

EARLY CHILDHOOD  
**WORKFORCE**  
**CONNECTOR**



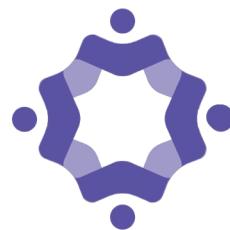
# Early Childhood Workforce Connector

MUS Learning Lab  
February 15, 2024

# Agenda



- Economic Imperative of Early Childhood Education
- U.S. DOL: Registered Apprenticeship (RA)
- The Early Childhood Workforce Connector (ECWC)
- RA in Early Childhood Education
- ECWC Support and Assistance
- Next Steps



# Introductions



Tracey Carey  
Executive Director  
Midwest Urban  
Strategies



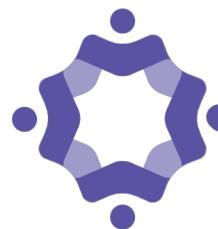
Lauren M. Smith  
Apprenticeship Training  
Program Specialist, Care  
Economy  
U.S. Department of Labor  
Office of Apprenticeship



Marjorie Cohen  
Project Manager  
Early Childhood  
Workforce Connector

# Economic Imperative of Early Childhood Education





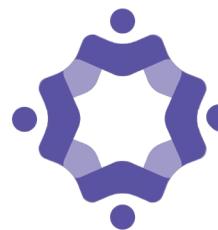
# Partnering for Investment in Child Care



Leveraging the capacity and resources of the public workforce system.

Addressing key barriers to labor market participation.

Investing in scalable and sustainable workforce development solutions.



# The True Cost of Child Care Access

**\$37 Billion**

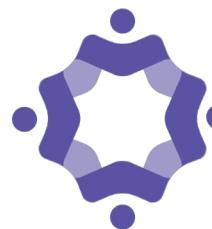
**Working parents** lose on average \$3,350 in lost earnings, reduced productivity, and time seeking employment.

**\$13 Billion**

**Businesses** lose on average \$1,150 per working parent in reduced revenue and in extra recruitment costs.

**\$7 Billion**

**Taxpayers** lose on average \$630 per working parent in lower income tax and sales tax.



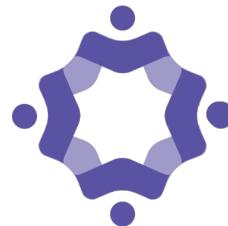
# ECE: An Economic Imperative



**36.6% of US households have children **under the age of 5.****

Inadequate access to childcare has a negative impact on **labor market participation**.

Disruptions in employment **decrease lifetime earnings, career progression, and economic stability**.



## Examples: WDB and ECE

- Southwestern **Oregon** Workforce Investment Board & Head Start
- **Michigan** Works! & Early Childhood Investment Corporation
- Full Employment Council (**Missouri**)
- Center for Workforce Innovation (**Missouri**)
- Stark Tuscarawas WDB (**Ohio**)
- **Wisconsin** Bureau of Apprenticeship Standards

# U.S. DOL: Registered Apprenticeship





# Registered Apprenticeship Overview

Lauren M. Smith, ATPS-Care Economy  
Office of Apprenticeship

February 15, 2024



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## **The U.S. Child Care Crisis Explained**

**Center for American Policy**

# Staff Shortages in ECE Post-Pandemic

- The National Association for the Education of Young Children (NAEYC), a nonprofit that represents the full spectrum of early childhood educators, surveyed 7,500 providers from mid-June to early July (2021) across all states and settings found that more than half of respondents are experiencing greater difficulties with recruiting and retaining staff now than before March 2020.
- Among providers who work in center-based settings, the survey found 81 percent are currently experiencing a staffing shortage, which NAEYC defines as having at least one role open and unfilled for a month or longer.
- This percentage rises to 83% of respondents from minority-owned programs who say they are experiencing a staffing shortage.
- 71% of respondents see the public schools as the most common alternative to working in ECE programs, followed closely by retail and warehouse jobs.

