

Strengthening Early Care and Education
through State Government Collaboration

October 4, 2024

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Learning Objectives

- Leverage Similar Opportunities in Your Own States
- Collaborate with Your Peers
- Understand the Importance of Inter-Agency Cooperation
- Think Critically About Implementing Collaborative Strategies
- Form Strong Professional Relationships to Achieve Common Goals
- Understand Continuous Improvement

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The Importance of Collaboration:

1. Improved Outcomes for Children and Families
2. Efficient Use of Resources
3. Strengthened ECE Systems
4. Shared Vision and Goals
5. Enhanced Capacity and Expertise
6. Increased Access and Equity
7. Policy and Advocacy
8. Sustainability

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Ice Breaker

Sharing and Connecting

Report Out/Take Aways

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Knowledge Base Goals

Leadership In Establishing Structures:

- The session will highlight new Jersey's leadership in creating a cross-agency structure for early care and education demonstrating how strategic leadership can mobilize resources and create comprehensive support system.

Advocacy For Effective Practices:

- Starting from our Race to the Top Early Learning Challenge grant and how it facilitated the creation of a support system highlighting the importance of advocating for funding and policies that benefit early care and education.

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Knowledge Concept Goals

Building Professional Relationships:

- The session will focus on how New Jersey's cross agency collaboration involving multiple stakeholders working together showing the value of professional relationships and building a robust early childhood community participants.

Collaborative Efforts:

- By exploring examples like Registered Apprenticeship program and other state level collaborations the session will illustrate how different professionals and agencies can work together to address challenges in early care and education.

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Level 3: Collaborates with Colleagues and Others to Improve Program and Practices for Young Children and Their Families and Communities

Collaboration to Improve Programs:

- The session will demonstrate through real world examples how collaboration among colleagues and agencies lead to improve early childhood and care programs and practices.


Ongoing Analysis and Implementation of Changes

- This session will emphasize the importance of ongoing analysis and the implementation of changes that strengthen the quality and success of early childhood programs by discussing the long-term benefits and lessons learned from New Jersey's.

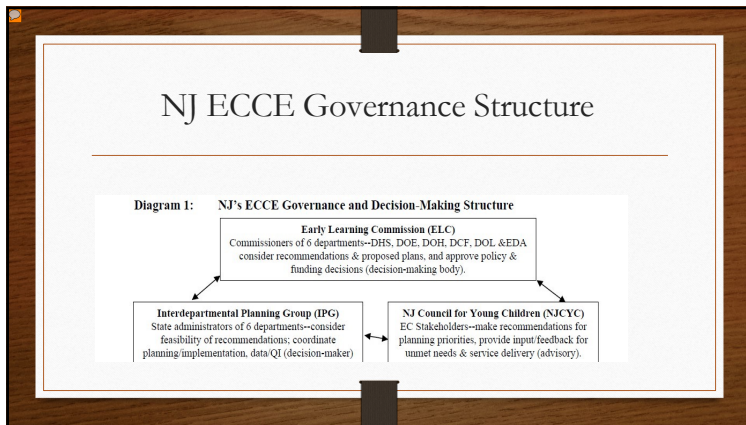
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Role of State Governments

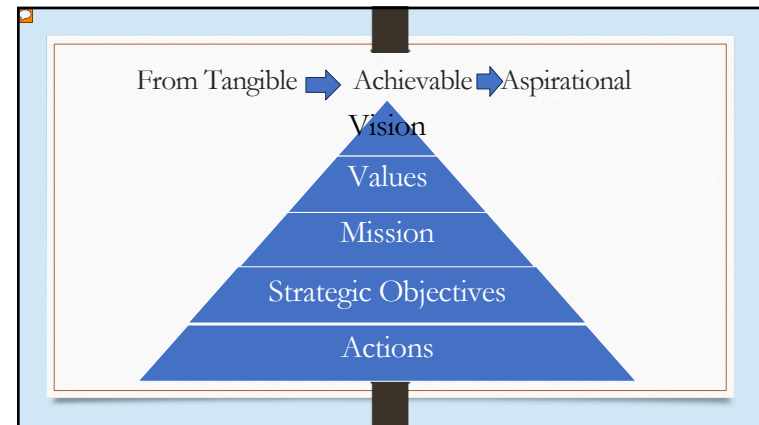
Creating a Cohesive Early Care and Education System



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New Jersey

Vision: to promote a comprehensive coordinated and equitable early childhood system of care that addresses the physical social emotional behavioral and cognitive aspects of children child well-being and school readiness 4 expected families and families with young children are from birth to five

Values Improving quality & availability within a continuum of ECCE services with a particular focus on reaching vulnerable, underserved and rural populations.

