

PLAN 2010

People-Powered Goals For San Antonio's Future





Plan 210 is the Beto for Mayor campaign’s policy platform, prioritizing public safety, infrastructure, and economic development. Launched on October 5, 2024—exactly 210 days before the municipal election—it reflects the insights and aspirations gathered from residents citywide during four months of community engagement.

CHILD CARE

San Antonio's future rests on its children and the ability for their parents to have access to affordable, high-quality child care and early education from birth to school age.



San Antonio faces a critical need for high-quality child care, as many families struggle to find affordable and reliable early education options. Addressing this need will have a direct impact on workforce engagement, allowing more parents—especially women and low-income families—to pursue stable employment or further their education without worrying about the safety and development of their children. By providing accessible, high-quality child care, San Antonio can help parents balance work and family responsibilities, increasing their economic mobility and reducing financial stress. Additionally, quality early care promotes the cognitive and social development of young children, setting them up for success in school and, ultimately, contributing to a more educated and skilled workforce.

INTEGRATING CHILD CARE WORKFORCE TRAINING INTO SA READY TO WORK

San Antonio currently faces a significant shortage of early education professionals and child care slots. According to the Texas Workforce Commission, there are over 91,000 children waiting for subsidized child care in Texas, with many neighborhoods in San Antonio designated as childcare deserts. Meanwhile, SA Ready to Work, which was approved by voters in 2020, already provides high-quality education and training to eligible participants. Ready to Work prioritizes specific industries that currently align with the Workforce Solutions Alamo local plan and includes aerospace, manufacturing, finance, insurance, construction, healthcare, cybersecurity, education, and transportation among others. Targeting the child care industry would provide a critical boost to the Ready to Work program while creating jobs for one of the most important sectors in our community.

STRATEGIC OBJECTIVES

- 1.** **Embed Child care Workforce Development into SA Ready to Work:** Create a pipeline of early education professionals by integrating child care training and certification into the SA Ready to Work framework. This initiative will prepare individuals for careers in child care while also increasing the availability of high-quality care for children from birth to age five.

KEY ACTIONS

- DEVELOP A CURRICULUM THAT ALIGNS WITH NATIONAL AND STATE CHILD CARE LICENSING STANDARDS
- PARTNER WITH LOCAL COMMUNITY COLLEGES AND VOCATIONAL SCHOOLS TO OFFER CERTIFICATION AND TRAINING PROGRAMS
- ENROLL AT LEAST 2,000 STUDENTS IN THE CHILD CARE CERTIFICATION TRACK, ENSURING THAT THESE INDIVIDUALS ARE PLACED IN LOCAL CHILD CARE CENTERS UPON COMPLETION OF THE PROGRAM.
- EVALUATE PROGRAM OUTCOMES AND AIM TO RETRAIN OR CERTIFY 5,000 NEW CHILD CARE WORKERS BY THE END OF THE DECADE.

- 2.** **Incentivize Early Childhood Careers:** In addition to providing training, the SA Ready to Work program will offer financial incentives, such as scholarships, stipends, and career development support, to encourage enrollment in childcare workforce programs.

KEY ACTIONS

- ESTABLISH PARTNERSHIPS WITH LOCAL BUSINESSES AND PHILANTHROPIC ORGANIZATIONS TO FUND SCHOLARSHIPS FOR PARTICIPANTS IN THE CHILD CARE WORKFORCE PROGRAM.
- LAUNCH A CITYWIDE RECRUITMENT CAMPAIGN TARGETING RECENT HIGH SCHOOL GRADUATES, MID-CAREER PROFESSIONALS, AND RETIREES, EMPHASIZING THE BENEFITS OF A CAREER IN EARLY CHILDHOOD EDUCATION.
- MONITOR AND ADJUST FINANCIAL INCENTIVE OFFERINGS TO ENSURE THAT AT LEAST 3,000 NEW CHILD CARE WORKERS ARE TRAINED AND PLACED IN LOCAL CHILD CARE FACILITIES BY 2028.

