

EARLY CHILDHOOD WORKFORCE CONNECTOR

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

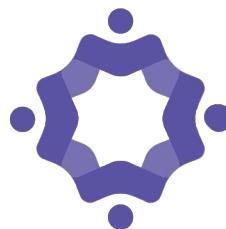
March 14, 2024

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

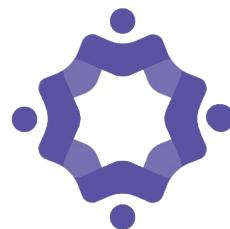


Council for Professional Recognition

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

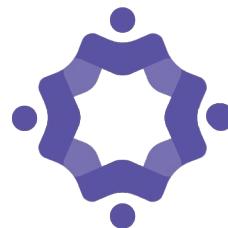




Audience Poll

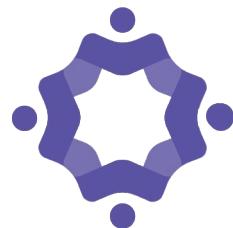
- Did you come to our last webinar, Registered Apprenticeship in Early Childhood, on February 22nd?
 - Yes
 - No
 - I can't remember





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



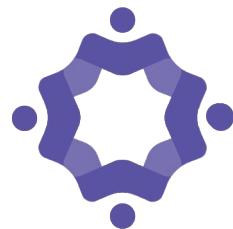
ECE-related coursework



Mentorship & coaching



Nationally-recognized credential



ECE RAPs Partnerships

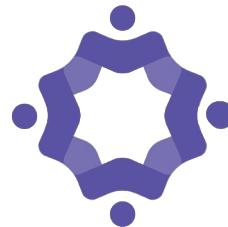
State & Territory Early Childhood
Education Agency

Early Childhood
Education
Employers



What is Workforce Development?

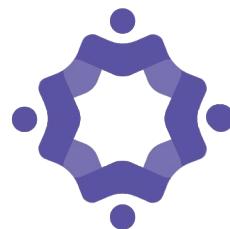




Midwest Urban Strategies



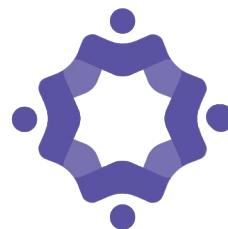
- A consortium of workforce boards from across the Midwest
- Advance innovation and best practices through intentional collaboration
- Use an equity lens to support diverse workers
- Design, test, and implement workforce strategies and practices



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

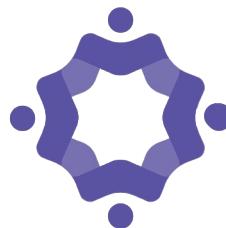




What is the Workforce System?

- 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





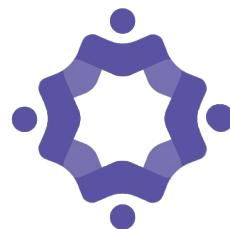
The Workforce Innovation and Opportunity Act

WIOA governs the workforce system

Differs from state to state

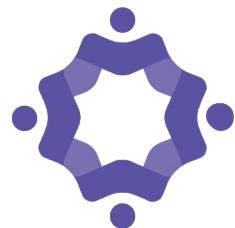
- Services include
 - Education and skill building
 - Supportive services
 - On-the-job training
 - Career and technical education
- Services are for
 - Employers
 - Workers
 - Adults & youth





More About Workforce Development





What Services do Workforce Boards Provide?



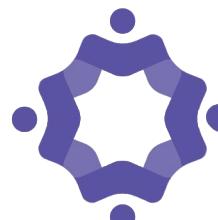
Employment services



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

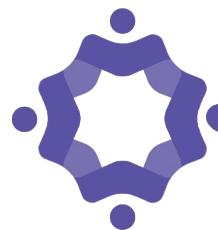
Workforce Advocacy

Advocating for policies for workers and communities



ECE's Role in the Local Workforce

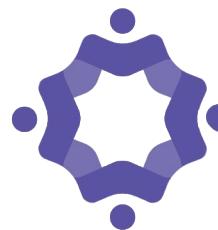




ECE: An Economic Imperative

- **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

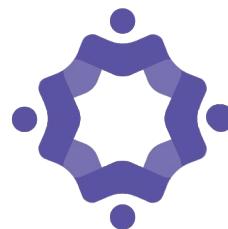
Working parents lose on average \$3,350 in lost earnings, reduced productivity, and time seeking employment.

