

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

April 18, 2024

COUNCIL  
for  
PROFESSIONAL  
RECOGNITION

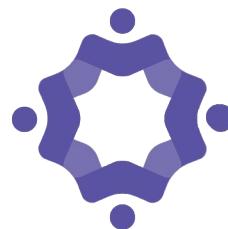
Child Development Associate®  
National Credentialing Program  
CDA

# 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



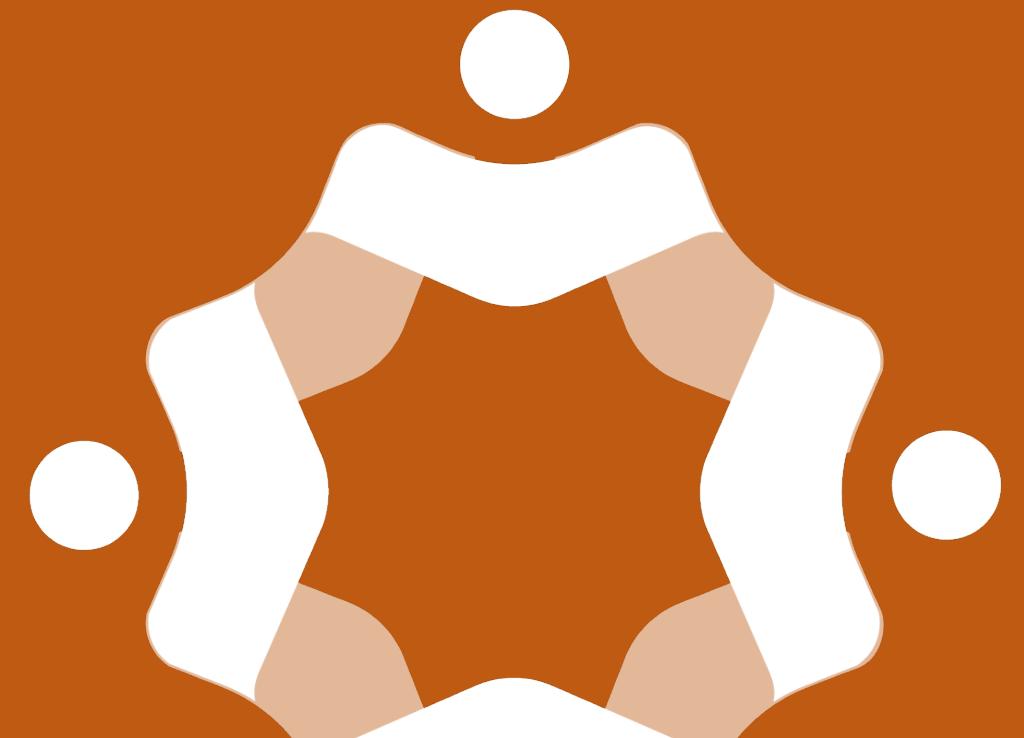
- Partnering with ECWC
- Early Childhood Education RA
- Exploring Effective Funding Sources & Strategies
- Federal, State, and Local Funding
- Funding in Action
- ECWC Support & Assistance

