

GET
THE
FACTS



88%

of women in San Mateo County are impacted by caregiving challenges

Learn more ([CSW Survey](#))

Child Care DATA & RESOURCES SHEET

2,829

ECE workforce shortage driving shortage of 17,000 child care spaces in San Mateo County

([NEEDS ASSESSMENT](#))

\$122B

Annual Cost of Child Care Crisis

([READY NATION](#))

\$389M

Economic benefit of paying livable wage to early educators in San Mateo County

([NEEDS ASSESSMENT](#))

8X

Early educators experience poverty 8X rate of K-8 teachers

([CSCCE UC BERKELEY](#))

33rd

California's rank on child well-being

([KIDS COUNT DATA BOOK](#))

98%

98% ECE workers & 80% adult caregivers women; most non-white/immigrants.

([CSCCE UC BERKELEY](#) & [CALMATTERS](#))

73%

Parents who turned down work due to child care challenge

([NEEDS ASSESSMENT](#))

33%

Parents who delay personal health care to pay for child care

([CHOOSE CHILDREN SURVEY](#))

2:1

\$1 spent on ECE yields \$2 in economic output.

([CSCCE UC BERKELEY](#))

75%

Percent who say paid leave, universal child care policies would improve well-being

([KIDS COUNT DATA BOOK](#))

CHILD CARE IS A RIGHT - CHILD CARE IS POWER - CHILD CARE IS INFRASTRUCTURE

Wondering where to go for more info?



Needs Assessment

[Link to 2022 Child Care Workforce Survey & Nanny Survey from Child Care Partnership Council \(SMCOE\)](#)



Indicators Report

[Link to 2023 Well-Being of Children, Youth & Families report from Sustainable San Mateo County.](#)



Annual Report

[Link to 2022-2023 Inaugural Annual Report of the Office of Children and Family Policy in Santa Clara County.](#)

Resources

Links to data & information



Movies, Podcasts & Books

Podcast: [Nobody is Coming to Save Us.](#)

Book:

Movies: [No Small Matter](#) or [Clarissa's Battle.](#)



KIDS

[Children Now Report Card](#)
[Kids Count Data Book](#)



ECONOMY

[Heckman Equation](#)
[Federal Reserve](#)
[Council for a Strong America](#)



CHILD CARE WORKFORCE

[Center for the Study of Child Care Employment](#)



WOMEN

[National Women's Law Center](#)
[California Commission on the Status of Women](#)
[Futures without Violence](#)

What can you do?

Attend local meetings

- [Commission for the Status of Women](#)
- [Child Care Partnership Council](#)

Learn about non-partisan campaigns for women and the workforce

- [Choose Children](#)
- [Common Sense Media](#)
- [Parent Voices](#)

Check out local organizations supporting children and early educators

- Children/Families: [First5](#), [4C's](#), [Family Connections](#)
- Educators: [Pathways](#), [News & Info](#), [Nannies, Facilities](#), [Family Child Care Providers](#) and [adult immigrants and entrepreneurs.](#)

Support local efforts to increase child care access, invest in women and educators, build affordable housing and livable cities.

CHILD CARE IS A RIGHT - CHILD CARE IS POWER - CHILD CARE IS INFRASTRUCTURE

Child Care is a Right & the Foundation of Economic Power and Well-Being

We believe that child care is a right and the foundation for lifelong financial security, economic power and overall well-being of women in San Mateo County. It is essential infrastructure and a vital safety net. When women thrive, entire communities flourish.



San Mateo County

Snapshot of Our Community

Of the 737,888 people who live in San Mateo County, 386,376 are women and 41,000 are children ages 0-12. Due to the high cost of living, 79,927 are rent burdened. Average annual child care costs are \$15K-25K. Low wages for the 5,300 child care workers drive a shortage of over 2,829 workers resulting in a deficit of 17,000 child care slots. Child care challenges - from low wages for providers to high costs to families - have lifelong implications on women, children and families.

