



**EARLY CHILDHOOD  
WORKFORCE  
CONNECTOR**

## **Investing in Early Childhood Education Careers Part 2: Accessing and Using Funding for Registered Apprenticeship**

May 16, 2024

**COUNCIL**  
*for*  
**PROFESSIONAL  
RECOGNITION**

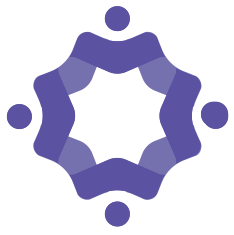


# Welcome



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



**Rebecca Smith**

KY Governor's Office of  
Early Childhood,  
Apprenticeship Consultant



**Haley Brush**

Council for Professional  
Recognition, Public Policy  
and Advocacy Manager

# Agenda

- Partnering with ECWC
- Early Childhood Education RA
- Return on Investment (ROI) in ECE Registered Apprenticeship
- Accessing Diverse Funding Streams
- Combining Funds for ECE RA
- Resources and Tools for Successful Funding
- ECWC Support & Assistance

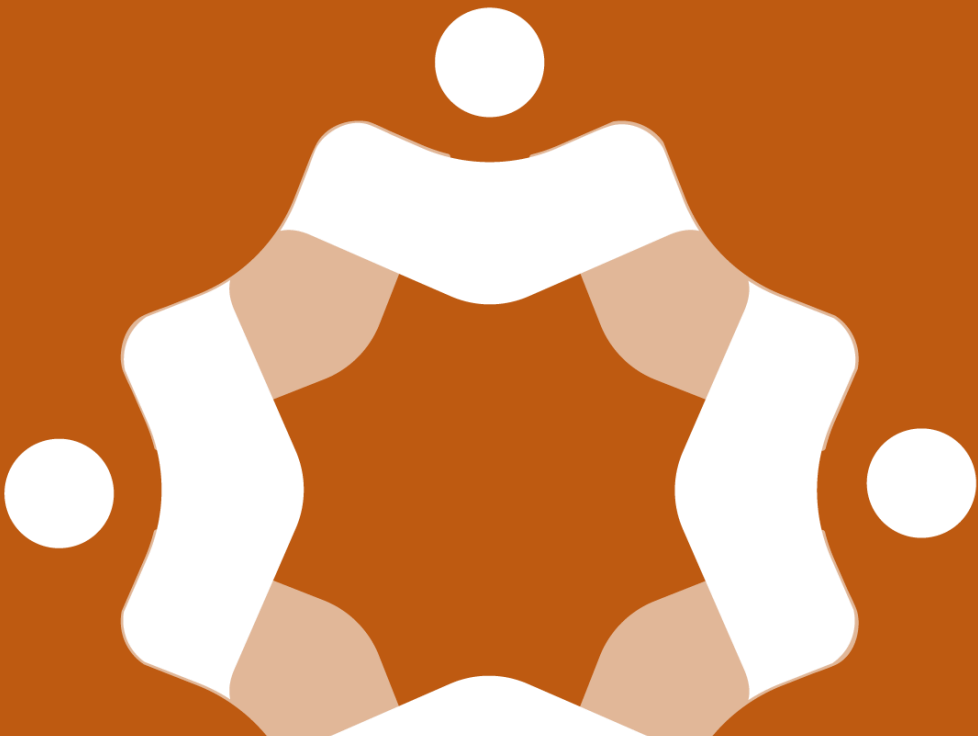


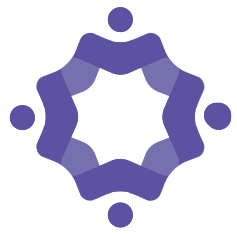
# Council for Professional Recognition

*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

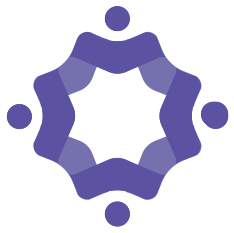
Promotes developing, launching, and expanding Registered Apprenticeship (RA) programs to support and sustain a diverse, inclusive, well-qualified, and well-compensated early childhood education (ECE) workforce



