



# 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

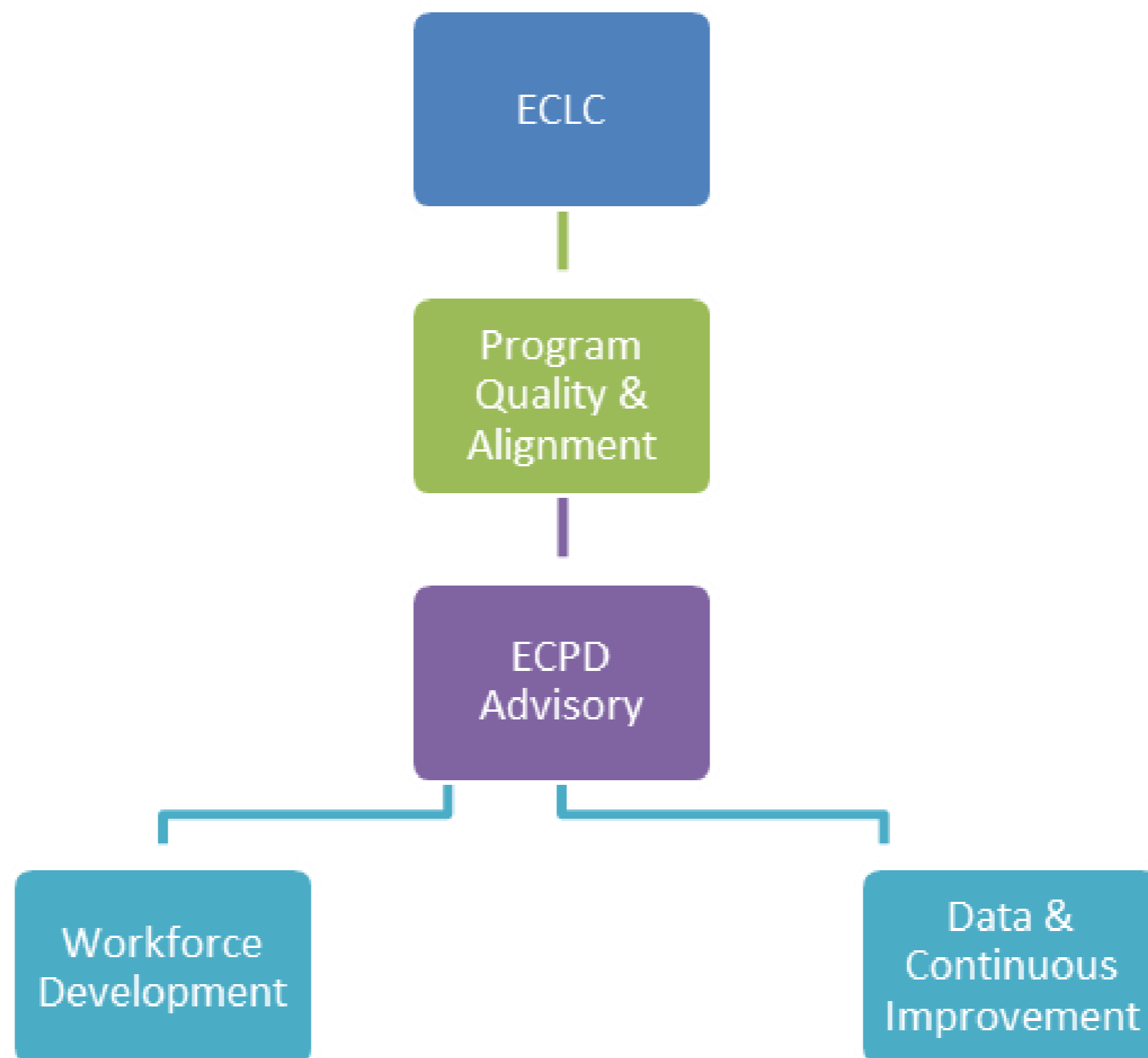
COLORADO'S  
Early Childhood  
Workforce

