

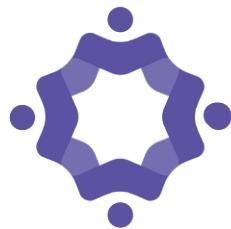
EARLY CHILDHOOD WORKFORCE CONNECTOR

Understanding and leveraging available funding sources for Early Childhood Education and Care

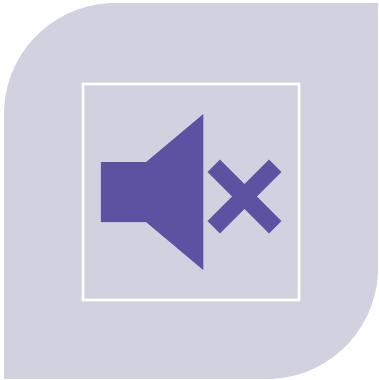
Presented by:

Tracey Carey, Executive Director of Midwest Urban Strategies

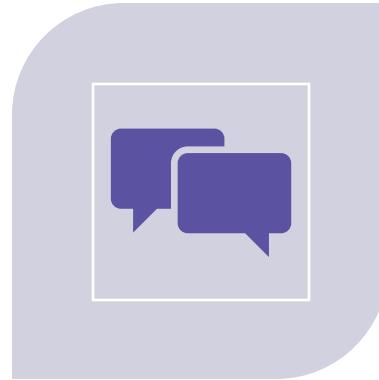




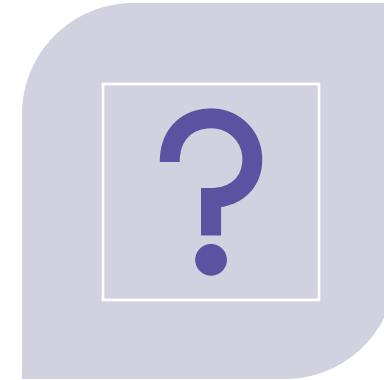
A Bit of Housekeeping



PLEASE MUTE



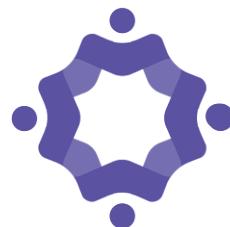
WE ARE MONITORING THE
CHAT



THERE WILL BE A QUESTION-
AND-ANSWER PORTION

Agenda

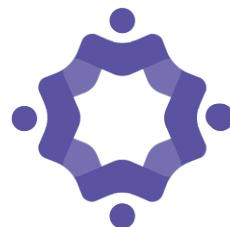
- Early Childhood Education Registered Apprenticeship
- Exploring Effective Funding Sources and Strategies
 - Federal Funding
 - State Funding
 - Local Funding
- Combining Funds for ECE RA



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



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



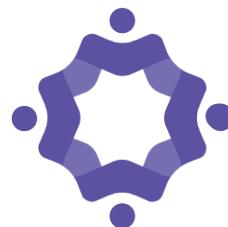


ECWC Intermediary Organizations



Collaborative Partners





US-DOL Industry Intermediaries

Industry Intermediaries help...

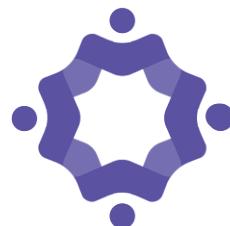
- **Create new** sector-based apprenticeship programs
- **Accelerate** Registered Apprenticeship program development

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



Early Childhood Education Registered Apprenticeship





Why Registered Apprenticeship in ECE?