- 3.** **Professional Development and Career Pathways:** SA Ready to Work will provide ongoing professional development opportunities for child care workers, ensuring that they have access to training in areas such as early childhood development, and leadership, ultimately benefiting the entire child care eco system in San Antonio.

KEY ACTIONS

- LAUNCH PROFESSIONAL DEVELOPMENT WORKSHOPS AS PART OF SA READY TO WORK, FOCUSED ON UPSKILLING EXISTING CHILD CARE WORKERS AND EDUCATORS.
- OFFER ADVANCED TRAINING MODULES IN AREAS SUCH AS SPECIAL EDUCATION, EARLY LITERACY, AND LEADERSHIP IN CHILD CARE CENTERS, WITH THE GOAL OF IMPROVING THE QUALITY OF CARE CITYWIDE.

PARTNERING WITH LOCAL ORGANIZATIONS

Local organizations play a critical role in delivering child care services and expanding access to underserved communities. By partnering with these organizations, San Antonio can ensure that the child care workforce training embedded in SA Ready to Work aligns with existing community efforts and expands its reach.

STRATEGIC OBJECTIVES

- 1.** **Expand Capacity Through Partnerships:** Work closely with local organizations in the existing child care ecosystem to increase the number of childcare slots available by incorporating their expertise and resources into new child care centers.

KEY ACTIONS

- THE CITY OF SAN ANTONIO SHOULD LEAD BY EXAMPLE BY PROVIDING CHILD CARE FOR RESIDENTS AT ALL PUBLIC MEETINGS
- LAUNCH JOINT INITIATIVES WITH LOCAL ORGANIZATIONS IN THE CHILD CARE ECO SYSTEM TO OPEN AT LEAST THREE NEW CHILD CARE CENTERS
- ENSURE THAT EVERY CHILDCARE FACILITY ADHERES TO NATIONAL QUALITY STANDARDS, IMPROVING OUTCOMES FOR BOTH CHILDREN AND WORKERS.

- 2.** **Leverage Resources for Workforce Training:** Partner with local community organizations to offer space, resources, and mentorship for individuals going through the SA Ready to Work child care workforce training program.

KEY ACTIONS

- IDENTIFY COMMUNITY SPACES THAT CAN BE USED FOR WORKFORCE TRAINING AND CHILD CARE SERVICE DELIVERY.
- PROVIDE MENTORING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES FOR CHILD CARE WORKERS THROUGH PARTNERSHIPS WITH LOCAL NONPROFITS.
- MONITOR AND EVALUATE THE SUCCESS OF THESE PARTNERSHIPS, WITH A GOAL OF CREATING 10,000 NEW CHILDCARE SLOTS BY 2030.

- 3.** **Utilize Closed School Facilities:** Collaborate with school districts to identify closed or underused schools that can be converted into child care and early education centers, and offer after school programming.

KEY ACTIONS

- CONDUCT A CITYWIDE ASSESSMENT OF UNDERUSED SCHOOL FACILITIES IN PARTNERSHIP WITH LOCAL SCHOOL DISTRICTS.
- BEGIN THE CONVERSION OF AT LEAST TWO CLOSED SCHOOLS INTO CHILD CARE CENTERS, WITH FUNDING SUPPORT FROM PRE-K 4 SA AND OTHER PUBLIC SOURCES.
- OPEN AN ADDITIONAL THREE CHILD CARE CENTERS IN REPURPOSED SCHOOL BUILDINGS, FOCUSING ON AREAS WITH HIGH DEMAND FOR CHILD CARE SERVICES.

EXPAND CHILD CARE AT PRE-K 4 SA

Pre-K 4 SA already plays a crucial role in providing high-quality pre-kindergarten education, but expanding its services would help bridge gaps for working parents, particularly those from underserved communities. Additionally, broadening child care options would support workforce development by allowing more parents to pursue employment or education while ensuring their children receive a strong foundation for lifelong learning.

STRATEGIC OBJECTIVES

1. **Promote Economic Stability for Families:** Expanding child care services for ages 0 to 5 through Pre-K 4 SA will enable more San Antonio families to balance work and caregiving responsibilities.