\$13 Billion

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

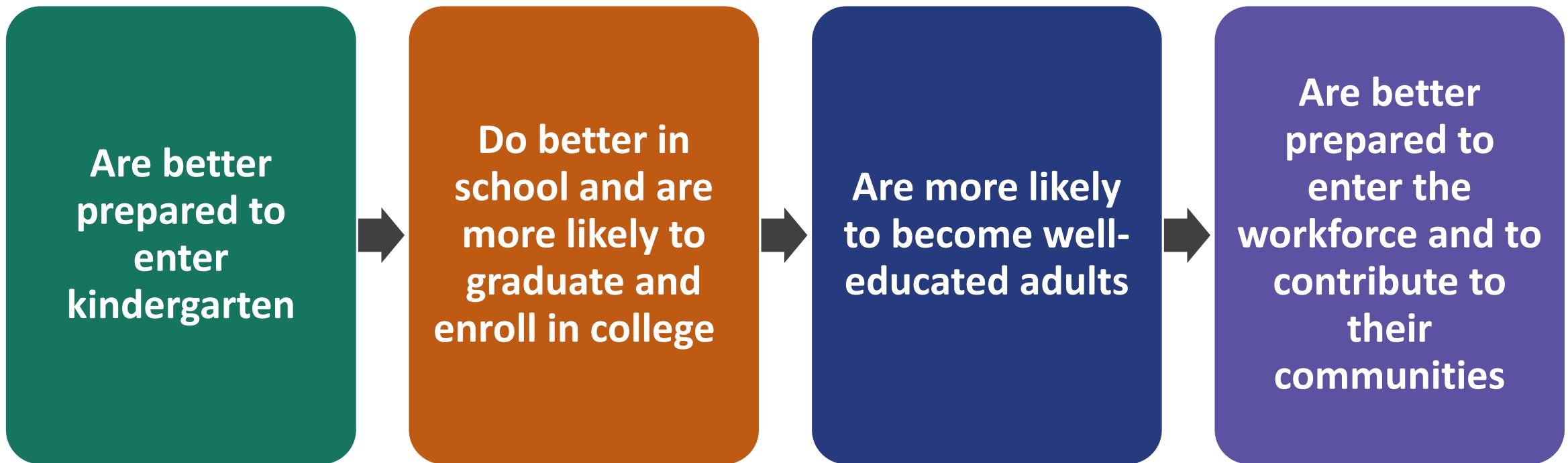
\$7 Billion

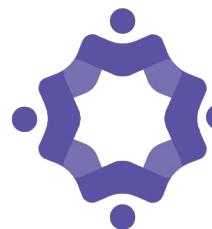
Taxpayers lose on average \$630 per working parent in lower income tax and sales tax.



Investing in ECE

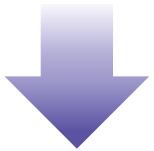
Children who have had quality early experiences...





