



NH Early Childhood Strategy Team 2- Meeting 5 Notes
Strategic Theme 2: Early childhood workforce capacity and quality
September 7th, 2022 8:30-10:00am

GSG Facilitator: Christine Koehn

GSG Notetaker: Olivia Gunthert

Participants:

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| ❖ Katie Brissette | ❖ Kristi Hart |
| ❖ Amy Brooks | ❖ Marti Ilg |
| ❖ Jen Doris | ❖ Gene Patnode |

Summary of team purpose:

During today's meeting, the team will discuss the outcomes of yesterday's NH Strategic Plan for Early Childhood Subcommittee meeting. They will go over proposed changes to the template/initiative and discuss how to implement these changes.

I. Strategic Theme Template Discussion:

The team discussed two main changes proposed at the subcommittee meeting: adding examples of incentives and how to incorporate the challenge of low wages on the early childhood for this strategic theme.

Incentives Discourse

- When we talk about professional development, include a way to incentivize people to participate in PD such as stipends, tuition assistance → will add this to the template as an example
- Stipends for what: this word popped up in the meeting; what does this mean?
 - Get money for going to training
 - Go towards gas or child care
 - Help to be specific here
 - If it is an issue of work, it is illegal not to pay someone if it is required of their work; if choosing to go to training of their own volition, it is different
 - A lot of programs close for training days, so everyone receives it at same time/same day
- *Adding this to the template:* Paid training time, qualified pool of substitutes, adequate training time during the workday, bonus upon completion of all annual required training hours, tuition assistance, etc.

- To speak in more general terms, promote industry recognized credentialing and continued development
- Need to build cross-field cross training
- Still want people to continue and receive college credits

Wages Discourse

- Mention wages in the Theme 2 Templates as a challenge to recruit and retain; and, for theme 3, building an extra initiative focused on wages related to leveraging and sustaining new and existing funding long-term
- Interest in calling out the wage issue in particular for intro level folks
 - Conversation about whether this would go into our theme or another theme's team
 - Not just child care
 - Put it in our theme under increase workforce or theme 3 about investment
 - Wages for current workforce is just as important. Is that called out specifically?
- Large focus on pipeline and engaging young people as well as folks with a second career. Come in with very little education/experience. Need this and then have all those initiatives to help them advance if they so choose
- Wages across the board need to increase but there are so many different jobs in child care – some make a good living
- Way beyond just child care wages – early learning overall
- Make sure that we preface this whole plan by saying we are talking more broadly and defining the early childhood field more broadly beyond child care
 - Physical health, mental health, family support and so on
 - Need to add a bullet under important findings for implementation that says low wages are both an issue for recruiting to and maintain workers in the field
- Leveling playing field so everyone can earn a living wage
- Grants and incentives will go away → people have raised wages to get people to stay, but what happens with this money once it goes away? We have to think about a longer-term, sustainable strategy to keep wages as a livable range
 - Can't reduce someone's wage legally
 - How are we planning to sustain the wages over time?
 - Make sure we are focused on long term sustainable planning for wages within Theme 3
 - Don't know where money will be coming from in the future?

II. Next Steps:

Chris will send the updated template/info to the team to review based on today's conversation. The team discussed the next phases of the process, action planning and implementation.

III. Next Meeting:

- September 13th, 9-11am: Council for Thriving Children meeting (in-person)
- Upcoming sessions for families and early childhood stakeholders to provide feedback on New Hampshire's Early Childhood Strategic Plan:

- September 20th, 1-2:30pm @ The Family Resource Center at Gorham: 123 Main St #1, Gorham, NH 03581
- September 21st, 9:30-11am @ New Futures in Concord: 100 N Main St #400, Concord, NH 03301
- September 22nd, 6-7:30pm on Zoom: [Click here to register](#)
- Information for each session and a registration link for the virtual meetings can be found on the Council's website: <https://councilforthrivingchildren.org/meetings>