



Early Childhood Workforce Development Subcommittee Meeting

April 2, 2024

Housekeeping

Welcome!

- We are recording
- Please mute yourself to reduce feedback
- Add comments/indicate you would like to speak by using the chat box
- New member? Introduce yourself in the chat - name, organization, role

Welcome New Members and Collaborators!

Resources to Check Out:

- [ECWD Charter \(2024\)](#)
- [Comprehensive Early Childhood Workforce Plan \(published 2024\)](#)
- [2021, 2022, 2023, and 2024 ECWD Priorities](#)
- [EC Workforce 2020 Plan \(published 2017\)](#)
 - [EC Workforce 2020 Plan Mapping](#)
 - [Livebinder](#)
- [Talent Equity Agenda](#)
- [CDEC and UPK Plans](#)





Colorado's State Advisory Council for Early Childhood

ECWD Subcommittee – Meeting Agenda

VISION- Colorado's professional development system ensures positive outcomes for young children birth through age eight and their families by recruiting, preparing, and supporting highly-effective, caring, and diverse professionals, with a specific focus on race and ethnicity, in a variety of early childhood settings. Colorado's professional development system is accountable, innovative, accessible, inclusive, aligned, well-financed, and collaborative.

- **Welcome, Introductions, Approval of Minutes**
- **Update: Home Visiting Investment Task Force**
- **Update: Infant and Early Childhood Mental Health Advisory Group**
- **Update: Early Intervention Workforce Work Group**

- **Update: Comprehensive EC Workforce Plan - so what's next?**
- **Input: Comprehensive Early Childhood Workforce Plan Work Group Planning - Breakouts and Share Outs**
- **Public Comment and Wrap Up**

Co-Chairs

Joyce Johnson

Erin Ulric

Christy Scott

Ceanne Coleman

Angela Ben-Zekry

Angela Ben-Zekry

Co-Chairs

Approval of Minutes

First Order of Business

- Review and approve February 2024 Meeting Minutes

Next Steps

- Somebody make a motion to approve
- Somebody second the motion
- All attendees vote to approve

Update: Home Visiting Investment Task Force Workforce Focus

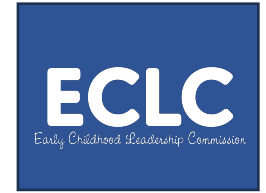
Speaker: Joyce Johnson, CDEC

- **Comprehensive Workforce Plan Primer: Home Visiting**
- **Objective: Hear about other early childhood industry working groups**



Home Visiting

Home Visiting Investment Task Force



History- The Home Visiting Investment Task Force was approved by the ECLC on April 23, 2020

Membership- 35 members

Work Groups- 4 work groups developed:

Availability, Collaboration, and Innovation

Financing and Funding

Qualified Workforce

Outreach and Advocacy

- Support the development of the home visiting apprenticeship model
- Home visiting and ECE workforce qualifications alignment planning
- Learn about benefits options and new policies in Colorado (Colorado Secure Savings Program, FAMLI, etc.) and their applicability to home visitors
- Support idea generation for PDG implementation grant proposal

Qualified Workforce Work Group 2024 Priorities

Update: Infant and Early Childhood Mental Health Advisory Group's Workforce Focus

