



Vital Communities ECE Initiative

Workforce and Program Models Workgroup

Monday, May 8, 2023

12:30-2:00 pm

Here are the [minutes](#) from the last meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/88144914668?pwd=VkJXWjQ3bVhhVUZLeFB2N2Z0YzRyUT09>

Meeting ID: 881 4491 4668

Passcode: 383671

### Vital Communities Early Childhood Initiative

**North Star:** The goal of the Early Childhood Education Initiative is to facilitate an increase in high-quality, accessible, and affordable early childhood education in the bi-state Upper Valley area.

### Agenda

- Introductions and Icebreaker
- Update from Amy Brooks- Progress on the workforce pipeline; status of the modular in Lebanon; update on RFP; summer plans
- Update from Shaun Mulholland
  - Progress with ECE facility
  - SB 221

- October-April Goal Review #2– Begin to draft goals for June 2023-August 2023 (See Below)
- Joanne will be attending the Corporate Council meeting to provide an update on the work of this initiative
- Other Business

Next meeting: Monday, May 22, 2023, 12:30 pm

## **Meeting Notes**

### **In Attendance**

Joanne Roberts  
 Anna Hubbard  
 Michael Bennett  
 Sunnie McPhetres  
 Shaun Mulholland

### **Progress on the workforce pipeline; status of the modular in Lebanon; update on RFP; summer plans**

**Joanne:** ECEA moving ahead with the training ideas

- Got through the first round for the RFP
- Focusing on summer plans
- Amy and Joanne to talk about how ECE can connect with local high schools
- Joanne met with the Hartford Area tech center to talk about the potential of a program to feed into training programs

### **Update from Shaun Mulholland**

- **Progress with ECE facility**
- **SB 221**

**Joanne:** Want to pitch to Shaun to talk about training programs in the new facility

- SB 221 has popped back up and there is a legislative ruling in early May

### **Joanne will be attending the Corporate Council meeting to provide an update on the work of this initiative**

Joanne and Sara K. are attending the VC Corporate Council meeting this week

- Background on the current status of ECE in the Upper Valley
- Workforce
- 6 key areas that Joanne Conroy and Rick Mills discussed

## North Stars

### Staff Retention and Recruitment Workgroup North Star:

- Identify, influence, and elevate strategies that promote bi-state sustainability and expansion of existing early education providers by supporting the retention and recruitment of early childhood educators, and promoting fair compensation and benefits.



### Facilities and Program Models Workgroup North Star:

- Identify, develop, and support strategies and models to reduce financial barriers such as operational costs, tax breaks, zoning requirements, etc. Connect early childhood educators to the networks providing business-related technical assistance and capital access to optimize their business operations, lower operation costs, and increase their capacity. Identify and support opportunities for cooperative procurement of services.



### Workforce and Program Models North Star:

- Identify, influence, develop, and evaluate strategies that promote bi-state sustainability supporting the retention and recruitment of early childhood educators. Connect early childhood educators to the networks providing business-related technical assistance and capital access to optimize their business operations, lower operation costs, and increase their capacity. Identify and support opportunities for cooperative procurement of services.

North Star - WHAT we want to achieve

Strategic Goals - HOW we want achieve it

## New Strategic Goals

1. Building public awareness of ECE as a profession
  2. Startup cost support
- Going to need to pick up the bridge between the two states after Let's Grow Kids sunsets
  - Should prepare for hearings late in the summer for SB 221 and the other items that were added on

## Former Strategic Goals (Blue text is progress to date as discussed in the last meeting)

### Staff Retention and Recruitment Strategic Goals

#### 1) Developing the Early Education Workforce

- a) Identify and support organizations and funding sources to develop a robust pipeline of new early childhood educators i.e., ECEA, Tech Centers, colleges, and middle/high schools. (Apprenticeships, mentorships, etc.)

We have made great strides in this area

- ECEA training program in Lebanon; expansion to Claremont and Henniker in Winter 2023
- HACTC conversation with ECEA and Lebanon High School ( Potential opportunity down the line for HACTC to offer a program/collaboration with Lebanon ECE where students earn credits/credentials during the day and HACTC Adult program in the evening.
- ECEA submitted RFP
- Conversation with Dartmouth College and Dartmouth-Health

- b) Update and maintain a bi-state inventory documenting innovative strategies and funding promoting early education workforce retention and recruitment.

