



**COMMUNITY
INVESTMENT
FOR FAMILIES
DEPARTMENT**
Paths to Prosperity



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September 18, 2023

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COMMITTEE TRANSMITTAL: REPORT ON THE DEVELOPMENT OF THE CITY'S CHILD CARE EQUITY INITIATIVE

SUMMARY

The General Manager of the Los Angeles Community Investment for Families Department (CIFD) respectfully requests that your office review this transmittal and forward it to the appropriate committees for further consideration.

This transmittal provides an overview of the Child Care Equity Initiative and insight into the progress CIFD has made on C.F. 20-0652 and other related motions. CIFD respectfully requests that the City Council and the Mayor adopt the Child Care Equity Initiative strategic framework.

RECOMMENDATIONS

That the City Council, subject to the approval of the Mayor:

- A. **ADOPT** the Child Care Equity Initiative as the citywide strategic approach for increasing opportunities and access to high-quality child care.

- B. **AUTHORIZE** the CIFD General Manager, or designee, to make any technical adjustments that may be required to implement the intent of the Child Care Equity Initiative.

BACKGROUND

The Community Investment for Families Department (CIFD) was established in 2021 with the mission to align and augment community investments for families and neighborhoods in the City of Los Angeles and create opportunities for all Angelenos to prosper. Given the clear nexus between strategies for building generational wealth and the need for child care, CIFD began receiving and responding to child care-related challenges across the city shortly after it was formed. In response to C.F. 20-0652, the Department recommended launching a child care unit to coordinate child care knowledge and resources in the City, County, and State to increase opportunities for families and providers. The Child Care Policy and Equity Unit within CIFD was created in January 2023 and is prepared to launch a robust Child Care Equity Initiative ('the Initiative') to begin intentionally and immediately addressing the pressing child care needs in the City.

The Child Care Equity Initiative's strategic framework also lifts up the work initiated by Council motions introduced by Council President Krekorian, Councilmembers Rodriguez, Raman, and Lee respectively. This transmittal will demonstrate how the Child Care Equity Initiative addresses and reinforces the goals of the following Council motions;

1. **CF 20-0652:**

- a. Instruct CIFD, DCP, RAP, and LADBS, in coordination with the ITA, to create a comprehensive webpage to serve as a centralized ECE hub and planning guide, similar to that of the City of Santa Monica.
- b. Instruct the involved City departments to report back with specific recommendations for adoption.
- c. Instruct CIFD and RAP to report back on feasibility of coordinating with the California Department of Social Services to launch a program that allows child care providers to use City park space to meet their licensing requirements, as well as including the creation of a master list identifying open spaces that would be suitable for use by child care providers with approval from the DSS.

2. **CF 21-0240:**

Instruct CIFD to report back on state funding available for child care, how CIFD will pursue resources to create universal child care, and a plan for distributing contracts to provide equitable access to communities of color.

DISCUSSION

CHILD CARE EQUITY INITIATIVE

Access to high-quality child care is a critical component in alleviating intergenerational poverty for many working families in Los Angeles. Child care is fundamental to children's safety and development as well as families' ability to achieve economic stability. However, child care is largely inaccessible to low-income families due to prohibitive costs, limited capacity, inaccessible information, and a shrinking workforce, challenges exacerbated by the COVID-19 pandemic.

Priority Areas

The Child Care Equity Initiative is committed to addressing these core challenges by improving opportunities in the four priority areas of cost, capacity, communication, and sustainability. The Initiative brings deep expertise in the child care needs of City residents, leverages City resources to develop infrastructure uniquely catered to child care providers and working families, and coordinates with local, state, and federal agencies to develop effective child care systems and structures. Specifically, the Initiative focuses on increasing opportunities for infant and toddler care.

County data illustrates that the gap between subsidized seats and community needs are massive. Additionally, the state-wide expansion of Transitional Kindergarten (TK), which provides two years of kindergarten to all students free of charge starting at 4 years of age, will have the unintentional by-product of threatening the sustainability of the infant and toddler child care infrastructure.

Proposed Initiatives

The Child Care Equity Initiative will pursue actions that address the challenges in cost, capacity, communication, and sustainability. CIFD conducted stakeholder engagement with over 70 stakeholders and organizations to identify a comprehensive list of projects to pursue. Below is a sample list of activities the Initiative is planning to pursue. The full list of initiatives being considered as well as metrics and goals for success are included in the **Child Care Equity Initiative Strategic Framework** (Attachment 1).

