

**EARLY CHILDHOOD
WORKFORCE
CONNECTOR**

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

April 18, 2024

COUNCIL
for
**PROFESSIONAL
RECOGNITION**

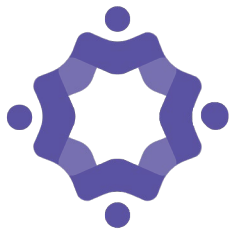


Welcome



Housekeeping:

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



Meet the Presenters



Apryl McDonough

Early Childhood Workforce
Connector
Higher Education Subject Matter
Expert



Marjorie Cohen

Early Childhood Workforce
Connector, Project Manager



Haley Brush

Council for Professional
Recognition
Public Policy and Advocacy
Manager

Agenda

- Partnering with ECWC
- Early Childhood Education RA
- Exploring Effective Funding Sources & Strategies
- Federal, State, and Local Funding
- Funding in Action
- ECWC Support & Assistance

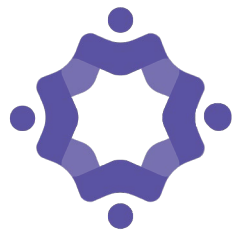


Council for Professional Recognition

*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





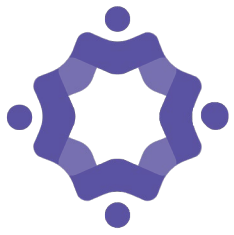
Early Childhood Workforce Connector

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



Early Childhood Education Registered Apprenticeship





7 Components of Registered Apprenticeship



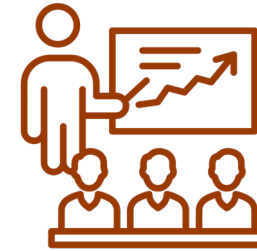
Industry Led



Paid Job



**Mentorship/
OTJ Learning**



**Supplemental
Education**



Diversity



**Quality &
Safety**



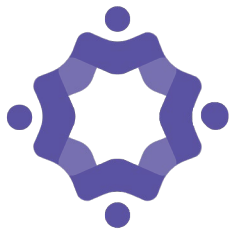
Credentials



29 states & territories

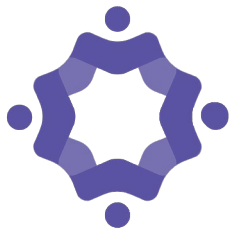
US Department of Labor Office of Apprenticeship (OA)

26 states & territories



Registered Apprenticeship Comparison

Benefits of work-based learning programs	Internship	Apprenticeship	<i>Registered Apprenticeship</i>
On-the-job training	✓	✓	✓
Coursework		✓	✓
Earn-and-learn			✓
Mentorship			✓
Access to state and federal funding			✓
Support from nationwide network of experts			✓
Nationally-recognized credential			✓



Benefits of Registered Apprenticeship

Communities

- Increased access to child care
- Healthy outcomes in children

Employers

- Employee retention
- Customize workforce training

Apprentices

- Progressive wages
- National recognized credentials



Explore Effective Funding Sources and Strategies

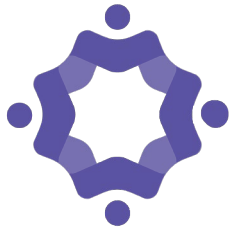


Audience Question

What do you think some of the costs associated with Registered Apprenticeship are?

