



National  
Early Care & Education  
**WORKFORCE CENTER**

**Grow Your Own ECE:  
Catalyst for Recruitment**

Wednesday, April 10, 2024



# Abby Copeman Petig

Research Director

Center of the Study of Child Care Employment, UC Berkeley



## National ECE Workforce Center Funders

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# Today's Plan

- 1 **Welcome + Overview**
- 2 **Expert Panel Discussion**
- 3 **Next Steps**  
**#GrowYourOwnECE**

We want to hear  
from you!

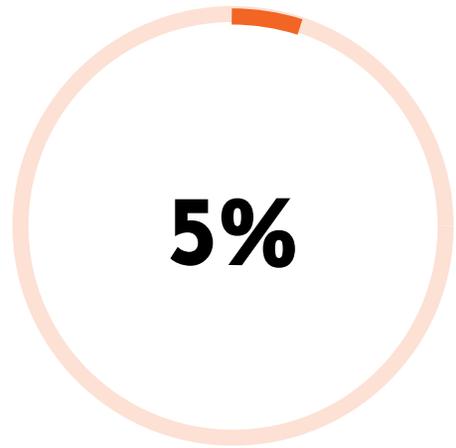
Use the chat to share questions, ideas, resources, and words of encouragement. We will include your links to resources in post-session materials.

# Welcome! Participants

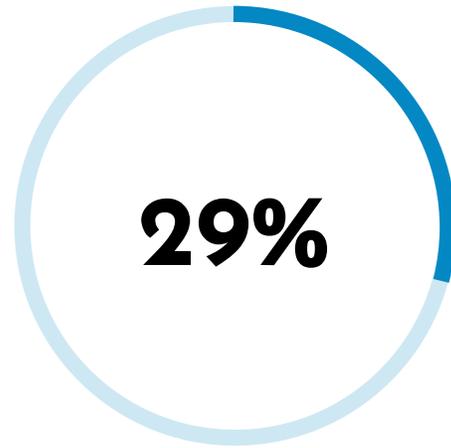
You are from:

- 46 states
- District of Columbia
- Confederated Tribes of the Colville Reservation
- Fond du Lac Tribe
- Gila River Indian Community
- Puerto Rico &
- Belize

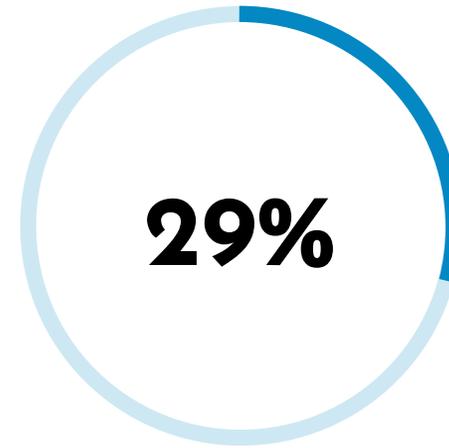
# Familiarity with Grow Your Own



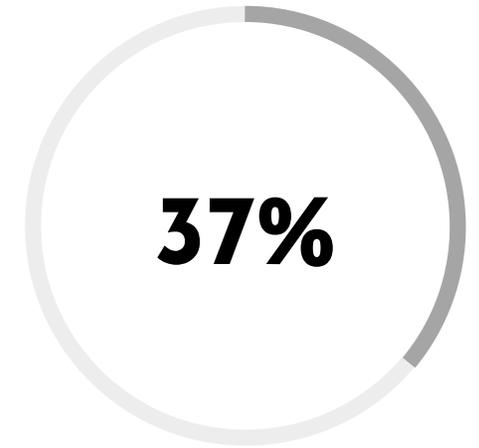
Currently implementing a Grow Your Own Strategy



