



**PDAC Workforce Development and Pathways Committee
Meeting Minutes
November 28, 2023**

Christi Chadwick	Kimberlee Hendricks	Marie Donovan
Cindy Berrey	Lauri Morrison Frichtl	Pam Womack
Joni Scritchlow	Lisa Downey	Tina Wiegel
Julie Lindstrom	Lynn Burgett	

Christi Chadwick and Lauri Morrison Frichtl welcomed members to the Workforce Development and Pathways Committee Meeting.

Approval of Minutes

- August 22, 2023
 - Marie Donovan moved to accept the minutes.
 - Lynn Burgett seconded the motion.
 - Minutes accepted.
- WDP recommendation on JPDE was passed by Steering and PADC at Large and is now shared with IDHS.
- Background of the Strategic Plan X: The PDAC Steering Committee held a strategic planning retreat in September to examine the ECE field, current trends, workforce data, and potential state and federal initiatives in order begin planning the PDAC Strategic Plan X. This is a 3-year plan, but with potential changes due to IDHS goals.
- The Workforce Development and Pathways (WDP) Committee will review the potential goals and objectives brought forward during the Steering retreat. Not all goals and objectives need to be brought forward into the final plan. The Committee will prioritize the goals. The Committee will add any topics that would strengthen the WDP Committee section of the strategic plan.

Committee will combine goal 1 and 6 below into 1 cohesive goal with objectives

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 6: 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
 - i. Align with existing resources

- ii. Partner with Financial Supports if additional resources need to be allocated
- b. 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 2: Identify current professional development training needs based on field input (teachers, directors, current information gathering systems)**~~

~~**Objectives:**~~

- ~~a. Prioritize or rank all the identified training needs

 - ~~i. Identify those which are best taught through online (i-learning)~~~~
- ~~b. Establish timelines for development for the highest priority trainings for i-learning~~
- ~~c. Expand i-learning trainings offered to field~~

Removed as Beth Knight is holding an Ad Hoc to address this goal. Beth will report back findings to the committee.

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

Adjourn

