



Pathways LA



CELEBRATING 45 YEARS

2023 Annual Report

of Leading with Compassion





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A LETTER FROM OUR CEO



45 Years of Leading with Compassion

In the midst of economic uncertainty, we started our fiscal year 2022-2023 with continued compassion for what our children, families, providers, and staff were experiencing with the effects of COVID-19. Meeting them where they were at, we prioritized their health, safety, and childcare needs. We accepted the challenges and maintained our commitment to strengthen low-income working families, promote high-quality early care for children of all abilities, develop knowledgeable early care providers, and promote economically resilient communities.

By the end of the fiscal year, we saw an increase of families impacted by our subsidized childcare programs. In this annual report, you'll read about two parents who found economic opportunities as a result of their eligibility in our subsidized programs. Providers discovered new ways to manage their business, understand trauma and its symptoms, and found camaraderie with their peers, as noted by a childcare professional who shared her story. Strategic partners continued to be engaged, participating at our signature events hosted by our Family Engagement program and exchanging information and resources.

Our elected officials at all levels were open to learning more about equitable compensation for our childcare providers, advocating for increased work rates for our providers. To that end, we continued to prioritize the childcare industry, moving forward to ensure a true economic recovery for everyone we serve.

Celebrating our 45th anniversary, we gathered to honor our founder, share the state of child care and early childhood education, and embrace the work ahead to advance our goals. In partnership with Metro, we announced an expansion of our programs with the Pathways LA Child Development Center, located near Union Station next to Metro headquarters, that we began operating in June.

Thanks to our community partners, civic leaders, donors, providers, families, and staff, who remain committed to our mission, Pathways LA will continue to press forward, fulfilling our mission and leading with compassion.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tamika Farr'.

