

National Governors Association

Supporting States' Policy Strategy to Improve Early Care and Education Workforce 2.0

Presentation to BBAC

11/14/2018

What is it?

- A one-year technical assistance grant focused on building state capacity to improve the ECE Workforce, tailored to the state's needs
- Grants up to \$12,500 to support planning activities, action plan development, meetings, summits, publications, and travel expenses
- Regular planning calls and up to two site visits by NGA Center experts or consultants to support the individual state's work
- The National Governor's Association Center for Best Practices (NGA Center) will build on the lessons learned from the first cohort of ECE workforce participants who developed policy agendas during 2016-2017 to strengthen the quality of their ECE workforce
- Grantees have the opportunity to engage and learn from their first-round peers and national partners to better advance their policy opportunities.

A Call to Action

Awareness

NGA Overview

- Introduce team
- Overarching vision

Our “Ask” of BBAC Members

Educate

The “why” – data about the Early Childhood Educator workforce

Stories and experiences matter

Persuasion – Who is impacted by the ECE Workforce?

Why does this matter to you?

What do you need to increase your understanding?

Who else needs to hear our message?

Action

Workgroup to Plan the ECE Workforce Summit

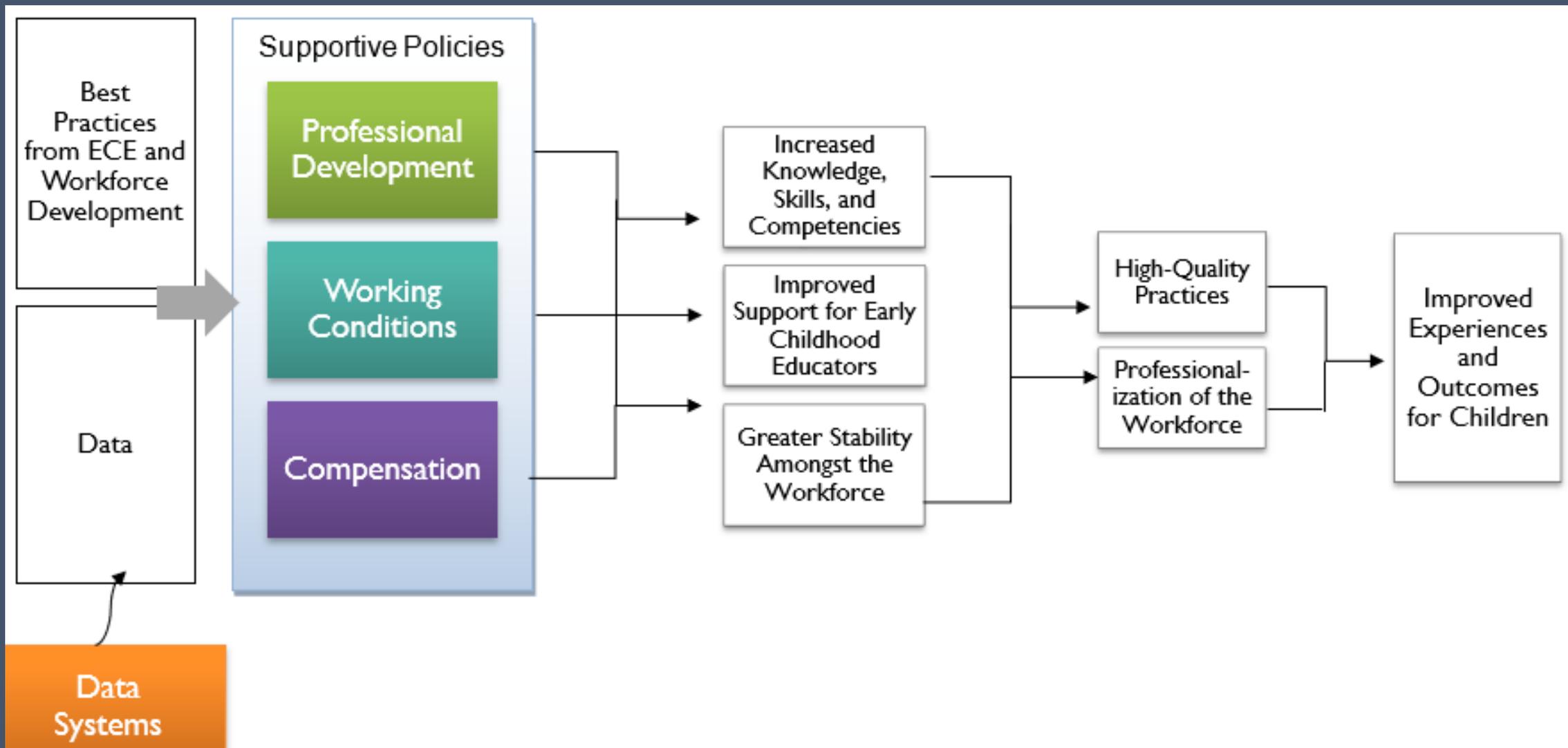
What change do you hope to see as a result of a summit?

