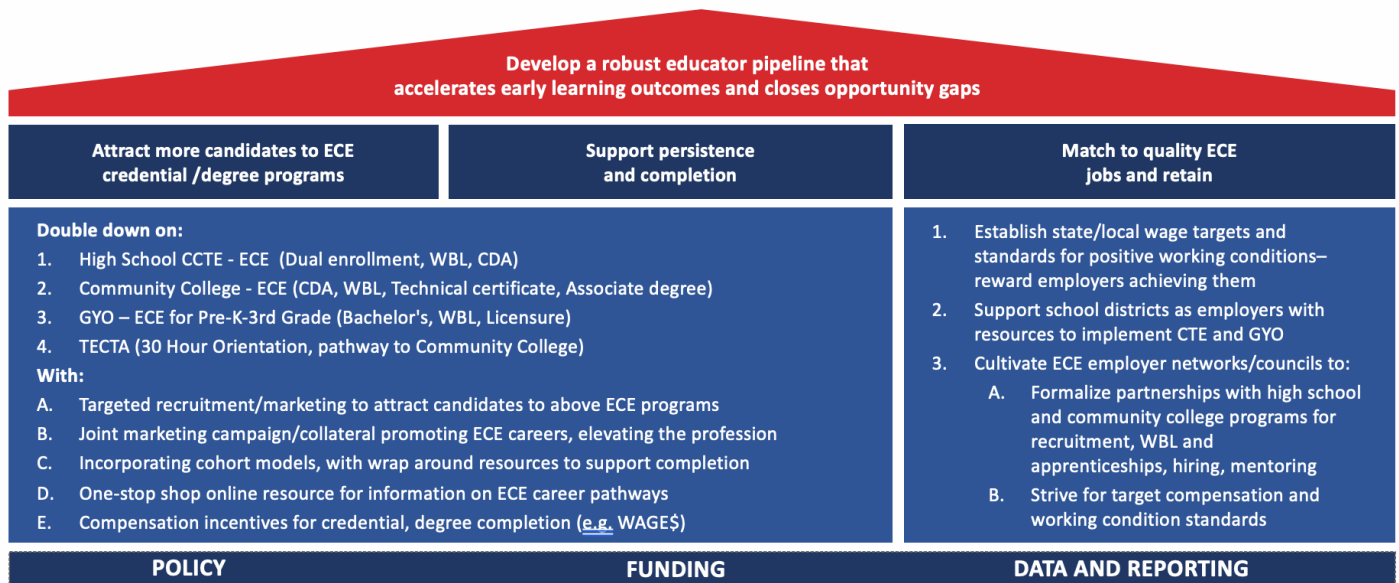




## ECE Workforce Pipeline Development Strategies Framework and Potential Strategies



### Strategies Worksheet

Strategy	Description	Notes
High school CCTE-ECE programs	Establish/expand CCTE with WBL-on-site preschool “Lab”, CDA prep, dual enrollment; partnership with TECTA to complete “orientation” and apply for CDA; Emphasize associate or bachelor’s degree as “next step”	
	Targeted recruitment / marketing to recruit students and engage parent support	
	Cohort supports, with wrap around resources to support completion	
	Employer partnership, guest speakers, mentors, hiring, apprenticeship	
Community college ECE programs	Grow participation in technical certificate and associate degree programs; partner with high schools for dual enrollment	
	Targeted recruitment / marketing to recruit students	
	Cohort models, with wrap around resources to support completion	
	Employer partnership, guest speakers, mentors, WBL, hiring, apprenticeship	



Strategy	Description	Notes
Grow Your Own programs for Pre-K through 3 <sup>rd</sup> grade	Establish/expand GYO programs with emphasis on Pre-K to 3 <sup>rd</sup> grade teachers. GYO are educator apprenticeship programs offering accelerated no-cost pathways to teacher licensure.	
	Targeted recruitment / marketing to recruit students	
	Cohort models, with wrap around resources to support completion	
TECTA	Build pipeline of candidates accessing TECTA orientation and support;	
	Targeted recruitment / marketing to recruit students (Who?)	
	Cohort models, with wrap around resources to support completion	
Marketing Campaign	Establish broad campaign to support enrollment in ECE credential / degree programs, promote ECE careers and elevate the profession	
Online ECE career resource hub	Establish a one-stop-shop resource hub for information on career pathways, education programs, financial aid, inspiration / motivation	
Compensation incentives	Establish/grow funding resource to reward credential, degree completion (e.g. WAGE\$)	
Wage Targets and Working Conditions Standards	Establish state/local wage targets and standards for positive working conditions—reward employers achieving them	
Support school districts	Support and encourage school districts as employers with resources to implement CTE (e.g. Program leader/teacher compensation) and GYO (e.g. textbooks and compensation for apprentices; program leader/teacher compensation)	
Employer Networks	Cultivate ECE employer networks or councils	
	Formalize employer partnerships with high school and community college programs for recruitment, WBL and apprenticeships, hiring, mentoring	



Encourage / celebrate employers to strive for and meet target compensation and working condition standards while working

Data and Reporting

Develop community systems for tracking and measuring enrollment, persistence, credential and degree completion, vacancies and retention rates, among other metrics to better guide strategies and inform policy

Policy

Advocate for supportive state and local policy

Funding

Build community awareness of and tap all existing funding opportunities; supplement with new local/state government and philanthropic funds

**Early Educator Entrepreneurs**

When early educators double as owner and director in the case of Family Child Care providers, there are additional supports and development needed beyond the early educator credentials and degrees. As indicated in “Stephen’s” career pathway plans, there are resources available to support business skill development and securing a child care license. But other supports and strategies may be needed.

Family Child Care Networks

FCC networks support small businesses with various services such as back office support, child care management software, quality supports, networking and industry news and information

