

# A Deeper Understanding Child Care and Workforce

**CHILDREN FIRST  
COLLECTIVE  
SAN DIEGO**

AFSCME LOCAL 3930

**UDW**

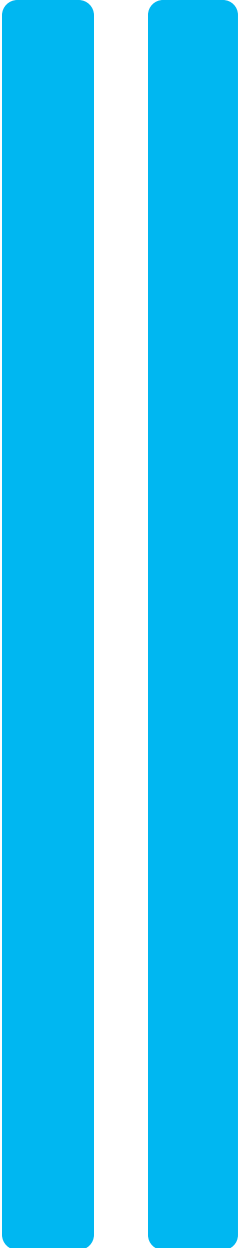
FIGHTING FOR WORKERS  
AND OUR COMMUNITIES



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



**SAN DIEGO FOR  
every child**



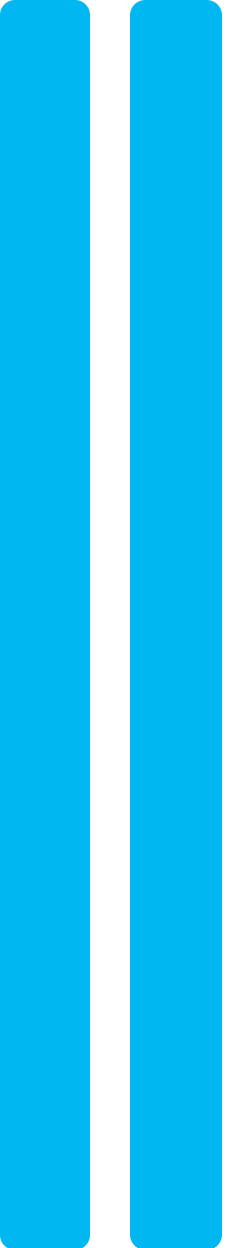
# Our time together...

- Introduction
- Why Child Care?
- Economic Resilience and Child Care Go Hand in Hand



## Opportunities for San Diego

- ➔ Policy Change to Lower Barriers
- ➔ Local, Dedicated Funding
- ➔ Bringing the [San Diego County Co-Location Guide](#) to life!
- ➔ Employer Supported Child Care



**Children First Collective San Diego** brings together a caring group of organizations and leaders to tackle the challenges of **access to affordable, quality child care** in our **San Diego County** communities.



**CH:LDREN F:RST  
COLLECTIVE  
SAN D:EGO**



**Children First is based in values of equity, compassion, hope.**

# San Diego region child care is...



scarce



inconvenient



unaffordable



of varying  
quality

YMCA CHILDCARE RESOURCE SERVICE

# LICENSED CHILD CARE CAPACITY TREND REPORT

March 13, 2020 to May 31, 2023



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

Data reflects child care providers in San Diego County based on information from CA Community Care Licensing.

## NUMBER OF LICENSED PROGRAMS

● 3/13/2020 ● 6/30/2020 ● 12/1/2021 ● 9/30/2022 ● 5/31/2023



### UTK IMPACT ON CHILD CARE PROGRAMS

Of those who responded to our survey on the impacts of UTK in December 2022, Licensed Family Child Care Homes experienced a 62% reduction and Licensed Child Care Centers experienced a 22% reduction in enrollments for 4-year-old children.

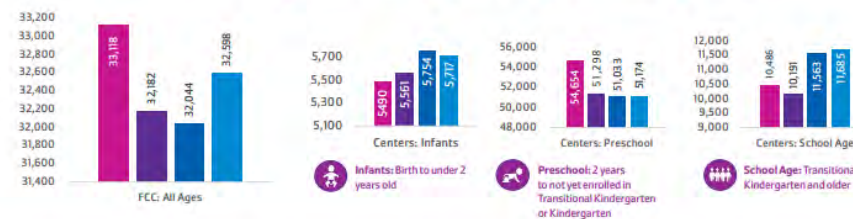
### LOW RATES IMPACTING THE WORKFORCE

The rate child care providers are paid 30% to 60% less than what it costs to actually provide care for a child.

Child Care Resource Center, 2023.

## CAPACITY OF CHILD CARE SERVICES

LICENSED CHILD CARE SLOTS ● December 2019 ● September 2021 ● September 2022 ● May 2023



As of May 2023, there are 13 Child Care Centers and 238 Family Child Care Providers that are licensed but inactive and not currently providing care. Combined, they are licensed for 2,760 child care slots in San Diego County. They are not included in the data provided in the charts on this dashboard as there is uncertainty if they will reopen again.