Knows about Grow Your Own Strategies



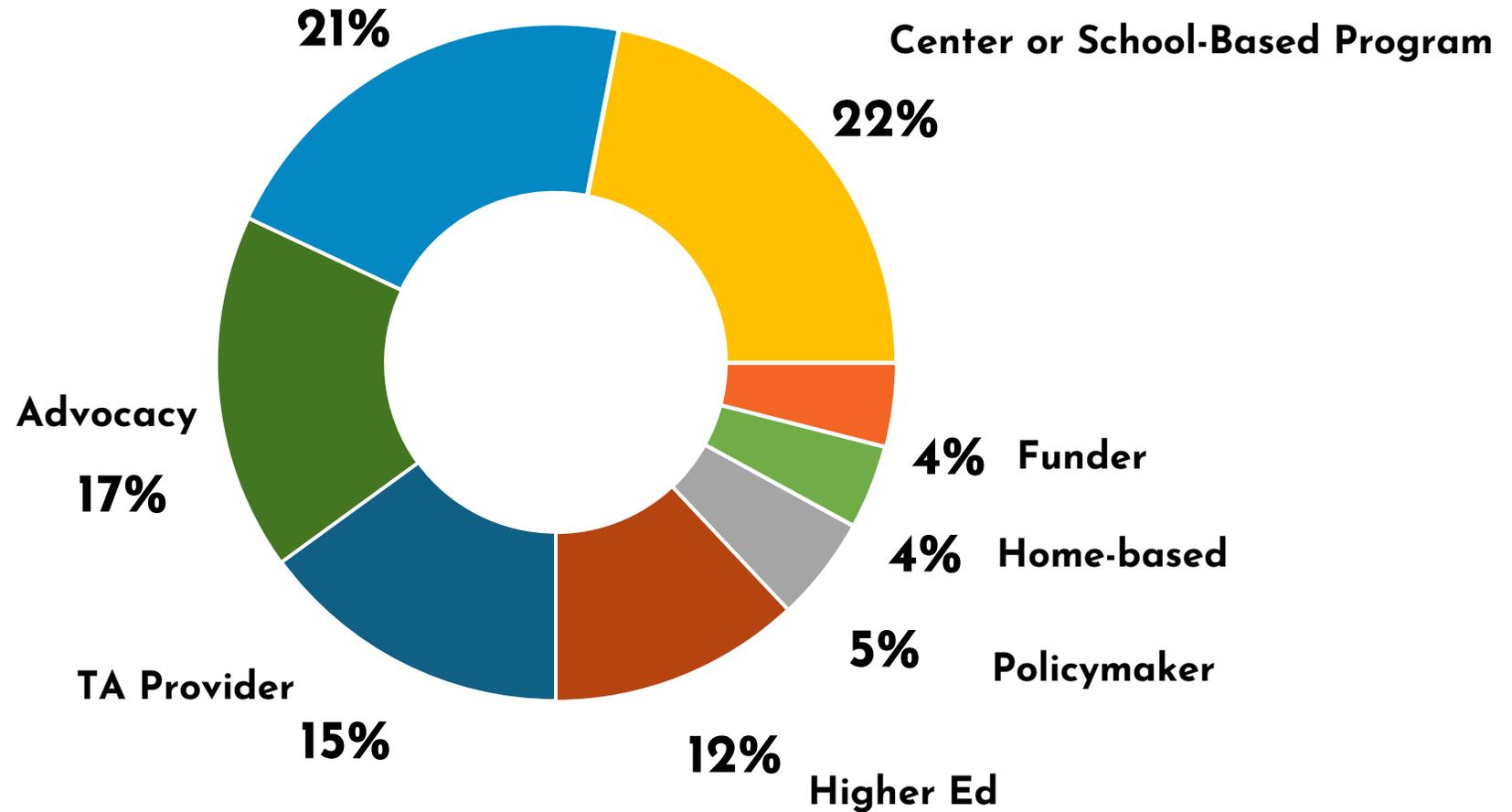
Have heard about Grow Your Own Strategies