Drivers

Impacts on women of child care crisis & lifelong caregiving



ECONOMIC INJUSTICE

Poverty wages for child care workforce. Pay penalties for women and caregivers.



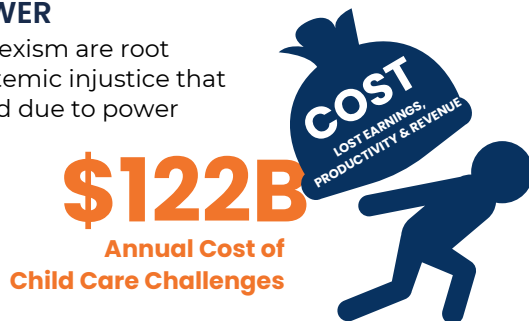
INEQUITABLE INFRASTRUCTURE

Chronic underfunding in facilities and workforce development plus insufficient systems exacerbate gaps in care and inhibit cross sector collaboration.



BIAS & POWER

Racism and sexism are root causes of systemic injustice that go unchecked due to power imbalances.



Our Survey

Voices of Women in San Mateo County

Respondent Info

- 389 total respondents
- 80% between 30-50 years old & have children under 18; 20% have child with special needs
- 83% use child care to work
- 50% often do unpaid work (outside home)
- 44% nonwhite

Child Care Impact

- 88% say it impacts their lives
- 68% delay or abandon career opportunities
- 60-70% have to leave work early or arrive late
- Half lost income, experience stress or partner conflict and over 20% report illness

Potential Benefits

- Save/invest more money, pay for housing and basic needs
- Less stress/improved mental health
- More time with children/families
- Freedom to pursue professional development

Solutions

- County office to elevate children's well-being
- Dedicated funding to support liveable wages for child care workers and expand access for families
- Multi-sector coalitions with business, housing & others
- Support for policies including paid family/sick leave and flexibility for workers



Your Power

CONNECT, SHARE, MOBILIZE & ACT

Visit our website to learn more, make your voice heard and find resources to drive change



COUNTY OF SAN MATEO
COMMISSION ON THE STATUS OF WOMEN

Child Care is a Right

& the Foundation of Economic Power and Well-Being

"I am a single parent who provides 100% caregiving outside of work. My day starts at 6am and goes full speed until 10pm, seven days a week...The financial, emotional, and physical labor of childrearing falls on [the single working parent] with seemingly no tangible support from public entities. Where programs and policies do come into place, they benefit only a fraction of the people who need help and often operate with rigid criteria for qualification. Child raising in isolation has had extremely adverse impacts on my mental health..."

- Ana

DRIVING CHANGE



The Commission on the Status of Women is committed to driving change through funding for fair pay for child care workers and investments in vital safety nets and essential infrastructure, including facilities and workforce development. These efforts plus collaboration with other sectors, such as housing, can be optimized through the creation of a Chief Children's Office. In addition to financial resources plus investments in systems or infrastructure - we must tackle the root causes of these issues, including racial and gender biases.



Income/Wealth

"If I had access to affordable childcare I would have some savings built up so I didn't have to decide if I was going to buy food or go to the laundromat and do laundry."

- **Extra caregiving** responsibilities plus **pay penalties** at work cost women an average \$17K per year (\$38K for Latinas)
- In our county, 73% of parents **turned down work**, 68% **delayed professional development** and 55% **lost income** due to child care challenges
- With universal child care, 83% would **save or invest more**.
- Expanding child care access would **increase employment** for moms by 17% with **lifetime financial benefits of \$94,000**



Housing

"I sleep 4 hours a night because only way can manage work and child care and cost of child care and housing in bay area."

- **Underfunding child care** is the root cause of issues such as **economic, housing and food insecurity** (2023 Sustainable San Mateo County report)
- Stable, affordable housing and high-quality, affordable child care are key to parent's **economic stability** and children's **healthy development**.
- Investments in child care that increase quality and access not only **help family budgets** but also **increase local property values**.

UNIVERSAL CHILD CARE + FAIR PAY

AFFORDABLE HOUSING + UNIVERSAL CHILD CARE



Health/Well-Being

"I always feel that I am failing as an employee and mother. It's very depressing."

