



## Recommendation for Action

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**File #:** 23-1561, **Agenda Item #:** 29.

5/18/2023

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### **Posting Language**

Authorize negotiation and execution of an agreement with Raising Austin d/b/a Together4Children to provide workforce development training for childcare workers, in an amount not to exceed \$351,270 for a 16-month term beginning June 1, 2023.

### **Lead Department**

Austin Public Health.

### **Fiscal Note**

Funding in the amount of \$351,270 is included in the Fiscal Year 2022-2023 Economic Development Department Operating Budget.

### **For More Information:**

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### **Additional Backup Information:**

In response to Council's direction to expeditiously deploy \$3,101,305 from ongoing general operating funds to support workforce development contracts that help ensure the closing of gaps for workers in high-demand fields, staff have identified a vendor whose services help to close gaps in the high-demand field of early childhood education, with a specific focus on ensuring the development of healthy leadership pipelines. This action will provide additional funding for workforce development leadership training for childcare workers to help stem the loss of high-quality, licensed childcare workers, and combat worker-retention challenges in the critical childcare services industry.

High turnover in early childhood programs disrupts center operations, alters the workplace environment, and affects the quality of teaching. The Center for the Study of Care Employment's report "Worthy Work, STILL Unlivable Wages," highlighted the correlation between poverty-level wages and high turnover among early childhood teachers (Whitebrook, M., Phillips, D., & Howes, C., 2014). According to the report, negative work environments are also contributing factors to the high turnover rate in the early childhood field. Improving the quality of organizational conditions in early childhood settings that promote staff retention is a focus of Together4Children's workforce development program.