

EARLY CHILDHOOD  
**WORKFORCE  
CONNECTOR**

# How the Workforce Development System Can Support Early Childhood Education Registered Apprenticeship Programs

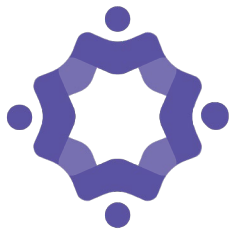
March 14, 2024

# Welcome



## Housekeeping:

- Closed Captions
- Participants Mute/Unmute
- Chat Feature
- Slides and Recording Available



# Meet the Presenters



**Marjorie Cohen**

Early Childhood Workforce Connector,  
Project Manager



**Robyn Minton-Holmes**

Early Childhood Workforce Connector,  
Subject Matter Expert

Midwest Urban Strategies, Senior Director  
of Operations

# Agenda

- Partnering with the Early Childhood Workforce Connector (ECWC)
- What is Workforce Development?
- ECE's Role in the Local Workforce
- Examples from Workforce Development Boards
- How Workforce Development Boards Can Support ECE RAPs
- Q&A



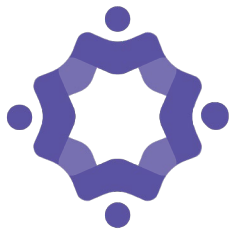


# Council for Professional Recognition

*Promotes improved performance and recognition of  
professionals in the early childhood education of  
children ages birth to 5 years old.*

# Partnering with the Early Childhood Workforce Connector

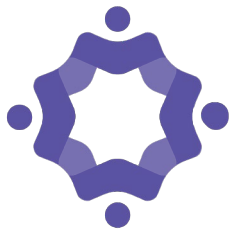




# Audience Poll

- Did you come to our last webinar, Registered Apprenticeship in Early Childhood, on February 22<sup>nd</sup>?
  - Yes
  - No
  - I can't remember



