

APPENDIX I:

ECE EDUCATION BACKGROUND INFORMATION

Local Options for ECE/CD Degrees

For BA completion, students must complete required courses from an accredited college or university in both a major (ECE or Child Development or related degrees) and in general education.¹

Community colleges offer courses and certificates, often culminating in Associate of Arts (AA) or Associate of Sciences (AS) degrees. Community colleges offer lower division degrees and 85% of California’s ECE/CDEV workforce has completed courses or started their educations at an area community college. Twenty-four community colleges in the Bay Area offer courses in the ECE/CDEV areas and three are located within San Mateo County. Courses are also offered by many community colleges online, so it is not unusual for students to attend more than one community college for general courses depending on course availability, and timing. It is important that the majority of courses are taken at one college as financial aid is college-based, as are graduation and program requirements.

Professional development and informal training in most cases cannot be substituted for college coursework although colleges are increasingly considering both credit-for-prior learning and granting limited college credit for the completion of specific programs. Additionally, work experience, cooperative work experience, and laboratory experiences can often be paired with on-the-job placements to earn college credit. Apprenticeships provide work-based learning, community college courses, and college credit for employment. Apprenticeships are free to students, and there are no charges for courses in the program. **Skyline College** has a registered apprenticeship program in which Cañada College partners. Cañada College will be starting a new apprenticeship program as well. Community colleges provide both ECE/CDEV courses and the general education (English, Speech, Math, Science, History, etc.) needed to graduate with an AA or AS degree, as well as the specific courses needed to transfer to a 4-year college or university.

¹ Kathleen White, CDEV Consultant prepared the Education Section and this Appendix for Brion Economics, Inc. August 2022.

In addition to tuition, the estimated additional costs of college, totaling approximately \$2,000 per year, include books, computers, materials, supplies, and educational materials.

Expenses related to off-campus housing and basic needs total an estimated \$20,000 to \$22,000 per year and are included in financial aid calculations of need.

Community College Options

Community College, Accredited, 2-year degrees in Early Childhood Education or Child Development and General Education for Transfer – AA/AS Degrees

San Mateo County Community College District – Tuition at all California Community Colleges – **Resident of CA - \$46.00 per unit – \$1,200 per year for full-time students**

AA/AS Degree – 70 units total x \$46.00 per unit = \$3,220 for degree completion

1. **Skyline College** – Education and Child Development Department -

<https://skylinecollege.edu/societyandeducation/educationchilddevelopment.php>

Skyline College currently serves over 600 students in ECE. They can accommodate the students entering the General Education (GE) courses and many of the existing ECE courses that are typically scheduled. **They may need support to offer additional courses in specific locations, formats, or at specific times.** They have a current apprenticeship program that can support 30 students per cohort and is free to participants. Supports needed to provide program expansion are described below.

2. **College of San Mateo** – General Education courses only. There are no ECE or CDEV courses at CSM, but students can enroll in general education courses as needed.

<https://collegeofsanmateo.edu/>

3. **Cañada College** – Education and Human Development Department -

<https://canadacollege.edu/ehd/>

Cañada College serves close to 600 students in the ECE major. The College is interested in (and able to) supporting transfer students and degree completion for this cohort. The College can accommodate students in ECE and GE and provide ELC, CDTC and stipend support to college district students in the workforce already. They plan to also participate in the apprenticeship program soon. Supports needed to provide program expansion are described below.

Neighboring Community College

4. **City College of San Francisco**, Child Development & Family Studies Department - <https://www.ccsf.edu/academics/schools/business-fashion-hospitality/child-development-family-studies-department>

Collaborating with Community Colleges

Local area community colleges are the most affordable and accessible providers of lower division coursework and ECE/CDEV courses. While area community colleges can accommodate some growth to serve this population, the San Mateo County Community College District is a Basic Aid District, and therefore, funding for additional programs and adding additional course sections are more complicated. As all colleges develop schedules at least six months prior to the offering semester and must plan to ensure that available faculty, appropriate course schedules, and modalities are available when needed, ensuring planning time and careful cohort pre-selection are critical.

