



NH Early Childhood Strategy Team 2– Meeting 1 Notes
Strategic Theme 2: Early childhood workforce capacity and quality
July 20th, 2022 1:00-3:00pm

GSG Facilitator: Christine Koehn

GSG Notetaker: Olivia Gunthert

Participants:

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|----------------|-------------------|
| ❖ Dianne Chase | ❖ Nicole Levesque |
| ❖ Kendra Dix | ❖ Gene P. Patnode |
| ❖ Kristi Hart | ❖ Sue Watson |
| ❖ Marti Ilg | |

Summary of team purpose:

Our team is going to define the strategic initiatives, thinking about what specific projects are we going to do to obtain our objectives (increase workforce and increase knowledge of workforce regarding early childhood development). Once we identify the initiatives, the framework including outcomes, themes, objectives, and initiatives goes to the Council for Thriving Children for their approval. After the framework including the initiatives has been approved, then we will prioritize which initiative to start with. Once we know which initiatives we are going to address, we will create action plans for each of them. Action plans are the step-by-step implementation of each of the initiatives.

I. Future Meeting Dates

Future meeting dates were set to accommodate the majority of team members. Meetings will be held on:

- July 28th, 1-3pm – <https://us02web.zoom.us/j/86984287284>
- August 8th, 8:30-10am – <https://us02web.zoom.us/j/86336332622>
- August 24th, 8:30-10am – <https://us02web.zoom.us/j/86239523552>
- September 7th, 8:30-10am – <https://us02web.zoom.us/j/83356781054>

II. Next Steps

The team discussed research, research tools, and their tasks to complete before the next meeting.

III. Document Sharing Mechanism

The team discussed mechanisms for sharing and collaborating on documents. DHHS members cannot access external file sharing systems. Christine Koehn will pursue a solution.

IV. Discussion of Objective Success Definitions

The team discussed key factors that would signal success on each objective:

Objective 1: Increase workforce

- More early childhood workers- a skilled population coming into the profession
 - Livable wage for workforce
 - Increasing the prestige/credibility/attractiveness of the field
 - how to get into this field, benefits of this field, etc.
 - More people (students and adults) are entering the early childhood education pipeline
 - More early education training/education programs are available
 - Workforce retention and recruitment work
- More availability of early childhood care and services throughout the state because there is an adequate early childhood workforce
 - Affordable child care with no waitlists
- General employment across the state increases because their employees can find affordable, accessible early childhood care and services allowing them to accept jobs
 - Early childhood care and services are affordable for families
 - Able to receive quality care (we do need to define quality)
- More workers are advancing within the profession
- Better Recruitment and more participation in educational opportunities
 - Recruitment
 - K-12 to post-secondary pipeline and retraining opportunities for adults
 - Marketing
 - Adequate or reasonable compensation
 - Educational opportunities
 - Lower college costs
 - Building a knowledge base
 - Community college system
 - Bringing people to the table who can actually get things done is vital- going to reach out to two knowledgeable individuals to draw on their expertise
 - Uptick of people entering the field – increase in high school programs, college programs, new fingerprinting for background checks, etc.
- Definitions of success when it comes to retention
 - Longevity within an agency or within the field and continue to grow in their career – ability to account for movement/growth in a career
 - Could be an issue of benefits

- Opportunity to grow, expand, and increase your education/training and not the insistence of growth
- Retention is tied to knowledge:
 - Number of credentials in the state significantly increase → have more certified workers
 - QRIS system: multiple levels and has an external evaluative component
 - Having more knowledge at a younger age and having more knowledge of the careers and pathways when it comes to ECE
 - Demystify and provide knowledge and trainings to our workforce system field workers about updated credentials, incentives, increased wages, etc.
 - Which type of early childhood worker is under which category – have to call them out separately; drill it down and decide exactly what early childhood workforce we are talking about
 - Leaving out sectors of the potential workforce and underutilizing them

Objective 2: Increase knowledge of workforce regarding early childhood development

- More quality early childhood care and services available
- Higher quality early childhood job applicants
- More credentialed early childhood workers and/or more credentials per worker in the state
 - Increased early childhood continuing education opportunities
 - Workers have the time to access/participate in education opportunities
- More workers are staying and/or advancing in the profession
- Child care providers are improving their QRS rating
- Children are achieving their developmental and educational milestones, more prepared for kindergarten, and health
- Families are accessing more early childhood supports and services, because workers know of and can refer to them
- How will we know we've increased people already in field or interested in the field's knowledge?
 - See folks moving up the career chain pathway and opportunities in the field
 - Would like an online repository or training for staff: we have one so being able to leverage it
 - Training for their job: need to be paid for that time