



YEAR 2 IMPACT REPORT

Park City & Summit County Needs-Based Child Care Scholarship Program

Sustaining Impact & Strengthening Communities

1/1/25 - 12/31/25



Executive Summary

This report offers a comprehensive analysis of Year 2 (January 1 – December 31, 2025) of Park City and Summit County's Child Care Scholarship Programs, both of which are administered by Upwards. The program's continued success is evaluated through enrollment metrics, beneficiary surveys, provider feedback, and economic impact assessments, demonstrating how targeted investment in child care affordability strengthens workforce stability and generates measurable returns for both Park City and Summit County.

Year 2 served 162 families and 186 children across 30 child care providers, representing 30% growth over Year 1. Park City Community Foundation's Early Childhood Alliance continued covering administrative costs, ensuring 100% of public funds reach families and providers directly. Survey data reveals 98% of families reported that the scholarship provided relief for child care costs. Access to affordable, reliable child care kept 83% of respondent families in full- or part-time employment, and supported the rest in pursuing education, self-employment, seasonal work, or a pathway back to the workforce.

Economic impact analysis demonstrates the program generated \$6.61 million in measurable benefits through sustained wages, avoided employee turnover costs, and increased productivity. Based on the cumulative program investment of \$1.56 million across both years, this represents a 325% return on investment—every dollar invested returned \$4.25 in economic impact. Providers reported 100% satisfaction with payment timeliness and program support.

Year 2 earned continued national recognition, including PBS Utah coverage (June 2025), U.S. Chamber of Commerce Foundation case studies (December 2024, May 2025), and selection for the National League of Cities' Prenatal-to-Three Impact Lab—one of just 16 cities nationwide (February 2026).

The program demonstrates how strategic public investment in early childhood education yields substantial economic and social returns while establishing a replicable model for other communities.

Background & Program Overview

Since Park City's program launch in January 2024 (Summit County launched its program six months later), these Child Care Scholarship Programs have emerged as a critical lifeline for working families in Park City and Summit County, addressing one of the most persistent barriers to workforce participation: the affordability and accessibility of quality child care.

How the Program Works

Administered by Upwards and funded through a public-private partnership between Park City Municipal Corporation, Summit County, and the Park City Community Foundation's Early Childhood Alliance, the program provides three types of scholarships:

Eligibility & Scholarship Types:

- **Park City/Summit County Residents:** Households with income up to 100% Area Median Income (AMI) receive sliding-scale scholarships based on 10% household income contribution, up to \$1,700/month per child. Must use regulated providers within Summit County.
- **Park City/Summit County Workforce:** Employees of local businesses with income up to 100% AMI receive \$200/month per child regardless of residency. Must use regulated providers within Summit County.
- **Park City Municipal Employees:** Receive \$200/month per child with no income restrictions and may choose any regulated provider.

Income-eligible families are required to apply for Utah's Department of Workforce Services (DWS) Child Care Assistance Program to maximize available resources and reduce duplication of public funding.

Program Features:

- Market-rate scholarships ensure families can access quality care.
- Prospective, enrollment-based provider payments are aligned with the 2024 Child Care Development Fund Final Rule and stabilize child care businesses, unlike antiquated attendance-based subsidy programs. Subject to monthly attendance verification to ensure program integrity and oversight.
- Bilingual Care Specialists provide personalized guidance through enrollment, documentation, and renewals in English and Spanish.
- Provider incentives of \$300/month for each DWS-enrolled child encourage providers to serve subsidy-eligible families.

“ This program is about making child care more accessible for working families while supporting the providers who make it possible and bolstering our economy, ”

- Michelle Downard,
Strategic Initiatives Advisor at Park City Municipal.



National Recognition

The program's model garnered national attention within its first year. In December 2024, the U.S. Chamber of Commerce Foundation invited Michelle Downard, Strategic Initiatives Advisor at Park City Municipal Corporation, to present at the National Child Care Innovation Summit in Washington, D.C., where the program was showcased as a [case study](#) on the Employer Child Care Navigator website, a resource designed to help employers nationwide address workforce child care challenges.

