Alameda County Early Care and Education Needs Assessment

2021 | ALAMEDA COUNTY EARLY CARE AND EDUCATION PLANNING COUNCIL

Dear Community Member,

As Chair of the Alameda County Early Care and Education Planning Council, a diverse group of Early Care and Education (ECE) leaders, experts, and advocates appointed by the Alameda County Board of Supervisors and the Alameda County Superintendent of Schools, it is my honor and privilege to present the Alameda County 2020-21 Early Care and Education Needs Assessment.

While creation of the Needs Assessment by Local Planning Councils is mandated by the California Department of Education, this year's report is so much more than just a document to check off a list. The Alameda County 2020-21 Early Care and Education Needs Assessment provides a robust, extensive narrative of child care in Alameda County. With the unwavering support from and partnership with First 5 of Alameda County, valuable input of a dedicated group of stakeholders in the Alameda County ECE community that comprise the Needs Assessment Ad Hoc Sub-Committee, and the incredibly hard work of the Needs Assessment Leadership Team, this year's report highlights high-impact communities, sheds light on provider and program concentration throughout the county, informs outreach strategies for our county's Quality Counts program, and lays the groundwork for implementation of Measure C, the Children's Health and Child Care Initiative recently approved by voters. The Needs Assessment provides an overview of child care in Alameda County while keeping abreast the Planning Council's priorities for our ECE advocacy and policy work: access to care, quality of child care programs, facilities funding, and workforce support.

The 2020-21 robust Comprehensive Needs Assessment of ECE in Alameda County provides both a snapshot of child care in our community pre-COVID as well as insight into the challenges and successes that child care professionals and families with young children are facing during this unprecedented time. The report is a cornerstone for advocacy and policy work as we do all we can to uplift and support the incredible child care providers who care for our kids.

For more than a year, the impacts of COVID-19 have been devastating to our community. Families have lost loved ones, jobs, and stability, businesses have shuttered, and schools have closed their campuses to students. Child care owners, directors, teachers, and all those that support them in remaining open, have risen to the challenge and solidified their role as my personal heroes as they continue to serve the essential child care needs of families in Alameda County. While some child care sites closed temporarily - and some permanently - due to the pandemic, hundreds remained open every single day serving our youngest learners. It is the incredible work of the child care directors and teachers that love, educate, and nurture our youngest learners - even in the midst of a global crisis - that keep us focused. It is the parents and guardians who rely on child care to keep their jobs so they can support their families that we advocate for. And it is the children who need the consistency, love, nurturance, and guidance of a caregiver to thrive that remind us of why a tool like the Needs Assessment is so critical in our fight for equitable access to high quality, affordable child care.

As you dive into the report, you will see how critical a role child care has had in serving families and children in Alameda County and how important a role they continue to play in our county's economic recovery. As we look forward and continue our focus on uplifting and supporting child care businesses and providers, know that the Alameda County Early Care and Education Planning Council, using the Needs Assessment as a guide, will continue working tirelessly to support our Alameda County child care programs and providers, families, and children.

Thank you to the incredible team whose knowledge, dedication, and expertise over the past year made the Alameda County 2020-21 Early Care and Education Needs Assessment possible. Thanks to the Alameda County Early Care and Education Planning Council and Needs Assessment Sub-Committee members who lent their guidance over many (virtual) meetings. Our gratitude goes to the Needs Assessment Leadership Team members, specifically Ellen Dektar, Mara Goby, Rowena Kamo, Anna Miera, and Michele Rutherford, whose vision, organization, and expertise resulted in a report that surpassed expectation. And, finally, thank you to our ECE workforce, advocates, and the policymakers who are unrelenting in their support of children and child care in Alameda County.

In partnership,

Katie Honegger
Chair, Alameda County
Early Care and Education Planning Council

Acknowledgements

ECE PLANNING COUNCIL NEEDS ASSESSMENT AD HOC ADVISORY

Kristina Adams	Hayward Unified School District
Tracey Black	City of Oakland, Head Start
Jennifer Cabán*	Alameda County Social Services Agency
Angela Cabrera**	Alameda County Early Care and Education Program
Yesenia Chavez	BAHIA, Inc.
Sarah Chao	Oakland Head Start
Maria Carriedo	Berkeley Unified School District
Vincent Cheng**	First 5 Alameda County
Sally Chou	4Cs of Alameda County
Vanessa Dilks	Hively
Clarissa Doutherd*	Parent Voices Oakland
Lisa Forti	First 5 Alameda County
Noni Galloway	Parent Voices Oakland
Celia Goetz	4Cs of Alameda County
Mitchell Ha	Hayward Unified School District
Nancy Harvey	Family Child Care, SEIU
Erica Harrell	Peralta Community College
Christie Herrera	Oakland Unified School District Early Childhood Education
Maria Hassel	BANANAS, Inc.
Renee Herzfeld*	4Cs of Alameda County
Katie Honegger*	4Cs of Alameda County
Virginia Hunt	Alameda Unified School District
Faaria Hussain	City of Berkeley, Office of Councilmember Sophie Han
Kym Johnson*	BANANAS, Inc.
Aaron Jorgensen	Berkeley Unified School District
Carla Keener	First 5 Alameda County
Heather Lang	BANANAS, Inc
Lorenzo Lewis	City of Berkeley, Office of Councilmember Sophie Han
Gayel Machado	Hively
Paulene McCarthy	4Cs of Alameda County
Lynne Moore-Kerr	Alameda Family Services
Melanie Mueller	YMCA of the East Bay
Kelly O'Lague Dulka*	Hively
Ariana Ortiz	4Cs of Alameda County
Tanisha Payton	Parent Voices Oakland
Eric Peterson*	BANANAS, Inc.
Josh Reed	Berkeley Unified School District
Lorita Riga	Alameda County Subsidized Child Care Pilot
Alexia Ritchie	Alameda Unified School District
Pamm Shaw*	YMCA of the East Bay
Mona Shirk	Hively
Michele Stilwell Parvensky	Kidango
Beverly Taub	Fremont Unified School District
Jennifer Tomita	Castro Valley Unified School District
LaWanda Wesley	Oakland Unified School District
Marie Williams	Alameda Unified School District

ADDITIONAL REVIEWERS:

Trisha Barua*	Oakland Starting Smart and Strong
Lorie Chan*	First 5 Alameda County
John Garvey**	First 5 Alamed County
Erin Hubbard**	First 5 Alameda County
Ana Rasquiza*	First 5 Alameda County
Clea Shapiro*	First 5 Alameda County
Dolores Terrazas*	Unity Council
Veronica Ufoegbune*	Ephesians Children's Center

Asterisked names served as Reviewers; ** Indicates contributor*

FIRST 5/ECE PLANNING COUNCIL NEEDS ASSESSMENT AUTHORS/DATA TEAM

Ellen Dektar	Alameda County Early Care and Education Program
Mara Goby	Alameda County Early Care and Education Program/Hively
Rowena Kamo	First 5 Alameda County
Anna Miera	Alameda County Early Care and Education Program/ First 5 Alameda County
Michele Rutherford	First 5 Alameda County

DATA CONTRIBUTORS

4Cs of Alameda County
Alameda County Social Services Agency
BANANAS, Inc.
Davis Street
Hively
Parent Voices Oakland
YMCA of the East Bay

Contents

Section 1 - Introduction

It took a pandemic to alert the country to what those steeped in early education have always known: child care is a key economic driver for families, employers, and communities, and is an economic engine allowing our local and national economy to thrive. Child care keeps Alameda County working. The availability of high-quality child care supports the economic success of families, employers, children, as future contributors to society, and the county. Child care, which includes preschools; daycare centers; family child care homes; and license-exempt family, friend and neighbor care, has critical economic multiplier effects.

Further, research has confirmed that children who receive high-quality early care and education experiences are more likely to have advanced language, academic and social skills, and be more likely to succeed in school and contribute to the economy and to the wellbeing of their families and community. First 5 Alameda County's Kindergarten Readiness Study of 2017 reported that children who attended licensed preschool, family child care, or Transitional Kindergarten (TK) in the prior year demonstrated higher school readiness.[1] Similarly, school-age children taking part in high quality out-of-school time programs have positive outcomes, including improved academic performance, work habits, and study skills. In short, quality and access for children matter for the individual child, in addition to their families and communities. And, while access to quality has been limited, improving access and quality for all children, particularly those who are historically underserved, serves the public interest.

The Alameda County Early Care and Education Planning Council (ECE Planning Council) is charged in statute to complete a Needs Assessment every five years. However, this has been an unfunded mandate since the state reduced county ECE Planning Council budgets by 50% in 2009. The current Planning Council leadership recognized the importance of updated data at this critical time. With the support from First 5 Alameda County, the ECE Program staff, interns, as well as the advice and expertise from early care and education community stakeholders, the comprehensive Needs Assessment has been created at this critical juncture for the field.

The report includes demographic information from the American Community Survey, licensed capacity in centers and family child care, subsidy eligibility (derived from Census data), and subsidy enrollment from federal, state, and local programs. Per the state-instituted Needs Assessment mandates for Local Planning Councils, the Unmet Need section of this report addresses the State's requirement to report needs priorities for subsidies. Accordingly, this section subtracts the children enrolled in subsidies from the number of subsidy-eligible children to derive the unmet need for subsidized care. The Parent Choice section reports available data on families enrolled in vouchers and how they use their voucher, by setting. Workforce data collection is in the early stages through the implementation of the California ECE Workforce Registry.

The Alameda County 2020-21 Early Care and Education Needs Assessment is an essential tool for early care and education planners and the field in understanding the pre-COVID state of our ECE system. The rich data is intended to assist with identifying pre-existing and emerging needs from the field, and to capture the impact of the County's child care emergency response to COVID-19 from March to December of 2020, including the early impact of shutting down the economy and schools, and the required adjustments by providers. Data collection on elements of the child care system should inform the ongoing efforts to improve access to care for all families, but particularly for families who are low-income and for children who have experienced abuse and neglect or other adverse conditions.

1 First 5 Alameda and Applied Survey Research (2019), *Kindergarten Readiness 2019 – Alameda County Comprehensive Report*

WHY A NEEDS ASSESSMENT NOW?

Child care infrastructure and system needs are at the epicenter of economic recovery, educational equity, and social justice in a field where the workforce is predominantly women of color. Having a deep, data-informed understanding of the field's availability, affordability, efficacy, and workforce needs is necessary to inform advocacy and planning. Data is key to support strategies for retaining and rebuilding the County's assets at the community, city, and county level. The pandemic continues to have a devastating health and economic impact. Many providers have been forced to close their doors, while others have demonstrated their resiliency, while continuing to be threatened.

Other changes in the ECE landscape demand improved data for planning. Just days before the shelter-in-place orders in March 2020, voters approved Measure C, a bold community-lead initiative for a half-cent sales tax measure, which is working its way through the court system. In March 2021, the Board of Supervisors approved the collection of the tax beginning July 1, 2021. The Measure is expected to result in additional estimated local revenue of $150 million per year for early care and education (80%) and UCSF Benioff Children's Hospital in Oakland (20%). During the pandemic, race and equity issues have been at the center of the public's conscience. Early Care and Education systems across the country and in Alameda County are examining their practices and taking action to ensure race and equity is embedded in all our programs.

Concurrently, the unions have organized family child care providers and license-exempt providers into bargaining units and have begun to push at the State level for budget decisions, policies, and practices that support their members.

The 2020-21 Alameda County Early Care and Education Needs Assessment is an important planning tool for understanding the County's early care and education landscape at a critical time. The Needs Assessment will be an important planning tool for the Alameda County Early Care and Education Planning Council, First 5 Alameda County, the Child Care Resource and Referral Agencies, and the many stakeholders in documenting the baseline data of care capacity, affordability and need by identifying data-driven priorities—particularly as the current pandemic subsides. The planning process informs key stakeholders and policymakers, while the report supports data-driven decisions and advocacy in prioritizing needs for availability (capacity) and subsidy (affordability), as well as workforce and provider supports. The Needs Assessment also will provide critical data needed to thoughtfully plan for Measure C investments.

DATA LIMITATIONS

The FY 20-21 Needs Assessment consolidates updated data by neighborhood and child age (infant/toddler: birth-2, preschool: 3-5, and school-age: 6-12).

Data categorization is presented as collected by the source (i.e., US Census). Consequently, data is reported as collected, which results in limitations regarding the labeling of data, such as race and ethnicity, where, for example, the census collected the data with categories other than we may have chosen (i.e., Hispanic vs. Latinx). Another example of data reporting driving data labeling is the California Department of Education reporting data on English Language Learners (ELL), while Alameda County ECE community is interested more broadly in Dual Language Learners (DLL).

Similar limitations exist related to hetero-normative assumptions on family composition. If the information is not collected in a way that reflects the true diversity of family composition, we have been relegated to reflecting only the data in the categories as collected by the source.

Certain data has been captured in a "monthly snapshot" and other data is annual or cumulative. Zip codes are generally used for data reporting. While zip codes are not an ideal planning tool this is the way most data are collected. Some zip codes include multiple cities. In a few instances, a zip code may contain small percentages that are technically in that zip code but are not commonly recognized by the public in this way. Consequently, cities with 2% or less representation in a certain zip code are not displayed in the zip code charts. The Alameda County Early Care and Education Planning Council Ad Hoc Needs Assessment Advisory Committee determined that for general planning purposes, the preferred presentation of zip code order is regional, by city. Some data is available in the aggregate for the County and not available by zip code. Some data is available for school-age

children only and is collected by school districts and therefore reported by school district rather than zip code.

There is a danger in assuming an available early care and education slot (i.e., a space in a center or family child care home) correlates with a child. While this is a useful approach to simplify planning, planners must be reminded that this does not match what is known about how care is accessed. Not all families using care need it full-time; many early care and education slots may be "shared" by families. Some children attend more than one type of care (i.e., family child care half-day and center preschool half-day). Also, some family providers licensed for 8 or 12 children may serve as many as 20 children in a week. An example of this would be a family child care provider who stays open during non-traditional hours and cares for a different combination of children in the evening and on weekends. The part-day/full-day mix of care and enrollment at capacity assumptions has been challenged by the realities of operating during COVID-19 and the state/local health and licensing restrictions on group size. Every effort has been made to capture pre-COVID data to ensure strong baseline data for licensed supply and subsidy enrollment to inform our efforts moving forward, ideally stronger and more resilient than before.

Local workforce data that is taken from the California ECE Workforce Registry is limited to those who have registered. Data is self-reported. For the purposes of the Needs Assessment the Registry data should be understood to be overly representative of center providers and, in particular, Title 5 state contracted providers, as these centers are required to participate in the Registry.

Section 2 - The Alameda County Early Care and Education Landscape

The Alameda County Early Care and Education Planning Council is a mandated body appointed jointly by the Alameda County Board of Supervisors and the Alameda County Office of Education. The Council is charged with advising policymakers, funders, and planners regarding the coordination and needs of early care and education in Alameda County. Education Code 8499.5 requires local child care Planning Councils to conduct a Needs Assessment every five years. However, state recession-related funding cuts in 2010 reduced Planning Council budgets in half and many Planning Councils were unable to complete the comprehensive Needs Assessments. Subsequently, Local Child Care Planning Council contracts from the California Department of Education (CDE) permitted reduced reporting on State-required elements to specific key elements of the Needs Assessment; in particular, identifying the highest need age groups and neighborhoods, should additional funding become available. Alameda County previously conducted Needs Assessments required by the California Department of Education – Early Education and Support Division (CDE-EESD) under this act with the last comprehensive Needs Assessments completed in 2002 and 2006. This 2020-21 Needs Assessment will update the landscape of early care and education capacity, affordability, and availability, including data on parents' preferences and a snapshot of available data related to the workforce.

The 2020-21 Needs Assessment takes advantage of the data gathering conducted for Measure A and Measure C and attempts to capture data regarding the impact of the COVID-19 pandemic. Increased availability of standardized data and in-kind staffing and resource contribution from Alameda County, First 5 Alameda County, and a strong commitment from the Child Care Resource and Referral Agencies/Alternative Payment Agencies have allowed this Needs Assessment to be developed despite inadequate Local Planning Council funding from the State to do so.


THE
Fanny L. Wall
Children's Home
and Day Nursery
MRS. FANNY WALL, Pres.
1215 Peralta Street

Alameda County, and the entire Bay Area, has a long history of being on the cutting edge of child care, from the earliest days in the industrial revolution and settlement of the County, particularly through the charitable efforts of women, often temperance and suffragette organizers, who established kindergartens in the 1880s and day nurseries in the 1920s.[2]

In 1914 the **Northern Federation of California Colored Women's Clubs** President Fanny Wall and Financial Secretary Hettie Tilghman began working on a children's home and day nursery to support black working mothers and care for orphaned black children. After years of planning and fundraising, the home opened in 1918 on Peralta Street in West Oakland. Initially, the home was called the "**Northern Federation Home and Day Nursery**."

Over the next decades other examples include: The New Deal WPA (Works Progress Administration) child care investments for economic recovery from the Depression, the Kaiser child care effort in Richmond, and other WWII child care centers which came about in response to the "Rosie the Riveter" efforts of women in Alameda and elsewhere in the Bay Area joining the war effort.

During the 1960s, Black Panther Party, as part of over thirty-five survival programs and connected to the Community School efforts, established a 24-hour child care center which served children 2 months old to 3 years old. This preschool program is believed to have served as a model for Head Start. [3, 4, 5]

More recently the County was a vanguard of the Quality Improvement System, establishing Quality Coaching and Supports, without Rating, prior to the federal/state Race to the Top efforts in FY 2011-12. Race to the Top modified the approach with an emphasis on rating.

2 Gutman, Marta (2014), ***A City for Children***
3 It's About Time, Survival Programs, http://www.itsabouttimebpp.com/Survival_Programs/survival_programs.html
4 LIFE – Live Inspire Fight Educate, "Oakland Community Learning Center [founded by the Black Panther Party] 1977", https://www.youtube.com/channel/UCnshj8GG0ocSxnizMM5Wy4w
5 It's About Time, Oakland Community Learning Center, http://itsabouttimebpp.com/Survival_Programs/Oakland_Community_Learning_Center.html

In 2018 Parent Voices of Oakland was able to get a funding commitment of $100,000 for a homeless child care pilot. The effort, named CARE, is being administered by BANANAS and shows promise of enhanced navigation and support to homeless families in need of subsidized child care.

As a result of the 2020 Presidential election, we have a child care landmark of a Montessori preschool that operates out of the Oakland childhood home of Kamala Harris, Vice President and the first African American, and South Asian American woman to hold this role.

In 2016-2017, key stakeholders in the County mounted an effort to place a half-cent sales tax measure, Measure A, the County's Child Care and Early Education Initiative, on the June 2018 ballot. Measure A and a program plan were extensively vetted in the community and supported by the county Board of Supervisors. Similarly, Measure AA was simultaneously put on the June ballot in Oakland, supported by the Oakland City Council. Both measures were intended to increase subsidized reimbursement, access to care, improve quality and expand provider supports. Neither received the 2/3rds required threshold. Measure A received 66.20% of the votes, falling less than one-half of a percent short, or just over 1,600 votes, of the 66.67% needed to pass.

In 2019, community leaders mounted a campaign to place a modified version of the special tax initiative on the March 3, 2020 ballot. Parent Voices of Oakland, the Alameda County Child Care Resource and Referral Executive Directors, and union representatives were the key community drivers rewriting the ballot language, and running a county-wide ground campaign which collected 86,513 unverified signatures,

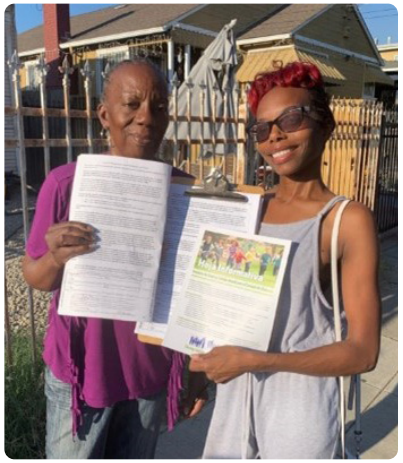
and significantly more signatures than the necessary 57,424 signatures required to get the measure on the ballot.

Measure C differed from Measure A in that it was in partnership with Children's Hospital of Oakland - Benioff, broadening the

scope of the single-issue focus on children. Children's Hospital of Oakland - Benioff would receive 20% of the funds. Also, Measure C included several community and union elements regarding governance and child care worker wages.

In March 2020, Measure C was approved by the voters by 64.35%. As a community-driven ballot initiative, rather than

a Board-Sponsored initiative, the Measure, according to recent appellate decisions, requires only fifty percent voter approval. The Measure was challenged in court by a local Taxpayer Association and is wending its way through the appeals process, with positive decisions on behalf of the initiative as of the publishing of this report. The Measure is projected to provide $150 million annually, of which 80% would be invested in early care and education. An eleven-member Community Advisory Council is to be seated by the Alameda County Early Care and Education Planning Council (six seats) and the Board of Supervisors (five seats). The Community Advisory Council, staffed by First 5 Alameda County, the named administering agency, will advise on program policy and expenditure allocations in the Plan. The plan is to be reviewed by the Board of Supervisors. The funding made available by Measure C is a glimmer of hope that will impact the landscape of early care and education in the County. Nonetheless, Measure C funding alone will not be enough to adequately support affordability, availability, and quality in the County's grossly under-resourced early care and education system.



2021 will introduce significant shifts in the administration of child care both in the county and in the state. In early 2021 the county moved the Early Care and Education Program from General Services Administration to the Social Services Agency. The Early Care and Education Planning Council is scheduled to move to the Alameda County Office of Education on July 1, 2021. These changes are occurring simultaneously with state changes to the lead agency for federal Child Development and Block Grant (CCDBG) an administration of state and federal investments in quality, workforce development and supports, and local

planning council funding, shifting from California Department of Education to California Department of Social Services, though California State Preschool administration is expected to remain with the California Department of Education.

ALAMEDA COUNTY CHARACTERISTICS

Alameda County covers 738 square miles and is one of California's principal urban areas. The County has grown in population from 1,513,040 in 2010 to 1,684,000 in 2020[6], an 11.3% increase, resulting in Alameda County being the 7th most populated county in the State. Sixty-three percent of all females 16 and older are in the workforce.[7] According to the U.S. Department of Housing and Urban Development estimates for Fiscal Year 2018, the Alameda County Median Income is $102,125. While 12% of households with children under 18 years old live below the Federal Poverty Line, federal poverty thresholds do not translate well to the local Bay Area economy. Nationally the median home price is $295,300 and the Alameda County median home price is $981,287.[8] Consequently, it is imperative to recognize the cost pressures on families due to housing, child care costs, and other cost of living differences in Alameda County compared to the rest of the country.[9]

PayScale[10], a service which compares local cost of living, reflects that overall, Alameda County's cost of living is 69% higher than the national average and 44.6% higher than Sacramento. **Figure 2.1** highlights specific differences in Alameda County cost of living compared to national figures: Child care in Alameda County, not unlike the rest of the state and country, does not "pencil out." Affordability is a challenge for most families. The workforce, which is increasingly required to be more educated and more regulated, is grossly under-compensated for their work. This workforce is largely made up of women of color who make minimum wage or an income far below local self-sufficiency standards.

The high cost of living translates to high costs in delivering care. In response, the County has a state subsidy Pilot which allows for a small adjustment to income limits and State Reimbursement Rate (SRR) for state contractors. However, the rates remain inadequate reimbursement for providers, thus challenging their ability to affordably enroll and deliver quality care. Similarly, the Regional Market Rate (RMR) does not reimburse at the actual market cost of care.[11]

Figure 2.1 – Cost of Living in Alameda County Compared to National Average

Cost of Living Category	Cost in Alameda County	Compared to National Average
Median home price	$981,287	106.7% higher
Median rent	$3,074	183% higher
Monthly Energy Cost (utilities & phone)	Utilities $190.46 Phone $203.03	14% higher
Transportation (gas)	Gas $3.40 per gallon	30% higher

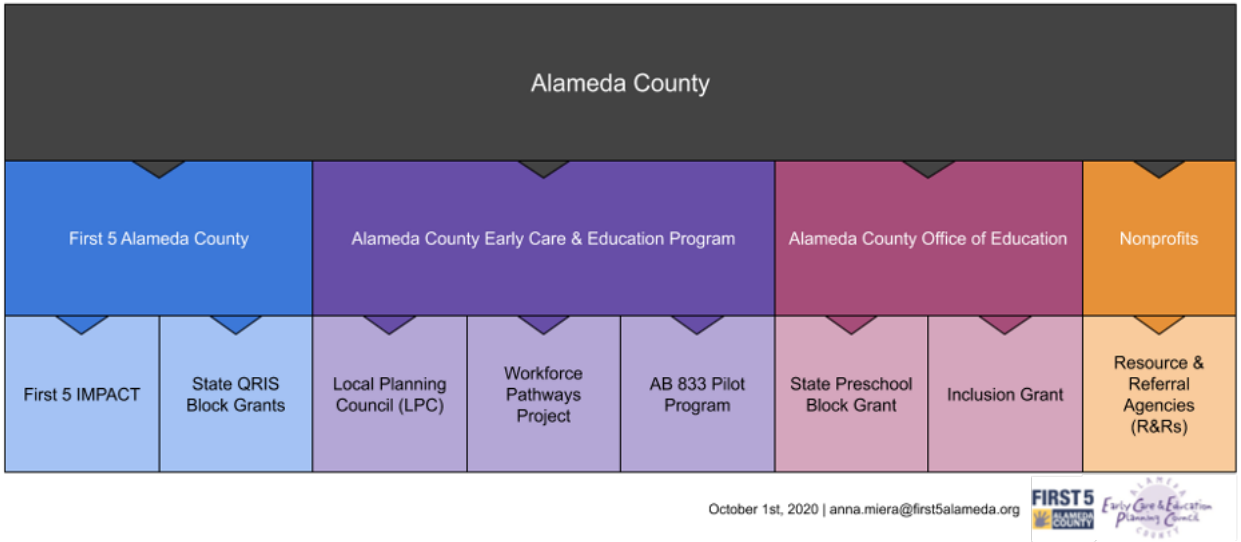
Source: 2020 PayScale (https://www.payscale.com/cost-of-living-calculator)

6 The 2020 population is an estimate based on Census data. 2019 Census data reports 1,671,329
7 American Community Survey
8 According to Payscale, 2020
9 According to Payscale, 2020
10 PayScale- https://www.payscale.com/cost-of-living-calculator
11 See Section 5 for more detail on subsidy and cost information.

The complexities of the ECE system in California and Alameda County, are best understood by examining the flow of funding and system administration for Quality and for Subsidies. Federal funding generally flows through the state administrator.[12] The administering agency develops a plan for Quality and maintains subsidy oversight of federal dollars (except for Early Head Start and Head Start, which is contracted directly from the federal government to local contractors). The state contracts directly to county agencies and non-profits for quality programs, local planning council administration, Child Care Resource and Referral services, and other infrastructure, professional development, inclusion systems support, and subsidy programs. The funding for quality and workforce development is delivered through partnerships of higher education, and many significant community partners.

Figure 2.2 shows the local administration of the Quality System funding administration for the county. **Figure 2.3** shows the Administration of the subsidy funding from the federal government to the county.

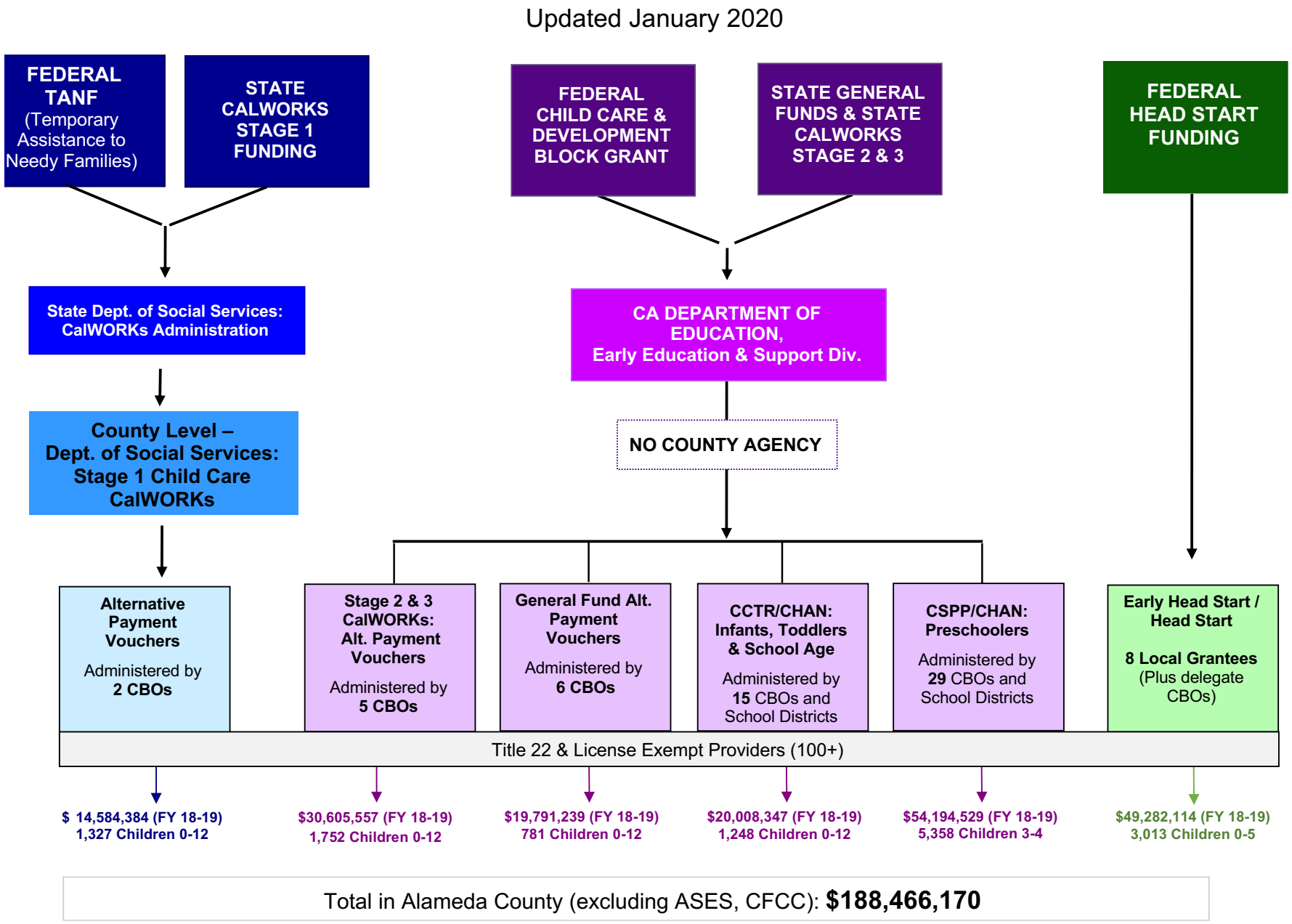
Figure 2.2 – Administration of Quality System Funding and Supports



Source: Alameda County Early Care and Education Program and First 5 Alameda County, October 2020.

12 In 2020-21 and for decades the state administrator for the federal block grant has been California Department of Education. There is a budget proposal to shift the administrator role to California Department of Social Services in 2021-22.

Figure 2.3 – Early Care and Education Public Funding Landscape for Child Care Subsidies



Source: Alameda County Early Care and Education Program, January 2020. ASES funding is an additional $25.4 mil in 2020-21.

Section 3 - Child and Family Demographics

Data in this section can be useful in planning for shifts in population and for everything from planning culturally relevant curricula, as well as consideration for economic and housing supports for families in particular cities. Child and family data can also be useful in planning for expansion, adding infant care, relocating programs and other data driven decisions. Maps of the child population by age can be particularly helpful for this purpose.

Data in this section, as in other sections can be useful for advocacy related to families' and children's need for care, as well as particular cities or communities where children may not be at the center of the community planning process.

There are 253,684 children aged birth-12: 55,374 birth-2-year-olds, 62,556 3-5-year-olds, and 131,898 6-12-year-olds.[13] Fifteen percent of the population in Alameda County are birth-12 years old. The Alameda County child birth-12 population has shown only slight changes between 2012 and 2018, with an overall decline of less than 1%. This is reflected in a small decline in the numbers of infants and toddlers (0 to less than 3) and in the number of preschoolers, and a slight increase in the number of school-age children ages 6-12.[14] This could be explained in part by a declining birth rate among women age 15-50, which declined by 8.5% between 2018 and 2019.[15] Notably, in 2019, 65.1% of married women who gave birth participated in the workforce, compared to 62.1% of women statewide. Labor force participation for this population was even higher in some cities within the County, including Hayward (87.8%) and Oakland (75.5%). Among unmarried women who gave birth, only 47.4% were in the labor force, compared to 63.5% statewide.

Alameda County children are predominantly Hispanic/Latinx, with 30.7% of the county's children ages 0 to 12 in this group.[16] The second largest group is Asian children representing 24.6% of the 0 to 12 population. White children represent 21.3% of the population, followed by children of two or more races at 9.1% and African American children at 9%.

In the 2018-19 school year, there were 17,054 children enrolled in public kindergarten, with additional children enrolling in 94 private elementary schools enrolling Kindergartners in the county.[17] In the same year, there were 2,846 children enrolled in public Transitional Kindergarten programs.

FAMILY INCOME & DEMOGRAPHICS

The number of single-led households declined by 8% from 2016 to 2018. From 2013 to 2018 there was a 1.2% decline in unmarried households. During the same period, the number of male-led single households increased by 4.8%, while the number of female-led single households decreased by 3.6%.[18] An estimated .2% of children birth-17 years old reside in same sex households; at .2% of the birth-12 population this is an estimated 5,074 children residing in same-sex households.[19]

13 American Institutes for Research, Early Learning Needs Assessment Tool, 2018
14 American Institutes for Research, Early Learning Needs Assessment Tool, 2018
15 U.S. Census Bureau, 2014-2018 American Community Survey 5-year estimates and YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland
16 American Institutes for Research, Early Learning Needs Assessment Tool, 2018
17 California Department of Education, DataQuest, 2018-2019
18 U.S. Census Bureau, American Community Survey Population Data 2018, https://data.pnj.com/american-community-survey/alameda-county-california/household/male-household-no-wife/num/05000US06001/.
19 Population Reference Bureau, analysis of data from the U.S. Census Bureau's American Community Survey microdata files (Dec. 2017). There are some data limitation due to lack of data on children raised in same-sex families not cohabitating and due to some same sex households which may not be LGBTQ.

From 2010 to 2018, the median household income increased by 32.2%.[20] Yet there are 21,539 children birth-12 in Alameda County living in poverty.[21] However, the cost of living increased over the same period, highlighting the fact that the federal poverty level does not adequately reflect families that are struggling to pay their rent/housing cost, transportation, and food. Between 2012 and 2020, in the region that includes Alameda County, the percent of homes affordable for purchase to median income households declined from 64.4% to 31.2%.[22]

Between 2012 and 2020, in the region that includes Alameda County, the percent of homes affordable for purchase to median income households declined from 64.4% to 31.2%.[22]

Notably, housing costs put pressure on all families. In the county, 46.1% of rental units are unaffordable[23] and rent has become increasingly out of reach for many families.[24] The average two-bedroom in 2020 cost approximately $2,239 per month.[12] Between 2012 and 2020, in the region that includes Alameda County, the percent of homes affordable for purchase to median income households declined from 64.4% to 31.2%.[25] This 31% affordability is particularly low compared to the national average of over 161% during a similar time period.[26] Further, in July 2020, 4% of adults in the Bay Area were unable to make their mortgage payments on owner-occupied units.[27]

CHILD HEALTH

Regarding access to health care, 96% of Alameda County residents have health coverage, with 76% accessing private health insurance and 29% accessing public health coverage.[28] The number of children birth-5 years old without health insurance declined by 15% between 2018 and 2019. However, in some areas, the number of uninsured children increased – such as in Oakland where this group increased by 21% to 1,266 uninsured birth-5-year-olds.[29]

20 U.S. Census Bureau, 2014-2018 American Community Survey 5-year estimates and Healthy Alameda County.
21 American Institutes for Research, Early Learning Needs Assessment Tool, 2018.
22 Defined as housing costs that exceed 30% of household income.
23 U.S. Census Bureau, 2014-2018 American Community Survey 5-year estimates and YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.
24 Housing and Urban Development, Fair Market Rent, User Data Sets, 40th percentile rents 2020 https://www.huduser.gov/portal/datasets/fmr.html and YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.
25 National Association of Builders, Housing Opportunity Index, March 2020; http://www.nahb.org/reference_list.aspx?sectionID=135 and YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.
26 According to the National Association of Realtors, as of December 2019, the national and regional indices were all above 100, meaning that a family with the median income had more than the income required to afford a median-priced home. The income required to afford a mortgage, or the qualifying income, is the income needed so that mortgage payments make up no more than 25% of family income.
27 U.S. Census Bureau Household Pulse Survey and YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.
28 YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.
29 YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.

Number of Children Birth-5: 117,267

The birth-5 child population has declined slightly since 2018. The birth-12 child population has decreased less, due to a slight growth in school-age children.

Figure 3.1 – Number of Children by Age Group: 2012 & 2018

Age Group	2012	2018	Change (Number)	Change (Percent)
Birth-2	57,670	55,374	-2,296	-4.0%
3-5	62,556	61,893	-663	-1.1%
6-12	131,898	134,399	2,501	1.9%
All Ages	**254,136**	**253,684**	**-458**	**-0.2%**

Figure 3.2 – Change in Child Population Over Time

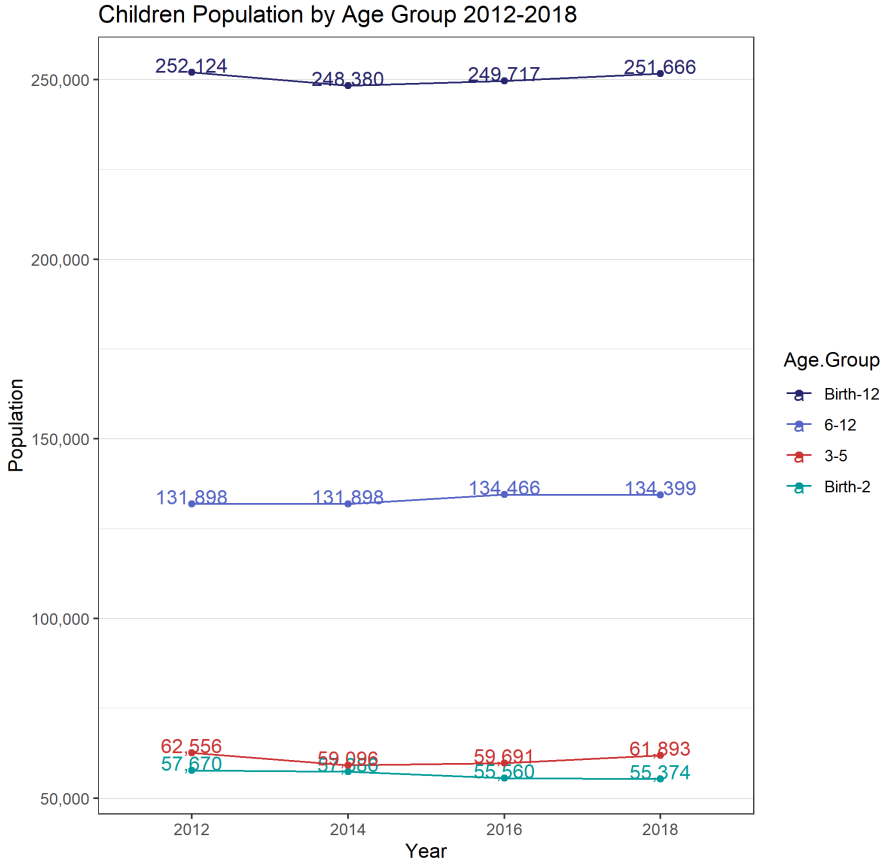
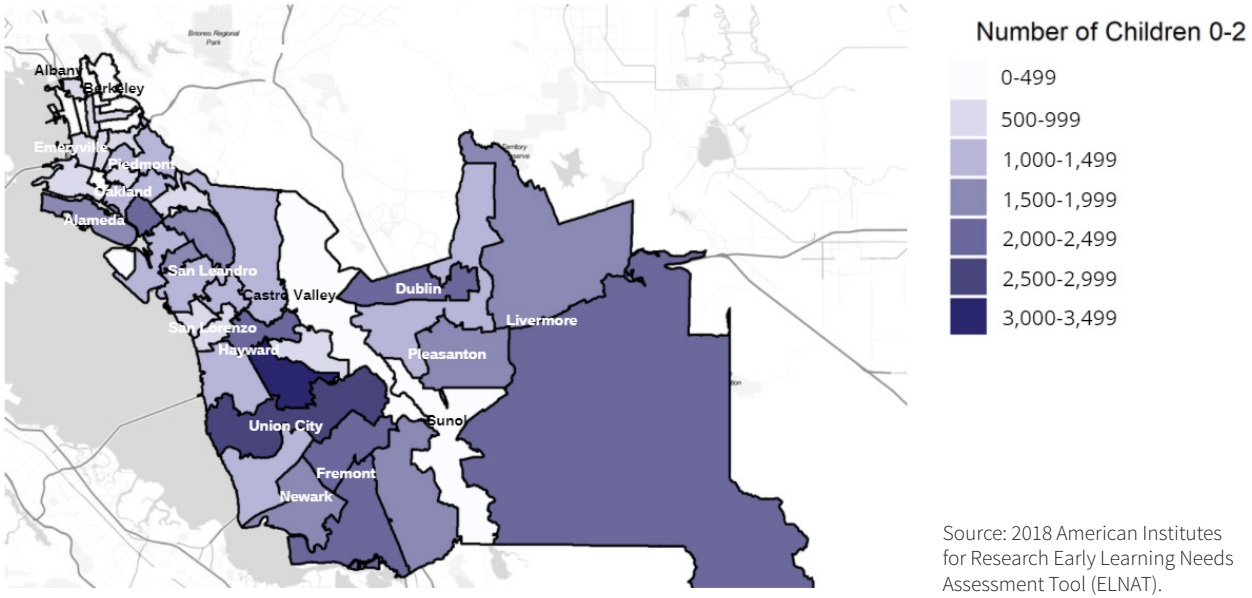


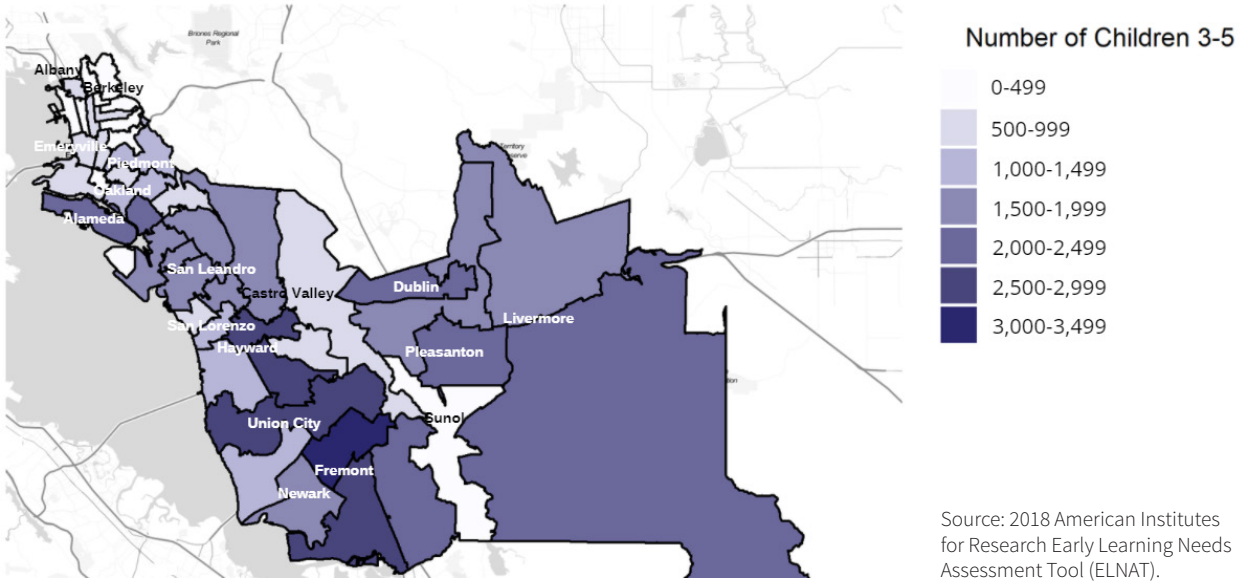
Figure 3.1 and 3.2 Source: 2012- 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Figure 3.3 – Map of Numbers of Infants/Toddlers by Zip Code



Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Figure 3.4 – Map of Numbers of Preschoolers by Zip Code



Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Figure 3.5 – Number of Children Birth-2 by Zip Code: 2012 & 2018

			2012				2018				Change in Birth-2 Population	
Region	City	Zip Code	Birth-11 months	12-23 months	24-35 months	Total Birth-2	Birth-11 months	12-23 months	24-35 months	Total Birth-2	Number	Percent
East	Dublin	94568	715	649	665	2,029	445	875	697	2,017	-12	-0.6%
East	Livermore	94550	517	517	463	1,497	452	889	707	2,048	551	36.8%
East	Livermore, Dublin	94551	516	528	504	1,548	354	697	555	1,606	58	3.7%
East	Pleasanton	94588	302	302	355	959	297	583	465	1,345	386	40.3%
East	Pleasanton	94566	288	343	339	970	394	775	618	1,787	817	84.2%
East	Sunol	94586	5	0	7	12	10	19	15	44	32	266.7%
North	Alameda	94501	730	695	695	2,120	417	874	652	1,943	-177	-8.3%
North	Alameda	94502	120	121	103	344	94	197	147	438	94	27.3%
North	Albany, Berkeley	94706	302	271	271	844	156	120	229	505	-339	-40.2%
North	Berkeley	94702	201	178	183	562	127	97	186	410	-152	-27.0%
North	Berkeley	94707	83	87	98	268	115	97	126	338	70	26.1%
North	Berkeley	94708	91	77	98	266	105	88	119	312	46	17.3%
North	Berkeley	94709	67	70	64	201	94	72	137	303	102	50.7%
North	Berkeley	94720		8	6	14	24	18	35	77	63	450.0%
North	Berkeley	94703	192	206	211	609	157	120	230	507	-102	-16.7%
North	Berkeley, Albany	94710	69	91	87	247	55	42	81	178	-69	-27.9%
North	Berkeley, Oakland	94704	67	44	74	185	203	156	298	657	472	255.1%
North	Emeryville, Oakland	94608	362	375	365	1,102	327	299	168	794	-308	-27.9%
North	Oakland	94613	N/A	N/A	N/A	N/A	8	8	10	26	26	N/A
North	Oakland	94605	539	510	563	1,612	441	537	665	1,643	31	1.9%
North	Oakland	94606	482	466	485	1,433	427	391	219	1,037	-396	-27.6%
North	Oakland	94618	204	206	208	618	170	175	206	551	-67	-10.8%
North	Oakland	94619	301	281	282	864	260	311	387	958	94	10.9%
North	Oakland	94601	840	826	785	2,451	604	736	775	2,115	-336	-13.7%
North	Oakland	94602	355	372	398	1,125	312	354	423	1,089	-36	-3.2%
North	Oakland	94603	566	580	640	1,786	366	526	624	1,516	-270	-15.1%
North	Oakland	94607	341	312	303	956	291	266	149	706	-250	-26.2%
North	Oakland	94609	270	236	279	785	230	220	176	626	-159	-20.3%

Figure 3.5 – Number of Children Birth-2 by Zip Code: 2012 & 2018 (cont.)

			2012				2018				Change in Birth-2 Population	
Region	City	Zip Code	Birth-11 months	12-23 months	24-35 months	Total Birth-2	Birth-11 months	12-23 months	24-35 months	Total Birth-2	Number	Percent
North	Oakland	94612	147	157	159	463	168	153	86	407	-56	-12.1%
North	Oakland	94621	642	598	597	1,837	365	507	627	1,499	-338	-18.4%
North	Oakland, Berkeley	94705	115	91	106	312	107	88	153	348	36	11.5%
North	Oakland, Piedmont	94610	359	308	336	1,003	323	316	291	930	-73	-7.3%
North	Oakland, Piedmont	94611	397	374	363	1,134	389	400	467	1,256	122	10.8%
South	Castro Valley	94546	433	444	433	1,310	239	278	765	1,282	-28	-2.1%
South	Fremont	94555	496	477	458	1,431	433	333	552	1,318	-113	-7.9%
South	Fremont	94539	381	375	382	1,138	691	369	708	1,768	630	55.4%
South	Fremont	94536	979	1,011	977	2,967	957	497	966	2,420	-547	-18.4%
South	Fremont	94538	1,080	1,006	1,038	3,124	848	441	857	2,146	-978	-31.3%
South	Hayward	94544	1,137	1,177	1,140	3,454	658	1,272	1,324	3,254	-200	-5.8%
South	Hayward	94545	405	427	408	1,240	268	518	539	1,325	85	6.9%
South	Hayward, Cherryland, Fairview	94541	1,028	872	975	2,875	438	692	1,119	2,249	-626	-21.8%
South	Hayward	94542	131	142	133	406	110	207	231	548	142	35.0%
South	Castro Valley	94552	110	109	116	335	96	140	262	498	163	48.7%
South	Newark	94560	574	560	571	1,705	513	475	740	1,728	23	1.3%
South	San Leandro	94577	559	562	581	1,702	315	660	493	1,468	-234	-13.7%
South	San Leandro	94579	213	205	209	627	143	299	223	665	38	6.1%
South	San Leandro, Ashland	94578	559	508	552	1,619	244	414	553	1,211	-408	-25.2%
South	San Leandro, Ashland	94580	344	317	330	991	155	181	494	830	-161	-16.2%
South	Union City, Hayward	94587	888	900	921	2,709	835	783	1,211	2,829	120	4.4%
Alameda County Total			**19,463**	**18,934**	**19,273**	**57,670**	**15,152**	**18,496**	**21,726**	**55,374**	**-2,296**	**-4.0%**

Source: 2012 & 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

Figure 3.6 – Number of Children Ages 3-5 by Zip Code: 2012 & 2018

			2012				2018				Change in 3-5 Population	
Region	City	Zip Code	3 yrs old	4 yrs old	5 yrs old	Total 3-5	3 yrs old	4 yrs old	5 yrs old	Total 3-5	Number	Percent
East	Dublin	94568	683	740	718	2,141	637	999	824	2,460	319	14.9%
East	Livermore	94550	567	536	629	1,732	647	1,014	836	2,497	765	44.2%
East	Livermore, Dublin	94551	534	514	590	1,638	509	796	655	1,960	322	19.7%
East	Pleasanton	94588	339	383	348	1,070	426	666	548	1,640	570	53.3%
East	Pleasanton	94566	338	379	370	1,087	565	885	730	2,180	1,093	100.6%
East	Sunol	94586			10	N/A	14	22	18	54	N/A	N/A
North	Alameda	94501	684	746	744	2,174	712	870	551	2,133	-41	-1.9%
North	Alameda	94502	109	109	129	347	161	196	124	481	134	38.6%
North	Albany, Berkeley	94706	290	259	261	810	91	144	277	512	-298	-36.8%
North	Berkeley	94702	187	209	217	613	74	117	225	416	-197	-32.1%
North	Berkeley	94707	90	99	97	286	84	104	145	333	47	16.4%
North	Berkeley	94708	89	94	103	286	76	95	138	309	23	8.0%
North	Berkeley	94709	84	70	217	55	87	166	308	561	506	920.0%
North	Berkeley	94720	7	11	26	14	22	42	78	142	128	914.3%
North	Berkeley	94703	200	221	241	662	92	145	278	515	-147	-22.2%
North	Berkeley, Albany	94710	93	98	272	32	51	98	181	330	298	931.3%
North	Berkeley, Oakland	94704	49	61	67	177	119	188	359	666	489	276.3%
North	Emeryville, Oakland	94608	370	376	349	1,095	311	309	159	779	-316	-28.9%
North	Oakland	94613	N/A	N/A	N/A	N/A	8	9	5	22	N/A	N/A
North	Oakland	94605	577	540	588	1,705	658	453	597	1,708	3	0.2%
North	Oakland	94606	511	553	574	1,638	406	404	206	1,016	-622	-38.0%
North	Oakland	94618	210	205	203	618	168	182	101	451	-167	-27.0%
North	Oakland	94619	306	323	316	945	372	270	329	971	26	2.8%

Figure 3.6 – Number of Children Ages 3-5 by Zip Code: 2012 & 2018 (cont.)

			2012				2018				Change in 3-5 Population	
Region	City	Zip Code	3 yrs old	4 yrs old	5 yrs old	Total 3-5	3 yrs old	4 yrs old	5 yrs old	Total 3-5	Number	Percent
North	Oakland	94601	924	938	1,009	2,871	973	581	913	2,467	-404	-14.1%
North	Oakland	94602	384	443	392	1,219	400	325	321	1,046	-173	-14.2%
North	Oakland	94603	638	651	700	1,989	719	383	746	1,848	-141	-7.1%
North	Oakland	94607	345	345	373	1,063	277	275	140	692	-371	-34.9%
North	Oakland	94609	260	283	264	807	222	228	120	570	-237	-29.4%
North	Oakland	94612	152	135	141	428	159	158	81	398	-30	-7.0%
North	Oakland	94621	619	648	642	1,909	725	355	763	1,843	-66	-3.5%
North	Oakland, Berkeley	94705	108	106	106	320	72	102	163	337	17	5.3%
North	Oakland, Piedmont	94610	320	350	348	1,018	314	328	175	817	-201	-19.7%
North	Oakland, Piedmont	94611	375	416	392	1,183	385	415	229	1,029	-154	-13.0%
South	Castro Valley	94546	427	465	466	1,358	471	613	855	1,939	581	42.8%
South	Fremont	94555	533	544	599	1,676	586	397	457	1,440	-236	-14.1%
South	Fremont	94539	389	391	409	1,189	966	778	594	2,338	1,149	96.6%
South	Fremont	94536	1,039	1,056	1,042	3,137	1,342	1,092	811	3,245	108	3.4%
South	Fremont	94538	1,091	1,057	1,077	3,225	1,189	967	719	2,875	-350	-10.9%
South	Hayward	94544	1,334	1,326	1,335	3,995	1,098	1,236	573	2,907	-1,088	-27.2%
South	Hayward	94545	433	410	475	1,318	447	503	233	1,183	-135	-10.2%
South	Hayward, Cherryland, Fairview	94541	995	1,034	1,093	3,122	791	959	922	2,672	-450	-14.4%
South	Hayward	94542	156	133	124	413	186	212	116	514	101	24.5%
South	Castro Valley	94552	113	130	145	388	177	220	242	639	251	64.7%
South	Newark	94560	614	677	698	1,989	678	397	609	1,684	-305	-15.3%
South	San Leandro	94577	575	641	649	1,865	538	657	416	1,611	-254	-13.6%
South	San Leandro	94579	227	263	241	731	244	298	189	731	0	0.0%

Figure 3.6 – Number of Children Ages 3-5 by Zip Code: 2012 & 2018 (cont.)

			2012				2018				Change in 3-5 Population	
Region	City	Zip Code	3 yrs old	4 yrs old	5 yrs old	Total 3-5	3 yrs old	4 yrs old	5 yrs old	Total 3-5	Number	Percent
South	San Leandro, Ashland	94578	613	641	622	1,876	444	559	558	1,561	-315	-16.8%
South	San Leandro, Ashland	94580	343	350	351	1,044	305	396	550	1,251	207	19.8%
South	Union City, Hayward	94587	970	970	1,024	2,964	1,108	657	990	2,755	-209	-7.1%
Alameda County Total			**20,235**	**20,905**	**21,416**	**62,556**	**20,976**	**21,051**	**19,866**	**61,893**	**-663**	**-1.1%**

Source: 2012 & 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

The number of infants and toddlers decreased county-wide by 4% while the number of preschoolers decreased by 1.1%, with a total decrease in birth-5 population of nearly 3,000 (2,296 infants and toddlers and 663 preschoolers).

Figure 3.7 – Number of Children Ages 6-12 by Zip Code: 2012 & 2018

			2012	2018	Change in 6-12 Population	
Region	City	Zip Code	6-12	6-12	Number	Percent
East	Dublin	94568	4,661	5,526	865	18.6%
East	Livermore	94550	4,735	5,611	876	18.5%
East	Livermore, Dublin	94551	3,728	4,416	688	18.5%
East	Pleasanton	94588	3,139	3,703	564	18.0%
East	Pleasanton	94566	4,130	4,895	765	18.5%
East	Sunol	94586	102	121	19	18.6%
North	Alameda	94501	5,199	5,531	332	6.4%
North	Alameda	94502	1,173	1,247	74	6.3%
North	Albany, Berkeley	94706	1,089	1,118	29	2.7%
North	Berkeley	94702	886	910	24	2.7%
North	Berkeley	94707	709	801	92	13.0%
North	Berkeley	94708	657	735	78	11.9%
North	Berkeley	94709	654	671	17	2.6%
North	Berkeley	94720	167	171	4	2.4%
North	Berkeley	94703	1,097	1,126	29	2.6%
North	Berkeley, Albany	94710	385	395	10	2.6%
North	Berkeley, Oakland	94704	1,418	1,456	38	2.7%
North	Emeryville, Oakland	94608	1,650	1,530	-120	-7.3%
North	Oakland	94613	55	60	5	9.1%
North	Oakland	94605	3,597	3,824	227	6.3%
North	Oakland	94606	2,153	1,995	-158	-7.3%
North	Oakland	94618	1,145	1,236	91	7.9%
North	Oakland	94619	2,087	2,223	136	6.5%
North	Oakland	94601	4,712	4,779	67	1.4%
North	Oakland	94602	2,338	2,490	152	6.5%
North	Oakland	94603	3,500	3,650	150	4.3%
North	Oakland	94607	1,466	1,359	-107	-7.3%

Figure 3.7 – Number of Children Ages 6-12 by Zip Code: 2012 & 2018 (cont.)

			2012	2018	Change in 6-12 Population	
Region	City	Zip Code	6-12	6-12	Number	Percent
North	Oakland	94609	1,301	1,291	-10	-0.8%
North	Oakland	94612	845	783	-62	-7.3%
North	Oakland	94621	3,417	3,557	140	4.1%
North	Oakland, Berkeley	94705	744	774	30	4.0%
North	Oakland, Piedmont	94610	1,933	1,976	43	2.2%
North	Oakland, Piedmont	94611	2,611	2,815	204	7.8%
South	Castro Valley	94546	3,958	3,558	-400	-10.1%
South	Fremont	94555	3,272	2,912	-360	-11.0%
South	Fremont	94539	4,665	4,782	117	2.5%
South	Fremont	94536	6,415	6,640	225	3.5%
South	Fremont	94538	5,686	5,882	196	3.4%
South	Hayward	94544	6,946	6,938	-8	-0.1%
South	Hayward	94545	2,828	2,825	-3	-0.1%
South	Hayward, Cherryland, Fairview	94541	5,822	5,485	-337	-5.8%
South	Hayward	94542	1,208	1,194	-14	-1.2%
South	Castro Valley	94552	1,362	1,263	-99	-7.3%
South	Newark	94560	4,150	3,375	-775	-18.7%
South	San Leandro	94577	3,927	4,178	251	6.4%
South	San Leandro	94579	1,780	1,894	114	6.4%
South	San Leandro, Ashland	94578	3,470	3,406	-64	-1.8%
South	San Leandro, Ashland	94580	2,555	2,299	-256	-10.0%
South	Union City, Hayward	94587	6,784	5,535	-1,249	-18.4%
Alameda County Total			**131,898**	**134,399**	**2,501**	**1.9%**

Source: 2012 & 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

Figure 3.8 – Number of Children by City: 2012 & 2018

	AGES BIRTH - 2			AGES 3 - 5			AGES 6 - 12		
City	2012	2018	Percent Change	2012	2018	Percent Change	2012	2018	Percent Change
Alameda	2,454	2,360	-3.8%	2,515	2,589	2.9%	6,304	6,700	6.3%
Albany	786	472	-39.9%	746	484	-35.1%	1,017	1,044	2.7%
Berkeley	2,479	2,834	14.3%	2,262	3,313	46.5%	6,082	6,380	4.9%
Castro Valley	1,297	1,269	-2.2%	1,344	1,920	42.9%	3,918	3,522	-10.1%
Dublin	2,071	2,061	-0.5%	2,185	2,514	15.1%	4,764	5,647	18.5%
Emeryville	551	397	-27.9%	548	390	-28.8%	825	765	-7.3%
Fremont	8,663	7,664	-11.5%	9,232	9,898	7.2%	20,059	20,214	0.8%
Hayward	8,475	8,062	-4.9%	9,412	8,154	-13.4%	18,664	18,175	-2.6%
Livermore	2,983	3,590	20.3%	3,304	4,379	32.5%	8,314	9,850	18.5%
Newark	1,671	1,693	1.3%	1,949	1,650	-15.3%	4,067	3,308	-18.7%
Oakland	16,449	14,684	-10.7%	17,755	15,241	-14.2%	31,870	32,676	2.5%
Piedmont	357	367	2.8%	368	309	-16.0%	764	808	5.8%
Pleasanton	1,862	3,038	63.2%	2,082	3,705	78.0%	7,049	8,339	18.3%
San Leandro	3,925	3,323	-15.3%	4,446	3,880	-12.7%	9,120	9,417	3.3%
San Lorenzo	932	780	-16.3%	981	1,176	19.9%	2,402	2,161	-10.0%
Sunol	12	43	258.3%	10	52	420.0%	99	117	18.2%
Union City	2,643	2,753	4.2%	2,896	2,675	-7.6%	6,584	5,397	-18.0%

Source: 2012 & 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart.

While there was an overall decline in birth-5-year-olds county-wide, Berkeley, Pleasanton, and Sunol saw increases in their birth-5 population, with Livermore demonstrating the greatest overall birth-12 growth.

ANNUAL BIRTH RATE FOR WOMEN AGES 15-50

41.4 births per 1,000 women ages 15-50

Source: 2014-2018, American Community Survey, 5-year estimates for Alameda County.

TEEN BIRTH RATE FOR YOUNG WOMEN AGES 15-19

7.5 births per 1,000 women ages 15-19

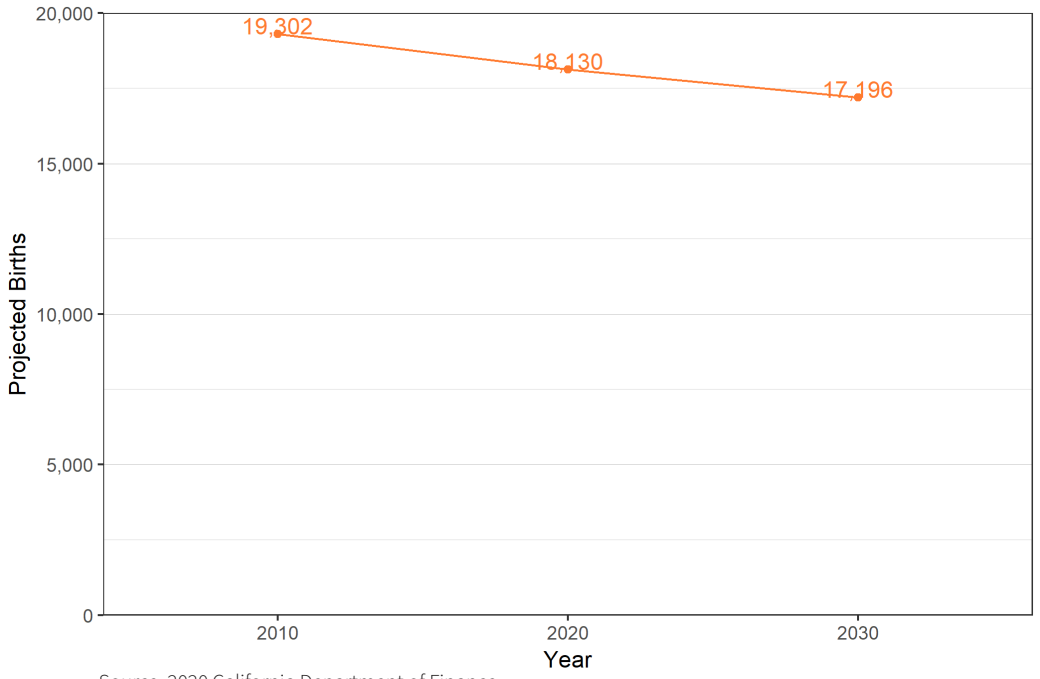
Source: 2016-2018, California Department of Public Health / Healthy Alameda County.

Figure 3.9 – Projected Births: 2010 - 2030

Year	Projected Births	Percent Change from Previous Decade
2010	19,302	
2020	18,130	-6.1%
2030	17,196	-5.2%

Source: 2020 California Department of Finance.

Figure 3.10 – Projected Births: 2010 - 2030



Source: 2020 California Department of Finance.

Figure 3.11 – Public Kindergarten and Transitional Kindergarten Enrollment by School District

District	Kindergarten	Transitional Kindergarten
Alameda County Office of Education	333	78
Alameda Unified	832	116
Albany City Unified	282	45
Berkeley Unified	720	133
California School for the Blind	0	0
California School for the Deaf-Fremont	6	0
Castro Valley Unified	624	121
Dublin Unified	1,075	101
Emery Unified	66	18
Fremont Unified	**2,686**	**495**
Hayward Unified	**1,599**	**242**
Livermore Valley Joint Unified	976	240
Mountain House Elementary	1	0
New Haven Unified	721	164
Newark Unified	480	81
Oakland Unified	**4,040**	**705**
Piedmont City Unified	150	21
Pleasanton Unified	1,060	0
San Leandro Unified	668	124
San Lorenzo Unified	702	155
Sunol Glen Unified	33	1
Alameda County Total	**17,054**	**2,846**

Source: 2018-19 California Department of Education DataQuest.

Note: Transitional Kindergarten data reflects participation on Census Day.

The majority of TK students identify as Hispanic/Latino or Asian.

Figure 3.12 – Race/Ethnicity of Children Birth-12

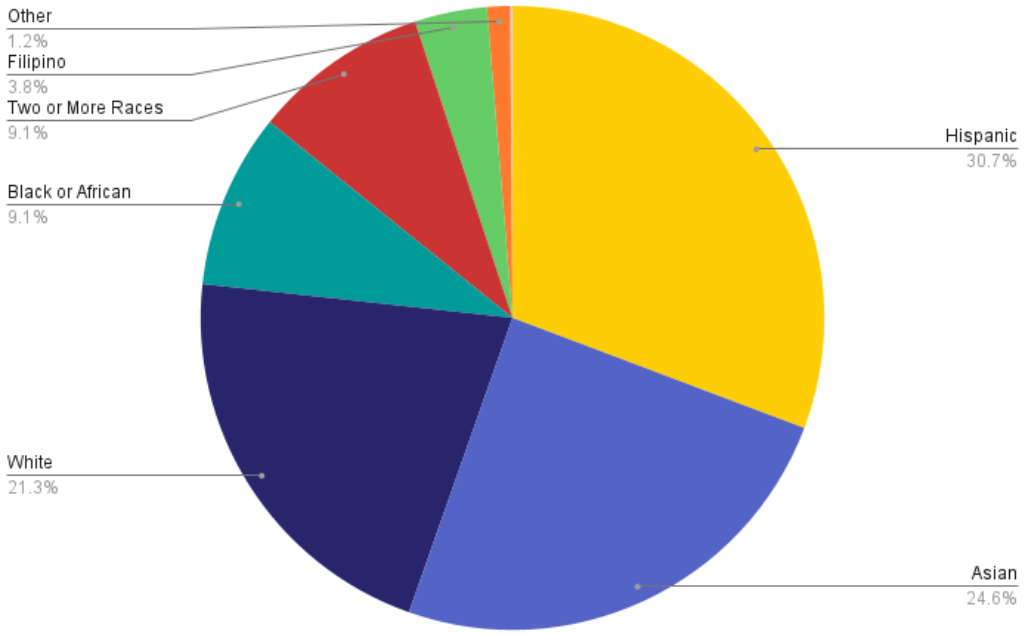
Race/Ethnicity	Ages Birth-5	Ages 6-12	Total (Birth-12)
American Indian	84 **(0.1%)**	215 **(0.2%)**	299 **(0.1%)**
Asian	29,459 **(25.1%)**	32,563 **(24.2%)**	62,022 **(24.6%)**
Black or African American	12,089 **(10.3%)**	10,734 **(8.0%)**	22,823 **(9.1%)**
Filipino	3,317 **(2.8%)**	6,123 **(4.6%)**	9,440 **(3.8%)**
Hispanic	34,423 **(29.4%)**	42,946 **(32.0%)**	77,369 **(30.7%)**
Other Race/Ethnicity	1,135 **(1.0%)**	1,877 **(1.4%)**	3,012 **(1.2%)**
Two or More Races	10,683 **(9.1%)**	12,302 **(9.2%)**	22,985 **(9.1%)**
White	26,077 **(22.2%)**	27,639 **(20.6%)**	53,716 **(21.3%)**
All Races	**117,267 (100%)**	**134,399 (100%)**	**251,666 (100%)**

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

78%
of Alameda County children ages birth-5 are children of color.

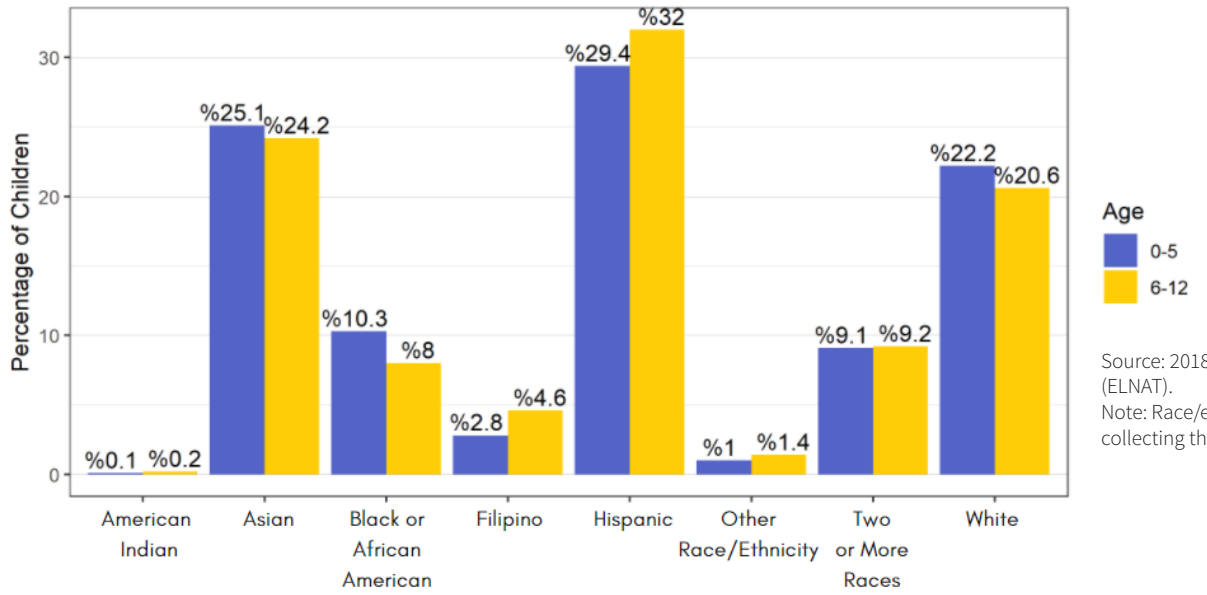
Figure 3.13 – Race/Ethnicity of Children Birth-12



Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

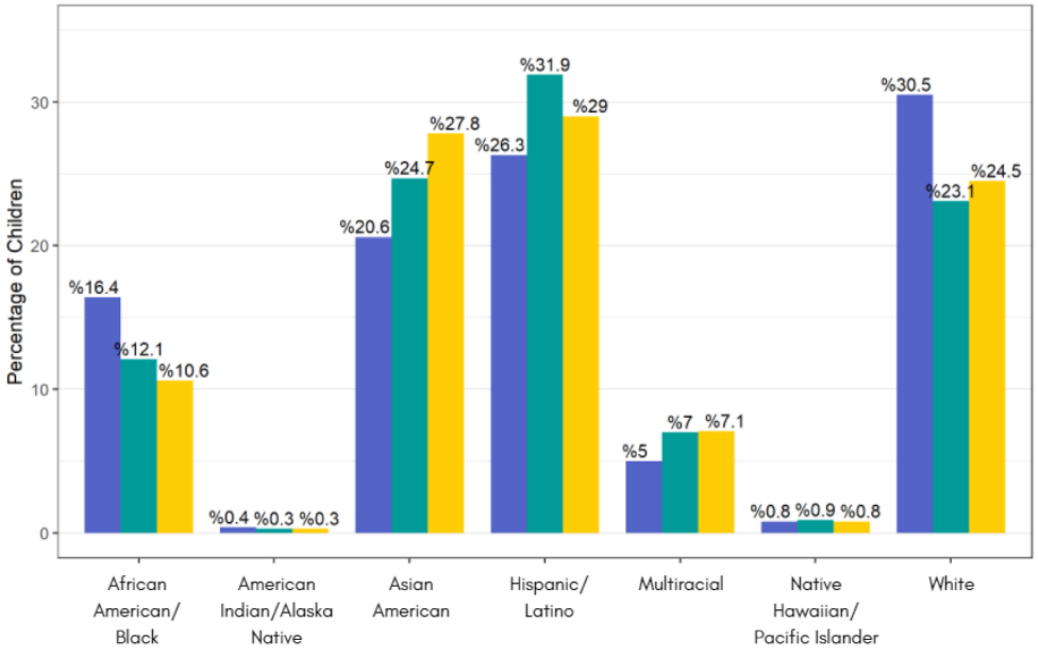
Note: Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

Figure 3.14 – Race/Ethnicity of Children Birth-5 and Children 6-12



Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).
Note: Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

Figure 3.15 – Race/Ethnicity of Children Birth-17 Over Time

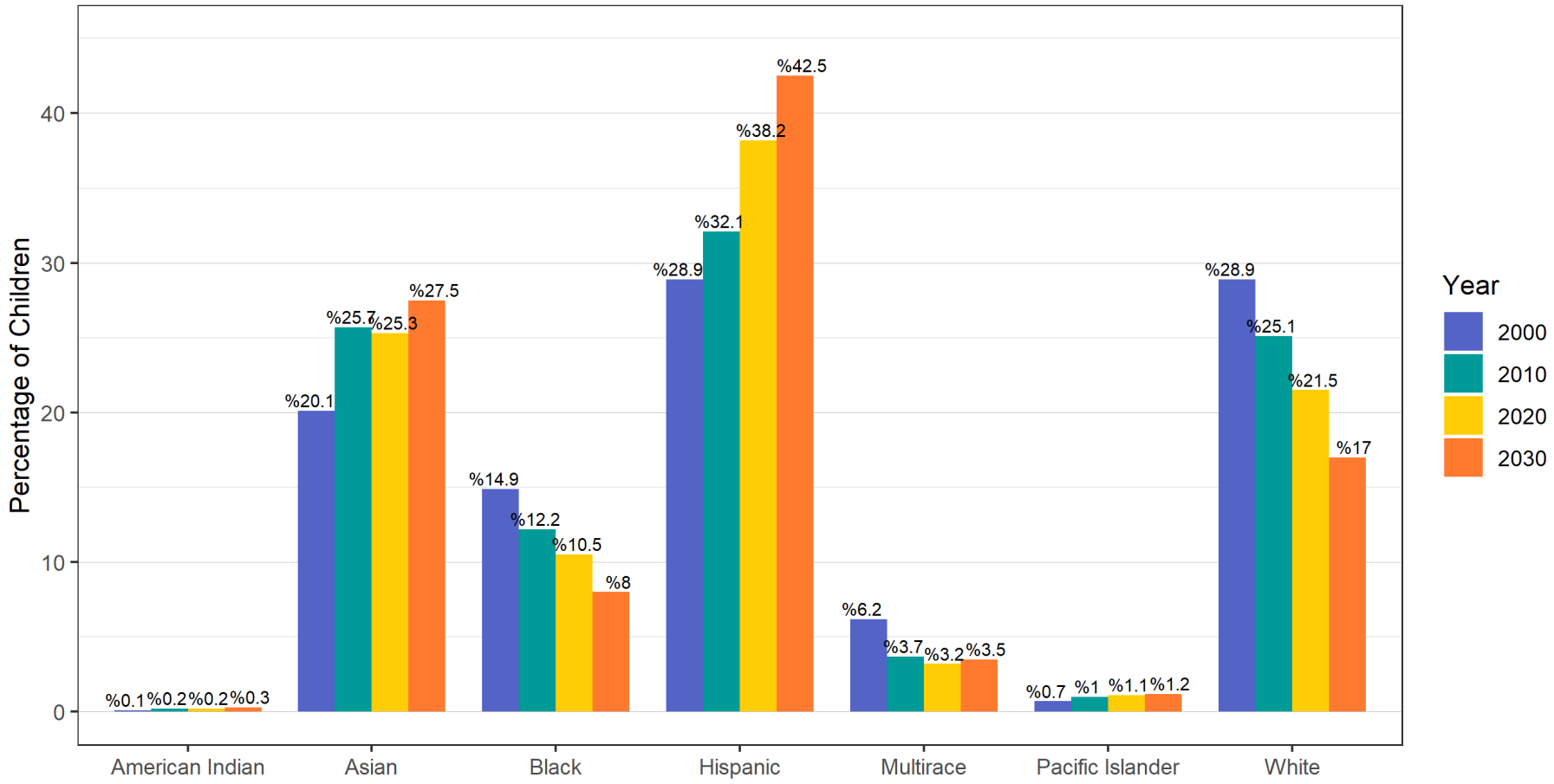


Source: KidsData.org 2000-2020.