- Nearly 9 in 10 women said child care challenges impacted their lives with half **experiencing stress/conflict with partners** as a result
- Domestic violence survivors express the need for affordable, flexible, and reliable child care as **essential to safety and stability** for themselves and children
- 75% say policies like universal child care access or paid leave would **improve their well-being** and **lower stress**



Child Care Workforce

"Our children are the future - they deserve the best care. Paying teachers well means they can take care of themselves and their families and do a good job."

- Child care educators (mostly BIPOC women) **make less** than 98% of all other professions and **experience poverty at 8X the rate of K-12 teachers**
- Paying early educators a livable wage in San Mateo County would create an **economic annual benefit of \$389M** and mitigate the **shortage of 2,829 workers** that drives the **deficit of over 17K child care spaces**

UNIVERSAL CHILD CARE + EXPANDED LEAVE

FAIR PAY + INFRASTRUCTURE

Child Care is Power & the Foundation of Economic Power and Well-Being

The experiences of women in San Mateo County not only tell the story of caregiving challenges, but also the opportunities to increase the financial security and well-being of women through more equitable infrastructure, investment, mindsets and power structures.

MEGAN FROM HALF MOON BAY MIDDLE SCHOOL TEACHER

"I am a 34-year-old teacher married to a 37-year-old teacher. Combined, we are low-to-middle class income. We were able to purchase a condo thanks to a dip in the market at the start of the Pandemic and a low-income first-time homebuyer program. We both carry student-loan debt as well. Our families live hundreds of miles away in LA/SD. **We postponed having children because our income could not support a mortgage and childcare.** Once my son was born, I spent weeks trying to find daycare so that I could go back to work as we depend on both incomes. I must have contacted 10-12 facilities. They didn't even have room on the waitlist. We drive 10 miles beyond our work to daycare now. **We are holding off having a second child until our first is in TK because we cannot afford the cost of two children in childcare.** SF has paid-leave guaranteed for both mother and father. Our county should provide this as well. **We need to prioritize opening new childcare facilities. Potential child-tax credits for childcare would help as well.**"



Child care educator shortage: 2,829
Shortage of child care spaces: 17,157



JANET FROM SOUTH SAN FRANCISCO IMMIGRANT, SINGLE PARENT & EDUCATOR

"I am an immigrant, single mother of two young children, a 7-year-old boy and a two-year-old girl. When my daughter was only two weeks old, her father went to prison and I was left alone with them. I have no other family, so I started to navigate the support system and I began to study and educate myself. I didn't have money to pay for private care, so I had to wait. Today, two years later, my children have child care, I am a parent leader at Parent Voices, I finished my GED and am a certified doula and caregiver. **I can work because my children receive child care.** Applications for child care take too long. There should be an emergency plan for people who need to return to work because their income depends on it. Also the recertification processes are too exhaustive. It should be simplified. **I would like there to be more emergency support for people who are victims of domestic violence and their children, and for there to be more people providing mental health care for women and children in the county.**"

Single mothers are often both the primary earner and caregiver in their households, making child care access a necessity for these mothers to remain employed.



DAWN FROM MONTARA PARENT & CONSULTANT

"I left my previous job following pregnancy discrimination and could not risk giving up our childcare spots as I tried to find another job. We have two children in childcare, which costs approximately \$5k per month, and one income. We scraped by for the year until I was able to find something, but **there were a few times that I almost decided to not re-enter the workforce due to the cost. It's incredible to me that childcare tuition is more than our mortgage.** Unfortunately, there are not enough options that offer care for infants on the Coast. On top of that, **service hours usually make it really difficult for parents who work far from home and arrangements for pick up and drop off have to be made.** I believe I'm one of the lucky ones when it comes to childcare and it's still difficult for me."

