

Overview:

In fall 2017 the CDE department opted to conduct a needs assessment survey of our advisory partners in lieu of holding a formal meeting. The survey was comprised of 9 questions relating to skills needed in the workforce, skill gaps identified by our partners, educational requirements and employment opportunities as well as earning potential for current/future students.

The following advisory members contributed to the survey:

- Kimberly Day, Director MSJC Child Development and Education Center
- Jennifer Adcock, Preschool Administrator Menifee USD
- Amirah Dahdul Program Coordinator: Consortium, For Early Learning Services
- Maria Adams Program Director Young Interventions, Inc.
- Sherrie Urzedowski, Director, Nuview Union School District
- Dr. Frieda Brands Director of Early Childhood Education Lake Elsinore Unified School District
- Maragrita Blatman, Anne Sullivan Preschool and Kindergarten
- Rachel Smith, Site Supervisor, Menifee CDC

What skills should students have when they enter the child development and education field? Are there specialized training/classes needed for your area?

The responses centered on both soft skills and technical skills related to our discipline and in the area of English composition.

- Soft skills included organizational skills as well as how to show initiative and how to work well with others.
- CDE skills include an understanding of language development, appropriate adult-child interactions, NAEYC code of conduct, observational skills, and a clear understanding of Title 22.
- Other college skills cited were the need for students to be able to have writing skills.
- Specialized trainings: Conflict resolution; working with diverse families; dealing with challenging behaviors were all seen as a need. There was also a need expressed for more infant-toddler classes and school age classes.

What are the educational requirements to work in your program? Please list the employment options available (part time, substitute, full time etc.)

- The associate teacher permit is the lowest level of permit required for most of the program respondents.
- Teacher level permit required for teachers in preschool program participants.
- Substitutes ranged from 6 units to the associate teacher permit.
- Respondents noted that for TK or higher a BA is required and most candidates are now coming into our field with at least a BA.

Please list the pay range for the employment options

- Subs: 12.31 + 2. Interns: 10.50 (minimum wage)
- Approx \$11-16/hour
- B.A \$18.00 -\$20.00 depending on experience
- Interns is \$10.50, and substitutes depends on their permit level and education experience
- Teachers are paid \$12.33-\$16.50 Associate Teachers are paid \$11.74-\$15.71 Assistant Teachers and substitutes are paid \$10.61-\$14.25 However, these salary ranges are being negotiated due to changes the minimum wage.
- \$10-\$12 per hour
- Teachers 184 Days \$2458/mo to \$3784.21/mo 200 Days \$2671/mo to \$4,112.27/mo 220 Days \$2,930.12/mo to \$4,524.07/mo Para Eds \$21,74/mo to \$2821/mo
- From \$10.50 to \$14.00 depending on experience
- Master Teachers - Other Regions \$14 - \$22 Teachers - Other Regions \$13 - \$19 Assoc Teachers - Other Regions \$12 - \$17 Asst Teachers - Other Regions \$11 - \$14

Approximately how many MSJC students do you hire in a year?

All respondents reported hiring MSJC students and noted that even when staff turnover rate is not significantly high but we do appreciate the partnership we have established with the MSJC professors and appreciate the value of education in making our decisions due to the alignment of the philosophy we have in our centers and the philosophy being taught at the college.

- 20
- Typically hire 4-8 instructional aides as permanent staff
- None at this time, they have not applied
- 10-12 students
- 3
- 2-4
- 1-2
- We hire approximately 5-10 students a year and we currently have staff that are existing students.

How many job openings do you predict you will have in the next 12 months?

All of our respondents are predicting hiring MSJC CDE students in the next year

- Subs: unlimited 2. Interns: 5
- One teaching position and four 7 aide positions
- 3-4. We are always looking for qualified Specialists
- 4-6 openings
- 1-2
- 6
- We always need subs and often need Assistant Teachers.
- 1-2

- We will have approximately 2 toddler positions, 1 Assistant site Supervisor position 3 preschool teacher positions 3 school-age positions and 2-3 substitute positions.

What are the requirements for observers at your site?

All of our partners expect students to have appropriate student ID, many require the assignment sheet and some are starting to require both TB and immunizations.

- Enrolled at MSJC or another accredited college, proof of enrollment, I.D.
- Require immunizations, Mergans list clearance
- Attend orientation training and abide regulations for home visiting. College is responsible for obtaining their finger prints, TB test and insurance
- Student ID card, appt. for class activities & syllabus
- Proof that they are a student with MSJC (a picture ID)
- They must be approved by the CFS Office Supervisor. They must bring a copy of their ID and set a specific date for observation to take place.
- None if they are students from college.
- a current TB test and immunizations required by licensing

We are considering expanding our certificate offerings to align with the California Commission on Teacher Credentialing permit requirements. Would this be useful to you?

All respondents noted the value of these certificates and commented it would be "extremely useful".

Our department currently offers 3 degrees: AS Child Development and Education, AS Early Intervention and Inclusion and AS Child Development and Education-Transfer. Are there other degrees or certificates we should consider offering

100% of respondents said they would like the infant-toddler specialization certificate.

What technology or equipment training do you expect new employees to have? (For example, training on IPADs for DRDP input).

All respondents cited basic word processing skills and ability to use computer with "a general understanding of technology". Other skills noted include

- Data entry
- IPAD for DRDP and observation entry
- DRDP Data Collection
- Attendance inputting in software systems designated by program.
- Useful and appropriate technology applications for the Early Childhood Classroom.

CDE advisory survey respectfully submitted by Lorraine Slattery-Farrell, November 2017.