



National
Early Care & Education
WORKFORCE CENTER

**Grow Your Own ECE:
Supporting and Nurturing Talent**

Wednesday, April 24, 2024



Elizabeth Pufall Jones

Director of Preparation and Work Environment Programs



National ECE Workforce Center Funders

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Grow Your Own

Drawing from within communities to support a diverse, qualified, and well-compensated ECE workforce.

Grow Your Own is an umbrella term that describes the many and dynamic, equity-centered, **community-driven**, and holistic approaches designed to help communities support, strengthen, and sustain a strong, well-qualified, experienced, and diverse early educator workforce by nurturing the talents that already exist from within it, and by removing barriers to entering and staying in the field.



The Grow Your Own Campaign



Damaris Alvarado-Rodriguez
CEO of Children's Playhouse and
Founder of Latinos Educandos Juntos



Joana Herrera
Former Family Child Care Provider,
Leader of the Educator-Led
Communities of Care at SEIU



Dr. Colleen Bowman
Provost of Navajo Technical University
Tribal College and University Head
Start Partnership Program



Randi Wolfe Ph.D.
Executive Director of ECEPTS
Intermediary & Apprenticeship
Sponsor



Jada Vargas
Aspiring Early Childhood Educator
Millionth recipient of the CDA



Pamm Shaw
Former Director of Strategic Funding &
Partnerships, YMCA Berkeley-Albany
Registered Apprenticeship



