

# State Interagency Coordinating Council Committee Report

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## Personnel and Training

Date: 2/4/2025

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 Dec 9, 2024, Jan 13, 2025 and will meet next on Feb 10, 2025.

### Topics Covered:

\* Reviewed and provided feedback on Developmental Specialist Credential for those providing education services within ESIT.

\*ESIT is now an approved clock hour provider for WA state educators; this committee is tasked to review objectives and agendas of courses in order to approve or deny.

### 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. The focus this quarter has been primarily on providing feedback on the drafted education credential. This credential defines the roles of Developmental Specialist and Developmental Associate, the educational requirements, and the pathways to these credentials. These are the providers who provide education services to families with young children who have developmental differences. Feedback on the rollout of this new credential was also discussed.

### 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.