



## Attendees

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Hanan Osman, Beth Riedeman, Joslyn Sullivan, Angela Tomlin, Merry Juerling, Kyra Rogers, Dianna Wallace, Mike Tinsley, Amanda Lopez, Sara Anderson, Margaret Smith; *On the phone*: Pat Clark, Melissa Wall, Marilyn Mayhew, Becky Carothers

## Key Topics Discussed

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### A. Updates

1. ELAC
  - a. The [Indiana Early Learning Summit](#), planned for the target audiences of business and policy leaders, is scheduled for October 16<sup>th</sup> in Indianapolis.
    - i. The Summit planning team is currently accepting nominations for Community Early Learning Champion Awards
      1. Submit nominations here:  
[https://docs.google.com/forms/d/e/1FAIpQLSe3zBiKICVw4tXatJgUAZ7zhfjetHXlJhw8-LqPTRa\\_AHS\\_g/viewform](https://docs.google.com/forms/d/e/1FAIpQLSe3zBiKICVw4tXatJgUAZ7zhfjetHXlJhw8-LqPTRa_AHS_g/viewform)
  - b. The September committee meeting was cancelled
2. National and Local News
  - a. OECOSL has announced a second round of the Early Childhood Capacity Building grant opportunity. Applications are due by Friday, October 5<sup>th</sup>. Find more information [here](#).
  - b. Applications are being accepted for the [Family Engagement Prize](#) through the end of the month.
  - c. Angie shared that she is currently conducting research with [Faith In Indiana](#) around the affect parental incarceration has on young preschool-aged children.
  - d. There are several upcoming local conference opportunities:
    - i. [The Indiana Early Childhood Higher Education Summit](#) is scheduled for September 21<sup>st</sup> at the Ivy Tech Conference Center.
    - ii. The [Statewide Partnership Conference](#) is scheduled for September 24<sup>th</sup> and 25<sup>th</sup>.
    - iii. [Bright Beginnings: Supporting Early Childhood Mental Health](#) conference is scheduled for November 17.
    - iv. [Facing the Crisis-Gaining Understanding of the Challenges of Drug Addiction and Families](#) conference is scheduled for September 20<sup>th</sup> and 21<sup>st</sup>.
    - v. Additional local conference's and meetings can be found on [IAEYC's website](#).



- e. In light of the many professional development opportunities this month, the workgroup discussed the need for more intermediate- and advanced-level training opportunities. Additionally, many programs are embedding bachelor level training and education into their workplace by supporting employee's educational attainment. Technical trainings (i.e. safe sleep, etc.) are still needed, and many need to be conducted in person. There is a shortage of instructors for many of these trainings. Capacity for trainings and professional development needs to be assessed.

## B. 2018 Work Group Priorities

1. Recruitment and retention of the workforce:
  - a. Qualitative study – Update and next steps
    - i. High level themes from the workgroup's qualitative interview study will be summarized in the annual report.
  - b. Quantitative study- MPH data request update
    - i. The workgroup reviewed the matrix of what was requested and what was actually received.
    - ii. The workgroup suggested that it would be helpful to look at the following data points, by year:
      1. Number enrolled in the early childhood education (ECE) career technical education (CTE) program.
      2. Number that took the Pre-PAC.
      3. Number that moved on to higher ed.
      4. Where they ended up in the workforce (ECE, retail, hospitality, etc.)
    - iii. The workgroup recommended that this data be included in the annual report, at least as a high level summary.
2. Annual Report: Special focus on the ECE workforce
  - a. Reviewed workforce dashboard draft
    - i. General messaging suggestions:
      1. The report should compare the data collected to other reports and the work this workgroup has done in the past. The annual report will include trend data, when available.
      2. It is important to put all the data in context. The narrative needs to be consistent.
        - a. Include narrative when data sources overlap and there may be duplicates.



3. The report will aim to dispel myths around the ECE field.
  4. The report will spotlight successes in the ECE workforce (ex. Head Start, TEACH).
    - a. Investments have been made in the educational achievement of the workforce. A call out box would be appropriate to acknowledge this investment.
  5. Indiana needs to expand the workforce for ECE. This need should be connected to business growth and economic impact.
  6. High level themes from the workgroup's qualitative interview study will be summarized.
- ii. Specific data edits:
1. In the chart titled "Indiana Graduates by Education Degree 2016-2017", limit ECE majors to those Hanan shared.
  2. Possibly break down race and ethnicity by quality level.
  3. "Workforce by Program Type" and "Workforce by Caregiver Type" don't seem to have much significance. These can be removed.
  4. Head Start PIR data: Did we meet or exceed the federal requirement? Double check the accuracy of the data and compare to this requirement.

### Action Items

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A subcommittee of the Workforce and PD workgroup will meet at the beginning of October to review the updated workforce data and assist with reviewing/drafting the narrative of the workforce section of the report. This may also be done via email or video call. TCG staff will discuss internally and update the workgroup members on the timeline of when the data will be ready.

### Next Meeting

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The full workgroup will not meet in October.

November 8, 2018 1:00-3:00 pm, **Location to Be Determined**