Employment Rate for Single Mothers:

- 84% with child care
- 67% without child care

ANA FROM SAN MATEO SINGLE PARENT WORKING FOR NONPROFIT

"I am a single parent with a four-year-old child. I work in the nonprofit sector where I make too much to qualify for publicly subsidized resources like housing and childcare, yet I live paycheck-to-paycheck. I have no family in the area, so I rely on paid childcare when I work or other situations requiring childcare arise. I was lucky to find relatively "cheap" childcare for \$1600 a month. At the end of the month, I've usually just barely paid our bills. **After rent, childcare is the highest item in my budget.** I provide 100% of caregiving outside of work hours with no financial support from my child's father. My day starts at 6am and goes full speed until 10pm, seven days a week. **Single working parents - particularly women - face layers of burden.** The financial, emotional, and physical labor of childrearing falls on us. Child raising in isolation has had extremely adverse impacts on my mental health. We need programs that result in lower-cost programs for more families. This means more tax dollars for childcare, yes, but it also means normalizing the act of co-parenting across families, sharing resources in the community."



Over the past two decades, the cost of child care has more than doubled, while wages have remained mostly stagnant.



ROSALI FROM MENLO PARK IMMIGRANT, CAREGIVER & GRAD STUDENT

"I am a San Mateo County library worker, and a graduate student. **I take care of my husband, who has lupus nephritis (stage 3 kidney disease).** His condition affects his blood pressure as well as his mental health. I am also a first-generation immigrant in the United States and do not have family members here. I am the only person who takes care of my husband. After COVID-19, his kidney disease progressed to level 3. Since then, I haven't been able to work full-time. So I work part-time for the county because I want to make sure he is well taken care of. This affects my financial stability because I live on a monthly paycheck and do not have any savings. Also, this affects my mental health because I worry about the future and about him needing a kidney transplant. **Full health insurance for permanent part-time employees would be a dream** because it will allow me to cover my husband under my insurance. The county is a great place to work, but health insurance for permanent part-time employees is very expensive (about 400 dollars or so). My husband is currently under a Medical plan, but I would like him to have better healthcare due to his special circumstance. Expanding CalFresh for county employees would be a great help as well. I applied a couple of times, but didn't qualify because they looked at my gross pay. The real amount is much less (25% less) due to retirement. Lastly, opening **more remote or hybrid jobs would be a great help for some of us who want to work more, but can't due to lack of help with caregiving services.**"

"There are only four kinds of people in the world. Those who have been caregivers. Those who are currently caregivers. Those who will be caregivers, and those who will need a caregiver."

- Rosalynn Carter

Child Care is Infrastructure and the Foundation of Economic Power & Well-Being



ALL FIVE EARLY CHILDHOOD EDUCATION CHILD CARE PROVIDER IN BELLE HAVEN

“The hoops that a low income family has to jump through in order to apply, justify, and then access early care and education are demeaning, disrespectful and unnecessarily time consuming. **NOT having child care affects everyone, especially the children. The financial and societal benefits (of programs like universal child care or paid leave) would be enormous.** The world would be a better place. Additionally, we need more anti-discrimination support such as doing away with qualifying paperwork for families applying for child care assistance. Paid family leave and/or paid sick leave would be great as long as it is funded fully so employers don't bear the brunt. Swap money for paperwork. **More money for early care and education teachers, LESS paperwork for families.**”



MORE FUNDING. LESS HURDLES. MORE ACCESS. BETTER WORLD.



FAMILY CONNECTIONS NONPROFIT SERVING FAMILIES

“The impacts of child care challenges on families include financial, such as lost income, housing instability as well as anxiety/stress, conflict with partners, etc. Low income families struggle to access basic needs like diapers, food, hygiene products, clothing). People cannot afford to live in the area, but they also can't afford to go to work because most child care and early learning programs are so costly that they are unable to afford the care. It's a really challenging situation that perpetuates itself. **Policies that support families like universal child care and family leave would reduce stress, anxiety and depression.** We need to fund early childhood programs more fully because the need is unending and far-reaching. It's concerning to anticipate the future outcomes of this crisis, but it is clear that **unless we invest in families with young children, we are setting our communities up for failure.** We are also missing out on huge portions of the population with a voice that needs to be heard/uplifted and contribute directly to this conversation.”