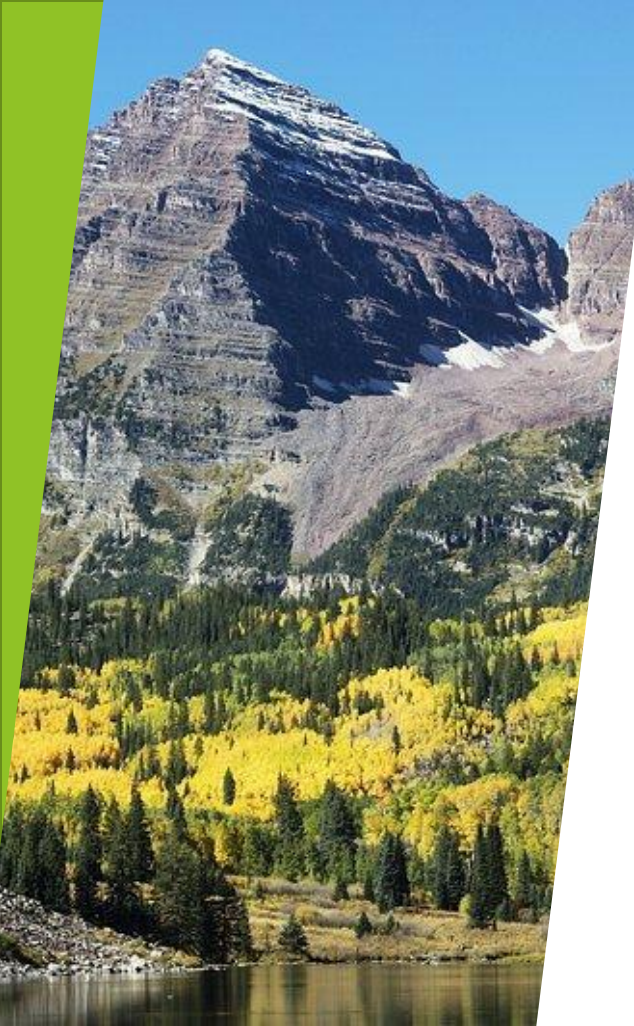
Speaker: Erin Ulric, Government Performance Solutions

- **Comprehensive Workforce Plan Primer: ECMH**
- **Objective: Hear about other early childhood industry working groups**