Recognition expanded throughout Year 2. PBS Utah produced a [TV segment](#) in June 2025 profiling families enrolled in the program. The U.S. Chamber of Commerce Foundation returned in May 2025, featuring the program in its Business Leads Fellowship Program Master Class as an exemplar of municipal child care innovation. Most significantly, the National League of Cities [selected](#) Park City in February 2026 as one of 16 cities nationwide to participate in its Prenatal-to-Three Impact Lab, a competitive nine-month technical assistance cohort focused on strengthening local early childhood systems.

This national visibility underscores the program's potential as a blueprint for communities seeking sustainable, equity-focused approaches to child care affordability.

Year 2 Impact

Park City and Summit County Child Care Scholarship Programs

Program Overview

JAN 2025

Year 2 Begins

(continuation of Year 1 program)

THROUGHOUT 2025

Sustained Operations

& growth across Park City and Summit County

\$6.61M

Economic Impact

\$1.56M

Cumulative Investment
(2 years) with 100% going to tuition payments

325%

ROI

\$2.63

Avoided Turnover Costs

\$3.95

Workforce Retention Value

\$34k

Increased Productivity

Every \$1 invested returned \$4.25 in economic impact

Beneficiary Impact & Enrollment Growth

162

FAMILIES SERVED

186

CHILDREN SUPPORTED

30

PROVIDERS PARTICIPATING

up from 28 in year 1



Year-Over-Year Participation Trends

Year 2 demonstrated substantial program growth, with enrollment increasing 30% over Year 1. This expansion reflects both strong program retention and continued community demand for affordable, quality child care.

Families Supported

	Year 1 (2024)	Year 2 (2025)
Families Served	125	162
Park City	97	130
Summit County	28	32
Children Supported	150	186
Park City	112	147
Summit County	38	39

Program Continuity: Year 2 served 162 families, including both returning participants from Year 1 and families who enrolled throughout the year. The program experienced natural attrition as children aged out or families' circumstances changed, while continuously welcoming new enrollments. In Park City, 44 families exited and 37 new families enrolled during 2025. In Summit County, 16 families exited and 7 new families enrolled.

Provider Participation: Year 2 supported 30 providers across Park City and Summit County (30 child care centers and 2 family child care homes). Five new providers joined the program during the year, with no formal drop-offs. The program is limited to regulated child care providers within Summit County for residents and the workforce. However, municipal employees may choose any regulated provider, expanding access for city staff.

Survey Results:

95%

reported relief for child care costs

83%

maintained employment

100%

would recommend the program

Understanding Year 2 Growth

The 30% enrollment increase reflects the program's expanding reach and maturation. However, several factors continue to shape participation:

Natural Program Transitions:

Aging Out: Children reaching kindergarten eligibility naturally exit the program

Family Relocation: Some families moved out of the region due to housing costs or employment changes

Alternative Programs: The Park City School District's subsidized preschool program for 3-year-olds offers its own sliding-fee scale, providing families with additional options

One significant factor in the enrollment decline was the availability of the Park City School District's subsidized preschool program for 3-year-olds, which offers its own sliding-fee scale. This shift underscores the importance of coordinated early childhood systems where different programs can complement each other based on family circumstances and child age.

Market Pressures:

Rising child care costs continued to challenge both families and providers. Among surveyed providers, 67% reported increasing tuition rates in the past 1-2 years, with 83% anticipating further increases. These increases reflect

mounting operational pressures—from staffing challenges and wage competition to rising insurance premiums and facility costs. The scholarship program absorbed these tuition increases for eligible enrolled families (capped at a maximum tuition of \$1,700 per child), preventing displacement while maintaining provider financial stability.

Waitlist Dynamics:

The program operated under different funding structures in each jurisdiction. Park City's larger allocation enabled the program to serve all eligible applicants during Year 2. Summit County, with a more constrained budget, managed enrollment through a waitlist to ensure responsible stewardship of available funds.



