Child Care Partnership Council Workforce Committee Meeting  
Monday, April 13, 2020, Meeting Minutes  
San Mateo County Office of Education  
Zoom Meeting: (Meeting will be conducted via Teleconference Only)

Website Link: https://smcoe.zoom.us/j/749659652?pwd=bHROTFdYR09pSkg2bGtBVGxRSTVQQT09  
Meeting ID: 749 659 652  
Password: 101  
Dial-In Option: 1-669-900-9128

Members: Karen Alden, Heather Cleary (Chair of the Workforce Committee), Karen Haas-Foletta, Heather Hopkins  
Guests: Angel Barrios, Dayna Chung, Edirle Menezes, Melinda Day, Nicole Porter, Patricia Hall, Angela Beeck, Pedro Conceicao, Jamie Hui, Mindy Camacho, Mel Kronick  
Staff: Sarah Kinahan (CCPC Coordinator)

Welcome and Introduction  
Heather Cleary, Chair of the Workforce Committee, greeted everyone and wished them good health. Heather explained the structure of the meeting and thanked everyone for their flexibility in such a challenging time.

Call to Order and Introductions  
Heather Cleary and Sarah Kinahan called the meeting to order at 9:00 a.m. Heather then asked attendees to introduce themselves.

Approval of Agenda  
Heather Cleary called for a motion to approve the CCPC Workforce Meeting Agenda for Monday, April 13, 2020.  
M (A. Barrios) /S (K. Alden) /C (Unanimous)

Overview of new CDE Workforce Development Pathways Grant  
Sarah Kinahan provided a review of a new grant opportunity from the California Department of Education, the Workforce Development Pathways Grant.

- The purpose of the CDE’s Workforce Development Pathways Grant is to increase the number of qualified ELC professionals and increase the educational credentials, knowledge, and competencies of existing ELC professionals. There is a strong emphasis on equity in terms of pathways to preparation, career development, and career advancement for educators and caregivers in all early care settings, aligning with Quality Counts San Mateo County.
- This is a multi-year funding amount implemented this year and running through 23-24. The statewide funding amount from FY 19-20 to FY 23-24 will be $195 million. There is no information as of yet concerning the amount that will be awarded to our county. The next step in the process is to submit a Letter of Intent, although that process has been put on hold by the CDE until May 11, 2020. More information concerning the timeline will be available in early May.
- The grant stipulates that the funds cannot be used to supplant existing resources. The grant can support five different Pathways: Workforce Advising, Professional Development, Higher Education, Pipeline (optional pathway), and Leadership Development (optional pathway).
- The Allowed Activities consist of Direct Financial Support to Individuals (e.g., stipends), Non-Financial Support (e.g., PD and coursework costs, apprenticeship, CoPs, etc.) and Infrastructure and Systems (e.g., Grant Coordinator, build the capacity of academic advisors, partnership development, etc.) with the corresponding allocations 50%, 30%, and 20%. This is a multi-year grant and we want to work towards bringing in additional resources to support the workforce and building relationships.
to strengthen our local workforce development pathways.

- Non-Allowable Activities include serving TK-12 teachers, salary/wage increases, living expenses, internships not part of the apprenticeship model, ELC program operating costs, general site-based coaching, and development of new training, courses or PD content. This grant intends to allocate funding for proven models.

**Prioritization of Non-Financial Supports to ELC Professionals**
Sarah Kinahan asked the Committee to participate in brainstorming to prioritize non-financial supports for the early learning field.

- **What are the top three barriers for early learning and care professionals who want to access professional development and higher education?** The group agreed that time, cost, language barriers and location are the most frequent barriers to entry for early learning.

- **Based on your knowledge, what do you see as the gaps in workforce development support in our County?** The group identified that some of the gaps are: there are many initiatives with confusing pathways, difficulty in transferring to a BA program/lack of an in-county BA program, stipends for taking classes, a lack of general education support, a lack of financial support, that PD and higher Ed are disconnected and in conflict with each other, and a lack of flexibility and timing for training. Other gaps include technology support, in-classroom training to complement coursework, low wages, and language support.

- **How could Workforce Development supports be more equitable?** The Workforce committee stated that development supports could be more equitable by:
  - Creating equity between program types (i.e. Title V, Title 22, Family Child Care),
  - Supporting a spectrum of teachers at different points in their career,
  - Ensuring free community college,
  - Creating programs with flexibility so more can access courses/training,
  - Providing materials and facilitation in multiple languages.

- **Question 4:**

![Diagram of five pathways in the grant](image)
• **Question 5:**

Health and Safety Training for FCCHs and FFNs have traditionally been funded through a separate contract to the Resource and Referral agency. Sarah is in the process of determining if they have the resources they need to deliver this training.

• **Question 6:**

The Community Equity Collaborative has been working on a pilot model, the Teacher Pipeline Project, for the past several years, helping to facilitate ECE courses that are offered in the community with the wraparound resources of childcare and meals, loaner laptops, and resources to help facilitate the process for professionals. The Community Equity Collaborative has many participants that have voiced interest in an apprenticeship program.
• Question 7:

> Tina from Skyline has been doing research into Apprenticeship Models. Skyline is also looking at creating a certificate that includes a class where students would need to get some experience in conjunction with their twelve units.

• Question 8:

> Final Comments

The CCPC is currently waiting on timelines concerning application submission and the Letter of Intent. The CCPC is currently waiting on the information concerning the County’s allocation. The funding amount will be communicated to the CCPC before the application being submitted.

CCPC Coordinator Sarah Kinahan adjourned the meeting at 10:23 a.m.

The next CCPC Workforce Committee meeting will be on Monday, May 18, from 9:00 a.m.-10:15 a.m.