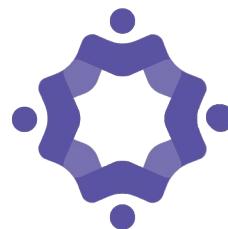


# Council for Professional Recognition

*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



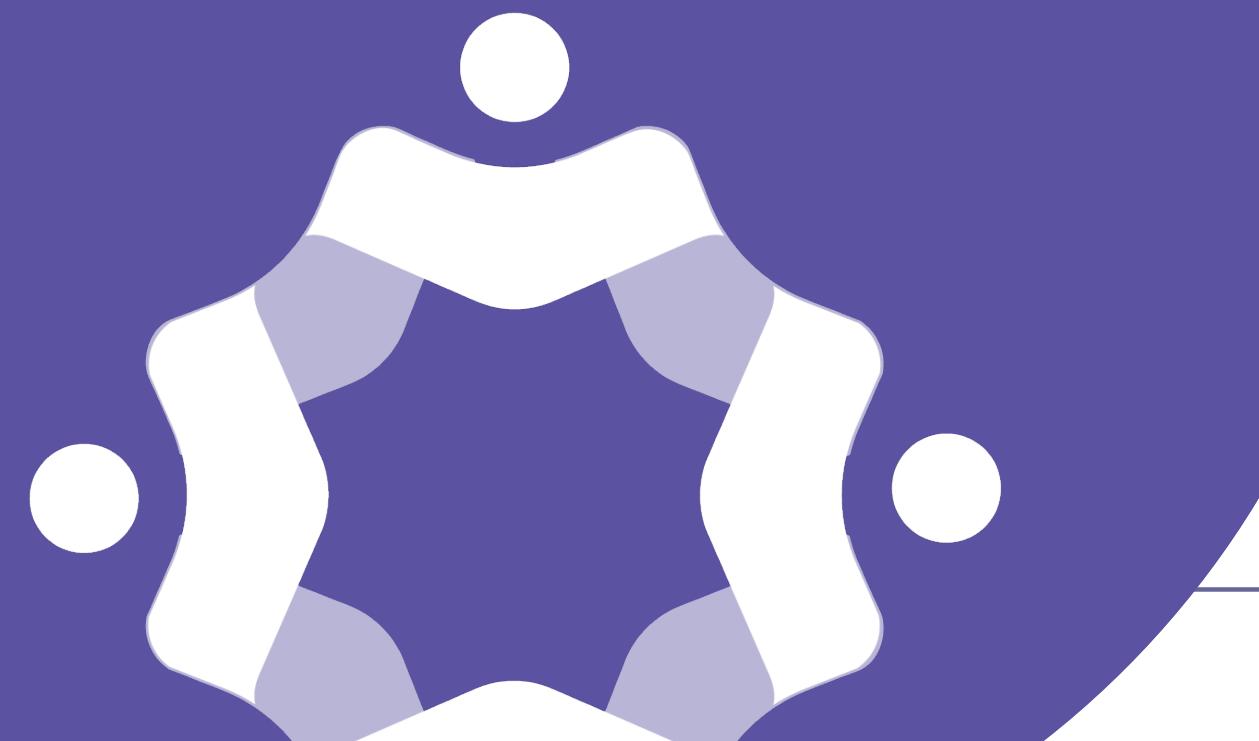


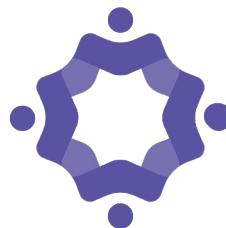
# Early Childhood Workforce Connector

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



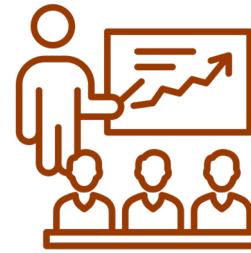
Industry Led



Paid Job