Who else needs to be a part of this meeting to enhance collaboration and strategy?

MT State Team

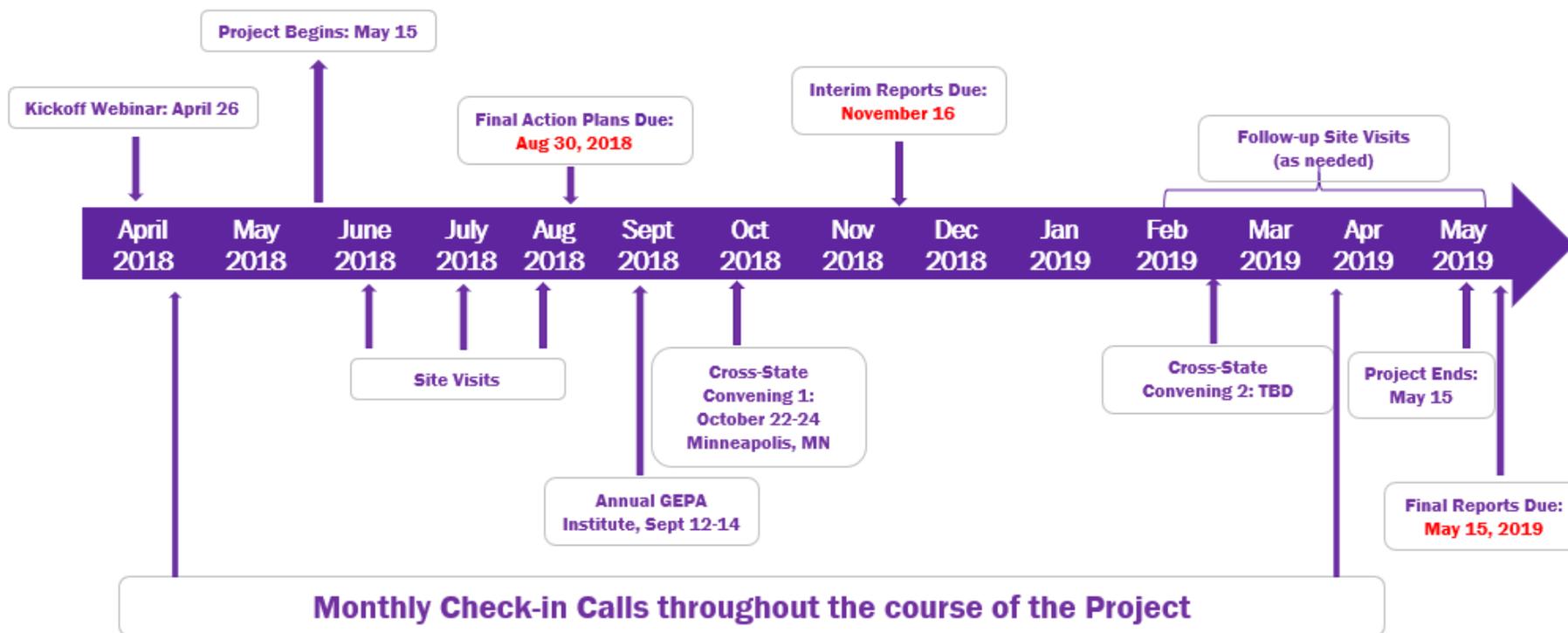


Governor's Education Policy Advisor	Siri Smillie
Rep. from State Education Administration	Megan Vincent Montana Office of Public Instruction
State policy or agency leader(s) focused on workforce issues:	(Team Lead) Caitlin Jensen Director, Early Childhood Project – MSU
	Patty Butler Early Childhood Services Bureau Chief – DPHHS
	Barb Wagner , Chief Economist, Montana Department of Labor & Industry Amy Watson , Senior Economist, Montana Department of Labor
Members from other stakeholder groups: ECE professional preparation programs, state economic development, statewide advocacy organizations, union leaders, business community leaders, institutes of higher education, private funders, and researchers:	Christine Lux , Montana State University
	Nanette Gilbertson , Montana Advocates for Children (MAC)
	<i>BBAC Stakeholders to support a larger taskforce / stakeholder group</i>



* Adapted from Harvard Family Research Project

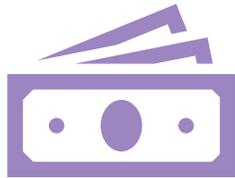
Project Timeline: ECE Workforce 2.0



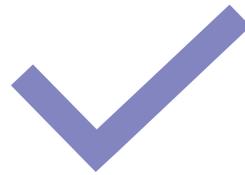
Vision for the Project:

Montana leaders come together and develop a clear course of action to increase compensation among the ECE workforce to reduce turnover rates of ECE providers, recruit new ECE professionals, increase public and private investments in the workforce, increase continuity of care for children from ECE teachers, and positively impact child outcomes.

