

Early Educator Fast Track Initiative

*Ready Region Blue Ridge
July 10, 2023*



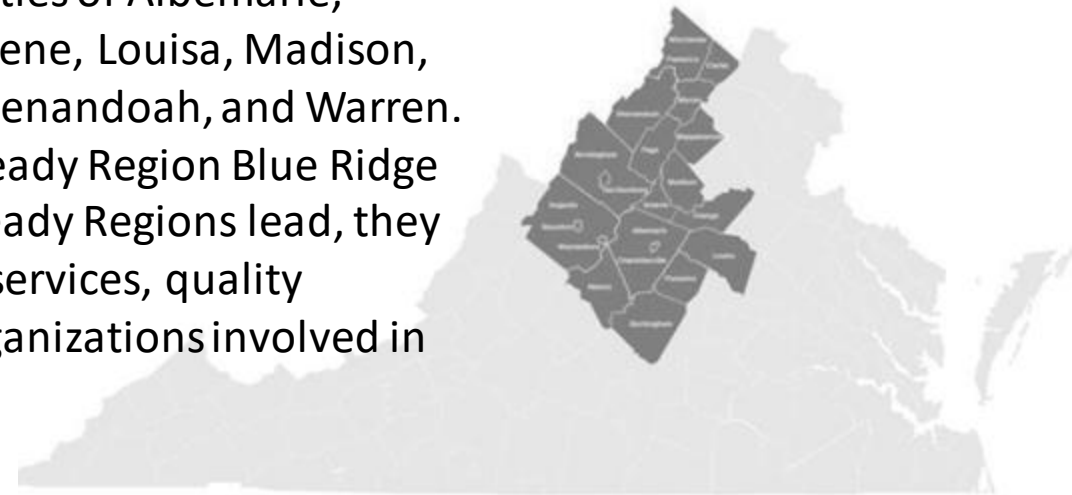
Who We Are



Since 2005, VECF has served as Virginia's public-private partner in building strategic and sustained focus on the healthy development and school readiness of our youngest children. VECF is the non-partisan steward of Virginia's promise for early childhood success, working in tandem with diverse stakeholders to ensure equitable opportunities for all families with young children to thrive.



Ready Region Blue Ridge consists of the cities of Charlottesville, Harrisonburg, Staunton, Waynesboro, and Winchester; and the counties of Albemarle, Augusta, Buckingham, Clarke, Fluvanna, Frederick, Greene, Louisa, Madison, Nelson, Orange, Page, Rappahannock, Rockingham, Shenandoah, and Warren. **United Way of Greater Charlottesville** serves as the Ready Region Blue Ridge lead. Although one organization is identified as the Ready Regions lead, they must partner with school divisions, social and human services, quality improvement networks, ECCE programs, and other organizations involved in Virginia's public-private early childhood system.



Problem

The ongoing child care staffing crisis:

- Places severe strain on child care program administrator and staff well-being
- Reduces child care capacity, forcing closure of classrooms that can't meet required staffing ratios, which in turn...
- Negatively impacts parents who rely on child care to work and support their families AND children who lose learning and development supports from high-quality early learning experiences.

At Centers participating in Subsidy:

68% said hiring was very challenging

80% reported that current staff are working more hours or taking on additional responsibilities

63% reported serving fewer children and/or having to turn families away

There are an average of 3 teacher vacancies.

New Teacher Turnover

- Less experienced teachers – particularly those in their **first year of teaching** – were most likely to leave, as were those in **assistant teacher roles**.
- Assistant teachers in child care centers in Virginia had a **49% turnover rate**.
- Most teachers (73%) reported that **compensation** played a role in their decision to leave their sites.

The Early Educator Fast Track Initiative addresses new assistant teacher **recruitment, compensation, training, retention and ongoing professional development**.



Solution



Implement an effective recruitment campaign, using strategies and outreach mechanisms tailored to your region, that successfully identifies and attracts new talent to fill center vacancies.

Deliver an intensive learning experience for new early educators, focused on core competencies and optimal teacher-child interactions, connecting them with an experienced college professor and peer network, providing a stipend for training completion, and preparing them for an assistant teacher position.

Build child care supply by attracting new talent into the industry, training them quickly and efficiently, and placing them on the pathway for continued professional development (certification, degree, registered apprenticeship) and a rewarding career.

This program is administered by the Virginia Early Childhood Foundation in collaboration with Ready Region Blue Ridge and the Virginia Department of Education.

