



NH Strategy Team 2– Meeting 3 Notes

Strategic Theme 2: Early childhood workforce capacity and quality

August 8th, 2022 8:30-10:00am

GSG Facilitator: Christine Koehn

GSG Notetaker: Fran Cowart

Participants:

- ❖ Katie Brissette
- ❖ Dianne Chase
- ❖ Kendra Dix
- ❖ Jen Doris
- ❖ Marti Ilg
- ❖ Nicole Levesque
- ❖ Lynn Oullette
- ❖ Gene Patnode
- ❖ Shannon Tremblay
- ❖ Sue Watson

Summary of team purpose:

New team members are attending their first strategy meeting today, so the team is going to review the strategic initiative background research organization tools and discuss ideas regarding the successful work related to each objective. We will expand on the initiatives brainstormed during the last meeting and confirm that the team would like to present the proposed initiatives to the Council.

I. Initiative Brainstorm and Discussion:

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 teachers and educators - share more knowledge about what options are available within early childhood - **CTE and High School**
 - Reaching out to other diverse populations, beyond CTE and High School
 - Dislocated workers, Unretired, Adult Workers, Underrepresented populations (Black, ESOL)
 - <https://www.nhes.nh.gov/services/job-seekers/dislocated-worker.htm>
 - Now taking a multi-level approach (Provider/Teacher Education for Early Childhood, Elementary, Secondary)
 - Pathways to career growth
- Drive to 65 Act
- Marketing efforts to promote the field
 - ARPA-D

- ONET (Shows Wages in each Industry per State)
 - Medium income is \$13.11 an hour for entry-level child care workers in NH
- Marketing home visiting as having the flexibility to support the work/life balance with different works shifts, working from home, additional time off, that child care centers and school districts don't have
- Exposing children to more career opportunities at an earlier age (elementary) leading up to career exploration (grades 6-12)
- We need better data (ARPA-D)
 - ACF have family support recruitment research?

Initiative 2 – Increase availability and use of workforce incentives and tax credits to attract and retain workers to/in the field (NH Connections Website identifies many of these)

- ARPA-D Projects
- SB446 (pieces related to workforce)
 - Senate Bill 446 is the DHHS/CCAC Strengthening Child Care Plan - it has a number of components and was sent to GOFERR for consideration.
 - <https://www.dhhs.nh.gov/sites/g/files/ehbemt476/files/documents2/dhhs-child-strengthening-plan.pdf>
 - <https://legiscan.com/NH/text/SB446/2022>
- Tax breaks, education cost forgiveness, scholarships, local folks/business "takes on" or supports a small child care (hub and spoke), job sharing, benefit bundling
 - OJT Reimbursement Funds for Business (e.g., WIOA, Work Now, Job Training Fund, TANF)
 - Work-based learning reimbursement to business for high school students' employment
- Tax incentives under NH Employment Security (tax breaks and incentives for employers Work Opportunity Tax Credit)
 - <https://www.nhes.nh.gov/services/employers/documents/nhes-0328.pdf>
- CTE Tax Credit

Initiative 3 – Working collaboratively across sectors, including provider 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**
- **Have an Industry Champion to facilitate this collaborative work (e.g., BEA)**
- Early childhood sees K-12 as competition rather than partners (many see Early Childhood as a stepping stone...) → Hesitant to partner
- **Coordinate workforce efforts across Depts, etc. (ARPA-D, DOE), pipeline development**
- **Expand ARPA-D-type projects (collectively a comprehensive approach to workforce) to family support and health support components of the early childhood workforce**
- **Initiatives need to be implemented together, they're interrelated**
- **Promote importance of Early Childhood Workforce** (Through all the initiative efforts)
- Impact Group (5-year initiative)
 - A lot of recommendations came out of that

- A lot of data about workforce
- Shared some this morning
- Launching a workforce survey
- **We need good data about our workforce**
- **Money is an issue (Team 3)** - funding source plays a significant issue (government can increase funding; however, families just can't pay more)
 - Ohio contributes significant state funds to support early childhood infrastructure.

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 track (students and adults) as well as continuing education
 - Incorporate into the high school curriculum generally
 - Combine training with on the job experiences
 - Assured a job with completion of training
- Offer training opportunities designed for K-12 to early education providers
 - 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 state wide
- Expand Granite Steps for Quality (with incentives tied to it), QRIS System (funding thru Federal CCDF Discretionary Funding, Rollover from Previous Plan into Traditional CCDF Plan, ARPAD - stable funds with augmented funds)
 - **To the family support (FRCQ designation) and health components of the system (promotion, incentives, etc.)**
 - Increase funding for incentives for staff/education
 - SB446
 - Marketing Campaign by Children's Trust (more PSAs, etc.)
- State credentialing, incentivized (increase funding)
- CTE educator programs - more focus on knowledge and evidence-based practice in education (multi-level)
 - More emphasis on individualized, age-appropriate instruction
 - Work-based learning opportunities for students interested in early childhood
 - Working with resources for high school students (VLACS)
- Experiential opportunities, internships, apprenticeships (paid)
 - Try before you buy as part of the interview process?
- Education gives workforce comfort and builds capacity to work with all children
 - **Requires that providers give workforce the support needed to participate in training**
 - Shared pool of qualified substitutes

II. Next Steps:

During today's meeting, the team discussed the initiatives to make sure that they were the ones the team wanted to recommend to the Council and decided to move forward with the proposed initiatives. The next step is for the team to review the strategy theme template documents for each objective at their next meeting.

III. Important Dates:

- August 24th, 8:30-10:30am: next meeting – <https://us02web.zoom.us/j/86239523552>
- September 6th, 10am-12pm: Subcommittee Meeting for strategic plan development
- September 7th, 8:30-10:30am: <https://us02web.zoom.us/j/83356781054>
- September 13th, 9-11am: Council for Thriving Children meeting (in-person)