FOR MORE INFORMATION VISIT: [www.ymcasd.org/crs](http://www.ymcasd.org/crs)

# Children First Focus Areas



Facilities including child care centers and homes in the mixed delivery system

[Learn more](#)



Addressing the child care workforce crisis

[Learn more](#)



Mental and behavioral health supports for children and their caregivers

[Learn more](#)



Benefits and policies that support working parents

[Learn more](#)



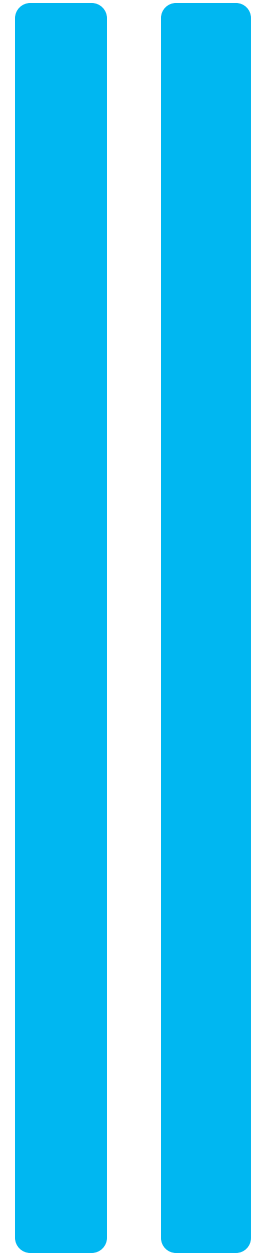
Local government infrastructure that supports children and families

[Learn more](#)



Local dedicated funding for children and families

[Learn more](#)



# City of San Diego

- Family Child Care Protections w/ emphasis on SB 234
- Doubled Paid Family Leave Benefits
- Municipal Employees Child Care Pilot
- Next Steps in Measure H!
  - Park & Rec Facilities Hosting Child Care
  - New emphasis on safe, nurturing programs for 1-3 year olds in recreation nature-based programs



# San Diego Cities Together for Child Care



## San Diego Cities Together for Child Care

*Our cities across San Diego County have a role to play in reducing barriers to expanding access to affordable, high quality child care and education. Children First Collective (CFC) San Diego will develop and partner with local city leadership to implement new, data-driven, hyper-localized strategies to systematically and equitably increase access to affordable, high quality child care and early education.*

- Chula Vista
- El Cajon
- Encinitas
- La Mesa
- Lemon Grove
- National City
- Oceanside
- Vista

## Biggest Findings:

- Outdated ordinances exist in places where child care deserts are prevalent
- Local implementation of SB 234 is needed
- Streamlined process is needed
- Costs vary from \$4,000-\$14,000 across our region
- MUP over CUPs should be considered
- Co-Location emphasis, especially with transportation hubs



# County of San Diego

- **County - ARPA Funding**
  - Cost Modeling Survey
  - Shared Services Alliance
  - Child Care Workforce Crisis Intervention
  - New RFP for provider support and pilot to support to County staff in child care emergencies
- **Exploration of Local, Dedicated Fund to bring the Child Care Blueprint to Life**



# San Diego County Child Care Blueprint



## GOAL 1

The child care<sup>1</sup> workforce is well-trained, supported, valued as a profession, and paid competitive wages.<sup>2</sup>



## GOAL 2

Safe and quality facilities are developed and renovated to expand child care programs, particularly in geographic areas where child care is scarce or family demand outpaces supply.



## GOAL 3

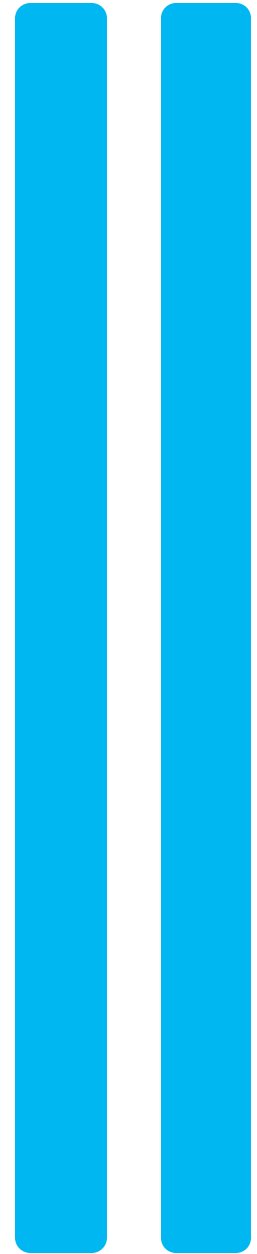
All families have access<sup>3</sup> to child care that meets their needs and preferences<sup>4</sup> and supports their children's learning, physical and mental health, and social-emotional development.

**Strategy 2.5 Embed child care centers into new developments based on early recommendations from the regional co-location report, co-authored by the Low Income Investment Fund (LIIF) and Children First Collective San Diego (CFC).**

# San Diego County Child Care Blueprint

Strategy 2.5 Embed child care centers into new developments based on early recommendations from the regional co-location report, co-authored by the Low Income Investment Fund (LIIF) and Children First Collective San Diego (CFC).

Action Steps	Lead Responsibility	Key Partners
a. Work with Housing and Community Development Services to include incentive points on local Notice of Funding Availability for developments that integrate early learning and care spaces, both centers and family child care homes, including surplus land planning and affordable housing developments, which may include mixed-use developments and transit-oriented developments (as funding sources permit).	County of San Diego Housing and Community Development Services (HCDS)	OCYS, developers
b. Work with the County of San Diego Land Use and Environment Group to consider streamlined or expedited permitting allowances and processes for co-located projects.	County of San Diego LUEG	Municipalities in the region
c. Include child care as a component in community planning for city and County of San Diego planning commissions, regional planning, land use development, etc.	OCYS	Municipalities in the region, San Diego Association of Governments (SANDAG), EDC
d. Increase awareness of innovative public-private child care financing models and launch new joint funding initiatives with community development financial institutions. Reap the learning and understanding of Mission Driven Finance CARE San Diego.	County of San Diego	Child Development Associates (CDA), CFP, Mission Driven Finance CARE San Diego partners and funders, LPC, MAAC