- ❖ *Develop a **facilities toolkit** that walks providers through the process of opening a family child care or center-based child care program. The toolkit will be modeled off of the [Facilities Development Toolkit](#) developed by the Office for the Advancement of Early Education and Care for providers in the unincorporated areas of Los Angeles County. The toolkit will also include links to relevant forms and tips and tricks for successful program approval.*

- ❖ *Develop a **comprehensive map of child care needs** for infants and toddlers. The map will include an understanding of seat capacity and need. The information from the map will be used to reduce child care deserts in the City by prioritizing child care applications, incentivizing child care providers or developers to open or expand programs, and guiding identification and evaluation of city assets to use for child care purposes in the areas of highest need.*
- ❖ *Expand upon and enhance the **child care website** to creatively meet the needs of families and providers. The goal is to have the website be a one-stop shop with user-friendly tools that help families and providers navigate the complex child care system. Expansion will include tools to help families determine their eligibility for subsidies, resources to help providers get support in locating professional learning resources and ensuring legal compliance, and information for developers looking to include child care in their development plans.*

The attached framework also explores in-depth the impact of high-quality care, the challenges currently being faced in Los Angeles, and how the Child Care Equity Initiative seeks to address these challenges (Attachment 1).

Relationship to Council Files

The Child Care Equity Initiative expands upon the child care work in the City of Los Angeles elevated by Council motions 20-0652 and 21-0240.

C.F. 20-0652

CIFD has dedicated staff to making new, city-wide investments in the child care system in the City of Los Angeles. The Initiative provides a comprehensive approach for alleviating the barriers to quality child care for low-income families and increasing access for providers and parents across the City. With a focus on children ages 0-3, the Initiative will address the core challenges of cost, capacity, communication, and business sustainability. A complete overview of the Initiative as well as actions being considered can be found in the attached framework (Attachment 1).

Centralized Information Hub

One of the Initiative's priority areas, communication, focuses on ensuring that critical child care information is easily accessible to families and providers. CIFD launched a child care website on February 14, 2023, less than one month after the development of the Child Care Policy and Equity unit. The resource portal, located on [CIFD's website](#), includes webpages specific for families and providers.

The resource portal provides families and providers with simplified information to help them navigate the complex child care system in our City. For families it offers an overview of the types of programs available, the benefits of each care setting, and resources to support families in determining which setting best meets the needs of their

family. For providers, it gives guidance for opening a new child care program and elevates available funding opportunities to help support their work.

The development of the centralized information hub proposed in Council File 20-0652 was prioritized within the first few weeks of the team's launch, however, plans are in place to continue enhancing and expanding the website to creatively meet the needs of families and providers. These include bringing together the Department of City Planning, Los Angeles Fire Department, Department of Building and Safety, and the California Department of Social Services Community Care Licensing Division (CCLD) to clarify the process for opening a new child care center. This cross-departmental working group is being convened by CIFD with goals to align on a seamless process and create child care specific forms that are housed in a centralized location. The group will also explore opportunities to improve the experience for providers such as changing permitting requirements and establishing a pre-submittal review process.

Using Public Parks to Meet Child Care Outdoor Space Requirements

In line with the Initiative's commitment to partnering with City departments to improve child care systems across the City, CIFD is collaborating with the Department of Recreation and Parks (RAP) to support their report on using public parks to meet the Community Care Licensing Division's outdoor space requirements for child care centers. RAP is taking the lead on discussing the current contracts they hold with child care providers to use park space as well as policy considerations for developing a program that would more broadly allow for this use. CIFD is providing insight into the child care licensing requirements and how San Francisco's Department of Early Childhood has implemented a similar program. RAP will be submitting the final report to Council.