Advance knowledge, skills, and credentials
for ECE professionals



Support services for apprenticeship



Commitment to diversity, equity, inclusion, and accessibility

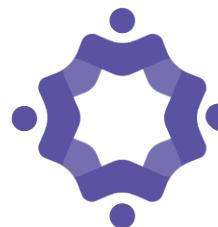


Profitable career pathways in ECE



Access to **funding**





Benefits of Registered Apprenticeship

Communities

- Increased access to child care
- Healthy outcomes in children

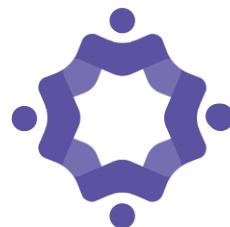
Employers

- Employee retention
- Customize workforce training

Apprentices

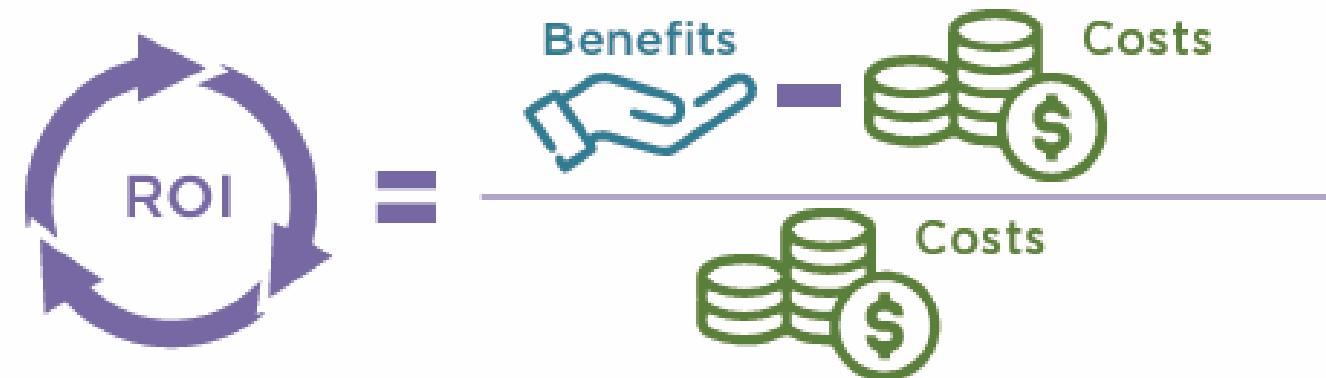
- Progressive wages
- National recognized credentials



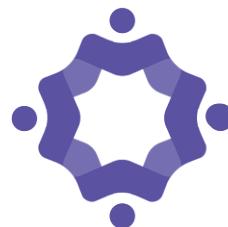


RA Return on Investment (ROI)

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



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



The Cost of Registered Apprenticeship in ECE

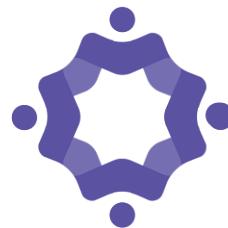


RA Investment

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

Explore Effective Funding Sources and Strategies





Role of Funding in Supporting ECE Programs

Quality
Enhancement

Access and
Equity

Infrastructure
and Facilities

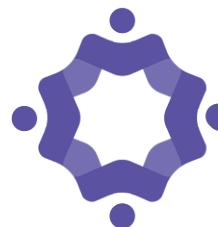
Professional
Development

Innovation and
Research

Parent Support
& Engagement

Sustainability

Policy and
Regulation

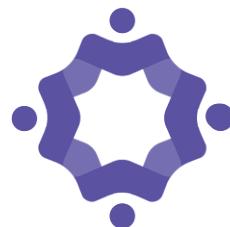


Audience Poll

How familiar are you with the funding sources for Early Childhood Education (ECE) Registered Apprenticeship programs?

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





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

Local Foundations



Philanthropic Organizations

Federal Funding



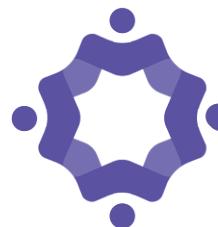
Dept of Labor (DOL)

Dept of Education (ED)

Dept of Health & Human Services
(HHS)

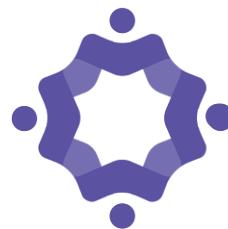
Veteran Affairs (VA)

