1. Call to Order

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

2. Action to adopt a resolution finding that, as a result of continuing COVID-19 pandemic state of emergency, meeting in person for the Child Care Partnership Council would present imminent risks to the health or safety of attendees

   MOTION: HAAS-FOLETTA / SECOND: CHUNG
   AYES: Heather Cleary, Karen Haas-Foletta, Mindy Camacho, Dayna Chung, Mel Kronick, Edirle Menezes, Cindy Stahl
   NOES: NONE
   ABSTAIN: NONE

3. Action to set the agenda for November 15, 2021 and approve the minutes for the September 20, 2021 meeting

   MOTION: CHUNG / SECOND: HAAS-FOLETTA
   AYES: Heather Cleary, Karen Haas-Foletta, Mindy Camacho, Dayna Chung, Mel Kronick, Edirle Menezes, Cindy Stahl
   NOES: NONE
   ABSTAIN: NONE

4. Workforce Updates & Check-In

   Edirle Menezes, Coordinator, Early Learning Quality Improvement, SMCOE, announced that the SMCOE ELC Stipend application is open through December 17, 2021. Please continue to encourage participation in the program we would like to capture as much of the workforce as possible.

   Karen Alden, Founder of the Good2Know Network, informed the group that Good2knownetwork in partnership with Community Equity Collaborative will be Co-hosting a webinar tonight. The purpose of this webinar is to inform and assist educators on how to help children in transitioning from at home to group settings. CCPC Jessica Padilla is one of the panelists.

   Dayna Chung, organizing member of Community Equity Collaborative, recommended that anyone interested in this webinar but unable to attend to still register for the training. Those who registered for the training will be given access to materials and recordings following the presentation. Registrants can also submit specific questions that will be answered during the webinar to the best of our ability.

   Dayna Chung also provided an update on the Teacher Pipeline Project. Community Equity Collaborative continues its Teacher Pipeline program in partnership with Foothill and Skyline College. The purpose of these programs is to create community connection and wrap-around support to those who are entering the
workforce. Coursework is still being conducted virtually, but hybrid models are being developed. There are many layers in wanting to support workforce development, whether it is new professionals entering the workforce or reinforcing and retaining the current workforce, and alleviating the workforce shortage. Those participating in the Teacher Pipeline Project will also be eligible for a stipend to encourage and incentivize coursework and educational goal completion.

Mindy Camacho, Director of Intercommunal Survival School, is currently looking to recruit 1-2 new teachers to increase the reach of their program and the number of children served, and share the committees concerns on staffing, workforce availability, and workforce identity.

Karen Haas-Foletta, Executive Director, Footsteps Child Care, Inc., is also actively hiring teachers, but is having trouble finding candidates due to the shortage in the childcare field. Teachers in the workforce are concerned with TK expansion, and the changes this will impact the childcare industry.

Cindy Stahl, Manager of Job Seeker Services at NOVA Workforce Board, shared that NOVA is looking at a grant application with the Department of Apprenticeship Standards, and will provide more information to the Workforce Committee as things move forward.

Donna Yuriar, Project Specialist, California State Preschool Program, SMCOE, agreed with the concerns of the other attendees, highlighting the workforce shortage, hiring needs, classrooms running at minimal capacity or closed due to staffing, and the concerns of the workforce during this restructuring and transitional time.

Alyce Desrosiers Founder of The Institute for Families and Nannies, provided an update about her program. The Foothill Program has enrolled 37 students, whom are currently finishing their first semester; e-learning courses are also currently finishing up. There is a shortage or nannies in the industry and parents are looking for care. This care is trending towards nannies with higher education and experience. Alyce also shared that a survey was recently distributed to over 20,000 nannies nation-wide accessing their need for career development, and defined educational pathways.

Jamie Hui, Program Services Coordinator/Instructor, Cañada College, provided an update on student registration and enrollment. Registration is now open at Cañada College, and the Spring Semester begins on January 18th, 2022. Serval classes that will be available in person, however, coursework will also be available in high-flex and online formats. If students are taking classes in person, they are currently required to provide vaccination information. Jamie is also working with SMCOE in advising applicants to the ELC Teacher Stipend.

Heather Cleary, Chief Executive Officer, Peninsula Family Service, provided an update on her agency. PFS is in the same position and shares the same struggles as other agencies in the workforce. The teacher shortage is making it difficult to reopen facilities to full capacity. PFS is currently reviewing the possibility of attaining a CDA Certificate accreditation. This program will allow teachers to graduate through this program with the equivalent of an associate teachers permit.

The committee also had a discussion about credentialling, and early childhood units for school teachers to equip them for universal transitional kindergarten.

Edirle Menezes, provided an update concerning organization of a California Workforce Committee that will be providing feedback to CTC with regards to recommendations for the EC Credential. The credential will be 24 units, similar to core 8, but distinctly geared toward preparing credential teachers on transitioning TK classroom. The TK classroom teacher to student ratio is currently 1:12, which may be adjusted based upon the availability funds to a respective 1:10 ratio. Only 20 people will be represented in this committee, and the application process is very competitive, although, Edirle is assured the colleges will be represented in this committee.
The Committee also discussed marketing of the Early Education Field, and the importance to move away from terms like Child Care and a Day Care. How do we distinctly capture who we are?

5. Developing Key Talking Points on ECE Workforce

Heather Cleary asked the committee to provide key talking points and any feedback the committee has on the CCPC Workforce Flyer. This flyer provides a quick and easy introduction to who we are, our purpose and what we advocate for.

- The committee agreed that this is an important tool to promote investment in the Early Learning Workforce.
- The committee suggested refining the intent of the flyer to the audience we are trying to reach.
  - The focus of the flyer should be tailored to the economy, and families who need service.
- The committee suggested tailoring different one-pagers for different audiences.

6. Adjournment

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

The next CCPC Workforce Committee meeting is
Monday, January 25, 2021, 9:00 a.m. - 10:15 a.m.