

## Child Care Recruitment & Retention Work Group

Early Childhood Recommendations Panel

Friday, August 20, 2021

10:10-11:00 am (estimated)

### 10:10-10:20 am – Welcome and Introductions

- Each work group will have recommended focus areas for the first 2-3 months of work that have been identified as current opportunities within the early childhood system and/or needs identified in the *All in for Kansas Kids* strategic plan.
- Panel leadership and facilitators have identified initial discussion questions for August meeting.
- We invite group members to bring related issues that they see in their work to the group for discussion.
- Each work group will have a facilitator, chair(s) and note taker. Additionally, content advisors who are not formal Panel members may be invited to participate.
  - Facilitator: Sara Gardner, KU-CPPR
  - Content advisor: Lisa Jeanneret – DCF, Jennifer Pishny – DCF
  - Chair: If interested, please contact Debbie Deere by August 31.
  - Note taker: If interested, please contact Debbie Deere by August 31. Is anyone willing to take notes and provide a brief report out to the group for today's meeting?

### 10:20-10:30 am – Existing and Ongoing Efforts

- Overview of existing child care recruitment and retention efforts
  - Governance efforts
    - CCSIT recommendations related to licensing and surveyor supports
    - WFDAG efforts related to equity, diversity, and inclusion
  - PDG-funded efforts
    - PDG Subgrants
    - Child Care Provider Experience Mapping <https://kschildrenscabinet.org/all-in-for-kansas-kids/child-care-provider-experiences/>
    - WF registry
  - Relief-funded efforts
    - Sustainability Grants
    - Other plans?
  - Local efforts – ex. Finney County Economic Development Boot Camp
- Review Strategic Plan Audit, invitation to make edits - [https://airtable.com/invite/l?inviteId=invic1Cuj1Up0U4hY&inviteToken=68a41e88c5e49754dfe8a857dc88642de1d7075c9b5c2647eddd162afe95dda1&utm\\_source=email](https://airtable.com/invite/l?inviteId=invic1Cuj1Up0U4hY&inviteToken=68a41e88c5e49754dfe8a857dc88642de1d7075c9b5c2647eddd162afe95dda1&utm_source=email)

**10:30 – 10:55 am – Group Discussion** - We will begin discussion during August meeting and continue in September if needed.

- **Focus Area 1 – Documenting recruitment and retention challenges (6.1.5)**
  - RECRUITMENT: What are specific barriers for recruiting new child care providers?
    - Challenges to recruit new providers (owners, centers)
    - Challenges to recruit child care professionals
    - What are efforts to retain that you dislike or find ineffective?
  - RETENTION: What are specific barriers for retaining existing child care providers?
    - Challenges to retain providers (owners, centers)
    - Challenges to retain child care professionals
    - What are efforts to retain that you dislike or find ineffective?
  
- **Focus Area 2 – How to Address Documented Challenges** - Build plans around documented challenges. Things to consider in planning:
  - What are short-term solutions, and elements needed for these solutions?
  - What are long-term solutions, and elements needed for these solutions?
  - What is being done or explored now that should be continued or invested in more broadly?
  - What are uniquely rural solutions?
  - What are uniquely urban or semi-urban solutions?
  - What are systemic changes at the state level?
  - What are the different players and roles needed for the solution? (ex. funder, champion, trainer, licensing expert, parent/family outreach, system-level committee or governance, etc.)
  
- **Focus Area 3 – Solution Design/Toolkit**
  - Is it possible to design a community-level toolkit to help communities address child care recruitment and retention challenges at a local level – either for short-term/emergency OR long-term needs?

**10:55-11:00 Next Steps for September**

- Continue the discussion
- Identify goals for the group (suggestions to consider):
  - Develop a recommendation to elevate to full Panel
  - Develop a comprehensive plan to address a specific need
  - Develop a plan to enhance or add to existing programs