



EMPOWERING FUTURE EDUCATORS





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What's Inside



The Early Years Matter

The foundation for behavior, health, and lifetime learning is laid during the early years of life. Young children are naturally curious, ready to explore their environment, and willing to take in new knowledge at a startling rate during this time. Making the most of this developmental window, early childhood education (ECE) offers structured learning opportunities that promote social and emotional development in addition to intellectual growth.

According to research from organizations like the [Harvard Center on the Developing Child](#) shows that Early experiences have a direct impact on brain architecture, laying the groundwork for future achievement. A government's investment in early childhood education has a very high public return since it is an investment in economic development, or the future workforce of the nation. According to [careful study](#), there is a \$4–\$16 return on investment for every \$1 spent on high-quality early childhood programs.

The Commitment and Vision Shaping Tomorrow's Educators

At EECL, we believe in truly empowering those who choose to shape young lives. We give aspiring educators the hands-on training, comprehensive knowledge, and recognized credentials they require to succeed in early childhood teaching. Our goal is straightforward yet impactful: a future where every child enjoys the benefits of exceptional teaching from committed, well-prepared professionals.

We bridge the gaps in educator preparation and establish industry standards by providing advanced training programs, ongoing professional development, and solid strategic alliances. We also work hard to break down the barriers that often hold back potential educators.

Our flexible apprentice pathways, which are offered both in-person and online, give people the chance to develop the skills and confidence necessary to create a sustainable career. This allows them to earn a livable wage while making a real difference in the lives of children from birth to eight years old.



The Need

The need for early childhood educators with the necessary qualifications has never been higher. Despite the fact that [90%](#) of a child's brain develops by the age of five, yet the U.S. faces a critical shortage of skilled professionals.

According to the [StatCan survey](#), over 60% of parents who use child care said they have trouble finding high-quality, affordable childcare.

This situation is made worse by [the fact](#) that 35% of center-based early development educators have a bachelor's degree and 52% have a postsecondary degree.

[97%](#) of other occupations are paid more than early educators.

The typical wage for early educators nationwide is \$13.07 per hour, which is significantly less than the hourly wages of the [US workforce](#) across all occupations (\$22.92) or elementary and middle school teachers (\$31.80).

EECI holds the prestigious national guidelines standards for the occupation of Early Childhood Educator. Over 400 combined registered and completed apprentices since 2023. With less than 1% cancelled apprentice.

EECI operates as both a Registered Training Institution (RTI) and an intermediary while ensuring compliance with the U.S. Department of Labor (DOL) apprenticeship standards for over 40 employer sponsors, it's crucial that we maintain a robust framework to facilitate compliance and foster effective collaboration between all stakeholders.

The need to invest in the early care and education workforce remains critical, as countless early educators continue to face financial hardship, while programs grapple with persistent turnover and challenges in recruiting and retaining qualified staff.

[EECI](#) addresses these gaps by equipping educators with Child Development Associate (CDA) certification and evidence-based training, ensuring children receive the foundational support they deserve while empowering professionals to thrive in this vital field.



“The return on investment from early childhood is extraordinary”

Federal reserve bank of minneapolis

The Current State of Early Childhood Education

Workforce Shortages:

Due to poor pay and difficult working conditions, more than half of early childhood educators have quit their jobs in the last five years.

In order to attain universal basic education (SDG 4), the globe will require around 69 million more teachers by 2030, according to estimations made by the United Nations Educational, Scientific, and Cultural Organization ([UNESCO](#)) in 2016. However, current trends indicate that this shortage is growing.



Training Quality

There are notable gaps in professional training, since only around 30% of early childhood educators have a formal degree in the field (NAEYC).

According to a National Institute for Early Education Research ([NIEER](#)) research, in 2020, just 44% of state-funded pre-K programs succeeded in meeting quality standards.

Policy Changes and Opportunities:

Quality early education services are becoming more widely available due to increased funding through programs like the Child Care and Development Block Grant ([CCDBG](#)) (U.S. Department of Health & Human Services).

New wage enhancement and scholarship programs are being introduced to stabilize the workforce and attract qualified educators.

EECI's Programs and Offerings

EECI's diverse programs are designed to address industry needs and set high standards for workforce development programs

Comprehensive Workforce Development Programs

US DOL Apprenticeship Certificate in Early Childhood Education:

A fundamental program that covers key subjects in learning theories, classroom management, and child development.

Apprentices earn a Certificate of completion issued by OA or SAAs are industry-recognized credentials. These certificates have value as documentary evidence of an apprentice's attainment of the skills and competencies required for occupational proficiency and as a portable, nationally recognized credential.

21 College Level Foundation Credit: one year-long curriculum that combines demanding academic study with real-world, hands-on experience gained through internships in partner childcare centers.

Professional Development Workshops: Short-term, targeted courses that improve knowledge of inclusive practices, behavioral management, STEM integration, and other topics.

