

## **FIRST 5 LA**

**SUBJECT:**

Early Care and Education Workforce Development (ECE) Initiative

**RECOMMENDATION:**

Approval of ECE Workforce Development Initiative and Implementation Framework with an allocation not to exceed \$15 million and authorize staff to negotiate contracts and grants necessary for initiative implementation.

**BACKGROUND:**

At the September 2005 Commission meeting First 5 LA staff presented *the ECE Workforce Development Initiative Concept Paper* for discussion based on the Board's previous request at the June 2005 Commission meeting for staff to develop an initiative that would address the needs of the Early Care and Education (ECE) workforce. The *Workforce Development Initiative Concept Paper* presented by staff articulated a comprehensive initiative design that addresses the multifaceted needs of the ECE workforce. The concept paper described an initiative framework that addresses the ECE workforce along a continuum of provider type, extending from entry into the early care and education career lattice through advancement. Additionally, the ECE workforce development framework presented in the concept paper also incorporates, as requested, strategies for bridging the gap between the current educational status of the workforce and those set through the Los Angeles Universal Preschool (LAUP) quality standards.

At the September 2005 Commission meeting, the Board requested staff to further develop the ECE Workforce Initiative Concept Paper and provide a more detailed framework and specificity to the programmatic components in order to take action on the ECE Workforce Development Initiative at the November Board meeting.

**DISCUSSION:**

The attached ECE Workforce Development Initiative Concept Paper and implementation plan framework are based on an assessment of best practices, innovation and an identification of how First 5 LA could potentially make the most significant impact on improving the quality of early care and education and furthering the professionalism of the field. Due to the complexity of the challenges facing the early care and education workforce, the initiative framework is designed to improve the quality of early childcare and education by supporting the training and advancement of the workforce. This requires a comprehensive approach that will achieve multiple goals as indicated in the framework. Therefore the proposed design is multifaceted and includes the following:

- a direct services component including Career Development and High School Recruitment Pilot Programs to promote the professionalization of the field and increase the supply of new entrants into the field through a ;
- a policy and advocacy piece including the convening of both a Higher Education Consortium and Compensation and Retention Steering Committee to affect the systemic issues that impact the long-term capacity of the workforce; and
- a public education piece to improve the visibility of the early care and education workforce issues and related opportunities to address them.

The proposed implementation plan framework is intended to expand on the ECE Workforce Development Initiative Concept Paper and provide the Board with more clarity on the scope of proposed initiative activities within each program component and an understanding of the required implementation activities respectively.

**For Office Use**

Board Action Taken:

Approved:  Yes  No  Further Discussion

Referred to Committee/Work Group: \_\_\_\_\_