## **Preparing Early Childhood** Educators: Grow Your Own and Apprenticeship

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### A Look at Terms

- communities.
- wage increases, classroom instruction, and a portable, nationally recognized credential.

• **Grow Your Own:** GYO is a locally developed partnership between early childhood education programs, educator preparation providers, and/or community-based organizations that recruit and prepare local community members (e.g., high school students, paraeducators, parents) to earn the necessary credentials to teach in their

• **Registered Apprenticeship:** A Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce and individuals can obtain paid work experience and receive progressive





## Why have GYO and apprenticeship garnered national attention?

- Teacher shortages
- Declining interest and enrollment in teacher preparation programs
- Demand for cultural and linguistic competence
- Need for comprehensive and low-cost pathways to help career advancement and credential attainment
- Potential for higher retention in the profession
- Increased interest and funding from policymakers





### **Existing barriers for ECE Workforce**

#### **Financial**

- Low compensation
- Insufficient benefits
- High cost of tuition and fees

#### **Linguistic**

• English-only curricula, credential programs, and professional development

#### **Bureaucratic**

- Baseline credentials not honored
- Varied credential requirements
- Unreliable information on pathways





### How do GYO and apprenticeship help remove barriers?

Elements	
Community-based recruitment	
Individualized support for candidates	
Multiple pathways offered (e.g., high school, undergraduate, graduate)	
Progressive wages	
Paid work-based learning	
Aligned coursework	
Minimum number of hours/years of work-based learning	
Cohorts	
Earn a degree	
Eligible for certification/licensure	



GYO	Apprenticeship
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### Bright Spot

#### **University of the District of Columbia** *Bilingual Associate Degree Program*

Developed in partnership with local early education providers and multilingual provider association

Offers coursework in Spanish and English

Provides pathway and scholarship funding to help multilingual educators meet DC's credential requirements





### **Bright Spot**

#### **Kennedy Children's Center** Grow Your Own Program

Developed to help meet need for certified special education teacher assistants

Recruits and prepares unemployed and underemployed community-members to offer a new career pathway

Offers cohort, mentorship, test preparation, financial resources, job placement services, and help finding resources such as childcare and tutoring

Partnering with City University of New York to develop associate degree programs in early childhood special education





### **Bright Spot**

#### Minnesota

Grow Your Own Early Childhood and Family *Educator programs* 

State funded competitive grant available to licensed family child care, center-based care, school district or charter school early learning programs, Head Start, institutions of higher education and community-based organizations

Provides scholarships or stipends to participants pursuing early childhood degrees and credentials

Provides programming and support for teacher candidates to succeed in the licensure program, degree program, or the credential program

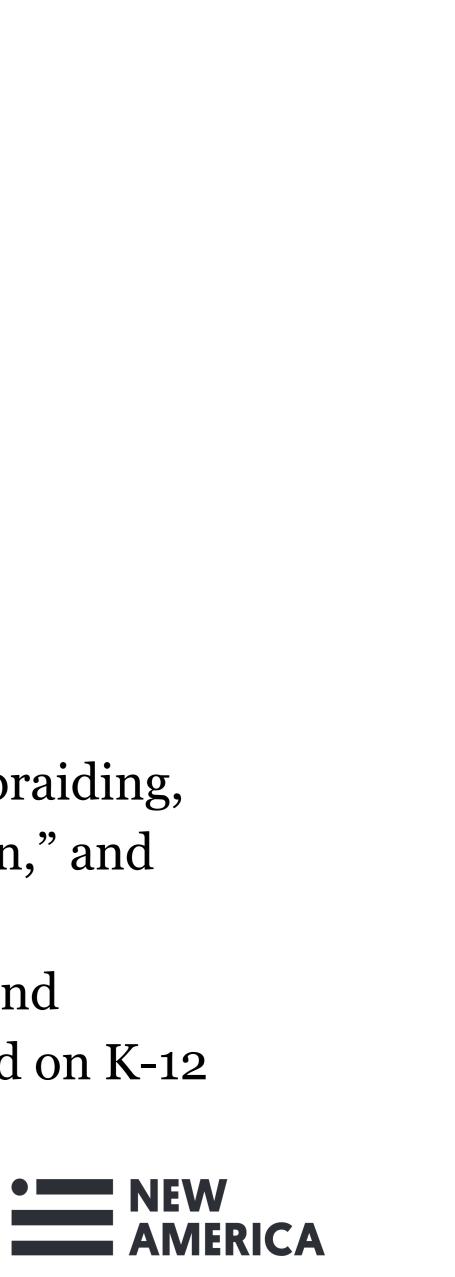




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### **Policy and System Considerations**

- Teacher preparation is not a unified system
- Funding and Sustainability
  - Budgets change and appropriations are not consistent from cycle-to-cycle.
  - Need for financial incentives to support partnerships
  - Strategies to promote funding and program sustainability include blending and braiding, comprehensive policies to address cost of earning a degree, consortia, "last cost in," and building in capacity for fundraising.
  - US DOL funds three intermediaries that can help support program registration and implementation (two are focused on early childhood educators and one is focused on K-12 teachers).





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