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



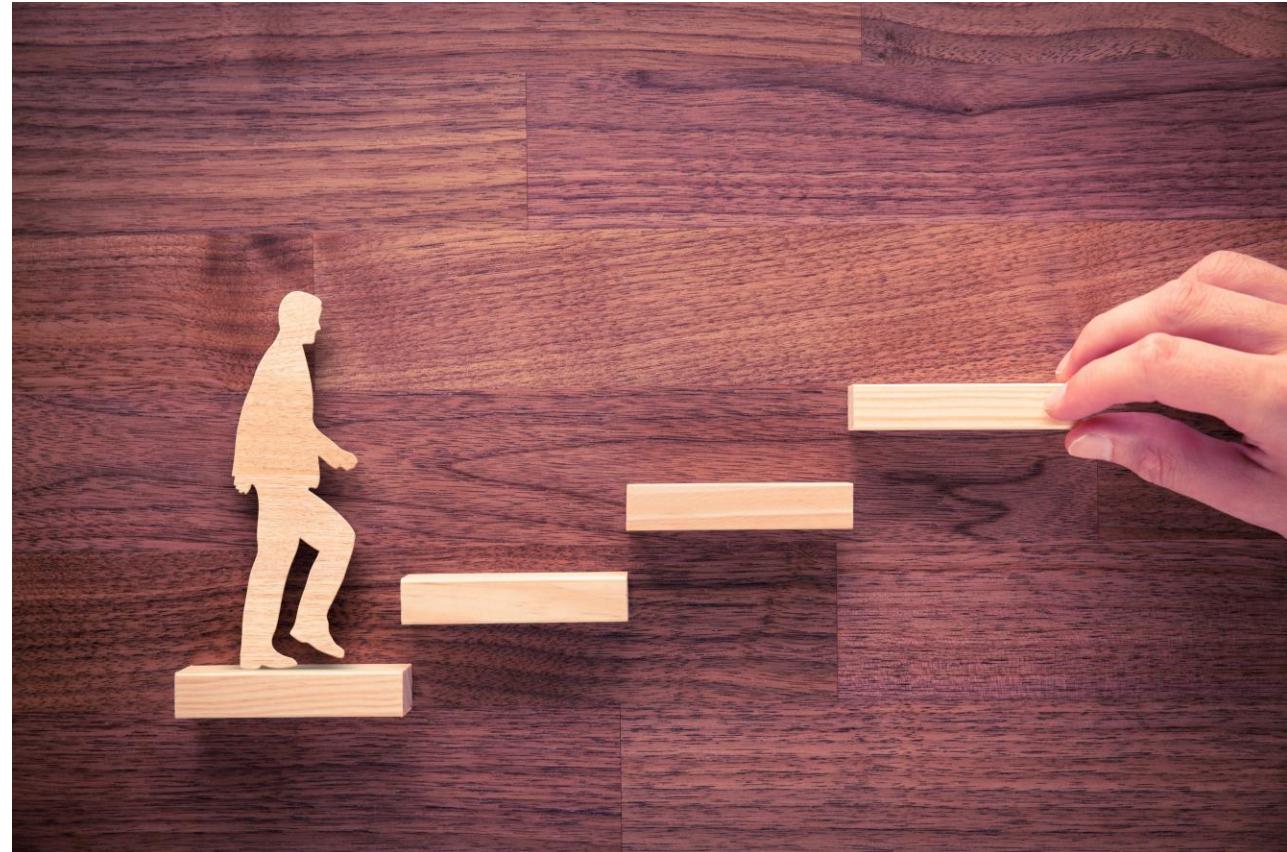
DOL: The Workforce Innovation and Opportunity Act (WIOA)

Services are for:

- Employers
- Workers
- Adults & youth

Services include:

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





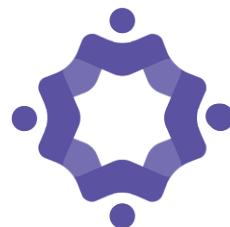
DOL: Worker Opportunity Tax Credit (WOTC)

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



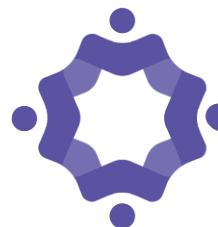
ED: Pell Grant & Perkins V

Pell Grant

- Financial Aid for post-secondary
- No repayment required

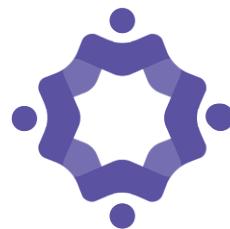
Perkins V

- 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 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



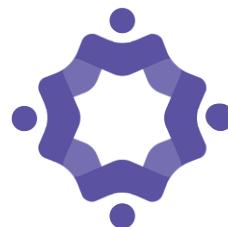
Apprenticeship Expansion Grant

Workforce Development Grants

State Labor Dept Programs

State Scholarship Programs

State Tax Credits



State Funding for RA

Apprenticeship Expansion Grant

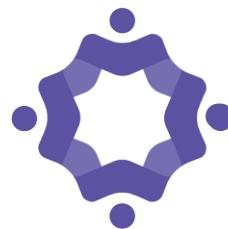
- Expand RA programs

RA Scholarships

- Apprentice tuition

RA Tax Credits

- Eligible employers
- Offset wages or training costs



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

Local Funding

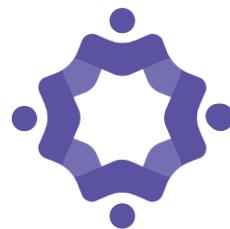


Local Government Programs

Community Based
Organizations

Educational Institutions and
Consortia

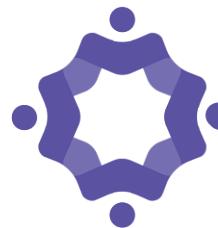
Private Sector Contributions



Workforce Development Board Services



- Local entity responsible for coordinating services and strategies.
- Support for sponsors/employers
 - On the job learning
- Support for childcare workers.
 - Related Technical Instruction
 - Support Services
 - Case Management

