



National
Early Care & Education
WORKFORCE CENTER

**Grow Your Own ECE:
Partnerships and Pathways**

Wednesday, April 17, 2024



Abby Copeman Petig

Research Director

Center of the Study of Child Care Employment, UC Berkeley



National ECE Workforce Center Funders

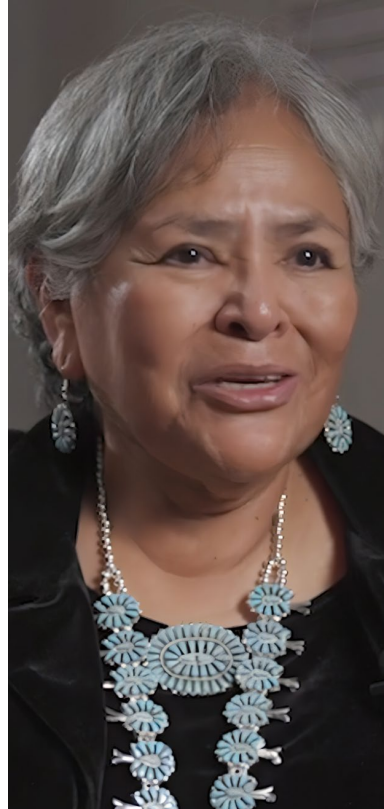
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The Grow Your Own Campaign



“Part of a registered apprenticeship program is giving salary increases at every step of the way as [apprentices] achieve more things.”

Pamm Shaw
Director of Strategic
Funding & Partnerships
YMCA of the East Bay



“The advice I would give to others that want to grow their own program: First, they're going to have to believe it is possible. [Then] they're going to have to map it out.”

Dr. Colleen Bowman
Provost
Navajo Technical
University



“When children and families see people that look like them, they feel like this is a place that they belong. So it creates a really inclusive environment.”

Ninderjit Gill
Early Childhood Education
Faculty
North Seattle College

Objectives

Raise Awareness



Elevate Educator Voice



Inspire + Invite



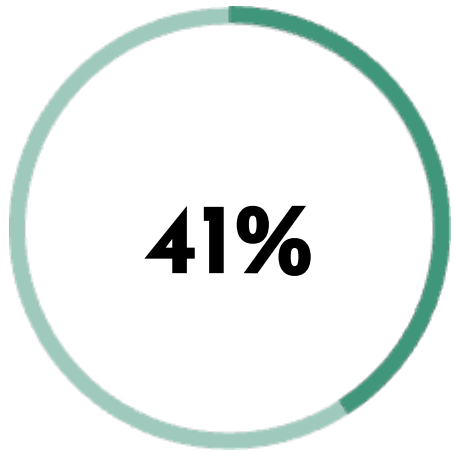
Use the Zoom Chat!

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

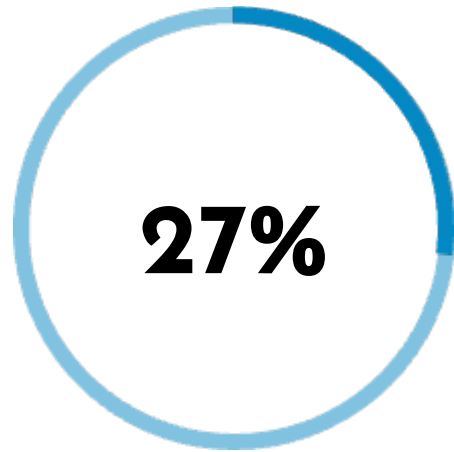
- **47 States and the District of Columbia**
- **American Samoa and the U.S. Virgin Islands**
- **Chumash, Cocopah Indian Tribe,
Confederated Tribes of the Umatilla,
Eastern Band of Cherokee Indians,
Hualapai Tribe, Navajo, Nooksack Indian
Tribe, and Port Gamble S'Klallam Tribe**
- **United Arab Emirates and Bangladesh**

Welcome!