Please type your answers in the chat





Role of Funding in Supporting ECE Programs

Quality
Enhancement

Access and
Equity

Infrastructure
and Facilities

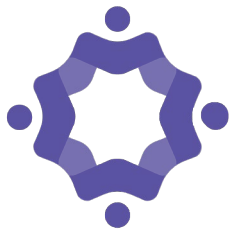
Professional
Development

Innovation and
Research

Parent Support
& Engagement

Sustainability

Policy and
Regulation

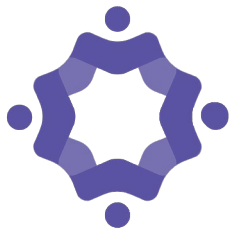


The Cost of Registered Apprenticeship in ECE



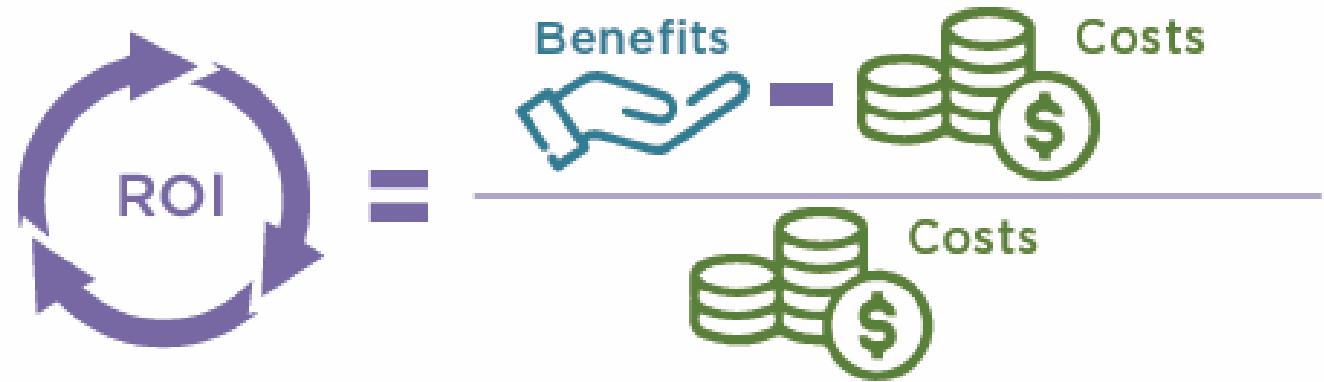
RA Investment

- Initial Setup and Administrative Costs
- Training and Education
- Wages and Benefits
- Materials and Equipment
- Recruitment

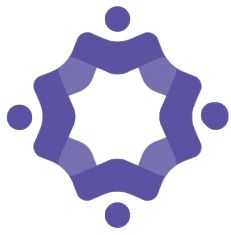


RA Return on Investment (ROI)

- Reduced staff turnover
- Enhanced skilled workforce
- Increased employee engagement
- Improved work culture



Source: Investing in Talent Development - [Apprenticeship.gov](https://www.apprenticeship.gov)



Types of Funding

Federal

Dept of Labor (DOL)

Dept of Education (ED)

Dept of Health & Human
Services (HHS)

Veteran Affairs (VA)

Dept of Housing & Urban
Development (HUD)

State

Apprenticeship Expansion Grant

Workforce Development Grants

State Labor Dept Programs

State Scholarship Programs

State Tax Credits

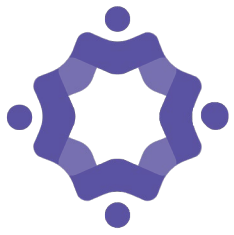
Local

Local Government Programs

Community Based Organizations

Educational Institutions and
Consortia

Private Sector Contributions



Identify and Leverage Funding Opportunities

1. Define your needs
2. Search for opportunities
 - Government Grant Sites
 - State Department of Education and Labor
 - Workforce Development Boards
 - Child Care Agencies
 - Public and Private Partnerships



Audience Poll

Looking at the list below, aside from staff wages, which of these are the biggest ongoing costs for providing professional development for your staff?

- Providing tuition reimbursement
- Curriculum development and materials
- Professional development resources
- Providing staff coverage for training time



Federal Funding



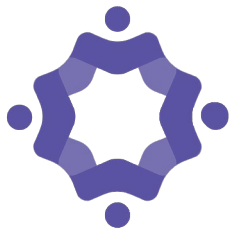
Dept of Labor (DOL)

Dept of Education (ED)

Dept of Health & Human Services
(HHS)

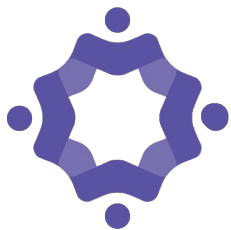
Veteran Affairs (VA)

Dept of Housing & Urban
Development (HUD)



DOL: Federal Funding to Support RA

RA Funding Opportunities	Agency
<ul style="list-style-type: none">• Workforce Innovation and Opportunity Act (WIOA)• Work Opportunity Tax Credit• H1-B Skill Training Grants (H-1B)	Department of Labor
<ul style="list-style-type: none">• Pell Grants• Perkins V• Every Student Succeeds Act (ESSA)	Department of Education
<ul style="list-style-type: none">• GI Bill	Department of Veterans Affairs
<ul style="list-style-type: none">• Choice Neighborhoods	Department of Housing and Urban Development
<ul style="list-style-type: none">• SNAP Education & Training	Department of Agriculture