Mentorship/  
OTJ Learning



Supplemental  
Education



Diversity



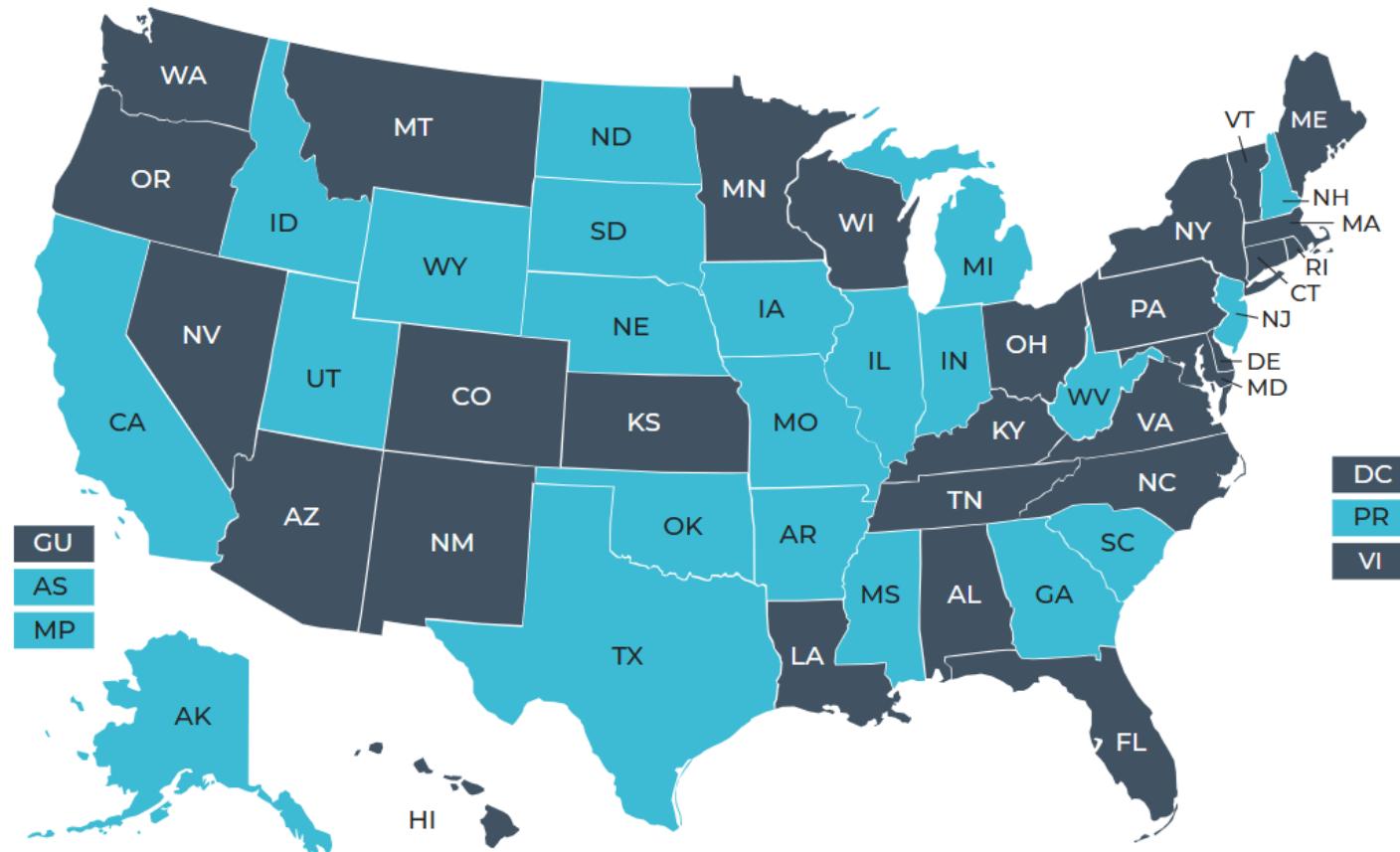
Quality &  
Safety



Credentials



# U.S. Apprenticeship System

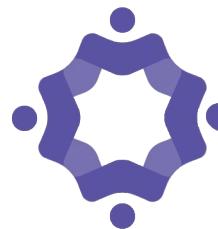


**State Apprenticeship Agency (SAA)**

**29 states & territories**

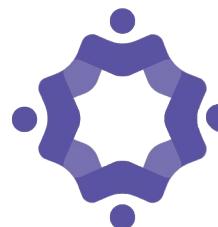
**US Department of Labor  
Office of Apprenticeship (OA)**