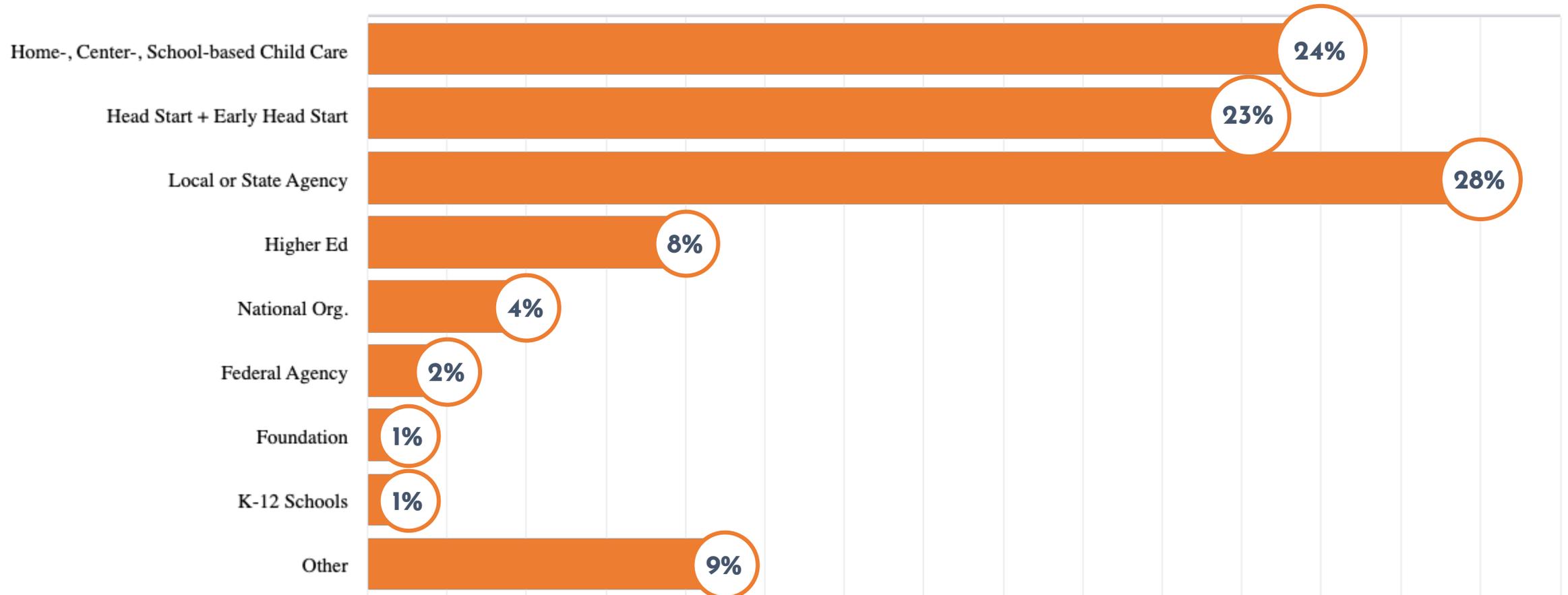
Not yet familiar with Grow Your Own Strategies

# Primary Role of Registrants

City, County, State, Tribal Office



# Registrant Program and Organization Affiliations



# Questions submitted during registration

- How do you start?
- What are best practices for recruitment?
- How do you assess local feasibility?
- What are strategies for fair compensation?
- How does registered apprenticeship fit in?
- How would you introduce various supports (e.g., mental health, housing, etc.) to help new and existing educators?

# Objectives



## Raise Awareness

Provide an understanding of Grow Your Own approaches in the context of early childhood education (ECE).



## Elevate the Voices of Grow Your Own Leaders

Learn from committed individuals who have participated in and led Grow Your Own efforts about the importance of local approaches to workforce development.



