



WORKFORCE COMMITTEE MEETING AGENDA

Monday, September 19, 2022, 9:00 – 10:15 a.m.

Hybrid Meeting – In-Person and by Videoconference

The meeting of the San Mateo County Child Care Partnership Council’s Workforce Committee will be held at the San Mateo County Office of Education, 101 Twin Dolphin Dr., Redwood City, CA 94065.

Members of the public will be able to participate in the meeting remotely via the Zoom platform or in-person.

For remote participation:

Website Link: <https://smcoe.zoom.us/j/98973013662?pwd=eTAya1ZWNy9UQllyWjREbURFQ2hrZz09>

Meeting ID: 989 7301 3662

Passcode: 101

Dial-In Option: 1-669-900-9128

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|--|---|
| Call to Order | Heather Cleary |
| Approval of September 19, 2022 Workforce Committee Meeting Agenda and Meeting Minutes for June 27, 2022 <i>ATTACHMENT 1</i> | Heather Cleary <i>ACTION ITEM</i> |
| Item #1: Welcome & Check-in | Heather Cleary |
| Item #2: Update on the Early Education Teacher Development Grant | Edirle Menezes |
| Item #3: Update on Apprenticeship Program | Tina Watts |
| Item #4: Discussion of Next Steps on Workforce Advocacy with the County <i>ATTACHMENT 2</i> | Sarah Kinahan |
| Item #5: Other Workforce Updates | Heather Cleary |
| Adjournment | Heather Cleary |

*The next Workforce Committee meeting is
November 28, 2022*



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

June 27, 2022

Hybrid Meeting via Zoom and at 101 Twin Dolphin Drive, Redwood City, CA, 94065

CCPC Members Present: Heather Cleary (Chair), Karen Haas-Foletta, Tina Watts (late)

Members of the Public: Ann Carzon, Denise Corvino, Alyce Derossiers, Charles Hansen, Jamie Hui, Mel Kronick, Chet Lexvold, Meagan Vincent

Staff/Minutes: Ian Johnson, Sarah Kinahan

1. Call to Order

Heather Cleary called the meeting to order at 9:06 a.m.

2. Action to set the agenda for June 27, 2022 meeting and approve meeting minutes for April 18, 2022 and May 2, 2022

MOTION: HAAS-FOLETTA / **SECOND:** CLEARY

AYES: Ann Carzon, Heather Cleary, Denise Corvino, Alyce Derossiers, Karen Haas-Foletta, Charles Hansen, Jamie Hui, Mel Kronick, Meagan Vincent

NOES: NONE

ABSTAIN: NONE

3. Welcome & Check-In

Heather Cleary/All

Heather Cleary welcomed everyone to the meeting and asked people to introduce themselves. Meagan introduced herself as the Director for a new preschool at The Carey School.

4. Update on San Francisco's Child Care Compensation Initiative

Denise Corvino

Denise began with an update that San Francisco now has a Department of Early Childhood which is a combination of First 5 San Francisco and the former Office of Early Care and Education. The new department is part of the Mayor's Office.

Denise then shared information on San Francisco's Proposition C that passed in 2018. This permanent new tax measure was supported by a broad range of advocates and funds the following:

- 1) Subsidies for low-income families
- 2) Subsidies for infant-toddler care for middle income families
- 3) Workforce compensation and benefits
- 4) Programs to support the well-being of children and families

The Workforce Compensation funds will be distributed in the form of operating grants to programs in the higher tiers (based on a 10-element evaluation) beginning in October 2022. For teachers working at city-funded programs in the lower tiers, they can apply for an individual stipend (CARES 3.0). Through the initiative they have good collaboration with family child care, as well as centers. They are using the ECE Workforce Registry to track individual teachers. They have set their base at a "living wage" of \$28/hour based on the MIT Living Wage Calculator for 1 adult with 0 children. They also considered pay parity with certified PK/TK teachers in the SFUSD. They are addressing wages first; then future funding will support benefits and lastly working conditions. The stipends are intended to reward credit and degree attainment.