# Consequences of Staff Shortages in ECE

- Access to quality child care decreases
- Care centers close or take fewer children
- Care centers pass costs of care on to the family
- Children are waitlisted for long periods of time
- Fewer early childhood educators are fully qualified
- Outcomes for children in crucial areas of development fall behind
- Families must balance between the cost of child care against the benefits of a second income.
- Employers become short-staffed and suffer financial losses



## REGISTERED APPRENTICESHIP: A **PROVEN** WORKFORCE SOLUTION

Registered Apprenticeship is an **industry-driven, high-quality** career **pathway** where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work** experience, **receive progressive wage increases, classroom instruction**, and a portable, **nationally-recognized credential**.

# ABOUT US

## Our Team

The Registered Apprenticeship Program is administered by the Office of Apprenticeship (OA) under the Employment and Training Administration (ETA) in the DOL. We have apprenticeship offices and consultants located in every state across the country to help you. While some states have been recognized as State Apprenticeship Agencies by OA, we both provide technical assistance and support to program sponsors, answer questions about the apprenticeship model, guide partners on each phase of developing a program, connect businesses to training providers, and advise partners on available funding sources to support apprenticeships. Download our [fact sheet](#) to learn more about our team and what we do.

[Learn more about the differences between the Office of Apprenticeship and State Apprenticeship Agencies.](#)

### **National Office**

Our people based in Washington, DC

[MEET OUR NATIONAL OFFICE](#)

### **Regional Offices**

Our people representing six regions across the U.S.

[OUR REGIONAL OFFICES](#)

### **State Offices**

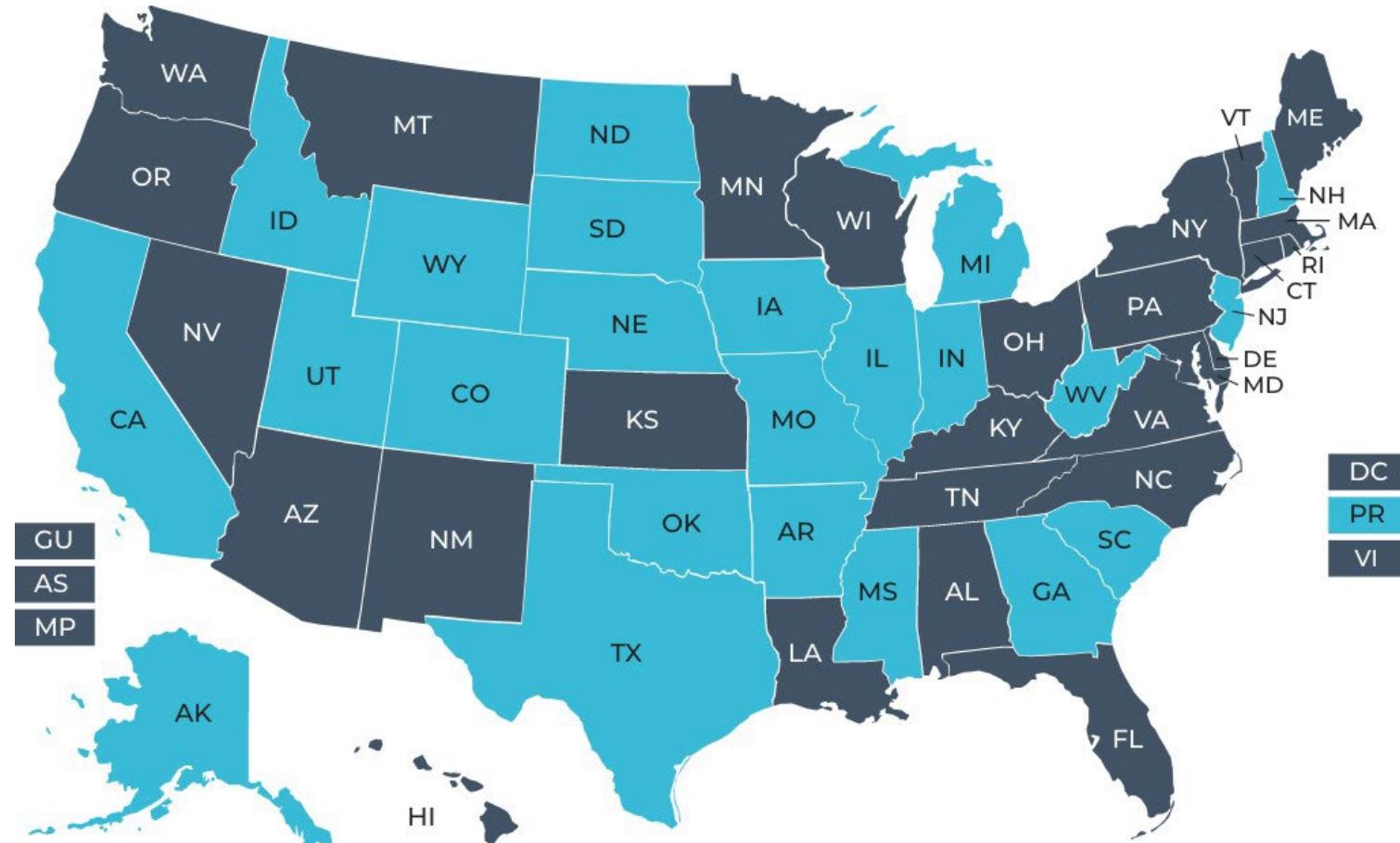
Our people representing all U.S. state and territories.

