



SAN MATEO COUNTY CHILD CARE PARTNERSHIP COUNCIL

WORKFORCE COMMITTEE MEETING MINUTES

Monday, February 27, 2023

101 Twin Dolphin Drive, Redwood City, CA, 94065

CCPC Members (In-Person): Karen Alden, Heather Cleary (Chair), Karen Haas-Foletta

CCPC Members (Attending Remotely): David Fleishman, Elizabeth Scully, Tina Watts

Members of the Public (In-Person): Alyce Desrosiers, Kristina Brower, Marchelle Moten, Joy Irani, Bryan Neider

Members of the Public (Attending Remotely): Michelle Amaral, Angel Barrios, Jennifer Cheyer, Dayna Chung, Jamie Hui, Roselle Loudon, Kim Oliff, Marlene Torres-Magaña, Hayley Village

Staff/Minutes: Ian Johnson/ Yulee Nguyen-Park/ Sarah Kinahan

Item #1: Call to Order

Heather Cleary

Heather called the meeting to order at 9:05 am.

Item #2: Approval of Agenda

Heather Cleary

MOTION: HAAS-FOLETTA / SECOND: BROWER

AYES: UNANIMOUS

NOES: NONE

ABSTAIN: NONE

Item #3: Welcome & Check-in

Heather Cleary

Heather greeted the group and asked the committee and guests to give short introductions.

Item #4: Debrief January Retreat and Discuss Next Steps

Heather Cleary/ Sarah Kinahan

Sarah Kinahan and Heather Cleary lead the group through a review and discussion of the minutes from the January Retreat, and the Career Navigator position.

The CCPC has been working with the County of San Mateo to establish new funding to create a career navigator position at the San Mateo County Office of Education. This work will be funded by grants related to Universal Pre-K (UPK), and contributions from First 5 and Silicon Valley Community Foundation. We are hoping to demonstrate great success in an initial 2-year pilot and establish sustainable long-term funding for this position. The conversations and brainstorming at the CCPC Workforce Retreat regarding the key duties and expectations of the Career Navigator are highly valued and will be used in the establishment of this position. More information regarding the opening and recruitment process will be available at a later time.

The Top 4 Priorities established in the retreat:

- **Advocacy:** Create a unified, regional communications strategy and advocacy approach.
- **Higher Education and Professional Development:** Establish shared language and defined roles across organizations in the County with accessible information and programming to help people access higher education and professional development.
- **Pipeline Development:** Change the perception of careers in the field through a community awareness campaign. Make college classes more accessible and flexible.
- **Retention:** Articulate clear pathways and multiple access points to ECE careers.

Discussion/ Highlights:

- **Expanding provider subsidies**
 - There is an interest in more programs taking subsidies. Programs that receive subsidies are able to provide higher salaries to their workforce.
 - Elizabeth Scully shared that there are many barriers that prevent FCCs from filling in the gap in subsidized child care.
 - David Fleishman from 4Cs suggested including a list of programs accepting subsidies on the 4Cs website.
 - David Fleishman also suggested drafting an article to deliver a clear communication to programs and the community on subsidized care and eligibility.
 - Currently we only have subsidies for 21% of eligible children. We need more subsidies coming into San Mateo County to make those higher rates available more widely.
- **Establishing a Livable Wage**
 - David Fleishman suggested establishing a countywide ballot measure to raise funding to provide a livable wage.
- **CCPC Symposium March 10th at Skyline**
 - Thriving Families Symposium: The Next Decade will be held to share the Needs Assessment findings with key community leaders like elected officials and school leaders. The intention of this meeting is to engage with assessment findings, explore promising practices, and build community solutions.
- **CCPC Retreat on March 20th at Redwood City Women's Club**
 - This will be an opportunity for cross-committee coordination. Each committee will be presenting an update on their workplan. This will give us the opportunity to strategize and refocus our energy.

Item #5: Review and Update Workforce Committee Work Plan

Heather Cleary

Heather Cleary and Sarah Kinahan led the group through a discussion and review of the San Mateo County Child Care Partnership Council Strategic Implementation Plan (2019-2024) - CCPC Strategic Goal Area: Workforce in preparation for the CCPC’s retreat in March. The intention of this review was to identify accomplishments and priorities for future work. Priorities and advocacy efforts should be focused on deliverables achievable within the next eighteen months, reflecting findings of the San Mateo County 2022 Child Care Needs Assessment.

Workforce Workplan Strategic Priorities:

- **Increase ECE professional Wages**
- **Increase the number of qualified ECE professionals in SMC**
- **Increase opportunities for high-quality professional development and support for all levels of the workforce**

Discussion:

- Also with wages, should include increased benefits (PTO, Sick Time, Job Sharing, flexibilities, etc.) when talking about compensation.
- A need for supporting ECE professionals to transition from a Professional Development track to College track.
- Increase utilization of TeacherUp
- Increase dual enrollment
- Need more programs similar to TeacherUp - community partners that can walk with students through certificate and degree programs, a community partner who can focus on the whole person support.
- Support pathways for Family Child Care and nannies. Explore opportunities as a community to allow students working fulltime to complete classwork that requires supervised training hours.

Summary of focus areas for the next 18 months:

- Establish a local funding initiative and coordinate with the other committees on that / create an ad hoc committee, using our Needs Assessment data, to understand the scope of the problem.
- Support the new career navigator, establish a formal way to continue to share these learnings and document them.
- Establish clear communications around pathways.

Item #7: Other Workforce Updates

Sarah Kinahan

CCPC Membership Vacancy

There is a discretionary position open in the CCPC Membership. This will be filling the role of a previous member and will complete their term through September 2023, with the ability to renew afterwards. We encourage everyone to apply.

Adjournment at 10:15am

Heather Cleary

The next CCPC Workforce Committee meeting is on April 17, 2023 at 9:00AM