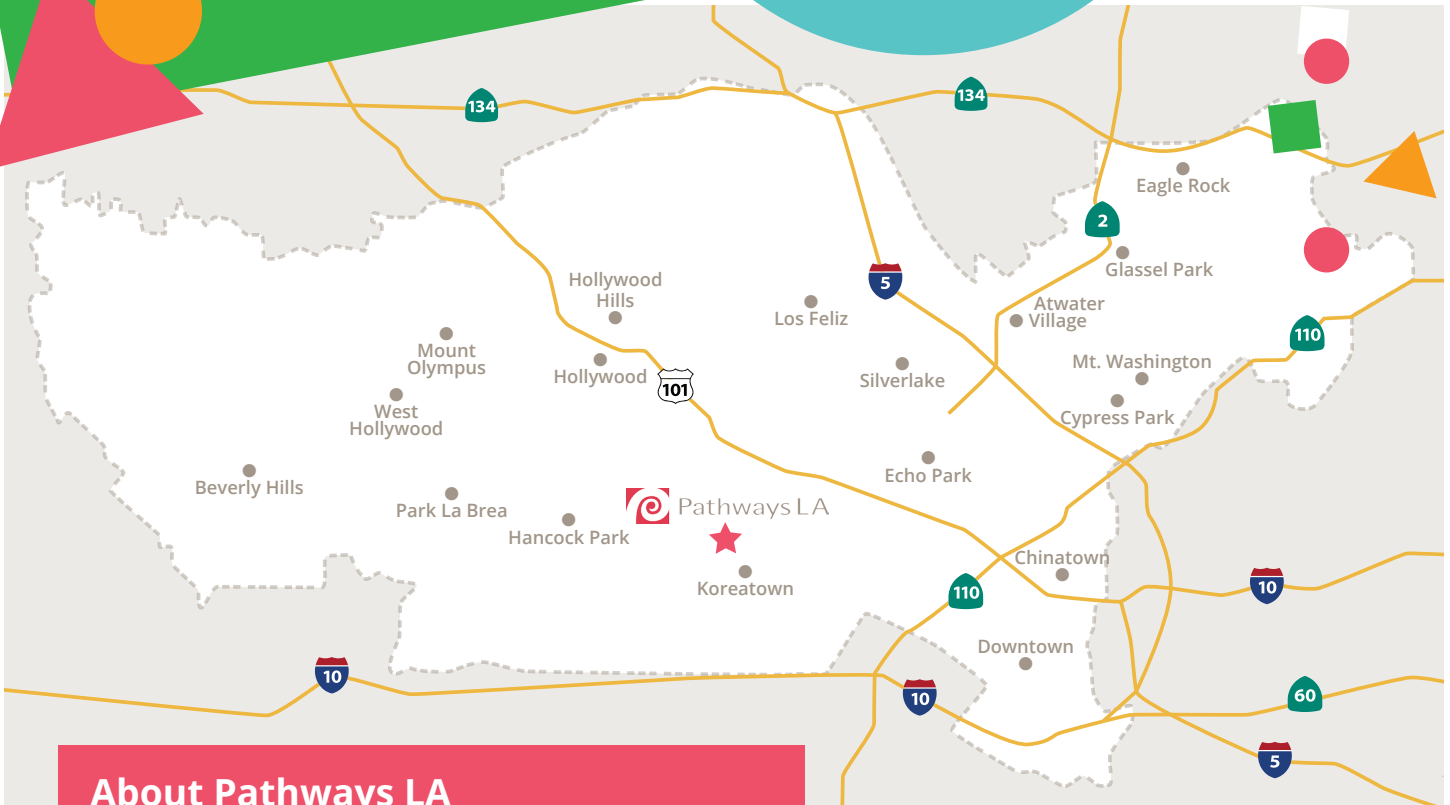
Tamika Farr, MBA
Pathways LA CEO

MISSION

To strengthen low-income and vulnerable working families, promote high-quality early care and education services for children of all abilities, develop knowledgeable early care providers, and promote economically resilient communities.

VISION

Children and families break through the cycle of poverty and thrive through equitable access to quality early care and education.



About Pathways LA

Pathways LA's heartfelt mission is empowering and uplifting low-income and vulnerable working families. We believe every child deserves access to high-quality early care and education, regardless of their abilities. We support early care providers with knowledge and resources and are committed to building economically resilient communities. Together, we're making a difference in the lives of families and children, spreading warmth and hope every step of the way.

Communities We Serve

Atwater Village | Downtown LA
Hancock Park | Little Tokyo
Pico Heights | Beverly Hills
Eagle Rock | Highland Park | Los Feliz
Silver Lake | Chinatown | Echo Park
Hollywood Mid-City | West Hollywood
Cypress Park | Glassell Park
Koreatown | Mid-Wilshire Westlake

Our Programs

Funded through the California Department of Social Services, County of Los Angeles Department of Public Social Services, and the State of California Department of Education, our subsidy programs help families access immediate, quality, and affordable child care. It promotes parental choice and ensures that families have child care reliable enough to move towards self-sufficiency. We provide families with the financial support for parents to continue working, go to school, or seek employment, while providing children with the care and stability they need to thrive. Pathways LA is more committed than ever to pave the path towards a stronger childcare system that will allow families to progress and succeed.

Languages Served:

- Arabic
- Armenian
- Cantonese
- English
- Farsi
- French
- Japanese
- Korean
- Mandarin
- Other Languages of China
- Other non-English
- Russian
- Spanish

Total # of calls to our mainline:

75,364

An increase of nearly 71% from FY 21-22



Total # of referrals placed on waiting list:

2,254



CELEBRATING 45 YEARS



Pathways LA Historical Timeline

Pathways LA launched the **Resource & Action Project**. The project provided technical assistance to Head Start and other early care programs to improve services for children with disabilities and to support their families.



Pathways LA demonstrated best practices for comprehensive services in center-based programs by establishing the **West Hollywood Preschool**, in partnership with the City of West Hollywood and LA County Office of Education.



The **Alternative Payment** program was also established.

We changed our name from Child and Family Services to **Pathways LA**.