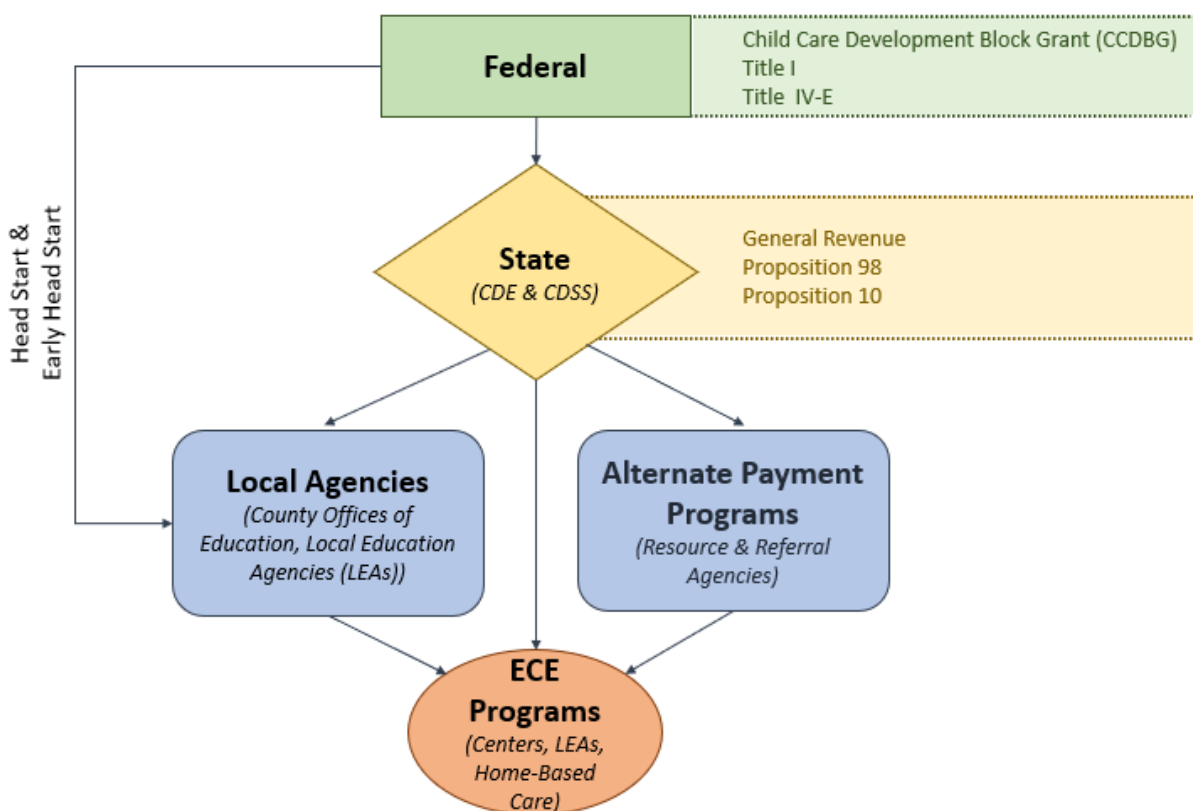
C.F. 21-0240

Early Education and Care: Available State and Federal Funding

The Child Care Equity Initiative will be an important player in policy advancement guiding the allocation and distribution of early care and education (ECE) funding. The State of California provides funding for ECE programs in three key ways: by contracting directly with programs, by providing vouchers to be used at eligible programs, and by funding organizations to run initiatives that strengthen the quality of care programs. ECE funding draws from federal funds - including the Child Care Development Block Grant (CCDBG), Title 1, and small amounts of Title IV-E - and state funding from the General Revenue Fund, Proposition 98 (minimum funding level for schools), and Proposition 10 (tobacco tax). The funds are received by ECE programs either through direct contracts with the State or through local institutions such as the County Office of Education or Local Education Agencies (LEAs) such as school districts and charter schools. Until recently, the California Department of Education (CDE) managed almost all of ECE funding throughout the State. In June 2021, CDE transitioned the supervision of the majority of early learning services over to the California Department of Social Services, though it continues to manage the disbursement of federal funds, and the California State Preschool Program (CSPP).

Additionally, the U.S. Department of Health and Human Services contracts directly with local programs to offer Head Start and Early Head Start programs. The California Head Start State Collaboration Office receives small grants from the U.S. Department of Health and Human Services to support in the coordination of ECE funding and to ensure Head Start programs are considered in state-wide policy conversations. See Figure 1 for a flow chart of child care funding and Attachment 2 for an in-depth exploration of state funding for early education and care.

Figure 1: Flow of child care funding from the federal and state governments to child care providers



NEXT STEPS

Creating an Equitable System of Universal Child Care

The expansion of transitional kindergarten is dramatically disrupting the existing child care infrastructure as programs serving preschool children lose enrollment and staff to school districts. CIFD is committed to stabilizing the child care programs that are needed to serve infants and toddlers as part of a universal approach to child care alongside state, county, and local investment. The most impactful approach CIFD can take is leveraging and coordinating federal, state, county, city and philanthropic resources that address the unique needs of child care providers and working families and communicate these opportunities in a clear and accessible way.

As part of the Child Care Equity Initiative, CIFD is partnering with colleagues in the State, County, City, and private sector to expand child care options, bolster the sustainability of child care programs, and reduce costs for families. CIFD was recently appointed as a member of the Los Angeles County's Child Care Planning Committee, the state-mandated local child care development and planning council for the County of Los Angeles. The purpose of the Local Planning Councils is to address the unique child care needs of families and to coordinate child care and development services to meet those needs. CIFD has been an active participant of the Committee as well as with the County's Policy Roundtable and Joint Committee on Legislation since January 2023 and has built partnerships with key members in order to align the work of the City with that of the County and State and to ensure that Angeleno families have seamless options for child care.

FISCAL IMPACT STATEMENT

There is no fiscal impact to the General Fund.



