

**MEET VIRGINIA'S
WORKFORCE OF
2025: PREPARING
OUR FUTURE
WORKERS FOR
SUCCESS STARTS
IN EARLY CHILDHOOD**



**JAMES - YOUR
FUTURE EMPLOYEE**

Today James is five, but in just 15 years he will be a part of Virginia's workforce. In order to prepare James and his peers for careers in technology, medicine, transportation or other fields critical to Virginia's economic success, we need to invest in their earliest years. Science tells us that the majority of brain development occurs before a child even reaches kindergarten. This brain development is the foundation for all learning.

So while you may see a five year old, it is James' growth and development before he starts school that will largely determine his - and Virginia's - future success.

Voices for Virginia's Children
Early Childhood Policy Action Network

Child Care Aware Virginia • Child Development Resources • CHIP of Virginia/Parents as Teachers • Just Children/Legal Aid Justice Center • Prevent Child Abuse Virginia/Healthy Families Virginia • Smart Beginnings Historic Triangle • Virginia Alliance of Family Child Care Providers • Virginia Association of Community Services Boards • Virginia Association for Early Childhood Education (VAECE) • Virginia Association for Infant Mental Health (VAIMH) • Virginia Chapter, American Academy of Pediatrics • Virginia Head Start Association • Voices for Virginia's Children



**JAMES IN 2025 -
YOUR READY EMPLOYEE**



Jobs Find your career

Careers in technology

ENSURE THAT VIRGINIA'S FUTURE WORKFORCE IS READY TO SUCCEED

Support these policies to invest in Virginia's future success – and produce long-term savings.

The earliest years are the most critical time to intervene. Home visiting and Early Intervention target critical points in development to help the youngest children get the best start.

Virginia's early childhood home visiting programs help our most vulnerable parents become their child's first teacher. Budget cuts since 2009 have reduced state funding for **CHIP of Virginia/Parents As Teachers and Healthy Families Virginia** by more than one-third and caused the closure or downsizing of programs in many communities. Nine localities have lost all home visiting services. Statewide, the number of families served has decreased by 17% since 2009 – over 1,000 families per year no longer have access to services. Participation in home visiting is linked to higher high school graduation rates as well as increased parental employment. **Restore budget cuts to CHIP of Virginia/Parents As Teachers and Healthy Families.**

Since 2007, the number of children needing Early Intervention services through **IDEA Part C** has increased 52%. These services for infants and toddlers with developmental delays or disabilities help them catch up with their peers before school begins. Early Intervention has proven results: 1 out of 5 children complete services by age 3 because they no longer have a developmental delay. State and federal funding have not increased to meet the increased need. **Last year Early Intervention faced an \$8 million shortfall. Provide funds to ensure that young children with developmental delays reach their full potential.**



- The **Child Care Assistance** program helps more than 30,000 low-income working families afford child care. As a result, parents stay employed and on the path to self sufficiency while their children receive quality care that fosters school readiness. Due to insufficient funding, thousands of parents cannot obtain assistance; and provider payment rates are so low that highly skilled providers cannot afford to stay in business.
- The **Virginia Star Quality Initiative** informs parents about the quality of child care settings and gives an opportunity for providers to improve quality of services through training and support. This investment strengthens the small business sector by ensuring that working parents can find quality child care. Increased funding is needed to move beyond the pilot stage.
- The **Virginia Preschool Initiative (VPI)** provides quality preschool to low-income children. Studies by JLARC and UVA demonstrate that children who participate in VPI start kindergarten more prepared than children who did not. By reaching additional at-risk children, Virginia can reduce the achievement gap, improve high school graduation rates and save in costs for special education and grade retention.
- As a public/private partnership, the **Virginia Early Childhood Foundation (VECF)** uses state funding to leverage additional public and private dollars to support local school readiness initiatives through the Smart Beginnings network, covering nearly 100 communities across Virginia. Restore funding to VECF to continue building a strong, efficient and competitive early childhood system.

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