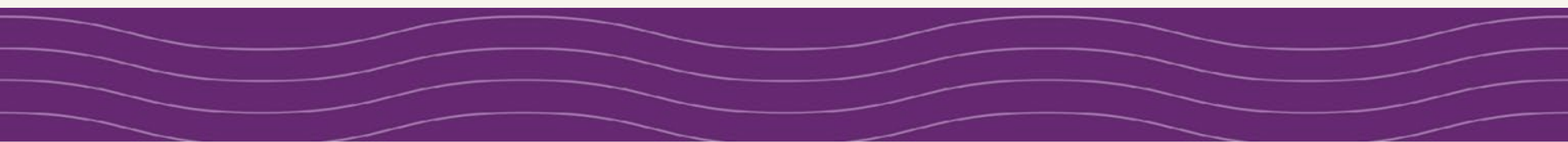




ECCLC Workforce Projects
Supported by Immediate Needs Funding

July 25, 2023



Introductions

Liz Means, MNM - Chief Strategy Officer

Tessa Currie, MPH - Communications Manager

Karly Kampe - Early Childhood Workforce Manager

Overview

This funding helped support several high-priority projects focused on workforce recruitment, retention and appreciation.

- Commissioned and released of a comprehensive early childhood Workforce Roadmap
- Hired of our Workforce Manager
- Hosted the 2022 Early Childhood Provider Appreciation Awards

Early Childhood Workforce Report and Roadmap

In 2022, Early Childhood Council of Larimer County contracted with Leah Weatherman and Kate Kalstein to research initiatives in Colorado and the US that are aimed at supporting the early education and care workforce.

An inventory of initiatives was created and programs that met the current Larimer County context and the needs of local providers were selected as models for proposed initiatives.



Workforce Initiative Proposals

- **K-12 Pay Parity Initiative**
 - A K-12 Pay Parity Initiative would provide compensation to address the gap between what licensed early care and education providers earn and what they would make in the K-12 system.
 - Status: **in progress**
- **Entrepreneurship Fund**
 - A year-long program of coaching and business training opportunities for a cohort of Family Child Care Home providers and a one-time \$3,500 grant to assist with business costs
 - Status: **in progress**
- **Specialist Consultation**
 - Provides access to experts to support the needs of providers, such as early intervention specialists, speech-language pathologists, occupational therapists, or pediatric nurse practitioners
 - Status: **in progress**

Workforce Initiative Proposals cont.

- **Substitute Fund**
 - Provides funding for community-based licensed programs in Larimer County to pay for substitutes as well as funding and coaching for substitutes to become Early Childhood Teacher (ECT) qualified
 - Status: **in progress**
- **Linguistic Diversity Fund**
 - A one-time \$1,500 incentive for ECE professionals who speak languages other than English. Available to all those who regularly work with children 0-5 including: licensed providers, FFN providers, home visit professionals, early intervention specialists, and mental health consultants.
 - Status: **not yet started**
- **Researching a Place-based Degree Program**
 - Begin research into starting a similar model in partnership with Front Range Community College and Colorado State University's Department of Human Development and Family Studies
 - Status: **not yet started**

Early Childhood Workforce Manager Position Overview

Provides support to individuals entering and advancing in the early childhood sector and leads collaborative projects aimed at recruitment and retention.

- Manages workforce recruitment efforts identified in the ECCLC workforce recruitment and retention roadmap
- Manages the Colorado State University Fellowship Program for ECMH
- Coordinates the ECCLC ECE higher education and professional development scholarship program
- Provides career navigation services
- Supports connections and joint projects with Larimer County Economic Workforce Development Department and other workforce partners

Early Childhood Appreciation Awards

On Monday, December 12, 2022, Early Childhood Council of Larimer County held an awards ceremony for our early childhood providers and champions in Larimer County.

- The awards were held at The Rio Grande Restaurant
- 125 early childhood providers and champions were in attendance
- Providers were celebrated throughout the night by receiving dinner, gift bags, raffle prizes.
- 23 awards were presented to ECE providers and champions in our community
 - EC Community Advocate Award, EC Systems Builder Award, EC Community Collaborations Award, Whole Child Award, Longest Serving Licensed Providers



Community Feedback

After the awards, we gave all those who attended an opportunity to give us feedback! Those who responded to our survey were put into a drawing to win one of five \$100 gift cards.

- *“Thank all of you for the wonderful evening with the Provider Appreciation last night. It was very nice. I want to let you know how much you are all appreciated. Thank you for helping Childcare and being an advocate for children, and looking at all aspects of childcare, center based, licensed home, unlicensed homes, kin and kind care, and all other care provided.*

On the drive home, Toni and I talked about all the changes that have happened in child care and how the Council has been a big part of helping all providers navigate those changes, grow and make things better for all children.

Thank you again for all you do and continue to do. Thank you for the support, advice, and love.”

- *“The dinner tonight was so nice and really appreciated by myself and my friends that were there. ECCLC did a great job at making us feel special.”*
- *“Want to thank the ECCLC board for the plaque that I received last night at the Rio. My soul and heart has always and will continue to be the welfare of children! Kindness, respect and gratefulness is and should be in the beginning of each child’s life! The job doesn’t always come easy, but we take each day at a time. Successes and failures come with the job, but when all is said and done, we can be proud of our efforts!!! Bless ALL of you that promote, and provide the services that we all need, for our jobs!”*

Photos





Questions?

For more info, or to get involved:

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www.ecclc.org

www.larimerthrivebyfive.org