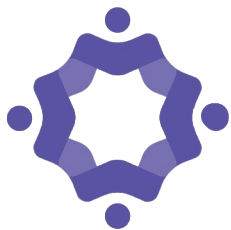


# Early Childhood Workforce Connector

*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*







# What is Registered Apprenticeship?



Earn-while-you-learn model



On-the-job professional learning



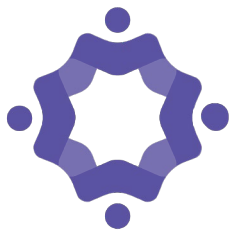
ECE-related coursework



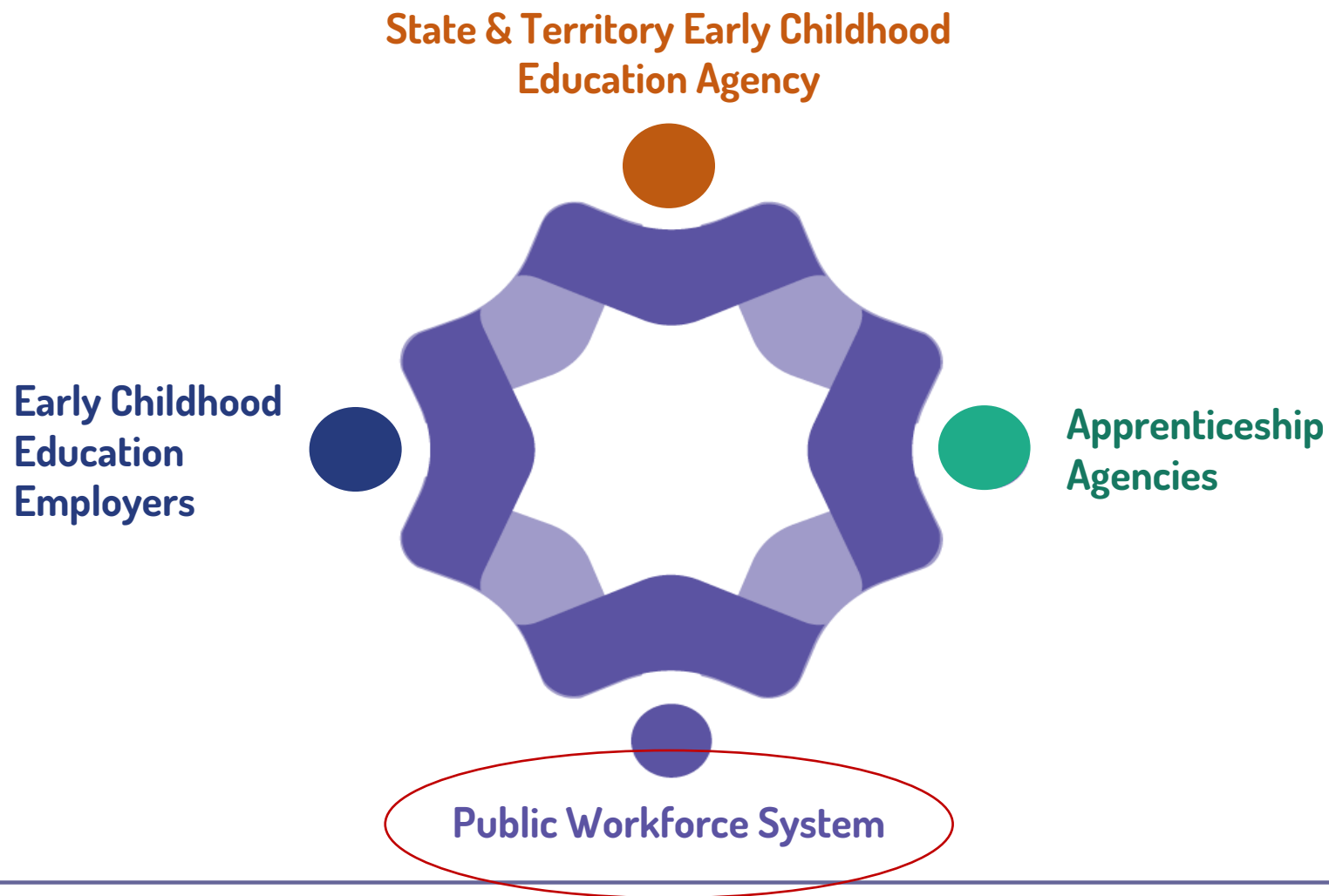
Mentorship & coaching



Nationally-recognized credential

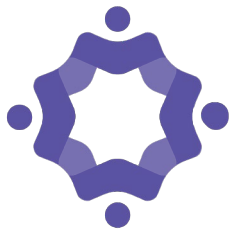


# ECE RAPs Partnerships



# What is Workforce Development?



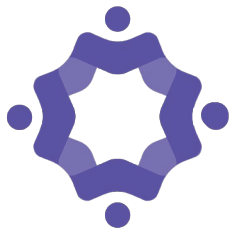


# Midwest Urban Strategies



- A consortium of workforce boards from across the Midwest
- Advance innovation and best practices through intentional collaboration
- Use an equity lens to support diverse workers
- Design, test, and implement workforce strategies and practices

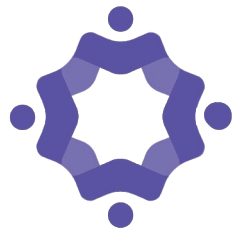




# Audience Poll

- How much do you know about workforce development boards?
  - I don't know much
  - I know a little bit
  - I know a good amount
  - I know a lot



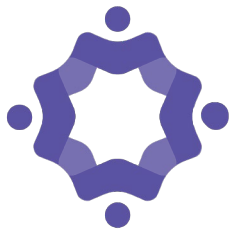


# What is the Workforce System?

- Local partnerships led by the designated workforce development board to **coordinate funding and resources**.
- Examples of funding and resources
  - Money for trainings
  - Support services
  - Engagement with other businesses







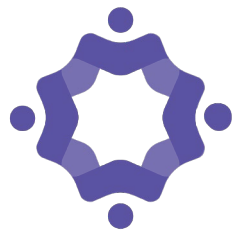
# The Workforce Innovation and Opportunity Act