**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



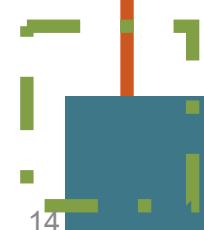
# Explore Effective Funding Sources and Strategies

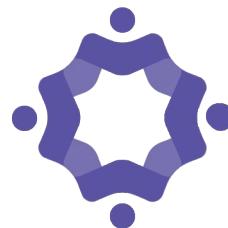


# Audience Question

**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

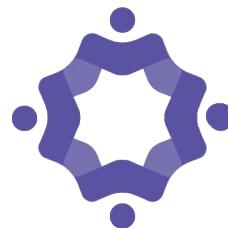
Professional  
Development

Innovation and  
Research

Parent Support  
& Engagement

Sustainability

Policy and  
Regulation

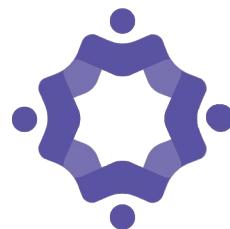


# The Cost of Registered Apprenticeship in ECE



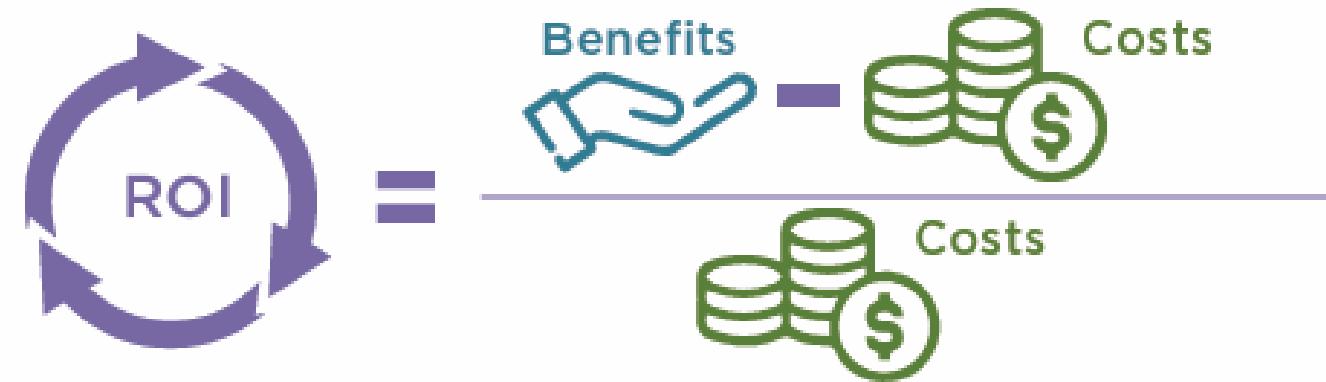
## RA Investment

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

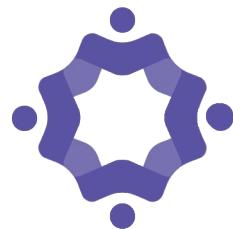


# RA Return on Investment (ROI)

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



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

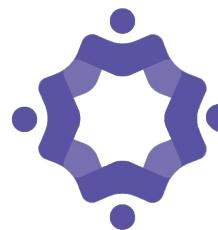
## Local

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



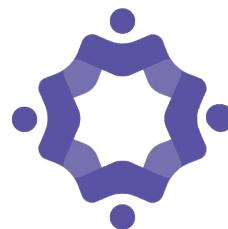
Dept of Labor (DOL)

Dept of Education (ED)

Dept of Health & Human Services  
(HHS)

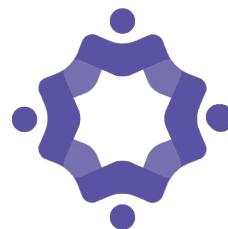
Veteran Affairs (VA)

Dept of Housing & Urban  
Development (HUD)



