

# Want to Increase Access to Quality Early Childhood Programs?

## Build Hawaii's Workforce!



### Executive Office on Early Learning

2018 Hawaii DXP Data Summit

May 18, 2018

# WE NEED *HIGH-QUALITY* PROGRAMS

**“Poor- or low-quality programs can have a negative impact on children’s school readiness or, at best, no impact on school readiness.”**

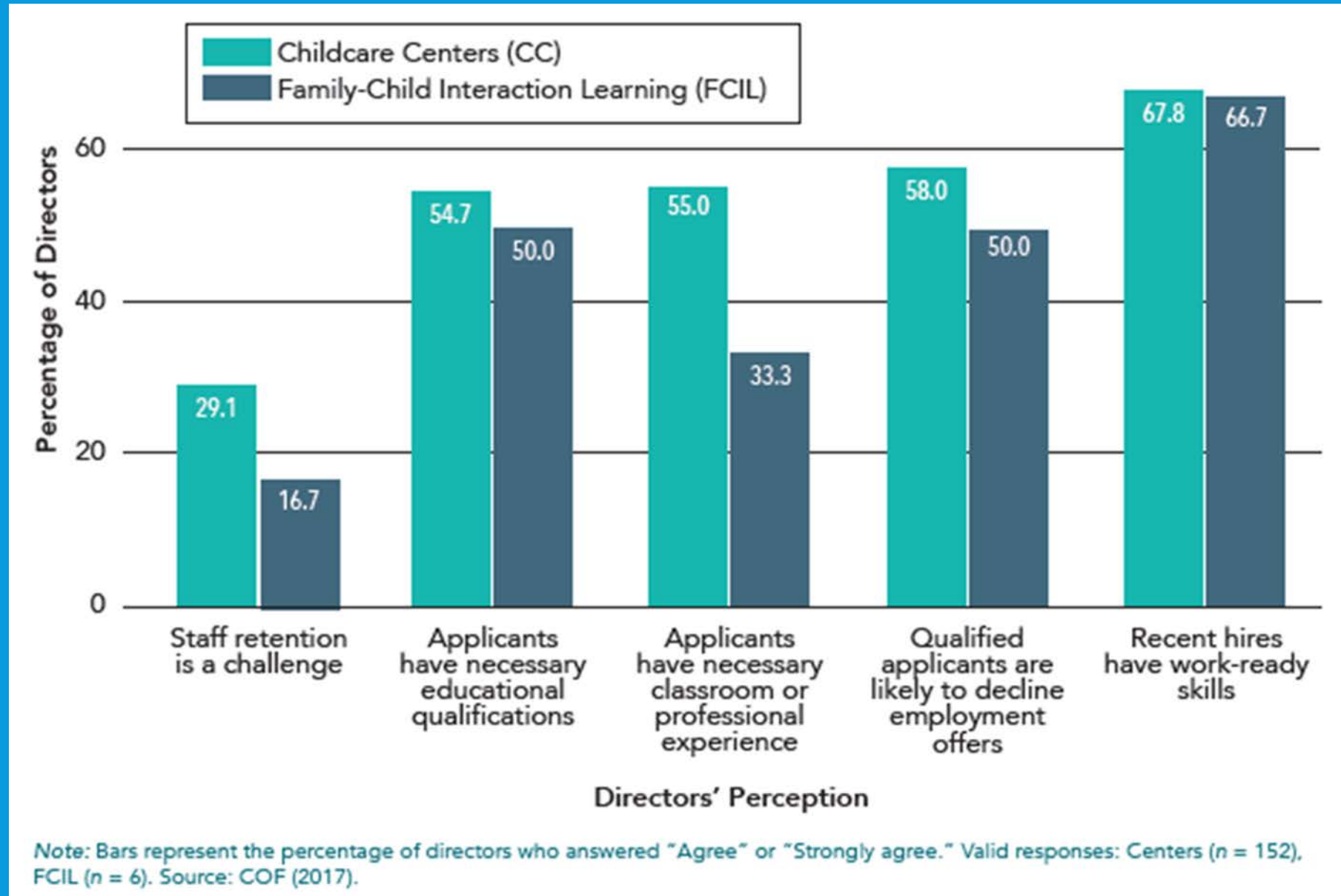
*– Joe Minervino, Ready On Day One Founder & CEO*