# Child Care in NOFAs

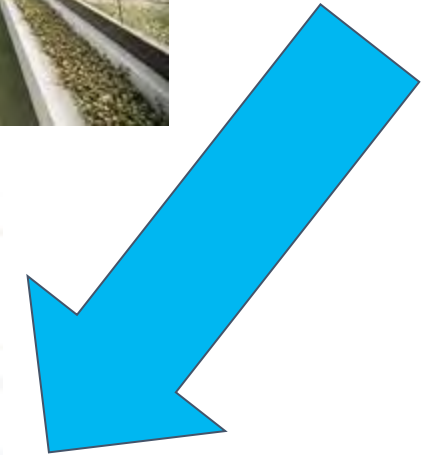
SDSU West

County Market St. NOFA

City of San Diego, Bridge to Home



*“Although the City’s NOFA funding is eligible for only affordable housing purposes, the City also attempts to accomplish other City goals through the production of affordable housing. The City believes quality child care facilities are an important asset to a community, enabling low- and moderate-income families to build their way towards financial stability and eventually success for their children and families in the future. Recognizing this, the City seeks to increase the production of, and opportunity for, child care facilities located within affordable housing developments that serve onsite tenants’ children ages 0 to 5 years, as well as children from the surrounding community. In the NOFA, anticipated to be issued in August 2023, the City intends to provide five extra points to any NOFA applicant that includes a project with an onsite child care facility, and that includes child care provider team members, or letters from child care providers indicating willingness or intention to participate in the project.”*



**CHiLDREN FiRST  
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# San Diego County Co-Location Guide

**A Community Win-Win:**  
Co-Locating Child Care with  
Affordable Housing in  
San Diego County

CHILDREN FIRST  
COLLECTIVE  
SAN DIEGO



April 2023



# Report Purpose and Stakeholder Engagement

*This guide seeks to demystify the child care sector for housing developers, identifying resources, technical supports, and possible solutions to pain points in efforts to co-locate. It is the product of an extensive, San Diego-specific stakeholder engagement and interview process and is meant to be a companion to bold, collective efforts to fulfill our region's promise to future generations of families and children.*

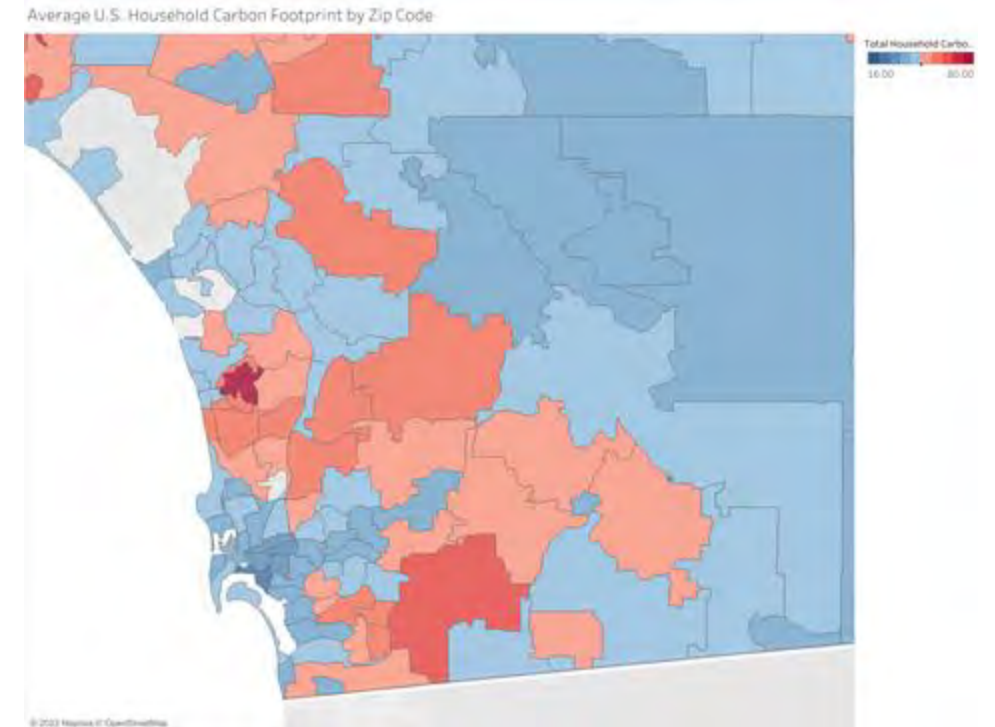
## *Interviewees and Contributors*

- Chelsea Investment Corporation
- Chicano Federation
- City Council of San Diego, Office of Councilmember Raul Campillo
- Climate Action Campaign
- Community Housing Works
- County of San Diego, Board of Supervisors
- First 5 San Diego
- LISC San Diego
- Low Income Investment Fund
- MAAC Project
- Mission Driven Finance
- National Community Renaissance
- SANDAG
- County of San Diego, Office of Housing and Community Development
- San Diego Foundation
- San Diego for Every Child
- San Diego Metropolitan Transit System
- San Diego Regional Economic Development Corporation
- Social Advocates for Youth, San Diego
- Wakeland Housing and Development Corporation
- YMCA of San Diego County

# Jointly building housing and child care supply

**Co-locating child care with affordable housing represents significant opportunity to:**

1. Respond to severe housing and child care shortages simultaneously
2. Promote healthy child development and alleviate racial, economic, and geographic disparities
3. Ensure economic growth and resilience
4. Support coordinated and climate-focused regional planning
5. Efficiently use public resources



The map above from the [Cool Climate Network at UC Berkeley](#) displays how areas of low-density urban sprawl tend to have high average household carbon footprints. Strategies to co-locate child care with housing and other community amenities can reduce commute times and cut reliance on car travel, a major driver of individual carbon emissions.

# Typical Scenarios and Partnerships

Co-location can occur with **child care centers (CCCs)** or **home-based/family child care (FCCs)** providers.