MORE CHILD CARE AND PAID LEAVE. LESS STRESS. STRONGER FAMILIES.

Local partners supporting children, families & the workforce are unanimous: CHILD CARE IS ESSENTIAL INFRASTRUCTURE & A VITAL SAFETY NET



IZZI (HEAD START) PROVIDER SERVING LOW INCOME FAMILIES

"Child care and housing are the number one needs of families. Living in a high cost county causes a lot of stress on women with young children. We have also seen many moms who had to curtail their professional goals due to child care constraints. There is a lack of affordable and subsidized child care, especially for Infants and Toddlers. **In addition to policies like universal child care, we should also consider extended leave.** There are benefits to women that have young infants who would not be forced to return to work so quickly and have that time for family bonding. **When families experience child care related challenges, it affects the entire family** including the child and their development."

**MORE BENEFITS. LOWER COSTS.
GREATER PROGRESS FOR WOMEN.**

SKYLINE CHILD DEVELOPMENT COMMUNITY COLLEGE IN SAN BRUNO

"Everyone is stressed about child care. It adds additional tension between the heads of the household and requires significant coordination with extended family and friends. Without affordable and consistent child care, women often have to choose jobs that align with hours of operation and/or locations for ease of commute, access and time in managing family obligations. Universal free child care would have the biggest impact on families - regardless of employment status, all families could utilize child care based on their individual needs/wants and families would not have to consider the cost of childcare as part of their household budget. Invest in the folks who make child care for families possible - maintain or improve teacher requirements and pay them ample wages to remain in San Mateo County. Child care is early education! **Invest in our children and invest in the folks who care for our children."**



**MORE INVESTMENT IN EARLY
CHILDHOOD WORKFORCE.
EVEN MORE THRIVING FAMILIES.**



THE Z-BRIDGE LOCAL EQUITY & INCLUSION FIRM

"Caregiving challenges have a big impact on women with children, often when they are still young (in their 20's and 30's) and starting their careers. **These impacts are felt most severely in low income communities. The underrepresented. Single parents, particularly mothers.** Child care in America is expensive, too expensive for many. It is often a decision that the family has to make whether they work to pay daycare (if they earn enough to pay for daycare) or if it is better to not work to not pay daycare. On a personal experience, I worked for several months, where my full time job-salary didn't even cover the cost of two young children in child care. It changed when my oldest moved to the next age-group (less expensive). Regardless we decided it was worth it to invest in my career. It is a difficult decision that not many people can afford. **The time women take to raise their children is punished exponentially.** When women want to come back to work it is hard to explain the gap, the lack of continued promotion and growth in the career. Policies like universal child care and paid leave are crucial. **Women could continue working, therefore making money, therefore have more power and decision making.** Our leaders need to know that these investments and efforts to promote gender inclusion BENEFIT ALL."

**MORE OPTIONS. LESS
CHALLENGES. GREATER
EMPOWERMENT FOR
WOMEN.**

FAMILY CHILDCARE ORGANIZATION (SMC) SUPPORT & RESOURCES FOR LOCAL FCC'S

"Family childcare (FCC) in San Mateo County plays a crucial role in providing stability, comfort, and a sense of family for women and families. **FCC provides 46% of the infant/toddler care spaces in the county and offers 'whole' family care, often caring for multiple aged siblings and providing crucial family support, especially for parents who work non-traditional hours.** They are also called upon in times of crisis such as Covid-19; many providers continued to keep their doors open to serve families when other childcare programs were closed. FCC providers operate their businesses from their homes, making the business of FCC unique and challenging at the same time. Investing in policies like housing or rate reform is essential to support FCC providers. Ensuring that FCC providers can sustainably operate their businesses from their homes not only benefits the providers themselves but also supports their families and communities. **It allows these women to continue providing essential care for children, supporting families, and contributing to the local economy."**



**MORE SUPPORT FOR FCCs.
STRONGER FAMILIES AND
LOCAL ECONOMIES.**