



San Mateo County has a **shortfall of 19,000 ECE spaces, including child care, preschool and after school care**, directly impacting the county's business, education, transportation and housing sectors.

By 2025, this shortage is **expected to rise by more than 25%**.

The **good news** is that **local employers**, along with partners from education, philanthropy, and local government, **can play a significant role in increasing the supply** of ECE facilities.



Why should employers take action to increase the availability of ECE?

Businesses that offer supports for working families are **better able to recruit and retain talent**. In a recent survey, 83% of Millennials, now the largest group of new parents, would leave their job for one with better family/lifestyle benefits, including family-care assistance (such as child care), flexible work schedules, and paid parental leave. **Employees listed "help securing reliable child care" as one of the top five benefits** that would improve their ability to do their job.

Employees are **more productive** when parents have consistent, high quality child care. Child care enables parents to focus on work, accept promotions, and be available to meet employers' needs. A 2018 report shows the **U.S. economy loses an astonishing \$57 billion per year in revenue, wages, and productivity as a result of child care issues**.

On average, workers in San Mateo County travel over 30 miles one-way between home and work. In emergencies, having children nearby is **crucial for family wellbeing and safety**.

The public sees a **return on investment of \$13-\$16 for every \$1** put into high quality early childhood education programs through better education, social, economic, and health outcomes. Children who have high quality ECE experiences build **a solid foundation to succeed in the workforce of tomorrow**.

"Access to affordable early childhood education and care is a proven driver of economic growth in communities, so when state and local economic development discussions are happening, early education should have a seat at that table. In San Mateo County, early ed, philanthropy, business, developers, and city planners are at the table together, thanks to Build Up SMC, folding a need for early education facilities into existing regional infrastructure development conversations."

Cheryl Oldham, Senior Vice President, U.S. Chamber of Commerce Foundation's Center for Education and Workforce

Five Recommended Actions and Local Examples for Employers

1) Build Child Care Facilities

Employers use available space to build child care facilities on-site for employees or collaborate with other employers to create "consortium" child care facilities near-site.

Local Examples: The following major San Mateo County Employers have either on-site centers or partnerships with centers.

City of Daly City
Mills Peninsula Medical Ctr

County of San Mateo
Oracle

Electronic Arts
San Francisco Airport

Genentech
Stanford

Gilead Sciences, Inc.
USGS

2) Invest in the Expansion of Existing ECE Programs

Employers provide financial support for expansion of additional spaces at existing facilities. Current ECE operators with room to grow typically do not have adequate funds for expansion.

Local Example: Oracle planned to build a large center on campus, but faced regulatory challenges. Their solution was to support expansion of a nearby child care center in exchange for employee access to 60% of the spaces for children ages birth to 5.

3) Provide Paid Parental Leave

Providing paid leave reduces the need for infant child care. Paid leave programs increase retention, especially among women. 82% of companies with paid leave programs experienced a measurable increase in morale, and 63% of employers say they have seen an increase in productivity because of the policy.

Local Example: Facebook offers full-time employees four months of paid leave to bond with a new child.

4) Contribute to the Build Up's Child Care and Preschool Capital Fund

This fund offers critical capital grants to child care operators in San Mateo County to open or expand centers.

Local Example: Gilead Sciences Inc. was Build Up's first corporate donor with a grant of \$50,000 to the Capital Fund, complementing a \$250,000 individual donation through Silicon Valley Community Foundation.

"Gilead hopes our funding will be a catalyst for other local businesses to partner with Build Up and grow an early childhood facilities fund to increase access to quality care."

Joydeep Ganguly, Senior Vice President of Corporate Operations, Gilead Sciences, Inc.

5) Align with Build Up on Public Policy and Advocacy

Chambers of Commerce, Economic Development organizations, and individual employers can become advocates for high quality ECE, using their networks and clout to drive policy and engage decision-makers to support ECE expansion.

Local Examples: The presidents of the Redwood City Chamber of Commerce and the San Mateo County Economic Development Association (SAMCEDA) are active members of the Build Up Advisory Body, and SAMCEDA's president completed the U.S. Chamber of Commerce Foundation's Education and Workforce Fellowship Program. The Silicon Valley Leadership Group hosts an Education Summit each year and has highlighted ECE issues. The Bay Area Council promotes policies that support gender equity and family-friendly policies in the workplace.

"Build Up SMC has taken a bold approach to solving substantial ECE shortages in San Mateo County. Their efficient and effective multi-sector initiative has brought ECE to the table as a crucial part of the county's economic development conversations. Their process of assessing the need, leveraging existing funding streams, and expanding their network of stakeholders should be considered a best practice for other counties across the country looking to tackle these same issues."

Julia Barfield, Senior Manager of Policy & Programs, U.S. Chamber of Commerce Foundation's Center for Education and Workforce



Sources for this document include:

San Mateo County Early Learning Facilities Needs Assessment and Early Learning Facilities Study, Brion Economics, 2016; *San Mateo County Child Care and Preschool Needs Assessment*, San Mateo County Child Care Partnership Council, 2017; *Millennials Would Leave Job for Better Benefits*, Care.com, 2015; *Building Bridges: Creating Strong Partnerships for Early Childhood Education*, U.S. Chamber of Commerce Foundation, 2019; *Emerging Business Trends in Paid Family Medical Leave*, The Paid Leave Project, 2018.

Thank you to Build Up's Seed Funders and Partners:



To learn more, visit www.buildupsmc.org or contact Christine Padilla, Director, Build Up for San Mateo County's Children, 650.517.1436 or cpadilla@sanmateo4cs.org. Twitter/Facebook: @BuildUpSMC Instagram: TheBuildUpInitiative

Updated January 29, 2020