**2020**  
PLAN

JUNE 2017



# Early Childhood Leadership Commission





# 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

CAREERS IN  
COLORADO

POWERED BY talent **FOUND**

Select Language | ▼

## 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.

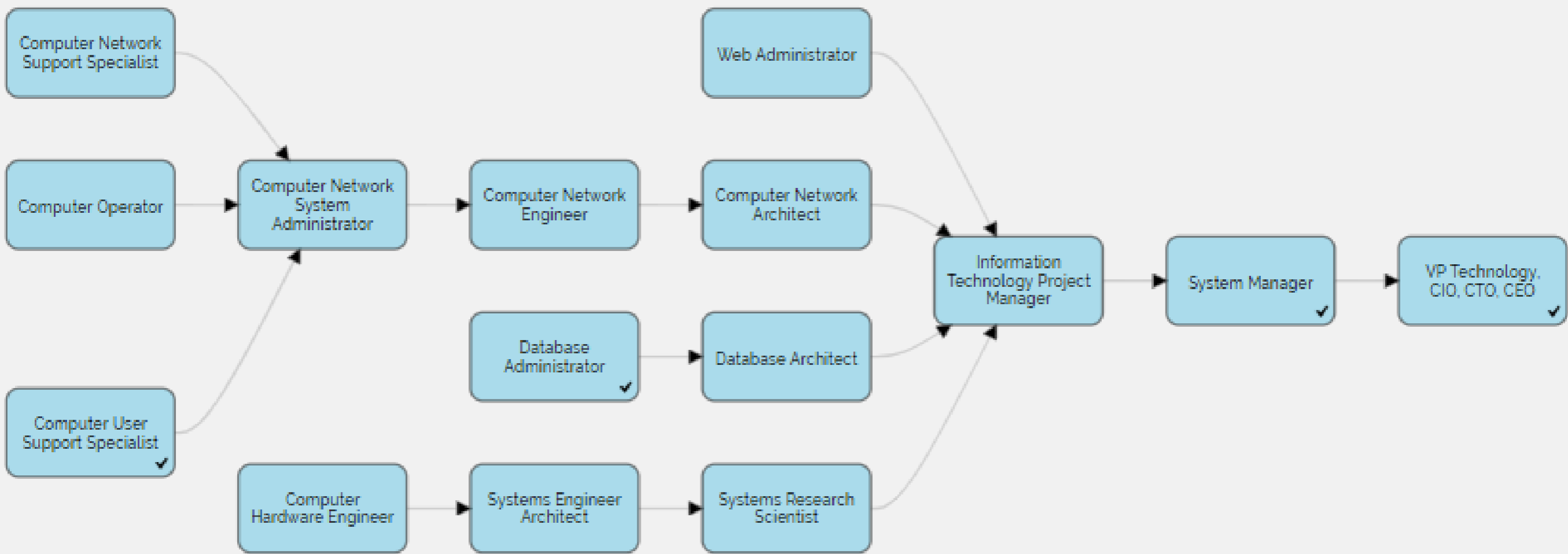
|   |   |  |   |   |  |
|---|---|--|---|---|--|
| <br><b>Information Technology</b><br><a href="#">Learn more &gt;</a> | <br>Advanced Manufacturing | <br>Business Operations | <br>Healthcare | <br>Construction | <br>Cybersecurity |
| Administrator Pathway   | Systems and Engineering Pathway   | Computer User Support Pathway  | Developer Pathway   |   |  |

### Have a Career in Mind?

[Search Colorado's top careers >](#)

POWERED BY talent **FOUND**





[\\* View Map Legend](#)

[📍 Region: Colorado Statewide](#)

**Pathway Information**

Career Information

Demand is strong for people who can design, install, and maintain networks and administer computer systems.

