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CHANGING THE WORKFORCE SYSTEM

WHAT WILL IT TAKE AND WHERE DO WE START?

December 9, 2020

SESSION OBJECTIVES

- Reflect on the latest national and state efforts to address the most challenging workforce issues

- Introduce the early care and education workforce issues that are the focus of the concurrent break-out sessions

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POWER TO THE PROFESSION

Unifying Framework for the Early Childhood Education Profession

- Career Pathways

- Knowledge & Competencies

- Qualifications

- Standards

- Accountability

- Supports & Compensation

National Association for the Education of Young Children, 2020

THREE DESIGNATIONS

- **Early Childhood Educator I (ECE I):** An ECE I will complete a professional preparation program that meets a minimum of 120 clock hours.

- **Early Childhood Educator II (ECE II):** An ECE II will complete an early childhood education associate degree program.

- **Early Childhood Educator III (ECE III):** An ECE III will complete an early childhood education bachelor's degree program or an early childhood education master's degree program.

National Association for the Education of Young Children, 2020.

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POLICY ROADMAP FOR TRANSFORMING OUR NATION'S CHILD CARE SYSTEM

- Increase Access and Affordability for All Families

- Advance the Early Care and Education Profession

- Reform Child Care Financing

- Build a Better Child Care Business Model

Alliance for Early Success, 2020

ADVANCE THE EARLY CARE AND EDUCATION PROFESSION RECOMMENDATIONS

- Secure public investment specifically for educators' compensation and benefits.

- Build educators' power through a unified voice.

- Establish policies tailored to support home-based providers' practice.

- Invest in educators' career and educational advancement, especially for educators of color and multilingual educators.

Alliance for Early Success, 2020

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RECOMMENDATIONS ON COMPENSATION

- Develop a salary scale for early childhood educators and program directors (including benefits) that is aligned with the professional designations in the state's career ladder.

- Provide bonus pay and health care benefits to child care staff as part of states' COVID-19 response.

- Implement temporary bridge programs, such as wage supplements and tax credits, to provide supplemental income supports to early childhood educators.

- Use contracts coupled with increased funding to support meeting higher compensation standards (e.g., parity with K-12, salary scales).
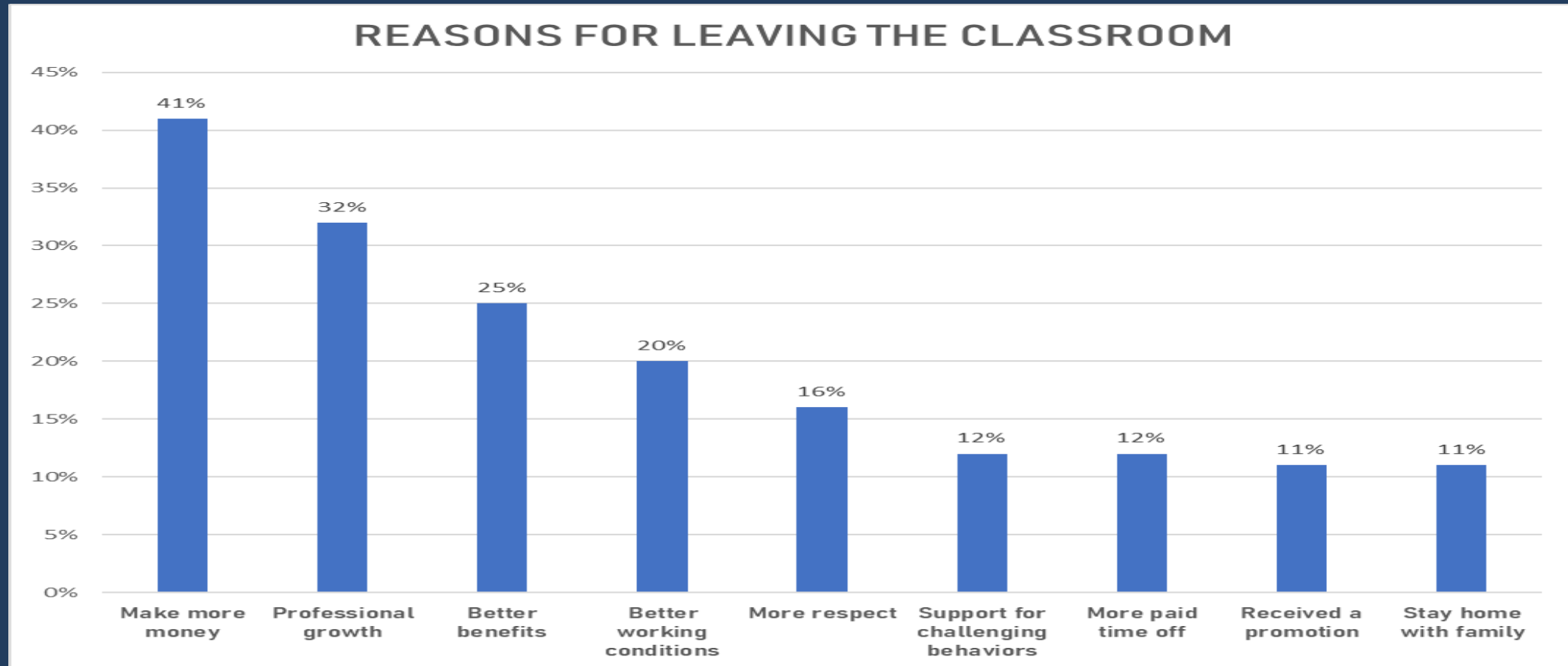
Alliance for Early Success, 2020

