

WHAT IS IT LIKE TO WORK AT DELC?



Oregon Department of
**Early Learning
and Care**

At the Oregon Department of Early Learning and Care (DELC), our work is more than a job — it is a shared purpose.

We work to ensure every child in Oregon has the opportunity to learn, grow, and thrive, regardless of their background, where they live, or the circumstances they were born into. We support families, strengthen communities, and build a foundation for lifelong success through equitable access to early learning and care.

Every role at DELC contributes to this mission. Whether you are shaping policy, supporting providers, managing programs, or working behind the scenes, your work helps create systems that uplift children and families across Oregon. Our employees bring a rich mix of professional expertise and lived experience — shaping not only what we do, but how we do it.

A Culture of Connection, Belonging, and Impact

DELC is a place where people show up for each other. Employees have opportunities to connect, collaborate, and lead real change through staff-driven committees and groups, including:

Wellness Committee — health, belonging, and well-being through events, newsletters, and celebrations

DEI Action Team — shaping agency strategies and expanding awareness through training and dialogue

Safety Committee — identifying and addressing workplace safety concerns for all employees

Rewards & Recognition — employees and managers can nominate colleagues for a Gold Standard Award, presented at our yearly all-staff meeting

Labor Management Committee — a joint union and management forum for collaborative problem-solving

Book Club — monthly lunch conversations around staff-selected books

Stay Connected & Informed

We keep employees informed and engaged through monthly DELC Bulletins and regular all-staff meetings, both virtual and in-person. We value open communication, encourage feedback at all levels, and collaborate across teams every day.

Work Environment

We offer a flexible, hybrid work environment. Most employees work primarily from home with occasional in-office time based on team needs. Schedules are developed in partnership with your manager, with options for alternative arrangements when possible.

We support work-life balance through a variety of paid leave options and are committed to employee growth through on-the-job learning, job shadowing, training, and rotational assignments. Managers provide ongoing coaching and feedback, with formal quarterly check-ins where employees are encouraged to share goals and career ambitions.

At DELC, you are not just building a career — you are helping build stronger futures for Oregon's children and families. Join our team where your voice is valued, your work has purpose, and your impact is real.