## Inspire + Invite

Inspire YOU to engage with Grow Your Own. Share your success stories. Participate in the Grow Your Own Campaign.



## Rochelle Wilcox, Moderator

CEO, Wilcox Academy of Early Learning  
Co-Founder, For Providers By Providers  
Co-Chair of Geaux Far Louisiana

- In 2022, 4PXP was part of [NOLA's historic victory](#), winning a 20-year \$5 million property tax measure to create early childhood seats, which state matching funds are doubling.
- In 2023, 4PXP & the Volunteer Louisiana Commission launched an AmeriCorps program, [Early Childhood Teacher Corps](#), to provide an accelerated program for parents, recent graduates, career changers, and others to enter the early education profession.



The most common way people give up their power is by thinking they don't have any.

-Alice Walker



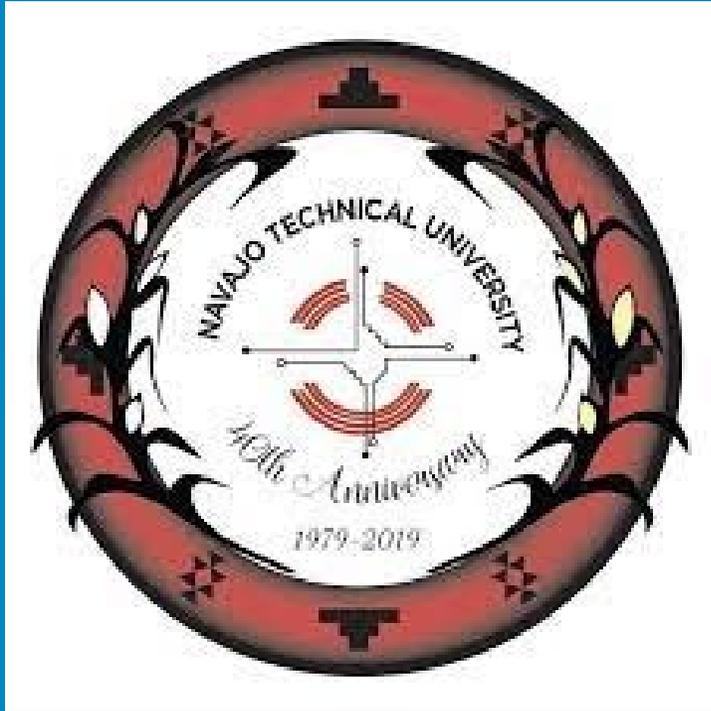
## Pamm Shaw, Panelist

Newly retired  
former Executive Director and Director of  
Strategic Funding & Partnerships,  
YMCA of the East Bay

- [Early Educator Apprenticeship Program \(EEAP\)](#) began in 2015 through an Early Head Start Child Care Partnership Grant with one community college partner and 20 participants.
- Has served over 500 participants in partnership with five community colleges and two four-year colleges.

“

You know you have buy-in when teachers are welcoming apprentices into their classroom, when the instructors reflect the cultures and languages of the population that we're serving, when the colleges come for meetings and are excited to talk about the challenges, when somebody brings up a question and people don't get all up in arms because they think that they're being challenged, but they're open to talking about the issues and talking about how to make things work. You know, you have buy-in when everybody succeeds.



## Colleen Bowman, Panelist

Provost, Navajo Technical University

- [Early Childhood Multicultural Education Program](#) and [Tribal College Initiative](#)
- Partnership with Navajo Head Start and Zuni Head Start
- Currently 118 people in the program

“

Our boot camp is for the bus drivers, paraprofessionals, cooks, and parents—people who are interested in becoming better educators of their little scholars in their homes and centers. It's an eight-week program that includes the four foundational courses but is infused with Indigenous knowledge, so our teachers are being trained to honor who they are as Indigenous teachers.

# Every community is made up of talented individuals who want to make a difference

Young children deserve to be cared for and taught by passionate educators who understand their unique needs.