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ACCESS TO TRAINING AND COACHING/MENTORING

- Reliance on online learning

- Rethinking old topics in new ways, e.g., trauma-informed care, culturally responsive care, family partnerships, business administration

- Expansion of coaching and mentoring
  - A variety of models and purposes
  - Virtual coaching
  - Coaching competencies
  - Dose, duration, and intensity of the coaching experience

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RECRUITMENT, RETENTION, AND TURNOVER

REASONS FOR LEAVING THE CLASSROOM

Reason	Percentage
Make more money	41%
Professional growth	32%
Better benefits	25%
Better working conditions	20%
More respect	16%
Support for challenging behaviors	12%
More paid time off	12%
Received a promotion	11%
Stay home with family	11%

Child Care Services Association, 2020

RESOURCES

- National Center on Early Childhood Development, Teaching and Learning. (2018). Professional Development System Frameworks. Washington, DC: Office of Head Start and Office of Child Care, Administration for Children and Families, U.S. Department of Health and Human Services. https://childcareta.acf.hhs.gov/resource/professional-development-system-frameworks

- National Association for the Education of Young Children. (2020). Power to the Profession. http://powertotheprofession.org/

- National Association for the Education of Young Children. (2020). Unifying Framework for the Early Childhood Education Profession. http://powertotheprofession.org/wp-content/uploads/2020/03/Power-to-Profession-Framework-03312020-web.pdf

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RESOURCES, CONTINUED

- Alliance for Early Success. (2020). Build Stronger: A Child Care Policy Roadmap for Transforming Our Nation's Child Care System. https://earlysuccess.org/content/uploads/2020/09/AllianceforEarlySuccessRoadmap20200916.pdf

- Child Care Services Association. (February 2020). Leaving the Classroom: Addressing the Crisis of NC's Early Childhood Educator Turnover. https://www.childcareservices.org/wp-content/uploads/2020/02/CCSA_2020_TchrTurnover_Brief_Final_Interactive-FINAL.pdf

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CONCURRENT SESSIONS

- Workforce Qualifications, Certificates and Credentials

- Access to Education and Training

- PD Career Pathways and Registries

- Recruitment, Retention and Turnover

- Targeted Coaching and Mentoring Systems

- Compensation Strategies

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- Click the **Join Session** button in the middle of the banner

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*This Center is funded by the U.S. Department of Health and Human Services,
Administration for Children and Families, Office of Child Care.
Contract Number HHSP233201500041I*