Ninderjit Gill
Faculty, North Seattle College
Language Cohort Model



Leigh Ann Courville
Faculty, Co-Chair
Salish Kootenai College
Pathways Project

Supporting and Nurturing Talent



Structured and Culturally-Responsive Pathways



Paid Work Experience



Wraparound Supports



Financial Incentives

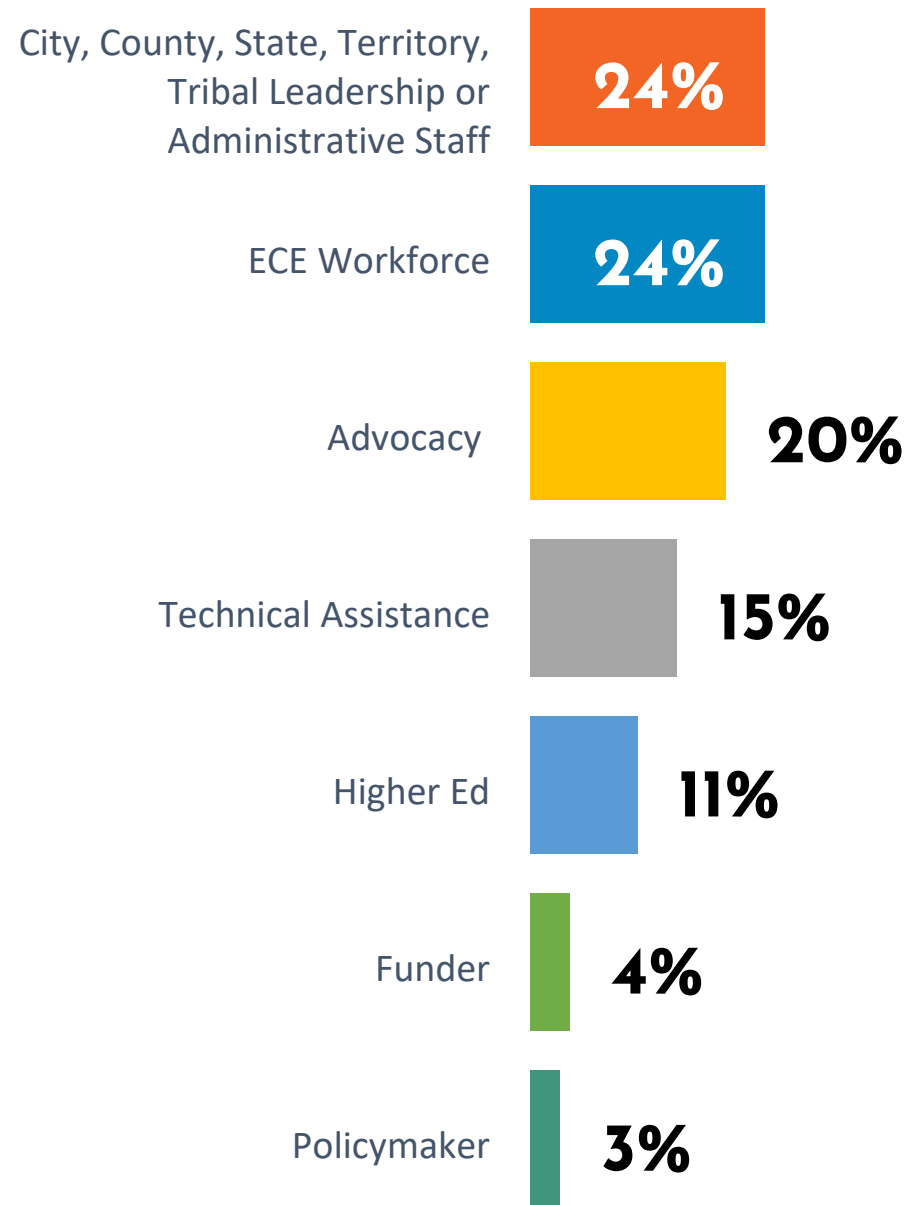


Career Advancement

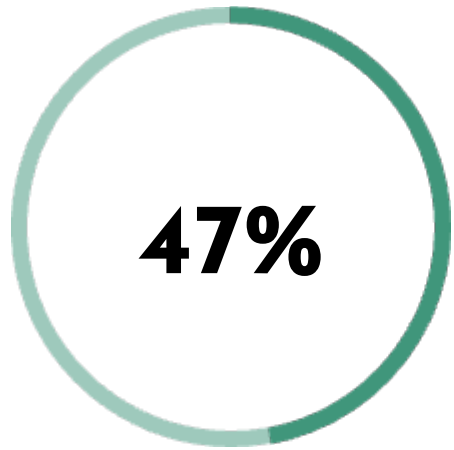
- **All 50 states and the District of Columbia**
- **Confederated Tribes of Umatilla, Nooksack, and Chumush,**
- **Puerto Rico and the U.S. Virgin Islands**
- **United Arab Emirates and Bangladesh**

Today's
Webinar
Registrants

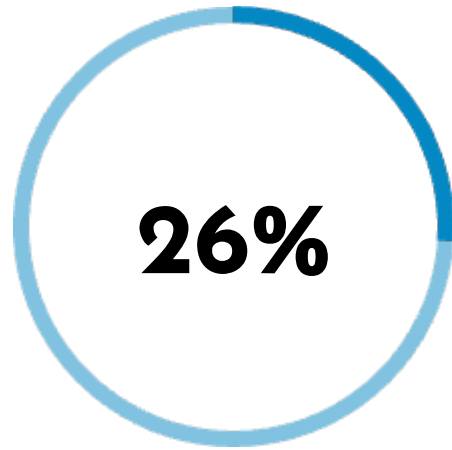
Registrant Roles



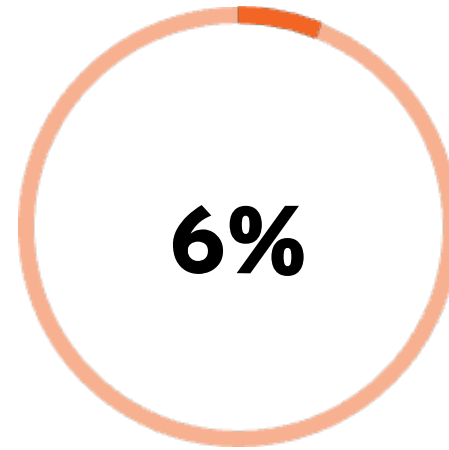
Registrant Familiarity with Grow Your Own



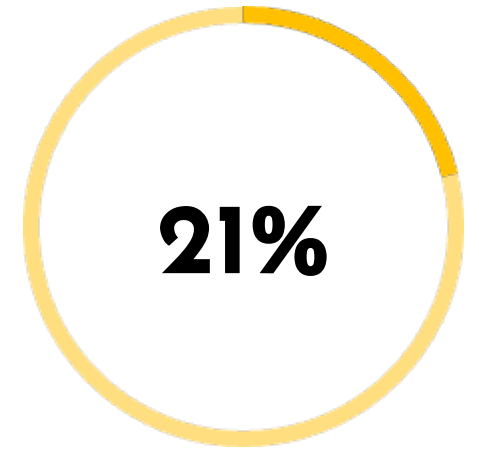
Knows something



Has heard of it



First hand experience



Not at all familiar

Questions submitted during registration

- What are specific and tailored strategies Grow Your Own initiatives use to support ...
 - long-time staff?
 - infant and toddler educators as opposed to pre-kindergarten educators?
 - home-based educators?
- What are specific strategies Grow Your Own employs to prepare educators for leadership roles?
- I am interested in learning more about how Grow Your Own programs raise wages and benefits.

Use the Q & A
to Ask the Moderator and Panelists Questions

Use the chat to connect with other participants to share your ideas and resources.
We will include your links to resources in post-session materials.



Amaya Garcia, Moderator

Director of Pre-K 12 Research and Practice with
the Education Policy Program

- **Grow Your Own Educator National Network:** Convenes a professional learning community that supports Grow Your Own programs across the country.
- **Toolkit for Grow Your Own Programs:** Developed a comprehensive toolkit to support the development of Grow Your Own program.
- **50 State Scan:** Conducted a 50-state scan to assess the landscape of policies and programs that support Grow Your Own initiatives.
- **Department of Labor-funded Intermediary for K12 Apprenticeship:** Focuses on developing pathways for paraeducators and other non-traditional candidates to enter the workforce.