**What kind of pay is expected in this pathway?**

**What's the big buzz in this pathway?**

**What types of companies can you work for?**

**Who likes to work in this industry?**



# 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.



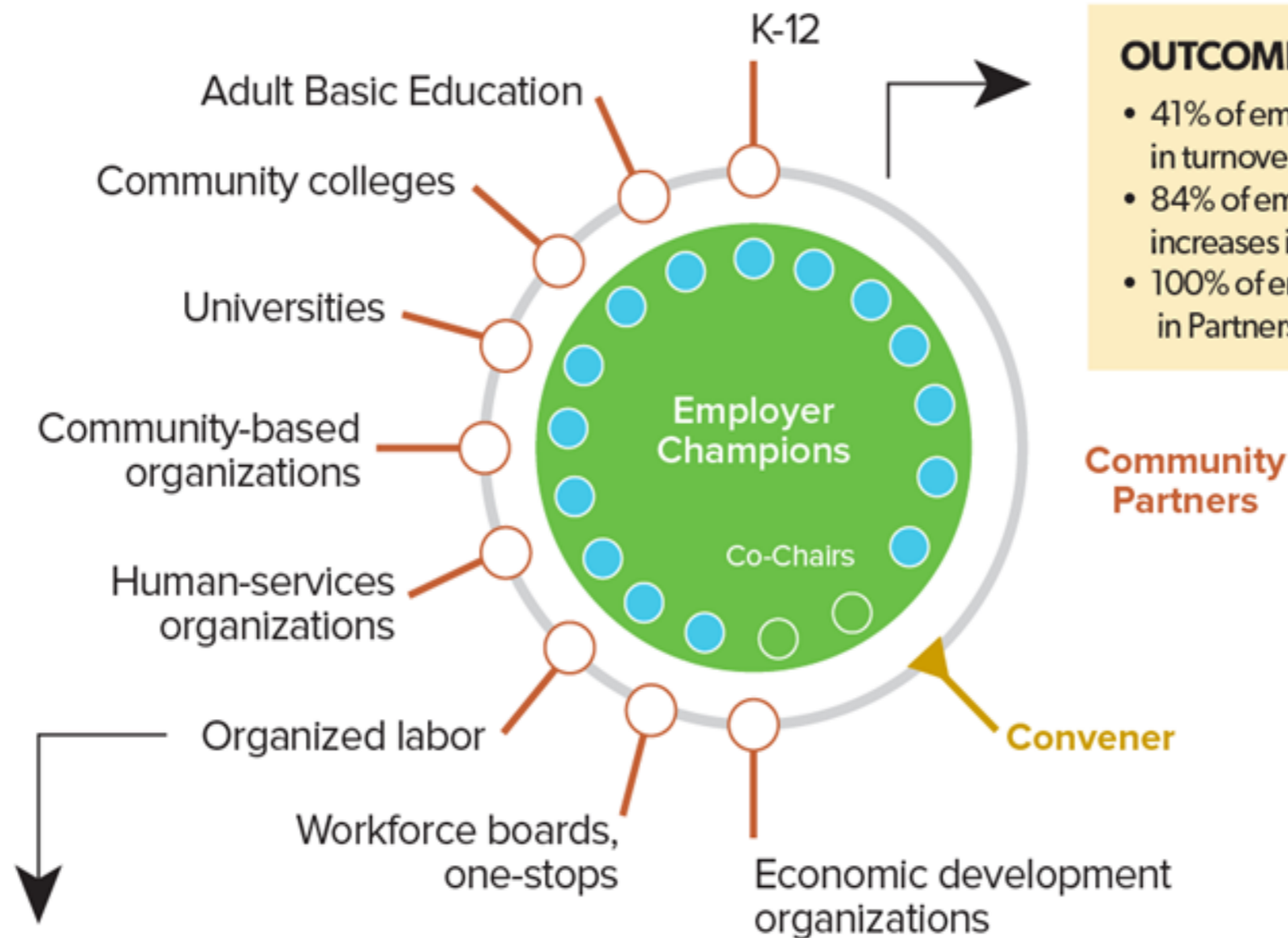


# Today's Sector Partnerships

- ❖ 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

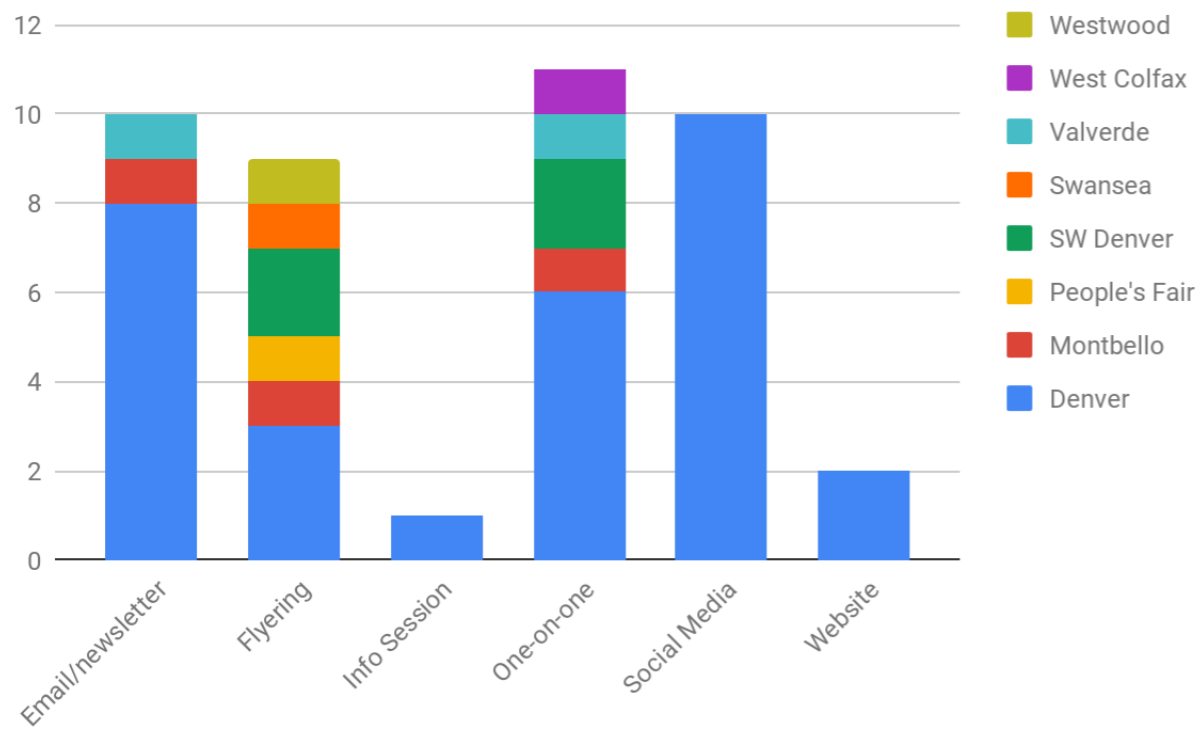


# Denver's Early Childhood Workforce Initiative

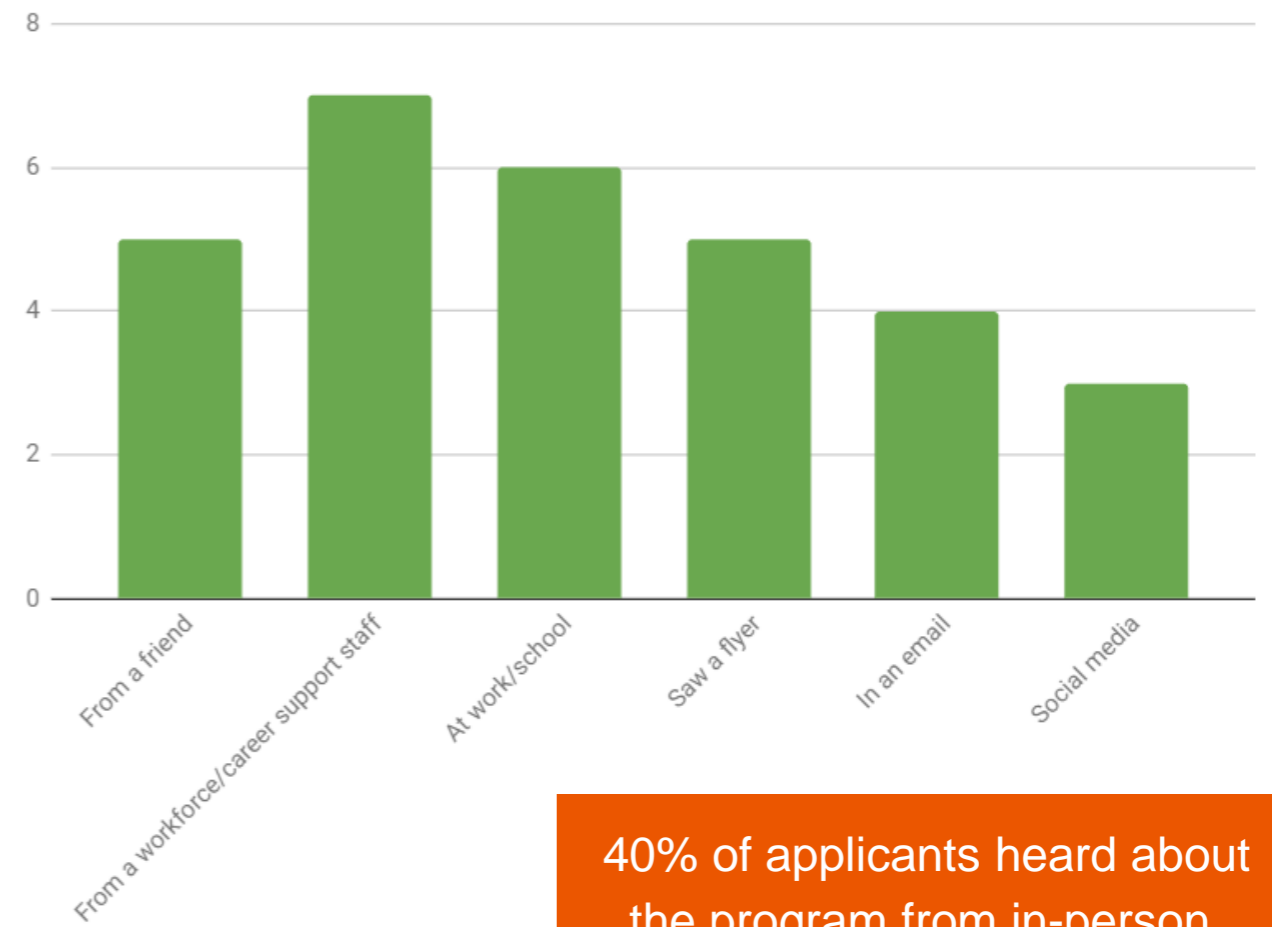
- Recruitment and Onboarding Summary