Industry Alignment and Standards

EECI ensures our curriculum is aligned with national and state standards. Our National Apprenticeship Related Training Instruction is acknowledged through [9 state colleges board systems](#):

Curriculum Accreditation: Programs adhere to the standards set by the Council for Professional Recognition, NAEYC, and the US Department of Labor Office of Apprenticeship as a high quality program to meeting National Guidelines Standard.

Experiential Learning: Practical and supervised instructions are offered through strategic alliances with nearby childcare facilities.

Mentorship: Each student is paired with an experienced mentor, enhancing their professional growth and industry readiness.

Research-Driven Content: Teachers who are actively involved in research make sure that our curriculum incorporates the most recent teaching techniques.

Holistic Framework: We cover the physical, social, emotional, and cognitive aspects of child development in our curriculum.

The Role of Credentialing: Advancing Professional Standards

The Child Development Associate (CDA) certification, which is offered by the Council for Professional Recognition, is one of the most prestigious qualifications in early childhood teaching. EECI's programs are structured to align with the rigorous standards required for CDA certification, ensuring that graduates emerge with both theoretical knowledge and practical competencies.

Career Advancement: Certified teachers frequently benefit from improved employment possibilities, competitive pay, and more opportunities for professional development.

Standardized Competence: The CDA certification process creates a benchmark for quality and consistency in early childhood education, ensuring that educators are well-equipped to manage diverse educational environments.

Professional Development: An essential component of the CDA pathway is continuous learning, which keeps teachers aware of the most current research and industry best practices.



Strategic Partnerships Fueling Change

EECI's Programs and EECI (Education, Employment, and Community Initiatives) offers a comprehensive range of workforce development programs designed to prepare individuals for successful careers. Our offerings include registered apprenticeship programs, vocational training, and skills development initiatives that cater to various industries. As an Apprenticeship Ambassador, EECI actively promotes apprenticeship as a valuable career pathway, connecting employers and learners to foster growth in the workforce.

Partnerships with Educational Institutions:

Our collaboration with Muskegon Intermediate School District (ISD) aligns our curriculum with state standards. Joint initiatives with AmeriCorps and district-led workshops offer students direct access to experienced educators and industry leaders.

U.S. Department of Labor Office of Apprenticeship: Collaborating to ensure compliance with national apprenticeship standards and providing support for program development.

Early Childhood Workforce Connect: Partnering to enhance workforce capabilities in early childhood educator apprentice, promoting quality RTI and career development.

Apprentice Carolina: Working together to expand apprenticeship opportunities across the state of South Carolina, facilitating employer engagement and skill-building for aspiring apprentices.

Partnerships with Non-Profits: Partnering with OCAB (Orangeburg Community Action Board) and Community Action Programs (CAP) enriches our training by providing hands-on learning opportunities and fostering a deep sense of social responsibility.

Engagement with Government Agencies: Our collaboration with the Indiana Department of Workforce Development (DWD) incorporates workforce methods into our curriculum, ensuring our students meet labor market demands and earn industry-recognized credentials.

Support from Early Head Start (EHS) and Head Start: Our strong relationships with Head Start programs allow us to integrate best practices and prioritize community and family involvement in our training.

EECI is recognized as a registered training institution in nine states, enabling us to meet diverse local workforce needs and comply with state-specific workforce development regulations while being part of the Eligible Training Provider List (ETPL) to access government funding and resources.

Through these initiatives, EECI is committed to driving economic growth and fostering a skilled workforce that meets the demands of today's job market.

EECI's impact

EECI's impact is undeniable. With a 100% wage increase for graduates, our programs empower early educators to thrive financially while advancing their careers.

An impressive 98% of participants earn their Child Development Associate (CDA) certification, equipping them with the skills to excel in early childhood education.

Additionally, 22% pursue higher education, furthering their professional growth, and 89% of graduates remain in the field for at least one year, showcasing the program's ability to foster long-term commitment and reduce turnover.

These results highlight EECI's transformative role in strengthening the early care workforce.

Success Stories



Wage Increase **100%**



Pursue Higher Ed **22%**



CDA's Earned **98%**



Retained Min of 1 Year **89%**



**US DOL RAP
ECE Certificate Earned** **99%**



Concluding Thoughts: Investing in the Future

Investing in early childhood education is investing in our collective future. Through our comprehensive training programs, continuous professional development, and strategic partnerships, EECI is paving the way for a future where every child has access to exceptional education delivered by passionate, well-prepared educators.

A key component of our strategy is our pathways for obtaining the Child Development Associate (CDA) certificate, which guarantees that our graduates are respected as industry leaders and prepared to satisfy market standards. By working together, we can bring about long-lasting change that will enable educators to lead, inspire, and innovate while securing a stable career that fosters their professional and personal development.

Join the Movement: “Transform Lives, One Child at a Time”

[Start Your Journey with EECI Today!](#)

