



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

**September 20, 2021
Virtual Meeting via Zoom**

CCPC Members Present: Heather Cleary (Chair), Karen Haas-Foletta
Members of the Public: Angel Barrios, Leah Catching, Dayna Chung, Alyce Derosiers, Patty Hall, Jamie Hui, Luther Jackson, Mel Kronick
Staff: Sarah Kinahan
Minutes: Sarah Kinahan

1. Call to Order

Heather Cleary called the meeting to order at 9:04 a.m.

2. Action to set the agenda for September 20, 2021 and approve the minutes for the June 21, 2022 meeting

MOTION: HAAS-FOLETTA / **SECOND:** CHUNG
AYES: Angel Barrios, Leah Catching, Dayna Chung, Heather Cleary, Alyce Derosiers, Karen Haas-Foletta, Patty Hall, Jamie Hui, Luther Jackson, Mel Kronick
NOES: NONE
ABSTAIN: NONE

3. Workforce Updates and Check-In

Heather Cleary

A number of programs reported on vacant positions at their agencies that are impacting service delivery. Footsteps Child Care has five open positions, Izzi Early Education has 16 vacancies, Peninsula Family Service has 14 vacancies. Jamie Hui shared that position announcements can be shared through Cañada College's Education & Human Development Google Group and their Career Center.

Mel Kronick provided an update on Congregation Beth Am's partnership with Learning Home Volunteers, a non-profit organization working to address the kindergarten-readiness gap by providing weekly tutoring to preschool-age children.

Alyce Derosiers shared information about her organization, the Institute for Families and Nannies. While data on this workforce segment is sparse, she had 90 nannies participate in job training in 2020 and is launching three courses designed for nannies with Foothill College, with a target of 40 students. Nannies participating in her programs are primarily women of color and make a range of \$15-35/hour. A quick search of Care.Com revealed 600 people within 10 miles of Redwood City looking for work as a nanny.

4. Early Learning and Care Teacher Stipend Program Update

Sarah Kinahan

Sarah shared the results of the 2020-21 Teacher Stipend Program. Stipends were awarded to 203 ELC teachers for an average amount of \$1,097/teacher. The 2021-22 Teacher Stipend Program will transition to Edirle Menezes, SMCOE's manager for Quality Counts San Mateo. The applications for 2021-22 will open on September 24 and remain open through December 17.

5. NOVAworks and ELC Workforce Development

Luther Jackson

Luther Jackson, Program Manager for NOVAworks, shared information about how his organization is working with San Mateo County’s Recovery Initiative. NOVA is convening stakeholders to create equitable career mobility for workers in San Mateo County, as part of “Building Back Better.” They have learned that child care is essential for getting people back to work, along with other infrastructure like housing, transportation, and basic income. Child care was the number one need identified in a survey of participants at one of the County’s Economic Recovery Roundtables. NOVA is interested in connecting workers to resources to meet their basic needs, connecting people to opportunities for skill development, including small business skills, and apprenticeships, and helping people navigate their career search and pathways. NOVA is advocating for large investments to be able to do Workforce Development at the scale that is needed. They anticipate taking a funding request to the County Board of Supervisors in the Fall. Currently, the majority of their funding is federal with narrow allowable uses.

He sees early care and education careers as appealing to workers who are changing careers and want to do “meaningful work.” To help job seekers navigate careers in ECE, NOVA needs to know entry-level requirements and career ladders in ECE and opportunities for apprenticeships across the region. He’d like to work with experts in ECE to engage in a design process to pilot and iterate on services NOVA offers and what is needed in the community. He shared that low wages in ECE are a barrier to directing people to careers in the field.

6. Discussion: How could ARPA Relief Funds support ELC Workforce Development in San Mateo County?

Heather Cleary

Insights from the committee members:

- Enrollment in community college dropped most among non-English speakers and economically vulnerable students; however, ECE enrollment has not dropped as much as it has overall.
- Advisors are hearing from many people who’d like to start their own family child care.
- People entering the ECE field need a guaranteed basic income.
- Need to remember that ARPA is one-time. Rate reform is essential for raising wages long-term.
- The colleges need help setting the right pay scale for the apprenticeship program with an appropriate basic minimum wage and a scale that will be realistic for a variety of program types. They have identified a need to have a funding source to supplement what employers can pay – this may be a good use of ARPA funds. They will be piloting a fee scale when launching the apprenticeship program in their child development centers.
- We need to do better at communicating the multitude of pathways for people who are interested in working with children.

The group also briefly discussed the approach that different programs are taking to vaccines for staff. Many programs will be mandating vaccines for staff, but they are worried about losing a handful of staff due to the mandate. It is unknown if family child care, providers receiving vouchers, and Licensing will require vaccines at some point.

7. Adjournment

Heather Cleary

Heather adjourned the meeting at 10:14 a.m.

**The next CCPC Workforce Committee meeting is
Monday, November 15, 2021, 9:00 a.m. - 10:15 a.m.**