



Oregon Department of
**Early Learning
and Care**

Ways & Means Subcommittee: Professional Learning & Workforce Supports

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The Department of Early Learning and Care (DELIC) was established on July 1, 2023.

The agency focuses on increasing supports during a child's earliest years, primarily from prenatal to kindergarten.

DELIC administers the state's preschool and early learning and home visiting programs and supports infant-toddler care, funds professional learning services, and provides child care assistance to qualifying families. Additionally, DELIC provides child care licensing and health and safety monitoring through the Child Care Licensing Division.

Child Care & Oregon's Economy



The 2024 Oregon Workforce Talent Assessment found that access to affordable housing and child care services were identified as the primary barriers to job access for underserved populations in Oregon.

69%

of children under age 6 have all available parents in the workforce.

42.5%

of Business Community Survey respondents in Oregon cited lack of child care as a key challenge for employee retention.

\$1.4B

estimated annual impact of the infant-and-toddler child care crisis on Oregon's economy.

12.6%

is the largest labor shortage of all industries necessary for Oregon's economy to thrive.

60%

of children and families live in a child care desert, with an average of three children for every available regulated child care slot.

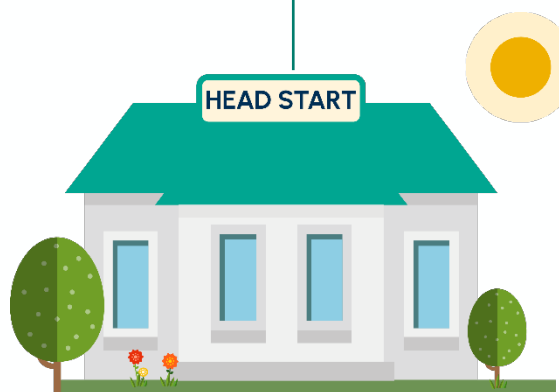
The child care workforce is the workforce that supports all workforces.

Professional Learning & Workforce Supports: Who is the workforce?

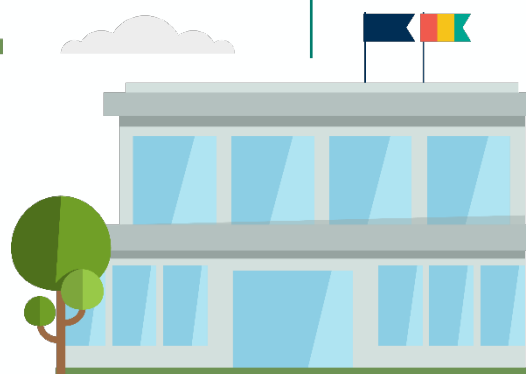
**Early Learning and Care is delivered across a variety of settings.
This is why it is known as a "mixed-delivery" system.**



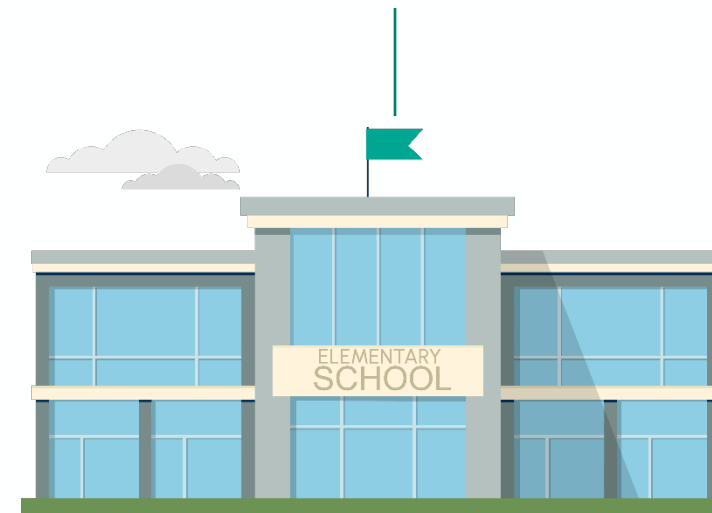
Head Start
Centers



Child Care
Centers



Public Schools



Before / After
School Age Care

Small and Large
Family Child
Care Homes

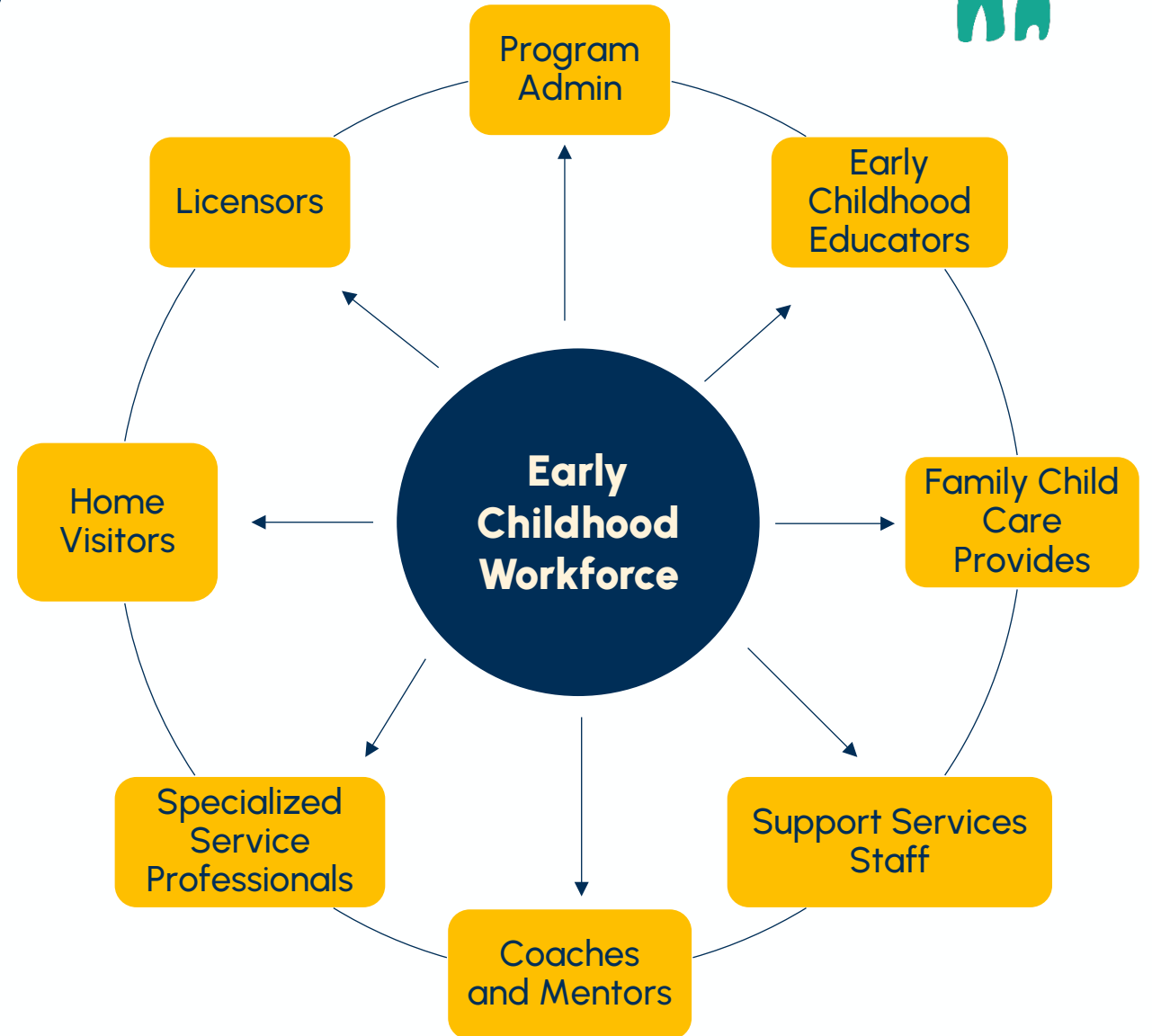


*Family, Friend, and
Neighbor Care*

*Community Based Organizations
including Culturally Specific
Organizations*

Who is part of the Early Childhood Workforce?

The early childhood workforce represents multiple roles, all essential for meeting the needs of children and families across Oregon



Who makes up the Child Care Workforce?

