



Early Care and Education Advisory Board Meeting Minutes

3/21/2024 | 3:30 PM | L2300, 2306 / Zoom

Agenda Item

LPC Mission Statement

Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting lifelong learning.

LPC Planning Priorities

- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

Early Care and Education Advisory Board Members

Eniye Akinmade	Subhalakshmy Krishnan
Sheryl Azelton	Christina Lee
Nancy Blair	Donielle Machi
Chantel Blas	Theresa Mailander
Nikki Brock	Wazhma Masarweh
Angela Cabrera	Stuart McElderry
Kathleen Caporusso	Maria Morales
Stephany Chavez	Karen Natrass
Margaret Costello-Chevis	Larry Natrass
Ana Del Aguila	Solana Olsen
Vanessa Dilks	Brittany Omstead
Kari Dubois	Traci Peterson
Candy Duperroir	Laura Reno
Souzan Eskarous	Nidia Sanchez-Rico
Regina Garcia	Vicki Shipman
Lyndale Garner	Nichole Slavec
Alice Hale	Nadiyah Taylor
Yasamin Hashimi	Nicole Thomas
Zuhal Hashimi	Virginia Tsubamoto
Kari Hawley Dubois	Dayna Turner
Adrienne Hodsdon	Kristine Vanderhoof
Rina Jarin	Jeanne Virgilio
Christina Keen	Shannon Wittgen
Anne Kennedy	Lisa Zarodney
Janani Krishnakumaar	Bernadette Zermeno

1. Call to Order at 3:40 PM

2. Welcome and Introductions

- Attendees: Eniye Akinmade, Nancy Blair, Chantel Blas, Nikki Brock, Angela Cabrera, Stephany Chavez, Margie Costello-Chevis, Ana Del Aguila, Kari Dubois, Regina Garcia, Lyndale Garner, Sarah Holtzclaw, Rina Jarin, Theresa Mailander, Wazhma Masarweh, Karen Natrass, Larry Natrass, Traci Peterson, Laura Reno, Nadiyah Taylor, Lucia Teixeira, Nicole Thomas, Lisa Zarodney, Lindsey, and Robyn. Justin Susi, Charles Henkels, and Natalie Weaver from LAUNCH

3. ECE Community Updates

- Lisa Zarodney - VFCCA Symposium, May 25th, from 9:00 to 4:00 pm.
 - 9:00 am – 12:00 pm for providers, 1:00 – 4:00 pm is the family fair.
- Laura Reno - California Early Childhood Mentor Program
- Alameda Regional has more than doubled the mentor practicum contracts in spring semester than Fall. Four mentors are currently supporting lab students from ECE 90 (3) and 91 (1).
- California Early Childhood Mentor Program is working with LPC during the final semester of the 4-year Alameda County Office of Education Inclusive Early Education Expansion Program grant by:
 - Providing Mentor Stipends for ECE 90 & 91
 - Supporting an Advanced Inclusion Series for 18 mentors and LPC faculty participants
 - Convening a Faculty/Mentor CoP for ECE 90 & 91 with 8 participants to further support lab students in inclusive classroom settings.
- Alameda Regional is also participating in an Alternative Pathway Pilot to support exemplary ECE teachers in the community who may not meet the traditional mentor qualifications. The Alternative Pathway requirements include completion of 12 core ECE courses and 120 hours of professional development.
- California Early Childhood Mentor Program is in the early stages of partnering with the Unity Council and City of Oakland Head Start to certify their classroom teachers as mentors to support apprentices.
- The California Early Childhood Mentor Program may want to explore a partnership with LPC's apprenticeship as well.

4. Las Positas College Updates

- Las Positas College [Open House](#) March 23rd 10:00 AM – 2:00 PM
- Las Positas College [New Hawk Day](#) April 20th 8:30 AM – 12:00 PM
 - Early access to plan and register for summer and/or Fall 2024 classes.
 - First semester planning and meeting with a counselor
 - Learn about LPC, student services and more!
 - Enjoy refreshments, entertainment, and an optional campus tour.

Las Positas College Updates (continued)

- Financial Aid Updates
 - [Free Tuition Promise for 2024-25](#)
 - Las Positas College now offers free tuition for first-time, full-time students in their 1st year and a 2nd year promise for those who maintain eligibility throughout the fall and spring terms.
 - Complete the [Free Application for Federal Student Aid \(FAFSA\)](#) or the [California Dream Act Application \(CADAA\)](#).
 - April 2, 2024: Priority California Financial Aid Deadline
- Career & Employment Center Updates
 - March [Job & Internship Fair](#), March 27, 10:00 AM -1:00 PM with over 30+ employers.
- Las Positas College [Commencement Ceremony](#) May 24, 12:00 PM
 - During the last week in April, students who submitted their Spring 2024 degree/certificate applications by 4/1/2024 will receive a formal invite to their zone mail with instructions on how to RSVP for the Commencement Ceremony.
 - Summer 2023 and Fall 2023 graduates will also be invited to participate.
- ECE & CDC Updates
 - We used all of our CTE funding.
 - The Fall 2024 schedule becomes available in April; Registration begins in May 2024.
 - Coming back from COVID we had 10 children; we are now up to 80! The Child Development Center is thriving, and we have funding. We are hoping to increase our marketing efforts more next semester.
 - Zero textbook costs movement! ECE program – first full program that is textbook free.

