



## Executive Summary

# Workforce

# + Child Care

Two Vital Components of a  
Thriving San Diego Region



San Diego  
**Workforce**  
Partnership



The San Diego  
Foundation

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[childcare.workforce.org](https://childcare.workforce.org)

# Child care and economic development are linked

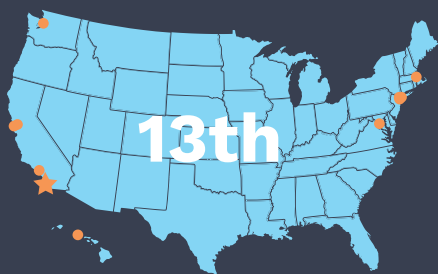


Employees' inability to secure child care has major effects for **businesses** and the **economy**.

## \$57 Billion

The annual national cost of lost earnings, productivity and revenue due to the child care crisis

## Parents in the San Diego region are in an affordability bind



San Diego is the 13th most expensive metro area in the nation

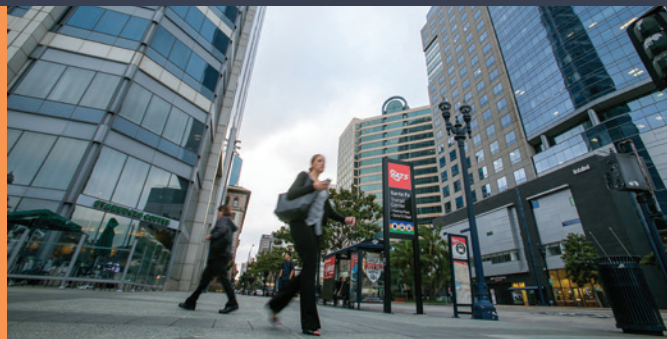


Percentage of San Diego families with children where all parents in the household are working



The average price of child care for two young children in the San Diego region consumes 40% of the budget for a typical family of four

Child care supports the current workforce, and high quality child care builds a strong future workforce. It's time for San Diego to take action.



## Child care options in the San Diego County are:



**scarce**



**inconvenient**



**unaffordable**



**of varying quality**

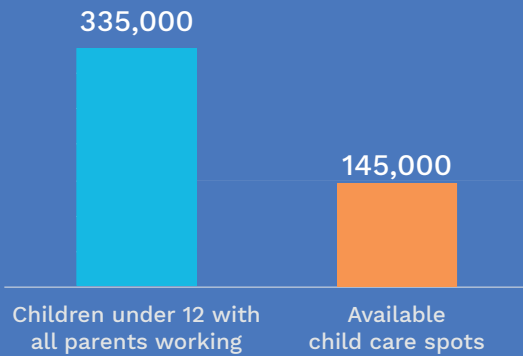
The combination of these factors forces some parents to **leave, never enter** or **struggle** in the workforce. This is bad for the **local economy, families** and **children** too.



## SCARCE

### Child care is hard for many parents to find because supply hasn't kept up with demand

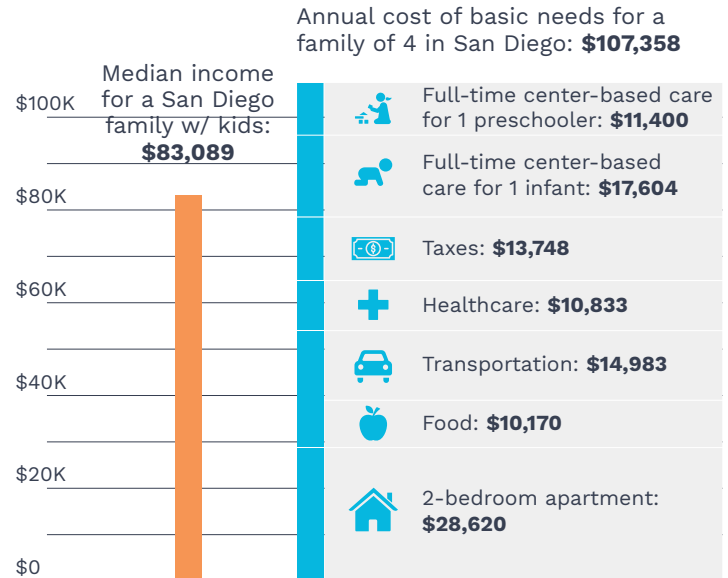
Nearly **190,000** children in San Diego County under 12 have no stay-at-home parent and no available child care spot.



