

Deschutes County Early Care and Education Work Force Update

December 27, 2022

Karen Prow

Work Force Fast Track Teacher Training (WFFT)

Cohort 2

Timeline: Start Date: 10/26/22, End Date: 04/18/23

Participant Data (Infant/Toddler Track)

| Provider | Provider Location | Number of Candidates |
|-------------------|--------------------|----------------------|
| Bright Adventures | Bend | 1 |
| Boulden-Rogen | Bend/Redmond | 8 |
| TOTALS: | 2 Providers | 9 Candidates |

Participant Data (Preschool Track)

| Provider | Provider Location | Number of Candidates |
|-------------------|--------------------|----------------------|
| Bend Preschool | Bend | 1 |
| Bright Adventures | Redmond | 1 |
| ReVillage | Bend | 3 |
| The Cottage | Bend | 2 |
| TOTALS: | 4 Providers | 7 Candidates |

Work Force Fast Track Participant Feedback

"I'm happy and grateful for the opportunity, the fast track offers a very good resource to help our community and the teachers are very involved teaching and very helpful. Thank you to all the teachers for be there." - (candidate) *This Teacher Candidate joined the Work Force Fast Track in the Spring. Her Central Background Registry took longer than typical, and she didn't have a placement site. Because of that small bump, we had to put her on our list for Fall. Once she was cleared, she joined the team at ReVillage in cohort 2. She migrated from Mexico when she was a teen, worked in fields and farmlands for some time and then at McDonald's for a good stretch. I want to say 10-15 years. She shared that her children are grown, and she is at a stage of life that she wants to try new things. The Pathways Navigator led her to the WFFT. She is thriving and on her way to a new career path.*

"First of all, every person who I have been in touch with regarding this program has been excellent; you, Mary, Ty, Dina, etc. Really professional, resourceful, kind, supportive and, in general, amazing! My two candidates did not have a lot of confidence when they started this program, but I see now that they are gaining it through your personal attention and the resources. I see them growing and changing; I see they are more empathetic with the kids;

I see that they realize that each child has a backstory and every family needs support of different types. I think their perspective of the kids has changed and that they just have more understanding of how a child's early years affect their entire lives. Due to that, I think they feel that their jobs are more important than ever and that the work they (and we) are doing is important and beneficial. I think also that whatever I have tried to teach them, you have filled in the gaps with completely different perspectives and resources." (Director)

"I am enjoying the program so far! I appreciate how involved the instructors are with us and the program. Some things that are helpful in this program are the guest instructors because they have a lot of information such as ACES which really brought in the perspective of how we shouldn't punish a "troubled" child. We are not aware of what is going on at home and how they are mentally. I'm hoping to learn more in these next months." (candidate)

"So far my schools experience with the fast track program has been exhilarating! Not only are my teacher Candidates growing and becoming amazing teachers, but their confidence is also boosting from the trainers/coaches. The trainers (coaches) coming to our program has been a blessing, and I see a difference in our classes already with the suggestions from our trainers (coaches). I absolutely love the directors track as well and feel like I have grown as a supervisor and leader." (Director)

"I am really enjoying this program! I love how simple the trainings are, yet I still feel like I'm learning a lot from them. Also love that I get credit just by coming to work!" (candidate)

"I really like the WFFT Project. I am able to review issues with the WFFT (Fast Track) Coaches and feel supported. If our programs have questions on a variety of topics, I like that we can problem solve together with the WFFT Team and come up with some action plans. I like that the Teacher Coach and the Teacher Candidates (TC's) have a mentorship whereby the TC's can come to the coach and share their growing questions in the profession, and we can have a team meeting as needed." (Director)

"This program means so much to me. The most important thing is the continued support that I can run my issues by and get professional advice. I really like the book work and I personalize it with Diane to ask questions that pertain to my program. Mary is great and getting together with other directors is very helpful. I am so grateful for the WFFT Project" (Director)

Small Capacity Grants (\$500,000) Received by NI 12/6/22

Current work:

- Request for Interest sent to all providers in Deschutes County
- 35 completed interest forms submitted
- Requests include expansion within these 35 programs of 743 capacity (which is beyond our finances, so we will narrow down our application pool)

Next steps:

- Reviewing all applicants for feasibility of project
- Look for greatest impact on expansion per dollar cost
- Look for projects within interest to ensure impact across county
- Invite applications for funding within our \$500,000 limit
- Identify barriers to success for each program and support/connect with solutions

Continued work after funding:

- Ensure each funded program receives sufficient business coaching for success
- Ensure each funded program has access to the Work Force Fast Track if needed
- Ensure each funded program is offered access to Shared Services and Continuous Quality Improvement team and ongoing professional development

Pathways Project

Our Pathways Navigator has continued the work of recruiting and supporting early educators.

- Recruited 10 students for College Pathways. AAOT, BA/BS
- Supported recruitment for NI/SBDC training
- Supported recruitment for Fast Track Teacher Candidates
- Recruitment at local events and community meetings
- Continued work with LCA
- Continued work with local high school programs
- Continued work with WorkSource Oregon
- Planning for larger recruitment campaign in January 2023, including advertising and media