Montana Project Goals



Identify the true cost of quality early care and education in Montana through gathering data.



Develop policy making agenda for compensation.



Develop and Disseminate a communications plan to build awareness around increasing compensation for the Montana ECE Workforce through public/private investments.

Montana Department of Labor & Industry

Childcare in Montana

Supporting Montana
Families and Caring
for the State's Most
Precious Resource

by Amy Watson,
Senior Economist

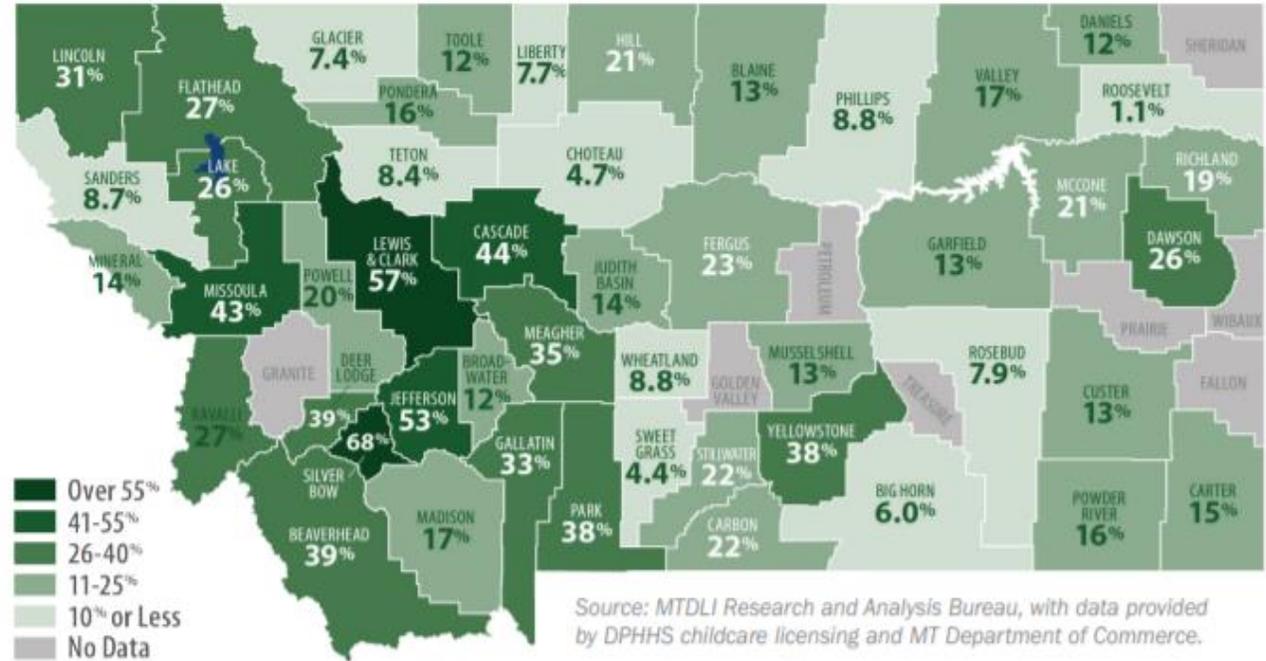


The unemployment rate in Montana continues to fall in 2018, leaving many businesses searching for qualified applicants to fill open positions. As available workers become harder to find, and the number of good-paying jobs grows, many people wonder what is stopping every able-bodied person from working. For many, the answer is that they are in school or are retired. However, for a growing portion of the state's population, they are not working because they have family responsibilities or difficulty affording childcare. This article explores the availability and affordability of childcare in Montana, and the effect that a lack of affordable childcare has on the state's available workforce.

Workforce Report

Childcare capacity in Montana meets **40%** of estimated demand - ranking the state **40th** in the nation.

Childcare Capacity as a Percent of Children Under Age 5 By County



Increased access to childcare can help expand Montana's workforce.

- Increase labor force participation of mothers
- Increase participation in rural communities

But greater access would require a larger childcare workforce.

Workforce Report

Questions for BBAC

Members

Table Conversations

- What word describes the current MT EC Workforce?
- What is your vision for the MT EC workforce?
- What needs to be in place for the EC workforce to get to that vision (think BIG!)
- What is one thing in your community that if changed, would strengthen the workforce?
- Who should be engaged in this conversation? How?
- What message/story would you tell if asked about who the workforce is and why they are important?
- Who is impacted by the ECE Workforce?
- Why does this matter to you?
- Who else needs to hear our message?

Next Steps: Action

- Who can help us in planning a Workforce Summit?