Infant and toddler care is particularly hard to find. A recent study of San Diego County child care found **the greatest need in our region is for full-time infant and toddler care.**

## UNAFFORDABLE

### Child care expenses blow out the budgets of middle class families



## INCONVENIENT

### Convenience includes factors such as hours of operation, availability of full- and part-time options, and proximity to parents' work or home

- ⊗ Customer service, public safety and healthcare workers with unpredictable or non-standard work schedules have very few options for licensed child care.
- ⊗ Lack of consistent work schedules and inability to schedule care in advance adversely impact low-wage workers.

"The after-school program will end with the school year and then we have no coverage for our older children. **Work has definitely been impacted** due to travel time for pickups and drop offs—also child care centers closing on holidays (or school breaks) that our workplace does not observe."

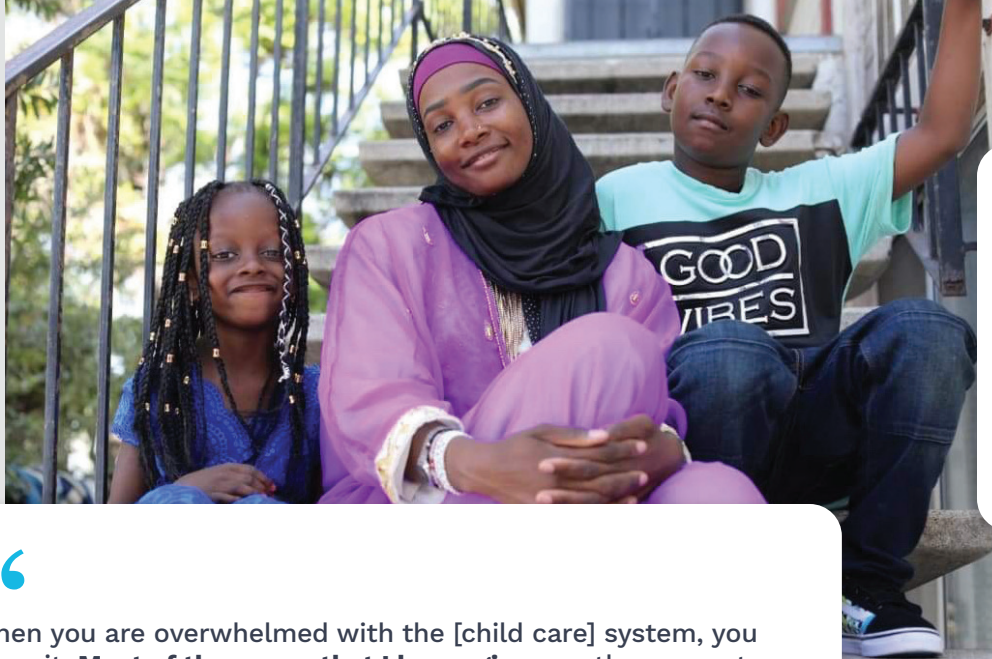
— Brent, South Bay San Diego Parent

## VARYING QUALITY

### Quality is critical for children, but parents often settle for mediocre (or worse) care they can find and afford



- ⊗ Parents often have to compromise on quality in order to find child care that aligns with their work hours or location.
- ⊗ Low quality care can be detrimental to children's development.



“

I know being a working mom is what is best for me, but given my **struggle to find care that I truly trust** and feel confident with, I wonder if it is the best thing for my daughter.

— Lisa, Poway Parent

“

When you are overwhelmed with the [child care] system, you leave it. **Most of the moms that I know give up**—they cannot understand or meet all the requirements of the process. They are trying to make a better life for their children, but they give up going to school or can't meet the hours at work because they can't find someone to watch their kids on a flexible schedule.

— Famo, City Heights Parent



“

My training is in the medical field, but I cannot do that type of work anymore because **the job hours don't match up with what I can get for child care.**

— Stephany, San Diego Parent



## What can we do?

The good news is, employers, policy makers and funders (and parents) want change and there are opportunities for local action. Addressing the workforce + child care crisis requires an all hands on deck approach:

- 1. Expand the supply of child care**  
Make sure it's high quality and meets working parents' needs
- 2. Make jobs more family friendly**  
Working parents need support from employers (public, business, nonprofit, large, small—all of them)
- 3. Leave no state or federal money for early childhood on the table**  
We need every dollar we can get
- 4. Think P-3 (prenatal to third grade)**  
Link and align early childhood with early elementary to build a continuum of services for families with young children
- 5. Serve and support whole families**  
Parents need jobs, children need quality care and education, families need homes, healthcare, transportation and more
- 6. Spark innovation**  
The early childhood sector is ready for change