



Action Plan Work Group Summary

October 30, 2023

Attendees

Work Group 1 present: Missy Brown, Claire Davis, Mary Beth Long, Nicholas Mott, Edrica McDowell, Stephanie Caudle, Theresa Bush, Barbara Timmons, Katie Inman, and Lisa Skeate.

Work Group 2 present: Terance Henry, Misty Browning, Katie Inman, Pam Thrash, Lee Eklund, Missy Brown, Jennifer Parks, and Candy Lewis.

Agenda

1. Icebreaker.
2. Group Agreements.
3. Council Members reviewed the Action Plan and SMART Goals.
4. What are the anticipated risks/barriers to meeting goals?
 - a. **Work Group 1 Recommendation: We will expand on our CCR&R's current efforts to promote CCAP by partnering to distribute promotional materials; share information; and educate families, community stakeholders, and employers about the program, its eligibility criteria, and the changing policies that make the program more accessible to families.**
 - Consistent embedding of information.
 - Ensuring information is up to date and people know where to go to access it.
 - Focus on outreach to all. Do not assume or show bias for one's financial status.
 - b. **Work Group 2 Recommendation: We recommend locally that we work to increase quality by promoting and sharing information about the State's current workforce initiatives, educate the public about the need for more teachers, and advocate for increased public dollars that support adequate compensation.**
 - Money is not a motivator for everyone.
 - Work ethics and priorities have changed from generation to generation.
 - Qualified teachers do not always have a degree- pathways for teacher qualified besides college credit.
 - Workforce retention is not addressed.
5. What are some proposed solutions to the anticipated risks/barriers to meeting goals?



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 - Need a go-to contact person for all CCAP inquiries.
 - Access or develop a toolkit.
 - Make the process easy for them to embed into their daily routine (examples: HR orientation video clips, electronic newsletters, annual employee file updates, etc).
 - Power of Social Media.

 - b. **Workgroup 2 Recommendation: Work Group 2 Recommendation: We recommend locally that we work to increase quality by promoting and sharing information about the State's current workforce initiatives, educate the public about the need for more teachers, and advocate for increased public dollars that support adequate compensation.**
 - Find out what motivates and what is important (recognition, workplace culture, money, etc).
 - Educate ourselves.
 - Monthly employment resources.
 - Need immediate feedback.
 - Information about barriers and all pathways.
 - Willingness and ability to adapt.
 - Workplace culture education.
 - Prior learning assessments.
 - CDA programs acknowledging early childhood and allowing them to be teacher qualified out of high school.
 - Need to know as a caregiver, what is helpful for you to know. What steps do we take to make this easier for them.
6. What organizations/agencies are needed at the table to meet goals and implement the recommendation?
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- CASA.
 - PLAY/PI Program.
 - Local libraries in each county.
 - Arrowleaf.
 - School Districts.
 - Rural Health Inc.
 - Southern Seven Health Department.
 - Johnson County City Offices.
 - WLC Group.
 - Peterson Health Group.
 - Centerstone.
 - Head Start.
 - Southern Illinois Healthcare.
 - Aisin Manufacturing.
 - Bi-County Health.
 - The Empowerment Center.
 - Illinois Department of Children and Family Services.
 - Shawnee Health.
 - Christopher Rural Health.
 - Coca Cola.
 - Pepsi Cola.
 - Private Schools.
 - Franklin-Williamson PYD.
 - CFC#22 and 24.
 - Cornerstone Church.
 - Civic Groups.
 - Chamber of Commerce.
 - Radio Stations.
 - Southern Illinois Coalition for Children and Families.
 - SIU.
 - Illinois Department of Human Services.
 - Newspaper.
 - Marion Connections.
 - Social Media Groups.
- b. **Workgroup 2 Recommendation: Work Group 2 Recommendation: We recommend locally that we work to increase quality by promoting and sharing information about the State's current workforce initiatives, educate the public about the need for more teachers, and advocate for increased public dollars that support adequate compensation.**

Workforce Development Boards will pay for some expenses (WIOA funds).
Southern Illinois Coalition for Children and Families Workforce Committee.
John A. Logan Community College- Hillary Johnson.
High School Contacts.
Shawnee Community College.
Rend Lake Community College.
Southern Illinois University.
Chamber of Commerce Newsletters.
Interagency Communications.
John A. Logan Community College- Promise Program.



7. Is there anything in the SMART goals matrix that needs to be changed/updated based on this discussion?
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 - Changes to goal time frame for first goal from 3 months to 5 months.
 - ... and normalizing the process will occur.
 - Change terminal goal year from 2023-2024.

Before next meeting...

- Review questions 7, 8, and 9 before the next meeting.
- Next Meeting... November 13th 5:00-6:00 Work Group 1, 6:00-7:00 Work Group 2.