

# Early Childhood Education Career Pathways Pilot Project

Peggy Jensen, Assistant County Executive

March 28, 2023

# Background

- Infant and Toddler Care
  - Primarily provided by Family Day Care Homes
  - CCPC Assessment: Licensed spaces for only 34% of the demand
- Pre-school Care
  - Primarily provided by childcare centers
  - CCPC Assessment: Licensed spaces for 94% of the demand
  - Recent Child Care Partnership Council Survey found:
    - 31% of centers have staff shortages, so serving fewer children than licensed capacity
    - Aging workforce – 47% of surveyed providers were 50 or older



# Proposal: ECE Career Pathways Pilot Project

- Goal
  - Increase the staffed and licensed childcare spaces for all children 0 to 5
- Strategy
  - Create a Child Care Navigator position to recruit & promote retention of early care and education providers
- Performance Measures
  - 30 new family day care homes
  - 120 people entering the early childhood education pipeline
  - 40 new teachers employed
  - 120 teachers provided professional development support
  - 40 individuals earn a degree and/or advance on CEC credentialing ladder



# Partners

- Child Care Partnership Council
- San Mateo County Office of Education
- 4Cs
- San Mateo Community College District
- Upward Scholars
- NOVAworks
- Renaissance Entrepreneurship Center



# Budget & Funding

- Two-Year Budget: \$588,470
  - 1 full-time Career Navigator position
  - Support and supplies
  - \$60,000 for wrap-around support for child care workers
- Funding Sources
  - Measure K District Discretionary Fund: \$100,000
  - San Mateo County Measure K Reserves: \$100,000
  - First 5: \$50,000
  - Silicon Valley Community Foundation: \$50,000
  - County Office of Education: \$288,470



# Equity Statement

This initiative will positively impact low-wage workers across San Mateo County by expanding recruitment, workforce opportunities, and credentialing within the childcare field. It will be particularly beneficial for women of color because they make up 65% of San Mateo County's childcare workforce. Maintaining and expanding childcare options, including affordable options, will allow parents to stay or enter the workforce and improve the economic stability of their households.

Staff does not anticipate negative impacts from this initiative.



# Recommendation

Adopt a resolution:

1. Authorizing and directing the County Executive, or designee, acting in consultation with the County Attorney's Office, to negotiate and enter into a grant agreement with the San Mateo County Office of Education to support the two-year Early Childhood Education Career Pathways Pilot Project for the term of March 28, 2023, through June 30, 2024 and a total amount not to exceed \$200,000; and
2. Authorizing a one-time contribution of district-discretionary Measure K funds, not to exceed \$100,000, to pay for a portion of the cost of the agreement with the County Office of Education.

