

Barriers

Let's think about what's stopping people from getting good jobs and living well in our area. What are the main 3-5 challenges that residents deal with? These could be things like not enough job opportunities, high living costs, inadequate education, issues with housing and transportation.

Our Teacher salary begins at \$51,488.65. Site Supervisor Permit is needed. There is additional compensation for years of service/longevity.

Some challenges in the high desert are there are no jobs that offer enough pay to maintain the cost of living, food, healthcare, or transportation.

Family needs not met. Hard to consider elevating when other needs aren't met.

Low wages, education over experiential requirements, access for families.

high cost of housing, affordable child care, and low wages

Having a support system to help when there are road bumps

Financial support for continued education

When completing student teaching do not get paid for 3 months or more so teachers are unable to elevate.

Not obtaining a job they have passion in. No opportunity for growth in current job. No local job opportunities with decent livable wages.

Not understanding the Higher Education System.

Affordable, quality, all-day child care, and education

low wages in the workforce, high rent! , high cost of living, access to resources in the community.

Professional development to get a higher-paying job

Transportation- long commutes, lack of timely public transportation

My employer does not increase my pay for any higher degree or education

Cost of mortgage or rent in that area

Low wages for private providers are a challenge

It's a challenge to develop apprenticeship programs because of the low wages.

Car expenses and gas prices

In the High Desert there are no available jobs or resources

High cost of living- not enough affordable housing options close to work, school, child care

Classes or courses held in the middle of the day are next to impossible to attend. I operate a small daycare and cannot afford to pay for an assistant.

Permit matrix for associate teacher certification; associate teacher permit can only be renewed once every 5 years with a 105 hours of prof dev experience

Not enough time to take classes. Care for children all day and when the educators go home they have a family to care for.

Barriers

Which barriers/obstacles/issues are most challenging for historically disinvested communities in our subregion to overcome?

Access to well paying employment due to lack of education or training (I think this was captured on the previous slide)

Navigating the education system can be difficult for these communities

Private providers only recently gained access to our Title V programs

When completing student teaching do not get paid for 3 months or more so teachers are unable to elevate.

Accessing the education and work experience necessary to be successful

See previous slide :)

Knowing resources are available but the process of obtaining services should be simple to encourage families to seek help when needed; housing, child care, utilities, food, clothing

Due to low wages-educators needs aren't met and returning to school is not able to be a priority on their list.

Large number of families that need assistance with childcare expenses through a program like CCRC

Private paying families have to pay amount comparable to what subsidized participants receive

Exposure to various job opportunities to know the vast of options to encourage motivation.

Solutions

What solutions have you seen that actually work?

What existing organizations, programs, or collaborations are doing a good job of working on solutions to the barriers?

Need to de-link private pay families from subsidized funding scales

Find ways to acknowledge and value lived experience for providers

Need to take a focused look on how we are serving the birth to 3 population; make sure providers have what they need to serve this pop

CCIP - offers 10 sessions with coaching; navigation of the licensing system

CCIP serves both counties; looking to modify it to increase access to the program

Business coaching program; trainings; just started a cohort this year; coaching goes more in depth in providing resources for new and established providers

Apprentice-like programs. i.e. partnered with SBVC for a 2 year program which includes 4 courses that is partnered with a coaching component for providers

Our Aides are start at \$19.50, 12 unit Assoc Teacher permit \$22.50

Financial Stipends offered annually to support the renewal or upgrade of a CA Child Development Permit.

childcare providers could be front line for identifying developmental delays, and connecting families to healthcare

AB2982 First 5 sponsor; creates a statewide birth to preK group

AB 1930 will take off the limit of the number of times you can apply for a permit

Advocacy led by CCRC and others in the region to make sure that resources and funding comes directly to those that need it most here in San Bernardino County

Partnerships between Quality Start/Quality Counts California with Childcare Providers is a great program that helps with coaching and small stipends.

SB 380

Rialto USD has created an apprenticeship program that focuses on High School students interested in entering the field.

San Bernardino County Preschool Services Department has recently started offering an apprenticeship program that increases the participants wages

Building partnerships with colleges. Encourage parent volunteers and build on their interest of early childhood to begin the stepping stones into the field.

Reyes has presented some legislation AB 596

Funding available from a women's business center to encourage entrepreneurship among woc

More funding for Lead Teacher

AB 2343 Calworks stage 1, 2 and 3 for alternative paying programs; can use administrative funding to serve families escaping homelessness or domestic violence

Our minimum permanent level position is a 3-hour Assistant, 19.26. No higher education is needed.

SB1112; makes it a requirement for managed care programs to partner with childcare providers

LPC Early Education Workforce Committee- space where programs in SB County, space to share established systems where agencies can implement similar initiatives