## Typical partnerships with CCCs:

1. New construction of housing and child care together
2. Preservation or rehabilitation of an existing building (physical building or affordability period)
3. Tenant improvements to an existing space

## Typical partnerships with FCCs:

1. Intentionally designed units for income-eligible providers
2. Recruitment of existing tenants and support through licensing/start-up



# Co-Locating with Child Care Centers

## Considerations and Exemplary Practices

**Indoor Square Feet Needed Per Child for Child Care Centers Co-Located with Affordable Housing**

Quality Level	Primary Activity Space				Secondary Activity Space			Adult and Common Space		Non-assignable Space		Total Building Square Footage		
	All	Infant	Toddler	Pre-K	All	Infant	Toddler	Pre-K	All	Infant	Toddler	Pre-K		
Minimum	35	50	23	20	15				17.5 (25%)	117.5	90.5	87.5		
Workable	42	50	23	20	18				20 (25%)	130	103	100		
Better	46	50	23	20	22				26 (30%)	144	117	114		
Best	50	52	25	22	24				29 (30%)	155	128	125		

*To set a child care program up for success, aim for at least 100 square feet of indoor commercial space and about 75 square feet of outdoor space per child. **This means a moderately sized center designed to accommodate 75 children would need at least 7,500 square feet of indoor space and 1,876\* square feet of outdoor space, plus room for sufficient employee parking and child dropoff.***

# Co-Locating with Child Care Centers

## *Additional Considerations and Exemplary Practices*

**Income Eligibility Comparison of LIHTC Units and Child Care Subsidy Programs in San Diego County for a Family of Four**

Percent of Income Measure	Low Income Housing Tax Credit Units (Area Median Income)	State Child Care Programs (State Median Income)		Head Start (Federal Poverty Line)	
	Actual	Actual	LIHTC Unit Comp	Actual	LIHTC Unit Comp
20%	\$26,020	\$20,313	15.6%	\$5,550	4.3%
40%	\$52,040	\$40,627	31.2%	\$11,100	8.5%
60%	\$78,060	\$60,940	46.8%	\$16,650	12.8%
80%	\$104,800	\$81,253	62.5%	\$22,200	17.1%
85%	\$110,585	\$86,332	66.4%	\$23,588	18.1%
100%	\$130,100	\$101,567	78.1%*	\$27,750	21.3%**

\*To qualify for state child care assistance from the California Department of Social Services, families generally must earn less than 85% of state median income, which for a family of four in 2022 was \$86,332 or the equivalent of a LIHTC unit at 66.4% AMI.

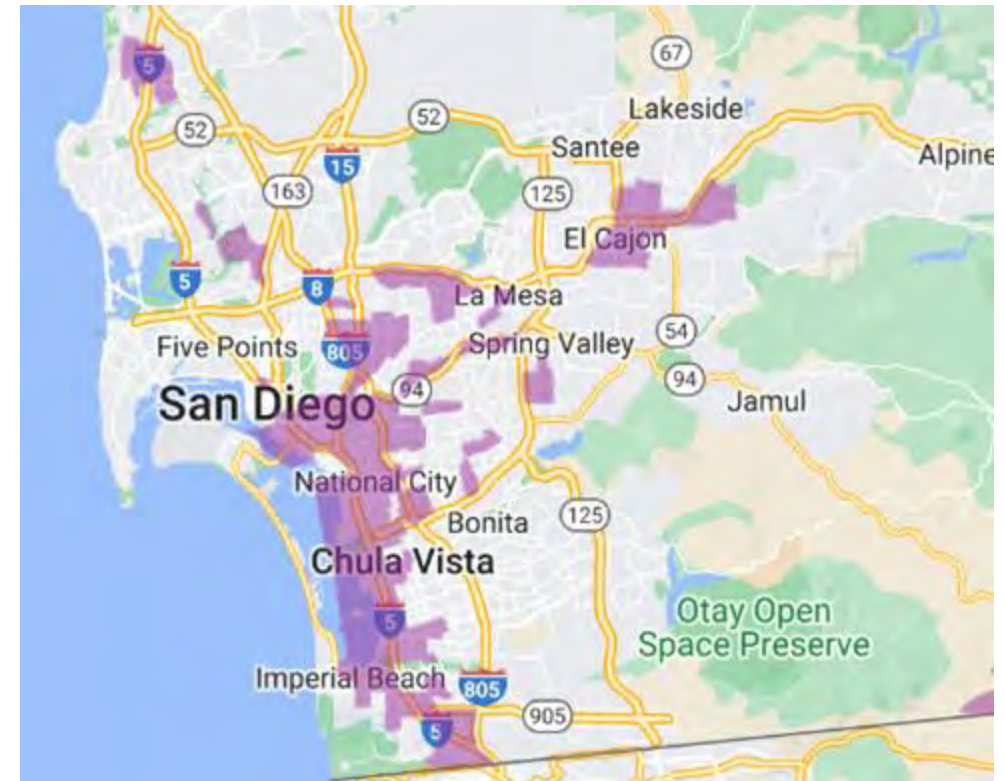
\*\*Head Start eligibility is set by the federal poverty line, which for a family of four in 2022 was \$27,750 or the equivalent of a LIHTC unit at 21.3% AMI.

# Co-Locating with Child Care Centers

## *Typical Financing Structures*

- 1. Community Service Facility:** Low Income Housing Tax Credit (LIHTC) developments in Qualified Census Tracts (QCTs) can use some housing resources for ECE build-out
- 2. Rentable Commercial Space:** Underwrite as standard commercial tenant and include some costs of shell in LIHTC basis
- 3. Condominium Structure:** Legally separate the ECE facility and look for development funding elsewhere

*Map of Qualified Census Tracts in San Diego County, 2023*



See full interactive mapping tool from HUD Policy & Research here:  
[https://www.huduser.gov/portal/sadda/sadda\\_qct.html](https://www.huduser.gov/portal/sadda/sadda_qct.html)