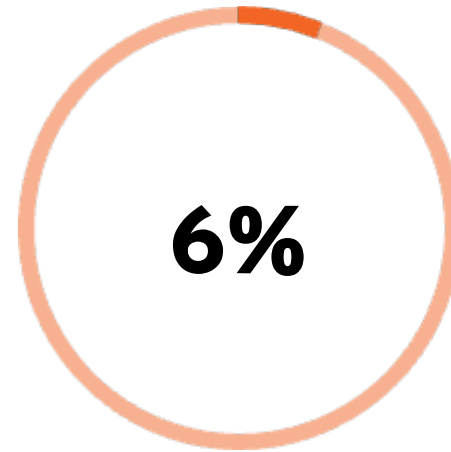
Familiarity with Grow Your Own



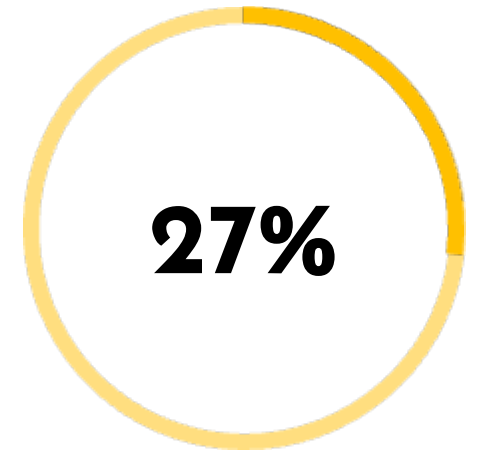
Knows something



Has heard of it

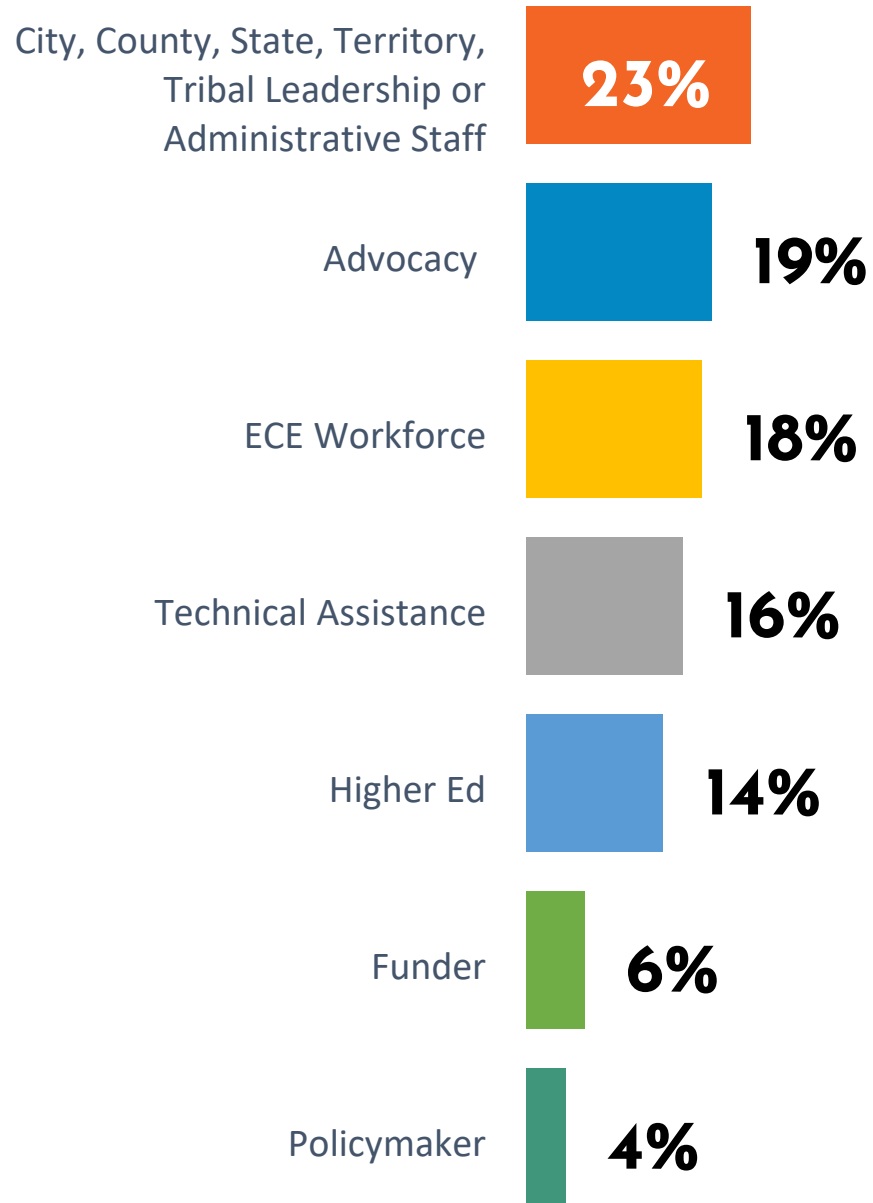


First hand experience



Not at all familiar

Registrant Roles

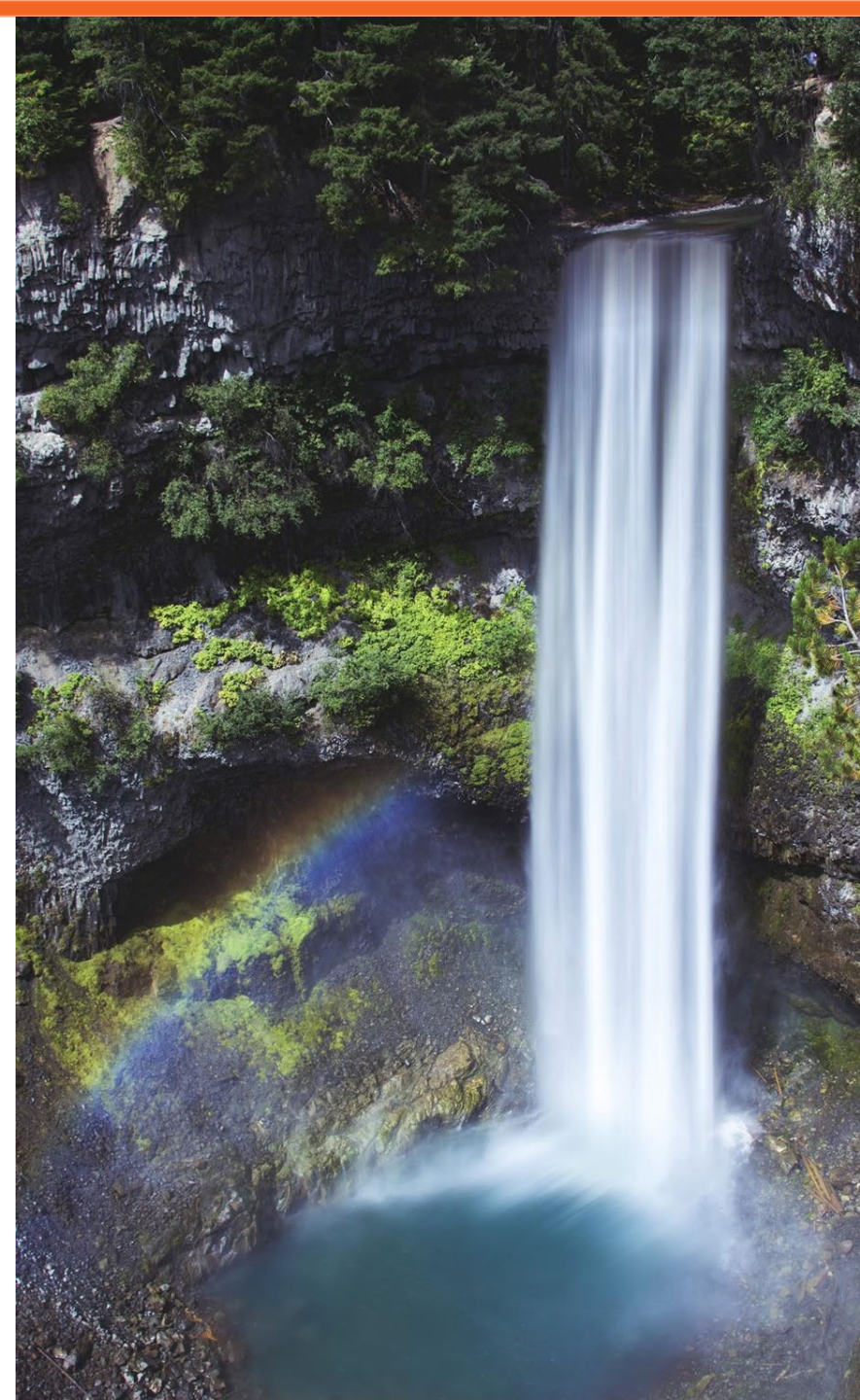


Questions submitted during registration

- How do you know which partners to seek out?
- What are strategies to partner with higher education?
- What state and local policies have been helpful to Grow Your Own efforts? What has been challenging?
- How do communities start to assess strengths and needs?
- What are the strategies that have been most helpful to support the already diverse workforce? For immigrant populations? For non-English speakers?
- What are the reimagined roles of higher education, community colleges, and technical schools in supporting the ECE workforce?

Sourcing Wisdom

1. Listen for the question
2. Think of a short answer to share
3. Type it in the chat
4. Wait until Abby says “Go!” to send it



EARLY EDUCATOR INVESTMENT COLLABORATIVE

Professional Educators. Professional Compensation. Prepared Children.