One local Dean indicated that several cohorts had been planned in the past to serve specific numbers of ECE workforce members with very few students materializing. This situation then results in class cancellations and faculty reductions, therefore advance planning, real numbers, and committed students are key to offering college courses at the community college level. Additionally, if specific schedules and modalities are required to serve high numbers of students, course instructional costs may need to be provided (\$7,000 -10,000/course). When demand exceeds the ability to fund courses, area community colleges may need to secure an external grant or short-term funding. Additionally, supportive services as described in other areas are needed to ensure student success. Tutoring, ESL/English language – ELL support, college and career advising, and counseling are critical parts of student success and need to be supported.

Advanced planning is helpful at the 4-year college level as well as hiring and ramping up for additional students takes time. While all colleges interviewed expressed excitement about serving significant cohorts, a collaborative approach with the San Mateo County community, funders, SMCOE, CCPC, colleges, K-12, and all members supporting the workforce is urged, including advanced and comprehensive planning needs to be prioritized.

4-Year College Options

4-Year Accredited Child Development, Early Childhood Education or Studies – BA/BS Degree Granting Institutions

Cal State University System – Resident of CA Tuition at all CSU's - \$12,000 per year for FT students \$12,000 x 4 years = \$48,000 or for transfer students x 2 years = \$24,000

San Francisco State University (priority service area for San Mateo and San Francisco Counties), Child and Adolescent Development Department: <https://cad.sfsu.edu/>

San Francisco State University has room to expand in the Child and Adolescent Development major and welcomes new or transfer college students. The Department has been approved to add courses when needed and has tripled the size of its department in the last four years to 8,854 students. They can support additional ECE workforce participants from San Mateo County in the numbers described. Online, weekend, evening, and in-person classes are available and academic advising can be arranged for groups, community college and high school students, and for interested individuals. The majority of their students attend full time. Most of their students receive financial aid, and they can use additional funding for student support.

San Jose State University, Early Childhood Institute:
<https://www.sjsu.edu/education/community/eci.php>

San Jose State University has room to grow in its Early Childhood Institute. SJSU is eager to enroll additional students and can manage the growth. SJSU is also eager to resume the enrollment sizes prior to COVID and are interested in providing outreach and academic advising to area community colleges, high schools, and the workforce. They provide online, in-person, and varied schedules for courses as well. They can provide targeted advising to area community colleges and high schools.

Cal State University East Bay, Early Childhood Education Department:
<https://www.csueastbay.edu/ls/early-childhood-education.html>

Sonoma State University, Early Childhood Studies Department:
<https://education.sonoma.edu/departments/ecs>

Cal State University Monterey Bay, Human Development & Family Sciences:
https://catalog.csumb.edu/preview_program.php?catoid=8&poid=1516&returnto=422

Private College Options

Sample Accredited Private Area College

Santa Clara University, Child Studies Department: <https://www.scu.edu/cas/child-studies/>

Sample Accredited On-line Only in CA

National University – Tuition \$13,500 per year – private, non-profit – began in 1972 - San Diego - Early Childhood Education: <https://www.nu.edu/degrees/teacher-education/programs/bachelor-of-arts-in-early-childhood-education/>

Pacific Oaks College – Tuition \$880 per unit hour - \$12,000 per year – private, non-profit – Pasadena and San Jose locations, and online courses available. Pacific Oaks College began in 1964 as a Headstart Training Institute - Early Childhood Education: <https://www.pacificoaks.edu/early-childhood-education-programs/>

College Financial Supports for Degree Completion

Financial aid is available for college completion. Students must complete a FAFSA – Free Application for Federal Student Aid to determine eligibility or the California Dream Act application for undocumented students. Barriers to obtaining financial aid may include:

- Determination of parents' income if student is under 24 years old
- Six-year limitation to financial aid
- Unit load requirements for financial aid (FT awards for 12 units or more are higher than for PT enrollment)
- Challenging paperwork cumbersome process
- Satisfactory progress is required
- Past academic history, unpaid fees, defaulted payments, and excessive past college withdrawals may all impact financial aid qualification.

