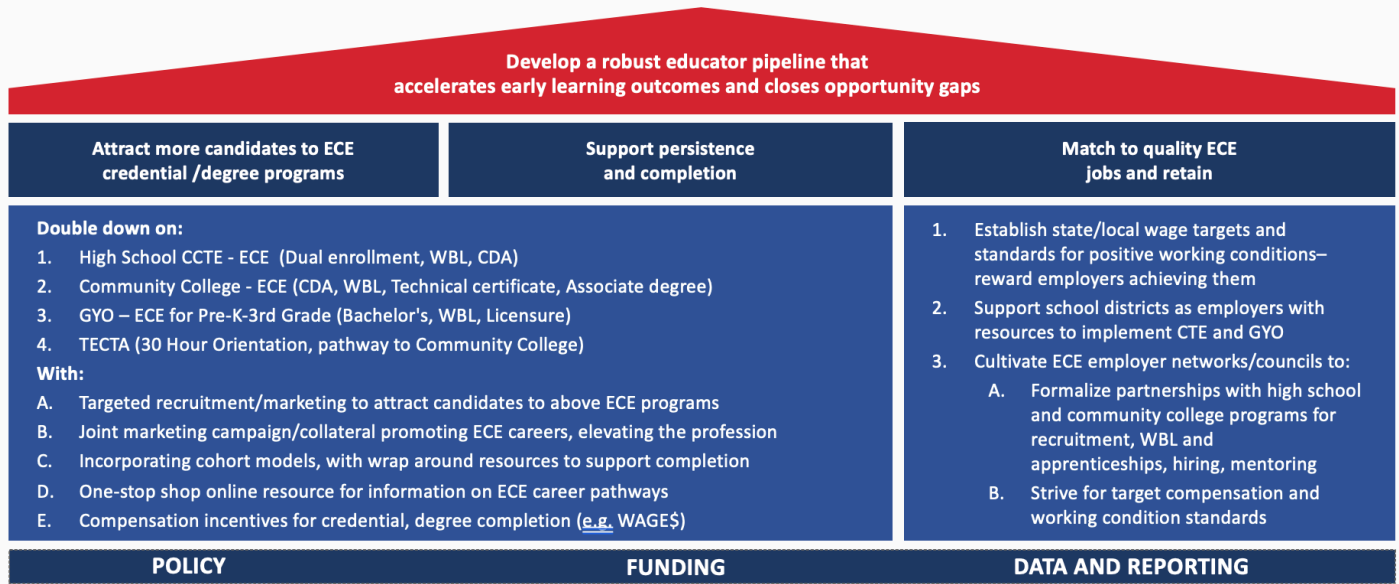




## ECE Workforce Pipeline Development Strategies Framework and Potential Strategies



Strategy	Description
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
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. WAGES)
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



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Policy                      Advocate for supportive state and local policy

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

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**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.

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

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