Definition: Estimated child population ages 0-17, by race/ethnicity (e.g., in 2020, 357,462 multiracial children lived in California).

Note: Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

Figure 3.16 – Race/Ethnicity of Children Birth-5 Over Time



Source: 2000-2030 RAND State Statistics, Service of the RAND Corporation.

Note: Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

Figure 3.17 – Race/Ethnicity of Children Ages Birth-5 by Region/Zip Code

Region	City(s)	Zip	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
East	Dublin	94568	9 (0.2%)	1,404 (31.4%)	77 (1.7%)	80 (1.8%)	948 (21.2%)	14 (0.3%)	366 (8.2%)	1,577 (35.2%)	4,475
East	Livermore	94550	9 (0.2%)	1,422 (31.3%)	78 (1.7%)	82 (1.8%)	966 (21.3%)	15 (0.3%)	371 (8.2%)	1,601 (35.2%)	4,544
East	Livermore, Dublin	94551	7 (0.2%)	1,119 (31.4%)	61 (1.7%)	63 (1.8%)	755 (21.2%)	11 (0.3%)	292 (8.2%)	1,256 (35.2%)	3,564
East	Pleasanton	94588	6 (0.2%)	934 (31.3%)	51 (1.7%)	53 (1.8%)	631 (21.2%)	10 (0.3%)	246 (8.2%)	1,051 (35.2%)	2,982
East	Pleasanton	94566	8 (0.2%)	1,244 (31.4%)	68 (1.7%)	70 (1.8%)	842 (21.2%)	13 (0.3%)	324 (8.2%)	1,397 (35.2%)	3,966
East	Sunol	94586	0 (0.0%)	30 (30.6%)	2 (2.0%)	2 (2.0%)	21 (21.4%)	0 (0.0%)	7 (7.1%)	36 (36.7%)	98
North	Alameda	94501	0 (0.0%)	708 (17.4%)	494 (12.1%)	293 (7.2%)	1,211 (29.7%)	39 (1.0%)	291 (7.1%)	1,041 (25.5%)	4,077
North	Alameda	94502	0 (0.0%)	160 (17.4%)	111 (12.1%)	66 (7.2%)	273 (29.7%)	9 (1.0%)	65 (7.1%)	235 (25.6%)	919
North	Albany, Berkeley	94706	2 (0.2%)	140 (13.8%)	149 (14.6%)	0 (0.0%)	133 (13.1%)	0 (0.0%)	178 (17.5%)	416 (40.9%)	1,018
North	Berkeley	94702	2 (0.2%)	113 (13.7%)	122 (14.8%)	0 (0.0%)	108 (13.1%)	0 (0.0%)	143 (17.3%)	338 (40.9%)	826
North	Berkeley	94707	1 (0.1%)	84 (12.5%)	102 (15.2%)	5 (0.7%)	118 (17.5%)	4 (0.6%)	92 (13.7%)	267 (39.7%)	673
North	Berkeley	94708	1 (0.2%)	79 (12.7%)	94 (15.1%)	4 (0.6%)	106 (17.0%)	3 (0.5%)	88 (14.1%)	247 (39.7%)	622
North	Berkeley	94709	1 (0.2%)	84 (13.7%)	90 (14.7%)	0 (0.0%)	80 (13.1%)	0 (0.0%)	107 (17.5%)	249 (40.8%)	611
North	Berkeley	94720	0 (0.0%)	21 (13.5%)	23 (14.7%)	0 (0.0%)	20 (12.8%)	0 (0.0%)	27 (17.3%)	65 (41.7%)	156
North	Berkeley	94703	2 (0.2%)	140 (13.7%)	151 (14.8%)	0 (0.0%)	133 (13.0%)	0 (0.0%)	178 (17.4%)	418 (40.9%)	1,022
North	Berkeley, Albany	94710	1 (0.3%)	49 (13.6%)	53 (14.7%)	0 (0.0%)	47 (13.1%)	0 (0.0%)	62 (17.2%)	148 (41.1%)	360
North	Berkeley, Oakland	94704	3 (0.2%)	180 (13.6%)	194 (14.7%)	0 (0.0%)	174 (13.1%)	0 (0.0%)	232 (17.5%)	541 (40.9%)	1,324

Figure 3.17 – Race/Ethnicity of Children Ages Birth-5 by Region/Zip Code (cont.)

Region	City(s)	Zip	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
North	Emeryville, Oakland	94608	5 (0.3%)	208 (13.2%)	455 (29.0%)	34 (2.2%)	349 (22.2%)	0 (0.0%)	196 (12.5%)	323 (20.6%)	1,570
North	Oakland	94613	0 (0.0%)	4 (8.0%)	5 (10.0%)	0 (0.0%)	7 (14.0%)	0 (0.0%)	14 (28.0%)	20 (40.0%)	50
North	Oakland	94605	0 (0.0%)	117 (3.5%)	739 (22.1%)	11 (0.3%)	1,248 (37.3%)	29 (0.9%)	441 (13.2%)	764 (22.8%)	3,349
North	Oakland	94606	7 (0.3%)	271 (13.2%)	597 (29.1%)	45 (2.2%)	457 (22.3%)	0 (0.0%)	256 (12.5%)	419 (20.4%)	2,052
North	Oakland	94618	0 (0.0%)	73 (7.3%)	120 (12.0%)	9 (0.9%)	142 (14.2%)	7 (0.7%)	278 (27.8%)	370 (37.0%)	999
North	Oakland	94619	0 (0.0%)	75 (3.9%)	401 (20.8%)	7 (0.4%)	672 (34.9%)	17 (0.9%)	284 (14.7%)	471 (24.4%)	1,927
North	Oakland	94601	3 (0.1%)	185 (4.0%)	1,353 (29.5%)	23 (0.5%)	2,096 (45.8%)	32 (0.7%)	227 (5.0%)	660 (14.4%)	4,579
North	Oakland	94602	0 (0.0%)	107 (5.0%)	405 (19.0%)	12 (0.6%)	626 (29.3%)	17 (0.8%)	382 (17.9%)	584 (27.4%)	2,133
North	Oakland	94603	0 (0.0%)	85 (2.5%)	956 (28.4%)	17 (0.5%)	1,716 (51.0%)	30 (0.9%)	103 (3.1%)	456 (13.6%)	3,363
North	Oakland	94607	5 (0.4%)	184 (13.2%)	406 (29.1%)	31 (2.2%)	310 (22.2%)	0 (0.0%)	175 (12.5%)	285 (20.4%)	1,396
North	Oakland	94609	2 (0.2%)	129 (10.8%)	264 (22.1%)	20 (1.7%)	227 (19.0%)	4 (0.3%)	224 (18.7%)	325 (27.2%)	1,195
North	Oakland	94612	3 (0.4%)	106 (13.2%)	235 (29.2%)	18 (2.2%)	179 (22.2%)	0 (0.0%)	101 (12.5%)	164 (20.3%)	806
North	Oakland	94621	0 (0.0%)	45 (1.3%)	993 (29.7%)	0 (0.0%)	1,762 (52.7%)	30 (0.9%)	92 (2.8%)	423 (12.6%)	3,345
North	Oakland, Berkeley	94705	1 (0.1%)	84 (12.3%)	94 (13.7%)	1 (0.1%)	90 (13.1%)	1 (0.1%)	136 (19.9%)	278 (40.6%)	685
North	Oakland, Piedmont	94610	3 (0.2%)	169 (9.7%)	328 (18.8%)	25 (1.4%)	303 (17.3%)	8 (0.5%)	380 (21.7%)	532 (30.4%)	1,748
North	Oakland, Piedmont	94611	1 (0.0%)	169 (7.4%)	279 (12.2%)	22 (1.0%)	328 (14.3%)	17 (0.7%)	632 (27.6%)	840 (36.7%)	2,288
South	Castro Valley	94546	0 (0.0%)	701 (21.8%)	228 (7.1%)	131 (4.1%)	1,510 (46.9%)	38 (1.2%)	180 (5.6%)	433 (13.4%)	3,221
South	Fremont	94555	0 (0.0%)	1,288 (46.7%)	18 (0.7%)	136 (4.9%)	663 (24.1%)	35 (1.3%)	211 (7.7%)	405 (14.7%)	2,756

Figure 3.17 – Race/Ethnicity of Children Ages Birth-5 by Region/Zip Code (cont.)

Region	City(s)	Zip	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
South	Fremont	94539	0 (0.0%)	2,409 (58.7%)	2 (0.0%)	64 (1.6%)	500 (12.2%)	136 (3.3%)	323 (7.9%)	673 (16.4%)	4,107
South	Fremont	94536	0 (0.0%)	3,371 (59.5%)	0 (0.0%)	74 (1.3%)	643 (11.3%)	196 (3.5%)	448 (7.9%)	934 (16.5%)	5,666
South	Fremont	94538	0 (0.0%)	2,985 (59.5%)	0 (0.0%)	65 (1.3%)	573 (11.4%)	173 (3.4%)	396 (7.9%)	828 (16.5%)	5,020
South	Hayward	94544	0 (0.0%)	1,378 (22.4%)	523 (8.5%)	266 (4.3%)	2,864 (46.5%)	58 (0.9%)	333 (5.4%)	743 (12.1%)	6,165
South	Hayward	94545	0 (0.0%)	560 (22.3%)	213 (8.5%)	108 (4.3%)	1,167 (46.5%)	24 (1.0%)	136 (5.4%)	302 (12.0%)	2,510
South	Hayward, Cherryland, Fairview	94541	0 (0.0%)	1,084 (22.0%)	380 (7.7%)	204 (4.1%)	2,299 (46.7%)	52 (1.1%)	271 (5.5%)	631 (12.8%)	4,921
South	Hayward	94542	0 (0.0%)	236 (22.2%)	89 (8.4%)	47 (4.4%)	494 (46.4%)	11 (1.0%)	58 (5.4%)	130 (12.2%)	1,065
South	Castro Valley	94552	0 (0.0%)	248 (21.8%)	86 (7.6%)	48 (4.2%)	531 (46.7%)	13 (1.1%)	63 (5.5%)	148 (13.0%)	1,137
South	Newark	94560	0 (0.0%)	1,346 (39.4%)	35 (1.0%)	240 (7.0%)	1,064 (31.2%)	0 (0.0%)	259 (7.6%)	468 (13.7%)	3,412
South	San Leandro	94577	0 (0.0%)	536 (17.4%)	373 (12.1%)	221 (7.2%)	915 (29.7%)	30 (1.0%)	220 (7.1%)	786 (25.5%)	3,081
South	San Leandro	94579	0 (0.0%)	243 (17.4%)	169 (12.1%)	100 (7.2%)	415 (29.7%)	13 (0.9%)	99 (7.1%)	357 (25.6%)	1,396
South	San Leandro, Ashland	94578	0 (0.0%)	543 (19.6%)	264 (9.5%)	153 (5.5%)	1,066 (38.5%)	30 (1.1%)	175 (6.3%)	538 (19.4%)	2,769
South	San Leandro, Ashland	94580	0 (0.0%)	453 (21.8%)	147 (7.1%)	84 (4.0%)	976 (46.9%)	25 (1.2%)	117 (5.6%)	279 (13.4%)	2,081
South	Union City, Hayward	94587	0 (0.0%)	2,188 (39.2%)	62 (1.1%)	390 (7.0%)	1,755 (31.4%)	0 (0.0%)	422 (7.6%)	765 (13.7%)	5,582

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: Data reflects an estimate and therefore total numbers may not match County-level estimates.

Figure 3.18 – Race/Ethnicity of Children Ages Birth-5 by City

City	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
Alameda	0 (0.0%)	858 (17.3%)	606 (12.2%)	354 (7.2%)	**1,467 (29.6%)**	47 (0.9%)	355 (7.2%)	1,262 (25.5%)	4,949
Albany	2 (0.2%)	131 (13.8%)	139 (14.6%)	0 (0.0%)	124 (13.0%)	0 (0.0%)	166 (17.5%)	**389 (40.9%)**	951
Berkeley	11 (0.2%)	761 (13.4%)	(841) 14.8%	9 (0.2%)	799 (14.0%)	7 (0.1%)	952 (16.7%)	**2,313 (40.6%)**	5,693
Castro Valley	0 (0.0%)	694 (21.8%)	226 (7.1%)	130 (4.1%)	**1,495 (46.9%)**	38 (1.2%)	178 (5.6%)	429 (13.4%)	3,190
Dublin	9 (0.2%)	1,435 (31.4%)	79 (1.7%)	82 (1.8%)	969 (21.2%)	14 (0.3%)	374 (8.2%)	**1,611 (35.2%)**	4,573
Emeryville	3 (0.4%)	104 (13.2%)	**228 (29.0%)**	17 (2.2%)	175 (22.2%)	0 (0.0%)	98 (12.5%)	162 (20.6%)	787
Fremont	0 (0.0%)	**10,042 (57.2%)**	21 (0.1%)	344 (2.0%)	2,398 (13.7%)	537 (3.1%)	1,379 (7.9%)	2,840 (16.2%)	17,561
Hayward	0 (0.0%)	3,664 (22.6%)	1,293 (8.0%)	692 (4.3%)	**7,461 (46.0%)**	159 (1.0%)	896 (5.5%)	2,060 (12.7%)	16,225
Livermore	16 (0.2%)	2,496 (31.3%)	137 (1.7%)	142 (1.8%)	1,691 (21.2%)	26 (0.3%)	651 (8.2%)	**2,807 (35.2%)**	7,966
Newark	0 (0.0%)	**1,319 (39.4%)**	34 (1.0%)	235 (7.0%)	1,043 (31.2%)	0 (0.0%)	254 (7.6%)	459 (13.7%)	3,344
Oakland	27 (0.1%)	1,855 (6.2%)	7,266 (24.3%)	255 (0.9%)	**10,189 (34.1%)**	187 (0.6%)	3,635 (12.2%)	6,502 (21.7%)	29,916
Piedmont	1 (0.1%)	56 (8.3%)	99 (14.6%)	8 (1.2%)	104 (15.3%)	4 (0.6%)	173 (25.5%)	**233 (34.4%)**	678
Pleasanton	14 (0.2%)	2,113 (31.4%)	115 (1.7%)	119 (1.8%)	1,429 (21.2%)	22 (0.3%)	553 (8.2%)	**2,374 (35.2%)**	6,739
San Leandro	0 (0.0%)	1,314 (18.2%)	801 (11.1%)	471 (6.5%)	**2,383 (33.1%)**	73 (1.0%)	491 (6.8%)	1,670 (23.2%)	7,203
San Lorenzo	0 (0.0%)	426 (21.8%)	138 (7.1%)	79 (4.0%)	**917 (46.9%)**	24 (1.2%)	110 (5.6%)	262 (13.4%)	1,956
Sunol	0 (0.0%)	29 (30.5%)	2 (2.1%)	2 (2.1%)	20 (21.1%)	0 (0.0%)	7 (7.4%)	**35 (36.8%)**	95
Union City	0 (0.0%)	**2,106 (38.8%)**	69 (1.3%)	376 (6.9%)	1,725 (31.8%)	1 (0.0%)	408 (7.5%)	742 (13.7%)	5,427

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart. Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

Figure 3.19 – Race/Ethnicity of Children Ages 6-12 by Zip Code

Region	City	Zip	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
East	Dublin	94568	0 (0.0%)	1,973 (35.7%)	121 (2.2%)	183 (3.3%)	1,040 (18.8%)	33 (0.6%)	277 (5.0%)	1,897 (34.3%)	5,524
East	Livermore	94550	0 (0.0%)	2,000 (35.7%)	123 (2.2%)	186 (3.3%)	1,061 (18.9%)	33 (0.6%)	281 (5.0%)	1,925 (34.3%)	5,609
East	Livermore, Dublin	94551	0 (0.0%)	1,578 (35.7%)	96 (2.2%)	146 (3.3%)	828 (18.8%)	27 (0.6%)	223 (5.0%)	1,518 (34.4%)	4,416
East	Pleasanton	94588	0 (0.0%)	1,324 (35.8%)	80 (2.2%)	122 (3.3%)	693 (18.7%)	22 (0.6%)	188 (5.1%)	1,274 (34.4%)	3,703
East	Pleasanton	94566	0 (0.0%)	1,748 (35.7%)	107 (2.2%)	162 (3.3%)	922 (18.8%)	29 (0.6%)	245 (5.0%)	1,681 (34.3%)	4,894
East	Sunol	94586	0 (0.0%)	43 (35.2%)	3 (2.5%)	4 (3.3%)	23 (18.9%)	1 (0.8%)	6 (4.9%)	42 (34.4%)	122
North	Alameda	94501	5 (0.1%)	920 (16.6%)	397 (7.2%)	506 (9.2%)	1,953 (35.3%)	81 (1.5%)	530 (9.6%)	1,138 (20.6%)	5,530
North	Alameda	94502	1 (0.1%)	208 (16.7%)	90 (7.2%)	114 (9.1%)	440 (35.3%)	18 (1.4%)	120 (9.6%)	257 (20.6%)	1,248
North	Albany, Berkeley	94706	4 (0.4%)	140 (12.5%)	69 (6.2%)	10 (0.9%)	166 (14.8%)	18 (1.6%)	259 (23.1%)	453 (40.5%)	1,119
North	Berkeley	94702	3 (0.3%)	114 (12.5%)	56 (6.2%)	8 (0.9%)	135 (14.8%)	15 (1.6%)	210 (23.1%)	369 (40.5%)	910
North	Berkeley	94707	2 (0.3%)	107 (13.4%)	59 (7.4%)	12 (1.5%)	157 (19.6%)	20 (2.5%)	135 (16.9%)	308 (38.5%)	800
North	Berkeley	94708	2 (0.3%)	97 (13.2%)	53 (7.2%)	11 (1.5%)	141 (19.2%)	18 (2.4%)	129 (17.6%)	284 (38.6%)	735
North	Berkeley	94709	2 (0.3%)	84 (12.5%)	41 (6.1%)	6 (0.9%)	100 (14.9%)	11 (1.6%)	155 (23.1%)	272 (40.5%)	671
North	Berkeley	94720	1 (0.6%)	21 (12.2%)	11 (6.4%)	1 (0.6%)	25 (14.5%)	3 (1.7%)	40 (23.3%)	70 (40.7%)	172
North	Berkeley	94703	4 (0.4%)	141 (12.5%)	69 (6.1%)	10 (0.9%)	167 (14.8%)	18 (1.6%)	260 (23.1%)	456 (40.5%)	1,125
North	Berkeley, Albany	94710	1 (0.3%)	50 (12.7%)	24 (6.1%)	3 (0.8%)	59 (15.0%)	6 (1.5%)	91 (23.1%)	160 (40.6%)	394
North	Berkeley, Oakland	94704	5 (0.3%)	183 (12.6%)	90 (6.2%)	13 (0.9%)	216 (14.8%)	23 (1.6%)	337 (23.1%)	591 (40.5%)	1,458

Figure 3.19 – Race/Ethnicity of Children Ages 6-12 by Zip Code (cont.)

Region	City	Zip	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
North	Emeryville, Oakland	94608	5 (0.3%)	164 (10.7%)	423 (27.7%)	0 (0.0%)	580 (37.9%)	0 (0.0%)	191 (12.5%)	166 (10.9%)	1,529
North	Oakland	94613	0 (0.0%)	8 (13.6%)	5 (8.5%)	0 (0.0%)	6 (10.2%)	0 (0.0%)	13 (22.0%)	27 (45.8%)	59
North	Oakland	94605	0 (0.0%)	281 (7.3%)	607 (15.9%)	0 (0.0%)	1,539 (40.2%)	89 (2.3%)	468 (12.2%)	840 (22.0%)	3,824
North	Oakland	94606	7 (0.4%)	213 (10.7%)	554 (27.8%)	0 (0.0%)	759 (38.0%)	0 (0.0%)	248 (12.4%)	214 (10.7%)	1,995
North	Oakland	94618	0 (0.0%)	168 (13.6%)	127 (10.3%)	0 (0.0%)	143 (11.6%)	6 (0.5%)	257 (20.8%)	535 (43.3%)	1,236
North	Oakland	94619	0 (0.0%)	180 (8.1%)	335 (15.1%)	1 (0.0%)	820 (36.9%)	47 (2.1%)	294 (13.2%)	547 (24.6%)	2,224
North	Oakland	94601	4 (0.1%)	198 (4.1%)	1,080 (22.6%)	0 (0.0%)	2,787 (58.3%)	139 (2.9%)	321 (6.7%)	250 (5.2%)	4,779
North	Oakland	94602	0 (0.0%)	239 (9.6%)	354 (14.2%)	0 (0.0%)	755 (30.3%)	41 (1.6%)	378 (15.2%)	722 (29.0%)	2,489
North	Oakland	94603	0 (0.0%)	134 (3.7%)	728 (19.9%)	30 (0.8%)	2,234 (61.2%)	127 (3.5%)	204 (5.6%)	193 (5.3%)	3,650
North	Oakland	94607	5 (0.4%)	145 (10.7%)	377 (27.7%)	0 (0.0%)	517 (38.0%)	0 (0.0%)	169 (12.4%)	146 (10.7%)	1,359
North	Oakland	94609	3 (0.2%)	156 (12.1%)	253 (19.6%)	0 (0.0%)	332 (25.7%)	3 (0.2%)	211 (16.3%)	334 (25.9%)	1,292
North	Oakland	94612	3 (0.4%)	84 (10.7%)	217 (27.7%)	0 (0.0%)	298 (38.1%)	0 (0.0%)	97 (12.4%)	84 (10.7%)	783
North	Oakland	94621	0 (0.0%)	84 (2.4%)	755 (21.2%)	0 (0.0%)	2,269 (63.8%)	131 (3.7%)	185 (5.2%)	133 (3.7%)	3,557
North	Oakland, Berkeley	94705	2 (0.3%)	99 (12.8%)	52 (6.7%)	5 (0.6%)	106 (13.7%)	11 (1.4%)	176 (22.8%)	322 (41.7%)	773
North	Oakland, Piedmont	94610	3 (0.2%)	249 (12.6%)	321 (16.2%)	0 (0.0%)	407 (20.6%)	7 (0.4%)	354 (17.9%)	635 (32.1%)	1,976
North	Oakland, Piedmont	94611	1 (0.0%)	382 (13.6%)	294 (10.4%)	0 (0.0%)	334 (11.9%)	14 (0.5%)	583 (20.7%)	1,207 (42.9%)	2,815
South	Castro Valley	94546	0 (0.0%)	485 (13.6%)	127 (3.6%)	231 (6.5%)	1,709 (48.0%)	42 (1.2%)	142 (4.0%)	821 (23.1%)	3,557
South	Fremont	94555	9 (0.3%)	1,287 (44.2%)	117 (4.0%)	314 (10.8%)	625 (21.5%)	14 (0.5%)	231 (7.9%)	313 (10.8%)	2,910

Figure 3.19 – Race/Ethnicity of Children Ages 6-12 by Zip Code (cont.)

Region	City	Zip	American Indian	Asian	Black/ African American	Filipino	Hispanic	Other Race/ Ethnicity	Two or More Races	White	Total
South	Fremont	94539	37 (0.8%)	2,807 (58.7%)	68 (1.4%)	298 (6.2%)	701 (14.7%)	56 (1.2%)	369 (7.7%)	447 (9.3%)	4,783
South	Fremont	94536	53 (0.8%)	3,959 (59.6%)	83 (1.3%)	394 (5.9%)	945 (14.2%)	80 (1.2%)	511 (7.7%)	614 (9.2%)	6,639
South	Fremont	94538	47 (0.8%)	3,505 (59.6%)	74 (1.3%)	350 (6.0%)	838 (14.2%)	71 (1.2%)	453 (7.7%)	544 (9.2%)	5,882
South	Hayward	94544	0 (0.0%)	865 (12.5%)	485 (7.0%)	273 (3.9%)	3,701 (53.3%)	218 (3.1%)	605 (8.7%)	791 (11.4%)	6,938
South	Hayward	94545	0 (0.0%)	352 (12.5%)	198 (7.0%)	111 (3.9%)	1,507 (53.3%)	89 (3.2%)	246 (8.7%)	322 (11.4%)	2,825
South	Hayward, Cherryland, Fairview	94541	0 (0.0%)	718 (13.1%)	282 (5.1%)	292 (5.3%)	2,768 (50.5%)	114 (2.1%)	338 (6.2%)	973 (17.7%)	5,485
South	Hayward	94542	0 (0.0%)	150 (12.6%)	80 (6.7%)	50 (4.2%)	631 (52.8%)	35 (2.9%)	99 (8.3%)	149 (12.5%)	1,194
South	Castro Valley	94552	0 (0.0%)	168 (13.3%)	58 (4.6%)	72 (5.7%)	627 (49.6%)	23 (1.8%)	69 (5.5%)	246 (19.5%)	1,263
South	Newark	94560	0 (0.0%)	1,142 (33.8%)	198 (5.9%)	475 (14.1%)	890 (26.4%)	0 (0.0%)	274 (8.1%)	396 (11.7%)	3,375
South	San Leandro	94577	4 (0.1%)	695 (16.6%)	300 (7.2%)	382 (9.1%)	1,475 (35.3%)	61 (1.5%)	401 (9.6%)	860 (20.6%)	4,178
South	San Leandro	94579	2 (0.1%)	315 (16.6%)	136 (7.2%)	173 (9.1%)	669 (35.3%)	28 (1.5%)	182 (9.6%)	390 (20.6%)	1,895
South	San Leandro, Ashland	94578	2 (0.1%)	520 (15.3%)	189 (5.5%)	270 (7.9%)	1,401 (41.1%)	46 (1.4%)	239 (7.0%)	740 (21.7%)	3,407
South	San Leandro, Ashland	94580	0 (0.0%)	313 (13.6%)	83 (3.6%)	149 (6.5%)	1,105 (48.1%)	28 (1.2%)	92 (4.0%)	529 (23.0%)	2,299
South	Union City, Hayward	94587	0 (0.0%)	1,853 (33.5%)	327 (5.9%)	769 (13.9%)	1,485 (26.8%)	3 (0.1%)	450 (8.1%)	649 (11.7%)	5,536

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: Race/ethnicity categories are defined in a variety of ways depending upon the entity collecting the data. Categories are reported according to source categorization.

Figure 3.20 – Race/Ethnicity of Transitional Kindergarten Students by Public School District

District	African American, Not Hispanic	American Indian or Alaska Native, Not Hispanic	Asian, Not Hispanic	Filipino, Not Hispanic	Hispanic or Latino of Any Race	Pacific Islander, Not Hispanic	Two or More Races, Not Hispanic	White, Not Hispanic	Not Reported	Total
Alameda County Office of Education	6	1	4	1	42	1	6	10	7	78
Alameda Unified	2	1	32	11	15	0	16	32	7	116
Albany City Unified	2	0	12	1	6	NA	2	6	16	45
Berkeley Unified	13	0	10	0	27	NA	17	66	NA	133
Castro Valley Unified	3	1	39	3	29	0	13	31	2	121
Dublin Unified	2	1	70	4	6	0	8	10	0	101
Emery Unified	7	NA	2	0	5	NA	2	2	NA	18
Fremont Unified	3	2	359	17	57	1	10	38	8	495
Hayward Unified	13	0	23	13	158	12	11	11	1	242
Livermore Valley Joint Unified	6	1	27	8	73	0	19	106	0	240
New Haven Unified	5	2	51	23	60	0	14	9	0	164
Newark Unified	1	1	20	7	40	1	3	6	2	81
Oakland Unified	157	1	87	8	289	NA	55	82	26	705
Piedmont City Unified	1	NA	0	NA	1	NA	6	13	NA	21
Pleasanton Unified	0	0	0	0	0	0	0	0	0	0
San Leandro Unified	9	0	21	9	61	1	7	14	2	124
San Lorenzo Unified	8	0	23	7	102	3	2	7	3	155
Sunol Glen Unified	NA	NA	0	0	0	0	0	1	NA	1
Total Numbers	**238**	**11**	**780**	**112**	**971**	**25**	**191**	**444**	**74**	**2,846**
Total Percent	**8.4%**	**0.4%**	**27.4%**	**3.9%**	**34.1%**	**0.9%**	**6.7%**	**15.6%**	**2.6%**	**100%**

Source: 2018-19 California Department of Education DataQuest.

Note: Data reflects Transitional Kindergarten participation on Census Day.

ENGLISH LANGUAGE LEARNERS (ELL)/DUAL LANGUAGE LEARNERS (DLL)

Alameda County uses Dual Language Learners to identify those children learning more than one language. However, California Department of Education collects data regarding English Language Learners, therefor that is the data included in this section. While there is a considerable overlap in English Language Learners and Dual Language Learners, the definition of these groups is not synonymous.

Approximately 18,294 (29.6%) of preschool-age children are English Language Learners in Alameda County, while 45,423 K-12 students are English Language Learners.[30] Spanish is by far the most common language spoken by public school students in the County, with nearly 27,025 Spanish-speaking English Language Learners (ELL) students, grades K-12, in 2019.[31] Spanish is also the highest non-English language group in most school districts, with certain exceptions: Mandarin in Albany City Unified and Sunol Glen Unified, and Telugu[32] (15.24%) in Dublin. Projections from KidsData shows the percentage of Asian American children growing from 26% to 36%, projected to become the largest child race/ethnicity group by 2060.[33]

30% of preschool children in Alameda County are English Language Learners

Spanish is spoken by 61% of ELL students in Alameda County public schools

Over 52 languages of ELL students in Alameda County public schools

30 American Institutes for Research, Early Learning Needs Assessment Tool, 2018 and California Department of Education, DataQuest 2018-2019
31 California Department of Education, DataQuest 2018-2019
32 Telugu is Dravidian language spoken mainly in Andhra Pradesh state and Telangana, in southern and southeast India.
33 KidsData, Projected Child Population by Race/Ethnicity https://www.kidsdata.org/topic/2150/projected-child-population-race/table#fmt=2681&loc=127&tf=118&ch=7,11,726,10,72,9,73&sortColumnId=0&sortType=asc

Figure 3.21 – Number of Preschool-Age Children Designated as an English Language Learner (ELL) by Zip Code

Region	City	Zip Code	Number of Children Ages 3-5
East	Dublin	94568	603
East	Livermore	94550	189
East	Livermore, Dublin	94551	393
East	Pleasanton	94588	429
East	Pleasanton	94566	336
East	Sunol	94586	12
North	Alameda	94501	327
North	Alameda	94502	84
North	Albany, Berkeley	94706	297
North	Berkeley	94702	6
North	Berkeley	94707	69
North	Berkeley	94708	33
North	Berkeley	94709	9
North	Berkeley	94720	0
North	Berkeley	94703	33
North	Berkeley, Albany	94710	27
North	Berkeley, Oakland	94704	42
North	Emeryville, Oakland	94608	225
North	Oakland	94613	0
North	Oakland	94605	324
North	Oakland	94606	675
North	Oakland	94618	33
North	Oakland	94619	327
North	Oakland	94601	1,383
North	Oakland	94602	141
North	Oakland	94603	927
North	Oakland	94607	543

Figure 3.21 – Number of Preschool-Age Children Designated as an English Language Learner (ELL) by Zip Code (cont.)

Region	City	Zip Code	Number of Children Ages 3-5
North	Oakland	94609	63
North	Oakland	94612	0
North	Oakland	94621	1,341
North	Oakland, Berkeley	94705	57
North	Oakland, Piedmont	94610	120
North	Oakland, Piedmont	94611	93
South	Castro Valley	94546	411
South	Fremont	94555	327
South	Fremont	94539	657
South	Fremont	94536	1,068
South	Fremont	94538	843
South	Hayward	94544	678
South	Hayward	94545	336
South	Hayward, Cherryland, Fairview	94541	1,398
South	Hayward	94542	72
South	Castro Valley	94552	138
South	Newark	94560	402
South	San Leandro	94577	504
South	San Leandro	94579	300
South	San Leandro, Ashland	94578	333
South	San Leandro, Ashland	94580	483
South	Union City, Hayward	94587	753
Total			**18,294**

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT). Data is extrapolated from K-12 data. English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.22 – Number of Preschool-Age Children Designated as an English Language Learner (ELL) by City

City	Number
Alameda	417
Albany	274
Berkeley	253
Castro Valley	407
Dublin	613
Emeryville	113
Fremont	**2,893**
Hayward	**2,696**
Livermore	566
Newark	394
Oakland	**6,051**
Piedmont	34
Pleasanton	735
San Leandro	1,129
San Lorenzo	454
Sunol	12
Union City	729

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT)

Note: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart. English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.23 – Number of ELLs in Preschool through 12th Grade

Grade	Number of ELLs	Percent of All Students
Preschool	18,294	29.6%
TK & K	6,098	30.6%
1	5,526	32.0%
2	5,086	29.4%
3	4,431	25.6%
4	4,025	23.7%
5	3,685	21.4%
6	3,092	17.9%
7	2,806	16.0%
8	2,440	14.1%
9	2,190	12.5%
10	2,135	12.1%
11	1,943	11.3%
12	1,966	11.2%
Total	**63,717**	**22.0%**

Source: 2018-19 California Department of Education DataQuest; 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Notes: Data may double count 5-year-olds as they are represented among both the Preschool and TK/kindergarten populations. Preschool includes children ages 3-5, while K-12 children reflect only those enrolled in public schools. English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.24 – Number of Public K-12 ELL Students by School District

District	Number of ELLs Attending Non-Charter Schools	Number of ELLs Attending Charter Schools	Total Number of ELLs	Percent of All Students
Alameda County Office of Education	44	1,058	1,102	27.5%
Alameda Unified	1,121	334	1,455	12.9%
Albany City Unified	507	0	507	14.1%
Berkeley Unified	813	0	813	8.3%
CA School for Blind	10	0	10	15.6%
CA School for the Deaf-Fremont	39	0	39	11.1%
Castro Valley Unified	1,067	0	1,067	11.4%
Dublin Unified	925	0	925	7.4%
Emery Unified	155	0	155	21.5%
Fremont Unified	4,419	41	4,460	12.6%
Hayward Unified	5,954	450	6,404	28.7%
Livermore Valley Joint Unified	1,453	0	1,453	10.6%
Mountain House Elementary	5	0	5	33.3%
New Haven Unified	2,218	0	2,218	20.1%
Newark Unified	1,130	0	1,130	19.9%
Oakland Unified	11,874	3,651	15,525	31.3%
Piedmont City Unified	23	0	23	0.9%
Pleasanton Unified	1,701	0	1,701	11.4%
San Leandro Unified	2,406	0	2,406	26.5%
San Lorenzo Unified	2,777	137	2,914	26.8%
SBE – Latitude 37.8 High School	0	36	36	35.0%
Sunol Glen Unified	11	0	11	3.8%
Alameda County Total	**38,652**	**5,707**	**44,359**	**19.5%**

Source: 2019-20 California Department of Education DataQuest.

Notes: English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.25 – Languages Spoken by Public K-12 Students

Language	Number of English Learner Students	Percent of English Learner Students
Spanish	**27,025**	**60.92%**
Other non-English languages	**2,562**	**5.78%**
Cantonese	**2,386**	**5.38%**
Mandarin (Putonghua)	1,897	4.28%
Arabic	1,688	3.81%
Vietnamese	1,201	2.71%
Filipino (Pilipino or Tagalog)	1,089	2.45%
Farsi (Persian)	710	1.60%
Telugu	698	1.57%
Punjabi	698	1.57%
Hindi	603	1.36%
Tamil	390	0.88%
Korean	355	0.80%
Pashto	298	0.67%
Urdu	275	0.62%
Russian	229	0.52%
Tigrinya	211	0.48%
Japanese	187	0.42%
Khmer (Cambodian)	162	0.37%
Tongan	159	0.36%
Gujarati	133	0.30%
Marathi	130	0.29%
Portuguese	130	0.29%
French	122	0.28%
Amharic	109	0.25%
Burmese	102	0.23%
Bengali	83	0.19%
Kannada	77	0.17%
Toishanese	57	0.13%
Samoan	50	0.11%
Thai	50	0.11%
Turkish	44	0.10%

Figure 3.25 – Languages Spoken by Public K-12 Students (cont.)

Language	Number of English Learner Students	Percent of English Learner Students
Hebrew	41	0.09%
German	40	0.09%
Mien (Yao)	40	0.09%
Ilocano	38	0.09%
Serbo-Croatian (Bosnian, Croatian, Serbian)	33	0.07%
Polish	32	0.07%
Lao	30	0.07%
Italian	24	0.05%
Indonesian	22	0.05%
Cebuano (Visayan)	19	0.04%
Rumanian	18	0.04%
Dutch	14	0.03%
Armenian	12	0.03%
Chaozhou (Chiuchow)	11	0.02%
Taiwanese	10	0.02%
Somali	10	0.02%
Greek	9	0.02%
Ukrainian	9	0.02%
Hmong	8	0.02%
Hungarian	8	0.02%
Assyrian	6	0.01%
Bulgarian	5	0.01%
Albanian	4	0.01%
Kurdish (Kurdi, Kurmanji)	2	0.00%
Swahili	1	0.00%
Mixteco	1	0.00%
Marshallese	1	0.00%
Swedish	1	0.00%
Total	**44,359**	

Source: 2019-20 California Department of Education DataQuest.

Note: The glossary defines "Other non-English languages defined as other non-English languages reported on the Language Census where the appropriate primary language is not one of the choices provided. In reports where specific languages are listed, this term refers to all languages other than those listed. English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.26 – Top 3 Languages Spoken by Public K-12 Students by School District

District	Language	Percent of Total ELLs
ACOE	Spanish	87.3%
	Other Non-English Languages	3.1%
	Arabic	2.2%
CA School for the Blind	Spanish	60.0%
	Arabic	10.0%
	Farsi (Persian)	10.0%
CA School for the Deaf - Fremont	Spanish	82.1%
	Arabic	5.1%
	Other Non-English Languages	5.1%
Alameda Unified	Spanish	25.4%
	Cantonese	18.7%
	Other Non-English Languages	10.0%
Albany City Unified	Mandarin (Putonghua)	22.5%
	Other Non-English Languages	16.2%
	Spanish	13.4%
Berkeley Unified	Spanish	52.2%
	Other Non-English Languages	9.6%
	Arabic	9.2%
Castro Valley Unified	Spanish	30.4%
	Cantonese	26.6%
	Mandarin (Putonghua)	10.0%
Emery Unified	Spanish	38.1%
	Arabic	35.5%
	Tigrinya	5.8%
Fremont Unified	Spanish	28.4%
	Mandarin (Putonghua)	17.1%
	Telugu	8.0%
Hayward Unified	Spanish	83.2%
	Filipino (Pilipino or Tagalog)	3.2%
	Vietnamese	1.9%
Livermore Valley Joint Unified	Spanish	76.5%
	Other Non-English Languages	3.4%
	Filipino (Pilipino or Tagalog)	3.2%

Spanish is the predominant Non-English Language of K-12 students

School districts have diverse language enrollments. Some are predominantly Spanish Speaking, while Cantonese, Mandarin and Arabic and other languages are also significant percentages of enrollments.

Figure 3.26 – Top 3 Languages Spoken by Public K-12 Students by School District (cont.)

District	Language	Percent of Total ELLs
Mountain House Elementary	Spanish	60.9%
	Other Non-English Languages	5.8%
	Cantonese	5.4%
Newark Unified	Spanish	75.1%
	Punjabi	4.1%
	Filipino (Pilipino or Tagalog)	3.5%
New Haven Unified	Spanish	52.4%
	Filipino (Pilipino or Tagalog)	11.6%
	Punjabi	8.8%
Oakland Unified	Spanish	70.3%
	Other Non-English Languages	10.7%
	Arabic	5.8%
Piedmont Unified	Spanish	30.4%
	Mandarin (Putonghua)	17.4%
	Other Non-English Languages	13.0%
San Leandro Unified	Spanish	65.9%
	Cantonese	11.0%
	Arabic	4.7%
San Lorenzo Unified	Spanish	71.2%
	Cantonese	11.1%
	Filipino (Pilipino or Tagalog)	4.3%
Dublin Unified	Telugu	15.2%
	Spanish	12.4%
	Mandarin (Putonghua)	11.9%
Pleasanton Unified	Spanish	19.8%
	Mandarin (Putonghua)	19.1%
	Telugu	9.1%
Sunol Glen Unified	Mandarin (Putonghua)	27.3%
	Hindi	18.2%
	Japanese	18.2%

Source: 2019-20 California Department of Education DataQuest.

Note: English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.27 – Languages Spoken by Public ELL Students in TK and Kindergarten

Language	Number of Students	Percent of ELL Students	Percent of All Students
Spanish	3,117	51.3%	15.7%
Mandarin (Putonghua)	460	7.6%	2.3%
Cantonese	419	6.9%	2.1%
Other non-English languages	311	5.1%	1.6%
Telugu	213	3.5%	1.1%
Arabic	189	3.1%	0.9%
Vietnamese	169	2.8%	0.8%
Punjabi	133	2.2%	0.7%
Farsi (Persian)	131	2.2%	0.7%
Tamil	124	2.0%	0.6%
Hindi	111	1.8%	0.6%
Korean	81	1.3%	0.4%
Filipino (Pilipino or Tagalog)	77	1.3%	0.4%
Russian	56	0.9%	0.3%
Pashto	46	0.8%	0.2%
Urdu	45	0.7%	0.2%
Marathi	43	0.7%	0.2%
Gujarati	41	0.7%	0.2%
Japanese	33	0.5%	0.2%
Burmese	32	0.5%	0.2%
Amharic	28	0.5%	0.1%
Kannada	26	0.4%	0.1%
Bengali	23	0.4%	0.1%
Tigrinya	22	0.4%	0.1%
French	21	0.3%	0.1%
Portuguese	17	0.3%	0.1%
Khmer (Cambodian)	14	0.2%	0.1%
German	11	0.2%	0.1%

English Language Learners in Transitional Kindergarten & Kindergarten are diverse, but predominately Spanish Speakers

Over half of all ELL TK/Kindergarten enrollments in public schools are Spanish speakers, with Mandarin and Cantonese being the next most common ELL students.

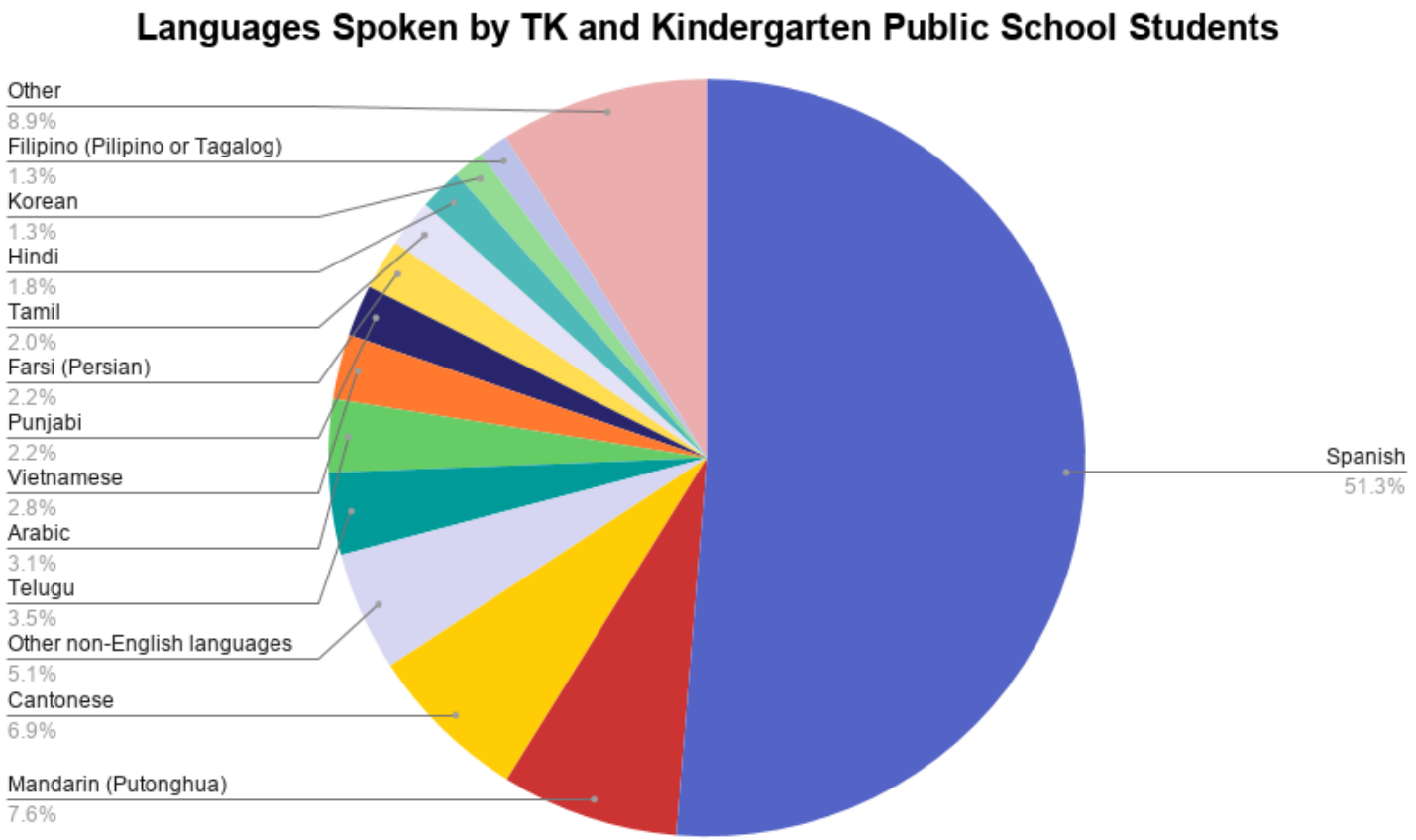
Figure 3.27 – Languages Spoken by Public ELL Students in TK and Kindergarten

Language	Number of Students	Percent of ELL Students	Percent of All Students
Turkish	10	0.2%	0.1%
Thai	9	0.1%	0.0%
Tongan	8	0.1%	0.0%
Polish	6	0.1%	0.0%
Toishanese	5	0.1%	0.0%
Hebrew	5	0.1%	0.0%
Mien (Yao)	5	0.1%	0.0%
Lao	5	0.1%	0.0%
Indonesian	4	0.1%	0.0%
Rumanian	4	0.1%	0.0%
Serbo-Croatian (Bosnian, Croatian, Serbian)	3	0.0%	0.0%
Dutch	3	0.0%	0.0%
Armenian	3	0.0%	0.0%
Italian	2	0.0%	0.0%
Chaozhou (Chiuchow)	2	0.0%	0.0%
Hungarian	2	0.0%	0.0%
Samoan	1	0.0%	0.0%
Cebuano (Visayan)	1	0.0%	0.0%
Taiwanese	1	0.0%	0.0%
Greek	1	0.0%	0.0%
Ukrainian	1	0.0%	0.0%
Assyrian	1	0.0%	0.0%
Bulgarian	1	0.0%	0.0%
Swahili	1	0.0%	0.0%
Total	**6,077**	**100%**	**30.5%**

Source: 2019-20 California Department of Education DataQuest.

Note: English Language Leaner (ELL) is a California Department of Education (CDE) term that does not exactly match our Alameda County focus on Dual Language Learners. ELL is used here as that is how CDE collects and reports the data.

Figure 3.28 – Languages Spoken by TK and Kindergarten Public School Students Who Indicated Speaking a Language Other Than English



Source: 2019-20 California Department of Education DataQuest.

There are 647 migrant children birth-12 who are reported as enrolled in public school in SY 19-20: 191 migrant preschoolers (birth-5) and 456 elementary school 5–12-year-olds.13 Hayward Unified School District is the district with the largest number of migrant children enrolled at 331.

Figure 3.29 – Number of Migrant Children by School District & Age Group

District	Children Birth-Preschool	School-Age Children	Total
Alameda County Office of Education	4	16	20
Dublin Unified	0	1	1
Fremont Unified	7	26	33
Hayward Unified	**96**	**235**	**331**
Livermore Valley Joint Unified	**34**	**61**	**95**
New Haven Unified	**24**	**45**	**69**
Newark Unified	3	16	19
Oakland Unified	1	1	2
Pleasanton Unified	0	2	2
San Lorenzo Unified	**22**	**53**	**75**
Alameda County Total	**191**	**456**	**647**

Source: 2019-20 Migrant Education Program, Santa Clara County Office of Education

Note: California Department of Education's definition of migratory youth is defined as "children who change schools during the year, often crossing school district and state lines, to follow work in agriculture, fishing, dairies, or the logging industry."

34 Santa Clara County Office of Education, 2019-2020 Migrant Education Program

In SY 18-19, Alameda County had a reported 1,891 children ages birth-5 with a reported disability or diagnosed delay. Some of these children had multiple challenges, with the most reported issue being speech delay (1,132 children). Autism was the 2nd highest most frequently reported disability (701 children). There were 170 birth-2-year-olds, 2,633 3 to 5-year-olds and 12,210 6 to 12-year-olds with one or more delays or issues diagnosed on their IFSP (Individual Family Service Plan: birth to age 3) or IEPs (Individual Educational Plan: 3-12-year-old school-age children).[35]

It is important to note that data on children with special needs is underreported and it is likely that at least 10% of all children have some form of special need.

More than 15,000 public school children in Alameda County have an Individual Educational Program (IEP for 3-12-year-olds) or an Individual Family Support Program (IFSP for birth-2-year-olds)

Autism and Speech and Language Impairment are the two most common disabilities.

35 California Department of Education, DataQuest 2019-2020

Figure 3.30 – Number of Public School Children with an IEP or IFSP by Age

Age Group	Number of Children
Birth-2	170
3-5	2,633
6-12	12,210
Total	**15,013**

Source: 2019-20 California Department of Education DataQuest.

Note: Data only reflects public school students and are approximate numbers due to California Department of Education data reporting.

"With children with disabilities we should have resources as parents that support our children with disabilities"

- Alameda County Parent

Figure 3.31 – Number of Children Birth-5 with Special Needs by Disability

Disability	Number of Children
Autism	701
Deafness	10
Emotional Disturbance	22
Hard of Hearing	61
Intellectual Disabilities	77
Multiple Disabilities	11
Orthopedic Impairment	8
Other Health Impairment	80
Specific Learning Disability	24
Speech and Language Impairment	1,132
Visual Impairment	5
Developmental Delay (ages birth-3 only)	38
Total (unduplicated)	**1,891**

Source: 2018-19 Alameda County Office of Education. See **Appendix D** for disability terms and definitions.

Note: Children may have more than one disability and therefore may be represented in multiple categories.

Figure 3.32 – Number of Public K-12 Students with an Individual Educational Plan (IEP) by School District

District	Number of Children Attending Charter Schools	Number of Children Attending Non-Charter Schools	Total Charter and Non-Charter	Percent of All Students
ACOE	364	32	396	9.9%
Alameda Unified	211	1,092	1,303	11.5%
Albany City Unified	0	317	317	8.8%
Berkeley Unified	0	1,097	1,097	11.1%
CA School for Blind	0	64	64	100.0%
CA School for the Deaf-Fremont	0	345	345	98.6%
Castro Valley Unified	0	821	821	8.8%
Dublin Unified	0	847	847	6.7%
Emery Unified	0	73	73	10.1%
Fremont Unified	**79**	**3,239**	**3,318**	**9.4%**
Hayward Unified	**181**	**2,247**	**2,428**	**10.9%**
Livermore Valley Joint Unified	0	1,926	1,926	14.0%
Mountain House Elementary	0	3	3	20.0%
New Haven Unified	0	1,141	1,141	10.3%
Newark Unified	0	682	682	12.0%
Oakland Unified	**1,290**	**5,110**	**6,400**	**12.9%**
Piedmont City Unified	0	320	320	12.5%
Pleasanton Unified	0	1,275	1,275	8.6%
San Leandro Unified	0	1,193	1,193	13.2%
San Lorenzo Unified	85	1,083	1,168	10.7%
SBE	20	0	20	19.4%
Sunol Glen Unified	0	7	7	2.4%
Alameda County (Total)	**2,230**	**22,909**	**25,139**	**11.1%**

Source: 2019-20 California Department of Education DataQuest

Developmental screening is a set of standardized questions about a child's growth that helps to identify areas where the child is on track with development for their age and areas where there may be more practice or supports needed. In Alameda County, the main tool used is the Ages and Stages Questionnaire (ASQ) that is meant to be completed by the parents/caregivers and used to determine if additional resources or supports may be appropriate for the child and family. Most Quality Counts sites, programs that participate in quality improvement activities in Alameda County, utilize the ASQ to engage families about their child's development and use the results to individualize support for the child and family. Examples of a resource or support program include connection to Help Me Grow, Regional Centers or school districts or mental wellness programs.

Notably, there are many child development programs which perform developmental screenings for children. A desire results developmental profile (DRDP) is required of all state contractors. Early Head Start/Head Start also requires developmental assessments. Many quality non-contracted programs use DRDP or other tools to assess children's development. However comprehensive data is not collected regarding this practice. Consequently, the data for the efforts beyond Quality Counts sites are not included in this report.

Number of ECE Educators Serving Children with an Individual Family Service Plan (IFSP) or Individual Educational Plan (IEP)

43% (1,012) of educators in the CA ECE Workforce Registry serve children ages birth-3 with an IFSP (Individual Family Support Plan) or children ages 3-5 with an IEP (Individual Educational Plan)

Children Ages Birth-5 Receiving Developmental Screening Services at Quality Counts Sites

7,063 screened
with a developmental screening tool in Quality Counts Sites

610 referred
to a resource or support program based on screening results

Source: 2019-20 Help Me Grow at First 5 Alameda County and First 5 Alameda County Quality Counts Common Data File state reporting.

Household Characteristics

Average household size:
2.81

Children living in single-parent households:
26%

An estimated 0.2% of children birth-17 years old reside in same sex households. At .2% of the birth-12 population, this is an estimated 5,074 children residing in same-sex households.

Source: 2019 Census QuickFacts for Alameda County, 2018 Healthy Alameda County and the Population Reference Bureau, analysis of U.S. Census Bureau American Community Survey microdata files (Feb. 2018).

Children in Working Families

34,442 (62%)
infants/toddlers

42,121 (68%)
preschoolers

93,034 (65%)
school-age children

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT)

Note: Working families is defined as children in two-parent and single-parent families with parents in the labor force. This does not include unmarried families or same-sex families.

Figure 3.33 – Children under 6 Years Old by Parent Labor Force Participation and Household Composition

Household Composition	Number of Children
Children living with two parents	91,945 (80.4%)
Both parents in labor force	58,740 (63.9%)
Only father in labor force	31,463 (34.2%)
Only mother in labor force	1,022 (1.1%)
Neither parent in labor force	720 (0.8%)
Children living with one parent	22,474 (19.6%)
Living with father	3,960 (17.6%)
Father in labor force	3,726 (94.1%)
Father not in labor force	234 (6.3%)
Living with mother	18,514 (82.4%)
Mother in labor force	13,316 (71.9%)
Mother not in labor force	5,198 (28.1%)

Source: 2018 American Community Survey (Table B23008)

Figure 3.34 – Labor Force Participation for Women with Births

Description	Total	Married Women		Unmarried Women	
		Total	In Labor Force	Total	In labor force
Women 15-50 who did not have Births	399,245 (95.5%)	180,396 (45.2%)	130,828 (72.5%)	218,849 (54.8%)	158,724 (72.5%)
Women 15-50 with Births	18,935 (4.5%)	14,906 (78.7%)	9,666 (65.1%)	4,029 (21.3%)	2,465 (61.1%)

Source: 2014-2018, American Community Survey 5-year estimates.

In October 2019 there were 854 Child Protective Services (CPS) cases.[36] The majority of these cases involved 5 to 12-year-olds (489 children). There is a steady decline in the number of children in foster care in the County. In 2018 the rate of foster care in Alameda was 3.3 per 1,000 children. This is lower than the state rate of 5.3 per 1,000.[37] As of July 2020, Alameda County had 917 children in foster care. First entries were down 7% from the prior year, but 332 are birth-5-year-olds, whose first entries increased by 5%. Although overall rates fell since 2019, the in-care (3.9) and first entry rate (5.8) for infants exceed the overall rates (2.6 and 1.5, respectively). CWS data indicates that 332 of Alameda County children in foster care are age birth-5, including 72 infants.[38]

Not surprisingly, the decline in foster care numbers is also reflected in the declining enrollment of Foster children in Alameda County public schools.[39]

Figure 3.35 – Foster Youth Count

Foster Youth Count	2015-16	2016-17	2017-18	2018-19	2019-20
Total	715	605	526	454	443

Source: Kidsdata, Children in Foster Care, 2018.

Figure 3.36 – Point-in-Time Snapshot of Child Protective Services (CPS)[40] Cases by Age Group by Month

Age Group	Number of Cases
Birth-2	235
3-4	130
5-12	489
Total	**854**

Source: October 2019 Alameda County Social Services Agency

Figure 3.37 – Point-in-Time Snapshot of Children in Child Protective Services Served by Child Care by Month

Age Group	Number of Children
Birth-2	16
3-4	7
5-12	6
Total	**29**

Source: October 2019 Alameda County Social Services Agency.

Note: Data includes all CPS caseload types placed in-home and out-of-home in October 2019.

36 Alameda County Social Services Agency, October 2019.
37 Kidsdata, Children in Foster Care, 2018.
38 YMCA of the Central Bay Area – Early Childhood Services, 2021 Head Start Community Assessment – Albany, Emeryville, Hayward, Oakland.
39 Not all public school foster care enrollments are Alameda County foster care placements. The school enrollment numbers may include out-of-county placements from other counties.
40 Child Protective Services includes all open child welfare cases including investigations, in-home cases (both voluntary and involuntary), out-of-home cases in foster care and relative placement, and cases moving to adoption, but not yet finalized.

Figure 3.38 – Income Standards: Family Size of 3

Income Standard	Annual Standard
Federal Poverty Level[i]	$21,330
200% of Federal Poverty Level[i]	$42,660
CA State Median Income (SMI)[ii]	$74,000
Alameda County Area Median Income (AMI)[iii]	$111,700
Alameda County Low Income Limit (80% of AMI)[iv]	$88,700
Alameda County Very Low Income Limit (50% of AMI)[iv]	$55,800
Alameda County Extremely Low Income Limit (50% of AMI)[iv]	$33,450
CA Self-Sufficiency Income Standard[v]	$76,634
Alameda County Self-Sufficiency Income Standard[vi]	$113,277
CalWORKs Initial Eligibility Limit[vii]	$17,436
CA Subsidized Child Care Eligibility Limit (85% of SMI)[viii]	$65,604
CA Subsidized Child Care Family Fee Threshold[ix]	$31,944

Source: For a family of three.
[i]U.S. Department of Health and Human Services Poverty Guidelines 2019 (https://aspe.hhs.gov/2019-poverty-guidelines)
[ii]2019, Income Limits Summary, Statewide Income Limits For California. For a family of 3. (HUDuferenser.gov)
[iii]2019, HUDuser.gov (note: not specific to a family of 3)
[iv]2019, HUDuser.gov
[v]2014, Insight Center, (note: calculated for one adult and two preschool-age children)
[vi]2020, University of Washington, (note: calculated for one adult and two preschool-age children)
[vii]2019-20, California Department of Social Services
[viii]2018-19, California Department of Education
[ix]2019-20, California Department of Education

Between 2010 and 2018, Alameda County's median household income **increased by more than 33%**

In 2019, the poverty rate for unmarried women with births was **11 times higher** than among married women.

Figure 3.39 – Change in Median Household Income by City: 2010-2018

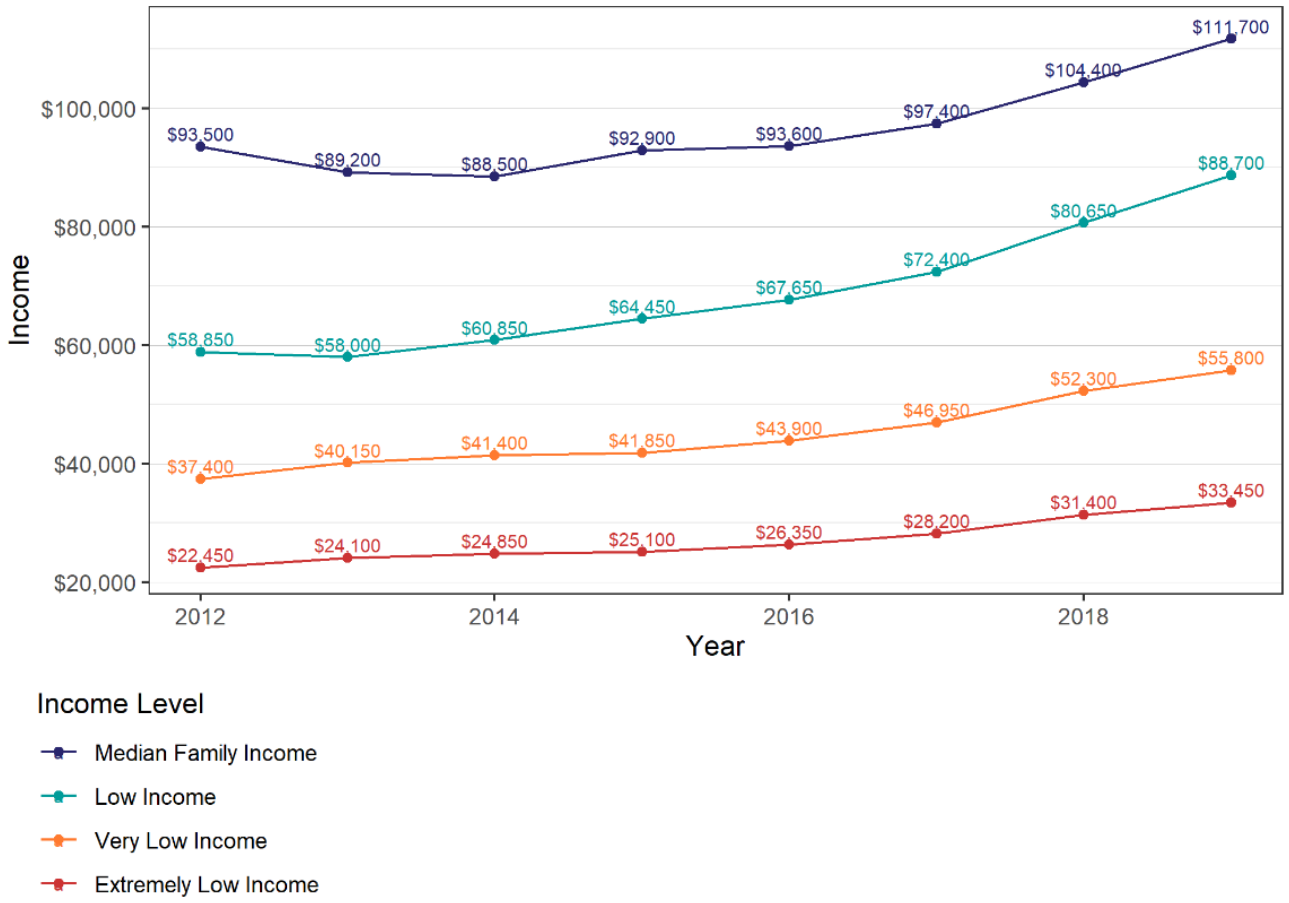
City/Jurisdiction	2010	2014	2018	Percent Change from 2010 to 2018
Alameda	$74,221	$76,439	$98,150	32.2%
Albany	$71,994	$78,769	$88,655	23.1%
Ashland	$49,842	$45,074	$53,933	8.2%
Berkeley	$58,617	$65,283	$80,192	**36.8%**
Castro Valley	$80,113	$83,442	$101,816	27.1%
Cherryland	$50,233	$50,374	$63,264	25.9%
Dublin	$107,754	$114,699	$144,564	34.2%
Emeryville	$61,088	$69,329	$100,568	**64.6%**
Fairview	$83,125	$90,365	$106,047	27.6%
Fremont	$96,287	$103,591	$127,374	32.3%
Hayward	$61,268	$62,691	$80,093	30.7%
Livermore	$93,988	$99,683	$116,942	24.4%
Newark	$81,352	$86,521	$108,181	33.0%
Oakland	$49,721	$52,962	$68,442	**37.7%**
Piedmont	$169,674	$212,222	$210,889	24.3%
Pleasanton	$115,188	$123,608	$148,852	29.2%
San Leandro	$62,609	$45,074	$70,723	13.0%
San Lorenzo	$70,934	$64,279	$94,578	33.3%
Sunol	$84,167	$74,283	$112,417	33.6%
Union City	$83,629	$82,564	$105,448	26.1%
Alameda County	**$69,384**	**$73,775**	**$92,574**	**33.4%**

Source: 2010-2018 Healthy Alameda County / American Community Survey (5-year estimates)

Communities saw drastic increases in the change of median household income from 2010 to 2018. The greatest increases were in Emeryville, Berkeley, and Oakland, with the least increases in Ashland and San Leandro. Notably, increases in median may mean many residents were left behind as some neighborhoods gentrified and housing costs skyrocketed.

The Area Median Income change over time reflects the inequities of income growth over time. As middle and higher income households increased their income, low income and very low income household were unable to keep pace.

Figure 3.40 – AMI Change over Time: 2012-2019



Source: 2012-2018 Oakland-Fremont FMR Area Income Data from US Department of Housing and Urban Development. For a family of 3.

CalWORKs is California's Welfare-to-Work program for Temporary Assistance to Needy Families (TANF) recipients. TANF recipients are eligible for CalWORKs workforce supports for a 24-month period. Some conditions permit the suspension of the "time clock" on the 24 months of CalWORKs eligibility.

- CalWORKs families engaged in welfare-to-work activities are entitled to Stage 1 child care.
- CalWORKs families who income out or "time-out" of TANF remain child care eligible as an entitlement for 24 months post-aid and are entitled to child care in Stage 2, for the time they are engaged in work, school, training, or other state categorization of "need."
- CalWORKs families who enrolled in CalWORKs Stage 2 during the 24th month post-aid are eligible for Certain circumstances may suspend the 24-month clock. Once the 24-months exhausted families are deemed to have "timed-out" of TANF.

Non-needy caretaker relatives who are not qualified for TANF but they have a TANF eligible child in their household and receive aid for the child, which is the child portion of the assistance.

Figure 3.41 – Poverty Rate for Women with Births: 2018-2019

Marital Status	2018	2019	Change
Married Women	6.1%	3.8%	-2.3%
Unmarried Women	33.4%	43.4%	10%

Source: YMCA of the Central Bay Area Community Assessment 2020-21

Figure 3.42 – Number of Children in Families Receiving CalWORKs Public Assistance & Eligible for Welfare-to-Work by Age Group

Age Group	Child Only	Non-Needy Caretaker Relative	TANF Timed Out	Two Parent Families	All Other	Total
Birth-2	384	451	77	235	1,144	2,291
3-4	337	476	72	156	678	1,719
5-12	1,925	2,676	417	479	1,646	7,143
Total	**2,646**	**3,603**	**566**	**870**	**3,468**	**11,153**

Source: October 2019 Alameda County Social Services Agency

Note: Only reflects children in families eligible for Welfare to Work.

Figure 3.43 – Number of Children in Families Receiving CalWORKs Public Assistance by Age Group & Zip Code

Region	City	Zip Code	Birth - 2	Age 3 - 4	Age 5 - 12	Birth - 12
East	Dublin	94568	22	17	67	106
East	Livermore	94550	17	18	65	100
East	Livermore, Dublin	94551	28	20	104	152
East	Pleasanton	94588	4	5	12	21
East	Pleasanton	94566	13	13	52	78
East	Sunol	94586	0	0	2	2
North	Alameda	94501	65	35	179	279
North	Alameda	94502	1	2	6	9
North	Albany, Berkeley	94706	10	18	39	67
North	Berkeley	94702	21	20	67	108
North	Berkeley	94707	0	0	1	1
North	Berkeley	94708	1	0	1	2
North	Berkeley	94709	2	1	5	8
North	Berkeley	94720	0	0	0	0
North	Berkeley	94703	20	18	56	94
North	Berkeley, Albany	94710	7	6	37	50
North	Berkeley, Oakland	94704	5	5	25	35
North	Emeryville, Oakland	94608	51	33	180	264
North	Oakland	94613	0	0	0	0
North	Oakland	94605	352	212	841	1,405
North	Oakland	94606	72	50	267	389
North	Oakland	94618	2	4	11	17
North	Oakland	94619	45	31	112	188
North	Oakland	94601	170	143	623	936
North	Oakland	94602	35	22	135	192
North	Oakland	94603	167	150	567	884
North	Oakland	94607	85	74	370	529

Figure 3.43 – Number of Children in Families Receiving CalWORKs Public Assistance by Age Group & Zip Code (cont.)

Region	City	Zip Code	Birth - 2	Age 3 - 4	Age 5 - 12	Birth - 12
North	Oakland	94609	47	34	135	216
North	Oakland	94612	86	54	192	332
North	Oakland	94621	270	180	814	1,264
North	Oakland, Berkeley	94705	1	2	2	5
North	Oakland, Piedmont	94610	6	6	36	48
North	Oakland, Piedmont	94611	10	4	33	47
South	Castro Valley	94546	28	16	113	157
South	Fremont	94555	13	7	42	62
South	Fremont	94539	10	4	25	39
South	Fremont	94536	31	30	128	189
South	Fremont	94538	44	38	180	262
South	Hayward	94544	179	150	542	871
South	Hayward	94545	41	26	107	174
South	Hayward, Cherryland, Fairview	94541	111	99	380	590
South	Hayward	94542	4	4	34	42
South	Castro Valley	94552	2	0	4	6
South	Newark	94560	49	30	107	186
South	San Leandro	94577	69	49	195	313
South	San Leandro	94579	11	10	55	76
South	San Leandro, Ashland	94578	100	80	268	448
South	San Leandro, Ashland	94580	27	19	96	142
South	Union City, Hayward	94587	52	42	220	314
Total			**2,386**	**1,781**	**7,532**	**11,699**

Source: October 2019, Alameda County Social Services Agency.

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

Figure 3.44 – Number of Children in Families Receiving CalWORKs Public Assistance Ages Birth-12 by City

City	Number of Children Birth-12
Alameda	293
Albany	64
Berkeley	298
Castro Valley	155
Dublin	111
Emeryville	132
Fremont	556
Hayward	**1,687**
Livermore	246
Newark	182
Oakland	**6,536**
Piedmont	16
Pleasanton	98
San Leandro	**833**
San Lorenzo	133
Sunol	2
Union City	316

Source: October 2019, Alameda County Social Services Agency

Note: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart.

Oakland, Hayward, and San Leandro have particularly high concentrations of children whose families are receiving CalWORKs public assistance. CalWORKs eligibility provide an entitlement to child care for the children in these families in which the adults participate in welfare-to-work activities.

