



voices of
tomorrow



JANUARY 2025 - DECEMBER 2025

impact report



PROVIDER SUPPORT & EDUCATION

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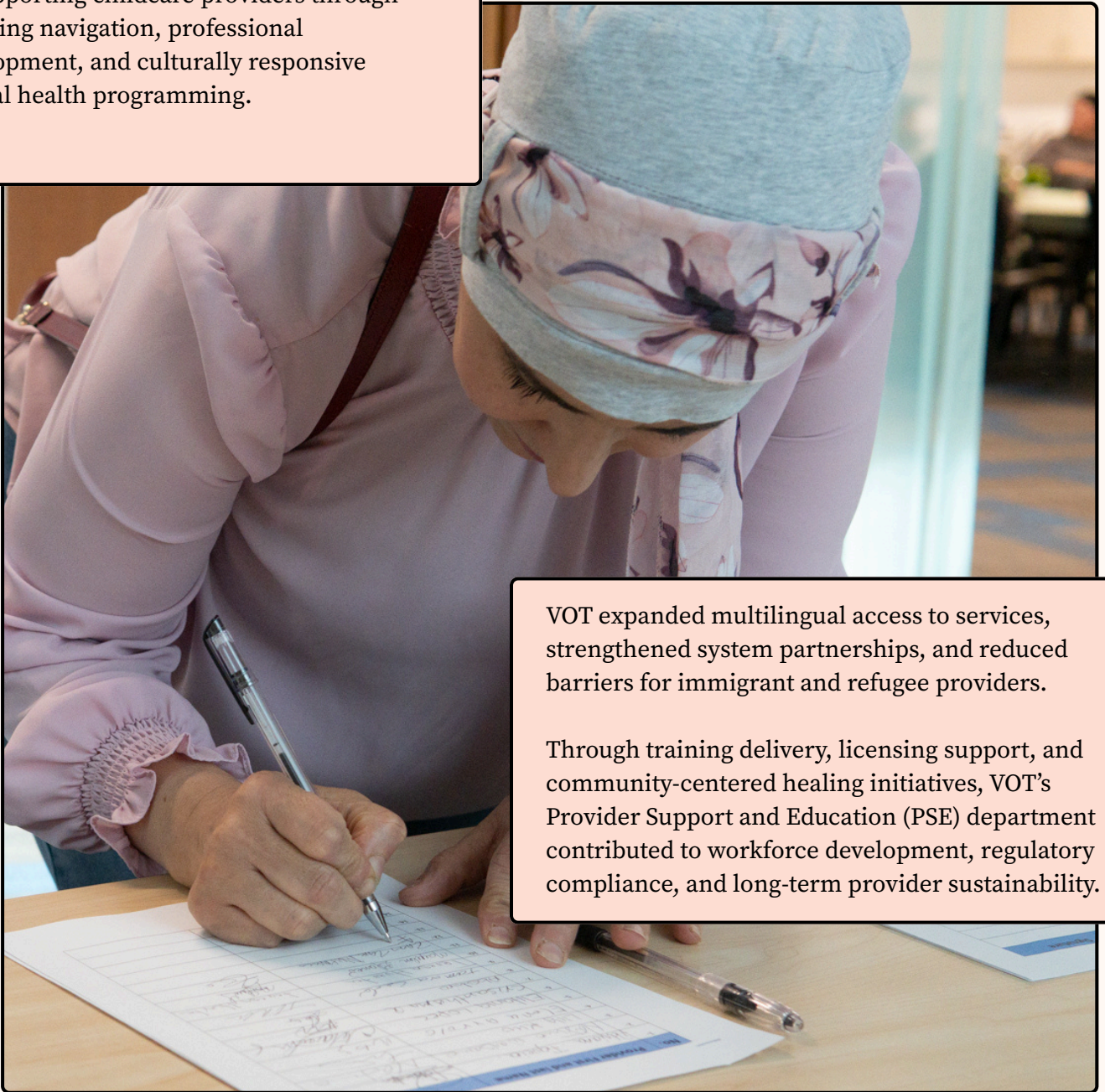
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EXECUTIVE SUMMARY

During the 2025 reporting period, **Voices Of Tomorrow (VOT)** strengthened the early learning workforce across Washington State by supporting childcare providers through licensing navigation, professional development, and culturally responsive mental health programming.

