

SIDE LETTER #2 OF AGREEMENT BETWEEN THE STATE OF CALIFORNIA AND CHILDCARE PROVIDERS UNITED-CA (CCPU) REGARDING ARTICLE 6.1 (CCPU/STATE OF CALIFORNIA JOINT TRAINING PARTNERSHIP)

This Agreement is a Side Letter to the current Memorandum of Understanding (MOU) effective July 26, 2021, through June 30, 2023, between Child Care Providers United-CA (CCPU) and the State of California (State). It is the intent of the parties to maintain the spirit and the letter of the 2021-2023 MOU with the following amendments.

Pursuant to Article 6.1 (CCPU/State of California Joint Training Partnership) of the existing agreement, the State and CCPU reached a second agreement that the State will provide funding to the SEIU Education and Support Fund (ESF), a 501(c)(3) nonprofit organization, in the amount of \$16,527,138 of the remaining \$27,485,000 million of the \$40 million established in a training partnership fund appropriated in the 2021-22 budget to provide training and training contract management as set forth below. The parties understand and agree that ESF will use the funds only as permitted under Section 501(c)(3) of the Internal Revenue Code ("IRC"). The State will notify CCPU in advance of federal reporting requirements related to the funds provided pursuant to this MOU, and the parties agree to provide any information the federal government requires to be reported. CCPU agrees to share reports on trainings and utilization received from ESF, Child Care Resource Center (CCRC) and WestEd with the state.

ESF Directed Trainings:

1. California Family Child Care Apprenticeship Program (\$4,605,561.00)

This program will support California licensed and license-exempt Family Child Care Providers (FCC Providers) with apprenticeships in the Early Childhood Education (ECE) sector that help establish a pipeline of qualified workers and create a pathway to self-sufficiency for FCC Providers. The California Family Child Care Apprenticeship Program allows an FCC Provider to move through career development programming with incentives provided.

This program, consistent with IRC section 501(c)(3) and overseen by the Training Joint Labor Management Committee as set forth in section 6.1 of the existing agreement, will develop and launch an on-the-job training program and registered apprenticeship for California FCC Providers that supports and incentivizes incumbent FCC Providers to move along established professional pathway(s).

The program will provide funding for ten (10) cohorts of twenty (20) FCC Providers through an apprenticeship program. Initial outreach will be to all providers on the state subsidy list. Those providers who meet the eligibility criteria will be asked to apply and interview.

Licensed Peer Mentor providers will receive monetary incentives for meeting with their apprentices/mentees and associated preparation. Apprentices will receive a monetary incentive(s) for engaging in the program, consistent with applicable employment, tax, or other laws that may apply.

The program will be integrated with the previously agreed to Peer Mentoring and Higher Education programs. The parties agree that there is no deadline by which the funding must be exhausted

2. Family Child Care Peer Communities of Care (\$3,499,322.00)

This program will support California licensed and license-exempt FCC Providers through cohorts of peer networks where FCC Providers will gather monthly, led by a trained Peer Leader. Cohorts will engage in learning, connecting, and supporting activities, rituals, and programs. The goal of these cohorts is to reduce isolation, build professional communities, and ensure equitable access to information and resources amongst educators. These cohorts will be peer-led with significant ESF staff support.

Shared services are offered both to FCC Providers participating in a peer cohort as well as to any FCC Provider who prefers to access virtual training and business support resources as a self-paced experience. The program will support up to 1,200 (40 cohorts of 15 – 30) FCC Providers to participate in the FCC Peer Communities of Care program. This will include training 50 provider peer leader facilitators to lead these cohorts.

The core elements of the FCC Peer Communities of Care program will include:

- Geographically-based cohorts of 15-30 FCC Providers that will be FCC Provider-led and staff-supported
- A compensated role for FCC Providers as peer leaders and/or trainers
- Access to training and support in both English and Spanish, utilizing culturally responsive facilitation and communication strategies
- Flexible processes for sign-up, meetings, training, and support as well as access to supportive services such as transportation vouchers, substitute payments, and technology awards in order to reduce barriers to participation
- A capacity to customize programming to the needs of cohort members
- The use of storytelling as a springboard to belonging, advocacy, and power building
- Shared services (e.g., business coaching, marketing, financial management)

The program will be integrated with the previously agreed upon Peer Mentoring and Higher Education programs.

ESF will provide trainings and services in additional languages as deemed necessary by ESF to support the above-referenced programs until the entire funding is exhausted. The parties agree that there is no deadline by which the funding must be exhausted.

ESF Contract Management:

1. Trauma Informed Care Training (\$7,044,700 for Training Contract + \$1,056,705 for ESF Administrative Fees = \$8,101,405.00)

ESF will contract with the Child Care Resource Center (CCRC), who will plan, produce and deliver statewide Trauma Informed Care (TIC) Training for licensed and license-exempt FCC Providers in partnership with our current regional Resource & Referral (R&R) agency hubs. CCRC will use a modified version of existing evidence-based curriculum used in the Emergency Child Care Bridge Program for Foster Children in a 4-part training series for up to 2,900 FCC Providers. Training will be offered to providers in every county in California twice during the grant period. A \$220 stipend will be provided for each provider who attends the training series to cover the cost of substitutes.

CCRC will also develop a Trauma Informed Café Model for FCC Providers throughout California. CCRC will facilitate a Training of Trainers for R&R agency hubs to develop and deliver statewide TIC Cafés for up to 20 FCC providers in each Café.

2. Beginning Together (\$279,000 for Training Contract + \$41,850 for ESF Administrative Fees = \$320,850.00)

ESF will contract with WestEd to provide expanded Beginning Together training services. Beginning Together is designed to move inclusive experiences for young children with disabilities or other special needs and their families from theory to practice. WestEd will provide direct training and technical assistance on the following topics:

- “This Parent is in Denial! Sharing Concerns Sensitively with Families” to be provided bi- monthly;
- “How Health Impacts Behavior” to be provided bi-monthly; and
- “What is Inclusion” to be provided monthly.

These workshops will be done virtually. The trainings will be delivered in English and Spanish, with up to 5 additional languages available and scheduled concurrent with the English presentations.

Consistent with the liquidation clause in the principal agreement, this portion of the allocated funds will be considered liquidated upon payment. The parties agree that there is no deadline by which the funding must be exhausted. The parties intend to reach future agreement(s) on the remaining \$10,957,862 of the \$40 million in the training partnership fund appropriated in the 2021-22 budget.

Dated: July 22, 2022

/s/Candace Hyatt, State of California, Department of Human Resources

/s/Lupe Jaime-Mileham, State of California, Department of Social Services

/s/Alexa Frankenberg, Child Care Providers United-CA (CCPU)