# DOL: Federal Funding to Support RA

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



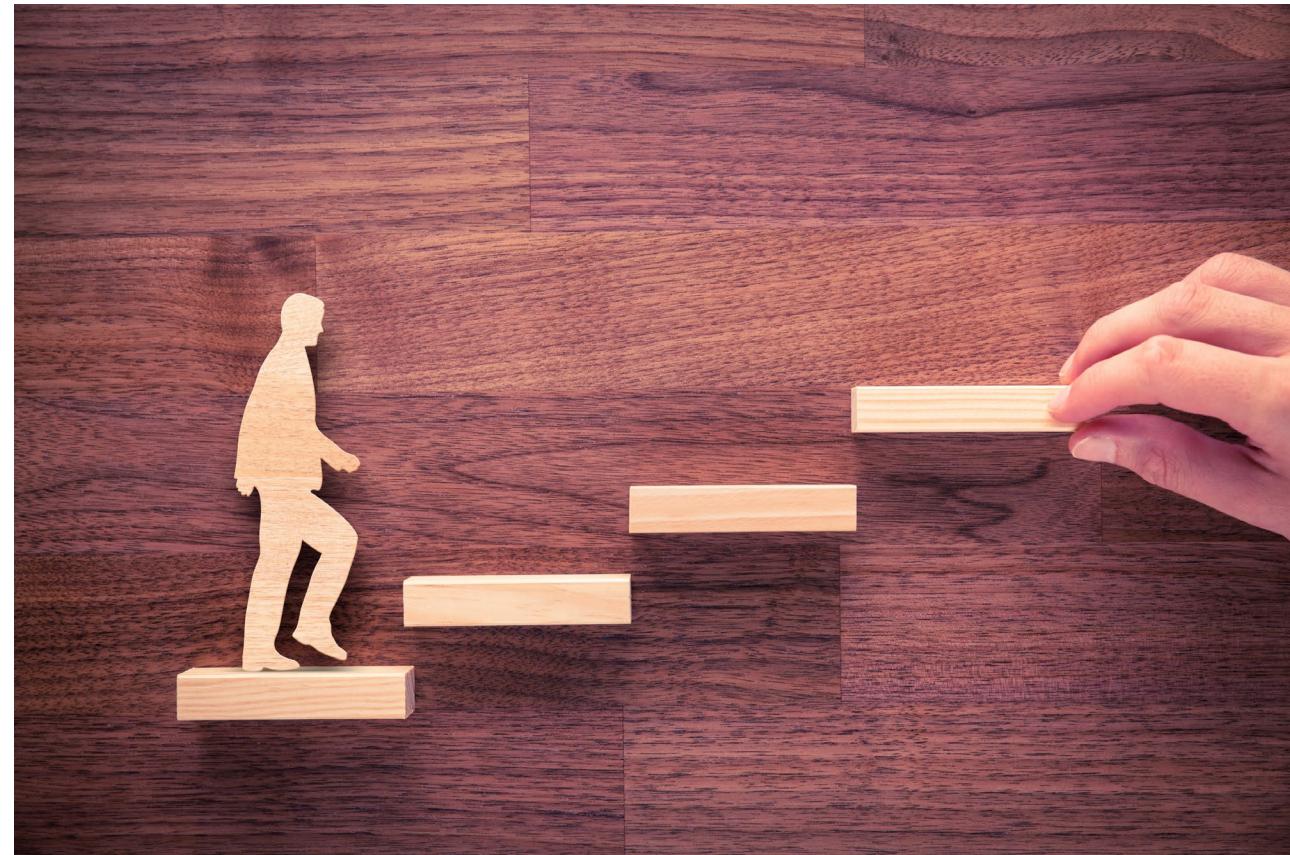
# DOL: The Workforce Innovation and Opportunity Act (WIOA)

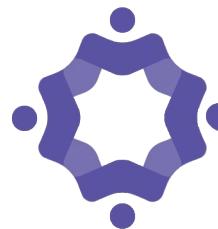
## Services are for:

- Employers
- Workers
- Adults & youth

## Services include:

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





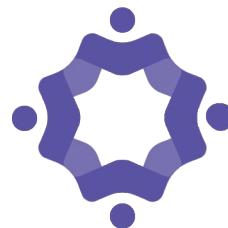
# DOL: Worker Opportunity Tax Credit (WOTC)

## 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



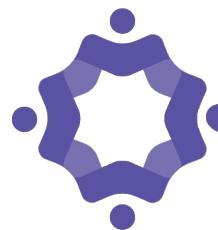
# ED: Pell Grant & Perkins V

## Pell Grant

- Financial Aid for post-secondary
- No repayment required

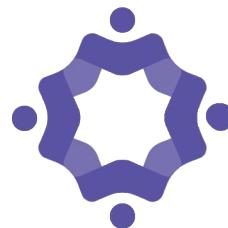
## Perkins V

- Career and Technical Education (CTE)
- Early Childhood



# Federal Funding for ECE

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



# Child Care and Development Fund



- Federal and state partnership (under CCBGD)
- 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



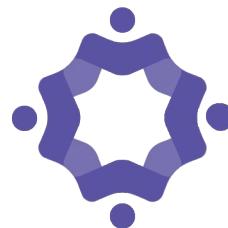
Apprenticeship Expansion Grant

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

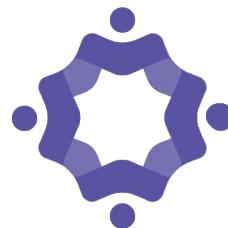
- Eligible employers
- Offset wages or training costs

