

Episode 4: Show Notes

- **Guest:** Sandy Pablik, Special Projects Liaison at the [Mexican American Opportunity Foundation \(MAOF\)](#), a Resource & Referral (R&R) agency in Los Angeles County, with nearly 5 years of experience supporting early care providers.
- Works closely with the [Child Care Initiative Project \(CCIP\)](#), supporting new providers, those expanding licenses (from small (8 children) to large (14 children)), and providers reopening after closure—particularly those serving infants and toddlers.
- Focuses heavily on supporting [Family, Friend, and Neighbor \(FFN\) providers](#), both those participating in the [Alternative Payment Program \(APP\)](#) (subsidy-based) and those seeking guidance to become licensed or improve quality.
- Walks families through the subsidy process and helps connect them to licensed providers using MAOF's Resource & Referral database, matching needs by ZIP code, age, care type (family child care vs. center-based), etc.
- Provides FFNs with [pre-licensing visits](#), hands-on guidance on creating safe and developmentally appropriate environments, and emotional support to overcome fear of state licensing analysts/inspections.
- Facilitates ongoing professional development and training through initiatives like the [Gateways Program](#) and [All Our Kin](#) (financial literacy and business training), with topics ranging from tax prep to child development, health and safety, and inclusion of children with special needs.
- [Addresses systemic barriers FFNs face, including language access, limited technology use, immigration-related fears \(ICE intimidation\), funding cuts](#), and lack of resources for materials (e.g., cots, furniture) or community-building (like providing food at trainings).
- [Emphasizes that FFNs are not “just babysitters”](#)—they are professionals and passionate caregivers, deserving of recognition and investment. Calls on policymakers and community leaders to remember that *investing in early care means investing in the future*.