



Our mission is to coalesce, inspire, and support the Head Start field as a leader in early childhood development and education.

# Workforce Development Hub

## Year One Impact Report

The goal of the Workforce Development Hub is to serve as a comprehensive resource—providing real solutions for, and supporting the development of a national workforce pipeline for Head Start and Early Head Start programs. Here are the resources we have available and continue to develop:

### Apprenticeships

**GOAL:** Increase awareness and understanding of how apprenticeship models work in early childhood organizations.

**OBJECTIVE:** Make apprenticeship resources available on the Hub and through Apprenticeship Work Circle meetings so the Head Start field can learn from experts and from each other.

**PROGRESS:** Published the [Apprenticeship Kick Start Guide](#) and an open Work Circle meeting was held in April focused on the role of the sponsor/intermediary. Impact to Date:

- 476 downloads of the Kick Start Guide as of August 2023
- 105 registrants and 66 live attendees for the April Apprenticeship Work Circle meeting

**NEXT STEPS:** Expand the resources available on NHSA's website and to host four open Work Circle meetings in Fiscal Year 2024 (FY24)

### High School Students

**GOAL:** Hone in effective strategies for creating high school pipelines that can be scaled and shared with programs across the country.

**OBJECTIVE:** Work with high schools to embed the Child Development Associate (CDA) coursework as part of their high school coursework.

**PROGRESS:** A pilot program is underway in South Dakota high schools, implementing a CDA pathway in their classes. The cohorts are online, so individual schools do not have to fill a cohort. Once the students graduate, they will be prepared to take the CDA exam and officially earn their credential.

**NEXT STEPS:** Assess the pilot program and identify the effective strategies.

## Refugees and Immigrants

**GOAL:** Keep Head Start top-of-mind for refugee agencies and make Head start a preferred employer by refugee agencies.

**OBJECTIVE:** Provide refugee organizations with regular reminders about how Head Start can support and enhance their work with refugee families, and to support local programs to build a solid track record of serving and employing diverse refugee populations by inviting experienced Head Start staff to share their experiences and strategies.

**PROGRESS:** Connected with three National Refugee Resettlement Organizations to identify ways to share information and understand how local affiliates and Head Start organizations can partner to support outreach and recruitment, and conducted a listening session at NHSA's National Conference in May 2023 to identify barriers to local partnering and resources needed to develop refugees as clients and workforce. Impact to Date:

- Partnering with Lutheran Immigration and Refugee Services (LIRS) on the Preferred Refugee Employer project
- Developing a joint letter with the U.S. Committee for Refugees and Immigrants to members interested in how to engage local Head Start Programs.
- International Rescue Committee to invite NHSA to address the Refugee Resettlement Coordinating Council
- Established list of specific training and resources to provide to Head Start based on listening session feedback

**NEXT STEPS:** Position a map of state refugee resettlement organizations on the Workforce Hub website, create an online repository for resources related to employing refugees, and recruit Head Start experts who are willing to share strategies on topics identified by the listening group.

## Staff Wages

**GOAL:** Increase program awareness of tools that are available to Head Start programs now to improve wages.

**OBJECTIVE:** Host webinars with experienced Head Start staff and so they can share their experience and strategies and answer questions.

**PROGRESS:** Hosted a "Prioritizing Staff Wages" webinar in April 2023 with 67 registrants and 39 live attendees. In a series of reports from 2022 and 2023, NHSA has [documented](#) the workforce challenges currently facing Head Start and Early Start, including the impact of low compensation, turnover and staff vacancies, increased child need, and more.

**NEXT STEPS:** schedule webinars for FY24 on additional strategies.

## Head Start Parents

**GOAL:** Hone in effective strategies for creating Head Start parent pipelines that can be scaled and shared with programs across the country.

**OBJECTIVE:** Develop an online cohort so that parents will be able to work together and support one another.

**PROGRESS:** Creation of CDA Pathways for Parents by The Academy at NHSA. There are four tracks: Infant/Toddler; Preschool; Family Child Care Home; and Home Visitor. Registration for CDA Pathways for Parents opened Fall 2023.

**NEXT STEPS:** Recruit and register parents, and launch the cohorts.

## Workplace Environment

**GOAL:** develop a means of enhancing Head Start's workplace culture, retaining valuable staff, and measuring a program's progress.

**OBJECTIVE:** work with industry expert Ellen Galinsky to create a workplace environment tool that is specific to Head Start.

**PROGRESS:** Launched the Workplace Index, a Head Start retention tool that includes a research-based survey, a means of identifying opportunities for growth, ongoing support, and a metric for progress. We have 190 on the interest list from the Leadership Education and Development Summit (LEADS) and four registered as of August 2023.

**NEXT STEPS:** Market the index and enroll programs interested in using the tool.

## Academy Subscription

**GOAL:** Make professional development, both for compliance and for continual improvement, easily accessible to programs and their staff year-round.

**OBJECTIVE:** Offer instant access to dozens of Head Start-specific, engaging courses on-demand.

**PROGRESS:** Launch Academy+ in the fall of 2023 with 14 courses, and dozens more in development. Now, we have 30+ program subscriptions and 33 available courses.

**NEXT STEPS:** Market Academy+ and enroll programs interested in using this platform to fulfill their professional development needs.

## Digital Portfolio

**GOAL:** Develop pathways that allow learners to stack individual professional development courses and earn credentials.

**OBJECTIVE:** Develop a personalized digital space where early childhood professionals can store all their professional accomplishments.

**PROGRESS:** Launched NHSA's Digital Portfolio, which holds certificates of completion for all NHSA credentials, certifications, professional webinars, conferences, and membership. We have approximately 15,537 people to-date using the Digital Portfolio to highlight their achievements, with 15,206 credential shares and engagements.

**NEXT STEP:** Increase awareness of the efficacy of this tool and ensure programs and staff enrolled in Academy courses are using it to access their certificates and identify stackable pathways.