

Goal	Strategy	Actions	Status/Notes	Responsible	Team Members	Start Date
Goal 1: Adequate supply of early education staff who meet <u>teacher</u> requirement	Identify the available funding streams for center staff to use to become teacher-qualified	MOU with partners (Hub, CCRN, RCC, SOU, other?) - leveraging scholarships targeting early learning professionals, for funding for PD and scholarships through ELD	Not Started	Need point person; revisit with CCRN as staffing levels increase. Eileen can partner.	Cynthia Bridey Eileen René Other Partners: YoungHee/SOU	
		Create comprehensive template to capture all funding accessible for providers; invite partners listed above to complete the template for their programs.				
		Create a No Wrong Door style, simplified messaging regarding funding for those with experience in child care to continue on career pathway.				

	Promote from within; Grow your Own model. Create virtual and/or in-person presentation for existing center staff, addressing ways to reach teacher requirement and funding sources to do it	Identify strategies to <u>reach current center staff</u> with advancement opportunities	Not started	Need point person	TBD	
		Host info sessions quarterly (?) to highlight opportunities and answer questions; Panel of current teachers, directors, administrators.				
Goal 2: Adequate supply of aides and other support staff (new, entry level employees coming into pipeline)	Continue partnership with Project Youth Plus and EL Hub to sponsor paid internships with High School students within early learning programs	Revisit successes and challenges this year to refine for next year	Current target number is 40 youth Incentives should not exceed market rate	Teresa	Jen Perry/PYP Counselors and ECE Teachers at High Schools Early Learning Programs	In YR 2
		Collaborate with ECE Class teachers at High Schools to present to				

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		classes during Fall/Winter term				
	Expand student internship model to adult workforce	RWP has training dollars to fund project		Lisa/Teresa	WorkSource Rogue Valley staff	Just planning, not yet launched.
	Design communications and outreach strategies to elevate early learning as a high-satisfaction, high-demand, important career option	Highlight Rogue Careers success stories; video clips of happy people in different jobs within early learning; Identify effective social media strategies and messages Identify what type of messaging might be effective for different demographics: social media, Billboards, buses, etc.	Not yet started	Need point person	Bridey Greg Cynthia Devon Other CCRN?	
	Create virtual and/or in-person presentation(s) for people not yet working in the field	Promote early learning field to ECE classes in high schools; connect with teachers and get on schedule for each new class of students;	Not yet started	Need point person	Cynthia Devon Bridey Eileen Greg	
		Create a coordinated plan to promote early	Has been done in years past, but not	Cynthia	CCRN Team	

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		learning at job fairs – Careers in Gear (becoming a virtual experience in Fall 2022; job/career fair perhaps at Expo), onsite and virtual industry tours, recordable, others?	in a coordinated way		Early Learning Programs	
		Reach out to Oregon Connections/Karla at SOESD, to learn more about connecting industry professionals to students in classrooms https://oregonconnections.nepris.com/home/v4	Not yet started	Need Point Person		
		Identify opportunities to reach out to jobseekers through WorkSource Rogue Valley	Not yet started	Need Point Person		
Goal 3: Retention of Workforce	Address compensation and benefits challenges	Increase awareness of child care crisis and a sense of urgency to address it: Child Care Policy Workgroup is creating a one-pager		René	Cynthia Lisa Peter	Active now

		<p>describing current state of child care, desired state, the cost to get to desired state, the impact of NOT getting to desired state</p> <p>Identify how to use one-pager: Southern Oregon Legislative Caucus and other legislators and elected officials, local funders, interested private sector businesses, other sector partners</p> <p>Create messaging plan for one-pager</p> <p>Talk to media representatives about creating short sound bites to promote the data and conversations</p>				
		<p>Create flyer to continue to promote health care exchange to early learning workforce</p>	<p>Happening now</p>	<p>Peter</p>	<p>Center directors CCRN Team SOELS CE Team</p>	

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		<p>Identify flyer distribution plan with partners</p> <p>Create info session for providers to attend about exchange</p>				
	<p>Launch child care director's group in 2022 to identify their priorities for needed support</p>	<p>Periodic Guests: Rene to discuss survey to staff</p> <p>WSRV to discuss support available to recruiting new entry level staff</p> <p>SBDC to discuss business supports</p> <p>Others TBD</p>		Cynthia		Launched
	<p>Identify barriers to increase job satisfaction</p>	<p>SOELS Educational Equity Committee will be surveying all child care center employees; use results to create supports for center staff</p>		René	SOELS Educational Equity Committee	
	<p>Create Tiered Model of Support for Child Care Programs to provide</p>	<p>Creating cadre of expertise to provide training, TA,</p>	<p>Exploring with content experts how best to</p>	René	CCRN FACT EI/ECSE	

	needed supports for big behaviors, children experiencing disability who may have specialized care needs, etc.	environmental supports, and child-specific supports to child care providers; CCRN POC will utilize Unite Us Platform for referrals; in addition to support to providers, will also provide regional data on capacity, needs, etc.	collaborate at different levels of the model		Kairos JC MH Options SOESD: Deaf/Hard of Hearing, orthopedic supports, TBI, Collaborative Center on Autism	
	Offer Community of Practice for supervisors to use Reflective Practice	Present to directors' group and get feedback and buy-in	Not yet started	Bridey	Cynthia	
	Promote Empower Coaching Project; offers support to directors, teachers, families	Get feedback from directors currently participating to get feedback on next steps		Devon	Tiffany Grimes/ Empower CCRN Team	First cohort is underway
Goal 4: Early learning workforce has access to business consultation and supports for business needs	Invite SBDC to child care director's group for presentation on services and how to access	Reach out to Marshall and his counterpart in Josephine Co. Identify time that works for directors and SBDC Record meeting for other directors to watch later	Not sure of status	Cynthia?	Devon Martha? Norma Pantoja Marshall Doak (SBDC)	

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		<p>Increase training and PD options for directors/cohort model of support (learn together)</p> <p>Norma's Oregon Business Alliance cohort</p>	<p>Not yet started</p>	<p>Cynthia/Devon?</p>		
		<p>Contract with business navigator/coach to field questions and resources</p> <p>JRHA and AllCare would like to assist with Goal 4</p> <p>PLACEHOLDER: Brainstorm who is missing and needs to be invited</p>	<p>Not yet started</p>			