

LOCAL EXAMPLES OF ECE WORKFORCE SUPPORTS

Recruiting

On The Job

Retention

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YMCA of the East Bay Early Educator Apprenticeship Program

Recruiting



Registered apprenticeship program started in 2015



Earn and learn model with 3 pathways:
entry level, AA and BA



102 active apprentices in our county



Supported through Head Start/Early Head Start, CA
Dept of Education, CA Dept of Social Services, and
private foundations



Partners: ECEPTS, Los Medanos and Contra Costa
Colleges, CSUEB & EdVance

**ECE Spotlight:
YMCA of the East Bay**

Quality Matters



In partnership with:



On The Job



Continuous quality improvement with existing staff in ECE programs



Focused on QRIS frameworks



Combines site-level intensive coaching, which includes evidence-based tools and standards, training & stipends all aligned around ECE programs' improvement goals



Led by County Office of Education & First 5 Contra Costa



Partners include: CocoKids, Community Colleges, WestEd, Tandem, Partners in Early Learning, and others



Supported by funds from CA Dept of Education, CA Dept of Social Services, First 5 California

Quality Matters



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By the Numbers

- **207** child care sites countywide
- Serving **737** educators
- **99%** of sites reported that their program quality improved
- **93%** of sites indicated they would change their practices due to training participation

Child Care Boost Initiative

Retention



Direct-to-educator wage supplement pilot to address the chronic gap between the essential work of early care and education professionals and their compensation



~\$1,000 per month for 18 months



Lottery based application with prioritization of child care deserts



Led by CocoKids



Evaluation partners: First 5 Contra Costa, UC Berkeley Center for the Study of Child Care Employment, Clarity Social Research Group



Supported by Measure X funds administered by the Workforce Development Board

Child Care Boost Initiative

Retention



Designed through
Stakeholder Engagement Process



First 5 Contra Costa led a nearly 2-year
community planning process

- Community Advisory Group with systems leaders and providers
- Research-informed design
- ECE educator listening sessions



Supported by a discretionary grant from the
Administration for Children and Families / Office
of Planning, Research, and Evaluation as a part of
a Congressionally Directed Community Project

Child Care Boost Initiative

Retention



By the Numbers

- **675** applied
- **122** educators selected
- **41** sites participating, centers & FCCs