# Early Childhood Education Registered Apprenticeship







# 7 Components of Registered Apprenticeship



**Industry Led**



**Paid Job**



**Mentorship/  
OTJ Learning**



**Supplemental  
Education**



**Diversity**



**Quality &  
Safety**

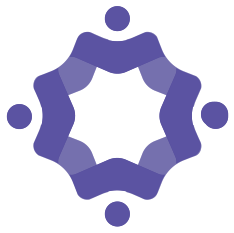


**Credentials**



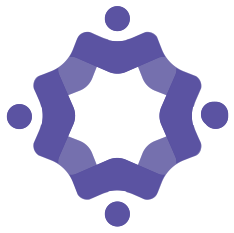
## 29 states & territories

**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



# Audience Question

**What does "return on investment" for early childhood education mean to you?**

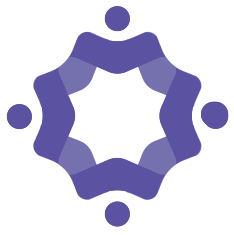
*Please type your answers in the chat*





# Return on Investment in ECE Registered Apprenticeship



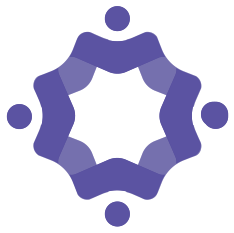


# The Cost of Registered Apprenticeship in ECE



## RA Investment

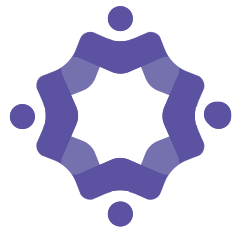
- Initial Setup and Administrative Costs
- Training and Education
- Wages and Benefits
- Materials and Equipment
- Recruitment



# Return on Investment (ROI) for Registered Apprenticeship

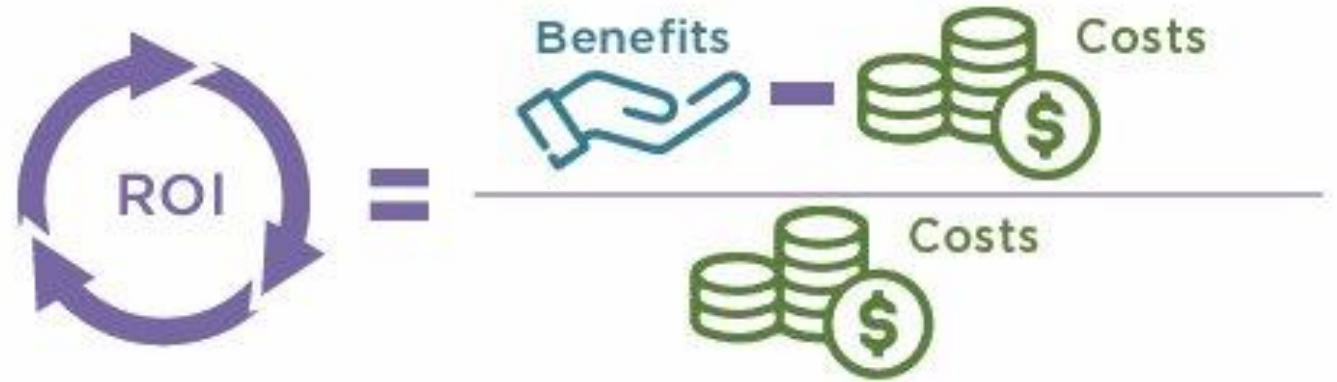
- Reduced staff turnover
- Enhanced skilled workforce
- Increased employee engagement
- Improved work culture

