



## State of Colorado's Early Care & Education Workforce

### *Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation*

**Recommendation 1:** Strengthen competency-based qualification requirements for all care and education professionals working with children from birth through age one.

**Recommendation 2:** Develop and implement comprehensive pathways and multiyear timelines at the individual, institutional, and policy levels for transitioning to a minimum bachelor's degree qualification, requirement, with specialized knowledge and competencies, for all lead educators working with children from birth through age one.

**Recommendation 3:** Strengthen practice-based qualification requirements, including a supervised induction period, for all lead educators working with children from birth to one.

**Recommendation 4:** Build an interdisciplinary foundation in higher education for child development.

**Recommendation 5:** Develop and enhance programs in higher education for care and education professionals.

**Recommendation 6:** Support the consistent quality and coherence of professional learning supports during ongoing practice for professionals working with children from birth through age one.

**Recommendation 7:** Develop a new paradigm for evaluation and assessment of professional practice for those who work with children from birth through age one.

**Recommendation 8:** Ensure that policies and standards that shape the professional learning of care and education leaders encompass the foundational knowledge and competencies needed to support high-quality practices for child development and early learning in their organizations.

**Recommendation 9:** Improve consistency and continuity for children from birth through age one by strengthening collaboration and communication among professionals and systems with the care and education sector and with closely related sectors, especially health and social services.

**Recommendation 10:** Support workforce development with coherent funding, oversight, and policies.

**Recommendation 11:** Collaboratively develop and periodically update coherent guidance that is foundational across roles and settings for care and education professionals working with children from birth through age one.

**Recommendation 12:** Support comprehensive state- and local-level efforts to transform the professional workforce for children from birth through age one.

**Recommendation 13:** Build a better knowledge base to inform workforce development and professional learning services and systems.

*Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation. Washington, D.C.: National Academies, 2015, 6-13.*

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