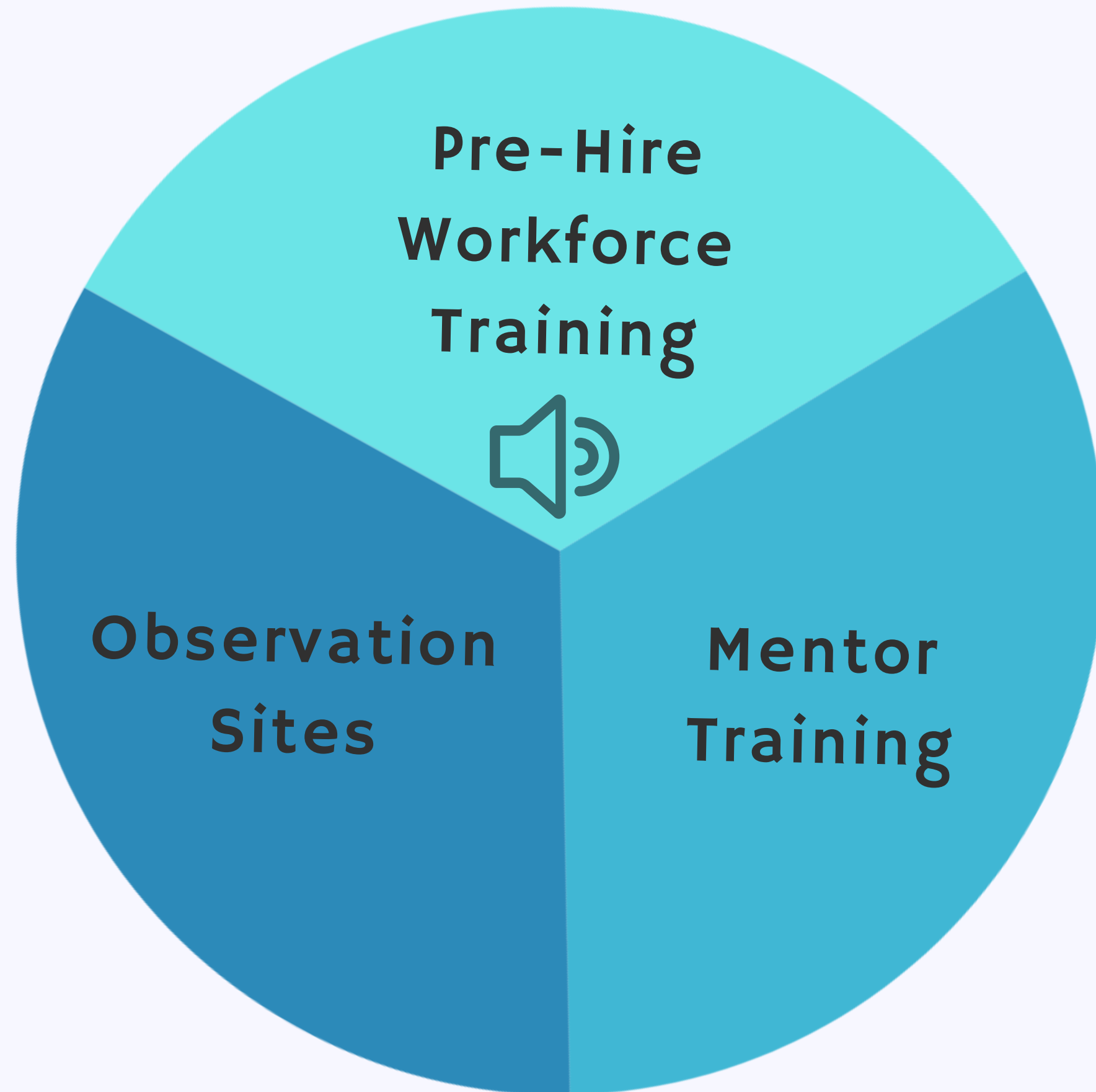


ECEA's Pre-Hire Workforce Building Strategy



ECEA's Pre-Hire Workforce Building Strategy

3 Parts to Pre-Hire

Recruitment

Training

Substitute Teaching Pool



ECEA's Pre-Hire Workforce Building Strategy

Recruitment: The ECEA recruits and screens participants, which includes a 4-6 hour immersion orientation on **day one**.

42

Candidates Interviewed

30

Candidates Enrolled



ECEA's Pre-Hire Workforce Building Strategy

Training: Navigates common hiring and retention barriers including criminal background checks, minimum training requirements, practicum experience, soft skills, and **support in navigating pre-employment & employment related concerns.**

384
Training Hours Provided



ECEA's Pre-Hire Workforce Building Strategy

Substitute Teaching Pool: Participants enter a regional automated substitute pool.