(2022 data)

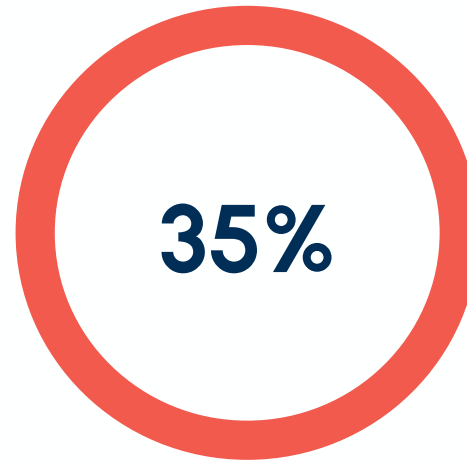


23,988

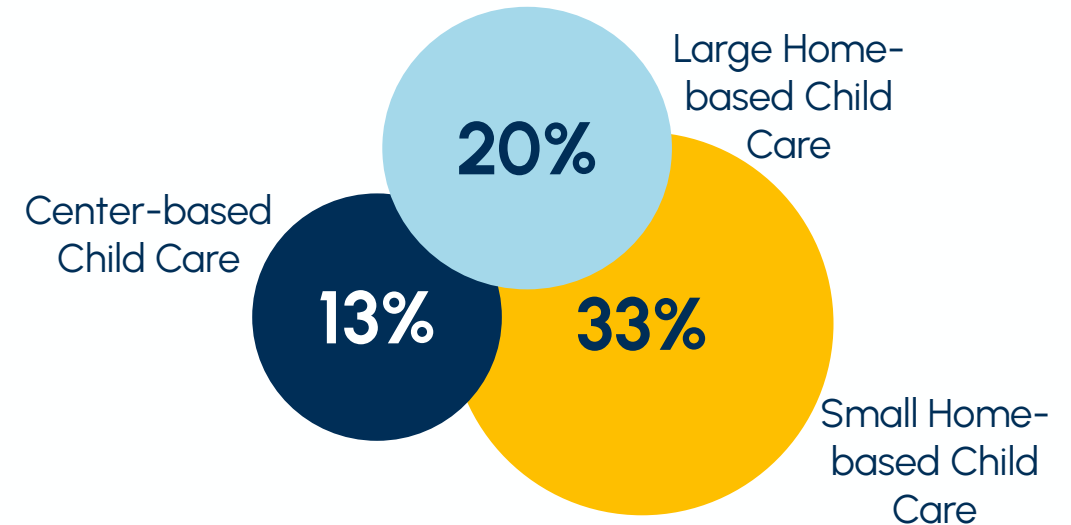
people worked in regulated early learning and child care facilities in Oregon



The early learning workforce is predominantly comprised of women



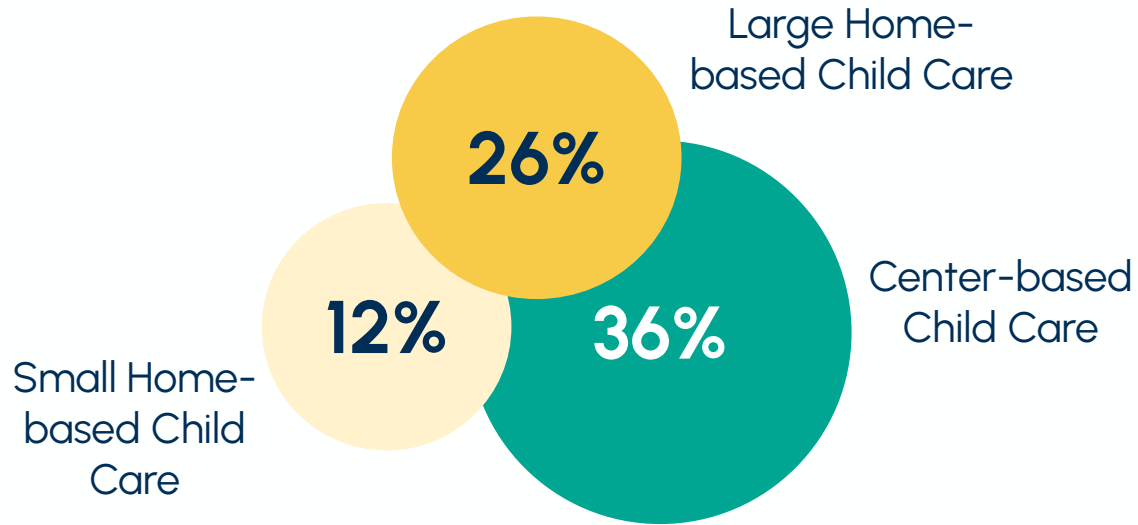
of the workforce identify as a person of color



Many in the workforce report a primary language other than English

Who makes up the Child Care Workforce?

(2022 data)




Much of the workforce holds a Bachelor's Degree or higher

Median Wage for teachers/head teachers in center-based care



55% of Oregon's average annual salary



Professional Learning & Workforce Supports: What the Workforce is Experiencing

ECE Workforce Realities: Mental Health & Wellbeing



26.2% of ECE providers were above the cutoff levels for screening for **clinical anxiety**, a rate more than 5 times that in the general population

15.9% were above the cutoff for screening for **clinical levels of depression**, a rate more than 2.5 times that in the general population

ECE Workforce Realities: Business Impacts



In-home child care providers report spending **50-60 hours per week** working directly with children and both center and in-home staff report having no dedicated planning time (*Early Educator Voices Report, 2022*)

35% of Oregon early learning and care providers **face hiring challenges**

60% of early learning programs are **operating below capacity** in Oregon
(*Oregon Child Care Workforce Study 2022*)

23% of the 2021 workforce **left the field** before 2022, without sufficient qualified individuals to backfill programs (*Oregon Child Care Workforce Study 2022*)

HB 2991 Workforce Recommendations Report

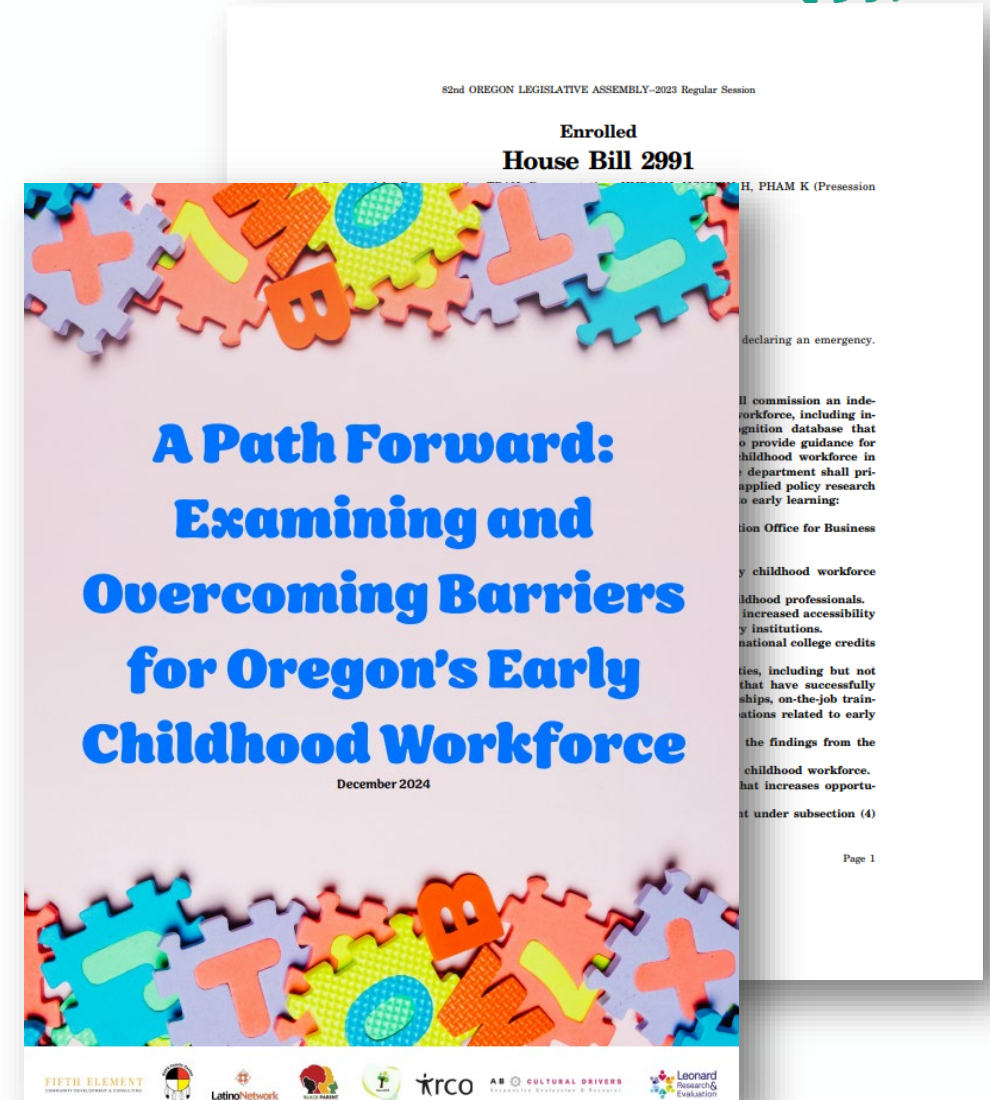


An independent study to explore workforce barriers and professional development solutions, engaging a wide range of communities

