



**WORKFORCE COMMITTEE MEETING AGENDA**

**Monday, June 21, 2021, 09:00 a.m. – 10:15 a.m.**

Meeting will be conducted via Teleconference Only

**Website Link:**

<https://smcoe.zoom.us/j/93049656970?pwd=cjFvb0k0VFozZVR2YXFQR05RMjdGUT09>

**Meeting ID:** 930 4965 6970    **Passcode:** 101

<b>Approval of June 21, 2021 Workforce Committee Meeting Agenda and Meeting Minutes for May 17, 2021</b>	Heather Cleary
<b>Item #1: Workforce Updates and Check-in</b>	Heather Cleary
<b>Item #2: Analysis of CCPC’s Strategic Goal Area: Workforce ATTACHMENT: Pages 9-10 of CCPC Strategic Plan (Workforce)</b>	Heather Cleary
<b>Adjournment</b>	Heather Cleary

*The next Workforce Committee meeting is  
Monday, September 20, 2021: 9:00 a.m. to 10:15 a.m.*



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

**May 17, 2021  
Virtual Meeting via Zoom**

**CCPC Members Present:** Heather Cleary (Chair), Karen Alden, Karen Haas-Foletta

**Members of the Public:** Dayna Chung, Donna Yuriar

**Staff:** Ian Johnson

**Minutes:** Ian Johnson

**1. Call to Order**

Heather Cleary called the meeting to order at 9:08 a.m.

**2. Action to set the agenda for May 17, 2021, and Approval of the Minutes for the March 15, 2021 meeting**

MOTION: HAAS-FOLETTA/ SECOND: ALDEN

AYES: Karen Alden, Dayna Chung, Heather Cleary, Karen Haas-Foletta, Donna Yuriar

NOES: NONE.

ABSTAIN: NONE.

MOTION APPROVED.

**3. Review of the Center for Study of Child Care Employment**

**Karen Alden**

Karen Alden discussed an article Center for Study of Child Care Employment, *"How States can use ARPA Funds to Increase Pay and Benefits to the Child Care Worker."* Karen would like the Workforce Committee and the CCPC to review these ideas, think about the best ways to advocate for this work, and get these recommendations in front of DSS, the Governor's office, and legislators who can impact these decisions. There were several recommendations, although Karen believes that some of them have already been advocated for and would like to draw attention to Recommendation #1.

**Recommendation 1:** Ensure federal child care relief funds reach individual early care and education staff in the form of direct cash payments.

Require a portion of program grants to be applied to employee compensation.

- **Premium pay:** Payment for all staff members (including teaching staff, directors, cooks, janitors, and family child care assistants) above their base pay for the duration of the grant or until funds are exhausted. Premium pay is sometimes referred to as hazard or hero pay. We recommend that at a minimum, the size of the increase be the gap between the median state child care worker wage and the living wage for a single adult or at least \$3 per hour, whichever is greater.
- **Retention and recruitment allowances:** A flat rate to be paid one time for current staff or one time at the time of hire for new staff in recognition of service and hardships resulting from the COVID-19 crisis. Ideally, allowance amounts would be no less than \$2,400 per person.
- **Family child care providers** should explicitly be eligible to utilize the above compensation supports for themselves, in addition to providing them for their staff.

**Recommendation 2:** Ensure health coverage and guaranteed paid leave of at least two weeks for all staff working in regulated early care and education programs.

- **Provide resources to assist with health insurance premiums**
- **Cover at least 14 days of absence**

**Recommendation 3:** Adjust eligibility requirements for public safety net programs utilized by early childhood personnel until the period when all state ARPA funds related to child care are liquidated.

**Recommendation 4:** Prioritize equitable distribution of funding to programs located in communities with the most need, which have been impacted most acutely by this pandemic.

**Recommendation 5:** Improve systems administration and technical assistance to facilitate accessible, simple application processes.

**Recommendation 6:** Establish essential, yet simple data collection protocols to examine the utilization and impact of ARPA funding in order to inform future policies and resource allocation.

**Recommendation 7:** Prohibit the use of quality ratings as a determining factor for eligibility to receive ARPA funds or to condition levels of payment.

Karen also reported that the Urban Institute did a research report in February 2021, which involved interviewing experts around the country to establish a menu of policy options for pandemic workforce recovery. This report also had recommendations that aligned with providing the workforce with direct funding.

The group shared a fear of wages being raised based on initiatives. These are temporary funds, meaning the fix would only be temporary and lead to destabilization and a decrease in wages later.

Karen asked that we temporarily take the initiative and take advantage of this funding and look forward toward long-term, sustainable, stabilized wages.

Heather Cleary suggested that we review the May Revise and stressed the importance of determining whether the Governor has already accounted for this funding in the revise. Heather will reach out to Nina to determine if the ARPA funding was included in the May Reivse.

Dayna Chung suggested inviting Marcy Whitebook / Ashley Williams and possibly someone from The Urban Institute to speak on behalf of this advocacy to the CCPC.

**4. Identify Professional Development Topics Needed in 2021-22** **Heather Cleary**

Heather Cleary led a brief discussion on Professional Development Topics Needed in 2021-22.