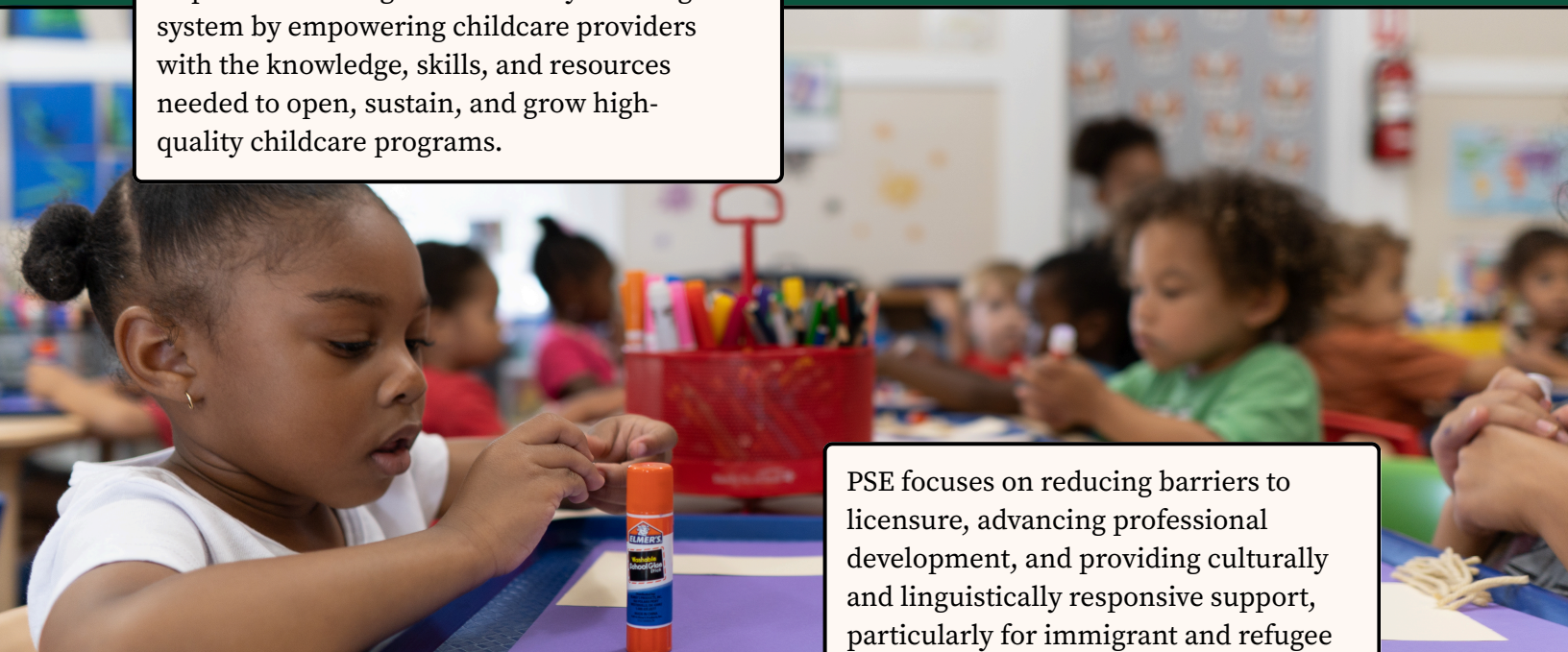


VOT expanded multilingual access to services, strengthened system partnerships, and reduced barriers for immigrant and refugee providers.

Through training delivery, licensing support, and community-centered healing initiatives, VOT's Provider Support and Education (PSE) department contributed to workforce development, regulatory compliance, and long-term provider sustainability.

CHILDCARE SUPPORT OVERVIEW

The Provider Support & Education (PSE) Department strengthens the early learning system by empowering childcare providers with the knowledge, skills, and resources needed to open, sustain, and grow high-quality childcare programs.



PSE focuses on reducing barriers to licensure, advancing professional development, and providing culturally and linguistically responsive support, particularly for immigrant and refugee communities.



PSE serves family child care providers, center-based providers, and prospective providers entering the licensing pipeline across Washington State.

PROGRAM AREAS

KING COUNTY HOUSING AUTHORITY (KCHA) CHILDCARE SUPPORT PROGRAM

Supports providers residing in King County Housing Authority properties through licensing navigation and technical assistance.