Recommendation Categories:

- Compensation
- Competencies, Classification, Recognition, and Registry
- Career Pathways
- Professional Learning
- Higher Education

Full Report: <https://www.oregon.gov/delc/Documents/HB%202991%20-%20A%20Path%20Forward%20Final%20Report.pdf>





Workforce Barriers Report:

Compensation

Recommendations

- Wage parity and recognition
- Adequate salaries including pay and other benefits like health care, etc
- Work life balance
- Emotional and mental health support

Current implementation

- Increased rates for ERDC listed early childhood programs
- Oregon Prenatal to Kindergarten investments
- Investments in Preschool Promise and Baby Promise

Gaps in Investments

- Current implementation only reaches a subset of programs
- Need a more comprehensive compensation initiative to increase wages across the workforce of 24,000



Professional Learning & Workforce Supports: How Oregon is Supporting the Workforce



Professional Learning & Workforce Supports

Professional learning is crucial for the early childhood workforce.

It equips individuals to:

- enter the workforce prepared
- stay current on the latest research and best practices
- develop new skills

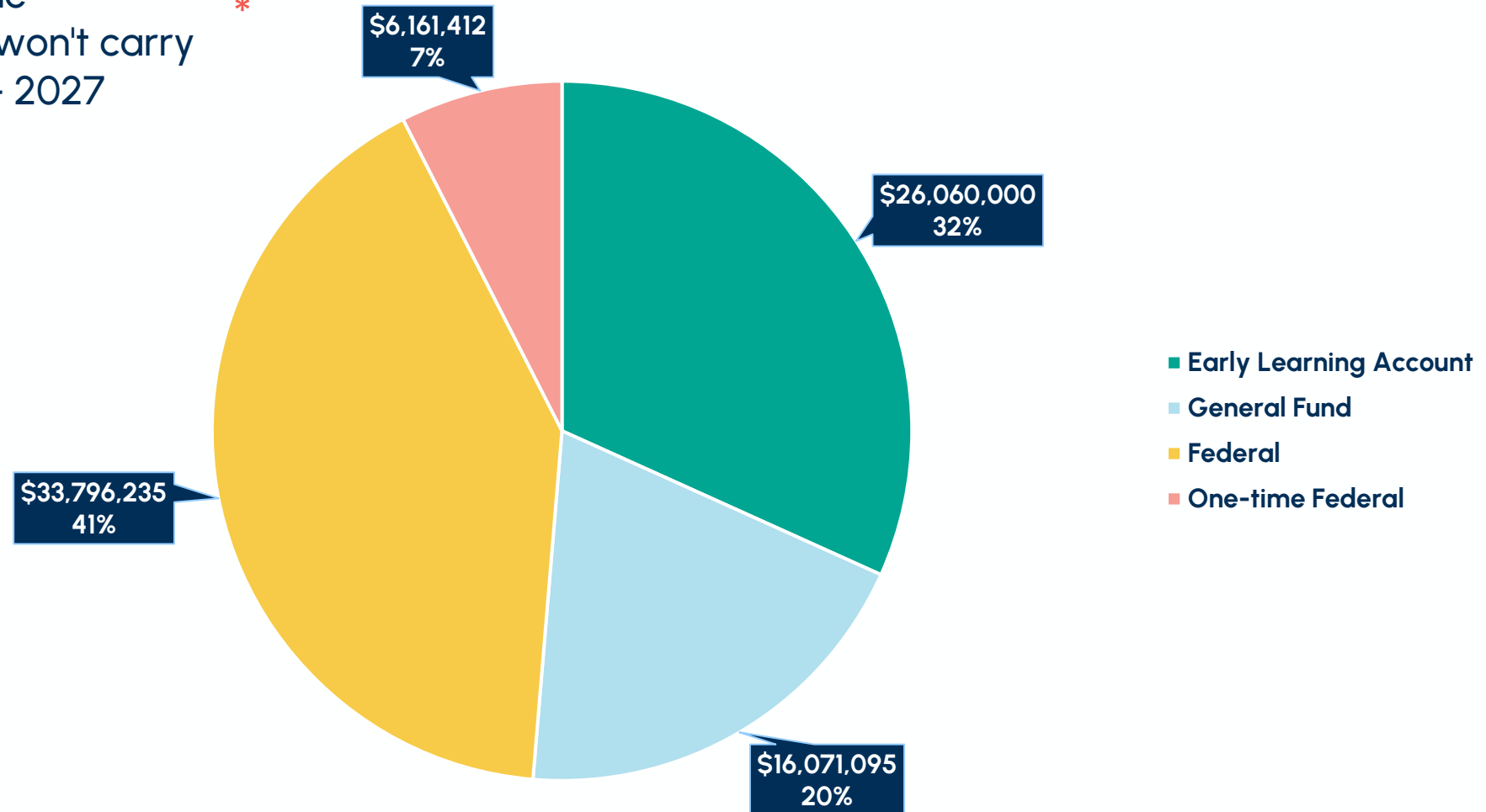
Ultimately leading to:

- increased access to high quality programs
- improved learning experiences
- better outcomes for young children, families, and early learning and care professionals

Investments in Professional Learning and Workforce Supports 2023 - 2025



* Includes one-time investments that won't carry forward to 2025 - 2027





PREPARE

Equipping current and aspiring professionals with the knowledge, skills, and qualifications needed to succeed in their roles.

This includes programs that support access to education, professional development, and career advancement within the field.



GROW

Expanding the availability and accessibility of early learning opportunities to meet the needs of children and families.

This involves initiatives aimed at increasing the capacity of early childhood programs and the workforce that supports them.



STRENGTHEN

Enhancing the quality, sustainability, and impact of early learning programs by supporting the ongoing growth and development of professionals in the field.

This approach ensures that educators and caregivers have the resources, skills, and support needed to deliver high-quality care and education.



RETAIN

Support and sustain early childhood professionals in their roles over time by addressing challenges such as burnout, workload, job satisfaction, and belonging.

This helps ensure stability and continuity in the workforce.

DELC Professional Learning System and Workforce Investments

PREPARE

- Higher Education Consortia
- Oregon Registry
- Training and Higher Education Scholarships
- Training Financial Supports and Reimbursements
- Trainer and Training Approval

STRENGTHEN

- Focused Child Care Networks
- Shared Services Alliance - Business Coaching
- Spark Quality Recognition and Improvement System
- Technical Assistance Capacity Building Center
- Coaching System
- Professional Development



GROW

- State Center for Business Technical Assistance
- Child Care Infrastructure Fund Technical Assistance
- Tribal Business Expansion Support

RETAIN

- Statewide Substitute Pool
- Central Coordination of CCR&Rs
- Connection to Specialized Supports
 - Pyramid Model Implementation
 - Infant Toddler Specialists
 - Regional Inclusive Partners
 - Infant and Early Childhood Mental Health Consultants

Child Care Resource and Referral Agencies

The driver for Oregon's Early Learning and Care Professional Learning System



PREPARE

Licensing and Professional Learning System Navigation

Introduction to Registered Family Training

Required Safety Trainings

Access to Higher Education and Fiscal Supports



GROW

Recruitment

Early Educator Provider Needs Assessment

Community Trainings

Workforce Recommendations

System and Regional Partnerships



STRENGTHEN

Focused Child Care Networks

Business Coaching and Shared Services

PSP Consultation and Coaching

Support for Spark Implementation

Statewide Monthly Educator Webinar



RETAIN

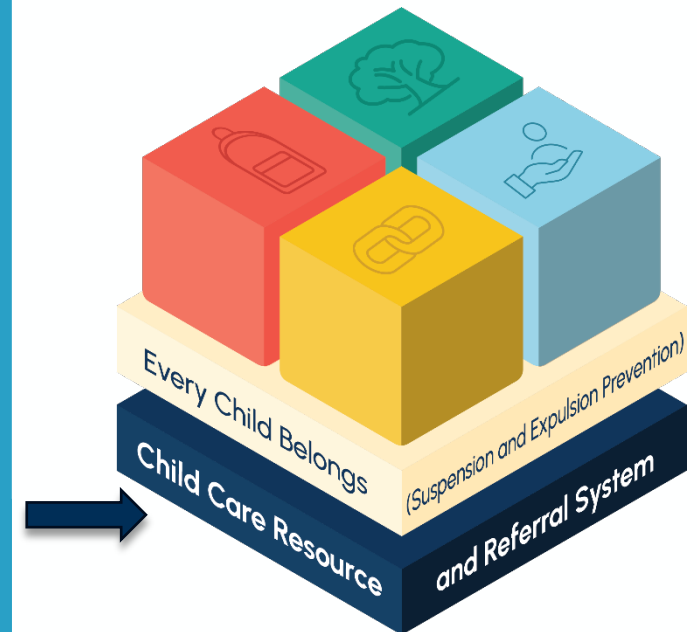
Ongoing Professional Learning

Business Accumen Training and Consultation

Intentional Referral

CCR&R System Includes:

- 15 regional organizations statewide
- Central coordination of CCR&Rs supporting the 15 regional CCR&Rs
- Find Child Care Oregon database
- Online training calendar and registration
- 211info child care referrals



Central Coordination of CCR&Rs



- Located at Western Oregon University's The Research Institute
- Provides onboarding, best practice guidance, and professional development to CCR&R staff and directors
- Supports cross-agency collaboration with other statewide early learning organizations
- Oversees the Find Child Care Oregon (FCCO) database that connects families with early learning and care programs based on characteristics that match family needs
- **21,492 hours of technical assistance** provided by CCR&Rs to early childhood programs, tracked in FCCO

CCR&R Director 1:1 Technical Assistance

135 individual meetings

Regional CCR&R Staff Meetings

140 meetings with staff of CCR&Rs

Five Monthly Communities of Practice

- **33** sessions this year
- Total attendance: **628**

Webinars

- Monthly technical assistance webinars: **315 participants**
- Monthly Focused Child Care Network leads webinar: **148 Participants**



Every Child Belongs (ECB)



PREPARE

Foundational Training

- Trauma Informed Practices
- Anti-Bias, Anti-Racist classroom practices
- Inclusionary Practices
- Social/Emotional Learning

Technical Assistance Capacity Building

Provider Capacity Building



GROW

Expansion of Training the Trainer Modules

- Trauma Informed Practices
- Anti-Bias, Anti-Racist classroom practices
- Inclusionary Practices
- Social/Emotional Learning

ECB Central Entity

- Regional targeted technical assistance



STRENGTHEN

Infant Early Childhood Mental Health Consultation

Regional Support Networks

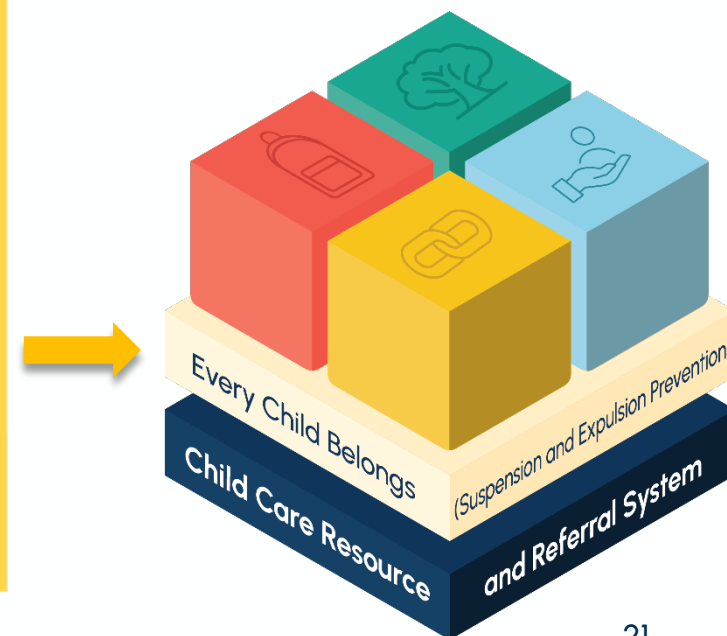
Pyramid Model Implementation Supports



RETAIN

Regional Service Providers

Infant Early Childhood Mental Health Consultation



Every Child Belongs Foundational Investments



Funding from HB 2166:

- Oregon Infant Mental Health Association (ORIMHA)
 - Provide existing technical assistance providers with new tools, training and other supports
 - Build Regional Service Provider skills and competencies in Infant & Early Childhood Mental Health Consultation (IECMHC)
 - Support regional coordination and regional response to early educator requests
- 22 FTE of IECMHC statewide in 16 regional organizations

Funding from Early Learning Account:

- 15 FTE Inclusive Partners expansion statewide
- Collaboration Investment between ODE and DELC - funding to supplement the work of Oregon Early Childhood Inclusion Initiative and pyramid model training statewide

Supports Outside Foundational Investment:

- Connection to coaching, training and technical assistance specialists including infant/toddler
- Professional development on key topic areas, including anti-racism, antibias, and trauma-informed practices



Workforce Barriers Report:

Recommendations

Higher Education

✓ Work underway

- ✓ Consistent validation of foreign degrees, increase access to bilingual programs
- ✓ Reduce financial barriers
- Address system fragmentation and increase policy alignment
- ✓ Address relevance of degree programs to current needs of diverse children and families

Competencies, Classification, Recognition & Oregon Registry

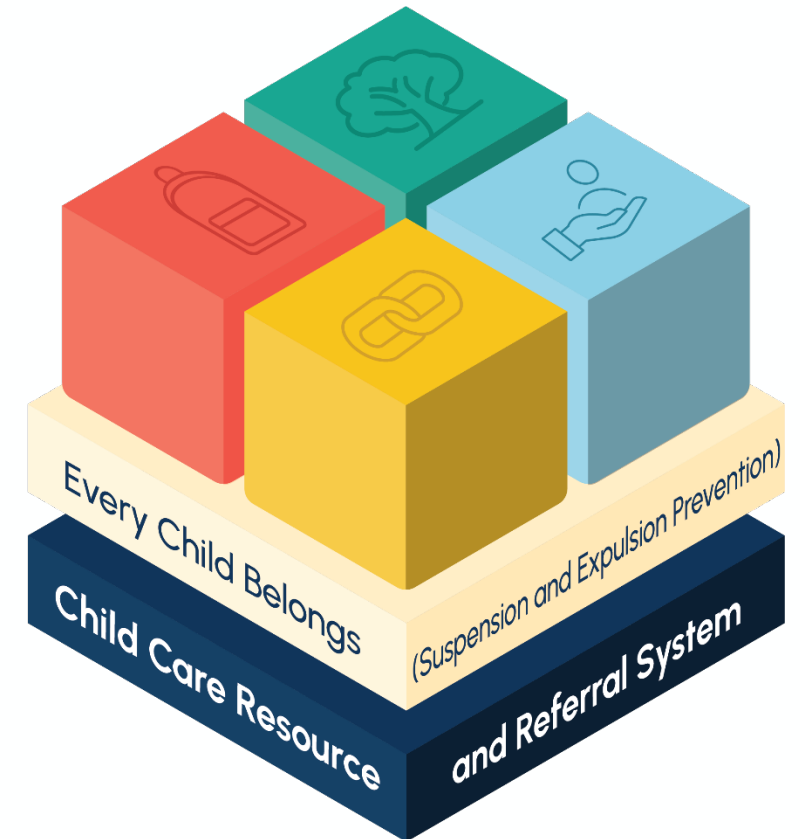
- ✓ Shift to competency-based recognition
- ✓ Oregon Registry improvements to reduce technical issues, and system barriers
- Value experience of diverse workforce
- Recognize credit for professional development received in coaching, Communities of Practice, mentorship
- Build trust-based trainer and training evaluation systems
- Fully fund credential programs



Prepare

Equipping current and aspiring professionals with the knowledge, skills, and qualifications needed to succeed in their roles.