START UP PLAN FOR WORKFORCE STABILIZATION INITIATIVE 2022-2024*Updated 09/14/22***Executive Summary****Rationale:**

- Workforce is the most significant barrier to increasing supply & availability of child care.
 - In the Child Care Partnership Council's 2022 Workforce Survey, 1 in 3 child care programs reported that they are understaffed.
 - 15% of subsidized spaces for low-income children ages 0-12 are not being filled due to staff shortages.
- Industry-specific strategies and focus are needed to address the current workforce crisis and establish a sustainable ECE (early care and education) workforce moving forward.
- Infrastructure impact: *each teacher/child care provider allows 6 - 10 other families to find and maintain employment.*

Strategy & Budget

- Establish two full-time positions: Workforce Director and Career Navigator to lead initiative
- Provide wrap-around supports for people entering ECE careers
- Year 1 = \$439,715; Year 2 = \$447,959; \$887,674 total

Goals

- 1) Recruit individuals to enter ECE workforce
 - a) Perf Meas 1: # individuals entering pipeline for ECE careers (classes, workshops, employment)
 - b) Perf Meas 2: # new teachers established
 - c) Perf Meas 3: # new family child care providers established
- 2) Support individuals to remain in ECE workforce and advance in their careers
 - a) Perf Meas 1: # teachers/care providers supported in professional development/quality improvement activities
 - b) Perf Meas 2: # teachers connected to resources around housing, compensation opportunities, health/mental health support, business support
 - c) Perf Meas 3: # teachers/child care providers who earned a degree/advanced on the permit matrix
- 3) Identify and connect systems-level pathways and supports for early childhood education career entry
 - a) Perf Meas 1: Create Workforce Impact Framework and Implementation Plan (includes: initiative sustainability plan; contextual analysis; compensation and support strategies; cross-sector relationships needed; current challenges and solutions)
 - b) Perf Meas 2: Establish a countywide inter-agency ECE workforce consortium that meets regularly to identify and address issues
 - c) Perf Meas 3: Create and update a communication platform to advance workforce solutions and engage community and local/state partners and stakeholders around ECE workforce issues
- 4) Generate Sustainability plan and/or revenue generation to continue the initiative and to assist the ECE field in drawing down funds to support the workforce.
 - a) Perf Meas 1: Procure public/private funding to continue initiative in out years

START UP PLAN FOR WORKFORCE STABILIZATION INITIATIVE 2022-2024

Updated 09/14/22

| WHAT: Goals/Action Steps | WHO: Skills & experience needed to do the work; Paid staff, consultant, volunteer; Contextual & foundational documents | Deliverables and Performance Measures |
|--|---|---|
| <p>Goal 1: Recruit individuals to enter ECE workforce</p> | <p>Lead:</p> <ul style="list-style-type: none"> • Workforce Director • Career Navigator <p>Supporting:</p> <ul style="list-style-type: none"> • Planning Team/Collaborative/Advisory Body (TBD) • CCPC • SMCOE • 4Cs • SMCCCD • Nova Works Initiative Rep (TBD) <p>Contextual Docs:</p> <ul style="list-style-type: none"> • SMC Child Care Wage Study (2017) • SMC Child Care Needs Assessment (2022) • ARPA (BSG) • Heising Simons Foundation Report (2022) • CSCCE UC Berkeley Study (2022) • CDE Workforce Grants Reports (21-22) <p>Local Projects and Initiatives for Context:</p> <ul style="list-style-type: none"> • Teacher Pipeline Project-Results • Skyline: Apprenticeship Program • CDE Workforce Pathways Grant • SMCOE Workforce Grants grants • 4Cs FCC Business & other Supports • Nova ARPA Workforce pilot | <p>Deliverables</p> <ul style="list-style-type: none"> • Workforce Integrated Systems Visual, Framework and Implementation <p>Performance Measures</p> <ul style="list-style-type: none"> • # individuals entering pipeline for ECE careers (matched to classes, trainings, apprenticeships, employment) • # new family child care providers established • # new teachers established • Progress Updates |
| <p>A. Build upon, innovate, align and expand career and education pathway strategies (i.e. Teacher Pipeline Project, 4Cs Child Care Initiative Project for Family Child Care (FCC), Peninsula Family Service’s Child Development Associate program, etc.)</p> | | |
| <p>B. Work across sectors and workforce / economic initiatives to grow the pipeline of incoming educators to the field.</p> | | |
| <p>C. Technical assistance and advocacy to sectors with potential prospects (i.e., High schools & dual enrollment programs such as Hillsdale High School and Oceana, FFN’s, employment agencies, parent organizations, Youth Commission)</p> | | |
| <p>D. Promote examples of best practices for educator preparation and career navigation</p> | | |
| <p>E. Provide specialized TA and support to new incoming educators to the field to help them take courses and professional development to attain their credentials / permit / degrees. (Examples include: enrollment support, foreign unit articulation, individual pathway development, permit applications, documentation, hand holding)</p> | | |
| <p>F. Promote enhanced PD supports for FCC’s, FFN and Infant Toddler educators</p> | | |
| <p>G. Collaborate with local and state partners and stakeholders who support this issue.</p> | | |

