



Region 19 Workgroup #3 Meeting

Date & Time: November 17, 2023, 11:00 am – 1:00pm.

Recommendation: An appreciation for the value of the ECEC workforce that provides equitable wages, mental health support, and obtainable professional development. Intentional solutions to address workforce shortages and retain qualified staff.

Notes

Start Time 11:00am: Welcome (5 minutes).

Notes:

- Reviewed process for determining workgroup recommendation selection and meeting schedule.

Start Time 11:05am: SMART Goal Discussion: Developing Action Steps (75 minutes).

Notes:

- Participants were asked to consider and brainstorm SMART goals for the recommendation:
 - Encourage providers to explore the wisdom and feasibility of joining a union (SEIU).
 - Submit grant proposal to DuPage Foundation for mental health/substance misuse specific to ECEC workforce (support both workforce and with children in care).
 - Build community support for equitable investment in ECEC.
 - Research regulatory barriers and convene experts to identify solutions (partnerships with businesses and ECEC programs) and develop a campaign to overcome barriers.
 - Explore X (cost of high quality ECEC) – Y (cost to families/what they can afford) = Z (resulting lower pay for ECEC workforce and other funding needed to offset negative consequences).
 - Local efforts to recruit providers and ECEC workforce, with emphasis on younger employees and FCC.

Start Time 7:20pm: SMART Goals Discussion: Identifying Key Aspects (35 minutes).

Notes:

- Participants were asked to consider additional key aspects of each SMART goal by identifying potential partners, risks, challenges, and barriers.
- Potential partners included Tommy Robinson (at SEIU); NAFCC; YWCA (CCR&R);



DuPage Foundation; 708 Boards; MFS; DA ECC/Health Department; Chamber of Commerce offices: Key leaders in Region; Business leaders; Partner Communities (those who have implemented solutions); INCCRRA; colleges and high schools.

- Potential risks included child care staffed through other entities (i.e. faith communities) who don't qualify for unions or unemployment, may lose staff who go to centers to gain access to those benefits. This may limit the number of options for families.
- Potential challenges included those opposed to unions (political will); Not wanting to step on toes of 708 Boards already doing the work; Policies and DCFS regulations.
- Potential barriers included currently not enough money in the ECEC system to equitably pay staff; Will need a long-term funding model for sustainability; DCFS and YWCA and partners tried to establish a pool.

Start Time 12:55pm: Next Steps (5 minutes).

Notes:

- Spreadsheet of SMART goals and notes to be shared with members of the workgroup.
- Communication will be sent prior to the next meeting to narrow down specifics of SMART goals and action steps.

Next meeting:

Workgroup #3: Friday, December 15, 11:00 am to 1:00 pm

Full Action Council: No December meeting.

Full Family Council: No December meeting.