

EARLY CHILDHOOD WORKFORCE INITIATIVE

www.earlychildhoodworkforce.org

A Joint Learning Initiative to Empower Those Who Work with Young Children

THE CHALLENGE

Despite tremendous progress that has been made in increasing access to early childhood development (ECD) services in many parts of the world, little is known about the quality of the programs – one of the most important factors in influencing children's learning and development. While strengthening the skills, preparation, training, and employment conditions of those who work with young children and their families is critical to improving the quality of early childhood experiences, limited attention is paid to the early childhood workforce. Professionals and paraprofessionals are too often undervalued, underpaid, and inadequately prepared.

THE APPROACH

We will create and share knowledge and coordinate joint learning activities, including:



Online portal

A web platform will document global, regional, and local workforce initiatives and house and disseminate research, training packages, and other key resources. The portal will also serve as an online space to host joint learning activities, such as webinars, where country policymakers, training providers, practitioners, experts, researchers, and representatives of civil society organizations can learn about new promising approaches, research, and tools relevant to addressing workforce challenges.



Country studies & global landscape analyses

We are conducting country-level studies to gather and analyze information to give actionable policy recommendations for scaling up a quality workforce. Global landscape analyses will review existing evidence around each of the four thematic areas highlighted above to establish the size and scope of global challenges facing the workforce. The evidence generated by these pieces of work will help frame the joint learning agenda of the initiative.



Joint learning

We will bring together country representatives (policymakers, practitioners, civil society representatives, and researchers) and diverse, global experts to identify shared challenges, learn from innovative and promising practices, and co-develop knowledge and practical resources that can be incorporated and embedded at scale in national systems and policies.

THE INITIATIVE

The Early Childhood Workforce Initiative focuses on the country system and policy level to support and empower those who work with families and children under age 8 (e.g. home visitors, preschool staff, community health workers), as well as those who supervise and mentor practitioners (e.g. supervisors, mentors and coaches, trainers). This initiative takes a holistic, multi-sectoral approach to bridge gaps in policy and practice and promote high quality, equitable services. This initiative works to strengthen:

1. **Competences and standards**
2. **Training and professional development**
3. **Monitoring and mentoring**
4. **Recognition of the profession.**

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The Early Childhood Workforce Initiative is a new and growing partnership led by:

INTERNATIONAL STEP BY STEP ASSOCIATION (ISSA)

ISSA is a network that connects professionals and non-profit organizations working in the field of early childhood development. ISSA's community currently includes members in 40 countries, primarily in Europe and Central Asia. ISSA's mission is to ensure equal access to quality care and education for all young children. To achieve this mission, ISSA promotes high quality and professionalism in providing care and education for young children, by engaging with the ECD field, developing resources and building capacity among its membership and beyond. ISSA has substantial experience serving as a clearing house, catalyst, convener and facilitator of an ECD learning community in Europe and Central Asia.

www.issa.nl



RESULTS FOR DEVELOPMENT (R4D)

R4D is a non-profit organization whose mission is to unlock solutions to tough development challenges that prevent people in low- and middle-income countries from realizing their full potential. Using multiple approaches in multiple sectors including Global Education, Global Health, Governance and Market Dynamics, R4D supports the discovery and implementation of new ideas for reducing poverty and improving lives around the world. R4D has significant expertise with joint learning and currently serves as the Network Coordinator for the Joint Learning Network for Universal Health Coverage (JLN). R4D has a growing portfolio in early childhood that focuses on the workforce, financing, and innovation.

www.r4d.org



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