# Co-Locating with Family Child Care Homes

## *Intentionally Designed FCC Units*

- Design a few units specifically for FCCs
- Include cost of units in LIHTC eligible basis and/or condo out flex space
- Separate application pools for FCC units; providers must income qualify
  - *FCC as a preference (not a requirement)*
  - *Avoid fair housing challenges by complying with defined household size ratios*
  - *140% AMI threshold*
- Consider lease amendments requiring continued business operation

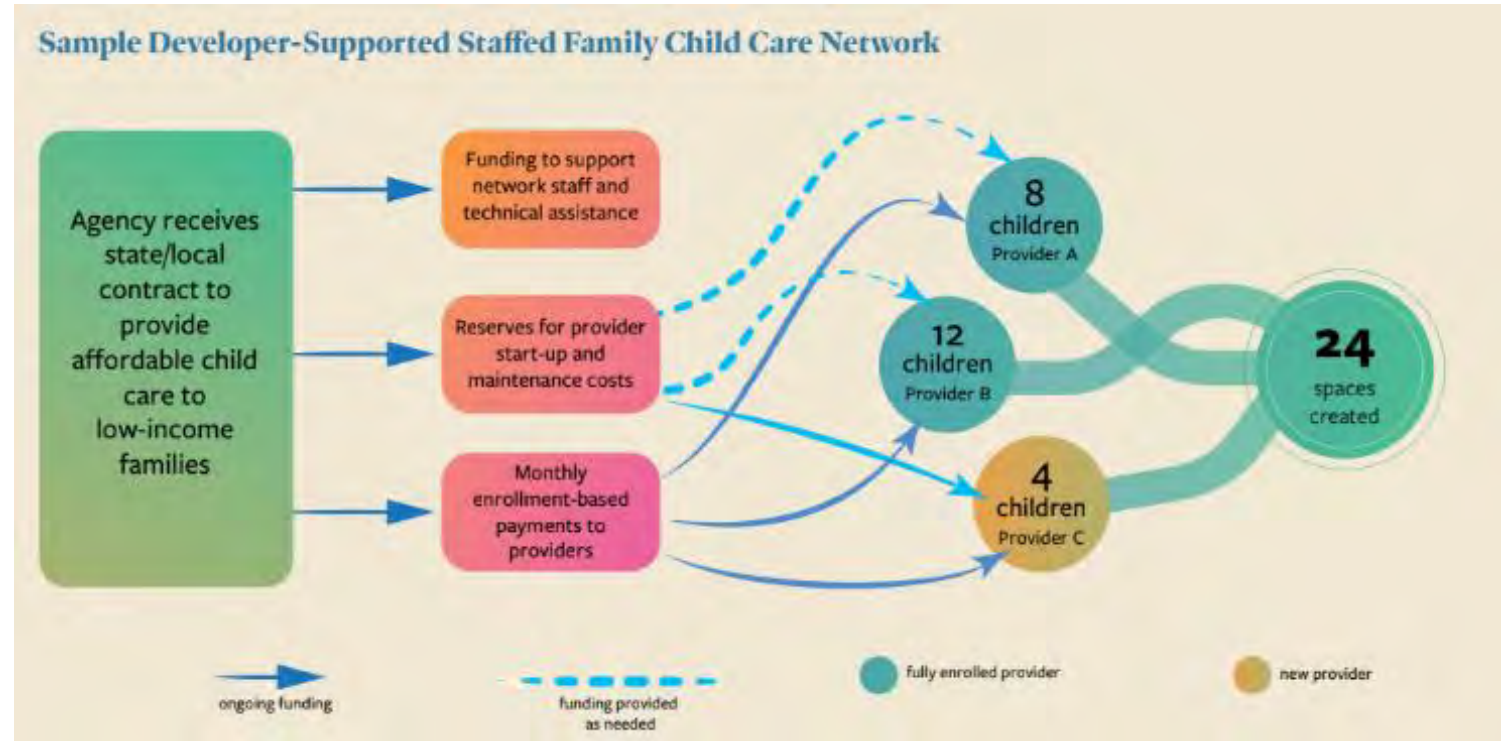
## **Specific design elements to accommodate FCC:**

- Expanded indoor floor plans
- Durability
- Noise and insulation
- Separation of living and care spaces
- Lines of sight and sound
- Natural light
- Access to outside and usable exits

# Co-Locating with Family Child Care Homes

## *Recruiting Residents for FCC*

- Could be one-off or through a formal Staffed Family Child Care Network
- Licensed capacity may be limited by floorplans, unit exits, and/or outdoor space
- Consider opportunities to share or reserve outdoor space for providers



# Challenges and Opportunities in San Diego County

*Momentum, Areas for Growth, and Policy Solutions*

## Costs and Financing

### **Momentum:**

- Using public lands for development
- MDF's Care Access Real Estate (CARE)
- Public & philanthropic dollars

### **Other policy solutions:**

- Dedicated local funds for facilities
- Private sector support
- ADU construction

## Regulatory Misalignment

### **Momentum:**

- Expediting housing permitting
- San Diego County Child and Family Well-Being Dept.
- Facilitating denser housing construction
- Regional planning & climate

### **Other policy solutions:**

- Allowing mixed-use development by-right and further expediting timelines
- New partnerships between key local agencies

