



REGIONAL EMPLOYMENT BOARD
OF HAMPDEN COUNTY, INC.

Developing Early Childhood Educators

Year One Review

Wednesday, October 21, 2009



Developing Early Childhood Educators (DECE)

A project Funded by:

- Workforce Competitiveness Trust Fund via Commonwealth Corporation
- Support from Irene E. and George A. Davis Foundation



DECE Partners

Educational Institutions

American International College

Bay Path College

Cambridge College

Elms College

Holyoke Community College

Preschool Enrichment Team, Inc.

Springfield College

Springfield Technical Community College

Westfield State College



DECE Partnership Early Childhood Programs

Anchor Partners

- Square One, Inc.
- Valley Opportunity Council
- SECEP Partners:
 - **A Brighter Future**
 - **Armory Square Day Care**
 - **Acorn Learning Center**
 - **Arbors Kids LLC**
 - **Chicopee Child Development FCC System**
 - **Children's Corner Day Care**
 - **Early Childhood Centers of Greater Springfield, Inc.**
 - **Giggle Gardens**
 - **HCS Head Start**
 - **Jewish Community Center**
 - **Jolly Juniors Child Care Center**
 - **Mass Mutual Children's House**
 - **Miss Diane's Day Care**
 - **MSPCC**
 - **New Beginnings (Springfield Partners for Community Action)**
 - **New North Citizens Council**
 - **The Kid's Place**
 - **Train up a Child – FCC**
 - **Trinity Nursery & Kindergarten**
 - **YMCA Magic Years Day Care**
- **Chicopee Community Partnership for Children**
 - **Chicopee Child Development**



Early Childhood Educational Path Ways

- **Training & Credentialing/ Child Development Associate (CDA credentialing)** estimated education completion 1 ½ years



- **Associates Degree in Early Childhood or related field** estimated education completion 3 to 4 years



- **Bachelor's Degree in Early Childhood or related field** estimated education completion 2 years



DECE Project Goals

- Reduce Staff turnover
- Increase number of teachers
- Increase ability to train more staff
- Increase ability to meet staff qualifications



DECE Workforce Needs

- 60% recruiting, retaining, and developing qualified staff
- Staff Vacancy average 8% - for some programs 40-80%
- 7 programs 25-50% of applicants are not qualified
- Subs are relied upon for over half of the respondents; requiring as much as 25% of business operating costs.



DECE Anticipated Project Objectives

- 90% of participants to complete
- 80% of incumbent workers to attain certifications or advanced degree
- 65% of new recruits attaining certifications and becoming employed
- Wages and promotions will increase for teachers



Early Childhood Workforce in Massachusetts

- Number of Early Childhood Programs 10,823
- Avg. Salary for a preschool teacher: \$30,690
- Turnover rate: 29%



Early Childhood Workforce in Massachusetts

- Early Educators with a BA: 32 %
- Early Educators with an AA: 50%
- National Average of Early Educators with a BA: 50%

*According to Early Education for All (2006) Cost of Universal, High Quality Early Education in Massachusetts



Hampden County

- 32 public school preschool programs,
- 119 licensed center-based programs
- 609 licensed family child care programs

- 3,361 of Hampden County jobs

- 2000 Census, 53.1% of preschool-aged children (3-4yrs)

Fast Facts: Children, Families and Early Education in Hampden County



DECE

Outcomes ~ Year One

- 96% Completion Rate
- 95% have received credentialing
- 31% of new recruits have obtained credentialing and becoming employed
- Wages and Promotions will be assessed in the Measuring Business Impacts survey this Fall