Figure 3.45 – Number of Children Under 100% Federal Poverty Level by Age Group and Zip Code

			UNDER 100% FEDERAL POVERTY LEVEL (FPL)				
Region	City	Zip Code	Birth-2	Age 3-5	Age 6-12	Total Birth-12	Percent of All Children in Zip
East	Dublin	94568	20	147	283	450	4.5%
East	Livermore	94550	20	149	287	456	4.5%
East	Livermore, Dublin	94551	16	117	225	358	4.5%
East	Pleasanton	94588	13	98	188	299	4.5%
East	Pleasanton	94566	18	131	251	400	4.5%
East	Sunol	94586	0	3	6	9	4.1%
North	Alameda	94501	53	118	561	732	7.6%
North	Alameda	94502	12	27	127	166	7.7%
North	Albany, Berkeley	94706	108	0	117	225	10.5%
North	Berkeley	94702	87	0	95	182	10.5%
North	Berkeley	94707	49	7	65	121	8.2%
North	Berkeley	94708	48	5	61	114	8.4%
North	Berkeley	94709	65	0	70	135	10.5%
North	Berkeley	94720	16	0	18	34	10.4%
North	Berkeley	94703	108	0	118	226	10.5%
North	Berkeley, Albany	94710	38	0	41	79	10.5%
North	Berkeley, Oakland	94704	139	0	152	291	10.5%
North	Emeryville, Oakland	94608	232	29	386	647	20.9%
North	Oakland	94613	0	1	0	1	0.9%
North	Oakland	94605	207	415	472	1,094	15.2%
North	Oakland	94606	304	38	505	847	20.9%
North	Oakland	94618	14	13	31	58	2.6%
North	Oakland	94619	106	217	245	568	13.7%
North	**Oakland**	**94601**	**514**	**714**	**1,056**	**2,284**	**24.4%**
North	Oakland	94602	103	181	231	515	11.1%

Figure 3.45 – Number of Children Under 100% Federal Poverty Level by Age Group and Zip Code (cont.)

			UNDER 100% FEDERAL POVERTY LEVEL (FPL)				
Region	City	Zip Code	Birth-2	Age 3-5	Age 6-12	Total Birth-12	Percent of All Children in Zip
North	**Oakland**	**94603**	**321**	**620**	**738**	**1,679**	**23.9%**
North	Oakland	94607	207	26	344	577	20.9%
North	Oakland	94609	111	19	189	319	12.8%
North	Oakland	94612	119	15	198	332	20.9%
North	**Oakland**	**94621**	**340**	**657**	**755**	**1,752**	**25.4%**
North	Oakland, Berkeley	94705	58	2	65	125	8.6%
North	Oakland, Piedmont	94610	117	26	203	346	9.3%
North	Oakland, Piedmont	94611	33	29	77	139	2.7%
South	Castro Valley	94546	73	77	200	350	5.2%
South	Fremont	94555	40	22	117	179	3.2%
South	Fremont	94539	127	26	203	356	4.0%
South	Fremont	94536	182	35	282	499	4.1%
South	Fremont	94538	161	31	250	442	4.1%
South	Hayward	94544	145	249	579	973	7.4%
South	Hayward	94545	60	101	236	397	7.4%
South	Hayward, Cherryland, Fairview	94541	114	154	376	644	6.2%
South	Hayward	94542	25	41	97	163	7.2%
South	Castro Valley	94552	26	32	81	139	5.8%
South	Newark	94560	17	32	131	180	2.7%
South	San Leandro	94577	40	90	424	554	7.6%
South	San Leandro	94579	18	41	192	251	7.6%
South	San Leandro, Ashland	94578	50	73	275	398	6.4%
South	San Leandro, Ashland	94580	47	50	129	226	5.2%
South	Union City, Hayward	94587	28	54	219	301	2.7%
Total			**4,749**	**4,912**	**11,951**	**21,612**	**8.6%**

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: See Figure 3.38 for relevant income standards. Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

Figure 3.46 – Number of Children Under 85% State Median Income by Age Group and Zip Code

			UNDER 85% STATE MEDIAN INCOME (SMI)				
Region	City	Zip Code	Birth-2	Age 3-5	Age 6-12	Total Birth-12	Percent of All Children in Zip
East	Dublin	94568	475	707	1,062	2,244	22.4%
East	Livermore	94550	481	719	1,080	2,280	22.4%
East	Livermore, Dublin	94551	378	563	848	1,789	22.4%
East	Pleasanton	94588	315	470	710	1,495	22.4%
East	Pleasanton	94566	420	628	941	1,989	22.4%
East	Sunol	94586	10	15	23	48	21.9%
North	Alameda	94501	819	781	2,634	4,234	44.1%
North	Alameda	94502	185	176	594	955	44.1%
North	Albany, Berkeley	94706	172	141	255	568	26.6%
North	Berkeley	94702	139	114	208	461	26.6%
North	Berkeley	94707	127	103	235	465	31.6%
North	Berkeley	94708	116	94	210	420	31.0%
North	Berkeley	94709	102	84	153	339	26.4%
North	Berkeley	94720	26	21	39	86	26.4%
North	Berkeley	94703	173	141	257	571	26.6%
North	Berkeley, Albany	94710	61	50	90	201	26.7%
North	Berkeley, Oakland	94704	222	182	331	735	26.4%
North	Emeryville, Oakland	94608	416	618	1,191	2,225	71.7%
North	Oakland	94613	4	4	9	17	15.7%
North	Oakland	94605	752	1,057	1,986	3,795	52.9%
North	Oakland	94606	545	808	1,559	2,912	71.9%
North	Oakland	94618	92	105	234	431	19.3%
North	Oakland	94619	404	560	1,062	2,026	48.8%
North	**Oakland**	**94601**	**1,412**	**2,075**	**3,830**	**7,317**	**78.2%**
North	Oakland	94602	390	531	1,026	1,947	42.1%
North	**Oakland**	**94603**	**1,051**	**1,514**	**2,836**	**5,401**	**77.0%**

Figure 3.46 – Number of Children Under 85% State Median Income by Age Group and Zip Code (cont.)

			UNDER 85% STATE MEDIAN INCOME (SMI)				
Region	City	Zip Code	Birth-2	Age 3-5	Age 6-12	Total Birth-12	Percent of All Children in Zip
North	Oakland	94607	372	551	1,062	1,985	72.0%
North	Oakland	94609	233	330	652	1,215	48.9%
North	Oakland	94612	213	317	612	1,142	71.9%
North	**Oakland**	**94621**	**1,072**	**1,572**	**2,870**	**5,514**	**79.9%**
North	Oakland, Berkeley	94705	103	86	162	351	24.1%
North	Oakland, Piedmont	94610	281	384	774	1,439	38.7%
North	Oakland, Piedmont	94611	217	248	550	1,015	19.9%
South	Castro Valley	94546	682	639	1,864	3,185	47.0%
South	Fremont	94555	309	422	704	1,435	25.3%
South	Fremont	94539	556	609	1,120	2,285	25.7%
South	Fremont	94536	776	838	1,552	3,166	25.7%
South	Fremont	94538	688	742	1,375	2,805	25.7%
South	Hayward	94544	1,970	1,578	3,888	7,436	56.8%
South	Hayward	94545	802	642	1,583	3,027	56.8%
South	Hayward, Cherryland, Fairview	94541	1,283	1,105	2,965	5,353	51.4%
South	Hayward	94542	329	266	665	1,260	55.9%
South	Castro Valley	94552	278	245	676	1,199	50.0%
South	Newark	94560	334	531	835	1,700	25.0%
South	San Leandro	94577	619	590	1,990	3,199	44.1%
South	San Leandro	94579	281	267	902	1,450	44.1%
South	San Leandro, Ashland	94578	572	541	1,696	2,809	45.5%
South	San Leandro, Ashland	94580	442	414	1,205	2,061	47.1%
South	Union City, Hayward	94587	566	878	1,400	2,844	25.6%
Total			**22,265**	**26,056**	**54,505**	**102,826**	**40.7%**

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: See Figure 3.38 for relevant income standards. Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

Figure 3.47 – Number of Children under 85% SMI by Age Group and City

City	Birth-2	Age 3-5	Age 6-12	Total Birth-12
Alameda	997	957	3,203	5,157
Albany	161	132	238	531
Berkeley	979	800	1,544	3,323
Castro Valley	675	633	1,845	3,153
Dublin	485	722	1,085	2,292
Emeryville	208	309	596	1,113
Fremont	2,327	2,614	4,752	9,693
Hayward	4,686	3,893	9,862	**18,441**
Livermore	844	1,259	1,894	3,997
Newark	327	520	818	1,665
Oakland	7,237	10,296	19,530	**37,063**
Piedmont	80	101	212	393
Pleasanton	713	1,065	1,601	3,379
San Leandro	1,463	1,389	4,559	**7,411**
San Lorenzo	415	389	1,133	1,937
Sunol	10	15	22	47
Union City	577	866	1,408	2,851

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Notes: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart. See Figure 3.38 for relevant income standards.

Figure 3.48 – Number of Children Birth-5 Living Below the Federal Poverty Line (FPL) by City

City/Jurisdiction	Number of Children Birth-5	Number of Children Birth-5 Living Below FPL	Percentage of Children Birth-5 Living Below FPL
Alameda	4,949	211	4.3%
Albany	950	19	2.0%
Berkeley	5,687	116	2.0%
Castro Valley	3,189	119	3.7%
Dublin	4,575	150	3.3%
Emeryville	787	84	10.6%
Fremont	**17,562**	**399**	**2.3%**
Hayward	**16,216**	**843**	**5.2%**
Livermore	7,968	261	3.3%
Newark	3,344	31	0.9%
Oakland	**29,925**	**3,997**	**13.4%**
Piedmont	676	23	3.4%
Pleasanton	6,743	222	3.3%
San Leandro	7,202	297	4.1%
San Lorenzo	1,956	73	3.7%
Sunol	95	3	3.1%
Union City	5,428	59	1.1%
Alameda County (Total)	**117,267**	**9,661**	**8.2%**

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart.

Figure 3.49 – Number of Children Birth-12 Living below Federal Poverty Level (FPL) by City

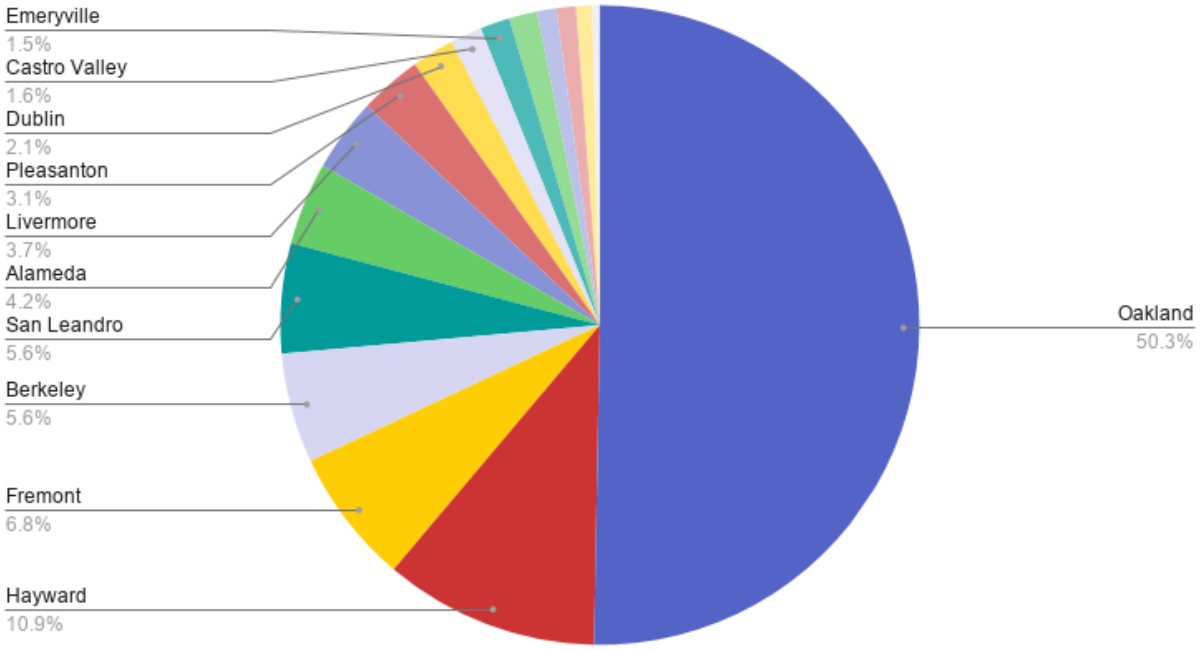


Figure 3.50 – Number of Children Birth-5 Living below Federal Poverty Level (FPL) by City

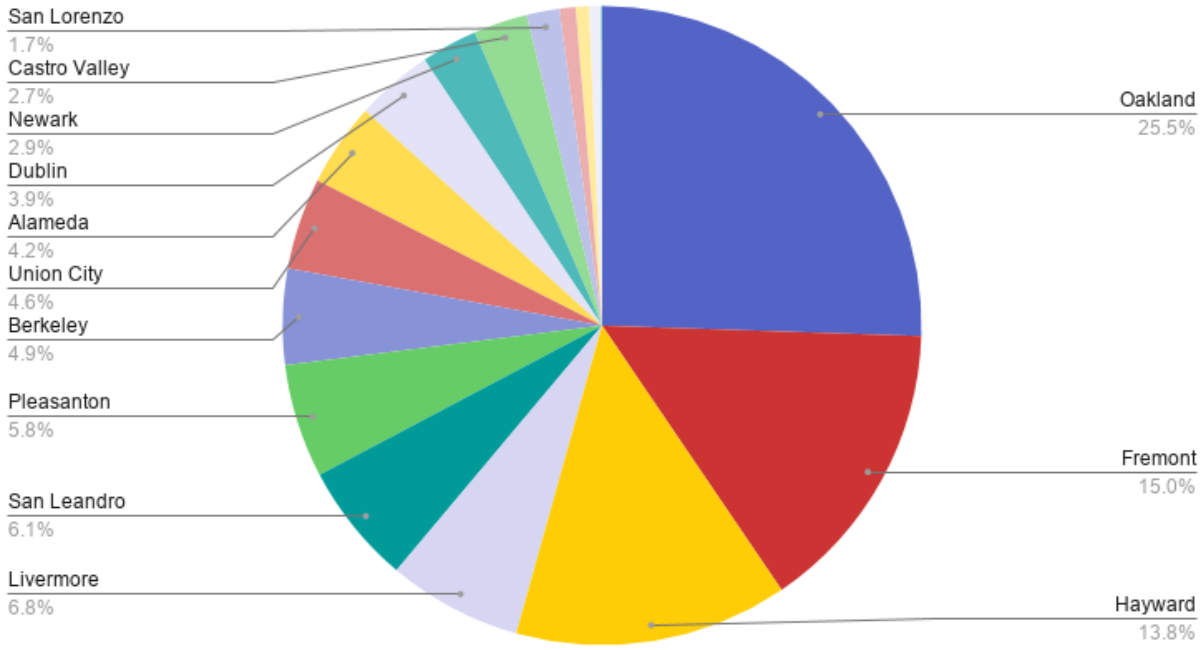


Figure 3.51 – Number of Children Who Qualify for Free and Reduced-Price Lunch (FRPL) by Age Group

Age Group	Number of Children
3-5	25,890
5-17	95,679

Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT); 2018-19 CDE Data

Note: Due to the nature of available data, 5-year-olds are represented twice.

Figure 3.49 and 3.50 Source: 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT).

Note: City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart.

The Alameda County Homeless 2019 Point in Time Count of homeless families and individuals reported 300 children in families sheltered and unsheltered. In 2019, 643 children under 5-years old and 934 children ages 5-12 received services from Alameda County Homeless Services. There were a reported 3,109 homeless children enrolled in public and charter schools in 2019-20, with over a third of these (1,064) enrolled at OUSD.

1.4% of K-12 public school students are considered homeless

Children under 5 make up **4.3%** of the homeless population

Figure 3.52 – Number of Homeless K-12 Public School Students by School District

District	Number of Homeless Students at Charter Schools	Number of Homeless Students at Non-Charter Schools	Total Number of Homeless Students	Percent of All Students
Alameda County Office of Education	25	15	40	1.0%
Alameda Unified	31	48	79	0.7%
Albany City Unified	0	5	5	0.1%
Berkeley Unified	0	221	221	2.2%
CA School for Blind	0	0	0	0.0%
CA School for the Deaf-Fremont	0	3	3	0.9%
Castro Valley Unified	0	93	93	1.0%
Dublin Unified	0	4	4	0.0%
Emery Unified	0	12	12	1.7%
Fremont Unified	2	202	204	0.6%
Hayward Unified	**2**	**711**	**713**	**3.2%**
Livermore Valley Joint Unified	0	97	97	0.7%
Mountain House Elementary	0	0	0	0.0%
New Haven Unified	0	75	75	0.7%
Newark Unified	**0**	**250**	**250**	**4.4%**
Oakland Unified	**165**	**899**	**1,064**	**2.1%**
Piedmont City Unified	0	1	1	0.0%
Pleasanton Unified	0	4	4	0.0%
San Leandro Unified	0	106	106	1.2%
San Lorenzo Unified	8	130	138	1.3%
SBE – Latitude 37.8 High School	0	0	0	0.0%
Sunol Glen Unified	0	0	0	0.0%
Alameda County (Total)	**233**	**2,876**	**3,109**	**1.4%**

Source: 2019-20 California Department of Education DataQuest

Figure 3.53 – Number of Children Who Have Received Homeless Services by Age Group

Age	Number of Children	Percent of All Homeless Individuals
Under 5	643	4.3%
5-12	934	6.3%
13-17	497	3.3%
Total (Birth-17)	**2,074**	**13.9%**

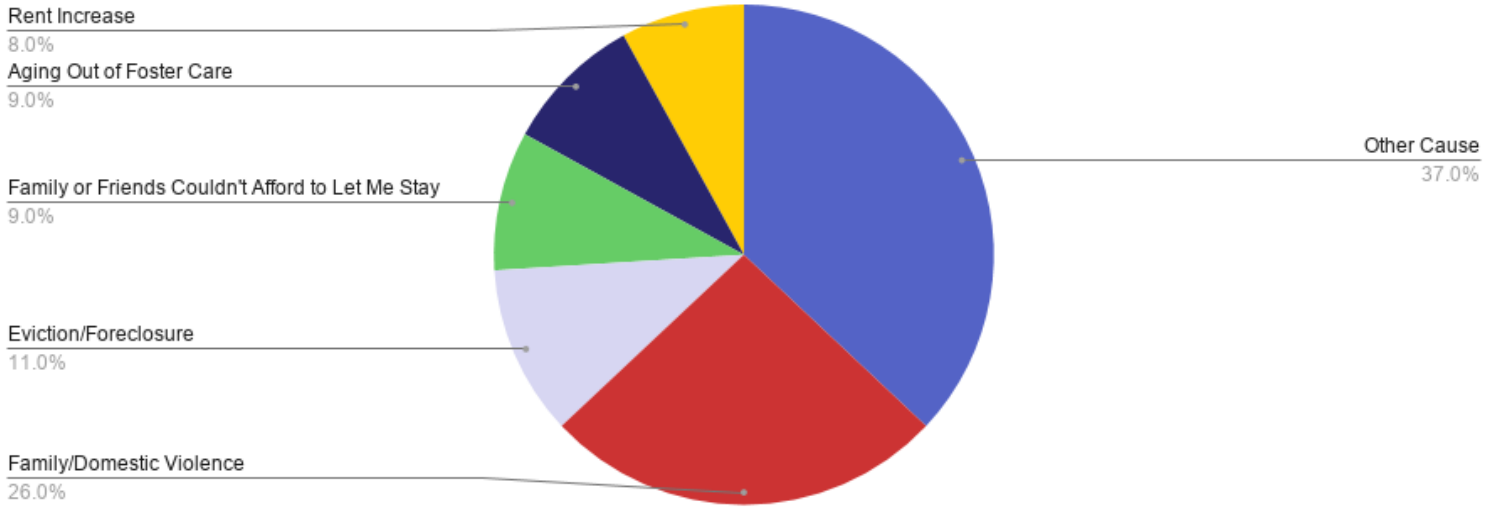
Source: 2019 Homeless Management Information System (HMIS), EveryOne Home.

Figure 3.54 – Primary Causes of Homelessness among Homeless Families with Children

Cause	Homeless Families with Children	Overall Homeless Population
Family/Domestic Violence	26%	6%
Eviction/Foreclosure	11%	9%
Family or Friends Couldn't Afford to Let Me Stay	9%	7%
Aging Out of Foster Care	9%	3%
Rent Increase	8%	9%
Other Cause	37%	66%

Source: 2019 Point in Time Count, EveryOne Home. Top 5 causes reported. The following causes were grouped into the "Other Cause" category as they were not among the top 5 causes reported: Job loss, Incarceration, Substance use issues, Physical health issues, Divorce/Separation/Break-up, Argument with family/friend/roommate, Mental health issues, Death of a parent/spouse/child, Other money issues,

Figure 3.55 – Primary Causes of Homelessness among Homeless Families with Children



Source: 2019 Point in Time Count, EveryOne Home. Top 5 causes reported. The following causes were grouped into the "Other Cause" category as they were not among the top 5 causes reported: Job loss, Incarceration, Substance use issues, Physical health issues, Divorce/Separation/Break-up, Argument with family/friend/roommate, Mental health issues, Death of a parent/spouse/child, Other money issues.

Section 4 - Licensed Capacity

The mix of available care options for families to choose from is considered essential to support family choice. The goal of the Alameda County Planning Council and early care and education system supporters is to plan for and support an appropriate supply of child care options for families. Family choices of child care range from licensed providers to the informal care provided by family and friends. These options include, but are not limited to, licensed centers, licensed family child care, license-exempt programs (such as Cooperatives and recreational and enrichment programs for school-age children), and license-exempt family, friend and neighbor care. There is a large and diverse delivery system of licensed care in the County consisting of centers and family child care homes, the latter of which are licensed as small (6-8 children) or large (10-14 children). Notably, child care in Alameda County is regulated by the California Department of Social Services – Community Care Licensing.

Over the last few years, there has been a decline in licensed capacity in Alameda County, particularly amongst family child care. Notably, from 2015 to 2019 the number of licensed centers decreased from 568 to 556, though the number of center slots was essentially maintained. The number of family child care providers decreased from 1,502 to 1,281 during the same period, with a loss of licensed FCC spaces of 1,910. Fortunately, during this same period, infant licensed center capacity grew slightly from 2,271 to 2,322. However, there is a lack of licensed capacity for infants and toddlers in the County with less than one out of every ten infants and toddlers in the county having a licensed space. Center licensed preschool and school-age care fell only slightly, which is notable since Transitional Kindergarten was passed in California in 2010 and grew over the last decade, thus resulting in many 4-year-olds entering school during the transitional year prior to Kindergarten.

No one type of care is considered "best" for children birth-5, rather a robust variety of affordable, quality, care options is the goal. Intentionality of the provider is perhaps more important than the type of setting. In short, there are high quality and low-quality providers in each setting type: licensed and unlicensed. Parents have a variety of considerations, including the match of the needs of their family and child to the accessibility, availability, and affordability of care.

Understanding care capacity in our County is crucial to support on-going planning efforts to support families with young children. On the surface, capacity is simply the amount of child care available to meet the needs of our families with young children in Alameda County. However, understanding capacity is more complex and involves the interplay between the basics of the site – setting, location, hours, and price with the individual needs of families. The interplay between the availability of child care that is affordable, and a parent's preferences determines the true supply of child care. This relationship has been researched in depth. Often, parents choose a less than ideal child care option due to the need to find care that is both affordable and fits their scheduling needs.

Ideally, our child care system would support a robust set of child care options that would allow parents to access child care that meets their preferences as well as the basic need for affordability. Understanding parent preferences to support quality, affordability and accessibility is the goal. There is no real parent choice if programs are full, unaffordable, or inflexible in meeting children and families' needs. More on this topic can be found in **Section 7 – Parent Choice**.

The analysis of care availability for children must recognize that a licensed slot does not necessarily equal a child. Often sites will provide half-day or non-traditional hour care that allows them to serve more children than indicated by their licensed number of slots. For example, in 2019, 30% of FCCs

and 1% of centers offered non-traditional hours of child care, including evening, weekend, and overnight care. Additionally, 1,548 child care sites offer part-time care. These differences in care options are hard to quantify and are particular to each site, so it is reasonable and practical to measure capacity by comparing the number of licensed slots (capacity) to the number of children.

Another complication to determining the County's supply of child care is that license guidelines limit the capacity of sites by the age of children. For example, centers have separate licenses for each age group of child – infant/toddler, preschool (or preschool with a toddler option) or school-age. Family child care home providers are licensed as large or small to enroll children under 12 years old, but have restrictions on the maximum number served based upon mix of ages of the children enrolled (i.e., no more than four children can be cared for at one time if all the children are infants). These differences in capacity based on age of children enrolled challenge the capacity analysis. Consequently, this report considers overall license capacity distribution based on license type and allowability for enrollment for planning purposes and to assess shortfalls in particular types of care options, by age group, in different areas of the County. Notably, for both centers and family child care, some providers are licensed for more children than they choose to enroll. Nonetheless, using the typical configuration is helpful in informing planning and shortfalls in particular types of care options in areas of the county.

We know that unlicensed child care options play a large role in caring for children, but the exact number of children served and the number of these providers is not collected. There are many configurations of care that are exempt from licensure, particularly for school age children. There are license-exempt individuals, often referred to as family, friend or neighbor (FFN). Nannies and au pairs would be included in this category as well. There are also various license-exempt programs, such as school-site based before and after school programs operated by the school, summer day camps, and recreation programs. Cooperatives, often referred to as Co-ops, where parents cooperatively operate a program without exchanging money, are an example of a license-exempt program for preschool.[41] By its very nature, it is impossible to quantify license-exempt programs and individuals. There is some data on parents using these choices through their subsidy program, which is presented in **Section 5 - Subsidies and Affordability**.

The 2021 Needs Assessment presumes that affordable, quality care options should be available for birth-12-year-olds, with a particular emphasis on understanding the needs of birth-5-year-olds. The Ad Hoc Needs Assessment Committee did not come to an agreed upon demand percentage, such as those used in communities planning for Universal Preschool such as San Francisco, Seattle, Denver, San Antonio, and some other counties/cities[42]. Rather, the committee recommended looking at the availability in relation to the child population. Consequently, this report considers child population numbers in comparison to licensed spaces. Another approach to looking at available capacity is the percentage of children for whom licensed spaces are available.

41 Some Co-ops choose to become licensed to increase their flexibility to hire staff.

42 Alameda County Early Care and Education Planning Council determined not to use demand factors for estimating capacity need. Instead, this Needs Assessment compares population to capacity by both ratio and percentage availability. Some cities use 80%-100% for a Universal Preschool need assumption. Infant/Toddler demand has been calculated with different variations. The infant/toddler demand rate demand has, in some communities, been based upon a mix of percentage of working families. Nexus study fee analysis data assumptions used in communities levying tax fees on development, etc. Joanne Brionne and Associates, Inc. has conducted various nexus studies for developer fees and Needs Assessment including Redwood City, City of Irvine, San Francisco, and San Mateo. These various community studies reflect differing local assumptions for infant/toddler demand, ranging from 100% of labor force participation, 37% of population (Redwood City projected 2025 demand) which was the demand factor recommended by the California Child Care Coordinators Association in 2015.

A. Licensed Capacity by Age Groups

Figure 4.1 – Number of Child Care Sites by City

City	CENTERS		FAMILY CHILD CARE		ALL SITES	
	Number of Sites	Percentage of Sites	Number of Sites	Percentage of Sites	Number of Sites	Percentage of Sites
Alameda	33	5.9%	45	3.5%	78	4.2%
Albany	10	1.8%	19	1.5%	29	1.6%
Berkeley	60	10.8%	67	5.2%	127	6.9%
Castro Valley	22	4.0%	55	4.3%	77	4.2%
Dublin	29	5.2%	48	3.7%	77	4.2%
Emeryville	5	0.9%	4	0.3%	9	0.5%
Fremont	91	16.4%	230	18.0%	321	17.5%
Hayward	40	7.2%	158	12.3%	198	10.8%
Livermore	36	6.5%	42	3.3%	78	4.2%
Newark	10	1.8%	45	3.5%	55	3.0%
Oakland	144	25.9%	285	22.2%	429	23.4%
Piedmont	6	1.1%	4	0.3%	10	0.5%
Pleasanton	20	3.6%	56	4.4%	76	4.1%
San Leandro	26	4.7%	70	5.5%	96	5.2%
San Lorenzo	12	2.2%	39	3.0%	51	2.8%
Sunol	1	0.2%	0	0.0%	1	0.1%
Union City	11	2.0%	72	5.6%	83	4.5%
Unknown	0	0.0%	42	3.3%	42	2.3%
Total	**556**	**100.0%**	**1,281**	**100.0%**	**1,837**	**100.0%**

Source: 2019 CA R&R Network and Resource and Referral Agencies – Alameda County Child Care Sites.

Figure 4.2 – Number of Child Care Sites Over Time

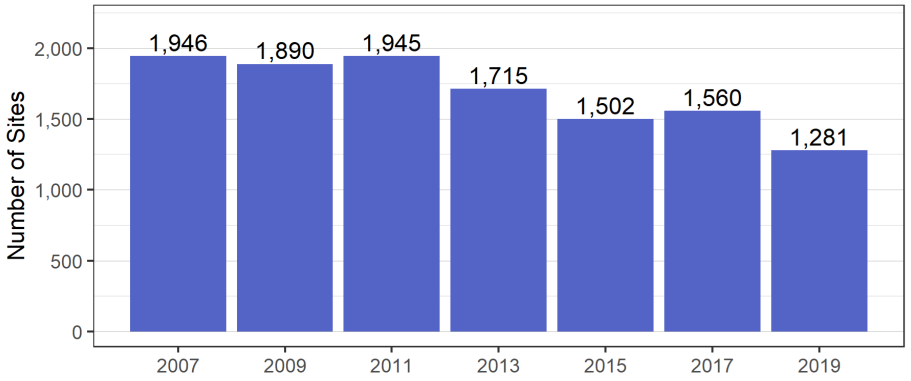
This table indicates that there has been a slight decrease in overall capacity (~4%) and a shift towards center-based care.

Year	CENTERS		FAMILY CHILD CARE		TOTAL	
	Number of Sites	Capacity	Number of Sites	Capacity	Number of Sites	Capacity
2007	553	34,120	1,946	18,763	2,499	52,883
2009	566	34,916	1,890	18,311	2,456	53,227
2011	577	35,345	1,945	18,915	2,522	54,260
2013	589	37,120	1,715	16,961	2,304	54,081
2015	568	37,778	1,502	15,017	2,070	52,795
2017	608	39,760	1,560	15,867	2,168	55,627
2019	556	37,800	1,281	13,107	1,836	50,907

Source: California Resource and Referral Network 2007-2019 Alameda County Profiles

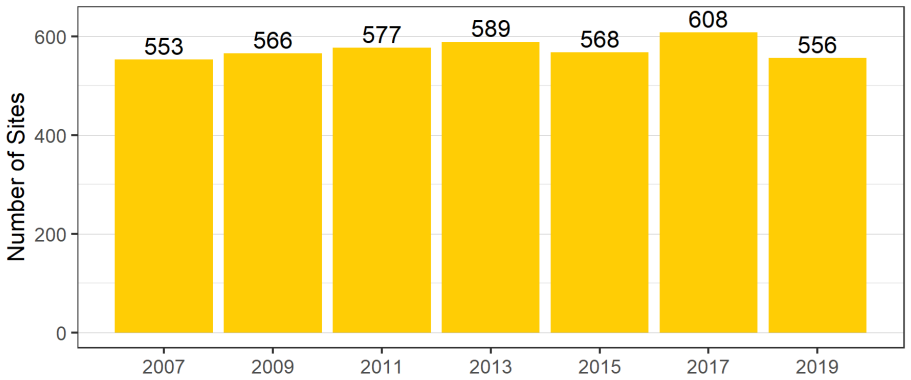
The number of licensed family child care providers **declined by 34%** since 2007.

Figure 4.3 – Number of Family Child Care Providers Over Time



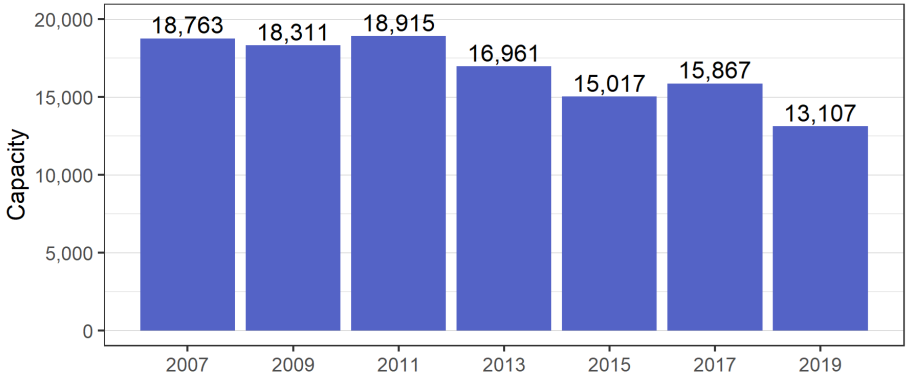
Source: California Resource and Referral Network 2007-2019 Alameda County Profiles.

Figure 4.4 – Number of Child Care Centers Over Time



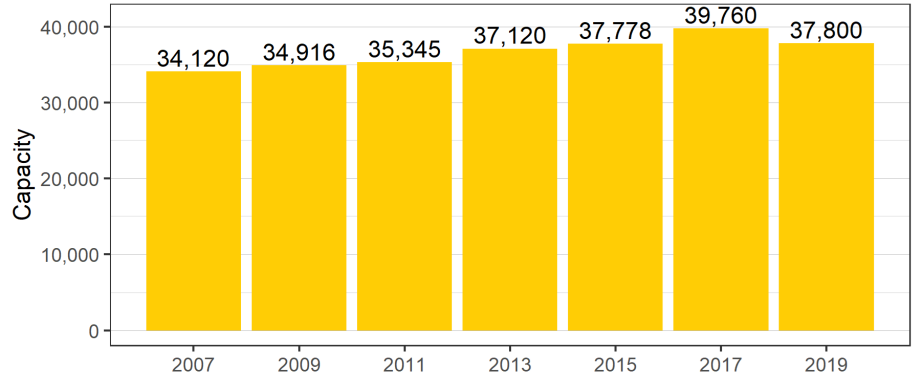
Source: California Resource and Referral Network 2007-2019 Alameda County Profiles.

Figure 4.5 – Family Child Care Capacity Over Time



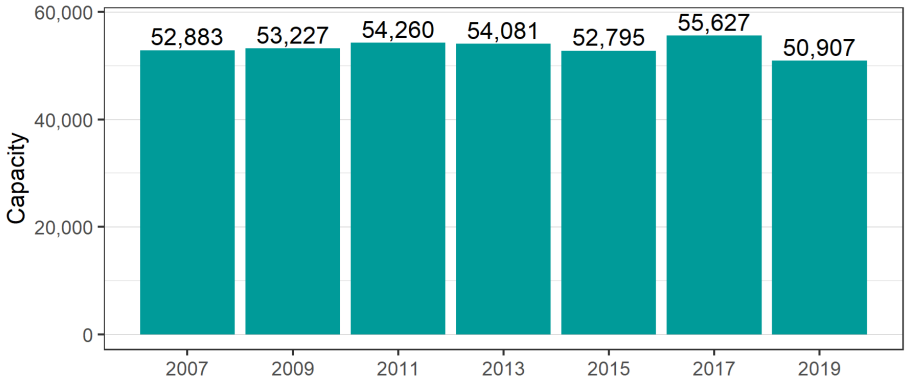
Source: California Resource and Referral Network 2007-2019 Alameda County Profiles.

Figure 4.6 – Center Capacity Over Time



Source: California Resource and Referral Network 2007-2019 Alameda County Profiles.

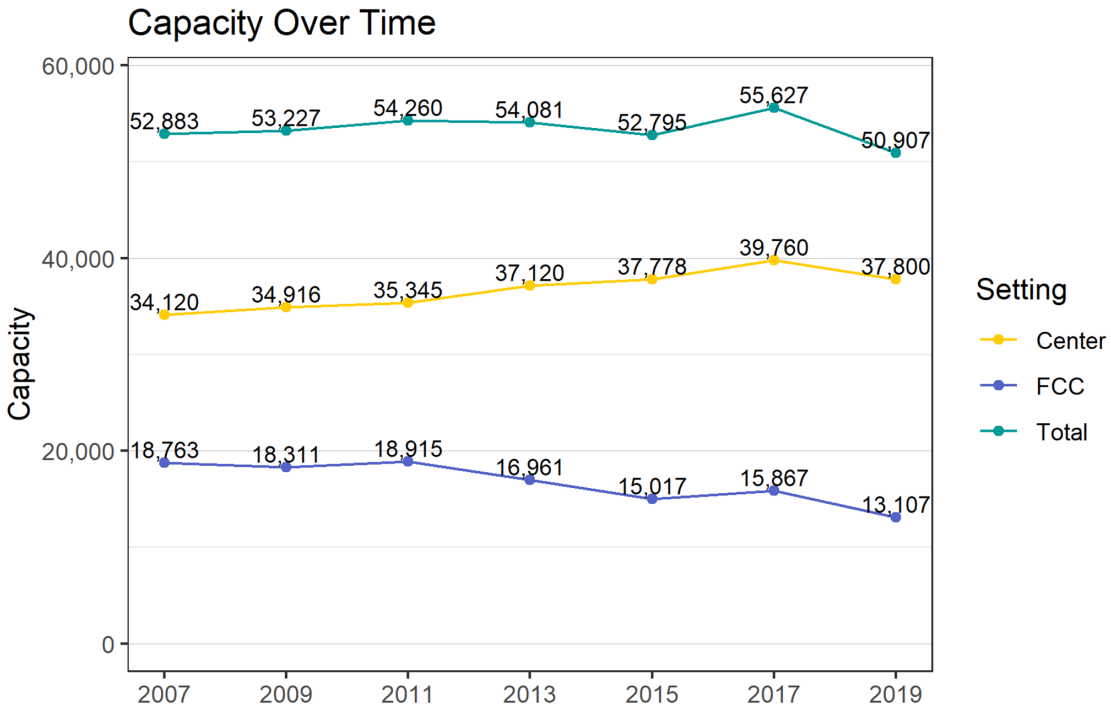
Figure 4.7 – Capacity Over Time



Source: California Resource and Referral Network 2007-2019 Alameda County Profiles.

There is an overall decline of licensed capacity since 2007; this decline existed prior to COVID-19. It will be critical to monitor capacity and strategies to restore and rebuild capacity as we return from the pandemic.

Figure 4.8 – Family Child Care, Center, and Total Capacity Over Time



Source: California Resource and Referral Network 2007-2019 Alameda County Profiles.

Figure 4.9 – Number of Licensed Centers and Licensed Family Child Care Homes by Zip Code and Age Served, 2019

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity
East	Dublin	94568	29	6	23	16	50	46	50	47	79	52	73	63
East	Livermore	94550	17	6	12	10	24	22	24	24	41	28	36	34
East	Livermore, Dublin	94551	19	7	12	11	18	17	18	18	37	24	30	29
East	Pleasanton	94588	6	1	6	3	33	31	33	33	39	32	39	36
East	Pleasanton	94566	14	5	13	8	24	23	24	23	38	28	37	31
East	Sunol	94586	1	-	1	1	-	-	-	-	1	-	1	1
North	Alameda	94501	27	8	24	5	39	36	38	30	66	44	62	35
North	Alameda	94502	6	3	4	2	6	6	6	5	12	9	10	7
North	Albany, Berkeley	94706	10	-	8	3	21	20	21	17	31	20	29	20
North	Berkeley	94702	10	4	9	3	24	22	24	23	34	26	33	26
North	Berkeley	94707	6	-	6	-	5	5	5	4	11	5	11	4
North	Berkeley	94708	2	-	2	-	2	2	2	1	4	2	4	1
North	Berkeley	94709	7	1	7	2	1	-	1	-	8	1	8	2
North	Berkeley	94720	5	3	5	-	-	-	-	-	5	3	5	-
North	Berkeley	94703	8	2	8	1	17	17	17	14	25	19	25	15
North	Berkeley, Albany	94710	12	4	12	2	6	6	6	6	18	10	18	8
North	Berkeley, Oakland	94704	3	2	2	1	1	1	1	-	4	3	3	1
North	Emeryville, Oakland	94608	9	6	9	1	26	26	25	21	35	32	34	22
North	Oakland	94613	1	1	1	-	-	-	-	-	1	1	1	-
North	Oakland	94605	13	4	13	1	61	61	61	56	74	65	74	57

Figure 4.9 – Number of Licensed Centers and Licensed Family Child Care Homes by Zip Code and Age Served, 2019 (cont.)

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity
North	Oakland	94606	11	1	11	-	15	14	15	12	26	15	26	12
North	Oakland	94618	12	2	9	4	6	5	6	5	18	7	15	9
North	Oakland	94619	19	5	19	2	26	26	26	23	45	31	45	25
North	Oakland	94601	13	2	13	-	31	29	29	25	44	31	42	25
North	Oakland	94602	8	2	7	-	24	22	23	21	32	24	30	21
North	Oakland	94603	4	-	4	-	40	40	40	38	44	40	44	38
North	Oakland	94607	11	3	10	-	9	9	9	8	20	12	19	8
North	Oakland	94609	9	-	8	2	9	9	9	8	18	9	17	10
North	Oakland	94612	7	5	6	1	5	5	4	3	12	10	10	4
North	Oakland	94621	11	-	11	-	21	21	21	19	32	21	32	19
North	Oakland, Berkeley	94705	7	3	6	2	7	7	5	4	14	10	11	6
North	Oakland, Piedmont	94610	10	-	9	2	14	14	11	7	24	14	20	9
North	Oakland, Piedmont	94611	17	2	11	7	5	5	5	3	22	7	16	10
South	Castro Valley	94546	18	3	10	11	51	49	51	43	69	52	61	54
South	Fremont	94555	14	4	10	6	39	38	38	35	53	42	48	41
South	Fremont	94539	25	1	18	10	39	39	37	36	64	40	55	46
South	Fremont	94536	26	2	16	12	86	86	85	80	112	88	101	92
South	Fremont	94538	26	3	23	9	66	65	65	61	92	68	88	70
South	Hayward	94544	20	3	20	3	52	51	52	49	72	54	72	52
South	Hayward	94545	3	-	3	1	38	37	36	27	41	37	39	28
South	Hayward, Cherryland, Fairview	94541	16	3	14	3	63	63	63	59	79	66	77	62

Figure 4.9 – Number of Licensed Centers and Licensed Family Child Care Homes by Zip Code and Age Served, 2019 (cont.)

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity	Number of Sites	Number of Sites with Infant Capacity	Number of Sites with Preschool Capacity	Number of Sites with School-Age Capacity
South	Hayward	94542	1	1	1	-	7	7	7	7	8	8	8	7
South	Castro Valley	94552	4	-	1	3	4	4	4	4	8	4	5	7
South	Newark	94560	10	-	10	2	45	45	43	41	55	45	53	43
South	San Leandro	94577	13	-	10	5	28	27	28	27	41	27	38	32
South	San Leandro	94579	8	1	6	4	11	11	11	9	19	12	17	13
South	San Leandro, Ashland	94578	5	-	5	2	31	31	29	28	36	31	34	30
South	San Leandro, Ashland	94580	12	-	9	3	39	39	38	32	51	39	47	35
South	Union City, Hayward	94587	11	1	11	-	70	68	70	64	81	69	81	64
Unknown			-	-	-	-	42	Unknown	Unknown	Unknown	42	Unknown	Unknown	Unknown
Alameda County (Total)			**556**	**110**	**468**	**164**	**1,281**	**1,207**	**1,216**	**1,100**	**1,837**	**1,317**	**1,684**	**1,264**

Source: 2019 CA R&R Network and Resource and Referral Agencies – Alameda County Child Care Sites.

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

Figure 4.10 – Licensed Capacity by Zip Code, Setting, and Age Served

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity
East	Dublin	94568	107	1,485	1,063	2,656	122	278	81	481	229	1,763	1,144	3,137
East	Livermore	94550	97	668	835	1,601	58	132	44	234	155	800	879	1,835
East	Livermore, Dublin	94551	206	781	983	1,970	45	101	32	178	251	882	1,015	2,148
East	Pleasanton	94588	52	520	117	689	79	169	53	301	131	689	170	990
East	Pleasanton	94566	109	948	399	1,456	62	124	34	219	170	1,072	433	1,675
East	Sunol	94586	-	24	24	48	-	-	-	-	-	24	24	48
North	Alameda	94501	129	1,122	178	1,429	109	233	46	387	238	1,355	223	1,816
North	Alameda	94502	47	348	136	531	17	30	4	51	64	378	140	582
North	Albany, Berkeley	94706	-	281	446	727	59	136	13	208	59	417	459	935
North	Berkeley	94702	58	237	73	368	65	151	30	246	123	388	103	614
North	Berkeley	94707	-	302	-	302	14	27	2	44	14	329	2	346
North	Berkeley	94708	-	148	-	148	7	16	0	24	7	164	0	172
North	Berkeley	94709	2	354	46	403	-	12	-	12	2	366	46	415
North	Berkeley	94720	84	206	-	290	-	-	-	-	84	206	-	290
North	Berkeley	94703	56	320	15	391	52	86	13	151	108	406	28	542
North	Berkeley, Albany	94710	53	882	2	938	18	45	6	70	72	928	8	1,007

Figure 4.10 – Licensed Capacity by Zip Code, Setting, and Age Served (cont.)

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity
North	Berkeley, Oakland	94704	29	78	2	109	4	8	-	12	33	86	2	121
North	Emeryville, Oakland	94608	176	454	2	632	80	131	29	240	256	585	30	872
North	Oakland	94613	13	54	-	67	-	-	-	-	13	54	-	67
North	Oakland	94605	107	440	14	561	174	369	91	633	281	809	105	1,194
North	Oakland	94606	16	511	-	527	44	74	15	133	60	585	15	660
North	Oakland	94618	26	306	376	709	14	39	4	58	41	345	381	766
North	Oakland	94619	81	857	31	970	76	151	29	256	158	1,008	60	1,226
North	Oakland	94601	42	680	-	722	87	182	32	301	129	862	32	1,023
North	Oakland	94602	47	378	-	425	67	160	33	261	114	538	33	686
North	Oakland	94603	-	162	-	162	104	207	65	376	104	369	65	538
North	Oakland	94607	49	690	-	739	24	37	9	70	73	727	9	809
North	Oakland	94609	-	424	297	721	28	67	11	107	28	491	308	828
North	Oakland	94612	100	295	12	407	14	18	3	36	114	313	15	443
North	Oakland	94621	-	520	-	520	59	119	29	207	59	639	29	727
North	Oakland, Berkeley	94705	35	225	42	302	19	25	4	48	54	250	46	350
North	Oakland, Piedmont	94610	-	528	185	713	50	74	16	140	50	602	201	853
North	Oakland, Piedmont	94611	32	394	462	889	15	32	1	48	47	426	463	937

Figure 4.10 – Licensed Capacity by Zip Code, Setting, and Age Served (cont.)

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity
South	Castro Valley	94546	76	577	612	1,265	133	283	53	470	209	860	665	1,735
South	Fremont	94555	77	771	361	1,209	102	201	39	343	179	972	400	1,552
South	Fremont	94539	12	1,259	545	1,816	112	225	41	379	124	1,484	586	2,195
South	Fremont	94536	46	1,153	771	1,970	233	443	105	781	279	1,596	876	2,751
South	Fremont	94538	72	1,267	346	1,685	174	350	80	603	246	1,617	426	2,288
South	Hayward	94544	73	947	91	1,111	138	286	76	500	211	1,233	167	1,611
South	Hayward	94545	-	105	20	125	104	192	39	336	104	297	59	461
South	Hayward, Cherryland, Fairview	94541	56	740	118	914	173	347	79	599	229	1,087	197	1,513
South	Hayward	94542	7	24	-	31	19	34	8	61	26	58	8	92
South	Castro Valley	94552	-	120	300	420	10	20	5	35	10	140	305	455
South	Newark	94560	-	689	104	793	125	216	48	388	125	905	152	1,181
South	San Leandro	94577	-	413	337	750	72	138	32	242	72	551	369	992
South	San Leandro	94579	16	221	186	423	30	55	12	97	46	276	198	520
South	San Leandro, Ashland	94578	-	249	57	306	81	132	38	251	81	381	95	557
South	San Leandro, Ashland	94580	-	273	215	488	104	168	46	317	104	441	261	805
South	Union City, Hayward	94587	16	424	-	440	181	375	85	641	197	799	85	1,081

Figure 4.10 – Licensed Capacity by Zip Code, Setting, and Age Served (cont.)

			CENTERS				FAMILY CHILD CARE SITES				ALL CHILD CARE SITES			
Region	City	Zip Code	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity	Total Infant/ Toddler Capacity	Total Preschool Capacity	Total School-Age Capacity	Total Capacity
Unknown			-	-	-	-	42	Unknown	Unknown	Unknown	-	-	-	-
Alameda County (Total)			**2,206**	**24,856**	**9,804**	**36,866**	**3,399**	**6,699**	**1,517**	**11,573**	**5,563**	**31,555**	**11,321**	**48,439**

Source: 2019 CA R&R Network and Resource and Referral Agencies – Alameda County Child Care Sites

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics.

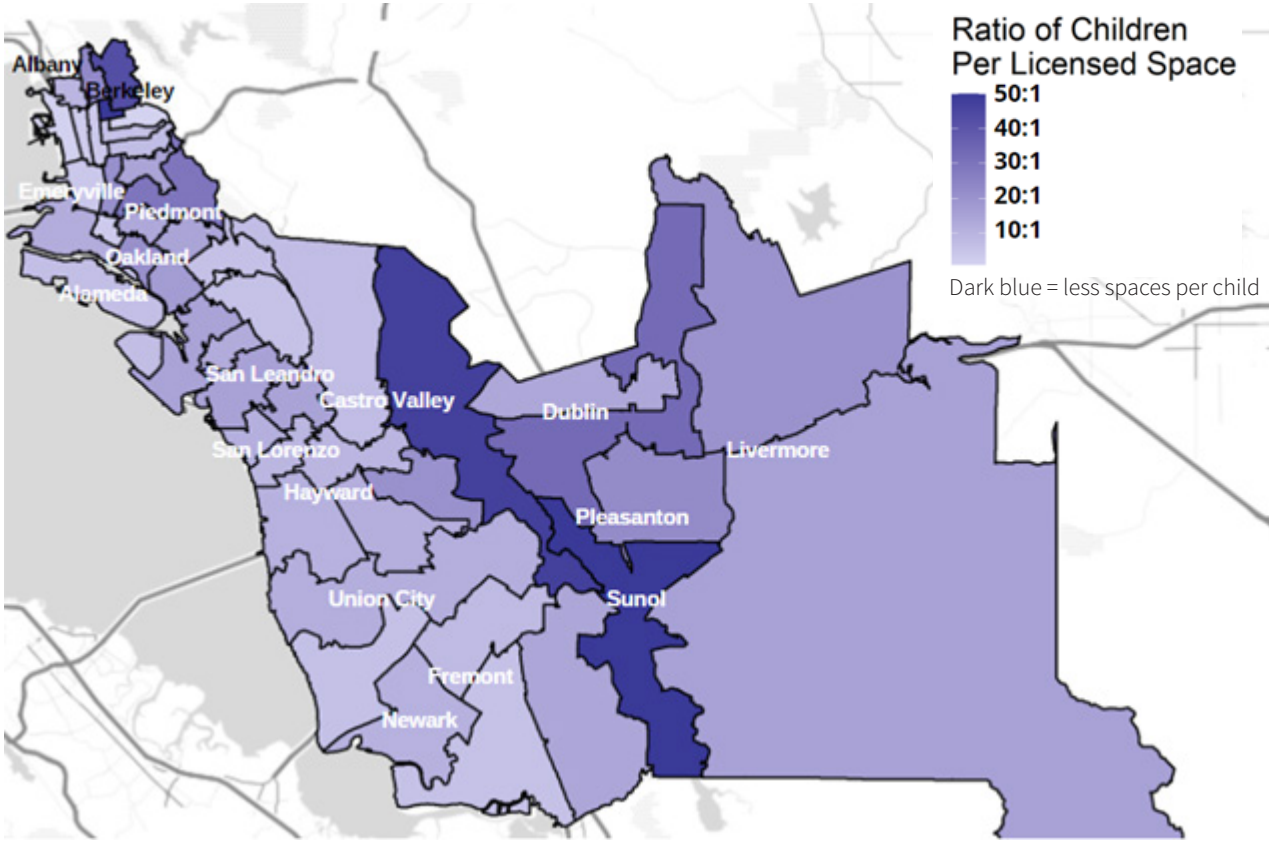
Child Care Deserts, Capacity March 2020 Compared to Capacity October 2020

The maps below reflect the ratio of children to licensed child care spaces by zip code. The number refers to the number of children per child care spaces. Lighter shades show areas with less children per licensed child care space. Darker shades show areas that are child care deserts, meaning there are more children per licensed space. There are more dark areas in the October 2020 maps compared to the Pre-COVID maps, meaning that there are more areas with child care deserts (fewer spaces per child) now than prior to the pandemic.

2016 Child care desert definition from Center for American Progress: "Areas with an insufficient supply of licensed child care, defining them as census tracts where there were more than three times as many children under the age of five as licensed child care slots," i.e. any area that has less than 3:1 slots.

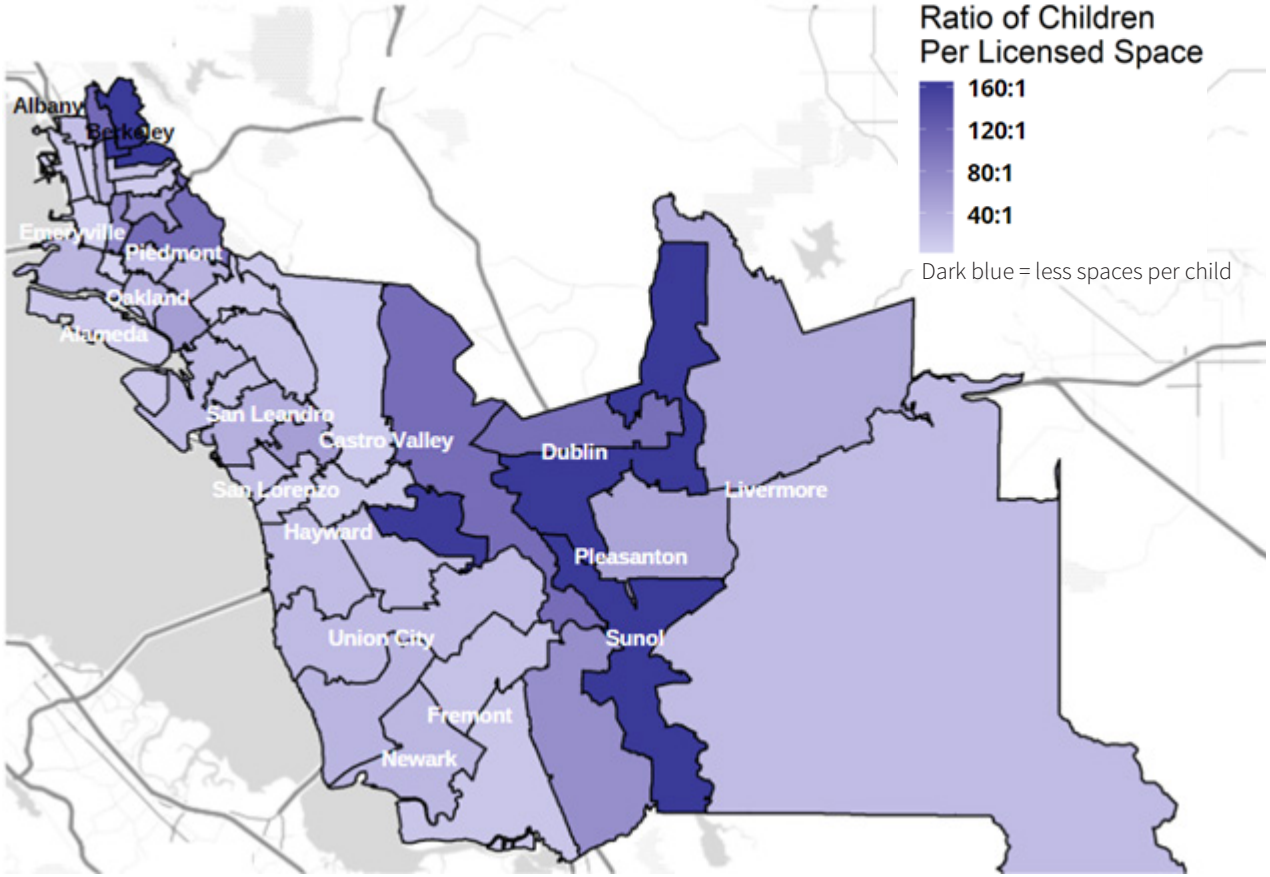
-Strong Start Santa Clara County Office of Education

Figure 4.11 –March 2020 Infant/Toddler Capacity Deserts



Source: Alameda County Resource & Referral Child Care Site Data 2019 and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code.

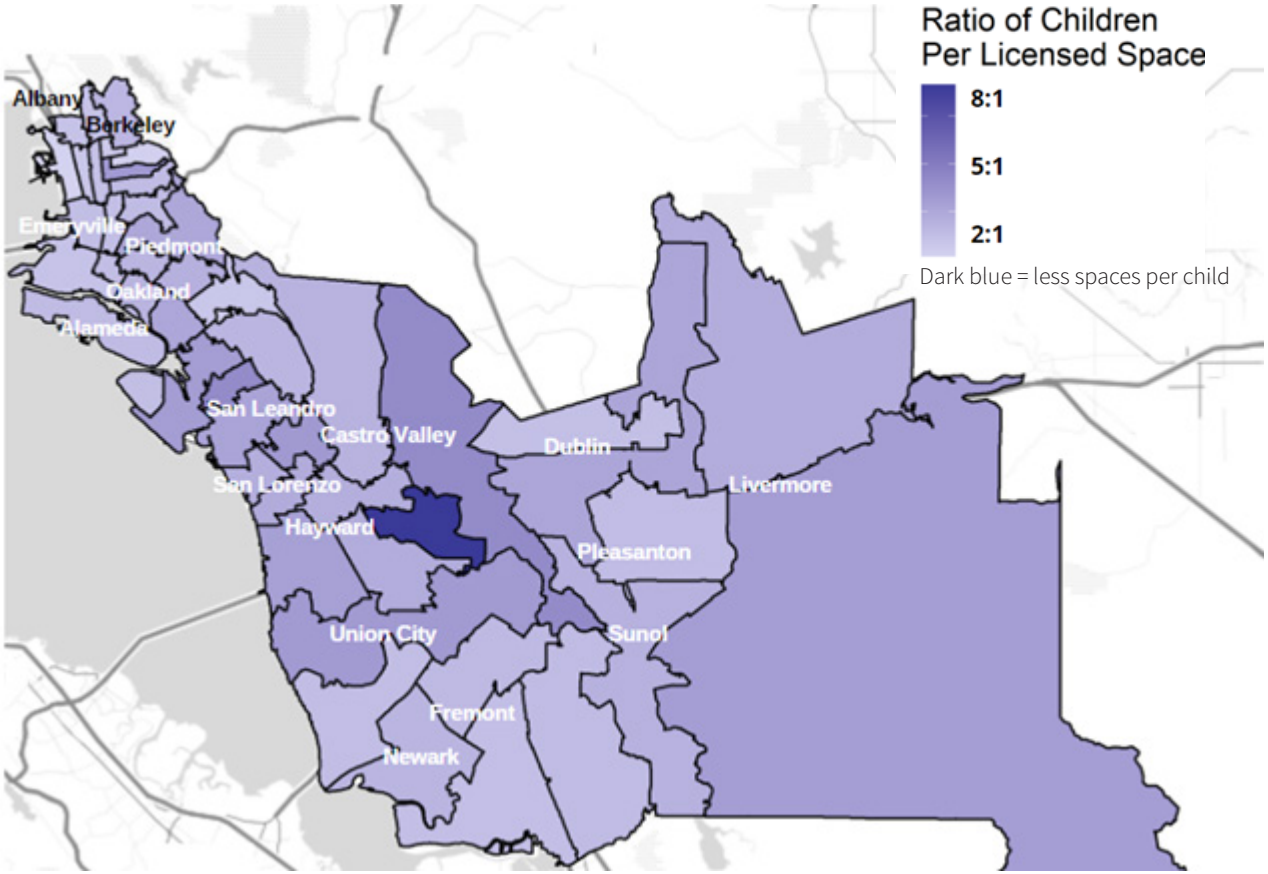
Figure 4.12 – October 2020 Infant/Toddler Capacity Deserts



Source: Alameda County Resource & Referral Child Care Site Data 2019 and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code.

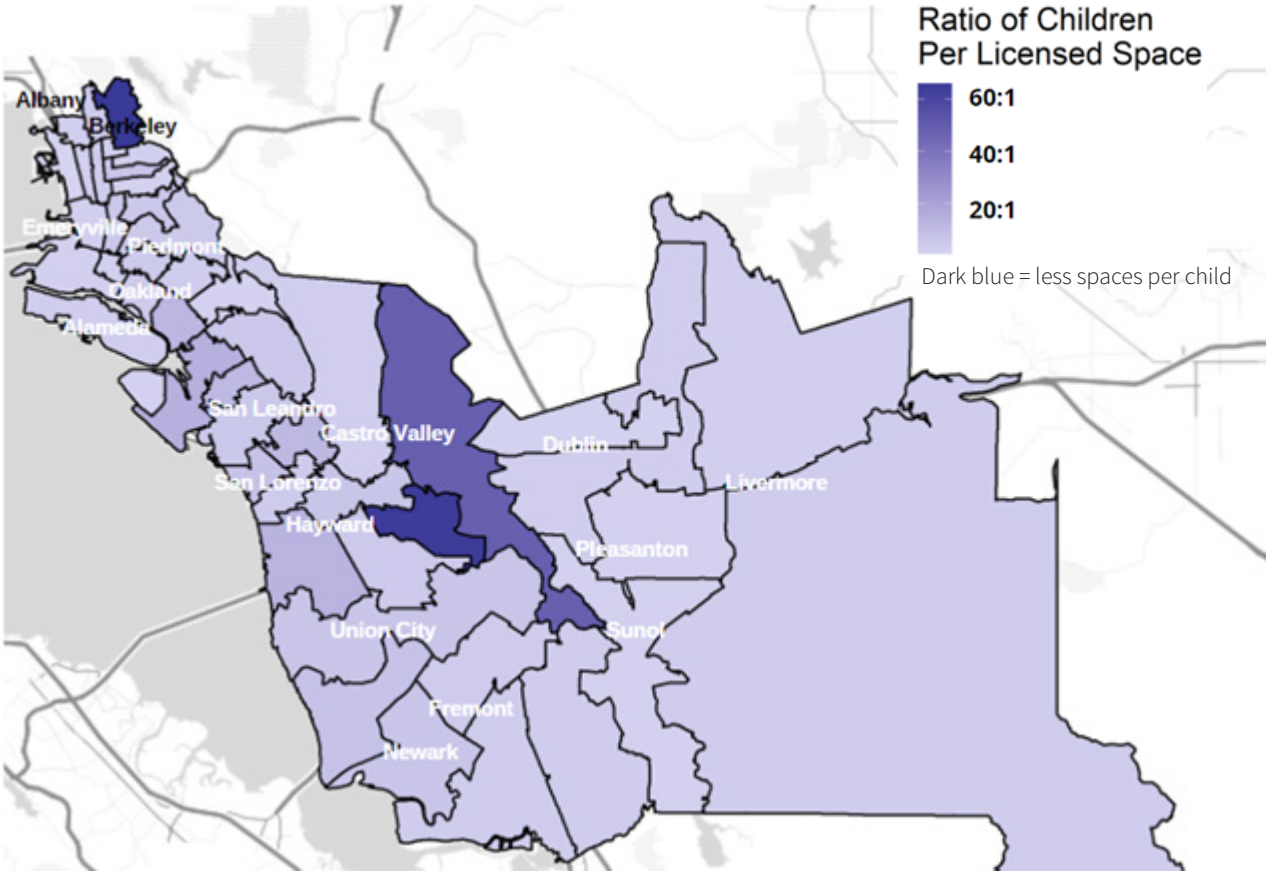
Note: October 2020 capacity refers to sites that were "currently active" as reported to their local R&R, but does not reflect reduced capacity to due public health and CCL guidance to restrict group size. Currently active child care sites from Alameda County R&Rs as of October 2020 and 2018 ELNAT data for the number of children by zip code.

Figure 4.13 – March 2020 Preschool Capacity Deserts



Source: Alameda County Resource & Referral Child Care Site Data 2019 and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code.

Figure 4.14 – October 2020 Preschool Capacity Deserts



Source: Alameda County Resource & Referral Child Care Site Data 2019 and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code.

Note: October 2020 capacity refers to sites that were "currently active" as reported to their local R&R, but does not reflect reduced capacity to due public health and CCL guidance to restrict group size. Currently active child care sites from Alameda County R&Rs as of October 2020 and 2018 ELNAT data for the number of children by zip code.

Figure 4.15 – Number of Child Care Spaces by Age Group and Setting

Setting	Infant Spaces	Preschool Spaces	School-Age Spaces
Licensed Centers	2,206	24,856	9,804
Licensed Family Child Care	3,399	6,699	1,517
License-Exempt Centers	172	1,172	5,481
Total	**5,777**	**32,727**	**16,802**

Source: 2019 CA R&R Network – Alameda County Child Care Sites

Note: Distribution of FCC spaces across age groups reflects an estimate based on typical distribution of spaces according to licensing ratios and provider enrollment preferences as reported to CC R&Rs.

Number of license-exempt centers includes unlicensed parent co-operatives, and some out-of-school time programs not required to be licensed. Numbers do not include license-exempt family, friend and neighbor and nanny care.

Figure 4.16 – Ratio of Children for Whom a Licensed Space Is Available

Age Group	Number of Children	Child Care Capacity	Ratio of Children Per Licensed Space
Birth-2	55,374	5,563	10:1
3-5	61,893	31,555	2:1
6-12	134,399	11,321	12:1
All Ages	**253,684**	**48,439**	**5:1**

Source: 2019 Alameda County Resource & Referral Child Care Site Data and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code.

Figure 4.17 – Percent of Children for Whom a Licensed Child Care Space Is Available

Age Group	Number of Children	Child Care Capacity	Unmet Need
Birth-2	55,374	5,563	90.0%
3-5	61,893	31,555	49.0%
Birth-5	**117,267**	**37,118**	**68.3%**

Source: 2019 Alameda County Resource & Referral Child Care Site Data and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code. School age excluded due to the extensive use of unlicensed programs and settings.

- Infant and Toddler care is in woeful undersupply. There is licensed capacity for less than one out of every ten infants and toddlers in the county.
- For preschoolers, there is nearly one licensed slot for every two preschoolers, however in some areas of the county this ratio is much higher.
- While there are fewer licensed spaces for school-age children, there are also a great variety of options for license-exempt after school and recreation programs, as well as many camps and enrichment options. Further attention to the availability of this mixed delivery supply is needed.

Figure 4.18 – Percent of Children for Whom a Licensed Child Care Space Is Available by Zip Code

			INFANT/TODDLER			PRESCHOOL			TOTAL BIRTH-5		
			Number of Children	Total Infant/ Toddler Capacity	Unmet Need for 100% of Children	Number of Children	Total Preschool Capacity	Unmet Need for 100% of Children	Number of Children	Total Capacity	Unmet Need
East	Dublin	94568	2,017	229	88.6%	2,460	1,763	28.3%	4,477	1,993	55.5%
East	Livermore	94550	2,048	155	92.4%	2,497	800	68.0%	4,545	956	79.0%
East	Livermore, Dublin	94551	1,606	251	84.4%	1,960	882	55.0%	3,566	1,133	68.2%
East	Pleasanton	94588	1,345	131	90.3%	1,640	689	58.0%	2,985	819	72.6%
East	Pleasanton	94566	1,787	170	90.5%	2,180	1,072	50.8%	3,967	1,242	68.7%
East	Sunol	94586	44	-	100.0%	54	24	55.6%	98	24	75.5%
North	Alameda	94501	1,943	238	87.8%	2,133	1,355	36.5%	4,076	1,593	60.9%
North	Alameda	94502	438	64	85.4%	481	378	21.4%	919	442	51.9%
North	Albany, Berkeley	94706	505	59	88.3%	512	417	18.5%	1,017	476	53.2%
North	Berkeley	94702	410	123	70.0%	416	388	6.6%	826	511	38.1%
North	Berkeley	94707	338	14	95.8%	333	329	1.3%	671	343	48.9%
North	Berkeley	94708	312	7	97.7%	309	164	46.8%	621	172	72.4%
North	Berkeley	94709	303	2	99.2%	561	366	34.8%	864	368	57.4%
North	Berkeley	94720	77	84	-9.1%	142	206	-45.1%	219	290	-32.4%
North	Berkeley	94703	507	108	78.8%	515	406	21.1%	1,022	514	49.7%
North	Berkeley, Albany	94710	178	72	59.6%	330	928	-181.1%	508	1,000	-96.8%
North	Berkeley, Oakland	94704	657	33	94.9%	666	86	87.1%	1,323	119	91.0%
North	Emeryville, Oakland	94608	794	256	67.7%	779	585	24.9%	1,573	841	46.5%
North	Oakland	94613	26	13	50.0%	22	54	-145.5%	48	62	-39.6%
North	Oakland	94605	1,643	281	82.9%	1,708	809	52.6%	3,351	1,090	67.5%
North	Oakland	94606	1,037	60	94.2%	1,016	585	42.4%	2,053	645	68.6%

Figure 4.18 – Percent of Children for Whom a Licensed Child Care Space Is Available by Zip Code (cont.)

			INFANT/TODDLER			PRESCHOOL			TOTAL BIRTH-5		
			Number of Children	Total Infant/ Toddler Capacity	Unmet Need for 100% of Children	Number of Children	Total Preschool Capacity	Unmet Need for 100% of Children	Number of Children	Total Capacity	Unmet Need
North	Oakland	94618	551	41	92.6%	451	345	23.6%	1,002	385	61.5%
North	Oakland	94619	958	158	83.5%	971	1,008	-3.8%	1,929	1,165	39.6%
North	Oakland	94601	2,115	129	93.9%	2,467	862	65.1%	4,583	991	78.4%
North	Oakland	94602	1,089	114	89.5%	1,046	538	48.6%	2,135	652	69.5%
North	Oakland	94603	1,516	104	93.2%	1,848	369	80.0%	3,364	473	85.9%
North	Oakland	94607	706	73	89.7%	692	727	-5.0%	1,398	799	42.8%
North	Oakland	94609	626	28	95.5%	570	491	13.8%	1,196	520	56.5%
North	Oakland	94612	407	114	71.9%	398	313	21.3%	805	427	46.9%
North	Oakland	94621	1,499	59	96.1%	1,843	639	65.3%	3,342	698	79.1%
North	Oakland, Berkeley	94705	348	54	84.4%	337	250	25.8%	685	304	55.6%
North	Oakland, Piedmont	94610	930	50	94.6%	817	602	26.3%	1,747	653	62.6%
North	Oakland, Piedmont	94611	1,256	47	96.2%	1,029	426	58.6%	2,285	473	79.3%
South	Castro Valley	94546	1,282	209	83.7%	1,939	860	55.6%	3,221	1,069	66.8%
South	Fremont	94555	1,318	179	86.4%	1,440	972	32.5%	2,758	1,152	58.2%
South	Fremont	94539	1,768	124	93.0%	2,339	1,484	36.5%	4,106	1,608	60.8%
South	Fremont	94536	2,420	279	88.5%	3,245	1,596	50.8%	5,665	1,875	66.9%
South	Fremont	94538	2,146	246	88.6%	2,875	1,617	43.8%	5,021	1,863	62.9%
South	Hayward	94544	3,254	211	93.5%	2,907	1,233	57.6%	6,161	1,444	76.6%
South	Hayward	94545	1,325	104	92.1%	1,183	297	74.9%	2,508	401	84.0%
South	Hayward, Cherryland, Fairview	94541	2,249	229	89.8%	2,672	1,087	59.3%	4,921	1,316	73.3%
South	Hayward	94542	548	26	95.3%	514	58	88.7%	1,062	84	92.1%
South	Castro Valley	94552	498	10	98.0%	639	140	78.1%	1,137	150	86.8%
South	Newark	94560	1,728	125	92.8%	1,684	905	46.3%	3,412	1,029	69.8%

Figure 4.18 – Percent of Children for Whom a Licensed Child Care Space Is Available by Zip Code (cont.)