IECMH Advisory Council Workforce Strategy Development

April 2, 2024

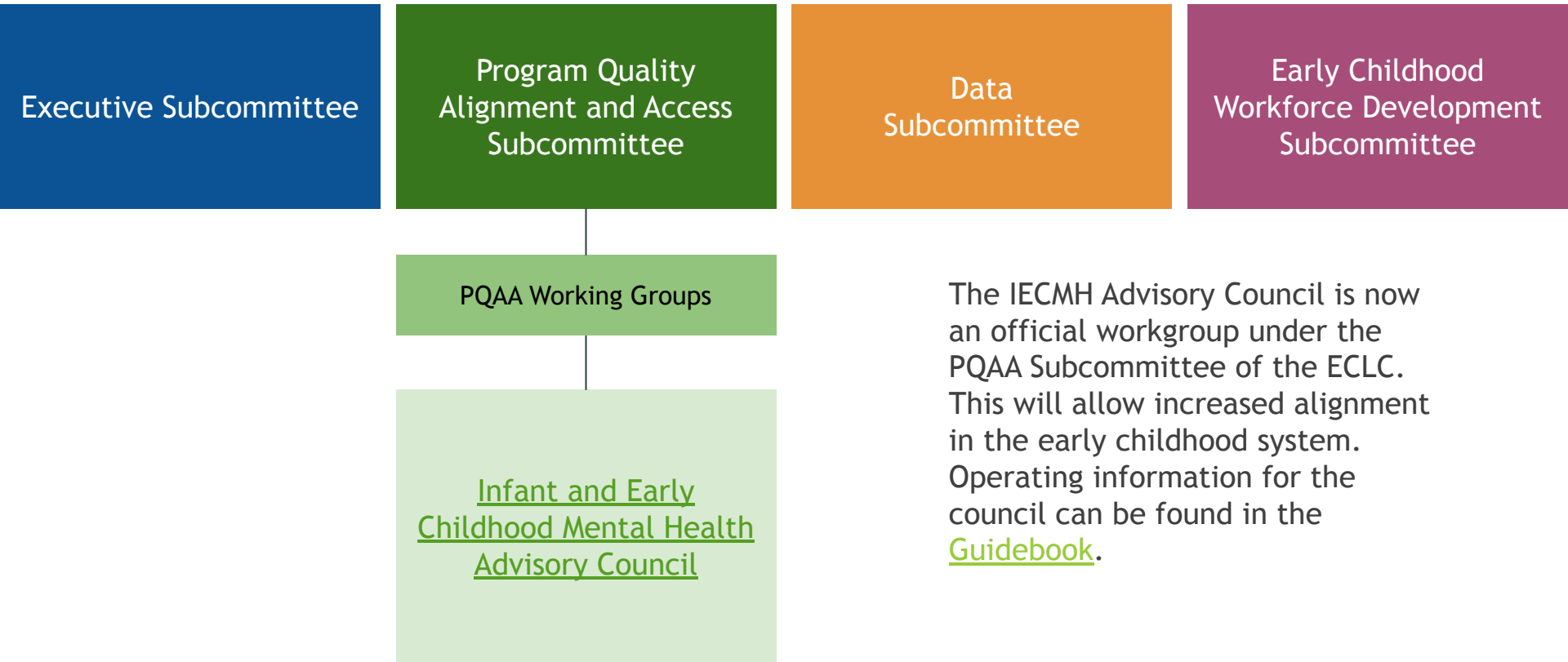


Our Shared Purpose

The IECMH Advisory Council is a collaborative of partners leveraging their expertise and experience to guide the ongoing development and implementation of a robust, equitable, accessible continuum of mental health services and supports in Colorado, from promotion and prevention to intervention and treatment for expecting and pregnant persons, infants and young children through age 5 and their families and communities.

The Council will make recommendations to improve the perinatal, infant, and early childhood system of care and continuum of care, including policy, workforce, capacity, strategy, and sustainable funding approaches.

Early Childhood Leadership Commission



The IECMH Advisory Council is now an official workgroup under the PQAA Subcommittee of the ECLC. This will allow increased alignment in the early childhood system. Operating information for the council can be found in the [Guidebook](#).

Opportunities for 2024 Advisory Council Meetings

GPS reviewed inputs from the Advisory Council meetings to create a list of opportunities for the Council to work on in 2024. The list was bucketed into three different categories based on the type of activity and the Steering Committee discussed high priority items for 2024 at our November and December meetings. These three buckets include:

Learning Opportunities

- BHA/State Plans
- EPSDT
- Career Pipelines
- Black Mamas Circle

Advocacy & Recommendations

- Inclusion of IECMH in EC and MH plans
- Recruitment and Retention
- Maternal Mortality Prevention

Projects

- Shared Definitions
- Strategic Plan
- Workforce
- Funding

Project Approach

The IECMH Advisory Council is working on four projects of varying size: shared definitions and messaging, strategic planning, and deep dives into workforce and funding.

The Plan:

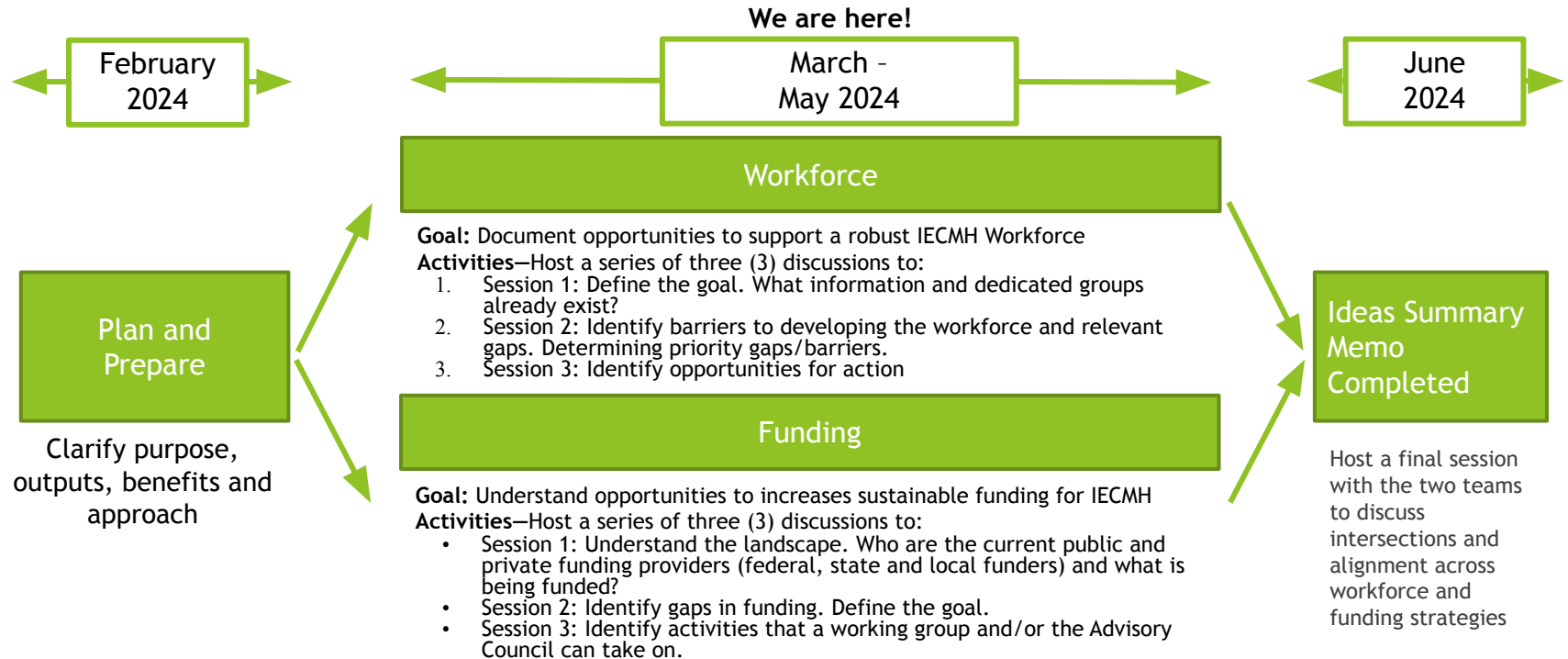
- Shared messaging: Hire a contractor to work closely with the IECMH Advisory to align on shared definitions, messaging, and develop an identity to support this group's self-identified/shared purpose and larger impact.
- Strategic Planning: Hire a contractor to facilitate a strategic planning process with the IECMH Advisory.
- Workforce and Funding: GPS to facilitate a series of preliminary discussions on each topic to support the upcoming strategic planning project.

The Timeline:

Project Description	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>Aug</i>	<i>Sep</i>	<i>Oct</i>	<i>Nov</i>	<i>Dec</i>
Shared Definitions and Messaging	Green	Green	Green	Green	Green	Green			
Strategic Planning			Red	Red	Red	Red	Red	Red	Red
Workforce Discussions	Yellow	Yellow	Yellow						
Funding Discussions	Blue	Blue	Blue						

Workforce and Funding Approach

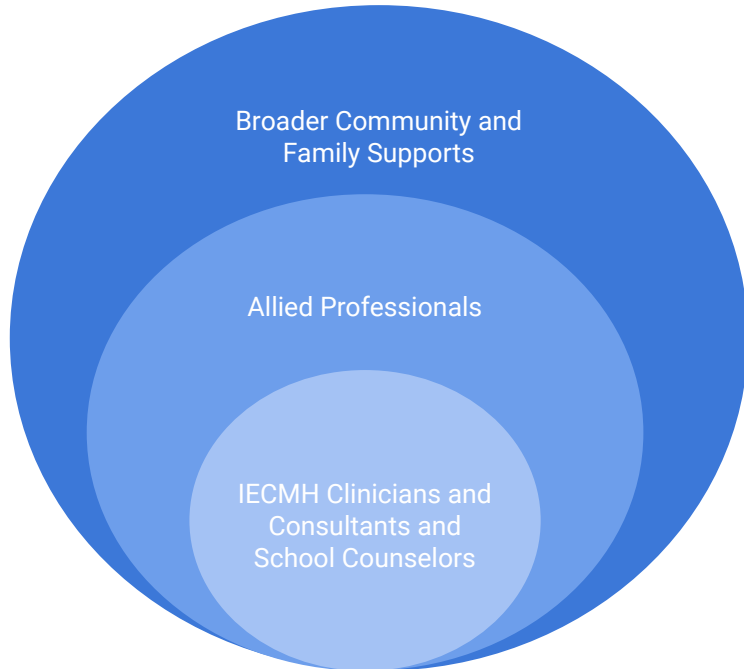
We will follow a disciplined process to carry out a series of discussion to identify opportunities related to workforce development and funding the IECMH System.



