



Program #25206 - PEL - Early Educator Workforce Development 5/2/2022

Department: County Human Services **Program Contact:** Leslee Barnes
Program Offer Type: Existing Operating Program **Program Offer Stage:** As Proposed
Related Programs: 40099B, 72052, 72052B, 78301B
Program Characteristics:

Executive Summary

Increasing the number of early educators is essential to creating universal preschool access in Multnomah County. Preschool for All will invest in workforce development to grow the number of early educators and support the professional development of existing preschool staff. This funding will help to build future preschool capacity in Multnomah County.

Program Summary

ISSUE: Early educators are essential to children's learning and are currently poorly paid, undervalued, and required to navigate confusing and disconnected systems and regulations. The COVID-19 pandemic has made it even harder to find and retain staff, creating a child care workforce crisis. In a Summer 2021 national survey, 80% of child care centers said that they were experiencing a staffing shortage.

PROGRAM GOAL: Workforce development programs will bring new people into early education careers and support existing preschool providers to continue their professional learning. Investments in programs that focus on Black, Indigenous, and early educators of color will help to ensure a diverse workforce.

PROGRAM ACTIVITY: Workforce development funds will be used to increase training and education opportunities. These opportunities will be for existing preschool providers and future educators. There will be a focus on programs that serve teachers who speak diverse languages and those who are Black, Indigenous and people of color.

The Preschool for All workforce development investments will help to make higher education easier to navigate and to afford. Additional investments may include early childhood certifications, pathways to employment, and support for educators participating in professional development. Increasing the number of early educators will allow for additional preschool locations to open and support existing sites to have consistent staffing levels. Workforce development strategies will provide opportunities for parents, high school students, and educators who have left the child care profession to achieve a fulfilling career and will help to increase the number of high-quality preschool spaces in Multnomah County.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of early educators participating in Preschool for All workforce development programs	N/A	*	N/A	500
Outcome	% of educators participating in workforce programs who identify as Black, Indigenous, and People of Color	N/A	N/A	N/A	60%

Performance Measures Descriptions

* Funding will be released in the 2nd half of FY 2022, so there will not be educators participating in FY 2022. Investments will be in place for FY 2023.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2022	2022	2023	2023
Contractual Services	\$0	\$1,500,000	\$0	\$5,000,000
Total GF/non-GF	\$0	\$1,500,000	\$0	\$5,000,000
Program Total:	\$1,500,000		\$5,000,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2022: 25203 PEL - Capacity Building: Preschool Infrastructure & Early Educator