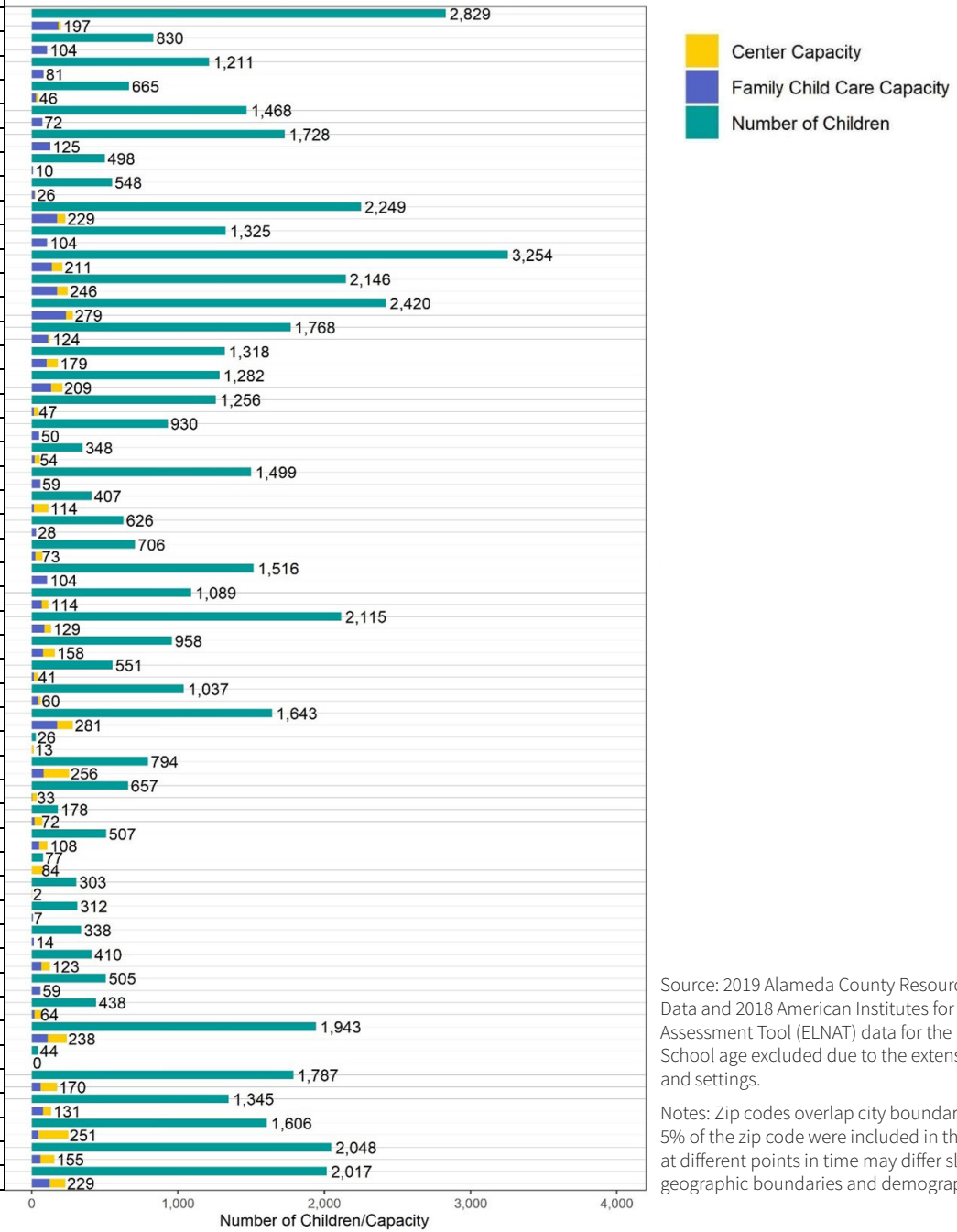
			INFANT/TODDLER			PRESCHOOL			TOTAL BIRTH-5		
			Number of Children	Total Infant/ Toddler Capacity	Unmet Need for 100% of Children	Number of Children	Total Preschool Capacity	Unmet Need for 100% of Children	Number of Children	Total Capacity	Unmet Need
South	San Leandro	94577	1,468	72	95.1%	1,611	551	65.8%	3,079	623	79.8%
South	San Leandro	94579	665	46	93.2%	731	276	62.2%	1,396	322	76.9%
South	San Leandro, Ashland	94578	1,211	81	93.3%	1,561	381	75.6%	2,772	462	83.3%
South	San Leandro, Ashland	94580	830	104	87.5%	1,251	441	64.8%	2,081	544	73.8%
South	Union City, Hayward	94587	2,829	192	93.0%	2,755	299	71.0%	5,584	996	82.2%
Alameda County (Total)			**55,374**	**5,563**	**90.0%**	**61,893**	**31.555**	**49.0%**	**117,267**	**37,118**	**68.3%**

Source: 2019 Alameda County Resource & Referral Child Care Site Data and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code. School age excluded due to the extensive use of unlicensed programs and settings.

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics

Figure 4.19 – Number of Infants/Toddler Compared to Licensed Capacity by Zip Code

Region	City	Zip Code
East	Dublin	94568
East	Livermore	94550
East	Livermore, Dublin	94551
East	Pleasanton, Hayward, Sunol	94588
East	Pleasanton, Sunol	94566
East	Sunol	94586
North	Alameda	94501
North	Alameda	94502
North	Albany, Berkeley	94706
North	Berkeley	94702
North	Berkeley	94707
North	Berkeley	94708
North	Berkeley	94709
North	Berkeley	94720
North	Berkeley	94703
North	Berkeley, Albany	94710
North	Berkeley, Oakland	94704
North	Emeryville, Oakland	94608
North	Oakland	94613
North	Oakland	94605
North	Oakland	94606
North	Oakland	94618
North	Oakland	94619
North	Oakland	94601
North	Oakland	94602
North	Oakland	94603
North	Oakland	94607
North	Oakland	94609
North	Oakland	94612
North	Oakland	94621
North	Oakland, Berkeley	94705
North	Oakland, Piedmont	94610
North	Oakland, Piedmont	94611
South	Castro Valley	94546
South	Fremont	94555
South	Fremont	94539
South	Fremont	94536
South	Fremont	94538
South	Hayward	94544
South	Hayward	94545
South	Hayward, Ashland, Cherryland, Fairview, San Lorenzo	94541
South	Hayward, Fairview	94542
South	Hayward, Sunol	94552
South	Newark	94560
South	San Leandro	94577
South	San Leandro	94579
South	San Leandro, Ashland	94578
South	San Lorenzo, Ashland, Hayward	94580
South	Union City, Hayward	94587

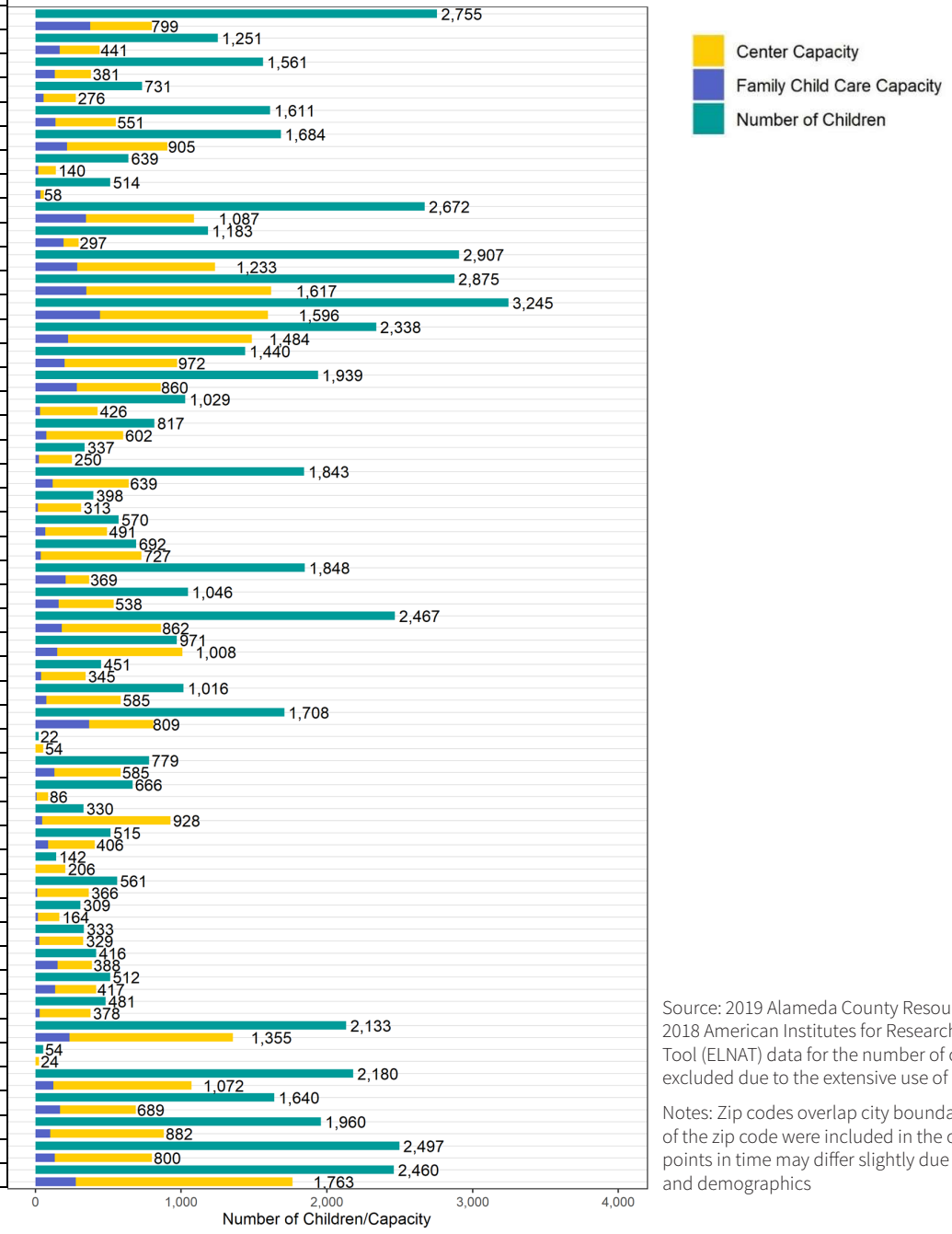


Source: 2019 Alameda County Resource & Referral Child Care Site Data and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code. School age excluded due to the extensive use of unlicensed programs and settings.

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics

Figure 4.20 – Number of Preschoolers Compared to Licensed Capacity by Zip Code

Region	City	Zip Code	Number of Children	Family Child Care Capacity	Center Capacity
East	Dublin	94568	2,755	799	
East	Livermore	94550	1,251	441	
East	Livermore, Dublin	94551	1,561	381	
East	Pleasanton, Hayward, Sunol	94588	731	276	
East	Pleasanton, Sunol	94566	1,611	551	
East	Sunol	94586	1,684	905	
North	Alameda	94501	639	140	
North	Alameda	94502	514	58	
North	Albany, Berkeley	94706	2,672	1,087	
North	Berkeley	94702	1,183	297	
North	Berkeley	94707	2,907	1,233	
North	Berkeley	94708	2,875	1,617	
North	Berkeley	94709	3,245	1,596	
North	Berkeley	94720	2,338	1,484	
North	Berkeley	94703	1,440	972	
North	Berkeley, Albany	94710	1,939	860	
North	Berkeley, Oakland	94704	1,029	426	
North	Emeryville, Oakland	94608	817	602	
North	Oakland	94613	337	250	
North	Oakland	94605	1,843	639	
North	Oakland	94606	398	313	
North	Oakland	94618	570	491	
North	Oakland	94619	692	727	
North	Oakland	94601	1,848	369	
North	Oakland	94602	1,046	538	
North	Oakland	94603	2,467	862	
North	Oakland	94607	971	1,008	
North	Oakland	94609	451	345	
North	Oakland	94612	1,016	585	
North	Oakland	94621	1,708	809	
North	Oakland, Berkeley	94705	22	54	
North	Oakland, Piedmont	94610	779	585	
North	Oakland, Piedmont	94611	666	86	
South	Castro Valley	94546	330	928	
South	Fremont	94555	515	406	
South	Fremont	94539	142	206	
South	Fremont	94536	561	366	
South	Fremont	94538	309	164	
South	Hayward	94544	333	329	
South	Hayward	94545	416	388	
South	Hayward, Ashland, Cherryland, Fairview, San Lorenzo	94541	512	417	
South	Hayward, Fairview	94542	481	378	
South	Hayward, Sunol	94552	2,133	1,355	
South	Newark	94560	54	24	
South	San Leandro	94577	2,180	1,072	
South	San Leandro	94579	1,640	689	
South	San Leandro, Ashland	94578	1,960	882	
South	San Lorenzo, Ashland, Hayward	94580	2,497	800	
South	Union City, Hayward	94587	2,460	1,763	



Source: 2019 Alameda County Resource & Referral Child Care Site Data and 2018 American Institutes for Research Early Learning Needs Assessment Tool (ELNAT) data for the number of children by zip code. School age excluded due to the extensive use of unlicensed programs and settings.

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics

C. Availability of Specialized Care to Meet Family Needs

Figure 4.21 – Number of Child Care Centers & Family Child Care Sites Offering Full-Time and Part-Time Care

Setting	Sites Offering Full-Time Care	Spaces in Sites Offering Full-Time Care	Sites Offering Part-Time Care	Spaces in Sites Offering Part-Time Care
Family Child Care	1,254	12,827	1,060	280
Child Care Center	415	31,469	488	6,331
Total	**1,669**	**44,296**	**1,548**	**6,611**

Source: 2019 Source: 2019 Alameda County Resource & Referral Child Care Site

Note: Many sites report offering both full-time and part-time care

Figure 4.22 – Number of Sites Offering Evening, Weekend, and Overnight Care by Setting

Setting	Evening Care	Weekend Care	Overnight Care	% of Sites Offering Non-Traditional Hours of Care
Family Child Care	330	191	186	30.0%
Child Care Center	4	1	1	1.1%
Total	**334**	**192**	**187**	**21.2%**

Source: 2019 Alameda County Resource & Referral Child Care Site

Figure 4.23 – Number of State and Federally Contracted Child Care Sites by Program

Program	Number of Facilities
Head Start only	21
Title 5 only	95
Title 5 / Head Start	47
Total	**163**

Source: 2020 First 5 Alameda County Quality Counts

Note: Only reflects state and federally contracted sites. Does not include Title 5 Family Child Care Networks.

Figure 4.24 – Number of Child Care Sites that Enrolled Children Receiving Alternative Payment Voucher Subsidies in October 2019

Setting	Number of Sites
Centers	170
Family Child Care	438
Family, Friend, or Neighbor	537
Licensed Exempt Centers	27
Total	**1,188**

Includes all sites with children receiving AP vouchers who live in Alameda County in October 2019. Does not include sites from out of Alameda County with children

Figure 4.25 – Numbers & Percentages of Child Care Sites that Enrolled Children Receiving Alternative Payment Voucher Subsidies, by Zip Code, in October 2019

There are several reasons why there may be a low percentage of subsidy providers in an area. These include, but are not limited to,

- The paperwork and policies of the subsidy program (e.g., not covering enough days missed, retroactive payment rather than prospective payment).
- Insufficient rate to cover the cost and parents cannot afford the co-pay.
- Voucher Subsidized families who live in the area are choosing care close to work or school rather than where they live.
- There are fewer eligible voucher eligible families in the area.

			CENTERS			FAMILY CHILD CARE SITES		
Region	City	Zip Code	Number of Sites	AP Voucher Serving Providers	Percentage of Providers Serving AP Vouchers	Number of Sites	AP Voucher Serving Providers	Percentage of Providers Serving AP Vouchers
East	Dublin	94568	29	13	44.8%	50	1	2.0%
East	Livermore	94550	17	9	52.9%	24	3	12.5%
East	Livermore, Dublin	94551	19	7	36.8%	18	4	22.2%
East	Pleasanton	94588	6	3	50.0%	33	5	15.2%
East	Pleasanton	94566	14	7	50.0%	24	4	16.7%
East	Sunol	94586	1	0	0.0%	0	0	0.0%
North	Alameda	94501	27	3	11.1%	39	9	23.1%
North	Alameda	94502	6	1	16.7%	6	0	0.0%
North	Albany, Berkeley	94706	10	0	0.0%	21	0	0.0%
North	Berkeley	94702	10	2	20.0%	24	10	41.7%
North	Berkeley	94707	6	1	16.7%	5	0	0.0%
North	Berkeley	94708	2	0	0.0%	2	0	0.0%
North	Berkeley	94709	7	1	14.3%	1	0	0.0%
North	Berkeley	94720	5	0	0.0%	0	0	0.0%
North	Berkeley	94703	8	1	12.5%	17	3	17.6%
North	Berkeley, Albany	94710	12	4	33.3%	6	2	33.3%
North	Berkeley, Oakland	94704	3	2	66.7%	1	0	0.0%
North	Emeryville, Oakland	94608	9	1	11.1%	26	17	65.4%
North	Oakland	94613	1	0	0.0%	0	0	0.0%
North	Oakland	94605	13	3	23.1%	61	41	67.2%
North	Oakland	94606	11	5	45.5%	15	16	106.7%
North	Oakland	94618	12	1	8.3%	6	1	16.7%

Figure 4.25 – Numbers & Percentages of Child Care Sites that Enrolled Children Receiving Alternative Payment Voucher Subsidies, by Zip Code, in October 2019 (cont.)

			CENTERS			FAMILY CHILD CARE SITES		
Region	City	Zip Code	Number of Sites	AP Voucher Serving Providers	Percentage of Providers Serving AP Vouchers	Number of Sites	AP Voucher Serving Providers	Percentage of Providers Serving AP Vouchers
North	Oakland	94619	19	9	47.4%	26	13	50.0%
North	Oakland	94601	13	2	15.4%	31	24	77.4%
North	Oakland	94602	8	3	37.5%	24	6	25.0%
North	Oakland	94603	4	0	0.0%	40	39	97.5%
North	Oakland	94607	11	3	27.3%	9	8	88.9%
North	Oakland	94609	9	1	11.1%	9	5	55.6%
North	Oakland	94612	7	3	42.9%	5	3	60.0%
North	Oakland	94621	11	4	36.4%	21	17	81.0%
North	Oakland, Berkeley	94705	7	3	42.9%	7	0	0.0%
North	Oakland, Piedmont	94610	10	3	30.0%	14	3	21.4%
North	Oakland, Piedmont	94611	17	2	11.8%	5	0	0.0%
South	Castro Valley	94546	18	8	44.4%	51	12	23.5%
South	Fremont	94555	14	2	14.3%	39	3	7.7%
South	Fremont	94539	25	4	16.0%	39	1	2.6%
South	Fremont	94536	26	7	26.9%	86	12	14.0%
South	Fremont	94538	26	7	26.9%	66	10	15.2%
South	Hayward	94544	20	9	45.0%	52	30	57.7%
South	Hayward	94545	3	2	66.7%	38	13	34.2%
South	Hayward, Cherryland, Fairview	94541	16	7	43.8%	63	33	52.4%
South	Hayward	94542	1	0	0.0%	7	2	28.6%
South	Castro Valley	94552	4	0	0.0%	4	1	25.0%
South	Newark	94560	10	1	10.0%	45	8	17.8%
South	San Leandro	94577	13	11	84.6%	28	10	35.7%
South	San Leandro	94579	8	4	50.0%	11	2	18.2%

Figure 4.25 – Numbers & Percentages of Child Care Sites that Enrolled Children Receiving Alternative Payment Voucher Subsidies, by Zip Code, in October 2019 (cont.)

			CENTERS			FAMILY CHILD CARE SITES		
Region	City	Zip Code	Number of Sites	AP Voucher Serving Providers	Percentage of Providers Serving AP Vouchers	Number of Sites	AP Voucher Serving Providers	Percentage of Providers Serving AP Vouchers
South	San Leandro, Ashland	94578	5	5	100.0%	31	17	54.8%
South	San Leandro, Ashland	94580	12	2	16.7%	39	16	41.0%
South	Union City, Hayward	94587	11	4	36.4%	70	17	24.3%
Unknown			0			42		
Alameda County (Total)			**556**	**170**	**30.6%**	**1,281**	**421**	**32.9%**

Note: AP vouchers includes Stage 1 CalWORKs.

Figure 4.26 – Number of Licensed Centers and Large FCCs with at Least One Staff Speaking a Language Other Than English by Zip

			CENTERS			LARGE FAMILY CHILD CARE			TOTAL		
Region	City	Zip Code	Spanish	Chinese	Language Other Than English	Spanish	Chinese	Language Other Than English	Spanish	Chinese	Language Other Than English
East	Dublin	94568	15	4	19	2	3	29	17	7	48
East	Livermore	94550	11	1	12	4	1	7	15	2	19
East	Livermore, Dublin	94551	13	2	13	5	0	9	18	2	22
East	Pleasanton	94588	3	1	4	1	1	15	4	2	19
East	Pleasanton	94566	7	3	9	4	1	12	11	4	21
East	Sunol	94586	0	0	0	0	0	0	0	0	0
North	Alameda	94501	19	13	23	8	10	27	27	23	50
North	Alameda	94502	3	4	5	1	3	6	4	7	11
North	Albany, Berkeley	94706	8	4	10	6	8	16	14	12	26
North	Berkeley	94702	4	3	8	10	0	14	14	3	22
North	Berkeley	94707	4	1	4	2	1	3	6	2	7
North	Berkeley	94708	2	0	2	0	0	1	2	0	3
North	Berkeley	94709	4	1	6	0	0	0	4	1	6
North	Berkeley	94720	5	5	5	0	0	0	5	5	5
North	Berkeley	94703	5	1	6	7	0	8	12	1	14
North	Berkeley, Albany	94710	7	5	12	3	0	5	10	5	17
North	Berkeley, Oakland	94704	3	1	3	0	0	1	3	1	4
North	Emeryville, Oakland	94608	5	2	8	8	0	12	13	2	20
North	Oakland	94613	1	0	1	0	0	0	1	0	1
North	Oakland	94605	11	3	11	12	1	18	23	4	29
North	Oakland	94606	5	4	10	3	3	10	8	7	20
North	Oakland	94618	10	1	10	4	0	4	14	1	14

Figure 4.26 – Number of Licensed Centers and Large FCCs with at Least One Staff Speaking a Language Other Than English by Zip (cont.)

			CENTERS			LARGE FAMILY CHILD CARE			TOTAL		
Region	City	Zip Code	Spanish	Chinese	Language Other Than English	Spanish	Chinese	Language Other Than English	Spanish	Chinese	Language Other Than English
North	Oakland	94619	17	8	18	8	1	12	25	9	30
North	Oakland	94601	12	3	12	11	3	18	23	6	30
North	Oakland	94602	7	3	7	8	2	13	15	5	20
North	Oakland	94603	4	0	4	10	0	12	14	0	16
North	Oakland	94607	6	6	9	2	0	2	8	6	11
North	Oakland	94609	5	0	7	2	0	4	7	0	11
North	Oakland	94612	4	5	6	1	0	1	5	5	7
North	Oakland	94621	9	2	10	5	0	6	14	2	16
North	Oakland, Berkeley	94705	6	2	6	0	0	4	6	2	10
North	Oakland, Piedmont	94610	6	4	8	6	2	10	12	6	18
North	Oakland, Piedmont	94611	9	1	9	0	0	1	9	1	10
South	Castro Valley	94546	8	3	8	9	10	24	17	13	32
South	Fremont	94555	5	3	7	3	8	20	8	11	27
South	Fremont	94539	9	10	14	4	13	28	13	23	42
South	Fremont	94536	10	4	12	16	14	55	26	18	67
South	Fremont	94538	14	3	16	8	20	40	22	23	56
South	Hayward	94544	13	2	13	23	0	31	36	2	44
South	Hayward	94545	2	1	2	20	2	28	22	3	30
South	Hayward, Cherryland, Fairview	94541	11	1	11	28	3	39	39	4	50
South	Hayward	94542	1	0	1	1	0	1	2	0	2
South	Castro Valley	94552	3	1	3	2	1	3	5	2	6
South	Newark	94560	4	1	4	15	1	25	19	2	29
South	San Leandro	94577	11	3	12	9	3	14	20	6	26

Figure 4.26 – Number of Licensed Centers and Large FCCs with at Least One Staff Speaking a Language Other Than English by Zip (cont.)

			CENTERS			LARGE FAMILY CHILD CARE			TOTAL		
Region	City	Zip Code	Spanish	Chinese	Language Other Than English	Spanish	Chinese	Language Other Than English	Spanish	Chinese	Language Other Than English
South	San Leandro	94579	4	1	5	0	6	7	4	7	12
South	San Leandro, Ashland	94578	3	1	3	2	5	9	5	6	12
South	San Leandro, Ashland	94580	7	0	7	13	7	21	20	7	28
South	Union City, Hayward	94587	6	1	7	15	10	44	21	11	51
Alameda County (Total)			**341**	**128**	**402**	**301**	**143**	**669**	**642**	**271**	**1,071**

Source: 2019 Alameda County Resource & Referral Child Care Site Only includes large family child care programs, not small family child care programs.

Notes: Zip codes overlap city boundaries. Cities that make up at least 5% of the zip code were included in the city label. Data captured at different points in time may differ slightly due to changes in geographic boundaries and demographics

46 languages spoken by 536 FCC COVID-19 relief grantees and their staff.

More than **64%** of FCC grantees and their staff speak a language other than English.

Source: First 5 Alameda County administered CARES Act funding provided by Alameda County Social Services Agency to offer 536 COVID-19 relief grants to Alameda County licensed family child care (FCC) providers, with priority given to subsidy serving providers. Data from the grant application.

Figure 4.27 – Number of Licensed Centers and Large FCCs with at Least One Staff Speaking a Major Language

Language	Large Family Child Care	Child Care Center	Total
English	1,259	554	1,813
Spanish	305	341	646
Chinese	148	128	276
Hindi	115	45	160
Tagalog	51	46	97
French	18	33	51
Vietnamese	13	36	49
Sign	28	18	46
Farsi	18	26	44
Arabic	14	15	29
Punjabi	19	9	28
German	9	15	24
Portuguese	11	13	24
Korean	4	18	22
Urdu	16	5	21
Russian	9	4	13
Japanese	5	8	13
Italian	4	8	12
Amharic	7	3	10
Hebrew	0	7	7
Cambodian	1	5	6
Tigrigna	3	2	5
Nepali	1	4	5
Greek	2	2	4
Tamil	4	0	4
Bengali	1	2	3
Dutch	2	1	3

Figure 4.27 – Number of Licensed Centers and Large FCCs with at Least One Staff Speaking a Major Language (cont.)

Language	Large Family Child Care	Child Care Center	Total
Igbo	0	3	3
Persian	2	1	3
Thai	2	1	3
African	1	1	2
Finnish	0	2	2
Hungarian	0	2	2
Mongolian	0	2	2
Swedish	0	2	2
Tibetan	2	0	2
Turkish	0	2	2
Assistive	0	1	1
Burmese	0	1	1
Dari	1	0	1
Hausa	0	1	1
Indonesian	0	1	1
Isizulu	1	0	1
Lao	1	0	1
Mam	1	0	1
Mien	0	1	1
Native	0	1	1
Norwegian	1	0	1
Pakistani	0	1	1
Taiwanese	1	0	1
Tongan	1	0	1
Wolof	1	0	1
Yoruba	0	1	1
Other	227	153	380

Source: 2019 CA R&R Network – Alameda County Child Care Sites

Figure 4.28 – Child Care Centers by Type

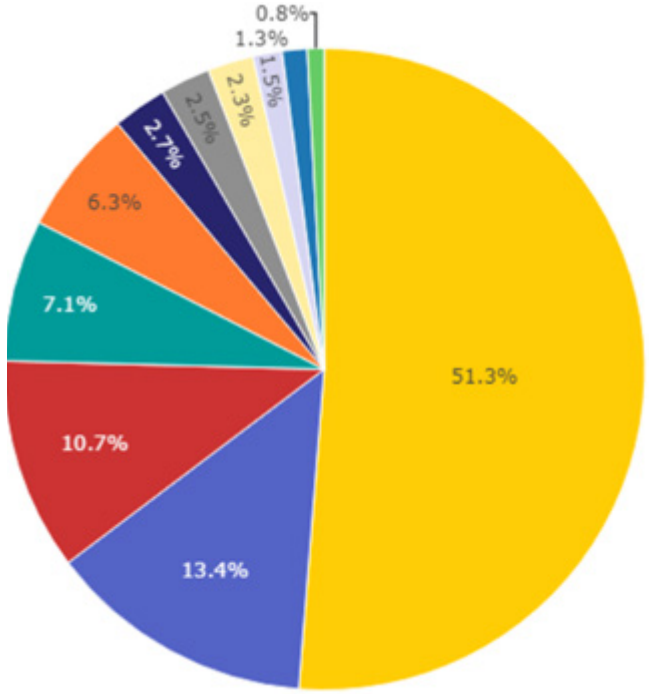
Center Profile	Number of Sites	Percentage of Sites
Lic Other Private/Non-Profit	244	51.3%
Lic Faith Based*	64	13.4%
Lic School Districts	51	10.7%
Lic Private EHS/HS	34	7.1%
Lic Attached to Private School	30	6.3%
Lic Public EHS/HS	13	2.7%
Lic College Based	12	2.5%
Lic Other Public	11	2.3%
Lic Special Needs/Inclusion**	7	1.5%
Lic Co-ops	6	1.3%
Lic Corporate (Employer Based)	4	0.8%
Total Licensed Birth-5 Centers	**476**	**100.0%**

Source: Alameda County Resource & Referral Agencies Child Care Sites 2019 and research from Michele Rutherford of categorization of site types.

*6 Licensed faith-based sites are also attached to a private school

**"Special needs/inclusion" sites are sites that specifically mention programs related to special needs/inclusion. 1 Licensed special needs/inclusion site is also connected to a school district.

Figure 4.29 – Licensed Birth-5 Licensed Center Profiles



Center Profile	Number of Sites
Lic Other Prviate/Non-Profit	244
Lic Faith Based*	64
Lic School Districts	51
Lic Private EHS/HS	34
Lic Attached to Private School	30
Lic Public EHS/HS	13
Lic College Based	12
Lic Other Public	11
Lic Special Needs/Inclusion**	7
Lic Co-ops	6
Lic Corporate (Employer Based)	4
Total Licensed 0-5 Centers	**476**

Source: First 5 Alameda 2020 review of all licensed child care centers, categorizing by profile type.

*6 Licensed faith-based sites are also attached to a private school

**"Special needs/inclusion" sites are sites that specifically mention programs related to special needs/inclusion. 1 Licensed special needs/inclusion site is also connected to a school district.

Figure 4.30 – Title 5 Child Care Centers by Type

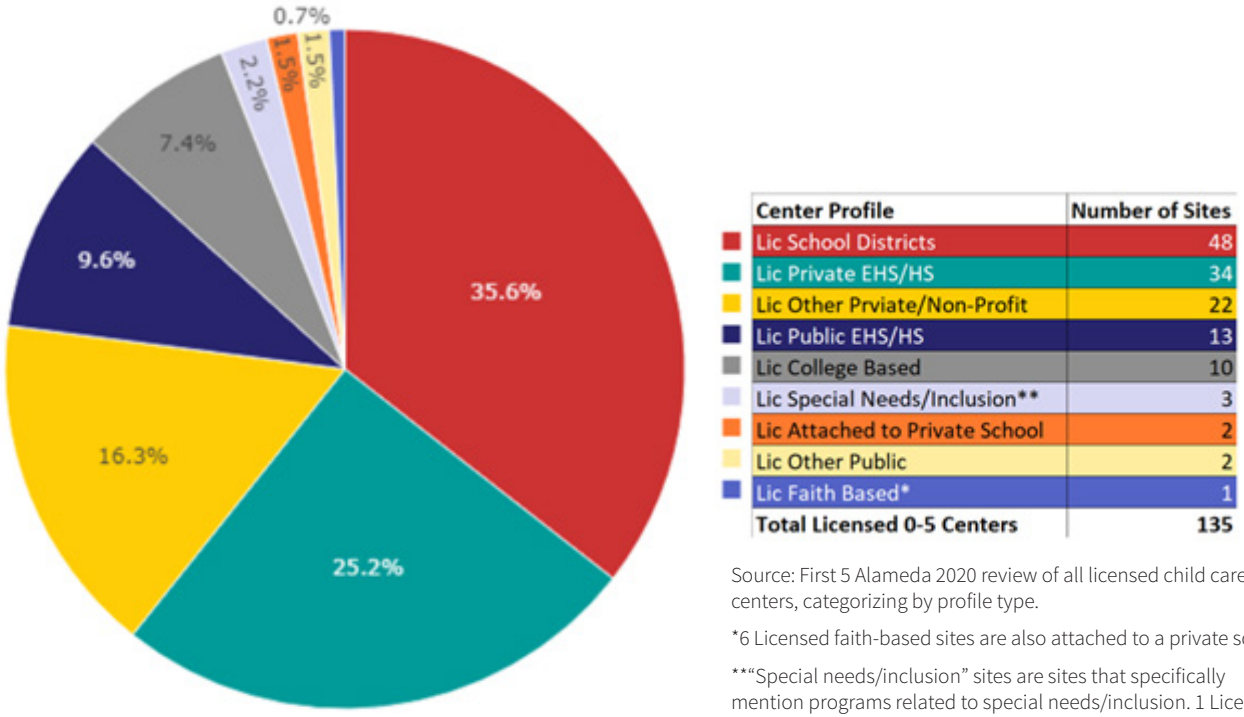
Title 5 Center Profile	Number of Sites	Percentage of Sites
Lic School Districts	48	35.6%
Lic Private EHS/HS	34	25.2%
Lic Other Private/Non-Profit	22	16.3%
Lic Public EHS/HS	13	9.6%
Lic College Based	10	7.4%
Lic Special Needs/Inclusion**	3	2.2%
Lic Attached to Private School	2	1.5%
Lic Other Public	2	1.5%
Lic Faith Based*	1	0.7%
Total Licensed Birth-5 Centers	**135**	**100.0%**

Source: First 5 Alameda 2020 review of all licensed child care centers, categorizing by profile type.

*6 Licensed faith-based sites are also attached to a private school.

**"Special needs/inclusion" sites are sites that specifically mention programs related to special needs/inclusion. 1 Licensed special needs/inclusion site is also connected to a school district.

Figure 4.31 – Licensed Birth-5 Title 5 Center Profiles



Source: First 5 Alameda 2020 review of all licensed child care centers, categorizing by profile type.

*6 Licensed faith-based sites are also attached to a private school.

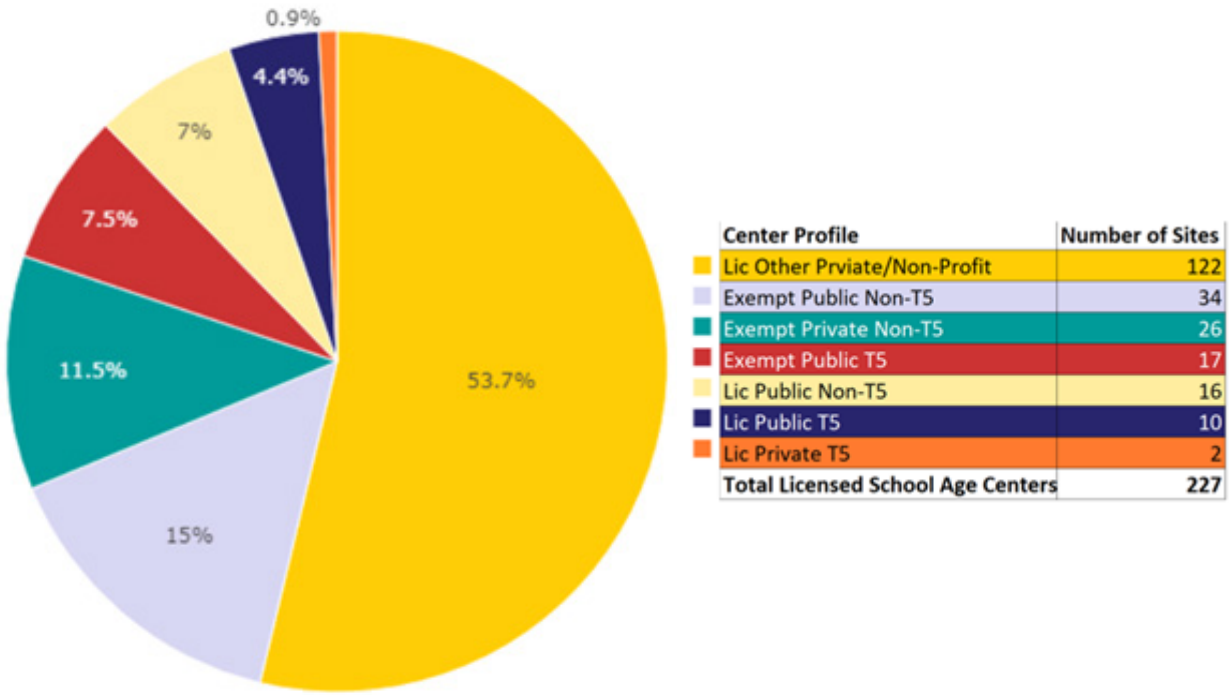
**"Special needs/inclusion" sites are sites that specifically mention programs related to special needs/inclusion. 1 Licensed special needs/inclusion site is also connected to a school district.

Figure 4.32 – School Age Licensed Child Care Centers by Type

School Age Center Profile	Number of Sites	Percentage of Sites
Lic Other Private/Non-Profit	122	53.7%
Exempt Public Non-T5	34	15.0%
Exempt Private Non-T5	26	11.5%
Exempt Public T5	17	7.5%
Lic Public Non-T5	16	7.0%
Lic Public T5	10	4.4%
Lic Private T5	2	0.9%
Total Licensed School Age Centers	**227**	**100.0%**

Source: First 5 Alameda 2020 review of all licensed child care centers, categorizing by profile type.

Figure 4.33 – Licensed School Age Licensed Center Profiles



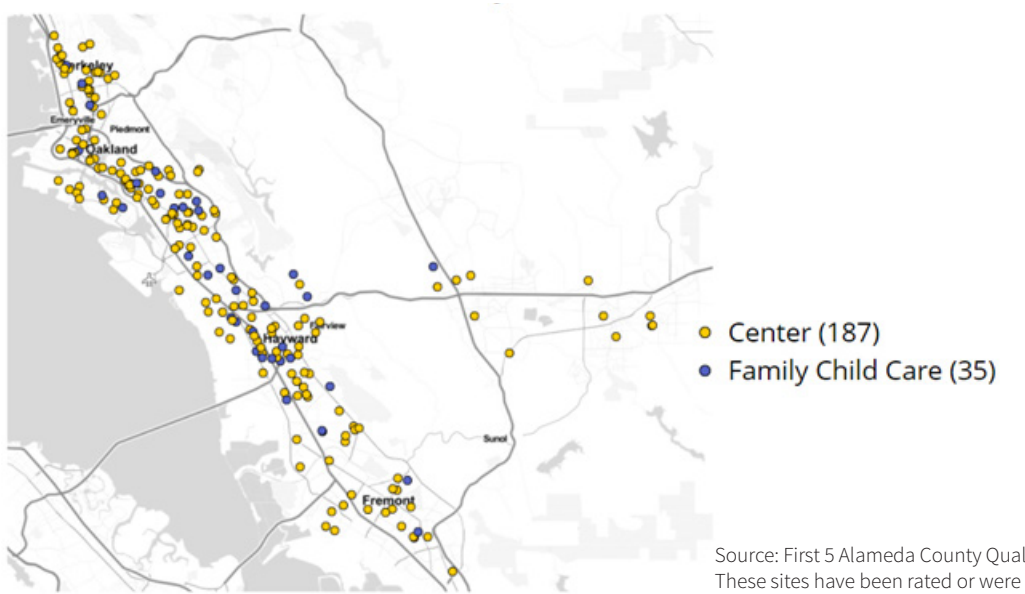
Source: First 5 Alameda 2020 review of all licensed child care centers, categorizing by profile type.

D. Quality Counts

Alameda County has a Quality Rating and Improvement System, Alameda County Quality Counts (QC) focused on early care and education (ECE), which is largely funded by the State. The goal of QC is to ensure that all children in Alameda County are educated in a quality early learning environment so they are prepared for kindergarten and to succeed in school and life. To reach this goal, county partners work side-by-side with programs and educators who are committed to quality and want to use best practices in early care and education. According to state funding requirements, all state contracted centers are required to participate. The implementation of QC is done in partnership with First 5 Alameda County, Alameda County Office of Education, Alameda County Early Care and Education Program, California School-Age Consortium, BANANAS, Inc., 4Cs of Alameda County, Hively, Jewish Family & Community Services East Bay, and WestEd.

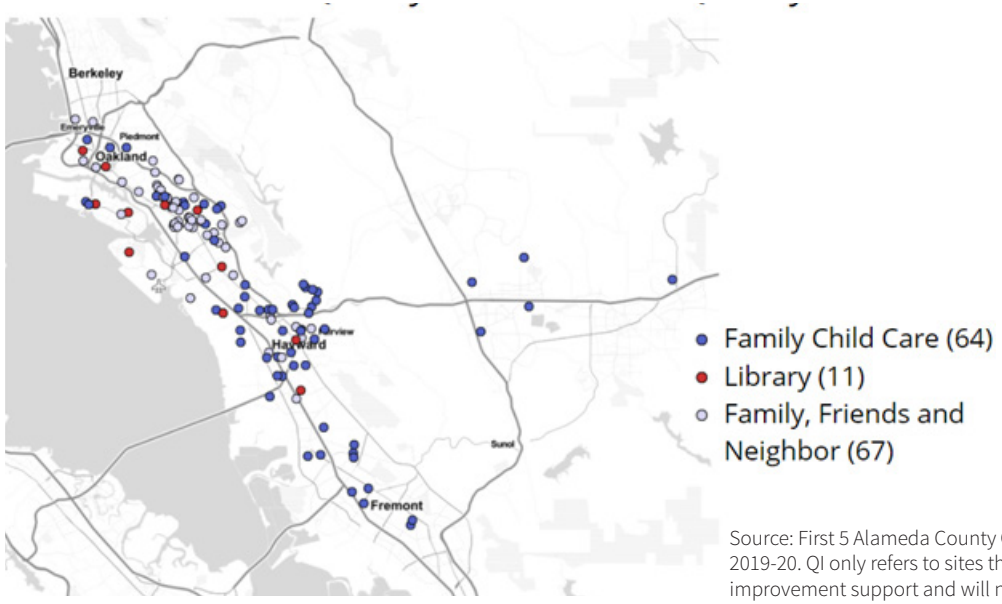
QC started in 2012 in response to the Race to the Top Early Learning challenge. QC enrolled a cohort of 19 early learning sites in the first year. QC has since grown to include the participation of over 200 licensed centers and family child care homes, 67 family, friend and neighbor caregivers, and 11 library institutions.

Figure 4.34 – Quality Counts Sites, 2019-20



Source: First 5 Alameda County Quality Counts Sites in 2019-20. These sites have been rated or were in the process of being rated.

Figure 4.35 – Quality Counts Sites (QI Only), 2019-20



Source: First 5 Alameda County Quality Counts Sites in 2019-20. QI only refers to sites that are receiving quality improvement support and will not be rated.

Section 5 - Subsidies

There are two types of child care subsidies: 1) direct contracted subsidies (Title 5 and Early Head Start/Head Start); and 2) voucher subsidies (Alternative Payment Programs (APP) and CalWORKs vouchers). These child care subsidy programs are almost fully funded through state and federal investments. While some child care providers offer full or partial scholarships, this section is focused on those subsidized options that are publicly funded.

DIRECT CONTRACT TO A CENTER

(Title 5) - this includes contract types which have specific criteria for enrollment prioritization and eligibility, including ages served and qualifying family needs. The subsidies are attached to specific centers or classrooms.

Early Head Start/Head Start (EHS/HS) contracts are direct from the federal government to local providers. Alameda County has 9 EHS/HS contractors holding 14 contracts.[43] Early Head Start/ Head Start eligibility is specific to the contract, but generally the income criteria is a lower threshold of poverty than state subsidy eligibility.[44] Each Head Start/Early Head Start contract is individually negotiated, but in general eligibility includes children from birth to age five from families with low income, according to the Poverty Guidelines published by the Federal government, are eligible for Head Start and Early Head Start services. Children in foster care, homeless children, and children from families receiving public assistance (Temporary Assistance for Needy Families or Supplemental Security Income) are also eligible for Head Start and Early Head Start services regardless of income. Head Start programs may enroll children from families that have incomes above the Poverty Guidelines. Pregnant women may also be eligible for Early Head Start.

Federal government funds states through Child Care and Development Block Grant dollars through lead state agencies. In California, the lead agency in FY 20-21 is the California Department of Education (CDE).[45]

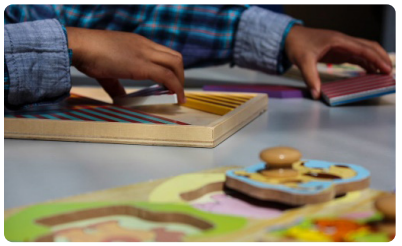
California adds a considerable state investment with state General Fund (including Prop 98 education funding) and contracts directly with centers, and agencies. The federal and state direct contract types which exist in Alameda County include:

- Early Head Start/Head Start – 0<3-year-olds, including some home visiting options/3-5-year-olds.
- California State Preschool (CSPP) – Preschool
- California General Center Contract (CCTR) -0-12, but generally 0-2 and school-aged enrollments
- California Handicapped Program (CHAN) - for children are severely disabled

In Alameda County there are 31 direct contractors who operate 163 sites (95 Title 5 only, 47 blended Title 5/Head Start and 21 Head Start only.) Of the 31 state contractors, there are 9 agencies who administer 12 federal contracts for Early Head Start and/or Head Start.[46] These funds -- Title 5 and EHS/HS -- may be stacked, blended, or braided, to permit the contracted operators to provide the high level of comprehensive services required by federal EHS/HS and the state contract.

The direct contract reimbursement rate for Early Head Start/ Head Start is generally too low for Alameda County providers to deliver on the contract and meet all the contract obligations. Consequently, it is common for these contractors to also hold state contracts and blend or stack the funding in a way that legitimately allows programs to finance the care through both federal and state contracts.

Direct contract reimbursement rates for state Title 5 contracted centers are standard across the state - hence the name Standard Reimbursement Rates (SRR). Due to this approach,



and under cost pressures over the years, the SRR has long been the lowest reimbursement and

43 US Department of Health & Human Services, Administration for Children and Families, Head Start Early Learning and Knowledge Center, https://eclkc.ohs.acf.hhs.gov/center-locator.
44 In California for a family of three the income limit (before taxes) is currently $21,960.
45 The legislature has determined that California Department of Social Services will be the lead agency beginning in 2021-22.
46 US Department of Health and Human Services, Administration for Children and Families, A https://eclkc.ohs.acf.hhs.gov/federal-monitoring/report/grantee-serviceprofiles?county=Alameda%2County&state=CA&HS=true&EHS=true&MSHS=true.

far below the actual market rates in the county.[47] This seems irrational when these programs have more oversight regarding quality in many areas, including costly requirements of lower ratios and higher staff qualifications.

> *"While we can make a case that Title 5 centers should be higher that the RMR no one can make a legitimate case that they should be lower, especially given the lower ratios, teacher requirements and population served."*
>
> Renee Sutton Herzfeld,
> CEO 4Cs of Alameda County

Through legislation, Alameda County implemented a Pilot program, based on lessons learned from other successful County Pilot programs to address the under earnings of state contractors and to make minor and meaningful adjustments to increase rates as well as increasing the parent income eligibility exit ceilings also not reasonable in a high cost-of-living county. However, as shown in the data in this "Subsidies and Affordability" section, the pilot rates still fall far short of the current market costs of care.

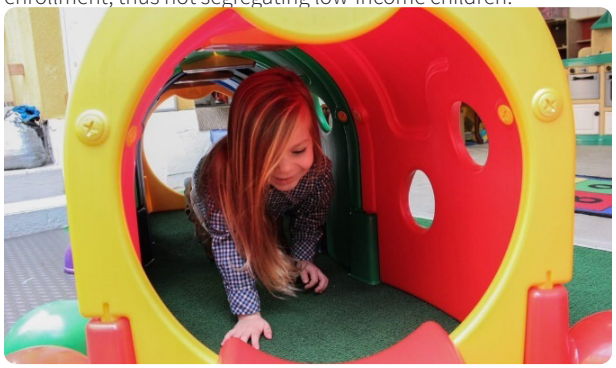
Voucher programs, also referred to as Alternative Payment Programs (APP), are portable vouchers which families can use to choose a child care provider of their choice that also accepts the voucher. Vouchers serve children ages 0-12, with older children who have special needs also being eligible. Voucher reimbursement is up to the Regional Market Rate (RMR) but no more than the provider charges private payer families, with adjustment factors for evening and weekend care. In Alameda County there are 5 state contracted Alternative Payment agencies. Alameda County Social Services Agency subcontracts it state contract as well as CalWORKs Stage 1 to other state contracted Alternative Payment agencies. Consequently, there are four agencies which administer vouchers. The voucher programs available in Alameda County include:

> *"Onerous paperwork and unclear policies have made access to affordable preschool difficult to navigate… Additionally, artificially low State and Federal income eligibility continues to cause families to lose subsidy access, despite minimal wage increases that do not cover the full cost of care."* [48]

- California Alternative Payment Program (CAPP)
- CalWORKs Stages 1, 2, and 3
- Foster Care Bridge[49]
- Alameda County Homeless CARE subsidies (local funding)

The number of children participating in subsidized child care programs has increased significantly between 2012 and 2018. Across all age groups and programs, participation has increased by 34%, with the biggest increase for children birth to 2 years old at 48.4%. In total, 17,604 children utilized subsidized child care in the County in 2018, the majority of whom are ages 3-5. Of the 17,604 subsidy enrollments, 2,312 children utilized AP vouchers, the majority of which were used at FCCs (43%), while 30% were used at centers and 27% for license-exempt care.

California's mixed delivery system of contracted and vouchered subsidies has many strengths. It provides flexibility and aims to increase access for families. Amongst a few state contractors and most voucher enrolling centers and family child care, there is the opportunity for mixed enrollment of private payers and subsidized families. In Head Start classrooms, despite the advantages of the strong wrap-around, comprehensive services, many experts question the segregated approach of low-income only. Most contracted Title 5 programs have subsidy only classrooms. Small numbers of contracted programs have creatively met the challenge to provide mixed income enrollment through a blend of contracted, vouchered and private pay enrollment, thus not segregating low-income children.



47 "The SRR originally provided a higher rate than private pay programs in the community. Ratios were also lower – at one time 1:5 v 1:8. The SRR was suppressed by the inaction of the legislature to provide COLA increases to these contracts over a decade and when COLA increases were applied, they fell short of the increases needed to keep up with the cost and market rates." Renee Sutton Herzfeld, CEO, 4Cs Child Care Resource and Referral

48 Parent Voices of Oakland, Parent Engagement Study: Informal Care in East Oakland, Parent Voices Final Report to Oakland Starting Smart and Strong, May 1, 2017

49 Also known as the Emergency Child Care Bridge Program (for Foster Children) or Bridge Program. Foster Care Bridge was in implementation phase in 2018, therefor the subsidy enrollment data is not included in this report.

STRENGTHS AND WEAKNESSES OF THE CURRENT SUBSIDY SYSTEM

California's current subsidy system which uses a mix of contracts and vouchers to meet families' needs is a strength in the current system. The contracted slots anchor availability in centers with contracted quality requirements. The vouchers allow families to choose other settings, including family child care and license-exempt centers and family, friend and neighbor, which often provide greater options flexible care options.

The complexity of the current subsidy system is challenging to families and those who serve families, trying to help them navigate. Families have expressed frustration in trying to understand what they are eligible for, how to get on the various eligibility lists, and what programs can adequately meet their families' needs. Child Care Resource and Referral Agencies and/or Alternative Payment Agencies play a key role in helping explain the options to parents. Nonetheless, the system is extremely complex and cannot be considered "family friendly". Families with high needs, particularly homeless families or those with access issues due to transportation and other barriers, are shut out or "fall between the cracks".

> *"Kinda hard to apply for a new system when you don't know where to go."*
>
> – Parent

One of the greatest issues with the California subsidy system is the disparity of rates reimbursed on children's behalf. This disparity further exacerbates access and often quality available to children in low-income families. Low rates, below the true cost of care, impacts the workforce across the sector. State reimbursement rates for contracts are typically lower than the reimbursement rate for vouchers.[50] Private programs accepting vouchers at the low state rate and private payer enrolling providers in low-income communities may have lower rates to accommodate community needs, but these rates impact the wages of the staff, ability to retain quality staff, quality and availability of supplies, quality of food, ability to maintain the facility, etc. While high rates do not equal quality, it is increasingly difficult to provide quality without proper rates that reflect the true cost of providing quality care. The most serious impact is on staff. Typically, eighty-percent of providers' revenues are typically used to cover staff costs. Suppressed rates equates to suppressed wages and no benefits. This reality has implications for workforce development and retention, and the ability to attract and keep quality teachers.

> *"The system is a mystery. Parents have to figure it out!"*
>
> – Parent Interview with Parent Voices of Oakland

One of the greatest problems with the inadequate Regional Market Rate (RMR) is the limited access it provides families to the market. Also, the RMR survey should be completed every two years, at minimum and reviewed and approved by the CA legislature. However, the last survey conducted in CA was in 2018 using 2017 data, putting CA out of federal compliance. The current rate in use is from six years ago which is causing a catastrophic loss of parent choice and fair provider rates. Ultimately, this leaves families with significant co-pays they cannot afford and limited access to programs they would choose for their children. In short, parent choice is an illusionary promise to families, even if they are fortunate enough to secure a voucher.

There have been years of advocacy efforts to regionalize the State Reimbursement Rate (SRR) and to improve the Regional Market Rate (RMR) to better reflect the current market. The Alameda County SRR Pilot is due to sunset June 30, 2021, which would be disastrous for state contractors. Efforts are underway with AB 1294, introduced by Assemblymember Bonta and now carried by Assemblymember Quirk to make the Alameda County Pilot permanent.

> *"Social Justice and High Quality Education for all children, including the underserved and low-income population, are issues of basic human rights. We must all invest in it. Making Pilot Bill AB 1294 permanent is non-negotiable for the future of our children and the future of our communities. It should in extension become the standard practice in all counties where children lack access to high quality learning and care."*
>
> – Dr. Veronica Ufoegbune, Ephesians Child Care

50 In FY 2019-2020 the state contracted reimbursement rate for infants and toddler was adjusted to be, for the first time for the Bay Area, higher than the Regional Market Rate.

A. Subsidy Rates, Eligibility, and Access to the Market

The table below identified the annualized reimbursement rates by type. The state subsidy rates, in general, are far below the average private payer market rates for Alameda County. The private market rate average was far below the State Market Rate and Regional Market Rate. The Regional Market Rate (RMR) payments currently only allows access to 39% of the Alameda licensed preschools, though it is supposed allow access to 85% of the market.[51]

Figure 5.1 – Eligibility for Subsidized Care, Family Size of 3

Eligibility	Income Standard	Annual Standard
Early Head Start / Head Start	Federal Poverty Level[i]	$21,330
State Subsidized Child Care (CCTR, CSPP, CAPP)	CA Subsidized Child Care Eligibility Limit (85% of SMI)[ii]	$65,604
CalWORKs	CalWORKs Initial Eligibility Limit[iii]	$17,436

Source:
[i]2019, U.S. Department of Health and Human Services Poverty Guidelines, https://aspe.hhs.gov/2019-poverty-guidelines

[ii]2019, California Department of Education, Management Bulletin 18-03, Schedule of Income Ceilings (85 percent SMI) for Recertification, https://www.cde.ca.gov/sp/cd/ci/mb1803.asp

[iii]2019-20, California Department of Social Services, CalWORKs Cost of Living Adjustment Increase to the Minimum Basic Standards of Adequate Care (MBSAC) Levels, https://www.cdss.ca.gov/Portals/9/ACL/2019/19-47.pdf?ver=2019-05-15-133708-453

Figure 5.2 – Access to Child Care Market Alternative Payment Voucher at State Regional Market Rate Ceiling

Age Group	Family Child Care	Centers
Infant/Toddler	25.4%	51.0%
Preschool	34.8%	39.0%

Source: California Department of Education and average Alameda County Market Rate During COVID-19 is from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. First 5 Alameda County also studied the Private Market Rates for centers by searching all online posted rates and used Child Care Resource and Referral data.

The Regional Market Rate (RMR) voucher payment ceiling currently only allows access to **39%** of the Alameda licensed preschool centers, though it is supposed to allow access to **85%** of the market

51 The U.S. Department of Health and Human Services – Adult, Child and Family Services requires CCDBG guidance requiring updated surveys at the 85th percentile of the market every two years.

Figure 5.3 – Reimbursement Rates by Subsidy Type or Private Payer Market Rate

Cost/Reimbursement Type	Infant/Toddler		Preschool		School-Age	
	Center	FCC	Center	FCC	Center	FCC
Standard Reimbursement Rate (SRR-Title 5 Contracts)	$29,011 (infant) $21,401 (toddler)	N/A	$11,964	N/A	$11,890	N/A
Alameda County Pilot- Adjusted SRR (Title 5 Contracts)	$30,908 (infant) $22,801 (toddler)	N/A	$12,818	N/A	$12,667	N/A
2020-21 Reimbursement Ceiling (based on 2016 Regional Market Rate)	$22,589	$15,009	$16,359	$14,433	$10,507	$10,103
2018 Regional Market Rate (RMR) - 75th Percentile	$24,393	$16,971	$19,053	$16,819	$13,534	$13,478
2018 RMR - 85th Percentile	$26,286	$18,457	$20,959	$18,103	$16,255	$16,514
Average Alameda County Market Rate During COVID-19	$25,812	$19,350	$23,016	$18,060	N/A	N/A

Source: California Department of Education and average Alameda County Market Rate During COVID-19 is from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. First 5 Alameda County also studied the Private Market Rates for centers by searching all online posted rates.

Note: Cost of school-age child care is calculated assuming full-time, full-year care. Standard Reimbursement Rate assumes 240 days of operation.

High numbers of Alameda County children live in lower income households

41% of children birth-12 live in households making below 85% of the State Median Income (SMI), the state eligibility threshold for subsidized care.

B. Children Served In Subsidized Child Care and Development Center Contracts

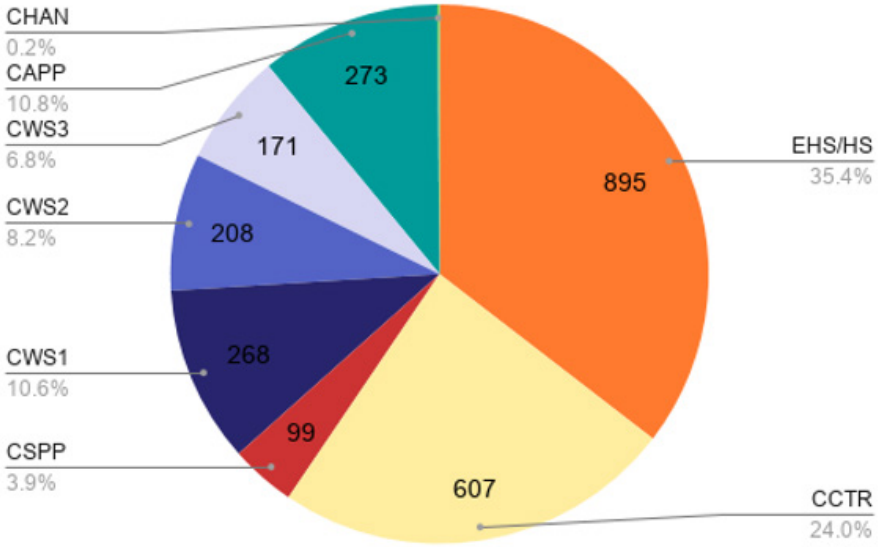
Figure 5.4 – Number of Children Enrolled in Various Subsidized Early Care and Education Programs

Program	Birth-2	3-5	6-12	All Ages
Early Head Start / Head Start	895	2,118	NA	3,013
General Child Care, Center-Based Care (CCTR)	607	252	581	1,440
California State Preschool Program (CSPP) - Full Day	33	2,144	NA	2,177
CSPP - Part Day	66	3,224	NA	3,290
Transitional Kindergarten (TK)	NA	2,846	NA	2,846
CalWORKs Stage 1	268	673	384	1,325
CalWORKs Stage 2	208	266	278	752
CalWORKs Stage 3	171	480	860	1,511
Alternative Payment Programs (CAPP)	273	436	518	1,227
Severely Handicapped Program (CHAN)	4	15	4	23
Total Subsidized Care	**2,525**	**12,454**[52]	**2,625**	**17,604**

Source: 2018 ELNAT, 2018 Alameda County Social Services Agency (CalWORKs Stage 1)

Notes: Alameda County has a child center-based contractor that partners with family child care homes, which is reflected in the CCTR data. 3-5 year olds enrolled in Head Start are largely duplicated in part-day CSPP enrollments. Some children may be served in more than one subsidy program (e.g., CCTR afterschool with vouchered care for evenings and weekends)

Figure 5.5 – Infants/Toddlers Enrolled in Subsidized Care by Program Type



Source: 2018 ELNAT, 2018 Alameda County Social Services Agency (CalWORKs Stage 1)

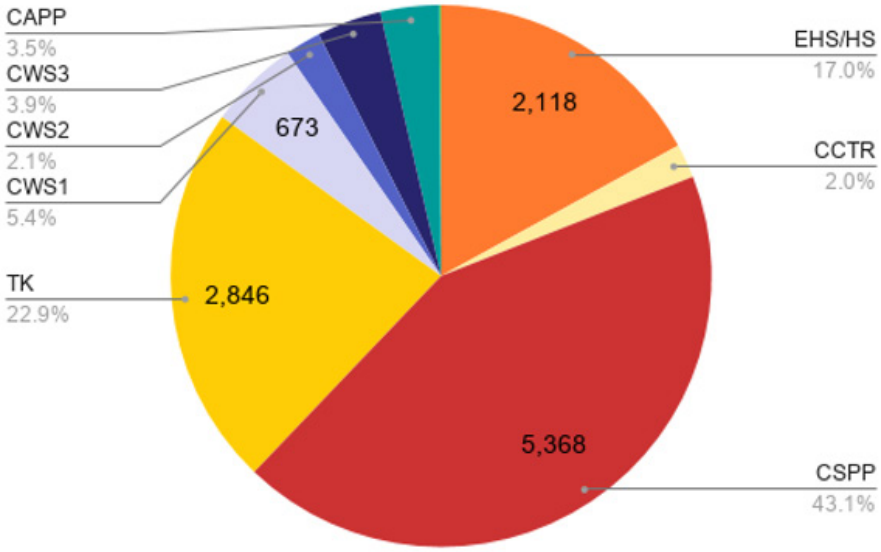
63% of infants/toddlers receiving subsidies are in contracted spaces

37% of infants/toddlers receiving subsidies are using vouchers to access care

EHS/HS - Early Head Start/Head Start
CCTR - General Child Care and Development Program
CSPP - California State Preschool Program
TK - Transitional Kindergarten
ASES - After School Education and Safety Program
CWS1 - CalWORKs Stage 1
CWS2 - CalWORKs Stage 2
CWS3 - CalWORKs Stage 3
CAPP - California Alternative Payment Program
CHAN - Severely Handicapped Program

52 Many of the Head Start enrollments are blended, stacked or braided with CSPP funding, therefor there is an assumed duplication of enrollments of over 1,000 preschoolers, and some additional birth-2 year-olds.

Figure 5.6 – Preschoolers Enrolled in Subsidized Care by Program Type

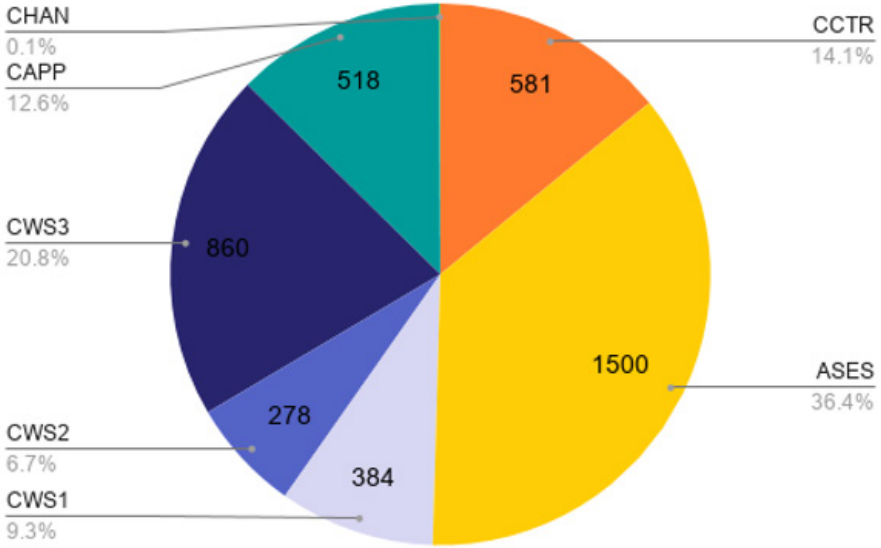


Source: 2018 ELNAT, 2018 Alameda County Social Services Agency (CalWORKs Stage 1)

85% of preschoolers receiving subsidies are in contracted spaces

15% of preschoolers receiving subsidies are using vouchers to access care

Figure 5.7 – School Age Children Enrolled in Subsidized Care by Program Type



Source: 2018 ELNAT, 2018 Alameda County Social Services Agency (CalWORKs Stage 1). Estimated 15,400 for ASES based on $25.4 million in funding.

51% of school age children are receiving subsidies are in contracted spaces

49% of school age children are receiving subsidies are using vouchers to access care

EHS/HS - Early Head Start/Head Start
CCTR - General Child Care and Development Program
CSPP - California State Preschool Program
TK - Transitional Kindergarten
ASES - After School Education and Safety Program
CWS1 - CalWORKs Stage 1
CWS2 - CalWORKs Stage 2
CWS3 - CalWORKs Stage 3
CAPP - California Alternative Payment Program
CHAN - Severely Handicapped Program

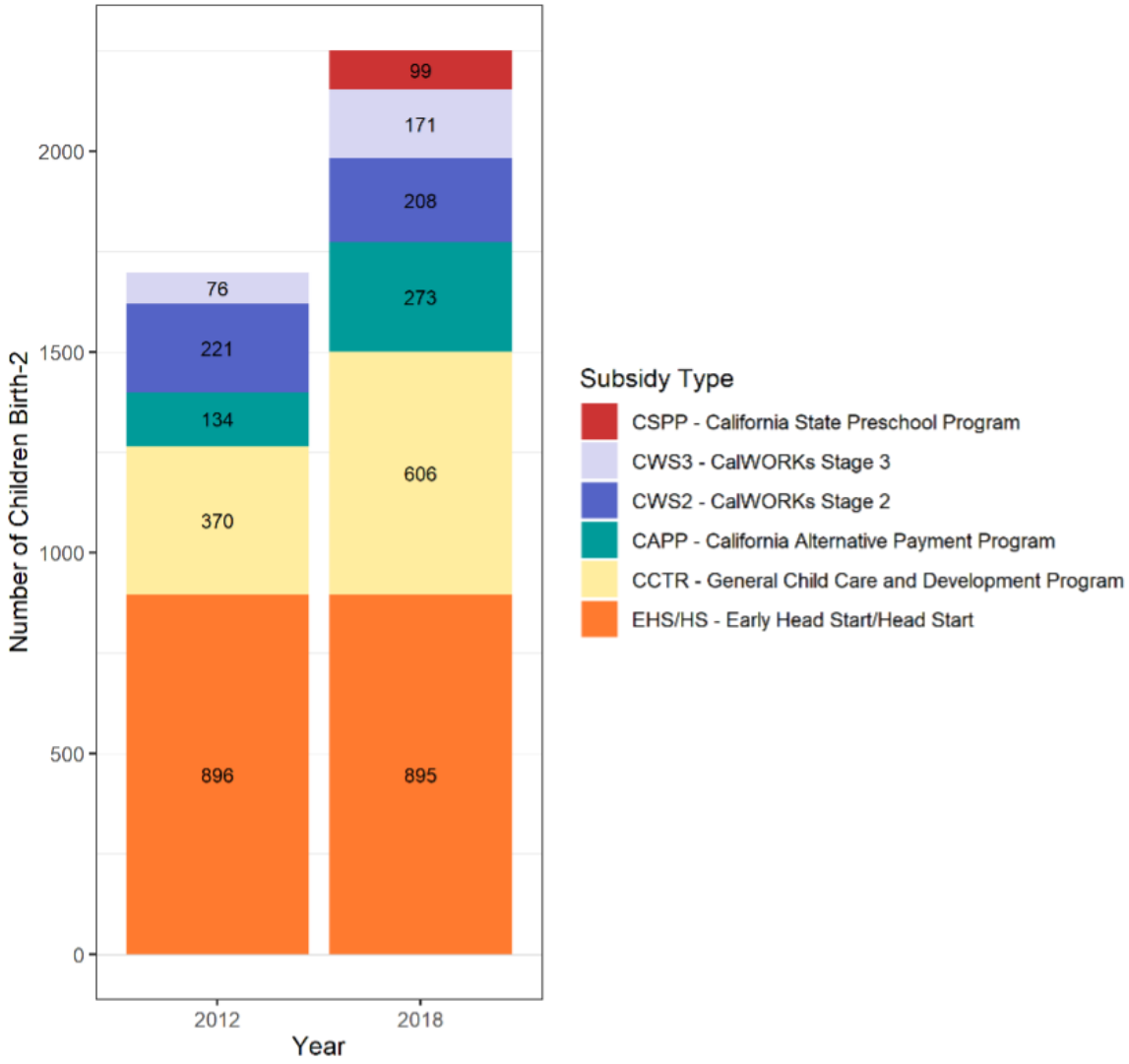
Figure 5.8 – Number of Children in Subsidized Early Care and Education Programs: 2012 & 2018

	2012	2018	Change (Number)	Change (Percent)
Early Head Start / Head Start				
Birth-2	896	895	-1	-0.1%
3-5	2,759	2,118	-641	-23.2%
CCTR				
Birth-2	370	607	237	64.1%
3-5	284	252	-32	-11.3%
6-12	586	581	-5	-0.9%
CSPP (Part Day and Full Day)				
Birth-2	Data not available	99	NA	NA
3-5	5,522	5,368	-154	-2.8%
Transitional Kindergarten				
3-5	Data not available	2,846	NA	NA
CalWORKs Stage 1				
Birth-2	Data not available	268	NA	NA
3-5	Data not available	673	NA	NA
6-12	Data not available	384	NA	NA
CalWORKs Stage 2				
Birth-2	221	208	-13	-5.9%
3-5	416	266	-150	-36.1%
6-12	652	278	-374	-57.4%
CalWORKs Stage 3				
Birth-2	76	171	95	125.0%
3-5	191	480	289	151.3%
6-12	341	860	519	152.2%
CAPP				
Birth-2	134	273	139	103.7%
3-5	301	436	135	44.9%
6-12	307	518	211	68.7%
CHAN				
Birth-2	4	4	0	0.0%
3-5	17	15	-2	-11.8%
6-12	35	4	-31	-88.6%
Total Subsidized Care				
Birth-2	1,701	2,525	824	48.4%
3-5	9,490	12,454	2,964	31.2%
6-12	1,921	2,625	704	36.6%
All ages	13,112	17,604	4,492	34.3%

Source: 2018 ELNAT, 2018 Alameda County Social Services Agency (CalWORKs Stage 1)

Notes: Alameda County has a child center-based contractor that partners with family child care homes, which is reflected in the CCTR data. 3-5 year-olds enrolled in Head Start are largely duplicated in part-day CSPP enrollments. A significant portion of the increase in subsidies is the additional reporting of CalWORKS Stage 1 and Transitional Kindergarten which accounts for a total of 5,496 children birth-12.

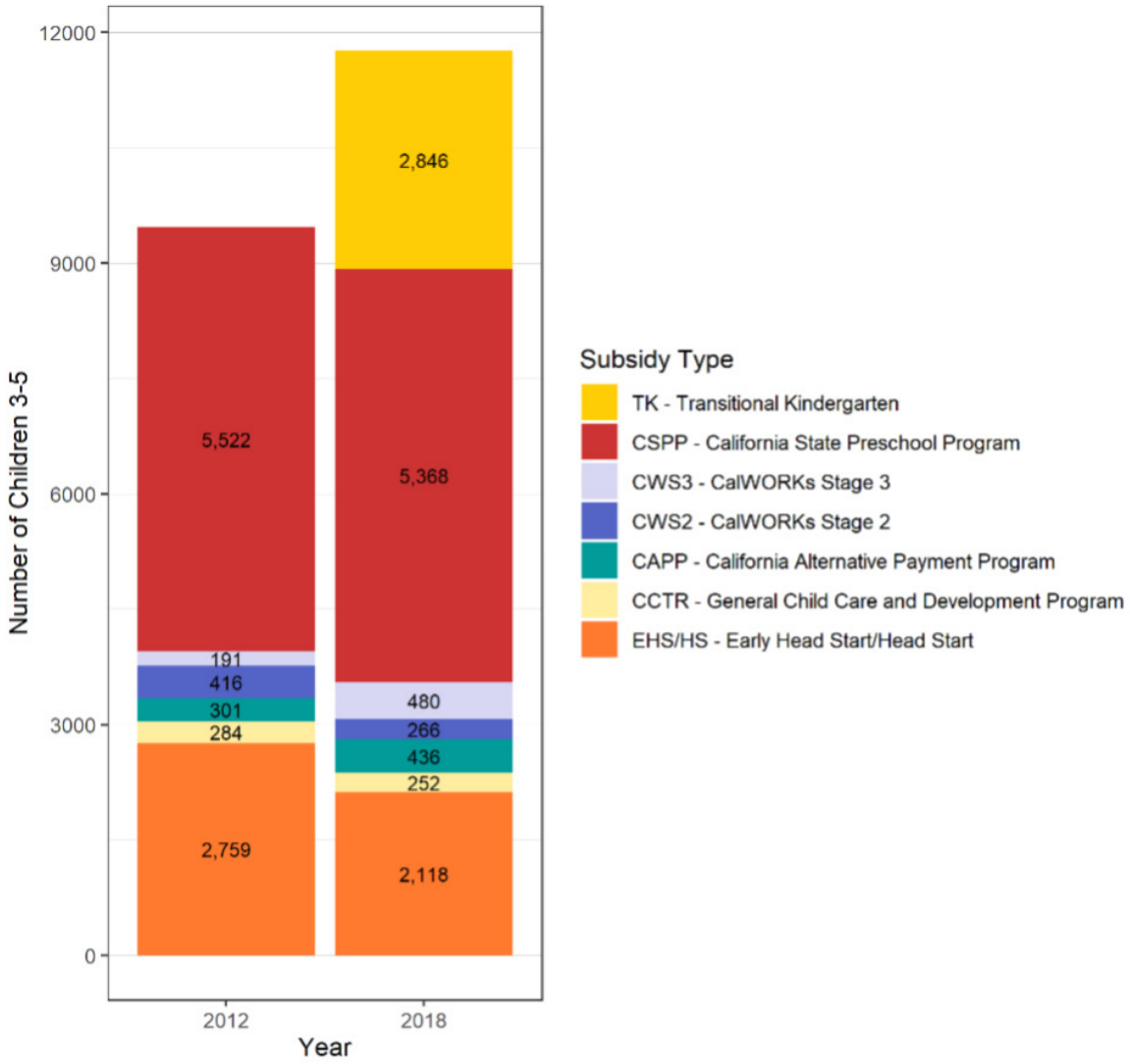
Figure 5.9 – Infants/Toddlers Enrolled in Subsidized Care by Program Type Over Time



Source: 2012 & 2018 ELNAT

The **number of subsidized infants and toddlers grew** from 1,697 children in 2012 to 2,153 children in 2018; a **21%** increase in subsidized infants and toddlers both in vouchers (CalWORKs and CAPP) and center contracts (CCTR and EHS/HS).