Karen Alden suggested structuring professional development to help teachers transition to universal TK care, reinforcing them and providing them with the information they need to receive a warm handoff.

**5. Other Considerations** **Heather Cleary**

The Committee also suggested using recovery funds to invest in job development personnel for the workforce, a specific position dedicated to recruiting the workforce and securing employment prospects.

**6. Adjournment** **Heather Cleary**

Heather adjourned the meeting at 10:15 a.m.

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**San Mateo County Child Care Planning Council  
Strategic Implementation Plan 2019-2024**

**CCPC Strategic Goal Area: Workforce**

**Goal:** San Mateo County has a robust, well-trained and well-paid early care and education (ECE) professional workforce with the competencies necessary to provide high-quality ECE experiences for children.

**Desired Outcome of Plan:** The number of ECE professionals grows; ECE professionals increase their education and compensation.

<b>Strategic Priorities</b>	<b>Recommended Activities (to be finalized by committee)</b>
Increase early care and education professionals' wages	<ul style="list-style-type: none"> <li><input type="checkbox"/> Advocate for public investments in ECE that raise wages (e.g. higher reimbursement rates and/or tiered reimbursement for quality or levels of education)</li> <li><input type="checkbox"/> Engage local county officials to understand the ECE Workforce compensation and turnover data and include workforce supports in local ECE funding measure</li> <li><input type="checkbox"/> Support legislation that addresses cost of living and affordability (e.g. affordable housing, loan forgiveness, low income tax credits, etc.)</li> <li><input type="checkbox"/> Advocate for increased access and funding for teacher stipends so educators in all ECE settings can participate and at higher stipend levels (AB 212/QRIS Teacher Stipend Program)</li> <li><input type="checkbox"/> Research national and state practices that have increased funding for wages</li> </ul>
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.)	<ul style="list-style-type: none"> <li><input type="checkbox"/> Partner with community colleges and other entities to develop innovative recruitment strategies to bring new teachers to the field of ECE (e.g. parents looking to reenter the workforce)</li> <li><input type="checkbox"/> Partner with efforts that increase access to units, professional development and scholarships</li> <li><input type="checkbox"/> Support the Community College's ECE Advisory Committee</li> <li><input type="checkbox"/> Research new state investments in Career Tech Education (CTE) and how the ECE field may benefit</li> <li><input type="checkbox"/> Bring programs to SMC that support prospective teachers on their educational and career path</li> <li><input type="checkbox"/> Support efforts to improve and align the Child Development Permit system</li> <li><input type="checkbox"/> Stay informed of funding opportunities that support career and workforce</li> </ul>
Increase opportunities for high-quality professional development and professional support for all levels of the workforce (e.g. teachers, administrators, etc)	<ul style="list-style-type: none"> <li><input type="checkbox"/> Partner with California Department of Education, community colleges and San Mateo County Office of Education to provide more courses, training and coaching (e.g. leadership, self-care for providers)</li> <li><input type="checkbox"/> development and promote collaborations to apply for these funding opportunities</li> <li><input type="checkbox"/> Advocate for partnerships with key 4-year degree granting institutions, ECE student loan forgiveness or scholarship program</li> <li><input type="checkbox"/> Advocate for funded, transfer ready, AA and BA cohorts</li> </ul>

# San Mateo County Child Care Planning Council Strategic Implementation Plan 2019-2024

## CCPC Strategic Goal Area: Workforce

### Key Data Points

- Why teachers leave:
  - High cost of living in SMC (55%)
  - Low wages/benefits (32%)
  - Staff moving out of the area (31%)
  - Wanting to reduce their commute (29%)
- Average teacher wage = \$22/hour; self-sufficiency wage for adult with two children = \$45/hour

### Background/Other Considerations/Definitions

- San Mateo county has been invited to join a CA ECE Workforce Study in 2019-20.
- Other communities, such as San Francisco and Alameda counties, may have models for increasing wages that are proven to work.
- Skyline College has resources to help transferring international students:  
<https://skylinecollege.edu/international/apply.php>
- The strategic planning process yielded a number of ideas related to teacher recruitment that included:
  - teaching child development at high school
  - targeting people returning to the labor force, career switchers, parents who want to join the field/stay at home parents
  - incentivizing education by offering tuition-free courses, internships with units, child care, food, and transportation for students
  - developing appealing job descriptions that can be widely used
  - targeting specific college majors for part time positions

### Potential Partners

- CA ECE Worforce Registry
- Center for the Study of Child Care Employment
- AAKP/Encore Workforce Development
- Choose Children
- Community Care Licensing
- Community Colleges
- Early Ed U
- Early Learning and Care Division of CA Dept of Education
- First 5 San Mateo County
- First 5 CA and First 5 Association
- Parents groups/clubs
- PlumpJack Foundation
- Promise Project
- Quality Counts California
- Resource & Referral Recruitment Project
- San Francisco State University
- School Districts
- Silicon Valley Childrens Advocacy Network (SVCAN)
- The Big Lift (including The Big Lift Inspiring Summer Program)