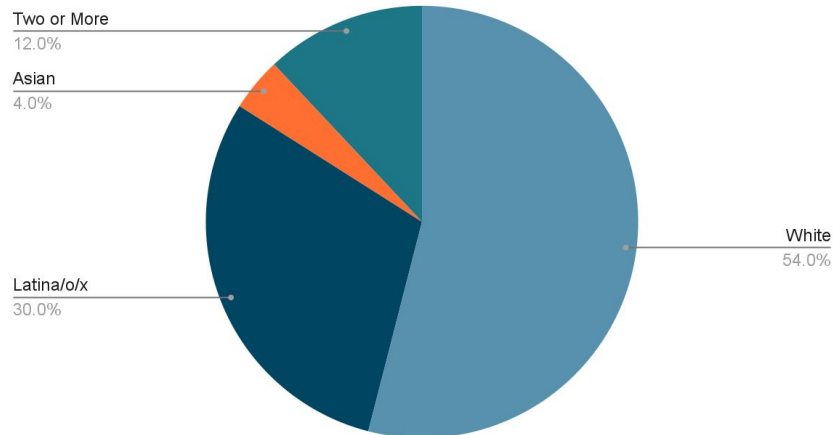
Reduction in students in AY20-21 and continuing into AY21-22 correlates with the enrollment drop at the College that resulted from the Covid-19 pandemic.

We are hopeful that the number of students served by the program will begin to rise in the coming terms.

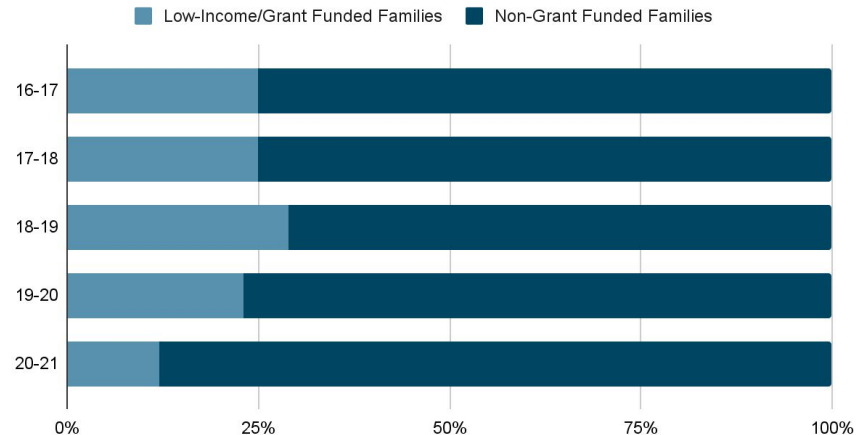
“Students” represents students as well as students who are also staff members. “Staff” represents staff only.