Aspiring educators need supportive and structured pathways to facilitate their success in entering and further developing in the ECE field.



# Grow Your Own

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

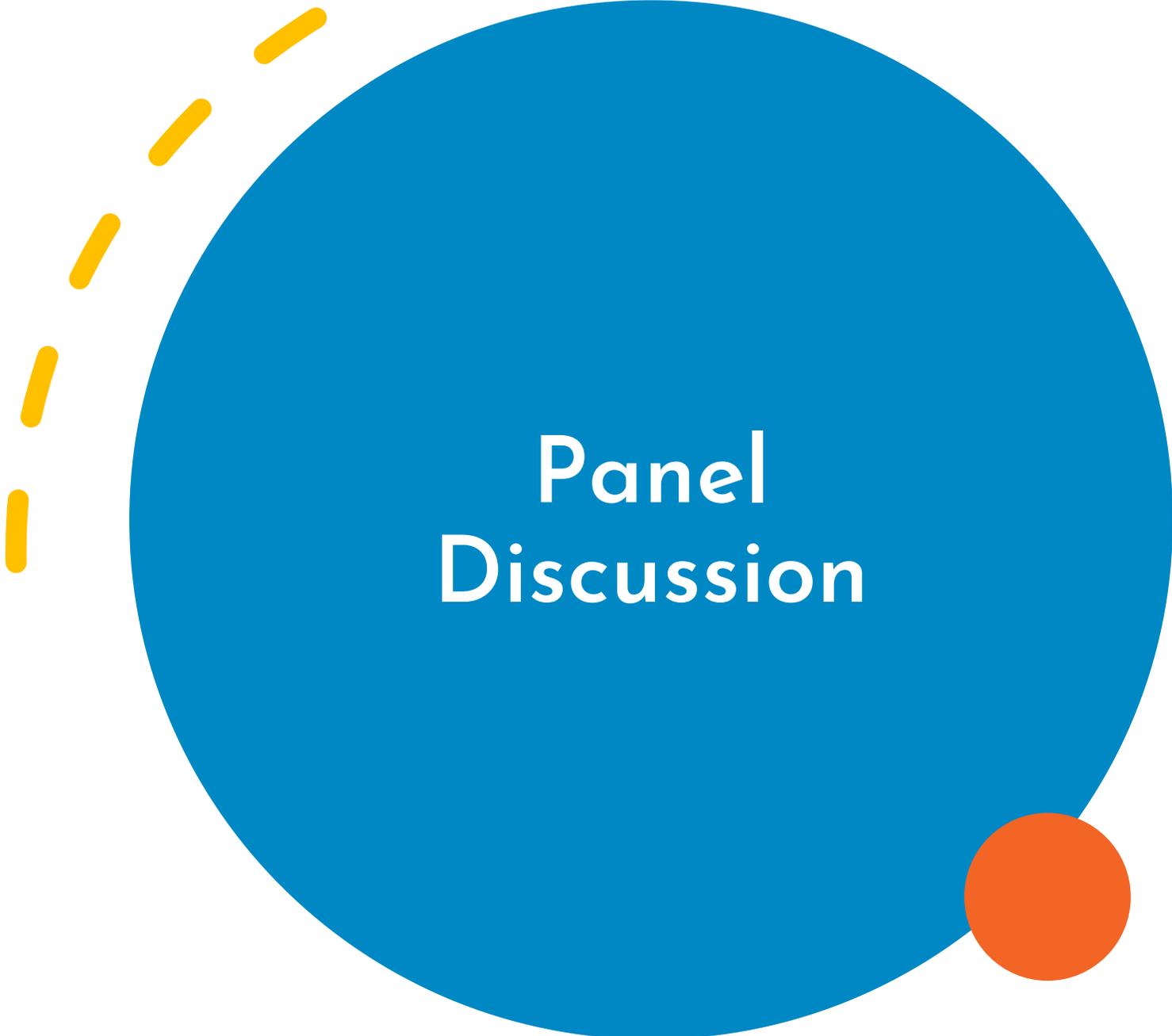
- Describes many strategies
- Helps communities support, strengthen, and sustain a well-qualified, experienced, and diverse ECE workforce
- Cultivates talent and expertise from within communities
- Often focuses on specific communities with shared language, racial, and ethnic backgrounds
- Removes barriers to entering and staying in the field



