

# Early Childhood Mentorship Grant at-a-Glance

Building, preparing, and sustaining Colorado's early childhood workforce  
Arapahoe CC, Red Rocks CC, Northeastern Junior College CC, Morgan CC



## January–December 2025

### GOAL 1

### Upskill & Retain the Current Workforce (Skills Guides)

#### Nearly Half of Skills Guides Completed New Credentials

34 Skills Guides (SGs) recruited and trained, exceeding the 3-year grant target of 32  
80% increased reflective consultation  
80% improved mentoring/coaching  
55% experienced strong professional growth

#### Employer Feedback

100% of directors say SG role improves coaching capacity  
85% say role increases likelihood of retention at their program

Experienced educators sustained high-quality practice while expanding mentoring workload, evidence that the SG role functions as a viable leadership and retention pathway.



*I received my coaching credential! I would not have done that without this program.*

Skills Guide



### GOAL 2

### Prepare the Incoming Workforce (Students)

#### Mentored Students Earned Higher Grades and Passed Courses at Higher Rates



**A grades**  
71% Mentored  
51% Non-mentored



**Course pass rate**  
94% Mentored  
83% Non-mentored

#### Most Mentored Students Report Increased Confidence and Readiness (n=22)

91% increased confidence to teach  
91% improved readiness  
95% improved knowledge and skills  
95% satisfied with mentorship

#### Employer Feedback

100% of directors say employed mentored students increased competencies

Mentorship shifts student learning from course completion to applied instructional practice, an essential precursor to workforce readiness.



*This is a very good way to prepare individuals entering the ECE profession to gain valuable skills and be more prepared as they apply for positions in our community.*

Director

### Strengthen Recruitment & the Workforce Pipeline

### GOAL 3

#### Students with Skills Guide Support Are Continuing in ECE Coursework



18% of students continued from Spring into Fall coursework

#### Early Pipeline Indicators are Promising

Mentored students make up a larger share of those who stayed and moved forward in the ECE course sequence

#### Students Who Continued in ECE Coursework:

46% continued with a Skills Guide in Fall  
91% advanced to higher-level ECE coursework  
80% of advancers had a Skills Guide in Spring or Fall

#### Employer Feedback

93% of directors likely to recruit mentored students



*I don't think I could have made it through the semester without my Skills Guide.*

Student