# LTCC Child Development Center (CDC) - FAMILIES SERVED

LTCC CDC Demographics 2021-2022

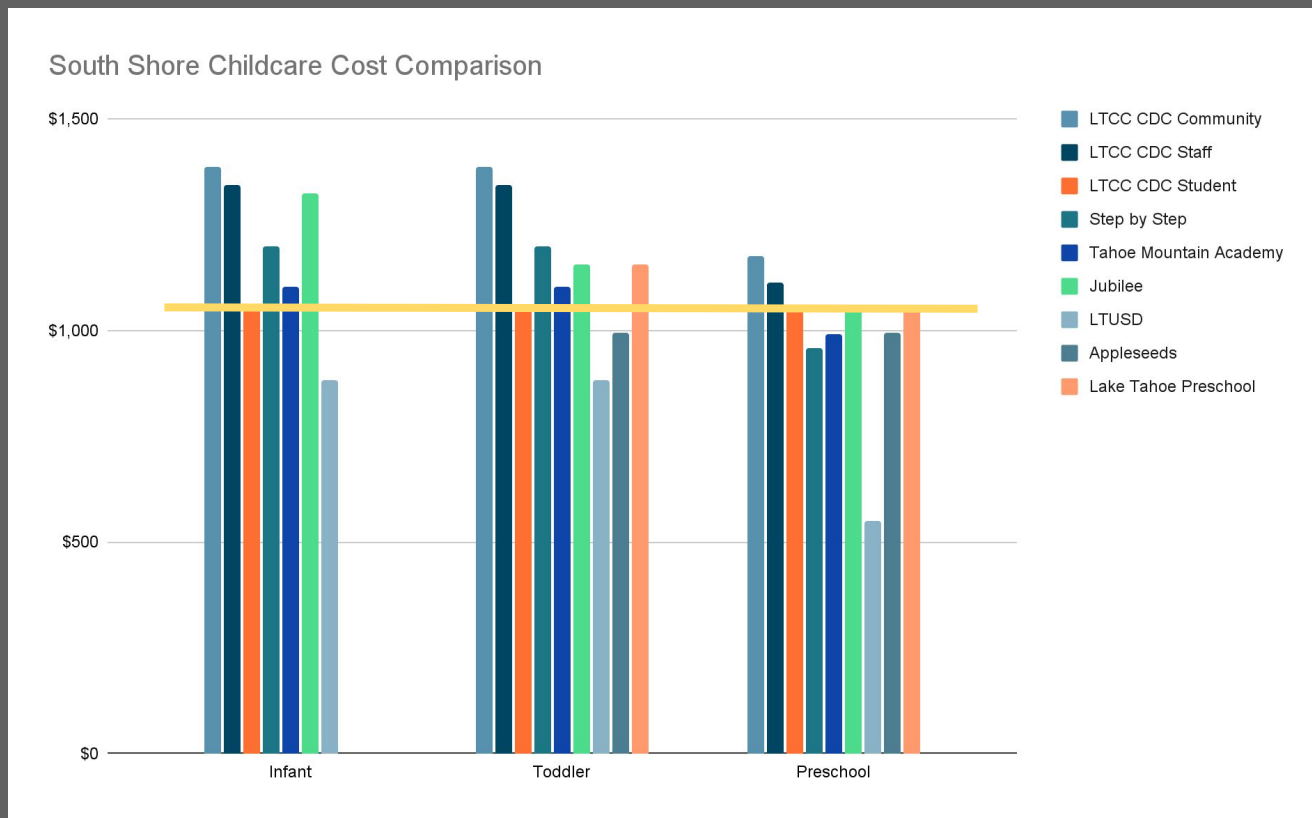


Percentage of Grant Funded Families Served





# LTCC Child Development Center (CDC) - COST COMPARISON

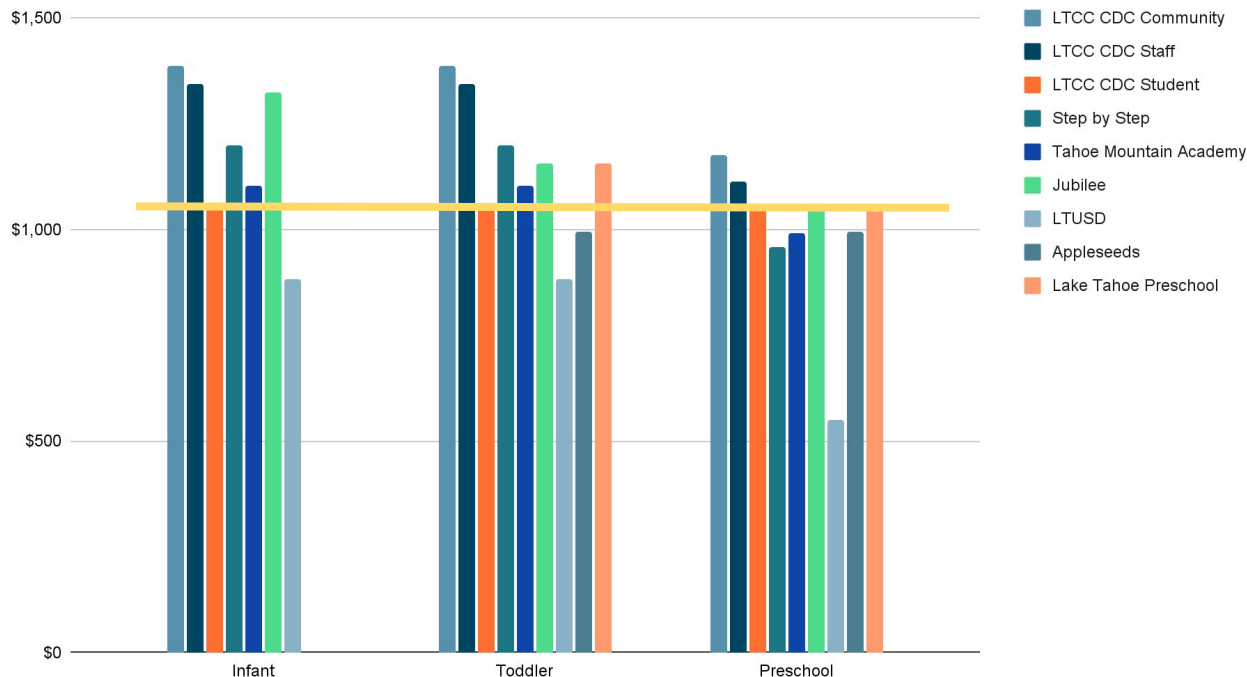


While the LTCC CDC is more expensive than other providers in the South Shore, students pay less for infant and toddler care, and have priority access to those spots.

This comparison is for full time, 5 days per week childcare.

