

1 [Urging Department of Early Childhood to Expand Childcare Support for Workforce Retention  
and Economic Revitalization]

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3 **Resolution urging the Department of Early Childhood to implement a bold strategy to**  
4 **expand its investments in early care and education to support economic revitalization**  
5 **and workforce retention by: 1) comprehensively assessing the needs for early care and**  
6 **education for both subsidy-eligible and current subsidy-ineligible families; 2) providing**  
7 **child care subsidies for workers that return to in person work Downtown (Financial**  
8 **District, Civic Center, Union Square, and SoMa); 3) investing in early care and**  
9 **education facilities and capacity-building to expand child care sites in our priority zip**  
10 **codes and to serve the Downtown workforce; 4) dedicating staffing to project-manage**  
11 **child care facilities on public property including San Francisco General Hospital and**  
12 **housing development at Laguna Honda Hospital; 5) proactively seeking opportunities**  
13 **for new early care and education sites in vacant or underutilized properties; 6)**  
14 **supporting expanded early care and education for City’s police, first responders,**  
15 **nurses, and other essential workers including providing flexible and after hours**  
16 **services; 7) exploring options to best support early care educators with healthcare and**  
17 **retirement benefits; and 8) providing specialized learning support for early care and**  
18 **education sites so that children with different needs are met.**

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20 WHEREAS, Universal early care and education is essential for economic development,  
21 economic justice, gender equity, closing the education gap, addressing poverty and income  
22 inequity; and

23 WHEREAS, The voters of San Francisco passed Proposition “Baby C” in 2018 to  
24 achieve the goal of universal early care and education by establishing the Early Care and  
25 Education for All Initiative by ensuring fair compensation for the early care and education

1 workforce, subsidizing child care for families under 85% of the State Median Income, and  
2 expanding early care and education subsidies to families with children under the age of 4 up  
3 to 200% of the Area Median Income (AMI); and providing investment to support children  
4 under the age of six; and

5 WHEREAS, Since funding was made available through the Early Care and Education  
6 for All Initiative, San Francisco invested over \$46 million in increased wages for early care  
7 educators and developed a plan to expand workforce investments; and

8 WHEREAS, The newly formed Department of Early Childhood (DEC) developed a  
9 Strategic Plan that centered solving the racial gap in access to early education and its  
10 subsequent impacts on enhancing educational outcomes for children; and

11 WHEREAS, San Francisco successfully cleared the waitlist for subsidized early care  
12 and education slots for low-income families with children ages 3-5; and

13 WHEREAS, Despite many of these achievements, there remains a growing unmet  
14 need for child care especially for infants and toddlers; and

15 WHEREAS, According to the latest Child Care Needs Assessment, there is a 44.8%  
16 unmet need if every family with a child under 5 desired a slot and that gap is even more stark  
17 for infants and toddlers with an 83.4% unmet need; and

18 WHEREAS, One of the driving economic factors for workers is the need for accessible,  
19 quality child care particularly for working women with a national study that found that 46% of  
20 women who quit their jobs in 2021 said it was because they did not have adequate child care;  
21 and

22 WHEREAS, In 2021, San Francisco's Economic Recovery Working Group included a  
23 recommendation to expand the income eligibility for Early Learning Scholarships as a way to  
24 support rebuilding the local economy after the pandemic; and

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1           WHEREAS, A recent study by the Department of Status of Women of female Police  
2 Department employees cited that child care was one of the most important potential benefits  
3 for recruitment and retention; and

4           WHEREAS, Child care is essential for workers of the City and County of San  
5 Francisco, particularly in departments that have a staffing shortage, such as the Police  
6 Department, first responders, and nurses who also need more flexible options and 24/7 child  
7 care; and

8           WHEREAS, The City agreed 17 years ago to build a child care facility at the new San  
9 Francisco General Hospital site and has still not fulfilled this commitment despite an arbitrator  
10 ruling that the City denied its contractual obligations; and

11           WHEREAS, On a national level, employers are stepping up to provide child care  
12 subsidies as a way to retain their workforce as it has shown that increased access to quality  
13 early care and education supports economic gains through increased worker productivity and  
14 less turnover; and

15           WHEREAS, Child care is an important component of any potential downtown recovery  
16 as having child care nearby would facilitate in person work; and

17           WHEREAS, There are opportunities to build more child care facilities in vacant  
18 commercial properties and underutilized sites within existing educational institutions such as  
19 the San Francisco Unified School District; and

20           WHEREAS, The long-term sustainability of the early care and education workforce is a  
21 critical component to support the expansion of a universal care system, but is challenged by  
22 historically lower wages and the lack of benefits; and

23           WHEREAS, There has been a notable increase in the number of young children  
24 experiencing learning challenges, which require IEP (individualized education programs),  
25 additional attention, and support; now, therefore, be it

1           RESOLVED, That the Board of Supervisors urges the Department of Early Childhood  
2 to develop and to implement a bold, innovative plan to support the City’s workforce and  
3 economic revitalization efforts, which includes quantifying the need for both subsidized and  
4 unsubsidized care and developing a spending plan for projected and accrued Baby Prop C  
5 funds for these uses over the next 10 years; and, be it

6           FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
7 Childhood to extend Early Learning Scholarships and child care subsidies to families up to  
8 200% AMI with a specific targeted outreach program for workers that return to in-person work  
9 in the Downtown area (including Financial District, Union Square, and SoMa); and, be it

10          FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
11 Childhood to collaborate with the Planning Department, Mayor’s Office of Housing and  
12 Community Development, the Office of Economic Workforce Development, and other partners  
13 such as the San Francisco Chamber of Commerce, to expand more family-friendly workplace  
14 practices and to undertake an analysis of workers by geography to guide its investment into  
15 building new child care facilities where we see the need to support workers; and, be it

16          FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
17 Childhood to hire and assign dedicated staff to project-manage the development of a  
18 childcare center for San Francisco General Hospital workers; and to support new plans for  
19 child care facilities in housing developments on public property such as at Laguna Honda  
20 Hospital; and, be it

21          FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
22 Childhood to assist in addressing the need for flexible and after hours child care for San  
23 Francisco’s first responders such as the Police Department and nurses who work non-  
24 traditional hours; and, be it

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1           FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
2 Childhood to proactively seek opportunities to build new early care and education facilities in  
3 vacant commercial spaces and working with other agencies such as the San Francisco  
4 Unified School District to use underutilized sites; and

5           FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
6 Childhood to deepen collaboration with other agencies to pilot a “no wrong door” approach to  
7 connecting working families to the various services they need for their family, including at  
8 early care and education sites; and, be it

9           FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
10 Childhood to work with State representatives and Labor to explore how best to provide  
11 healthcare coverage and retirement benefits to sustain and retain the early care educator  
12 workforce; and, be it

13           FURTHER RESOLVED, That the Board of Supervisors urges the Department of Early  
14 Childhood to offer technical expertise and resources to early care and education sites in need  
15 of specialized teaching support, including exploring models for multi-disciplinary teams to  
16 serve each child in diverse settings especially those in need of IEP (individualized education  
17 programs).

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