# Grow Your Own: Connecting research to practice

- Educators from the community are more likely to share cultural experiences and speak the same languages as the children. Children learn better with culturally relevant curriculum
- Grow Your Own approaches cultivate talent locally.
- Over the course of 8 years, a grow your own initiative for special education educators found that the Teaching Capacity Index in rural areas significantly increased. (Sutton, Bausmith, O'Connor, Pae & Payne, 2014)





# Panel Discussion



Scan the QR code above to learn more about the Campaign and register for upcoming webinars



APR  
17  
2024

## Grow Your Own ECE: Partnerships and Pathways

Online

12:00 PM – 1:30 PM EST

The National Early Care and Education (ECE) Workforce Center invites you to our webinar on April 17, 2024, from 12-1:30 [...]

Register



APR  
24  
2024

## Grow Your Own ECE: Nurturing and Supporting Talent

Online

12:00 PM – 1:30 PM EST

Learn how Grow Your Own creates career pathways for those already in the workforce. More information is coming soon!



# 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 4/10/2024.

- 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.
- [The Early Childhood Teacher Corps \(ECTC\)](#) is an Americorps program operating under For Providers By Providers to strengthen ECE environments for Louisiana's youngest children birth-5 years.
- The [YMCA East Bay Early Educator Apprenticeship Program](#) began in 2015 with funding from the Early Head Start Child Care Partnership Grant and has expanded over time to serve over 500 participants.
- Learn more about [Tribal College and University Head Start Partnership Program](#) that provided funding for Navajo Technical College to develop their TCU Partnership Boot Camp a part of the [university-wide effort](#) to preserve and sustain Diné language and culture.
- Early Childhood Technical Assistance Center (ECTA) recently [launched a site](#) focused on the recruitment and retention of personnel working with young children with disabilities. This site includes a synthesis of innovative practices and curates key recruitment and retention strategies that address personnel shortages among those who serve young children with disabilities and their families.

# 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 4/10/2024.

- [Infant and Early Childhood Mental Health Consultation \(IECMHC\) Network](#) offers no-cost IECMH services, supports, and resources for all ECE providers in California.
- [Michigan Child Care Network](#) is working with its first cohort of ECE apprentices
- [GoFCC](#) is a statewide program in Maryland that actively assists individuals to open new family child care programs
- [Austin Childcare Providers Network](#) is working with [Parent University](#) to develop a six-month training program to create pathways to career opportunities
- Shasta College in Redding, California launched [“Growing Teachers”](#) a dual-enrollment program offered to high school juniors and seniors.
- [Community Connections for Children](#) in York, Pennsylvania is piloting an apprenticeship program for teacher aides to learn their CDA.
- [Educare](#) in Lincoln, Nebraska is offering an internship program that places interns with coaches who provide support as they work towards their CDA.
- Maine launched a [40-hour ECE badge program](#) for high school students.



Share Your  
**#GrowYourOwnECE**  
Stories

**We want to hear from you! Use  
#GrowYourOwnECE to share your stories and  
experiences on LinkedIn, Facebook, and X  
(formerly Twitter)**



National  
Early Care & Education  
**WORKFORCE CENTER**



Email: [WorkforceCenter@ChildTrends.org](mailto:WorkforceCenter@ChildTrends.org)

Website:  
[www.nationaleceworkforcecenter.org](http://www.nationaleceworkforcecenter.org)