# LTCC Child Development Center (CDC) - COST COMPARISON

South Shore Childcare Cost Comparison



## Benefits of the LTCC CDC

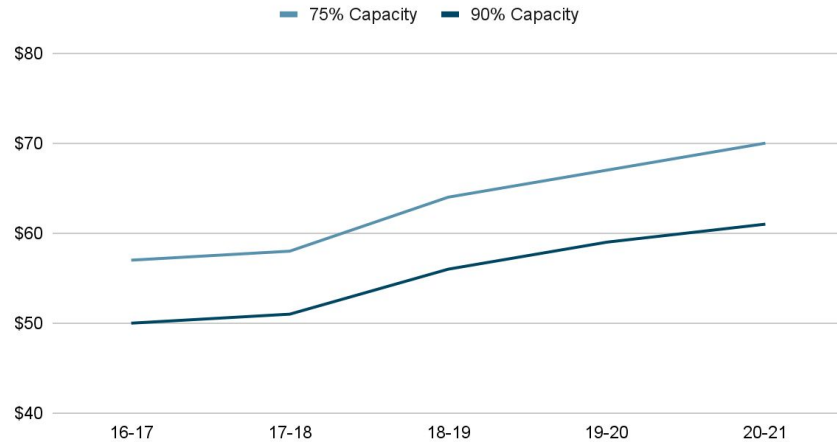
- Benefitted employees
- Flexible ½ day and any day options for families, which increase cost flexibility.
- Integration with early childhood education program.
- Highly educated Program Director who teaches in our Early Childhood Education program and has a Master's Degree with an emphasis in Early Childhood Education Leadership.

# LTCC Child Development Center (CDC) - COST COMPARISON

		Infant/Toddler	Preschool	Details
1	Student	\$50/\$32	\$50/\$32	<ul style="list-style-type: none"><li>• Pell eligible <b>students can have some or all</b> fees covered by state and federal grants</li><li>• Currently 20% of waitlist</li><li>• Students receive priority for new vacancies.</li><li>• (Tier 1)</li></ul>
2	Employees	\$64/\$38	\$53/\$34	<ul style="list-style-type: none"><li>• Currently 11% of waitlist</li><li>• LTCC Employees are second priority for new vacancies.</li><li>• (Tier 2)</li></ul>
3	Community Member	\$66/\$40	\$56/\$36	<ul style="list-style-type: none"><li>• Low-income families can have some or all fees covered by state grant funding.</li><li>• (Tier 3)</li></ul>

# LTCC Child Development Center (CDC) - COST PER CHILD

Average Cost Per Child Over Time



	2020-2021	2021-2022
Average Revenue Per Child Per Day (Community)	\$56	\$59
	75% Capacity	90% Capacity
Approximate Cost Per Child Per Day (2020-2021)	\$70	\$61
	CSPP	CCTR
Approximate State Reimbursement Per Child Per Day (Jan22)	\$56.44	\$56.44



# CDC - PROGRAM BENEFITS

- Provides flexible ½ day and any day options for LTCC students and employees and for the community.
- Provides a flexible employment opportunity LTCC students, which supports overall student retention.
- Provides an opportunity for Early Childhood Education students to gain hands-on experience on campus.
- Offers low to no cost childcare for LTCC students and low-income families.





# Tahoe Parents Nursery School (TPNS) Quick Look

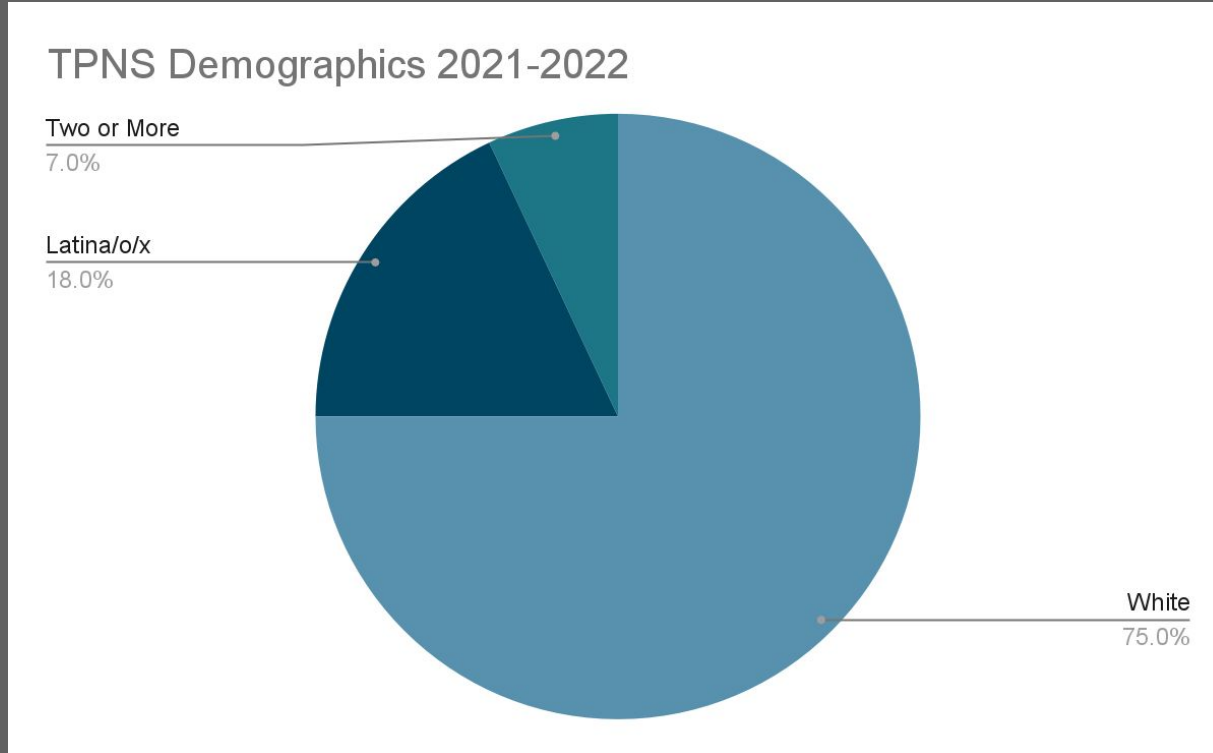
- Serves 32 preschool aged children annually.
- Runs from 9AM - 12PM with the inclusion of a lunch hour from 12PM - 1PM for students transitioning to LTCC CDC.
- Parents enroll in and attend ECE 551, a noncredit parenting class.
- Parents are a core component of the program, and volunteer once per week in the classroom.

