APPENDIX F
EARLY CHILDCARE WORKFORCE AND PROFESSIONAL DEVELOPMENT RESOURCES

Hawai‘i’s Early Childhood Professional Development System
Professional development is a fast growing trend for early childhood teachers and caregivers. Early care and education professionals need to be skilled and knowledgeable of current research, theories, and approaches to children’s learning.

Following is a listing of programs and resources available to support the specialized training needs of early childhood professionals in Hawai‘i. Efforts to enhance the coordination and expand the availability of programs and services are ongoing.

Two- and Four-Year Degrees (Campus Based)
Chaminade University of Honolulu. Chaminade University offers a variety of degrees and certificates in Early Childhood Education including a Bachelor of Science in Early Childhood Education (ages 3–8), Bachelor of Science in Early Childhood Education and Elementary Education (ages 3–12), and a Master’s Degree in Education, and an Early Childhood Credential from the American Montessori Society. The education program also offers a course of study to provide professionals with the necessary background information and support to develop the resource file and competencies necessary for passing the Child Development Associate (CDA) assessment. Contact: 808-739-4652.

University of Hawai‘i Community College Early Childhood Programs. The certificate programs offered by the various campuses prepare graduates to enter the early childhood field. Honolulu Community College, Early Childhood Program: 845-9289; Maui Community College, Human Services Program: 984-3208; Maui Community College, Moloka‘i Education Center: 553-4490; Maui Community College, Lana‘i Education Center: 565-7266; Kaua‘i Community College, Early Childhood Education Program: 245-8356; Hawai‘i Community College, Early Childhood Education Program: 974-7421.

University of Hawai‘i at Manoa, College of Education, Institute for Teacher Education (ITE). Bachelor of Science degree in Elementary Education with an Early Childhood Option. Elementary Education/Early Childhood preparation qualifies graduates to teach in elementary schools (K–6) and preschools: 956-7849.

University of Hawai‘i at Manoa, College of Education, Master of Education (MEd) Cohort Program. A special 30-credit hour program that offers the benefits of ‘person-to-person’ contact with others in the early childhood education and care field. Majority of the coursework is concentrated into 3-week intensive summer courses (from mid-June to mid-July) over three consecutive summers to accommodate working professionals, including those who reside on neighbor islands. The program is offered every three years. Contact: Robyn Chun at rchun@hawaii.edu or Dr. Stephanie Feeney at 808-956-4416.
University of Hawai‘i, College of Tropical Agriculture and Human Resources, Family Resources Program (FAMR). Bachelor of Science degree in Family Resources. Bachelor of Science degree program that provides a comprehensive, ecological systems-based program of study in human development, family development, and family resources management. The curriculum stresses the interrelationship of individuals, families and communities in the context of socio-economic and cultural diversity, and exploration of the many factors that contribute to individual, family, and community well-being. Contact 956-8105.

Two- and Four-Year Degrees (Distance Education)
Castle Outreach. A unique opportunity to complete a Bachelors of Science degree in Early Childhood Education via a combination of online and in-person classes from Chaminade University of Honolulu, and local community colleges. Students will be prepared to work with children from ages 2.5 to 8 years in a variety of early childhood settings. Contact: Maggie Baier at 808-735-4883.

Chaminade Accelerated Undergraduate Program. Classes are offered at various locations on O‘ahu in the evenings and on Saturdays. Designed for the working early childhood professional who wants to earn an Associates and/or Bachelor of Science degree in Early Childhood Education. Contact: Maggie Baier at 808-735-4883.

Concordia University. A distance learning Bachelors and Masters degree program in Early Childhood Education. Requires attendance at an initial three-day residency on the Big Island. All other coursework, classes, and interaction with instructors and peers are conducted on-line. Contact: Angela C. Thomas at 808-887-1228.

Distance and Alternative Education and Training
CARE courses. Correspondence/home study program that offers training to meet the initial 120 clock hours of training required for a Child Development Associate (CDA) credential or Continuing Education Units (CEUs) for a CDA renewal. Information: www.carecourses.com

ChildCare Education Institute. A self-paced, interactive, distance learning program that offers a unique opportunity to earn 120 contact hours or 12 continuing education units (CEUs) for a CDA. Participants are assigned an educational coach. Completed training hours may be converted to college credits toward an online Associates degree in Early Childhood Education from the University of Cincinnati. Information: www.cceionline.com

Early Childhood News Professional Development Program. The University of Wisconsin-Stout has developed a program that allows practitioners to read articles published in the bi-monthly Early Childhood News magazine. Credits in the form of Continuing Education Units (CEUs) are awarded for successful completion of an examination offered in issues of the magazine. Credits earned may be used toward the Child Development Associate (CDA) credential renewal. Contact: 1-800-933-2829.