SERVICES INCLUDE

STEP-BY-STEP LICENSING GUIDANCE

MERIT AND WA COMPASS NAVIGATION

DOCUMENT PREPARATION SUPPORT

COMPLIANCE READINESS COACHING

CONNECTION TO COMMUNITY RESOURCES

COMMUNITY-CENTERED HEALING PROGRAM (CCHP)

Provides culturally and linguistically responsive trauma-informed mental health education for immigrant and refugee parents and caregivers.

FOCUS AREAS INCLUDE

TRAUMA HEALING EDUCATION,

STRESS MANAGEMENT STRATEGIES

EMOTIONAL REGULATION TOOLS

+ PEER SUPPORT

PROFESSIONAL DEVELOPMENT (PD) PROGRAM

Delivers DCYF-aligned professional development and workforce training to both new and experienced childcare providers.

TRAINING TOPICS INCLUDE

CHILD CARE BASICS (CCB)

ENHANCING QUALITY EARLY LEARNING (EQEL 1 & 2)

TRAUMA-INFORMED CARE (TIC)

SOCIAL-EMOTIONAL LEARNING (SEL)

INFANT MENTAL HEALTH (IMH)

PD also provides one-on-one technical assistance, licensing pathway support, and coordination with North Seattle College for higher education pathways.



PERFORMANCE & OUTCOMES

TRAINING DELIVERY

95%

Overall Satisfaction
& Completion Rate

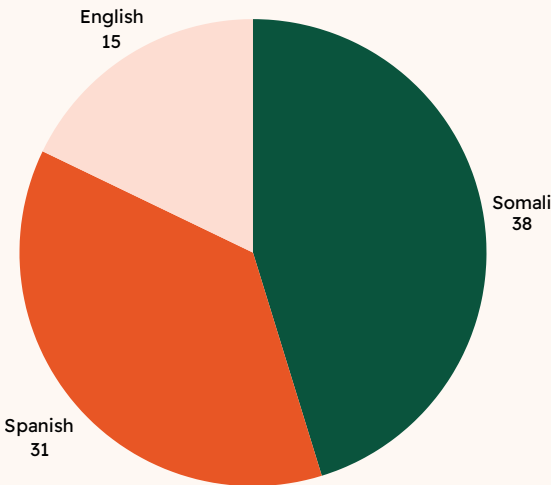


7,310 STARS HOURS
DELIVERED

61 PROVIDERS

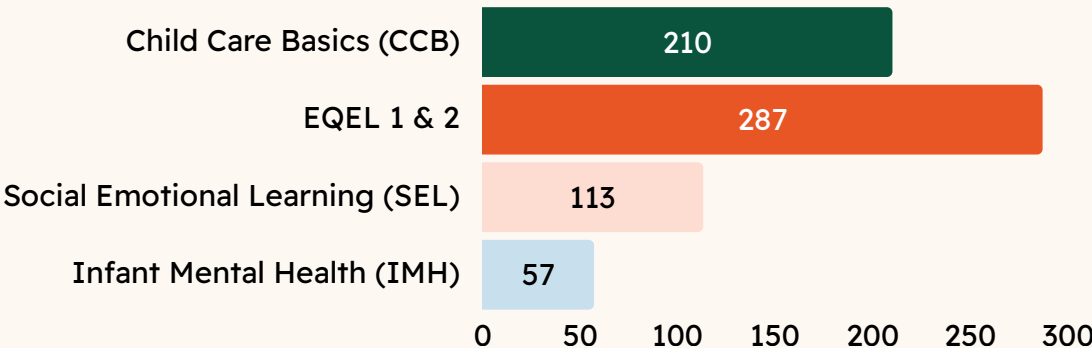
Participated Professional Development Trainings

