



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**



National Center on Child Care Professional  
Development Systems and Workforce Initiatives (PDW Center)  
Jointly funded by ACF's Office of Child Care and Office of Head Start

# Strengthening the Early Childhood and School-Age Workforce

# Welcome and Session Overview



# Session Goal

- Learn about a set of resources to support State/Territory efforts to recruit and retain a skilled early childhood (EC) and school-age (SA) workforce

# Session Agenda

- ① New resources
- ② Strengthening the EC/SA Workforce: tool overview
- ③ Questions and answers

# New Resources



# Purpose

---

- ❑ To support OCC's and OHS' priority of a strong EC/SA workforce
- ❑ To help State/Territory decisionmakers retain and increase a skilled workforce by improving their workplace conditions, compensation, and access to professional development (PD)

# Strengthening the EC/SA Workforce: Tool

---

*Strengthening the EC/SA Workforce:  
A Tool to Improve Workplace Conditions,  
Compensation, and Access to Professional  
Development*



# Strengthening the EC/SA Workforce: Briefs

---

- ❑ Strengthening the EC/SA Workforce Executive Summary
- ❑ Targeting EC/SA Workforce Investments
- ❑ Strategies for Strengthening the EC/SA Workforce: West Virginia

# Strengthening the EC/SA Workforce: Guide

---

## □ Planning and Implementing EC/SA Workforce Initiatives

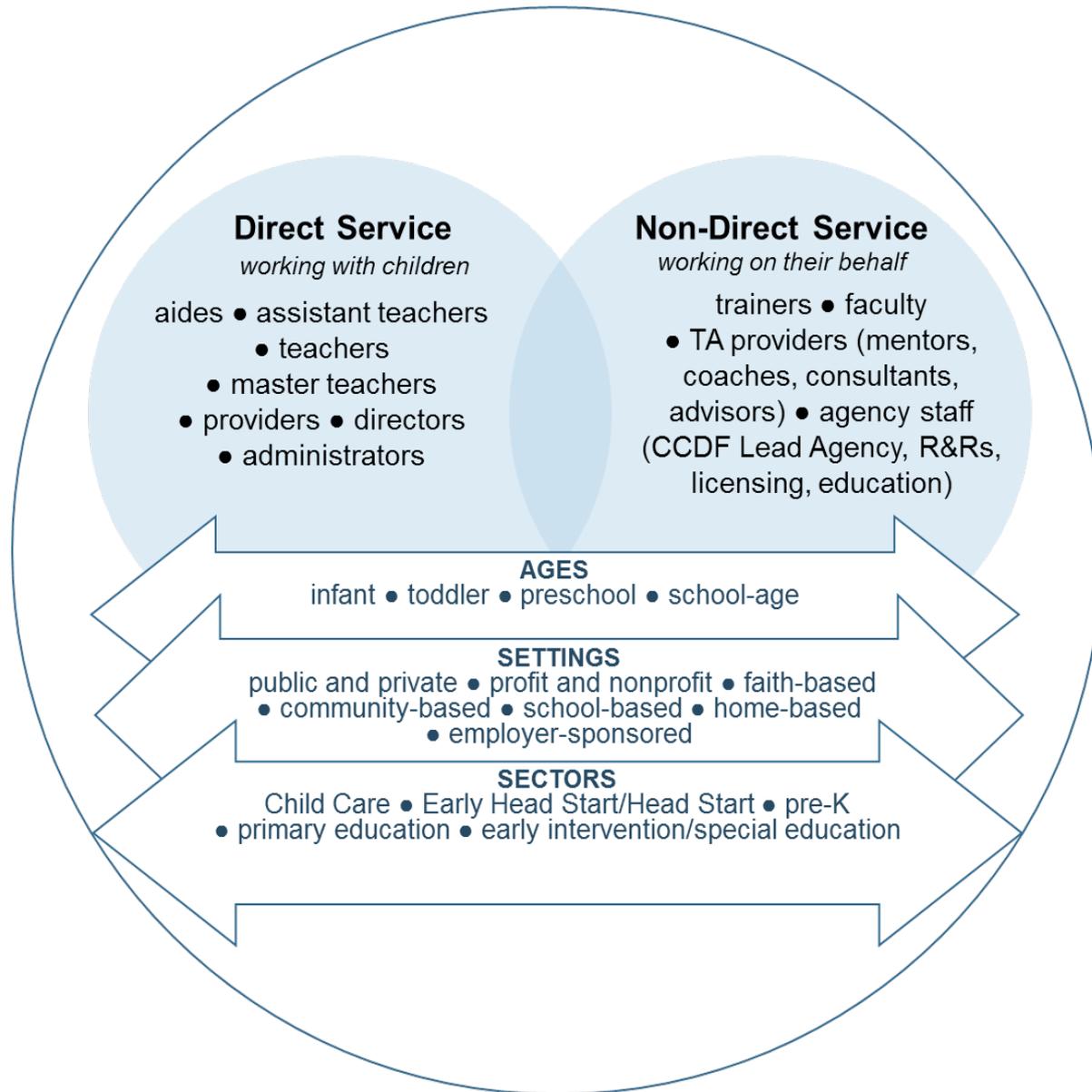
These new resources will be available at  
[https://childcareta.acf.hhs.gov/resource/strengthening-early-childhood-and-school-age-workforce.](https://childcareta.acf.hhs.gov/resource/strengthening-early-childhood-and-school-age-workforce)