Common College Financial Aid Programs include:

- Federal Pell grants
- Federal Supplemental Educational Opportunity Grants
- California College Promise Grant
- State CAL Grants
- State Chafee Grants

- Student Success College Completion Grants
- City of San Francisco FREE CITY CCSF grant (for those living in SF)
- Individual college scholarships and grants
- State University Grants (SUG)
- Educational Opportunity Grants (EOP)
- CSU Future Scholars Program
- CA Fee Funded Grants
- Student Loans and Related Loan Forgiveness Programs including the:
 - Teacher Loan Forgiveness Program
 - Federal Perkins Loan Cancellation Program
 - Public Service Loan Forgiveness Program (PSLF)

High numbers of financial aid eligible students are enrolled in courses leading to ECE, CDEV, CAD degrees:

- a. 64% of community college students in CA are considered economically disadvantaged and eligible for financial aid²
- b. 82% of CSU students receive financial aid and 73% of students have tuition covered by grants, scholarships, or waivers³ -
- c. 40% of the SFSU CAD Department students are PELL grant eligible, which means that tuition, books, and other supports are provided.

Yet while the numbers of college students that are eligible for financial aid are high, without advising, technical assistance, and application support financial aid students can miss deadlines, become ineligible, and miss out on financial opportunities. **In fact, more students are eligible for financial aid than apply for it or receive it.**

According to the California Community College Financial Aid FACT, 2019-2020:⁴, community college students do not apply for or pursue financial aid, despite eligibility.

² <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Digital-Innovation-and-Infrastructure/research-data-analytics/data-snapshot/student-demographics>

³ <https://www.calstate.edu/impact-of-the-csu/government/Advocacy-and-State-Relations/legislativereports1/2019-20-Institutional-Financial-Aid-Programs-Report.pdf>

⁴ https://ticas.org/wp-content/uploads/2021/05/CA-Comm-College-Financial-Aid-fact-sheet_bay-area.pdf

While financial aid is a key tool to help California community college students enroll in courses and persist towards their degree and despite total college costs exceeding \$20,000 annually, many students receive only a fraction of the aid received by their peers at other institutions. In 2019-2020, the 26 California Community Colleges (CCC) in the Bay Area enrolled 18 percent of all CCC students. Per financial aid recipient, community college students in the Bay Area typically received about \$2,762 in financial aid – the smallest regional average in the state.

The perceived barrier to affording a college education may be less significant than the barrier related to finding and accessing help to understand how to finance a college education. This is especially true for first generation college students, English language learners, and students with minimal time to devote to researching the application processes.

ECE workforce members are typically eligible for more financial aid than they receive, apply for, are aware of or can research. This is a critical element to understanding that it takes more than financing to ensure college completion.

Additional challenges for ECE students in receiving financial aid include:

- Difficulties filling out online application
- Time needed to find websites and information
- California residency requirement for in-state tuition rates
- 6-year limitation on the receipt of financial aid
- FT status (12 units or more per semester) for maximum awards (most ECE students are PT)
- Must complete FAFSA online application to be eligible for all aid, including grants, loans, scholarships, etc.
- Students are dependent on parent income for award determination through age 24
- Satisfactory grades, completion and academic progress are required
- Cannot receive financial aid at more than one school at the same time
- Most ECE students can only enroll in one or two classes per semester due to external demands. Very few ECE students (and community college students in this region specifically) can attend school full time and two classes per semester is a typical college load for those working full time and balancing family life.
- ECE students are 85% female and typically have multiple (24 hr.) roles including family caretaking, parenting, family financial support, in addition to FT work.

- Caring for and teaching children is demanding, and exhausting work and FT employment often includes commitments, meetings, and events outside of work hours and external preparation.
- Concerns around citizenship and family income eligibility or perceived penalties in accepting financial aid
- ECE workforce members may also need to work second jobs to afford living expenses.
- High percentage of ECE workforce are English language learners, requiring additional effort and energy to engage in writing, college coursework requirements, and proofing, rewriting, and checking college work.
- Scheduling of college coursework needs to align with work and family life demands including transportation, work schedule conflicts, child care.
- On-line coursework may fit family life balance needs, but challenges relate to computer and internet availability and capacity (especially in multi-student households), need for technical support, lack of computer expertise, noise and size of home environment, platforms challenging for English-language learners, age of workforce and comfort with on-line format.

The Education Analysis prepared for this Needs Assessment included interviews or written feedback from the following colleges:

1. Dean Michael Kane, Skyline College
2. CAD Department Chair, Linda Platas, SFSU
3. CAD Department Chair, Emily Slusser, SJSU
4. Faculty, Tina Watts, Skyline College
5. Faculty, Kate Williams Browne, Skyline College
6. Faculty, Michele Amaral, Skyline College
7. Faculty, Jamie Hui, Cañada College
8. Faculty, Kristina Brower, Cañada College