# 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

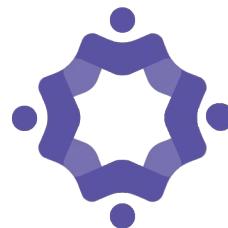


Local Government Programs

Community Based  
Organizations

Educational Institutions and  
Consortia

Private Sector Contributions

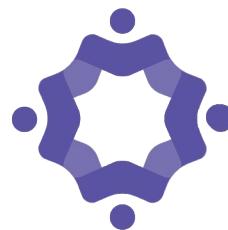


# Community Based Organizations

## Community Based Organizations

- Goodwill Industries
- United Way
- Others in your community





# Education Institutions

## Partner with

- Community College
- Technical College
- Universities

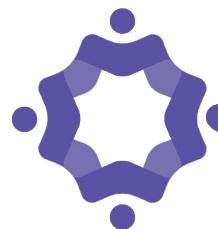
## Ways to collaborate

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



# Funding in Action



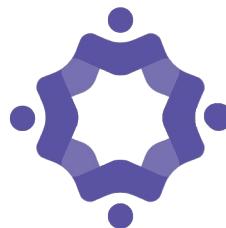


# Funding and Scholarships for CDA Training

## Decentralized funding

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



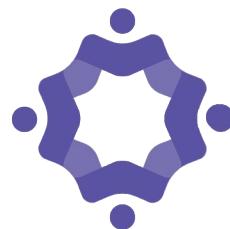


# Maryland Model

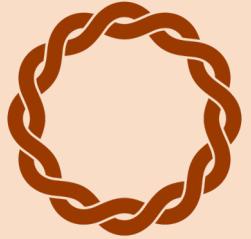
## Maryland Model

- 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



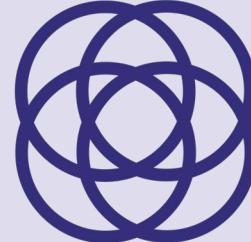


# Braid, Blend, and Layer Funding for Success



## Braid

Funding sources remain separate



## Blend

Various funding sources consolidated into one fund

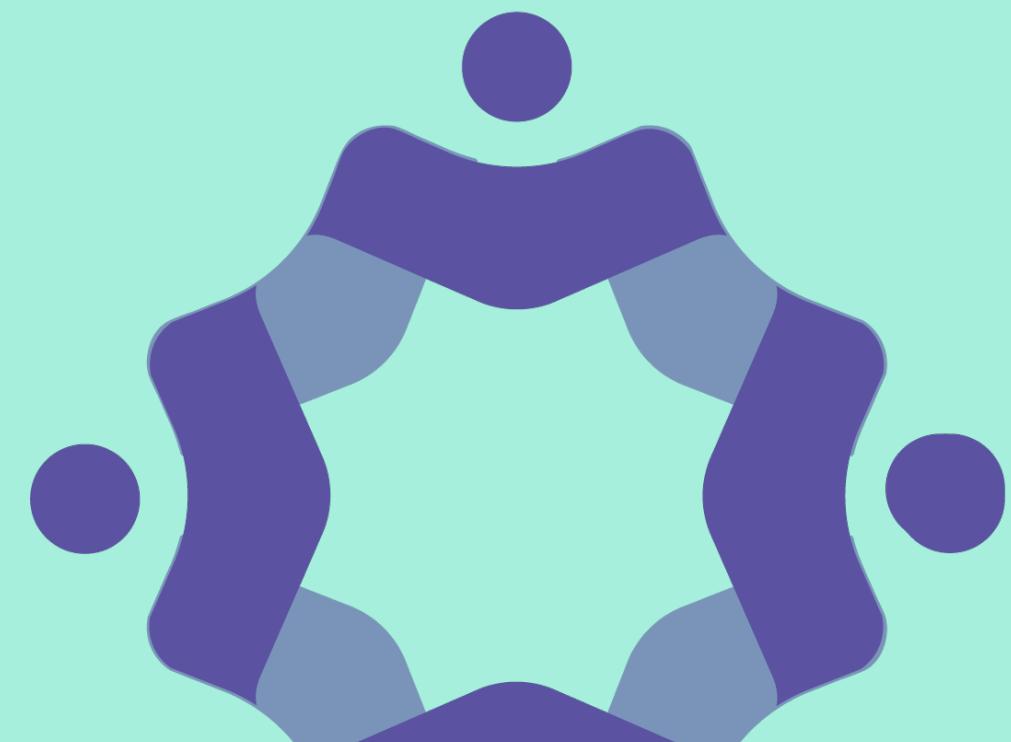


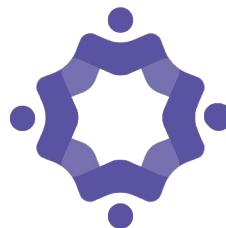
## Layer

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

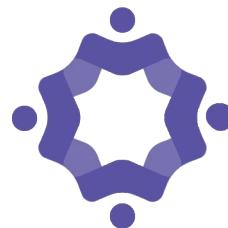
Curriculum & Development

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



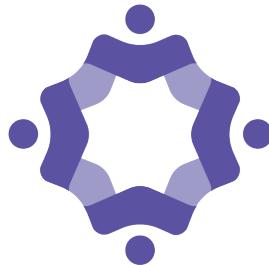
Translation services



# Connect with Us!

-  [info@ECWConnector.org](mailto:info@ECWConnector.org)
-  [ECWConnector.org](http://ECWConnector.org)
-  [ECWConnector](https://www.linkedin.com/company/ecwconnector)
-  Sign up for our [newsletter](#)
-  [cdacouncil.org](http://cdacouncil.org)
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# Thank you!



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

COUNCIL  
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PROFESSIONAL  
RECOGNITION



# Q & A



# 2024

## Early Educators Leadership Conference

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

OCTOBER 16-19, 2024



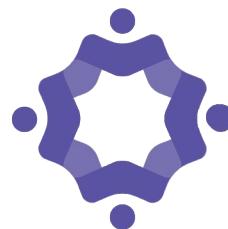
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for  
PROFESSIONAL  
RECOGNITION

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](http://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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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!

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