

Early Support for Infants and Toddlers (ESIT): Career Pathways

Resource Fair

5/28/26

 King County

DCHS

Department of Community
and Human Services



Welcome! We are so glad to be here with you.





Agenda

- Overview of ESIT Services
- Types of ESIT Providers
- Career Pathways
- Resources

Who has heard of Early Support for Infants and Toddlers, aka Birth to Three Services, aka Part C?



1



2



3



4



5

Never heard of it

Really know it!

What is ESIT?



ESIT is called a lot of different names:

- Birth-To-Three Services
- Early Intervention Services
- Part C services
- **Early Support for Infants and Toddlers (ESIT)**

Early Support for Infants and Toddlers (ESIT)

- Comprehensive services for families with children, ages birth to three, who have developmental delays or disabilities.
- Services include:
 - Family Resources Coordination,
 - Early Education,
 - Speech Therapy,
 - Motor Therapy,
 - Infant Mental Health supports,
 - Feeding and Nutrition supports, and
 - Specialized supports for infants and toddlers who are Deaf or hard of hearing or Blind or low vision.
- ESIT Services take place at home, childcare, and community settings.



King County ESIT Agencies (Full Service)

- Akin
- Birth to Three
- Boyer Children's Clinic
- Children's Therapy Center
- ChildStrive
- Encompass
- Kinding
- Northwest Center Kids
- University of Washington-Experimental Education Unit
- Wonderland Child and Family Services

King County ESIT Agencies- Deaf and Hard of Hearing (DHH)

- Hearing, Speech and Deaf Center- Parent Infant Program
- Listen and Talk
- Northwest School for Deaf and Hard of Hearing Children- Family Conversations

[Video on Deaf/Hard of Hearing Services](#)

ESIT Services Happen in Natural Environments

At home



At child care



In community w/typically developing peers



What do services look like?



Children are whole beings!

- ESIT services provide support for the whole family.
- Services are play-based and adapted to the family's routine.
- The service plan is made with the family based on their priorities.
- Focus on relationship between child and parent/caregiver by using coaching.
- Coaching is a process to help parents learn strategies to support their child's development.

Which One is NOT ESIT?



Types of ESIT Providers

- Family Resources Coordinator (FRC)
- Developmental Specialist (DS)
- Speech Therapist
- Occupational Therapist
- Physical Therapist
- Infant Mental Health Provider
- Nutritionist/Dietician
- Developmental Specialist: Blind and Low Vision
- Developmental Specialist: Deaf and Hard of Hearing



Family Resources Coordinators (FRCs): Role

- FRCs support children and their families to access ESIT services through case management and coordination
- Responsibilities include:
 - Helping families understand their rights
 - Coordinating evaluations
 - Facilitating Individualized Family Service Plan (IFSP) meetings
 - Connecting families with community resources
 - Supporting transitions at age 3

Family Resources Coordinators (FRCs)

Qualifications

Required Qualifications

- High school diploma or GED
- Knowledge of:
 - Infant and toddler development
 - Family-centered, culturally-responsive practices
 - Teaming and collaboration
- Effective organizational skills
- Strong verbal and written communication skills

Desired Qualifications

- Associate's or Bachelor's degree related to children and families
- Knowledge of Individuals with Disabilities Education Act, Part C
- Knowledge of equity, racial, and social justice principles
- Understand accessibility, disability justice, inclusion and belonging
- Experience working with children and families

Developmental Specialists: Role

- Also known as Special Educators, Educators, Teachers
- The design of learning environments and activities that promote the child's learning in a variety of developmental areas, including cognitive processes and social interaction;
- Curriculum planning including the planned interaction of personnel, materials, and time and space, that leads to achieving the outcomes in the child's individualized family service plan;
- Providing families with information, skills, and support related to enhancing the skill development of the child; and
- Working with the caregiver and child to enhance the child's development.
- [The Role of Special Instruction in Early Intervention - Division for Early Childhood September 2024.pdf](#)

