



**SAN MATEO COUNTY CHILD CARE PARTNERSHIP COUNCIL
WORKFORCE COMMITTEE
MEETING MINUTES**

**June 21, 2021
Virtual Meeting via Zoom**

CCPC Members Present: Heather Cleary (Chair), Karen Alden, Karen Haas-Foletta, Elizabeth Scully
Members of the Public: Jamie Hui, Mel Kronick, Donna Yuriar
Staff: Ian Johnson
Minutes: Ian Johnson

1. Call to Order

Heather Cleary called the meeting to order at 9:05 a.m.

2. Action to set the agenda for June 21, 2021, and Approval of the Minutes for the May 17, 2021 meeting

MOTION: ALDEN/ SECOND: HAAS-FOLETTA
AYES: Karen Alden, Heather Cleary, Karen Haas-Foletta, Jamie Hui, Mel Kronick, Elizabeth Scully, Donna Yuriar
NOES: NONE
ABSTAIN: NONE

3. Workforce Updates and Check-In

All

Heather Cleary gave participants the opportunity to check-in and provide feedback, best practices, and challenges the workforce has experienced with operations, staffing, Covid-19, and vaccination rollouts.

- Jamie Hui (Program Services Coordinator, Cañada College) shared that the San Mateo Community College District is on break right now. Early Childhood Education summer classes started last week, and attendance is close to capacity. Jamie also shared that their website is being updated. A google group (<https://canadacollege.edu/ehd/getinvolved.php>) is now available to employers, students, and community to streamline information and opportunities available to early learning.
- Mel Kronick shared that Congregation Beth Am has been providing one-on-one computer skill tutoring with 4Cs providers. Mel stressed the importance of offering additional resources to providers, many of whom operate by themselves and have missed PD opportunities in the past.
- Karen Haas-Foletta (Executive Director, Footsteps Child Care, Inc.) shared that Footstep's new site Redwood Creek will open soon. Licensing was passed on Friday, and the Fire Marshall is scheduled to come out in the coming weeks.
- Heather Cleary (Chair, CCPC Workforce Committee) shared that we are currently waiting for the state budget to be finalized. Heather received a request to advocate with the Governor and post over social media regarding regionalized reimbursement rates; these rates will help subsidized providers by providing them up to a 40% increase for regionalizing.

4. Analysis of CCPC's Strategic Goal Area: Workforce

Heather Cleary

ATTACHMENT: Pages 9-10 of CCPC Strategic Plan (Workforce)

Heather led a discussion around a recent rountable conversation that occurred with Congresswoman Speier and the request for a vision for ECE access in San Mateo County, and how this aligns with CCPC and specifically the Workforce Committee Strategic Plan.

Review of Workforce activities in the Strategic Plan:

- **Increase early care and education professionals' wages**
 - The Committee agreed that increasing teacher salaries and providing full benefits was a priority. Aligning salaries with kindergarten wages would help providers to compete and maintain staffing.
 - This number could be determined by taking what the average kindergarten teacher receives less than the average amount our providers receive and multiplying that by current staffing.
 - Another suggestion was to find the average amount it would cost to offer all ECE educators (ages 0-12) benefits, health insurance, life insurance, and 401Ks.
 - It was noted that UC Berkeley had recently conducted an analysis of the child care field and may have current salary information available.
 - The Committee also suggested loosening restrictions around money that can be used as stipends for teachers.
 - While educators will appreciate extra funds, it is important for both the workforce and providers that this funding is sustainable to ensure that it flows down into salaries.

- **Increase the number of qualified early care and education (ECE) professionals in San Mateo County employed in all ECE settings (e.g., centers, family child care homes, etc.)**
 - Increasing the number of qualified early care and education (ECE) professionals in San Mateo County is directly linked to the number of open and hiring providers.
 - Many private and fee-based programs lost their tuition base; it is important to incentivize and prioritize the opening of closed and new programs with relief and startup money.
 - Silicon Valley Community Foundation did focus groups with parents, and feedback was that parents could not find childcare. We need to support providers to open.
 - There used to be programs in place with the state and 4Cs to assist startups, but they have disappeared. New programs will also need support in advising, permitting, and shared services.
 - It was suggested to that each city maintains their own startup funds as well to increase sustainability and support.
 - The Apprenticeship program is a great avenue in the development of the ECE workforce.
 - The apprenticeship program needs additional sustainable funding.
 - The Cost of a New Educator should also be considered.
 - The entry cost/investment of education professionals and providers needs to also be considered.

- **Increase opportunities for high-quality professional development and professional support for all levels of the workforce (e.g., teachers, administrators, etc.)**
 - Investment is needed in startup services/programs/orientations/training for family child care providers and centers.
 - These should be cohesive training cohorts with a foundation-up mindset, providing budgeting, accounting, financing, marketing, and the foundational knowledge necessary for owning and running a business. To goal is to provide a business program background and enable providers to make programmatic decisions. Providers need to be aware of and have access to shared services and be provided the tools necessary to maintain their own business.
 - The Renaissance Center is providing small business training in August (<https://www.rencenter.org/>).