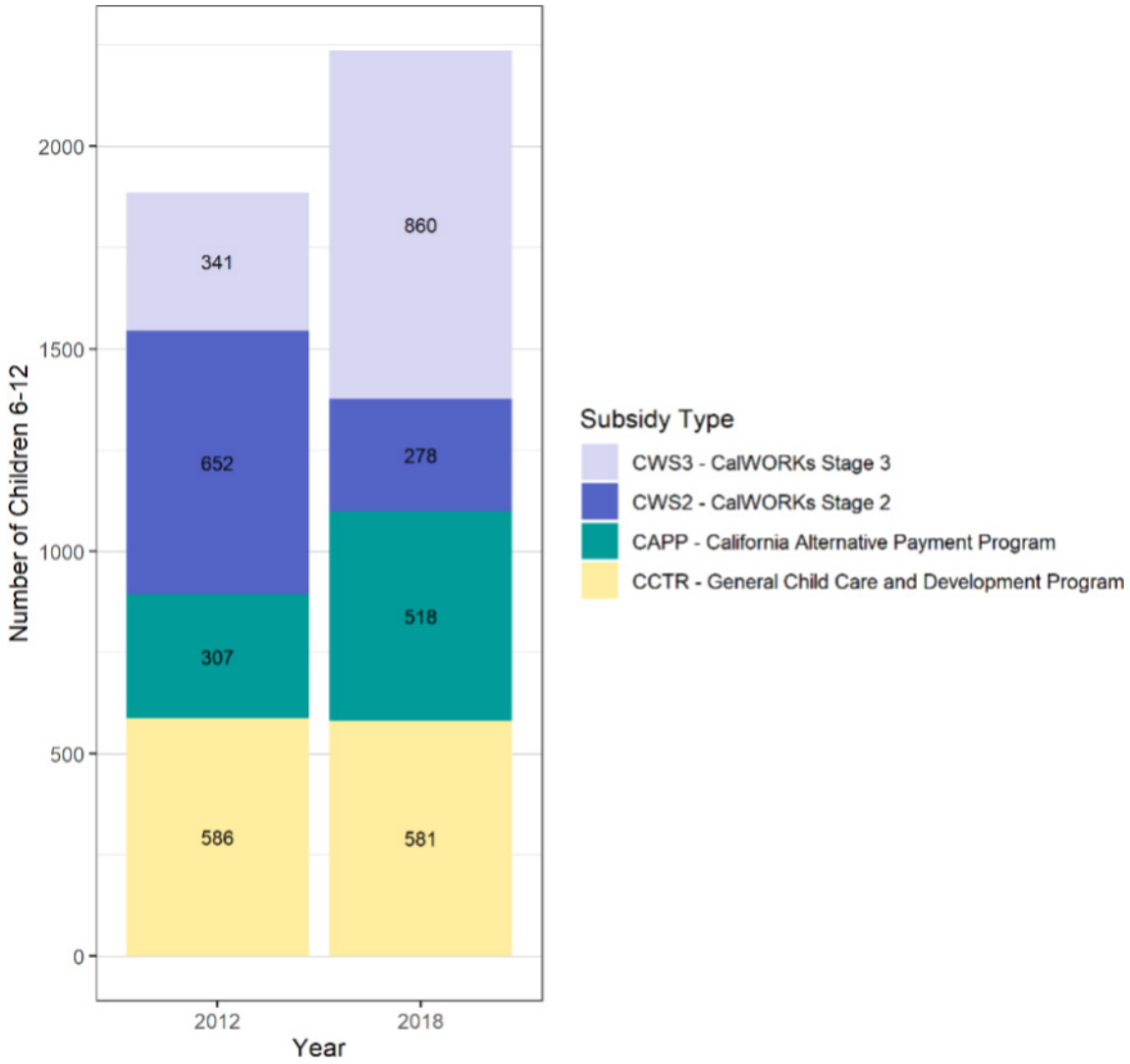
Figure 5.10 – Preschoolers Enrolled in Subsidized Care by Program Type Over Time



Source: 2012 & 2018 ELNAT

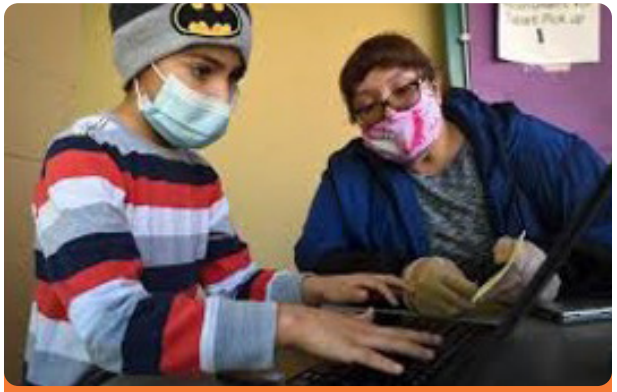
The **number of preschool enrollments** in subsidized contracted centers declined, however, some of this loss was made up by the increse in vouchered subsidy enrollments. The introduction of TK also impacted preschool enrollments, and likely accounts for the slight toddler increase in center subsidies. (See Figure 5.10)

Figure 5.11 – School Age Children Enrolled in Subsidized Care by Program Type Over Time



Source: 2012 & 2018 ELNAT

Note: In 2020 $25,445,961 in state After School Education Support (ASES) funding for subsidized out-of-school time care is administered by 30 state contractors. This represents an estimated ASES enrollment of over 15,400.



The **number of school aged subsidized enrollments grew** primarily in voucher programs (CAPP and CalWORKs)

Figure 5.12 – Children in Contracted Subsidized Center vs Subsidized Voucher Child Care Programs by City

City	Center-Based Subsidies				Voucher-Based Subsidies				Total Number of Subsidies			
	Birth-2	3-5	6-12	Total Center-Based	Birth-2	3-5	6-12	Total Voucher-Based	Birth-2	3-5	6-12	Total
Alameda	108	380	59	547	16	31	56	103	124	411	115	650
Albany	47	149	71	267	0	1	2	3	47	150	73	270
Berkeley	193	504	189	886	7	18	34	59	200	522	223	945
Castro Valley	8	167	0	175	8	18	42	68	16	185	42	243
Dublin	4	163	2	169	16	19	18	53	20	182	20	222
Emeryville	19	99	9	127	11	10	16	37	30	109	25	164
Fremont	64	971	1	1,036	36	59	65	160	100	1,030	66	1,196
Hayward	221	1,712	6	1,939	88	137	201	426	309	1,849	207	2,365
Livermore	67	366	80	513	41	59	101	201	108	425	181	714
Newark	23	232	0	255	17	29	42	88	40	261	42	343
Oakland	695	4,435	138	5,268	321	587	791	1,699	1,016	5,022	929	6,967
Piedmont	3	36	1	40	2	3	2	7	5	39	3	47
Pleasanton	7	40	0	47	16	25	36	77	23	65	36	124
San Leandro	75	660	29	764	43	113	148	304	118	773	177	1,068
San Lorenzo	9	193	0	202	12	26	31	69	21	219	31	271
Sunol	0	1	0	1	0	0	0	0	0	1	0	1
Union City	30	388	1	419	18	42	64	124	48	430	65	543

Source: 2018 ELNAT

Note: The number of subsidies is reported by location of family residence, not center or family child care location. Center-based programs include CSPP Full-Day and Part-Day, CCTR, CHAN, HS/EHS, and TK. Voucher-based programs include CalWORKs Stages 2 and 3 and CAPP. CalWORKs Stage 1 is not included due to lack of available data. City data is calculated by combining proportional data from relevant zip codes. Due to data limitations, data for unincorporated areas could not be calculated in this way and therefore, are not reflected as separate jurisdictions in this chart.

Figure 5.13 – Children Served by CSPP and CCTR by Age Group and Location of Family Residence

Region	City	Zip Code	Ages Birth-2				Ages 3-5				Ages 6-12	All Ages (Birth-12)
			Full-Day CSPP	Part-Day CSPP	CCTR	Total	Full-Day CSPP	Part-Day CSPP	CCTR	Total	CCTR	Total
East	Dublin	94568	0	0	1	1	12	41	0	53	0	54
East	Livermore	94550	0	0	13	13	19	22	5	46	33	92
East	Livermore, Dublin	94551	0	0	19	19	40	35	13	88	**49**	156
East	Pleasanton	94588	0	0	2	2	4	8	0	12	0	14
East	Pleasanton	94566	0	0	4	4	9	19	1	29	0	33
East	Sunol	94586	0	0	0	0	0	0	0	0	0	0
North	Alameda	94501	0	1	21	22	95	6	19	120	59	201
North	Alameda	94502	0	0	0	0	1	0	0	1	0	1
North	Albany, Berkeley	94706	1	2	37	**40**	58	14	34	106	**73**	219
North	Berkeley	94702	2	2	31	35	59	15	11	85	38	158
North	Berkeley	94707	0	0	0	0	5	0	0	5	2	7
North	Berkeley	94708	0	0	0	0	4	2	0	6	0	6
North	Berkeley	94709	0	0	1	1	8	3	0	11	3	15
North	Berkeley	94720	0	0	2	2	3	0	0	3	0	5
North	Berkeley	94703	0	1	23	24	61	20	8	89	**65**	178
North	Berkeley, Albany	94710	0	0	29	29	43	10	12	65	**62**	156
North	Berkeley, Oakland	94704	1	0	8	9	10	9	3	22	15	46
North	Emeryville, Oakland	94608	2	1	15	18	82	32	3	117	17	152
North	Oakland	94613	0	0	0	0	0	0	0	0	0	0
North	Oakland	94605	2	1	44	**47**	128	113	7	248	11	306
North	Oakland	94606	5	8	10	23	132	150	11	293	11	327
North	Oakland	94618	0	0	1	1	3	0	0	3	0	4
North	Oakland	94619	3	2	4	9	48	46	7	101	7	117
North	Oakland	94601	6	5	46	**57**	193	261	14	**468**	23	548

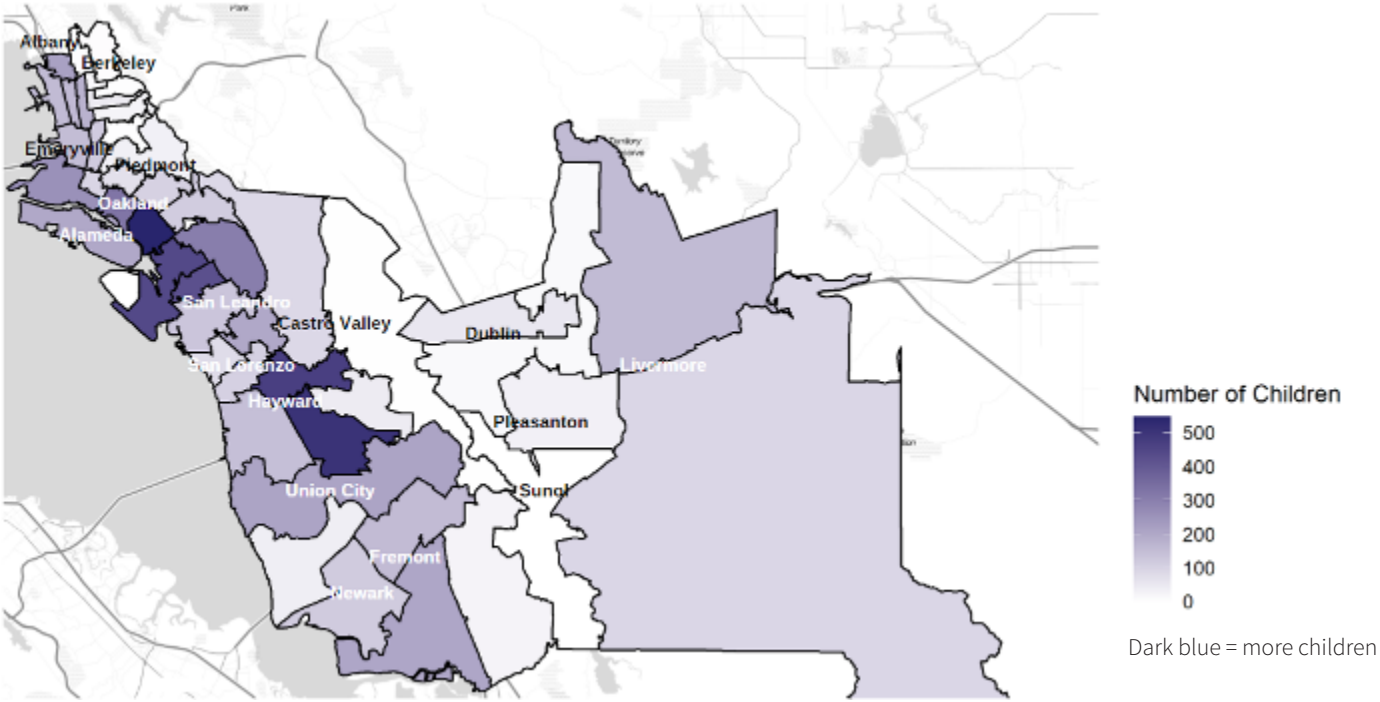
Figure 5.13 – Children Served by CSPP and CCTR by Age Group and Location of Family Residence (cont.)

Region	City	Zip Code	Ages Birth-2				Ages 3-5				Ages 6-12	All Ages (Birth-12)
			Full-Day CSPP	Part-Day CSPP	CCTR	Total	Full-Day CSPP	Part-Day CSPP	CCTR	Total	CCTR	Total
North	Oakland	94602	2	2	3	7	49	41	7	97	0	104
North	Oakland	94603	3	6	38	**47**	142	220	7	**369**	9	425
North	Oakland	94607	0	3	26	29	107	88	17	212	17	258
North	Oakland	94609	0	2	13	15	51	33	6	90	13	118
North	Oakland	94612	0	2	10	12	48	27	5	80	3	95
North	Oakland	94621	2	4	30	36	147	220	17	**384**	24	444
North	Oakland, Berkeley	94705	1	0	0	1	8	6	4	18	6	25
North	Oakland, Piedmont	94610	0	0	3	3	51	13	1	65	3	71
North	Oakland, Piedmont	94611	1	0	2	3	20	10	0	30	1	34
South	Castro Valley	94546	0	1	1	2	15	71	0	86	0	88
South	Fremont	94555	0	0	5	5	11	23	0	34	0	39
South	Fremont	94539	0	1	0	1	10	15	0	25	0	26
South	Fremont	94536	0	2	10	12	37	106	0	143	0	155
South	Fremont	94538	0	2	16	18	50	136	0	186	1	205
South	Hayward	94544	1	6	39	**46**	79	366	14	**459**	3	508
South	Hayward	94545	0	0	7	7	22	115	3	140	0	147
South	Hayward, Cherryland, Fairview	94541	1	3	35	39	67	348	15	**430**	2	471
South	Hayward	94542	0	0	3	3	15	27	0	42	1	46
South	Castro Valley	94552	0	0	0	0	0	2	0	2	0	2
South	Newark	94560	0	1	11	12	47	60	0	107	0	119
South	San Leandro	94577	0	1	11	12	34	79	3	116	4	132
South	San Leandro	94579	0	2	5	7	11	60	0	71	2	80
South	San Leandro, Ashland	94578	0	3	15	18	42	114	5	161	23	202
South	San Leandro, Ashland	94580	0	0	2	2	18	86	0	104	0	106
South	Union City, Hayward	94587	0	2	11	13	46	152	0	198	1	212

Source: 2018 ELNAT

Note: Many children served through CSPP and CCTR may also be served by EHS/HS and therefore data presented in this figure and in figure 5.15 may be duplicated. CSPP serves a limited number of 2 year-olds and no school aged children.

Figure 5.14 – Children Enrolled in CSPP and CCTR by Age Group and Zip Code of Family Residence



Source: 2018 ELNAT

Note: Many children served through CSPP and CCTR may also be served by EHS/HS and therefore data presented in this figure and in figure 5.15 may be duplicated. CSPP serves a limited number of 2 year-olds and no school aged children.

Figure 5.15 – Children Enrolled in Early Head Start and Head Start by Age Group and Location of Family Residence

Region	City	Zip Code	EHS Birth-2	Head Start 3-5	Total (Birth-5)
East	Dublin	94568	1	2	3
East	Livermore	94550	4	0	4
East	Livermore, Dublin	94551	33	1	34
East	Pleasanton	94588	1	0	1
East	Pleasanton	94566	0	0	0
East	Sunol	94586	0	0	0
North	Alameda	94501	83	134	217
North	Alameda	94502	3	3	6
North	Albany, Berkeley	94706	9	8	17
North	Berkeley	94702	26	29	55
North	Berkeley	94707	9	8	17
North	Berkeley	94708	2	3	5
North	Berkeley	94709	3	2	5
North	Berkeley	94720			0
North	Berkeley	94703	19	37	56
North	Berkeley, Albany	94710	25	19	44
North	Berkeley, Oakland	94704	9	7	16
North	Emeryville, Oakland	94608	17	44	61
North	Oakland	94613			0
North	Oakland	94605	53	95	148
North	Oakland	94606	26	179	205
North	Oakland	94618	1	1	2
North	Oakland	94619	8	56	64
North	Oakland	94601	121	242	363
North	Oakland	94602	6	26	32
North	Oakland	94603	31	246	277
North	Oakland	94607	52	60	112

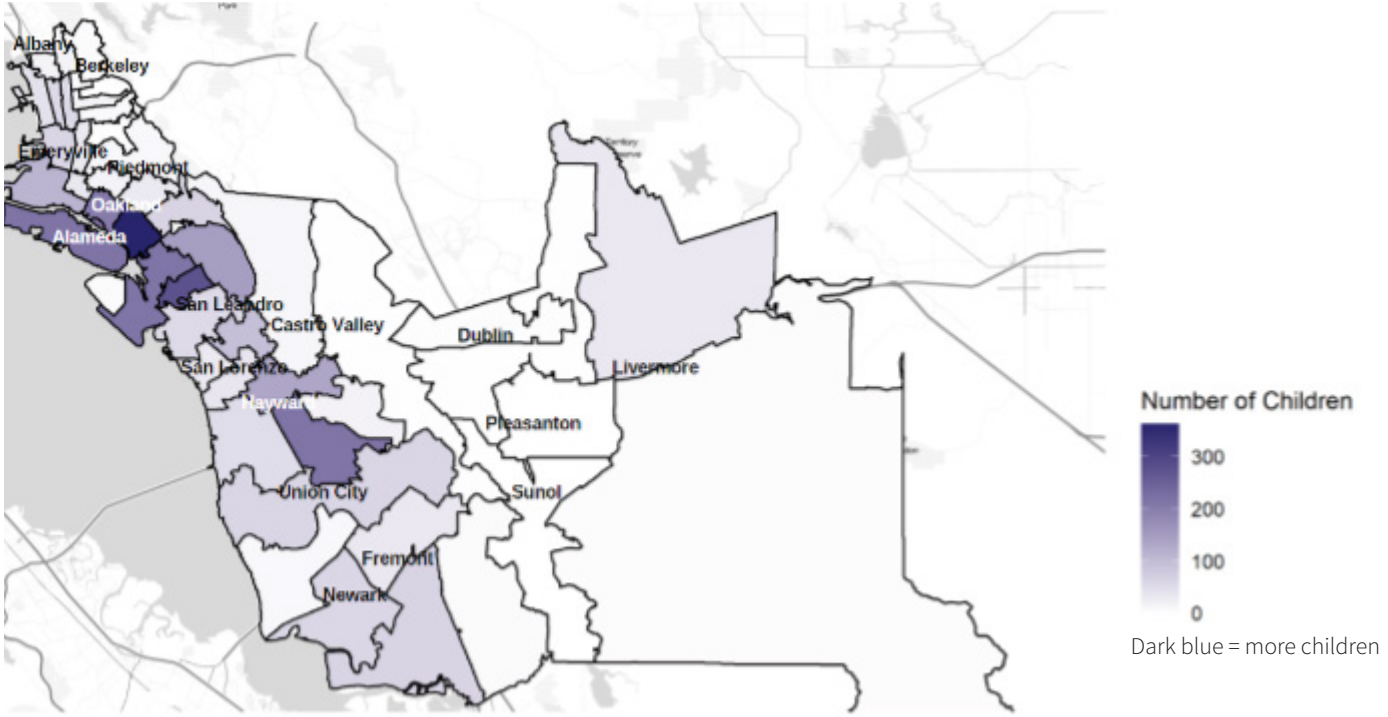
Figure 5.15 – Children Enrolled in Early Head Start and Head Start by Age Group and Location of Family Residence (cont.)

Region	City	Zip Code	EHS Birth-2	Head Start 3-5	Total (Birth-5)
North	Oakland	94609	10	22	32
North	Oakland	94612	28	7	35
North	Oakland	94621	41	175	216
North	Oakland, Berkeley	94705	2	6	8
North	Oakland, Piedmont	94610	10	6	16
North	Oakland, Piedmont	94611	3	7	10
South	Castro Valley	94546	5	9	14
South	Fremont	94555	3	7	10
South	Fremont	94539	0	6	6
South	Fremont	94536	9	25	34
South	Fremont	94538	16	48	64
South	Hayward	94544	48	169	217
South	Hayward	94545	17	34	51
South	Hayward, Cherryland, Fairview	94541	46	89	135
South	Hayward	94542	3	16	19
South	Castro Valley	94552	0	1	1
South	Newark	94560	11	49	60
South	San Leandro	94577	8	47	55
South	San Leandro	94579	6	25	31
South	San Leandro, Ashland	94578	23	72	95
South	San Leandro, Ashland	94580	7	30	37
South	Union City, Hayward	94587	17	45	62

Source: 2018 ELNAT

Note: The number of subsidies is reported by location of family residence, not center or family child care location. Many children served through EHS/HS may also be served by CSPP/CCTR and therefore data presented in this Figure and in Figure 5.13 may be duplicated.

Figure 5.16 – Children Enrolled in EHS/HS by Age Group and Zip Code of Family Residence



Source: 2018 ELNAT

Note: The number of subsidies is reported by location of family residence, not center or family child care location. Many children served through EHS/HS may also be served by CSPP/CCTR and therefore data presented in this figure and in figure 5.13 may be duplicated.

Figure 5.17 – CalWORKs Stage 2 & 3 Participation by Age Group and Location of Family Residence

Region	City	Zip Code	Ages Birth-2			Ages 3-5			Ages 6-12			All Ages (Birth-12)
			Stage 2	Stage 3	Total	Stage 2	Stage 3	Total	Stage 2	Stage 3	Total	Total
East	Dublin	94568	6	0	6	2	6	8	1	10	11	25
East	Livermore	94550	6	3	9	13	4	17	7	12	19	45
East	Livermore, Dublin	94551	4	1	5	6	7	13	5	14	19	37
East	Pleasanton	94588	2	1	3	2	2	4	3	8	11	18
East	Pleasanton	94566	1	0	1	3	0	3	5	4	9	13
East	Sunol	94586	0	0	0	0	0	0	0	0	0	0
North	Alameda	94501	5	3	8	5	11	16	9	28	37	61
North	Alameda	94502	0	0	0	0	0	0	0	1	1	1
North	Albany, Berkeley	94706	0	0	0	0	0	0	0	2	2	2
North	Berkeley	94702	1	1	2	1	3	4	2	5	7	13
North	Berkeley	94707	0	0	0	0	0	0	0	0	0	0
North	Berkeley	94708	0	0	0	0	0	0	0	0	0	0
North	Berkeley	94709	0	0	0	0	0	0	0	0	0	0
North	Berkeley	94720	0	0	0	0	0	0	0	0	0	0
North	Berkeley	94703	1	2	3	1	2	3	2	5	7	13
North	Berkeley, Albany	94710	0	0	0	1	4	5	3	3	6	11
North	Berkeley, Oakland	94704	0	0	0	2	0	2	1	2	3	5
North	Emeryville, Oakland	94608	5	3	8	2	9	11	2	24	26	45
North	Oakland	94613	1	0	1	1	0	1	0	0	0	2
North	Oakland	94605	28	22	50	33	49	82	34	80	114	246
North	Oakland	94606	4	5	9	7	14	21	12	28	40	70
North	Oakland	94618	0	0	0	0	1	1	0	0	0	1
North	Oakland	94619	7	3	10	13	18	31	2	31	33	74
North	Oakland	94601	19	11	30	17	40	57	27	66	93	180
North	Oakland	94602	6	1	7	3	10	13	4	20	24	44
North	Oakland	94603	13	17	30	21	27	48	9	62	71	149
North	Oakland	94607	5	8	13	8	26	34	5	46	51	98
North	Oakland	94609	4	6	10	4	11	15	5	11	16	41

Figure 5.17 – CalWORKs Stage 2 & 3 Participation by Age Group and Location of Family Residence (cont.)

Region	City	Zip Code	Ages Birth-2			Ages 3-5			Ages 6-12			All Ages (Birth-12)
			Stage 2	Stage 3	Total	Stage 2	Stage 3	Total	Stage 2	Stage 3	Total	Total
North	Oakland	94612	1	2	3	4	9	13	3	13	16	32
North	Oakland	94621	19	19	38	25	41	66	26	82	108	212
North	Oakland, Berkeley	94705	0	0	0	0	0	0	0	0	0	0
North	Oakland, Piedmont	94610	0	1	1	2	6	8	1	5	6	15
North	Oakland, Piedmont	94611	2	3	5	3	3	6	1	2	3	14
South	Castro Valley	94546	2	1	3	3	7	10	5	31	36	49
South	Fremont	94555	4	2	6	5	5	10	5	6	11	27
South	Fremont	94539	1	0	1	1	1	2	1	1	2	5
South	Fremont	94536	7	2	9	5	5	10	3	9	12	31
South	Fremont	94538	1	1	2	1	5	6	1	3	4	12
South	Hayward	94544	13	9	22	10	18	28	20	35	55	105
South	Hayward	94545	1	5	6	2	14	16	5	13	18	40
South	Hayward, Cherryland, Fairview	94541	10	17	27	13	31	44	12	60	72	143
South	Hayward	94542	0	0	0	0	4	4	3	4	7	11
South	Castro Valley	94552	0	0	0	0	0	0	0	0	0	0
South	Newark	94560	7	2	9	5	6	11	12	7	19	39
South	San Leandro	94577	6	2	8	6	13	19	15	17	32	59
South	San Leandro	94579	0	1	1	4	5	9	2	6	8	18
South	San Leandro, Ashland	94578	7	10	17	18	31	49	16	55	71	137
South	San Leandro, Ashland	94580	1	6	7	5	14	19	0	25	25	51
South	Union City, Hayward	94587	7	1	8	9	18	27	9	24	33	68

Source: 2018 ELNAT

Note: The number of subsidies is reported by location of family residence, not center or family child care location. Data is from the California Department of Education, CD-801A Monthly Report, October 2018.

Voucher enrollments are distributed throughout the county, particularly when one takes into account the number of eligible children. Further monitoring of the distribution of center contracted spaces and voucher utilization of families will be helpful in understanding the supply and demand of voucher enrollment, utilization and setting choices of families.

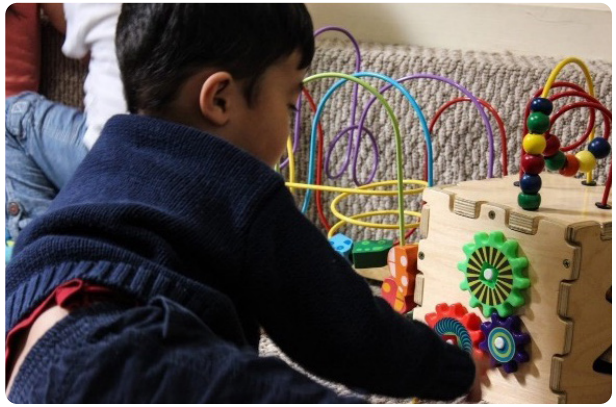


Figure 5.18 – AP voucher Use by Age

Age	Number of Children	Percent of Children Using Vouchers
0	89	3.8%
1	161	7.0%
2	277	12.0%
3	258	11.2%
4	243	10.5%
5	258	11.2%
6	204	8.8%
7	188	8.1%
8	131	5.7%
9	146	6.3%
10	122	5.3%
11	100	4.3%
12+	135	5.8%
Total 0-12	**2,312**	**100%**

Source: September 2020, Alternative Payment Agencies Voucher use. This only includes CAPP and COVID-19 vouchers, does not include CalWORKs.

Figure 5.19 – Alternative Payment Voucher Use by Age and Zip Code of Family During COVID-19

			Infant/Toddler		Preschool		School Age		Total	
Region	City	Zip Code	Number of Children	Percentage of Infants/ Toddlers	Number of Children	Percentage of Preschoolers	Number of Children	Percentage of School Age Children	Number of Children	Percentage of Children
East	Dublin	94568	29	5.0%	35	4.4%	27	2.6%	91	3.8%
East	Livermore	94550	25	4.3%	36	4.5%	36	3.5%	97	4.0%
East	Livermore, Dublin	94551	33	5.7%	34	4.2%	47	4.5%	114	4.7%
East	Pleasanton	94588	16	2.8%	12	1.5%	9	0.9%	37	1.5%
East	Pleasanton	94566	19	3.3%	17	2.1%	17	1.6%	53	2.2%
East	Sunol	94586	11	1.9%	2	0.2%	1	0.1%	14	0.6%
North	Alameda	94501	11	1.9%	23	2.9%	25	2.4%	59	2.4%
North	Alameda	94502	1	0.2%	23	2.9%	5	0.5%	29	1.2%
North	Albany, Berkeley	94706	6	1.0%	5	0.6%	3	0.3%	14	0.6%
North	Berkeley	94702	4	0.7%	7	0.9%	11	1.1%	22	0.9%
North	Berkeley	94707	6	1.0%	1	0.1%	2	0.2%	9	0.4%
North	Berkeley	94708	6	1.0%	1	0.1%	2	0.2%	9	0.4%

Figure 5.19 – Alternative Payment Voucher Use by Age and Zip Code of Family During COVID-19 (cont.)

			Infant/Toddler		Preschool		School Age		Total	
Region	City	Zip Code	Number of Children	Percentage of Infants/ Toddlers	Number of Children	Percentage of Preschoolers	Number of Children	Percentage of School Age Children	Number of Children	Percentage of Children
North	Berkeley	94709	6	1.0%	1	0.1%	2	0.2%	9	0.4%
North	Berkeley	94720	2	0.3%	2	0.2%	3	0.3%	7	0.3%
North	Berkeley	94703	6	1.0%	5	0.6%	8	0.8%	19	0.8%
North	Berkeley, Albany	94710	2	0.3%	2	0.2%	3	0.3%	7	0.3%
North	Berkeley, Oakland	94704	6	1.0%	5	0.6%	1	0.1%	12	0.5%
North	Emeryville, Oakland	94608	1	0.2%	16	2.0%	23	2.2%	40	1.7%
North	Oakland	94613	10	1.7%	12	1.5%	11	1.1%	33	1.4%
North	Oakland	94605	33	5.7%	38	4.7%	59	5.7%	130	5.4%
North	Oakland	94606	17	2.9%	34	4.2%	48	4.6%	99	4.1%
North	Oakland	94618	1	0.2%	1	0.1%	6	0.6%	8	0.3%
North	Oakland	94619	12	2.1%	14	1.7%	21	2.0%	47	1.9%
North	Oakland	94601	25	4.3%	31	3.9%	77	7.4%	133	5.5%
North	Oakland	94602	10	1.7%	16	2.0%	21	2.0%	47	1.9%
North	Oakland	94603	32	5.5%	51	6.4%	90	8.6%	173	7.1%

Figure 5.19 – Alternative Payment Voucher Use by Age and Zip Code of Family During COVID-19 (cont.)

			Infant/Toddler		Preschool		School Age		Total	
Region	City	Zip Code	Number of Children	Percentage of Infants/ Toddlers	Number of Children	Percentage of Preschoolers	Number of Children	Percentage of School Age Children	Number of Children	Percentage of Children
North	Oakland	94607	19	3.3%	34	4.2%	40	3.8%	93	3.8%
North	Oakland	94609	1	0.2%	5	0.6%	9	0.9%	15	0.6%
North	Oakland	94612	10	1.7%	12	1.5%	11	1.1%	33	1.4%
North	Oakland	94621	16	2.8%	29	3.6%	57	5.5%	102	4.2%
North	Oakland, Berkeley	94705	6	1.0%	5	0.6%	2	0.2%	13	0.5%
North	Oakland, Piedmont	94610	6	1.0%	7	0.9%	8	0.8%	21	0.9%
North	Oakland, Piedmont	94611	2	0.3%	6	0.7%	4	0.4%	12	0.5%
South	Castro Valley	94546	5	0.9%	13	1.6%	25	2.4%	43	1.8%
South	Fremont	94555	3	0.5%	12	1.5%	11	1.1%	26	1.1%
South	Fremont	94539	7	1.2%	2	0.2%	9	0.9%	18	0.7%
South	Fremont	94536	13	2.3%	17	2.1%	21	2.0%	51	2.1%
South	Fremont	94538	18	3.1%	13	1.6%	16	1.5%	47	1.9%
South	Hayward	94544	14	2.4%	26	3.2%	35	3.4%	75	3.1%
South	Hayward	94545	11	1.9%	16	2.0%	14	1.3%	41	1.7%

Figure 5.19 – Alternative Payment Voucher Use by Age and Zip Code of Family During COVID-19 (cont.)

			Infant/Toddler		Preschool		School Age		Total	
Region	City	Zip Code	Number of Children	Percentage of Infants/ Toddlers	Number of Children	Percentage of Preschoolers	Number of Children	Percentage of School Age Children	Number of Children	Percentage of Children
South	Hayward, Cherryland, Fairview	94541	20	3.5%	39	4.9%	44	4.2%	103	4.3%
South	Hayward	94542	2	0.3%	5	0.6%	7	0.7%	14	0.6%
South	Castro Valley	94552	3	0.5%	1	0.1%	2	0.2%	6	0.2%
South	Newark	94560	44	7.6%	23	2.9%	27	2.6%	94	3.9%
South	San Leandro	94577	13	2.3%	19	2.4%	22	2.1%	54	2.2%
South	San Leandro	94579	3	0.5%	8	1.0%	8	0.8%	19	0.8%
South	San Leandro, Ashland	94578	8	1.4%	36	4.5%	32	3.1%	76	3.1%
South	San Leandro, Ashland	94580	11	1.9%	15	1.9%	28	2.7%	54	2.2%
South	Union City, Hayward	94587	12	2.1%	36	4.5%	53	5.1%	101	4.2%
Alameda County (Total)			**577**		**803**		**1,043**		**2,423**	

Source: September 2020, Alternative Payment Agencies Voucher Use

Note: This only includes CAPP and COVID-19 vouchers. The percentage reflects the percentage of CAPP and COVID-19 vouchers from the four Alameda County AP Agencies.

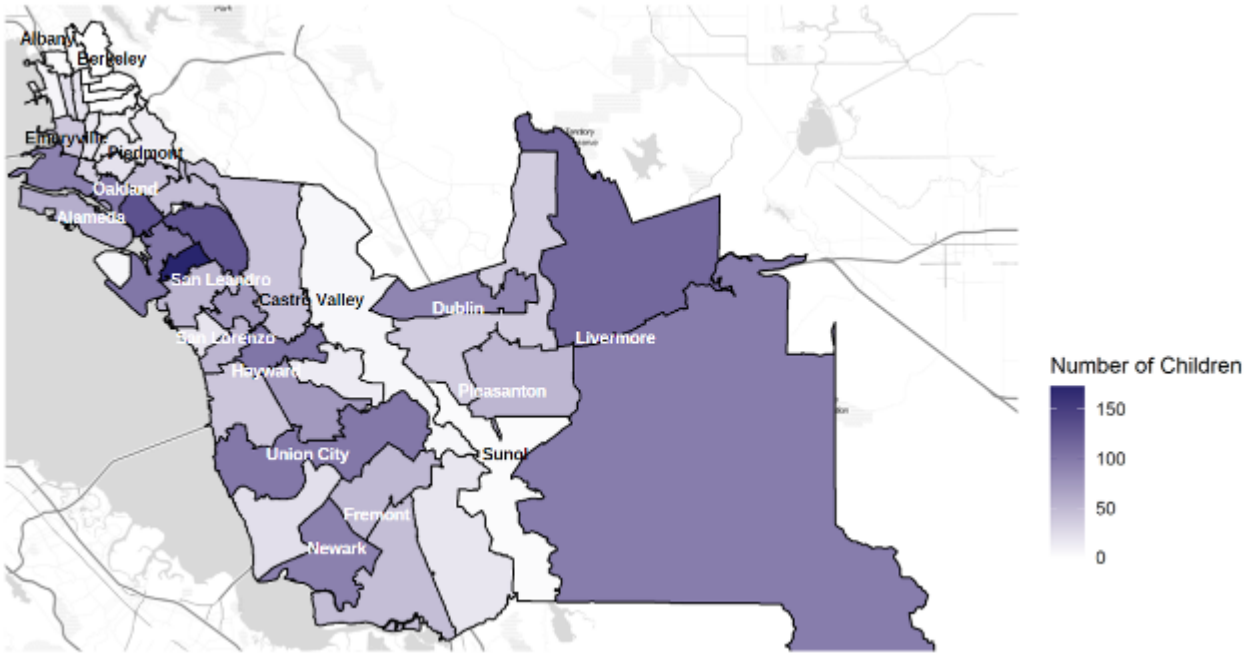
Figure 5.20 – Alternative Payment Voucher Use by City of Family

	Infant/Toddler		Preschool		School Age		Total	
City	Number of Children	Percentage of Infants/ Toddlers	Number of Children	Percentage of Preschoolers	Number of Children	Percentage of School Age Children	Number of Children	Percentage of Children
Alameda	13	2.5%	23	3.1%	30	2.9%	66	2.9%
Albany	0	0.0%	0	0.0%	3	0.3%	3	0.1%
Berkeley	12	2.3%	14	1.9%	27	2.6%	53	2.3%
Castro Valley	8	1.6%	12	1.6%	27	2.6%	47	2.1%
Dublin	29	5.6%	35	4.7%	26	2.5%	90	3.9%
Emeryville	1	0.2%	8	1.1%	5	0.5%	14	0.6%
Fremont	38	7.4%	44	5.9%	56	5.5%	138	6.0%
Hayward	47	9.1%	88	11.8%	101	9.9%	236	10.3%
Livermore	58	11.3%	70	9.4%	83	8.1%	211	9.2%
Newark	44	8.5%	23	3.1%	27	2.6%	94	4.1%
Oakland	183	35.5%	287	38.4%	468	45.7%	938	41.1%
Piedmont	0	0.0%	0	0.0%	0	0.0%	-	0.0%
Pleasanton	35	6.8%	29	3.9%	26	2.5%	90	3.9%
San Leandro	24	4.7%	63	8.4%	63	6.2%	150	6.6%
San Lorenzo	11	2.1%	15	2.0%	28	2.7%	54	2.4%
Sunol	0	0.0%	0	0.0%	1	0.1%	1	0.0%
Union City	12	2.3%	36	4.8%	52	5.1%	100	4.4%
Alameda County	**515**		**747**		**1,023**		**2,285**	

Source: September 2020, Alternative Payment Agencies Voucher Use

Note: This only includes CAPP and COVID-19 vouchers. The percentage reflects the percentage of CAPP and COVID-19 vouchers from the four Alameda County AP Agencies.

Figure 5.21 – Number of Children Receiving CAPP and CO-19 Vouchers by Family Zip Code



Source: September 2020, Alternative Payment Agencies Voucher Use

Note: This only includes CAPP and COVID-19 vouchers. Subsidies illustrated in this data set reflect funding from the California Alternative Payment Program and Alameda County Social Services Agency to children and families during COVID-19.

CARE HOMELESS CHILD CARE PILOT

Alameda County has a local CARE Pilot for homeless families. The project was the result of Parent Voices advocacy and a response from the Board of Supervisors. BANANAS administers the pilot which includes approximately $100,000 for vouchered subsidies and dedicated navigation support to bridge families to alternative subsidies and subsidized care options. This program is a bright spot exemplifying how homeless families may be supported to improve their access subsidized care.

Figure 5.22 – CARE Homeless Child Care Pilot

Number of Homeless Families Referred	Number of Homeless Families Enrolled in Subsidized Care through Navigation Support	Total Children Enrolled in Subsidized Care	Birth -2 Infant/Toddler	3-5 Preschool	6-12 School Age
187	79	100	34	41	25

Source: BANANAS, Inc. Homeless Child Care CARE pilot data 2018-2020.

Section 6 - Unmet Need for Subsidized Care

The state mandated Local Planning Council methodology for determining unmet need for child care is the number of state subsidy eligible children minus the current state subsidized enrollments.[53] This Unmet Need section addresses this directive. However, this does not completely address the unmet need. Many families need subsidy assistance and are ineligible according to state income standards or need definitions. As previously described, the county's high cost of living prevents many families from accessing care, or otherwise limits their care options.

In addition to affordability issues, families may struggle to access care options which meet their needs for non-traditional hours, flexible care arrangements, or providers who can meet their children's/family's language needs, special needs, or other needs.

Alameda County had a Centralized Eligibility List (CEL) which was initially a shared cost effort amongst contractors, including centers and Alternative Payment agencies. The effort was initially voluntary and was administered by Child Care Links (now Hively). California Department of Education began partially funding CEL in FY 2005-06 at which time BANANAS Inc. was the administrator. The state budget appropriated $7.9 million for administration of CELs in all 58 counties.[54] Due to budget pressures and the lack of success of the effort due to under resourcing, the state then ended funding the effort.

> *"[We need] One centralized hub so parents know the stages and that would be helpful to use the services"*
>
> - Alameda County Parent

The subsidy system is inexplicably complex, even to key stakeholders administering parts of the subsidy system. Ensuring that families have access to enter the system to meet all or part of their needs requires nuanced experience and expertise. This reality points to the critical need for a simplified, easier to access system, ideally without putting the onus on parents to find the right door and apply on multiple subsidy eligibility lists. Improving subsidy access through no wrong door is important for families.

Advocates, including parents and systems administrators, have called for a reduction to the "nickel and diming" of eligibility and need embedded in the current system that seems to have a goal of serving the neediest and most worthy, when in fact it

results in a churning of eligible families, raising expectations, and creating barriers at many turns. All this for families who have little ability to attend multiple site visits, provide extensive documentation or state contracted providers of care are required to keep "waitlists.". These lists are actually "eligibility lists" as the state requires certain prioritizations for enrollment. Specifically, the priorities are children involved in Child Protective Services and at-risk of abuse and neglect, then lowest income. Many families "wait" indefinitely on eligibility "waiting" lists due to: 1) the rules of for enrolling the "most needy"; 2) the lack of available subsidies; and/or 3) other issues related to the complexity of need and eligibility and availability of care. For instance, a family may qualify for an opening for a half-day Head Start slot but need a full-time subsidy arrangement with evening care to cover their work or school schedule. A family may be most qualified at the time they go on the list, but when there is an opening they may not be the "most" eligible.

53 The state directive includes federal subsidy funding contracted through the state from CCDBG funds but does not include direct Early Head Start/Head Start subsidies, nor does it include afterschool care subsidized through ASES (After School Education and Safety).

54 For more information on the state effort- https://www.cde.ca.gov/sp/cd/re/cddadminres.asp. CEL Information and Reports to the Legislature

Alameda County has 31 state contractors who operate 135 sites providing care under the California State Preschool Program (CSPP), General Child Care and Development Program (CCTR), and California State Program for Severely Disabled Children (CHAN).

To truly address unmet need, federal, state, and local governments need to provide deeper investments in ECE as a system to remove the onus of responsibility on parents – of all means, but particularly those with limited resources.

The greatest unmet need for state eligible subsidized families is for infants and toddlers at 91%; preschool unmet need for state eligible subsidized care has improved slightly in the last few years but remains unsatisfactory at 46% unmet need.

One significant need within the system is expanded access to critical learning, care and early intervention for children with special needs and challenging behavior in early learning. The county is fortunate to have key CHAN contractors as well as committed programs working to improve inclusionary practices. However the need for families exceeds the current availability, The early learning workforce struggles with lack of adequate staffing, parents struggle with the assessment and diagnosis of children and have a general mistrust of the system and the ability of the system to respond to the needs of their child and family. There is a lack of shadow staff to help with situations of children experiencing challenges. In the current system there may be untrained shadows who step in and step out due to lack of training or experience working with children with the behavior challenges, lack of funding to hire shadows to support, and long waiting lists in the school districts to offer testing assessments and diagnosis of the children with developmental issues and/or challenging behaviors. There is a push-back therefore from schools to enroll such children due to inadequate staffing. This situation needs swift and intentional budget attention to ensure we are offering developmentally, clinically, culturally, linguistically, mentally

appropriate early learning and care to our children to build a bright future that our children and community deserve.

The unmet needs of early learning and care in our industry has direct correlation to unmet needs of the workforce. For more on the workforce needs, see **Section 9 - Workforce**.

For information regarding the lack of availability of licensed care options for families, see **Section 4 - ECE Licensed Capacity**.

Figure 6.1 – Number of Children Income-Eligible for Title 5 Child Development Programs (Estimate): 2012 & 2018

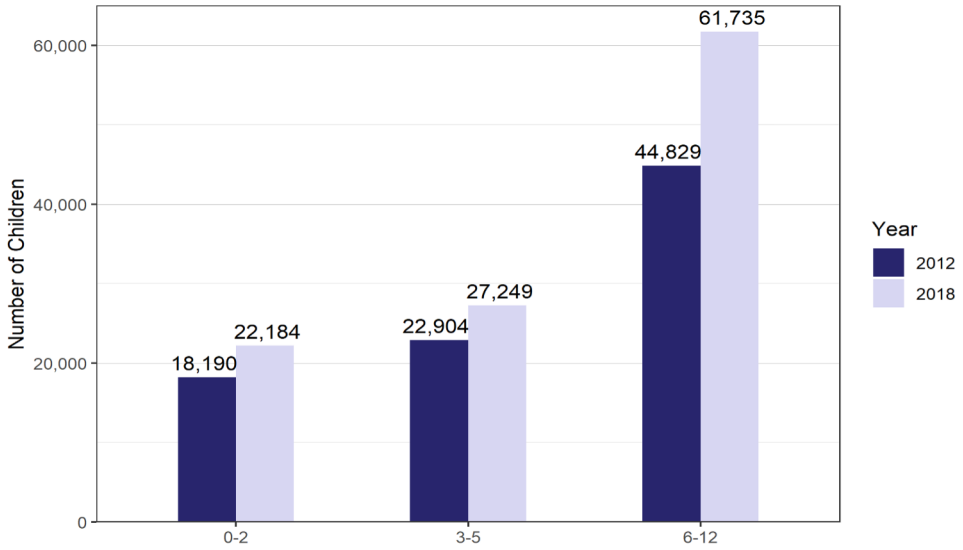
Age	2012	2018	Change (Number)	Change (Percent)
Birth- 2	18,190	22,184	3,994	22.0%
3-5	22,904	27,249	4,345	19.0%
6-12	44,829	61,735	16,906	37.7%

Source: 2012 & 2018 Early Learning Needs Assessment Tool (ELNAT)

Note: Eligibility for subsidized care changed between 2012 and 2018. 2012 data reflects the number of children in households under 75% of SMI, while 2018 data reflects number of children in households below 85% SMI.

The increase in numbers of eligible children is mostly attributable to the state change, increasing the eligibility to 85% of the SMI (state median income), rather than 75% SMI. This change was the result of demonstration through the county Title 5 Pilots as well as statewide advocacy from parents and system stakeholders.

Figure 6.2 – Children Eligible for State Subsidized Care – 2012 to 2018

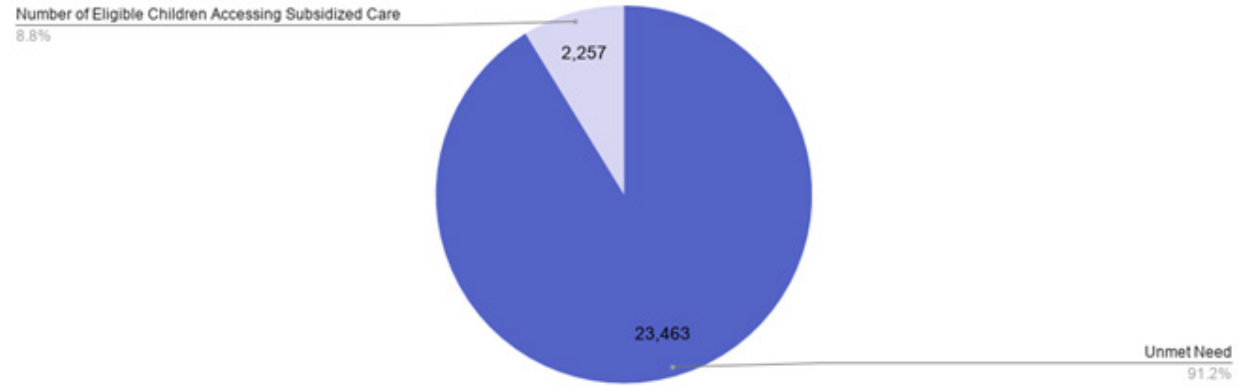


Source: 2012 & 2018 (ELNAT)

Figure 6.3 – Unmet Need for Subsidized Care by Age, 2018

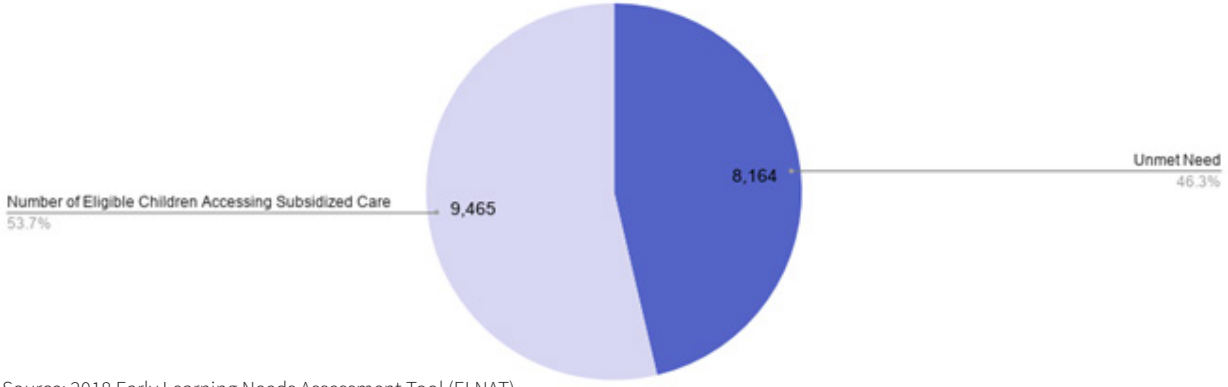
Age	Number of Children Eligible for Subsidized Care	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Number of Children
Infant/Toddler	25,720	2,257	23,463	91.2%
Preschool	17,629	9,465[55]	8,164	46.3%
School Age[56]	71,355	2,948	68,407	NA
Total	**114,704**	**14,670**	**100,034**	**87.2%**

Figure 6.4 – Infant/Toddler: Unmet Need for Subsidized Care



Despite growing numbers of subsidies, less than 1 in 10 subsidy eligible **infant and toddler** have access to a subsidy – **91% Unmet Need**

Figure 6.5 – Preschool: Unmet Need for Subsidized Care



A little more than half of **preschool aged children** are accessing a subsidy – leaving a dismal **46% Unmet Need**

Source: 2018 Early Learning Needs Assessment Tool (ELNAT)

55 Number of subsidized preschool enrollment includes duplicate enrollments for much of Early Head Start and Head Start and state center contracted enrollments.

56 School age care subsidies does not include After School Education and Safety (ASES) out-of-school time reporting, therefore this number of children with unmet need in the school aged category is over reported. In 2020 $25,445,961 in state ASES After School Education and Safety funding for out-of-school time care is administered by 30 state contractors mitigating the gap in availability of school-aged subsidized care. An estimated 15,400 school-aged children are served part-day, part-year through this program.

Figure 6.6 – Unmet Need by Age and Zip

			Infant/Toddler					Preschool					School Age				
Region	City	Zip	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority
East	Dublin	94568	441	17	**424**	96.2%	1	316	88	228	72.2%	2	1,416	24	1,392	96.2%	1
East	Livermore	94550	449	38	**411**	91.5%	1	322	85	237	73.6%	2	1,441	96	1,345	91.5%	1
East	Livermore, Dublin	94551	351	73	278	79.2%	2	252	124	128	50.8%	3	1,128	130	998	79.2%	1
East	Pleasanton	94588	294	12	282	95.9%	2	211	18	193	91.5%	3	944	24	920	95.9%	1
East	Pleasanton	94566	391	11	380	97.2%	1	280	38	242	86.4%	2	1,254	24	1,230	97.2%	1
East	Sunol	94586	10	-	10	100.0%	3	6	6	-	0.0%	3	31	-	31	100.0%	3
North	Alameda	94501	989	121	**868**	87.8%	1	585	285	**300**	51.3%	1	2,947	137	2,810	87.8%	1
North	Alameda	94502	222	3	219	98.7%	2	132	25	107	81.1%	3	665	5	660	98.7%	1
North	Albany, Berkeley	94706	157	49	108	68.8%	3	118	100	18	15.3%	3	419	108	311	68.8%	2
North	Berkeley	94702	127	63	64	50.4%	3	96	96	-	0.0%	3	341	65	276	50.4%	2
North	Berkeley	94707	106	9	97	91.5%	3	77	13	64	83.1%	3	307	3	304	91.5%	2
North	Berkeley	94708	98	2	96	98.0%	3	71	9	62	87.3%	3	281	-	281	98.0%	2
North	Berkeley	94709	93	4	89	95.7%	3	71	13	58	81.7%	3	252	3	249	95.7%	2
North	Berkeley	94720	24	2	22	91.7%	3	18	18	-	0.0%	3	64	-	64	91.7%	3
North	Berkeley	94703	157	47	110	70.1%	3	118	118	-	0.0%	3	423	86	337	70.1%	2
North	Berkeley, Albany	94710	54	54	-	0.0%	3	42	42	-	0.0%	3	148	148	-	0.0%	3

Figure 6.6 – Unmet Need by Age and Zip (cont.)

			Infant/Toddler					Preschool					School Age				
Region	City	Zip	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority
North	Berkeley, Oakland	94704	203	19	184	90.6%	3	152	49	103	67.8%	3	545	20	525	90.6%	1
North	Emeryville, Oakland	94608	593	54	**539**	90.9%	1	370	196	174	47.0%	3	1,503	60	1,443	90.9%	1
North	Oakland	94613	8	8	-	0.0%	3	3	3	-	0.0%	3	15	15	-	0.0%	3
North	Oakland	94605	987	168	**819**	83.0%	1	671	450	221	32.9%	3	2,478	190	2,288	83.0%	1
North	Oakland	94606	776	73	**703**	90.6%	1	483	456	27	5.6%	3	1,966	106	1,860	90.6%	1
North	Oakland	94618	175	2	173	98.9%	3	80	7	73	91.3%	3	372	-	372	98.9%	2
North	Oakland	94619	540	35	**505**	93.5%	1	359	227	132	36.8%	3	1,343	65	1,278	93.5%	1
North	Oakland	94601	1,753	219	**1,534**	87.5%	1	1,264	814	450	35.6%	3	4,589	224	4,365	87.5%	1
North	Oakland	94602	550	27	**523**	95.1%	1	346	157	189	54.6%	3	1,337	47	1,290	95.1%	1
North	Oakland	94603	1,257	132	**1,125**	89.5%	1	933	690	243	26.0%	3	3,341	156	3,185	89.5%	1
North	Oakland	94607	529	102	**427**	80.7%	1	329	316	13	4.0%	3	1,339	119	1,220	80.7%	1
North	Oakland	94609	353	35	**318**	90.1%	1	206	129	77	37.4%	3	861	46	815	90.1%	1
North	Oakland	94612	303	48	255	84.2%	2	190	95	95	50.0%	3	771	34	737	84.2%	1
North	Oakland	94621	1,283	124	**1,159**	90.3%	1	962	664	298	31.0%	3	3,391	220	3,171	90.3%	1
North	Oakland, Berkeley	94705	105	3	102	97.1%	3	72	32	40	55.6%	3	269	10	259	97.1%	2
North	Oakland, Piedmont	94610	448	18	**430**	96.0%	1	248	88	160	64.5%	3	1,057	24	1,033	96.0%	1
North	Oakland, Piedmont	94611	407	11	**396**	97.3%	1	189	60	129	68.3%	3	868	9	859	97.3%	1
South	Castro Valley	94546	864	16	**848**	98.2%	1	594	**145**	449	75.6%	1	2,480	45	2,435	98.2%	1

Figure 6.6 – Unmet Need by Age and Zip (cont.)

			Infant/Toddler					Preschool					School Age				
Region	City	Zip	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority	Number of Subsidy Eligible Children	Number of Children Enrolled in Subsidized Care	Unmet Need: Number of Children	Unmet Need: Percentage	ECE Planning Council Zip Code Priority
South	Fremont	94555	422	16	**406**	96.2%	1	308	63	245	79.5%	2	1,245	24	1,221	96.2%	1
South	Fremont	94539	493	3	**490**	99.4%	1	366	**65**	301	82.2%	1	1,721	12	1,709	99.4%	1
South	Fremont	94536	669	37	**632**	94.5%	1	495	235	260	52.5%	2	2,361	34	2,327	94.5%	1
South	Fremont	94538	593	44	**549**	92.6%	1	439	274	165	37.6%	3	2,093	24	2,069	92.6%	1
South	Hayward	94544	1,832	134	**1,698**	92.7%	1	1,318	**677**	641	48.6%	1	4,856	110	4,746	92.7%	1
South	Hayward	94545	746	33	**713**	95.6%	1	537	**218**	319	59.4%	1	1,977	35	1,942	95.6%	1
South	Hayward, Cherryland, Fairview	94541	1,386	125	**1,261**	91.0%	1	973	615	358	36.8%	3	3,830	131	3,699	91.0%	1
South	Hayward	94542	313	6	**307**	98.1%	1	224	59	165	73.7%	3	835	14	821	98.1%	1
South	Castro Valley	94552	316	-	**316**	100.0%	1	219	28	191	87.2%	3	882	1	881	100.0%	1
South	Newark	94560	588	40	**548**	93.2%	1	429	206	223	52.0%	2	1,607	52	1,555	93.2%	1
South	San Leandro	94577	746	33	**713**	95.6%	1	442	213	229	51.8%	2	2,227	69	2,158	95.6%	1
South	San Leandro	94579	339	20	**319**	94.1%	1	200	115	85	42.5%	3	1,009	18	991	94.1%	1
South	San Leandro, Ashland	94578	709	65	**644**	90.8%	1	456	303	153	33.6%	3	2,071	139	1,932	90.8%	1
South	San Leandro, Ashland	94580	559	21	**538**	96.2%	1	384	190	194	50.5%	3	1,602	37	1,565	96.2%	1
South	Union City, Hayward	94587	972	48	**924**	95.1%	1	709	**332**	377	53.2%	1	2,656	79	2,577	95.1%	1
Alameda County (Total)			**25,720**	**2,257**	**23,463**	**91.2%**	**N/A**	**17,629**	**9,465**	**8,164**	**46.3%**	**N/A**	**71,355**	**2,948**	**68,407**	**91.2%**	**1**

Source: ELNAT 2018. The number of subsidies is reported by location of family residence

Figure 6.7 – Subsidy Eligibility Waitlist Study Data by Age and Zip, 2017-2018

Region	Infant/ Toddlers	Preschool	School Age	Total
Alameda	56	85	125	266
Albany	11	14	28	53
Ashland	17	9	21	47
Berkeley	59	78	82	219
Castro Valley	9	23	6	38
Dublin	10	13	10	33
Emeryville	75	117	118	310
Fremont	50	124	37	211
Hayward	97	260	16	373
Livermore	23	13	48	84
Newark	17	52	12	81
Oakland	927	1,591	2,076	4,594
Pleasanton	10	26	15	51
San Leandro	41	157	26	224
San Lorenzo	13	31	1	45
Union City	37	53	24	114
Alameda County	**1,452**	**2,646**	**2,645**	**6,743**

Source: Over the course of November 2017 through March 2018, the Alameda County Early Care and Education Program collected data from 4Cs of Alameda County, BANANAS, Child Family and Community Services[57], Davis Street Family Resource Center, Hively (Child Care Links at the time), and Kidango. Each provider made a minimum of three attempts to contact families on the waiting list and requested their consent to share data with the Alameda County Early Care and Education Program. Aggregate data were provided when consent was declined or could not be obtained.

57 Child Family and Community Services dissolved in 2019, The state AP contract was redirected by CDE to 4Cs of Alameda.

Section 7 - Families and Parent "Choice"

Parents' choices are influenced by availability, affordability, the needs of their family (e.g., work, non-traditional hours and flexible schedules, location, etc.) and the needs of their child (e.g., educational programs, curriculum, setting size, special needs, etc.), and the location of care, as well as numerous other considerations. No one type of care is considered "best" for children 0-5, rather a robust variety of affordable, quality care is the goal. Intentionality of the provider is perhaps more important than the setting itself.

Parents, guardians and other caretakers experience multiple barriers to accessing the child care that they want and need. For most families, finding an available, affordable child care option (whether it be a center, family child care home or license-exempt arrangement), is a challenging process. For families of limited means, particularly for those facing housing and transportation challenges, and/or raising a child(ren) alone, this challenge is beyond daunting.

The California Child Care system leadership articulates a commitment to parent choice. However, true choice would ensure an adequate supply of care in a variety of settings which are reimbursed at the true cost of providing quality care and wages and benefits for the early care and education workforce.

In Alameda County, as previously described in "**Section 6 - Subsidies**," parents/caretakers may need to apply to 31 to 35 waiting lists managed by various state and federal contractors. In truth, most do not. Many can barely get onto one list, and once they do, the waiting process works against their eligibility, which may be contingent upon job search, school attendance, or other qualifying activities. Even CalWORKs families who are entitled to child care for their eligible work and training activities, face challenges with the processing of certification and approval, with multiple steps in the process. And even once subsidized payment is approved, there is a challenge finding an opening for their child with the hours, location, and program type that meets the family's needs – with rates above the ceiling at which the state is willing to reimburse.

According to a recent Parent Voices of Oakland study,[58] there is a strong correlation between parents' job and housing stability, as well as neighborhood safety concerns, and their child care choices. Survey data suggests that families with the least stability are the most likely to have problems accessing child care and have higher levels of mistrust about formal child care and "strangers" watching their children. This group was also the most likely to access informal care through unlicensed providers, typically Family, Friends and Neighbors. Overwhelmingly, parents said they chose Family, Friends and Neighbor care because there was no other choice. Further, interviews with Clarissa Douthard, Executive Director of Parent Voices of Oakland, stressed the challenges that the most marginalized families face, from transportation, documentation, and time to jump through the "hoops" of finding a child care subsidy and a child care vacancy.

Recent Needs Assessment Planning Council Ad Hoc Committee meeting discussions also highlighted the need of some families to have full-time care, while others need part-day options.

> *In order to support a system that meets the needs of families and children, the Alameda County ECE Planning Council and First 5 Alameda, as well as other ECE systems stakeholders, need to put families' needs at the center of system design and supports.*

In order to support a system that meets the needs of families and children, the Alameda County ECE Planning Council and First 5 Alameda, as well as other ECE systems stakeholders, need to put families' needs at the center of system design and supports.

58 Parent Voices of Oakland, Parent Engagement Study: Informal Care in East Oakland, Parent Voices Final Report to Oakland Starting Smart and Strong, May 1, 2017

A. Parent Choice

Parent choice for subsidized parents, does not adequately reflect what parents' true preferences are, as availability, affordability and flexibility highly influence where children are enrolled. The breadth of choices for subsidized centers which are state and federally contracted are not reflected in the parent "choice" data below. Nonetheless, it is useful to understand where subsidized voucher children are enrolled.

Figure 7.1 – Alternative Payment Voucher Use by Setting

Setting	Number of Children	Percent of Children Utilizing Vouchers
Licensed Family Child Care Home	1,690	48.7%
Licensed Center Based Care	848	24.4%
License-Exempt Care	931	26.8%
Total	**3,469**	**100%**

Source: October 2019 Alternative Payment agencies voucher use from 4Cs of Alameda County, BANANAS, Child Family and Community Services (now closed), Davis Street Family Resource Center, and Hively.

Figure 7.2 – Alternative Payment Voucher Use by Setting and Age

	Infant		Toddler		Preschooler		School Age		Total	
Setting	Number of Children	Percentage of Children	Number of Children	Percentage of Children	Number of Children	Percentage of Children	Number of Children	Percentage of Children	Number of Children	Percentage of Children
Centers	84	14.3%	164	27.2%	419	36.6%	180	15.9%	848	24.4%
Family Child Care	331	56.5%	308	51.1%	484	42.2%	566	50.0%	1,690	48.7%
Family, Friend, or Neighbor	171	29.2%	131	21.7%	238	20.8%	290	25.6%	831	23.9%
Licensed Exempt Centers	-	0.0%	-	0.0%	5	0.4%	95	8.4%	100	2.9%
Total	**586**	**100.0%**	**603**	**100.0%**	**1,146**	**100.0%**	**1,131**	**100.0%**	**3,469**	**100.0%**

Source: October 2019 Alternative Payment agencies voucher use from 4Cs of Alameda County, BANANAS, Child Family and Community Services (now closed), Davis Street Family Resource Center, and Hively.

The table below displays the distribution of subsidized vouchers enrolled by children's race/ethnicity and setting. American Indian/ Alaskan Natives and Asian families were most likely to use informal license-exempt care, while Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, and Mixed-race children were more likely to be enrolled in licensed family child care home care.

Figure 7.3 – Parent Alternative Payment Voucher Use by Race/Ethnicity and Setting (By Percentage of Child Race/Ethnicity)

	LICENSED FAMILY CHILD CARE HOME		LICENSED CENTER BASED CARE		LICENSE-EXEMPT (LE) CARE		Total
Race/Ethnicity	Number of Children	Percentage of Children's Race/Ethnicity in FCCs	Number of Children	Percentage of Children's Race/Ethnicity in Centers	Number of Children	Percentage of Children's Race/Ethnicity in LE Care	Number of Children
American Indian or Alaskan Native	4	28.6%	3	21.4%	7	**50.0%**	14
Asian	62	24.0%	85	32.9%	111	**43.0%**	258
Black or African American	410	**49.7%**	156	18.9%	259	31.4%	825
Hispanic or Latino	249	**57.2%**	86	19.8%	100	23.0%	435
Mixed Race	11	**50.0%**	7	31.8%	4	18.2%	22
Native Hawaiian or Other Pacific Islander	13	**50.0%**	10	38.5%	3	11.5%	26
Unknown/Decline to State	20	**57.1%**	10	28.6%	5	14.3%	35
White or Caucasian (Non-Hispanic)	181	34.0%	261	**49.1%**	90	16.9%	532
Total	**950**		**618**		**579**		**2,147**

Source: September 2020, Alternative Payment Agencies Voucher Use

Figure 7.4 – Parent Alternative Payment Voucher Use by Setting and Race/Ethnicity (By Percentage of Children in Setting)

	LICENSED FAMILY CHILD CARE HOME		LICENSED CENTER BASED CARE		LICENSED EXEMPT (LE) CARE		TOTAL
Race/Ethnicity	Number of Children	Percentage of Children in FCCs	Number of Children	Percentage of Children in Centers	Number of Children	Percentage of Children in LE Care	Number of Children
American Indian or Alaskan Native	4	0.4%	3	0.5%	7	1.2%	14
Asian	62	6.5%	85	13.8%	111	19.2%	258
Black or African American	410	**43.2%**	156	25.2%	259	**44.7%**	825
Hispanic or Latino	249	26.2%	86	13.9%	100	17.3%	435
Mixed Race	11	1.2%	7	1.1%	4	0.7%	22
Native Hawaiian or Other Pacific Islander	13	1.4%	10	1.6%	3	0.5%	26
Unknown/Decline to State	20	2.1%	10	1.6%	5	0.9%	35
White or Caucasian (Non-Hispanic)	181	19.1%	261	**42.2%**	90	15.5%	532
Total	**950**		**618**		**579**		**2,147**

Source: September 2020, Alternative Payment Agencies Voucher Use

Black/African American families have the highest number of voucher enrollments as well as the highest percentage enrollments in licensed family child care homes and license-exempt care; while Caucasian/White families have the second highest number of voucher enrollments and the highest percentage enrollments in centers.

White/Caucasian families predominantly chose center care (49%)

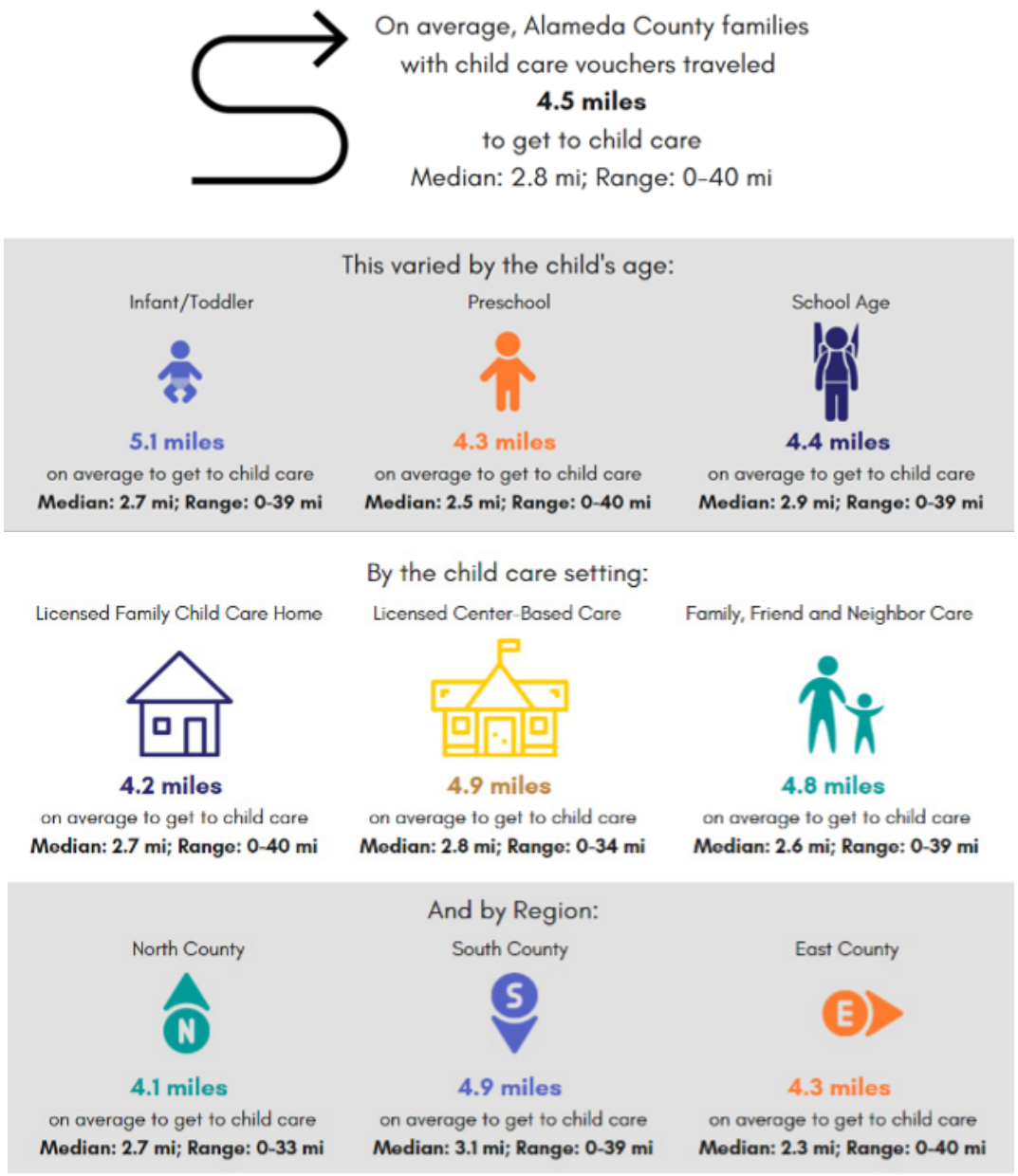
Black/African American families most frequently chose family child care (50%).

Hispanic/Latino families, similarly most frequently chose family child care (57%).

Native American and Asian families chose license-exempt care over other settings (Native American 57% and Asian American 43%)

Parents child care choices are limited to affordability, availability and accessibility to their families' needs. The state subsidized reimbursement rate limits choices based on whether the provider – center, family child care, or license-exempt family friend and neighbor – accepts the payment and whether the family can afford the co-pay. Typically they cannot. Families may have to travel far distances, including out of county to find care that meets their needs. That said, the data on distance traveled to care is limited to Alameda County families receiving care within the county.[59]

Figure 7.5 – Parent Alternative Payment Voucher Use: Distance Traveled to Child Care



Source: September 2020, Alternative Payment Agencies Voucher Use and child care sites that serve children receiving vouchers in 2020 from Alternative Payment Agencies. 1,277 families included in the analysis. Includes families that reside in Alameda County and may access care outside of Alameda County.

59 Additional analysis of those families who leave the county and use an out-of-county provider is an important next step.

