Colorado: The Workforce System and The Early Childhood Profession
Roadmap for Colorado

Plan Elements:
● Workforce Development
● Recruitment and Retention
● Compensation
● Leadership
● Finance
● Data and Continuous QI
2020 Plan:

Goal: Cultivate the competencies of a highly-qualified, diverse early childhood workforce.

Objective 1:

PROVIDE EARLY CHILDHOOD EDUCATORS WITH A CLEAR CAREER PATHWAY ALIGNED TO PROFESSIONAL DEVELOPMENT AND EDUCATION.
Career Pathways

Find Careers in Growing Industries in Colorado

Using career pathways, explore in-demand careers including the education, training, and skills needed to get you there.

Information Technology
Advanced Manufacturing
Business Operations
Healthcare
Construction
Cybersecurity

Administrator Pathway
Systems and Engineering Pathway
Computer User Support Pathway
Developer Pathway

Have a Career in Mind?
Search Colorado’s top careers >

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Colorado Workforce Development Council
Colorado Community College System
COLORADO Department of Higher Education
CollegeInColorado.org

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Demand is strong for people who can design, install, and maintain networks and administer computer systems.
NAEYC: Power to the Profession
What is a Sector Partnership?

A Sector Partnership brings together employers from the same industry with the education, training and other community support programs needed to implement solutions and services that ensure the target industry thrives.

Ideally, Sector Partnerships take on more than workforce issues, such as infrastructure, broadband, supplier development, to name a few.
Today’s Sector Partnerships

❖ Are employer-driven
❖ Are regional
❖ Are convened by a credible third party
❖ Act as a coordinating body across multiple education, workforce development, economic development and other programs
❖ Create highly customized responses to a target industry’s needs, and therefore highly accurate responses
❖ They are about more than workforce training
❖ Treat employers as partners, not just customers
❖ Are NOT a grant program, a short term project, a passing fad; they are a long term partnership
EMPLOYER-DRIVEN, COMMUNITY-SUPPORTED SECTOR PARTNERSHIPS

OUTCOMES FOR EMPLOYERS
- 41% of employers report reductions in turnover
- 84% of employers report significant increases in productivity
- 100% of employers report participation in Partnership was valuable

OUTCOMES FOR WORKERS
- 48% worker participants exited poverty
- 18% higher earnings
- More likely to work in jobs with benefits
Denver's Early Childhood Workforce Initiative

- Recruitment and Onboarding Summary
  - Earn while you Learn
  - Paid classroom teaching experience in a high quality childcare program
  - Job skills training
  - On-the-job mentoring & coaching
  - Career advising
  - Six credit hours (2 college courses) in Early Childhood Education
  - Pre-Apprenticeship opportunities
Initial Recruitment

What types of outreach activities did we do?

*note that all tracked outreach attempts were conducted by Denver’s Early Childhood Council. Though we hope outreach was also conducted by partners, no data was shared on these efforts.

How did applicants hear about it?

40% of applicants heard about the program from in-person, one-on-one interactions.
Onboarding

*See next page for plans for those who were overqualified!

During the first week, participants completed 12 hours of in-person training and up to 6 hours of online training to meet their health and safety requirements before they started working in the classroom.

Career Navigators spent an average of 3 hours onboarding each successful applicant!
Initial Interest

Which child care centers were interested in participating?
*(shown by area of Denver and Colorado Shines level)*

One of the benefits to child care centers participating in this pilot program is that they are able to get their new staff member qualified as an Early Childhood Teacher for licensing purposes more quickly, due to a waiver submitted by Denver’s Early Childhood Council and approved by the Early Childhood Leadership Commission on August 23, 2018 that allows for an accelerated timeline with additional supports to ensure quality teacher preparation.
Matching

What did the interview process look like?

Current placement status
- Active: 78.6%
- Waiting on: 7.1%
- Tentative: 14.3%

Age Groups of Placed Participants
- Preschool: 55.0%
- Toddlers: 25.0%
- Toddlers/Preschool: 8.3%
- Infant: 8.3%
- Infant-Preschool: 8.3%

Interview Status
- Previous Staff
- Successful Placement
- Tentative Placement
- Unsuccessful Match

Count of Interview
- Previous Staff: 4
- Successful Placement: 7
- Tentative Placement: 2
- Unsuccessful Match: 3
Who was there?

What kind of organizations were represented?

Who couldn’t make it?

Only 54% of “Inner” Organizations who RSVPed to this meeting were in attendance at the actual day.
Emerging Themes

After a guided, whole group discussion, these were the themes that emerged:

- Mental Health and Social Emotional Support
- Public Perception and Funding for Quality/Access
- Workforce Qualifications and Career Pathways
- Regulation and Compliance

Our next task as a group is to decide what to focus on and how to divide out the work in front of us within and across these categories!

*Work groups in each of these areas met in October 2018.*
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