



Early Care and Education Workforce Committee

July 7, 2022

10:30 am-12:00 pm

Join Zoom Meeting

<https://soesd.zoom.us/j/92650623888>

Meeting ID: 926 5062 3888

Attendees: Cynthia Anderson, Peter Buckley, Devon Finley, Jim Fong, Darcy Larson

Hub staff: Teresa Slater, Vicki Risner

Welcome

Update on ECE Recruitment Efforts – Cynthia

Update on Director Sessions

- Tools shared
 - CCRN had a listening session with program directors. They are excited about RogueCareers.org. It's exactly what they need to promote their jobs with limited resources and funding.
 - Talked about Project Youth Plus
 - Creating a job posting flyer that directors can fill out to assist them reach the people for the jobs they need. Formatted with pictures to print and hand out and post. Not a lot of interest in these, just a few folks. They were more interested in the website.
- Feedback from directors
 - Common theme is that directors are struggling with qualified staff.
 - People they want are not meeting the minimum training requirements.
 - People are not showing up for their interviews.
 - Can't meet staff to children ratios.
 - Want more support for families around special needs
 - Want financial assistance for afterschool programs
 - CCRN just hired an inclusion specialist, Louise Horn. She will provide support to meet these needs.
 - Want more information and support around TANF and ERDC

- Next steps for the Directors group
 - Continue promoting around careers
 - Continue supporting the Directors group

Peter: Last year we helped with a drive around getting health insurance. Looks like congress will continue with this funding. I'm assuming we will do this again this fall. Peter will send Cynthia the flyers used last year. I will be happy to send providers job postings out to our lists.

Darcy: We have 10 open educational assistant positions and 2 teaching positions that we are trying to fill and retain. We hire them, train them up and then they move on and we have to start again. We raised the wages, full time benefits and are still having trouble finding people. We do our own training so we'd take people that other sites might not be able to hire. Intervention is different than babysitting kids.

Cynthia: Greg and Tami Schroeder at WorkSource connected us with on how they can support providers to list these positions.

Introduction to Regional Assessment Work – Teresa

Teresa presented the SOELS Regional Assessment PowerPoint presentation
(See attached)
Shared Ecosystem Conditions Handout sheet.

Discussion: What are some things you hope we learn from this assessment?

What might be meaningful to YOUR organization?

Peter: We had the presentation at the Early Learning Council. I'm frustrated with this project because I don't think we need to focus and spend time on what's wrong. We know that. More meaningful would be to find out how much would it cost to provide preschool to every child if every early learning worker was paid a living wage with benefits. To have a system that meets the needs of every family. And what can a family contribute that doesn't hurt the family. Teresa: We need some tangible information. What will the cost be across the board?

Devon: I agree with Peter. We tend to always start at the lower levels when there are larger boulder issues that need to be handled. If people We are always going to have a retainment issue. We saw behaviors escalating before the pandemic. Now, families are really struggling. Staff are now putting out fires instead of teaching. Staff are leaving because

that wasn't what they came into the field for. We can't retain good people in this field without dealing with the social emotional support these families need.

Cynthia: We know what the boulders are and we are starting to work on those. Knowing what would it actually cost and how to fund it is key. The directors mentioned that fast food is \$15 an hour. The wages being offered for ECE aren't enough for people to take on the additional stressors. How do we know the base to get people to get on board?

Peter: According to MIT, it's about \$24 an hour in Jackson County to cover basic needs as a living wage. <https://livingwage.mit.edu/counties/41029> and <https://livingwage.mit.edu/counties/41033>.

Jim: There's also a prosperity planner that is part of our WorkSource system. This is not why I joined this group. We know what the problem is. We can spend a lot of time admiring the problem, but I don't need to admire the problem. I want to spend my time fixing the problem. Prosperity Planner at My WorkSource: <https://www.worksystems.org/our-approach/adult-investments/prosperity-planner>

Teresa: For us, the importance is that we are getting the attention from the state to address the needs. We've been focusing on the small pebbles and we need to address the big pebbles. The benefits are to build critical consciousness and buy-in, develop shared data resources, expand engagement and relationships, and generate shared priorities for action.

1. How many assessments questions are we going to ask?
2. How much info to gather, and from how many perspectives/sources?
3. How complex the hub's sense-making process will be, and who will be included?

What does "culturally responsive, inclusive, developmentally appropriate" care look like? What evidence would you use to demonstrate it exists?

What should be considered affordable and to whom?

Peter: I could take it to the family advisory council and get their input on what they think is affordable. Teresa: With the livability study, what did they use? Maybe that would be a good tool. Peter: They have a child care budget line. We could look at what other counties do?

What types of settings should be included in the term “early care and education”? Should it include unregulated care? Why or why not?

Devon: How can you make a focused effort with people who are not existing within the regulated umbrella?

Teresa: We need to figure out how to bring them in and make them want to be under the regulated umbrella.

Peter: If they are unregulated they would not be eligible for state funding. I don't know how we would find that out.

Teresa: Maybe that's a survey question.

Reviewed the last slide: Identifying Existing Data Sources to inform the Work.

What else do we need to know? What other data is currently available that can be shared with us?

Devon: We need data from Early Intervention.

Peter: It would be great to know the population data. How many 1-year olds? 2-year olds? I know the work that was done, city by city, in 2019 is now out of date. We need that updated so we know what we are working with.

Teresa: Sara Stevens from South Coast hub system will be with us in September to share about their apprenticeship program.

Next Meeting: September 1, 2022