

Building an Inclusive & Sustainable Care Economy: The Future of the Child Care Workforce

Presented at
The Child Care Aware Leadership Institute
Chicago, October 2023



Today's Leadership Session & Panelists

Session Goals:

- 1) Discuss why we need to approach the child care system and workforce in a new way
- 1) Learn about replicable solutions to ensuring this critical piece of our country's infrastructure



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Childcare, Business Supports
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Leadership Activity



What big challenges stand in the way of recruiting and retaining a diverse, thriving ECE workforce in your community?

And what, if anything, is being done to stabilize this workforce or support them?

Why Grow a Thriving, Diverse ECE Workforce?

Percentage of children
kindergarten ready entering the
San Francisco Unified School District.



BLACK CHILDREN
WHO EXPERIENCE

ONE

BLACK TEACHER AS
A YOUNG CHILD ARE

13%

MORE LIKELY TO
GRADUATE FROM
HIGH SCHOOL, &

19%

MORE LIKELY TO
ENROLL IN COLLEGE



African American ECE Policy Council



In early 2021, the San Francisco African American Early Childhood Educator Policy Council (AA ECE PC) was formed by Children's Council at the behest of City and County of San Francisco's Dream Keeper Initiative, as a stakeholder group to provide direct, current and personal experience with early childhood education (ECE). The twenty-two member council, comprised of local industry experts from a variety of ECE settings, met twice a month for eighteen months. They were tasked with providing insight, analysis and racial justice recommendations centered on improving student outcomes for Black¹ children ages 0-5 while identifying the resources and tools to equip them to support this outcome. Additional research and examination included interviews, focus groups, collective interpretation and analysis from several experts with experience in a variety of ECE settings.

Theory of Change



Priority Recommendations

This report outlines a roadmap with three strategies and related recommendations focusing on recruiting and retaining Black early educators in San Francisco in order to improve learning outcomes for Black children.

- 1 Improve Early Childhood Educator **career pathways**, removing barriers to entry for the profession.
- 2 Improve **compensation** and financial sustainability for early educators.
- 3 Improve **job satisfaction and efficacy** so that Black Early Childhood Educators have the tools and resources to support Black children.

3 5-Pronged Approach

KEY

- Funded work
- Ready to Scale
- Prospective Work
- New work (needs support to grow)



Advocacy & Empowerment



Career Awareness



Entrepreneurship



Quality Child Care



Access to Resources



Breaking Down Barriers to Access and Success in Early Childhood Careers for Educators and Entrepreneurs

Children's Council's 3 5-Pronged Approach to Grow a Thriving & Diverse ECE Workforce

Pipeline for Black
Early Educator
Career
Development

Family Child Care
Business Incubator

Workforce
Compensation
Initiative

Pipeline for Black Early Childhood Educator (ECE) Career Development



Pipeline for Black Early Childhood Educator (ECE) Career Development

What is it?

An educational program designed to help primarily Black early educators to further develop their career in child care. We are also seeking to expand into other demographics, and to launch an on-the-job training, BIPOC apprenticeship program.

The Impact

60 graduates over two years, placed in ECE classrooms

Pipeline for Black Early Childhood Educator (ECE) Career Development

Black ECE Pipeline program participants:

Earned college credits at City College of San Francisco, (ECE core classes: CDEV 53, 65, 66, 67)

Built a support system of African American/Black colleagues

Received tutoring and academic counseling support

Secured job placement and/or support to open a Family Child Care program

Received a monthly stipend of \$1,000 to cover other expenses

Pipeline, Cohort 2

39 of 46 (85%) of Cohort #2 participants graduated from the Black ECE Pipeline program in July 2023.

Black ECE Pipeline Program: Cohort 2 Placements (as of September 2023)		
Family Child Care	7 Students	18%
Child Care Center	5 Students	13%
Advanced Training (e.g. FCC Incubator Program)	13 Students	33%
Continuing Education	10 Students	26%
Other ECE	2 Students	5%
Non-ECE	2 Students	5%

At program end, 82% of Cohort 2 participants obtained 12 units in Early Childhood Education.

95% entered or continued their work in the ECE field.



Top factors for participant success were **program stipends** and **support from the Children's Council program team**.

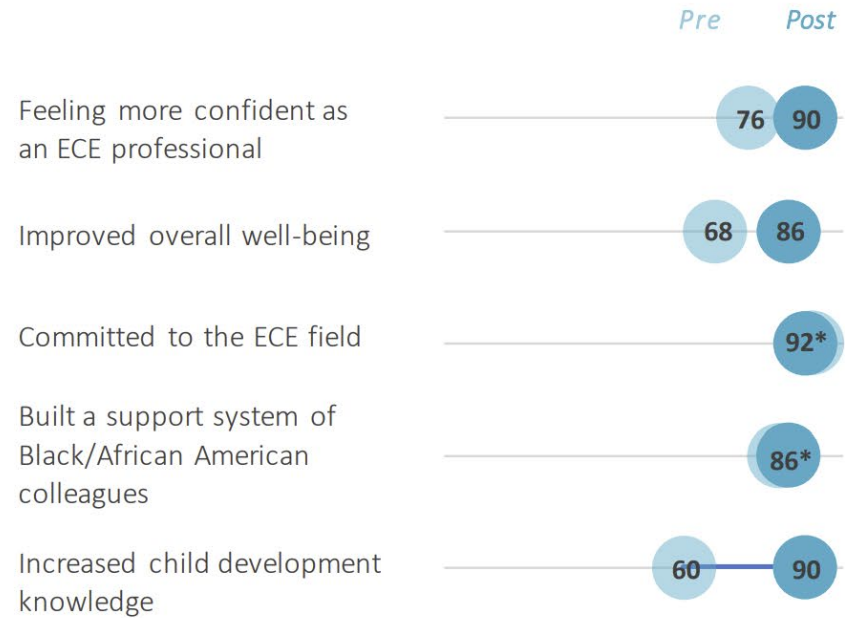


The most common challenges were **finding time to complete coursework** and **challenges with housing and/or living costs**.