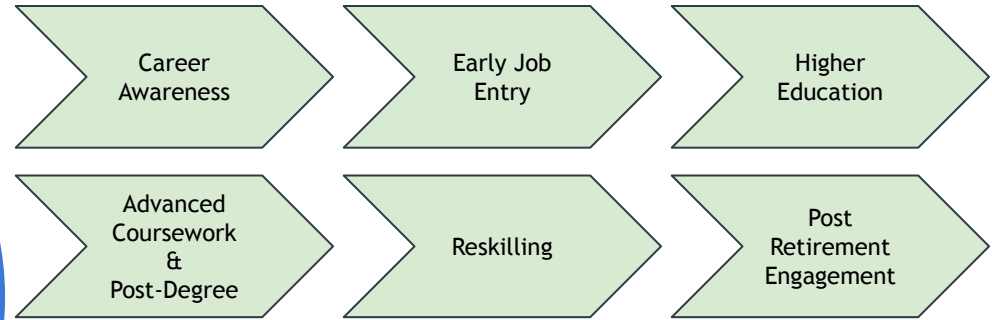
IECMH Workforce Goal and Framework

Goal: To strengthen the IECMH workforce to ensure that high quality IECMH services and supports are available to families with children 0-5 years of age.

Who is the workforce?



When do we engage them?



The workforce discussions will generate what the Council can do together, with the how being the result of the strategic planning process

Next Steps

- GPS to facilitation workforce discussions between now and June
- CDEC to hire a strategic planning contractor who will work with the council to build on the opportunities from the workforce discussions



Government Performance Solutions, Inc. (GPS)

Erin Ulric

erin@governmentperformance.us

720.248.5398

Laura Sigrist

laura@governmentperformance.us

720.474.7291

Update: Early Intervention Workforce Work Group

Speaker: Christy Scott and Ceanne Coleman,
CDEC - Early Intervention Colorado

- **Comprehensive Workforce Plan Primer: Early Intervention**
- **Objective: Hear about other early childhood industry working groups**



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Workforce Development Committee Update

Christy Scott Early Intervention Unit Manager
Ceanne Coleman Early Intervention Workforce Administrator
April 2, 2023



Early Intervention Workforce Investment Committee
Decision Items Review
Travel and Mileage Update
Long-term Recruitment and Retention Strategy
Early Intervention Retention Bonus



Agenda



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Early Intervention Workforce Investment Committee

The Colorado Department of Early Childhood (CDEC), Early Intervention (EI) Colorado, is committed to investing in the EI workforce to improve retention and recruitment of professionals in the field, address inequities in compensation, develop new pathways into the field, and explore additional strategies to address the workforce capacity struggles in EI. Gathering diverse stakeholder feedback on the best way to invest funds into the early intervention workforce is critical and an EI Workforce Investment Committee, comprised of 19 members, was created to make recommendations to the department.



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Decision Review



Decision 1 Review

1. A 3% across-the-board provider rate increase, funded by state general fund already approved in the state budget, for both service coordinators and direct service providers that are employed by local EI programs under contract with CDEC, and subcontracted direct service providers. Note: This common policy increase is applied to the CDEC contract as the vendor chooses yet was added as part of the CDEC EI Workforce Retention Plan to allow for the pay of staff increases effective July 1.
2. An additional 3% increase, through Workforce Investment funding, for service coordinators and direct service providers that are employed by local EI programs under contract with CDEC.
3. A \$30 per session stipend for subcontracted providers that are billing Medicaid for a speech and/or language session for helping to support the monitoring of IFSP outcomes.

*Items are effective as of July 1, 2023.



Decision 2 Review

Item 1. Reimbursement of subcontracted providers for scheduled visits or IFSPs where the family cancels or does not show less than 24 hours from the scheduled visit.

