FIRST 5 VENTURA COUNTY

April 17, 2025

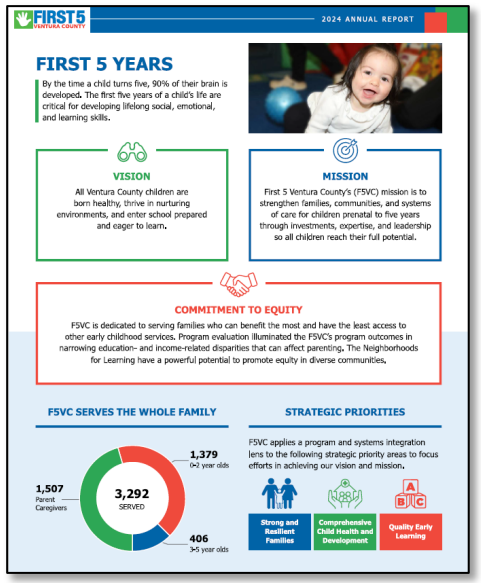
Strategic Planning SWOT Analysis

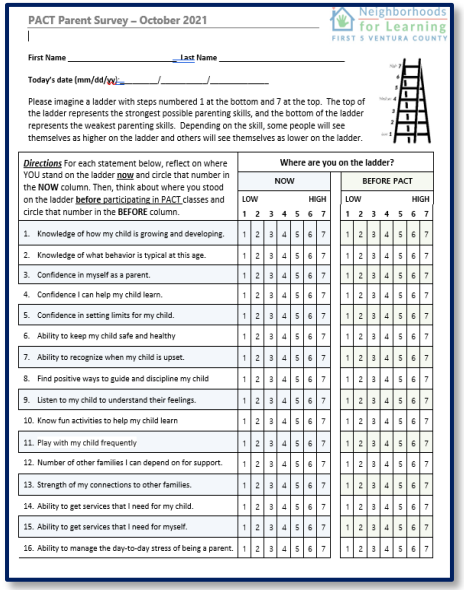
Strategic Planning Review

January Commission	Review of F5VC & County Demographics

Strategic Planning Review

January Commission	Review of F5VC & County Demographics
February Commission	Annual Report Program Evaluation and Outcomes





Strategic Planning Review

January Commission	Review of F5VC & County Demographics
February Commission	Annual Report Program Evaluation and Outcomes
March Commission	Ventura County Landscape

Comprehensive Child Health and Development

Strong and Resilient Families

Quality Early Learning

Update Review

January Commission	Review of F5VC & County Demographics
February Commission	Annual Report Program Evaluation and Outcomes
March Commission	Ventura County Landscape
Today	Opportunities & Challenges

Unprecedented Uncertainties

- Anti-DEI orders
- Immigration enforcement
- Tariffs and rising costs
- EO to dismantle Department of Education
- Workforce reductions at many federal agencies
- Head Start Regional Office closures
- Federal budget cuts
- State budget deficit
- Temporary withholding of federal grant funding (SAMHSA)

First 5 Ventura County Staff

SWOT Analysis

	Helpful to achieving the objective	**Harmful** to achieving the objective
Internal Origin attributes of the organization, project	**STRENGTHS**	**WEAKNESSES**
External Origin attributes of the environment	**OPPORTUNITIES**	**THREATS**

Strengths - internal and helpful to achieving mission

Staff and Commission

- Staff are skilled, passionate, diverse, and representative of the community
- Subject matter expertise
- Trusted leadership of Commissioners, ED and upper management

Systems

- Leaders in the field of ECE
- Focus on child development research
- Unique mandate to coordinate and integrate ECE Systems
- Focused on prevention, not just intervention

Services

- Comprehensive resources and events for families, including home visiting and Parent and Child Together
- Free for all families
- NfL Family Resource Center network with countywide locations
- Social and emotional connections for children and parents can't be found elsewhere
- Fills a gap in resources focused on 0-3
- Legal status is not collected

Culture

- Prioritization of professional development
- Interdepartmental communication and knowledge
- Financial accountability, transparency and healthy fund balance

Strengths - internal and helpful to achieving mission

- What does F5VC do well?
  - What do families say F5VC does well?
  - What do our community stakeholders say?
- What is unique about F5VC?
- What unique strengths, assets, resources or skills does F5VC have?

Weakness - internal origin and harmful to mission

- Dependency on declining Prop 10 revenues
- Neighborhood for Learning sites
  - Location of sites
  - Lack of autonomy of sites
  - Lack of sufficient space to co-locate other services and providers
  - Safety at sites
- Limited staff to meet demands
- Lots of opportunities that we can’t capitalize on due to limited capacity

Weakness - internal origin and harmful to mission

- What could F5VC do better?
- What are the biggest obstacles or challenges F5VC faces?
- What are we lacking in?
- What do our stakeholders often complain about or dislike?
- What if any resource limitations does F5VC have?
- What's holding us back?

Opportunities - external origin, helpful to mission

- Diversified funding for sustainability (not only relying on tobacco tax)
- Managed Care Plan prioritizes improving outcomes for pregnant individuals and children
- CalAIM: leveraging Community Health Worker benefits
- Early childhood is a bipartisan issue
- Increased investment in programs for children ages 4-5 (preK, childcare, TK)
- Ventura County Wellness System (AB 2083) establishes strategies for better integration and coordination of services
- Strong collaborative partnerships
  - Reimagining how to engage and set expectations with external partners
  - Cultivating alignment with partners early and often around a shared vision

Opportunities - external origin, helpful to mission

- Think broadly about all the opportunities in the environment (social, technological, environmental, political) at the national, state, or local level that can support First 5 VC
- Are there potential new sources of funding?
- Are there economic, social or political trends that could benefit F5VC?
- Are there new community partners F5VC should partner with?

Threats - external origin and harmful to mission

Impacting Staffing

- Competition w/other organizations for highly qualified staff
- High cost of living in VC
- Staff burnout
- Overwhelming environment and impact on mental health

Environmental Conditions

- Politics
- Immigration policies
- Birth rates are declining
- Fear of F5VC being a government agency
- Homelessness/cost of housing
- Substance abuse
- Natural disasters
- Unpresented uncertainties

Impacting Families

- Overwhelming environment (mental health)
- Family values differ - influence of social media/ politics
- One parent household (fulltime parent not able to participate in F5VC programs)
- Lack of access to basic needs
- Substance abuse

Threats - external origin and harmful to mission

- What could jeopardize the future of F5VC?
- Are there economic, social or political trends that could work against F5VC?

SWOT

- Questions?
- Discussion
- Other opportunities and challenges not yet identified?