Strengthening the early care and education workforce through targeted professional development and strategic recruitment.

# Workforce Navigator

## "Grow Your Career in ECE"

is a motivational staff presentation designed to help teachers understand the wide range of educational pathways available in Maine, along with related scholarships, apprenticeships, and other supports. It clarifies the early childhood career lattice and includes guided self-reflection to help teachers reconnect with their purpose in the field and feel confident in their professional identity.

> "Holly brought excitement to furthering our career as well as building our confidence and skillset up! This program has reminded us that we CAN grow our PD and still work with a healthy balance. If we are educated about our opportunities and are strategic about our planning."

## Supporting teachers through 1:1 professional development planning

ensures each educator feels seen, heard, and valued. These individualized sessions address potential barriers, identify needed supports, and create a clear path for meaningful professional growth.

37 Program Presentations
112 Professional Development Plans

## *Careers with Kids*

An all-day event designed to support immigrant and refugee job seekers in understanding how to enter the ECE field, obtain CPR and First Aid certification, and learn about available resources such as CEI Business Labs, MRTQ, Help Me Grow, and more. Interpretation services were provided to ensure full accessibility.
Events were held in South Portland, Sanford and Lewiston/Auburn.

## *PEECE*
### *Pathways to Employment in Early Childhood Eucation*

This initiative helps bridge the gap for English language learners by offering required trainings in person with interpretation, providing job-shadowing opportunities for real-world experience, and connecting participants with local agencies to ensure their basic needs are supported so they can succeed in employment.

8 New Teachers Employed

THIS WORK WAS ONLY POSSIBLE THANKS TO PARTNERS LIKE UNITED WAY OF SOUTHERN MAINE, CAREER CENTER, STRENGTHEN LA, MAINE IMMIGRANT RESOURCE CENTER, MRTQ AND MORE

Additional recruitment work to provide youth and young adults with work experiences in ECE through partnership with Vocational Rehab and Jobs for Maine Grads

## *BRIDGE PLC*

In collaboration with Haleigh Rice, Program Navigator, and with support from the DOE Early Learning Team, a pilot was developed to help Program Directors and Owners create a portfolio demonstrating compliance with Ch. 124 and readiness to engage in a public Pre-K collaboration with their SAU.

13 Programs advanced in their collaboration with SAUs

***Opportunities in ECE Infographic***

Department of Health and Human Services
E.C.E.W.I.N.S

ECE Workforce Innovation, Navigation & Support

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