Policy

- A no-show reimbursement policy to be standardized across the state
- Reimbursement to be one unit per no-show (when a family cancels less than 24 hours before the visit)
- Up to 2 no-shows for scheduled IFSP
- Up to 4 no-shows for scheduled visits in a six-month period. Opportunity to review circumstances when number exceeds 4 no-shows in the six-month period. Per provider, per IFSP
- Billing a no-show cannot prohibit rescheduling with a family



Decision 2 Review

Item 2. Early Intervention 15-hour module training &

Item 3. Ongoing recruitment and retention improvement strategy

Policy

- ❑ Item 2. New subcontracted providers will be reimbursed \$250 after completion of the 15-hour module training &
- ❑ Item 3. Six months after completion of the 15-hour module training, new subcontracted providers can receive an additional \$250 upon submission of a retention/recruitment feedback survey for evaluative information



Decision 2 Review

Item 4. Increase for geographic areas with the lowest contracted provider rates and service coordinator salaries

Policy

- ❑ Early Intervention Colorado will strive to bring all Service Coordinators up to \$42,000 annual salary and subcontracted service providers up to a rate of at least \$100/hr
- ❑ Geographic regions that have the greatest disparity in salaries for service coordinators, and the 6% increase did not bring them up to \$40,000-\$42,000/year will be increased to get them as close to possible given the resources available
- ❑ All Early Intervention Service Brokers should be increasing subcontracted service providers to a rate of at least \$100/hour



Decision 2 Review

Item 5. Travel policy to reimburse provider mileage following Department of Labor guidance on what is allowable and policy requirements

Policy

- Early Intervention programs will implement a policy that allows for reimbursing subcontracted providers for mileage

Guidance on Best Practices

- EI programs will be allowed options for reimbursement
- Band strategy
- Stipend
- Mileage Rate
- Travel Policy Workgroup continues to meet to develop strategies for consistency and address travel time
- Implementation of policy will be evaluated to support movement towards consistency/standardization



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Travel/Mileage Policy Update



Travel/Mileage Policy Update

- Secured facilitator
- Ongoing monthly meetings
- Goal to have a policy in place to implement by July 1, 2024
- Town Hall meeting scheduled on April 23, 2024 12 - 1 pm
- Town Hall meeting scheduled on May 2, 2024 5 -6 pm



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Long-term recruitment and retention strategies



Teaming Workgroup Created

During listening sessions and surveys from the field, teaming and utilizing a primary provider were repeatedly identified as strongly desired and needed for providers in the field.

El Colorado formed a subcommittee workgroup to inform and assist in developing and implementing long-term strategies identified by the EI Workforce Investment Committee, specifically focusing teaming and utilizing a primary provider for service provision. During listening sessions and surveys from the field, teaming and utilizing a primary provider were repeatedly identified as strongly desired and needed for providers in the field.

- ❑ The workgroup consists of 14 EI professionals across the state including: service coordinators, employed and subcontracted employees, small business owners, and Early Intervention Coordinators with experience and training in teaming and primary provider service provision.



Teaming Workgroup Update

Workgroup Activities completed

- ❑ Identified challenges and solutions to using a primary service provider (PSP) approach to teaming in Colorado
- ❑ Reviewed research from other states using a PSP approach to teaming
- ❑ Shared barriers identified by other states
- ❑ Discussed options and ideas Colorado could consider to identified barriers
- ❑ Shared national training and consultation research
- ❑ Selected national trainer, Barbara Grant Bonetta, an experienced consultant who worked with both Virginia and Washington DC to train and implement teaming and primary provider service provision state wide
- ❑ Co-created operational definitions that os the foundation of the Early Intervention Colorado specific teaming and primary provider model
- ❑ Named the workgroup TEAM EI Colorado
- ❑ T: Transdisciplinary E:Equitable A:Accessible M: Model



