

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 (e.g. home visitors, preschool staff, community health workers).

Across sectors, little is known about those working with families and very young children. Limited resources and attention constrain efforts to scale-up a quality early childhood workforce.

The Aim

[The Early Childhood Workforce Initiative](#) is a global, multi-sectoral effort to produce new knowledge and equip decision makers with tools and resources to support the development of a quality workforce at scale.

How do we make an impact?



Producing new research & knowledge

In order to strengthen and mobilize support for the early childhood workforce, the Initiative conducts rigorous research that provides a better understanding of the workforce, as well as their challenges and opportunities. Resources, such as our [Landscape Analyses and Country Studies](#), offer actionable policy recommendations for supporting a quality workforce at scale.



Developing practical tools

Informed by relevant stakeholders in the field, the Initiative aims to create an easy-to-use and adaptable tool which will support policymakers and practitioners as they aim to determine progress to date, analyze gaps and prioritize future investments and actions for elevating the workforce across early childhood sectors in their countries.



Sharing our knowledge widely

Creating opportunities for stakeholders to learn from one another is a key priority for the Initiative. We bring together country representatives and diverse global experts to identify shared challenges and learn from noteworthy practices. Stakeholders participate in virtual knowledge sharing through [webinars and podcasts](#), and by accessing tools and resources on our [Knowledge Hub](#).

What is the Early Childhood Workforce Initiative doing now?

The Initiative is engaged in a new phase of work, which features various activities to support decision makers. These activities are guided by Key Informant Interviews, carried out across a diverse set of countries, to ensure that they reflect the perspective of those currently supporting the workforce. Current activities include:

- ✓ Developing a **compendium of practical country briefs**, which highlight promising workforce practices across geographies and services.
- ✓ Creating a **practical, user-friendly tool** to help countries identify workforce priorities and diagnose gaps.
- ✓ Enhancing awareness of issues in the early childhood workforce and **sharing new knowledge** through a variety of channels.

Resources and Activities to date:

The first phase of the Initiative's work produced a number of cutting-edge resources, an online library and numerous virtual learning opportunities.



Global landscape analyses. Two groundbreaking landscape analyses on the topics of competences and standards and training and professional development draw on a range of country experiences and offer insights into global challenges facing the early childhood workforce.



Country-level studies analyze current challenges and opportunities and offer actionable policy recommendations for scaling up a quality workforce. To date, studies have focused on home visitors in Peru, preschool teachers in Ukraine, and community health workers in South Africa.



A Knowledge Hub, including over 150 resources from 70 countries, is accessible to the public. It provides insight into the latest policies, practices, tools and research in the ECD field.



Knowledge sharing. Regular, interactive webinars give those working in the ECD field an opportunity to ask questions, discuss, and learn from the knowledge and experience of experts.

This global learning initiative to empower those who work with young children is led by:

