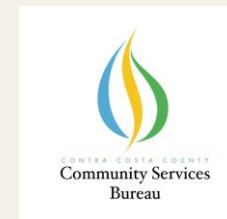
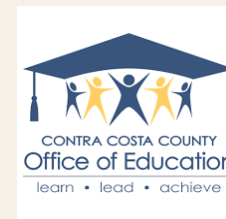
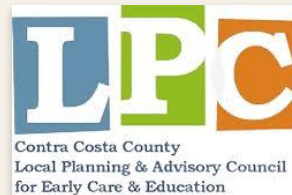




2026



Contra Costa County *Child Care Needs Assessment* and Community Services





A challenged system.



The challenge is not simply a lack of child care – it is a mismatch between where care exists, who can access it, and what families need most.

ACCESS

91%

of subsidy-eligible infants and toddlers are not currently enrolled in subsidized care.

UTILIZATION

35%

of Family Child Care Home slots are vacant, while infant/toddler waitlists have roughly doubled since 2022.

THE WORKFORCE

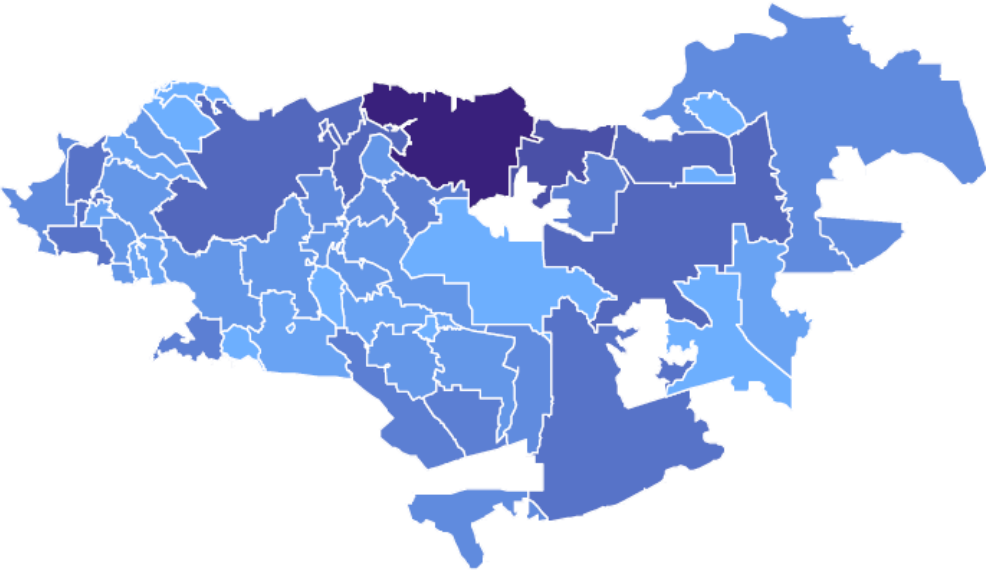
95%

of centers experienced staff turnover between 2021–2023, at 5.6 positions per site on average.



Child Population Density⁹

This map shows where children age 5 and under are concentrated in the county to help identify areas that may have greater need for early childhood programs and services. When compared with the locations of program sites and children served, this can help identify areas that are either well served or that may be particularly underserved.



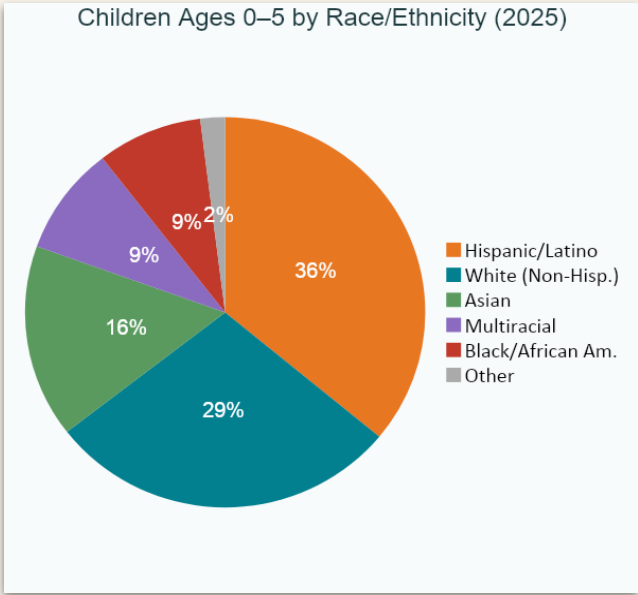
Zip Code	Children 5 and Under
94505	806
94506	1297
94507	572
94509	4131
94511	0
94513	3136
94514	63
94516	27
94517	354
94518	1899
94519	1098
94520	3289
94521	2240
94523	1773
94525	60
94526	1337
94528	77

Source: First 5 Contra Costa Early Childhood Systems Map



The county at a glance

A portrait of young children, their families, and the system that serves them.



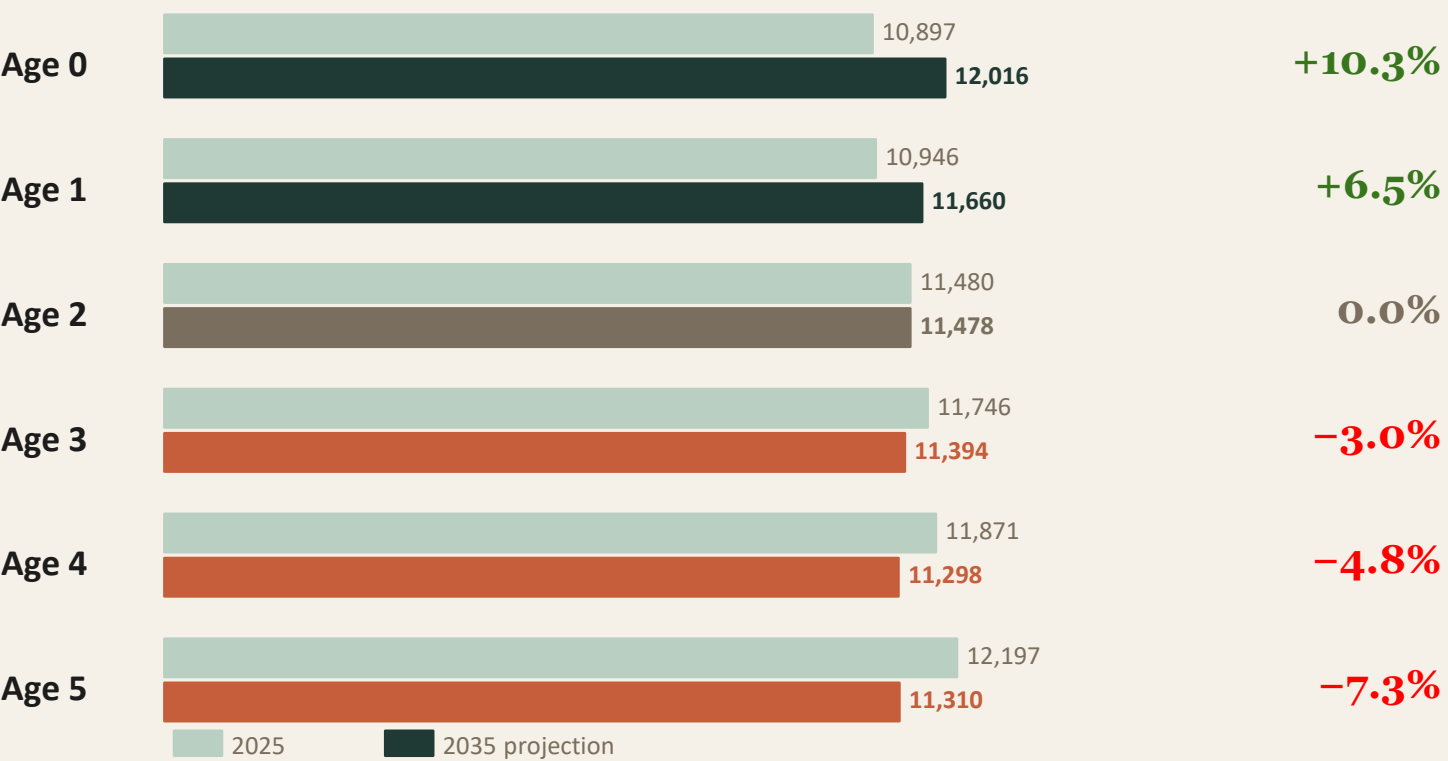
69,137 CHILDREN 0–5 California Dept. of Finance, 2025	73% WITH A WORKING PARENT U.S. Census Bureau, ACS 2024	11.6% IN POVERTY First 5 Contra Costa, 2025	36% HISPANIC / LATINO California Dept. of Finance, 2025 + ACS
\$182,895 CCC SELF-SUFFICIENCY INCOME MIT Living Wage, Feb 2026	23.7% OF BUDGET ON CHILD CARE MIT Living Wage, Feb 2026	~4,000 EARLY EDUCATORS CSCCE/First 5 Report, 2024	40% NON-ENGLISH AT HOME U.S. Census Bureau, ACS 2024



The shape of who's coming

Total child population holds steady *through 2035*, after recent declines, but the composition shifts toward babies.

POPULATION BY SINGLE YEAR OF AGE • 2025 vs 2035



Source: California Department of Finance, DRU, P-2B County Population by Age, Vintage 2025.

WHAT THIS MEANS

Babies rebound.
Preschoolers decline.



Infant/toddler capacity needs to expand — even as the preschool cohort shrinks.



Room for subsidized support.



Subsidy-eligible infants and toddlers in Contra Costa who do not receive subsidized care.

INFANTS & TODDLERS (0–35 MONTHS)

19,660 eligible

91% UNMET

17,880 children without subsidized care

9%
SERVED

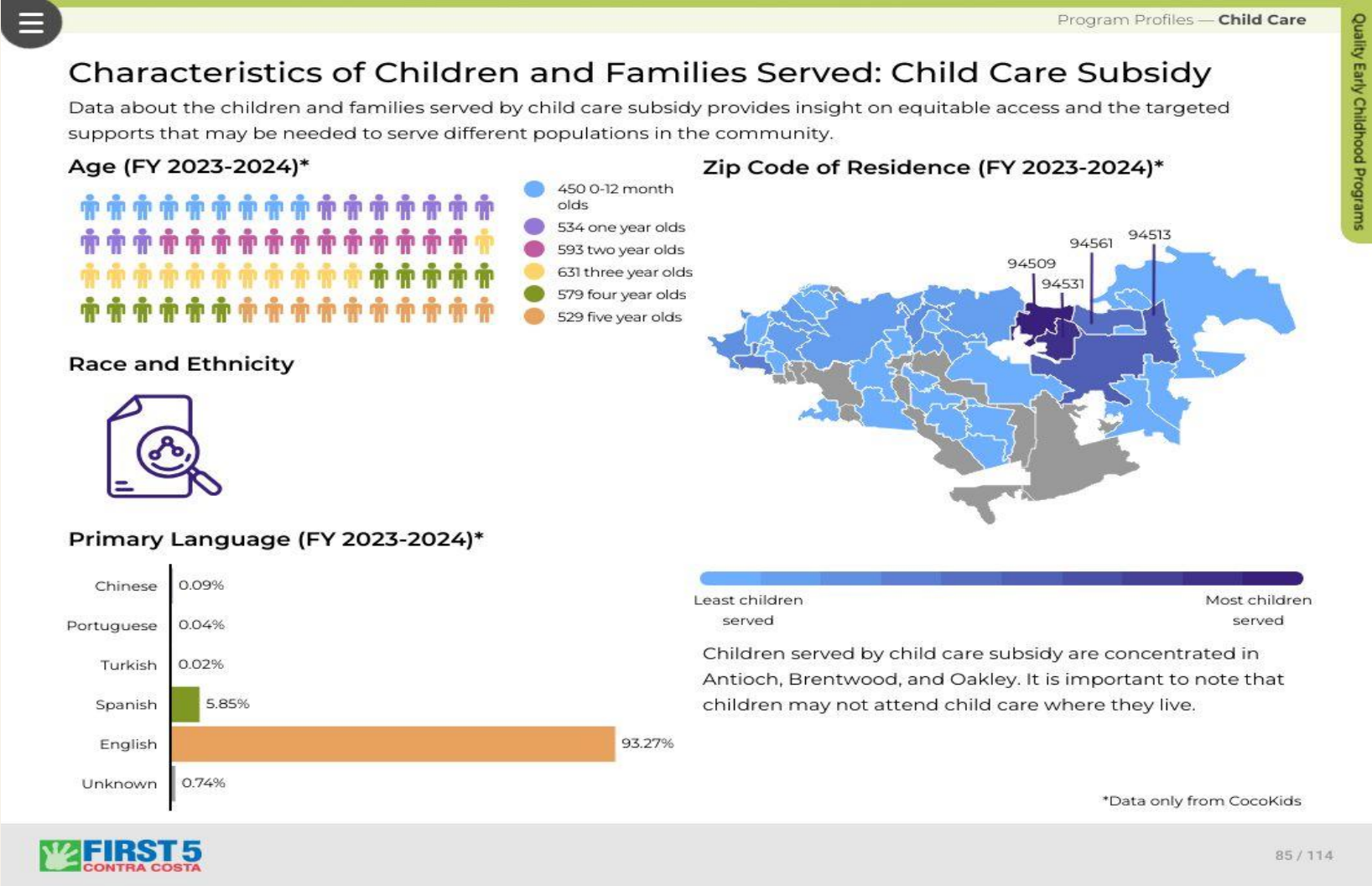
PRESCHOOLERS (36–59 MONTHS)

17,450 eligible

61% UNMET

10,700 children without subsidized care

39% SERVED





The capacity paradox

6,272 licensed child care seats are vacant countywide – yet infant/toddler families continue to face significant access barriers.

Family Child Care Homes

Ages 0–59 months · mixed

35%

VACANCY RATE

9,304 licensed slots · 3,249 vacant

A large pool of idle capacity, especially for infants and non-traditional hours. Under-reimbursed.

Centers — Infant/Toddler

0–35 months

20%

VACANCY RATE

2,310 licensed slots · 461 vacant

Scarce and hard to staff. Vacancy reflects workforce shortages more than low demand.

Centers — Preschool

36–59 months

15%

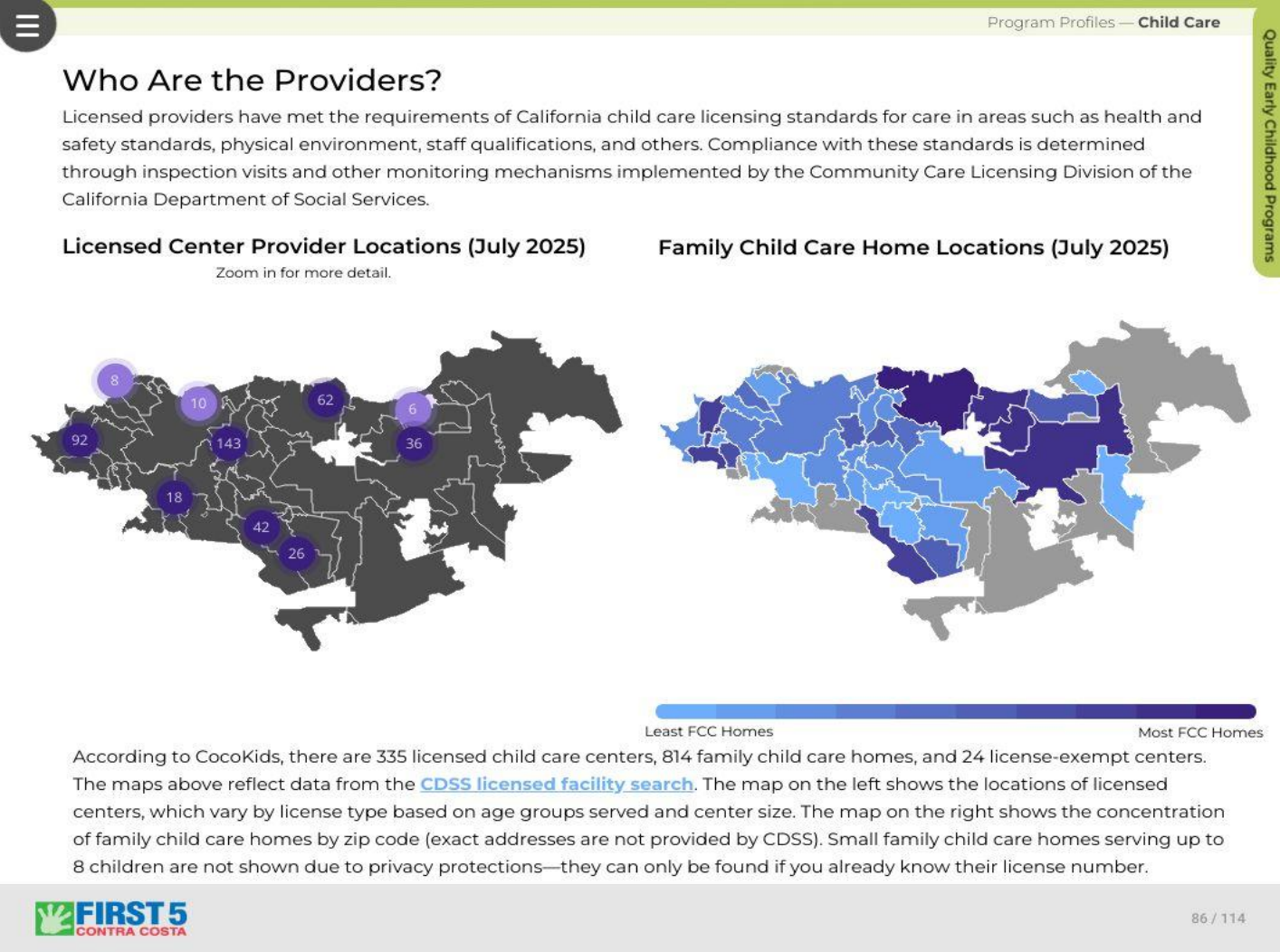
VACANCY RATE

16,924 licensed slots · 2,562 vacant

Best-utilized segment. Recent TK growth has eased some pressure.



Where are the providers?





Who are the Head Start and Early Head Start Providers?

Site Name	Grantee	City	Number of Allocated Slots
Ambrose Center	EHSD	Bay Point	22 EHS
Aspiranet	EHSD	Pittsburg	149 EHS
Balboa Center	EHSD	Richmond	26 EHS, 118 HS
Bayo Vista	EHSD	Rodeo	16 EHS, 15 HS
Cesar Chavez Child Development Center	The Unity Council	Concord	100 EHS, 106 HS
Crescent Park	EHSD	Richmond	22 EHS, 16 HS
Crossroads	EHSD	Concord	20 EHS
George Miller Concord	EHSD	Concord	30 EHS, 60 HS
George Miller III	EHSD	Richmond	169 HS
KinderCare East	EHSD	Antioch	20 EHS
KinderCare Lone Tree	EHSD	Antioch	16 EHS, 24 HS
KinderCare Mahogany	EHSD	Antioch	32 EHS, 20 HS
Lavonia Allen	EHSD	Bay Point	16 HS
Los Arboles	EHSD	Oakley	16 EHS, 20 HS
Los Nogales	EHSD	Brentwood	20 HS
Marsh Creek	EHSD	Brentwood	20 HS
Riverview	EHSD	Bay Point	35 HS
Tiny Toes	EHSD	Brentwood	8 EHS, 24 EHS
Verde	EHSD	North Richmond	12 HS
YMCA 8 th Street ELC	EHSD	Richmond	9 EHS, 32 HS
YMCA Fairgrounds ELC	EHSD	Antioch	28 EHS, 42 HS
YMCA Giant Road	EHSD	Pittsburg	12 EHS, 49 HS
YMCA Castle	EHSD	Pittsburg	12 EHS, 49 HS
YMCA Lone Tree ELC	EHSD	Antioch	8 EHS, 20 HS
YMCA Richmond	EHSD	Richmond	34 HS
YMCA Rodeo	EHSD	Rodeo	20 HS
YWCA Oakley Freedom	The Unity Council	Oakley	
YWCA Richmond	The Unity Council	Richmond	

CONTRA CSTA COUNTY · 2026 CHILD CARE NEEDS ASSESSMENT

Sources: First 5 Contra Costa Early Childhood Systems Map, 2025.

Program Profiles — Head Start and Early Head Start

Quality Early Childhood Programs

Who Are the Providers?

Head Start and Early Head Start grantees may directly operate programs or may contract with delegate agencies or partners to implementation program services. Head Start providers may be local public or private nonprofit agencies, including community-based and faith-based organizations, or for-profit agencies, within a community.

Early/Head Start Grantees (July 2025)

There are currently three grantees serving Contra Costa County:

- Contra Costa County Employment and Human Services Department Community Services Bureau
- The Unity Council
- Mexican American Opportunity Foundation

Early/Head Start Providers and Sites** (Reported May 2025)

Site Name	Grantee	City	Number of Allocated Slots
César Chávez Child Development Center	The Unity Council	Concord	100 EHS, 106 HS
Ambrose Center	EHSD	Bay Point	22 EHS
Balboa Center	EHSD	Richmond	26 EHS, 118 HS
Bayo Vista	EHSD	Rodeo	16 EHS, 15 HS
Crescent Park	EHSD	Richmond	22 EHS, 16 HS
George Miller Concord	EHSD	Concord	30 EHS, 60 HS
George Miller III	EHSD	Richmond	169 HS
Lavonia Allen	EHSD	Bay Point	16 HS
Los Arboles	EHSD	Oakley	16 EHS, 20 HS
Los Nogales	EHSD	Brentwood	20 HS

**Data from EHSD and The Unity Council. Information has been requested from MAOF and is pending receipt.

3
Grantees

5*
Partners

31**
Sites

*Data from EHSD. Information has been requested from The Unity Council and MAOF and is pending receipt.

Early/Head Start Locations** (Reported 2025)

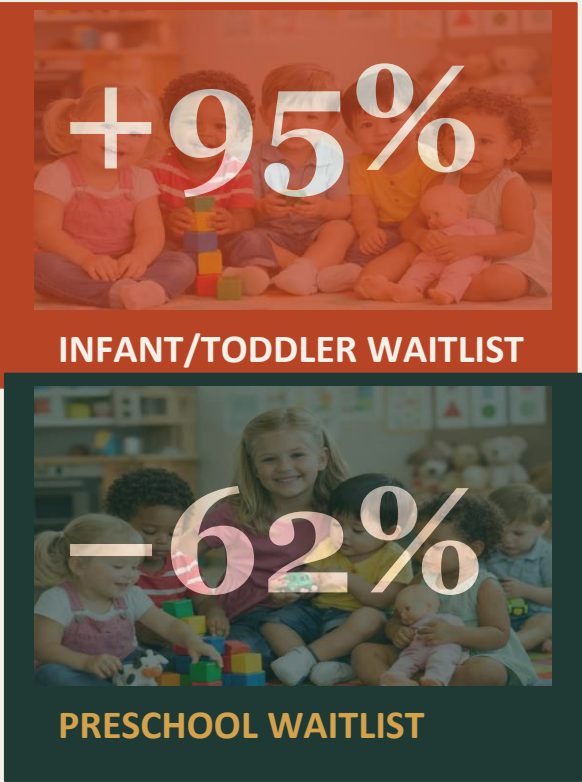
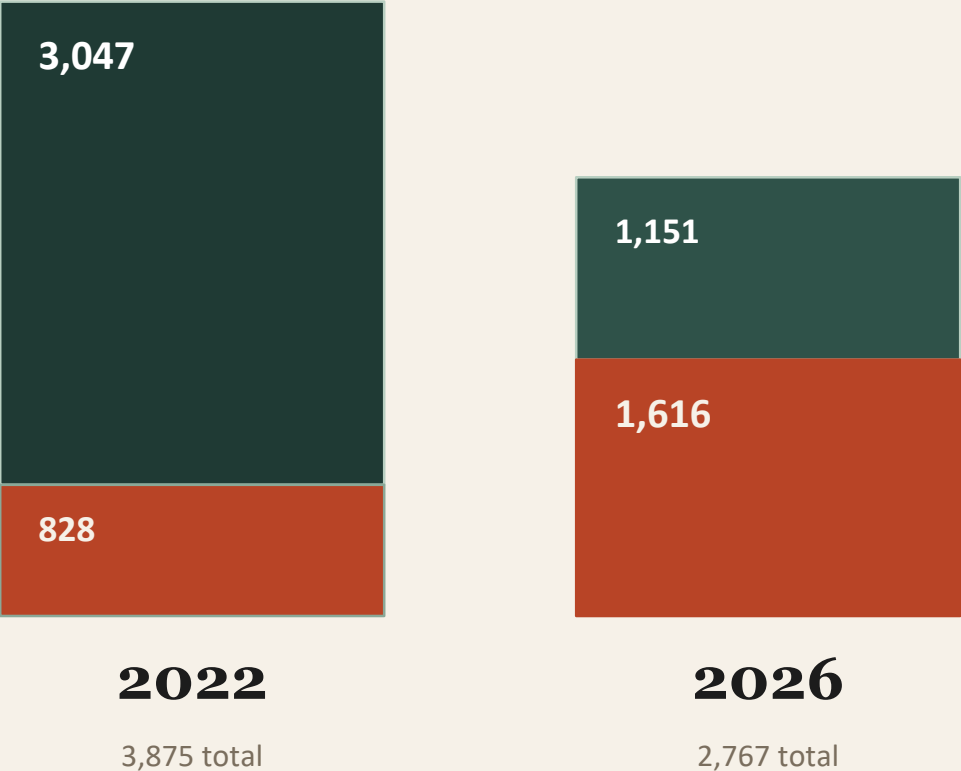
Group ● Early Head Start ● Head Start ● Unknown

**Data from EHSD and The Unity Council. Information has been requested from MAOF and is pending receipt.



Demand pivoted.

Between 2022 and 2026, infant/toddler waitlists nearly doubled while preschool waitlists shrunk



Source: CocoKids CareControl 4 Wait-List Age Report, February 2026; 2022 Contra Costa Child Care Needs Assessment baseline.



What a family actually needs.

MIT Living Wage estimates a CC family of four, both adults working, requires \$182,895 before taxes to meet basic needs.



\$43,396

on child care, more than housing, food, or transportation.

73%

of children 0–5 have a working parent

11.6%

of children 0–5 live in poverty

34%

of children 0-5 rely on Medi-Cal · 24% on CalFresh

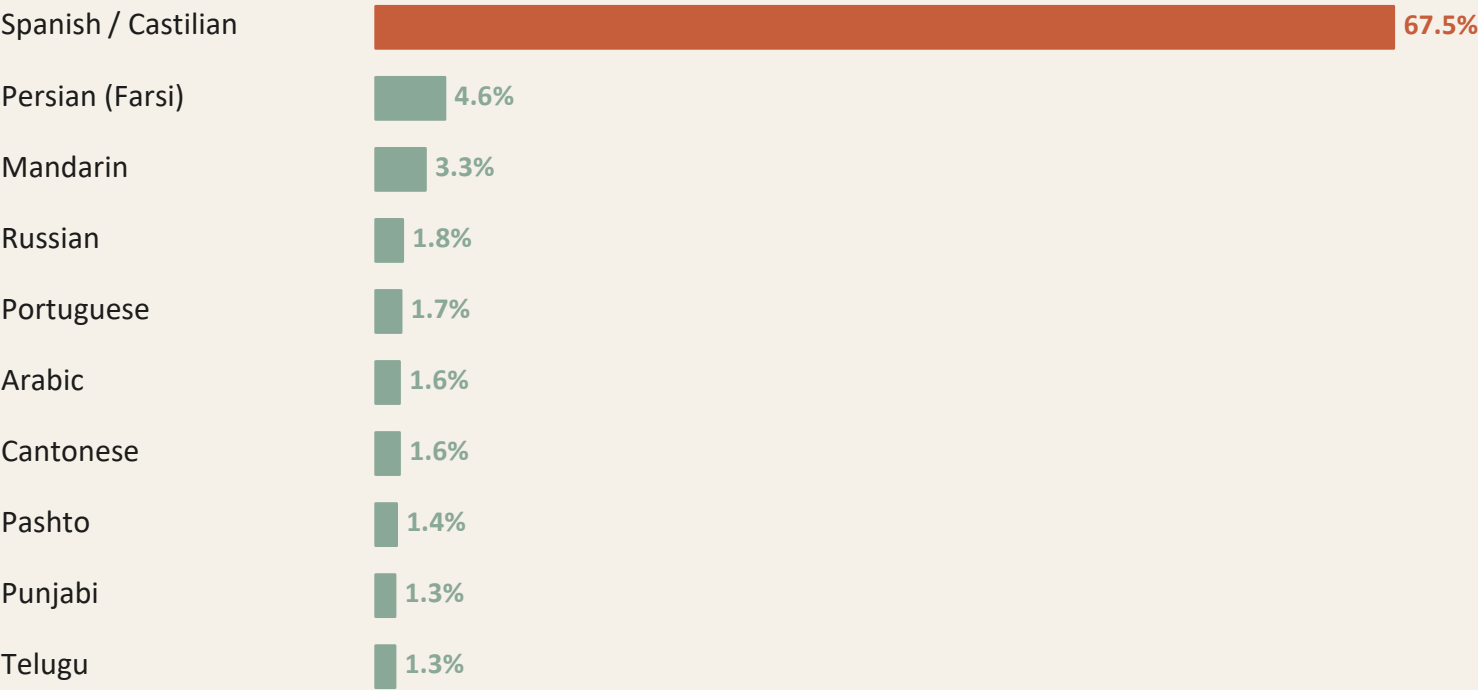
Source: MIT Living Wage Calculator, Feb 2026; U.S. Census ACS 2024; First 5 Contra Costa; County EHSD.



A multilingual county.

Nearly 40% of residents speak a language other than English at home

KINDERGARTEN ENGLISH LEARNERS • BY LANGUAGE (2024–25)



17.1% of surveyed parents cite language or cultural mismatch as a barrier to finding care.



Children with special needs.

6,136 children 0–5 receive IFSP or IEP services. One strength. One persistent gap.



BIRTH–36 MONTHS

3,363

IFSP / Early Start (Part C)

AGES 3–5

2,773

IEP / Early Childhood Special Ed

FOSTER CARE (0–5)

154

Children in foster care, Oct. 2025

A STRENGTH

95%

of Early Start services delivered in everyday home settings — above state average.

A PERSISTENT GAP

Inclusive preschool

The county lags on inclusive preschool classrooms. Child find, screening, and workforce training need investment.



Families tell us

What the data already showed.

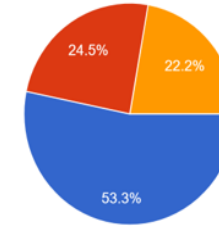
Prices are out of control. Assistance thresholds need to be raised to accurately represent the costs of those living in the Bay Area.

“I can't afford to work AND pay child care.”

EAST COUNTY PARENT · PARENT SURVEY, JULY 2025

1. Where do you live in Contra Costa County?

261 responses



- East County East (Antioch, Pittsburg, Baypoint)
- Central County (Concord, Pleasant Hill, Martinez, etc)
- West (Richmond, San Pablo, El Sobrante, Hercules, etc)

THE SURVEY

263 families

across all regions of Contra Costa County, July 2025.

84%

cite cost as a barrier

61%

want non-traditional hours

80%

currently receive a subsidy

30%

cite lack of available spots



Skilled but undervalued.

The workforce is predominantly women of color, deeply experienced, and systematically underpaid.



ANNUAL WAGE GAP VS. TK-12 PEERS



~4,000

EARLY EDUCATORS
COUNTYWIDE

≈50%

OF CENTER STAFF
ARE LATINA

10+ YRS

TYPICAL EXPERIENCE
IN FIELD



Positive Signs & What's Working

Real investments are being made — and proving that targeted policy moves the needle.