[OUR STATE OFFICES](#)

# THE REGISTERED APPRENTICESHIP SYSTEM

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■ Office of Apprenticeship (OA) ■ Recognized State Apprenticeship Agencies (SAA)



# SEVEN COMPONENTS OF REGISTERED APPRENTICESHIP



Industry-Led



Paid Job



On-the-Job  
Learning/Mentorship



Supplemental  
Education



Diversity

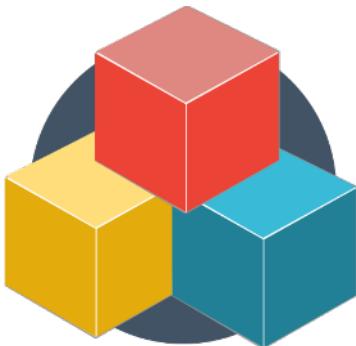


Quality &  
Safety



Nationally-Recognized  
Credentials

# HOW IT WORKS



## EXPLORE

Get to know apprenticeship, its benefits, and how different employers and sponsors are creating programs across industry and geography.

## BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.

## PARTNER

Collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program.

## REGISTER

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program.

## LAUNCH

Recruit prospective apprentices, measure and monitor your program, and share your program success.

# APPRENTICESHIP FUNDING – ACCESSING RESOURCES



## Open Funding Opportunities:

Are you looking for open funding opportunities to promote and expand apprenticeship? All [DOL funding opportunities](#) are posted on the apprenticeship.gov website



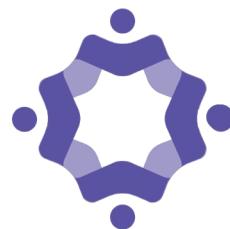
## Connecting with Existing Registered Apprenticeship Investments

Are you looking for an organization currently funded by the U.S. Department of Labor to help promote and expand apprenticeship? Visit DOL's [Registered Apprenticeship Awardee Search](#) for a Database of apprenticeship investments, searchable by industry, location, and organization name. You can also learn more about accessing WIOA funding, state credits and tuition support.

# Early Childhood Workforce Connector



*Promotes developing, launching, and expanding Registered Apprenticeship (RA) programs to support and sustain a diverse, inclusive, well-qualified, and well-compensated early childhood education (ECE) workforce*



# US-DOL Industry Intermediaries

Industry Intermediaries help accelerate  
Registered Apprenticeship program  
**development and creation** of new  
sector-based apprenticeship partnerships.

