



# Child Care & Learning Center

Board of Directors Meeting

March 25, 2024

# CapMetro is a Family Friendly Employer

- Paid Parental Leave
- Childcare location services through the Employee Assistance Program
- Competitive health care coverage for families
- Flexible work schedules when feasible based on position and role
- Paid sick leave to care for family members
- Led the way with on-site childcare starting in 2006



# CapMetro Childcare Background

- CapMetro opened Childcare and Learning Center in 2006 to support employees' families
- ROI analysis demonstrated success with less employee absenteeism and higher rates of retention for employees using the Center
- CapMetro opened the Center to the community at large in 2012 to reduce subsidy and maintain occupancy levels
- Post pandemic, the Center is focused on rebuilding enrollment



2010 on Earth Day

# Childcare and Learning Center Operation

- Average Annual Utilization: 80%–83% full
- Accepts Child Care Services (CCS) program to provide eligible families with childcare scholarships to help cover childcare costs
- Accepts ages infant to pre-school
- Continued Certification from Child and Adult Care Food Program from the State of Texas

# Bright Horizons Qualifications

- Bright Horizons has operated the Center since it opened in 2006
- Bright Horizon is accredited by National Association for Education of Young Children (NAEYC)
  - Trained faculty
  - Staff-child ratios and group sizes
  - Comprehensive curriculum
  - Stringent health and safety standards.
- Four-star certification under the Texas Rising Star program
- Low staff turnover
- High parent satisfaction
- Operate more than 450 high-quality employer-sponsored early education environments across the U.S

# Proposed Contract Cost

	Base Year
Total Estimated Cost	\$1,353,144
Tuition Revenue	(\$756,054)
Annual Fixed Price	\$597,090

## Indirect Costs:

- Annual lease value of space at fair market: \$191,000
  - Repurposing facility would also require significant one-time remodeling costs
- Annual operating cost (janitorial, maintenance and utilities) based on sq.footage: \$75,000

# Changing Enrollment Landscape

- Changes to CapMetro's workforce has shifted the enrollment in the Childcare and Learning Center
- CapMetro family enrollment has declined, and community family enrollment has increased
- CapMetro's focus is determining how we can best meet the needs of our employees who:
  - Live in a larger geographic area than they used to,
  - Work in multiple locations throughout Austin and the service area,
  - Work a variety of schedules, and
  - Have a variety of childcare needs.



**Community Family** enrollment has increased, and currently occupies 80% of the Center's enrollment



**CapMetro Family** enrollment has decreased, and currently occupies 20% of the Center's enrollment

# Remaining a Family Friendly Employer Options

- Childcare and eldercare assistance stipends for employees of CapMetro and our contracted service providers
- Tennant use of CapMetro space by a childcare provider without programming subsidy from CapMetro
- Expanded parental/family leave
- Back-up childcare solutions that serve as a stopgap for when primary childcare is unavailable
- Discounted rates for CapMetro families at alternative childcare providers
- Partnerships to support the childcare component of workforce development programs





# Recommendations

- Award one-year contract to Bright Horizons based on new contract approach to shift risk for collection of tuition to Bright Horizons
- Resolution directs staff to report back to the board on completion of research on options no later than July 2024
- Staff will continue regular communications with employees, stakeholders and potential partners

CapMetro

Thank you!