Figure 7.6 – Parent Alternative Payment Voucher Use: Distance Traveled from Home to Child Care by Zip Code

Zip	City	Region	Average	Median	Range		Most Common Provider Zip Code	Second Most Common Provider Zip Code	Third Most Common Provider Zip Code
94568	Dublin	East	3.4	2.1	0.0	18.7	94538	94551	94568
94550	Livermore	East	4.1	3.0	0.2	23.4	94538	94550	94551
94551	Livermore, Dublin	East	3.8	1.8	0.0	39.9	94536	94544	94550
94588	Pleasanton	East	6.2	3.2	0.3	30.5	94551	94566	94568
94566	Pleasanton	East	6.0	1.9	0.0	18.9	94550	94551	94566
94586	Sunol	East	9.5	9.5	9.5	9.5	94588	NA	NA
94501	Alameda	North	4.5	3.5	0.4	13.4	94501	94544	94607
94502	Alameda	North	NA	NA	NA	NA	NA	NA	NA
94706	Albany, Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94702	Berkeley	North	10.0	9.9	2.1	32.7	94538	94608	94621
94707	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94708	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94709	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94720	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94703	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94710	Berkeley, Albany	North	NA	NA	NA	NA	NA	NA	NA
94704	Berkeley, Oakland	North	NA	NA	NA	NA	NA	NA	NA
94608	Emeryville, Oakland	North	8.3	4.0	0.6	26.2	94568	94580	94603
94613	Oakland	North	NA	NA	NA	NA	NA	NA	NA
94605	Oakland	North	3.4	2.4	0.4	12.0	94541	94577	94578
94606	Oakland	North	3.9	2.5	0.0	9.2	94578	94601	94603
94618	Oakland	North	9.7	7.7	7.2	16.3	94501	94578	94601
94619	Oakland	North	4.3	3.6	0.0	10.9	94602	94603	94605
94601	Oakland	North	3.1	2.7	0.0	13.2	94501	94545	94577
94602	Oakland	North	3.4	3.6	0.1	6.2	94602	94603	94606
94603	Oakland	North	3.7	2.7	0.0	18.3	94566	94577	94578
94607	Oakland	North	3.5	0.9	0.2	20.5	94578	94587	94601

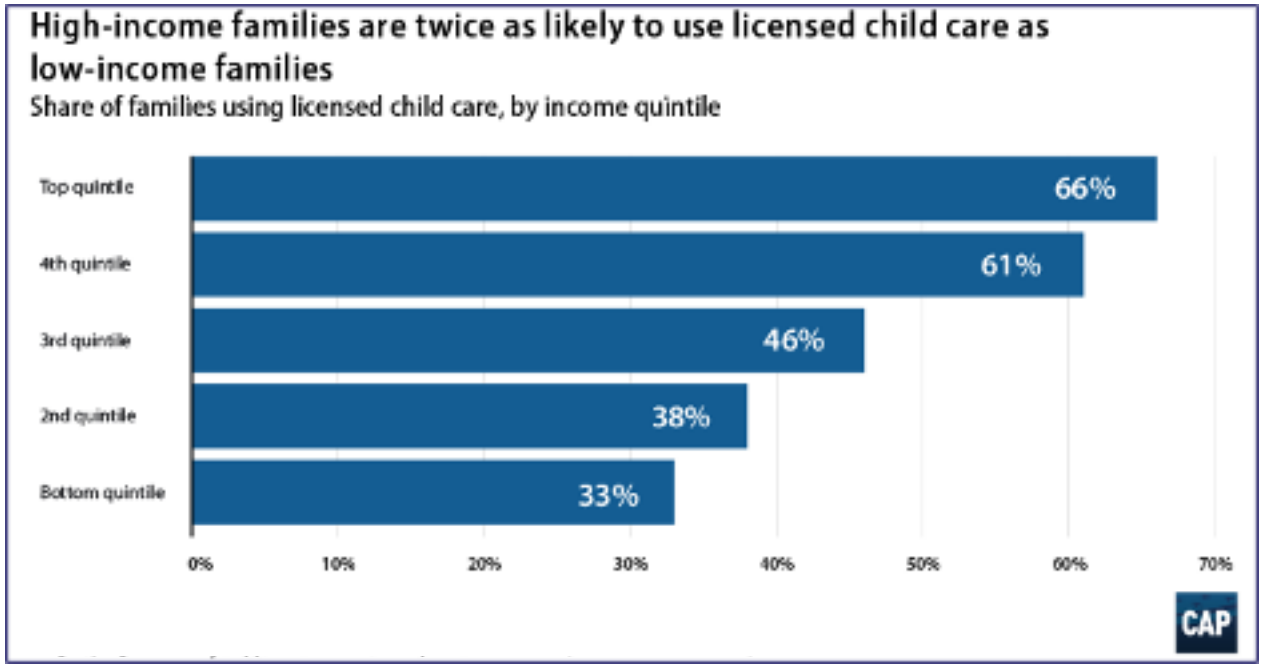
Figure 7.5 – Parent Alternative Payment Voucher Use: Distance Traveled to Child Care (cont.)

Zip	City	Region	Average	Median	Range		Most Common Provider Zip Code	Second Most Common Provider Zip Code	Third Most Common Provider Zip Code
94568	Dublin	East	3.4	2.1	0.0	18.7	94538	94551	94568
94550	Livermore	East	4.1	3.0	0.2	23.4	94538	94550	94551
94551	Livermore, Dublin	East	3.8	1.8	0.0	39.9	94536	94544	94550
94588	Pleasanton	East	6.2	3.2	0.3	30.5	94551	94566	94568
94566	Pleasanton	East	6.0	1.9	0.0	18.9	94550	94551	94566
94586	Sunol	East	9.5	9.5	9.5	9.5	94588	NA	NA
94501	Alameda	North	4.5	3.5	0.4	13.4	94501	94544	94607
94502	Alameda	North	NA	NA	NA	NA	NA	NA	NA
94706	Albany, Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94702	Berkeley	North	10.0	9.9	2.1	32.7	94538	94608	94621
94707	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94708	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94709	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94720	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94703	Berkeley	North	NA	NA	NA	NA	NA	NA	NA
94710	Berkeley, Albany	North	NA	NA	NA	NA	NA	NA	NA
94704	Berkeley, Oakland	North	NA	NA	NA	NA	NA	NA	NA
94608	Emeryville, Oakland	North	8.3	4.0	0.6	26.2	94568	94580	94603
94613	Oakland	North	NA	NA	NA	NA	NA	NA	NA
94605	Oakland	North	3.4	2.4	0.4	12.0	94541	94577	94578
94606	Oakland	North	3.9	2.5	0.0	9.2	94578	94601	94603
94618	Oakland	North	9.7	7.7	7.2	16.3	94501	94578	94601
94619	Oakland	North	4.3	3.6	0.0	10.9	94602	94603	94605
94601	Oakland	North	3.1	2.7	0.0	13.2	94501	94545	94577
94602	Oakland	North	3.4	3.6	0.1	6.2	94602	94603	94606
94603	Oakland	North	3.7	2.7	0.0	18.3	94566	94577	94578
94607	Oakland	North	3.5	0.9	0.2	20.5	94578	94587	94601

Source: September 2020, Alternative Payment Agencies Voucher Use and child care sites that serve children receiving vouchers in 2020 from Alternative Payment Agencies. 1,277 families included in the analysis. Includes families that reside in Alameda County and may access care outside of Alameda County.

The graph below shows national data, therefore the income quintile does not directly translate to the local income brackets. However, the chart is useful as an illustrative example of how parent choices for formal care are impacted by income. Anecdotally and logically this consideration holds true for Alameda County. The impact of the relationship between income and choice may be further exacerbated by local high costs of living, particularly housing.

Figure 7.7 – Share of Families Using Licensed Child Care by Income Quintile



Source: Author's analysis of U.S. Census Bureau, "Survey of Income and Program Participation, 2014 Panel Wave 3," available at https://www.census.gov/programs-surveys/sipp/data/datasets/2014-panel/wave-3.html (last accessed June 2019)

Figure 7.8 – Child Care Resource and Referral Child Care Requests by Child Age

Age	Percent of Requests
Under 2 years	50%
2-5 years	38%
6 years and older	12%

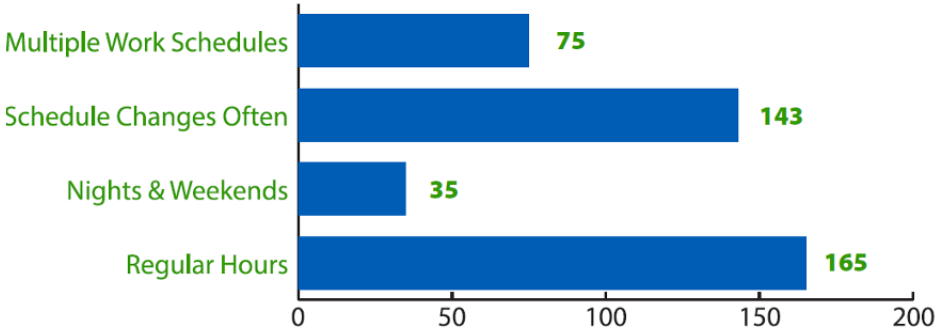
Source: 2019 California Child Care Portfolio, R&R Network

Figure 7.9 – Requests for Evening, Weekend or Overnight Child Care (Non-Traditional Hours of Care)

Age Group	All Children	Children in Families Earning under 85% SMI
0-2	1,177	396
3-5	3,204	1,960
6-12	4,446	2,216
Total	**8,827**	**4,572**

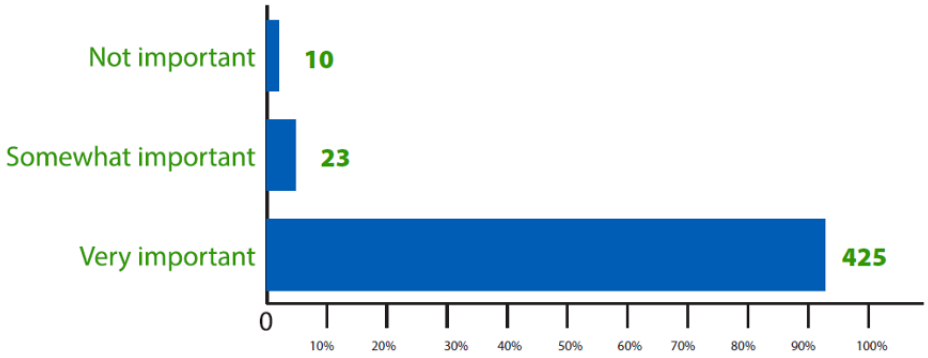
Source: 2018 ELNAT

Figure 7.10 – Parents' Work Schedules, East Oakland



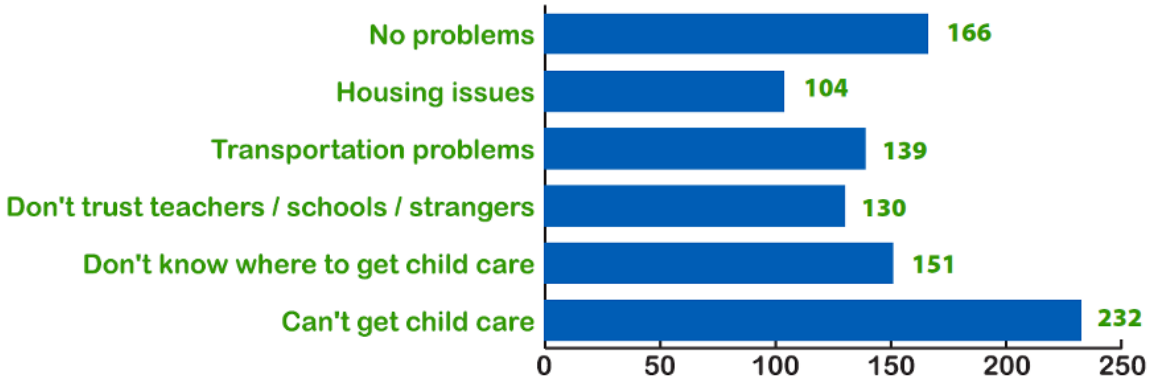
Source: Parent Engagement Study: Informal Care in East Oakland (Parent Voices Oakland for OSSS)

Figure 7.11 – Importance of Choosing Child Care



Source: Parent Engagement Study: Informal Care in East Oakland (Parent Voices Oakland for Oakland Starting Smart and Strong)

Figure 7.12 – Parent's Biggest Worries/Concerns about Child Care



Source: Parent Engagement Study: Informal Care in East Oakland (Parent Voices Oakland for Oakland Starting Smart and Strong)

"I would only work part time jobs because I didn't feel comfortable trusting anyone with my children. It's not that they're [center based or family child care providers] bad, we just have different values and ideas."

- East Oakland Parent

"I prefer home child care because it's a smaller group setting. We're African American and Muslim so we have dietary restrictions and I wanted something more personal. I want to build a relationship with the teachers."

- East Oakland Parent

22% of East Oakland families use FFN care because it is the best option for them

Transportation problems impact concerns about the child care system, especially for those with non-traditional or unpredictable work hours

Latino parents, parents who are students, and parents with nontraditional or unpredictable work hours are more likely to rely on FFN care

Parents who cited housing concerns were also more likely to identify "can't get child care" as a top 3 concern

C. Kindergarten Readiness and Community Resources:

In addition to affordable child care, preschool, and after school programs and changes to income eligibility requirements for subsidized care that take into high cost of living, parents responding to the First 5 Kindergarten Readiness report parent survey indicated they wanted to see more of the following to support Kindergarten Readiness:

- Playgroups to promote child development
- Better access to libraries
- Recreation programs that operate during school breaks and other free community events/activities

In addition, parents reported the desire for support for basic needs and help accessing basic need programs.

PARENTS' USE OF COMMUNITY RESOURCES

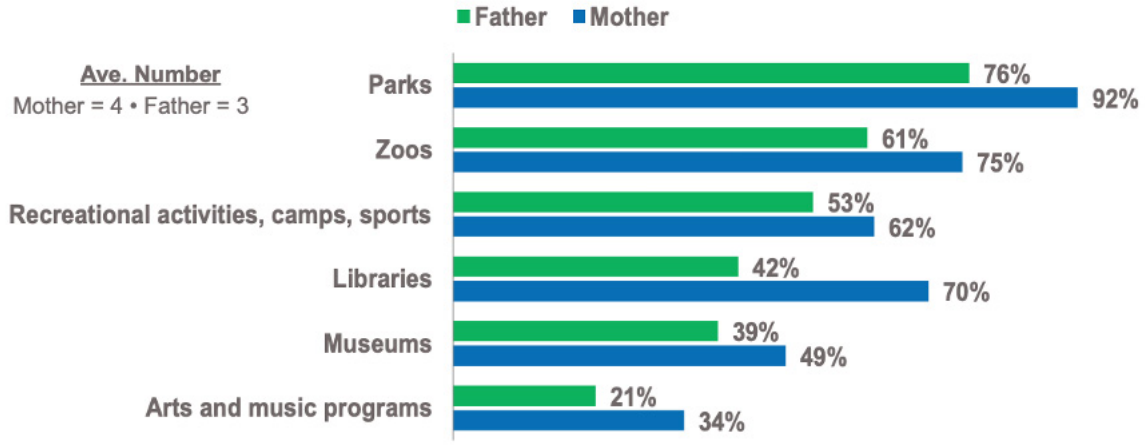
Kindergarten readiness has been correlated with families' use of community resources. Parents' responses to their use of community resources was reported in the First 5 Alameda County Kindergarten Readiness report parent survey. In addition to the categories charted below, parents also expressed interest in support groups, parent cafes, and play groups.

It is logical to consider how improving access to community resources for families may be applied to Family, Friend and Neighbor caretakers as a strategy for supporting quality and Kindergarten Readiness for children in informal care.

PARENTS' USE OF PARENTING PROGRAMS, SERVICES, AND SUPPORTS

The following information from the Kindergarten Readiness study may inform strategies for family engagement and support, including license-exempt Family, Friend and Neighbor caretakers.

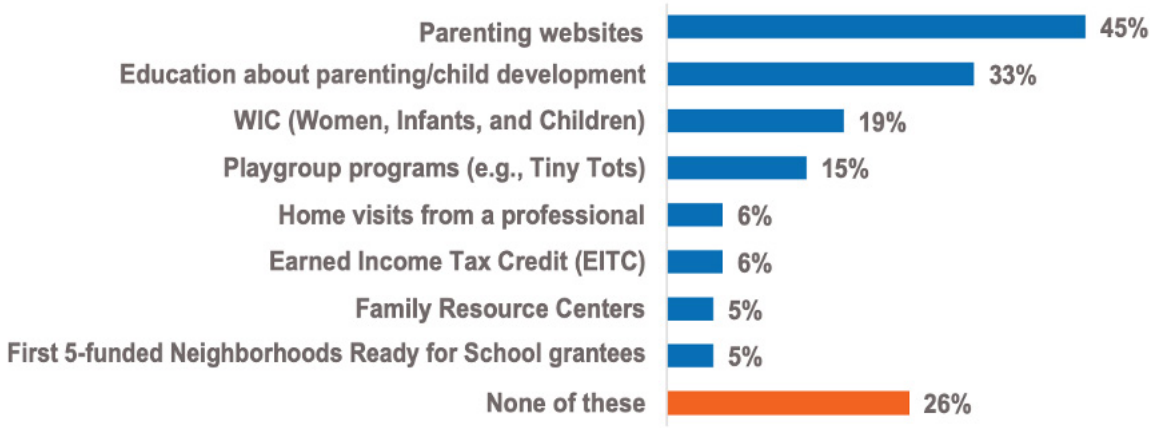
Figure 7.13 – Parent's Use of Community Resources



Source: First 5 Alameda County Kindergarten Readiness 2019 Comprehensive Report

Note: N=1,124 respondents

Figure 7.14 – Parents' Use of Parenting Programs, Services, and Supports



Source: First 5 Alameda County Kindergarten Readiness 2019 Comprehensive Report

Note: N=1,090 respondents

Section 8 - Cost of Care and Affordability

In this section, we address cost of care and comparisons of state child care reimbursement rates and what is known about the actual market rates of care by age group and setting.

In Alameda County, not unlike many high cost areas in the Bay Area and the country, most families struggle to meet the high costs of child care. In many families these tough financial choices result in suspended participation in the workforce. This is particularly true for women. Two-parent families may experience schedule-juggling and additional family stress to minimize the cost of having to pay someone to watch their child(ren).

Child care costs simply do not "pencil out"[60] for families, consequently many make creative and tough choices about staying in the workforce and cobbling together solutions for their families. Clearly, these strategies are difficult, and present added pressure on families with limited resources, particularly single parents and families struggling to make ends meet.

According to the U.S. Department of Health and Human Services (HHS), child care is affordable if it costs no more than 7% of a family's income. By this standard, **only 6.9%** of California families can afford infant care. A minimum wage worker in California would need to work full time for **33 weeks, or from January to August**, just to pay for child care for one infant.[61] Clearly, due to the cost of living, this is an even greater problem in Alameda County and the greater Bay Area.

The average cost of child care in Alameda County is over 40% of the average families' income.[62]

Both of the preceding scenarios reflect a cost of care that outstrips families' ability to pay according to the national recommended standard of no more than 7%.[63]

Impact of Cost on Families

In Alameda County, a single-parent family working full-time and at minimum wage ($15 per hour) would have to pay more than half of their net income to pay for care for one child.

The average cost of child care in Alameda County is over 40% of the average families' income.

60 "Pencil out" meaning, "of an investment, to make sense financially".
61 Economic Policy Institute, "The Cost of Child Care in California", https://www.epi.org/child-care-costs-in-the-united-states/#/CA
62 The average annual cost of center care for an infant ($25,812) and preschooler ($19,350) in a family of four with a median county income of $111,700.
63 According to the U.S. Department of Health and Human Services (HHS), child care is considered affordable if it costs families no more than 7 percent of their income. June 20, 2019

A. Annual Cost of Full Time Child Care

Across reimbursement rate types, infant/toddler care is consistently the most expensive type of care. The following charts display the disparity between voucher rates (Regional Market Rate RMR ceilings), State contracted center rates (State Reimbursement Rates – SRR) and private payer Market Rates. In almost all instances, the state reimbursement rates fall short of the market. Further, the private market rate does not reimburse care at the true cost of quality care at a rate that pays a living wage to teachers and child care professionals.

Figure 8.1 – Annual Cost of Full Time Child Care

Cost/Reimbursement Type	INFANT/TODDLER		PRESCHOOL		SCHOOL AGE	
	Center	FCC	Center	FCC	Center	FCC
Standard Reimbursement Rate (Title 5 Contracts)	$29,011 (infant) $21,401 (toddler)	N/A	$11,964	N/A	$11,890	N/A
Alameda County Pilot Reimbursement Rate	$30,908 (infant) $22,801 (toddler)	N/A	$12,818	N/A	$12,667	N/A
2020-21 Voucher Reimbursement Ceiling (Based on 2016 Regional Market Rate)	$22,589	$15,009	$16,359	$14,433	$10,507	$10,103
2018 Voucher Regional Market Rate (RMR) - 75th Percentile	$24,393	$16,971	$19,053	$16,819	$13,534	$13,478
2018 RMR - 85th Percentile	$26,286	$18,457	$20,959	$18,103	$16,255	$16,514
Average Alameda County Market Rate During COVID-19	$25,812	$19,350	$23,016	$18,060	N/A	N/A

Source: California Department of Education. Average Alameda County Market Rate During COVID-19 is from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. First 5 Alameda County also studied the Private Market Rates for centers by searching all online posted rates.

Note: Cost of school-age child care is calculated assuming full-time, full-year care. Standard Reimbursement Rate assumes 240 days of operation.

B. Family Fees

Federal and state subsidy programs require a family fee, requiring families to share in the cost of care. In California families earning below 50% of the state median income are not required to pay family fees, with the family fee threshold beginning at 50% of SMI.

For state center contractors the fee is collected by the center program. For vouchered families the fee is in some instances collected by the provider and in other instances collected by the Alternative Payment Agency depending upon the administrative policies of individual Alternative Payment Agencies. Fees for families are particularly problematic in high cost counties, such as Alameda County, where families housing costs result in little or no disposable income. Fee collection is also an administrative burden both to calculate and to collect. It also can result in providers eating the costs as many providers realize that these fees are not realistic for families to pay and decide to absorb the cost themselves, though it puts pressure on their businesses.

The family fee scale is set by the California Department of Finance. The fees are set per family with a graduated fee for income with adjustments for family size. Monthly fees for full-time care range from $64 to $645 depending upon the family size and income.

The following families are exempt from paying family fees:

- Families with children who have been identified as at risk of abuse or neglect may be exempt from paying a family fee for 12 months when the referral indicates that the fee is waived.
- Families with children who are receiving Child Protective Services may be exempt from paying a family fee for 12 months when the referral indicates that the fee is waived.
- Families receiving California Work Opportunity and Responsibility to Kids (CalWORKs) cash aid.
- Families with children receiving part-day California state preschool program (CSPP) services.
- Families receiving Severely Disabled Program (CHAN) services.

Figure 8.3 – Annual Cost of Family Fees from State Contracted Agencies

Family Fees Cost Calculations	
Center Based-Programs	$2,000,000
BANANAS	$460,789
4C's	$633,514
Hively	$288,000
CFCS	$172,968
Davis Street	$254,778
Increase Due to Pilot	$200,000
Total	**$4,010,049**

Source: 2018 family fees cost calculations from the Measure A fiscal model.

Figure 8.2 – Examples of Family Fees for Subsidized Families

Family Size	Annual Family Income at Approx. 50% SMI	Monthly Family Fee Part-time	Monthly Family Fee Full-time	Annual Family Income at Approx. 85% SMI	Monthly Family Fee Part-time	Monthly Family Fee Full-time
1 or 2	$30,504	$32	$64	$78,216	$323	$645
3	$33,900			$86,928		
4	$38,916			$99,792		
5	$45,144			$115,752		

Source: Family fee schedule for 2020-21.

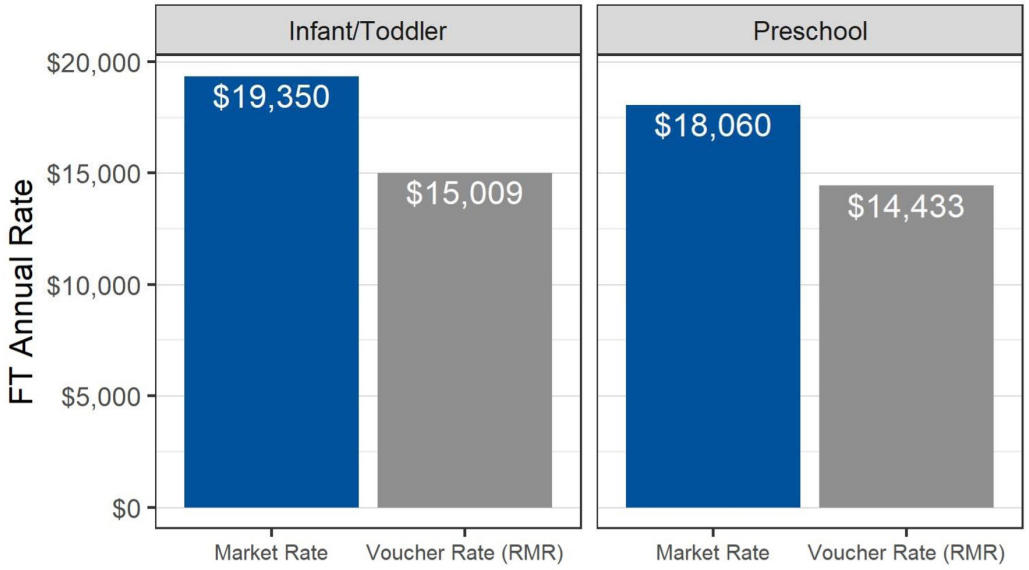
Figure 8.4 – Average Annual Copay Paid by Families Accessing Subsidies

State voucher rate ceilings are frequently below the rate providers charge. This leaves families with a co-payment for the difference between the charged rate and the state reimbursement.

Setting	Infant/Toddler	Preschool
Family Child Care	$4,341	$3,627
Center	$3,223	$6,657

Source: Difference between the Market Rate and Voucher Rate (RMR). Market Rates are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. A recent Needs Assessment Market study revealed that the problem of co-pays in centers is compounded by additional fees charged by many providers, particularly centers. These fees are an allowable cost within the state rate, however, due to the low rate cannot be covered, thus leaving low-income families with an additional out-of-pocket expense that they cannot afford.

Figure 8.5 – Family Child Care Rate Analysis



Source: Market Rates are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 210 Percentiles are weighted according to the number of children enrolled by age to ensure that the calculated percentiles more accurately reflect the distribution of rates. Some providers may charge separate rates for infant and toddlers. The voucher rate (RMR) is the full time 2020-21 Voucher Reimbursement Ceiling (based on 2016 Regional Market Rate).

Figure 8.6 – Distribution of Infant/Toddler Family Child Care Rates

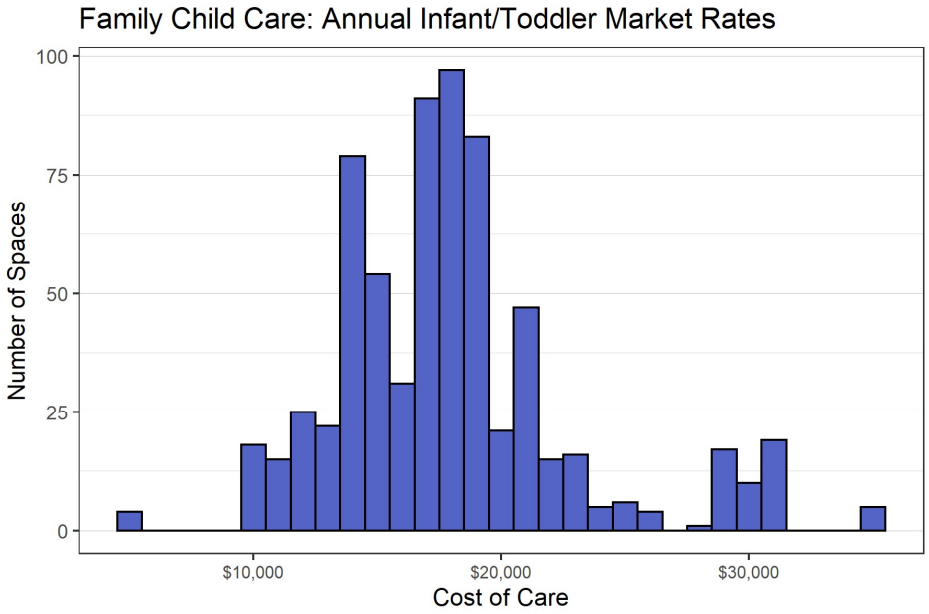


Figure 8.7 – Distribution of Preschool Family Child Care Rates

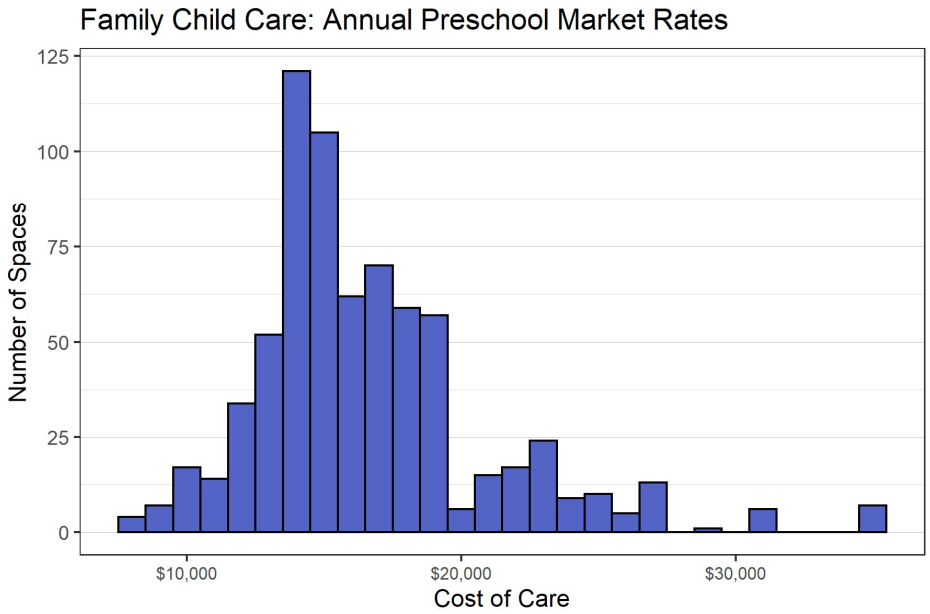
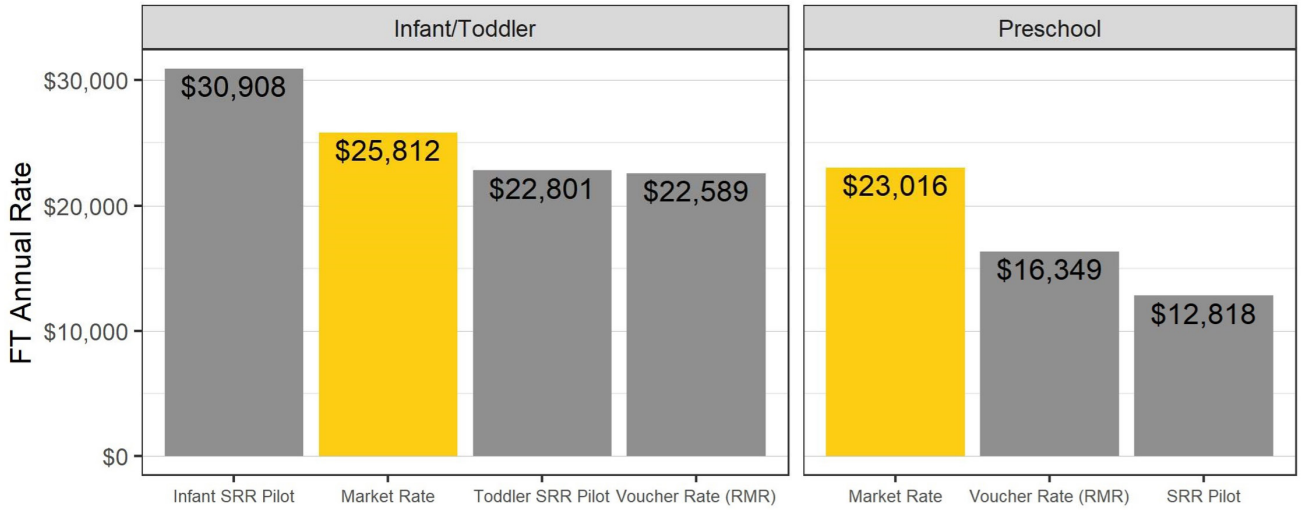


Figure 8.6 and 8.7 Source: Market Rates are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 210 Percentiles are weighted according to the number of children enrolled by age to ensure that the calculated percentiles more accurately reflect the distribution of rates. Some providers may charge separate rates for infant and toddlers. The voucher rate (RMR) is the full time 2020-21 Voucher Reimbursement Ceiling (based on 2016 Regional Market Rate).

Figure 8.8 – Center Rate Analysis



Source: Market Rates are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 182 Percentiles are weighted according to the number of children enrolled by age to ensure that the calculated percentiles more accurately reflect the distribution of rates. Some providers may charge separate rates for infant and toddlers. The voucher rate (RMR) is the full time 2020-21 Voucher Reimbursement Ceiling (based on 2016 Regional Market Rate). The SRR Pilot rate is the Standard Reimbursement Rate (SRR) for state contracted child care programs, assuming 240 days of operation.

Figure 8.9 – Distribution of Infant/Toddler Center Rates

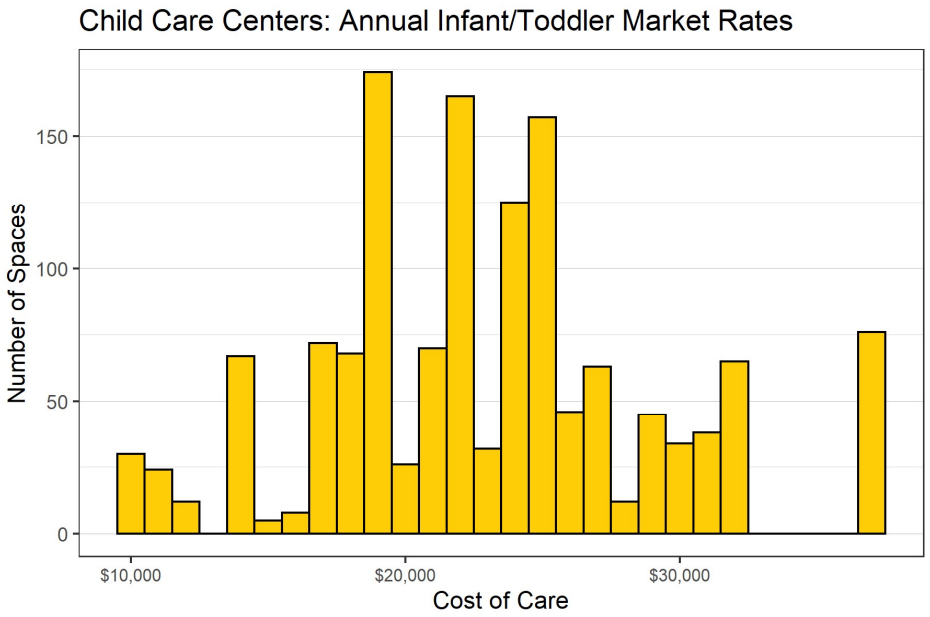
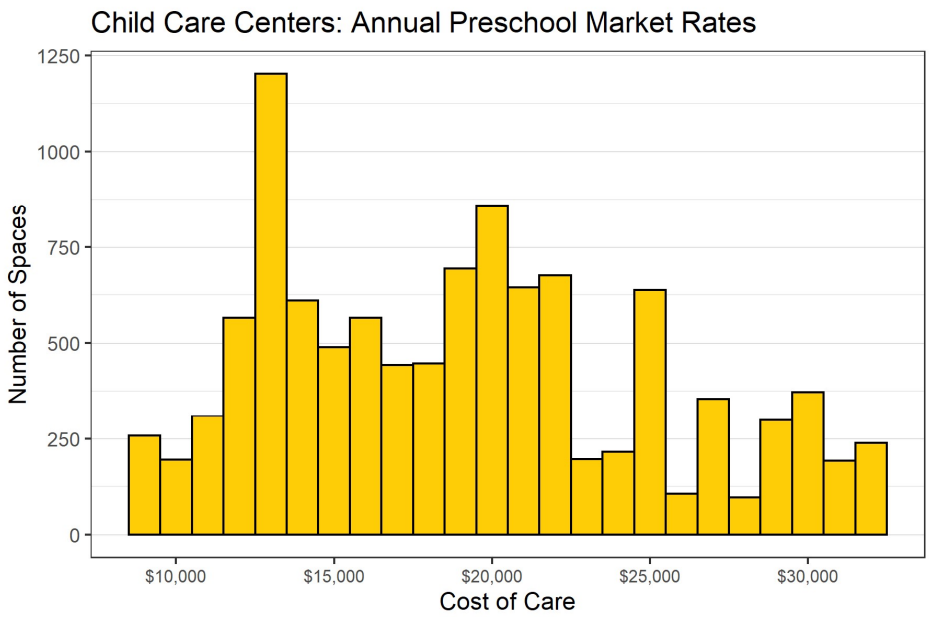


Figure 8.10 – Distribution of Preschool Center Rates



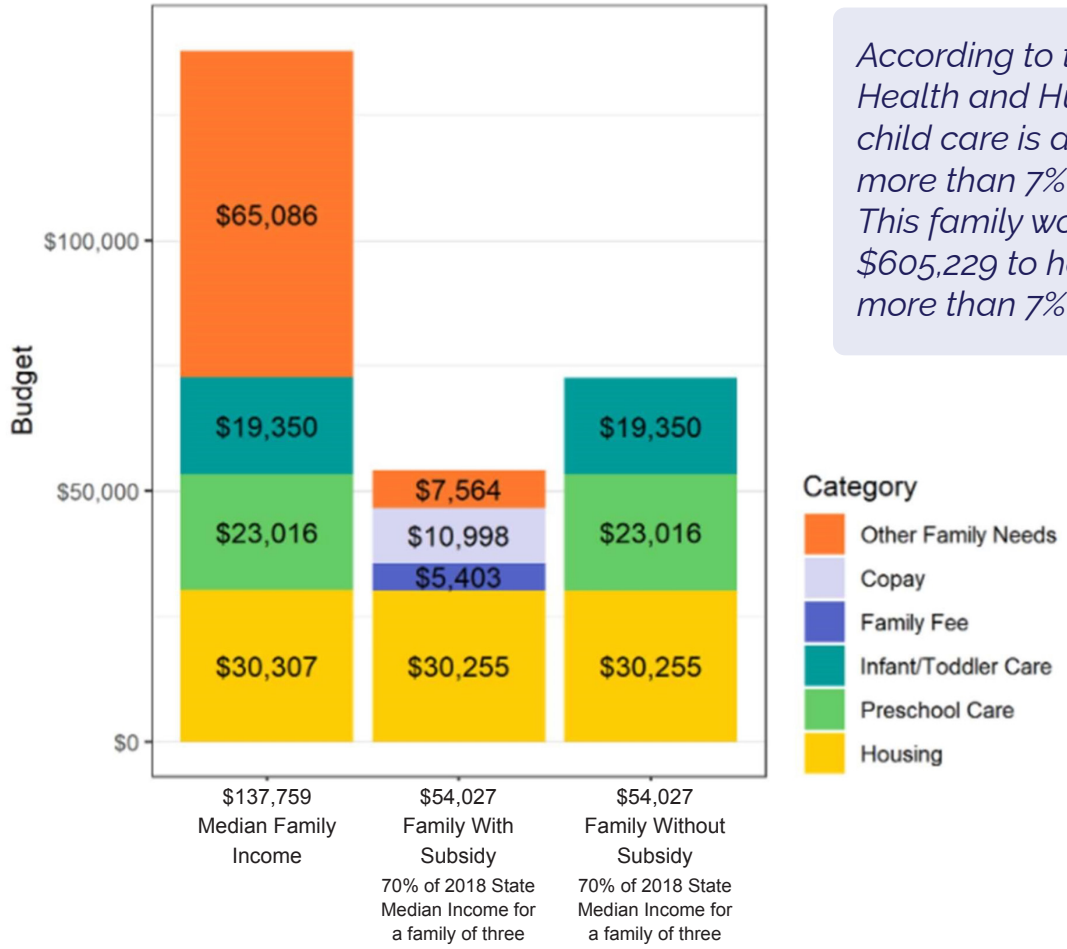
Source: Market Rates are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 182 Percentiles are weighted according to the number of children enrolled by age to ensure that the calculated percentiles more accurately reflect the distribution of rates. Some providers may charge separate rates for infant and toddlers. The voucher rate (RMR) is the full time 2020-21 Voucher Reimbursement Ceiling (based on 2016 Regional Market Rate). The SRR Pilot rate is the Standard Reimbursement Rate (SRR) for state contracted child care programs, assuming 240 days of operation.

Figure 8.11 – Family, Friend, and Neighbor Voucher Rate Analysis

Age Group	Full-time Weekly	Full-time Hourly	Part-time Hourly
One Infant/Toddler	$213.10	$5.33	$4.74
One Preschooler	$207.41	$5.19	$4.61
One School Age Child	$160.58	$4.01	$3.57

Source: License-exempt child care provider rate is 70 percent of the family child care home 2020-21 voucher rate (RMR) ceiling, based on 2016 Regional Market Rate.

Figure 8.12 – Annual Child Care and Family Budgets



According to the U.S. Department of Health and Human Services (HHS), child care is affordable if it costs no more than 7% of a family's income. This family would need to make $605,229 to have child care cost no more than 7% of their income.

Source: 2019 Alameda County R&R Child Care Portfolio. Market rates and copays are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. Assuming family of three with one parent, one infant/toddler in family child care, and one preschooler in center-based care.

Figure 8.13 – Annual Child Care and Family Budgets

Income Eligible Family Without Subsidy				
Annual Income	**% Housing**	**% Preschooler Care**	**% Infant/Toddler Care**	**% of Income Needed to Cover Costs**
$54,027	56%	42%	36%	134%
Income Eligible Family with Subsidy				
Annual Income	**% Housing**	**% Family Fee**	**% All Other Family Needs**	**% of Income Needed to Cover Costs**
$54,027	56%	10%	34%	100%
Family at Median Family Income				
Annual Income	**% Housing**	**% Preschooler Care**	**% Infant/Toddler Care**	**% Remaining for All Other Family Needs**
$137,759	22%	17%	14%	47%

Source: 2019 Alameda County R&R Child Care Portfolio. Market rates are from the October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. Assuming family of three with parent, one infant/toddler in family child care, and one preschooler in center-based care.

Average Annual Family Child Care Fee

$233.08

23% of FCC survey respondents charge fees

Average Annual Center Fee

$376.38

78% of center survey respondents charge fees

Source: October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 392 These fees are on top of tuition. Notably, the voucher rate allows for the payment of these fees but only when the total cost remains below the RMR ceiling. Consequently these fees further limit families access to care due to the inability of subsidized families to afford additional out-of-pocket costs.

Types of Fees Charged by Child Care Programs:

- 1st Week Probation
- Application
- Art/Garden
- Cleaning Supplies
- COVID-19
- Deposit
- Earthquake Kit
- Emergency Materials
- Enrollment
- Extended Care
- Insurance
- Late Payment
- Late Pick Up/Early Drop Off
- Materials
- Registration
- Space Holding/Waitlist
- Tech

Source: October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County.

Section 9 - Early Care and Education Workforce

The Alameda County early care and education formal workforce is an estimated 4,085 center workforce professionals and 1,281 family child care professional owner-operators and 2,314 staff, for a total ECE workforce estimate, pre-COVID, of 7,680.[64]

Detailed data is now available through the California ECE Workforce Registry, which now holds approximately 4,000 Alameda County ELC professionals, of which 2,348 work with children. While this sample is not yet fully representative of the early care and education workforce field in Alameda County, much of the data confirm what is broadly understood and supports a better understanding of the gaps and needs of the workforce.

Data provided by the ECE Workforce Registry indicates that a majority of the ECE workforce are women (96.3%), and, in particular, 79% as women of color. Only 18% of the workforce identifies as White, while 27% identify as Hispanic or Latino, 25% as Asian, and nearly 18% as Black or African American. While English is the most commonly spoken language (67.7%), 16.8% of the workforce speaks Spanish and 5% speak Cantonese.

An estimated 64% of the ECE workforce has a higher education degree. The majority of the ECE workforce has more than a high school education, with 25.8% who have participated in some college education, 23.8% with an associate degree, and 28.3% with a bachelor's degree. 32.3% of the workforce have degrees in ECE or child or human development, while other degrees include education, psychology, social work, and more

The workforce is largely over 30 years old, with only 15% being under 30, and 40% being 50 or older. Many family child care providers work into their late years, far beyond retirement age with little benefits to fall back upon.

Key early care and education workforce needs in Alameda County are informed by the ECE Workforce study from 2016,[65] as well as recent new data pulled from the Workforce Registry. The data from these sources underscore key themes of the early care and education workforce and inform local response to meet providers' needs.

The Early Learning and Care workforce sector in Alameda County is greatly underfunded and its teachers historically underpaid in comparison to the K-12 education workforce. Many early educators struggle to balance the demands of work, and family, while being pressured to obtain/maintain the necessary certifications to remain qualified in their positions as an early educator. This despite miserable compensation for doing so. Early care educators find themselves burdened with expenses related to accessing

further professional development, coupled with lack of compensation and societal respect for doing so, thus resulting in declining new and continuing individuals within the field of early care.

As of 2017, the median hourly wage for early educators was $11.61 and nearly half of the ECE workforce in California was dependent upon some form of public service (Medical, Cal fresh, subsidized childcare and housing).[66] Historically the earnings of this workforce are significantly lower than other

64 Workforce estimates for license-exempt programs and license-exempt family, friend, neighbor and nannies is unavailable.
65 Center for the Study of Child Care Employment, Alameda County Early Care and Education Workforce Study, 2016.
66 Melnick, H., Tinubu Ali, T., Gardner, M., Maier, A., & Wechsler, M. (2017, June 1). Understanding California's Early Care and Education System. Learning Policy Institute.

educators, early educators' earnings equate to about half the earnings of educators in K-5 education, barely exceeding the poverty threshold ($24,600 for a family of four in 2017). While they remain in the bottom quintile of salaries in the US, this workforce is less likely to have benefits offered as part of their employment package and some ECE programs keep scheduled hours to below 32 hours/week in order to avoid legal requirements to provide benefits.[67] In order to afford the basic needs of their families and households, an increased number of educators are taking second jobs to supplement their current income and lack of benefit packages. Increasing support for the early education workforce is vital in maintaining the integrity of the early education system as a whole and ensuring the sustainability of this workforce. Low educator retention rates are in large part due to the lack of support and nominal compensation rates in the ECE field. Not only do these rates affect the stability of the workforce, they also have a direct effect on the quality of education provided by educators participating in the Alameda County ECE programs.[68] [69]

Salary scales and inadequate compensation, including lack of health and dental, lack of substitutes to allow employees free access to self-care when mentally or physically ill, pressure to support colleagues and children when ill and need the day off, and lack of substitutes to take one's place for a much-needed time off are all contexts for the challenges of meeting the workforce needs as well as the needs of families and children.

DUAL LANGUAGE LEARNERS

California Department of Education kindergarten data on Alameda County public school enrolled Transitional Kindergarten/Kindergartners demonstrates the significant dual language learner population to be served in early care and education programming to help children ready for school. In FY 19-20 amongst public school TK/Kindergarten enrollments there were 52 different home languages. Over 30% of TK/kindergartners in Alameda County are English language learners. Over half of English Language Learner TK-K children had Spanish as their home language, which represents over 15% of all TK/Kindergarteners. The second largest group of English language learners was Mandarin at 7.6%, followed closely by Cantonese at nearly 7%.

The needs of the English language learner students and families inform the importance of strategic workforce professional development and support in relation to the workforce strategies. Alameda County partners in the Quality Counts Consortium have underscored the need for training, cultural competency, coaching and technical assistance activities. Additionally, providers need the combined approach to professional development to move from knowledge acquisition to planning and implementing teaching and family support practices to evaluating and understanding the impact of their work to serve dual language learners and address cultural responsivity.

Notably, the strategies to support the needs of families through professional development of the workforce further highlights the workforce's own ELL needs. Consequently, the partners in Quality Counts also identified the need for the creation and support of cohorts to obtain higher education units. In

response, Alameda County, through the leadership of the Alameda County Early Care and Education Program, applied and was selected as one of the pilot counties to implement the ***Dual Language Learners Professional Development Project*** developed by the California State University of Channel Islands and funded by CDE. The county has adopted this approach through a cohort with content focused on dual language learners, cultural responsivity, and family engagement, systemic in nature by including both supervisors and teachers. This cohort has also reinforced the best practice approach that is clear -- the content needs to be organized to include family engagement to truly ensure it is addressing dual language acquisition and cultural responsivity. The success of the cohort reinforces the need for trainings and practical implementation support. For instance, the cohort has content linked to the current curriculum used by the sites, supporting their implementation of the strategies within their existing work. The multiple points of contact of the cohort focus on

67 Ullrich, R., Hamm, K., & Schochet, L. (2017, February 6). 6 ***Policies to Support the Early Childhood Workforce.*** Center for American Progress. https://www.americanprogress.org/issues/early-childhood/reports/2017/02/06/298085/6-policies-to-support-the-early-childhood-workforce/

68 Mclean, C. (2020, February 11). ***Increased Compensation for Early Educators: It's Not Just "Nice to Have" — It's a Must-Have | Center for the Study of Child Care Employmen***t. https://cscce.berkeley.edu/increased-compensation-for-early-educators-its-not-just-nice-to-have-its-a-must-have/

69 Notably there are high quality programs which have low-wage earning staff. But this becomes increasingly difficult as these workforce professionals are forced to take second jobs or are only able to get by with some form of public assistance.

implementation of strategies, practices, and behavior change, which builds on the topical content introduced on DLL, cultural responsivity, and family engagement, and further supports the providers in their practice change. The practical work is supported by coaches meeting programs regularly and working on integrating strategies in to planning and reflecting on the work after carrying out the practical.

The cohort approach has the additional benefit of being built to link with California State University, for the potential of earning credits. Participants are supported in the engagement through both a stipend payment and having their tuition covered. These strategies increase the likelihood of engaged participants and supported follow through.[70]

The overall goal is for ECE educators to systematically incorporate curricular adaptations, modifications, and enhancements to ensure DLL children have full access and effective participation in all of the planned and spontaneous daily learning experiences. In Alameda County, during COVID-19, there have been specific requests for further support for implementation of best practices that serve young dual language learners.

When teachers provide dual language learners with positive environments that support children's language development, relationships with adults and peers, and connections to home, they support children in making the most of their "bilingual advantage" and help prepare them to make the most of later learning opportunities. If adequately supported, DLLs will make valuable contributions to the state's multicultural identity, and its economy. If their language and culture are not nurtured in these early years, the state not only risks losing potential social and economic benefits from DLL bilingualism but also imperils children's future prospects as they fall behind their monolingual peers in and out the classroom.

INCLUSION

Nearly 50% of the providers reporting in the Workforce Registry state that they serve children with special needs or developmental delays. The reality is that this statistic is likely an under reporting, as providers may not realize that children have a delay or need services. Of these providers, more than 50% have less than a bachelor's degree, therefore only a small percentage have received any specialized education in serving children with disabilities.

The Quality Counts Consortium in Alameda County supports professional development through training and technical assistance that guides implementation of universal developmental and social-emotional screening, and, more importantly, guides appropriate follow-up and linkage to service. This training is one piece of the process of serving children with disabilities: identification and linkage to services. The current training and technical assistance through QCC also support providers' capacity to use their screening results to individualize learning and support for children when concerns are identified.

The Alternative Payment agencies in Alameda County also support families in completing forms through Help Me Grow, which support early identification of delays, and these staff refer families as appropriate. While it is clear these are important parts of professional development supports to be retained, it has also been determined through provider surveys that more hands-on support is needed. Providers reported needing more support in their actual engagement with children with special needs, whether in the center classroom or in family child care. Providers need coaching support for their direct engagement with the children and families. Another professional support some providers have indicated that they need is access to additional teaching assistants/staff to support their work in the classroom or home.

One strategy to support early care with better caring for children with special needs is to ensure the ECE staff are part of the individualized service plan meetings for the children, either through early intervention or through local education agency. These meetings provide an opportunity for the ECE providers to hear strategies for supporting the child's growth and development directly from special education professionals. Historically, ensuring ECE provider participation in these meetings has been difficult due to conflicts in the scheduling approach. The shelter in place order due to COVID-19 has allowed for more ECE provider access to these special education meetings, as they have gone fully virtual. The virtual access makes it easier for ECE providers to participate in the meetings, while remaining at their ECE center or family child care. Going forward, it will benefit the ECE providers and families if early care professionals are able to continue

70 This effort is funded through the Quality Counts California Workforce Pathways Grant.

to participate virtually when in-person participation is not an option due to demands of center or family child care home.

The Alameda County Office of Education has received a 6.5 million dollar grant to support inclusive practices through the CDE's Inclusive Early Education Expansion Program Grant

(IEEEP). Six districts have partnered with ACOE along with ten Community Based Organizations (CBOs). The funding resources professional development and some facilities modification as well as equipment for accommodating classrooms and children. While this funding provides extensive professional development for those participating in the IEEEP and will provide some broader training opportunities, there remains programs that are unserved or underserved.

In partnership with the Alameda County Office of Education, providers have access to professional learning series (where professional development hours are earned) and community college cohorts focused on inclusive practices earning college level units that have been identified as needed for supporting providers in delivering inclusive settings. Topics include CPIN Foundations and Frameworks, Center on the Social and Emotional Foundations for Early Learning (CSEFEL), Beginning Together, ASQ/ASQ/SE, Learn the Signs, Act Early, Trauma Informed Practices, Inclusion Classroom Profile, family partnership strategies with a focus on disabilities, and other CDE required and/or recommended trainings.

APPRENTICESHIP PROGRAM

The Head Start Early Educator Apprenticeship Program[71], administered by the YMCA of the East Bay is a workforce strategy educating and training apprentices for a career in early care and education. The cohort-based program is aligned to the California Commission on Teacher Credentialing targets, as well as Title 5 and Head Start requirements. The program is structured in three tiers with apprentices earning units or higher-level degrees as well as Child Development Permits at the completion of each tier and securing job placement. At the end of the third tier, apprentices earn a BA degree and a Site Supervisor/Program Director permit. Apprentices are provided with on-the-job training and mentorship, no-cost college courses and tutoring, stipends and a wage tied to professional milestones, soft and hard skills training, and a variety of enhanced supports, such as transportation and child care, to ensure their success in the program. The two-generational approach to the program, places an emphasis on the whole family and provides benefits for participating parents and children. To date, 157 apprentices have graduated from the program; 114 earned an Associate Teacher Permit (Tier I); 43 earned AA degrees and Teacher Permits (Tier II) and 20 earned Bachelor's Degrees (Tier III). There have been over 300 participants since the inception of the program in 2016.

71 The Apprenticeship program is supported by Alameda County Social Services Agency- CalWORKs Employment and Training funding, First 5 Alameda, philanthropy, and other resources.

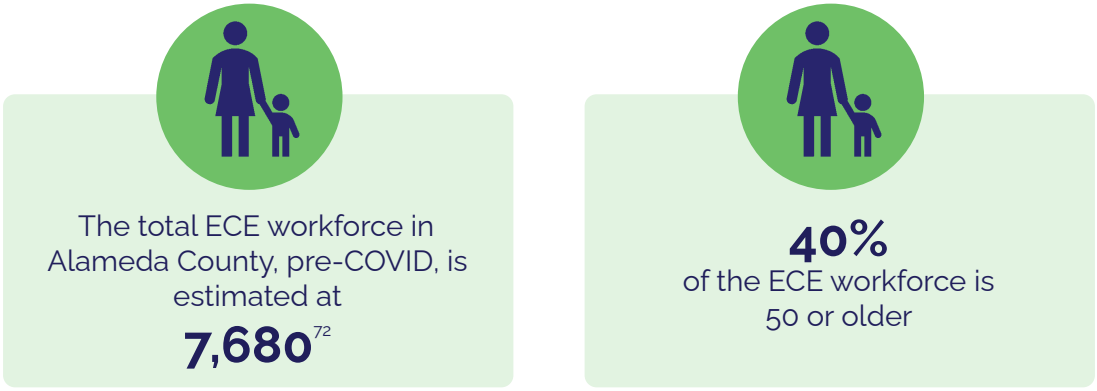


Figure 9.1 – ECE Workforce by Age Group

Age	FCC	Center	Other	Total
Under 30	15 (16%)	299 (16%)	43 (12%)	357 (15%)
30-49 years	38 (41%)	826 (44%)	176 (47%)	1,040 (44%)
50 or Older	40 (43%)	756 (40%)	154 (41%)	950 (40%)
Total	**93 (100%)**	**1,881 (100%)**	**373 (100%)**	**2,348 (100%)**

Source: October 2020, CA ECE Workforce Registry

Note: "Other" category includes respondents who did not share their work setting or indicated that they work in both FCCs and centers. Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

72 Workforce estimates for license-exempt programs and license-exempt family, friend, neighbor and nannies is unavailable.

ECE Workforce by Age and Provider Type

Figure 9.2 – Distribution of ECE Professional Age

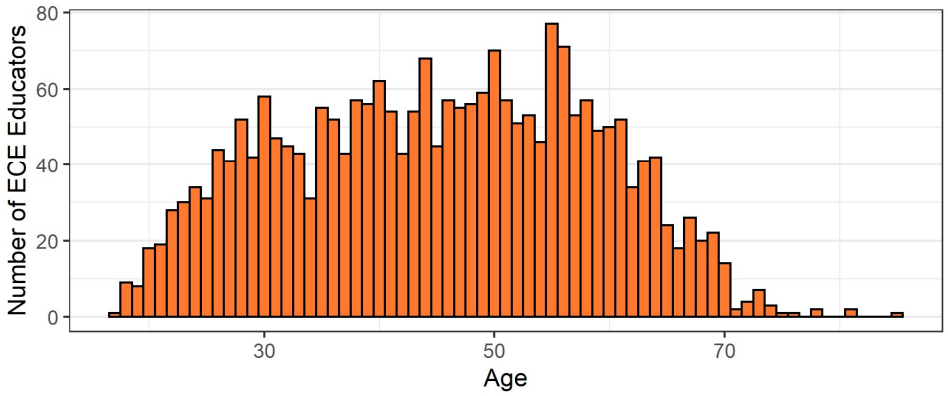


Figure 9.3 – Distribution of Family Child Care ECE Professional Age

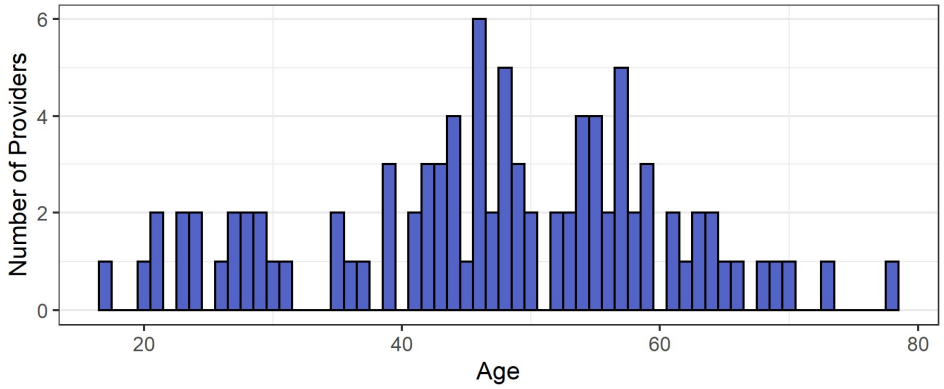
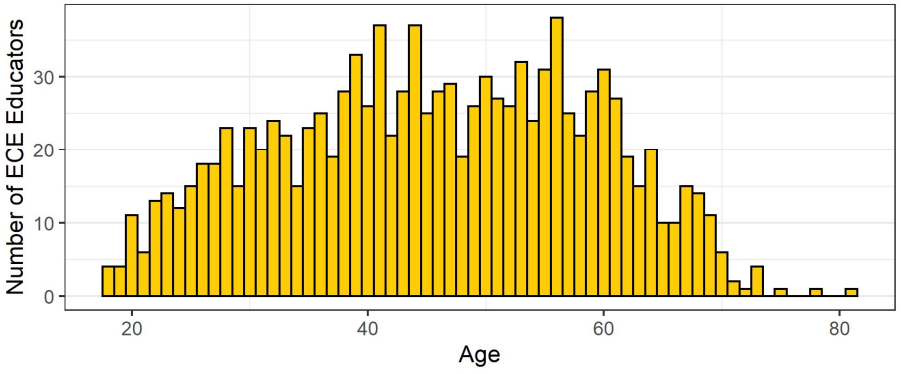


Figure 9.4 – Distribution of Family Child Care ECE Professional Age



Figures 9.2, 9.3 and 9.4 source: October 2020, CA ECE Workforce Registry

Note: "Other" category includes respondents who did not share their work setting or indicated that they work in both FCCs and centers. Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Race/Ethnicity of ECE Workforce

Figure 9.5 – Race/Ethnicity of ECE Workforce

Race/Ethnicity	Number	Percent
Asian	588	25.0%
Biracial and Multiracial	69	2.9%
Black or African American	417	17.8%
Did Not Answer	3	0.1%
Hispanic or Latino	645	27.5%
Native American or Alaskan Native	17	0.7%
Other	158	6.7%
Pacific Islander	18	0.8%
White or Caucasian	426	18.1%
Not Reported	7	0.3%
Total	**2,348**	

Figure 9.6 – Race/Ethnicity of ECE Professionals

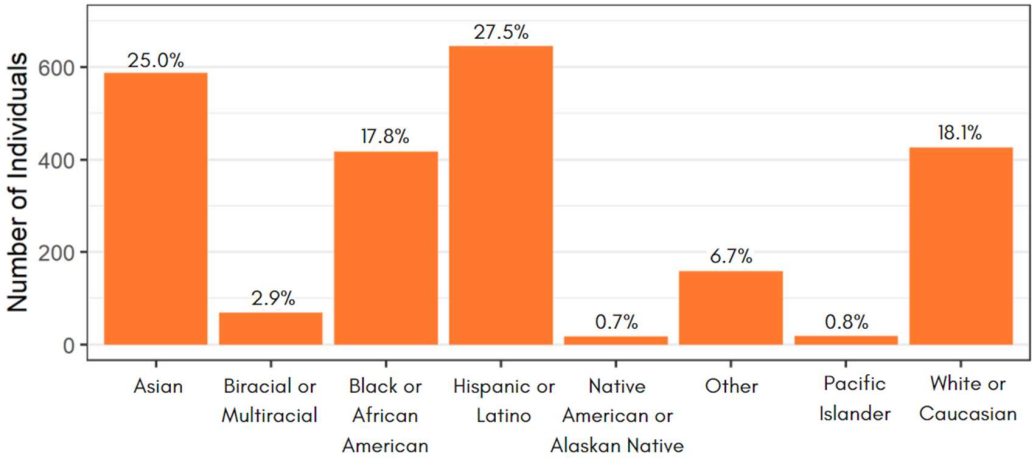


Figure 9.7 – Race/Ethnicity of Family Child Care ECE Professionals

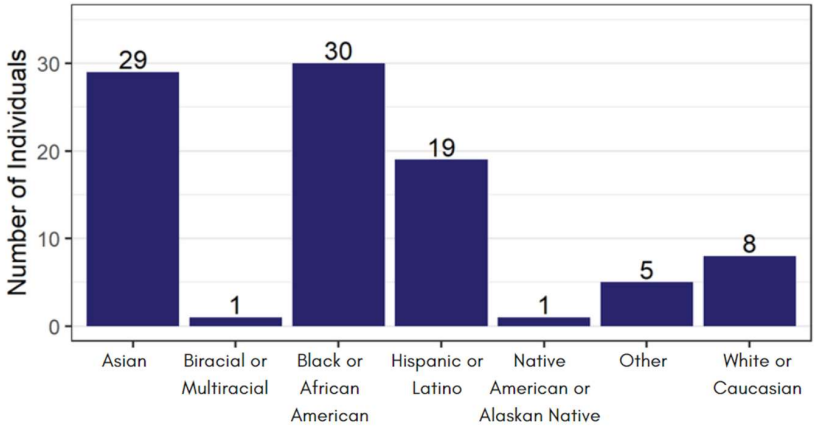
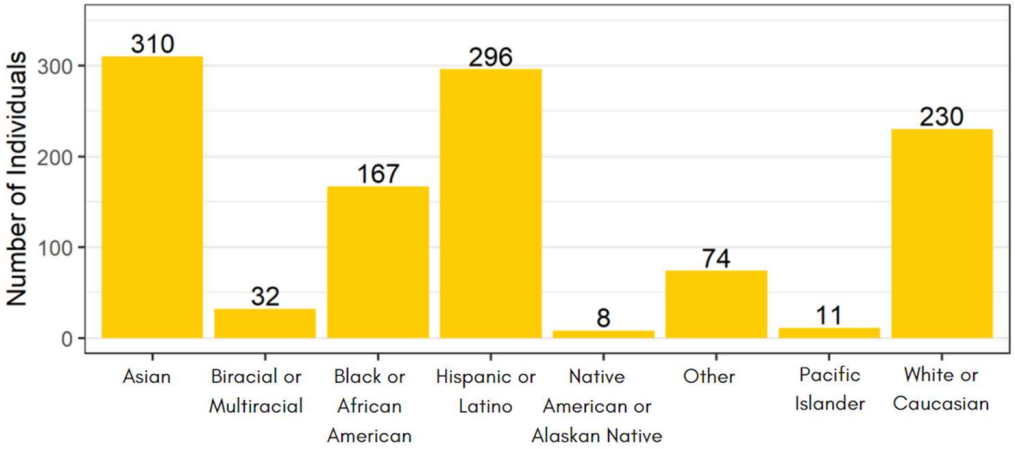


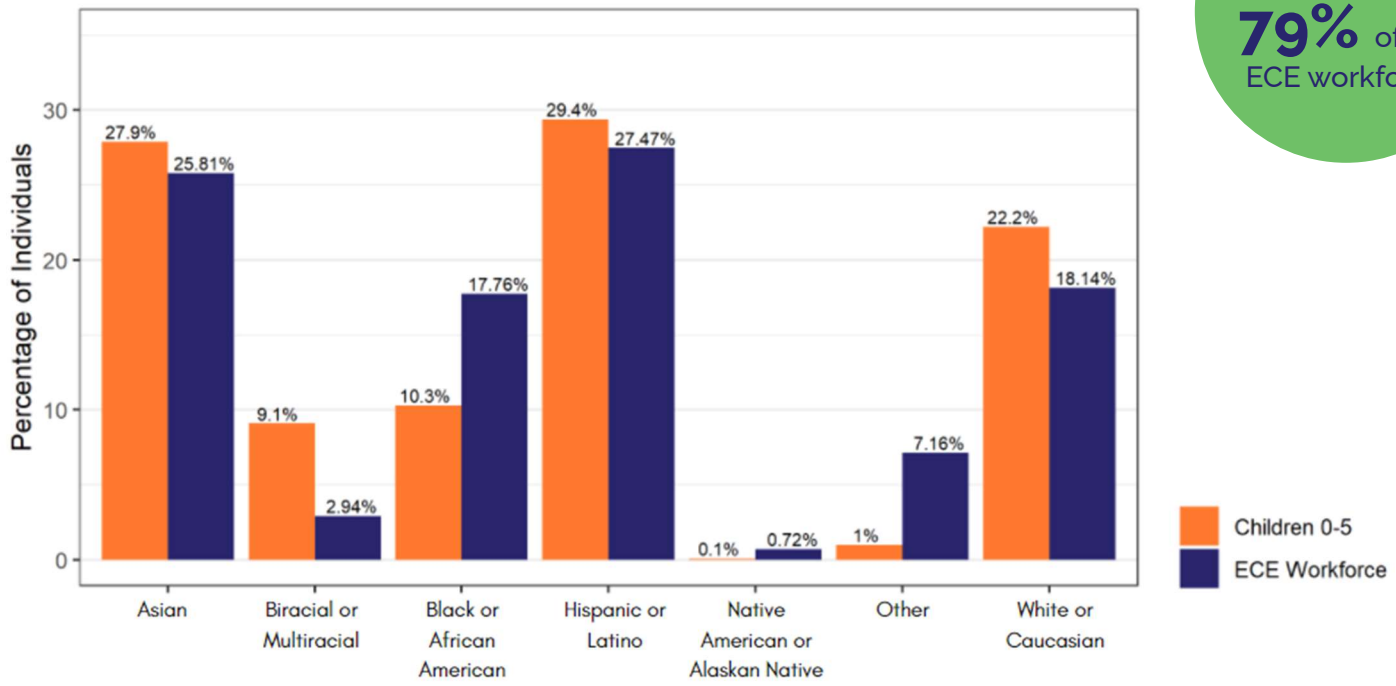
Figure 9.8 – Race/Ethnicity of Center ECE Professionals



Figures 9.5, 9.6, 9.7 and 9.8 source: October 2020, CA ECE Workforce Registry

Note: "Other" category includes respondents who did not share their work setting or indicated that they work in both FCCs and centers. Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.9 – ECE Race/Ethnicity Compared to Child Race/Ethnicity (Ages Birth to 5)



Women of Color make up **79%** of the ECE workforce

Source: 2018 ELNAT and October 2020 CA ECE Workforce Registry

Note: Race/Ethnicity options vary for children and ECE workforce data. Children identified as Filipino included in Asian percentage. ECE workforce identified as Pacific Islander included in Asian percentage.

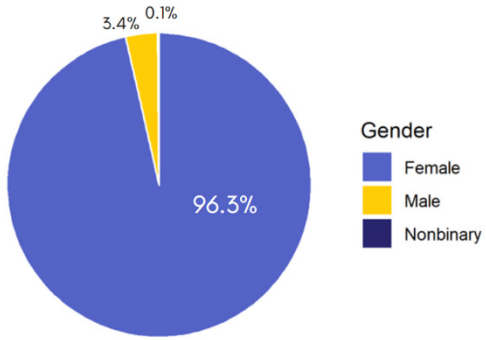
Figure 9.10 – Gender of ECE Professionals Chart

Gender	Number	Percent
Female	2,261	96.3%
Male	80	3.4%
Nonbinary	3	0.1%
Not Reported	4	0.1%
Total	**2,348**	

Source: October 2020, CA ECE Workforce Registry

Note: Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.11 – Gender of ECE Professionals



Source: October 2020, CA ECE Workforce Registry

Note: Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.12 – Languages Spoken by the ECE Workforce

Languages Spoken	Number	Percent
Arabic	22	0.94%
Armenian	1	0.04%
Cantonese	**117**	**4.98%**
English	**1,590**	**67.72%**
Farsi	25	1.06%
French	3	0.13%
Hmong	1	0.04%
Japanese	4	0.17%
Korean	4	0.17%
Mandarin	58	2.47%
Other	84	3.58%
Russian	2	0.09%
Spanish	**394**	**16.78%**
Tagalog	20	0.85%
Vietnamese	23	0.98%
Total	**2,348**	

Source: October 2020, CA ECE Workforce Registry

Note: Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

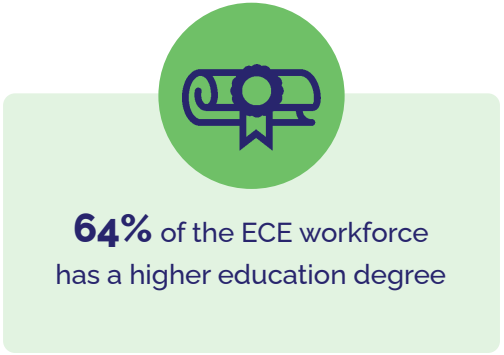
Across 536 FCCs surveyed, **46 languages** are represented

Source: First 5 Alameda County, 2020

B. Education Status

Figure 9.13 – ECE Workforce by Education Status and Degree Type

	Number	Percent
Education Status		
No High School Diploma/No GED	47	2.0%
High School Diploma/GED	185	7.9%
Some College	621	26.5%
Associate's Degree	560	23.9%
Bachelor's Degree	**654**	**27.9%**
Master's Degree	260	11.1%
Doctoral Degree	21	0.9%
Degree Type		
ECE/Child or Human Development	**751**	**32.0%**
Education/Psychology/Social Work	258	11.0%
Business/Math/Science/Health	163	6.9%
Other	322	13.7%
Not Reported	854	36.4%



Source: October 2020, CA ECE Workforce Registry

Note: Table reflects data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.15 – Education Status of ECE Workforce by Race/Ethnicity

Education Status	Asian	Biracial/ Multiracial	Black/African American	Hispanic/ Latino	Native American/ Alaskan Native	Pacific Islander	White	Other	Total	Total Percentage
No High School Diploma/No GED	10 (21.30%)	1 (2.10%)	0 (0.00%)	**31 (66.00%)**	0 (0.00%)	0 (0.00%)	1 (2.10%)	4 (8.50%)	47	2%
High School Diploma/GED	46 (24.90%)	6 (3.20%)	29 (15.70%)	**77 (41.60%)**	1 (0.50%)	1 (0.50%)	16 (8.60%)	9 (4.90%)	185	8%
Some College	98 (15.90%)	17 (2.80%)	114 (18.50%)	**242 (39.30%)**	7 (1.10%)	6 (1.00%)	91 (14.80%)	41 (6.70%)	616	26%
Associate's Degree	**161 (28.80%)**	8 (1.40%)	105 (18.80%)	157 (28.10%)	4 (0.70%)	4 (0.70%)	78 (14.00%)	42 (7.50%)	559	24%
Bachelor's Degree	**191 (29.30%)**	21 (3.20%)	116 (17.80%)	111 (17.10%)	2 (0.30%)	3 (0.50%)	160 (24.60%)	47 (7.20%)	651	28%
Master's Degree	**76 (29.30%)**	15 (5.80%)	47 (18.10%)	25 (9.70%)	3 (1.20%)	4 (1.50%)	75 (29.00%)	14 (5.40%)	259	11%
Doctoral Degree	**6 (28.60%)**	1 (4.80%)	**6 (28.60%)**	2 (9.50%)	0 (0.00%)	0 (0.00%)	5 (23.80%)	1 (4.80%)	21	1%
Total	588	69	417	645	17	18	426	158	2,338	100%

Source: October 2020, CA ECE Workforce Registry

Note: Table reflects demographic data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs, particularly those participating in Quality Counts compared to other child care program types.