## Matchmaking and TA

### **Momentum:**

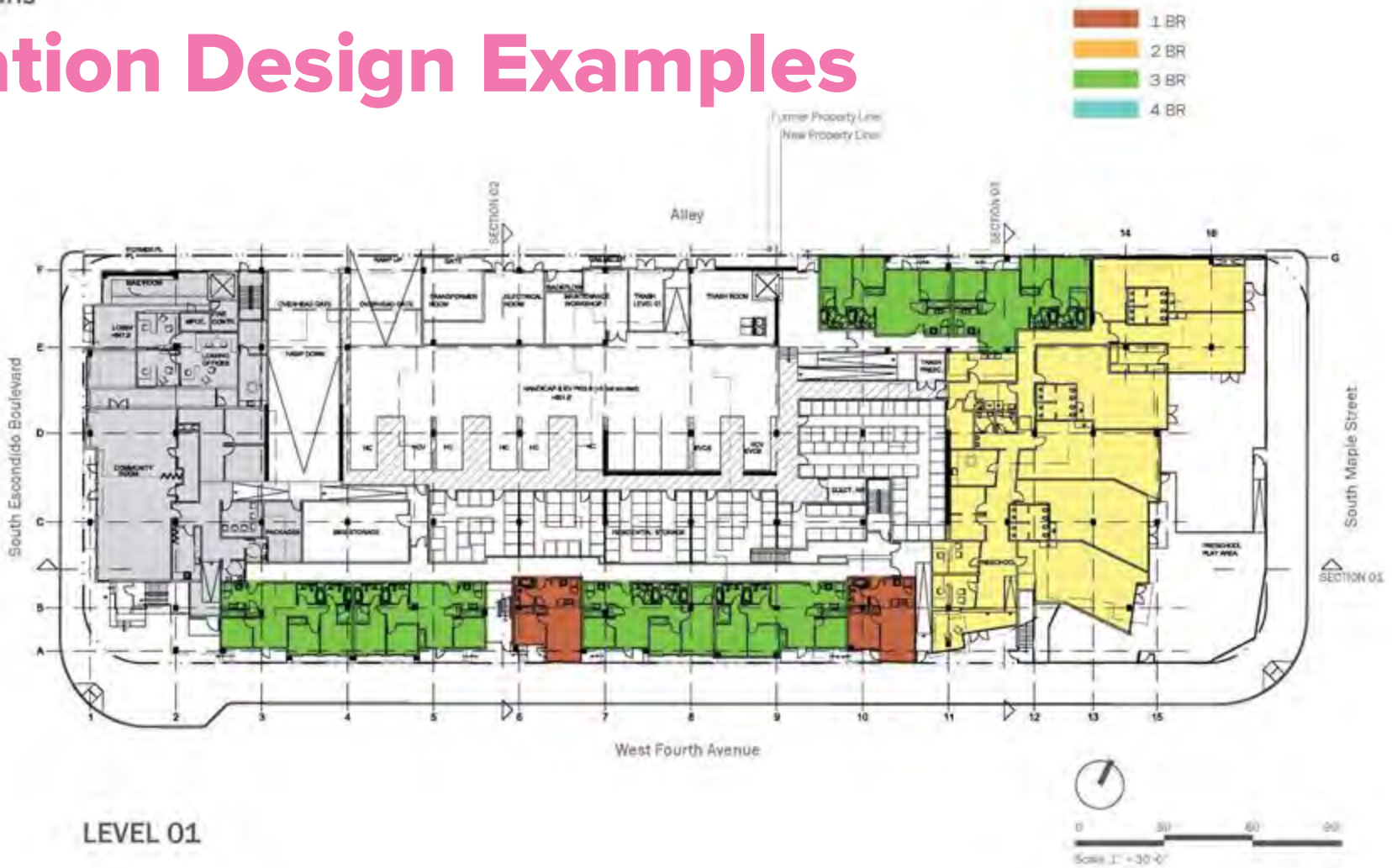
- EDC Mapping Tool
- Chicano Federation FCC network

### **Other policy solutions:**

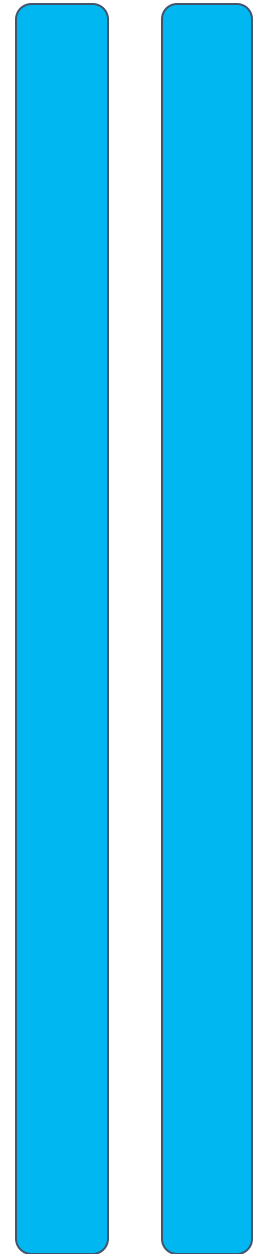
- Child care pipeline coordinator position or agency function
- Expanding on Measure H
- Go-to contractors and TA providers

