

# memo

## **Early Learning Board: Early Educator Workforce Equity Committee**

To: Chair Bob Peters and Early Learning Board members  
From: Justina Acevedo-Cross, Early Educator Workforce Equity Committee  
Date: 3/4/2022  
Re: Update and action items from the Early Educator Workforce Equity Committee

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### **Recommended Action(s)**

The Early Educator Workforce Equity Committee (Committee) recommends two items:

- 1) ELB affirmatively supports two workforce related bills (SB2701 and SB2700) aligned with our ELB 2021-22 priorities. Additionally, individual ELB members are encouraged to submit testimony.
- 2) ELB supports the Workforce Compensation Study currently underway. Support includes participating in informing the Workforce Compensation Study if you are invited to join. Let other stakeholders know about the importance of the study and encourage participation in the surveys, focus groups and plan/roadmap development process.

### **Background**

The Early Educator Workforce Equity Committee (Committee) met February 23, 2022 to discuss current topics. The purpose of this memorandum is to provide an update to the full board and offer a few recommendations for action items. The Committee's established purpose is to create a work plan based on the PDG workforce strategic implementation plan; work with UH Mānoa College of Education as the primary implementer of the Early Educator Equity and Excellence Project (ECE-cubed); and coordinate other workforce partners and action items prioritized by the ELB.

Current membership of the Committee includes:

- ELB members: Justina Acevedo-Cross, Melodie Vega and Bob Peters
- EOEL representation: Keli Houston
- Community members: Dr. Terry Lock and Kathleen Algire

## Early Care and Learning Workforce Proposed Legislation

Three bills were introduced; please see the last column of the table below for recommendations. In addition to the legislation that is still alive, the Committee recommends that ELB supports a possible resolution that would promote a greater understanding of key concerns facing the workforce. Concurrent resolutions must be introduced by March 11.

House	Senate	Title	Description	Committee Recommendation to Full ELB
<a href="#">HB1940</a>	<a href="#">SB2701</a>	Early Childhood Educators; Subsidy; Pilot Program; Special Fund; Appropriation	Establishes and makes an appropriation for an early child care worker subsidy pilot program. Makes an appropriation to the Hawaii Early Childhood Educator Special Fund.	<i>Status: SB2701 heard by HMS/EDU, HMA, Edu, and WAM; passed with amendments (SB2701 SD1). HB1940 is dead.</i> -Explore the idea of EOEL managing the subsidy pilot program with new director and staff. ELB shall add item to a future ELB meeting agenda for discussion) -The funds for the Hawaii Early Childhood Educator Stipend Program may be become part of a special fund appropriation. If this happens, ELB should address the need for the program and funding it as a priority.
NONE	<a href="#">SB2702</a>	Early Education; Early Learning Special Fund; Apprenticeship; Conveyance Tax; Increase; Appropriation	Increases the conveyance tax on real property valued at \$2,000,000 or higher. Requires that certain moneys from the collection of conveyance tax be paid into the Early Learning Special Fund. Requires that moneys paid into the Early Learning Special Fund from the collection of conveyance tax be used for early care	<i>Status: Never received a hearing; no action recommended.</i>

			and learning programs. Appropriates funds to the Preschool Open Doors Special Fund. Appropriates funds for early childhood apprenticeship programs.	
<a href="#">HB2193</a>	<a href="#">SB2700</a>	Early Childhood Registry; Department of Human Services; Appropriation	Requires the staff of licensed and registered early childhood programs to annually provide specific information to the Department of Human Services' Early Childhood Workforce Registry. Requires a report to the Legislature. Makes an appropriation.	<i>Status: SB2700 heard by HMS, passed with amendments. WAM passed with amendments (SB2700 SD1). HB2193 is dead.</i> -Recommend for ELB members to provide testimony on the bill individually and from organizations. -Recommend ELB to support the bill in testimony as it meets our shared 2021-22 priorities and furthers objectives in the workforce development SIP.

### Early Childhood Educator Compensation Equity Study Update

The study is underway through UH Manoa College of Education's Early Childhood Educator Excellence and Equity Project with the leadership of Dr. Terry Lock. ELB members and staff you know at licensed and registered child care programs may be contacted to participate in informing the study. The RAND Corporation, the contractor working on the Study, started on November 1, 2021. RAND Corporation's team has completed or nearly completed:

- Assembling existing data sources;
- Planning and programming the workforce survey for directors of licensed group child care centers and regulated family child care homes;
- Planning the interview and focus group protocols for various stakeholders (directors of licensed group child care centers, regulated family child care homes, classroom staff, current/prospective college ECE students); and
- Finalizing outreach materials

In May there will be an opportunity to participate in vetting and developing a plan with associated compensation models and financing strategies to further advance efforts to increase wages, benefits and working conditions for early childhood educators.