  - Earn while you Learn
  - Paid classroom teaching experience in a high quality childcare program
  - Job skills training
  - On-the-job mentoring & coaching
  - Career advising
  - Six credit hours (2 college courses) in Early Childhood Education
  - Pre-Apprenticeship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



# Initial Recruitment



## How did applicants hear about it?



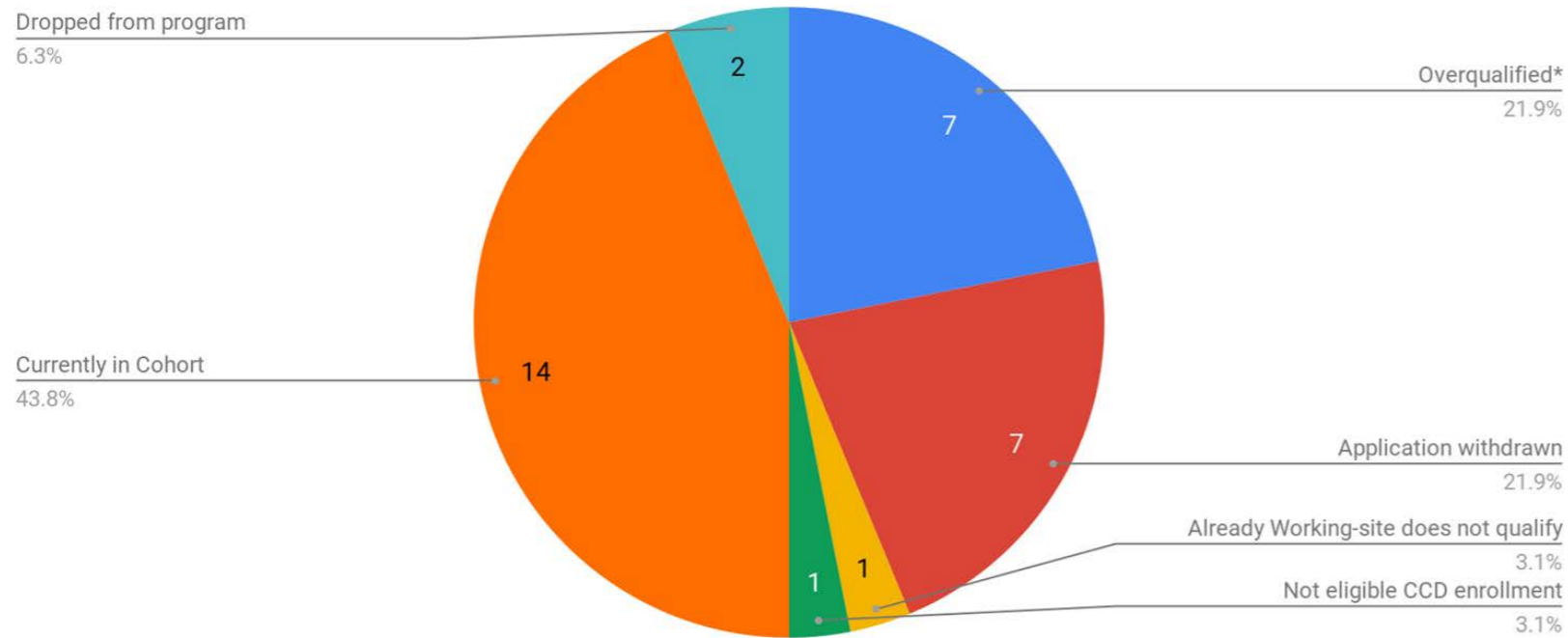
40% of applicants heard about the program from in-person, one-on-one interactions.