**\$1.50**  
for every  
**\$1.00**  
invested in an  
RA program



# Impacts of ROI Beyond the ECE RA Program

- Program sustainability
- Community benefits
- Multiplier effect



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

# Audience Poll

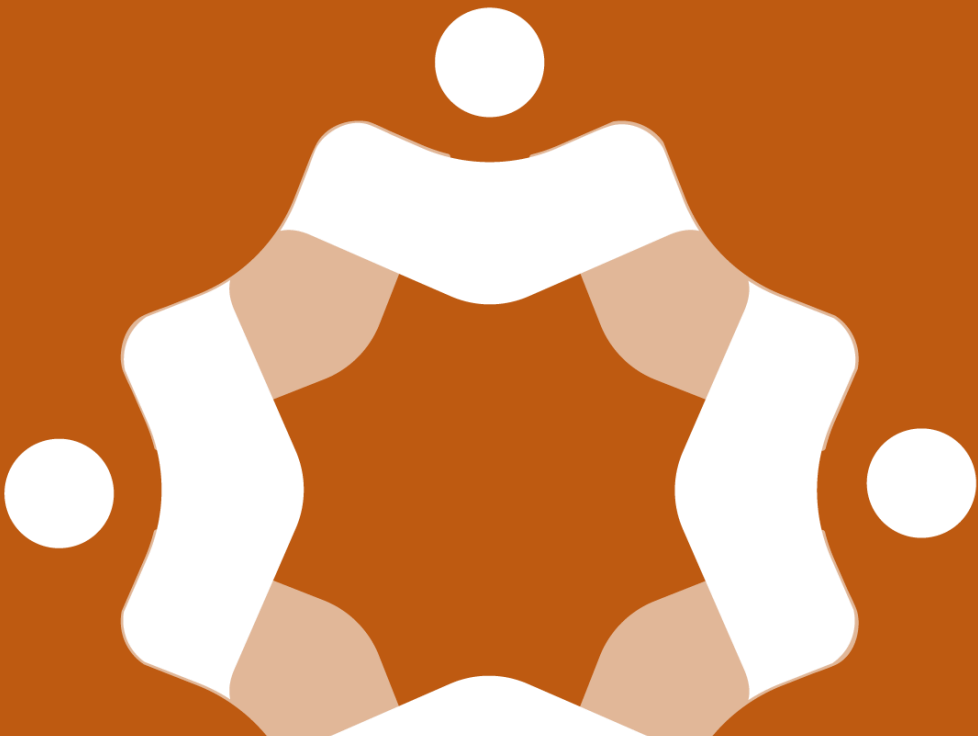
**Which of the following funds do you feel you have the clearest understanding of?**

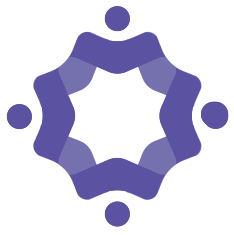
- Federal
- State
- Local
- None of the above