# Key Audiences

---

- You!
- Other State/Territory or local policymakers, funders, or PD advisory committee members
- PD system administrators
- Professionals who provide PD or other workforce supports
- Direct service program leaders

# Aligned PD Systems



# Focus Areas

---

Workplace Conditions

Compensation

Access to PD



# Focus Area: Workplace Conditions

---

Positive **workplace conditions** support staff retention *and* their ability to translate new knowledge and skills into effective practice



© iStockphoto.com/DenKuvaiev

# Focus Area: Compensation

---

Pairing an increase in competency with an increase in **compensation** can help programs retain skilled staff



© iStockphoto.com/loveguli

# Focus Area: Access to PD

---

EC/SA  
professionals  
must be able  
to **access PD** to  
gain new  
knowledge  
and skills



©S. LeMoine

# Why Does it Matter?

---

Aligned PD systems can help States/Territories reduce duplication, streamline processes, and increase career mobility



Every reduction in cost, time, and attrition makes it possible to target more funding to program stability and staff salaries

# Poll Question

---



©iStockphoto.com/JohannesNorpoth

## Why does targeting workforce investments matter to you?

- a. I need to ensure a supply of high-quality early childhood programs to serve children and families
- b. I want to develop Child Care/Head Start partnerships where workforce conditions and compensation are equitable across partner settings
- c. I oversee quality improvement activities in my State/Territory
- d. I provide PD supports to the workforce
- e. Other (please type inside chat box)

# Key Messages

---

- ❑ Improvements require a combination of strategies
- ❑ Issues must be addressed in the overall context of quality improvement and broader EC/SA systems
- ❑ Addressing issues as part of a PD system requires examination of funding and potential repackaging and targeting of investments

# Key Messages

---

- ❑ To raise quality *and* retain effective educators, States/Territories can combine promising strategies at the professional, program, and system levels
- ❑ Management and leadership skills are essential to making the most of the current system and to securing a better future for the workforce
- ❑ Standards and policies can set expectations for staff and define markers for program quality

# Strengthening the EC/SA Workforce: Tool Overview



# About This Tool

---

A reference and resource tool–NOT designed to be read from start to finish

Tool includes:

- Research
- Definitions
- Examples
- Links to more information



# Five Major Sections

---



© iStockphoto.com/lostinbids

1. Why Targeting Investments Matters
2. Funding Sources
3. Program Standards, Management, and Business Practices
4. Planning and Implementation Guide
5. Strategic Approaches: State Example



