

**Division:** Preschool & Early Learning

**Program Characteristics:**

**Program Description**

Multnomah County faces a critical need for more qualified early childhood educators. These professionals are vital in supporting children's learning and development. However, early educators nationwide are undervalued and underpaid, which contributes to persistent staffing shortages in Multnomah County's early childhood programs. To build a robust system, Preschool for All (PFA) must prioritize strategic investment in growing, supporting, and maintaining this essential workforce.

PFA is committed to expanding the pool of qualified preschool teachers in Multnomah County while enhancing the professional development opportunities for its current educators.

Workforce development programs recruit new educators and provide foundational training. This happens in multiple ways, including career coaching, internships, technical education at high schools, and on-the-job training. Additional investments—such as educator recruitment, certifications, and scholarships—make higher education and training more accessible and affordable. These efforts help preschool staff meet PFA requirements and strengthen the overall quality and stability of the early educator workforce.

**Equity Statement**

Workforce development programs advance equity by creating accessible career pathways. Investments in programs that support ethnic and diverse educators help to build a representative, culturally responsive workforce. Scholarships and bilingual training reduce barriers to professional development. These efforts strengthen equity both within the workforce and in the classrooms where these educators serve.

**Revenue/Expense Detail**

	<b>2026 General Fund</b>	<b>2026 Other Funds</b>	<b>2027 General Fund</b>	<b>2027 Other Funds</b>
Personnel	\$0	\$169,839	\$0	\$180,061
Contractual Services	\$0	\$7,000,000	\$0	\$7,048,367
Materials & Supplies	\$0	\$14	\$0	\$0
Internal Services	\$0	\$18,587	\$0	\$18,644
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$7,188,440</b>	<b>\$0</b>	<b>\$7,247,072</b>
<b>Total Expenses:</b>	<b>\$7,188,440</b>		<b>\$7,247,072</b>	
<b>Program FTE</b>	0.00	1.00	0.00	1.00
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Performance Measures**

<b>Performance Measure</b>	<b>FY25 Actual</b>	<b>FY26 Estimate</b>	<b>FY27 Target</b>
Number of early educators who are recruited and supported to enter and navigate the early learning field	348	325	325
Number of early educators receiving support for accessing higher education or community-based training	781	815	815