

# Workforce Development & Professional Development Workgroup

## Merced County Local Child Care and Development Planning Council

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### Workgroup Charge

Name: Workforce Development & Professional Development Workgroup

Parent Body: Merced County Local Child Care and Development Planning Council (LPC)

### Purpose

The Workforce Development & Professional Development Workgroup works to build, sustain, and support a highly skilled and diverse ELC workforce in Merced County. The group advances fair compensation, diversity, professional growth, and retention through advocacy, training, and expanded career pathways.

### Scope of Work

- Conduct campaigns to recognize and advocate for the value of ELC professionals.
- Advocate for wage increases, benefits, and funding for true cost of care.
- Promote diversity, equity, and inclusion (DEI) through outreach, training, and awareness.
- Expand shared training opportunities, inclusive practices, and mentorship.
- Develop substitute teacher pool and training programs to support workforce flexibility.
- Strengthen higher education pipelines for ELC degrees, permits, and credentials.

### Membership

LPC members, sub-committee appointees, and partners including Merced College, UC Merced, WorkNet, UDW, Workforce Development Board, MCOE, First 5, CVRC, CPIN, city and county officials, and ELC providers.

### Responsibilities

- Attend monthly meetings and engage in planning/advocacy efforts.
- Share workforce and training perspectives from respective organizations.
- Support campaigns, trainings, and pipeline development initiatives.
- Champion workforce issues at the local and state level.

### Proposed Monthly Meeting Series (Sept – May)

September – Kickoff & Charge Adoption

October – Advocacy Campaigns for Workforce Recognition & Wages

November – Diversity, Equity, and Inclusion in the ELC Workforce

January – Retention Strategies & True Cost of Care Advocacy

February – Shared Training & Inclusive Practices

March – Higher Education Pathways & Credentialing Support

April – Mentorship Programs & Career Growth

May – Substitute Teacher Pool Development & Next Steps

## **Draft Agendas**

### **September: Kickoff & Charge Adoption**

- Welcome & Introductions
- Review LPC Goals and Workgroup Charge
- Approve Workgroup Charge and Membership Roster
- Map desired outcomes (3A–3E) to year-long meeting topics
- Next Steps: Assign sub-tasks for October

### **October: Advocacy Campaigns for Workforce Recognition & Wages**

- Review Desired Outcome 3A (Actions 1–3)
- Presentation: Current efforts (Worthy Wage campaigns, advocacy for funding)
- Brainstorm new advocacy messaging strategies
- Assign campaign development tasks

### **November: Diversity, Equity, and Inclusion in the ELC Workforce**

- Review Desired Outcome 3B (Actions 1–3)
- Presentation: DEI workshops, outreach campaigns, and awareness tools
- Brainstorm strategies to increase workforce diversity
- Assign development of outreach toolkit

### **January: Retention Strategies & True Cost of Care Advocacy**

- Review Desired Outcome 3C-1

- Presentation: State reimbursement rate advocacy and its impact on retention
- Brainstorm retention supports beyond compensation
- Assign development of advocacy briefs

### **February: Shared Training & Inclusive Practices**

- Review Desired Outcome 3D-3
- Presentation: Inclusive practices training for children with disabilities and multilingual learners
- Brainstorm countywide training collaboration
- Assign partners to lead training development

### **March: Higher Education Pathways & Credentialing Support**

- Review Desired Outcome 3D-4
- Presentation: Current degree/credential pathways at Merced College and UC Merced
- Brainstorm supports for students navigating Child Development Permits, AA/BA, PK-3 ECE Specialist credential
- Assign development of pathway guidance documents

### **April: Mentorship Programs & Career Growth**

- Review Desired Outcome 3D-5
- Presentation: Mentorship models from other counties/sectors
- Brainstorm framework for local mentorship program
- Assign partners to draft pilot plan

### **May: Substitute Teacher Pool Development & Next Steps**

- Review Desired Outcome 3E (Actions 1-2)
- Presentation: Substitute pool software and training program designs
- Brainstorm recruitment strategies (college students, retired educators, stay-at-home parents)
- Assign team to finalize substitute pool proposal
- Plan summer/fall 2026 next steps

## One-Page Calendar Overview (Sept – May)

Month	Focus Topic
September	Kickoff & Charge Adoption
October	Advocacy Campaigns for Workforce Recognition & Wages
November	Diversity, Equity, and Inclusion in the ELC Workforce
January	Retention Strategies & True Cost of Care Advocacy
February	Shared Training & Inclusive Practices
March	Higher Education Pathways & Credentialing Support
April	Mentorship Programs & Career Growth
May	Substitute Teacher Pool Development & Next Steps