

Transforming the _____
Early Childhood Workforce
 _____ in Colorado

MONTHLY PROJECT UPDATE, DECEMBER 2016

The Transforming the Early Childhood Workforce in Colorado project recognizes the critical role adults play in the lives of young children and the need for a stable, well-qualified, diverse workforce in the State.

RESEARCH » PLAN » PILOT » COMMUNICATE

COMPLETED LAST MONTH

ACTIVITIES FOR THIS MONTH

RESEARCH

Collect information on the experience of the workforce; key programs, practices, and policies that affect them; and the impact of the workforce and industry on the local and state economy.

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| <p>Economic Analysis: An analysis of economics of early childhood and child care in Colorado</p> | <ul style="list-style-type: none"> Literature review and secondary analysis underway | <ul style="list-style-type: none"> Literature review and secondary analysis of data continues |
| <p>Workforce Survey: Survey of the workforce to assess challenges working in early childhood settings</p> | <ul style="list-style-type: none"> Colorado EC Workforce Survey Launched Over 2500 people participated | <ul style="list-style-type: none"> Surveys continue to be collected, with a goal of reaching 6000 people Survey closes 12/23/16 |
| <p>Policy and Program Scan: Scan of funding & programs for EC; initiatives to address recruitment, retention, and compensation</p> | <ul style="list-style-type: none"> Draft plan shared with the Co Cohort | <ul style="list-style-type: none"> Final report completed by 12/31/16 |

PLAN

Develop the State's Next Generation Early Childhood Professional Development and Workforce Plan, through the work of the CO Cohort and four taskforces. Plan development is under the guidance of the Early Childhood Professional Development Advisory and the Early Childhood Leadership Commission, and informed through participation in the Incubation to Innovation (i2I) project with National Academy of Medicine.

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| <p>CO Cohort: 18 – 20 early childhood leaders overseeing the work of the taskforces</p> | <ul style="list-style-type: none"> Monthly meeting of the CO i2I Cohort held Reviewed draft goals and objectives for the plan | <ul style="list-style-type: none"> Monthly meeting of the CO i2I Cohort Meeting with the National Academy of Medicine on the Incubation to Innovation project on the EC Workforce Engaging in cross-taskforce sharing |
| <p>Taskforces: Developing draft plans 1) Workforce development; 2) Recruit, retain, compensate; 3) Finance and governance; and 4) Data for continuous improvement</p> | <ul style="list-style-type: none"> Taskforces meeting regularly Drafted objectives for the plan | <ul style="list-style-type: none"> Drafting activities to accompany the objectives |
| <p>Communications & Stakeholder Feedback</p> | <ul style="list-style-type: none"> Updates made to the ECLC on plan progress | <ul style="list-style-type: none"> Updates and feedback sessions with ECPD Advisory and the Program Quality and Alignment Committee Planning broader stakeholder engagement |

COMPLETED LAST MONTH

ACTIVITIES FOR THIS MONTH

PILOT

Test community-specific strategies to advance the unique needs of the early childhood workforce throughout Colorado, with a focus on recruitment, retention, and compensation.

Planning for Pilots to launch in the fall of 2017

- Collected examples of innovative and tested strategies to address workforce recruitment, retention, support, and compensation
- Developing initial concept plan for pilots

COMMUNICATE

Share strategies to inform sustainable policy and program change and to spread effective approaches throughout the State.

Sharing About the Work

- Sharing About the Work
- Developing the project website
- Finalizing the communication plan and launching the website: coloradoecworkforce.org

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TIMELINE FOR PROJECT:
MAJOR MILESTONES

OCT NOV DEC JAN FEB MAR APR MAY JUN

Research

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|--------------------------|---------------|-------------------------|---------------------------|----------|----------|------------------|-----------------------|--|--------------|
| Economic Analysis | Focus Meeting | Lit Review | Interviews & Focus Groups | | Analysis | Final Report | | | |
| Workforce Survey | Draft Survey | Launch Survey | Close Survey | Analysis | | Initial Findings | Feedback and Analysis | | Final Report |
| Policy Scan | | Draft Shared: CO Cohort | Final Report | | | | | | |

Plan

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|------------------------|-----------------|------------------|----------------------|------------------|----------------------|-----------------|--------------|-------------------|------------------|
| ECPD State Plan | Goals Finalized | Draft Objectives | Objectives Finalized | Draft Activities | Activities Finalized | Final Plans Due | Revise Plans | Finalize Timeline | Distribute/Share |
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Pilot

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| Pilot Content | | | | Concept Development | | | | |
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Communicate

Tentative Tentative Tentative

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| ECLC | PQA Update | ECLC Update | PQA: Update | ECLC Update | PQA: Vision/Goals | ECLC Study Session | PQA & ECLC Study Sess. | ECLC Endorses |
| ECPD Advisory | Vision | Meet with Chairs | Vision and Goals | Meet with Chairs | Present Goals/Obj | Meet with Chairs | Present Plan | Meet with Chairs |

The Transforming Colorado's Early Childhood Workforce project is an innovative public-private partnership. Steering partners include Early Milestones Colorado, the Colorado Department of Education (CDE), and the Colorado Department of Human Services (CDHS). Philanthropic partners include Gary Community Investments and the Buell Foundation. For more information, please contact Christy Chadwick at cchadwick@milestones.org