

SIDE LETTER #3 OF AGREEMENT BETWEEN THE STATE OF CALIFORNIA AND CHILD CARE 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 third 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 \$10,957,862.00, which represents the remainder of the funding available from the \$40 million established in a training partnership fund appropriated in the 2021-22 budget. 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 regarding the utilization of these funds with the state.

The following programs and services will ensure equitable access to the CCPU Training Fund’s programming and benefits as well as address the mental health and wellbeing of providers in addition to the families and communities they serve.

1. Equity and Access (\$6,500,000.00)

This program will support at least 10,000 California licensed and license-exempt family child care (FCC) providers. The equity and access funding will be used for:

- a. A robust needs assessment, performed by a vendor with expertise in community-based research, to identify:
 - o The core languages spoken by FCC providers statewide and by county.
 - o Strategies to design programs in accessible ways in order to engage FCC providers from a diversity of counties across the state. Examples include identifying:
 - Ways to reach FCC providers who are unable to utilize the internet for training and professional development opportunities.
 - The technical support needed for FCC providers to register for trainings and benefits.
 - The best mode of program delivery by region (whether online, in-person, or asynchronous).
 - o FCC providers’ priorities for professional development across regions and other demographics.

- b. Language access, including developing best practices for multilingual program design and translating CCPU Training Fund programs and materials into at least 5 languages.
- c. Compensating and recognizing the participation of FCC providers in training programs to ensure they are not shouldering the cost of their professional development. The form of this compensation will be determined by ESF and CCPU; for example, compensation may be delivered as stipends or gift cards.
- d. A call center, including staffing and associated costs and infrastructure, to make outreach calls and have regular call-in hours to ensure all eligible FCC providers know about the CCPU Training Fund's programs and benefits. FCC providers will have the opportunity to enroll in programs and benefits via the call center. The call center will reach out to thousands of FCC providers quarterly in the core languages spoken by county.

2. Expanding Participation (\$1,250,000.00)

Funding for in-person and virtual trainings, including content creation and vendor expertise, will be consistent with topics defined in Article 6.1, that include the following:

- The cognitive, social, emotional, and physical development of children and approaches to learning.
- Trauma-informed practices and care.
- Family engagement.
- Dual language learners.
- Racial and Cultural Diversity.
- Apprenticeships, Pre-apprenticeships, and On-the-Job Learning programs.
- Additional topics, such as small business operations, learning approaches for special needs children, evidence-based curriculum, design and layout of child care spaces, self-care, and development of FCC providers as mentors.

In addition, content related to emerging crises that impact the work of FCC providers, such as wildfires and public health issues, will be included in virtual and in-person trainings for all providers.

This program will support California licensed and license-exempt FCC providers to obtain training in content consistent with article 6.1 in the following formats:

a. Online training open to all FCC providers:

- Virtual single sessions of professional development or short workshop series serving at least 2,000 FCC providers through a minimum of 12 workshops per year. Associated costs include payment for contracted trainers, material production, recruitment, and marketing.

b. In-person training:

- Funding for travel expenses for FCC providers participating in in-person training, such as costs for travel and accommodations, meals, and substitute provider expenses.
- Funding for contract trainers, material production, recruitment and marketing.

c. Funding for benefits associated with in-person and virtual trainings, for example air purifiers given out in conjunction with air-safety training that may occur during fire season.

The CCPU Training Fund intends to serve at least 5,000 FCC providers in accessing virtual training, in-person training opportunities and training-associated benefits.

3. Provider Wellness, Health, and Safety (\$1,457,566.00)

The CCPU Training Fund will prioritize support for FCC providers' mental and physical health through:

- Free individual counseling and support groups for FCC providers.
- Workshops in preventive health (nutrition, mental health, mindfulness).
- Workshops for caregivers supporting the wellbeing of children.

ESF and CCPU will serve at least 1,000 FCC providers with the services detailed above.

4. Technology Infrastructure and Supports (\$1,750,296.00)

The CCPU Training Fund will provide one-time technological infrastructure investments in order to:

- Increase the number of FCC providers regularly able to access the internet.
- Provide centralized hubs for providers to access business support, information about state regulations and digital trainings.

The funding for technology infrastructure will be spent as follows:

- a. An initial upfront investment for a shared service hub for providers to access free expert support for record keeping and taxes, marketing and communications, and up-to-date information on California State regulations via a Policy Wizard.
- b. A Learning Management System (LMS) that will enable FCC providers to have a centralized virtual location to access trainings, course materials and other online resources related to the CCPU Training Fund's professional development programming.
- c. Expanding access to technology and further digital equity through the distribution of free hardware needed for providers and development of programs to expand digital literacy.

The SEIU Education & Support Fund (ESF) will contract with vendors who have expertise in web design to create a shared service portal and LMS tailored to the needs of California FCC providers. The CCPU Training Fund aims to support a minimum of 7,000 FCC providers to utilize these services.

The parties agree that there is no deadline by which the funding needs to be spent. ESF and CCPU may adjust funding allocations based on provider demand for programs and benefits as needed within the parameters of the allotments the parties have agreed upon above.

Dated: August 30, 2022

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

/s/Jennifer Troia, State of California Department of Social Services

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