Pacific Oaks College. Offers upper division online classes for a Bachelor of Science, Master’s Degree in Human Development, a post-graduate certificate in early childhood education, a teaching credential in early childhood special education, and optional specializations in child
care, early childhood education, or infants and toddlers. All online-degree students are required to take at least two on-site classes. Contact: 1-800-684-0900 or www.pacificoaks.edu or e-mail admissions@pacificoaks.edu

**Note:** Prior to enrolling in any distance and alternative learning program, early childhood professionals are strongly advised to confirm the acceptance of the degree program and the transfer of credits to be earned to any other higher education institution as well as the eligibility of courses in meeting the Hawai‘i Department of Human Services licensing requirements. Contact: Good Beginnings Alliance at 531-5502 or toll free at 1-866-531-5502.

**Professional Development and Training**

Hawai‘i Careers with Young Children Registry. The Registry maintains individual records of a practitioner’s education, training, and work experience. The Registry also encourages career development and provides professional recognition. The Department of Human Services requires all early care and education practitioners employed in a licensed group care setting to be on the Registry. Family childcare providers and all other early care and education providers are encouraged to participate. Contact: Good Beginnings Alliance 531-5502 or 1-866-531-5502.

Child Development Associate (CDA) Credential. A CDA Credential is based on the ability to demonstrate competence during an assessment process. There are three different types of credentials based on settings, age level endorsements, and bilingual specialization. Minimum training is 120 clock hours. Contact: Council for Professional Recognition 1-800-424-4310 or visit www.cdacouncil.org/ or Honolulu Community College PACE office 845-9496.

Castle Colleagues. A program funded by the Samuel N. and Mary Castle Foundation to provide administrative training and professional development to directors of non-profit preschools statewide. Contact: Mecca Monson-Gere at Castle Colleagues. Contact: 739-4698.

The Head Start Association of Hawai‘i (HSAH), Head Start Training and Technical Assistance Office and Head Start State Collaboration Office (HHSSCO). Sponsors training in early childhood topics specific to Head Start and early childhood partners such as HAEYC, Family Child Care Providers, community preschools, service providers, and parents. Contact: Jacqueline Rose at HHSSCO 586-5232.

PACE: Professional and Career Education for Early Childhood. A community accessible training series designed to convert into college credit and meet formal training requirements for a Child Development Associate (CDA) credential. Also starts participant on a certificate and degree program in the community college system. Contact: PACE at Honolulu Community College 845-9496 or Hawai‘i Community College 933-0571, 974-7421.

PATCH Child Care Training Program. PATCH offers more than 100 different free or low-cost training classes to child care professionals from all types of child care settings across Hawai‘i. In addition, PATCH uses WestEd’s Program for Infant/Toddler Caregivers (PITC), a nationally acclaimed video training series for infant/toddler caregivers to enhance the quality of services provided for infants and toddlers in child care settings. For a training catalog, class descriptions,

**Scholarships**

PATCH Early Childhood Education Scholarships. Scholarship for successfully completed college-level courses specifically in Early Childhood Education. Scholarships are applicable only to classes taken through Hawai‘i-based programs and are not available for online Internet classes from out of state. PATCH scholarships may also be used for PACE (Professional And Career Education) classes when converted to college credits and for obtaining and/or renewing the Child Development Associate (CDA) credential. Visit www.PatchHawaii.org or call Oahu 839-1988, Kauai 246-0622, Maui 242-9232, Kona 325-3864, Hilo 961-3169.

T.E.A.C.H Early Childhood® HAWAI'I . Scholarship for practitioners employed in a Department of Human Services licensed preschool or family child care program. All courses must be toward an Associates degree in Early Childhood from a local community college. Scholarship includes coverage for a portion of the tuition and books, travel stipends, release time, bonus compensation, and career counseling. The remaining costs are covered by the recipient and the employing center. The scholarship requires an employment commitment from the recipient to the employing center. Contact: Good Beginnings Alliance 531-5502 or 1-866-531-5502.

**Professional Organizations and Groups**

Hawai‘i Association for the Education of Young Children (HAEYC). A professional association for early care and education practitioners who have a commitment to quality early childhood programs and services. Offers training through the Annual Early Childhood Conference, Leadership Symposium, Professional Series, as well as workshops for early childhood education and care professionals through the Hawai‘i state affiliate office and chapters. Contact: Kathy Murphy: 808-942-4708 or 1-888-224-2392 or visit www.hawaiiaeyc.org

Hawai‘i Baptist Early Education Association (HBEEA). A professional association for all Southern Baptist Schools in Hawai‘i. HBEEA is dedicated to the professional development and training of its members to insure a quality Christian early childhood education to the children they serve. Contact: Troy Jarrell at 625-7499 or Clyde Kakiuchi at 946-9581, ext 231.

Hawai‘i Careers with Young Children (HCYC). A voluntary group of 21 organizations that focuses on improving the quality of the early childhood workforce by creating and developing the Hawai‘i Early Childhood Career Development System (a career development system for Hawai‘i’s early childhood professionals). Contact: Diane Tabangay at Good Beginnings Alliance 531-5502 or toll free 1-866-531-5502.

Kia‘i ka ‘Ike-Directors Group. A membership organization that focuses on providing support, training and improved communication for preschool directors across the state. Contact: Wendy Stone at 625-2855.
Accreditation Support Program
Hawai‘i Early Childhood Accreditation Project (HECAP). HECAP, offered through Hawai‘i Association for the Education of Young Children (HAEYC), is a project that supports and assists any early childhood program in the state whose goal is to achieve NAEYC Accreditation. Contact: HAEYC 942-4708 or 1-888-224-2392 or visit www.hawaiiaeyc.org/

Resources for Family Childcare Providers
PATCH Child Care Food Program. Licensed family child care providers are eligible for partial reimbursement for nutritious meals served to children in a family child care setting. The program is designed to ensure children receive nutritious meals. For more information visit www.PatchHawaii.org Contact: O‘ahu 839-1990, Kaua‘i 246-0622, Maui 242-9232, Kona 325-3864, Hilo 961-3169.

PATCH Family Child Care Recruitment Program. Statewide program to increase availability of family child care for working parents by assisting new and potential family child care providers with the state licensing process. The program also serves as a support network for family child care providers through gatherings, classes and meetings. For more information visit www.PatchHawaii.org Contact: O‘ahu 839-1988, Kaua‘i 246-0622, Maui 242-9232, Kona 325-5900, Hilo 935-0200.

Award Programs
Ho‘olaulima No Na Keiki. A program that promotes public awareness of early childhood education and care professionalism and the importance of quality early learning experiences in the first five years of life. The program is culminated with an annual award ceremony honoring early care and education professionals who have been nominated by families they serve. Contact: Good Beginnings Alliance at 531-5502 or 1-866-531-5502.

Publications and Resources
Early Childhood Workforce Study. A project that documents statistical information about early childhood programs and staff, including professional qualifications and working conditions. Data is used to inform policy and work force development. Contact: Good Beginnings Alliance 531-5502 or 1-866-531-5502.

The Economic Impact of the Early Care and Education Industry in Hawai‘i. A study indicating that early childhood education, as an industry cluster, is a critical component of healthy economies—a component that creates jobs, generates local income, and enables parents to work and local businesses to thrive. The study is a tool to inform the business and financial sectors that working with the early childhood sector not only benefits children, but also plays an integral role in Hawai‘i’s economic sustainability. Contact: Good Beginnings Alliance 531-5502 or 1-866-531-5502.

Financing Strategies to Support a Coherent Early Care and Education System in Hawai‘i (July 2003). This report provides guidance for designing and financing a coherent system that ensures access to high-quality early care and education services for all of Hawai‘i’s young children. The author suggests a framework for such a system and features an array of strategies to support it. Specific financing mechanisms and strategies used elsewhere in the nation are explored and
discussed in the context of their potential application to Hawai‘i. Hawai‘i Community Foundation commissioned this report from early childhood policy consultant Teresa Vast and provided it to Good Beginnings Alliance for use in its various policy initiatives and related efforts. Contact: Good Beginnings Alliance 531-5502 or 1-866-531-5502.

Planning a Compensation Initiative for Hawai‘i’s Early Care and Education Workforce: Key Policy and Design Issues. This report explores key policy and design issues for Hawai‘i to consider in developing a compensation initiative. The report also provides an overview of current and recent initiatives launched in other states. The focus of this study is on statewide and local efforts that directly increase the wages, bonuses, and/or benefits that practitioners earn in the private sector early care and education workforce based on education levels. Related initiatives, such as professional development, quality improvement, and unionizing efforts are also discussed in relationship to overall efforts to increase qualifications and compensation. Contact: Good Beginnings Alliance 531-5502 or 1-866-531-5502.

Pending Programs
Hawai‘i Careers With Young Children Training Quality Assurance System. A program designed to ensure quality community-based training through the implementation of statewide content standards (ASK Core Areas). For implementation status, contact Good Beginnings Alliance 531-5502 or 1-866-531-5502.

Training Clearing House. Provides early childhood professionals with a statewide listing of available community-based, training for each of the Early Childhood Education ASK Core Areas. For implementation status, contact the PATCH Oahu office at 833-6866.

Directors Credential. A program specific to the professional development needs of program directors based on practice and educational standards that are parallel with the practitioner ASK Core Areas. For implementation status, contact: Good Beginnings Alliance at 531-5502 or toll free at 1-866-531-5502.

Compensation Initiative. A program focusing on increasing compensation as a key strategy to attract and retain competent ECE practitioners. For implementation status, contact: Good Beginnings Alliance at 531-5502 or toll free at 1-866-531-5502.