TEAM EI Colorado Next Steps

- ❑ Communicate TEAM EI Colorado initiative, training and implementation timeline with the leaders and field of EI professionals
- ❑ Send readiness survey to the leaders and field of EI professionals
- ❑ Select initial cohort and adopters of TEAM EI Colorado
- ❑ Begin training and implementation of TEAM EI Colorado with Cohort 1
- ❑ Work closely with Cohort 1 to adjust processes with feedback during implementation
- ❑ Continue the training and implementation with Cohorts 2, 3, and 4
- ❑ Full implementation across the State by Spring 2027



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Retention Bonus Review



CDEC committed to a 2023 distribution of \$4 million through retention bonuses. By December 1, 2023, 1,157 bonuses were paid directly to service coordinators and service providers ranging from \$3,000, to \$5,000 depending on years of service in the field.

- ❑ El Colorado is in the process of developing a survey to evaluate the impact of the retention bonus to be completed by June 30th 2024



Questions



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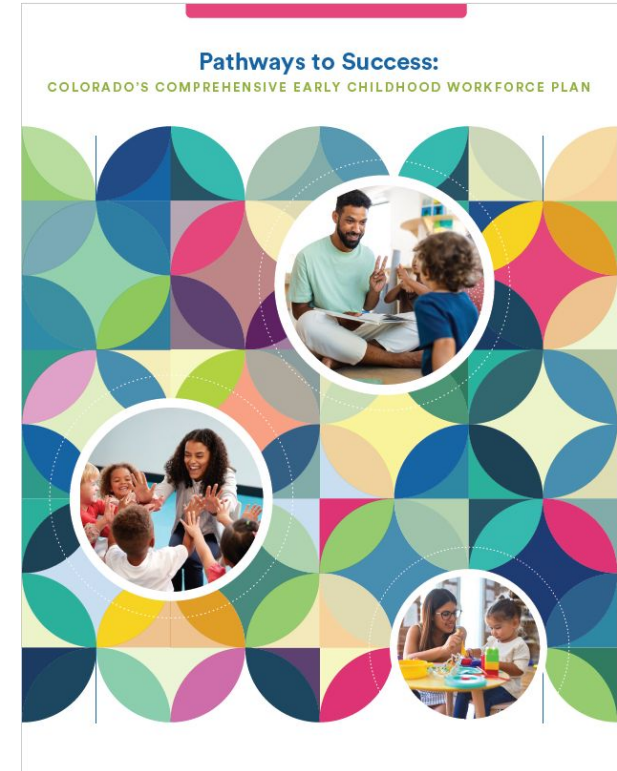
Thank you!



Comprehensive Early Childhood Workforce Plan - so what happens now?

Speaker: Angela Ben-Zekry

- **EC Workforce 2020 Plan Goal: All**
- **Objective: ECWD needs to brainstorm how we will operationalize the plan in line with our priority areas for 2024.**



From February: Why ECLC Endorsement?

- The Early Childhood Leadership Commission is [Colorado](#)'s federally-mandated [state advisory group](#) on early childhood
- ECLC was statutorily required to consult on the creation of the Workforce Plan ([HB22-1295](#))
- An endorsement means that the ECLC recognizes this plan as the guiding strategic document for early childhood workforce development and is committed to supporting its advancement

Create a Work Plan for ECWD

- All Subcommittees of the ECLC are now creating annual work plans
 - Map of what we want to cover at upcoming meetings
 - Map of what working groups will accomplish in the next year
- Must work toward achieving the Subcommittee goals/priorities

2024 ECWD Priorities - ECLC Annual Report



Finalize
Statewide
Comprehensive
Early Childhood
Workforce Plan

- Prioritize strategies from Plan for ECWD to advance
- Create implementation plan

Develop an
outcome map for
priority strategies
and work with
ECLC Data
Subcommittee to
monitor progress

Create
infrastructure to
collect information
on state and local
level investments
toward outcomes in
the Comprehensive
Early Childhood
Workforce Plan.

Advocate for
innovative policy
strategies and
funding needed to
advance the
Comprehensive
Early Childhood
Workforce Plan

***Reference: [2021, 2022, 2023, and 2024 ECWD Priorities](#)

Coming Soon: ECWD Working Group!