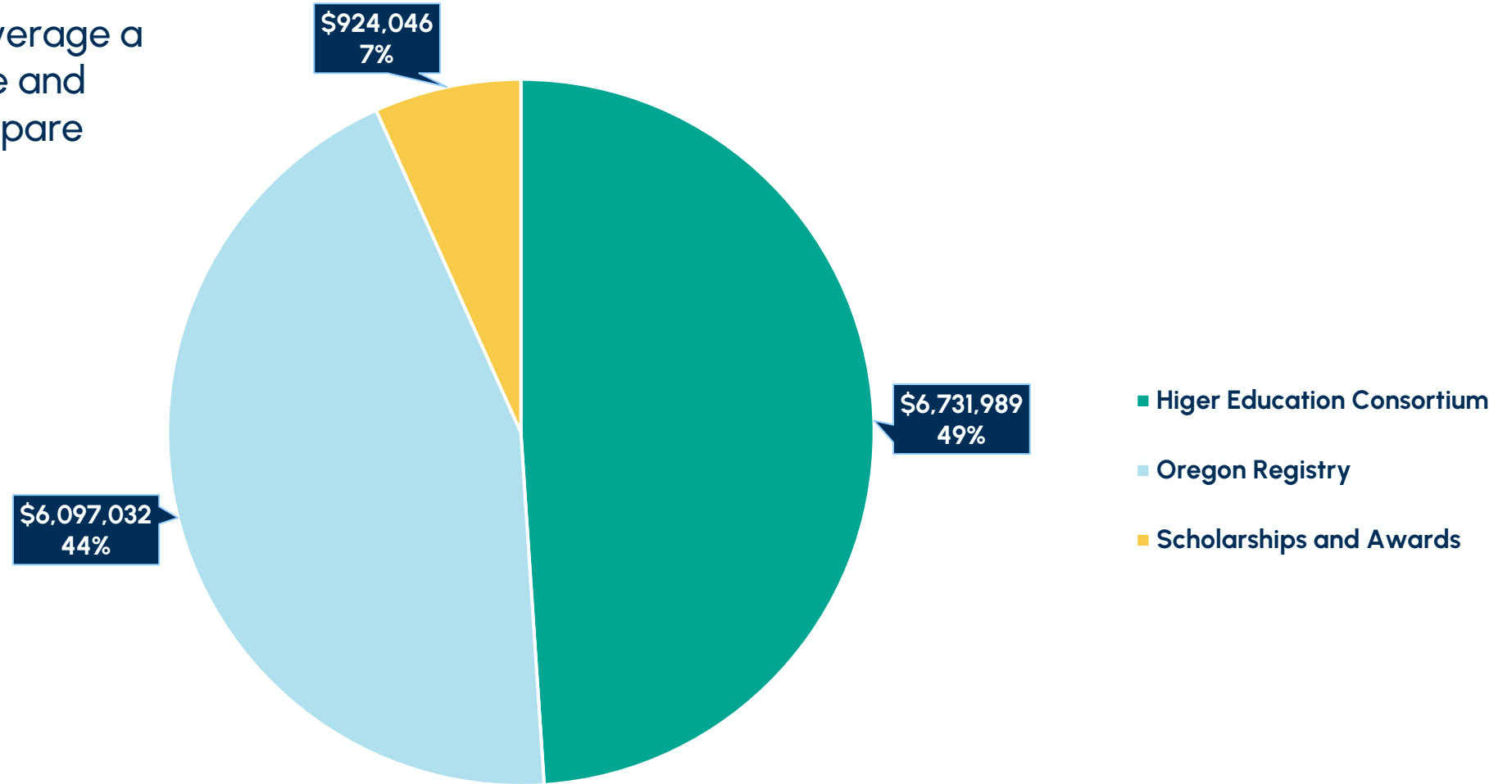
- Access to higher education
 - Higher Education Consortia
 - Scholarships
- Professional development registry
 - Oregon Registry
- Training
 - Financial supports and reimbursements



“Prepare” Investments 2023 – 2025



These investments leverage a total of \$13.7M in state and federal funding to prepare the early childhood workforce.



Higher Education Consortium



- 7 colleges and 1 university currently participate in DELC funded consortia
- Goal is to reduce barriers to early childhood credential, higher education degree attainment



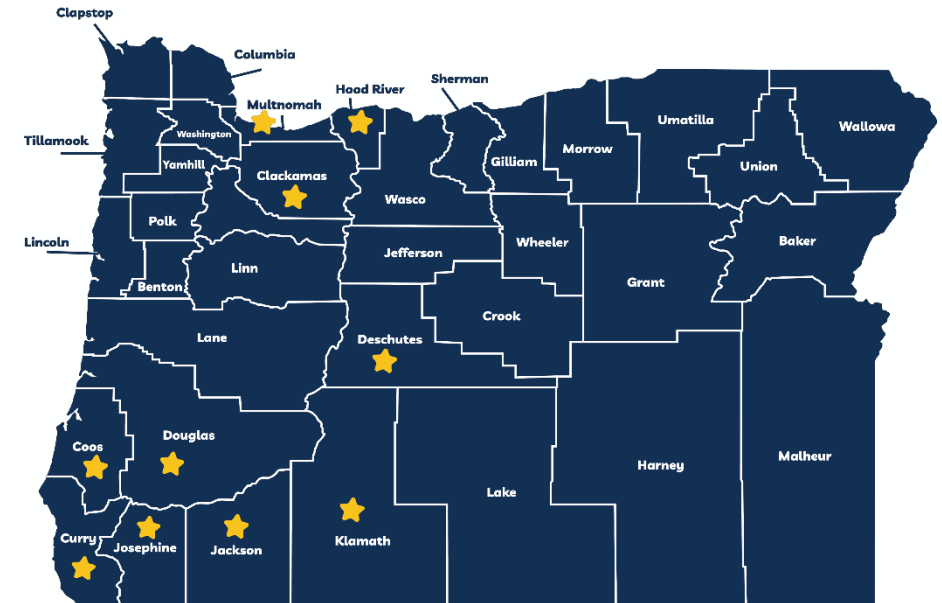
**560 students served
in the last year**



**104 achieved degree
or credential**



**43% of students
indicated Spanish as
primary language**



Early Learning Degree Pathway Scholarship



- This scholarship mirrors the Higher Education Coordinating Commission early learning scholarship criteria
 - Available to people not yet working in the field
 - Coaches, specialists, and consultants that work with early educators may also apply
 - Supports multiple pathways from AA to BA and on to MA degrees
 - Can be utilized to support international degree evaluation
- In the **first 8 months** of the administration of the scholarship, **102 students** received financial support. The **\$500,000** fund was expended.
- The Oregon Center for Career Development at PSU administers other scholarships for slightly different purposes, including foundation funded and union negotiated scholarships.

Oregon Registry at PSU's Center for Career Development



- Maintains all data related to ECE professionals
- Recognizes early educator training and education
- Provides a pathway for early educator future professional development
- Opens doors to funding related to attaining an Oregon Registry Step (Enhanced Rate, training and higher education scholarships)
- Approves trainings and trainers, provides awards and houses training data

Oregon Registry complexities spurred HB 2991 Workforce Barriers legislation. Revisions to the Registry are in process, with more changes necessary

4,783 trainings were provided in the last year across the state from foundational to advanced

Training in Arabic, Chinese, English, Russian, Somali, Spanish and Vietnamese

Oregon Center for Career Development
Training Calendar, January 2024 – December 2024

Workforce Barriers Report:

Gaps in Investments



DELC is only able to partially address the following gaps identified by the Workforce Barriers Report.

Higher Education

- Heavy financial strain on underpaid professionals, need more scholarship funding
- Declining enrollment threatens institutions' operation
- Credit for prior learning is not a consistent opportunity
- Streamline transfers from two to four-year institutions
- Consortia is only funded in 8 Institutions of Higher Education

Competencies, Classification, Recognition & Oregon Registry

- Ongoing experience of feeling marginalized
- Oregon Registry technical issues, difficult to navigate, overly complex



Workforce Barriers Report:

Recommendations

Career Pathways

✓ Work underway

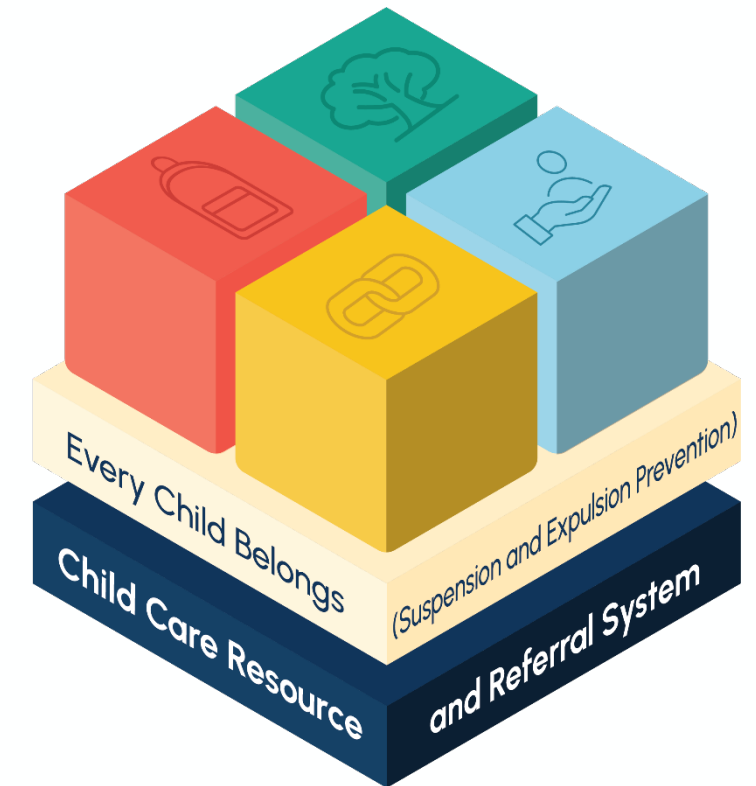
- ✓ Strengthen pathways through partnerships between colleges, universities and ECE organizations
- ✓ Create specialized pathways for all types of positions
 - Employer support, mentorship, counseling, pathways to internal leadership
 - Establish apprenticeship and internship programs to provide practical learning experiences
- ✓ Expand statewide business management training for small and home-based ECE providers to strengthen their operations and growth
- ✓ Provide funding for ECE providers to support training, infrastructure, and capacity-building initiatives, especially for underserved communities
- ✓ Highlight early childhood education as a rewarding career with growth opportunities

Grow



Expanding the availability and accessibility of early learning opportunities to meet the needs of children and families

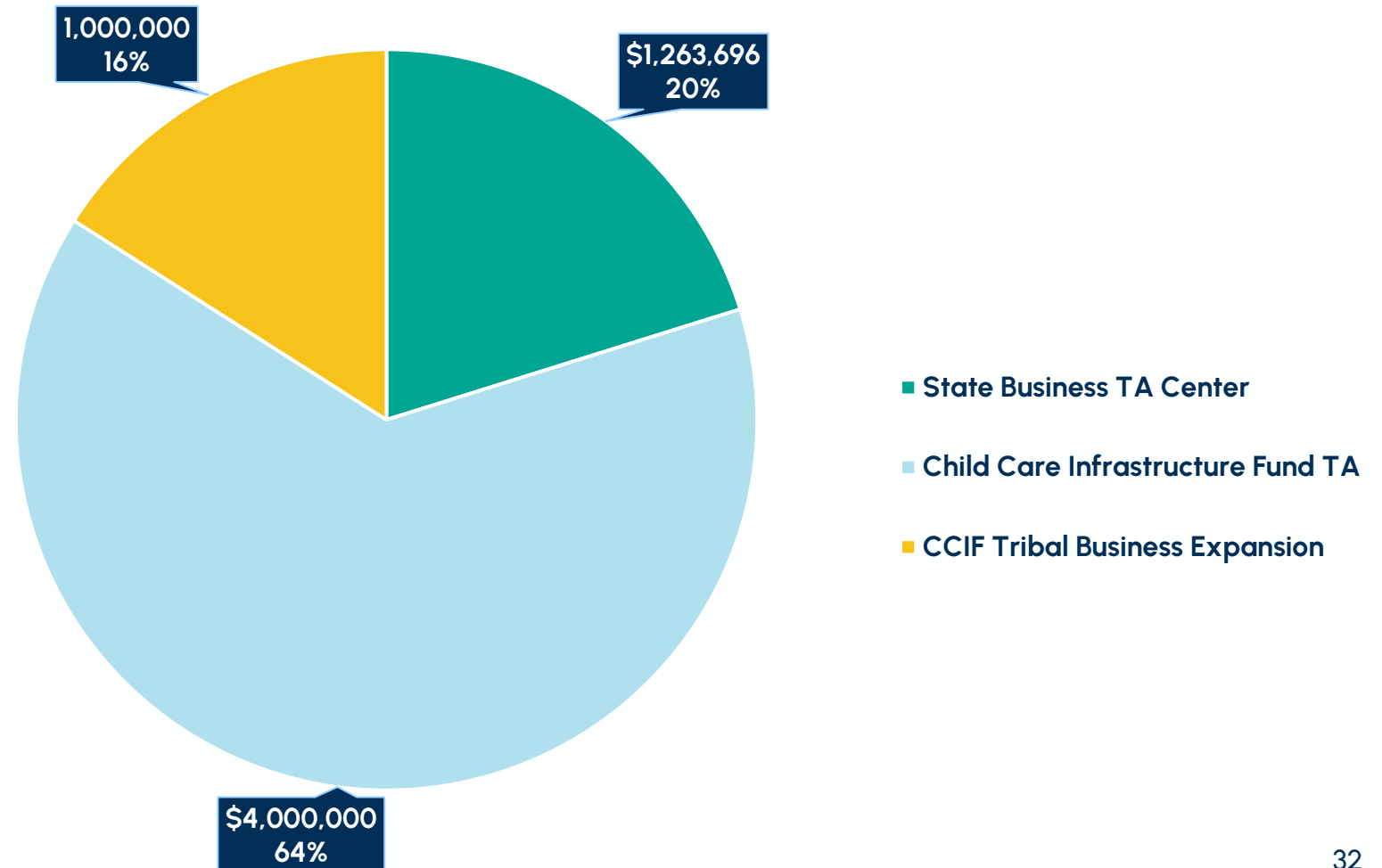
- Business Acumen
 - State Center for Business Technical Assistance
 - Child Care Infrastructure Fund Technical Assistance & Tribal Business Expansion Support



“Grow” Investments 2023 – 2025



These investments leverage a total of \$6.3M in state and federal funding to grow the early childhood workforce.





First Children's Finance State Center for Business Technical Assistance

- Training and system work began in 2021 and state center established in 2024
- Business training topics include enrollment, managing finances, marketing, staffing, policies for business management, and planning for the future
- Specific strategic supports for child care businesses during the critical first two years of operation

Child Care Infrastructure Fund Technical Assistance & Tribal Business Expansion & Supports

- Established as part of HB 3005 (2023), the Child Care Infrastructure Fund (CCIF) technical assistance program awarded to Northwest Native Chamber and First Children's Finance in 2024

Combined impact:

- Responded to a total of 2,389 requests
- Provided 553 hours of 1:1 consultation for CCIF applicants



Workforce Barriers Report:

Gaps in Investments

Career Pathways

- Current career lattice is complicated, with only two ways to take steps professionally
- Benefits to increasing education aren't sufficient to warrant the effort
- Needs to be accessible in multiple languages to increase accessibility and support non-traditional workers