## WIOA governs the workforce system

Differs from state to state

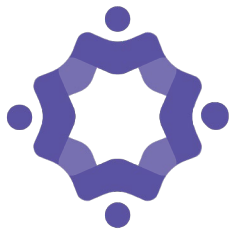
- Services include
  - Education and skill building
  - Supportive services
  - On-the-job training
  - Career and technical education
- Services are for
  - Employers
  - Workers
  - Adults & youth





# More About Workforce Development





# What Services do Workforce Boards Provide?



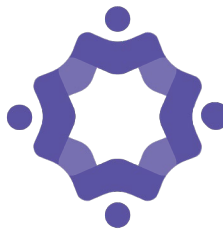
Employment services



Assist employers in finding talented skilled workers



Help job seekers and workers grow their skills



# The Role of Local Workforce Development Boards

## ● Workforce Boards

CareerCenter, Workforce Partnership

## ● Targeted Services

Military, re-entry, special needs support

## ● Youth Services

Summer jobs programs and youth training initiatives



## ● Education Connection

Higher education and specialized training programs

## ● Job Training

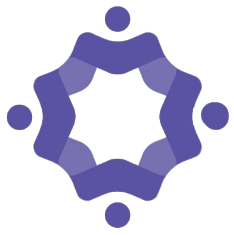
RA, job placement, vocational training

## ● Workforce Advocacy

Advocating for policies for workers and communities

# ECE's Role in the Local Workforce



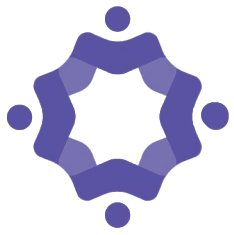


# ECE: An Economic Imperative

- **36.6%** of US households have children **under the age of 5**
- Inadequate access to childcare has a **negative impact on labor market participation**
- The number of workers who are part-time because of inadequate access to childcare has **increased every year since 2014**
- Disruptions in employment **decrease lifetime earnings, career progression, and economic stability**







# 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.

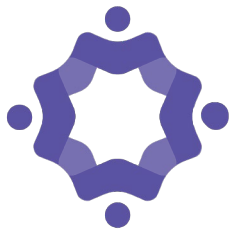
## \$13 Billion

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

## \$7 Billion

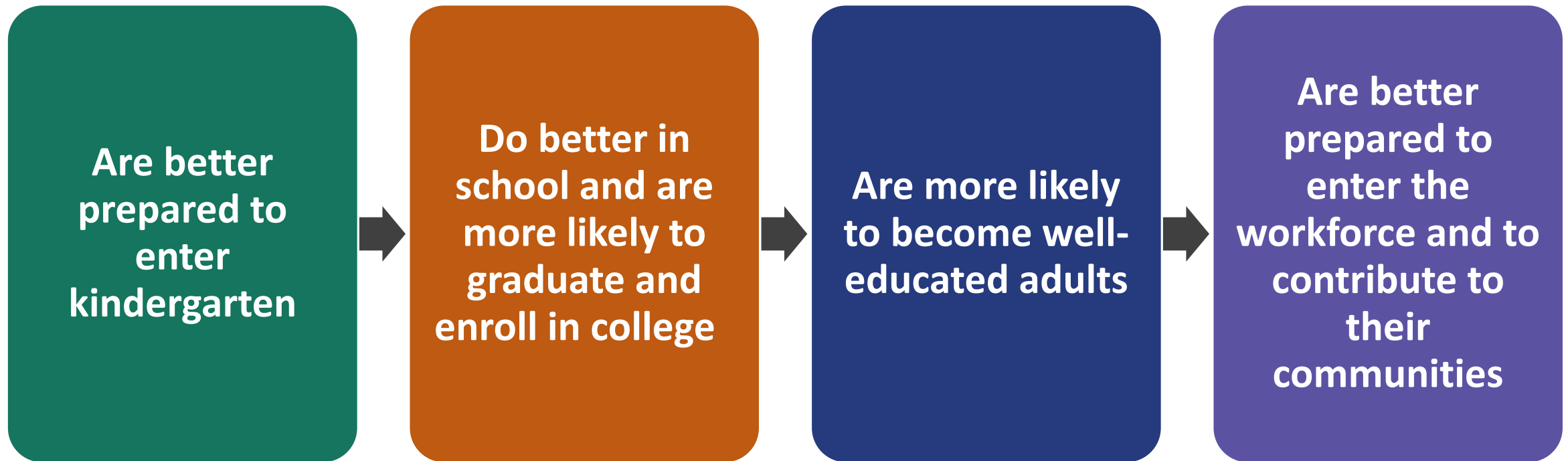
Taxpayers lose on average **\$630 per working parent** in lower income tax and sales tax.

