



# CHILD CARE PLANNING & ADVISORY COUNCIL

Workforce Workgroup | Sept 16, 2025 | 2:00-3:30pm

## MEETING NOTES

### Welcome

Bay Area Jobs First Collaborative Early Care & Education Sector Proposed Activation Plan –

Presentation and Q&A [LINK](#)

Angie Garling, Low Income Investment Fund. [agarling@liifund.org](mailto:agarling@liifund.org)

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Governor Newsom launched the Statewide initiative “California Jobs First” in 2021. Each of 13 regions built a “collaborative” to grow well-paying jobs, advancement, benefits, and improve working conditions. Early care and education is one of the targeted sectors.

Bay Area Early Care and Education Activation Plan

[Two-pager Plan](#)

[Flyer for webinar](#)

[Registration link](#)

### Discussion:

- San Francisco has more experience with ballot measures than other counties.
- Oscar - One thing I heard from previous California Job First is the challenge of cross county voucher utilization. Firefighters from other areas coming to SF to work. Where AMI in one place (home/work) could be lower than another place (work/home).
- Please review the activation plan and specifically the workforce points.
- San Francisco draws a workforce from all the other Bay Area counties – making it unique.

[Designing the 2025–26 Workforce Workgroup Workplan](#)

Link to workgroup and committee goals for 2025-26:

<https://docs.google.com/spreadsheets/d/1QFIC9rtPoJQbcd7Jw3OgORE7sSGYLT8W15mvQyOsyFc/edit?usp=sharing>

Link to CPAC’s draft 2026 Public Policy Platform:

<https://docs.google.com/document/d/1iIWrtV9uPlzt78ieCP1WzvPYjcqjybU8/edit?usp=sharing&ouid=10155549255008021809&rtpof=true&sd=true>

# 2025-26 TIMELINE FOR CPAC COMMITTEE GOALS AND ACCOUNTABILITY

Sept 10, 2025	CPAC meeting - announce expectations of goals for all committees to all Members
Sept 2025	all committees discuss their goals for the upcoming year
Beginning Oct	all committees finalize and vote upon their goals within committees
Mid Oct	committee chairs submit their goals to Melanie
Oct 1, 2025	Executive Committee review all committee goals, form some cohesion
Dec 1, 2025	CPAC meeting - review committee goals in CPAC full membership meeting

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Jessica, Ben, Sara, Cheryl, Sabrina, Anna, Gigi will refine these goals to bring back to the larger CPAC Membership.

## **At the Sept 10, 2025 CPAC Members retreat, the Workforce workgroup had talked about:**

- Deepening engagement with teacher unions/educator groups and share agendas/questions for feedback.
- Leveraging UPK grant funds to share workforce presentations with surveys and recordings.
- Aligning with other CPAC committees for a unified voice
- When administrators talk about workforce they focus on conditions, compensation, professional development supports. When teachers talk about workforce they focus on agency over the work they do, experience vs degrees, feeling heard.

## **Brainstorm of how to raise issues in workforce:**

- Standing topics that reflect our goals - like DEC and SFUSD presentations on their work. Presentations around workforce conditions, SEQUAL, DEC workforce initiatives.
- Connect workforce to themes of a month, e.g. Latino, Special Needs

## **3:30pm Adjournment**

*Next Workforce Committee Meeting: Tuesday, Oct 21, 2025; 2:00-3:30pm*