Plans

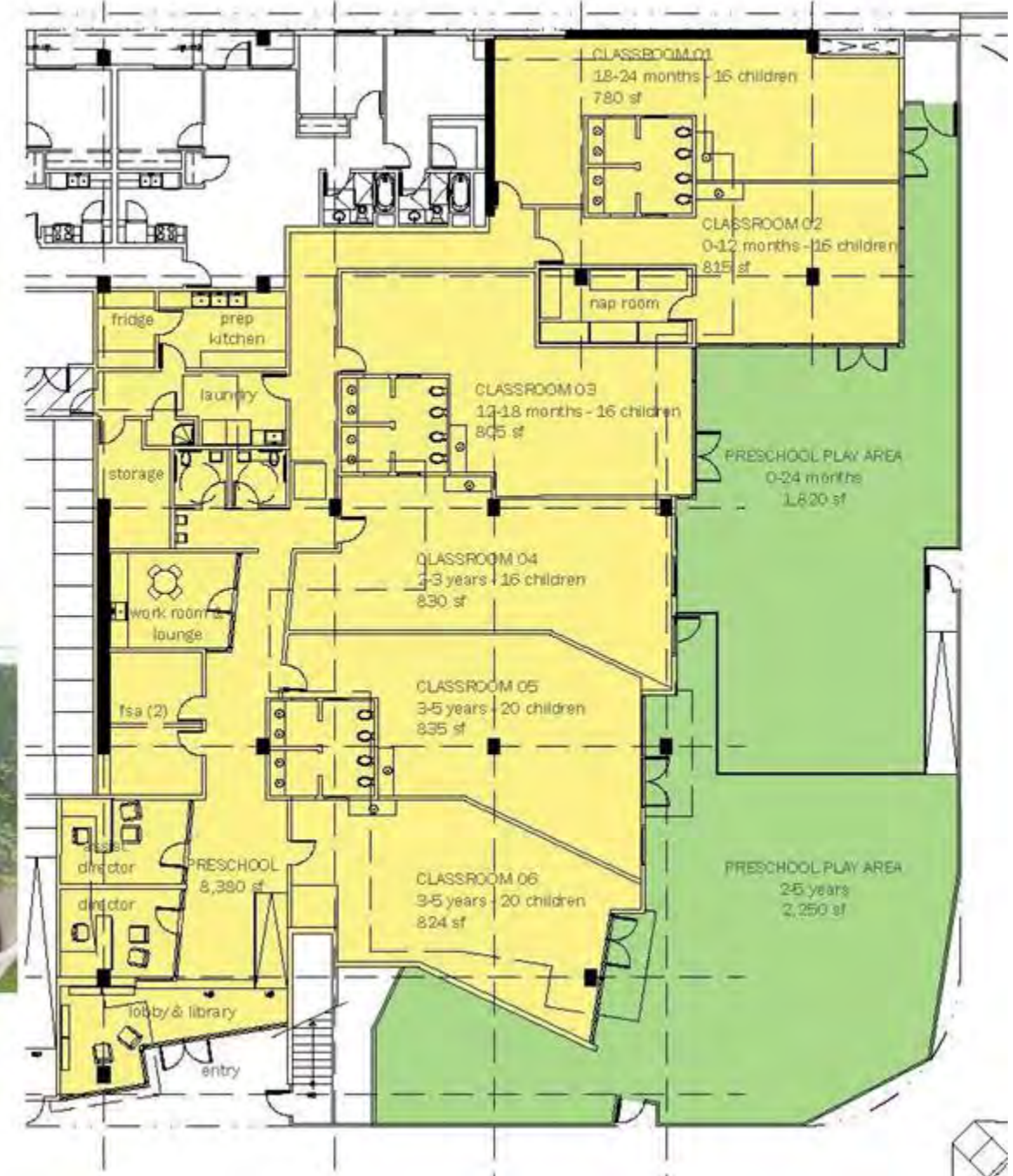
# Co-Location Design Examples



Courtesy of  
**MAAC**



# Colocation Design Examples




Courtesy of  
**MAAC**





# Co-Location Design Examples

*Footsteps at Redwood Creek and Arroyo Green Senior Housing*



CITY OF REDWOOD CITY REQUEST FOR PROPOSALS (RFP) BRADFORD AFFORDABLE HOUSING  
JUNE 19, 2015

COMMUNITY DEVELOPMENT DEPARTMENT  
PROPOSALS DUE: AUGUST 31, 2015



Courtesy of



# Co-Location Design Examples

## *Footsteps at Redwood Creek and Arroyo Green Senior Housing*



**Housing:** 117 units; 100% for very-low and extremely-low income seniors

**Childcare:** 8,400 sf ground floor childcare center with capacity for 70 children (ages 0-5)

Courtesy of 



# Forming a Child Care Partnership

Child care *expertise* is needed *throughout all phases*

Tap the experts – Local Planning Council, R&R, Coordinators, Consultants, Operators



## Concept

Benefits, needs  
Program, siting  
Funding options



## Feasibility

Expectations  
Project description  
Zoning, financing  
Community support



## Dealmaking

Funding, bonuses  
Facility design  
Telling the story



## Construction

Operator on contract  
Lease(s)  
Market services



## Operations

Coordination with  
property Mgr.  
Repairs and maint.  
Tenant turnover

The #1 key to co-locating child care within housing is starting early!

## **You're not alone!**

There are numerous efforts—locally and across the state—eager to help!



### **ITEMS TO CONSIDER...**

- Minimum 5,000 sqft of ground interior floor space, with roughly equivalent space available outside.
- Outside space is ideally adjacent to and directly accessible from the indoor space.
- Space needs to be amply plumbed with access to child-sized sinks and toilets.
- All classroom spaces need natural light and windows at small child height.
- With proper signage, outdoor space can be shared with community members when child care is not operating.
- Parking needed for employees as well as safe access for child drop-off and pick-up.
- Residents of the development can be given waitlist priority.



# Employer Supported Child Care

- Dozens of San Diego Employers on this Journey
- No cost survey analysis of employee base and strategy support
- Leverages existing state funded systems
- Trusted local partners



UC San Diego



## BEACON:



**Building Equity and Access to Childcare Now**



BEACON is designed as a catalyst of change to reimagine and grow the infrastructure and workforce needed to provide high quality, affordable and ample childcare to meet the unmet needs of San Diego families.

Early childhood, particularly the first 5 years of life, impacts long-term social, cognitive, emotional and physical development (ODPHP, 2020). High quality early childhood development programs benefit all children, but have a disproportionate impact on children with the fewest resources, placing the programs among the more compelling policy tools for fighting poverty and reducing inequality (Brookings). Despite its proven impact, affordable child care is not easily accessible and 77% of San Diego parents report challenges finding care. The lack of high quality, affordable child care is a well-documented problem, which became particularly acute during the COVID-19 crisis, and which has had adverse impacts on working families, child development, the current and future workforce, and our local and global economy.

Families aren't the only ones suffering through this crisis – 28% of providers are operating at a loss and only half are breaking even. This problem is large and complex; the solutions must be as well.