CASE STUDY:

Megan Franz, Summit County Resident

Megan Franz's experience illustrates the transformative impact of the Scholarship once families gain access:

“ We found that we met criteria for the scholarship, but at first we weren't approved because there was such a long waitlist. After a few months, we got off the waitlist and we were approved to begin receiving the scholarship money. ”

The scholarship provided essential financial “breathing room,” enabling the family to transition from struggling to maintain their budget to actively paying down accumulated debt. Furthermore, it allowed them to afford higher-quality child care that was closer to Megan's office and better suited for her daughter's health needs, which has resulted in no further hospitalizations since the move.

“ I absolutely think it's an incredible, incredibly helpful opportunity and way that the county could continue showing that it values the Summit County families. ”

Megan's story demonstrates the meaningful difference child care scholarships make for working families when funding becomes available—supporting not only employment stability but also access to quality care that meets children's developmental and health needs.

Impact on Families

The true measure of the program's success lies in the lived experiences of the 162 families it served throughout Year 2. Survey data from both English and Spanish-speaking participants reveals substantial improvements across financial stability, employment outcomes, and children's early development.

Financial Relief and Economic Stability

The scholarship program delivered meaningful financial relief to families struggling with child care costs in one of the nation's most expensive markets.

Relief for Child Care Costs

(Combined English and Spanish Surveys¹):

- **Significant relief:** 34 families (72%)
- **Some/Minimal relief:** 12 families (26%)
- **About the same as before:** 1 family (2%)

98% of families reported the scholarship provided relief for child care costs.

Financial Stress Reduction:

- **Greatly reduced:** 24 families (50%)
- **Somewhat reduced:** 17 families (35%)
- **About the same:** 3 families (6%)
- **Somewhat/Considerably increased:** 4 families (8%)

85% of families reported reduced financial stress related to child care costs.

VOICES FROM FAMILIES: Financial Impact

“ We survive on a two-income situation. Without day care and affordable day care we would have to go down to one income. That person most likely would work 2 jobs, never be home. That kind of stress could lead us to significant family problems (i.e. divorce) or having to move somewhere else just to survive.”

- Kelly, Park City

“ Soy madre soltera con 2 hijos, estoy agradecido con la beca, por qué con ese apoyo encontré una guardería donde llevar a mi hija y así puedo trabajar y solventar mis gastos.”

- María Candelaria U.,
Summit County (Spanish survey)

Translation: "I am a single mother with 2 children, I am grateful for the scholarship, because with that support I found a daycare where I can take my daughter and thus I can work and cover my expenses."

¹ Year 2 impact data is based on surveys conducted in December 2024 and January 2025. In Year 2, the English-language Family Experience Survey received 30 responses, while the Spanish-language survey (Encuesta sobre la experiencia familiar de 2025) received 18 responses, for a combined total of 48 responses. This represents approximately 20% of the 162 families served during Year 2.

Employment Outcomes

The scholarship enabled parents to maintain employment, increase work hours, and in some cases, return to the workforce.

Employment Benefits (multi-select)²

- 40% of respondents reported reduced work absences due to child care issues
- 29% of respondents were able to increase work hours
- 25% of respondents reported improved job stability or retention
- 8% of respondents received a promotion
- 6% of respondents began working outside the home
- 4% of respondents changed jobs/employers



VOICES FROM FAMILIES: Employment Impact

“ Both my daughters have benefited from this scholarship, I was going to have to quit my job because child care was so expensive and this scholarship in conjunction with the PC tots scholarships allowed me to continue working and have quality child care for my girls. ”

- Britt B., Park City

“ I am a nurse and it is difficult to find reliable child care that I can drop my child off as early as 7:30 in the morning but the option of five days a week if need be. PC tots is by far the best option for affordable child care in Park city. ”

- Kristin S., Park City

“ Having the help with child care costs has really helped me and my child by working a day out of the home. ”

- RaeLynn, Park City

² Based on combined family survey responses (English n=30, Spanish n=18, total n=48). This represents approximately 30% of the 162 families served in Year 2. Respondents could select multiple benefits.