Figure 9.16 – Trainings Completed in 2019-20

Training Name	Number of Hours	Percentage of Hours
PITC Infant/Toddler Group Care Course	1312.75	10.8%
Verified In-Service Professional Development	1085.45	8.9%
DRDP (2015)/Desired Results Developmental Profile (2015) Teacher Training	322	2.7%
CSEFEL Teaching Pyramid Infant/Toddler Module 1B	238	2.0%
CSEFEL Teaching Pyramid Infant/Toddler Module 2	231	1.9%
CSEFEL Teaching Pyramid Infant/Toddler Module 1A	224	1.8%
Health & Safety: Safe Spaces in Child Care Module	208.5	1.7%
CSEFEL Teaching Pyramid Preschool Module 1b	196	1.6%
SEEDS of Early Learning	195	1.6%
Health & Safety - Handling Hazardous Materials Module	193.5	1.6%
CSEFEL Teaching Pyramid Preschool Module 1a	189	1.6%
CSEFEL Teaching Pyramid Preschool Module 2	182	1.5%
Health & Safety - Infectious Diseases in Childcare Module	181.5	1.5%
Alameda County Workforce Registry Webinar	180	1.5%
CSEFEL Teaching Pyramid Framework	177	1.5%
Health & Safety - Transporting Children in Childcare Module	177	1.5%
Health & Safety - Emergency Preparedness in Childcare Module	171	1.4%
Celebrating Our Diversity	152	1.3%
Health & Safety - Shaken Baby/Abusive Head Trauma Module	144	1.2%
Alameda CA CSEFEL Overview	140	1.2%
Mandated Reporter AB 1207 Compliant Child Care Training	123	1.0%
Meaningful Observation for the DRDP (2015) Teacher Training	119	1.0%
Integrated Nature of Learning - Module 1: Integrated Overarching Principles of Learning	110	0.9%
Integrated Nature of Learning - Module 2: Focus on Co-Construction and Dynamic Planning	110	0.9%
Other Trainings	5766.37	47.5%
TOTAL	**12128.07**	**100%**

Source: October 2020, CA ECE Workforce Registry

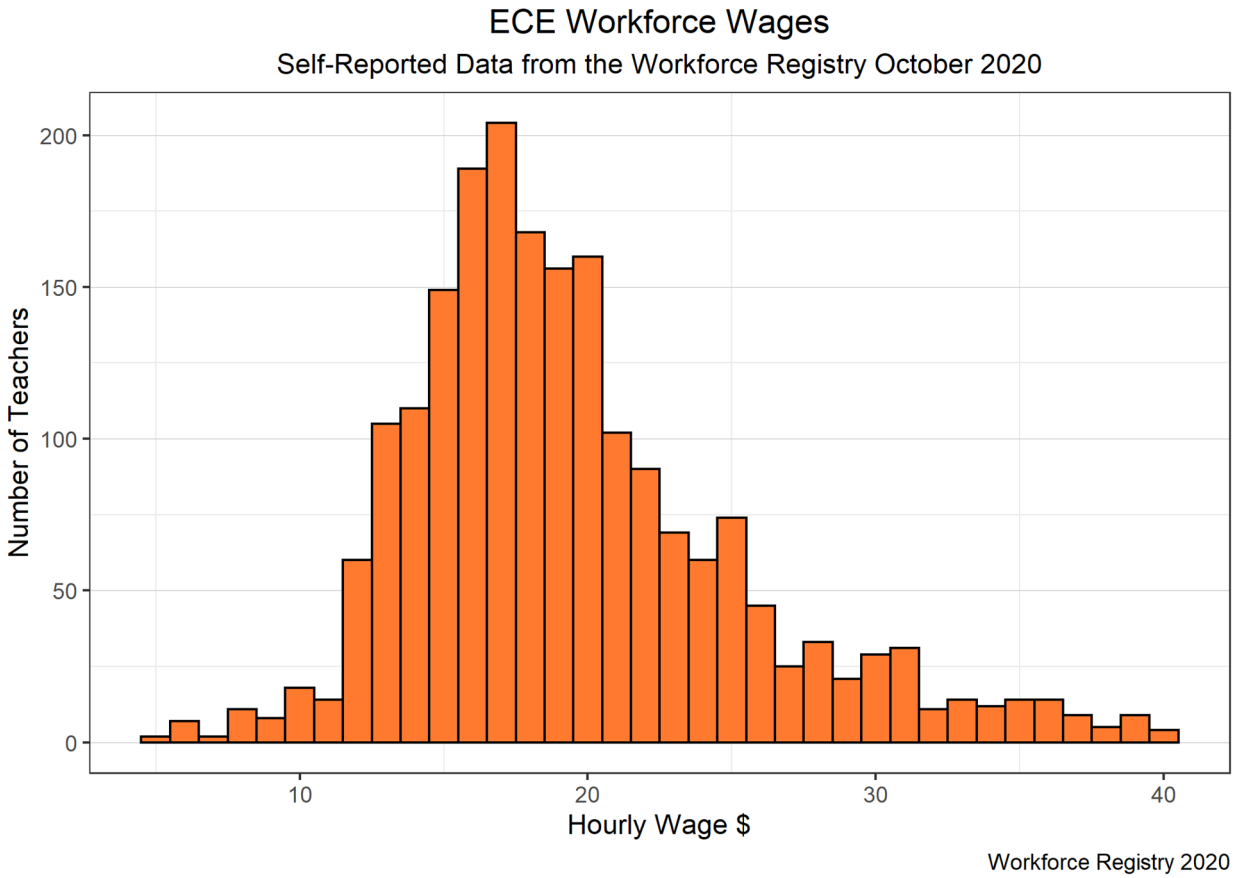
Note: "Other Trainings" includes trainings with less than 100 hours recorded. Note that this only includes trainings uploaded to the Workforce Registry, which is not representative of all the trainings attended by the Alameda county ECE Workforce.

Figure 9.17 – Cost of ECE Higher Education Units

ECE and ECD Programs	Programs Offered	# of Units Required	Cost Per Unit, Semester or Year	Total Cost of Program
CSU East Bay	Human Development, BA: Early Childhood Develop. Concentration	120	0 - 6.0 units: $2,286 per semester $4,422 per year	$44,220
			6.1 - 15 units: $3,492 per semester $6,834 per year	$27,336
Chabot College	Early Childhood Education (AS-T)	60	$46 per unit	$2,760
	Early Childhood Development (AA Degree)	60		$2,760
	Early Childhood Develop (Associate teacher Permit) (CA, CP)	12		$552
	Early Childhood Development (Basic Teacher Permit) (CA)	40		$1,840
Ohlone College	Early Childhood Education for Transfer (AS-T)	60	$46 per unit	$2,760
	Early Childhood Studies (AA)	60		$2,760
Peralta Colleges (Merritt)	Child Development (AA)	60	$46 per unit	$2,760
	Assistant Teacher (CP)	6		$276
	Associate Teacher (CP)	12		$552
	Early Childhood Education (AS-T)	60		$2,760
	Family Child Care Provider (CP)	12		$552
Mills College	Child Development (BA)	120	$29,340 per year	$117,360

Source: Smith, Kristina (Spring, 2020) Case Study: ***Defining The Cost of Alameda County's Early Education Workforce: How Can Alameda Early Care & Education Program Better Support the Workforce to Influence Sustainability?*** Prepared for Alameda Early Care & Education Program. Figure 3: Costs of ECE Programs in Alameda County, pg. 10.

Figure 9.18 – Distribution of Wages



Source: October 2020, CA ECE Workforce Registry

Note: Graph reflects self-reported data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.19 – Hourly Wage by City

City	Mean Wage	Median Wage
Alameda	$18.40	$17.68
Albany	$21.21	$18.25
Berkeley	$20.19	$19.00
Castro Valley	**$16.34**	$16.00
Dublin	$18.29	$17.65
Emeryville	$21.08	$19.00
Fremont	$19.45	$18.00
Hayward	$19.38	$18.00
Livermore	$18.15	$18.00
Newark	$19.14	$19.00
Oakland	$19.97	$18.75
Pleasanton	$20.59	$20.00
San Leandro	$19.47	$17.50
San Lorenzo	$18.23	$17.61
Sunol	$26.61	$26.61
Union City	$20.07	$19.67
Not Reported	**$17.33**	**$16.00**
Alameda County (Overall)	**$19.64**	**$18.00**

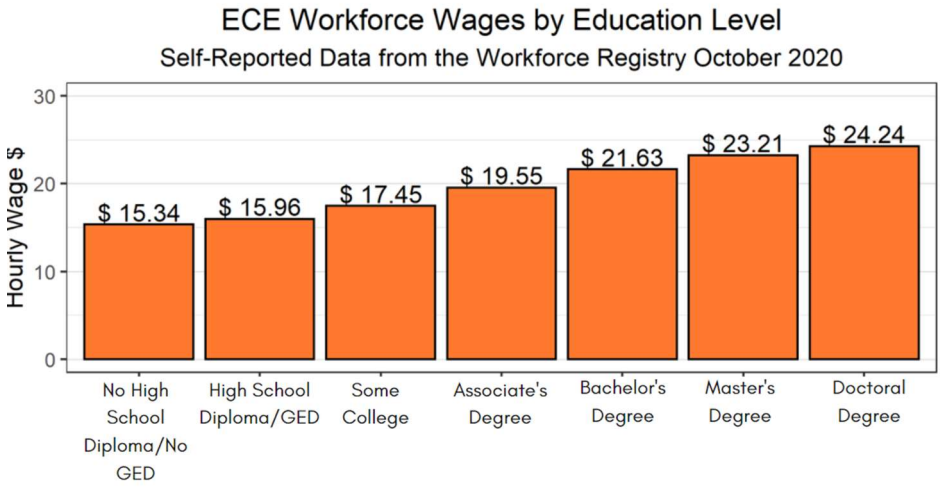
Figure 9.20 – Hourly Wage by Setting

Setting	Mean Wage	Median Wage
Family Child Care	$15.64	$19
Center	$20.27	$19

Figure 9.21 – Hourly Wage by Education Level Chart

Education Level	Mean Wage	Median Wage
No High School Diploma/No GED	$15.34	$14.75
High School Diploma/GED	$15.96	$16.00
Some College	$17.45	$17.00
Associate's Degree	$19.55	$19.00
Bachelor's Degree	$21.63	$20.00
Master's Degree	$23.21	$22.92
Doctoral Degree	$24.24	$22.08

Figure 9.22 – Hourly Wage by Education Level



Figures 9.19, 9.20, 9.21 and 9.22 source: October 2020, CA ECE Workforce Registry

Note: Graph reflects self-reported data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.23 – Wage by Race/Ethnicity Chart

Race/Ethnicity	Mean Wage	Median Wage
Asian	$18.50	$18.00
Biracial and Multiracial	$20.62	$19.00
Black or African American	$20.63	$19.44
Hispanic or Latino	$18.52	$17.11
Native American or Alaskan Native	$18.33	$17.00
Pacific Islander	$19.70	$18.60
White or Caucasian	$21.86	$20.00
All Race/Ethnicity	**$19.64**	**$18.00**

Figure 9.24 – Hourly Wage by Race/Ethnicity

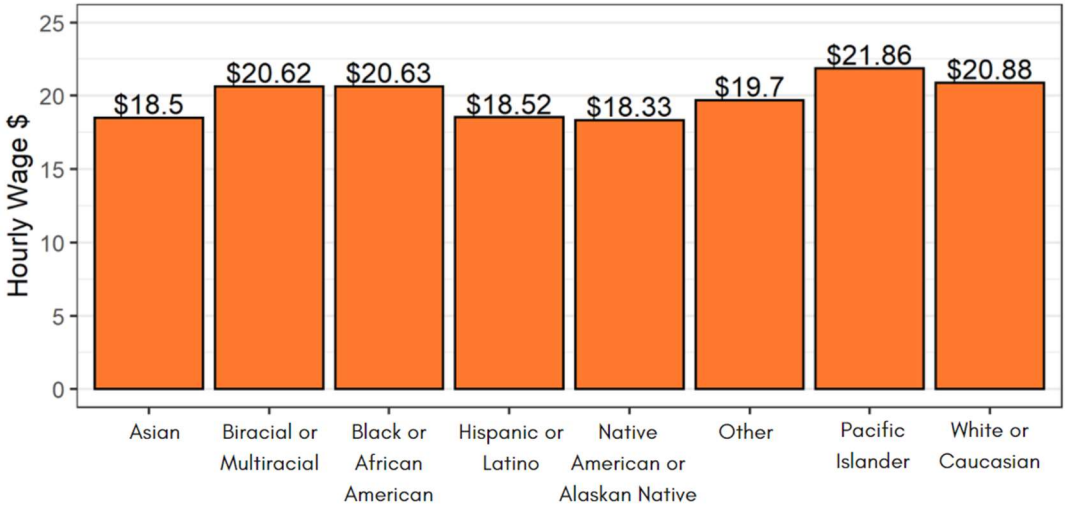
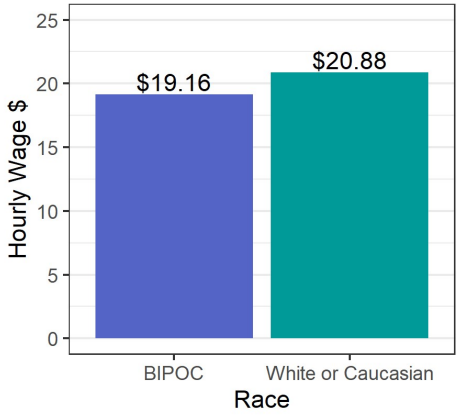


Figure 9.25 – Hourly Wage by Race/Ethnicity: BIPOC and White/Caucasian



Figures 9.23, 9.24 and 9.25 source: October 2020, CA ECE Workforce Registry

Note: Graph reflects self-reported data for 2,348 people registered in the Alameda County Workforce Registry as of October 2020. The Workforce Registry only represents a subset of the ECE workforce as it is a voluntary database. The Registry includes an overrepresentation of those working at child care centers and Title 5 programs compared to other child care program types.

Figure 9.26 – Wage Offered vs Wage Earned

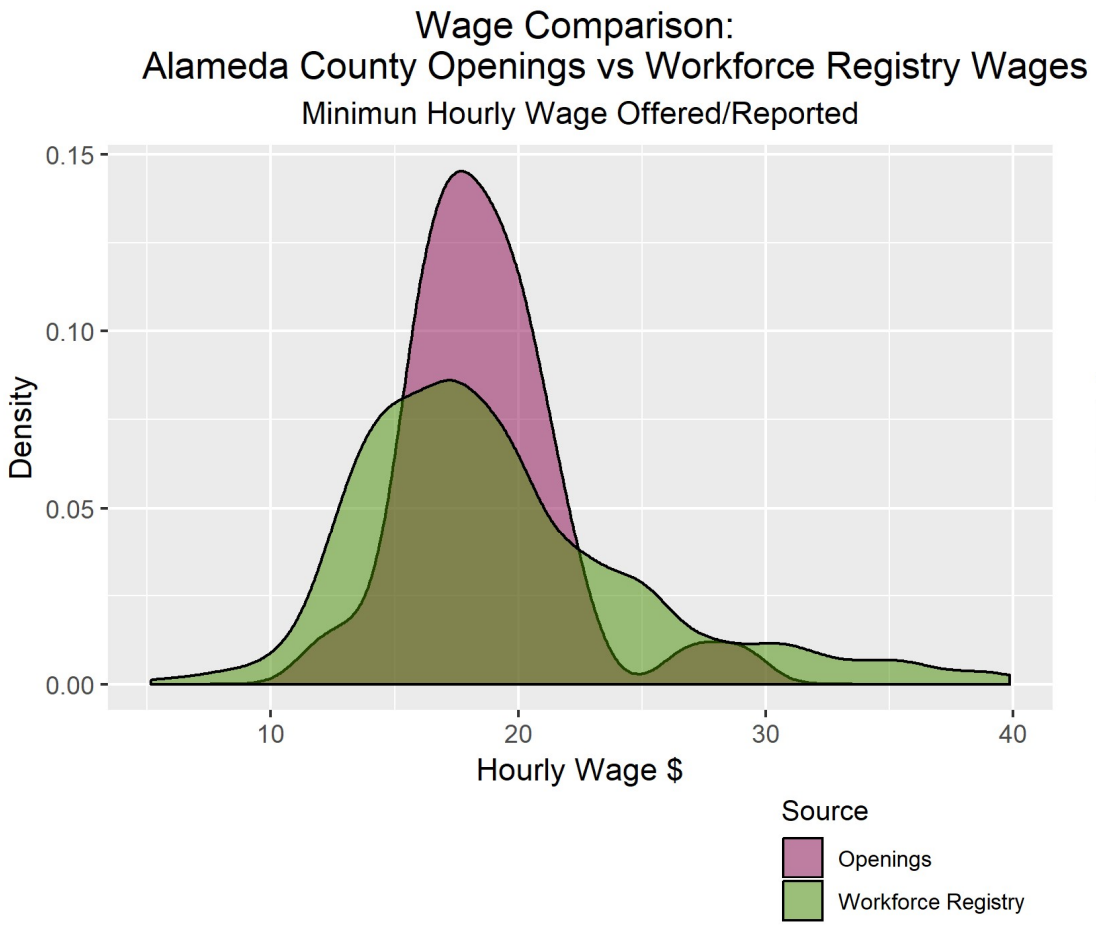


Figure 9.27 – Average and Median Wage Offered vs Wage Earned

Figures 9.26 and 9.27 source: In November 2018, Anne-Marie Haro and Michelle Troung at the Alameda County Early Care and Education Program researched ECE job openings, searching various career search engines for Alameda County jobs for two weeks and reported openings from surrounding areas. Data includes 93 job openings across the Bay Area, with 57 openings found in Alameda County.

Figure 9.28 – Family Child Care Facility Status

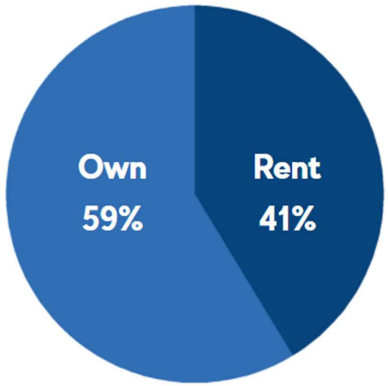
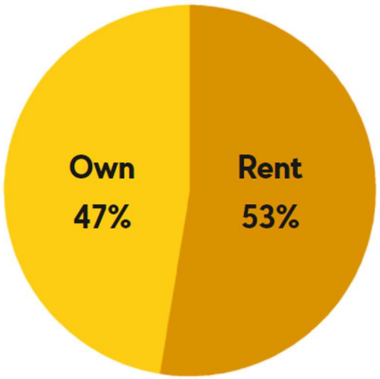


Figure 9.29 – Center Facility Status



Figures 9.28 and 9.29 source: October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 392 Rent vs own data includes family child care responses from the Alameda County Family Child Care COVID-19 Relief Grants, analysis by Erin Hubbard.

Figure 9.30 – Family Child Care Facility Status by City

	Own		Rent	
City	Number of FCCs	Percentage of FCCs in City	Number of FCCs	Percentage of FCCs in City
Alameda	15	55.6%	12	44.4%
Albany	2	28.6%	5	71.4%
Berkeley	14	51.9%	13	48.1%
Castro Valley	13	61.9%	8	38.1%
Dublin	10	71.4%	4	28.6%
Emeryville	0	0.0%	2	100.0%
Fremont	34	63.0%	20	37.0%
Hayward	36	55.4%	29	44.6%
Livermore	11	68.8%	5	31.3%
Newark	5	45.5%	6	54.5%
Oakland	83	55.7%	66	44.3%
Piedmont	0	0.0%	1	100.0%
Pleasanton	14	87.5%	2	12.5%
San Leandro	13	54.2%	11	45.8%
San Lorenzo	12	80.0%	3	20.0%
Union City	15	65.2%	8	34.8%
Alameda County	**277**	**58.7%**	**195**	**41.3%**

Figure 9.31 – Family Child Care Facility Status by Region

	Own		Rent	
	Number of FCCs	Percentage of Region	Number of FCCs	Percentage of Region
North	114	53.5%	99	46.5%
South	128	60.1%	85	39.9%
East	35	76.1%	11	23.9%
Alameda County	**277**	**58.7%**	**195**	**41.3%**

Figures 9.30 and 9.31 source: October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. N = 392 Rent vs own data includes family child care responses from the Alameda County Family Child Care COVID-19 Relief Grants, analysis by Erin Hubbard. Includes response from 472 FCCs, data is not necessarily representative of the field.

Section 10 - Impact of COVID-19

The severe impact of the COVID –19 pandemic on families, communities, and child care providers is deep, multi-layered, and challenging to adequately describe. The FY 20-21 Needs Assessment addresses baseline data primarily pre-pandemic. However, the Alameda County Planning Council and the Needs Assessment Leadership Team committed to capturing data and information about the impact of COVID-19 on availability, family demand, affordability and the ECE workforce. This section is dedicated to that purpose.

From March 11, 2020 through 2021, COVID-19 put a spotlight on the importance of child care for families, employers and the economy. Further, the pandemic showed that the pre-COVID child care "system," which was already fragmented, fragile and inadequately resourced, had been devastated by the impact of the pandemic. Child care, which should have been a public good, but had been left to market forces, was ravaged. Providers, already operating on thin or non-existent profit margins, have been forced out of business, experienced short-term closures, or have operated at deficits under harrowing conditions. Many providers stepped into the front line, putting their own heath at risk, to continue to serve families and their communities. The period has been marked by increased demands on providers with little attention to the underlying economics and emotional and physical toll.

The impacts of COVID-19 have laid bare the strengths and weaknesses of the field. A clear strength is that of a heroic commitment to the field of early care and education by providers, an underpaid workforce that is largely made up of older women of color -- the very profile of those most impacted by COVID-19. As identified by the national Chamber of Commerce Foundation, "For the child care businesses that are open, they now have increased operational costs to keep children and staff safe while operating on greatly reduced revenue due to capacity limitations. **Parents** are trying to balance child care and work, **child care providers** are trying to stay open or re-open with an unsustainable new business model, and **employers** are trying to determine how and when their working parents can return to work."[73]

The Center for American Progress, which has been tracking child care deserts for several years, asserts that without significant government intervention, COVID-19 will make child care deserts worse and exacerbate inequality.[74] Locally, the Alameda County Needs Assessment and ECE leadership is dedicated to monitoring the impact and develop and advocate for strategies to respond, through philanthropy and government – local, state, and federal.

"In a post-pandemic world, which seems within reach, there is no going back to mend the ECE system we once had. That system was built on the backs of millions of women providing the services and the poverty-level wages paid to them: it requires a complete dismantling. To achieve his stated goals of treating the underpaid, undervalued, and too often unseen workforce with dignity and enabling the workforce to secure fundamental rights and protections, President Biden's plan will need to build the system anew."[75]

73 US Chamber of Commerce Foundation, COVID-19 Impact on Child Care https://www.uschamberfoundation.org/reports/covid-19-impact-childcare.

74 Center for American Progress, The Coronavirus Will Make Child Care Deserts Worse and Exacerbate Inequality; R. Malik, K. Hamm, E. Davis, A. Sojourner June 22, 2020 https://www.americanprogress.org/issues/early-childhood/reports/2020/06/22/486433/coronavirus-will-make-child-care-deserts-worse-exacerbate-inequality/.

75 Center for the Study of Child Care Employment, Early Care and Education Is in Crisis: Biden Can Intervene; L Austin, M. Whitebook, and A. Williams https://cscce.berkeley.edu/ece-is-in-crisis-biden-can-intervene/?fbclid=IwAR1d_iT-uJCtNOoWIdg-dDDK8GAjXunQzB68DPd8hEhKHPnwyhxhHcWUyQA; January 20, 2021.

ALAMEDA COUNTY EMERGENCY CHILD CARE RESPONSE TEAM

In early March, the Alameda County Early Childhood Education (ECE) program convened the county's Public Health Department, Social Services Agency, Alameda County Office of Education, First 5 Alameda County, and the county's three child care resource and referral agencies—BANANAS Inc, 4Cs of Alameda County and Hively – to forge the Alameda County Emergency Child Care Response Team (ECCRT) and concentrated planning to immediately respond to the needs that arose out of the COVID-19 impact on the child care field. In a constantly changing health and regulatory environment, the Alameda County Emergency Child Care Response Team worked to coordinate communications, concrete support, and advocacy on behalf of the county to ensure availability of safe care options. The team, meeting daily for the first few months of the pandemic, worked to develop and support:

- A child care supply for critical infrastructure employers and essential workers, and, over time, the care options for children unable to return to school in-person
- Children's health, safety and development in high quality, child appropriate settings
- The health, safety and financial viability of child care programs and their staff
- A supply chain and resource request process for child care program health and safety supplies

With funding from the State and the County, the team built a county-wide emergency child care system receiving intake requests for children over the first months, and made placements initially supported with state and county financing through June 30, 2020. The emergency child care system outlined a three-tiered child care structure, prioritizing leveraging the existing licensed supply in Tier One, supporting employer and pop-up care in Tier Two, and laid the groundwork for Tier Three - public agency brokered care sites with public agency staff (funded Disaster Service Worker) in the case of a medical surge which required more essential workers needing child care than the capacity of the existing system.

In April, 2020 Alameda County Alternative Payment agencies received state funding totaling almost $2 million for child care payments for essential workers. In the first week in May, the three resource and referral agencies received a portion of the state's $50 million for supplies for child care providers, and worked in tandem to define their distribution mechanisms in compliance with complex state guidance.

First 5 Alameda County launched a Community Resilience Fund in April 2020 and, as of April 2021, has administered more than $10 million to help children, families, and child care providers cope with the heightened challenges of the pandemic. Among the various investments, food and essential supplies such as diapers, wipes, gloves, masks, and cleaning products were distributed throughout the community. The fund also advanced child care program supplies including masks, diapers and scanning thermometers and air purifiers. Child Care Resource and Referral Agencies were key partners in distributing these resources to families and providers.

The Emergency Child Care Response Team continued to support open providers –prioritizing health and safety, planning for additional programs to safely reopen, and advocating for and securing public and private resources needed for provider economic recovery. Mental health and health consultation was negotiated and implemented for providers in May and June of 2020.

The team hosted webinars with guest speakers from the Alameda County Public Health Department, California Community Care Licensing (CCL), Child Care Law Center and business experts. Webinar topics addressed business relief, updating guidance on health and safety, cohort size, and guidance and requirements from CDC, the state and the local health departments. The R&Rs hosted weekly listening sessions with providers. The ECE Program developed a website: Growing Back Stronger, to support providers with shared tools, documents, family-facing ideas as well as curricula and other strategies to cope with the realities of operating at reduced ratios and maintaining social distancing.

CHILD CARE SYSTEM FOR ESSENTIAL WORKERS

The strong partnership between the eight County and community-based agencies composing the Alameda County Emergency Child Care Response Team resulted in:

- A centralized intake form and data base from which the three agencies contacted interested essential workers for supported child care program referrals.
- A tiered response system that mapped child care programs adjacent to hospitals and leveraged the licensed system and entities which stepped forward as voluntary providers. The team also supported quality and technical assistance for pop up sites, initially at: Gingerbread Preschool in Pleasanton, Pleasanton Unified School District, the Alameda County Sheriff's Office in Dublin, and Stanford Health Systems at a site in Livermore.
- A Health Heroes Samuel Merritt University (SMU) partnership for onsite and virtual health consultation and partnership with Alameda County Behavioral Health and Hively to redirect mental health resources for provider supports.
- A data dashboard to track essential worker enrollments and licensed child care program closures and reopenings.

COORDINATED INFORMATION SHARING AND PLANNING, POLICY, AND FUNDING WHICH FORGED ONGOING, DATA DRIVEN COORDINATION AND PLANNING

The team:

- Benefited from early representation on County Office of Education calls with school leaders and daily communication with the County Emergency Operations Center.
- Developed a regional contact with CCL.
- Through multiple stakeholders, communicated the County's priority needs (including vouchers over center spaces and no income testing) for $340 million in federal funds to the California Department of Education and CCL.
- Maintained and monitored the child care supply and demand dashboard daily.
- Convened Alternative Payment Agency coordination meetings periodically to assure uniform approach to distributing state and county voucher funds.
- Used a feedback loop with Title 5 center-based contractors and school-based Title 5 state contractors through weekly meetings to assist with interpretation and implementation of state guidelines and regulations.
- Affirmed a local infrastructure which corresponds to the CDE 2020-07 guidance, which updated R&R and Local Planning Council requirements and instructions during COVID-19

COMMUNICATIONS

In the first two weeks of response, child care intake forms were distributed to 12-14 hospitals and key health agencies and Response Team contact lists and city staff were surveyed on plans, sites, and staff for essential workers.

Child care provider communication and outreach was conducted through a series of webinars hosted by First 5 Alameda and staffed by ECCRT members and other experts brought in to address topic areas from COVID-19 updates to business relief. Spanish and Chinese -Mandarin interpretation was available at all webinars. Participants were able to ask questions and receive answers during the presentations and through translated Frequently Asked Question documents. Recordings and the FAQs were posted on the First 5 Alameda COVID-19 microsite. Comprehensive supply and demand dashboard was finalized, distributed and updated on a regular basis. Key stakeholders (hospitals and health systems) were notified of state funds. The ECCRT developed an ongoing communications loop with city, county and state staff and elected officials on the status of the Essential Worker Response System with weekly metrics on city demand and supply.

Webinars included:

- March 25, 2020 Webinar hosted for 30 school-based programs through County Office of Education
- April 1, 2020 Webinar hosted for 420 licensed child care programs on COVID-19 Health issues, community care licensing, and local infrastructure
- April 3, 2020 Webinar hosted for 300 licensed providers on financial assistance and business relief
- May 21, 2020 Health and Mental Health supports
- June 11 and 16, 2020 listening sessions with child care providers
- June 24, 2020 State of Early Care and Education regarding Cohort sizes, health screening and updates on reporting positive cases.
- January 6, 2021 Alameda County Public Health Department Update
- February 4, 2021 Alameda County Public Health Department Update: COVID-19 Vaccines
- March 4 Child Care Monthly Check-ins: Vaccination update
- April 1 Child Care Monthly Check-ins: Provider panel and health and Community Care Licensing update on cohort size limitation applying to Purple Tier counties.

SUPPLIES AND PROGRAM SUPPORT

The First 5 Alameda County Commission approved $350,000 for supplies for the community and advanced funding to purchase masks, diapers and scanning thermometers for child care programs.

The Child Care Resource & Referral Agencies and First 5 Alameda distributed hundreds of air purifiers to child care providers. These were for COVID-19 air purification as well as in anticipation of future California Fire air quality issues.

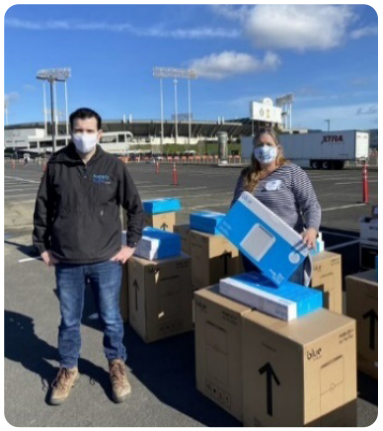


Photo: Pete Rosos, Berkeleyside

B. COVID -19 Response Timeline

	Policy Context	ECCRT Actions & Data
MARCH 2020		
	• **March 16**: Shelter in Place announced in Alameda County, beginning March 17 • **March 16:** Community Care Licensing (CCL) announces statewide waiver allowing temporary employer sponsored child care - Group size limited to 10 • **March 17:** Governor signs SB 89, providing $50 million in funds for Emergency Childcare enrollments for CAPP contractors • **March 31:** Bay Area extends Shelter in Place through May 3 • Family fees waived for April through June 2020 for all families	• The Alameda County Emergency Child Care Response Team (ECCRT) is formed and creates a Centralized Intake Form for essential workers • *Child Care Supply:* In mid-March, only 9% of FCCs and 7% of centers are open
APRIL 2020		
	• **April 4:** Governor announces Executive Order prioritizing children of essential workers for child care services • **April 7:** CCL and CDE announce Social & Physical Distancing and Health & Safety guidance for child care, including maximum group size of 10 children for all programs • **April 29:** Alameda County extends Shelter in Place through May 31, but allows some outdoor businesses and activities to resume	• **April 1:** Alameda County COVID-19 Child Care Webinar • **April 3:** Alameda County Child Care and COVID-19 Business Relief Webinar • R&Rs and First 5 distributes supplies: PPE, cleaning and other supplies to providers and families • *Child Care Supply:* 14% of FCCs and 9% of centers are open
MAY 2020		
	• Alameda County Board of Supervisors approves $738,410 in child care subsidies for essential workers, beginning in May 2020 • **May 29:** Governor issues Executive Order allowing Emergency Child Care to continue through June 30, 2020 or 60 days following the date of child's enrollment	• R&Rs distribute scanning thermometers to providers • R&Rs distribute stipends to child care providers from State funds • Redirect resources to provide Early Childhood Mental Health Consultation, in partnership with Hively and Alameda County Department of Public Health • ECCRT launches the Health Heroes student nurse health consultation, in partnership with Samuel Merritt University; initial cohort of 22 child care programs • ECCRT creates the COVID-19 Emergency Child Care Data Dashboard • May 21: Health Update and Health and Mental Health Consultation Webinar • *Child Care Supply:* 38% of FCCs and 32% of centers are open

Policy Context (cont.)	ECCRT Actions & Data (cont.)
JUNE 2020	
• **June 8:** Alameda County loosens Shelter in Place restrictions to allow child care providers to serve all children, not just children of essential workers • **June 29:** Governor signs SB 98, providing an additional $73 million for Emergency Child Care services for an additional 90 days • **June 29:** Governor signs AB 89, providing $47 million for 5,600 CAPP slots to provide continuity of care for families enrolled in Emergency Child Care • **June 29:** Alameda County pauses reopening plans due to increased cases	• **June 11 and 16:** ECCRT holds listening sessions with child care providers • **June 24:** State of Early Care and Education in Alameda County Webinar • *Child Care Supply:* 39% of FCCs and 22% of centers are open
JULY 2020	
• State releases updated COVID-19 Guidance for Child Care Programs and Providers – lifts group size limitation but defers to local guidance if stricter • **July 12:** Alameda County is added to the State's COVID-19 Monitoring List due to increased cases and must close most indoor activities (no impact on child care) • **July 17:** Governor announces plan for school reopening, tied to the State's County Monitoring List – schools can open for in-person instruction when their county has been off of the List for 14 consecutive days	• *Child Care Supply:* 47% of FCCs and 35% of centers are open
AUGUST 2020	
• Bay Area experiences extremely poor air quality conditions due to nearby fires, causing some child care providers to temporarily close • **August 28:** State announces new color-coded system for reopening – Alameda County is added to the Purple tier (most restricted tier) - Schools are not allowed to reopen until counties move into the Red tier for 14 consecutive days	• First 5 and LIIF provide operational grants to 23 child care providers • *Child Care Supply:* 50% of FCCs and 38% of centers are open
SEPTEMBER 2020	
• **September 2**: Alameda County announces waiver process to allow in-person learning for TK-6 schools • **September 4:** CCL announces **revised group size limitation of 16 (10 for FFN)**, including adults, and guidance/waiver process for providers to serve school-age children • **September 9:** California August Complex fires create orange-dark skies and dangerous air quality conditions for residents, challenging COVID-19 guidance to ventilate and keep children outdoors as much as possible • **September 18:** Governor signs SB 820, waiving family fees for all families in subsidized care for July and August 2020; also waives fees from September 2020 to June 2021 for families where all children enrolled in care remain at home for distance learning or are sheltering in place • **September 22:** Alameda County moves to the Red tier (second most restrictive tier)	• R&Rs distribute additional supplies for providers, including air purifiers • Technical assistance provided to out-of-school time programs when schools did not open for in-person instruction • *Child Care Supply:* 73% of FCCs and 57% of centers are open

	Policy Context (cont.)	ECCRT Actions & Data (cont.)
OCTOBER 2020		
	• **October 13:** Alameda County enters the Orange tier; Alameda County allows TK-6 schools that have completed a reopening plan to open • **October 21:** Alameda County allows many indoor businesses and activities to open at reduced capacity • **October 28:** Governor issues Executive Order approving $110 million to augment state subsidized child care contractors, including $30 million to cover waived family fees	• **October 1:** Joint meeting with ECCRT members and SEIU on transparency and translation needs for the child care field • LIIF provides operational grants to an additional 30 child care providers • ECCRT transitions from using the Centralized Intake Form – in total, the Form was used by 1,800 families (representing 2,600 children) • *Child Care Supply:* 66% of FCCs and 56% of centers are open
NOVEMBER 2020		
	• **November 12:** Alameda County pauses additional reopening due to increased cases • **November 16:** Alameda County returns to Purple tier (most restrictive tier); schools that have already reopened are allowed to continue operating in-person but no additional schools are allowed to open for in-person instruction beginning November 18 • **November 19:** State announces state-wide limited Stay at Home order, requiring those in the Purple tier to stay home between 10pm and 5am	• ECCRT works with Alameda County Board of Supervisors and Social Services Agency to secure $4 million for child care and community needs: - $1 million for supplies for child care providers and the community - $3 million for operational grants for FCCs • *Child Care Supply:* 66% of FCCs and 57% of centers are open
DECEMBER 2020		
	• **December 3:** State announces Regional Stay Home Order for regions with less than 15% ICU availability • **December 14:** First vaccines are administered in California to health care workers and those in long-term care settings • **December 21:** Federal government passes another COVID-19 relief package, including $10 billion for child care - California receives $1 billion	• The Health Heroes student nurse health consultation completes its last cohort of 2020, serving 111 programs and over 600 educators between May and December • *Child Care Supply:* 69% of FCCs and 60% of centers are open
JANUARY 2021		
	• **January 20:** President Joe Biden is inaugurated and announces plans for another COVID-19 relief package, to include $39 billion for child care • **January 25:** State lifts Regional Stay Home Order; Alameda County exits the Regional Stay at Home Order and enters the Purple Tier • **January 28:** Alameda County reopens process for TK-6 school reopening	• **January 6:** Alameda County Public Health Department: COVID-19 Child Care Update Webinar • First 5 awards operational grants to 536 FCCs using Alameda County CARES Act funds - LIIF provides additional grants to previous 48 grantees • *Child Care Supply:* 75% of FCCs and 67% of centers are open

Policy Context (cont.)

ECCRT Actions & Data (cont.)

FEBRUARY 2021

- **February 8:** California begins vaccinations for Phase 1b, Tier 1, which includes child care workers
- **February 16:** State, in partnership with FEMA open mass vaccination site at Oakland Coliseum
- **February 19:** Governor announces that 10% of vaccine doses will be reserved for child care workers and K-12 educators

- ECCRT sends out vaccine appointment emails to child care providers, in partnership with the Alameda County Public Health Department
- **February 4:** Alameda County Public Health Department: COVID-19 Vaccines Webinar
- *Child Care Supply:* 76% of FCCs and 69% of centers are open

MARCH 2021

- State and ACDPH targets highly impacted communities to expand access to COVID-19 vaccine
- **March 19:** CDSS issues change in cohort guidance, PIN 21-08-CCP (supersedes PIN 20-22) making previous guidance of 16 applicable to Purple Tier counties only, Alameda cohorts permitted to return to pre-COVID
- State FEMA operation of Coliseum ends, anticipated county will take over site

- First 5 distributes over 500 air purifiers to family child care providers at the Coliseum
- ECCRT continues outreach to providers to promote vaccination opportunities
- Work with ACDPH to target vaccination outreach communication for high need neighborhoods and zip code targeted vaccination sites, with individual eligibility codes for child care workforce members
- Increased numbers of school openings and Title 5 state contractors reopening sites

APRIL 2021

- $1.9 trillion federal American Rescue Plan projected to provide $195 billion for states, $26 billion for CA, $65 billion for counties and $65 billion for cities Alameda County expected to receive $327million, half in May 2021 and half by May 2022. Cities above 50,000 will receive direct funding

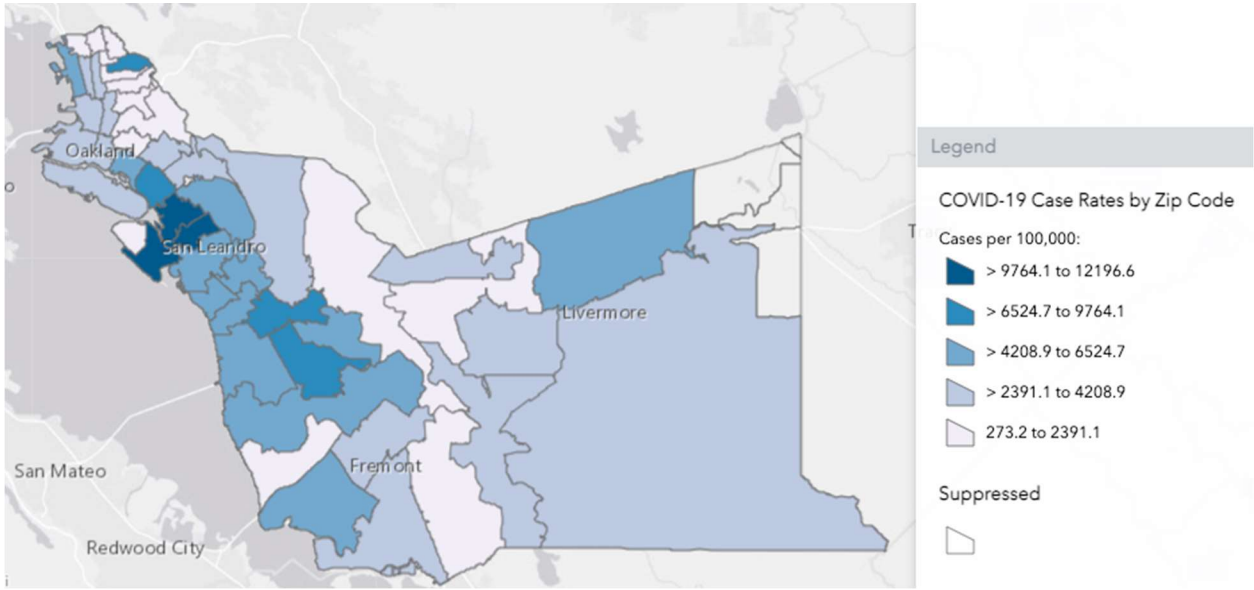
- April 10 and April 17 ECCRT hosts two vaccination sites dedicated to child care workforce and family members who reside in a licensed FCC
- 608 child care providers and family members were vaccinated at two child care vaccination clinics. Second clinics for second shots scheduled for May 2021

Emergency Child Care Response Team West Oakland vaccination clinic for Child Care Providers and their families - hosted by Hively in West Oakland and Alameda County Office of Education in Hayward.

C. COVID-19 in Alameda County

As of February 11, 2021, Alameda County had 76,648 COVID-19 cases and 1,041 deaths.[76] Only 12% of these COVID-19 cases were children and youth below the age of 18. Among the County's cases, there are significant disparities by race/ethnicity, with Hispanic/Latino residents representing approximately 40% of cases, compared to 13% for White residents, 12% for Asian residents, and 7% for African American/Black residents. Regarding geographic spread, Oakland has had the highest number of cases at 23,787, while Piedmont and the unincorporated area of Sunol have had the least, at 163 and 31 cases respectively.

Figure 10.1 – COVID-19 Case Rates by Zip Code– Alameda County[77]



Source: Alameda County Public Health Department

76 Alameda County Public Health Department, COVID-19 Data, https://covid-19.acgov.org/data.page.
77 Alameda County Public Health Department, COVID-19 Data, https://covid-19.acgov.org/data.page.

1. Impact on Families

The COVID-19 pandemic has had a devastating impact on the lives of many Alameda County residents, particularly those who have lost their jobs or been unable to work due to child care or other caretaking responsibilities. As the map below indicates, unemployment has increased throughout Alameda County in comparison to the year prior, with a 348% increase in the County overall between June 2019 and June 2020. [78] As of June 2020, the County-wide unemployment rate reached 13.4%, with certain areas being hit harder than others. However, in comparison, the State unemployment rate was slightly higher at 14.9% for the same month.[79]

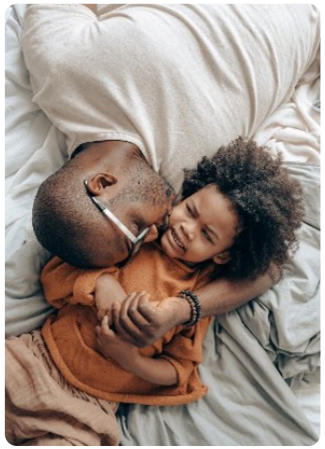
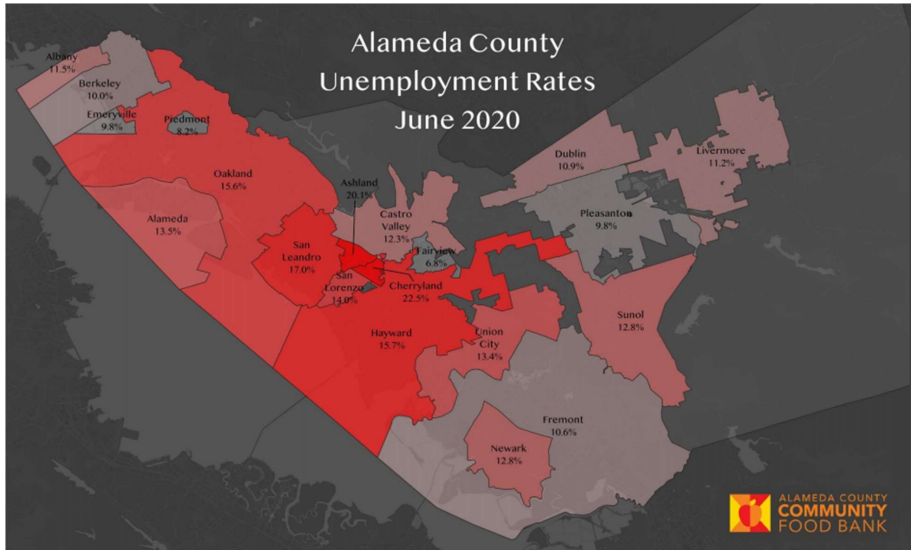
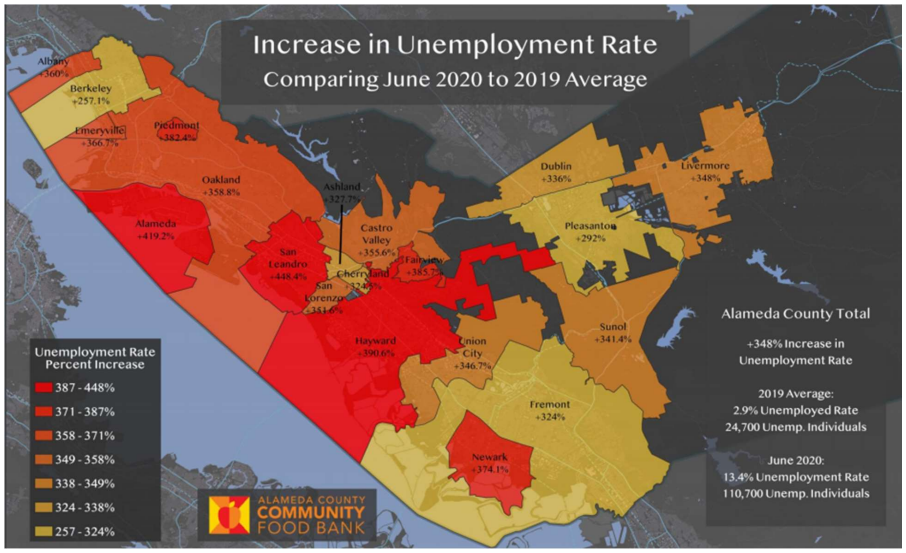


Figure 10.2 – Unemployment Rates, June 2020



Source: Alameda County Community Food Bank

Figure 10.3 – Increase in Unemployment Rate, Comparing June 2020 to 2019 Average



Source: Alameda County Community Food Bank

78 Alameda County Food Bank, Emergency Response to Hunger presentation, July 27, 2020 http://www.acgov.org/board/bos_calendar/documents/DocsAgendaReg_7_27_20/PUBLIC%20ASSISTANCE/Regular%20Calendar/Emergency_response_to_hunger_ACFB_7_27_20.pdf.

79 California Department of Finance, Labor Force and Job Numbers, http://www.dof.ca.gov/Forecasting/Economics/Indicators/Labor_Force_and_Job_Numbers/

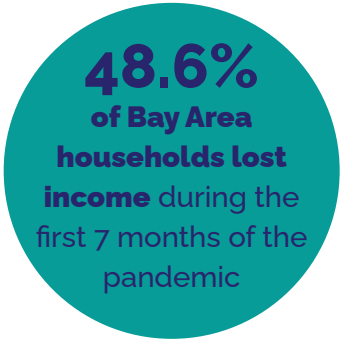
Survey data from the U.S. Census Bureau indicates that 48.6% of households in the Bay Area have experienced loss of employment income during the first seven months of the pandemic.[80]

However, income loss has impacted some groups more than others, with 70.6% of households making less than $25,000 a year experiencing income loss, compared to only 21.4% of those making $200,000 or more. Income loss is also higher than average for households with children (53.9%), those ages 25-39 (56.8%) and 55-64 (53.9%), and Hispanic/Latino (74.9%) and Black households (53.8%). Further, as of late October/ early November 2020, 24.2% of households in the Bay Area are expected to experience loss of income in the next month.

Figure 10.4 – Bay Area Households with Loss of Income by Income Group (March 13, 2020 to November 9, 2020)

Income Group	Percent of Households with Income Loss in Income Group
Less than $25,000	70.6%
$25,000 - $34,999	61.2%
$35,000 - $49,999	75.8%
$50,000 - $74,999	57.9%
$75,000 - $99,999	58.8%
$100,000 - $149,999	49.2%
$150,000 - $199,999	39.9%
$200,000 and Above	21.4%
All Households	**48.6%**

Source: Week 18 Household Pulse Survey: October 28, 2020 – November 9 (San Francisco-Oakland-Berkeley, CA Metro Area), 2020, U.S. Census Bureau



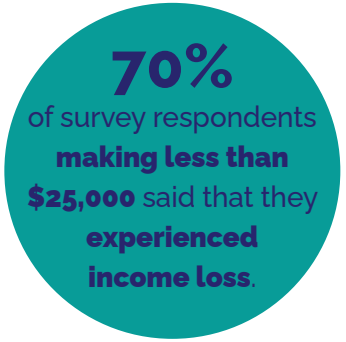


Figure 10.5 – Bay Area Households with Loss of Income by Demographic Group (March 13, 2020 to November 9, 2020)

Demographic Group	Percent of Households with Income Loss
Household Composition	
Children in household	53.9%
No children	44.6%
Respondent Age	
Ages 18-24	30.1%
Ages 25-39	56.8%
Ages 40-54	47.7%
Ages 55-64	53.9%
Ages 65 and Above	37.1%
Gender	
Women	49.1%
Men	48.1%
Race/Ethnicity	
Hispanic or Latino	74.9%
White, not Hispanic	41.9%
Black, not Hispanic	53.8%
Asian, not Hispanic	41.4%
Two or More Races, not Hispanic	36.6%
All Households	**48.6%**

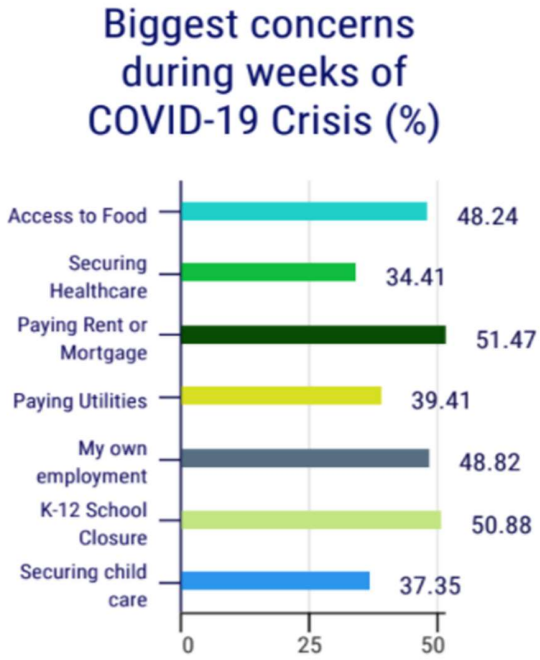
Source: Week 18 Household Pulse Survey: October 28, 2020 – November 9 (San Francisco-Oakland-Berkeley, CA Metro Area), 2020, U.S. Census Bureau

80 U.S. Census Bureau, Week 18 Household Pulse Survey: October 28, 2020 – November 9 (San Francisco-Oakland-Berkeley, CA Metro Area), 2020.

Families have struggled to meet their basic needs during the pandemic. Across Alameda County, Feeding America estimates that food insecurity has increased from 9.1% in 2018 to 13.5% in 2020, although this is likely to be an undercount.[81] The Alameda County Community Food Bank has found that applications for CalFresh have increased by 50% during the pandemic and food distributions have also increased significantly.[82] Further, local data from Parent Voices Oakland indicates that food access was one of parents' biggest concerns in Alameda County during the first weeks of the pandemic, along with paying their rent or mortgage, dealing with school closures, and managing their own employment.[83]

54% of households with children experienced income loss during the first 7 months of the pandemic

Figure 10.6 – Parent's Biggest Concerns During Weeks of COVID-19 Crisis



Source: Parent Voices Oakland 2020

81 Feeding America Action, The Impact of Coronavirus on Food Insecurity, https://www.feedingamerica.org/research/coronavirus-hunger-research, 2020

82 Alameda County Food Bank, Emergency Response to Hunger presentation, July 27, 2020 http://www.acgov.org/board/bos_calendar/documents/DocsAgendaReg_7_27_20/PUBLIC%20ASSISTANCE/Regular%20Calendar/Emergency_response_to_hunger_ACFB_7_27_20.pdf.

83 Parent Voices Oakland, The Impact of COVID-19 on Alameda County Families, 2020 https://drive.google.com/file/d/1t-4YUHSlVph3iqll9uSNyPdNTBUYx_g_/view.

Similarly, many households are also experiencing housing insecurity. Based on survey data from late October/early November 2020, 9.6% of Bay Area renters indicated that they were not caught up on rent payments, including 15.3% of renter households with children and 22.2% of households with income less than $25,000.[84] Further, 38.2% of renter households with children and 12% of homeowners with children indicated that they had no or only slight confidence they would be able to pay the next month's rent.

"I am a single parent working in the front line. It's tough. I am worried about my child's emotional well-being."

-Alameda County parent
(Parent Voices Oakland, 2020)

68%
of parents/caregivers have experienced increase stress due to the pandemic

Not surprisingly, many parents and caregivers have reported increased stress. Survey data from the University of Oregon show that 68% of parents/caregivers have experienced increased stress due to the pandemic. A key finding from the Rapid Assessment of Pandemic Impact on Development Early Childhood Household Survey Project (RAPID-EC), show that parents and caregivers experiencing material hardships, such as inability to pay for food, rent/mortgage, or utilities directly impacts their emotional distress, which, in turn impacts the child's wellbeing.[85] Furthermore, findings from the same study show that for low-income households, "insecurity about food is the single most important driver of caregiver anxiety, depression, and stress."

2 out of 3
parents have changed their child care arrangement due to COVID-19

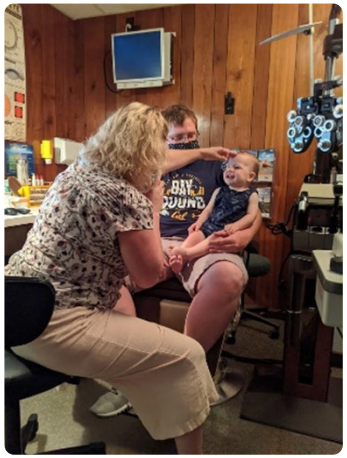
84 U.S. Census Bureau, Week 18 Household Pulse Survey: October 28, 2020 – November 9 (San Francisco-Oakland-Berkeley, CA Metro Area), 2020.
85 Center for Translational Neuroscience at the University of Oregon, Rapid Assessment of Pandemic Impact on Development Early Childhood Household Survey Project (RAPID-EC), Bearing Witness Family Voices that We Can't Ignore, August 2020. https://medium.com/rapid-ec-project/bearing-witness-family-voices-that-we-cant-ignore-9e64b9bfbe41

2. Impact on Children

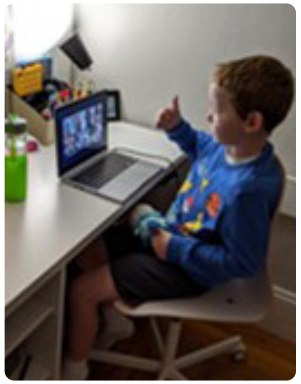
The full impact of COVID-19 on young children will not be known for some time. However, early research provides an initial understanding of the potential effects. The University of Oregon, for example, has collected significant survey data over time from more than 1,000 families who have at least one child under the age of five. This research reveals that the pandemic has worsened caregiver mental health due to increased financial and material hardship, as well as health-related stress, which can then lead to child distress. In particular, increased stress in the early years of life can lead to increased risk for learning challenges and lifelong health issues, including obesity and heart disease.[86] Specifically, the survey data indicates that caregivers reported that 33% have seen a recent increase in their child's fussiness or disruptive behavior.

These challenges are even more prevalent for low-income, single parent, and Black households, as well as for households with a young child with disabilities. Further, more than 58% of families report an increase in family conflict, including 56.4% reporting increased parent-child conflicts. Finally, as the CDC reports, many young children may also be experiencing disruptions in their typical routines, as well as the loss of their usual caregivers due to physical distancing, which can be traumatic and result in mental health challenges.[87]

The COVID-19 pandemic has also reduced children's access to preventative health care, with 29% of parents and caregivers who participated in the University of Oregon survey reporting that their young children have missed at least one well-child visit and 12% have missed a scheduled vaccination, primarily due to concerns about contracting COVID-19 while at the appointments.[88] These missed appointments can have long-term health consequences.



Lastly, most children are engaging in distance learning for the first time. National survey data indicates that 49% of households with school-age children did not have an adult available to help children with schoolwork; 36% were unable to provide their children with a quiet place to engage in school work; and 32% lacked the necessary broadband internet and online learning tools for their children to fully participate in distance learning.[89] Locally, the Oakland Public Education Fund estimates that, "half of Oakland's 50,000 students lack either a computer or internet access…"[90] It is estimated that 20% of all California students do not have access to the most basic internet resources in their homes.[91]



25,000 students in Oakland lack access to a computer or internet; California data estimates reveal 20% of student do not have access to the most basic internet resources in their homes.

Meanwhile, children are also missing out on key opportunities for socialization in child care and school. It remains to be seen how these many factors will impact children's learning and development over the long term.

86 Center for Translational Neuroscience at the University of Oregon, Rapid Assessment of Pandemic Impact on Development Early Childhood Household Survey Project (RAPID-EC), Why Households with Young Children Warrant our Attention and Support During (and After) the COVID-19 Pandemic, April 2020, https://medium.com/rapid-ec-project/why-households-with-young-children-warrant-our-attention-and-support-during-and-after-the-b7cee9b76184.

87 Centers for Disease Control and Prevention, COVID-19 Parental Resources Kit – Early Childhood, 2020 https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/parental-resource-kit/early-childhood.html.

88 Center for Translational Neuroscience at the University of Oregon, Rapid Assessment of Pandemic Impact on Development Early Childhood Household Survey Project (RAPID-EC), Health (Still) Interrupted: Pandemic Continues to Disrupt Young Children's Healthcare Visits, October 2020, https://medium.com/rapid-ec-project/health-still-interrupted-pandemic-continues-to-disrupt-young-childrens-healthcare-visits-e252126b76b8.

89 Annie E. Casey Foundation, Kids, Families and COVID-19: Pandemic Pain Points and the Urgent Need to Respond, December 2020, https://www.aecf.org/m/resourcedoc/aecf-kidsfamiliesandcovid19-2020.pdf.

90 Wu, Daniel. "Coronavirus shutdowns expose low-income Bay Area Students' struggle to get online", San Jose Mercury News, 3 August, 2020. https://www.mercurynews.com/2020/08/03/coronavirus-shutdowns-expose-low-income-students-struggle-to-get-online/.

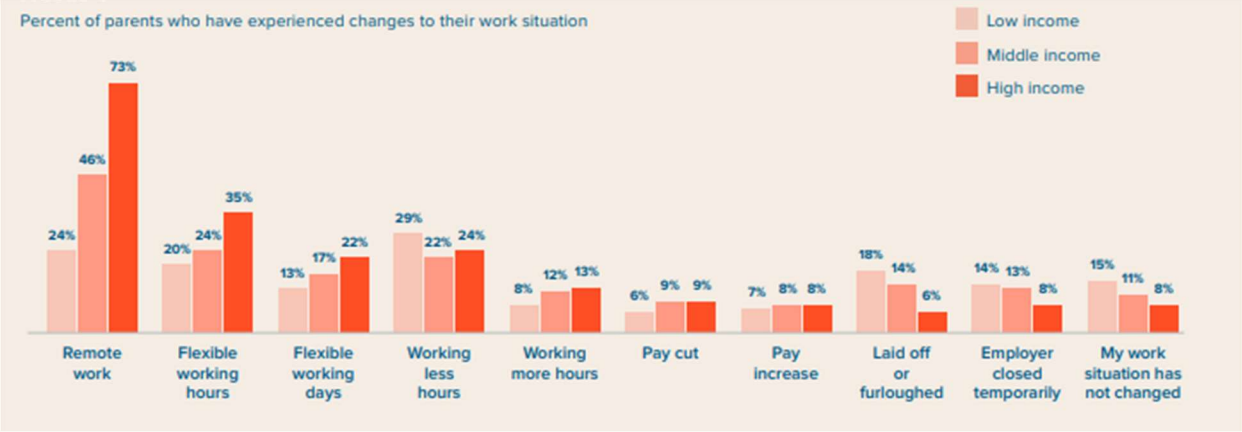
91 Alejo, Luis, de Leon, Kevin, Garcia, Eduardo. "Opinion: Why California must end digital divide for students". San Jose Mercury News. 5 August 2020. https://www.mercurynews.com/2020/08/05/opinion-california-students-need-universal-broadband-infrastructure/.

Several national studies have been conducted thus far on the impact of the COVID-19 pandemic on working parents and families' child care needs. In July 2020, the U.S. Chamber of Commerce Foundation published data from a longitudinal study on the impacts of COVID-19 on working parents with children under the age of six, finding that "75% of working parents currently have children staying at home with a parent during work hours… Two-thirds of parents have changed their child care arrangement due to COVID-19… [and] 60% of parents will need to change their current child care arrangement within the next year."[92]

> *"I can technically work from home and am paid, but working from home with young children is not feasible…"*
>
> -Alameda County parent
> (*Parent Voices Oakland*, 2020)

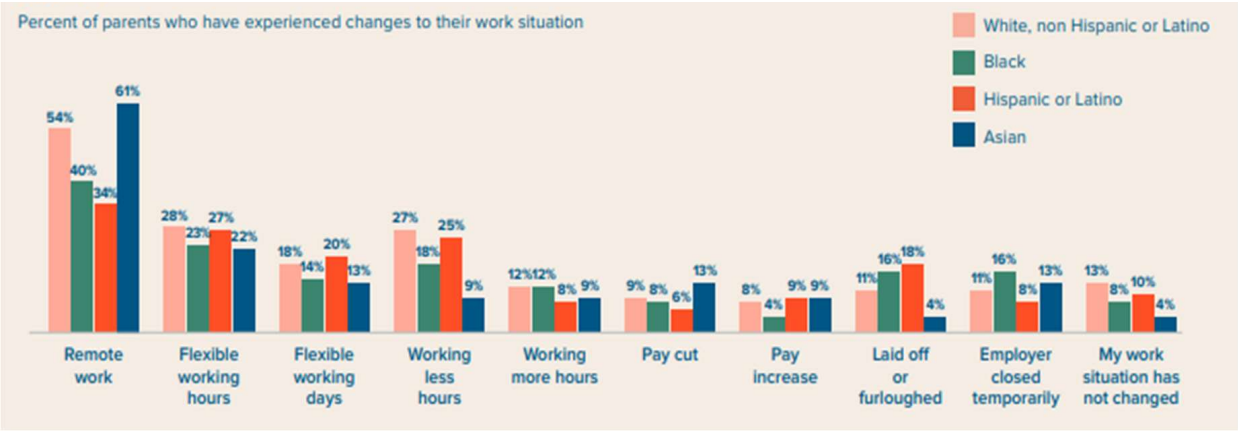
As shown in Figure 10.7 and 10.8 below, the study also finds that higher income and White families are more likely to be able to work from home, compared to low-income, Black, and Hispanic/Latino parents.

Figure 10.7 – Percent of Parents Who Have Experienced Changes to Their Work Situation



Source: U.S. Chamber of Commerce Foundation July 2020

Figure 10.8 – Percent of Parents Who Have Experienced Changes to Their Work Situation



Source: U.S. Chamber of Commerce Foundation July 2020

92 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Working Parents, Childcare, and COVID-19, July 2020. https://www.uschamberfoundation.org/sites/default/files/media-uploads/Parent%20Survey%20Report%20Pt.1_7.24.20.pdf.

Regarding child care arrangements, the number of children staying at home with a parent or guardian increased nationally, while the number of children attending a child care program decreased. Based on the survey findings, "61% of parents indicated that their previous arrangement closed and 25% indicated that they chose not to send their children [to child care] due to health and safety concerns."[93] However, this is not true of all families, with, "single parents and low-income parents ... 25% less likely to have children staying at home with a parent than married parents or high-income parents."[94] To ensure care for their children, many parents have had to reduce their work hours, alternate work hours with another member of their household, or work outside of normal business hours. Some have also taken paid and unpaid leave.

In a follow-up report in October, the Chamber of Commerce Foundation found that women were less likely to have returned to work than men since the beginning of the pandemic, at 54% and 73% respectively.[95] Additionally, "half of all parents who are unlikely to return to work cite childcare as a prohibiting fact in returning to work, and women, single parents, and low-income parents are more likely to cite childcare as a reason they are unable to return."[96] As this data indicates, many families require increased access to affordable child care during the pandemic. Notably, when the Chamber of Commerce Foundation surveyed employers regarding what types of assistance they were offering their employees during the pandemic, they found that "the majority of employers identified remote work and flexible working hours or days. **Only 1% of employers offered direct childcare assistance such as onsite childcare, back-up childcare, or a partnership with an offsite/nearby childcare provider in response to COVID-19."**[97]

"I'm working from home, but I have kids with special needs so it's hard to do both at the same time!"

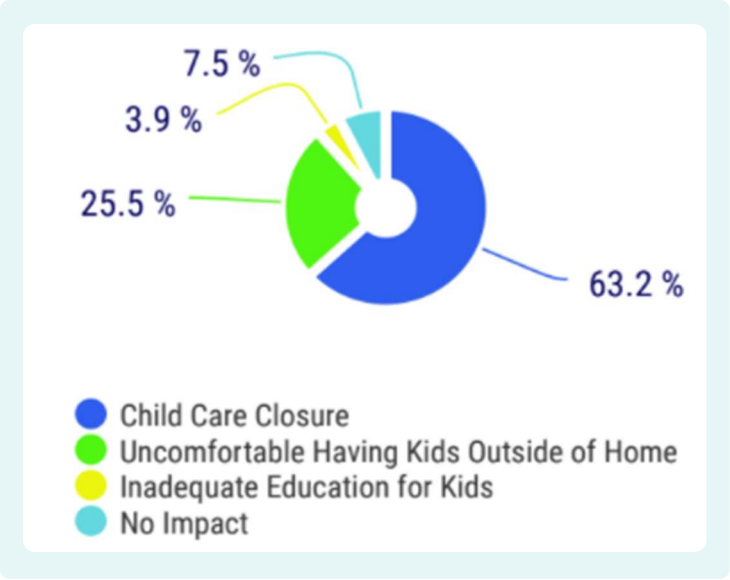
-Alameda County parent
(*Parent Voices Oakland*, 2020)

93 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Working Parents, Childcare, and COVID-19, July 2020. https://www.uschamberfoundation.org/sites/default/files/media-uploads/Parent%20Survey%20Report%20Pt.1_7.24.20.pdf.
94 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Working Parents, Childcare, and COVID-19, July 2020. https://www.uschamberfoundation.org/sites/default/files/media-uploads/Parent%20Survey%20Report%20Pt.1_7.24.20.pdf.
95 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Returning to Work and the Childcare Dilemma, October 2020, https://www.uschamberfoundation.org/sites/default/files/media-uploads/EarlyEd_Minis_Report4_FINAL.pdf.
96 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Returning to Work and the Childcare Dilemma, October 2020, https://www.uschamberfoundation.org/sites/default/files/media-uploads/EarlyEd_Minis_Report4_FINAL.pdf.
97 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Employers, Childcare & Returning to Work in COVID-19, August 2020, https://www.uschamberfoundation.org/sites/default/files/media-uploads/Employer%20Survey%20Report%20Pt.%201%20FINAL_7.31.20.pdf.

At the beginning of the pandemic, Parent Voices Oakland (PVO) conducted a survey of 340 families to understand the impacts of COVID-19 in Alameda County.[98] An overwhelming majority of respondents indicated that their child care situation has been impacted by the COVID-19 pandemic, most commonly due to the closure of their child care program. While many respondents were able to stay home with their children, 14% were unable to stay home and 32% were home but without income. For 37% of respondents, securing child care was one of their biggest concerns.

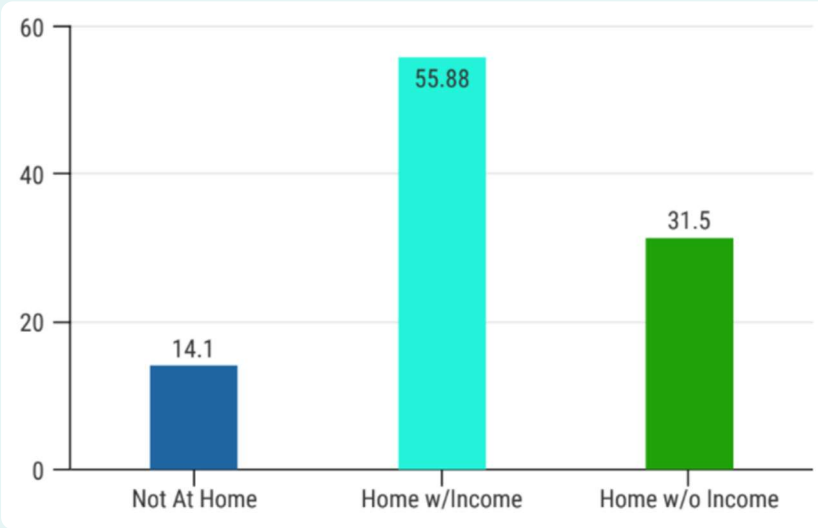
> *"I used up my sick time. Now I have no options for income. I will have my job once we can go back to work, but then no money for childcare."*
>
> -Alameda County parent
> (*Parent Voices Oakland*, 2020)

Figure 10.9 – COVID-19 Largest Impact on Child Care



Source: Parent Voices Oakland 2020

Figure 10.10 – Ability to Stay Home with Kid(s) During This Crisis (%)



Source: Parent Voices Oakland 2020

98 Parent Voices Oakland, The Impact of COVID-19 on Alameda County Families, 2020, https://drive.google.com/file/d/1t-4YUHSlVph3iqll9uSNyPdNTBUYx_g_/view.

The pandemic has also had an impact on parents' preferences regarding type of child care. When asked in a national survey about their ideal child care arrangement in January 2020 versus during COVID-19, parents' preference for child care centers decreased by 8%, while their preference for providing care for their own children increased by 5%. [99]

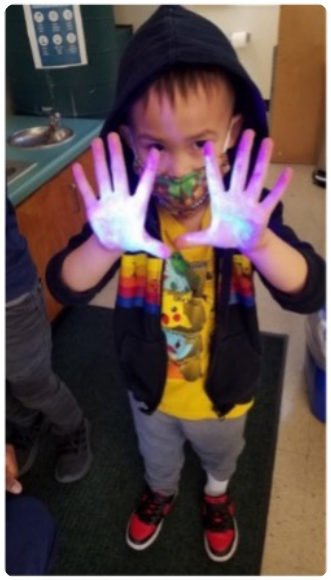
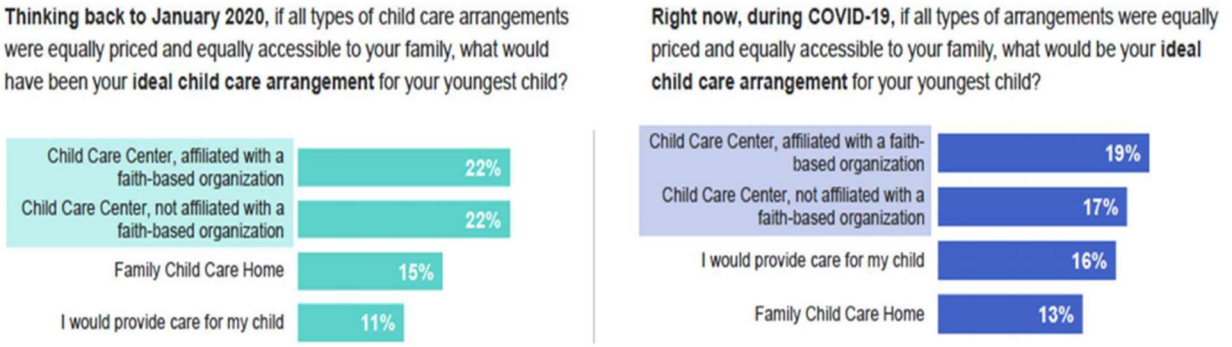
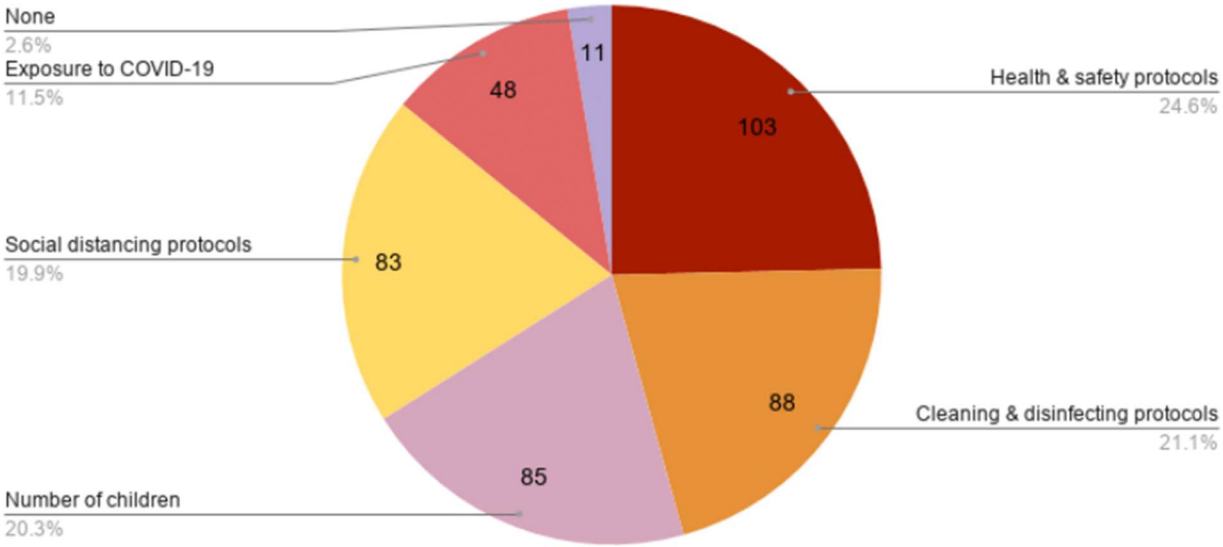


Figure 10.11 – Parent Preferences for Child Care Type



Notably, 48% of respondents would choose a different child care arrangement due to the vaccine, particularly if child care providers themselves were vaccinated.