Workforce Barriers Report

Recommendations



✓ Work underway

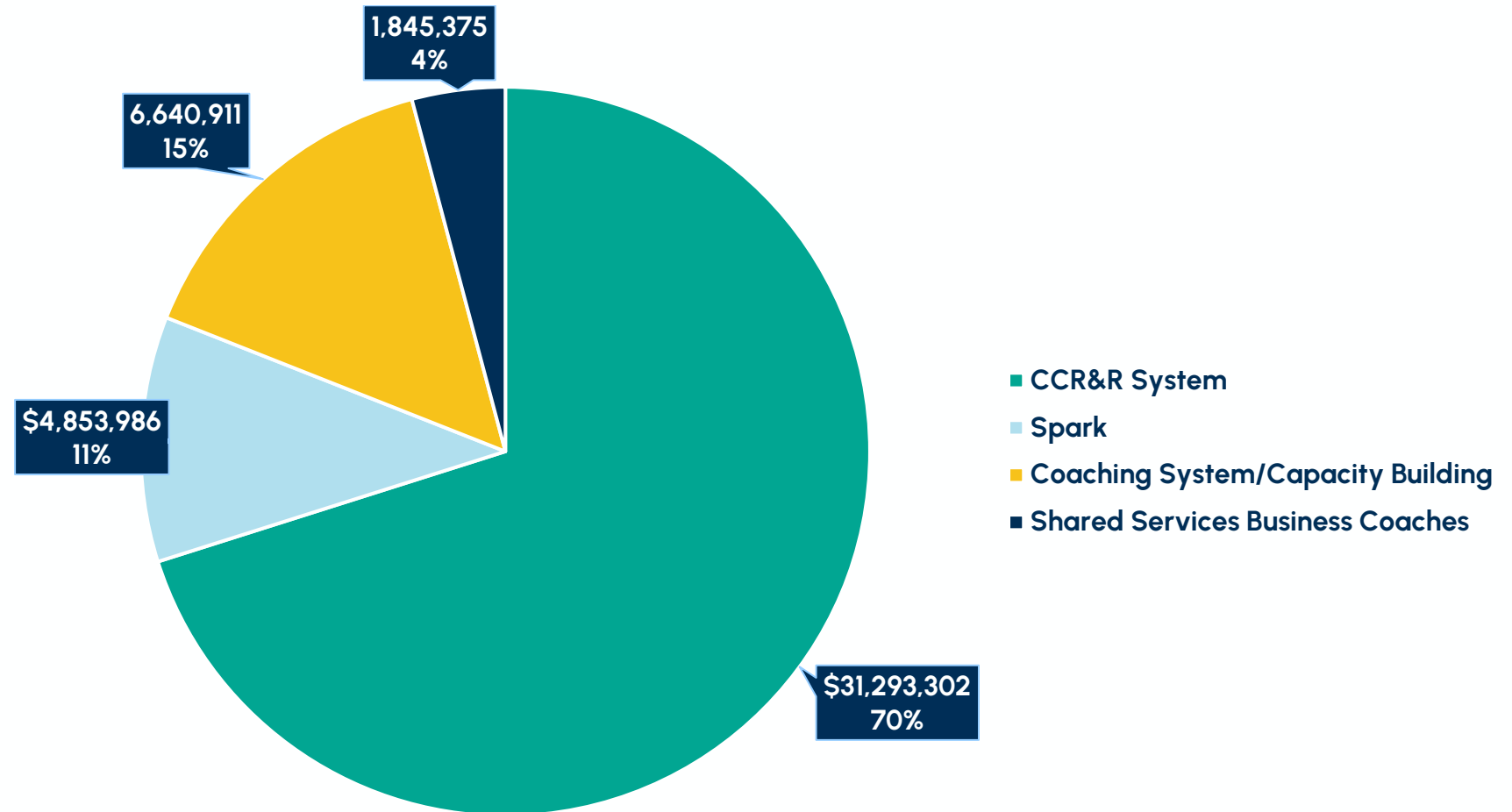
Professional Learning

- Culturally responsive training and access to navigators
- ✓ Access to technology, various formats for learning, digital literacy
- ✓ Scholarships and financial support
- ✓ Expand substitute pool
- ✓ Professional development available in key topic areas
- Workforce opportunities for transfer of knowledge
- ✓ Promote reflective post-training supervision to apply knowledge gained and overcome barriers
- Mental health support for the workforce

“Strengthen” Investments 2023 – 2025



This represents the largest investment strategy in the workforce. DELC leverages a total of \$44.6M in state and federal funding to strengthen the early childhood workforce.

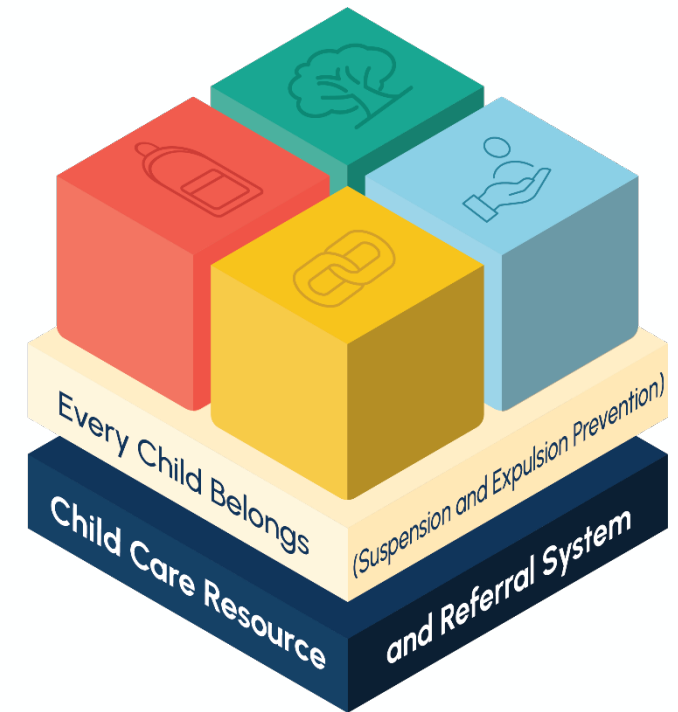


Strengthen



Enhancing the quality, sustainability, and impact of early learning programs by supporting the ongoing growth and development of professionals in the field.

- Regional Support
 - Focused Child Care Networks
 - Technical Assistance Capacity Building Center
 - Mentorships, Coaching, Professional Development
- Shared Services
- Quality Standards
 - Spark Quality Recognition & Improvement System



Strengthen: Regional Support



Focused Child Care Networks

Goal to increase early educator retention, reducing isolation, and improving outcomes for children and families

Facilitated cohorts of early educators led by CCR&R specialists

- 36 networks available in all regions statewide
- 226 early learning programs with 445 educators participating

Early Learning System Initiative at Oregon State University

Developed a statewide early learning coaching system

Focused on building coach capacity and skills working with Preschool Promise and Oregon Prenatal to Kindergarten staff

- 70 regionally based coaches working with a Mentor Coach
- Provided 354 mentor sessions to PSP/OPK coaches
- Regional coaches working directly with 270+ classrooms/early learning programs

Child Care Resource & Referral Trainings

Provide regional and statewide trainings to child care providers across required Core Knowledge Categories for child care licensure and ongoing professional development

- 3,674 trainings to 36,427 participants
- 685 training hours provided in Spanish



Strengthen: Shared Services

Enhances foundational supports to small early learning and care businesses and reinforces administrative supports to increase revenue and sustainability of businesses

Regional Reach

- 7 regions funded by Oregon Community Foundation, Ford Family Foundation and DELC

Business Coaches

- 7 business coaches funded by DELC to work directly with enrolled early learning and care programs

[Oregon Child Care Alliance Website](#) to explore regional reach and impact

**131 Registered or
Certified Family
Child Care
Programs**

**177 programs total
across 7 CCR&R
regions**

46 Rural programs

Strengthen: Quality Standards



Spark: Quality Recognition and Improvement System

- Provides a framework that guides programs to enhance their policies and practices to increase quality
 - 1,499 programs participating in Spark
 - 883 programs with a commitment to quality
 - 616 Star Rated programs
- Provides financial support and incentives
- Makes observations available to help enhance environment and relationship-based approaches