# Tahoe Parents Nursery School (TPNS) - STAFFING

- 2 Lead Teachers run the program with the support of 8 parent volunteers on a daily basis.



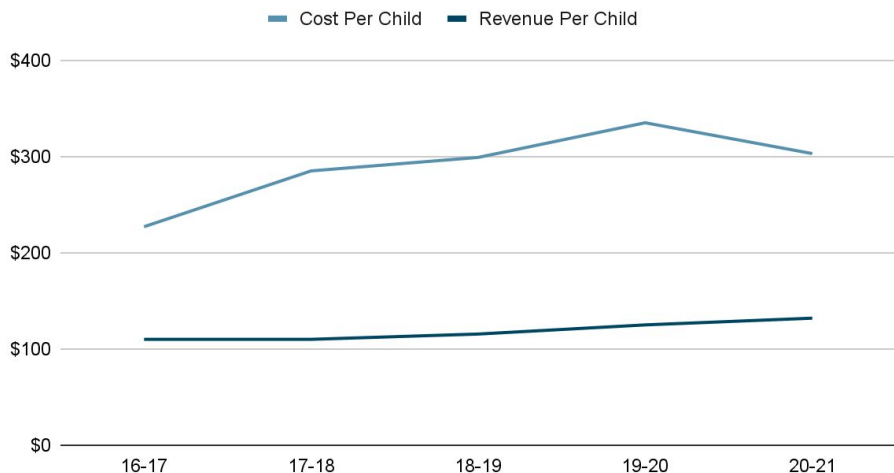
# Tahoe Parents Nursery School (TPNS) - FAMILIES SERVED





# Tahoe Parents Nursery School (TPNS) - COST PER CHILD

Cost vs. Revenue | Monthly Per Child



**Revenue Per Child  
Per Month**  
Including Apportionment

2018-2019

**\$140**

2019-2020

**\$150**

**Approximate Cost  
Per Child Per  
Month**

2018-2019

**\$299**

2019-2020

**\$335**

**Current Revenue Per  
Child Per Month**  
Including Estimated  
Apportionment

2021-2022

**\$163**

Cost per child was greatly increased in 2020-2021 due to the pandemic-related requirement to limit the number of families in the program. Therefore, AY18-19 and AY19-20 data was used to present an overview more reflective of a standard year.

