



# IMPACT REPORT **2024**

Planting Seeds of Love to Grow Big Dreams

# Every Child Deserves A Champion

## We Train Those Champions

As the founder of the Early Education Career Institute, I have had the incredible privilege of witnessing firsthand the transformative power of quality early education. When we started this journey, our vision was clear: to empower aspiring educators with the knowledge, skills, and confidence they need to make a meaningful difference in the lives of young children and their families.

Every day, I am inspired by our dedicated learners—individuals who are passionate about nurturing the next generation. Their stories resonate deeply with me. Many come from diverse backgrounds, overcoming personal challenges to pursue their dreams in early childhood education. Their resilience fuels my commitment to providing not just education, but a supportive community that encourages growth and connection.

The impact of our work extends far beyond the walls of our classrooms. By equipping our students with comprehensive training and mentorship, we are not only shaping competent educators; we are fostering advocates for children's rights, champions for equity, and voices for families. Our graduates are stepping into their communities, igniting change, and building pathways to brighter futures for countless children.

I am proud to share that since 2022, we have empowered over 500 ECE apprentice, who have gone on to touch the lives of thousands of children. Each success story reinforces the importance of what we do—showing us that investing in early education is an investment in the future.

As we reflect on our achievements in this impact report, let us remember that every child deserves a strong foundation, and every educator deserves the opportunity to grow and thrive. Together, we

are not just creating jobs; we are cultivating hope, nurturing potential, and transforming lives.

Thank you for being an integral part of this movement. Together, we will continue to inspire change and elevate the importance of early education for generations to come.

Warm regards,

**Shawntel Green**

**Founder, Early Education Career Institute**



# Building **Strong Educators**

Our innovative approach incorporates adaptable apprenticeship pathways, opening doors for educators in agricultural, rural, tribal, and urban communities. EECI provides specialized training, recognized credentials like the Child Development Associate (CDA), and ongoing professional development to ensure every child receives quality education.

As a nonprofit leader, we break barriers in teacher training, foster strong partnerships, and drive innovation to build a skilled, diverse, and sustainable workforce. Empowered educators create brighter futures, and we are committed to making that a reality.

## OUR MISSION

The mission of EECI is to empower individuals with the skills and knowledge necessary to excel in early childhood education. We aim to foster a supportive learning environment that promotes developmentally appropriate practices and lifelong learning. EECI reduces barriers that prevent a thriving workforce for aspiring educators seeking to work with children from birth to 8 years of age.

## OUR VALUES

### **Every Child Matters**

Breaking barriers with multilingual programs and diverse learning opportunities.

### **Empowering Educators**

We equip professionals with the skills and confidence to create lasting change in early childhood education.

### **Integrity & Accountability**

We use resources wisely, ensuring transparency and trust with our students, partners, and supporters.

### **Collaboration & Respect**

We build strong partnerships based on mutual respect, working together to elevate the future of education.

### **Collaboration & Respect**

We continuously evolve, adapt, and grow because great education never stops.

**Every Milestone Is A  
Reminder Of Why We Do This  
— Let's Reflect And Grow.**



# Building a **Legacy of Opportunity**

The integrated training methodology offered by EECI, which is available online and in-person in six languages, provides opportunities for diverse communities, including Indiana's immigrant professionals. Our organization has made a lasting impact, with two full Workforce Hubs in South Carolina and Indiana, as well as more than 400 proud members in the National Association of ECE Apprentices. Our efforts are measured not just by numbers but also by the lives changed, families supported, and futures secured.

## 200+

**Apprentices Completed**  
Only 15 cancellations, with over 220 apprentices set to finish by June 2025.

## 6 Languages

**Multi-Language Impact**  
Programs offered in six languages, ensuring no aspiring educator is left behind.

## 9 State

**Nationwide Reach**  
Active participation in nine state workforce ETPL networks, driving change on a national scale.

## Helping You Shape Young Minds



### **Increase in Enrollment**

This year, our programs have blossomed, fueled by a **30% increase** in enrollment.