Pathways LA led the five-year countywide effort, the **Special Needs Advisory Project**, to train and support early care providers to better meet the needs of children with disabilities in their programs.



1978

Educator and activist **Bea Gold** founded the **Children, Youth and Family Services Agency**, one of the first nonprofit organizations to receive public funding in support of programs for children with disabilities.



1980

1984

Child Care Resource & Referral program was added to train early care providers and administered federal and state funding to help families pay for child care.



1991

1996

Pathways LA launches the **CalWORKS** program to help families receiving public assistance get high-quality child care.

1998

Duane Dennis becomes the second Executive Director after Bea Gold's retirement.



2003

2004

Pathways LA launches **The Safe-T Network Program**, a program designed for drop-in, flexible care for parents/caregivers with HIV/AIDS.

2007

Pathways LA opened its second **Eagle Rock Child Development Center**.



Through a partnership with the LA County Department of Mental Health, Prevention & Early Intervention Services, Pathways LA launched an evidence-based prevention program, **Triple P: Positive Parenting Program**.



Through a partnership with Vista Del Mar/Home Safe Inc., Pathways LA implemented an **Early Head Start Partnership** program with a network of licensed Family Child Care Home providers and through direct services at its Eagle Rock Child Development Center.

The **Emergency Child Care Bridge Program** launches, in partnership with the Department of Children and Family Services and the Child Care Alliance of Los Angeles, to help increase the number of foster children in quality child care. A key component is to provide trauma-informed care training and coaching to childcare providers.

Pathways LA launches the **Books, Bikes, and (Full) Bellies** initiative in remembrance of former Executive Director Jessie Salazar.



Tamika Farr was named the CEO of Pathways LA after an extensive executive search.

2012



2013

2014

Through funding from the LA County Department of Public Health, Pathways LA implemented **Choose Health Los Angeles**, an intensive community-based public education and skills building initiative to promote physical activity and healthy eating to children ages 0-5, their families, and childcare providers.

2018

Pathways LA partners with Para Los Niños for **Project Innovations Los Angeles**, a collaborative funded by the Department of Mental Health with lead agency Para Los Niños.

2019

2020

In response to the **COVID-19 Pandemic**, Pathways LA began offering all provider training, coaching services, family engagement services, and subsidy enrollment services virtually.



2021

Pathways LA partners with Children's Bureau with funding from First 5 LA for the **Help Me Grow Initiative** to plan, test, and refine approaches to enhancing referral pathways for families with young children at risk for developmental and/or behavioral delays.

2023

In partnership with **Metro**, Pathways LA will be operating a **childcare center located near Union Station** next to Metro headquarters, which opened in June.

45



Children and Family Support

Being Compassionate to Families' Childcare Needs

Unemployed and with two children, Arianda Resendiz was referred to Pathways LA by the Department of Children and Family Services social worker. She qualified for the Alternative Payment program that provides free or reduced-cost childcare assistance.

We believe every family should have access to quality child care, regardless of income. To that end, Pathways LA helps low-income families pay for child care so they can pursue their educational and career goals. Each year we work to reach more community members with services such as child care, childcare provider training and workshops, referrals and resources for families and care providers, and much more.

"When I found out I qualified for the AP program, I took the opportunity to go and find work," Arianda said. Her first job was a cashier at the 99 cent store. Now, she provides compassionate work, serving individuals in adult home care.

Pathways LA Child Care Payment and Assistance Programs serve eligible families by providing subsidies and services for children from birth through age 13 (up to age 21 for children with exceptional needs), funding permitting. These programs, which are designed to support low-income parents with child care, include CalWORKs Stage 1 and the California Department of Education programs: Stage 2, Stage 3, Alternative Payment, and Berendo Program.

"I now have economic stability. I'm very grateful for the help Pathways LA has provided these past seven years," Arianda said.