Figure 10.12 – June 2020 Concerns about Sending Children to Child Care



Source: June 2020 COVID-19 Child Care Intake Form Family Survey from the Alameda County Emergency Child Care Response Team. Analysis includes 237 responses.

99 Bipartisan Policy Center, Parent Child Care Preferences: Are They Changing?, presentation January 22, 2021, https://bipartisanpolicy.org/wp-content/uploads/2021/01/January-2021-Parent-Survey-Webinar.Final-Slides.pdf. Notably, national data on family child care choices may not match national data. Many states do not regulate family child care, while California, New York, Colorado and some other states have strongly regulated family child care.

During the first two weeks of the COVID-19 pandemic, the ECCRT developed and implemented a centralized, universal child care intake form. Between March and September 2020 1,808 families completed the form, requesting care for 2,618 children.

Child Care Requests from the Alameda County Emergency Child Care Response Team Universal Intake Form March-September 2020

Figure 10.13 – Universal Intake Form Requests

Figure 10.14 – Universal Intake Form Monthly Requests

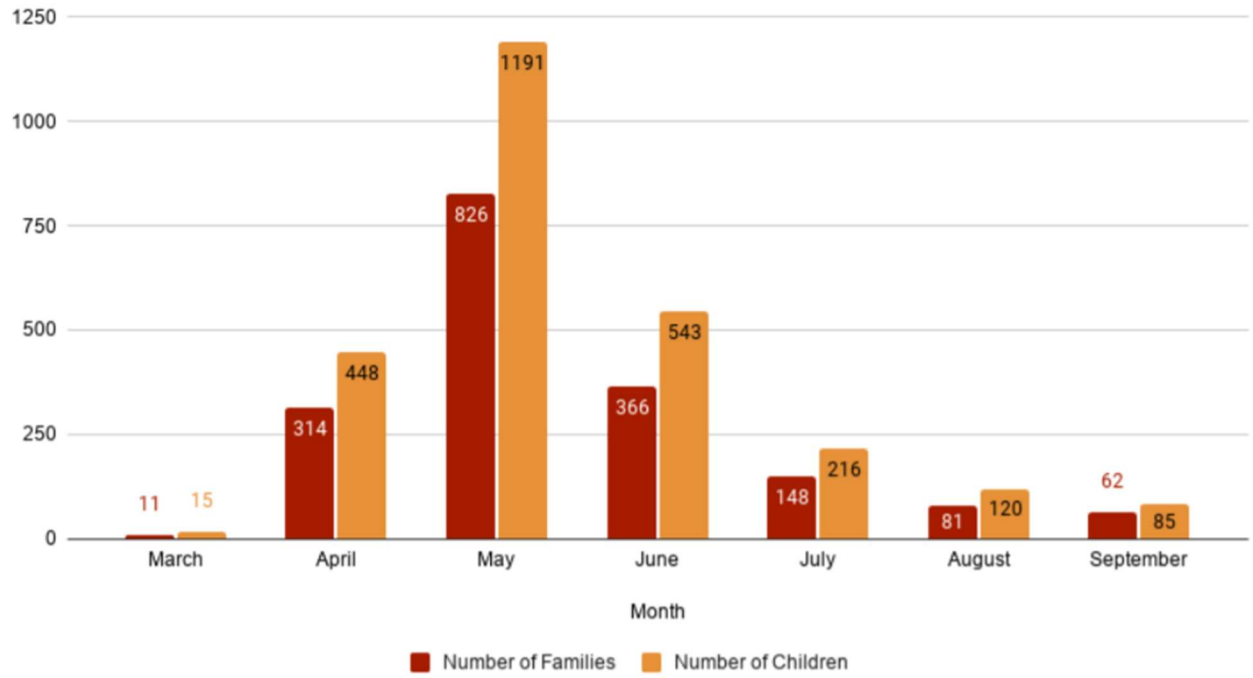
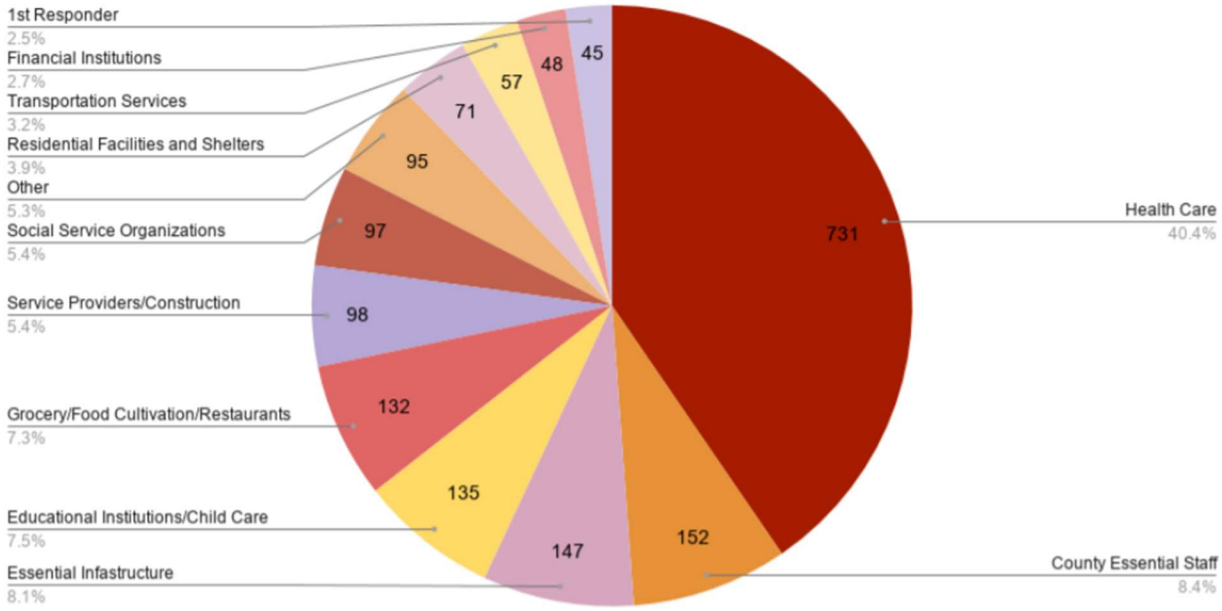


Figure 10.15 – Parent or Caregiver Occupation



Source: September 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

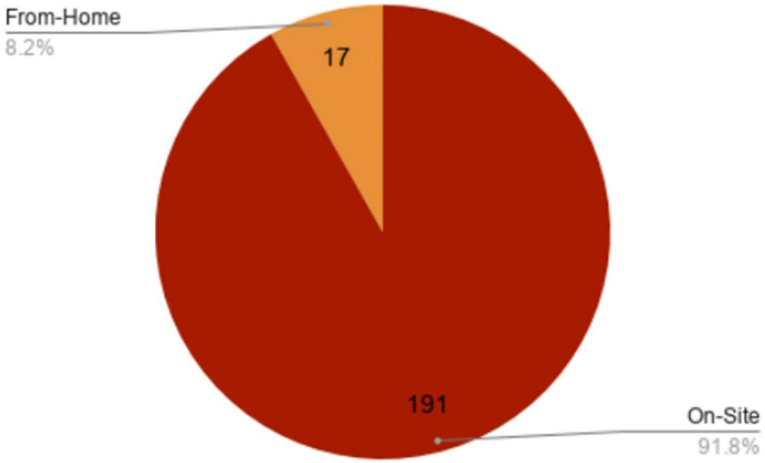
Of the more than 1,808 families that utilized the universal intake form for child care referrals and subsidies:

713
families work in Healthcare, of those families 416 work at hospitals

152
families are Alameda County essential staff, of those families 80 work at Alameda County Social Services Agency

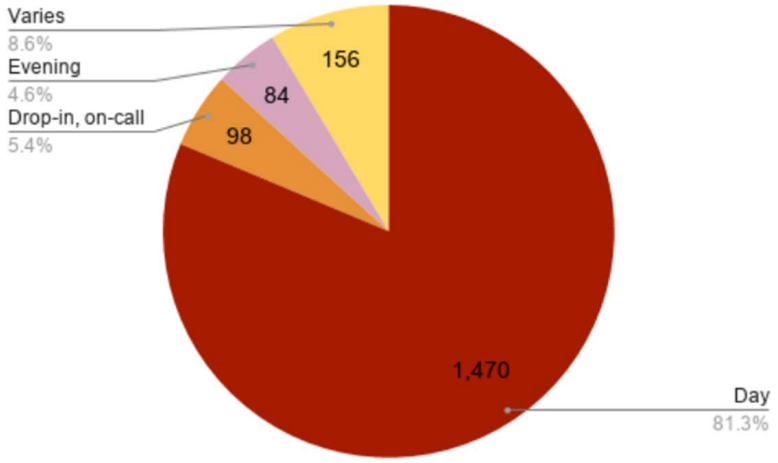
Child Care Needs during COVID-19

Figure 10.16 – Parent or Caregiver Work Setting



Source: June 2020 COVID-19 Child Care Intake Form Family Survey from the Alameda County Emergency Child Care Response Team. Analysis includes 237 responses.

Figure 10.17 – Schedules of Care Requested by Parent or Caregiver



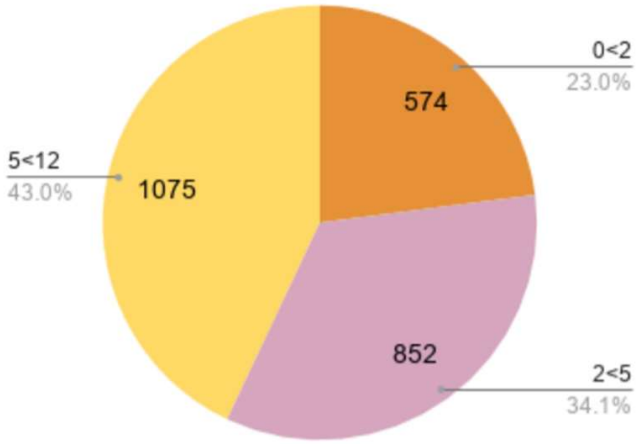
Source: September 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

Of the more than 1,808 families that utilized the universal intake form for child care referrals and subsidies:

246
families requested weekend care

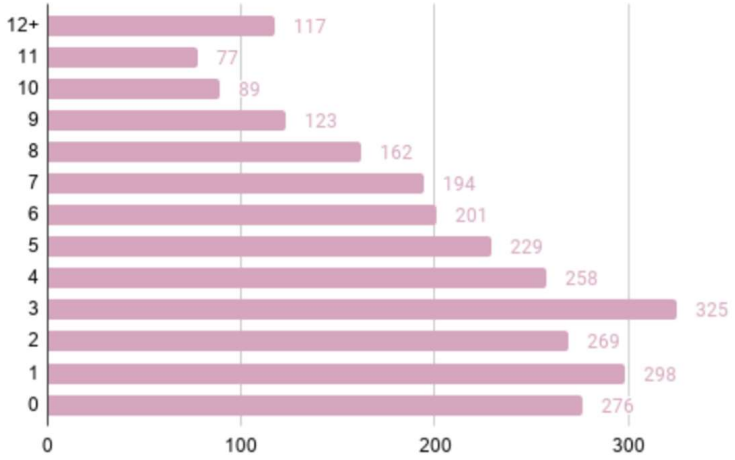
71
families requested overnight care

Figure 10.18 – Child Care Requests by Age Groups of Children



Source: September 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

Figure 10.19 – Child Care Requests by Age of Child



Source: September 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

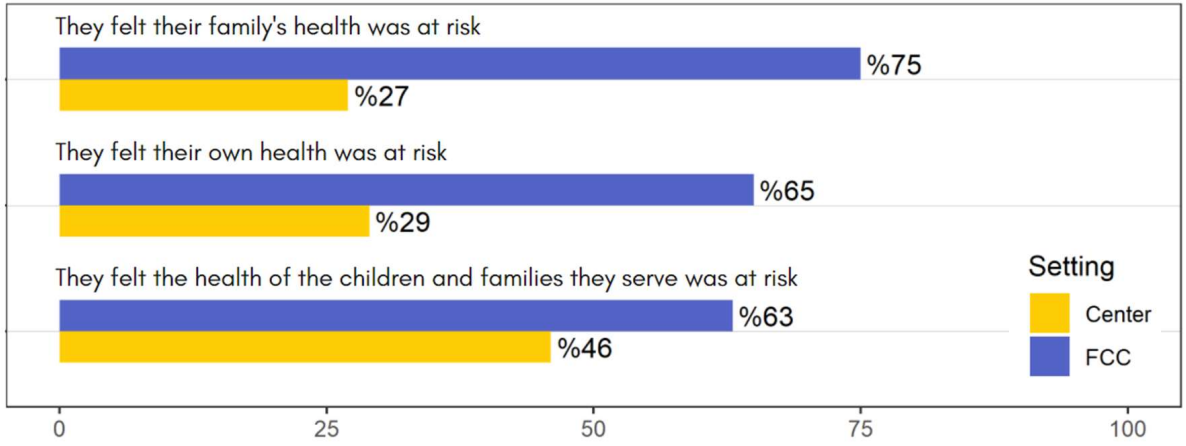
5. Impact on Child Care Providers

The pandemic has also had a particular impact on child care providers. Nationally, nearly half of child care providers closed at the beginning of the pandemic, and while many have reopened, data shows that, "86% are serving significantly fewer children than they were prior to the pandemic; on average, enrollment is down by 67%. Two out of five child care providers are certain that they will close permanently without additional public assistance."[100]

Providers are struggling to meet the needs of the children and families they serve while managing decreased enrollments and increased costs.[101] Many must also weigh the health risks for their staff and their own families. Further, providers are taking on school-age children engaging in distance learning, which presents new challenges and needs. Many providers have had to lay off or furlough staff and have had trouble accessing small business supports, including the Payroll Protection Program. Together, this has led many providers to close either temporarily or all together, despite how essential child care is to working families and our recovery.

Data from a survey of almost 1,000 California child care programs by the UC Berkeley Center for the Study of Child Care Employment (CSCCE), conducted in June and July, highlights these severe consequences. As seen in **Figure 10.20**, when asked about the primary reason for program closures, FCC providers in particular had significant concerns about the health and safety of their own family members, themselves, and the children and families they served.[102]

Figure 10.20 – Primary Reason for Program Closures from CSCCE Study



Source: UC Berkeley Center for the Study of Child Care Employment 2020

100 U.S. Chamber of Commerce Foundation, Piecing Together Solutions: Childcare: An Essential Industry for Economic Recovery, September 2020, https://www.uschamberfoundation.org/sites/default/files/media-uploads/EarlyEd_Minis_Report3_090320.pdf.

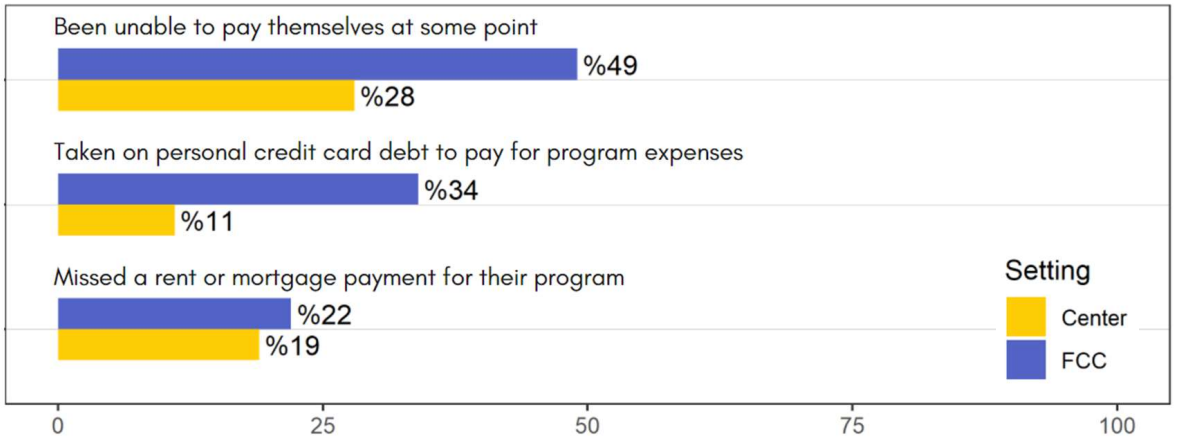
101 Docoy, Sean, Kim, Yoonjeon, Montoya, Elena. "California in Crisis: The Escalating Impacts of COVID-19 as California Reopens". Center for the Study of Child Care Employment. 22 July 2020. https://cscce.berkeley.edu/california-child-care-in-crisis-covid-19/.

102 Docoy, Sean, Kim, Yoonjeon, Montoya, Elena. "California in Crisis: The Escalating Impacts of COVID-19 as California Reopens". Center for the Study of Child Care Employment. 22 July 2020. https://cscce.berkeley.edu/california-child-care-in-crisis-covid-19/.

For open child care programs, 77% have experienced income loss and nearly all programs have operated at reduced capacity compared to January 2020 (99% of centers and 79% of FCCs). 66% of programs have experienced operational changes to meet health and safety requirements and 80% have had higher costs due to cleaning, sanitation, and PPE supply needs. According to data from the Center for American Progress, the true cost of center-based care during the pandemic, which meets enhanced health and safety requirements, has increased by 54% in California, while the costs for FCCs have increased by 75%.[104]

As indicated in Figure 10.21, FCC providers have been the hardest hit in many ways, including financially, although center-based providers have also experienced financial challenges. For example, 49% of FCCs said they have been unable to pay themselves at some point during the pandemic, compared to 28% of centers.[105]

Figure 10.21 – Child Care Program Challenges from CSCCE Study



Source: UC Berkeley Center for the Study of Child Care Employment 2020

The true cost of family child care during the pandemic has **increased by 75%** in California.[103]

The Alameda County child care field is losing more than an estimated **$18 million per month** due to closures and under-enrollment

Furthermore, the cost of providing care has dramatically increased. According to the Center for American Progress, the true cost of family child care is **70% higher and center-based child care is 47% higher on average** due to additional COVID-19 health and safety requirements.

Source: Estimate based on extrapolation from survey data and administrative data from October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County.

Source: Simon Workman, "The True Cost of Providing Safe Child Care During the Coronavirus Pandemic," Center for American Progress, September 3rd, 2020.

103 Workman, Simon, Jessen-Howard, Steven. "The True Cost of Providing Safe Child Care During the Coronavirus Pandemic". Center for American Progress. 3 September 2020. https://www.americanprogress.org/issues/early-childhood/reports/2020/09/03/489900/true-cost-providing-safe-child-care-coronavirus-pandemic/.

104 Workman, Simon, Jessen-Howard, Steven. "The True Cost of Providing Safe Child Care During the Coronavirus Pandemic". Center for American Progress. 3 September 2020. https://www.americanprogress.org/issues/early-childhood/reports/2020/09/03/489900/true-cost-providing-safe-child-care-coronavirus-pandemic/.

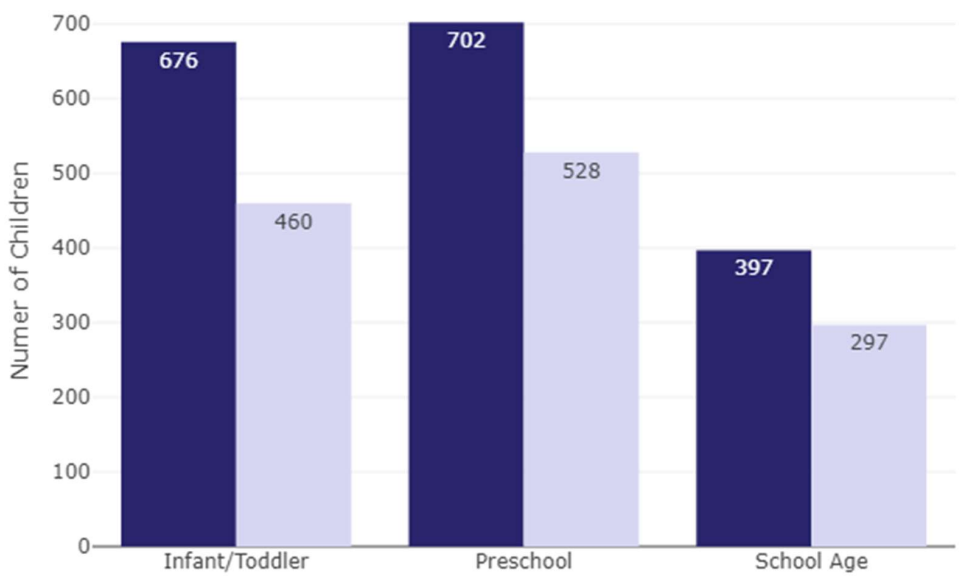
105 Docoy, Sean, Kim, Yoonjeon, Montoya, Elena. "California in Crisis: The Escalating Impacts of COVID-19 as California Reopens". Center for the Study of Child Care Employment. 22 July 2020. https://cscce.berkeley.edu/california-child-care-in-crisis-covid-19/.

Figure 10.22 – Reduction in Onsite Enrollment* for Open Child Care Programs

Age Group	FCCs	Centers
Infant/Toddler	34%	37%
Preschool	27%	39%
School Age	26%	52%
On Average	**28%**	**41%**

Source: Estimate based on extrapolation from survey data and administrative data from October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County

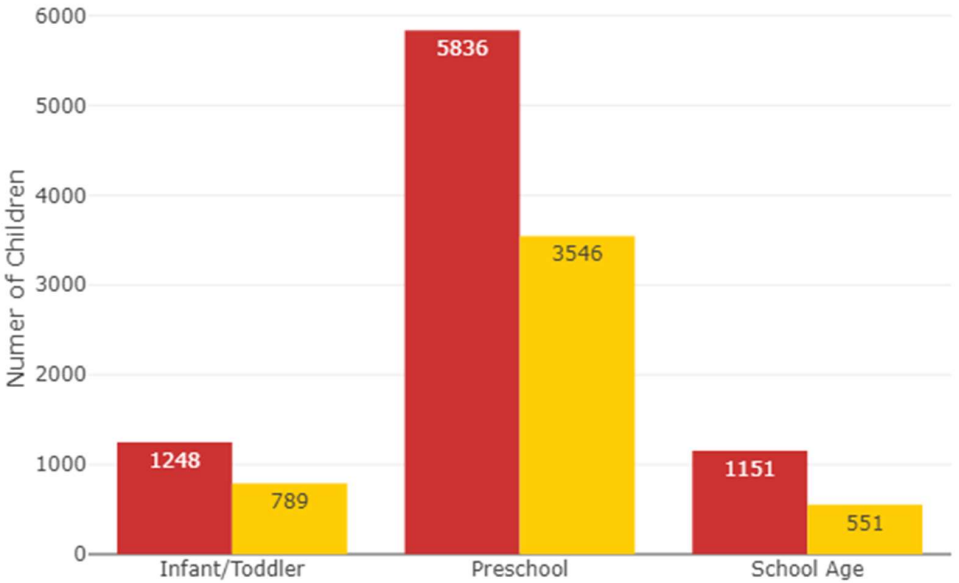
Figure 10.23 – Family Child Care: Reduction in Onsite Enrollment*



Source: October 2020 Alameda County Child Care Program Survey. Analysis includes responses from 210 family child care sites.

Open FCCs are experiencing an average loss of at least **$3,891** per site per month and the Alameda County FCC field is losing more than **$9 million per month** due to under enrollment and site closures.

Figure 10.24 – Child Care Centers: Reduction in Onsite Enrollment*



Source: October 2020 Alameda County Child Care Program Survey. Analysis includes responses from 182 child care centers—105 Title 22 centers (Non-Title 5 sites) and 77 Title 22/Title 5 center and/or EHS/HS sites.

*Onsite Enrollment does not include children enrolled for virtual learning. Many FCCs and centers are still caring for children virtually and many will return for onsite enrollment.

Figure 10.25 – Open sites and Capacity over time due to COVID

CHILD CARE SUPPLY

All licensed child care providers were sent a survey regarding availability for emergency back-up child care for essential workers. They identified their availability and capacity to provide care for additional children. The survey was available in English, Spanish, and Chinese. The Alameda County Emergency Child Care Response Team has provided technical assistance and support for child care programs across the county.

		Back-Up Care Capacity	
Setting	Number of Sites	Overall Capacity	Infant Capacity
FCC	185	1045	293
Centers	54	1250	340
Total	239	2295	633

14% of all licensed Alameda County family child care providers indicated on the survey that they are open or are willing to be open for additional essential workers

185 of 1,281

10% of all licensed Alameda County centers indicated on the survey that they are open or are willing to be open for additional essential workers

54 of 556

Source: April 27, 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

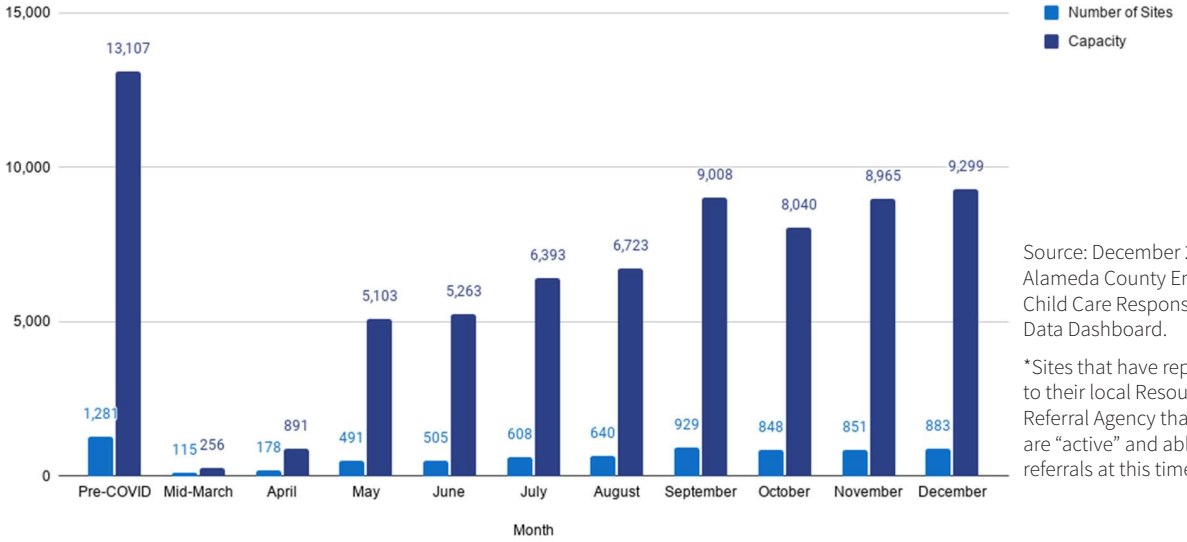
IMPACT ON CHILD CARE WORKFORCE

Programs have also faced significant staffing challenges, including staff who are not comfortable working, cannot work because they must take care of their own children, or have taken a leave of absence. Alarmingly, CSCCE found that, "78% of open centers and 61% of open FCC programs have fewer paid teachers now than before the pandemic (January 2020)," reflecting ongoing and exacerbated workforce challenges. [106]

51%

of grantees that had at least one staff prior to shelter-in-place order in March 2020, have lost staff. Overall, 32% of grantees had more staff prior to March 1st, 2020.

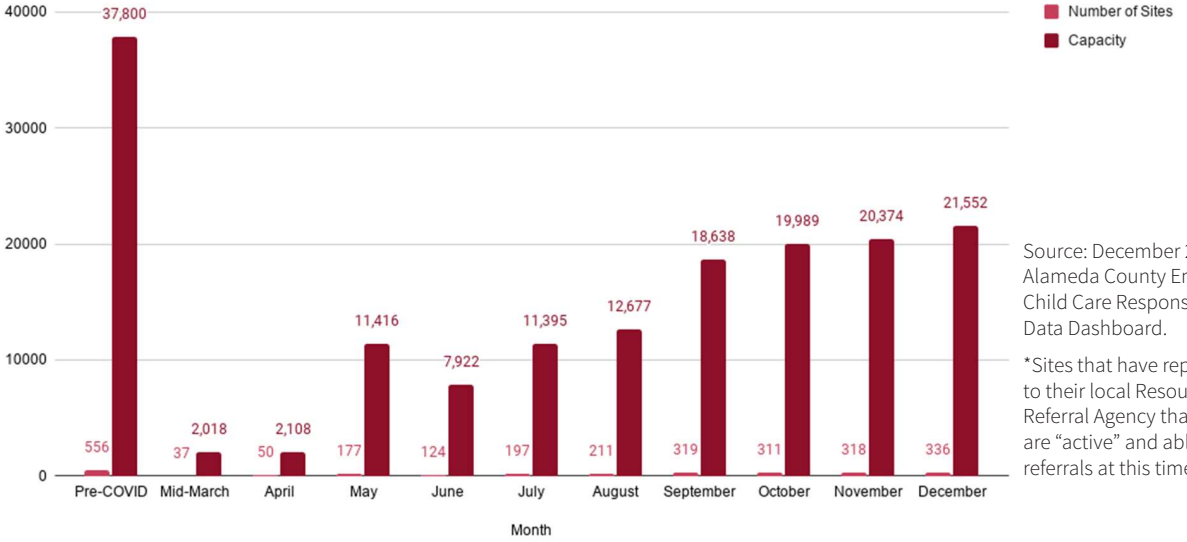
Figure 10.26 – Open* Family Child Care Sites and Capacity



Source: December 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

*Sites that have reported to their local Resource and Referral Agency that they are "active" and able to take referrals at this time.

Figure 10.27 – Open* Child Care Centers and Capacity



Source: December 2020 Alameda County Emergency Child Care Response Team Data Dashboard.

*Sites that have reported to their local Resource and Referral Agency that they are "active" and able to take referrals at this time.

106 Docoy, Sean, Kim, Yoonjeon, Montoya, Elena. "California in Crisis: The Escalating Impacts of COVID-19 as California Reopens". Center for the Study of Child Care Employment. 22 July 2020. https://cscce.berkeley.edu/california-child-care-in-crisis-covid-19/.

D. Strategies to support providers and families

As of June 2020, First 5 Alameda County, in collaboration with community partners, provided families and child care programs with: [107]

In addition to the First 5 family and provider community distributions, the Child Care Resource and Referral Agencies hosted additional distribution events to support families and providers.

97 of 536 (18%)
FCCs reported receiving PPP on FCC grant

FAMILY CHILD CARE COVID RELIEF GRANTS

Between June 2020 and January 2021, over $3,275,000 was contributed to the COVID-19 Family Child Care Project from Alameda County Supervisor Wilma Chan, Alameda County Social Services Agency, First 5 Alameda, and the Sobrato Organization. The COVID-19 Family Child Care Project provides local FCCs experiencing financial hardship as a result of COVID-19 with emergency funding to cover staff salaries, rent and other operating expenses that are usually covered by tuition. To date, 589 FCCs have received grants. In the initial round of funding, 53 FCCs were selected from a pool of 185 applications to receive grants in Oakland, Hayward and San Leandro. Grant amounts were determined based on the size of the FCC: small FCCs received $3,000 - $3,912 and large FCCs received $5,000. Priority was given to applicants who were in high need communities, served families with a child care voucher, served priority child populations and who had not successfully accessed other capital, such as SBA loans or Paycheck Protection Program. In the second round of funding

"This system here at First5 has been so amazing… it always has been. They have got our backs with the things they have been able to provide. They have stepped up and looked out for us. With money, supplies, … with subsidized enrollment from the R&R'-- 4C's & Bananas. When this all started, I thought - oh well, there goes my business- but we have not lost anything. So many people have lost work, their jobs. They've got our backs. I have no complaints and I have not heard one complaint. I am floored. I have gotten my vaccine. I got my appointment to get my air purifier. I got the emergency supplies. It's good to have a place to talk and have a conversation. You know we used to have a lot of fun in the First5 offices. This business is here to stay. I am always trying to get more providers to open. You know there will always be kids and parents that need to work."

Deloris Whitehead Joseph FCC provider in Alameda & APCCA member

107 BANANAS, Inc., 4Cs, and Hively were key community partners who collaborated on the heavy lift to get PPE, food, thermometers, and other key resources to providers and families. For a full list of community partners who also supported families see https://first5alameda-my.sharepoint.com/:b:/g/personal/rkamo_first5alameda_org/ETka6durP_9Dr708zjbyRfABJBZQ2tvhWwEeWrP7WNRKCA?e=8YBIrw

108 First 5 Alameda invested in 150 laptops to support family child care home providers and parents' access to professional development opportunities and child enrichment activities that have shifted to virtual platforms due to COVID-19. First 5 Alameda partnered with BANANAS, 4Cs of Alameda, Hively, the Alameda Professional Child Care Association, Jewish Family and Community Services, and San Leandro Public Library to distribute laptops to Alameda County FCCs. The San Leandro Public Library also received laptops, which they lend to parents and caregivers with young children.

every eligible applicant who submitted a complete application was selected to receive funding – 584 FCCs (this includes 48 providers who received a grant from the first round of funding and who received additional funding to match new grant amounts). Subsidy-serving FCCs were prioritized and received awards of $5,000 for small FCCs and $10,000 for large FCCs. Non-subsidy serving FCCs received awards of $1,100 for small FCCs and $2,100 for large FCCs.

HEALTH HEROES FOR CHILD CARE PROGRAM: 2020 COHORT DATA

The Alameda County Health Heroes for Child Care Program, in partnership with Samuel Merritt University (SMU) School of Nursing began at the start of the pandemic to provide health and safety support from student nurses to child care programs to help manage the uncertainties and impacts of COVID-19. The Program ran seven cohorts in 2020 and was continued due to its success, including

111 sites served:
53 FCCs, 57 centers,
1 site unknown

268 student nurses supported

600 ECE teachers

237 children were served in Cohort 7

"This program is a great way to empower centers with hands-on knowledge that their facilities are healthy, safe spaces for children & staff."

-Heather Leyva,
King's Kids Preschool &
Childcare Director

"Both nurses arrived prepared with their activities and materials and positive energy for the children. They used age appropriate language and learning materials to convey their message. My children were very engaged in every activity and had materials to take home to share with their parents."

-Artensia Young, Oakland Family Child Care Owner

THOUGHTS FROM THE FIELD- DR. VERONICA UFOEGBUNE *DIRECTOR EPHESIANS CHILD CARE CENTER*

"Moving forward with New Lenses:

Our journey towards a "Post-Pandemic-Era", as we leverage President Biden's statement about not thinking of going "BACK" to the way things were triggers the importance of clearly listing the major impact of Covid-19 on the ECE industry:

We are indeed an "Essential Industry" as reconfirmed during this pandemic experience.

Questions:

1. Is the ECE industry fully treated as an essential industry?
2. Did the industry personnel get the protection it should as an essential industry?
3. Did the industry receive standard protective gear, such as N-95 masks as other essential organizations were?
4. Why were we not on the high tier to be protected as we cared for the children of other essential workers?

Essentially, the President's statement struck an agreeable nerve that triggers this list of the direct impact of the Covid-19 Crisis on the Early Care and Education Workforce and how we should look at the next steps as ways to operate and not go back to the way things were. Life moving forward is a new normal:

1. The physical safety of the workforce and the clientele-children and families
2. The mental health impacts on the workforce and clientele-children and families
3. The health needs of personnel, children, and families
4. The fear/danger to staff who fear of returning to work
5. The inadequate categorizing of the ECE essential industry which denies its workforce the proper gear to stay safe: example-ECE received a limited supply of N-95 but was unable to receive the number needed to keep its workers safe
6. Inadequate insurance and coverage to protect workforce when exposed for care and earnings during long term care
7. The under-enrollment crisis [due to] many parents staying home or loss of employment
8. Economic impact on the workforce
9. Job Loss of many and the families
10. The non-prioritizing of the workforce leading to crisis and resuscitation when many would have suffered tragedies of job loss and childcare loss

Not going back to how things were means maintaining Early Care and Education Workforce as a first-thought and not an after-thought!"

Section 11 - Conclusions

The following conclusions are drawn from the Needs Assessment data. These conclusion are presented without regard to priority as they are, in most cases, interdependent and reflective of the under resourcing and of the child care system. The conclusion should inform planning and be used as key calls to action and system reform.

1) Alameda County's children and families are extremely diverse -- programs and systems must meet the needs of the diverse population.

The diversity of the county – both language and culturally – has important implications for planning capacity and professional development and training for the ECE workforce. There are also implications for how to support families of Dual Language Learners, whether they are in formal or informal care or unable to access care.

Over 52 languages are spoken by children in the county

- **30%** of preschool children in Alameda County are English Language Learners
- **Spanish is spoken by 61% of ELL students in Alameda County public schools**

2) There is an inadequate supply of licensed child care and the availability of licensed care spaces has been declining.

Child care providers were hard hit by the pandemic. There is an overall decline of licensed capacity since 2007; this decline existed prior to COVID-19. It is yet unknown whether many centers and family child care homes impacted by the recent year of COVID-19 will reopen. In February 2021, only 75% of family child care providers and 67% of centers reported that they were open. Efforts have been made to mitigate this impact, however these need to continue and deepen to strengthen the supply of formal care options for families.

- The number of licensed family child care homes has fallen by 34% since 2007. Family child care spaces are more flexible than licensed center spaces and a dwindling supply impacts families access to meet their child care needs.
- There is a disproportionate lack of affordable, quality care options for infants and toddlers. Much of the county is a child care desert for infant and toddler licensed care,[109] with a ratio of one licensed space for every 10 infants and toddlers.

3) The current subsidy system is failing to meet the needs of subsidy-eligible children birth-5.

The numbers of children enrolled in subsidized care has increased slightly, but there remains a significant gap in access to subsidies for income -eligible families – with an **unmet need of 91% of eligible infants and toddlers and 46% of eligible preschool aged children.**

- As of 2018 there were nearly 7,000 children on six of the state subsidized program's eligibility waiting lists.[110]

4) State and federal income standards do not reflect local cost of living and limit access for families who need help paying for care.

Due to the high cost of living in the county, the federal poverty level income standard for Early Head Start/ Head Start and the state income requirement (85% of State Median Income-$65,604) for income eligibility do not meet the needs of families. These standards lock out many families from eligibility assistance and create eligibility "cliffs" for those who are supported and then lose eligibility before they are able to reach self-sufficiency.

109 According to Center for American Progress, having a formal licensed supply under 3 spaces for each child is considered a child care desert.
110 The six waiting lists included 5 Alternative Payment state voucher contractors and 2 State contracted center programs.

5) *The high cost of living in the county impacts families' ability to afford child care and the ability of providers to deliver child care affordably.*

According to the U.S. Department of Health and Human Services (HHS), child care is affordable if it costs no more than 7% of a family's income. With one preschooler in center-based care and one infant/toddler in family child care, an Alameda County family would need to make $605,229 to have child care cost no more than 7% of their income.

LINK TO HIGH COST COUNTY INFOGRAPHIC

- **Inability of parents to pay for the true cost of care impacts child care providers ability to pay teachers and staff a living wage.**

6) *Reimbursement rates from the state and the federal government are grossly inadequate.*

These differences in financing are structural issues impacting access to quality for low-income families. Fees charged by some programs, particularly centers, present an added out-of-pocket cost that subsidized families cannot afford and that make many programs out-of-reach for moderate income families.

"Higher reimbursement rates are critical to operate high quality early learning programs that meet families' needs. Even more important to consider is that the rates are what controls the salaries we pay staff. Staff are subsidizing the early education system by accepting lower wages to do the work they love. When most of the staff are women, many of whom are women of color, the system continues to perpetuate inequities and penalize women for doing this work."

Pamm Shaw,
Director Strategic Funding and
Partnerships YMCA of the East Bay

- The suppressed rates-
  - Limit access to quality care options for families, particularly voucher access State Regional Market Rate voucher rates for licensed providers creates considerable co-pays, which families cannot afford, thus limiting their choses of care options;
  - Limit the ability of providers to accept vouchers and challenges providers contracting with the state/ federal government to provide care at an unaffordable rate; and
  - Exacerbates the problem of low wages for the early care and education workforce.
- According to a 2020 local study of market rates, the state Regional Market Rate (RMR) voucher rate ceiling currently limits access to 39% of the Alameda licensed preschools, though according to federal methodology for rate setting, it is supposed to allow access to 85% of the market.

LINK TO RATES COMPARISON

7) *The "system" is extremely complex, resulting in families and parents experiencing difficulties accessing limited choices.*

Parent choices must be affordable and high quality for all families. The mixed delivery system of licensed centers, family child care, and license-exempt programs and family, friend and neighbor care each require strategic support in order to ensure safe, high quality options for families. Affordability, capacity, quality, location, hours and other aspects of care -- cultural, linguistic, and ability to meet the needs of children with special needs -- all affect the availability of care to allow for true parental choice and to meet families' needs.

- **For subsidized families the reimbursement rate of the voucher further limits families' choices.** Many families face additional barriers of transportation, homelessness, immigration status, language barriers, lack of access to technology, and other challenges which further impact their ability to access care. System responses must keep these families at the center when designing solutions.
- Parents identified challenges navigating the complex subsidy system and frustrations with the eligibility waiting lists.

- Eligibility regulations and requirements often include barriers that make the subsidy system challenging for both providers and families, such as-:
  - Extensive paperwork for providers and families
  - In-person meetings to confirm eligibility
  - Practices which do not reflect the private market, such as upfront payments (vouchers pay after the care is provided) and unpaid days when child does not attend (vouchers have some coverage but not comparable to with private payers.)
  - State imposed family fees for subsidized families earning 50% of the State Median Income (SMI) or above create additional financial burden that families cannot afford; some families are forced **out of eligibility, and, in other instances, providers absorb the cost, which they cannot afford.**

Create a system that when you go up, it uplifts you.

Parent Voices of Oakland parent interview

LINK TO PARENT CHOICE SECTION

8) The Early Care and Education Workforce is primarily women of color who are poorly compensated, despite years of experience, education, and expertise.

The ECE workforce is at the core of quality care, yet they continue to work long hours and are so poorly compensated many are eligible for various forms of public assistance. Compensation strategies must be front and center and must include strategies from all levels of government: federal, state, county, local, as well as support from the private sector and philanthropy. Eighty-seven percent of the workforce is considered very low-income for Alameda County.

- The ECE workforce is 96% women and 79% women of color; 40% of the workforce is age 50 or older.
- The Alameda County early care and education formal workforce, is an estimated 4,085 center workforce professionals and 1,281 family child care professional owner-operators and 2,314 staff, for a **total ECE workforce estimate, pre-COVID, of 7,680**.[111]
- **Efforts to professionalize the workforce must be multi-pronged and must include increased compensation.** Various pathways toward professional development and advancement must consider the long hours and diverse needs and circumstances of the workforce: child care teachers, directors, owner-operators, and support staff.

LINK TO WORKFORCE DATA ON RACE AND LANGUAGE CAPACITY

LINK TO WAGE DATA

9) COVID-19 – disrupted the lives of children and families and the systems that support them, exacerbating existing inequities.

Families and children have been impacted by the COVID-19 pandemic, with yet unknown long-term impacts. Low-income families and families of color have been disproportionately impacted, as they were required to continue working or suffered work and income losses and more likely to contract COVID-19.

- We will need to monitor families' basic needs, stresses and child care choices as many are required to partially or fully return to school and work.
- Tangible supports to families, including diapers and pandemic relief strategies for recovery are essential. The need continues to exceed resources. Child Care Resource and Referral Agencies have played leadership roles distributing these goods to families.

10) The Early Care and Education field showed its creativity and resilience, yet COVID-19 severely impacted the provider community and the systems that support them.

Early care and education professionals have been on the front line, working to stay open, safe, and remaining a life-line to parents and children. Family child care in particular, filled a great need as many centers did not reopen and/offered remote learning.

- The early phase of the pandemic was slow to recognize the needs of child care providers. Alameda County responded through partnerships and ultimately directing dedicated tangible resources to the field. But for many it may have been too little, too late. State policies to support providers who cared for subsidized children may have mitigated some of the loss in that sector, particularly state contracted Title-5 centers.
- Many programs have closed. The licensed capacity is far below pre-COVID numbers. There is a need to monitor capacity for families as we try to restore sites and child care options which meet their needs.

- Pre-COVID, the issue of teacher shortages and substitutes was already a problem. Licensed capacity relies on adequate ratios of quality, reliable staff. As cohort limitations were lifted in April, many providers report struggling with finding staff.

48.6% of Bay Area households lost income during the first 7 months of the pandemic

2 out of 3 families changed child care choices during the pandemic

- COVID Zoom meetings and trainings have shown that for many ECE professionals, who work long days and weeks, technology may aid in their ability to participate in training and policy and planning bodies. [112]
- Technology – both internet access and hardware – was identified as a need for many family child care providers.
- Family child care providers expressed an increased need to be connected for support and to reduce their isolation.
- **Systems** have been strengthened through communications and other partnerships - this should be sustained post-pandemic.

111 Workforce estimates for license-exempt programs and license-exempt family, friend, neighbor and nannies are unavailable.

112 Anecdotally, the increased participation in training, webinars and meetings has been commonly reported by the Child Care Resource and Referral Agencies, the Alameda County Local Planning Council, and First 5 Alameda.

- The Alameda County Emergency Child Care Response Team (ECCRT) has strengthened the partnership of the Child Care R&Rs – BANANAS Inc., 4Cs and Hively, Alameda County Social Services, First 5 Alameda County, Alameda County Office of Education, Alameda County Department of Public Health, and Alameda Early Care and Education Program. The organizations collaborated deeply around supporting families and providers and planning. Specific collaboration included:

  - Communication

  - Data sharing

  - Shared resources and coordinated response (e.g., hosting webinars and COVID-19 vaccination clinics distributing Personal Protective Equipment such as masks, gloves, cleaning supplies, air purifiers, laptops, etc., notices regarding rent relief, business relief, and state stipends)

  - Health consultation and behavioral health consultation were part of the emergency response. Increasingly it became clear these efforts may need ongoing support beyond the pandemic.

During the fall of 2020, Alameda County child care field was losing more than an estimated **$18 million per month** due to closures, under-enrollment, and class cohort restrictions imposed by the state/local health and licensing

2021 Needs Assessment Conclusion

The state of child care in our country is in flux. Alameda County's child care system, like so many across California, is no different. Pre-COVID-19, the infrastructure, workforce, and systems that are so integral to the success of child care in our county were facing a precarious balance of quality, equitable access, and affordability. The reality of making child care systems reforms in an extremely diverse and high-cost of living county prior to the pandemic was tricky to say the least. With the onset of COVID-19 and the ripple effect of the pandemic across all sectors, especially child care, the need for systems changes to better support our child care community, and thus families in Alameda County, is critical for the well-being of our children, families, child care providers, and economy. This Needs Assessment is an essential tool to examine the intricacies of the child care system in Alameda County and see how we, as a collective of families, providers, teachers, directors, support services, and advocates, can use this information to make informed decisions and advocacy efforts to make our child care system and the families they serve stronger than ever.

The diversity of the county – both linguistically and culturally – has important implications for planning capacity and professional development and training for the ECE workforce. These are also implications for how to support families of Dual Language Learners, whether they are in formal or informal care or unable to access care. Alameda County's diversity is captured in the fact that over 52 languages are spoken by children in the county and 30% of preschool children in the county are English Language Learners (ELL). Almost a third (30%) of preschool children in Alameda County are learning English as a second (or even third or fourth) language and 61% of ELL students in the public school system list Spanish as their primary language. In order to best serve Alameda County children in child care, programs and systems must meet the needs of the diverse population, and especially English Language Learners, since they make up such a large group of the children in our classrooms.

Mirroring the diversity of the children in child care in Alameda County, the ECE workforce is primarily black, Indigenous, and people of color. Most of the child care professionals in the county are women who are poorly compensated. Ninety six percent of the estimated 7,680 people who make up the ECE workforce are women, 79% are women of color, and 40% are age 50 or older. Teachers, support staff, and directors are at the core of quality care, yet they continue to work long hours and are so poorly compensated that many are eligible for various forms of public assistance. Given these statistics and the high cost of living in Alameda County, it is a stark reality that 87% percent of these teachers, directors, and staff are considered very low-income for Alameda County. Efforts to professionalize the workforce must be multi-pronged and must include increased compensation. Various pathways toward professional development and advancement must consider the long working hours and diverse needs and circumstances of the workforce: child care teachers, directors, and support staff. Compensation strategies must be front and center and must include strategies from all levels of government: federal, state, county, local, as well as support from the private sector and philanthropy.

Access to – and availability of - child care in the county is essential to serving the needs of all families. The number of licensed family child care homes has fallen by 34% since 2007 and much of the county is a child care desert for infant and toddler licensed care sites. There is a disproportionate lack of affordable, quality care options for infants and toddlers with a ratio of one licensed space available for every ten infants and toddlers. The number of family child care spaces are declining at an alarming rate and, as care settings that are typically more flexible than licensed center spaces, a dwindling supply impacts families' access to meet their child care needs. Parent choices must be affordable and high-quality for all families. The mixed delivery system of licensed centers, family child care, and license-exempt programs and family, friend, and neighbor care each require strategic support in order to ensure safe, high quality options for families. Affordability, capacity, quality, location, hours, and other aspects of care -- cultural, linguistic, and ability to meet the needs of children with special needs -- all affect the availability of care to allow for true parent choice and availability of care to meet families' needs. Supports to maintain and grow supply of all child care settings – from starting programs to increasing capacity – is critical to meet demand, especially for providers serving infants and children.

The ripple effect of fewer child care spots available is especially being felt by families served by subsidized child care payment programs and preschools. This is just one way that the current subsidy system is failing to meet the needs of subsidy eligible children ages 0-5. The numbers of children enrolled in subsidized care has increased slightly, but there remains a significant gap in access to subsidies for income-eligible families – with an unmet need of 91% of eligible infants and toddlers and 46% of eligible preschool aged children In addition, as of 2018, there were nearly 7,000 children on six of the state-subsidized program's eligibility waiting lists. For families who do qualify for subsidies, parents have difficulty accessing limited choices and cannot bear the cost of child care on their own. The steps just to apply and register for child care subsidy programs often include barriers, such as extensive

paperwork for providers and families and in-person meetings to confirm eligibility, that make the subsidy system challenging for both providers and families. When care is available for these families the reimbursement rate of the voucher to pay for care further limits families' choices as it does not cover the total cost for most child care settings and families must pay the difference. State-imposed family fees create an additional financial burden that families cannot afford; some families are forced out of eligibility and, in other instances, providers absorb the cost, which they cannot afford. Many families face additional barriers of transportation, homelessness, immigration status, language barriers, lack of access to technology, lack of care during program closure days, and other challenges which further impact their ability to access care. System responses must keep these families at the center when designing solutions.

The high cost of living in Alameda County also impacts most families' ability to afford the child care available to them. Due to the high cost of living in the county, the federal poverty level income standard for Early Head Start/Head Start and the state income requirement (85% of State Median Income or $65,604) for income eligibility do not meet the needs of families. These standards lock out many families from eligibility assistance and create eligibility "cliffs" for those who are supported and then lose eligibility before they are able to reach self-sufficiency. According to the U.S. Department of Health and Human Services, child care is affordable if it costs no more than 7% of a family's income. With one preschooler in center-based care and one infant/toddler in family child care, an Alameda County family would need to make $605,229 annually to have child care cost no more than 7% of their income. This is not realistic nor attainable for the vast majority of Alameda County families. We must take a deeper look at the needs of families in high-cost counties like Alameda County and how to keep early care and education attainable and affordable for all.

Once approved for subsidized care, accessing child care for families in a high-cost county, or being a child care provider who wants to serve these families, can be prohibitively expensive. According to a 2020 local study of regional market rates (RMR) of child care in Alameda County, the state RMR voucher rate ceiling currently limits access to 39% of the Alameda County's licensed preschools because the remaining 69% charge more than the RMR provides for. According to federal methodology for RMR setting, subsidy rates for providers are supposed to allow access to 85% of the market however, due to the high costs of everything involved in running a business and caring for kids in Alameda County, our county falls extremely short of the projected access numbers. These differences in financing are structural issues impacting access to quality for low-income families. While reimbursement rates from the state and the federal government are grossly inadequate, the reality of these suppressed rates limits access to quality care for families with exorbitant co-pays required by child care business owner to make up the difference between what they are being reimbursed and the actual cost of care. The reimbursement rates for subsidized care also limits the ability of providers to accept vouchers and challenges providers contracting with the state or federal government to provide care at an unaffordable rate and, ultimately, exacerbates the problem of low wages for the early care and education workforce.

Prior to the COVID-19 pandemic, it was clear that the child care system in Alameda County was at a tipping point due to the great need and even greater underfunding of this essential infrastructure for our communities. In March, 2020 the pandemic hit and significantly impacted children, families, providers, communities, and the systems that support them. More than a year later, the long-term impacts are still not yet known. Low-income families and families of color have been disproportionately impacted, as they were required to continue working or suffered work and income losses and more likely to contract COVID-19. Almost half (48.6%) of Bay Area households lost income during the first seven months of the pandemic. Early Care and Education teachers and workforce members have been on the front line, working to stay open, safe, and remaining a lifeline for parents and children. Family child care programs, in particular, filled a great need as many centers did not reopen. These smaller family child care businesses were able to quickly pivot to serve school-aged children with their remote learning. In February 2021, only 67% of child care centers, and 75% of family child cares reported being reopen and serving children at their child care sites. In addition to fewer sites open, the licensed capacity is far below pre-COVID numbers and it will be essential to monitor capacity for families looking for care options and sites that meet their needs. Sites are struggling to reopen even with recently lifted cohort restrictions in April 2021 due to the issue of teacher shortages and finding substitutes – a problem pre-pandemic and exacerbated by COVID-19. Licensed capacity relies on adequate ratios of quality, reliable staff and that workforce pipeline is a critical piece of child care access and quality.

Although the pandemic fractured an already delicate child care system in Alameda County, the perseverance, ingenuity, and resilience of the county's families, child care providers, and those who support them prevailed. Video chat platforms such as Zoom brought folks closer together and connected the child care professionals in a way that was unexpected. Virtual meetings and trainings have shown that for many ECE professionals, especially those who work long days and weeks, technology may aid in their ability to participate in training and policy and planning bodies. Family child care providers expressed an increased need to be connected for support and to reduce their isolation and technology frequently helped in supporting these needed connections.

Systems within child care businesses and in the greater child care networks in Alameda County have been strengthened through communications and cross-agency and cross-site partnerships have blossomed– this powerful connection is one that, post-pandemic, can remain a critical piece of strength in Alameda County's child care infrastructure and advocacy efforts. One such strengthened connection was the formation of the Alameda County Emergency Child Care Response Team (ECCRT), a partnership of the Child Care Resource and Referral agencies, Alameda County Social Services, First 5 Alameda County, Alameda County Office of Education, Alameda County Department of Public Health, and Alameda Early Care and Education Program. The organizations collaborated deeply around communication to the field, data sharing, and working together to provide the child care field with critical resources (e.g., hosting webinars and COVID-19 vaccination clinics distributing Personal Protective Equipment such as gloves, and cleaning supplies, air purifiers, laptops, etc.). These strengthened partnerships and connections brought even closer together due a pandemic were silver linings in a year otherwise fraught with unprecedented uncertainty.

Through all the trials and tribulations of the past year, it is no surprise that the child care community in Alameda County continues to persevere. Many in the state of California – and across the country – look to Alameda County's child care system as a model for their own communities. Serving an increasingly diverse community of families with a complex child care system in a county where the high cost of living makes for barriers difficult for families to access - and child care directors, teachers, and support staff to provide – affordable, equitable, and quality care and education is challenging. The dedication to providing the highest standard of child care to every family with children who need care throughout Alameda County remains a top priority for every teacher, director, staff person, advocate, and supporter. This Alameda County Early Care and Education Needs Assessment is a roadmap of where the child care field was and a tool for advocacy, policy, and systems change so all families – and child care programs and professionals – in our county can thrive.

Section 12 - Appendix

A. Early Care and Education List of Acronyms (CY2020)

Early Care and Education List of Acronyms (CY2020)

21st Century	21st Century Community Learning Centers Program
4Cs	Community Child Care Council
AAP	American Academy of Pediatrics
AB	Assembly Bill
AB 212	Assembly Bill No. 212, Chapter 547, Aroner (workforce development, training & stipends)
ACCCPC	Alameda County Child Care Planning Council
ACCF	Affordable Child Care Fund, aka Child Care Capital Fund
ACF	Administration for Children and Families (Federal)
ACFCCA	Alameda County Family Child Care Association
ACECPC	Alameda County Early Care and Parent Council
ACL	All County letter (notification from State Departments)
ADA	Americans with Disabilities Act; or Average Daily Attendance
AMI	Area Median Income
APE	Adaptive Physical Education
API	Academic Performance Index
APP	Alternative Payment Program
ARC	Association for Retarded Citizens
ASESP	Afterschool Safety and Education Program
ASQ	Ages & Stages Questionnaires
ASQ:SE	Ages and Stages Questionnaire: Social Emotional
AWG	Advisory Working Group
BCC	Building Child Care
BCP	Budget Change Proposal
BHCS	Behavioral Health Care Services Agency (county)
BOS	Board of Supervisors (County)
CAA	Community Action Agency
CAEYC	California Association for the Education of Young Children
CalSAC	California School Age Consortium
CALSAFE	California School Age Families Education
CALWORKS	California Work Opportunity and Responsibility to Kids (state name for TANF)
CAL Fresh	California's Food Stamp Program
CAO	County Administrators Office
CAPC	Child Abuse Prevention Council
CAPP	General Alternative Payment Program (contract through CDE-CDD)
CAPPA	California Alternative Payment Program Association
CARE	Alameda homeless child care pilot
CASH	California Community Adequate School Housing
CBO	Community Based Organization
CBP	California Budget Project
CCCCA	California Child Care Coordinator's Association
CCCIP	California Child Care Initiative Project
CCCR&RN	California Child Care Resource and Referral Network (often referred to as "the Network" or the "R and R Network")
CCDAA	Every Child California (Formerly, California Child Development Administrators Association)
CCDBG	Child Care and Development Block Grant (federal)
CCDC	California Child Development Coalition
CCDF	Child Care and Development Fund
CCFF	Child Care Facilities Fund
CCHP	California Child Care Health Program
CCIP	Child Care Initiative Project
CCL	Community Care Licensing
CCLC	Child Care Law Center
CCPC	Child Care Planning Council (other counties may use this instead of LPC)

Early Care and Education List of Acronyms (CY2020)

CCR	Contract Compliance Review; California Code of Regulations
CCR&R	Child Care Resource & Referral
CCRRN	Child Care Resource & Referral Network
CCS	California Children's Services
CCSF	City College of San Francisco; City and County of San Francisco
CCTC	California Commission on Teacher Credentialing, aka CTC
CCTR	General Center Based child care contract (through CDE-CDD)
CDA	Child Development Associate
CDBG	Child Development Block Grant
CDC	Child Development Center
CDD	Child Development Division (of the California Department of Education)
CDDS	California Department of Developmental Services
CDE	California Department of Education
CDF	Children's Defense Fund
CDPI	Child Development Policy Institute
CDSS	California Department of Social Services
CDTC	Child Development Training Consortium
CEL	Centralized Eligibility List
CEWAER	California Elected Women's Assn. for Education and Research
CFCC	California Family Child Care contract (through CDE- CDD, formerly FCCHEN)
CHAN	Handicap contract (through CDE-CDD)
CHIS	California Health Information Survey
CHSA	California Head Start Association
CHRCO	County Health Care Services Agency, Social Service Agency, Children's Hospital and Research Center
CIHS	California Institute on Human Services
CLASS	Classroom Learning and Support System, a research-based assessment tool for observing and assessing the qualities of interactions among teachers and children in classrooms.
CLRN	California Learning Resource Network (often pronounced Cal learn)
CMA	California Medical Association
CMR	Contact Monitoring Review of Cal. Dept. of Ed.
COE	County Office of Education
COLA	Cost-of-Living Allowance or Adjustment
CP	Cerebral Palsy
CPEI	Center for Prevention & Early Intervention
CPI	Consumer Price Index
CPIN/ CalPIN	California Preschool Instructional Network
CPS	Child Protective Services
CSAC	CA School-Age Consortium; CA State Assn. of Counties
CSEFEL	Center on the Social and Emotional Foundations for Early Learning
CSOC	Children's System of Care
CSPP	California State Preschool Program (through CDE-CDD)
CTC	Commission on Teacher Credentialing
CUP	Conditional Use Permit
CWDA	County Welfare Director's Association
CWS	Child Welfare Services (state/county)- formerly Child Protective Services
DD	Developmental Disabilities

Early Care and Education List of Acronyms (CY2020)

DDS	Department of Developmental Services
DIS	Designated Instructional Services
DMH	Department of Mental Health
DOE	Department of Education (federal)
DOF	Department of Finance (state)
DOJ	Department of Justice (federal)
DPH	Department of Public Health (state/county)
DR	Desired Results
DRDP-R	Desired Results Developmental Profile-Revised
DREDF	Disability Rights Education & Defense Fund
DSS	Department of Social Services
DSS-CCL	Department of Social Services- Community Care Licensing
ECC	Every Child Counts
ECE	Early Care and Education
ECERS	Early Childhood Environmental Rating Scales (also known as Harms Scales)
ECMH	Early Childhood Mental Health
ED	Executive Director
EDD	Employment Development Department
EHS	Early Head Start
EI	Early Intervention
EIR	Economic Impact Report
ELAC	Early Learning Advisory Council
ELCD	Early Learning and Care Division (CDE)
ELL	English Language Learners (previously known as LEP- Limited English Proficient)
ELQIS	Early Learning Quality Improvement System
EPSDT	Early Periodic Screening Diagnosis Treatment
FCC	Family Child Care
FCCC	Family Child Care Coalition
FCCERS	Family Child Care Environment Rating Scale
FCCH	Family Child Care Home
FDCRS	Family Day Care Rating Scales
FPL	Federal Poverty Level
FRC/N	Family Resource Center/Network
FT&C	Funding Terms and Conditions
GSA	General Services Agency
HHS	Health and Human Services
HS	Head Start
HUD	Housing and Urban Development
ICC	Interagency Coordinating Council
IDEA	Individuals with Disabilities Education Act
IEP	Individualized Education Plan
IFSP	Individualized Family Service Plan
IHSS	In-Home Support Services
ITERS	Infant/Toddler Environmental Rating Scales
JEP	Joint Education Partnership
JPA	Joint Powers Authority
LAO	Legislative Analyst Office (county, state or federal)
LD	Learning Disabled
LEA	Local Education Agency
LIIF	Low Income Investment Fund
LINCC	Local Investment in Child Care
LPA	Local Planning Area
LCCPC/LPC	Local Child Care Planning Council
LRE	Least Restrictive Environment
MCH	Maternal and Child Health
MDO	Minimum Days of Operation
MFCC	Marriage, Family and Child Counselor
MHAB	Mental Health Advisory Board

Early Care and Education List of Acronyms (CY2020)

MIS	Management Information Systems
MSW	Masters in Social Work
NACCRRA	National Association of Child Care Resource & Referral Agencies
NAEYC	National Association for the Education of Young Children
NAFCC	National Association for Family Child Care
NCCIC	National Child Care Information Center
NCLB	No Child Left Behind
NGO	Non-Governmental Organization
NHSA	National Head Start Association
NIEER	National Institute for Early Education Research
NLCI	National Latino Children's Institute
NWLC	National Women's Law Center
OCAP	Office of Child Abuse Prevention
OFCY	Oakland Fund for Children and Youth
OPL/ OPR	Oakland Public Library/ Oakland Parks and Recreation
OSERS	Office of Special Education and Rehabilitation Services
OT	Occupational Therapy
OTCD	On the Capital Doorsteps
OUSD	Oakland Unified School District
PACE	Professional Association for Childhood Education; Policy Analysis of California Education
PACE-APP	Professional Association for Childhood Education-Alternative Payment Program
PAES	Personal Assisted Employment Service
PAI/ P&A	Protection and Advocacy
PERS	Public Employees Retirement System
PFA	Preschool for All
PHP	Parents Helping Parents
PIC	Private Industry Council
PITC	Program for Infant/Toddler Caregivers
POP	Power of Preschool
POS	Purchase of Service Agreement
Prop 10	Proposition implementing tobacco tax & California Children and Families Commissions
PRWORA	Personal Responsibility and Work Opportunity Reconciliation Act (federal welfare reform law)
PSA	Public Service Announcement
QA	Quality Assurance
QII	Quality Improvement Initiative
QRS	Quality Rating System
QIP	Quality Improvement Plan
R&R	Resource and Referral
RCEB	Regional Center of the East Bay
RFA	Request for Application
RFP	Request for Proposal
RFQ	Request for Qualification
RMI	Regional Median Income
RMR	Regional Market Rate (ceiling surveyed by CDE for voucher reimbursement)
ROI	Return on Investment
RSP	Resource Specialist Program
RTI	Response to Intervention
RTT/ELC	Race to the Top/Early Learning Challenge Grant
SAC	State Advisory Council on Early Learning & Care
SART	Screening, Assessment, Referral and Treatment
SB	Senate Bill
SBDC	Small Business Development Corporation
SDC	Special Day Class

Early Care and Education List of Acronyms (CY2020)

SED	Seriously Emotionally Disturbed
SEIS	Special Education Information System
SEIU	Service Employees International Union (labor union)
SELPAs	Special Education Local Planning Area
SIP	Supportive Inclusion Practices
SMI	State Median Income
SRR	Standard Daily Reimbursement Rate (state contracted rate for Title 5 centers)
SSA	Social Services Agency (county)
TANF	Temporary Assistance to Needy Families (Federal name for CalWORKs)
Title 22	California Health and Safety code governing licensing of child care programs
Title V (five)	California Education Code governing most state-funded child care programs
TK	Transitional Kindergarten
UPK	Universal Preschool; Universal Pre-Kindergarten
USDA	United States Department of Agriculture
VH	Visual Handicaps
VISTA	Volunteers in Service to America
West Ed	Institute for Early Childhood Professional Development
WIB	Work Investment Board
WIC	Women, Infant, Children; Welfare and Institutions Code
WOYC	Week of the Young Child

B. Agencies with State and Federal Contracts

Agency	California State Contractors – Title 5 Center	California State Contractor – Alternative Payment	Federal Early Head Start	Federal Head Start
24 Hour Oakland Parent-Teacher Children's Center	✓			
Ala-Costa Center A Program	✓			
Alameda County Social Services Agency		✓		
Alameda Family Services*	✓		✓	✓
Alameda Unified School Dist	✓			
Albany City Unified Sch Dist	✓			
BANANAS, Inc		✓		
Bay Area Hispano Inst For Adv	✓			
Berkeley Unified School Dist	✓			
CAPE Inc.	✓		✓	✓
Castro Valley Unif. School Dist	✓			
Chabot-Las Positas Comm Coll.	✓			
City of Emeryville	✓			
City of Oakland	✓			✓
4Cs of Alameda Co		✓		
Davis Street Comm Cntr. Inc	✓	✓		
Emery Unified School District	✓			
Ephesian Childrens Center	✓			
Fremont Unified School Dist	✓			
Hayward Unified School Dist	✓			
Hively		✓		
Kidango, Inc	✓		✓	✓
Livermore Valley Joint Unified School District	✓			
New Haven Unified School District	✓			
Oakland Unified School Dist	✓			
Peralta Community College District	✓			
The Primary School	✓			
Regents of The UC-UC Berkeley	✓			
San Lorenzo Unified Sch Dist	✓			
Seneca Family of Agencies***	✓			

Agency	California State Contractors – Title 5 Center	California State Contractor – Alternative Payment	Federal Early Head Start	Federal Head Start
Spanish Speaking Unity Council	✓			✓
St Mary's Center	✓			
St Vincent's Day Home	✓			
Supporting Future Growth CDC	✓			
The ARC of the East Bay***	✓			
The Salvation Army	✓			
Through the Looking Glass****			✓	✓
YMCA of the East Bay	✓		✓	✓

Notes:

Alameda Family Services* became a new contractor in FY 19-20

CFCS** dissolved June 2020. The contracts were redistributed, with 4Cs taking on the Alternative Payment. Federal contracts were competitively bid and went to multiple contractors.

ARC*** relinquished their state contract Dec. 2019

Seneca*** announced in April 2021 that they were relinquishing their state contract June 30, 2021.

Through the Looking Glass**** was a new contractor beginning in FY 20-21

C. After School Education and Safety Alameda County State Contractors FY 20-21

Grantee Name	Amount
Achieve Academy	$443,898.00
Alameda Unified	$648,454.27
American Indian Public Charter School	$177,381.64
American Indian Public Charter School II	$177,381.64
ASCEND	$177,559.20
Aspire Monarch Academy	$3,965,406.95
Aurum Preparatory	$177,559.20
Bay Area Technology School	$165,138.93
Berkeley Unified	$1,927,812.18
City of Livermore	$156,594.77
Community School for Creative Education	$177,559.20
Downtown Charter Academy	$177,559.20
Emery Unified	$115,138.86
Fremont Unified	$383,527.86
Hayward Unified	$3,772,367.44
KIPP Bridge Charter School	$177,559.20
KIPP Summit Academy	$177,559.20
Lazear Charter Academy	$177,559.20
Learning Without Limits	$133,169.40
Lighthouse Community Charter School	$177,559.20
Livermore Valley Joint Unified	$292,302.94
Lodestar: A Lighthouse Community Charter Public	$177,559.20
Newark Unified	$355,295.96

Grantee Name	Amount
Oakland Charter Academy	$177,559.20
Oakland Military Institute	$140,968.69
Oakland Unified	$8,855,763.93
Oakland Unity Middle	$103,423.80
San Leandro Unified	$1,109,745.00
San Lorenzo Unified	$613,427.82
Vincent Academy	$133,169.40
Total 30 contractors	**$25,445,961**

D. Categories of Disability Under Part B of IDEA

Autism means a developmental disability significantly affecting verbal and nonverbal communication and social interaction, generally evident before age three, that adversely affects a child's educational performance. Other characteristics often associated with autism are engaging in repetitive activities and stereotyped movements, resistance to environmental change or change in daily routines, and unusual responses to sensory experiences. The term autism does not apply if the child's educational performance is adversely affected primarily because the child has an emotional disturbance, as defined below. A child who shows the characteristics of autism after age 3 could be diagnosed as having autism if the criteria above are satisfied.

Deafness means a hearing impairment so severe that a child is impaired in processing linguistic information through hearing, with or without amplification, that adversely affects a child's educational performance.

Developmental Delay for children from birth to age three (under IDEA Part C) and children from ages three through nine (under IDEA Part B), the term developmental delay, as defined by each State, means a delay in one or more of the following areas: physical development; cognitive development; communication; social or emotional development; or adaptive [behavioral] development.

Emotional Disturbance means a condition exhibiting one or more of the following characteristics over a long period of time and to a marked degree that adversely affects a child's educational performance:

(a) An inability to learn that cannot be explained by intellectual, sensory, or health factors.

(b) An inability to build or maintain satisfactory interpersonal relationships with peers and teachers.

(c) Inappropriate types of behavior or feelings under normal circumstances.

(d) A general pervasive mood of unhappiness or depression.

(e) A tendency to develop physical symptoms or fears associated with personal or school problems.

The term includes schizophrenia. The term does not apply to children who are socially maladjusted, unless it is determined that they have an emotional disturbance.

Hearing Impairment means an impairment in hearing, whether permanent or fluctuating, that adversely affects a child's educational performance but is not included under the definition of "deafness."

Intellectual Disability means significantly subaverage general intellectual functioning, existing concurrently [at the same time] with deficits in adaptive behavior and manifested during the developmental period, that adversely affects a child's educational performance. (Editor's Note, February 2011: "Intellectual Disability" is a new term in IDEA. Until October 2010, the law used the term "mental retardation." In October 2010, Rosa's Law was signed into law by President Obama. Rosa's Law changed the term to be used in future to "intellectual disability." The definition of the term itself did not change and is what has just been shown above.

Multiple Disabilities means concomitant [simultaneous] impairments (such as intellectual disability-blindness, intellectual disability-orthopedic impairment, etc.), the combination of which causes such severe educational needs that they cannot be accommodated in a special education program solely for one of the impairments. The term does not include deaf-blindness.

Orthopedic Impairment means a severe orthopedic impairment that adversely affects a child's educational performance. The term includes impairments caused by a congenital anomaly, impairments caused by disease (e.g., poliomyelitis, bone tuberculosis), and impairments from other causes (e.g.,cerebral palsy, amputations, and fractures or burns that cause contractures).

Other Health Impairment means having limited strength, vitality, or alertness, including a heightened alertness to environmental stimuli, that results in limited alertness with respect to the educational environment, that—

(a) is due to chronic or acute health problems such as asthma, attention deficit disorder or attention deficit hyperactivity disorder, diabetes, epilepsy, a heart condition, hemophilia, lead poisoning, leukemia, nephritis, rheumatic fever, sickle cell anemia, and Tourette syndrome; and

(b) adversely affects a child's educational performance.

Specific Learning Disability means a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, that may manifest itself in the

imperfect ability to listen, think, speak, read, write, spell, or to do mathematical calculations. The term includes such conditions as perceptual disabilities, brain injury, minimal brain dysfunction, dyslexia, and developmental aphasia. The term does not include learning problems that are primarily the result of visual, hearing, or motor disabilities; of intellectual disability; of emotional disturbance; or of environmental, cultural, or economic disadvantage.

Speech or Language Impairment means a communication disorder such as stuttering, impaired articulation, a language impairment, or a voice impairment that adversely affects a child's educational performance.

Visual Impairment Including Blindness means an impairment in vision that, even with correction, adversely affects a child's educational performance. The term includes both partial sight and blindness.

Source: https://www.parentcenterhub.org/categories/#as

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