



Program #25206 - PEL - Early Educator Workforce Development **FY 2026 Department Requested**

Department: County Human Services **Program Contact:** Leslee Barnes
Program Offer Type: Operating **Program Offer Stage:** Department Requested
Related Programs: 40099B, 72052A, 72052B, 78335, 10000A
Program Characteristics:

Program Description

ISSUE: Multnomah County needs more qualified early childhood educators. Early childhood educators are essential to children's learning. Across the nation, early childhood educators are poorly paid and undervalued. Staffing shortages continue to be an issue for early childhood education programs in Multnomah County. In order to create universal preschool in Multnomah County, Preschool for All (PFA) must invest in early education workforce development.

PROGRAM GOAL: By investing in workforce development, PFA is helping to grow the overall number of qualified preschool teachers in Multnomah County. PFA is also helping current early childhood educators advance their career by offering professional development opportunities. Investments in programs that focus on Black, Indigenous, and educators of color help to ensure a diverse workforce. Increasing the number of early childhood educators will help additional preschool locations to open and support existing sites in maintaining consistent staffing levels.

PROGRAM ACTIVITY: Workforce development programs bring new people into early childhood education careers and provide foundational training to new educators. There are multiple ways to become a preschool teacher, so Preschool for All funds multiple strategies. These include career coaching, paid internships, career technical education at high schools, and on-the-job training.

Workforce development investments make higher education more accessible and affordable with bilingual community college navigators and financial assistance. Additional investments include educator recruitment, early childhood certifications, community-based training, and the Hadiyah Miller Scholarship Fund. These efforts help new and existing preschool staff to meet PFA educational requirements and advance their careers.

This program also supports educators to work with and advance on the Oregon Registry, which is the early education professional development system in Oregon.

- PROGRAM OUTPUTS:**
- Recruits and trains new preschool teachers.
 - Offers scholarships and other assistance to enter or advance in the early childhood education field.
 - Provides career readiness and Oregon Registry technical assistance.
 - Provides multiple pathways to advance early childhood education careers through higher education and/or community-based training.

Performance Measures

| Measure Type | Performance Measure | FY24 Actual | FY25 Budgeted | FY25 Estimate | FY26 Target |
|--------------|---|-------------|---------------|---------------|-------------|
| Output | Number of early educators who are recruited and supported to enter and navigate the early learning field ^{1 2} | N/A | N/A | 200 | 250 |
| Output | Number of early educators receiving support for accessing higher education or community-based training ¹ | N/A | N/A | 300 | 390 |

Performance Measures Descriptions

¹This is a new performance measure for FY 2026.
²Individuals may access distinct services through separate organizations. In these instances, the overall count may be duplicated.

Revenue/Expense Detail

| | Adopted General Fund | Adopted Other Funds | Department Requested General Fund | Department Requested Other Funds |
|------------------------|-------------------------|------------------------|---|--|
| Program Expenses | 2025 | 2025 | 2026 | 2026 |
| Personnel | \$0 | \$159,094 | \$0 | \$169,839 |
| Contractual Services | \$0 | \$7,000,000 | \$0 | \$7,000,000 |
| Internal Services | \$0 | \$0 | \$0 | \$18,601 |
| Total GF/non-GF | \$0 | \$7,159,094 | \$0 | \$7,188,440 |
| Program Total: | \$7,159,094 | | \$7,188,440 | |
| Program FTE | 0.00 | 1.00 | 0.00 | 1.00 |

| Program Revenues | | | | |
|----------------------|------------|------------|------------|------------|
| Total Revenue | \$0 | \$0 | \$0 | \$0 |

Explanation of Revenues

This program generates \$7,099 in indirect revenues.

Significant Program Changes

Last Year this program was: FY 2025: 25206 PEL - Early Educator Workforce Development