

THE RUDOLPH J AND DAPHNE A
MUNZER FOUNDATION

June 24, 2019

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Munzer Foundation Supports A New ECE Workforce Collaborative *Pilot program will improve professionalization and resiliency of the ECE Workforce.*

Long Beach, CA – The Rudolph J. and Daphne A. Munzer Foundation (Munzer Foundation) is thrilled to announce its support of a new Collaborative focused on the early childhood education (ECE) workforce among its most recent 2019 Grant Awardees. Inspired by the workforce Objectives within the new City of Long Beach ECE Strategic Plan, the Munzer Foundation sought thought-partners for the development of a pilot program to not only support the needs of the ECE workforce, but also advocate on its behalf.

Initial partner agencies in this collaborative include: Comprehensive Child Development Services (CCDS), Long Beach Day Nursery (LBDN), the Mayor's Fund for Education (Mayor's Fund), Un Mundo de Amigos Preschool (UMDA), and YMCA of Greater Long Beach (YMCA). Following what is presumed will be a successful initial pilot, the Munzer Foundation hopes to expand the program to other ECE providers in the Long Beach community.



Pictured (left to right): Laurie Peterson, Un Mundo de Amigos Preschool; Karissa Selvester, Mayor's Fund for Education; Andrea Sulsona, YMCA of Greater Long Beach Early Childhood Education; Zayda L. Garcia, Rudolph J. and Daphne A. Munzer Foundation; Dora Jacildo, Comprehensive Child Development Services; Whitney Leathers, Long Beach Day Nursery

The Munzer Foundation's investment of \$110,000 will support three key elements:

- **Scholarships** enabling attainment of Associates Degrees by ECE professionals
- **Internship** placements within ECE Centers facilitating recruitment of the future ECE workforce
- **Advocacy** and awareness-building on needs of the ECE field, its workforce and partnership opportunities

"The mission of the Munzer Foundation is to strengthen community, family and individuals through effective and focused philanthropy. Upon hearing the challenges facing early education partners due to issues impacting their workforce, we were inspired to take action and lend support. We believe this program's unique combination of scholarships, internships, and advocacy will result in sustainable advances for the professionalization of the field to the benefit of thousands of ECE teachers and the families they serve." - Dan Munzer, Foundation President.

A majority of the support awarded to the Collaborative will enable participating ECE centers (CCDS, LBDN, UMDA, and YMCA) to provide scholarships to their staff to be used towards the completion of Associates Degrees. Scholarship recipients would receive support for education-related expenses including tuition, fees, text books, and supplies, as well as up to 4 hours of paid release time per week to attend classes. In return, the scholarship recipients will be asked to make a commitment to remain with their center for an additional 12-18 months, thereby addressing the on-going issue of workforce turnover and retention. Degree attainment by the ECE workforce helps to not only improve the overall professionalization of the industry, but also create expanded career pathways for teachers and provide a stable environment for children to build relationships with their caregivers.

The Munzer Foundation and our partners in this pilot Collaborative view support of the ECE workforce as a critical component of a strong educational system *and* strong local economy. It is widely recognized that the professionals who care for and educate our young children have a lifelong impact on children's future achievement and wellbeing. Unfortunately, too often, early care and education professionals are not recognized for their knowledge, skills and competencies. Additionally, ECE teachers often make less than their peers in the k-12 system, with 58% of the early childhood workforce qualifying for public aid themselves. The combination of low-compensation and limited career pathways often leads to high-turnover and barriers to maintaining a sustainable early care and education workforce. By working together to provide new career growth opportunities, improve ECE workforce recruitment and retention, and advocate for resources that would enable the payment of "worthy wages" to ECE professionals, the Munzer Foundation and partners hope to establish a sustainable and replicable model of support for this vital group of educators.

For more information on the **Munzer Foundation**, including periodic updates on the program, please visit <https://munzerfdn.org/>

For more information on **Comprehensive Child Development Services**, please visit <https://www.ccdlb.org/>

For more information on **Long Beach Day Nursery**, please visit <http://www.lbdn.org/>

For more information on the **Mayor's Fund for Education**, please visit <http://mayorsfundfored.org/>

For more information on the **Un Mundo de Amigos Preschool**, please visit <https://unmundodeamigos.com/>

For more information on the **YMCA of Greater Long Beach**, please visit <https://www.lbymca.org/ece/early-childhood-development-home>