ABIGAIL R. MARQUEZ
General Manager

AM:VM:JDR:RK

ATTACHMENTS

Attachment 1: [Child Care Equity Initiative, Strategic Framework](#)

Attachment 2: [Overview of Early Care and Education Funding in California](#)



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CHILD CARE EQUITY INITIATIVE

2023



Access to high-quality, affordable
child care is fundamental for
achieving **economic stability** and
breaking the cycle of poverty

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EXECUTIVE SUMMARY

Context

Access to high-quality child care is a critical component in alleviating intergenerational poverty for many working families in Los Angeles. Child care is fundamental to children's safety and development as well as families' ability to achieve economic stability.

Challenges

Child care in Los Angeles is largely inaccessible to low-income families due to the expansion of Transitional Kindergarten (TK), a shrinking workforce, and the increasingly high cost of child care services for families.

- Though the **expansion of TK** offers a benefit to children and families, it threatens the sustainability of the existing child care infrastructure, particularly for children ages 0-3. As families move their children from child care settings to Local Education Agencies (LEAs) and staff look for TK jobs where pay and benefits are significantly higher, providers are finding themselves in a situation where costs to provide care for infants and toddlers will far exceed reimbursement rates and force them to close.
- A **weak workforce pipeline** means that staff who move over to teach TK cannot easily be replaced. Poverty level wages, limited benefits, and marginal mobility continue to make it difficult to attract new talent into the workforce.
- Families with the median income in Los Angeles are paying upwards of 26% of their salaries for each child in care. Insufficient subsidies and inadequate reimbursement rates for providers make the **cost of child care prohibitive** for many working families.

Initiative Overview

The Child Care Equity Initiative is designed to help reduce poverty and stimulate the economy by strengthening the City's child care infrastructure and alleviating the barriers to quality child care for low-income families. The initiative will focus on providing support for children ages 0-3 to offset the impact of Transitional Kindergarten expansion on child care programs.

The initiative will concentrate efforts on the following **priorities** through innovation, advocacy, and communication.

- **Cost:** alleviating the barriers to quality child care for low-income families and advocating for provider reimbursement rates that reflect the true cost of care
- **Capacity:** increase child care options in child care deserts and increase care options during non-traditional hours
- **Communication:** simplify and streamline information for families and providers
- **Sustainability:** strengthen sustainability of child care programs through targeted business training for providers

INTRODUCTION

The Case for A Child Care Initiative

Access to high-quality child care is a critical component in alleviating intergenerational poverty for many working families in Los Angeles. **Child care is fundamental to children's safety and development as well as families' ability to achieve economic stability.** Studies show that quality child care is vital for children's healthy brain development and that children who receive quality care develop cognitive and social skills that make them better prepared for school. For families, accessible child care services act as an "indirect economic driver, enabling parents to work or go to school" and lowering families' out-of-pocket expenses, boosting their overall spending power. Without accessible child care options, working parents experience on average \$3,350 in annual lost earnings, reduced participation in the labor market, and lower returns on experience. Individual benefit begets a stronger economy; for every dollar invested in high-quality early childhood education, society gains up to \$7.30 in long-term economic returns.

Despite the proven benefits, **child care is largely inaccessible to low-income families due to limited capacity and prohibitive costs.** According to the First Five Years Fund, 1 in 3 parents across the country with kids under 5 say they are having serious problems finding child care options for their children. Recent research from the Center for American Progress shows that 50 percent of Americans are living in a child care desert with a less than adequate supply of providers. These deserts are more common in low-income areas, which perpetuates the cycle of poverty by limiting a family's ability to build wealth and stunting financial mobility. In California, 60 percent of all residents live in a child care desert, with 72 percent of low-income families living in areas without enough licensed child care providers. Locating child care options for infants and toddlers is particularly challenging. Los Angeles City Council File 20-0652, noted that as of May 2020 there were only 3,406 licensed infant/toddler child care center seats for the 85,251 children under the age of two in the City of Los Angeles meaning that 96% of children under the age of two lacked access to a licensed child care center seat. Extensive wait lists create another barrier for families who are expected to prepare for child care coverage long before returning to work.

The availability of child care seats is limited in part by bureaucratic hurdles providers face in opening new centers. Council File 20-0652 notes that prospective providers face formidable barriers such as navigating the challenging land use approval process, including high fees for Conditional Use Permits (CUPs), long wait times for hearings, and the imposition of unnecessary and costly requirements. The state requires day care centers and family child care settings to obtain a license which mandates specific training for providers, building safety, class size restrictions, and specific child-staff ratios. Prospective center providers must attend a mandatory orientation session which charges a non-refundable fee, submit a licensing application form that requires an additional mandatory fee, prepare floor and parking plans for the identified site, consult with a planner at the Land Development Coordinating Center, and

perform a criminal record clearance, all before child care may be provided. Further, providers must abide by local zoning and fire regulations as well as undergo code inspections—all of which hinders the ability for current providers to increase capacity and often discourages the opening of new centers. These processes coupled with low pay, long hours, and limited benefits have made it economically disadvantageous for providers to offer child care services.