# Accessing Diverse Funding Streams





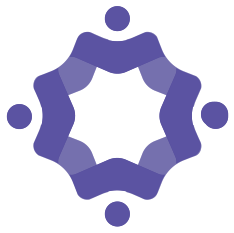
# Types of Funding

**Federal**

**State**

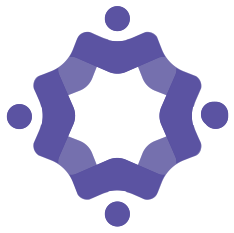
**Local**





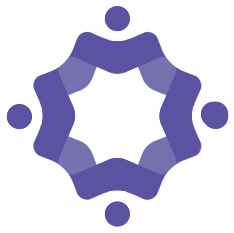
# DOL: Federal Funding to Support RA

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



# 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



# State Funding for RA and ECE

## Apprenticeship Expansion Grant

- Expand RA programs

## RA Scholarships

- Apprentice tuition

## RA Tax Credits

- Eligible employers
- Offset wages or training costs

## T.E.A.C.H and WAGES

- Scholarship
- Salary Supplement

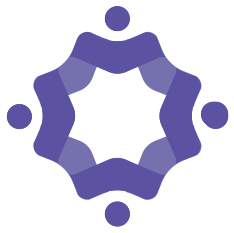
## ECE Scholarships

- Access to higher education

## ECE Tuition Assistance

- Offset ECE coursework and credentialing costs





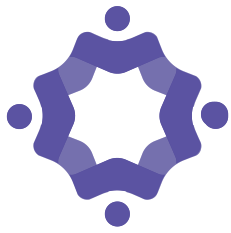
# Local Funding for RA and ECE

**Local Government Programs**

**Community Based Organizations**

**Educational Institutions and Consortia**

**Private Sector Contributions**



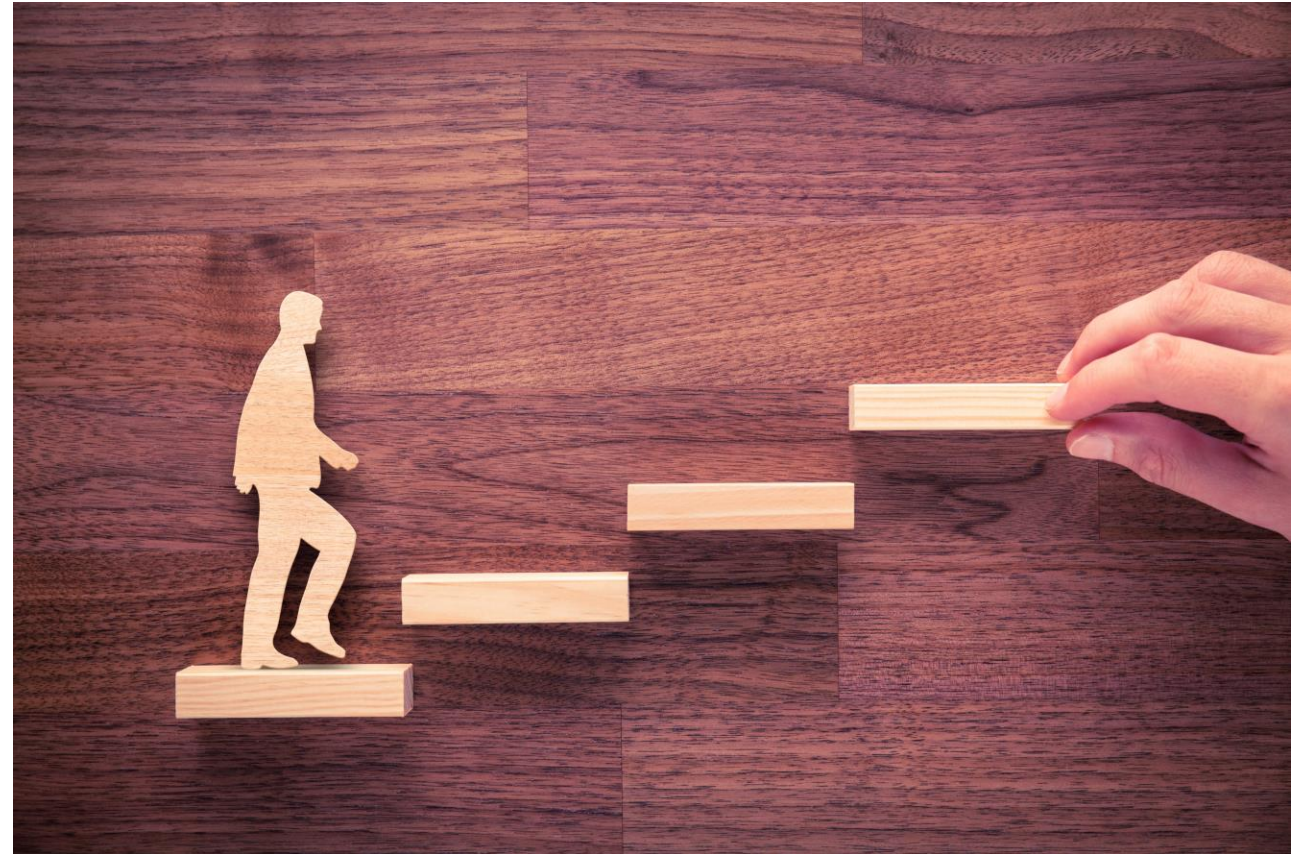
# DOL: The Workforce Innovation and Opportunity Act (WIOA)

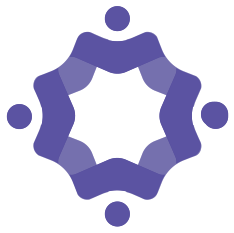
## Services are for:

- Employers
- Workers
- Adults & youth

## Services include:

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





# Applying for Funding



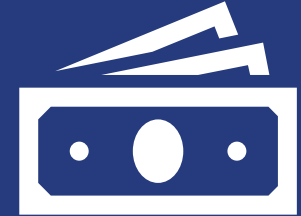
**Understand the  
funder's goals**



**Compelling  
narratives**

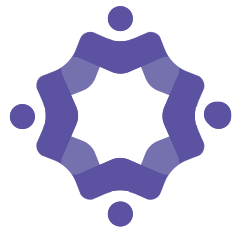


**Data-driven  
proposals**



**Detailed  
financial  
accountability**





# Funding for Sustainability



- Long-term financial strategies
- Diverse funding streams
- Regular program evaluation
- Community engagement

# Audience Poll

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

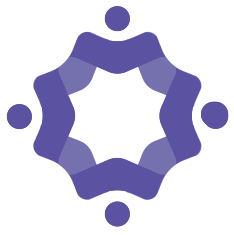
- I'm confident in using different funding sources together.
- I've heard of combining funding, but I'd like to learn more.
- I'm not sure.





