



Early Care and Education Workforce Committee

March 3, 2022

10:30 am-12:00 pm

Join Zoom Meeting

Meeting ID: 926 5062 3888

Attendees: Cynthia Anderson, Greg Thweatt, Peter Buckley, Devon Finley, Jim Fong, Ida Saito, Bridey Mendoza-Moore, Rachael Wilson, Darcy Larson

Hub staff: René Brandon, Teresa Slater, Vicki Risner

Welcome

New Meeting Schedule & Preferred Format - René

René: This committee will start meeting every other month. Hopeful to give everyone a little breathing room and more time to get work accomplished between meetings. Poll taken regarding preference to attend: 1 in person, 7 over Zoom.

Debrief of Winter Conference

Devon: Nice turn out. Over 150 people at the keynote sessions. Had some technical difficulties. People seemed to enjoy the sessions.

Cynthia: A lot of moving pieces and a lot of participants. We had a couple of hosts, facilitators in every session. I view it as a total success with all the moving pieces we had. The keynote speaker talked about some really tough issues that people don't like to talk about. She was very solution focused and people were receptive. She presented situations that we place on our kids that we don't hold for ourselves. Gave different ways to achieve goals for those kids. Place students where they will best succeed, including a desk in front and in back of class to allow them to self-regulate, to be successful in any situation. What can we do to help them receive the information? Less discipline, more successes.

René: At the end of every session, participants were asked to complete a survey.

Devon: There were some glitches in those polls so there will be a follow up.

Bridey: Our session on Reflective Practice started out with 35 people and dropped to half very quickly since it was a directors session with several breakout rooms. We had a core group of 10-12 directors. Cynthia, René and Devon were a part of this session. There was relief in hearing that others are in daily crisis mode as well. A lot of signs of burnout and discouragement. They all came out primed for the Director's Group. There is a lot of room for growth to support the directors in this time of growth.

René: Your content was perfect for their current need of support. The poll about stress indicated that 50% was keeping them up at night. Feelings of isolation. A lot of people struggling.

Cynthia: The breakout groups that I was involved in shared the same feelings of burnout, exhaustion and isolation. They seemed to light up sharing ideas with each other.

Devon: We had some new faces for the Director's Group.

René: Once the committee has tallied the final numbers I would like to bring the results back to this group to see how we can assist moving forward.

Director's group convening:

René: Because Bridey's session was so engaging, there wasn't much time for what Cynthia and I had planned to share. But we were able to present the Director's Group to them and they were in a good spot to say yes to coming together.

Cynthia: I sent out a request for their info. I will send out an email as follow up for their interest, scheduling, feedback. I will follow up with a phone call and move it forward from there. We'll work on what the structure will look like. It is process now. I will reach out to those who were not a part of the Winter Conference.

René: We let them know that we want this to be supportive of them. Driven by them but we will send out the invites, help get speakers and information they are interested in.

Bridey: It is a continued interest of mine and I would like to stay involved.

Introductions, and Partner Updates

René: Introduced Rachael Wilson from Southern Oregon Head Start. Marketing and Event coordinator. rwilson@socfc.org

Greg Thweatt: Rogue Workforce Partnership. Program and data analysis.

Peter Buckley: Southern Oregon Success. We have a several work groups. PreK – K-12 summits with our next in April. Focus on summer transition programs. Have a group that is working on social emotion health, peer support groups. Expanding school-based health centers.

There is \$100 million state funding focused our way. Here is a detailed summary of where the funding will go.

<https://docs.google.com/document/d/1CADzuh6YFV2YpImV-kIVHgp0pT3hds16/edit>

There is more detail on direct-funded efforts of AFSCME/Unite, Euvalcree, and Neighbor Impact, if you are interested. I think the most relevant fund to watch is the \$22 million that will live at Seeding Justice. Hopefully Southern Oregon partner/s will apply for a portion of that funding.

Shared slides from the Children’s Institute:

https://docs.google.com/presentation/d/1t5zVhXoHEetkgoxJXjb9Sbx1oxT6S54iAI9S8MRLNV4/edit#slide=id.g1140695fec1_0_2

Jim Fong: Executive Director of Rogue Workforce Partnership. We are doing tons of work to synthesize support for individual companies to address their needs, including how child care directly affects their workforce. We have funds to assist with training, but the applicants aren’t near the numbers the workforce has indicated they need now. We are getting creative to incentivize people. We are targeting high schools. Medford School District is having all of their high school students go through the Workforce website to research careers and career paths.

René: I’m wondering if it makes more sense for an event that the child care directors to walk through to better understand what the Workforce has to offer? Jim: Yes, but maybe not yet. I would start with 1 or 2 larger providers first to work out how to present it to the rest. YMCA, Kid Time, Head Start first. Then we can better work out how to present it to the smaller providers. Ida: It would be late April or May before we would have time to begin this. Devon: We can check with staff who works with the directors more closely to see when we can get people to participate.

Cynthia: Keep me looped in. I want to stay involved in this.

Ida Saito: Rogue Workforce Partnership

Darcy Larson: Coordinator, Jackson County Early Intervention, ages 3-5. We’ve given instructional assistants 40 hours and are working on increasing their pay. Still short 10 positions. Everyone is filling in where necessary.

Cynthia Anderson: Program manager for CCRN. Director's group on the horizon. Winter conference was a success.

Devon Finley: CCRN. The Saturday SOU workshops are now free for attendees with a scholarship. You still have to pay \$55 per credit. Great trainings.

Bridey Mendoza-Moore: Dept Chair Early Childhood and Elementary Education at RCC. Getting ready for the Careers in Gear event. Working to get our programs on the ATPL list.

René: Regarding Careers in Gears - The hub can purchase some tables for programs to be able to participate if cost is a barrier.

Jim: It will be at the Expo this year. The more interactive and exciting the booth can be the better. The mornings are focused on high school students and afternoons focused as a job fair for adults. René: Fun messy things for the participants to do. Sensory bottles.

Teresa Slater: SOELS is partnering with Project Youth Plus to offer paid internships for every High School senior in the region. We are having a meet and greet on March 9, from 3-4 to introduce providers to PY+. please promote to providers. I can send the zoom link to anyone interested. Last year was our pilot and we want to expand it this year. PY+ offers job coaches to help students navigate and get them up to speed on work ethics, completing paperwork, situations that may come up.

Revisit Work Plan Progress and Next Steps - René

René presented the ECE Workforce Strategic Planning Notes (Dec 2021), stressing the four main goals:

- #1 Adequate supply of early educator staff who meet the teacher requirements
- #2 Adequate supply of aides and other support staff
- #3 Retention of workforce
- #4 Early Learning workforce has access to business consultation and supports for business needs.

Highlighted in green: in motion

Highlighted in yellow: next to launch. We will work with the Directors Group who are in leadership roles in the field to move those items forward.

Updated planning notes directly as needed.

Next Meeting: May 5, 2022