The ECWC is doing this work to **support**  
**the early childhood education workforce.**



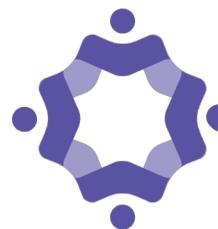


# ECWC Partners



# RA in Early Childhood Education

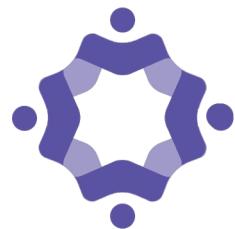




# Why Registered Apprenticeship in ECE?

- **Advance knowledge**, skills, and credentials for ECE professionals
- **Support services** for apprenticeship
- Commitment to **diversity, equity, inclusion, and accessibility**
- **Credentialed** ECE Career pathways
- Access to **funding**





# Registered Apprenticeship: A Strategy to Increase Access

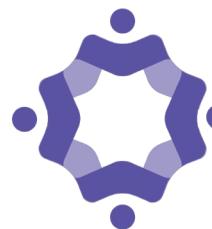


Builds qualified early care workforce

- Opens more classrooms
- Creates increased access

Increases the early care workforce

- Increases number of workers
- Decreases turnover



# RA ECE Occupations

- Early Childhood Educator
- Early Childhood Teacher Assistant
- Child Care Development Specialist





# Employer-Sponsored Early Care RA: Example

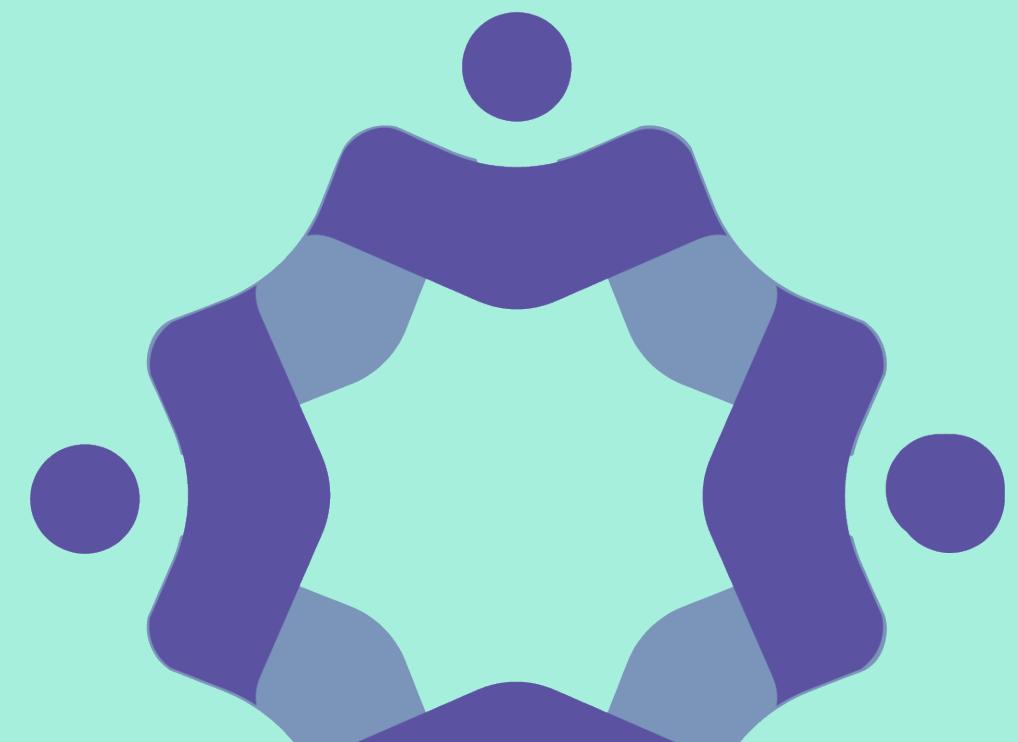
## Rockcastle Regional Hospital, Mt. Vernon, Kentucky