\*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.



# Onboarding

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



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.

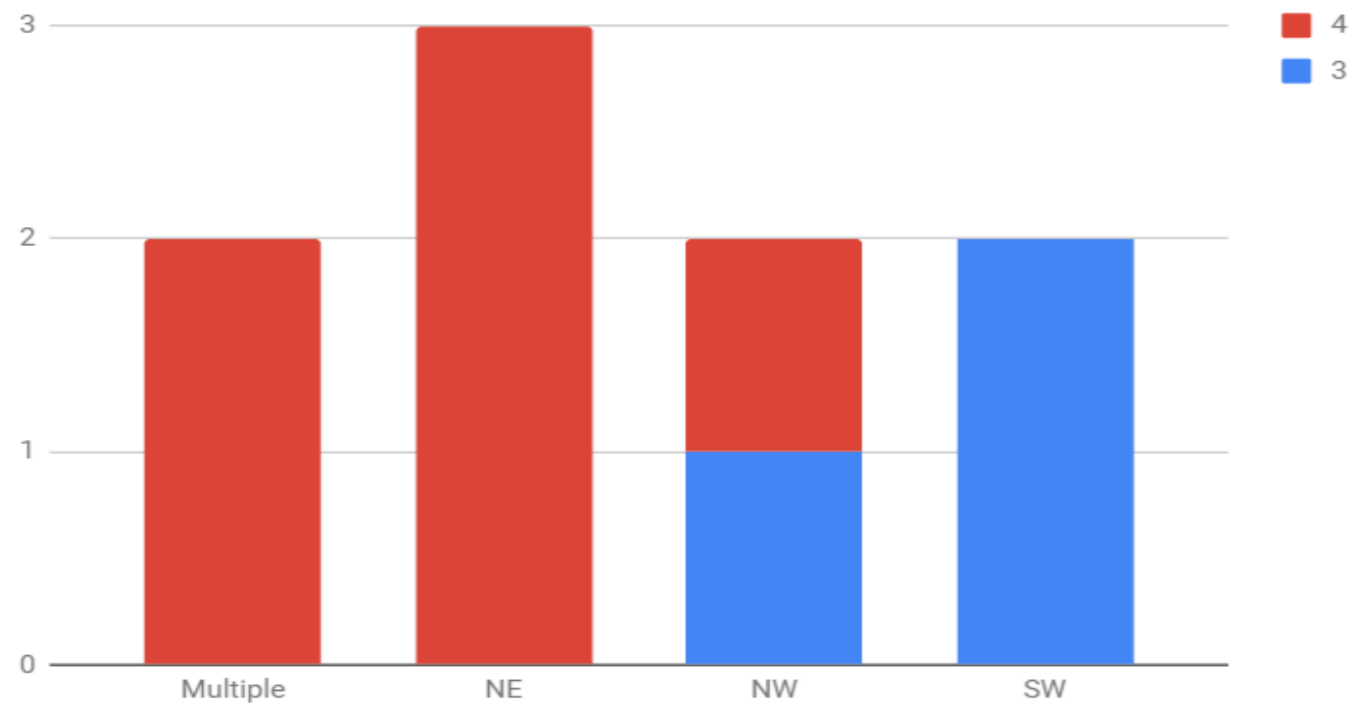
\*See next page for plans for those who were overqualified!