**SAN DIEGO COUNTY**  
CENTRALIZED ELIGIBILITY LIST

**HAVE QUESTIONS?**

Contact the San Diego County Centralized Eligibility List team at 1 (800) 521-0560 email | celmaster@childcaresandiego.com or web | childcaresandiego.com

# Need help paying for child care?



## Apply for the San Diego County Centralized Eligibility List

Child care has become the second-largest expense for families – spending up to 50% of their household budget a year. No family should have to choose between paying rent and child care.

The San Diego County Centralized Eligibility List (CEL) is one application that connects you to different child care agencies across San Diego. Apply to receive free or low-cost child care services.

**How it works**

- Families must complete an application.
- Applications will be served in priority order.
- Families must meet needs, family size, and income eligibility. (Refer to the table below for income eligibility.)
- Eligible families will receive a call from a subsidized child care agency for enrollment screening and to schedule an enrollment appointment.
- Proof of family size, income, and need for child care services will be required to complete the enrollment appointment.
- You are Categorically Eligible if anyone in your family size is an active participant in a Means-Tested Government Program such as Medi-Cal, WIC, CalFRESH (SNAP), Head Start, Early Head Start, California Food Assistance Program, The Federal Food Distribution Program on Indian Reservations, or any other Means-Tested Government Program.

Not viewing this flyer online? Scan Me



**Income Eligibility Table**

Family Size	1-2	3	4	5	6	7	8	9	10	11	12
Gross Monthly Income	\$6,008	\$6,842	\$7,941	\$9,211	\$10,482	\$10,720	\$10,958	\$11,196	\$11,435	\$11,673	\$11,911



**SAN DIEGO COUNTY**  
CENTRALIZED ELIGIBILITY LIST

**¿TIENE PREGUNTAS?**

Comuníquese con el equipo de la Lista de Elegibilidad Centralizada del Condado de San Diego al 1 (800) 521-0560 Correo electrónico | celmaster@childcaresandiego.com Sitio web | childcaresandiego.com

# ¿Necesita ayuda para pagar el cuidado infantil?



## Complete una Solicitud en Lista de Elegibilidad Centralizada del Condado de San Diego

El cuidado infantil se ha convertido en el segundo gasto más grande para las familias, gastando hasta el 50% de su presupuesto familiar al año. Ninguna familia debería tener que elegir entre pagar el alquiler y el cuidado infantil.

La Lista de Elegibilidad Centralizada del Condado de San Diego (CEL por sus siglas en inglés) es una aplicación que conecta a las familias con diferentes agencias de cuidado infantil en todo San Diego. Solicite para recibir servicios de cuidado infantil gratuitos o de bajo costo.

**Cómo Funciona**

- Las familias deben completar una solicitud.
- Las solicitudes se atenderán por orden de prioridad.
- Las familias deben cumplir con las necesidades, el tamaño de la familia y la elegibilidad de ingresos. Consulte la siguiente tabla para la elegibilidad de ingresos:
- Las familias elegibles recibirán una llamada de una agencia de cuidado infantil subvencionada para evaluar la inscripción y programar una cita de inscripción.
- Se requerirá prueba del tamaño de la familia, los ingresos y la necesidad de servicios de cuidado infantil para completar la cita de inscripción.
- Las familias podrán seleccionar el proveedor de cuidado infantil que mejor se adapte a su familia.
- Usted es Categoricamente Elegible si alguien del tamaño de su familia es un participante activo en un programa gubernamental con verificación de recursos, como Medi-Cal, WIC, CalFRESH (SNAP), Head Start, Early Head Start, California Programa de Asistencia Alimentaria, El Programa Federal de Distribución de Alimentos en Indígenas Reservas, o cualquier otro programa gubernamental con verificación de medios.

¿No ves este folleto en línea? Escanéame

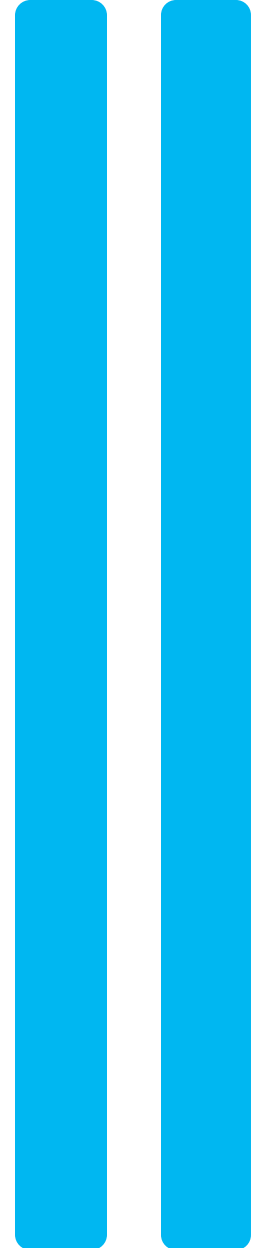


**Tabla de elegibilidad de ingresos**

Tamaño de la familia	1-2	3	4	5	6	7	8	9	10	11	12
Ingreso Bruto Mensual	\$6,008	\$6,842	\$7,941	\$9,211	\$10,482	\$10,720	\$10,958	\$11,196	\$11,435	\$11,673	\$11,911

# You came, you learned, you shared, now what?

- Reach out to subject-matter experts for more information.
- Get vocal statewide and locally for the funding needed to get this done!
- Join **the Children First Collective's** listserv—make sure to sign-up today.
- Include child care in your own projects!



Check out the report @ [sdchildrenfirst.org](https://sdchildrenfirst.org)!



## Local Contact Information

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VP of Policy and Advocacy,  
YMCA of San Diego County

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Erin Hogeboom

Director, San Diego for Every Child

[erin@sandiegoforeverychild.org](mailto:erin@sandiegoforeverychild.org)

[Read the report here!](#)