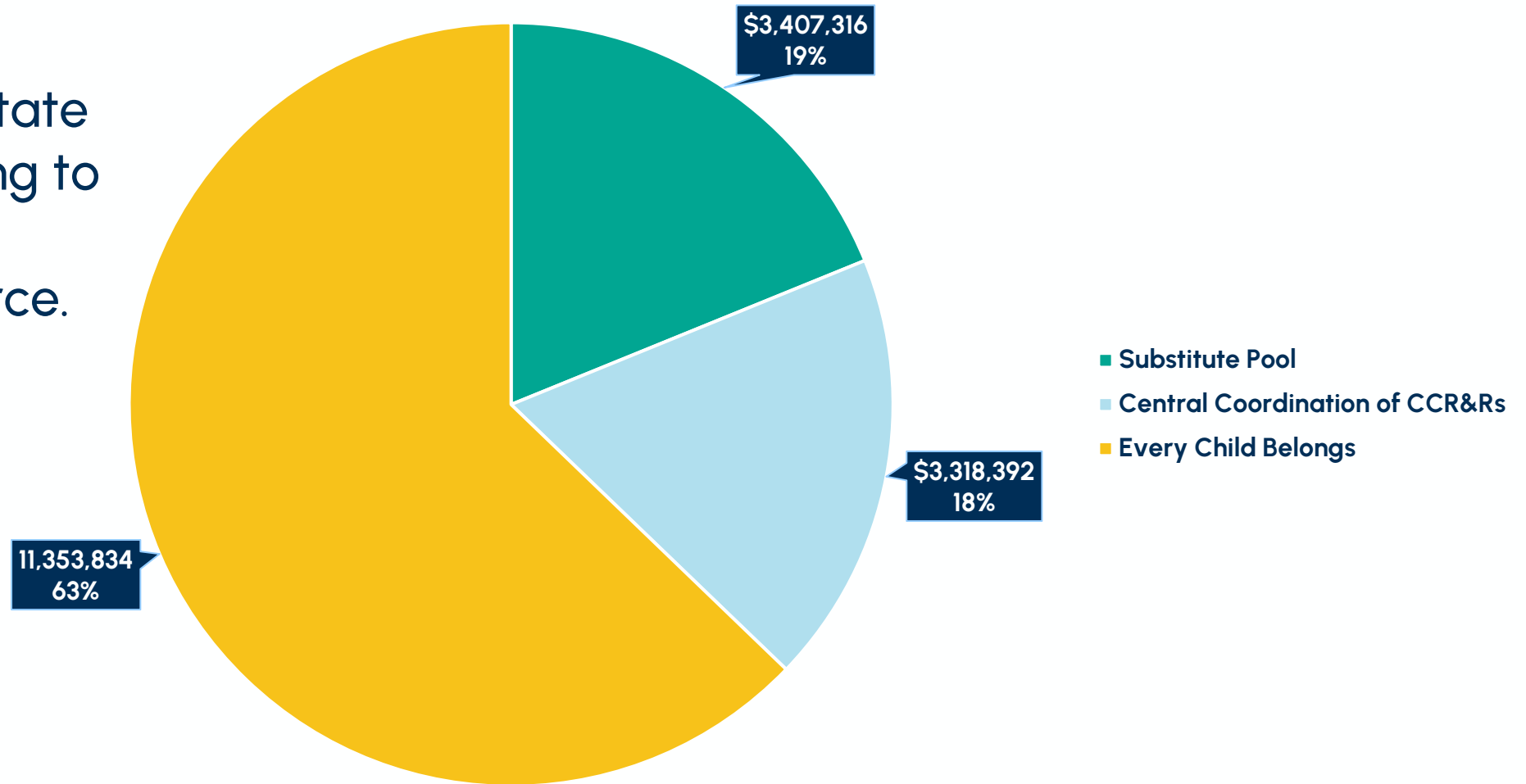
Redesigning Spark

- Joining other states to make Spark a more equitable, inclusive, and accessible system
- Utilize a participatory redesign process driven by the leadership of families and early educators that engaged with 2,233 community members
- Support and empower families to find care that aligns with their needs, values, and culture of their family

“Retain” Investments 2023 – 2025



DELC leverages a total of \$18.1M in state and federal funding to retain the early childhood workforce.

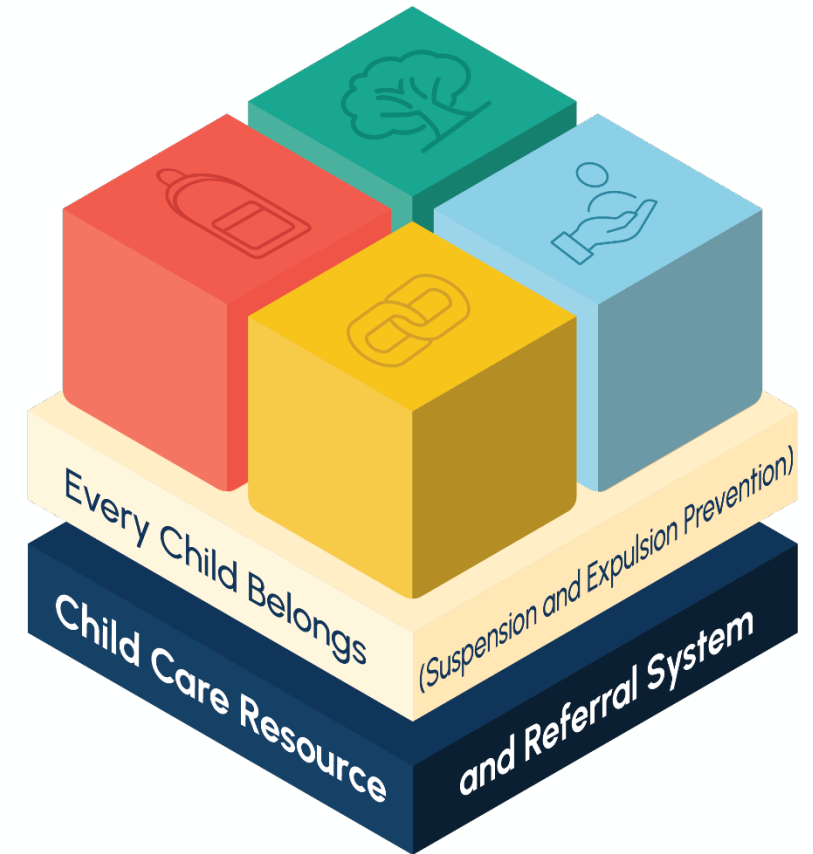


Retain



Support and sustain early childhood professionals in their roles over time by addressing challenges such as burnout, workload, job satisfaction, and belonging

- Statewide Substitute Pool
- Connection to Specialized Supports
 - Pyramid Model
 - Infant Toddler Specialists
 - Regional Inclusive Partners
 - Infant and Early Childhood Mental Health Consultants



Statewide Substitute Pool



June – September 2024

- Western Oregon University operates Child Care Substitutes of Oregon
- Provides up to 50 hours per year of free substitute staffing hours to early learning programs
- Helps provide coverage if:
 - Staff are sick
 - Request vacation
 - Attend trainings
 - Need additional support so they can attend to higher needs of children

1,146 **hours** of
substitute care
provided

85 part time
substitute **staff**
1 full time position

266 **programs**
participating on
average
Working in 14 of the
15 CCR&R **regions**

Retain: Connection to Specialized Supports

Infant Toddler Specialists

Based in CCR&Rs statewide, working directly with early learning programs

- Convene regionally based Infant Toddler Focused Child Care Networks
- Support Baby Promise regions (3)
- Provide infant toddler training
 - Across all CCR&R's **4,578 participants** took training specific to infants and toddlers
 - **18 Infant Toddler Specialists** statewide

Inclusive Partners

Goal to preserve access to child care settings **for children with specialized needs** by consulting with and providing technical assistance to early learning programs

- 370 in person consultations or technical assistance connections statewide since March 2024
- Recently expanded Inclusive Partners services and **added 15 positions statewide** in each CCR&R

Infant Early Childhood Mental Health Consultation

Evidence-based strategy for preventing suspension and expulsion in early learning and care programs

- 16 Regional Service Providers
- New service that has not previously been available in most communities and is part of Every Child Belongs
 - 4 regional organizations moving into implementation
 - 11 regional organizations currently in Planning phase
- **22 positions** will be hired throughout the state

Connection to Specialized Supports: High Need Supplement

- Available for early learning and care programs serving families eligible for Employment Related Day Care (ERDC)
- If a child qualifies for the special needs rate and is exhibiting higher needs, the early learning program may be eligible to access this supplement
- Inclusive Partners conducts the high needs rate which determines whether there is a significant need
- The rate provides additional funding to make the environment more inclusive

\$1,398,854.08

Was paid to **97 Early Learning Programs** on behalf of **168 children** from
January – September
2024

Workforce Barriers Report:

Gaps in Investments



Professional Learning

- Need more culturally specific and responsive professional development
- Need mental health support for the workforce
- Need widely available scholarships and financial support beyond current investments
- Need for structured advancement
- Increase opportunities for access to substitutes
- Requires compensation and recognition to retain the workforce, reduce burnout and rejuvenate their excitement for ongoing learning

DELC Strategic Plan: **Growing Oregon Together**



GOAL 1: **Access** All families have access to high-quality (culturally responsive, inclusive, developmentally appropriate) and affordable early learning and care that meets their needs.

GOAL 2: **Tribal Sovereignty** DELC honors and recognizes the sovereignty of the nine federally recognized Tribal Nations within Oregon and ensures strong government-to-government relationships to benefit Tribal communities.

GOAL 3: **Infants and Toddlers** All families with infants and toddlers are supported through early learning and care programs that recognize and meet their unique needs.



GOAL 4: **Workforce** The early learning and child care workforce is diverse, culturally responsive, highly qualified, and well compensated.

GOAL 5: **Relationships** DELC deepens community engagement and empowerment, sustains partnerships, and communicates effectively.

GOAL 6: **Foundations** DELC develops and improves operational foundations to efficiently serve Oregonians.



Questions

What information do you want to hear? What haven't we covered?



Resources

- [**A Path Forward: Workforce Barriers Research Study Findings and Recommendations**](#) from HB 2991.
 - Coming soon, DELC analysis and policy approach
- [**Oregon 2024 Talent Assessment**](#) – prepared for the Workforce and Talent Development Board and the Higher Education Coordinating Commission. Significant recommendations related to child care
- [**Regional Child Care Resource and Referral**](#) system. Find the organization that serves your communities
- **Coming Soon!** Professional Learning System Investment Overview

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