

The SEIU Education & Support Fund (SEIU-ESF)

Providing education and training programs that empower workers, raise standards, and promote high quality jobs

The Problem:

For many early childhood educators there is a lack of access to educator-centered, relevant, affordable professional development and training opportunities that lead to meaningful career pathways. *We strive to bridge that gap.*

The Solution:

Our prime focus in 2019-2020 was serving the Early Education Workforce. To that end, SEIU-ESF established a national infrastructure to empower workers, raise standards and promote high quality jobs. We also created the National Early Educator Training Center (NEETC).

A National Presence

A State Specific Approach

The **National Early Educator Training Center (NEETC)** is the hub of our national early childhood education work. This program aims to ensure that all early childhood educators feel engaged and empowered in their profession; are respected and well compensated and have access to educator-centered professional development and training opportunities.

Working closely with eight states across the nation, our level of direct involvement in professional development programming varies depending on the unique characteristics and needs of the union and our partners.

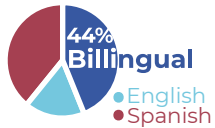
*To date, much of our work this past year has been deeply focused in **Massachusetts and Rhode Island.***

Our Core Values



Our values are at the core of everything we do and are directly based on the needs of our educators. Our promise is to harness the inherent insights and knowledge educators have so we can help support them along the way. At ESF we strive to infuse our values in all that we do.

Massachusetts



To meet the needs of our educators, we increased accessibility with 17% of our training programs being offered in English, 39% in Spanish, and 44% in both languages (with interpretation and translation).

Conducted 42 Professional Development and Training Programs reaching 300 Unique Educators.



Expanded our reach through virtual trainings. 57% of trainings were conducted online with attendees from 31 different cities and towns in the Commonwealth.

Developed and Launched the Higher Education Access Fund that approved a total of \$9,323.51, which was funnelled toward the translation of transcripts/diplomas, CDA courses and renewals, ESOL courses, and college/university courses.

(nearly) **100%** Participant Completion

IN MA & RI

Rhode Island

Conducted 19 professional development and training programs reaching 357 unique educators.

357
Unique Educators



Designed and hosted We Empower Educators Assembly (WEPA) to build community and share resources with the FCC community.

100% of trainings were offered in Spanish and adapted for remote/online delivery greatly expanding the accessibility of our programs.



Directly assessed the training and development needs of FCC educators via a comprehensive phone survey.

a year in review

NEETC: SOME HIGHLIGHTS

200%
Doubled the size of the SEIU-ESF team.

"Being part of the Juntos Podemos class, I gained knowledge as a child care provider —but even more as a person...." - Alexandra

Developed a Website with 20K page views this year.
(up from 2k in 2019)

80K
Established a National Infrastructure that empowers workers, raises standards and promotes high quality jobs across 8 states, serving over 80,000 early educators along with our partners.

"My experience was very beneficial, everything was very professional, organized, and the topics were presented with such clarity..." - Adriana

6K Subscribers
Developed a Communication Strategy + Email List

FIRST NATIONAL PROGRAM

SEIU-ESF and the Health Care Career Advancement Program roll out of the first national registration of an Early Childhood Associate Teacher Registered Apprenticeship program through the National Center for Healthcare Apprenticeships.

1.7 Million
- Total Budget Managed -

40% Collectively bargained \$ (MA and RI)
36% Philanthropic/Private Foundation
17% State Workforce Development Grants
6% Other

4 Strategic Priority Programs

- Advocacy
- Apprenticeship
- Substitute Pool
- Peer Mentorship

COVID-19 →  ← Response

Offered a timely, bilingual Covid-19 response to meet the challenges of the time. With collaboration from our FCC partners, this included a breakdown of valuable resources which were distributed via our website, a newsletter, a webinar and a blog post.

LOOKING AHEAD:

Dynamic Growth for Greater Impact

In the coming year we will maintain a strong focus on the needs of our early childhood educators through the further development and implementation of our strategic priority programs. In 2021, we also plan to roll out new training programs, innovating where necessary to meet the challenges of our time and the needs of those we serve. In the coming year we will broaden our focus to additionally include the human service workers local 509. We look forward to partnering with and serving them, addressing their unique needs.

(Learn more on pg. 2)

The Foundation of SEIU-ESF: *A Closer Look*

In 2019-2020, a foundational infrastructure was developed to support the organization in four fundamental ways.

Communication
Fiscal Management
Program Evaluation + Data Analysis
Culture of Collaboration & Partnerships

As part of our efforts to launch SEIU-ESF as an organization and our primary program NEETC, we focused on the following activities:

1. Defined the Mission of SEIU-ESF

Our mission is to provide education and training programs that empower workers, raise standards and promote high quality jobs.