Access to Quality Care

Beyond affordability, the scholarship opened doors to higher-quality, licensed child care that families could not otherwise access.

Improved Access to Quality Care:

- Significantly improved: 52%
- Somewhat improved: 13%
- No change: 23%
- Not sure: 5 families (10%)
- Worsened: 1 family (2%)

65% of families reported improved access to quality child care.



Impact on Children's Development and Well-Being

Parents reported tangible improvements in their children's social, emotional, and cognitive development as a result of consistent, quality care.

Emma Z., Park City: "A specific moment that stands out for me was seeing how much more confident and social my daughter became once she had consistent care through this program. She started coming home excited about her day, showing me new things she learned, and expressing herself in ways she had not before. Knowing she is safe, supported, and thriving has taken a huge weight off my shoulders. This scholarship has truly helped our little family feel more stable and hopeful."

Megan F., Summit County: "Our daughter is catching up in regards to her speech and gross motor delays!"

Hannah H., Park City: "Because of the program, Jasper has had attainable daycare where I know he is in good hands."

Jhoana D., Summit County: "Con el programa, me ah sido más fácil para que mi hijo aprenda más inglés y tiene más conocimientos en sonidos de las palabras eso da más seguridad cuando el asiste a sus clases del diario."

Translation: "With the program, it has been easier for my son to learn more English and he has more knowledge of the sounds of words, which gives him more confidence when he attends his daily classes."

Celia S., Summit County: "Gracias a la ayuda de la señorita Stephanie de Leon mis hijos pudieron estar en guardería y en el preescolar, he podido ver su gran avance en cómo son más sociables, como han aprendido colores, letras, números y como

Romina empieza a leer, estoy muy agradecida al gran apoyo que nos han brindado."

Translation: "I have been able to see their great progress in how they are more sociable, how they have learned colors, letters, numbers, and how Romina is starting to read. I am very grateful for the great support they have given us."

Diana, Summit County: "Que mi hijo tuvo problema con alergia a la leche, cuando era pequeño y gracias a que yo podía tener un cuidado infantil en una guardería, es que yo pude seguir trabajando porque ellos estaban más capacitados para poderlo ayudar en todo esto."

Translation: "My son had a problem with a milk allergy when he was little, and thanks to the fact that I was able to have child care in a daycare center, I was able to continue working because they were more trained to help him with all of this."

Viviana Marcela M., Summit County: "Está beca me permitió a mí y a mi familia poder sentirnos seguros de dejar a nuestro bebé en buenas manos, las maestras son realmente maravillosas con los niños y eso nos da mucha confianza. Por otro lado, también agradezco que nosotros que somos inmigrantes podamos aplicar a este tipo de becas, es una ayuda realmente importante para nuestro hogar."

Translation: "This scholarship allowed me and my family to feel safe leaving our baby in good hands. The teachers are truly wonderful with the children and that gives us a lot of confidence. On the other hand, I am also grateful that we as immigrants can apply for this type of scholarship; it is really important help for our home."

Program Satisfaction and Recommendations

Families across both language communities expressed overwhelming satisfaction with the program.

48/48 surveyed families (100%) would recommend the program to others.

Final Reflections from Families

Ashley N., Park City: "I had a time that my son was going to stop going to daycare due to him enrolling in pre-k I was not able to afford the fee to have him withdraw even though I did mention to the daycare that he was going to start before the 90 day renewal. This scholarship helped me pay that and I am forever grateful for that because I was working overtime to meet rent increase meets and at home personal issues. It was a blessing."

Luz O., Summit County: "Estamos felices de la educación brindada a nuestro hijo."

Translation: "We are happy with the education provided to our son."