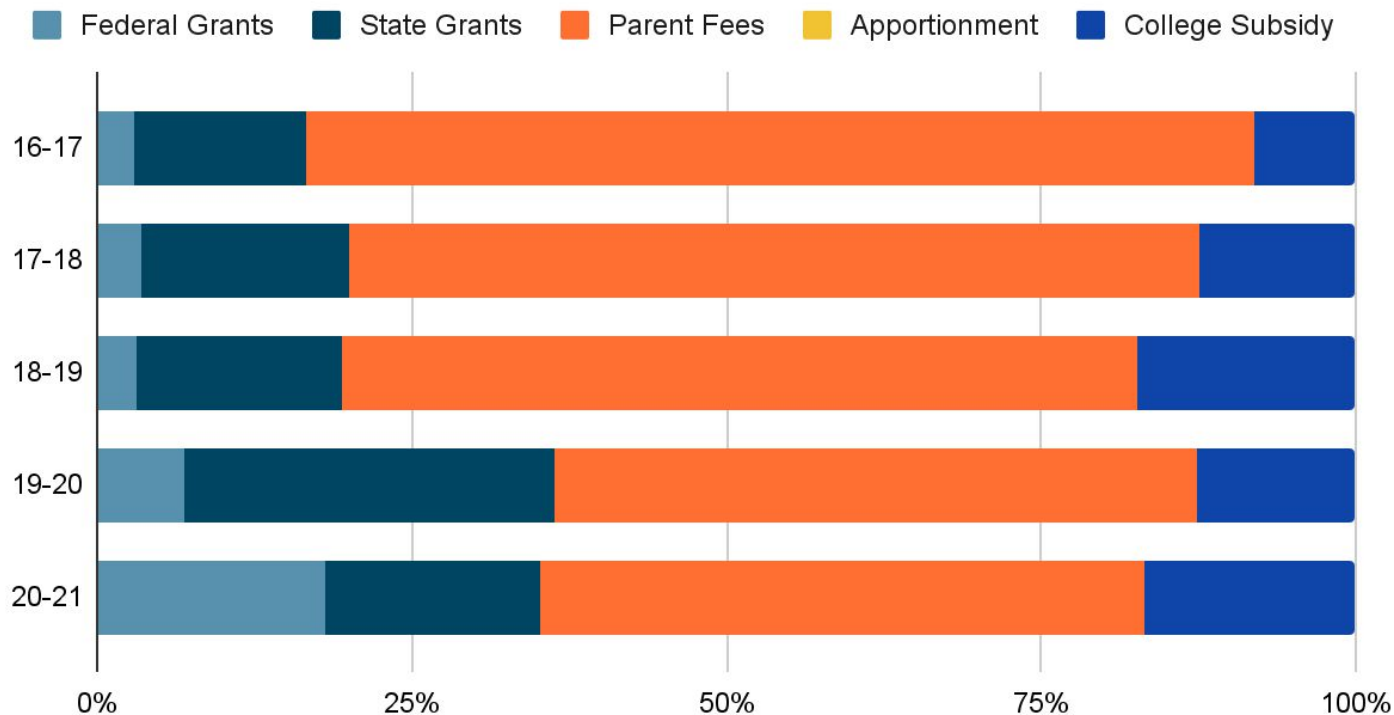
# PROGRAM BENEFITS



- Provides a valuable parent education course for families.
- Builds community among families and supports community engagement.
- Cultivates parent involvement in and support of children's education.
- Provides an additional option for early childhood education and enrichment on campus.

# Financial Overview - CDC - Revenue

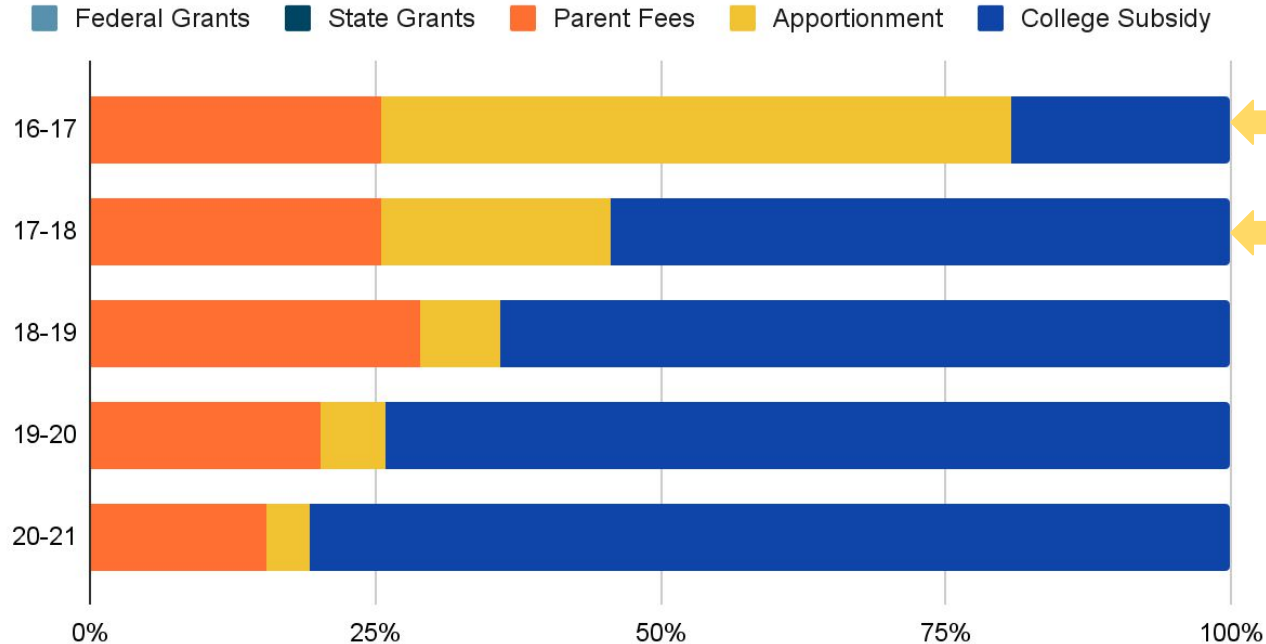
## LTCC CDC Revenue Breakdown



The addition of the CCAMPIS (Childcare Access Means Parents in School) Grant will support the program with \$30k annually through the next academic year and hopefully beyond.