A shrinking workforce adds to the capacity challenge - where there is limited staff, there are limited child care seats. Poverty level wages make a career in child care unappealing and financially unsustainable. In 2019, the median wage was \$13.43, just marginally above California's minimum wage of \$12. Thus, despite a majority of child care staff working full time, 17 percent of the early educators in California live in poverty, more than double the poverty rate for California workers in general (8.7%). Nationally, more than half of all child care staff participate in at least one public assistance program. Furthermore, early educators pay a price for working with younger children; early educators with a bachelor's degree in California are paid almost 40% less than their colleagues in the K-8 system. The expansion of Transitional Kindergarten is further thinning the child care workforce for child care centers and home based care facilities as staff take school district jobs with significantly higher wages and better benefits.

Challenges in capacity are coupled with the extremely high costs of care. Families earning the Los Angeles County median family income of \$54,194 pay 16-26 percent of their wages per child for early care and education services, forcing them to make impossible choices surrounding their families' basic necessities. Census and survey data shows that in the years between 2005 and 2013, the cost of care in L.A. County went up 33 percent while wages only increased by 13 percent. According to Children Now, child care costs are the highest household expense in L.A. county, surpassing housing.

The COVID pandemic has exacerbated child care challenges. In Los Angeles County, over 500 licensed child care centers and home-based facilities reported permanent shutdowns to the state's Department of Social Services and thousands more temporarily closed due to under enrollment and the high costs of pandemic safety measures. Alongside these closures, California lost over 8,000 child care workers, about 10% of the workforce. This makes finding available child care even more challenging for working families. Of the many women who left their jobs during the COVID-19 pandemic and have not returned, 35% cite a lack of child care as the reason.

Mayor Bass and the City Council have identified expanded access to quality child care as a critical component in addressing the City's widespread and destructive cycle of poverty. According to research conducted by the Urban Institute, providing child care subsidies to all families living below 150% of the federal poverty level would raise almost 400,000 children out of poverty, resulting in a 3% reduction in the number of children living in poverty nationally. **The child care initiative is designed to help reduce poverty and stimulate the economy by**

alleviating the barriers to quality child care for low-income families and increasing access for providers across the city. Strengthening the city's child care infrastructure will provide children with the care and learning environments required for proper development and socialization, enable families to return to work and achieve financial stability, allow businesses to maintain productive workforces, and support quality providers in bypassing inefficient red tape that limits child care options throughout the city.

CHILD CARE IN LOS ANGELES

A Landscape Overview

Type of Programs

Program Type	Description	Facility Type	Capacity
Center-Based Care	Non-profits, private centers, and school district programs	Licensed	Multiple Classrooms, numbers contingent on space and licensing
Family Child Care (FCC)	Based on a family home setting	Licensed	Small (8 children) Large (14 children)
Family, Friends, and Neighbors (FNN)	Based in a caregiver's home	License Exempt	Relative's child + one non-relative child

Programs may serve infants, toddlers, preschool-age children, and school age children (5-12 years) depending on the licenses providers hold.

Leadership Organizations

STATE LEVEL

In June 2021, CDE transitioned the supervision of the majority of early learning services to DSS.

Department of Social Services (DSS): Oversees subsidized vouchers, care for children with severe disabilities, migrant child care, local planning councils, and resource and referral programs.

California Department of Education (CDE): continues to supervise the state preschool program (CSSP), the Inclusive Early Education Expansion Program (IEEEP) and the Early Head Start Child Care Partnership grant.

COUNTY LEVEL

Office for the Advancement of Early Care and Education (OAECE): Coordinating body responsible for hosting the Child Care Planning Committee, Policy Roundtable, and Joint Committee on Legislation. Conducts ECE needs assessment every 5 years ([most recent is from 2017](#); 2023 assessment is in progress) and an annual analysis of local funding priorities ([most recent 2020-21](#); 2022-2023 data will be posted shortly).

Los Angeles County Office of Education (LACOE) - responsible for early learning educational programs in Los Angeles county including California Preschool, Transitional Kindergarten, and Head Start and Early Head Start.

First 5 LA - The Los Angeles County local commission of the state-wide First 5 California network. The commission addresses local needs of children and families through research, policy, and advocacy.