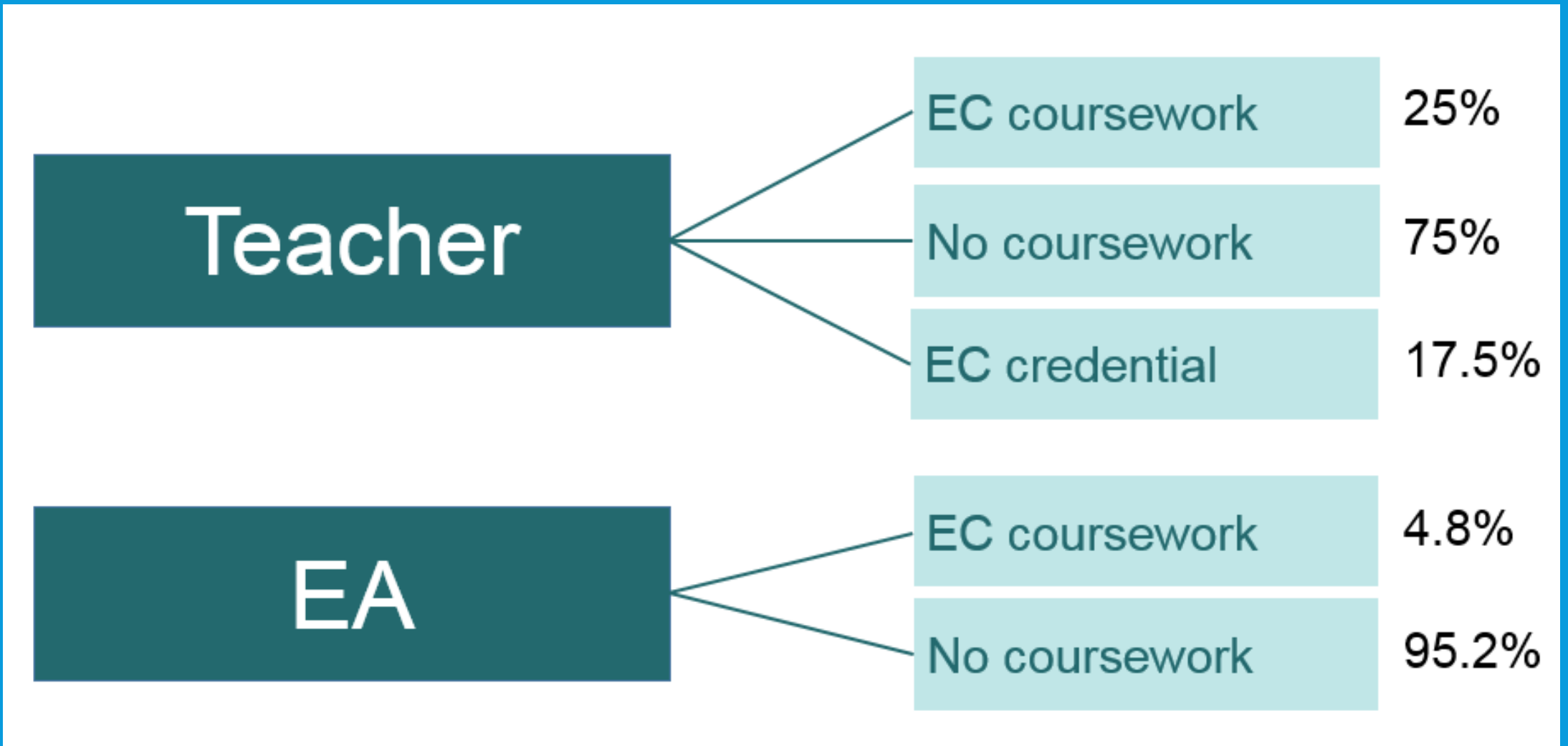
# Focusing on Access to Quality



# Challenge for Quality Programs: Workforce



# EOEL Pre-Kindergarten Staff



# How is EOEL addressing these challenges?

Providing ongoing, targeted professional development for educators:

- Early Learning Induction Program
- Early Learning Academy
- Regular coaching and mentoring

Coursework requirement for teachers and assistants

- Partnership with higher education
- Partnership with philanthropic organizations



# Workforce Development Challenges

- **Fragmented workforce**
- **Wide ranging preparation and qualification requirements**
- **Career advancement pathways are not aligned**
- **Need to professionalize the field**
- **Inadequate compensation and benefits**



# NGA Workforce Development Grant

- **Six states selected: Arkansas, Delaware, Illinois, Montana, North Carolina, & Hawaii**
- **Ongoing technical assistance – support to states in strengthening the quality of their ECE workforce**
- **Grant award \$12,500**
- **Project timeline: May 2018 – May 2019**





# NGA Workforce Development Grant

**Goal 1 – Identify, align, and potentially develop, career advancement pathways that support and develop the specialized competencies and skills of early childhood educators and early childhood program administrators.**

