



What are the needs in our community?

Child Development

46% of parents **express concerns** about their child's development or behavior; this is true for 83% of parents who have a child with a disability.¹

81% of parents said they **can benefit from additional resources and supports** on parenting and how best to support their child's development.²

32,479 children 3 years and older were **enrolled in preschool**.³

Enrollment in TK is growing, with 5,639 children enrolled in 2023-2024 and 7,087 in 2024-2025.⁴

Childcare Shortage

30K **shortage of infant/toddler (0-2) childcare spaces** in the County in 2023.⁵



20% of infants/toddlers in working families have slots.⁶

Subsidized childcare providers have the **capacity to serve** just **13%** of **children 0-2** and **36%** of **children 3-4** in qualified working families.⁷

70% of parents report not having regular childcare arrangements.⁸

20% of childcare providers struggle to afford rent/mortgage⁹ payments.

How is FIRST 5 Santa Clara County responding?

QUALITY MATTERS

To help address the childcare shortage, quality of care, and promote children's development, FIRST 5 continued its QUALITY MATTERS initiative. This initiative provides training and resources to family childcare providers and alternative providers such as Family Resource Center (FRC) staff and family, friend, and neighbor (FFN). Of those enrolled in Quality Matters, 48% elected to pursue professional development to earn a stipend.

5,539 children served and **877** early educators enrolled

489 educators **completed at least 21 hours** of professional development.¹⁰

97% of families at Family Resource Centers **reported feeling well-supported** in understanding their child's development.¹¹

Transitional Kindergarten Equity

In response to the expansion of Transitional Kindergarten (TK) in California, FIRST 5 is partnering with San José State University to support early educators in pursuing their PK-3 Specialist Credential to teach in a TK-3rd grade classroom. The TK Equity initiative uses a cohort model to prepare early educators to earn a higher income, receive comprehensive school district benefits, and access collective bargaining. Eight educators are participating in the first cohort.

"I am deeply grateful for the support from the faculty... Receiving the scholarship has... [made] it possible for me to pursue my academic goals without overwhelming financial burden."

– TK Equity Participant

Early Learning Apprenticeship

FIRST 5's Early Learning Apprenticeship initiative is an equity-oriented workforce program focused on recruiting and retaining a diverse early education workforce. The program provides paid on-the-job training, no-cost college courses, and cohort learning at community-based locations to center-based educators and Family Child Care Home (FCCH) providers, who earn an Associate Teacher or (new this year) Teacher permit.

68 program participants (Cohort 2 and Teacher Cohort)

89% reported **planning to remain in the field** of Early Learning and Care.

82% of 17 employers in the program indicated they **planned to employ trained apprentices**.¹²

Shared Services Alliance

The Shared Services Alliance (SSA) strengthens the stability and sustainability of Family Child Care Home (FCCH) providers by offering shared business supports, professional development, and systems-level collaboration. In FY 2024-25, a major milestone was the development of a draft tiered service model, reflecting more than 18 months of provider-led design and needs assessment. The tier model outlines a phased approach to support:

Tier 1 core coaching and technical assistance

Tier 2 collective leadership to advance systems building, sustainability, and advocacy

1. Stanford Center on Early Childhood, 2025 RAPID – California Survey Santa Clara County Data Brief
2. Stanford Center on Early Childhood, 2025 RAPID – California Survey Santa Clara County Data Brief
3. U.S. Census Bureau, American Community Survey, 2024 One-Year Estimates; Table B14001
4. California Department of Education, Ed-Data.org Santa Clara County Summary [census day]
5. Santa Clara County Office of Education, 2023 Child Care Needs Assessment
6. Santa Clara County Office of Education, 2023 Child Care Needs Assessment

7. Santa Clara County Office of Education, 2023 Child Care Needs Assessment
8. UCLA Center for Health Policy Research, 2024 California Health Interview Survey
9. Santa Clara County Office of Education, 2025 Santa Clara County & San Benito County Child Care Workforce Study
10. FIRST 5 Santa Clara County, Smartsheet for Enlighten Program
11. FIRST 5 Santa Clara County, FY 2025 SSSFI Family Resource Centers Family Survey Results
12. Applied Survey Research, Apprenticeship Cohort 2 Snapshot FY 2025