Number serviced =85



Incumbent Workers

■ Incumbent worker	Planned	Actual
	140	112

*Planned number has been changed to 169 participants



Unemployed/ Underemployed

■ New to the Field	Anticipated	Actual
	45*	22

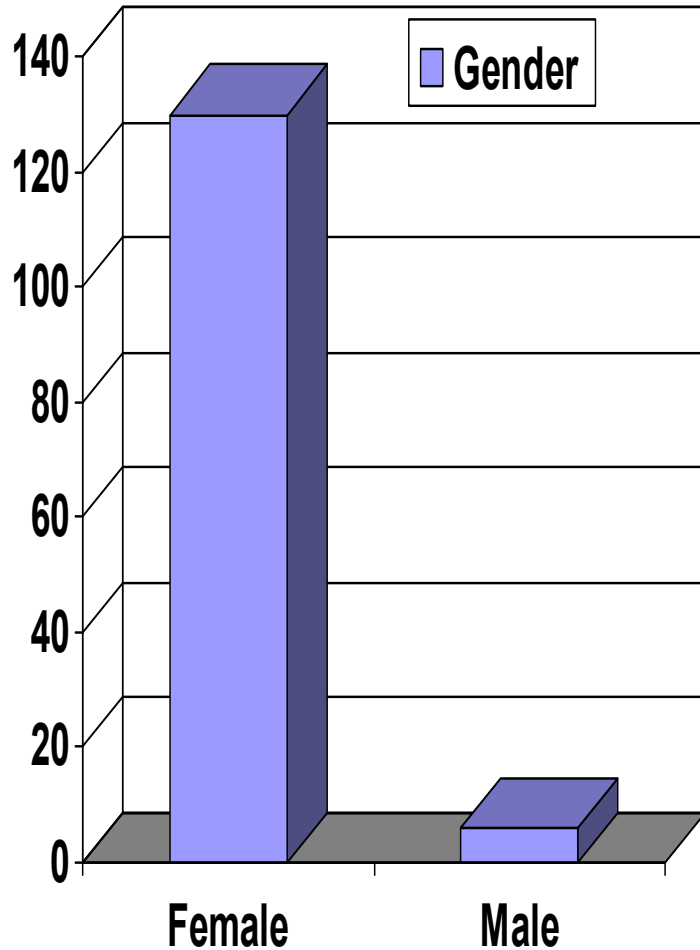
*Anticipated number has been changed to 26 participants
31% are currently employed since training



DECE Workforce

Categories	Applied	Goal	Enrolled
CDA	51	60	25
Teacher	113	60	64
Lead Teacher	141	20	23
Director	68	10	6
Associates Degree	49	30	13
Bachelor's Degree	15	5	5
Total	437	185	136

DECE Workforce



Category	Number= Employed
Group care	100
FCC	6
Out of School Time	8

DECE Workforce

Number=136

Bay Path	Cambridge College	Elms	HCC	P.E.T.	Springfield College	STCC
1	38	1	34	25	3	34
1%	27%	1%	25%	18%	2%	25%

■ Age Group

18-25:	41	(30%)
26-31:	24	(17%)
32-35:	18	(13%)
36-41:	18	(13%)
42-45:	14	(13%)
46-51:	11	(8%)
52-55:	5	(3%)
56-65:	4	(2%)
66-71:	1	(1%)

■ Race / Ethnicity

Caucasian:	32	(23%)
Asian:	2	(1%)
African American:	35	(25%)
American Indian:	3	(2%)
Two or more races:	5	(3%)
Unresponsive:	19	(13%)
Other:	40	(29%)
Latino:	66	(48%)
Non-Latino:	65	(47%)

DECE Workforce

Number =136

■ Residency

Belchertown:	2 (1%)
Chicopee:	13 (9%)
E. Longmeadow:	1 (1%)
Holyoke:	17 (10%)
Indian Orchard:	5 (3%)
Longmeadow:	2 (1%)
Ludlow:	1 (1%)
South Hadley:	2 (1%)
Springfield:	88 (64%)
W. Springfield:	3 (2%)
Wilbraham:	2 (1%)