# 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.

# Kentucky Governor's Office of Early Childhood Registered Apprenticeship Program

## Funding Sources

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

# Partners

Office of Employer and Apprenticeship

Division of Childcare

Office of Adult Education

Childcare Aware of Kentucky

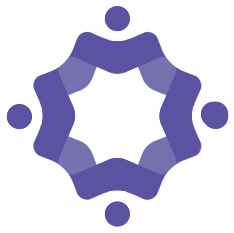
Kentucky Department of Education

Kentucky Career Center

Kentucky Chamber

Early Childhood Workforce Connector

Prichard Family Friendly Certificate Program



# Navigating Challenges

**Understanding  
complexity**

**Administrative  
load**



**Maintaining  
compliance**

**Ensuring optimal  
use of funds**



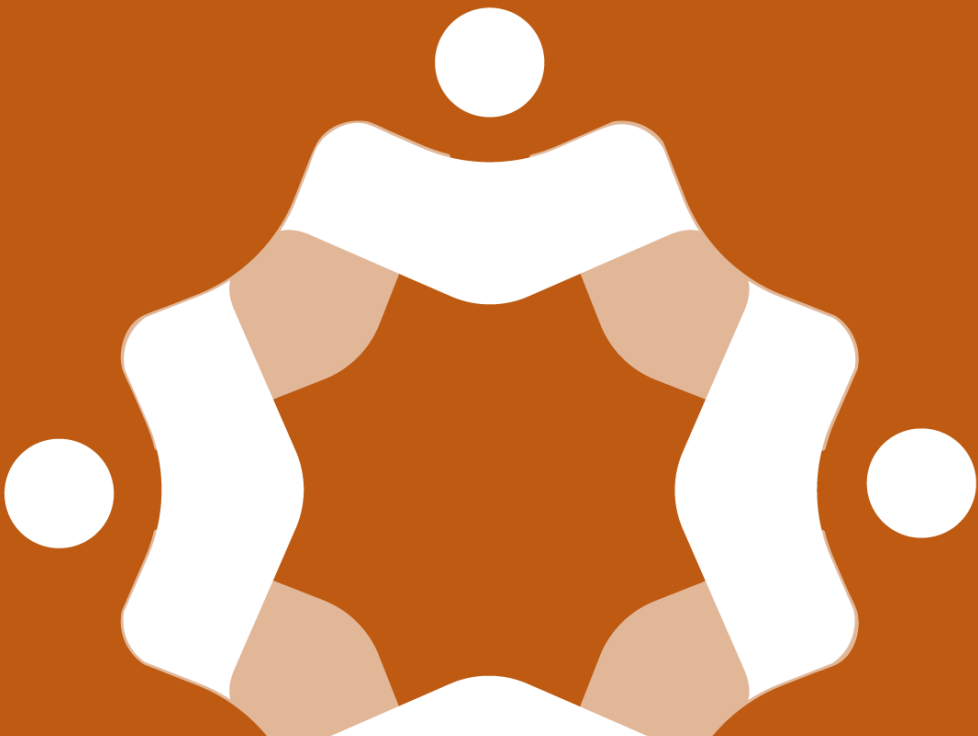
# Audience Question

**I am aware of tools and resources that are available for support successful funding strategies.**

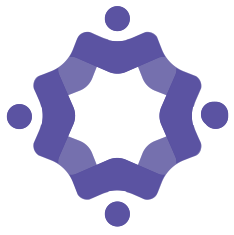
- Yes, I am a pro
- No, I need resources
- I am unsure