Pipeline, Cohort 2



Participants reported **increases in all* program impact areas** as a result of their participation in Cohort #2:



Data sources: Pre-Program Survey (n=) and Post-Program Survey (n=16). Numbers represent percent of respondents who answered "Agree" or "Strongly Agree." * = No significant change.

"I believe in this cohort. I am passionate about this work, it is a necessary profession. I appreciate the opportunity to be a part of this program, I just want to see us win."

Pipeline for Black Early Childhood Educator (ECE) Career Development

Participants:

- **Attend all classes and meetings** hybrid
- **Gain classroom skills** in-person through labs
- **Receive case management support** to reach overall program goal
- Work with a **mentor**
- **Obtain a teaching permit** through the California Department of Teaching and Credentialing
- **Actively work to improve an ECE** system that affirms and supports African American children, families, and early educators.
- Attend a **Professional Learning Community (PLC)** to learn more about the Black experience in ECE.

How ready is your community to enact something like this program?

- Already started
- About to launch
- Willing, need resources
- Not ready

Child Care Business Incubator Program



Child Care Business Incubator Program: An Overview

What is it?

Our Child Care Business Incubator is a principal offering in our BizNest suite of targeted services and programs for FCCs and early educators.

The Impact

The Incubator has trained and coached nearly 1,000 participants across California, primarily BIPOC women, to launch or grow their home-based child care program since 2019.

20+ counties across California have been successfully trained under our Incubator TOT initiative since its launch in 2022.



Child Care Business Incubator: Types of Entrepreneurship Support

- **Family Child Care Fundamentals** entrepreneurship training series

*The FCC Fundamentals
Series workshops include:*

Design Your Unique Program
Activities and Curriculum Design
Create Your Best Environment
Market Your Business

Contracts and Policies
Communication with Families
Business Finances
Prepare for Business Taxes

- Support with getting through **the licensing process**
- **1-on-1 coaching** to remove any barriers to business launch
- **Start-up grants** to fully support people to launch child care businesses
- Peer support network



Child Care Business Incubator Program: The Impact

1,067

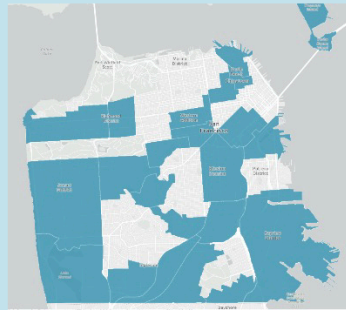
prospective and established providers served across 12 California counties since 2019

100+

new child care businesses successfully trained and launched in San Francisco

800+

new child care slots created by new child care businesses that have participated in our Incubator



Participants represent **21 of 37** San Francisco neighborhoods



56 California cities reached since 2019



Child Care Business Incubator Program: The Impact



“Due to the fact that I am a newly licensed child care provider this program has tremendously helped me in so many ways. It gave me the tools and skills to be fully confident and able to start my business. I don’t know what I would’ve done without the workshops and the personal one on one coaching and encouragement.

I am so excited for this next and new season of my journey. My passion to serve families and my community is manifesting before my eyes.”

- FCC Incubator Participant



From 2021-2022, Children’s Council worked with Social Policy Research Associates to evaluate the impact of the Family Child Care Business Incubator.*

Impact on Participants

FCC Incubator participants are building confidence, stable businesses, and a network of supportive peers.

<i>Confidence:</i>	Participation in Incubator workshops increased confidence in business finances, record keeping, curriculum, and communicating with families.
<i>Income and Financial Wellness:</i>	Participants can better identify fixed and variable costs, calculate spending per child, and plan for growth.
<i>Enrollment:</i>	Participating in the FCC Business Incubator program increased FCC child enrollment by 27%**.
<i>Peer Network:</i>	FCC owners reported a 14% increase** in the frequency of collaborating with and learning from other FCC owners after participating in Incubator services.

* Full report available on childrenscouncil.org ** Statistically significant at 95% level

Access to Quality Care

FCC Incubator participants are growing a strong workforce and expanding access to care in their communities.

- The rate of **Incubator participants offering non-traditional hours of care (e.g. evenings, weekends) increased over the last four years**, expanding the number of child care options that meet this important need for families. Currently, less than half of all FCCs in San Francisco provide care during non-traditional hours.
- Additionally, **73% of Incubator participants accept families with child care subsidies**. This rate is equal to non-Incubator participating FCCs, indicating that Incubator participants are supporting the systemwide expansion of child care options that accept subsidies and create more equitable access for families.

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- Not ready

Workforce Compensation Initiative

HOUSEHOLD ANNUAL INCOME NEEDED
TO MAKE ENDS MEET IN SAN FRANCISCO

\$164,713



Workforce Compensation Initiative

What is it?

In mid 2022, we began working with San Francisco Department of Early Childhood to issue wage enhancements to ECE providers to help create workforce sustainability and fair wages \$28+/hr.

The Impact

We issued \$76+ million in additional wages to 2,300 early educators in San Francisco through this initiative, serving 11,000 children (~23% of all SF children age 0-5).

Workforce Compensation Initiative

What makes this possible?

Voters approved a series of dedicated funding measures over three decades to support ECE with local tax dollars, layered on to federal and state allocations.

Our San Francisco ECE Advocacy Coalition brings together providers, parents, policy-makers and community-based organizations to build public support for continued investments.



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Questions/Comments?