Our Impact

Total # of children enrolled:

4,876

an increase of nearly 26% from FY 21-22



Total # of families enrolled:

3,091

an increase of nearly 32% from FY 21-22



Percentage of single-parent households:

78%

single family household



Funding sources for our programs comes from the California Department of Social Services, County of Los Angeles Department of Public Social Services, and the State of California Department of Education.



Engaging Families in a Compassionate Environment

At Pathways LA, we go beyond just childcare assistance. We understand that parents are a child's first teachers, so our Family Engagement Program works closely with parents and caregivers to promote healthy child development and solid parent-child relationships.

Cristina Mauricio began receiving childcare assistance for her children aged 2 and 9 three years ago at the start of the pandemic. She reallocated the money she would have spent on child care to buy household necessities like food and medicine. Besides the childcare subsidy she receives, Cristina benefits from the numerous programs we offer families such as parent education and training, play and learn groups, parent cafes, family events, and systems navigation that connects families with community resources.

From workshops on how to discipline and manage your children's behavior to mental and emotional well-being, Cristina makes the most of the programs and events that provide additional support, resources, and activities for the children.

Our Family Engagement Program is designed to support children's and families well-being. We use a strengths-based approach that focuses on building on the positive aspects of families, and we follow the Strengthening Families Framework, which includes five protective factors such as resilience in parents, social connections, support during difficult times, knowledge about parenting and child development, and social-emotional skills for children. These protective factors are essential for healthy child development and family well-being.

Project Innovations LA, in partnership with Para Los Niños, is a community-driven collaborative to help support and cultivate bonds to heal trauma. To make an impact for improved well-being, the Play Strong Strategies are:

- Think Out Loud: using children’s words as communication
- ▲ Make Yourself a Mirror: building a heart to heart connection
- Bring Emotions to Life: understanding and accepting feelings
- Love Surface Area: physical affection and praise to build self-esteem
- ▲ Flexible Yes: a safe and empathetic limit setting
- Be the Safe Container: reduce fight or flight stress response
- Dial Intensity Up or Down: keeping the body in balance
- ▲ Make Empathy Your Superpower: compassion for others and self care
- Build Grit: build frustration tolerance, invite challenge and risk
- ▲ Shift to Solution Focus: creative resourceful problem solving
- Narrate to Integrate: telling the story of strength to repair

Family Engagement

Total sessions provided: 12

Door Dash Deliveries: 113
 deliveries were made to help support families with educational material support, wellness kits, resource bags, etc.



Our Impact



Showing Compassion to Childcare Providers

Childcare professionals are the cornerstone to high-quality early childhood education. And Diana Montiel, owner of Montiel Cajina Family Child Care, knows well the support needed to apply best practices in her field. For the past 16 years, Diana has received training, resources, and professional development.

Pathways LA offers trainings and professional development opportunities to licensed childcare providers, childcare center staff, and any family, friend or neighbor providing childcare services. Topics include Child Growth and Development, Trauma-Informed Care, Business Development, Children with Special Needs, Nutrition and much more. We collaborate with the California Early Care & Education Workforce Registry, which tracks and promotes the education, training and experience of the early care and education workforce in order to improve professionalism and positively impact children.

Most impactful for Diana was the pandemic. “We don’t have to end care because a family is not able to pay. They go above and beyond to not only support families but also providers,” said Diana. One example she shared was the pandemic. Pathways LA provided materials, equipment, hand sanitizer, face masks and other items. “We were well taken care of, so we can provide services to families who still needed our services.”

She particularly enjoys the events with other providers, “allowing us to gather in groups and helping us focus on emotional and mental support as providers, so we can give back better to our communities.” They discuss issues they are having in their day care and find solutions together, including sharing tips that help their businesses grow.



Provider Support

Our Impact

Family Child Care Home Education Network (FCCHEN) supports the quality of child care for family childcare home providers. Coaches conduct visits to FCCHEN providers where they use the Desired Results Developmental Profile assessment tool and the Family Child Care Environmental Rating Scale to evaluate and improve the quality of care.