Paula P., Summit County: "Definitivamente la excelente educación y las maestras siempre tienen calidad humana con las familias."

Translation: "Definitely the excellent education and the teachers always have human quality with families."

The data and testimonials paint a consistent picture: the Child Care Scholarship Programs are not merely reducing costs—they are enabling families to work, children to thrive, and households to build economic stability in a community where such stability has become increasingly difficult to attain.



Impact on Providers

The Child Care Scholarship Programs success depends not only on supporting families but also on sustaining the child care providers who serve them. Year 2 data reveals that these programs strengthened provider financial stability, increased enrollment, and earned overwhelming satisfaction from participating facilities.

Provider Satisfaction and Program Operations

100%³ Provider Satisfaction

Changes Observed: Enrollment and Family Affordability

All surveyed providers:

- Reported being "very satisfied" with payment timeliness and reliability
- Rated the program's support team as "very responsive"
- Would recommend the program to other child care providers

Providers reported direct observations of how the scholarship program impacted their businesses and the families they serve:

Enrollment Changes:

83% of providers increased or maintained their enrollment since participating in the scholarship program, with 50% reporting enrollment increases.

The program's operational model—prospective payments, reliable monthly disbursements, and responsive support—created a stable foundation for provider participation.

³ The End-of-year 2025 Park City and Summit County Provider Survey received 6 responses from participating child care facilities, representing 40% (as some respondents own and operate multiple centers) of the 30 providers participating in the program during Year 2.

PROVIDER VOICES: Observing Family Impact

Providers offered firsthand accounts of how the scholarship program transformed families' lives:

“ We’ve had a few families be able to work and afford child care because of this Scholarship. Keeping them working has improved their self esteem, making them better moms. ”

- Love and Learning Child Care

“ It has been great having families be able to utilize the scholarship. We have a family that left and is now looking at returning to our center because of concerns where her child is going now and knowing they can return and still use the scholarship is great. ”

- Little Adventures Children’s
Center @ Canyons

“ This program has impacted so many families ranging from a family that is only getting \$200 per month that helps put food on their table etc, to families that wouldn’t be able to work at all if they had to pay child care tuition. Thank you for all you do for all of these families! ”

- Alpine Adventurers Academy

“ I have had several families say what a game changer these scholarships have been for them being able to afford quality child care for their children. ”

- After-school care provider



Financial Overview

Year 2 represented a substantial investment in workforce stability and family economic security, with nearly \$1 million disbursed directly to child care providers on behalf of 162 families.

Scholarship Dollars Distributed

	Park City	Summit County	Combined
Tuition Scholarships	\$578,233.72	\$312,519.00	\$890,752.72
DWS Provider Incentives	\$62,700.00	\$14,400.00	\$77,100.00
Total	\$640,993.72	\$326,919.00	\$967,912.72

Average Monthly Scholarship Amounts:

- Park City Residents: \$458.81 per month
- Summit County Residents: \$777.05 per month
- Workforce Scholarships: \$200.00 per month (flat rate)

The higher average scholarship amount in Summit County reflects the region's elevated child care costs and the income-based calculation structure, which provides larger awards to families with lower incomes relative to the cost of care.

Direct Payment Model: Simplifying Access for Families

A cornerstone of the program's design is the direct payment structure. Scholarship funds are paid directly to child care providers rather than requiring families to pay upfront and seek reimbursement. This approach reduces administrative burden on families, eliminates the challenges of upfront payment, a common barrier that prevents low- and moderate-income families from accessing subsidized care.

Provider Payment Satisfaction: 100% of providers surveyed reported being "very satisfied" with the timeliness and reliability of scholarship payments. Payments are made prospectively at the beginning of each month based on enrollment, providing providers with predictable revenue and families with seamless access to care.