Mission: To achieve this vision, NJ engages with stakeholders to promote a competent workforce, provide equitable access to affordable services for all children and families, ensure adequate and sustainable financing, provide varied high-quality service delivery options, and create a system for ongoing accountability including evaluation and continuous quality improvement.

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- ## Strategic Objectives
- Two- Generational (2-Gen) approach
 - Expanded Workforce Development
 - Instructional Alignment and Transitions
 - ECCE Registered Apprenticeship

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Outcomes and Measurements

- Parent and Community Engagement
- ECCE Quality and School Readiness
- Operational and Cost Efficiencies

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Actions

1. State Early Childhood Advisory Council (ECAC)
2. Unified Approach to Standards
3. Professional Development and Workforce Initiatives
4. Integrated Data Systems

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Collaborative Efforts and Initiatives

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System Initiatives

- **Family Connects NJ:** Parents can receive a personalized follow up visit at home from a specially trained nurse within the first two weeks after their child's birth. Visits are offered to all families at no cost, regardless of income, insurance or immigration status. familyconnectsnj.org
- **Connect NJ:** This county-based network of partners and agencies provides families free or affordable access to community resources, programs and services needed to raise healthy children. connectingnj.gov
- **Grow NJ Kids:** NJ's quality rating and improvement system provides training, technical assistance, and incentives to licensed centers, Head Start programs, state-funded preschool programs, and registered family child care providers. grownjkids.gov
- **NJ Early Childhood Scholarship Program:** Teachers and Assistant Teachers may be eligible for scholarships for CDA training, BA, teacher certification. childcarenj.gov

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Overview and History Apprenticeship Pilot

- NJ ECE Apprenticeship Pilot Program – Strategic Partners
- NJ Division of Family Development
- NJ Department of Labor and Workforce Development
- NJ Workforce Registry (Sponsor Organization) – Public Consulting Group (PCG)
- Rowan University – Early Childhood Leadership Institute (ECLI)
- US Department of Labor – Office of Apprenticeship

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Overview and History Apprenticeship Pilot

- **Goal #1:** To support strategies that enable employers to develop and train their future workforce while offering career seekers affordable paths to obtain and secure a career.
- **Goal #2:** Support the current need to strengthen the early childhood workforce, address workforce shortages and support an increase in recruiting and retaining a highly skilled workforce. In the pilot phase of this program, NJ will support programs with apprentices working in infant and/or toddler classrooms towards an infant/toddler CDA Credential.

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New Jersey Early Care and Education (ECE) Teacher Apprenticeship Program Pilot

- ECE Business Involvement**
 - Child Care Centers
 - Head Start
 - CEAP
 - Grow NJ Kids
- On the Job Training**
 - Full time employment
 - 2000 hours of skill building and on the job training (40 hours week x 50 weeks)
 - Support from on site mentor
- Technical Instruction and Credential**
 - Infant/Toddler Child Development Associate Credential Career Level II
- Equitable Wage Structure**
 - Minimum 3% wage increase upon completion

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ECE Apprenticeship Program Support Structure

Employer

- Ongoing guidance and support through the Sponsor Organization (PCG) – NJ Workforce Registry
- TA through Early Childhood Business Consultants (ECBC)
- Local One-Stop Career Center Recruitment Liaison

Apprentice

- PCG – NJ Workforce Registry
- NJ Scholarship Program
- Onboarding and ongoing support
- Mentor Support – OJT

Mentor

- ECLI Mentor Program (40 hrs./year)
 - Orientation
 - Ongoing PD
 - Peer Learning Communities
- PCG-NJ Workforce Registry
- OJT Tracking and reporting through ApprenticeScope

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Illinois's ECE Workforce System

- New Department of Early Childhood [Welcome - Illinois Department of Early Childhood](#)
- Early Childhood Education Faculty Preparation Program [Early Childhood Faculty Preparation \(ECEP\) Grant \(ecace.org\)](#)
- Credit for Prior Learning Legislation [Prior Learning Assessment \(PLA\) Documents - Gateways to Opportunity \(gateways.com\)](#)
- Educator Preparation Program Innovation [EID560508.pdf](#)
- Apprenticeships [Smart Start Early Childhood Apprenticeship Program - Gateways to Opportunity \(gateways.com\)](#)

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New York Early Childhood Professional Development Institute [PDI | What We Do \(earlychildhoodnyc.org\)](#)

NY Early Childhood Workforce Development System

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Continuous Improvement and Sustainability

- Ongoing Analysis
- Implemented Changes
- Accountability

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Thank you

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