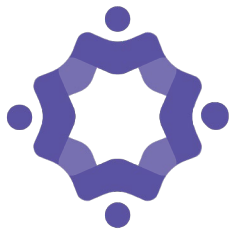




# Investing in ECE

Children who have had quality early experiences...





# RA as a Strategy to Increase Access

Build up the ECE workforce  
by creating more qualified  
teachers



Additional qualified  
teachers leads to more  
classroom openings for  
children

Progressive wages leads to  
a decrease in teacher  
turnover

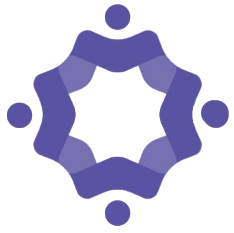


Decreased turnover leads  
to a more stable workforce  
and environment for  
children to learn and grow



# Examples from Workforce Development Boards





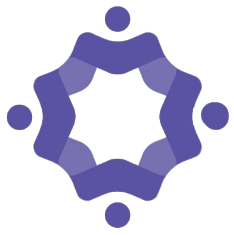
# State Example: Missouri



**Shelley Penn**  
Senior Vice President and  
Chief Operations Officer,  
Full Employment Council,  
Inc



**Nicole Dotson**  
Northside Economic  
Empowerment Center  
Manager



# Kansas City Full Employment Council

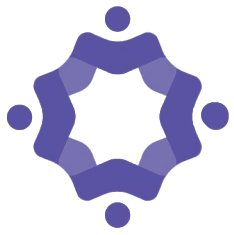


## ECE RAP Intermediary & Group Sponsor

- Supporting local childcare businesses to develop Registered Apprenticeship programs
- Growing the Missouri talent pipeline for childcare workers
- Ensuring childcare access for Missouri workers
- Collaborating with the YWCA and local Urban League







# St. Louis Missouri Job Center



ST. LOUIS DEVELOPMENT CORPORATION

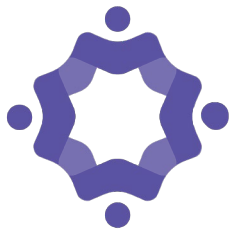
## SLATE

St. Louis Agency on Training and Employment  
MISSOURI JOB CENTER

## Economic Development Solutions

- Collaborating with
  - The Workforce Board
  - Urban League
  - YWCA
- Integrating childcare sites into facilities across the city to expand access to childcare





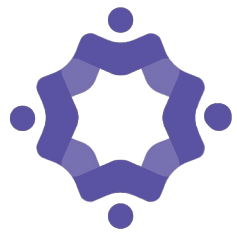
# Audience Poll

- Do you know who your local workforce board is?
  - Yes! We have a great partnership
  - Yes, I know who they are, but we don't have a strong connection
  - Somewhat, I think I have seen them around
  - Nope



# How Workforce Development Boards Can Support ECE RAPs

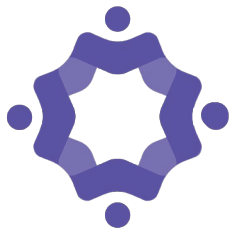




# Workforce Development Board Services



- Assist thousands of customers in finding employment
- Skills upgrading, career coaching, and wrap-around services
- Find talented skilled workers for hundreds of employers
- Create pipeline of workers



# The Power of Connecting with WDBs for RAPs

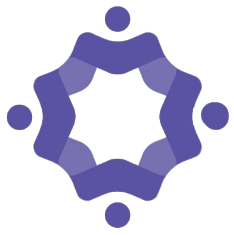
## Apprentice Support

- Life needs
- Career Connections + Coaching
- Assist with reasonable accommodation requests
- Pay for related training