### **Increase in Enrollment**

Over **500+** eager students from **14 states** have chosen EECI as their launchpad into a fulfilling career in early childhood education.



### **Dual-Certificate Program: A New Benchmark for Excellence**

Our newly launched dual-certificate program, merging on-the-job learning with industry-recognized credentials has set a new benchmark for excellence and workforce readiness.

### **Future Educators Choose EECI Across 14 States**





# Apprenticeship: Changing Lives, One Success at a Time

Our apprenticeship model is the heartbeat of our impact:



## Empowering Immigrant Communities

Our multilingual apprenticeship program in Indiana has changed the lives of more than **300 professionals** from immigrant backgrounds by equipping them with the skills and confidence necessary to succeed as teachers.

## High Completion and Success Rates

Our program is proof of our persistent dedication, as more than **200 apprentices** have graduated successfully and only 15 have been canceled. By June 2025, more than 220 apprentices are expected to finish their training, fueling the future of early education.

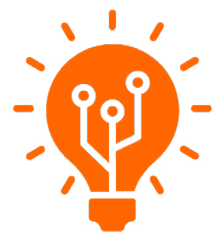


## Proven Outcomes

Our strategy is supported by research, which shows that apprenticeships can lower turnover by as much as **20%** ([Journal of Teacher Education](#)). Our approach changes educational communities in addition to fostering career advancement.

## Innovative Curriculum

We've built an evidence-based curriculum using the latest research and technology, ensuring every graduate is prepared to meet and exceed national standards.



## Community Engagement

We offer over **5,000 hours** of practical training.

Our workshops and seminars have reached more than **1,000 parents, caregivers, and educators.**

# Celebrating **Impact**

Great teachers don't just educate—they inspire, uplift, and change lives. Supporting them means investing in a better future for all children.





# Empowering Our Educators

At EECI, we believe that empowered educators create empowered communities. Our committed faculty members receive ongoing assistance in many languages and professional development, guaranteeing they are always up to date on the most effective teaching techniques. This investment in our team is reflected in the success stories of our graduates, many of our graduates have experienced a 20% rise in pay within six months after certification.

## Stories That Inspire

Behind every statistic is a story of determination and transformation. One graduate shared, “EECI’s mentorship and multi-language support gave me the confidence to pursue my dream of teaching. Today, I’m not just an educator, I’m a community leader.”

Such testimonials remind us that every trained educator is a beacon of hope for the next generation.

### Key Statistic



**100%**

of our graduates secure jobs within six months.

**20%**

salary increase after certification according to Alumni report.



**15%**

boost in wages can be achieved with high-quality training according to [New America study](#).

**20%**

increase in job retention with high-quality training according to [New America study](#).



# Bold Goals for a Brighter Tomorrow

Looking ahead, EECI is set to expand our impact:

01



**National Expansion:**  
We aim to bring our apprenticeship programs to even more states, leveraging our strong foundation in National Apprenticeship Standards and ETPL networks.

02



**Enhanced Virtual Learning:**  
We're committed to developing our online modules further, ensuring that every community, especially underserved areas, can access high-quality training.

03



**Increased Financial Support:**  
By securing additional scholarships and funding, we will support more low-income students in pursuing careers in early childhood education.

04



**Strengthening Partnerships:**  
We plan to deepen collaborations with local, state, and federal agencies, and with community organizations, to create more real-world training and mentoring opportunities.

## Together, We Make a Difference

EECI has a significant impact. Strong teachers are created through our partnerships, apprenticeships, and training. We provide pathways that lead to a sustainable profession, such as the CDA credential. One classroom, one apprentice, one success story at a time, join us in creating a future in which every kid receives instruction from a qualified, compassionate educator.





# Early Education CAREER INSTITUTE

## Thank You from the Heart

Because of you, more children are learning, more educators are growing, and more futures are changing for the better. We are deeply grateful to walk this journey with you.

For more information, visit us at [www.earlyeducationcareerinstitute.org](http://www.earlyeducationcareerinstitute.org)

