Strengthening the Workforce: How You Can Improve Workplace Conditions, Compensation, and Access to PD
Welcome and Session Overview
Session Goals

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

- Hear about a Regional pilot of a Professional Development (PD) System Cost Analysis Tool
Session Agenda

1. New Resources
2. Strengthening the EC/SA Workforce: Tool Overview
3. PD System Cost Analysis Tool
4. 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

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

**Direct Service**
*working with children*
- aides
- assistant teachers
- teachers
- master teachers
- providers
- directors
- administrators

**Non-Direct Service**
*working on their behalf*
- trainers
- faculty
- TA providers (mentors, coaches, consultants, advisors)
- agency staff (CCDF Lead Agency, R&Rs, licensing, education)

**AGES**
- infant
- toddler
- preschool
- school-age

**SETTINGS**
- public and private
- profit and nonprofit
- faith-based
- community-based
- school-based
- home-based
- employer-sponsored

**SECTORS**
- Child Care
- Early Head Start/Head Start
- pre-K
- primary education
- early intervention/special education
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.
Focus Area: Compensation

Pairing an increase in competency with an increase in compensation can help programs retain skilled staff.
Focus Area: Access to PD

EC/SA professionals must be able to access PD to gain new knowledge and skills.
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.
Findings from the NSECE

- **EC workforce**
  - 1 million center-based teachers and caregivers
  - 1 million paid, home-based teachers and caregivers
  - 2.7 million unpaid home-based teachers and caregivers

- **Median hourly wages**
  - $10.60 center-based teachers and caregivers
  - $11.90 preschool teachers
  - $9.30 infant/toddler caregivers

- In 2012, about 3/4 of center- and home-based teachers and caregivers reported that they had some form of health insurance

Source: NSECE, 2013
Findings from the NSECE

- 53% of center-based teachers and caregivers have college degrees
  - 35.5% have bachelor’s or graduate/professional degrees
- Center-based teachers and caregivers working full-time have a median early childhood education (ECE) experience of 14 years
  - Only 4% have less than 1 year of experience

Source: NSECE, 2013
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

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
Section 1. Why Targeting Investments Matters
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

- Greatest results
  - Data driven, targeted investments
  - Data analysis
  - Data collection
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.
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.
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
## 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
PD System Cost Analysis Tool
Purpose

- To inform State decisionmaking about targeting resources for PD systems and initiatives to build and retain a qualified workforce across
  - Roles
  - Settings
  - Sectors
  - Systems
Questions and Answers
For More Information…

- **Contact**
  - PDW Center, pdwcenter@zerotothree.org
  - Sarah LeMoine, slemoine@zerotothree.org
  - Jani Kozlowski, jkozlowski@zerotothree.org


- Additional PDW Center resources are available at [https://childcare.gov/professional-development-systems-and-workforce-initiatives](https://childcare.gov/professional-development-systems-and-workforce-initiatives)

THANK YOU!

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