START UP PLAN FOR WORKFORCE STABILIZATION INITIATIVE 2022-2024

Updated 09/14/22

Notes for this Goal: Use HSF Report to ground our approach - three core strategies = Pathways for Professional Development (Courses and Certifications etc.), Support for Providers (included shared services & career navigation, stipends etc) and Equitable Wages for Worthy Work. “The ECE workforce across care settings are supported by preparation programs that build knowledge and competencies needed to support optimal child development and meet strong and consistent requirements across settings” (HSF Report). Preparation programs also need to be accessible (location, bilingual,) and linked to wraparound services (childcare, economic , financial resources) etc.

| WHAT: Goals/Action Steps | WHO: Skills & experience needed to do the work; Paid staff, consultant, volunteer; Contextual & foundational documents | Deliverables and Performance Measures |
|--|--|---|
| Goal 2: Support individuals to remain in ECE workforce and advance in their careers | <p>Lead:</p> <ul style="list-style-type: none"> ● Workforce Director ● Career Navigator <p>Supporting:</p> <ul style="list-style-type: none"> ● Planning Team/Collaborative/Advisory Body (TBD) ● CCPC ● SMCOE ● 4Cs ● SMCCCD ● Nova Works Initiative Rep (TBD) ● Comms Services (TBD) ● Advocacy Orgs (TBD) <p>Contextual Docs:</p> <ul style="list-style-type: none"> ● SMC Child Care Wage Study (2017) ● SMC Child Care Needs Assessment (2022) ● ARPA (BSG) ● HSF Report (2022) ● CSCCE UC Berkeley Study (2022) ● CDE Workforce Grants Reports (21-22) ● F5 IMPACT ● Teacher Pipeline Report Findings ● Skyline Apprenticeship Program | <p>Deliverables</p> <ul style="list-style-type: none"> ● Workforce Integrated Systems Visual, Framework and Implementation P <p>Performance Measures</p> <ul style="list-style-type: none"> ● # teachers/care providers supported in professional development/quality improvement activities ● # teachers connected to resources around housing, compensation opportunities, health/mental health support, business support ● # teachers/child care providers who earned a degree/advanced on the permit matrix ● Progress Updates |
| A. Help to align professional development supports for educators across all care settings to create continuums for career advancement: Infant- toddler, Preschool, UPK and TK. | | |
| B. Provide specialized TA and support to current educators to help them take courses and professional development to increase their credentials / permit / degrees. | | |
| C. Provide specialized career navigation TA and support to help ECE educators understand opportunities for career advancement. | | |
| D. Connect ECE educators to ongoing quality improvement activities to raise their skills and competencies. | | |
| E. Technical assistance to connect educators in teacher preparation programs to wrap-around services (i.e., Connection warm hand off to economic stability programs, housing health financial literacy, financial assistance for college, etc) | | |
| F. Collaborate with local and state partners and stakeholders who support this issue. | | |

Notes for this Goal: Use HSF Report to ground our approach - three core strategies = Pathways for Professional Development (Courses and Certifications etc.), Support for Providers (included shared services & career navigation, stipends etc) and Equitable Wages for Worthy Work. “Support through accessible and relevant professional development opportunities, clear pathways to career advancement and favorable working/labor conditions” (HSF Report)