**Document prepared by Alison Chisolm**

- c) Bring these concepts to the Advocacy Committee

We are doing this.

**2) Promoting Fair Compensation and Benefits**

- a) Consult with subject matter experts. Share accurate data and identify gaps focused on fair and equitable early childhood educator compensation and benefits and the inequity of marginalized populations in the Upper Valley.

Great strides in this area:

- ECEA and Kim Votta have done research in this area
- Couch Foundation and UNH
- LGK Rand report
- Impact of new centers on staffing levels
- Wages subcommittee of the Advisory Childcare Council Legislative Council
- Council for Thriving Children Strategic Plan 2023–2025
  - Untapped workforce people not in the college pipeline
  - Categorical eligibility
  - #1 barrier is access and cost of ECE for their own children

VT Early Child Care Education Legislation

S.56 2 An act relating to child care and early childhood education (Passed March 2023)

S.56 would increase access to quality child care services throughout Vermont, provide financial stability to child care programs, support and stabilize Vermont's child care workforce, address the workforce needs of Vermont employers. It would also create a Prekindergarten Education Study Committee to provide policy recommendations for how to improve and expand accessible, affordable and high-quality prekindergarten education.

NH

SB 466 (Passed June 2022)

This bill directs the department of health and human services, in consultation with the child care advisory council, to submit a plan to the governor, the speaker of the house, the senate president, and the governor's office for economic relief and recovery relative to fostering sustainable childcare opportunities within the state.

The Child Care for New Hampshire Working Families Act SB 237 (Pending Motion)

This bill modifies the child care scholarship program, establishes a child care workforce program and a regional fingerprinting support program, and makes appropriations for these programs, and for child caregiver supports, early childhood mental health support, and for early childhood education scholarships.

- b) Develop an inventory of Upper Valley compensation and benefits in other business sectors with similar or less pre-employment requirements.

VTAEYC have been working on what a wage scale/career ladder might look like compared to other fields- Reach out to Sharon Harrington to join one of our meetings to make sure we are all on the same page with this topic; Emilie T. would know where to find data

Carsey?  
Rand?

- c) Identify strategies to retain qualified educators
  - Part of the ECEA training program
  - NH 221- Senator Prentiss–August/September come to a meeting; testify at legislative meetings
  - Involve Advocacy committee members
- d) Bring these concepts to the Advocacy Committee  
We've been bringing these concepts to the Advocacy Workgroup.

**Facilities and Program Models Strategic Goals**

- Facilitate the development of an integrated network of business support organizations that can provide the necessary business-related technical assistance to existing providers to support early childhood educators to increase capacity, maximize revenue, and capture operating efficiencies.
- Joanne attended UVBA meeting and talked about the dire need for ECE
- Assistance with grant writing-proposal to assist Directors
- ECEA training program
- GOFFER-\$3M not sure where it is going
- Early Learning NH can provide support through the DHHS RFP if they get that funding; coordinate and align with the work of ECEA
- Dartmouth College & Dartmouth Health ECE proposed projects (Six Areas)
  - 1. Workforce
  - 2. Leadership Training
  - 3. Expand/renovate current center-based facilities
  - 4. Enable smaller center-based and home-based programs to thrive
  - 5. State Advocacy
- Develop a list of Vermont and NH grants and/or low-cost loans available for facility improvements and expansions. Add to the Vital Communities ECE Initiative website, ECEA, and other websites so the information is readily available.

ECEA has this information. Do not know if there is a shared link with VC.

- It would be great to have one person who can be the ‘go-to contact’; walk them through what they want, potential resources, what you can spend it on regarding facilities
- For many centers, their books might not be in order as well as they would like them to be
  - We had a person from Mascoma Bank attend the earlier sessions who said they would be willing to assist with that. We could loop them back in.
- Include NH and VT Community Loan funds have targeted capacity to do ECE lending with greater flexibility than banks
- The document the ECEA ended up with is program support so that would have to be a separate document
- Locate a contractor who can provide estimates for facility improvements to use as a resource.

We did look into this, but people were not ready to have site visits

- On hold.
- Develop a rubric to score applications for the City of Lebanon ECE concept

Complete

- Bring these concepts to the Advocacy Committee

[Complete](#)