



Early Care and Education Workforce Committee

January 6, 2022

10:30 am-12:00 pm

Join Zoom Meeting

Meeting ID: 926 5062 3888

Attendees: Cynthia Anderson, Greg Thweatt, Peter Buckley, Eileen Micke-Johnson, Devon Finley, Katrina McGrath, Jim Fong, Ida Saito, Bridey Mendoza-Moore, Crystal Rowbotham

Hub staff: René Brandon, Teresa Slater, Vicki Risner

Welcome & Announcements

Update on health insurance marketplace

Peter Buckley: Sent out flyers. Got some good feedback about getting employees on insurance exchange. Timeframe is through January 15th. Will send out flyers again. We will gear up for the next one. There are discussions to open up the insurance exchange for higher wages.

Recap of Work Plan introduced in December

Reviewed the Strategic Planning Notes from December 2021. See notes for details.

Action Item: Convene director's group by end of February

Goals:

- Bring directors together as cohort;
- Create supportive space;
- Discuss shared need for additional workforce and support for existing workforce;
- Introduce strategies from work plan and get feedback for future planning

Tasks and Completion Target Dates:

- CCRN sends explanatory email and poll to directors to gauge interest and find date/time that works for most.
 - SOELS to put a quick poll out to directors to get started.
 - Need bilingual survey.
 - Include question about critical issues they would like to discuss at meetings.
- Do we need interpretation services for some of the directors at the convening?
 - Katrina felt that there will be a number of certified folks who will need Spanish. Review the list offline to identify programs who would benefit.

- How much content to cover at the first meeting?
 - Focus on relationship building. Introduce topics to come in future meetings.
 - Give them the time to vocalize concerns and needs.
 - Giving them time to be heard. They may point out things that we've already worked on, but having them voice that on their own is empowering.
 - Ask them what they want to work on now. Let them know what has been worked on. Allow them to identify their own actions items.
 - May need more than one kick off meeting so they can all have time to speak.
- At first meeting, ask if they would like to continue to meet and at what frequency
 - Determine how long the meeting should be.
 - **The virtual winter conference might be a good time for a directors session (Katrina mentioned Saturday).**
 - René: Maybe Hub can offer to pay for their membership in SO chapter of OAEYC for attendance.
 - Eileen: They will also get training hours. For Jackson and Josephine Counties only.
 - Bridey: Directors from other counties could be a beneficial thing.
 - Eileen: Need a blurb for the brochure asap. Should go out next week.
 - Rene: Willing to co-facilitate, but think it's helpful for either RCC or CCRN to be there as well. A joint effort.
 - Eileen & Devon both said they will help.
 - Eileen: Provide general information for directors, with an invitation to join the Directors group afterwards for the 2 counties.
 - Ideas for training content:
 - Devon: This could be a great place to get feedback.
 - Bridey: Training around Reflective Practice (Devon/Eileen agreed)
 - Willing and interested in providing the training
 - Eileen: Important to have CCRN and Hub staff present to support the start of the directors' group.
 - Eileen: Ask: How do you support staff now?
 - Devon: At the end, talk about where to go locally, then encourage others beyond the counties to go out and start their own.
 - Cynthia: I can present this at the CCR&R directors meeting. Would appreciate support on how to present it.
- Identify who from committee will join the director's meeting, based upon agenda items
 - Bridey: Rene, Devon, Cynthia, Eileen and Bridey need to meet to nail down the description and planning for the winter conference.
 - Planning and Prep: Jim Fong, Eileen Micke-Johnson, Cynthia Anderson
 - Participants: Peter Buckley, Bridey Mendoza-Moore (would assist in facilitating the reflections parts of the meeting), Eileen Micke-Johnson, Cynthia Anderson
 - Jim has slides for the type of support RWP has offered to other sectors. Visuals are great and going slowly through them is necessary for the audience to have it resonate with them.

- Jim suggested the approach SORS has taken with events is effective. Rene: I create the intro slides, Peter has reviewed them and expanded as needed. Have an interpreter on stand by to have a more inclusive feature.
- Engage WSRV staff in planning for presentation to directors

Partner Updates:

Peter: There was a study put out by Our Children Oregon, links below. Good data. Every county in Oregon is a child care desert. It makes the case that we have to fund the system to have a system.

Shared Child Care in Oregon is as complex as it is underfunded report. Link:

https://ourchildrenoregon.org/wp-content/uploads/2022/01/ChildCare_IssueBrief_SummaryFINAL.pdf?sourceid=1047127&emci=e a7b1b65-ba6d-ec11-94f6-c896650d923c&emdi=b40f174b-166f-ec11-94f6-c896650d923c&ceid=4790359

Full Report: Oregon's Child Care Conundrum:

<https://docs.google.com/document/d/1DmfiGBAQ2HT7cyOg6BbW97wWx7cXBEhVaD33PDKkyk/edit>

Peter: Preschool/K12 Summit is coming up on Thursday, January 20th. Focus is on affective outreach to families with kids who will be entering kindergarten in the fall. Reach out to Peter if you have not received an invite.

Jim: Update regarding Pam Marsh, Oregon State Representative in our region. She sent an email asking if we could get together to talk about her to enhance the child care workforce. I invited her to this committee and offered to follow up with her afterwards. She is a great advocate.

Rene: I let her know that our response is a regional approach. She seemed to be aware of what was happening mostly in the Medford School district. We need to let her know that there are cross sector stakeholders representing all parts of the region working on these key issues. Not a need to create something new, but to engage her as her schedule allows with active work happening now. Send her our draft workplan, and strategies moving forward. Tag team to bring her up to date.

Jim: We're having a Healthcare Heroes Recruitment Day instead of a job fair. Shared a flyer which includes partners as well as locations. This may be a good format for child care as well.

Next Meeting: February 3, 2022