RA as a Strategy to Increase Access

Build up the ECE workforce by creating more qualified teachers

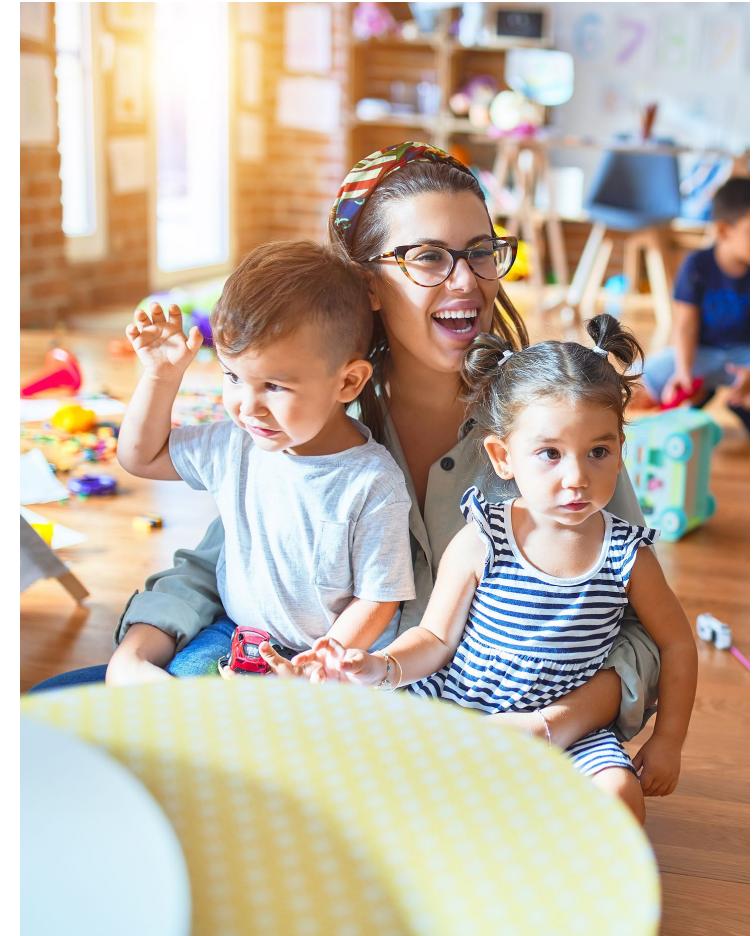


Additional qualified teachers leads to more classroom openings for children

Progressive wages leads to a decrease in teacher turnover

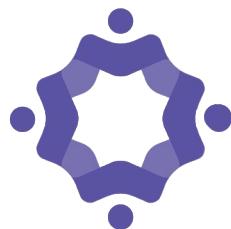


Decreased turnover leads to a more stable workforce and environment for children to learn and grow



Examples from Workforce Development Boards





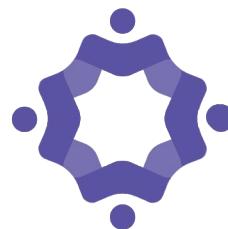
State Example: Missouri



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



Nicole Dotson
Northside Economic
Empowerment Center
Manager

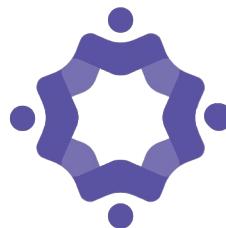


Kansas City Full Employment Council



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

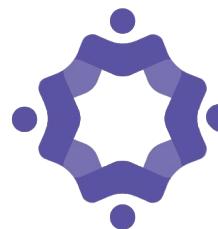


ST. LOUIS DEVELOPMENT CORPORATION



Economic Development Solutions

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



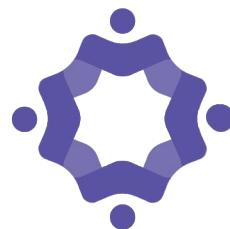
Audience Poll

- 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

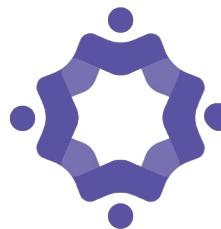




Workforce Development Board Services



- 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



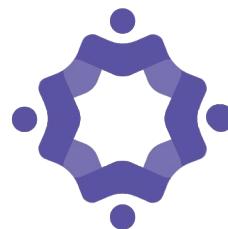
The Power of Connecting with WDBs for RAPs

