

BUILD INITIATIVE PRE-CONFERENCE BREAKOUT SESSION  
TOWARD RACIAL EQUITY: WHAT ARE WE LEARNING?

## Early Childhood Education Workforce & Professional Development: RTT-ELC Efforts to Address Disparity

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MAY 4, 2015

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### Workforce Development: RTT-ELC Priority

#### □ COMMON AREAS OF WORKFORCE/PD EFFORTS

- ▣ *Building the capacity of PD systems*
- ▣ Stronger, more broadly defined career pathways
- ▣ Coaching to support improved practice and efficacy
- ▣ *Incentives to make PD more affordable/accessible*
- ▣ *Cross-sector collaborations to support innovation*

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### Workforce Development: RTT-ELC Priority

#### □ CONSISTENT FOCUS ON ADDRESSING DISPARITY

- ▣ Reflects the aims and goals of the RTT-ELC
- ▣ Reflects the composition of the ECE workforce
  - Women, non-native English speakers, low-wage workers, non-traditional students, working mothers
- ▣ Over-arching goal
  - Value and retain the diversity of the ECE workforce while simultaneously increasing levels of professionalism

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## Building the Capacity of PD Systems

### □ WASHINGTON

- Online coursework and related scholarship programs
  - Greater engagement by “hard to reach” groups
- Regional Early Achiever Institutes
  - Addressing language needs
  - Demonstrated need and willingness to participate
  - Incorporating lessons learned in future planning

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## Building the Capacity of PD Systems

### □ RHODE ISLAND

- Center of Early Learning Professionals
  - State-sponsored training center (\$14 million)
  - Run by non-profit organization with history of success with “target” populations
- Ensuring accessibility
  - Centrally located building *and* satellite locations

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## Making PD More Accessible & Affordable

### □ COLORADO

- TEACH Scholarships
  - Incentives toward pursuing advanced education
- Collaboration with Community College Foundation
  - Scholarships to students pursuing careers in ECE
- Workforce development in high need specializations
  - Specific focus on early intervention and early childhood special education

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## Cross-Sector Collaborations in Innovation

### OREGON

- College credit for prior learning and experience
  - Bridging community-based and credit-bearing training
- Applies to anyone rated 7 or above on ECE Registry
- Statewide system for awarding credit
  - 9-15 credits (pre-determined; varies across colleges)
  - Credited as ECE electives, not 'gen ed' requirements

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## Cross-Sector Collaborations in Innovation

### RHODE ISLAND

- Institute for EC Teaching and Learning (\$2 million)
  - Collaboration with Rhode Island College
- Focus on the *incumbent* workforce
  - Non-traditional students with unusual, specific needs
  - BA-level courses through hybrid approach
  - Provision of wide array of supports

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## Common Challenges and Next Steps

### ADDRESSING LANGUAGE NEEDS

- Supporting young DLLs *and* the workforce

### ACCESS TO TECHNOLOGY

- Ensuring computer literacy *and* universal access

### COMPENSATION & WORKPLACE ENVIRONMENT

- Widespread recognition but little effort to address it
- Risk losing those who are most qualified, best prepared

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