2. Crystallized Our Values: At the outset, we knew it was important to create an organization guided closely by a set of shared values. After deep consideration, we developed a set of core values that resonate strongly with us and those we serve. The crystallization of our core values resulted in our organization being guided by five fundamental principles. We strive to be:

- Relationship Based
- Responsive & Relevant
- Honoring Experience & Culture
- Affordable & Accessible
- Advocates for Equity

3. Built a Foundational Infrastructure

Building a foundational infrastructure was a key phase which has allowed ESF to scale programs nationally, primarily through the creation of the National Early Educator Training Center (NEETC). The infrastructure of this program is based on a few fundamental categories, namely; the creation of project and financial management systems, data analysis, strategic communication, creation of administrative functions and program evaluation.

To advance the work done at the state and national levels, the NEETC oversaw and managed:

- The creation of the SEIU-ESF website that prominently features NEETC and its resources and activities.
- The development of a robust online database to capture critical information about participation in NEETC's trainings and other programs.
- The implementation of a Developmental Evaluation Capacity Building Plan to guide the formulation of NEETC's program model and the creation of a Program Logic Model for NEETC.
- The creation of an electronic NEETC newsletter, distributed to over 6,000 early educators and early education organizations from across the country.
- The implementation of administrative and financial systems to support all aspects of NEETC's and ESF's work.

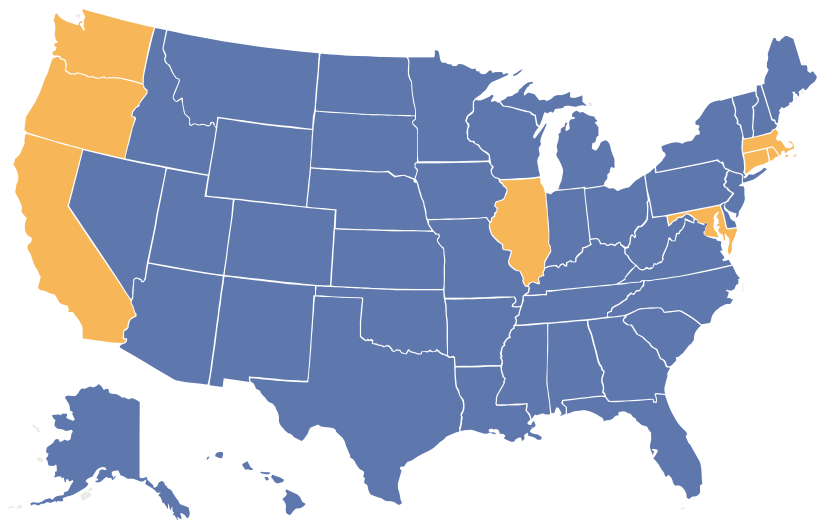
4. Identified Strategic Priority Programs

As a team we identified areas where we could provide the greatest support and make the most positive impact.

Apprenticeship - This program was created to address the lack of career pathways that honor experience, allow for meaningful professional development and ensure wage increases.

Peer mentorship - This program strives to facilitate connection and support amongst fellow educators and a sense of community leveraging their deep understanding of the day to day work of a child care provider.

Advocacy - This program addresses the needs of educators, calling for increased compensation, respect and affordable child care.



Substitute Pool - This program strives to address the lack of access educators have to substitutes. Qualified ECE staff are needed in order to allow FCC educators the ability to take time off work to address health needs (i.e., sick days, doctor visits) and to attend professional development programs.

5. Launched the RI and MA Training Funds

NEETC was selected by two labor-management training fund committees — in Massachusetts and Rhode Island — to manage nearly \$500,000 collectively and offer high quality, relevant training and other programming in English and Spanish to hundreds of early educators. In line with NEETC's commitment to worker-centered and worker-driven professional development, many of these trainings are led by educators themselves, or by well-respected members of the early childhood community.

6. Secured New Funding

Managed a total budget of nearly \$1.7 million from a variety of sources including collective bargaining agreements, governmental entities as well as private/philanthropic dollars.

40% Collectively bargained \$ (MA and RI)
36% Philanthropic/private foundation
17% State workforce development grants
6% Other

7. Registered our First National Apprenticeship Program

The SEIU Education and Support Fund (ESF) and the Health Care Career Advancement Program (H-CAP) announced the roll out of the first national registration of an Early Childhood Associate Teacher Registered Apprenticeship program through the National Center for Healthcare Apprenticeships. This achievement marks a new collaboration between these two organizations and points to our commitment to equitable, accessible career pathways in healthcare and early childhood education.

8. Created and piloted an Advocacy Program

In the past year, NEETC finalized and piloted a five hour popular education style curriculum for early educators and parents about the wealth gap and the chronic underfunding of our early childhood education system. The curriculum includes social media training around how to build social networks and create Facebook live videos. The curriculum was piloted in Connecticut and Washington, and showcased at the Early Childhood Education Network's Grassroots Assembly in Detroit in September 2019. According to post-training surveys, participants reported that they found the curriculum helpful, inspiring, and empowering. The curriculum has been shared with 19 partner organizations.

To Learn More Please Visit: SEIUEDUCATION.ORG