5. LAUNCH Apprenticeship Network Presentation

- LAUNCH Apprenticeship Program - Justin Susi
 - Registered Apprenticeship Program Sponsor
 - LAUNCH Statistics
 - 28 Occupations registered
 - 1,054 Total Registered Apprentices
 - 492 Active Apprentices
 - 238 Completers
 - 158 Employers
 - \$25.78/hour average wage of apprentices
 - There is a growing shortage for ECE; previously the BLS projected a 2% increase in employment needs for ECE teachers from 2019-2029. However, credentialing/permit challenges arose after finding 63% of ECE educators only have a HS diploma, and 30-40% of educators left the field in their first year and 80% within their first three years.
 - The solution - ECE Apprenticeships! Why? Because LAUNCH believes in and provides employer involvement, structured on-the-job training, related training and instruction, rewards for skill gains, and national occupational credentials.
 - The basics of ECE Apprenticeships
 - Apprentices are not allowed to be charged educational fees.
 - Classroom Instruction
 - On-the-Job Training
 - Apprenticeship Credentials
 - Competency-Based Apprenticeship
 - Term of Apprenticeship: 144 hours
 - Ratio of Apprentices to Journey workers: 5:1
 - Apprentice Wage Schedule: \$17.82/hour

- Apprenticeship vs. Internship
 - Apprenticeships:
 - Purpose: Training
 - Apprenticeships: 1-5 Years
 - Earn while you learn
 - Focuses on skill and career attainment
 - Receive academic credit along with state and federal certifications
- Traditional College Student vs. Apprenticeship
 - Apprenticeships:
 - Begin working in industry during early part of program
 - Enroll in college courses related to daily work tasks
 - Work in their desired industry while making money
 - Get promoted and continue to learn/go to school
- Apprenticeship Benefits
 - Business
 - Expand mentorship opportunities while improving company morale
 - Vet workers and instill your company's culture
 - Incumbent Workers
 - Classes will help prepare for industry certification tests
 - Improve productivity and profitability by providing opportunities for growth
 - Students
 - Continue education tuition-free while acquiring new skills on the job
 - Customized employment placement
- LAUNCH Employer Options
 - Identify apprentice position needs
 - Fill out paperwork
 - Receive vetted candidates
 - Interview
 - Hire apprentice
 - Mentor apprentice
- LAUNCH has an intermediary & sponsorship structure meaning it is industry-led and apprentice-centered
- Options for Related Education
 - Existing Courses & Open Enrollment
 - Existing Courses & Closed Enrollment
 - New Courses & Closed Enrollment
 - Onsite Instructional Delivery
- Apprenticeship Funding Sources
 - Apportionment
 - Tuition is not charged to the student for credit-bearing courses
 - The state's general budget reimburses the difference through apportionment allocations
 - Auxiliary Funds
 - Grants/Resources
 - CAI, COYA, DOL, Philanthropic, WDBs/WIOA
 - Apprenticeship Innovation Fund
 - Training reimbursements
 - Support reimbursements
 - Contracts with Partners

• **Recommendations from Advisory Board**

- **Recommendation Item:** LAUNCH Apprenticeship Network Partnership
- Background: The Las Positas College Early Care and Education Advisory Board has had an interest for some time in starting an apprenticeship program, but there was a lack of faculty bandwidth and resources.
- After the LAUNCH Apprenticeship Network presentation, the advisory board discussed the benefits of Las Positas College partnering with LAUNCH to achieve their goal of starting an apprenticeship program inclusive of opportunities for the ECE community to work with LPC to hire apprentices. It was a shared sentiment by many that partnering with LAUNCH to start an apprenticeship program at Las Positas College could provide a solution to the current industry trend of shortages of ECE educators.
 - Traci Peterson motioned to approve; Eniye Akinmade seconded; all advisory board members were in favor; motion passed unanimously.
- The Las Positas College Early Care and Education advisory board recommends Las Positas College begin a partnership with LAUNCH Apprenticeship Network.

6. Other Business

7. Next Regular Meeting: TBD; Fall 2024

8. Adjournment at 5:28 PM