DOL: The Workforce Innovation and Opportunity Act (WIOA)

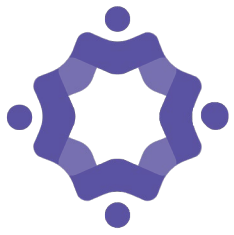
Services are for:

- Employers
- Workers
- Adults & youth

Services include:

- Education and skill building
- Supportive services
- Career and technical education
- Funding





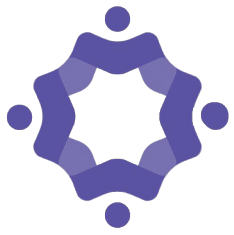
DOL: Worker Opportunity Tax Credit (WOTC)

Eligibility

- Employers hire individuals from specific groups who have barriers to employment
- Employers can claim WOTC for hiring individuals from these specific groups

Credit

- Tax Credit on wages paid to apprentices



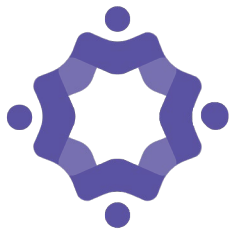
ED: Pell Grant & Perkins V

Pell Grant

- Financial Aid for post-secondary
- No repayment required

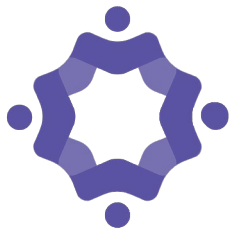
Perkins V

- Career and Technical Education (CTE)
- Early Childhood



Federal Funding for ECE

ECE Funding Opportunities	Agency
<ul style="list-style-type: none">• Early Head Start/Head Start• Child Care and Development Block Grant (CCDBG)<ul style="list-style-type: none">○ Child Care and Development Fund (CCDF)• Maternal, Infant, and Early Childhood Home Visiting Program• Preschool Development Grant Birth through Five	Department of Health and Human Services
<ul style="list-style-type: none">• Individuals with Disabilities Education Act (IDEA) Parts B&C	Department of Education



Child Care and Development Fund



- Federal and state partnership (under CCBDG)
- Apprentices can receive funding and support for child care
- Programs can receive funding for professional development of staff
 - Support quality and higher standards by building skills and qualifications

State Funding



Apprenticeship Expansion Grant

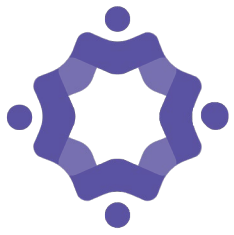
Workforce Development Grants

State Labor Dept Programs

State Scholarship Programs

State Tax Credits





State Funding for RA

Apprenticeship Expansion Grant

- Expand RA programs

RA Scholarships

- Apprentice tuition

RA Tax Credits

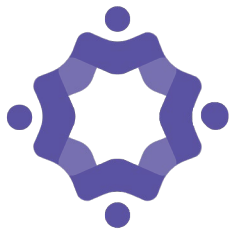
- Eligible employers
- Offset wages or training costs

Audience Poll

How familiar are you with the funding sources for Early Childhood Education (ECE) programs in your state?

- Not at all familiar
- Somewhat familiar
- Moderately familiar
- Very familiar





State Funding for ECE

T.E.A.C.H. & WAGE\$

- Scholarship
- Salary Supplement

ECE Scholarships

- Access to higher education

ECE Tuition Assistance

- Offset ECE coursework and credentialing costs

Audience Poll

Are you partnering with any local or community organizations to offset program costs?