- Facilitated working group
 - Funded by EEIC Compensation Capacity Building Grant introduced at [April meeting](#)
- Plan: Meetings **OUTSIDE** regularly scheduled ECWD scheduled meetings
 - ECWD schedule: First Tuesday of the month, every other month
 - Work Group: Likely monthly meetings, TBD

Next Steps: Operationalize Comprehensive Early Childhood Workforce Plan

- Break down high level concepts into specific strategies
- Determine what outputs we want from the ECWD and its working group
- Determine what/how we want to monitor additional strategies

Input: Comprehensive Early Childhood Workforce Plan Work Group Planning - Breakouts and Share Outs

Speaker: Angela Ben-Zekry

- **Comprehensive Workforce Plan: All**
- **Objective: Planning how we will operationalize the new Comprehensive Early Childhood Workforce Plan. Advise on creation of EEIC Advisory Group**

Activity By Anchor Theme Section

1. What strategies or recommendations are missing from this section?
2. What topics should the ECWD working group prioritize from this list for direct action?
3. What are some deliverables that could be created on these priority topics?
4. How could the ECWD monitor the other state and local actions related to recommendations that won't receive direct ECWD action?
5. What partners do we need to engage to achieve the output goal? Include specific topics we need to engage them on?
6. What structures, presentations, activities, etc. will support the Subcommittee to achieve this goal?
7. Anything else to add?

SHARE OUT

1. What strategies or recommendations are missing from this section?
2. What topics should the ECWD working group prioritize from this list for direct action?
3. What are some deliverables that could be created on these priority topics?
4. How could the ECWD monitor the other state and local actions related to recommendations that won't receive direct ECWD action?
5. What partners do we need to engage to achieve the output goal? Include specific topics we need to engage them on?
6. What structures, presentations, activities, etc. will support the Subcommittee to achieve this goal?
7. Anything else to add?

Public Comment

Educator Loan Forgiveness

Overview

Angela Ben-Zekry
Strategy and System Leadership Unit Manager
Division of Early Childhood Workforce



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What?

- One-Time \$5,000 loan repayment award paid directly to the federal loan servicer
 - Payment would occur for full amount in June 2024
- Must have federal student loans
- Approximately 450+ awards planned
- Cannot be a current recipient of CDHE/CDEC educator loan forgiveness program (original educator, temporary educator, or previous rounds of the ECE educator).





Who is eligible?

First priority:

- Employed **full-time** ECE educators, FCC providers, directors, and support staff
 - Including public school-based preschool teachers/paraprofessionals, Early Childhood Special Educators

If funds remain:

- Coaches/QI navigators/trainers/FCCH Navigator
- ECC staff/LCO staff/CCR&R staff
- Home visiting, ECMH, Early Intervention, Child Care Health Consultants

Excluded:

- Elementary principals, k-12 teachers, child care licensing and state staff



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How?

Colorado ECE Educator Loan Forgiveness program

<https://www.surveymonkey.com/r/ECEEducatorLoanForgive>

To complete the application you will need to submit this [employee verification form](#) that has been signed by your employer

DEADLINE:

- CDHE will be accepting applications until **April 15, 2024**
- Applicants will be notified at the end of April or early May whether they were awarded.
- Please share with your networks!



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Questions?

Contact:

ECEEducatorFunding@dhe.state.co.us



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Public Comment

Evaluation and Additional ECWD Info

- [Evaluation Link](#)
- **Upcoming Meetings from 1-3pm**
 - June 4, 2024
 - August 6, 2024
 - October 1, 2024
 - December 3, 2024

Thank you!

Diana Schaack	University of Colorado Denver	DIANA.SCHAACK@ucdenver.edu
Heather Craiglow	Department of Early Childhood	heather.craiglow@state.co.us
Jennifer O'Brien	Department of Education	Obrien_jennifer@cde.state.co.us
Paula Smith	Clayton Early Learning	psmith@claytonearlylearning.org
Angela Ben-Zekry	Department of Early Childhood	Angela.ben-zekry@state.co.us