



Economic and Workforce Development Subcommittee Meeting Minutes

February 6, 2020

8:30am – 10:00am

Meeting Attendees:	Adriene Pendery, Jamon Alexander, Dan TenHoopen, Nancy DuBois, Nicole Sweda, Monica Light, Tia Zeien, Jennifer Summers, Tawana Brown, Lorena Aguayo-Marquez, Giuliana Estrada, Carra Otero, Lynne Bosma, Tammy Britton, Sara Magnuson, Kristen Sobolewski, Oogie Lamar, Joanne Huston-Swanson, Denise Washington, Michelle Bryk, Shea Johnson, Lisa Venema, Colene Johnson, Betty Beth Johns, Louanne McIntyre, Sara Parano, Niesa Nelson, Sharlene Organ, Daniel VanderMolen, Juan Rosario, Mary Engle, Danielle Veldman, Shavon Doyle-Holton, Wende Randall, Brianne Czyzio Robach		
Time Convened:	8:37	Time Adjourned:	10:05

Introductions	
Child Care Policy, Advocacy, and Solutions	
Discussion	
<p>For the first quarter, the policy action team has been focusing on childcare on a local and state level. Talent2025 recently surveyed the childcare providers to identify barriers. Found that the majority of providers do not have available slots of infants and toddlers and that the three main barriers to childcare are reduced access, affordability, quality.</p> <p>Talent2025 developed 5 solutions to increase access, affordability, and quality.</p> <ul style="list-style-type: none"> - Increase the threshold to access funds. - Increase reimbursement rate for childcare providers - Streamline regulatory framework - Invest in workforce to increase capacity of childcare providers - Create subsidy grants to increase supply of slots in high poverty communities or shortage areas. <p>In addition to this advocacy, Talent2025 has been working on employer-led solutions such as on-site childcare, off-site childcare, resources and referrals, direct connections, flexible schedules, shared services model. Currently, the GR Chamber is working towards the tri-share model. In this pilot, employers come together as a consortium and commit to paying for part of childcare expenses.</p> <p>Kristen Sobolewski, shared services program manager at First Steps Kent, overviewed the shared services model for childcare. In childcare the center/mission of the work is the families, staff, community. The outer shell is the activities that support the mission such as collecting fees, hiring and training, reporting and compliance, insurance, etc. If there is not support in the outer parts, the center/mission is consumed by other needs. Shared services model reduces cost and provides access to business support which allows programs to stay small while improving strength and capacity to provide a high-quality service. First Steps is starting to build a shared services model in Kent County and are relying heavily on provider voice to help shape the process. Michigan Early Learning Business Advantage is an affordable statewide resource that provides access to resources across the state.</p> <p>Contact Tammy (t.britton@talent2025.org) and/or Kristen (ksobolewski@firststepskent.org) for more information.</p>	



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Data Protocol and Capacity Trends Report-Out

Discussion

Danielle and Shavon have been working with ENTf in a consulting role for the past 5 years. They presented two different reports based on their time with ENTf.

Capacity Trends Report

This report overviewed trends and involvement in support categories (including research, meeting planning and facilitation, strategic planning).

IPS started in 2015/2016. In the beginning, ENTf was more of a networking body that was working towards developing long-term goals and strategies. Over time, ENTf members formed action teams to take on goals and strategies. Overall, ENTf membership has grown in capacity. However, the main trend from the capacity survey highlighted lack of capacity and/or fatigue in members. In addition, it highlighted a need to determine how staff with different job functions in organizations engage with ENTf. Many members shared that it would be important to increase member commitment, though many expressed a lack of capacity. Recommendations include increasing understanding of the role and function of ENTf to increasing capacity for those with limited time commitment. Also, clarity of impact, goals, and tasks would increase efficiency

Report recommendations:

- Clear annual intermediate goals: clarify how action team goals tie into ENTf goals; intermediate goals should have a clear value proposition
- Onboarding process: packet will overview past work and help identify where new members can plug in with their skills and role
- Diversify participation: identifying which staff/roles would be important to have at different meetings;
- Enhancing communication: onboarding process; regular check-ins; clear communication so members understand how small goals connect to larger goals
- Structures for shared responsibility: how does this tie into action teams; structure action team leadership to more of a shared structure instead of 1 share.

Sara shared that without clear value and individual organizational budgeting changes, it will be hard for ENTf to reach sustainability. She suggested an initial step is developing goals and values for ENTf that can be shared and understood. Shavon noted that this also includes conversations within agencies as to the value of ENTf.

Data Protocol Report:

This report provides context for what led to a pilot for data-informed decisions and overviews insights from the process. The intent of the report is to help the group broaden understanding on making data-driven decisions as a system.

The data pilot relied heavily on the service analysis which was meant to capture the current state of the network and then suggest and inform data-based decisions for further alignment of services. Since the service analysis is done by a third-party entity, it does not necessarily include the context for



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the full picture. So IPS shifted focus to help determine which groups of agencies may want to discuss collaboration and developed a data decision tree to help identify trends and to address low-hanging fruit, long-term strategy, innovative ideas for joint funding. Last year, convened a workshop where attendees grouped into zones to develop recommendations for specificity and focus. This workshop revealed that there is a need for clarity and updated data, the group is now working on these efforts.

A large takeaway from reviewing the data decision protocol is that analysis is limited by data collection constraints. Since the initial service analysis, shared data points were defined by the group which can help build data-capacity efforts and can help make data more consumable. IPS also recommended that agencies continue to use the Best Practices Scorecard continues to inform internal conversations and provides nuance. In addition, they encouraged an onboarding process for new ENTf members to help agencies understand each data project and the importance of plugging in relevant staff into data projects.

Organizational Updates

Discussion

WMCAT is in open enrollment for their Adult Career Training Program. They are hosting info sessions are every Monday until the class is full. [Click here for more info.](#)

ENTf: Organizations have the ability to add community events directly to the ENTf website. Go to <http://entfkent.org/events/> and click on the 'Would you like to add an event to the calendar?' link at the bottom of the page.