Child Care Alliance of Los Angeles (CCALA)- The coordinating body for 10 resource and referral agencies (R&Rs) in Los Angeles. R&Rs support families in identifying child care options in their community and provide subsidized child care vouchers to eligible families. The Alliance is unique for Los Angeles County as most counties in California have only one resource & referral agency.

Critical Challenges

Transitional Kindergarten (TK)

Governor Newsom made a commitment to universal preschool for all 4-years olds in his *2020 Master Plan for Early Learning and Care* and funded planning and implementation for UTK in 2021. The roll out of UTK begins in 2022-2023 with full implementation by 2025-2026 for any LEAs currently offering Kindergarten.

TK is appealing to families because it is a free care option. Similarly, staff who are willing to meet credentialing requirements will likely opt to work in LEAs because of the higher wages and better benefits. This ***loss of enrollment and staff threatens to disrupt and dismantle the infrastructure of the existing child care system***. In a typical care setting, preschool classrooms help to offset the high costs of infant and toddler care because they necessitate a lower staff to child ratio. Due to insufficient reimbursement rates from the state, many child care settings will find operating infant/toddler classes and afterschool programs alone to be financially unsustainable.

Additionally, many child care providers have been left out of the state's plan for implementation, further reducing their opportunities for long-term success. OAECE has been allocated a \$3 million planning and implementation grant and is working in close coordination with LACOE to remedy this oversight by including child care providers in planning conversations.

Workforce

The child care workforce is in danger. At its base line, child care jobs pay poverty wages and include few benefits, making it a financially unappealing and unsustainable career option. Over the last few years staffing shortages in child care settings have become even more acute. ***Since***

2020, the workforce has seen a 10% reduction in staff and shortages continue to increase as child care staff leave centers and home-based care settings to work in LEAs.

Leading Early Care and Education (ECE) organizations have developed programs to strengthen the workforce pipeline and incentivize the current workforce to pursue professional development. Additionally, Governor Newsom recently signed into law the right for child care workers in family child care settings to collectively bargain. Child Care Providers United (CCPU) has already been a strong voice at the state level advocating for increased staff benefits as well as a higher provider reimbursement rate.

Cost

Costs for child care are unsustainable for both providers and families. Providers incur costs upwards of \$10K - \$50K to open new child care facilities and operate under tight margins due to low reimbursement rates. Reimbursement rates in California vary based on location, type of care, age of child, and hours of care, but are all based on an outdated market rate, leading to extremely tight budgets.

Despite efforts to create subsidized care options, most families cannot afford the cost of child care. Families earning the Los Angeles County median family income pay up to 26 percent of their wages per child for early care and education services. Additionally, the cost for care often increases at a much faster rate than wages, making it more difficult each year for families to access care. ***According to Children Now, child care costs are the highest household expense in L.A County, surpassing housing.***

CHILD CARE EQUITY INITIATIVE

The Child Care Equity Initiative is designed to help reduce poverty and stimulate the economy by strengthening the City's child care infrastructure and alleviating the barriers to quality child care for low-income families. The initiative will focus on creating the systems and structures that support children ages 0-3.

Defining Child Care: Who We Serve

Child care can be defined broadly to include infants and toddlers, preschoolers, and school-age children (5-12). Some of the leadership agencies noted in a previous section use this extended definition and provide after school services and summer programming for children 0-12. For the purposes of CIFD, child care will be defined as serving children ages 0-6, when compulsory education begins in California.

Additionally, for this strategic plan, **the focus of the Child Care Equity Initiative will be on children ages 0-3** for the following reasons:

1. There are multiple City agencies (Rec and Parks, LA's Best, Los Angeles Public Libraries, etc.) that provide after school and extracurricular programming for school age children, 5-12 years of age. With the expansion of TK, school-based programs are extending their services to 4-year-old children, as well. The Child Care Equity Initiative, therefore, addresses a gap in our city's continuum of youth and family services by providing programming specifically designed to promote healthy development for children 0-3 years of age.
2. Though the **expansion of TK** offers a benefit to children and families, it threatens the sustainability of the existing child care infrastructure, particularly for children ages 0-3. As families move their children from child care settings to Local Education Agencies (LEAs) and staff look for TK jobs where pay and benefits are significantly higher, the cost to provide care for infants and toddlers alone will far exceed the reimbursement rate and force programs to close. By focusing on this age group, we help ensure the sustainability of the existing child care infrastructure and prevent widespread closures as a by-product of the TK expansion.
3. The challenges of child care are complex and multi-faceted. By focusing efforts and resources on a narrow segment of the population, this team has the opportunity to have a greater impact on individual children and families in the city.

Initiative Strategies: How We Do the Work

The Initiative will use the following approaches to meet its goals.

1. **Innovate:** The child care initiative will leverage City relationships and resources to strengthen the child care infrastructure.