Trauma-Informed Care Trainings

42

trainings provided to
childcare providers

91

hours dedicated
on training

of coaching
sessions
recorded:
345

Trauma-Informed Care Coaching

131

coaching sessions

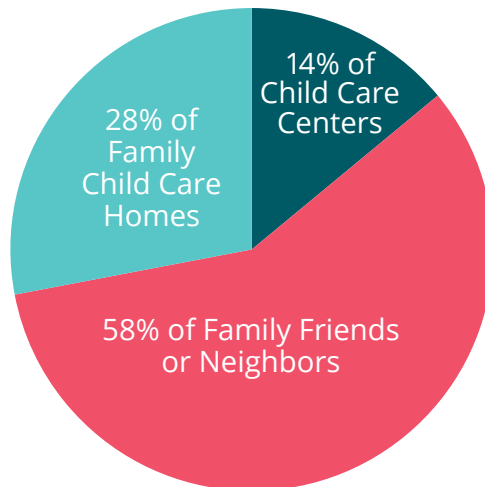
43

hours spent on
coaching

Total # of
unique
providers:
1,805

of
hours
coaching:
377.3

Network of providers:



We also offer essential supplies such as educational material, PPE supplies to childcare providers within our service area.

of
distributions:

4

of
providers
served:

196

of
providers
registered:

304

of
zip codes
served:

20

Connecting Compassion with Community

Pathways LA continues to partner with organizations that support and believe in our mission and, more importantly, provide resources outside of child care that are essential to our families. Without the support of our generous partners and donors, our impact would not be the same.

Our 2022-2023 Partners Include:

- 211
- Baby2Baby
- Best Start Metro LA
- Blue Shield of CA Promise Health Plan
- California Department of Education
- Center for the Asian Pacific Family
- Child Care Alliance of Los Angeles
- Childhood Lead Prevention Program
- Children’s Bureau
- City of West Hollywood
- Coalition for Responsible Community Development
- Comprehensive Community Health Centers
- CORE Response
- CNY Global Foundation
- Department of Public Social Services
- Door Dash
- East LA Women’s Center
- First 5 LA
- Hello Bello
- Hollywood-Wilshire Community Center
- Imagine LA
- Karsh Center
- Koreatown Youth + Community Center
- LA Care Health Plan
- LA Metro Transportation
- Frank D Lanterman Regional Center
- Liberty Dental
- LIFT- Los Angeles
- Los Angeles County
- Los Angeles County Department of Children and Family Services
- Los Angeles County Public Health
- Los Angeles Public Library
- Los Angeles Unified School District
- Molina Healthcare
- Nancy Painter Foundation
- Para Los Niños
- Project Innovations LA
- PUENTE Learning Services
- Saban Community Clinics
- St. Anne’s Family Services
- WINTER Women
- VIA Metro



Community Outreach

Our Impact

#of **referrals** from Community-Based Organizations:

80

#of **families** need financial assistance for child care:

79

#of **parents** interested in receiving childcare provider referrals:

55

#of **families** interested in child development resources:

22

#of **outreach events**:

94



Demonstrating Compassion in Policy

Pathways LA aims to expand quality affordable childcare services for our most vulnerable communities through targeted policy advocacy. We engage with government officials at the city, county, state and federal levels, to advocate for investment in Early Childhood Education resources.

Our policy priorities include:

- Investment in Childcare
- Investment in Childcare Infrastructure
- Investment in Family Engagement
- Equitable Investment in the Childcare Labor Force
- Increase in Funding for more Subsidized Childcare Slots
- Increase in Access and Services for all Under-Resourced Families

Our Impact

Our Impact Advocacy

of meetings: 116
 # of meeting hours: 43
 # of Alliance meetings: 92

Events

of town halls: 16
 # of Stories that Represent Us (STRU): 4
 # of children who attended STRU: 468
 # of parents who attended STRU: 65
 # of providers who attended STRU: 21



Stories that Represent Us Hosts:

Assemblymember Laura Friedman

Candidate for LAUSD Board Member District 2, Maria Brenes

Candidate for LAUSD Board Member District 2, Rocio Rivas

Congressmember Jimmy Gomez

Thank You to our Donors!