# Financial Overview - TPNS - Revenue

## TPNS Revenue Breakdown

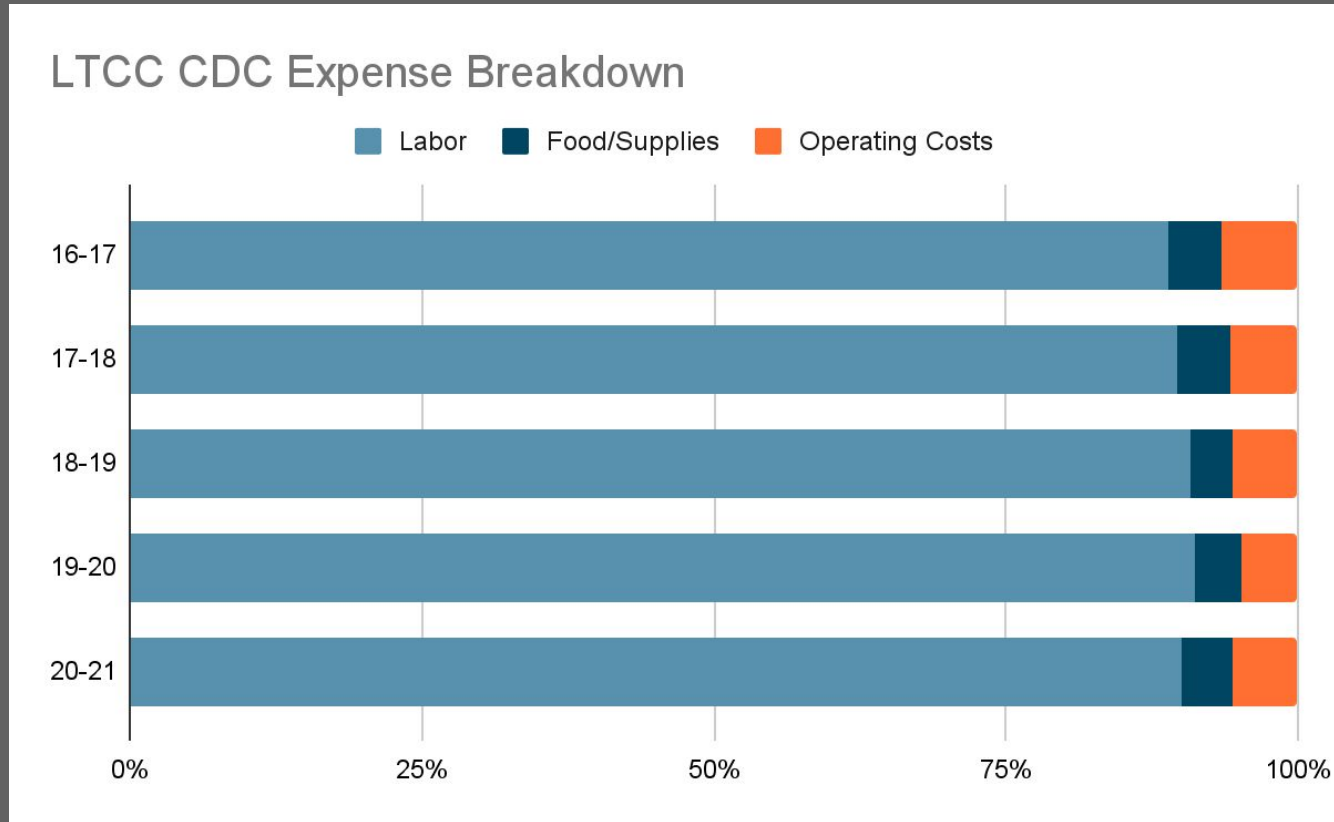


AY16-17 was the last full year the parenting class was offered as a for-credit class. It was made a noncredit class to align with state regulations.

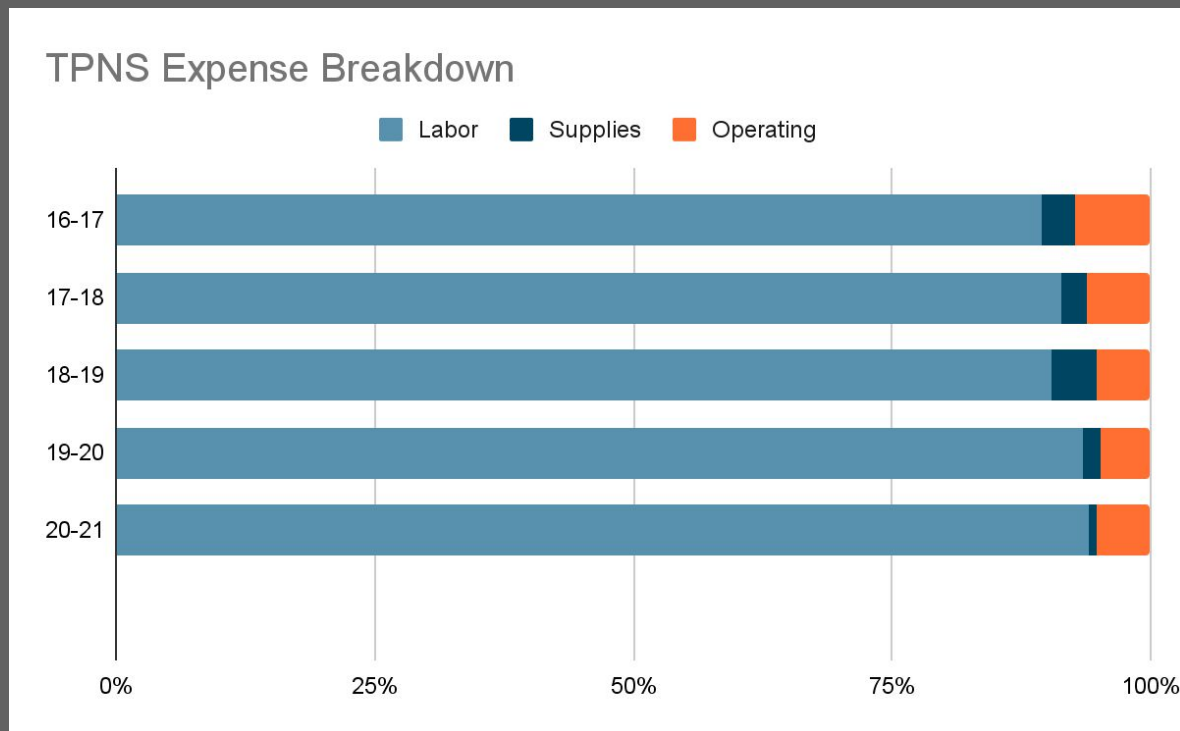
In AY17-18, Fall was the last term the for-credit class was offered. The parenting class is now a noncredit class and is paid at a lower apportionment rate.



