ECE Workforce Pipeline Development
Strategies Framework and Potential Strategies

Develop a robust educator pipeline that accelerates early learning outcomes and closes opportunity gaps

Attract more candidates to ECE credential /degree programs	Support persistence and completion	Match to quality ECE jobs and retain
Double down on: 1. High School CCTE - ECE (Dual enrollment, WBL, CDA) 2. Community College - ECE (CDA, WBL, Technical certificate, Associate degree) 3. GYO – ECE for Pre-K-3rd Grade (Bachelor's, WBL, Licensure) 4. TECTA (30 Hour Orientation, pathway to Community College) **With:** A. Targeted recruitment/marketing to attract candidates to above ECE programs B. Joint marketing campaign/collateral promoting ECE careers, elevating the profession C. Incorporating cohort models, with wrap around resources to support completion D. One-stop shop online resource for information on ECE career pathways E. Compensation incentives for credential, degree completion (e.g. WAGE$)		1. Establish state/local wage targets and standards for positive working conditions– reward employers achieving them 2. Support school districts as employers with resources to implement CTE and GYO 3. Cultivate ECE employer networks/councils to: A. Formalize partnerships with high school and community college programs for recruitment, WBL and apprenticeships, hiring, mentoring B. Strive for target compensation and working condition standards
POLICY	**FUNDING**	**DATA AND REPORTING**

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 3rd grade	Establish/expand GYO programs with emphasis on Pre-K to 3rd 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