TRAINING DELIVERY BY LANGUAGE



TRAINING PARTICIPATION BY TOPIC

OF PROVIDERS PARTICIPATED



Licensing Outcomes



63 NEW PROVIDERS

Successfully Completed the Licensing Process and Opened Childcare Businesses

2 PROVIDERS

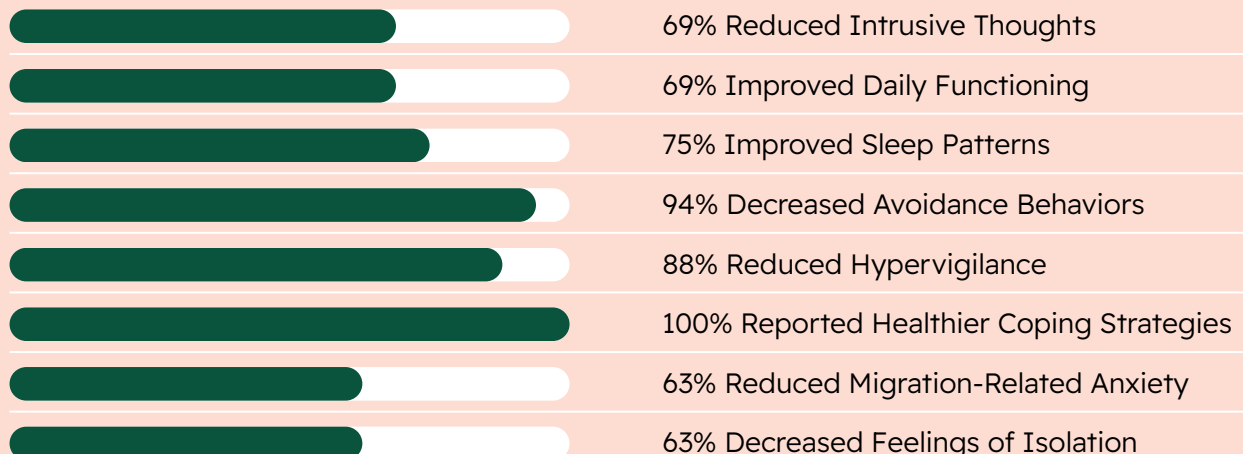
Remain actively progressing through the licensing pipeline.

Providers received individualized technical assistance, translated materials, and culturally responsive coaching, including navigation of MERIT and WA Compass systems.

Community-Centered Healing Outcomes

24 participants were served. 16 participants completed post-surveys.

POST-SURVEY RESULTS



PARTNERSHIP & COMMUNITY ENGAGEMENT

PSE maintained partnerships with DCYF, King County, the City of Seattle, King County Housing Authority, and North Seattle College, strengthening alignment across licensing systems, workforce development, and higher education pathways.

Community Cafés created two-way communication between providers and regulatory partners, addressing licensing updates, inspection processes, insurance access, housing stability, and regulatory clarity.



OUTCOMES & COMMUNITY IMPACT



Families participating in CCHP reported improved mental health awareness, reduced stress, and greater sense of belonging.

Providers reported increased confidence navigating licensing systems, improved professional knowledge and skills, and stronger connections to community resources.



PSE programs strengthened workforce capacity and supported long-term early learning stability across immigrant and refugee communities.



KEY CHALLENGES & LESSONS LEARNED

Program Delivery Required Balancing Virtual and in-Person Formats.

Recruiting Bilingual Trainers Required Continued Workforce Investment.

Providers Faced Competing Responsibilities and System Fatigue.

Complexity Within MERIT and WA Compass Systems and Limited Translated Materials
Created Additional Barriers.

PSE RESPONDED BY

Adjusting Pacing
Strengthening Outreach
Cross-Training Staff
and Advocating for System Improvements.

INNOVATION & SYSTEMS IMPROVEMENT

PSE acted as a bridge between immigrant and refugee providers and public systems by

Addressing Language-Access Gaps

Strengthening Coordination with DCYF

Aligning Workforce Development with Higher Education Pathways

And Creating Structured Feedback Loops Through Community Cafés.

CCHP integrated Trauma-Informed Mental Health into the Early Learning Workforce Ecosystem.



DATA DASHBOARD

95%

OVERALL SATISFACTION & COMPLETION RATE



667

TOTAL PROVIDERS SUPPORTED



7,310

STARS HOURS DELIVERED

PROVIDER TYPES

637

Family Child Care (FCC)

48

Center-Based

PRIMARY LANGUAGE GROUPS

Somali (majority)

Arabic

Spanish

English

LICENSING OUTCOMES



63

NEW PROVIDERS

Successfully Completed the Licensing Process and Opened Childcare Businesses

2 PROVIDERS

Remain actively progressing through the licensing pipeline.

Success Story

“My name is Sahra Hassan. I planned to open a home daycare business because I had experience working with children and knew I needed a childcare license to operate legally.

I felt overwhelmed by the licensing process until I connected with Voices of Tomorrow. The team guided me through each step, supported my paperwork, and helped me complete required DCYF trainings including Child Care Basics and EQEL.