- Yes
- No
- I don't know



Local Funding

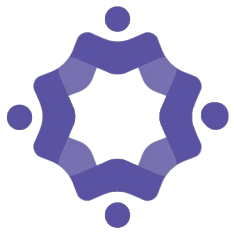


Local Government Programs

Community Based
Organizations

Educational Institutions and
Consortia

Private Sector Contributions

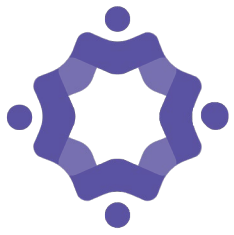


Community Based Organizations

Community Based Organizations

- Goodwill Industries
- United Way
- Others in your community





Education Institutions

Partner with

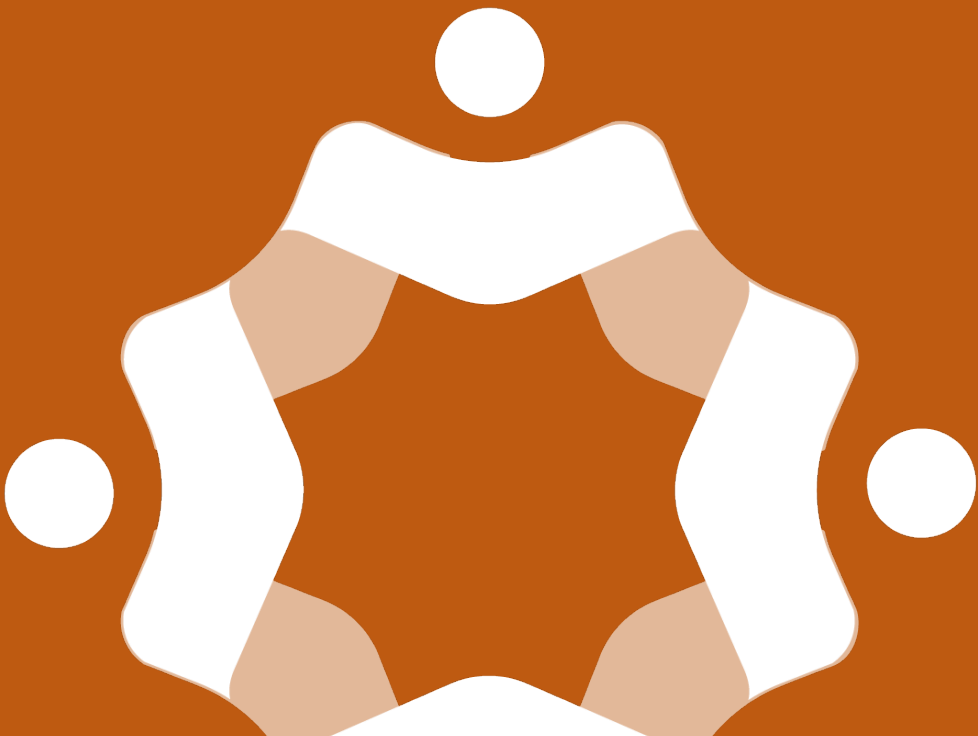
- Community College
- Technical College
- Universities

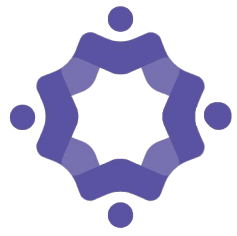
Ways to collaborate

- Schools can offer college credits for coursework
- Utilize faculty expertise
- Share facilities



Funding in Action



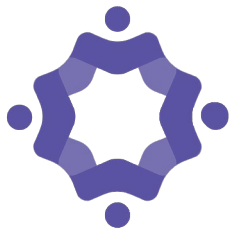


Funding and Scholarships for CDA Training

Decentralized funding

- Local/institution-based CDA funding
- Regional scholarships
- State-based (typically CCDF) funding



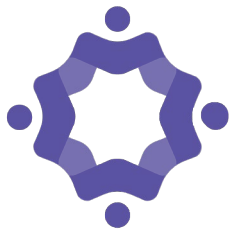


Maryland Model

Maryland Model

- Partnership between the Council, the Maryland State Department of Education, and the Maryland Family Network
- 1280+ received books
- 817+ fees covered
- 750+ received fully-funded training



