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=eTAya1ZWNy9UQjJyWjREbURFQ2hrZz09](https://smcoe.zoom.us/j/98973013662?pwd=eTAya1ZWNy9UQjJyWjREbURFQ2hrZz09)

**Meeting ID:** 989 7301 3662  
**Passcode:** 101  
**Dial-In Option:** 1-669-900-9128

*Call to Order*  
Heather Cleary

*Approval of September 19, 2022 Workforce Committee Meeting Agenda and Meeting Minutes for June 27, 2022*  
Heather Cleary  
*ATTACHMENT 1*

*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*  
Sarah Kinahan  
*ATTACHMENT 2*

*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 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.
5. **Next Steps on Workforce Advocacy with the County**

Sarah shared on update on advocacy with the County for use of American Rescue Plan Act (ARPA) funds to support the ECE workforce. Several community members attended the Board of Supervisors meeting on May 17, where the Board was making initial decisions about the second tranche of ARPA funds, to speak to the need to use funds to support our workforce. Several supervisors directed County staff to research the issue. Subsequently, the County Executive’s Office reached out to several stakeholders to gather information. Tina from Skyline also met with NOVAworks to talk about the new ECE apprenticeship. The Workforce Committee reiterated the need for a countywide, County-funded, ECE Workforce Initiative and stands ready to support these efforts.

The group also discussed other potential lines of advocacy related to teacher housing and ensuring that preschool teachers be included when teachers are given preference in new (affordable) housing developments.

6. **Update on “Early Care & Education for All South San Francisco”**

Chet from the ECE4All Ballot Initiative returned to give an update. They have gathered and submitted enough signatures to be placed on the ballot in South San Francisco. The City Council has until November 2024 to get it on a ballot; ECE4All is encouraging advocacy with the City to include on the November 2022 ballot. They need >50% to pass.

The measure would make funds available to any ECE program in the South San Francisco Unified School District boundaries that opts in to the program. Both licensed and license-exempt ECE programs will be eligible. Initially, they prioritize funding for 2.5 – 5 year olds, but funds can support infant/toddler. The funds are intended to make child care/preschool free for parents and pay at least 230% of minimum wage to staff. They determined the base salary amount based on a number of living wage calculators. The funds will have an administrative organization that will determine the program details.

7. **Other Workforce Updates**

The committee talked about the state’s Rate and Quality Workgroup which has been moving in a good direction to support higher base pay for all ECE workers.

The committee would like more information on how expanding PreK/TK in other regions has pulled teachers from the infant/toddler workforce, i.e. New York.

Tina provided an update on the Apprenticeship program which will launch in the Fall with 10 new community college students. The community colleges are not yet brining in community partners; the salary scale has been a sticking point that still needs to be resolved.

8. **Adjournment**

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

The next CCPC Workforce Committee meeting is September 19, 2022
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**

<table>
<thead>
<tr>
<th>WHAT: Goals/Action Steps</th>
<th>WHO: Skills &amp; experience needed to do the work; Paid staff, consultant, volunteer; Contextual &amp; foundational documents</th>
<th>Deliverables and Performance Measures</th>
</tr>
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</table>
| **Goal 1**: Recruit individuals to enter ECE workforce | **Lead:** Workforce Director  
  ● Career Navigator  

**Supporting:**  
● Planning Team/Collaborative/Advisory Body (TBD)  
● CCPC  
● SMCOE  
● 4Cs  
● SMCCCD  
● Nova Works Initiative Rep (TBD)  

**Contextual Docs:**  
● 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)  

**Local Projects and Initiatives for Context:**  
● Teacher Pipeline Project-Results  
● Skyline: Apprenticeship Program  
● CDE Workforce Pathways Grant  
● SMCOE Workforce Grants grants  
● 4Cs FCC Business & other Supports  
● Nova ARPA Workforce pilot |

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<tr>
<th>Deliverables</th>
<th>Performance Measures</th>
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<tbody>
<tr>
<td>● Workforce Integrated Systems Visual, Framework and Implementation</td>
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| ● # individuals entering pipeline for ECE careers (matched to classes, trainings, apprenticeships, employment)  
● # new family child care providers established  
● # new teachers established  
● Progress Updates |

- **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.)
- **B.** Work across sectors and workforce / economic initiatives to grow the pipeline of incoming educators to the field.
- **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)
- **D.** Promote examples of best practices for educator preparation and career navigation
- **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)
- **F.** Promote enhanced PD supports for FCC’s, FFN and Infant Toddler educators
- **G.** Collaborate with local and state partners and stakeholders who support this issue.
**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.

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| **Goal 2:** Support individuals to remain in ECE workforce and advance in their careers | **Lead:**  
  - Workforce Director  
  - Career Navigator  

**Supporting:**  
- Planning Team/Collaborative/Advisory Body (TBD)  
- CCPC  
- SMCOE  
- 4Cs  
- SMCCCD  
- Nova Works Initiative Rep (TBD)  
- Comms Services (TBD)  
- Advocacy Orgs (TBD)  

**Contextual Docs:**  
- 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  

**Deliverables**  
- Workforce Integrated Systems Visual, Framework and Implementation P  

**Performance Measures**  
- # 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  

**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*

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| **Goal 3:** Identify and connect systems-level pathways and supports for early childhood education career entry | **Lead:**  
- Workforce Director | **Deliverables**  
- Workforce Integrated Systems Visual, Framework and Implementation Plan  
- Infographics, factsheets, stories  
- Collaborative Meeting Docs  
- CCPC Minutes and Docs  
- MOUs  

**Performance Measures**  
- 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 |
| A. Continue to build the case for equitable compensation (Center-based and FCC’s). | **Supporting:**  
- Career Navigator  
- Planning Team/Collaborative/Advisory Body (TBD)  
- CCPC  
- SMCOE  
- First 5  
- 4Cs  
- SMCCCD  
- EDVance  
- Nova Works Initiative Rep (TBD)  
- Comms Services (TBD)  
- Advocacy Orgs (TBD)  
- SVCF  

**Contextual Docs:**  
- 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  
- SSF UPK Pilot data/information  
- State’s Rate and Quality Workgroup / State Reimbursement Reform  
- ECE Master Plan  |
**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)

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| 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. | Lead(s)  
- Workforce Director | Deliverables  
- Sustainability Plan  
- Grant submission Docs |
| A. Determine best mix of financing strategies and set budget development goals for project sustainability. | Supporting People:  
- 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 | Performance Measures  
- New public/private funding for workforce initiative to continue initiative in out years  
- Progress Updates |
| B. Build private-public partnerships across San Mateo County to pay for higher wages. | | |
| 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) | | |

**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.