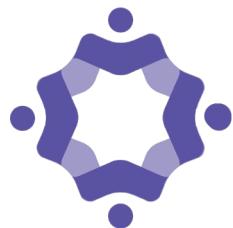
- Hospital Sponsors Nurses Assistant Registered Apprenticeship Program (RAP)
- Hospital Has On-Site Child Care



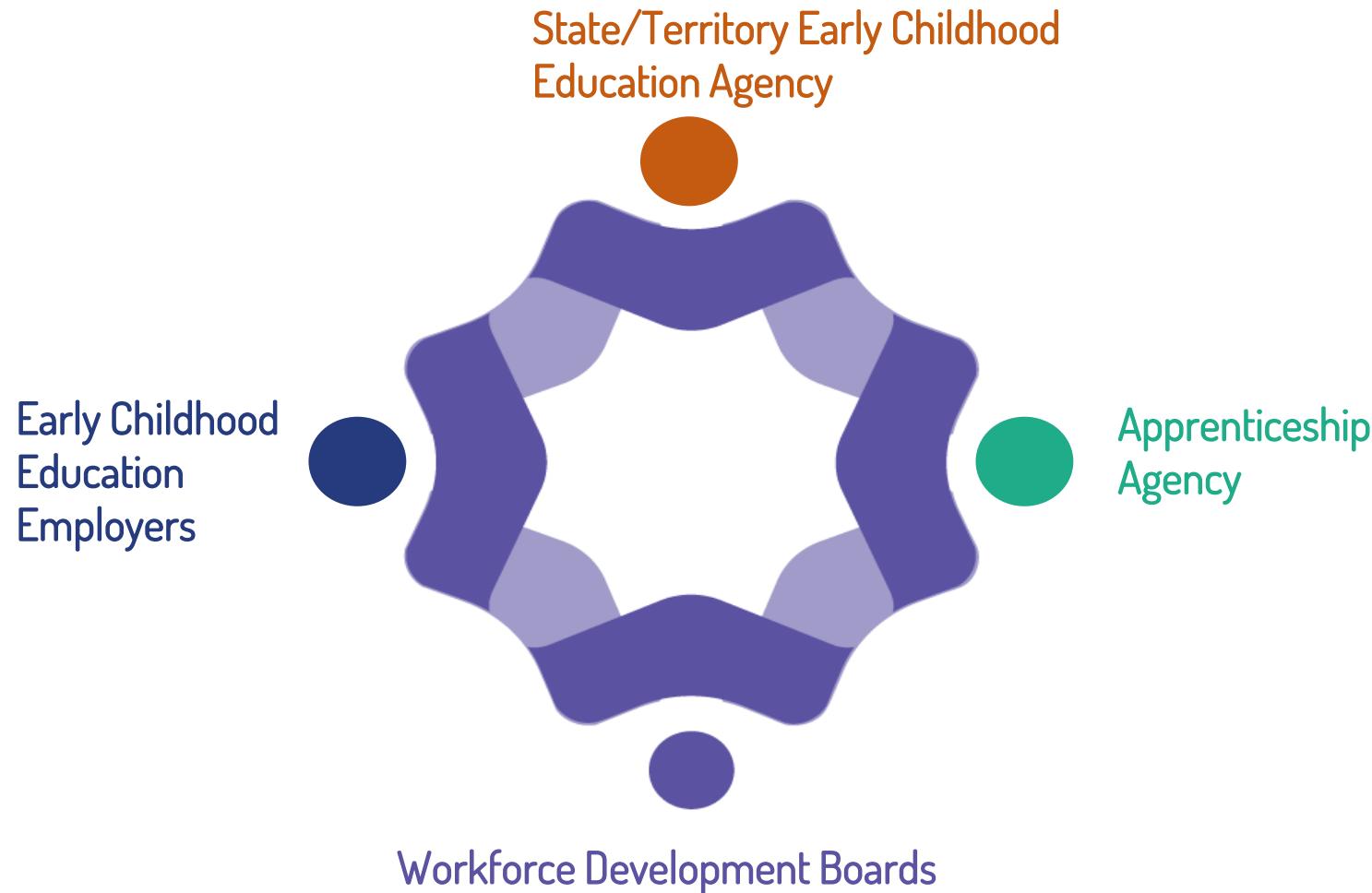
- KY Governor's Office of Early Childhood Sponsors ECE RAPs
- Hospital Launches ECE RAP for On-Site Child Care

