

**Professional Development Advisory Council
Workforce Development and Pathways Committee Meeting
February 5, 2024 Meeting Minutes**

Christi Chadwick
Cindy Berrey
Danen Busch
Gail Nelson
Jacqueline Melendez

Julie Lindstrom
Kimberlee Hendricks
Lauri Morrison Frichtl
Lisa Downey

Lynn Burgett
Marie Donovan
Sara Beach
Tina Wiegel

Welcome – Christi Chadwick, Lauri Morrison Frichtl and Lynn Burgett welcomed members to the meeting.

Review of Minutes

- November 23, 2023
 - Cindy Berrey moved to accept the minutes.
 - Gail Nelson seconded the motion.
 - Minutes were approved.

PDAC Strategic Planning Phase X

- Committee members reviewed the current draft of the WDP Strategic Plan. (**see attachment A**)
 - The WDP Committee determined that Goal 1 and the goal in purple should be combined into a single goal.
 - More refinement is needed in combining Goal 1 and the goal in purple. This will continue at the next meeting.
- Overarching goals 1 through 3 are around recruitment, access, and technology to the field and not individual programs, and goals 4 and 5 are around retention/maintaining, innovative strategies, and professional growth.
 - Goal 4 is about identifying and sharing practices amongst the workforce to attract and retain the workforce.
 - Goal 5 is a more specific regarding workplace flex strategies that could attract new workers or retain workers and could be shared with the field.
- It was determined by the committee that Goal 5 would move under Goal 4 as an objective.
- A new Goal 5 was developed to continue to create systems of reciprocity.
- When putting together objectives and/or action steps the committee will be mindful that some directors might be hesitant to share their strategies for recruitment and retention.
- The committee will review the term workplace flex to broaden the scope, such as using the term “evolving strategies”, but additional terms should be reviewed.
- Beth Knight is convening an Ad Hoc on the ECE Level 1. This work could impact or replace objective 2 in purple.
- Below is how the goals and objectives were outlined at the end of the meeting on February 5th.

Goal 1. Improve workforce access based on current workforce/changing workforce needs and demographics Objectives:

1. Identify potential barriers to accessibility
2. Identify needed revisions/modifications that can be implemented to improve workforce access

3. Implement or test accessibility changes and collect feedback/data to evaluate

Goal Identify and address entry point challenges for workforce

Objectives:

- 1: Explore entry points that currently exist and identify successes and challenges
- 2: ~~Develop strategies to mediate challenges and improve design of entry level pathway(s)~~
 - a. ~~Map core (minimum) health and safety requirements for teacher assistant as entry point~~ {If the Level 1 Ad hoc work addresses this work.}
 - i. Align with existing resources
 - ii. Partner with Financial Supports if additional resources need to be allocated

Goal 2: Explore ways to use technology to expand workforce accessibility to various programs offered.

Objectives:

- 1: Research barriers that the workforce experiences regarding technology
- 2: Identify new technologies that may strengthen workforce accessibility and remove barriers
- 3: Identify trends in how technology is being used by different segments of the workforce and how we can incorporate into our programs (e.g. Mursion, GoReact, etc.)

Goal 3: Develop targeted communication and messaging tools that appeal to a diverse potential workforce

Objectives:

- 1: Simplify and streamline communication to early childhood educators
- 2: Map career pathways
- 3: Simplify system communication tools

Goal 4: Develop systems for identifying and sharing high quality practices and innovative models that strengthen and promote field flexibility and scaleup of successful models

Objectives:

1. Identify audiences that benefit from innovative practices (e.g. Program Directors, early childhood educators, P.D. Providers (faculty and trainers), PDAC, etc.)
2. Review and identify successful systems (state or national) for sharing innovations (e.g. peer learning, communities of practice, etc.)
 - a. Determine metrics for “success”
3. Implement and test systems for sharing best practices/innovations among various audiences
4. Identify innovative and evolving strategies that may appeal to diverse workforce members to help employers stabilize, develop and retain the workforce.
 - a. Identify most popular flexible workplace options (may be generational, cultural, etc.)
 - b. Review and identify programs/employers that have successfully expanded flexible work options for staff
 - c. Share innovative ways to incorporate flexibility within early childhood structures and practices

Goal 5: Continue to create systems of reciprocity around required qualifications and credentials to address needs.

Objectives:

1. Identify barriers
2. Inclusive of certifications and degrees from other geographic areas.

Will continue to revise the strategic plan at our next meeting in March.

Adjourn

Attachment A

Goal 1. Improve workforce access based on current workforce/changing workforce needs and demographics

Objectives:

4. Identify potential barriers to accessibility
5. Identify needed revisions/modifications that can be implemented to improve workforce access
6. Implement or test accessibility changes and collect feedback/data to evaluate

Goal Identify and address entry point challenges for workforce

Objectives:

- 1: Explore entry points that currently exist and identify successes and challenges
- 2: Develop strategies to mediate challenges and improve design of entry level pathway(s)
 - b. Map core (minimum) health and safety requirements for teacher assistant as entry point
 - i. Align with existing resources
 - ii. Partner with Financial Supports if additional resources need to be allocated
 - c. Create/map entry points for teachers that meet health and safety requirements and allow opportunities for innovative ways to grow/gain competencies and increase education

Goal 2: Explore ways to use technology to expand workforce accessibility to various programs offered.

Objectives:

- 1: Research barriers that the workforce experiences regarding technology
- 2: Identify new technologies that may strengthen workforce accessibility and remove barriers
- 3: Identify trends in how technology is being used by different segments of the workforce and how we can incorporate into our programs (e.g. Mursion, GoReact, etc.)

Need to look at how Gateways provides the access

How technology could support the work within classrooms

Note: Ensure PDAC overall has sufficient IT Experts moved to PDAC Steering goal/objectives

Goal 3: Develop targeted communication and messaging tools that appeal to a diverse potential workforce

Objectives:

- 1: Simplify and streamline communication to early childhood educators
- 2: Map career pathways
- 3: Simplify system communication tools

Potential:

The committee felt these two goals could be combined – will review again to keep together or separate.

Goal 4: Develop systems for identifying and sharing best practices and innovative models to strengthen and promote field flexibility and scaleup of successful models

Objectives:

1. Identify audiences that benefit from innovative practices (e.g. Program Directors, early childhood educators, P.D. Providers (faculty and trainers), PDAC, etc.)
2. Review and identify successful systems (state or national) for sharing innovations (e.g. peer learning, communities of practice, etc.)

- a. Determine metrics for “success”
3. Implement and test systems for sharing best practices/innovations among various audiences

Goal 5: Identify innovative workplace flex strategies that may appeal to diverse workforce members to help employers stabilize the workforce.

Objectives:

- 1: Identify most popular flexible workplace options (may be generational, cultural, etc.)
- 2: Review and identify programs/employers that have successfully expanded flexible work options for staff
- 3: Share and/or further develop innovative ways to incorporate flexibility within early childhood structures and practices

The committee will continue to revise the strategic plan at their meeting on March 18th.

Adjourn