Developmental Specialists: Pathways

1. Bachelor's degree in Early Childhood Special Education (ECSE) or Inclusive Early Childhood Education
2. Bachelor's degree in an ECSE adjacent or related field, such as, but not limited to, Child Development, Child and Family Studies, Early Childhood Education, Elementary Education, Human Development, or Special Education, a transcript review will be completed to look for these 4 courses:
 - Child Development
 - Family Systems/Family Centered Practices
 - Assessment and Evaluation Process
 - Interventions/Curriculum Development

Local Programs*

- University of Washington
 - Early Childhood Special Education (Master's)
 - Early Care and Education (Online BA)
 - Early Childhood and Family Studies (BA)
- Edmonds College
 - Child, Youth, and Family Studies (BAS)

*These are examples and not all of the local programs

Local Programs*: Early Childhood Education

Bachelor of Applied Science (BAS)

- North Seattle College
- Highline College
- Green River College (infant mental health focus)

Associate in Applied Science (AAS)

- North Seattle College
- Highline College
- Bellevue College
- Green River College
- Lake Washington Institute of Technology
- Renton Technical College
- Pierce College

*These are examples and not all of the local programs

Speech Language Pathologists (SLP)

- Focus on communication and language such as understanding language and speaking, signing, or using communication devices
- Pathway
 1. Earn a Bachelor's Degree in a related field such as Communication Sciences, linguistics, psychology, or education
 2. Complete a Master's Degree in Speech-Language Pathology
 3. Complete a Clinical Fellowship
 4. Pass the Praxis Examination in SLP
 5. Obtain Certification and Licensure



Occupational Therapists (OT)

- Focus on fine motor skills such as feeding and using hands, self-help skills, and sensory needs
- Pathway
 1. Earn a Bachelor's Degree and complete prerequisite courses
 2. Gain observation and volunteer experience
 3. Complete a Graduate OT program (Master of OT or Doctor of OT)
 4. Complete a Clinical Fellowship
 5. Pass the Praxis Examination in SLP
 6. Obtain Certification and Licensure



Physical Therapists (PT)

- Focus on gross motor skills, such as crawling, standing, walking, running, climbing stairs
- Pathway
 1. Earn a Bachelor's Degree and complete prerequisite courses
 2. Complete a Doctor of Physical Therapy Program (DPT)
 3. Pass the National Physical Therapy Examination (NPTE)
 4. Obtain Licensure



Therapy Assistant Roles

- Certified Occupational Therapy Assistant (COTA) Associate of Applied Science
 - Lake Washington Institute of Technology*
 - Green River College*
- Physical Therapy Assistant (PTA) Associate of Applied Science
 - Lake Washington Institute of Technology*
 - Olympic College*
 - Pierce College*
- Speech Language Pathology Assistant (SLPA)

*These are examples and may not include all of the local programs

Infant Mental Health

- Focus on supporting the parent-child relationship and child's social-emotional skills
- Required: a Master's Degree and Licensure, example degrees:
 - Mental Health Counseling
 - Social Work
 - Marriage and Family Therapy
- Desired: training, endorsement, or certificate in Infant Mental Health

ESIT Career Pathways Scholarship Pilot: Purpose

King County's Early Support for Infants and Toddlers (ESIT) program seeks to retain and create career pathways for current ESIT workforce members, and to strengthen the ability of ESIT providers to work effectively with diverse families. The program also seeks to prepare people with lived experience (such as individuals with disabilities and parents of individuals with disabilities) to work in ESIT.



ESIT Career Pathways Scholarship Pilot: Vision and Mission

Vision: We dream of an ESIT workforce which centers equity, diversity, inclusion, and belonging for children, families, and staff at all levels.

Mission: We will develop a scholarship program that:

- Values people's racial, ethnic, disability, linguistic, and cultural identities, and their lived experiences.
- Breaks down barriers to access higher education and scholarship resources.
- Encourages people to pursue education and careers in King County ESIT who are able to provide culturally relevant services, including individuals who have disabilities and/or are bilingual or multilingual.

Scholarship Applications

Scheduled to open again in early spring 2027

Career Coaching

- Career coaching related to ESIT is available
- Contact Rima Fusisi at bsk-wested@wested.org

Resources

- [Early Support for Infants and Toddlers Providers | Washington State Department of Children, Youth, and Families](#)
- [Qualified Personnel Guidelines](#)

Be Part of EI

- [Be Part of Early Intervention - Home Page!](#)



Questions