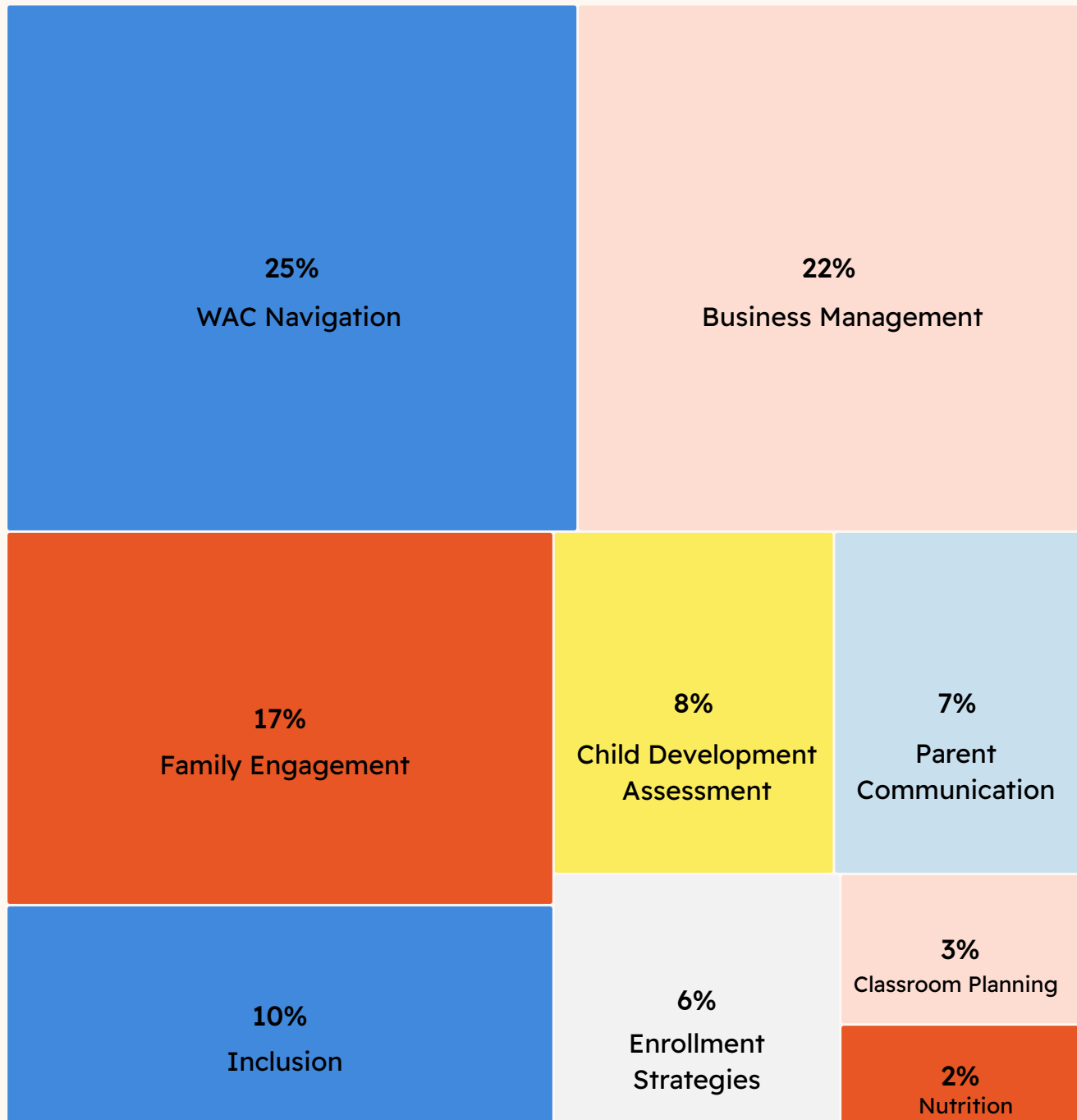
I successfully submitted my application and was approved for inspection. I am grateful for the support and encouragement throughout the entire process.”

— SAHRA HASSAN



LOOKING AHEAD

281 PROVIDERS IDENTIFIED PRIORITY AREAS INCLUDING



PSE will expand DCYF-aligned trainings, develop targeted offerings in high-demand areas, strengthen partnerships, and continue delivering culturally and linguistically responsive services statewide.



Voices of Tomorrow (VOT) is a community-based organization that services King and Pierce County, Washington.

We serve families and childcare providers in Washington's immigrant and refugee community, with a primary focus on the East African community.

Our mission is to preserve immigrant and refugee children's identity through culturally responsive child-focused programs.

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