## Employer Support

- On-the-job training (*wage reimbursement*)
- Recruitment and pre-hire services
- Tax incentives and other funding resources

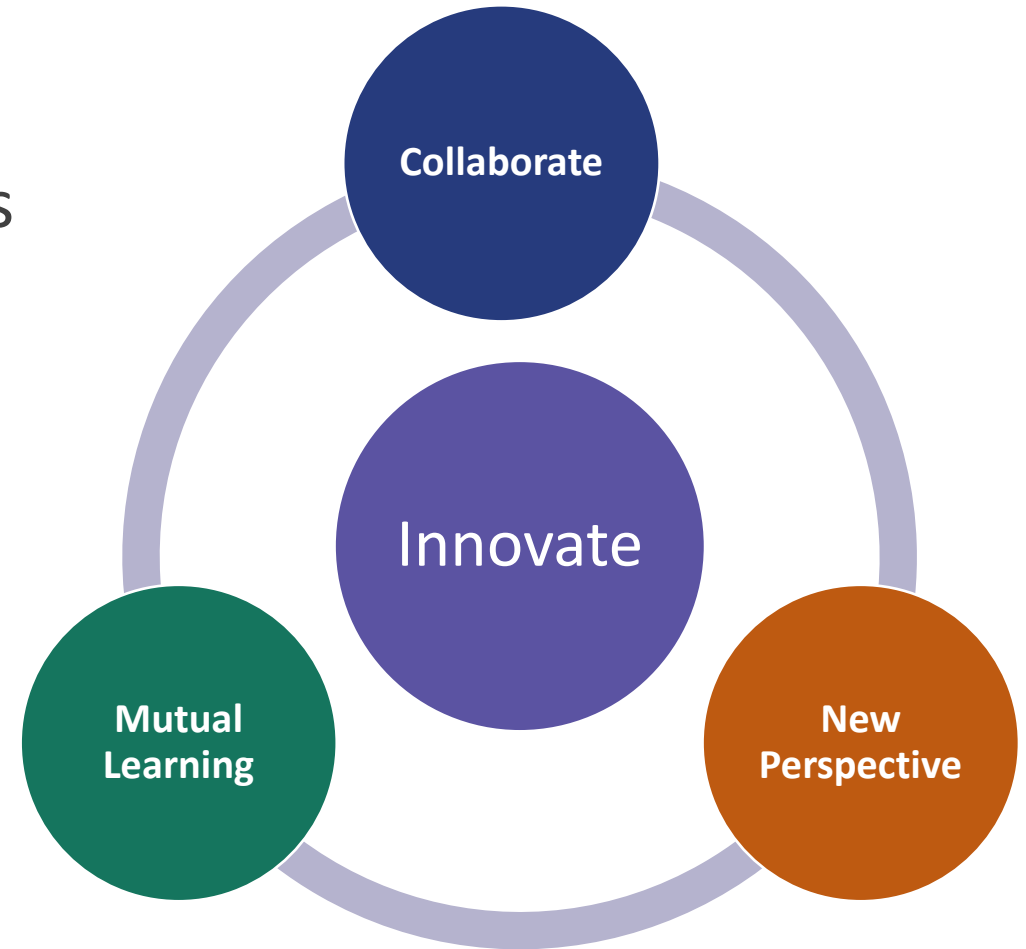




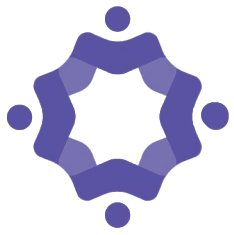
# Collaborate with Your Local WDB

## Intentional Collaboration

- Sharing information about business needs
- Aligning local goals
- Coordinating service delivery
- Leveraging resources
- Creating a common vision
- Trust





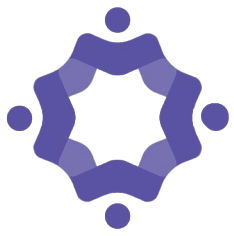


# Connect with Your Local Workforce Board

- Meet with the executive director
  - Single ECE provider
  - Join a coalition of ECE providers
- Participate in hiring fairs
- Participate in workforce board committees
- Invite staff to visit