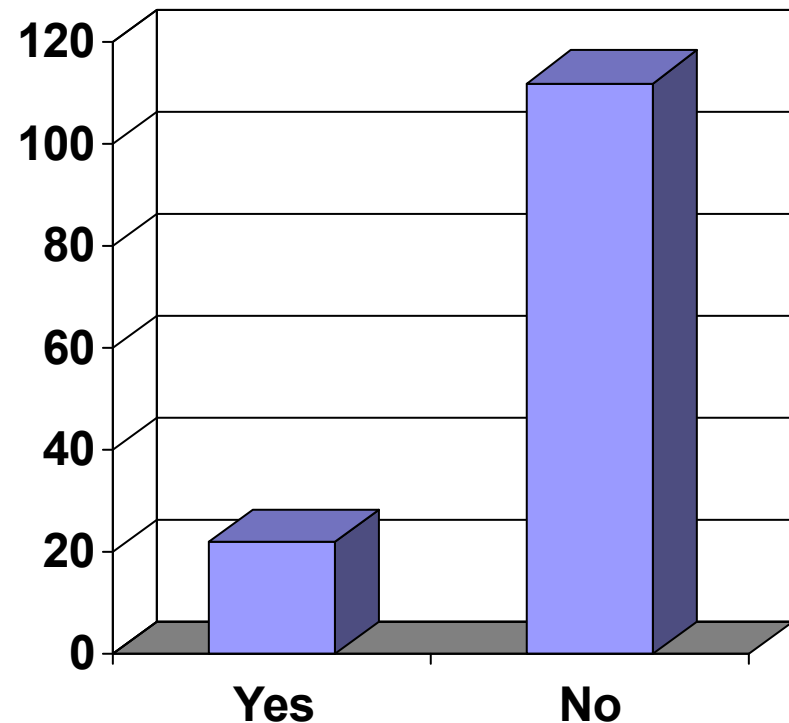
■ Level of Education Reported

9-12 Grade level	5 (3%)
High School Diploma	38 (27%)
General Equivalency Diploma	9 (6%)
Other Post Secondary Training	2 (1%)
Some College, No degree	68 (50%)
Associates Degree	7 (5%)
Bachelor's Degree	5 (3%)
No response	2 (1%)

DECE Workforce

- Participants were asked as part of the application process: Does your English Skills (speaking, writing, reading) limit your ability to advance in your job?

Number= 136





DECE Workforce

Current Job Title/Position

- Acting LT ~Toddler
- Aide
- Assistant Home Child Care
- Assistant Teacher
- Bus Monitor
- Center Coordinator
- Co-Teacher
- Center Coordinator
- Day Care Provider
- Director
- Educator
- Family Child Care Provider
- Group leader Out of School Time
- Home Day Care Provider
- Infant/Toddler Teacher
- Lead Preschool Teacher
- Part Time Teacher
- School Age Counselor
- Site Coordinator
- Social Worker
- Substitute Teacher
- Toddler Teacher



DECE Support Services

- Facilitate the registration process
- College Enrollment Assistance
- FAFSA forms assistance
- Early Childhood Educators Scholarship from the Department of Early Education & Care



DECE Products

- College Preparation Courses / Navigation of college system
- Establish ABE courses with early childhood content needs
- P.E.T.~ ***Child Development Associate Certification
CDA Fast track
Bilingual CDA Fast track***
- Bi-lingual early childhood courses
- Comprehensive Lead Teacher Certificate Program
- Career Counseling for A.D. & B.D. leading to degree completion



DECE Lessons Learned

- Preparedness of the Workforce
- Importance of developing base line data
- Flexibility of Educational Programming



DECE Year Two Outlook:

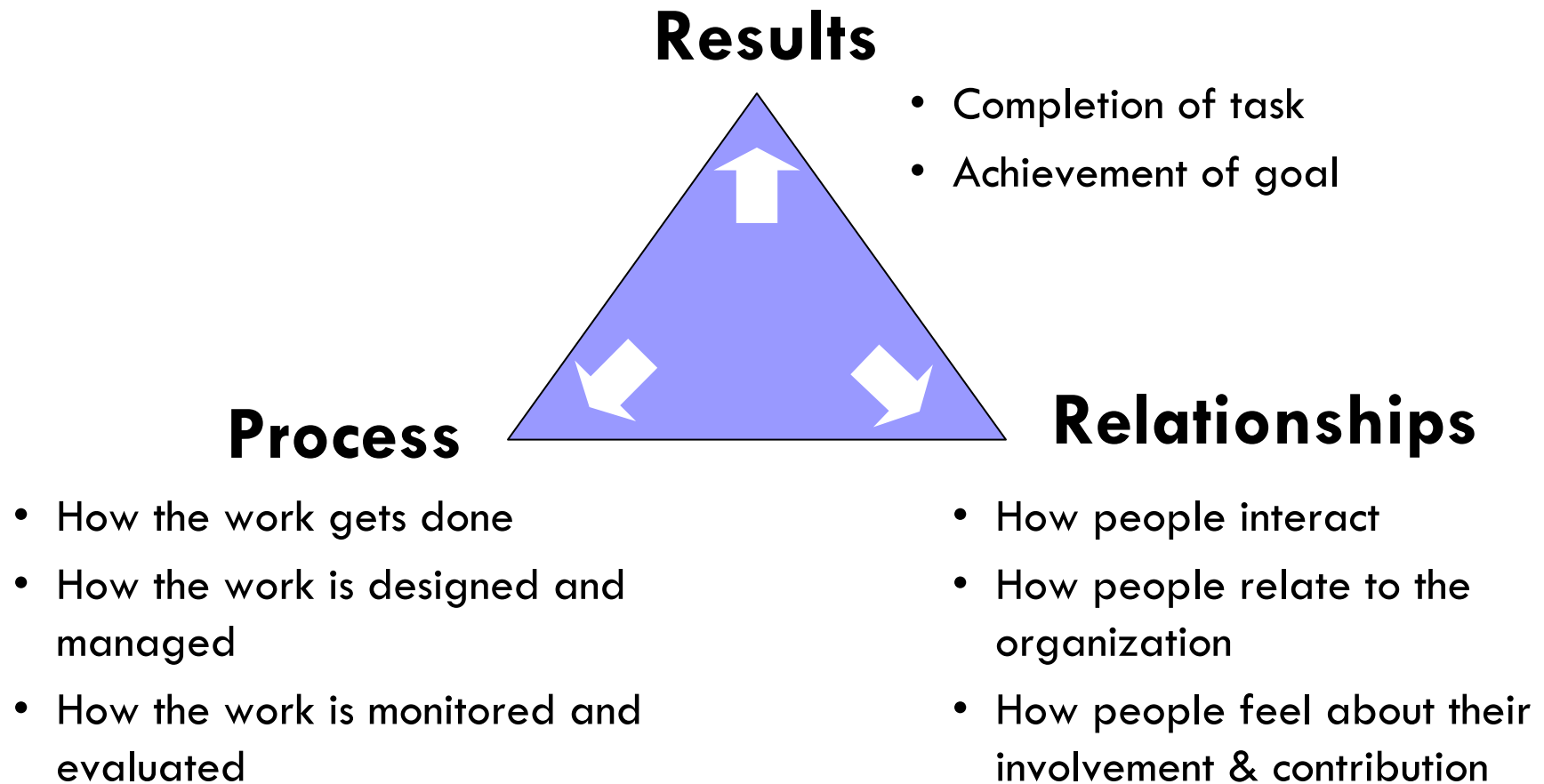
- Document participant outcomes
- Measuring Business Impacts (MBI)
- Convene Project Partners in the Spring
- Continue to strength & expand the partnership and look for sustainability



Opportunities Current Landscape

- Early Childhood remains a priority at the state and federal level
- The Governor's Readiness Project
- The new MA Executive Office of Education
- Grouping of employers with the same needs to stretch resources

REB Approach to Sector Work





Break out Sessions for Discussions

- What do you see as the benefits of this project?
- What further questions do you have?
- What have you learned from this project?