One parent described the simplicity of the direct payment model:

“ The way that it works for us is every month Upwards contributes the portion directly to the child care. It doesn't come to us at all. The child care provider we use actually sends us an invoice with just the amount that is the family contribution, the amount that we pay. So we don't end up even having to deal with that part. It's very simple. ”

Provider Incentives: Encouraging State Subsidy Acceptance

Beyond tuition scholarships, the program allocated \$77,100 in Year 2 specifically to incentivize provider acceptance of families enrolled in Utah's Department of Workforce Services (DWS) Child Care Assistance Program. Providers receive \$300 per month for each DWS-enrolled child, recognizing the additional administrative complexity and often lower reimbursement rates associated with state subsidies.

by making it financially viable for providers to serve families across the income spectrum.

In 2025, the program supported 35 unique families across Park City and Summit County, representing 257 family-months of childcare assistance. Families received support for an average of 7.3 months, leveraging an estimated

\$193,932

in Utah DWS childcare subsidies.⁴

This dual-layered support—scholarships for families and incentives for providers—strengthens the entire child care ecosystem

⁴ Unique families served was estimated by starting with the January enrollment count and adding any net increases in enrollment in subsequent months. Total family-months of support represents the sum of monthly enrollments. The average duration of support (7.3 months) was calculated by dividing total family-months (257) by the estimated number of unique families served (35). Total DWS subsidy dollars (\$193,932) were estimated by multiplying total family-months by the statewide average monthly DWS award amount of \$754.60.

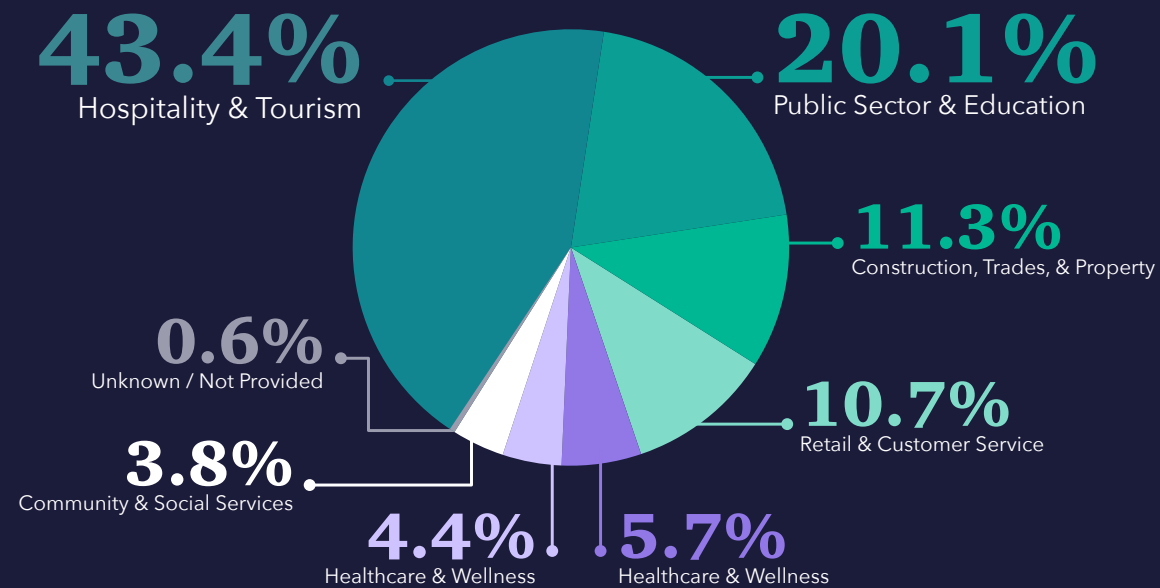
Community & Economic Outcomes

Beyond direct family relief, these Child Care Scholarship Programs generated measurable economic returns for Park City and Summit County through workforce retention, reduced employee turnover, and increased productivity. Year 2 data demonstrates how targeted investment in child care affordability translates into tangible community-wide benefits.

Supporting the Local Workforce

These scholarship programs serve families across Park City and Summit County's diverse economic sectors, enabling essential workers—from hospitality and healthcare to education and public services—to remain employed and economically stable.

