



REGIONAL EMPLOYMENT BOARD
OF HAMPDEN COUNTY, INC.

Developing Early Childhood Educators

Project Update & Outcomes

March 23, 2010

Developing Early Childhood Educators

Funded by:

- Workforce Competitiveness Trust Fund via Commonwealth Corporation
- Support from Irene E. and George A. Davis Foundation

DECE Project Goals

- Reduce Staff Turnover
- Increase the number of teachers engaging in credentialing and /or higher education opportunities
- Increase the ability to train more staff in clusters
- Increase the ability to meet staff qualifications for funding opportunities, and other opportunities that increase quality and teacher compensation

DECE Project Objectives

- 90% of Participants to complete training
- 80% of incumbent workers to attain certifications or advanced degree
- 65% of new participants attaining certifications and becoming employed
- 41% incumbents receive a promotion
- 41% of incumbents receive increased wages

DECE Enrollment

Participants	Planned	Enrolled	Complete	Did not complete	In training
CDA	60	60	28	7	25
Teacher	60	67	66	1	0
Lead Teacher	20	22	P	P	22
Director	10	22	P	P	22
Associates Degree	30	15	P	1	14
Bachelors Degree	5	5	P	P	5
Total	185	191	49%	5%	46%

Incumbent Workers

Description	Goals	Actual March 17
Incumbent Workers	156*	162
Participants completing training	136	78
Wage Increase	75	23
Promotion	75	17

* Modified from original goal (140)

Unemployed / Underemployed

Description	Goals	Actual March 17
Unemployed /underemployed	29*	29
Participants completing training	29	23
Participants receiving new employment	29	12

* Modified from original goal (45)

Current Education Level

Education Levels	
High School Education, No diploma	3%
General Equivalency Diploma	7%
High School Education	29%
Other Post Secondary	1%
Some College No Degree	48%
Associates Degree	6%
Bachelors Degree	6%
Total	191

English Skills Limitations		
No	152	80%
Yes	39	20%

Education Achievement

	Institution	2 YR Colleges		Higher Education							
	P.E.T.	HCC	STCC	AIC	Bay Path	Cam. College	Elms	Spfld College	Westfield	Total	
CDA	60									31%	60
Teacher		2	27			38				35%	67
Lead Teacher		21	1							12%	22
Director		14	8							12%	22
Associates Degree		7	8							7%	15
Bachelors Degree					1		1	3		3%	5
Total %	31%	23%	23%		1%	19%	1%	2%			191

Base line of Employer Cluster

Center Based:	School Age:	Family Child Care:
3607	1043	97
Total Children Serviced 4747		

FTE	PT	Per Diem
746	89	84
82%	9%	9%
Total self reported employer workforce: 919		

Associate's Degree	Bachelor's Degree	Master's Degree
153	198	3
16%	21%	1%

Department of Early Education & Care (DEEC) Credentialed:	496 (53%)
Adult Basic Education / English as a Second Language needs:	56 (6%)

Business Impacts Level

Level of Impact	Description
I	Employers and participants satisfaction with workforce development intervention.
II	Attainment, in concrete terms, of specific skills or knowledge of participants, or changes in participants' attitudes.
III	Changes in employees behaviors as a result of the programmatic interventions.
IV	Change in business practices and outcomes.

Donald Kirkpatrick¹

Business Impact Objective

Business Impact Rating

Sources

Degree of Impact

1 Sig. ↔ 4 Min.

SR SC PE

% of Increase
1-5 6-10 11-19 20+

Level I

1. Increase Employee Stability (Retention, Turnover)

2.40

7 4 8

1

6

Level II

2. Increase Communication with team members

2.45

5 5 9

1

1

7

a. communicates effectively with Supervisors

2.40

5 5 9

1

1

8

b. strong working relationship with team members

2.10

4 5 8

1

1

6

3. Improve Employee Attitude, Motivation and Work Habits

2.21

4 6 8

1

8

4. Increase understanding of child development principles to include physical, social, emotional, language, cognitive, and aesthetic development in teaching practices

2.15

5 3 9

1

2

7

a. develops comprehensive lesson plans

2.20

5 3 9

1

1

7

b. interacts with children more frequently

1.90

5 3 9

1

9

c. demonstrates cultural competence

2.25

5 3 9

1

2

8

Level III

5. Improved performance on establishing and maintaining positive collaborative relationships with families

2.35

4 4 8

1

1

8

6. Incremental increase in the quality of instruction being presented to children

2.00

4 4 8

1

1

8

7. Increase communication effectively with other professionals and agencies that support children's development, learning and well-being

2.30

6 3 7

1

1

6

Level IV

8. Increase in student enrollment

3.00

4 3 6

1

1

7

9. Increase wages of selected participants

2.27

4 4 5

1

2

5

10. Increase probability for meeting the Accreditation and/or State Funding requirements i.e. UPK/ QRIS

1.78