*Focus on the economic imperative of ECE*

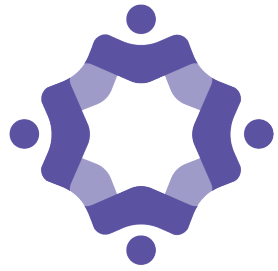


# How to Find Your Local Workforce Board

- Go to:  
[CareerOneStop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx](https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx)
- Select your state

The screenshot shows the CareerOneStop website interface. At the top, the logo and tagline "your source for career exploration, training & jobs" are visible, along with a note about being a proud partner of the American Job Center network. Navigation links include "Explore Careers", "Find Training", "Job Search", "Find Local Help", "Toolkit", and "Resources For". A search bar is present with "Login" and "Español" options. The main content area is titled "Workforce Development Board Finder". Below this, there's a "New Search" button and a "Your Search" section where "Virginia" is selected in the "Location" dropdown. A "Search" button is also present. To the right, there are social media icons for Facebook, Twitter, and LinkedIn. Below the search section, a message states: "Below is a list of the Workforce Development Boards closest to your location. Use the phone numbers or websites listed to contact any organizations. Search in a different area by typing a new location into the box and clicking 'Search.'". It then says "We found 15 Workforce Development Boards in Virginia." A table follows with columns for "Name", "Location", and "Service Area". The first entry is the "Virginia Board of Workforce Development" located at "1111 East Broad Street, Office of the Governor, Richmond, VA 23219". The second entry is partially visible, showing "Alexandria/Arlington" and "2400 Washington Blvd".

Name	Location	Service Area
<a href="#">Virginia Board of Workforce Development</a>	1111 East Broad Street Office of the Governor Richmond, VA 23219	Virginia <a href="#">Virginia WDB Map</a>
Alexandria/Arlington	2400 Washington Blvd	Alexandria, Arlington



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# Q & A



A stylized flame graphic on the left side of the image, composed of overlapping leaf-like shapes in shades of red, orange, and yellow. The background features a large, light pink circular shape and several other flame-like shapes in yellow and orange on the right side.

# 2024

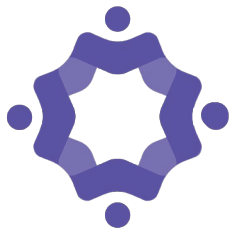
## Early Educators Leadership Conference

*Igniting Innovation in Early Childhood:  
From Passion to Action*

OCTOBER 16-19, 2024

COUNCIL  
— for —  
PROFESSIONAL  
RECOGNITION

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# Next Sessions

## Investing in Early Childhood Education Careers: Navigating Funding for Registered Apprenticeship

**Date:** April 18, 2024, 1:00 – 2:00 PM EST





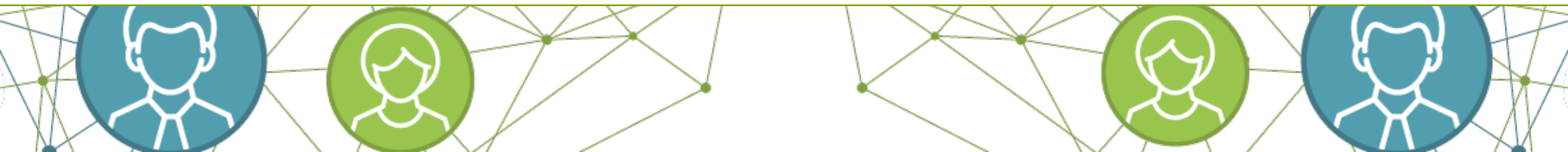
*Join the new...*

## Council Alumni Network

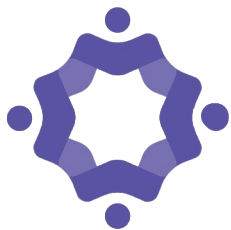
Join the Council Alumni Network (CAN) today and take full advantage of opportunities for you to stay engaged and connected to your colleagues and other Council alumni participants. Don't miss access to special events and promotions!

**Learn More & Join Here:**

**[councilcan.org](http://councilcan.org)**







# Connect with Us!



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## Thank you!