WORKFORCE COMPOSITION:



The program's reach extends across the backbone of Summit County's and Park City's economy, supporting families in industries critical to both year-round operations and seasonal tourism.

Impact on Workforce Retention and Development

These programs' economic value extends far beyond the direct scholarship payments, generating returns through three primary channels: workforce retention, avoided turnover costs, and increased productivity.

Current Employment Status:

Among survey respondents, **83%⁵ are employed full-time or part-time**, representing 40 families actively contributing to the local economy.

- **31 families** employed full-time
- **9 families** employed part-time

Employment Benefits Reported:

- **54%** (26 families) reduced work absences due to child care issues
- **38%** (18 families) increased work hours
- **33%** (16 families) improved job stability or retention
- **10%** (5 families) began working outside the home
- **8%** (4 families) received promotions

Workforce Retention Value

\$2.63M in sustained wages

Forty families employed full-time or part-time represent ongoing economic activity in Summit County. Using the average participant salary from Year 2, these families contribute:

- Full-time: 31 families × \$74,112 = \$2,297,472
- Part-time: 9 families × \$37,056 = \$333,504.00

⁴ 2025 Family Experience Survey and Encuesta sobre la experiencia familiar de 2025

Avoided Turnover Costs

\$3.9M prevented turnover expenses

Employee turnover imposes substantial costs on employers, including recruitment, training, lost productivity, and institutional knowledge. Using the widely accepted estimate that replacing an employee costs 1.5x their annual salary:

- Full-time: 31 families × (\$74,112⁶ × 1.5) = \$3,446,208
- Part-time: 9 families × (\$37,056 × 1.5⁷) = \$500,256

Total: \$3,946,464 in avoided costs

These avoided costs benefit employers across all sectors—from small businesses to resort operators to municipal government—strengthening the overall business climate in Summit County.

Increased Economic

\$33,930 additional economic output

Productivity

Eighteen families (38%) reported the ability to increase work hours due to reliable child care. Conservatively estimating 5 additional hours per week at Utah’s minimum wage (\$7.25/hour):

18 families × \$7.25/hour × 5 hours/week × 52 weeks = **\$33,930 annually**⁸

This represents a conservative lower bound, as actual wage rates for program participants likely exceed minimum wage.



Total Economic Return

\$6.6M Year 2 Economic Impact

Economic Impact

Category	Year 2 Value
Workforce Retention (sustained wages)	\$ 2,630,976
Avoided Turnover Costs	\$3,980,394
Increased Productivity	\$33,930
Total Economic Impact	\$6,611,370.00

Total Park City and Summit County Investment in the course of two years: \$1,554,709

Return on Investment: 325%

Every **\$1** invested generated **\$4.25** in economic impact.

ROI = [(Economic Impact - Investment) / Investment] × 100

These figures are based on a 30% survey response rate (48 of 162 families) and use conservative assumptions: Year 1 salary averages, minimum wage for productivity calculations, part-time wages at 50% of full-time, and no accounting for economic multiplier effects, long-term career benefits, tax revenue, or provider business stability. The actual economic impact is likely higher.

⁶ Income eligibility data; Year 2 average salary
⁷ McFeely, Shane, and Ben Wigert. "This Fixable Problem Costs U.S. Businesses \$1 Trillion." Gallup, March 13, 2019.
⁸ Utah Labor Commission minimum wage rate; combined survey data

Voices from the Workforce

“ Being able to work full time gives our family stability which makes for happy kids. That’s my main thing in life is for my kids to have a happy life and not having to struggle with seeing emotional, mental, financial, etc. stress. ”

- Jacqueline S., Park City

“ It’s made it affordable so I didn’t have to quit my job, prior to getting the scholarship I was spending over half my monthly income on child care. ”

- Britt B., Hotel Employee,
Park City

“ I work as a medical assistant and this has allowed me to also go back to school and get my advanced EMT to continue and effectively help Summit County on the ambulance and stay employed at my current job at Kamas Health Center. ”

- Jordan L., Medical Assistant,
Summit County

Looking Ahead: Year 3 Goals

The program is well-positioned to sustain its impact in Year 3 while continuing to respond to evolving community needs and cost pressures.