# Initial Interest

9 total programs, 2 with multiple locations

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

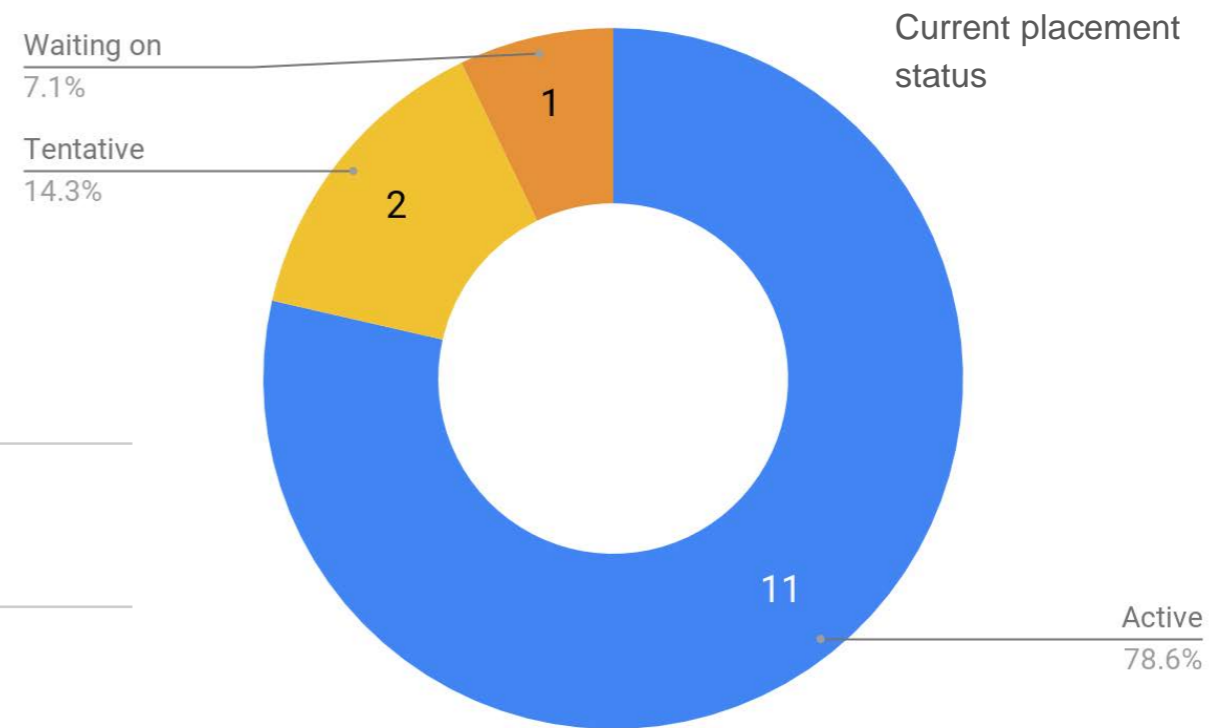
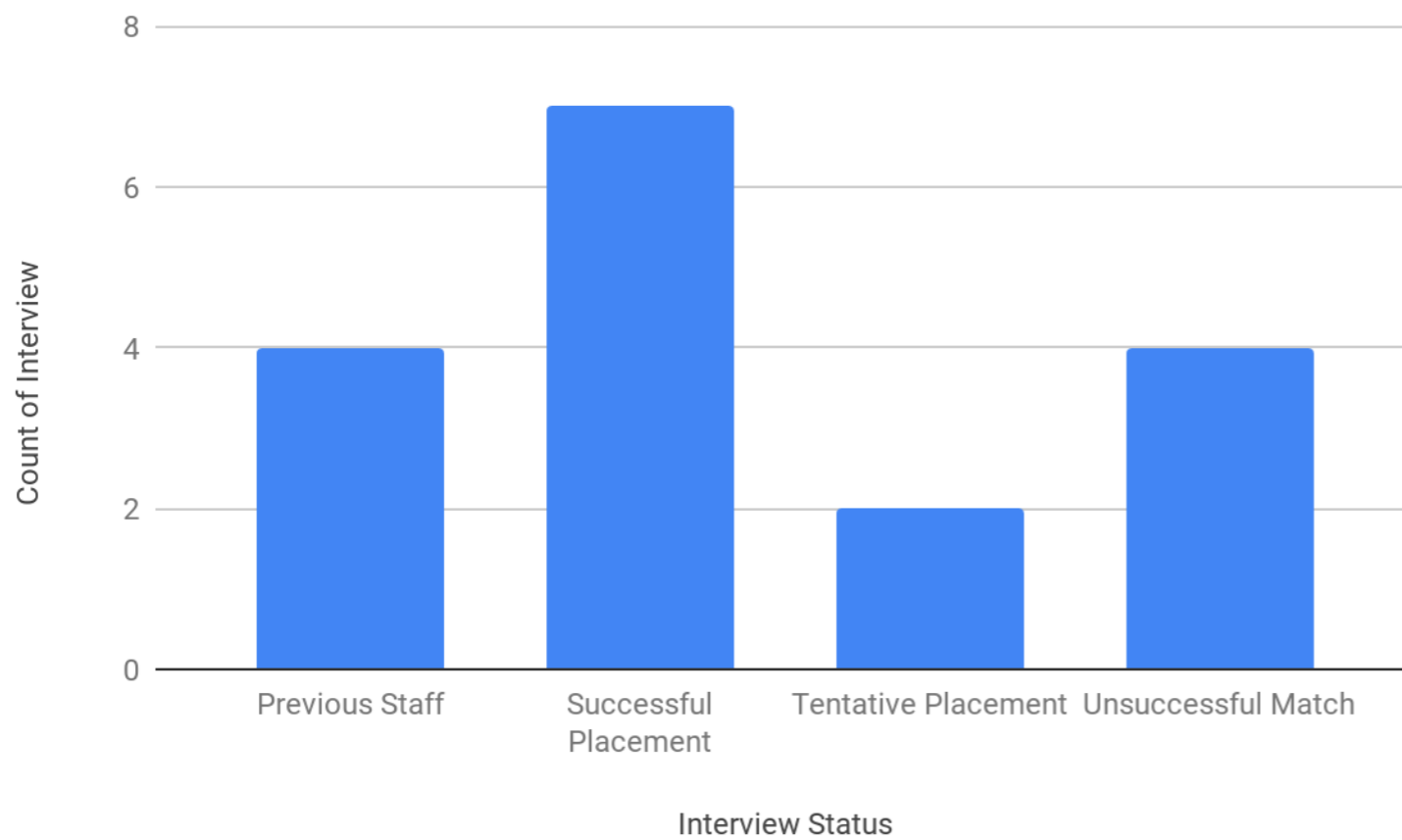


One of the benefits to child care centers participating in this pilot program is that they are able to get their new staff member qualified as an Early Childhood Teacher for licensing purposes more quickly, due to a waiver submitted by Denver's Early Childhood Council and approved by the Early Childhood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

