

Chief Executive Officer's Report

July 8, 2021

July 14 Early Childhood Job Fair and Other Recruiting Efforts

The labor shortage facing the whole country, the addition of at least three dozen new positions for the new Early Head Start grant, and the usual summer turnover in our early childhood teaching staff is creating a perfect storm. On June 24 WCCA Board members were sent an electronic copy for *WCCA's July Job Fair Flyer*. Please use this flyer to share information about the great job opportunities at WCCA. Please email individuals and groups that might be interested in spreading the word, or working for WCCA. In addition to the \$16 per hour wage, and \$1,000 to \$1,500 sign on bonus, WCCA offers:

- A very good health insurance plan with a \$1,000 deductible and low copays on prescriptions and medical appointments
- Dental and eye care insurance
- Twelve days of paid time off the first year. Five of these can be used as soon as the employee needs them
- Paid holidays that include Christmas Eve through New Year's Day, MLK Day, Good Friday, Memorial Day, (Juneteenth as soon as the Board approves it), Independence Day, Labor Day, Veterans Day and two days at Thanksgiving
- Tuition and book assistance with any certificate or degree program the agency approves the employee to work towards
- Five percent on top of the salary goes into a 403b retirement account and there is another 2.5% match available

Most applicants with a bachelor's degree or a certificate of child development (CDA) are eligible to start at least at \$16 per hour. Please spread the word.

Facilities and Safety Director Position

With the addition of the latest Early Head Start expansion grant, WCCA is already planning to build or renovate many facilities. We do have revenue available to hire a Facilities and Safety Director that can oversee these projects. On July 1st and 2nd Iby Whitten, CFO; Linda Carter, Children's Services Director; Tony Youngblood, Facilities and Safety Coordinator and I will interview four candidates for the job. All of them have extensive experience in supervising facilities and completing building projects. This added capacity will allow WCCA to complete projects in the pipeline in a timely manner. It will also allow us to approach future construction projects with confidence.