With 45 years of service in our community, we are proud to be the leading Resource and Referral Agency in Metro Los Angeles. However, we couldn't achieve this without the generous support of our donors and funders listed below. Thank you to our supporters:



CORPORATE & FOUNDATION

Blue Shield CA
California Community Foundation
Care Connect
Carranza Family Care
Child Care Resource Center
City of West Hollywood
CNY Global Foundation
Connections for Children
Conscious Minds Productions
Envision Consulting
First 5 LA
Flagstar Bank
Hello Bello
Insperity
Kroger Co.
Lakeshore Learning Materials
Mission Driven PR
Office Technology Partners LLC, The best choice in contract negotiation and cost reduction!
Panda Charitable Family Foundation
Perlman Family Fund
Pery Consulting
Simple Generosity
The Ralph M. Parsons Foundation
Walmart
YWCA Glendale Pasadena

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Cameron Steele
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Modern Woodmen
Yuovene Whistler

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Michael Wu
Lorenzo Zaffiri

If you would like to invest in a brighter future for the children and youth of Los Angeles, please visit: www.pathwaysla.org/donate or contact Karen Fairey, Director of External Affairs, at kfairey@pathwaysla.org.

Our Financials

SUMMARY:

Government Contracts

\$42,012,834

Contributions and Grants

\$253,450

Other Income

\$244,165

TOTAL REVENUE

\$42,510,449

Program Services

\$39,823,919

Administrative

\$2,327,108

Fundraising

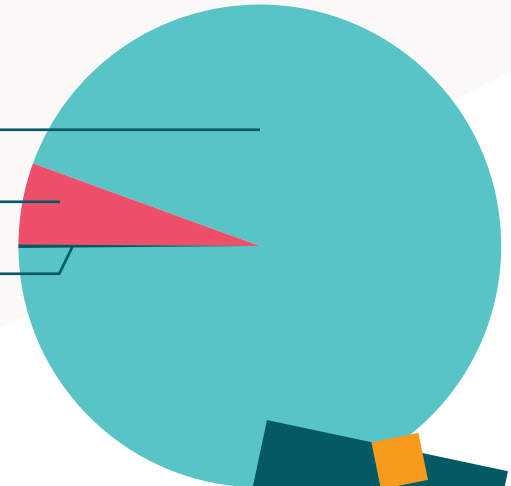
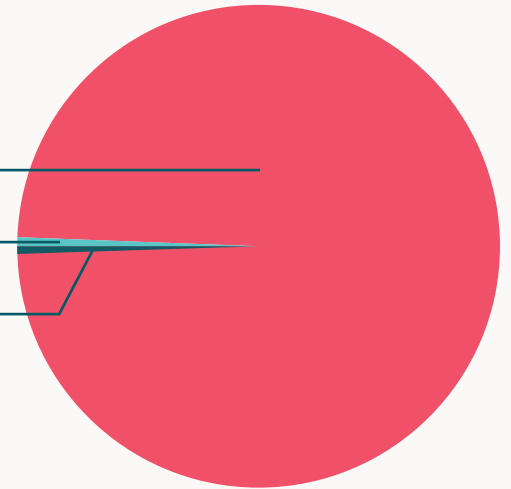
\$14,805

TOTAL EXPENSE

\$42,165,832

NET INCOME

\$344,616



How to Support Pathways LA

- 1 Become a corporate partner and sponsor
- 2 Underwrite our Signature Events
- 3 Advocate for our policy priorities
- 4 Donate to advance our mission
- 5 Connect with us on social media



To learn more, email Karen Fairey, Director of External Affairs, at kfairey@pathwaysla.org.



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