Kelly Kazeck, Panelist

Early Childhood Workforce Specialist

- In 2023, Minnesota lawmakers allocated over \$300 million towards early childhood initiatives, including:
 - Grow Your Own ECE
 - Empower to Educate Program to recruit and retain early educators
 - The creation of a new state agency, the Department of Children, Youth, and Families.
- **TEACH Apprenticeships** are scheduled to begin in 2024.
- **Dual Enrollment Training** initiatives are in place to support high school pathways to becoming early educators



NEIGHBORHOOD VILLAGES

Binal Patel, Panelist

Chief Program Officer

- Actively works with 5 local Boston-based ECE programs (the Neighborhood) to model a “district,” and innovate solutions based on provider-identified needs, including: operations management, family navigation, mental health support, teaching and learning, and workforce pathways.
- Began Registered Apprenticeship program in 2023 with CDA track for new teachers, and Director track for aspiring leaders in the field.
- Cohort 2 launched in 2024 and currently playing role of Ambassador for ECE Registered Apprenticeship expansion in MA



• CHARLOTTE •
BILINGUAL
• PRESCHOOL •

Jennifer De La Jara, Panelist

Director of Workforce Development

- Two-generation programming and wraparound supports.
- Provides comprehensive training programs for early educators, focusing on bilingual education and cultural competence.
- Through a robust mentorship program, Charlotte Bilingual School supports early educators in their professional growth, offering continuous development opportunities and resources to enhance their teaching practices in a bilingual setting.



Panel Discussion



Thank you!

Become a Grow Your Own Champion

Actively use **#GrowYourOwnECE** on social media to highlight why Grow Your Own initiatives matter to you and your community

Read and share informational briefs and resources on the National ECE Workforce Center website with colleagues, friends, and members of your community

Discuss the benefits of **Grow Your Own initiatives** and the value of the ECE workforce at community events to spark interest and ongoing conversation

Further Reading

The following include resources and Grow Your Own examples shared by panelists or in the chat by attendees during the live webinar on 4/24/2024.

- Read the National ECE Workforce Center's briefs, [Grow Your Own ECE: An Introduction](#) to learn about the essential elements of Grow Your Own and [Grow Your Own ECE: Cultivating Community Partnerships](#) to dig deeper into the importance of working in relationship within communities.
- Review New America's [Grow Your Own Educators: A Toolkit for Program and Design and Development](#) and [A 50-State Scan of Grow Your Own Teacher Policies and Programs](#), as well as these resources specific to ECE:
 - [Developing a Bilingual Associate Degree Program for Spanish-Speaking Early Childhood Educators](#) describes the efforts of the University of the District of Columbia Community College and other community organizations to develop a bilingual, ECE associate's degree program.
 - Read [this brief](#) to learn about an ECE program's efforts to establish a Grow Your Own initiative for early childhood special education.
- Visit the Early Childhood Technical Assistance Center's new resource page: [Recruitment and Retention of Personnel Serving Young Children with Disabilities](#) to find a comprehensive set of innovative practices and strategies to attract, prepare, and retain effective personnel.

Further Reading

The following include resources and Grow Your Own examples shared by panelists or in the chat by attendees during the live webinar on 4/24/2024.

- Read more about Charlotte Bilingual Preschool's workforce development efforts by visiting their [website](#) and watch this short [video](#) featured on WCNC news.
- Learn more about Minnesota's efforts to support the ECE workforce by visiting the Minnesota Department of Education [webpage](#), featuring the latest report, [Minnesota's Early Childhood Workforce: Making a Difference in the Early Years](#), that describes career pathways, professional development, and more.
- Learn about Neighborhood Villages' [approach to innovation](#) and their [apprenticeship program](#) designed to support ECE aspiring educators, experienced educators, and administrators. You can also find the cost of care report [here](#):
- Webinar participants shared these resources related to North Carolina Grow Your Own efforts: [Building Bright futures ECE Apprenticeship](#) and [WNCSource CDA pathways program](#).
- A webinar participant from Colorado shared that Colorado offers [Early Childhood Career Navigation](#) to help professionals identify qualification pathways.

Further Reading

The following include resources and Grow Your Own examples shared by panelists or in the chat by attendees during the live webinar on 4/24/2024.

- A webinar participant shared information about Sante Fe Community College's [APRENDE](#) Early Childhood Teacher Pre-Apprenticeship and Apprenticeship.
- A webinar participant shared information about [First Up](#), a Learn and Earn program in Southeastern Pennsylvania to support aspiring educators earn associate's degrees in ECE.
- A webinar participant shared the [Educational Records Evaluation Service \(ERES\) website](#) as a resource to evaluate foreign credentials and assist individuals to receive U.S. equivalency of their studies.
- This was shared in a previous webinar: Washington State University created an Open Educational Resource: [Introduction to Early Childhood Education Textbook](#) that has been translated in Spanish and Arabic. Contact ieceinfoespanol@seattlecolleges.edu to receive your copy.



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Email: WorkforceCenter@ChildTrends.org

Website: www.nationaleceworkforcecenter.org