2. **Advocate:** As members of child care planning and advocacy groups and in collaboration with key stakeholders at the city, county, and state levels, the child care initiative will propose and promote policies that advance progress in our focus areas.
3. **Communicate:** The child care initiative will streamline child care data and proactively engage communities to increase family and provider access to critical child care information.

Strategic Plan

Mission: To break the cycle of poverty through increased access to high-quality child care options for children ages 0-3.

Vision: To leverage City resources, policies, and partnerships to strengthen the infrastructure of child care in the City of Los Angeles and increase family access to high-quality infant and toddler care settings.

Theory of Action

If the Community Investment for Families Child Care Initiative

- ❖ Supports families in identifying and paying for child care services
- ❖ Reduces the bureaucratic barriers for providers to open, expand, and renovate child care programs
- ❖ Strengthens communication to providers and families around child care opportunities
- ❖ Improves the sustainability of child care programs through improved business practices and workforce benefits

Then

- ❖ There will be more quality child care options that meet the needs of low-income families
- ❖ Quality of care will increase due to a sustainable and stable workforce

Then

- ❖ Our youngest children will be in safe and healthy environments that provide strong developmental and social foundations for school and life success
- ❖ Families will be able to invest in careers that build long-term economic stability
- ❖ The City's economy will grow from increased participation in the workforce and a healthy small business culture

Priorities

Some of the greatest challenges currently facing child care providers and families reside within the areas of **cost, capacity, communication, and sustainability**. Thus, the Child Care Initiative will elevate these focus areas as its overarching priorities.



Goals, Metrics, and Projects

For each of the above priorities, the Child Care Initiative has identified one or two guiding goals, a set of metrics that define success, and key projects that will advance progress toward the goals and metrics. Additionally, in its inaugural year, the Initiative has set an internal goal to better define its role within the City of Los Angeles.

These goals and projects were informed by comprehensive stakeholder engagement

Goal #1: Cost

- (1) Increase the affordability of care for families by funding, reducing, or eliminating [family fees](#).
- (2) Reduce cost barriers for providers to open new child care programs.

Metrics

1. Get a resolution submitted to Council that supports state or federal legislation that eliminates/waives family fees or revises the sliding scale fee structure by April 2024.
2. Design a program (develop a proposal) by June 2024 that would support low-income families in paying for family fees and include a plan for funding.
3. If program is approved, set enrollment and funding goals for the family fee program by September 2024.

Projects

1. Research Broadway and First Fund to understand how a funding stream dedicated to child care was established. Develop a proposal for a future funding source for child care initiatives, especially to pay family fees and waive application and permitting fees.
2. Advocate for state and federal legislation to remove family fees and/or develop a more equitable sliding scale for family fees.

3. Explore a funding stream (grant, philanthropic, internal partnership) and related program that would supplement state reimbursement to reduce family fees for families making between 40% and 85% of the state median income.

Goal # 2: Capacity

Increase the number of child care programs in the areas of highest need by reducing the barriers for providers to open or expand programs.

Metrics

1. Facilitate an exploration of City-owned facilities with potential for use as child care centers by June 2024.
2. Publish an LA City-specific facilities guide in English by April 2024 and in Spanish, Farsi, Armenian, Filipino, Chinese, and Korean by September 2024.
3. Show use of facilities guide by having at least 30 unique online users per month by January 2025.
4. Demonstrate an increase of 200 licensed child care infant and toddler seats by June 2025.
5. Increase applications to the City Planning Department for new or expanded child care facilities from an average of 5 applications per year to an average of 10 applications per year by July 2026.

Projects

1. Create an LA City Facilities Handbook with translations in the six Tier 1 languages.
2. Coordinate a pre-submittal review board for child care center applications.
3. Waive all fees associated with the application and permitting processes for opening a new child care program.
4. Encourage the CAO's office to conduct a review of City spaces and identify potential locations for child care centers.

Goal #3: Communication

Increase access to and clarity of critical child care information for families and providers by building a comprehensive website and ensuring information reaches all residents.

Metrics

1. Hold or attend at least 8 events to promote child care information in high-needs communities by May 2024.
2. Increase child care landing page unique page view count to 250 views monthly by June 2024.
3. Find that 20% or more of survey respondents receive at least some of their child care information from the CIFD child care web pages by January 2025.