KEY ACTIONS

- INCREASE CHILD CARE SLOTS: EXPAND THE AVAILABILITY OF AFFORDABLE CHILD CARE SERVICES TO ACCOMMODATE FAMILIES WITH CHILDREN AGES 0 TO 5, PRIORITIZING UNDERSERVED AREAS WHERE ACCESS TO QUALITY CHILD CARE IS LIMITED.
- OFFER FINANCIAL ASSISTANCE PROGRAMS: DEVELOP SLIDING-SCALE TUITION RATES AND FINANCIAL ASSISTANCE OPTIONS TO ENSURE THAT LOW- AND MIDDLE-INCOME FAMILIES CAN AFFORD CARE WITHOUT SACRIFICING THEIR FINANCIAL WELL-BEING.
- COLLABORATE WITH EMPLOYERS: PARTNER WITH LOCAL BUSINESSES TO OFFER CHILD CARE BENEFITS OR SUBSIDIES FOR EMPLOYEES, MAKING IT EASIER FOR PARENTS TO RETURN TO OR STAY IN THE WORKFORCE.

- 2.** **Support Early Childhood Development and School Readiness:** By expanding these services, Pre-K 4 SA will help families ensure that their children receive the early learning experiences necessary for kindergarten readiness, setting them up for future academic success. This will also reduce the need for remedial education, benefiting both families and the larger community.

KEY ACTIONS

- IMPLEMENT AGE-APPROPRIATE CURRICULA: DESIGN AND DELIVER DEVELOPMENTALLY APPROPRIATE CURRICULUM FOR INFANTS, TODDLERS, AND PRESCHOOLERS THAT FOCUS ON COGNITIVE, SOCIAL, AND EMOTIONAL GROWTH, ENSURING CHILDREN ARE PREPARED FOR KINDERGARTEN.
- PROVIDE PARENT EDUCATION AND RESOURCES: OFFER WORKSHOPS, MATERIALS, AND GUIDANCE TO PARENTS ON HOW TO SUPPORT THEIR CHILDREN'S EARLY LEARNING AND DEVELOPMENT AT HOME, FOSTERING A MORE COHESIVE LEARNING ENVIRONMENT.
- CONDUCT DEVELOPMENTAL ASSESSMENTS: REGULARLY ASSESS CHILDREN'S PROGRESS IN KEY DEVELOPMENTAL AREAS AND PROVIDE INDIVIDUALIZED SUPPORT OR INTERVENTIONS WHEN NEEDED TO ENSURE ALL CHILDREN ARE ON TRACK FOR SCHOOL READINESS.

- 3.** **Reduce the Burden on Parents and Caregivers:** Expanding child care alleviates the pressures many families face when trying to find reliable, safe, and educational environments for their children. The availability of trusted care through Pre-K 4 SA will ease the mental and emotional burden on parents, allowing them to focus on personal and professional goals, while ensuring their children thrive in a nurturing, developmentally appropriate setting.

KEY ACTIONS

- EXPAND OPERATING HOURS: OFFER FLEXIBLE CHILD CARE HOURS, INCLUDING EXTENDED-DAY AND YEAR-ROUND SERVICES, TO ACCOMMODATE WORKING PARENTS' VARYING SCHEDULES AND REDUCE THE STRESS OF FINDING ALTERNATIVE CARE.
- CREATE A CENTRALIZED ENROLLMENT PROCESS: SIMPLIFY THE CHILD CARE APPLICATION AND ENROLLMENT PROCESS TO MAKE IT MORE ACCESSIBLE FOR PARENTS, STREAMLINING PAPERWORK AND INCREASING TRANSPARENCY ABOUT AVAILABILITY AND SERVICES.
- BUILD STRONG FAMILY SUPPORT SERVICES: ESTABLISH FAMILY SUPPORT PROGRAMS SUCH AS COUNSELING, MENTAL HEALTH RESOURCES, AND PARENTING CLASSES TO HELP PARENTS MANAGE STRESS, IMPROVE WORK-LIFE BALANCE, AND SUPPORT THEIR CHILDREN'S WELL-BEING.