217

Substitute Jobs Worked

20

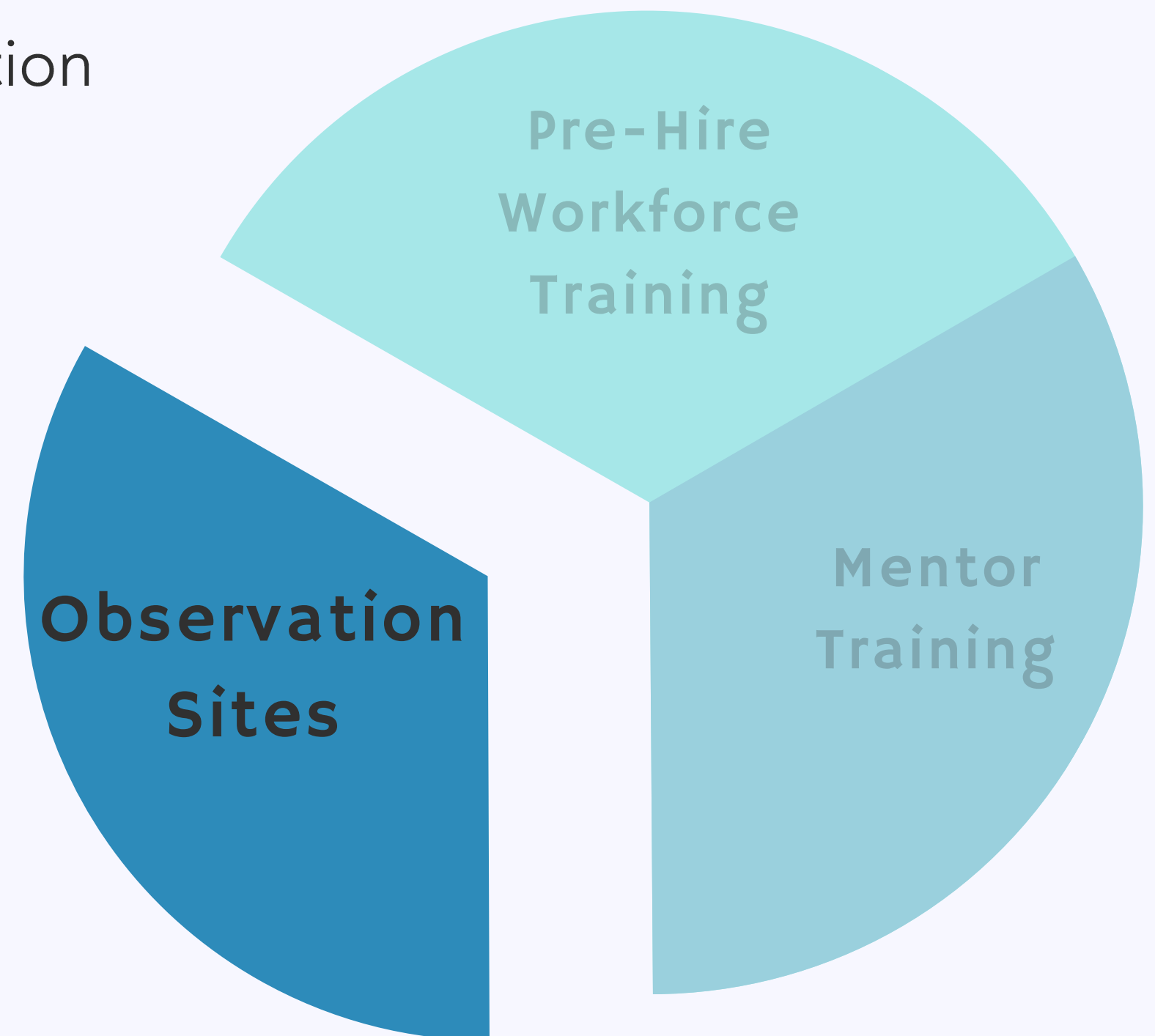
Centers Participating



ECEA's Pre-Hire Workforce Building Strategy

Observation Sites: Provides a basecamp to connect teachers to training in the field, as well as serve as a dedicated space for guided observation with trained mentors.

1680
Hours of observation



ECEA's Pre-Hire Workforce Building Strategy

Mentorship Training Program: Training program that advances lead teachers from classroom positions towards supervisory roles, therefore creating future leaders. Participants receive a stipend.

9
Graduated Mentors