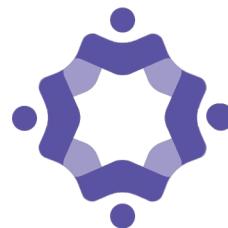
# ECWC Support and Assistance





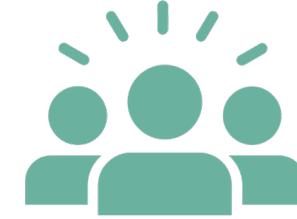
# ECE RA Partnerships

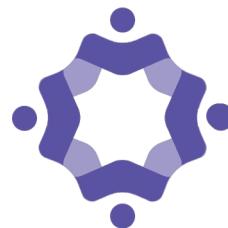




# ECWC Connects With...

- Early childhood providers
- State and local government agencies
- Businesses/employers
- Local workforce development boards and Chamber of Commerce
- Education institutions
- ECE career seekers and staff members





# Support & Assistance

Program Development & Expansion

Education & Outreach

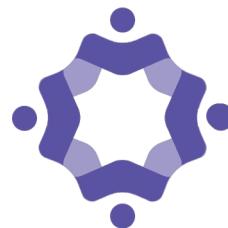
Curriculum & Development

Apprentice Recruitment

Funding

*All at no cost!*





# Connecting to RA and ECWC

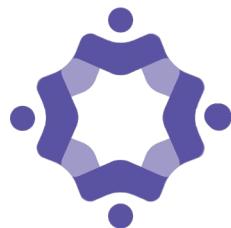
- Role of WDBs
- Role of Business Community
- Role of ECE Employers



# Next Steps



- **Partner** with ECWC
- **Co-facilitate** learning labs with ECE to introduce ECWC and Registered Apprenticeship.
- **Support** ECE as a career pathway, starting with RA.
- Consider **sponsoring** an ECE RA program.
- **Share** your experiences with practitioners and the broader workforce system.



# Connect with Us!

 [ECWConnector.org](http://ECWConnector.org)

 [info@ECWConnector.org](mailto:info@ECWConnector.org)

 [ECWConnector](#)

 [Sign up for our e-newsletter](#)

# Thank you!

## The Early Childhood Workforce Connector (ECWC)

promotes developing, launching, and expanding Registered Apprenticeship (RA) programs to support and sustain a diverse, inclusive, well-qualified, and well-compensated early childhood education (ECE) workforce.

ECE RA programs assist child care centers and other early childhood education employers in creating high-quality, accessible, supportive, and equitable care and work environments that help lift the entire community and the local workforce. A strong, inclusive, and robust early childhood ecosystem contributes to the health and well-being of young children and their families, as well as the broader economy. As a U.S. Department of Labor (U.S. DOL)-funded Early Childhood Education Intermediary, ECWC provides customized technical assistance, including help with curriculum development, outreach and recruitment, mentor training, accessing available funding, and much more.

## Why Registered Apprenticeship in ECE?

[Registered Apprenticeships are an important](#)



**EARLY CHILDHOOD  
WORKFORCE  
CONNECTOR**

## ECWC Support and Assistance:

- Connect early childhood employers, sponsors, and education institutions to practices that enhance diversity, equity, inclusion, and accessibility.
- Provide state agencies, program sponsors, ECE providers and other employers technical assistance for Registered Apprenticeship.
- Foster connections between local workforce development boards and ECE partners.
- Offer support to access financial incentives and other funding resources to develop or expand ECE Registered Apprenticeship programs.
- Develop customized outreach, marketing, recruitment, and retention strategies for ECE Registered Apprenticeship programs.