Early Educator Fast Track Initiative

- Focused recruitment effort to attract new talent for your employment. Facilitation of background check process.
 - Four weeks of full-time, paid, online and on-the-job training, transforming regular folks into confident and competent early educators who are ready to work in the classroom.
 - During training, the participant spends 16 hours per week in online training and 24 hours per week at your child care program observing, applying new skills, practicing high-quality interactions and potentially serving as a substitute assistant teacher.
 - After the four weeks of dynamic and motivational training, facilitated by an experienced ECCE college professor from your region, the employee begins work full-time (minimum 30 hours/week) at your program.
- ✓ **Training stipend (40 hours/week for 4 weeks at a competitive rate) is paid by VECF.**
 - ✓ **To incentivize retention, the new employee will receive bonuses in the 1st year of employment totaling \$1,500 paid by VECF.**

Competitive Rate = \$17/hour

The competitive rate for new assistant teachers in Ready Region Blue Ridge is **\$17/hour**, based on:

- Cost of quality modeling work by experts in the field (75% parity to K-3rd grade teachers), which has informed these program determinations of increased per child rates:
 - Average increases in Child Care Subsidy reimbursement rates in Ready Region Blue Ridge
 - 84% increase for infants
 - 65% increase for toddlers
 - 27% increase for preschoolers
 - Mixed Delivery rates paid at 100% cost of quality
- Recognize B5

Welcome Special Guest Regina Crawley

Regina Crawley, BS
Curriculum & Program Director



Recruitment

VECF will launch a robust recruitment campaign in your area, directing applicants to visit the VECF website and complete a quick “Get Started!” form:

- We will utilize social media and direct marketing strategies specifically designed for your region
- We will target populations who may be interested and available for this opportunity
- We encourage you to spread the word



Fast Track Recruitment Flyer & Billboards



Virginia Early Childhood Foundation

A Career That Loves You Back

Recruiting Early Childhood Educators at \$17/hour

VECF.ORG/FASTTRACK



EXCITING JOBS IN EARLY EDUCATION in Hampton Roads

Apply for our New Early Educator Fast Track Training

A CAREER THAT LOVES YOU BACK

Virginia Early Childhood Foundation
Sponsored

Make a difference working with young children in your community—join the Early Care and Education workforce in just 4 WEEKS!



**It's not just a job.
It's our future.**

vecf.org
Early Educator Fast Track
Early Educator Fast Trac...

Apply now

Like Comment Share

**Fulfilling.
Fun.
Action-Packed.**



Virginia Early Childhood Foundation

Get on the **Fast Track** to join the early education workforce!

LEARN MORE AND APPLY TODAY!
vecf.org/fast-track-training

WHAT YOU GET

- Employment (at least 30 hours/week) at \$17/hour
- Paid training
- Bonuses totaling at least \$1,500
- Ongoing mentorship and professional development
- Personal and professional fulfillment

ELIGIBLE CANDIDATES

- Have a high school diploma or equivalent
- Pass required background checks
- Are eligible for employment in the U.S.
- Have English proficiency
- Commit to one-year (minimum) employment



**VISIT VECF.ORG/FASTTRACK
OR SCAN THE QR CODE TO
LEARN MORE AND APPLY TODAY!**

Hiring Process

- VECF receives candidate interest forms and completes prescreening. Candidate information is shared with you.
- VECF schedules a virtual interview within **5 business days**. You may participate and/or schedule your own interview.
- Employer makes hiring decision and communicates offer of employment within **2 business days** of interview.
- Employer informs VECF and submits background check requests within **2 business days**. Use of electronic portal is required for Central Registry checks. VECF will facilitate background check process.
- When clear background check is received, candidate is officially hired by the child care program and should be added to your payroll.
- Fast Track training begins=40 hours per week/4 weeks=16 online training and up to 24 on-site at child care program (paid by VECF).
- Once training is completed, the employee continues full time work onsite at child care program.

Training & Mentorship

- Training focuses on **child development, learning environments, effective interactions and family partnership** via a structured online program of videos, reading, activities, discussion and classroom experience at your child care program.
- During the training period, the child care program completes **new employee onboarding at your program.**
- You assign an **experienced team member as a mentor** for the new team member(s), building their skills and competencies to ensure high-quality interactions with the children they serve, and to promote staff stability and retention.



Compensation & Retention



- VECF provides funding to pay the participant's training stipend and bonuses.
- Child care programs agree to continue the competitive wage as participants move to full-time on-site work at the center.
- At the close of the Fast Track training period, completers are offered VECF-paid scholarships to continue their professional development in credit-bearing college coursework and apprenticeships.

Summary

VECF

- Recruitment campaign
- Prescreen candidates
- Interview candidates
- Facilitate/expedite background check process
- Provide computer and books
- Provide Intro to Early Childhood online training
- Pay for 4 weeks of training (coursework and on the job training)
- Pay for bonuses

EMPLOYER

- Hire employees at agreed-upon competitive wage (\$17)
- Add employee to payroll
- Identify mentor
- Invoice VECF for 4 weeks of training and 2 bonuses

Questions & Next Steps

1. Complete the Employer Interest Form indicating how many recruits you need **by July 13**.
2. Attend the Fast Track MOU Overview session on **July 13 at 1 pm**; review and sign the MOU by July 19.
3. Participate in the Employer Onboarding Session to review the interview, hiring, and background check procedures and timelines.

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