9/14/22

START UP PLAN FOR WORKFORCE STABILIZATION INITIATIVE 2022-2024

Updated 09/14/22

| WHAT: Goals/Action Steps | WHO: Skills & experience needed to do the work; Paid staff, consultant, volunteer; Contextual & foundational documents | Deliverables and Performance Measures |
|--|---|---|
| Goal 3: Identify and connect systems-level pathways and supports for early childhood education career entry | Lead: <ul style="list-style-type: none"> ● Workforce Director | Deliverables <ul style="list-style-type: none"> ● Workforce Integrated Systems Visual, Framework and Implementation Plan ● Infographics, factsheets, stories ● Collaborative Meeting Docs ● CCPC Minutes and Docs ● MOUs |
| A. Continue to build the case for equitable compensation (Center-based and FCC's). | Supporting: <ul style="list-style-type: none"> ● Career Navigator ● Planning | |
| B. Promote examples of best practices and tools for establishing compensation parity models. | Team/Collaborative/Advisory Body (TBD) <ul style="list-style-type: none"> ● CCPC ● SMCOE | |
| C. Develop key messages and stories for different sectors/audiences. (talking points that connect this issue to workforce hubs, economic stabilization efforts, housing, local, state & federal advocacy, districts higher ed and youth programs etc.) | <ul style="list-style-type: none"> ● First 5 ● 4Cs ● SMCCCD ● EDVance ● Nova Works Initiative Rep (TBD) | |
| D. Collaborate with local and state partners and stakeholders who support this issue. | <ul style="list-style-type: none"> ● Comms Services (TBD) ● Advocacy Orgs (TBD) ● SVCF | |
| E. Identify and address barriers to teacher preparation programs and career advancement. | Contextual Docs: <ul style="list-style-type: none"> ● SMC Child Care Wage Study (2017) | |
| F. Define initial partner roles and responsibilities (Develop a partner MOU if needed). | <ul style="list-style-type: none"> ● SMC Child Care Needs Assessment (2022) ● ARPA (BSG) ● HSF Report (2022) | |
| G. Determine the key partners and most effective structure for convening and decision making (i.e. Collaborative, Advisory Body, Planning Team, etc) | <ul style="list-style-type: none"> ● CSCCE UC Berkeley Study (2022) ● CDE Workforce Grants Reports (21-22) ● F5 IMPACT ● Teacher Pipeline Report Findings | |
| H. Coordinate closely with the CCPC to work strategically on this issue along with the issues of workforce and operational funding. | <ul style="list-style-type: none"> ● Skyline Apprenticeship Program ● SSF UPK Pilot data/information | |
| I. Engage legislators, media and other identified key stakeholders. | <ul style="list-style-type: none"> ● State's Rate and Quality Workgroup / State Reimbursement Reform | |
| J. Communicate to the community about the benefits of ECE careers, the pathways, and navigation services offered | <ul style="list-style-type: none"> ● ECE Master Plan | Performance Measures <ul style="list-style-type: none"> ● Create Workforce Impact Framework and Implementation Plan (includes: initiative sustainability plan; contextual analysis; compensation and support strategies; cross-sector relationships needed; current challenges and solutions) ● Establish county-wide inter-agency ECE workforce consortium that meets regularly to identify and address issues ● Create and update a communication platform to advance workforce solutions and engage community and local/state partners and stakeholders around ECE workforce issues ● Progress Updates |

START UP PLAN FOR WORKFORCE STABILIZATION INITIATIVE 2022-2024

Updated 09/14/22

Notes for this Goal: Use HSF Report to ground our approach - three core strategies = Pathways for Professional Development (Courses and Certifications etc.), Support for Providers (included shared services & career navigation, stipends etc) and Equitable Wages for Worthy Work. “The workforce is adequately and professionally compensated at a level commensurate with their experience and education” (HSF Report)

| WHAT: Goals/Action Steps | WHO: Skills & experience needed to do the work; Paid staff, consultant, volunteer; Contextual & foundational documents | Deliverables and Performance Measures |
|--|---|--|
| <p>Goal 4: Generate Sustainability plan and/or revenue generation to continue the initiative and to assist the ECE field in drawing down funds to support the workforce.</p> | <p>Lead(s)</p> <ul style="list-style-type: none"> ● Workforce Director <p>Supporting People:</p> <ul style="list-style-type: none"> ● Planning Team/Collaborative/Advisory Body (TBD) ● CCPC Workforce Committee ● Advocacy Orgs (TBD) ● F5SMC ● SMCOE ● 4Cs ● SMCCCD ● EDVance ● Nova Works ● Philanthropic Foundations (SVCF & HSF, Packard) ● F5CCA ● SMC Office of Sustainability | <p>Deliverables</p> <ul style="list-style-type: none"> ● Sustainability Plan ● Grant submission Docs <p>Performance Measures</p> <ul style="list-style-type: none"> ● New public/private funding for workforce initiative to continue initiative in out years ● Progress Updates |
| <p>A. Determine best mix of financing strategies and set budget development goals for project sustainability.</p> | | |
| <p>B. Build private-public partnerships across San Mateo County to pay for higher wages.</p> | | |
| <p>C. Coordinate with ECE partners to help secure sustainable funding for operations and continuation of the program. (i.e. New local Public financing (ballot measure); Private Philanthropy)</p> | | |

Notes for this Goal: Use HSF Report to ground our approach - three core strategies = Pathways for Professional Development (Courses and Certifications etc.), Support for Providers (included shared services & career navigation, stipends etc) and Equitable Wages for Worthy Work. *Emphasize that Child Care is Economic Infrastructure. Communications support shared action, accountability, and lead to increased funding (local, state, and federal). Want to amplify ECE provider voice.*