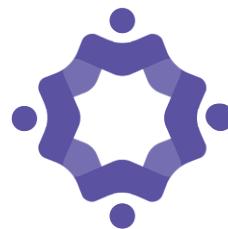


Community Based Organizations

Community Based Organizations

- Goodwill Industries
- United Way
- Others in your community





Education Institutions

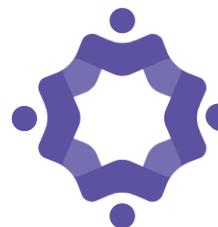
Partner with

- Community College
- Technical College
- Universities

Ways to collaborate

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





Audience Poll

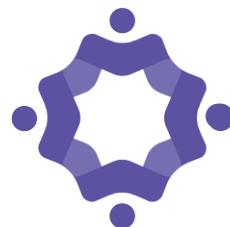
How familiar are you with combining different funding sources to support ECE registered apprenticeship programs?

- I'm confident in using different funding sources together.
- I've heard of combining funding, but I'd like to learn more.
- I'm not sure.

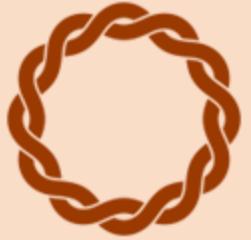


Combining Funds for ECE RA



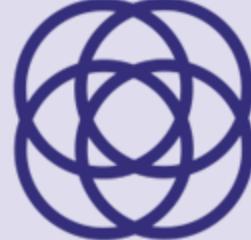


Braid, Blend, and Layer Funding for Success



Braid

Funding sources remain separate



Blend

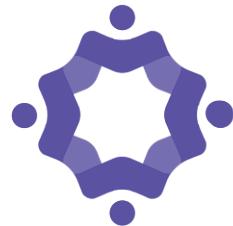
Various funding sources consolidated into one fund



Layer

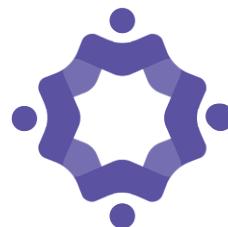
Stacking multiple funding sources on top of each other

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



EXAMPLE: Kentucky Governor's Office of Early Childhood (KYGOEC) RA Programs

- Kentucky Early Childhood Scholarship (CCCC, CDA, AS, BS, MA)
- Preschool Development Grant
- General Tobacco Settlement Funds
- Early Childhood Workforce Connector



KY GOEC RA Program Partners

Office of Employer and Apprenticeship

Division of Childcare

Office of Adult Education

Childcare Aware of Kentucky

Kentucky Department of Education

Kentucky Career Center

Kentucky Chamber

Early Childhood Workforce Connector

Prichard Family Friendly Certificate
Program



State Example: Missouri

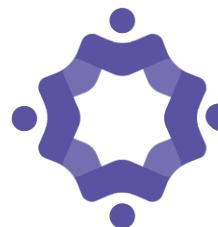
Kansas City: ECE RAP Intermediary & Group Sponsor

- Supporting local childcare businesses to develop RA programs
- Collaborating with the YWCA and local Urban League

St. Louis: Economic Development Solutions

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

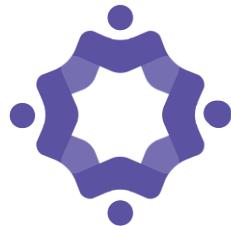




Collaborative Relationships

- There's power in connecting with...
 - Economic and Workforce Development
 - ECE Organizations (AEYC, YWCA, CCR&R)
- Communicating the value of ECW to workforce systems
- Utilizing the workforce system





Navigating Challenges

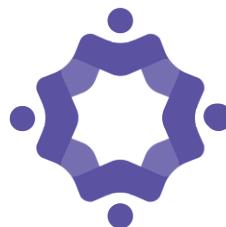
Understanding
complexity

Administrative
load

Maintaining
compliance

Ensuring optimal
use of funds





Connect with Us!

-  ECWConnector.org
-  info@ECWConnector.org
-  [ECWConnector](#)
-  [Sign up for our e-newsletter](#)

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](#)



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.

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-  [Midwest Urban Strategies](#)