Projects

1. Build out a comprehensive website that includes information for providers and families.

- For families, the website will provide or link to information helping families to understand care options, locate care, assess eligibility for state-subsidized care, and provide feedback on needs.
 - For providers, the website will include or link to information and tools to clarify and ease the process for opening new programs, as well as promote timely funding opportunities and opportunities for professional learning and business development.
 - The webpage will not necessarily have unique content creation, but rather collate available information in a clear and organized way for providers and families, including highlighting other CIFD programs that lead to holistic, wraparound support for low-income families.
2. Ensure that critical child care resources are available in the Tier 1 languages and encourage the state's child care licensing division to translate required child care licensing documents into all Tier 1 languages.
 3. Develop a series of educational campaigns that highlight critical child care information for families and providers using social media, in-person events, collaborations with community-based organizations and religious institutions, neighborhood flyering, and presentations at community meetings (e.g., neighborhood council meetings and libraries).

Goal #4: Sustainability

Increase the sustainability of child care programs by supporting providers to strengthen business practices and advocating for long-term changes to the funding model for programs that receive state subsidies.

Metrics

1. Establish a City offering (or City partnership with an external offering) that provides small business foundations catered to the unique needs of child care providers by June 2024.
2. Engage at least 100 participants in small business workshops by June 2025.
3. Get a resolution submitted to Council that supports state legislation increasing child care reimbursement rates or the development of an alternative methodology by April 2024.

Projects

1. Develop a workshop series on the fundamentals of small business practices catered to current or aspiring child care providers delivered by the BusinessSource Center staff.
2. Advocate for state legislation that increases the reimbursement rate and develops an alternative methodology for subsidy payment rates.

Internal Goal

Position the child care unit within the Community Investment for Families Department as a convener and leader of child care work within the City of LA.

Metrics

1. Increase child care landing page unique page view count to 250 views monthly by June 2024.
2. Demonstrate an increase every two months in staff within or outside of the City directly reaching out to the CIFD for child care-related support.
3. Establish or join at least two working groups that include individuals from at least three departments (in or outside the City) working on a specified shared goal by June 2024.
4. Maintain an average attendance of 60% or more at quarterly Child Care Roundtable meetings.

Projects

1. Develop a heat map of child care need accessible to City employees and the greater public.
2. Host a quarterly child care roundtable with relevant City departments.
3. Join the Child Care Planning Committee as a public agency member and routinely attend meetings of the Policy Roundtable and Joint Committee on Legislation.
4. Host audience-specific education campaigns to demonstrate the benefit of an effective child care system to their industry or direct work.

ATTACHMENT 2- Overview of Early Care and Education Funding in California

Program Name	Population Served	Funded by	Funding Disbursement
State Contracted Programs			
Transitional Kindergarten	By school year 2025-2026, all children turning 4 by September 1 will be eligible.	Proposition 98 (state) and Title 1 funding (federal)	CDE provides funding to LEAs (school districts and charter schools).
Title 1, Part A Preschool	Low income students younger than the grade at which the local LEA provides a free education. In Los Angeles County, children up to age 4.	Title 1 funding (federal)	CDE provides funding to LEAs and County Offices of Education. In Los Angeles County, most funding goes to the Los Angeles Unified School District (LAUSD) and some to the Los Angeles County Office of Education (LACOE).
California State Preschool Program (CSPP)	Vulnerable 3- and 4-year olds (including low-income and other vulnerable populations)	General Revenue Fund (state) and CCDBG (federal); Proposition 98 funding when operated by school districts or community colleges; Family fees	CDE contracts directly with providers to subsidize care.
General Child Care and Development Program (CCTR)	Low income or other vulnerable children ages birth through 12	General Revenue Fund (state) and CCDBG (federal).	CDSS contracts directly with providers to subsidize care.
State Funded Vouchers			
CalWORKs	Children of families	Stage 1: TANF (state)	CDSS contracts with

	eligible for CalWORKS (welfare-to-work program)	Stages 2 + 3: General Revenue Fund (state) and CCDBG (federal)	Alternate Payment Programs to reimburse providers.
Emergency Child Care Bridge Program	Foster children and their siblings (for the first 6 months - 1 year of being placed)	General Revenue Fund (state) and Title IV-E (federal)	Child Care Alliance of LA receives funding and partners with AP agencies to administer vouchers.
Family Child Care Home Education Networks (FCCHENS)	Families eligible for subsidized care	General Revenue Fund (state)	CDE gives funding to sponsoring organizations who allocate vouchers to reimburse providers.
Federally Funded Child Care Programs			
Head Start (HS)	Three and four year old children who are low-income, homeless, or in foster care	U.S. Department of Health and Human Services	DHSS contracts directly with local organizations, who can contract out services to delegates. In Los Angeles County, LACOE is the largest single grantee.
Early Head Start (EHS)	Children birth to 36 months who are low-income, homeless, or in foster care	U.S. Department of Health and Human Services	DHSS contracts directly with local organizations, who can contract out services to delegates. In Los Angeles County, LACOE is the largest single grantee.