# What's In It for Me?

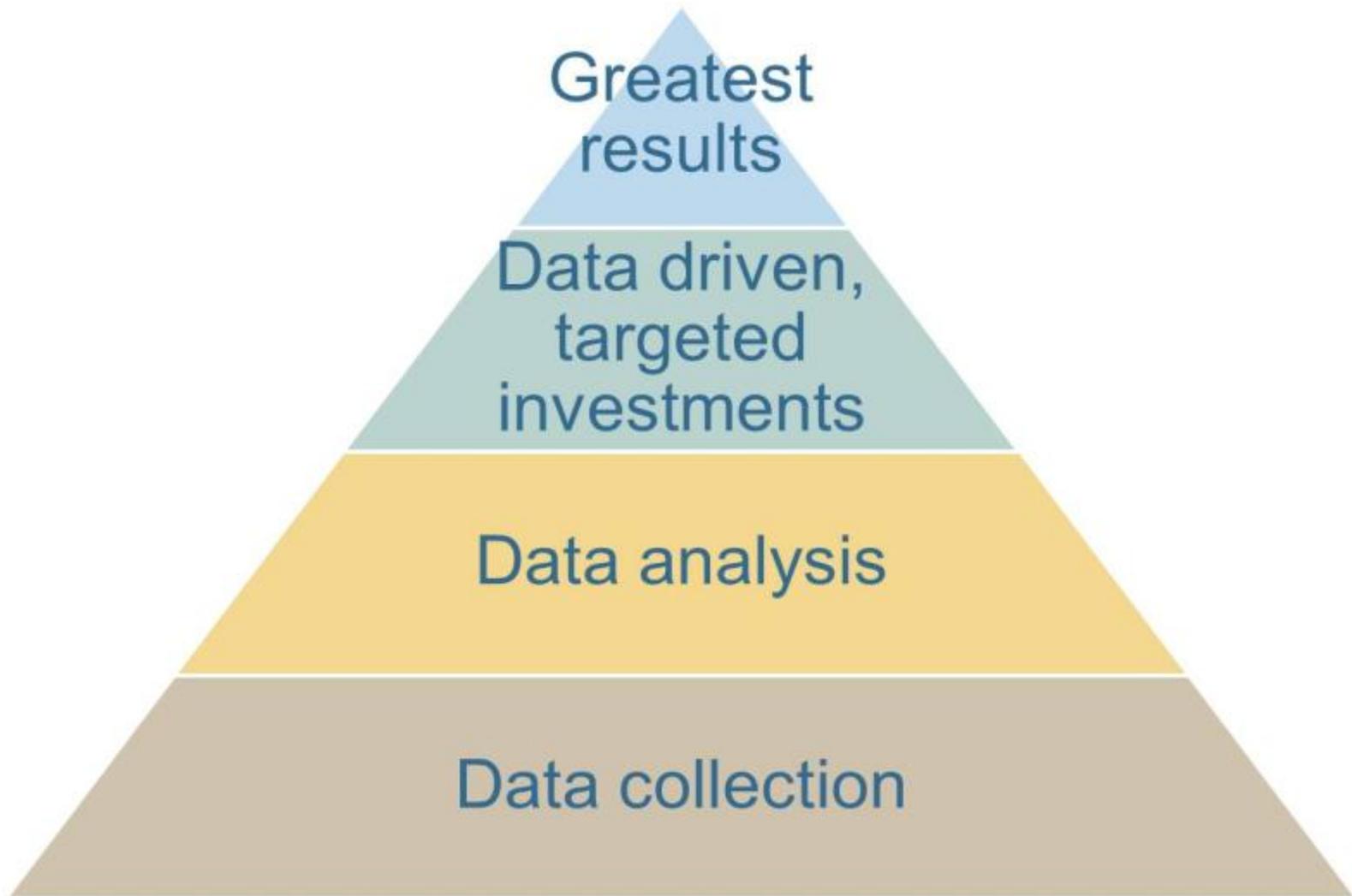
---

**State/Territory or local policymakers, funders, or PD advisory committee members can use this section to:**

**Examine how sectors benefit from and contribute to workforce investments; and inform strategies related to prioritizing, staging, and targeting workforce investments**