Apprentice Support

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

Employer Support

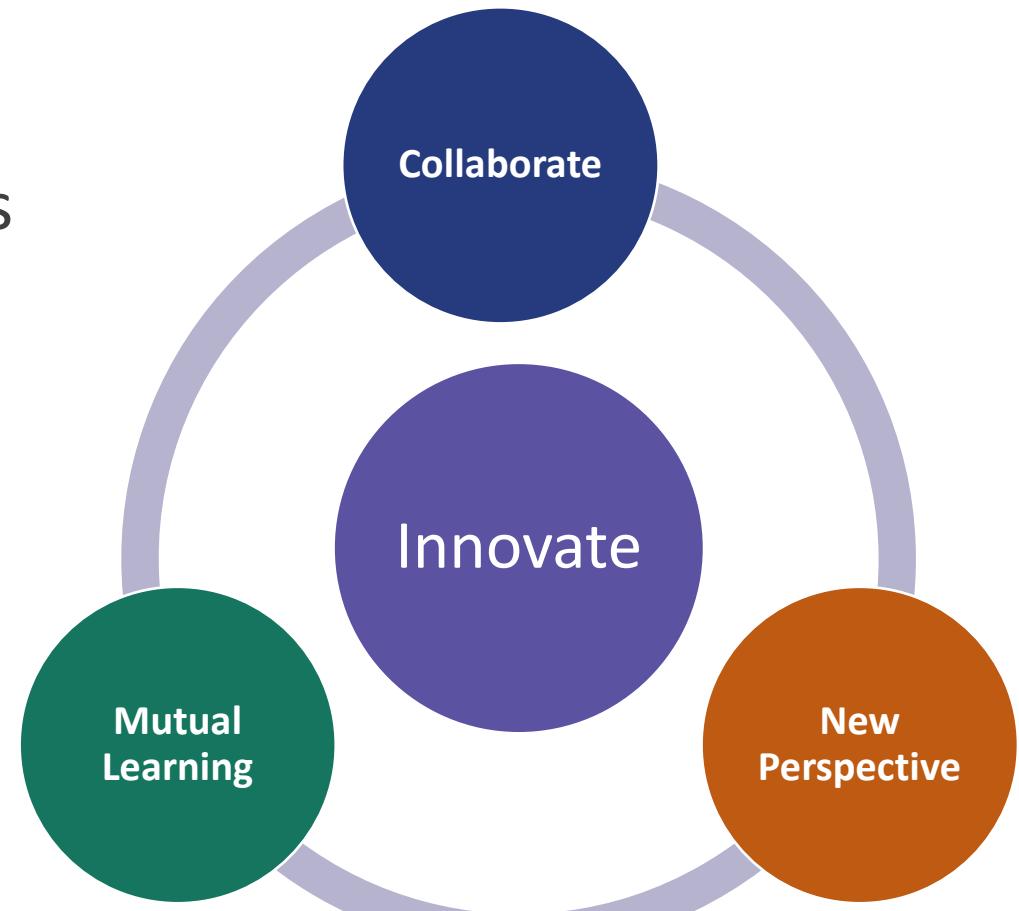
- On-the-job training (*wage reimbursement*)
- Recruitment and pre-hire services
- Tax incentives and other funding resources

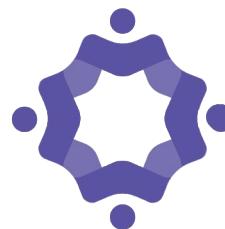


Collaborate with Your Local WDB

Intentional Collaboration

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



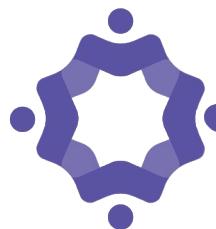


Connect with Your Local Workforce Board

- 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

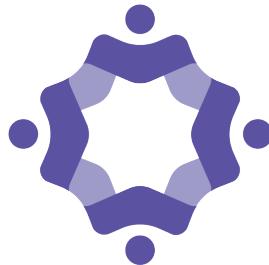
- Go to:

[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 with a dark blue header. The header includes the 'careeronestop' logo, a search bar with the placeholder 'Search CareerOneStop', and links for 'Login' and 'Español'. Below the header is a navigation bar with links for 'Explore Careers', 'Find Training', 'Job Search', 'Find Local Help', 'Toolkit', and 'Resources For'. The main content area has a blue background with a network of dots. A white box labeled 'Workforce Development Board Finder' contains a 'New Search' button and a dropdown menu set to 'Virginia'. To the right of this box are icons for printing, email, and saving. Below the search box is a list of 15 workforce development boards in Virginia, with columns for 'Name', 'Location', and 'Service Area'. The 'Name' column lists 'Virginia Board of Workforce Development' and 'Local WDBs'. The 'Location' column lists '1111 East Broad Street, Office of the Governor, Richmond, VA 23219' and '2100 Washington Blvd, Alexandria, VA'. The 'Service Area' column lists 'Virginia' and 'Virginia WDB Map'. At the bottom right of the content area are social media icons for Facebook, Twitter, and LinkedIn.

Name	Location	Service Area
Virginia Board of Workforce Development	1111 East Broad Street Office of the Governor Richmond, VA 23219	Virginia
Local WDBs	2100 Washington Blvd	Virginia WDB Map



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Q & A

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ECWC



2024

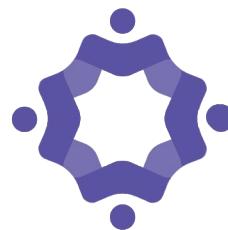
Early Educators Leadership Conference

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

OCTOBER 16-19, 2024



COUNCIL
for
PROFESSIONAL
RECOGNITION



Next Sessions

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

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



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Thank you!