

THE STATE OF EARLY CHILDHOOD EDUCATION IN THE RICHMOND REGION

LMR LEADERSHIP QUEST 2023



MEET THE TEAM

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OVERVIEW OF PROCESS

- + Discussed existing challenges in early childhood education (ECE) to create a comprehensive list of potential topics
- + Created a list of diverse potential stakeholders to interview and potential interview questions
- + Conducted interviews with community stakeholders
- + Compiled list of possible project ideas based on information gathered during interviews
- + Voted on the ideas to determine top 3 choices
- + Identified Recruitment & Retention as the focus of our project
 - + Finalized stakeholder focus for our presentation

COMMUNITY STAKEHOLDERS WE INTERVIEWED

- + Ann Payes, CEO, Thrive: Birth to Five
- + Tori Edmonds-Howell, Community Engagement Manager, Capital One
- + David Young, Executive Director, FRIENDS Association for Children
- + Janet Burke, Child Development Services Program Manager, ChildSavers
- + Emily Griffey, Chief Policy Officer, Voices for Virginia's Children

FINDINGS

- + Issues & solutions are multi-layered and very complex
- + Reinforced that our immersion team topics are interconnected
- + Recruitment & Retention is the top issue
- + Issues & solutions can be broken down into three primary stakeholder groups
 - + Parents/Families
 - + Employees
 - + Employers



LET'S SEE WHAT YOU KNOW



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What percentage of brain growth happens in the first three years of life?

① Start presenting to display the poll results on this slide.

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What percentage of Virginia children DO NOT enter kindergarten with the skills needed to thrive?

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What percentage of At-Risk 4-year-olds in the City of Richmond are served in publicly-funded programs?

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How much on average does it cost for infant care in Virginia per year?

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What percentage of household income goes toward the cost of childcare for families making less than \$75,000?

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THE ISSUES

ACCESS - EQUITY

Disproportionate impact based on:

- + Race
- + Socioeconomic level
- + Gender
- + Geography

Need more access across all:

- + Price points
- + Locations
- + Schedule options
- + Methods of delivery

KNOWLEDGE GAP

Families/Parents

- + Awareness of trends
- + Available funding
- + Navigating the options

Employees

- + Training & development
- + Residual impact from The Great Resignation & COVID-19 pandemic

Employers

- + Business acumen/licensing complexities
- + Evolving litigation landscape
- + Changing employee & customer needs
- + Available funding/subsidies/free safety consultation

RECRUITMENT & RETENTION

Employees

- + Low wages & Lack of benefits
- + Work schedules
- + Training
- + Knowledge of resources

Employers

- + Ability to offer:
 - + Competitive pay & benefits
 - + Flexibility of schedules
 - + Professional development



THE SOLUTIONS



PARENTS/FAMILIES

- + Increase caregiver's knowledge
 - + Brain development during the years 0-5
 - + Role of ECE has on overall development
- + Expand knowledge of ECE & funding options:
 - + Child Care Subsidy
 - + Virginia Preschool Initiative (VPI)
 - + Head Start and Early Head Start
- + Access to more flexible ECE options
 - + Nontraditional hours of operation
 - + Quality providers in high-need communities
 - + Increase capacity to increase access

EMPLOYERS

- + Training around recruitment/retention strategies
 - + Offer classroom training for directors
 - + Potential barrier for women re-entering the workforce
 - + Paid internships & funded training programs
- + Education for licensing & business development
 - + Improve promotion of credentialing programs
- + Rethink workday schedules
 - + Increased flexibility for employees & their families
- + Pay/compensation
 - + Signing bonuses, referral bonuses, raises & better benefits

EMPLOYEES

- + Turn passion for children into a career in ECE
 - + Discuss career pathing and mapping with management
 - + Take advantage of existing professional development opportunities
 - + Inquire about owner/operator training programs or tracks
 - + Opportunity to more easily transfer skills to the public school setting
- + Capitalize on the benefits
 - + Provide your children with high quality childcare at low or no cost
 - + Receive required credentialing such as CPR training at no costs
 - + Opportunity to make additional income on the evenings/weekends
- + Education
 - + Required professional development and requirements are typically transferable
 - + Most community colleges offer early childhood education courses, certificates, or degrees

WHAT CAN YOU DO TO HELP (CARE)

Care

- Stay aware of the issues
- Commit to include 0-5 ECE in discussions & corporate support

Advocacy

- Talk to General Assembly members & local county boards about ECE needs

Resources

- Provide resources & supplies
- Volunteer
- Donate your services
- Agree to work on

Encourage

- Others to enter the field & stay in the field
- Uplift teachers, aids, staff and center administrators



THANKS!

Any questions?