Ongoing program analysis and stakeholder feedback regarding cost pressures facing working families and childcare providers are an continuing conversation.

Opportunities for City and County Council

- Sustain funding levels to maintain the program’s affordability impact
- Explore county-city alignment on long-term childcare infrastructure
- Consider multi-year funding commitments to reduce annual volatility for families and providers

Opportunities for Employers

Recent federal and state tax policy changes have created new opportunities for employers to reduce childcare costs for their workforce. The expanded federal Employer-Provided Childcare Tax Credit (45F) now offers businesses up to a 50% tax credit on qualified childcare expenses, while Utah’s newly enhanced Employer Childcare Tax Credit (HB190, effective 2026) provides an additional up to 30% state credit. Employers interested in exploring how these incentives might apply to their business should consult their tax advisors and visit the [IRS 45F guidance](#) and [Utah State Tax Commission](#) for more information.

Appendix

Year 2 program milestones and impact generated continued media attention at local, regional, and national levels.

Notable Coverage:

- PBS Utah** - Utah Insights program highlighted Park City's child care Scholarship Program in a June 2025 segment showcasing enrolled families and the program's impact on workforce stability. The segment featured interviews with program families and explored how the initiative helps local families afford child care while supporting the community's workforce. (June 12, 2025)
- National League of Cities (NLC) Prenatal-to-Three Impact Lab** - Park City Municipal was selected as one of just 16 cities nationwide to participate in the NLC's Prenatal-to-Three Impact Lab, a nine-month technical assistance and peer-learning cohort focused on improving outcomes for young children and families. The selection recognizes the City's ongoing commitment to early childhood investment through its child care Scholarship Program. (February 2026)
- U.S. Chamber of Commerce Foundation** - The program was featured as a best-practice case study on the Employer Child Care Navigator website, with Program Director Michelle Downard presenting at the Business Leads Fellowship Program Master Class. (May 2025)
- Utah Legislature - Child Care Solutions and Workplace Productivity Plan** - The Utah Legislature recognized the Park City Scholarship Program in its "Child Care Solutions and Workplace Productivity Plan" (published December 2024) as a vital supplement to Utah's DWS Child Care Assistance Program. The report acknowledged the program's role in improving affordability for families whose income exceeds the state's 85% State Median Income (SMI) cap, positioning it as a model for local-level childcare support. (Utah Child Care Solutions Report, page 25,26)
- Local Media Coverage** - Park Record, TownLift, and KPCW provided ongoing coverage of program milestones, Year 1 impact report release, and continued program expansion throughout 2025.

Acknowledgments

The success of these Child Care Scholarship Programs reflect the dedication and collaboration of multiple partners committed to supporting working families in Park City and Summit County.

- Park City Municipal Corporation:** For visionary leadership in addressing child care affordability as a workforce and community priority. The Mayor and City Council's commitment to this initiative has established Park City as a national model for municipal-level child care support and demonstrated leadership in addressing child care affordability as an economic development and workforce strategy.
- Summit County** For expanding the program's reach and ensuring families throughout the county have access to affordable, quality child care.
- Park City Community Foundation's Early Childhood Alliance** For covering administrative costs, enabling 100% of public funds to directly support families and providers, and for ongoing advocacy and community engagement.
- Upwards Care Team** For operational excellence, bilingual family support, responsive provider relations, and data-driven program administration that ensures every dollar maximizes impact.
- Participating Child Care Providers** For opening their doors to scholarship families, maintaining high-quality care standards, and serving as essential partners in Summit County's early childhood ecosystem.
- Program Families** For sharing their stories, participating in surveys, and demonstrating how child care affordability strengthens families, workplaces, and communities.



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