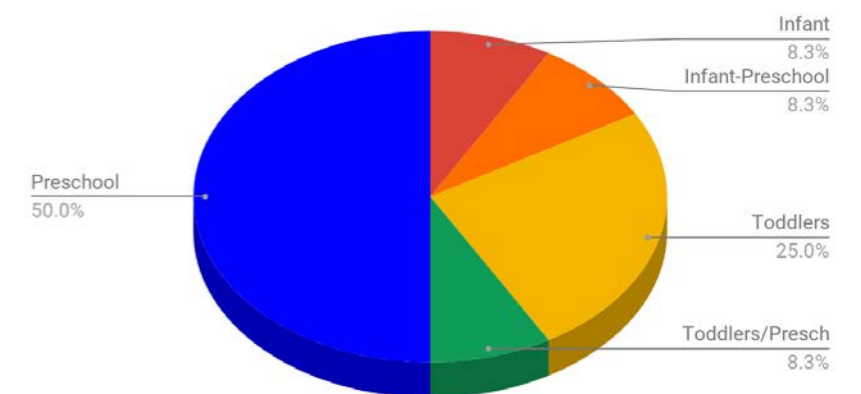


# Matching

What did the interview process look like?



Age Groups of Placed Participants





# Sector Partnership Launch Summary

September 19, 2018

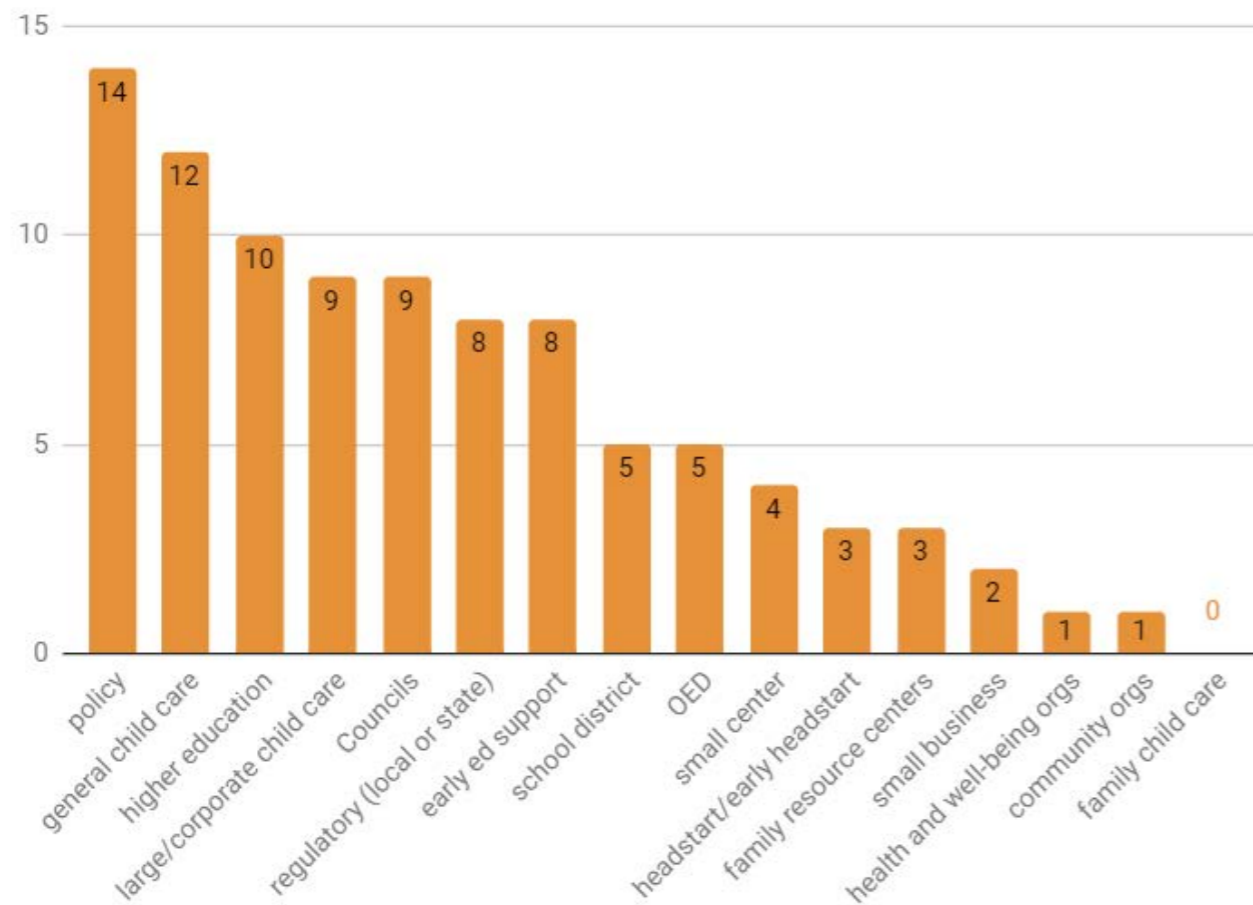






# Who was there?

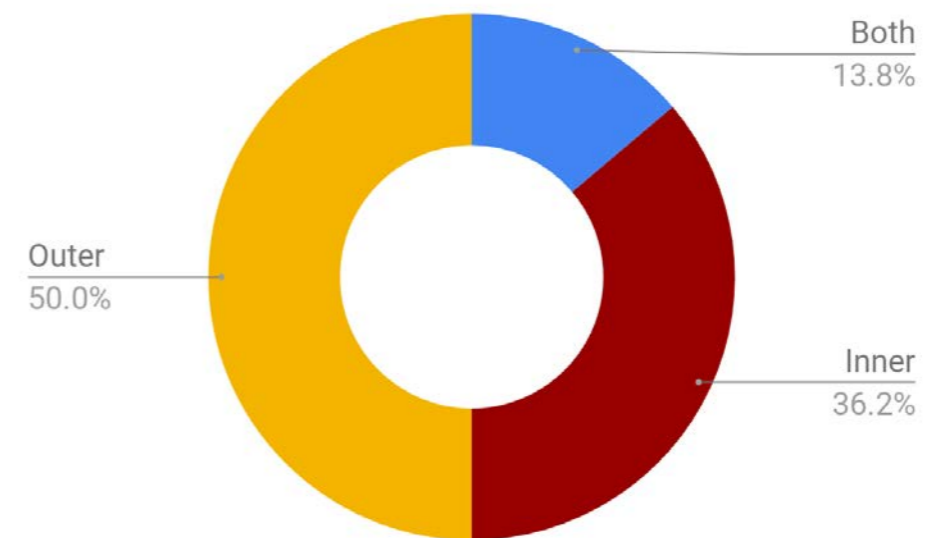
What kind of organizations were represented?



## Who couldn't make it?

Only 54% of "Inner" Organizations who RSVPed to this meeting were in attendance at the actual day.

Inner vs. Outer

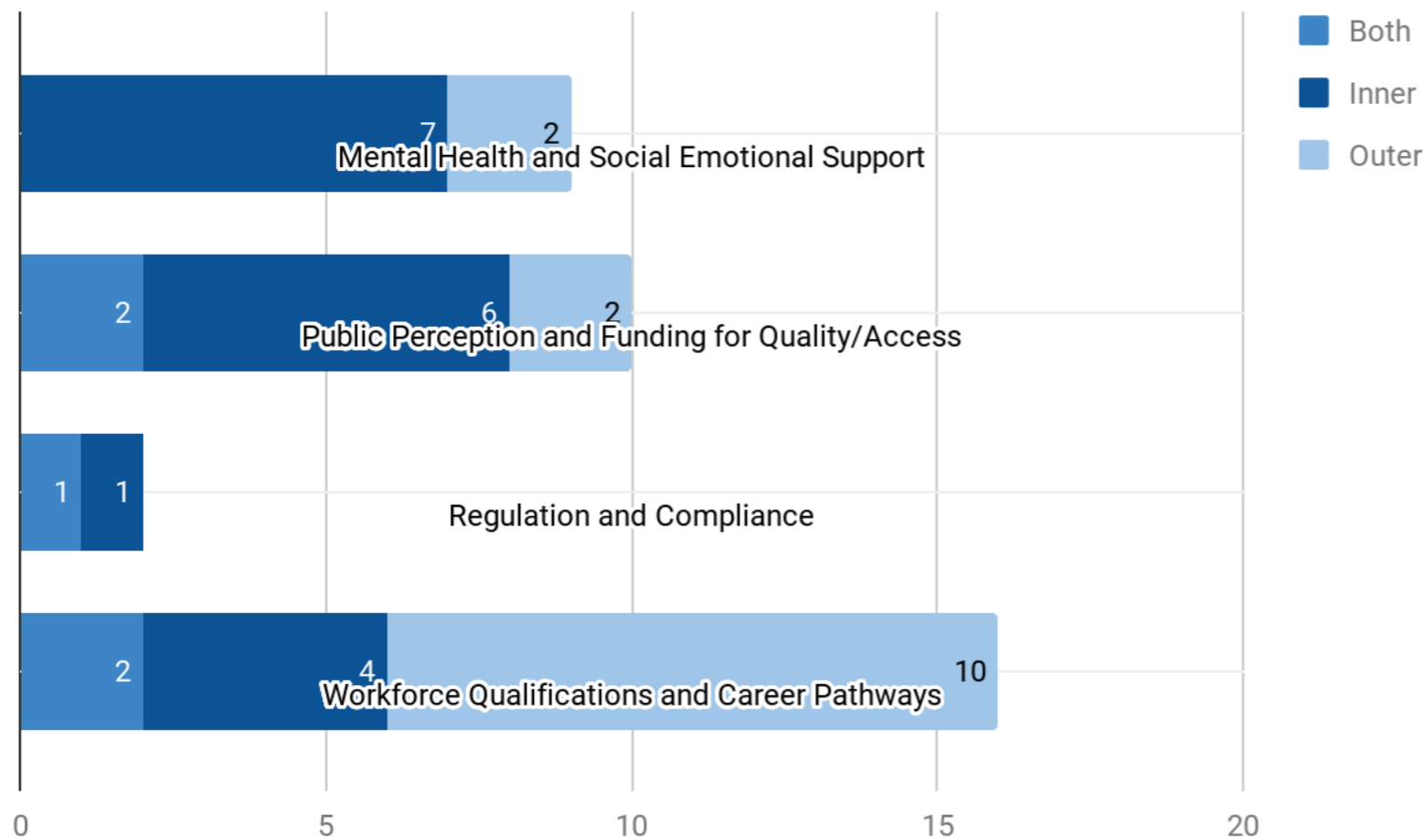




# Emerging Themes

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

Workgroup sign-ups



**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.*



# Contacts

Fred Franko

Workforce Education Coordinator

Colorado Department of Labor and Employment

[fred.franko@state.co.us](mailto:fred.franko@state.co.us)

Tom Morgan

Workforce Services Coordinator

Colorado Department of Labor and Employment

[tom.morgan@state.co.us](mailto:tom.morgan@state.co.us)

Bret Walker

Business Development - Workforce Services

Office of Economic Development | City and County of Denver

[bret.walker@denvergov.org](mailto:bret.walker@denvergov.org)