# Section 2. Funding Sources

---



# What's In It for Me?

---

**State/Territory or local policymakers, funders, or PD advisory committee members can use this section to:**

**Examine program management practices and investment strategies related to quality assurances and improvements, ongoing PD, and higher education**

# Section 3. Program Standards, Management, and Business Practices

---

Business and personnel practices significantly impact resources for the workforce and their workplace conditions

Directors and family child care providers need business management knowledge and skills to run a successful program

Program leaders with sufficient funding and personnel management skills recruit and retain qualified and well-compensated staff

# What's In It for Me?

---

**State/Territory or local policymakers, funders, or PD advisory committee members can use this section to:**

**Inform investments in management training, setting licensing and QRIS standards for management qualifications and ongoing PD, and supporting higher education capacity to deliver management courses, degrees, and credentials**

# Poll Question

---



©iStockphoto.com/JohannesNorpoth

**In which ways does your State/Territory address program management, standards, business practices, and leadership activities?**

- a. Initiatives that help secure and retain qualified staff and improve workplace conditions
- b. Alignment and/or monitoring of administrative practices and qualifications
- c. Implementation of effective program management practices across settings and sectors
- d. All of the above
- e. Other (please type inside chat box)

# Section 4. Planning and Implementation Guide

---

- ❑ Targeting workforce investments requires informed decisionmaking and implementation strategies
- ❑ A five-step process can support States/Territories movement towards system innovation



© Shutterstock.com/Rohit Seth

# What's In It for Me?

---

**State/Territory or local policymakers, funders, or PD advisory committee members can use this section to:**

**Guide strategic planning and implementation that supports a skilled and stable cross-sector workforce**

# The Guide's Five Steps

---

1. Conduct a Scan of Current Initiatives and Investments
2. Develop or Refine the Goals and Outcomes
3. Determine the Fit and Feasibility and Readiness to Change
4. Select an Approach and Develop an Implementation Plan
5. Implement the Plan and Monitor Results

# Poll Question

---



©iStockphoto.com/JohannesNorpoth

## What is your role in implementing workforce supports?

- a. I participate on a planning group to develop and refine goals for our State/Territory EC/SA workforce
- b. I am responsible for targeting resources to ensure PD capacity at the local and/or State/Territory level
- c. I evaluate and monitor supports for the EC/SA workforce
- d. All of the above
- e. Other (Please use chat box to describe)

# Section 5. Strategic Approaches: State Story

---

**State story demonstrates how leaders can successfully address workforce issues one strategic step at a time**

**West Virginia's Apprenticeship for Child Development Specialist Program**

# What's In It for Me?

---

**State/Territory or local policymakers, funders, or PD advisory committee members can use this section to:**

**Explore a concrete example to inform their policy recommendations to support the workforce across settings and sectors**

# Questions and Answers



# For More Information...

---

- ❑ Contact
  - PDW Center, [pdwcenter@zerotothree.org](mailto:pdwcenter@zerotothree.org)
  - Sarah LeMoine, [slemoine@zerotothree.org](mailto:slemoine@zerotothree.org)
  - Jani Kozlowski, [jkozlowski@zerotothree.org](mailto:jkozlowski@zerotothree.org)
  
- ❑ The *Strengthening the EC/SA Workforce* resources are available at <https://childcareta.acf.hhs.gov/resource/strengthening-early-childhood-and-school-age-workforce>
  
- ❑ Additional PDW Center resources are available at <https://childcareta.acf.hhs.gov/professional-development-systems-and-workforce-initiatives>



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**



National Center on Child Care Professional  
Development Systems and Workforce Initiatives (PDW Center)  
Jointly funded by ACF's Office of Child Care and Office of Head Start



© iStockphoto.com/digitalskillet

# THANK YOU!