

# Good Jobs Metro Boston Coalition Child Care Sectoral Partnerships

Developing a Child Care Workforce Pipeline for Greater Boston & Beyond



## Project Overview

The CAYL Institute, whose mission is to organize, equip, and empower people to create change on behalf of children, developed a partnership to design and implement a child care workforce pipeline program for Greater Boston. This innovative three-year project is funded by the Department of Commerce and sponsored by Boston's Office of Workforce Development. The partnership aims to place workers into quality child care jobs.

**200 CURRENT TEACHERS**  
Achieving lead teacher, Director 1 or 2 qualifications

**500 NEW ECE TEACHERS**  
Entering the workforce through recruitment and support services

**100 NEW FCC EDUCATORS**  
To be guided through opening a Family Child Care business.

**50 EXISTING FCC EDUCATORS**  
Receiving additional business support



### The Problem:

Massachusetts early education and care employers are experiencing a hiring shortage, resulting in vacant classrooms that would equate to 15,000 spots for children. Additionally, educators are receiving low and non-competitive compensation.

### The Vision:

- A thriving, optimistic child care workforce who see themselves and their work as vital to children, families, and the economic health of their region.
- A Workforce Pipeline System that meets the recruitment, retention and leadership development needs of child care businesses, and compensation needs of the workforce.

### Intended Outcomes:

- Create a platform for sustainability through integrated work with practitioners, employers, systems, and investors
- Enhancing professional learning and professional development for the Early Childhood Education (ECE) Workforce
- Redefining employers' collective role in the support, growth, and professionalization of the field
- A redesigned system that is ready to source, support, and compensate the ECE workforce



Find more information at: [cayl.org/good-jobs-challenge/](http://cayl.org/good-jobs-challenge/)  
or contact us at: [goodjobs@cayl.org](mailto:goodjobs@cayl.org)

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