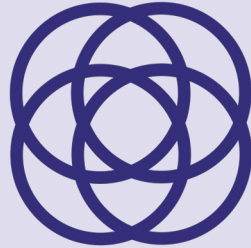


Braid, Blend, and Layer Funding for Success



Braid

Funding sources remain separate



Blend

Various funding sources consolidated into one fund

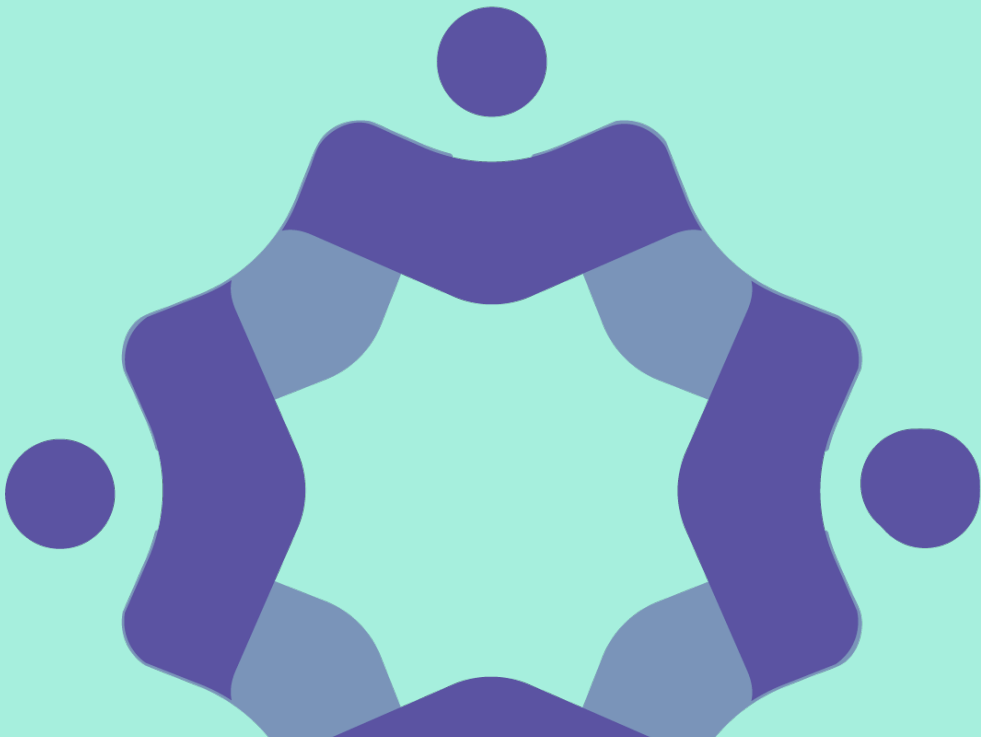


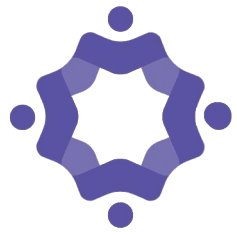
Layer

Stacking multiple funding sources on top of each other

Implementing a **braid**, **blend**, and **layer** plan requires coordination and planning.

Support & Assistance





Support & Assistance

Program Development & Expansion

Education & Outreach

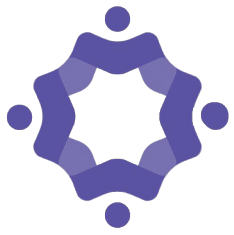
Curriculum & Development

Apprentice Recruitment

Funding

All at no cost!





ECWC Incentive Fund for RA

Available to **RA sponsors/employers** offset the costs of developing, implementing, and expanding RA programs.

Up to \$1,000 per apprentice

\$40,000 maximum

Funds are distributed to eligible sponsors/employers



Marketing materials



Curriculum development



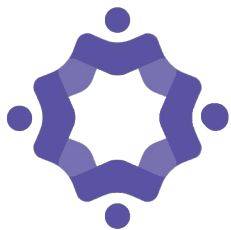
Disability accommodations



Mentorship training



Translation services



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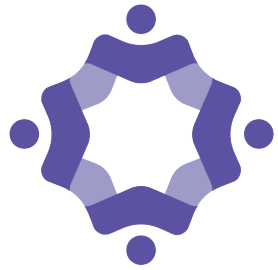
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Thank you!





EARLY CHILDHOOD
**WORKFORCE
CONNECTOR**



Q & A



2024

Early Educators Leadership Conference

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

OCTOBER 16-19, 2024

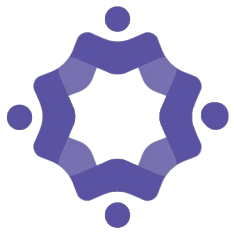
COUNCIL
— for —
PROFESSIONAL
RECOGNITION

The Early Educators Leadership Conference (EELC) is a national event that supports a broad vision to advance and unify the early childhood education workforce, inspire early childhood educators, elevate educational leaders, and foster professional development.

Join us as we come together to inspire advocacy, ignite community-based career pathways and trailblaze equitable practices. We look forward to welcoming you to the nation's capital, Washington, DC, for a unique all-inclusive conference experience.



Learn more and register at: www.cdacouncil.org/eelc



Next Sessions

Investing in Early Childhood Education Careers: Accessing and Using Funding for Registered Apprenticeship

Date: May 16, 2024, 1:00 – 2:00 PM EST

Empowering the ECE Workforce through RA Partnerships with Education Institutions

Date: June 13, 2024, 1:00 – 2:00 PM EST





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