



think
FUTURE

The Humans Behind our Human Capital

Strategies for the Early Learning Workforce



INNOVATION EDGE

invest early

The Challenge:

“A growing body of evidence links **well-trained and supported early childhood personnel** with the achievement of positive developmental outcomes for children. Yet, despite increased interest in developing effective early childhood development systems, greater efforts are needed to **strengthen the preparation and support** of those working with young children and their families”

- Early Childhood Workforce Initiative



Zooming in:

Let's focus on the development of a quality early childhood workforce at scale that meets the aim of SDG 4.2:

4 QUALITY
EDUCATION



All girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.

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What makes a quality workforce?



Status: How does the ECD workforce fare?



3 More S's:

Stakeholders

Actors in the ecosystem

Solutions

Elements that have been seen as part of addressing the challenge

'Signs' of the times

Trends shaping the world of work and the world in general

Shift: How can we move the ECD workforce?

Knowing the **STATUS** of the ECD workforce and elements of the proposed **SOLUTIONS**, how can we use the **STAKEHOLDERS** we have, and leverage the **SIGNS** we see, to **SHIFT** the ECD workforce?

Build your **SHIFT**:

1. Choose a **SHIFT** or **SHIFTS** in **STATUS** you want to focus on
2. Brainstorm how the **SOLUTIONS** address this **SHIFT** (or don't)
3. Come up with your **SET OF SOLUTIONS**
4. Think about the **STAKEHOLDERS** you can use to bring your **SET OF SOLUTIONS** to life
5. Think about the **SIGNS** you can leverage to enable your **SET OF SOLUTIONS**
6. **What combination of S's could make your SET OF SOLUTIONS a reality?**

Tell us your **SHIFT**:

1. What **SHIFT/S** did you focus on?
2. Which **SOLUTIONS** did you use/create?
3. Which **STAKEHOLDERS** did you include? Anyone new? Anyone left out?
4. Which **SIGNS** did you leverage? How did these trends get you thinking differently about what to do and with who?