FEDERAL

\$29.7M

2024 Head Start / Early Head Start Award

1,634 total slots across Richmond, San Pablo, Pinole, Rodeo, Hercules, Martinez, Pittsburg, Antioch, Bay Point, Oakley, Concord.

QUALITY

159

Quality Matters Sites

664 educators serving 4,722 children through coaching and quality improvement.

FAMILY SUPPORT

Peer-to-Peer

CARE Parent Network

A family-run organization employs parents who have “been there” to help other parents navigate services for children with disabilities.

WAGES

Oversubscribed

First 5 Wage Enhancement Pilot

Measure X-funded stipend pilot was oversubscribed — confirming demand for permanent wage policy.

COLLABORATION

30+ Members

Mixed-Delivery Working Group

Agencies, school districts, providers, higher ed, and libraries met across seven sessions to align on shared priorities.

WORKFORCE

Grow-Your-Own

HS + College Pathways

High-school ECE apprenticeships in East/West County, plus Contra Costa College ECE certificates and Quality Counts stipends.



The LPC is working.

Local Planning Council Activities June 2025 – July 2026



WORKFORCE

Professional Development

Regulate the Me, Elevate the We

Fueling Resilience & Shaping Calm Classrooms

LPC Board

Welcomed in...

- 6 new Board members
- Filled all 4 Child Care Consumer Seats
- Retreat in January
- New LPC module trainings on CECO

Resource Fairs

- East County Resource Fair - Antioch
- Connect, Celebrate & Play – Pittsburg
- All Abilities Resource Fair – Brentwood
- Library Summer Exploration Stations
Concord, Pleasant Hill, San Pablo

Choosing the Right Early Learning Program for Your 4-5 Year Old

The brochure provides a clear overview of:

- Early learning options available for 4-5 year olds, including Transitional Kindergarten (TK)
- Key questions families can ask when evaluating programs
- Provides QR codes to CocoKids & CCCOE for TK information



- 91 + locations
- 40,000 + brochures in the community
- MDUSD, SRUSD, PUSD
Dental offices, Libraries, FCC Associations
- Multiple languages

Assessments and Mandates

- Mixed Delivery Plan
- Zip Code Priority report
- 2025 Needs Assessment
- Supported VTT process within Contra Costa County



CSB utilizes Measure X local funding to help strengthen the early childhood workforce, improve program quality, and support the well-being of children, families, and staff throughout Contra Costa County.

Measure X highlights addressing needs identified in assessment:

- ✓ Reflective Supervision cohorts supporting staff resilience, retention, and anti-bias leadership
- ✓ Trauma-Informed Practice training and Training-of-Trainer certification program to build internal capacity and sustainability
- ✓ Professional development, coaching, and Family Development Credential (FDC) refresher opportunities
- ✓ Staff wellness, psychological safety, and team-building initiatives aligned with Office of Head Start workforce wellbeing guidance
- ✓ Family wellbeing and school-readiness resources that help reduce stressors and support successful transitions
- ✓ Strengthening Sustainability Initiatives (e.g., zero-waste wellness kits for all staff and Policy Council members) supporting the County's Green Government Group (G3) goals



Recent EHSD Community Services Bureau Highlights

Program Excellence

- 🏆 Successfully completed the Office of Head Start Focus Area One Federal Review
- 🏆 Found compliant across four key performance areas
- 🏆 Eligibility Verification Process recognized as a **"Strong Practice"**

Serving More Families

- 👤👤👤👤 Reached and sustained full Head Start enrollment for the first time since 2020
- 👤👤👤👤 Preparing to welcome hundreds of new children and families this summer
- 🎓 Nearly 300 children transitioning successfully to kindergarten

Investing in Workforce Quality

- 🍏 Continued investment in professional development, coaching, reflective supervision, and trauma-informed practices
- 🍏 Celebrated staff excellence, including recognition of this year's Teacher of the Year.

CSB's Teacher of the Year: Sharmila Rijal



RECOMMENDATIONS

Going *forward.*

Three priorities for Contra Costa's children 0–5 and one parallel commitment.



01

Expand & activate infant/toddler capacity

Target subsidized slots to communities with the highest child poverty and longest waitlists. Reactivate idle Family Child Care Home capacity.

02

Stabilize & value the early childhood workforce

Sustain wage and benefit enhancements. Streamline professional development and credentialing. Support bilingual and inclusive practice.

03

Improve affordability & navigability for families

Enhance subsidy access. Coordinate enrollment across programs. Strengthen navigation through trusted hubs — CocoKids, First 5 Centers, EHSD, CSB, school-linked services.

IN PARALLEL

Ongoing

Continue to invest in inclusive and multilingual environments and enhance shared data tools so partners can monitor capacity, utilization, equity gaps, and progress over time.



Thank you!

