

Participants can see changes that have been implemented, and feel hopeful at a renewed willingness to come together.

PANEL I - WORLD CAFE

Focus words:
Collaboration, Alignment,
and Synergy

Things to Consider

- Increase respect for the field
- Recognize gaps in the ECE sector honoring basic human rights (compensation, mental health and wellness, wealth building)
- Create campaigns and accelerate entry into ECE Workforce (focus on men, high school pipeline, etc.)
- Develop apprenticeship models, career ladders and pathways
- Include FCC in ECE considerations
- Focus on retention and quality in the field
- Explore avenues to increase investments for greatest impact
- **Examine equitable ways to tie credentials to compensation**

Examining Equity in ECE



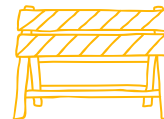
Create process for building equitable opportunities between center-based and FCC programs

Work towards comparable wages with K-12 educators



Keep an intentional focus on race and gender inequities in the field

Be mindful of the barriers to enter the and retain the Workforce - time for PD, college, etc.



Opportunities for Impactful Change

Benefits for Workforce (free child care, health care, transportation costs, have a safety net while starting career, etc.)



Value diversity of language instruction in unlocking barriers for entering the Workforce

Address pay inequity (increased level of responsibility does not always match compensation)



Focus on sustainability for the field - create an actionable long-term 10 year plan

Continued Questions and Considerations

? Should the focus be on reorganizing child care versus funding & compensation?

? How do we define equity? Does it include access for families? Does it include compensation? Does ensuring equity for the Workforce negatively impact equity for families and access?

? How do we increase collaboration and knowledge of effective models to reduce silos?

Next Steps and Possible Solutions

Deepen partnerships with a focus on listening and reflecting on solutions

Eliminate barriers for those entering the Workforce

Examine current models and look for opportunities to build, expand, and enhance the ECE Workforce.

Define and integrate equity into current and potential new models for ECE Workforce.

PANEL II - WORLD CAFE

November 13, 2023

Participants feel like people care and are listening. Being heard & seen matters.

Participants are PROUD that Boston is a national model for the GJMBC!

Other models to consider

Explore Washington D.C.'s model for ECE



Mentoring and Apprenticeships

Strategies for staff retention with wage bumps



Sharing best practices, not just insular to GJMBC

Advice for Stakeholders

- Communication is KEY!
- Create a career ladder that promotes growth with salary incentives
- Consider unique challenges for FCC
- Develop solid business plan for ECE
- Improve higher ed inclusion and access to be more responsive to Workforce needs
- Turn one-off lessons, grants, and funders into systems change

"Perennials - not annuals"

GJMBC Potential Impact

- !! Better collaboration between Workforce, employers, development agencies, and higher ed.
- !! Leverage underutilized and untapped talent
- !! Manager training - how to manage a team, mentor, and coach
- !! Create clear career pathways (include PD)
- !! Bring the business tool box to help women entrepreneurs be successful
- !! Easier access to continuing ed. for FCC and degree programs
- !! Maintain connections and incentives post-grant

Continued Questions

? How does the field get business buy-in for this?

? How do we capitalize on moments of opportunity?

? How can GJMBC lead to systems change?



Desired Outcomes

Increase respect for jobs in Early Ed.

Heightened perception and promotion of the ECE field on a federal level

Ensure quality of life for Workforce

Document stories and words of GJC participants