# Financial Overview - CDC - Expenses



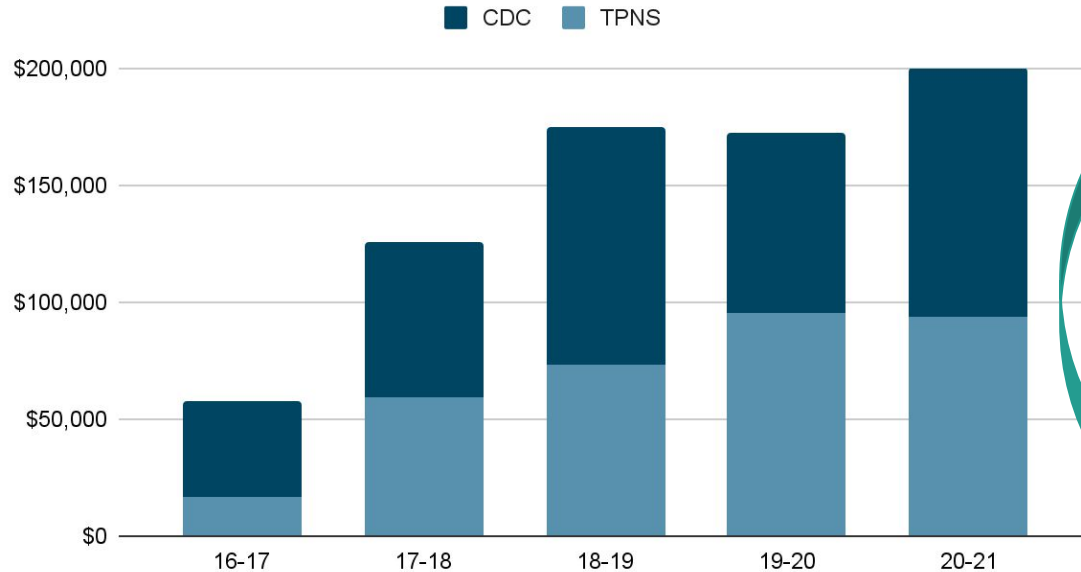
# Financial Overview - TPNS - Expenses



Operating costs shown in the diagram do not reflect the proportion of the building and maintenance cost of the new Early Learning Center that will be attributed to the TPNS budget moving forward. Operating costs here reflect the rent for LTUSD facilities in past years.

# Annual College Support

Annual College Contribution



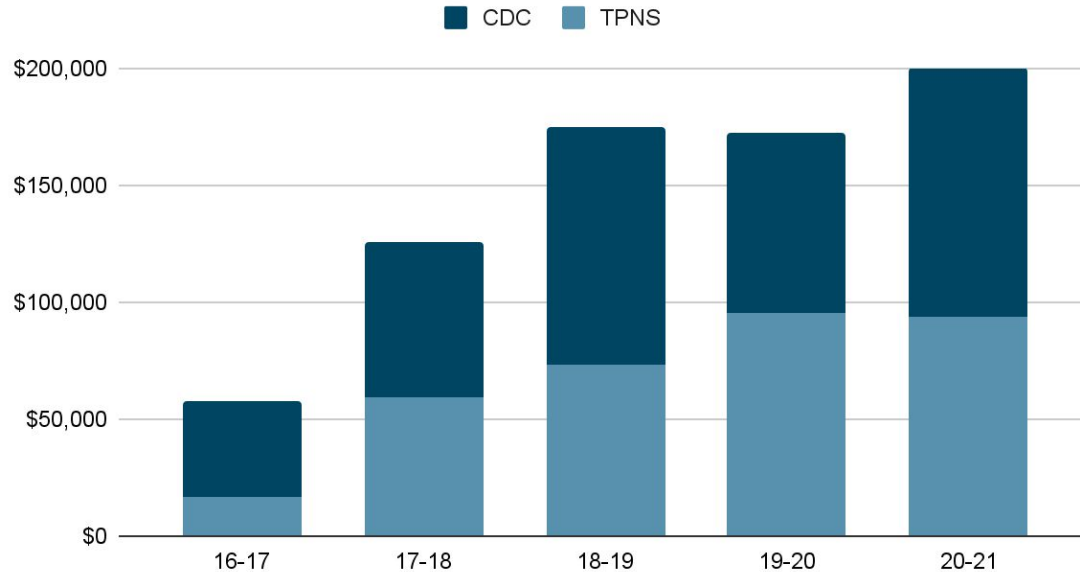
TPNS cost increase between AY16-17 and AY18-19 was primarily the result of the required shift from a credit course to a noncredit course, which reduced the apportionment collected by the college.

