

# State Interagency Coordinating Council Committee Report

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## Personnel and Training

Date: 10/8/2024

Chair/Vice Chair: Julie German-Murrey, (Chair) / Amy Baker, (Vice Chair)

DCYF ESIT Staff Liaison: DeEtte Snyder

# of Members: 12

Recruiting:  No  Yes

If yes, please describe type of membership recruiting: We currently have 3 members who recently left due to moves or other personal reasons, and we are in need of filling these three positions.

# of Meetings Since Last SICC held on INSERT Date This sub-committee met on August 12.

### Topics Covered:

- \* Reviewed updated Qualified Personnel Guidelines. Work on guidelines will continue with input from the field, and will be utilized in the development of the CPDS for our state.
- \* Provided guidance to ESIT SLT on supporting provider agencies with communication and clarification on providers who are qualified to provide Part C services per WAC 110400.
- \* Reviewed learnings from the ESIT Workforce Dissertation conducted by Molly Stryker.

### Committee Progress to Date:

This committee continues to be actively engaged and invested in the work toward supporting agencies in hiring and retaining a strong, skilled workforce. Key findings surrounding workforce retention were reviewed. The committee was provided an update on the Qualified Personnel Guidelines and clarifications; The committee generated ideas to support communication between ESIT and ESIT agencies when clarifications and communication needs to be distributed.

### Committee Challenges or Obstacles:

A few of the consistent obstacles we encounter in this work include:

- \* Early Support funding does not allow for agencies to offer competitive salaries, especially in this time of high cost of living.
- \* Retention is also an ongoing issue, as agencies are finding a high turnover of service providers.
- \* There is limited training and/or exposure to Early Support at the university level for therapists and educators, which means that many therapists and educators have are not aware of this professional path. Additionally, agencies need to spend additional time and money on training new staff on the specialized set of knowledge and skills needed to work



with families of young children.

\*The current requirements for service providers, especially educators, within early support are very high, and there are limited university programs which provide the requisite requirements. This also contributes to the next challenge, which is:

\*Our workforce does not generally match the cultural and language makeup of the families who we serve, which impacts the quality of services provided.

**Motion(s):** None.