



Child Care in the Trades Task Force

# Child Care in the Trades Task Force

## Strategic Plan

2021-2022

Contributors:

Erin Frasier, Washington Building & Construction Trades  
Karen Hart, SEIU 925  
Shana Peschek, Machinists Institute  
Kairie Pierce, Washington State Labor Council, AFL-CIO  
Child Care Task Force For the Trades Membership

Editor:

Kairie Pierce, Washington State Labor Council, AFL-CIO



## Child Care in the Trades Task Force

### Outline:

- I. Introduction
- II. Background
- III. Mission
- IV. Vision
- V. Goals and Objectives
  - A. Convene, Coordinate, Formalize Task Force
  - B. Needs Assessment
  - C. Menu of Solutions
  - D. Employer Round Table
  - E. Identify Considerations, Research Best Practices and Assess Potential
  - F. Communications Plan
- VI. Strengths, Weaknesses, Opportunities, Threats
- VII. In Three Years

### *Our Vision:*

Ensure equitable access and retention in registered apprenticeship pathways for workers with children, including women, BIPOC and other underserved populations, by increasing access to affordable, nurturing child care and supporting child care providers and their workforce.



## Child Care in the Trades Task Force

### **I. Introduction**

The Child Care in the Trades Task Force brings together the voices of apprentices, apprenticeship programs, the child care provider system, education, employers and workforce stakeholders to identify the specific child care barriers impacting apprentices in the trades industries; convene state systems and policy advocates to identify and promote solutions and opportunities to address their unique child care needs.

### **II. Background**

Child care capacity continues to be a major factor impacting the ability of apprentices to complete their programs. In the last 20 years, the number of child care providers has dropped by 50%, even further exacerbating the problem. Based on a preliminary investigation of child care access barriers by the Construction Center of Excellence, the State Board for Community and Technical Colleges and the Department of Social and Health Services, a Task Force, led by the WSLC and the Machinists Institute, was established. The transition of this task force to a subcommittee under the State Apprenticeship Council will solidify the coalition effort necessary to convene all interested parties to work on regional and equitable solutions that support the workforce of the trades and providers. The Machinists Institute, led by Shana Peschek, has received a Dept. of Commerce grant for \$90,000 to further this effort with a feasibility study to identify and confirm specific barriers to address.

### **III. Mission**

Bring together the voice of the trades workforce, employers, child care providers and stakeholders to increase child care access for apprentices and journey workers in Washington State.

### **IV. Vision**

Ensure equitable access and retention in registered apprenticeship pathways for workers with children, including women, BIPOC and other underserved populations, by increasing access to affordable, nurturing child care and supporting child care providers and their workforce.

### **V. Goals and Objectives**

- A. **Convene, coordinate and formalize** the Child Care in the Trades Task Force as a structure to build effective partnerships and link systems to impact a reduction of barriers in accessing high-quality, affordable child care for those in the apprenticeship communities. Pursue formalization of the Child Care in the Trades Task Force as a subcommittee of the



## Child Care in the Trades Task Force

Washington State Apprenticeship Council. Develop a Task Force strategic plan to address priorities moving forward and development of a Task Force Operational Plan, including a mission, vision, equity statement, and sustainability plan.

- B. **Conduct a needs assessment** to identify barriers and gaps in underserved and rural areas across the state, identify barriers to urban locations across the state, and identify barriers for historically marginalized populations, in alignment with the focus of recruitment and access to trades careers. Data collection methods will include but are not limited to focus groups, one-on-one interviews, questionnaires and digital strategies.
- C. **Create a menu of solutions** for addressing barriers to access to child care. Led by the Imagine Institute, the menu of solutions should be developed in consultation with members of the Child Care in the Trades Task Force, Joint Recruitment and Retention Subcommittee of the Washington State Apprenticeship Council and other relevant stakeholders. Solutions should address barriers and gaps identified by the needs assessment. SEIU 925 will determine needs of child care members and parents to help identify solutions for the menu.
- D. **Host an Employer Round Table** to build support for partnerships and solutions including the Carina web-based care finding tool.
- E. **Identify considerations, research best practices and assess potential** for a pilot project to offer a Registered Apprenticeship for child care occupations.
- F. **Develop a communications plan** to present findings to relevant partners including but not limited to employers, parents, local governments, child care providers and other stakeholders including COMMERCE.

## VI. Strengths, Weaknesses, Opportunities, Threats

- A. Strengths
  - a. Diverse stakeholder group representing the trades, state agencies, provider interests and workforce development entities.
  - b. Representation of stakeholders is statewide
  - c. Commitment to long term support of the project
- B. Weaknesses:
  - a. Need more direct input from trades workforce
  - b. Need more direct input from provider workforce



## Child Care in the Trades Task Force

### C. Opportunities

- a. Work can drive policy and practice recommendations to state systems
- b. Leadership can take recommendations to legislature
- c. Connections to resources and support agencies

### D. Threats

- a. Lack of resources
- b. Funding mechanisms
- c. Licensing
- d. Sustainability of pilot projects

## VII. In Three Years:

### A. Capacity:

- a. Published menu of options that considers shift work needs, urban and rural solutions
- b. Employer champions that are part of the solution and willing to share with other employers
- c. Proof of concept collaboration projects
- d. Registered Apprenticeship for child care workers

### B. Policy

- a. Formalized partnership with trades and labor leadership to advocate policy or legislative action as needed
- b. Formal recognition as a subcommittee of the Washington State Apprenticeship Training Council
- c. Task force members include policy and state department representation to help inform policy and practice

## *Our Mission:*

Bring together the voice of the trades workforce, employers, child care providers and stakeholders to increase child care access for apprentices and journey workers in Washington State.