



## NH Strategy Team 2– Meeting 2 Notes

*Strategic Theme 2: Early childhood workforce capacity and quality*

July 28<sup>th</sup>, 2022 1:00-3:00pm

*GSG Facilitator:* Christine Koehn

*GSG Notetaker:* Olivia Gunthert

### Participants:

- ❖ Dianne Chase
- ❖ Kendra Dix
- ❖ Kristi Hart
- ❖ Nicole Levesque
- ❖ Gene Patnode
- ❖ Sue Watson

### **Summary of team purpose:**

Today the team's goal was to come up with 2-3 potential initiatives per objective. Based on each team member's research, the team brainstormed potential initiatives and prioritized the most impactful ideas. They discussed the thinking behind proposing each initiative and made sure to include information about important things to consider during implementation.

### **I. Discussion of Potential Initiatives:**

The team brainstormed potential initiatives and prioritized the ideas that were most impactful and have the necessary resources needed to move forward.

### **Objective 1: Increase Workforce**

#### ***Initiative 1 - Increasing knowledge of careers and career path in the early childhood field***

- CTE has evolved to meet NH where industry is at (critical need for educators and teachers - share more knowledge about what options are available within early childhood industry - CTE and High School
  - Now taking a multi-level approach (Provider/Teacher Education for Early Childhood, Elementary, Secondary)
  - Pathways to career growth
  - Exposing children to more career opportunities at an earlier age (elementary) leading up to career exploration (grades 6-12)
- Drive to 65 Act
- Marketing efforts to promote the field
  - ONET (Shows Wages in each Industry per State)
    - Medium income is \$13.11 an hour for entry-level child care workers in NH

### ***Initiative 2 - Increase availability and use of workforce incentives and tax credits to attract workers to the field***

- Tax breaks, education cost forgiveness, scholarships, local folks/business "takes on" or supports a small child care (hub and spoke), job sharing, benefit bundling
  - NH Connections Website identifies many of these)
  - Tax incentives under NH Employment Security (tax breaks and incentives for employers Work Opportunity Tax Credit)
  - CTE Tax Credit

### ***Initiative 3 - Working collaboratively across sectors, including agencies, to attract workforce to the industry***

- Example: Look at how healthcare is doing this successfully
- Example: K-12 efforts
- Expand to early childcare space

#### **Additional comments, which apply to all of the above initiatives:**

- a) *These Initiatives need to be implemented together, they're interrelated*
- b) *Promote importance of Early Childhood Workforce* (Through all the initiative efforts)
- c) *Importance of having good data*

#### **Objective 2: Increase knowledge of workforce regarding early childhood development**

##### ***Initiative 1 - Equip workforce with evidence-based practices to meet the needs of children and families (including SEL)***

- Through education pathway (students), retraining (adults) as well as continuing education
  - Example - Pyramid Model (a way of supporting early care and education providers in interacting with families and children)
    - With Tiered level services based on families' needs
    - Moving into the early home visiting fields
    - Provide additional tools to provide SEL learning and supports for children and families
    - Expand statewide
- CTE educator programs - more focus on knowledge and evidenced base practice in education (multi-level)
  - More emphasis on individualized, age-appropriate instruction
  - Work-based learning opportunities for students interested in early childhood
- Education gives workforce comfort and builds capacity to work with all children
- Requires that providers give workforce the support needed to participate in training
  - Example - shared pool of qualified substitutes

## **II. Research Discussion**

The team is going to send potential research articles and reports to Olivia Gunthert to be posted on the Council of Thriving Children's website. During the meeting, the following website links were shared in the chat:

- <https://www.onetonline.org>

- <https://casetext.com/statute/new-hampshire-revised-statutes/title-15-education/chapter-188-e-regional-career-and-technical-education-cte/section-188-e9-a-repealed-effective-6302026-donations-to-regional-career-and-technical-education-center-programs>
- <https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:bc17d766-4f3c-3062-b6b3-3291cd9e964f#pageNum=2>
- <https://www.nhes.nh.gov/services/employers/work-invest-nh.htm>
- Also, information on Work! As Learning, wage match program for employers offering paid internships for academic credit:  
<https://acrobat.adobe.com/link/review?uri=urn:aaid:scds:US:bc17d766-4f3c-3062-b6b3-3291cd9e964f>
- <https://www.nhes.nh.gov/services/employers/documents/nhes-0328.pdf>