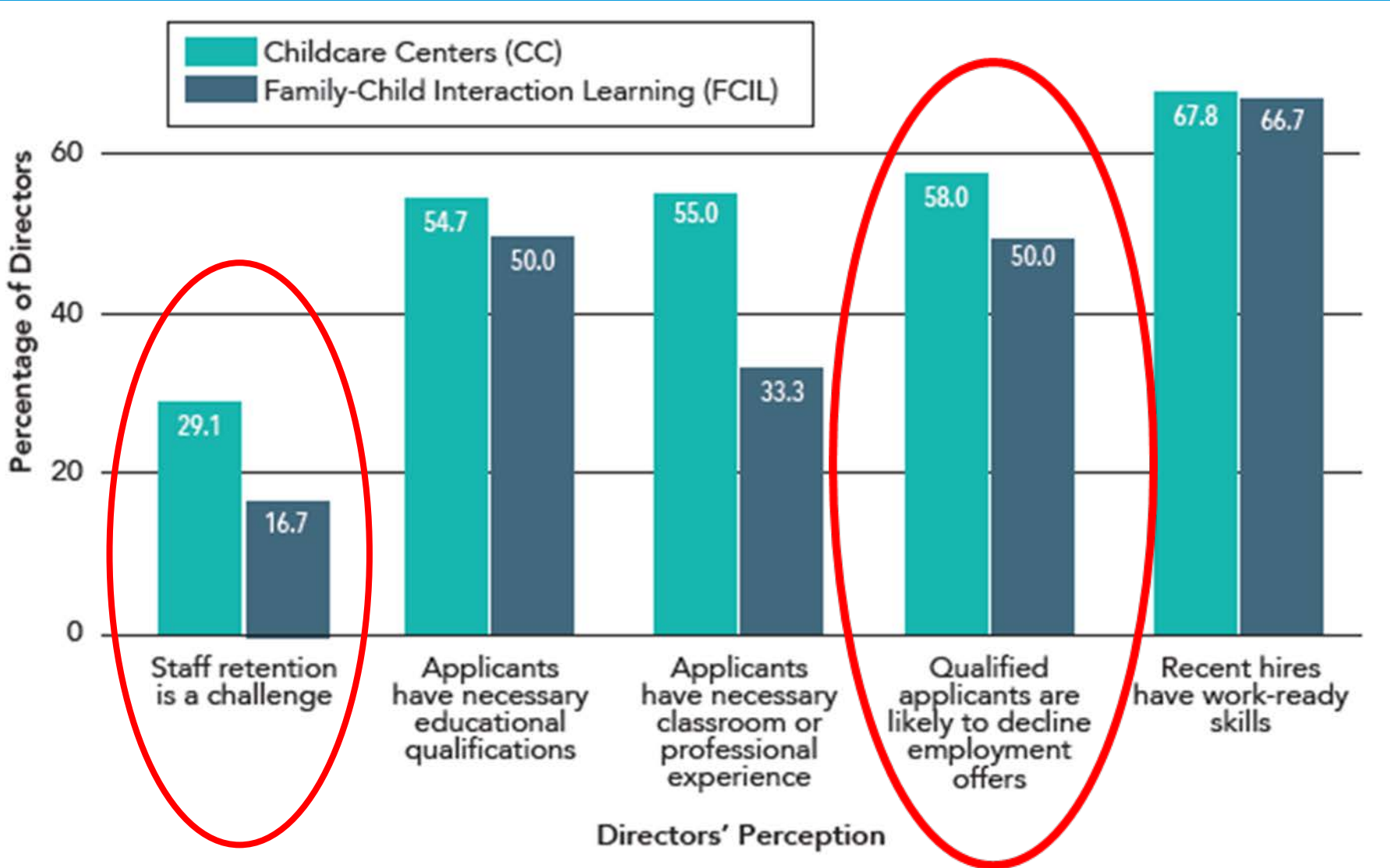


# NGA Workforce Development Grant

**Goal 2 – Identify strategies to recruit and retain early childhood development and learning providers, and support individuals pursuing coursework in ECE.**



# Recruitment and Retention



Note: Bars represent the percentage of directors who answered "Agree" or "Strongly agree." Valid responses: Centers (n = 152), FCIL (n = 6). Source: COF (2017).



# NGA Workforce Development Grant

**Goal 3 – Provide recommendations for State agencies to create the policies and provide the resources needed to provide a career advancement pathway with the meaningful supports needed for individuals in the early care and education field.**



# We Value Your Input

**What would it look like if we could live in a system where workforce issues have all been resolved? What would this ideal system look like?**



# We Value Your Input

**What resources and supports are needed to develop a highly qualified workforce where individuals in the early care and education field are valued, have sufficient resources, and adequately compensated?**



# We Value Your Input

**What strategies can be utilized to obtain these resources and supports?**





## Executive Office on Early Learning

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