

The Dayton Foundation - Job Posting Announcement

Del Mar Encore Fellow with Preschool Promise

21-32 Hours/Week - \$25,000 Annual Stipend

This is for a 1-year, renewable contract

Preferred Start Date: Spring of 2020

Position Purpose:

The Preschool Promise Del Mar Encore Fellow will build a successful “Promise Pathway,” or workforce pathway, to increase the number of qualified teachers for Preschool Promise childcare sites, build a wage stipend program to address inadequate wages, and increase retention at childcare sites. The ultimate goal is to increase the stability, quality and recognition of the early childhood education workforce.

Establishing a formal Promise Pathway structure would allow candidates to earn degrees and credentials in early childhood and provide wage stipends to ensure teachers can stay in the field for at least 3-4 years. The project will also explore the possibility of retired/older persons serving in a teacher-role at childcare sites. The scope of the work will include:

- *Research* – identify best practices in workforce pathway models in other industries; conduct interviews and focus groups with current childcare providers to understand their concerns and ideas; work with high schools and higher education institutions to brainstorm creative programs to support students entering the field; understand the wage and benefits gaps and identify best practice wage stipend programs for consideration (in Ohio and in other states)
- *Design & Development* – create draft Promise Pathway models and solicit feedback from institutional partners and the teacher community; determine annual funding needs and projections for future years
- *Implementation of Promise Pathway* – recruit teachers to participate in the inaugural cohort of the Promise Pathway
- *Monitor Progress and Provide Support* – check in regularly with teachers in the Pathway to determine supports and interventions needed, assess if the model is working, monitor retention, make modifications and continue to grow the Pathway to reach more people

The Fellow will work closely with a team of Del Mar Encore Fellows to demonstrate the value and impact older adults are having on our community.

- Meeting regularly with Del Mar Encore Fellows to share information and supporting the work of the DMEF initiative throughout the community.
- Participating with other Del Mar Encore Fellows in public presentations focused on advancing the goals of the DMEF initiative and changing the conversation around aging in our community.
- Engaging older adults as expert volunteers for the Host Organization’s initiative and participating in the recruitment/selection process, establishing objectives and priorities, and offering appropriate training or mentoring opportunities.

Education and Work Experience

Four-year college degree and a minimum of five years job-related experience at the professional, management, or executive level. Demonstrated success in project management. Excellent personal and group communication skills. Comfortable working with a diverse population. Understanding of and/or experience in research design and implementation is desired. Candidates may possess any equivalent combination of education and experience that provides the required knowledge, skills and abilities. Preferred qualified candidate is a retired older adult professional with a respected career and community record. Working style must fit that of Host Organization.

Knowledge and Skills

- Strong project management skills
- Strong collaboration and verbal, written and interpersonal communication skills
- Creativity and problem-solving abilities
- Proficiency with technology and basic Microsoft Office programs such as Word, Excel, PowerPoint
- An understanding of the local high school and higher education systems (ideally)
- A knowledge of workforce pathway models (ideally)
- Ability to foster and maintain positive working relationships with The Dayton Foundation and the Host Organization staff, Fellows, and volunteers
- Ability to work independently; highly motivated and self-directed to complete program goals and responsibilities
- Demonstrated ability to work with people from diverse backgrounds
- Ability to lead and supervise volunteers to achieve organizational goals
- Strong customer service skills, computer skills and the ability to synthesize data in a manner ready for presentation and distribution
- Ability to meet deadlines and prioritize work assignments to meet timelines
- Excellent attention to detail
- Strong public speaking skills
- Ability to maintain a high level of confidentiality
- As with all nonprofit work, patience and a sense of humor are valuable skills

Resumes, along with a cover letter explaining your interest in this position, should be sent by email to Noreen Willhelm, Senior Fellow, nwillhelm@daytonfoundation.org.