Ola Friday, Moderator

Director

- The goal of The Collaborative is to accelerate progress in the ECE profession and ensure early educators have the supports they need to be well-prepared and appropriately compensated.
- Guided by the recommendations in the Institute of Medicine's report *Transforming the Workforce for Children Birth Through Age 8 and Transforming the Financing of Early Care and Education*.



NORTH SEATTLE COLLEGE

Ninderjit Gill, Panelist

Faculty

- Offers an ECE program that caters to the diverse linguistic needs of the community through five language-specific cohorts: English, Spanish, Somali, Vietnamese, and Amharic.
- The language-specific cohorts allow students to learn and discuss course materials in their native language, fostering a supportive learning environment that celebrates diversity and promotes inclusivity in the ECE field.



Randi Wolfe, Ph.D., Panelist

Executive Director

- Since its inception in 2019, ECEPTS' mission has been to advance the rigorous professional development and economic well-being of those who teach, nurture, and support young children and families. Primary strategies include creating and expanding Registered Apprenticeship models for the ECE workforce, providing far-reaching field building opportunities, and advocating for policy and systems change to advance the economic and professional stature and sustainability of the ECE industry.
- ECEPTS Registered Apprenticeships are innovative, stackable programs designed to support participant success through structured on-the-job learning and mentoring, college coursework with coordinated academic supports, cohorted learning communities, and increasing compensation. Program participants earn college credit and degrees (at no cost) that articulate to state-recognized teaching permits and advanced degrees required for higher-wage positions of greater leadership and responsibility.



Leigh Ann Courville, Panelist

Faculty/Co-Chair, Early Childhood Education

- Pathways Project provides accessible Early Childhood certificates and degrees by accommodating teacher work schedules, financial needs, and remote instruction.
- Six tribal colleges participate, each bringing a uniqueness that is invited and valued to enrich the whole learning community.
- Native languages and cultural integration into ECE training materials and activities are central to instruction. Emphasis is put on fostering a sense of identity and belonging among learners to promote cultural values and language transmission to the next generation.

What is Grow Your Own?

- 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

A large teal circle with a thin blue border is centered on the page. To its left, a series of five yellow dashed lines curves upwards. At the bottom right of the teal circle, a smaller solid blue circle is partially overlapping it.

Panel Discussion



Thank you!

Join the Grow Your Own Movement

Join us next
Wednesday, April 24,
2024 (12-1:30 ET) for
the final webinar:

“Grow Your Own ECE:
Supporting and
Nurturing Talent.”



Read and share the
Center’s informational
briefs to learn about
the potential of Grow
Your Own initiatives.



Watch and share
these videos featuring
YMCA East Bay and
Navajo Technical
University.



Actively Use #GrowYourOwnECE

We will create a compilation of your posts and feature them in the final Grow Your Own campaign newsletter

To share resources with peers who are also interested in ECE workforce development.

To keep the conversation going by asking your questions

To share your personal insights on Grow Your Own

To highlight examples of Grow Your Own

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 4/17/2024.

- 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.
- Learn more about the work of the [Early Educator Investment Collaborative](#) to ensure early educators have the supports they need to be well-prepared and appropriately compensated.
- Read more about the language cohort programs at [North Seattle College](#) and email eceinfo@seattlecolleges.edu with your questions.
- 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.
- Learn more about ECEPTS, a Department of Labor-funded ECE intermediary by visiting their [website](#) or [emailing](#) your questions directly to them for more information about registered apprenticeships.
- Get in touch with [Early Childhood Workforce Connector](#), a Department of Labor-funded ECE intermediary to learn more about registered apprenticeships.
- Learn more about Salish Kootenai College's [Pathways Project](#) that provides accessible Early Childhood certificates and degrees by accommodating teacher work schedules, financial needs, and remote instruction.

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 4/17/2024.

- Learn about Maine's [ECE Salary Supplemental](#), a state-funded, tiered system that pays salary supplements to early educators based on education, training, and experience.
- [What's the Difference Between Grow Your Own, Teacher Residency, and Teacher Registered Apprenticeship?](#), published on the New America blog, provides helpful comparison and breakdown of the similarities and differences between these three strategies.
- [Grow Your Own Educators: A Toolkit for Program Design and Development](#), published by New America, provides a collection of user-friendly resources. Although this is mostly geared for K-12, this is a helpful resource to learn more about Grow Your Own.
- [Explore the SEIU Education & Support Fund](#) and the [Child Care Providers United Training Fund](#) to learn about their efforts to support home-based providers, including the [Educator-Led Communities of Care \(ELCC\)](#) program.



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