It was also the result of staffing restructuring, which led to the creation of a new Director of Child Development Programs (one third of this position is attributed to TPNS) and the addition of a second lead teacher position.

Year	TPNS	LTCC CDC
16-17	\$16,801	\$40,856
17-18	\$59,304	\$66,095
18-19	\$73,592	\$100,916
19-20	\$95,427	\$76,982
20-21	\$93,987	\$106,529

# Annual College Support

Annual College Contribution

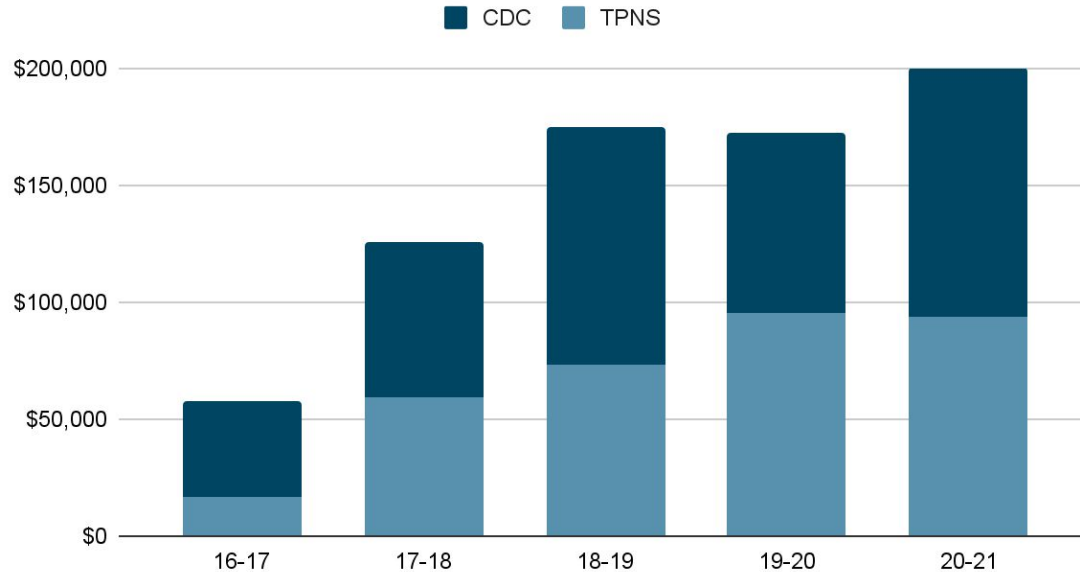


Year	TPNS	LTCC CDC
16-17	\$16,801	\$40,856
17-18	\$59,304	\$66,095
18-19	\$73,592	\$100,916
19-20	\$95,427	\$76,982
20-21	\$93,987	\$106,529

LTCC CDC cost increase was in part the result of the creation of the new Director of Child Development Programs, but also the result of the raising of salaries an average of 46% over the past several years and the creation of more full time positions.

# Annual College Support

Annual College Contribution



The increasing costs associated with the increase in wages and benefitted classified and full time positions demonstrates the College's commitment to retaining and recruiting a highly qualified childcare workforce and supporting LTCC students, employees, and the community with access to quality childcare.

# Next Steps | Long Term Strategies

A woman with long dark hair, wearing a light pink hoodie, black leggings, and a blue face mask, is blowing bubbles in a grassy park. She is holding a blue water bottle in her left hand and a bubble wand in her right. Three young children are visible: a girl in a blue and pink jacket in the foreground, a boy in a black jacket in the middle ground, and another child in the background. They are all looking at the bubbles. The background features a wooden fence, a large tree, and a building with a corrugated metal roof under a clear blue sky.

- Continue to reflect on and adjust rates for each program
  - A 5% fee increase for each program will be brought to the Board for approval at the June meeting.
- Continue to be dynamic with staffing and scheduling decisions and the overall model of all three programs.
- Explore partnerships with business/industry.
- Establish a partnership with the Lake Tahoe Unified School District to support after school care for expanding Transitional Kindergarten programs.
- Consider establishing an Early Childhood Education Apprenticeship Program to improve the employee pipeline.



# Next Steps | Short Term Tactics

A woman wearing a pink hoodie, black pants, and a blue face mask is blowing bubbles in a grassy playground. Three young children are present: a girl in a blue and pink jacket is in the foreground, a boy in a black jacket is in the middle ground, and another child is visible in the background near a large tree. The playground has a wooden fence and a building in the background.

- Further integrate all programs to facilitate a seamless experience for families.
- Restructure the TPNS waitlist to prioritize access for LTCC students and employees.
- Diversify participation in TPNS to respond to the needs of the community more broadly.
- Align TPNS and the associated parenting course with the LTCC calendar to promote alignment and to be in compliance with state regulations.
- Consider restructuring ECE 551 to include lab hours to account for TPNS parents' time spent in the classroom, in order to increase appropriately the apportionment collected for the non-credit course as soon as AY23.