# Resources and Tools for Successful Funding







# Developing your Funding Strategy

**Assess your  
funding  
needs**

**Understand  
your funding  
sources**

**Choose your  
funding  
strategies**

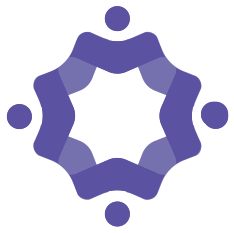
**Prepare  
detailed  
proposals**

**Implement  
effective  
financial  
management**

**Monitor and  
evaluate**

**Be ready to  
shift**





# Resources and Tool for Success

## Federal Grant Search

- Grants.gov
- Apprenticeship.gov
- Foundation Directory Online
- Grant Watch

## State Grants and Scholarships

- State Department of Labor
- Higher Education

## Organizations Offering Guidance and Training

- National Association for the Education of Young Children (NAEYC)
- Council on Foundations

## ROI Calculator and Tools

- Social Return on Investment
- Child Trends

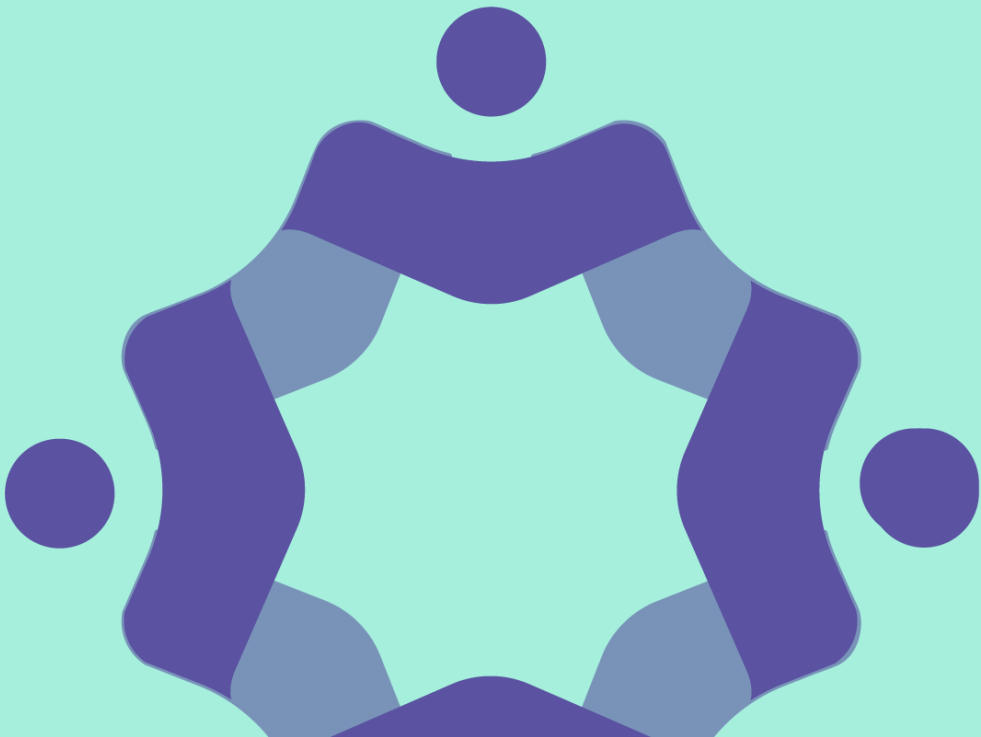
## Network and Advocacy Groups

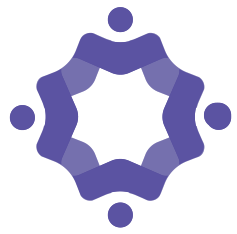
- Early Childhood Funding Collaborative
- Alliance for Early Success

## Educational Webinars and Workshops

- Foundation Center Webinars
- Philanthropy University

# Support & Assistance





# Support & Assistance

Program Development & Expansion

Education & Outreach

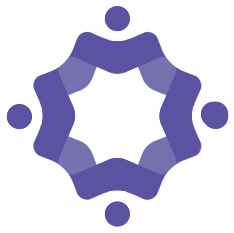
Curriculum & Development

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



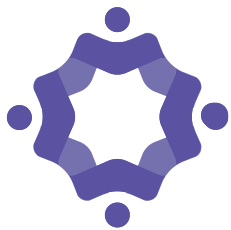
Disability accommodations



Mentorship training



Translation services



# Connect with Us!



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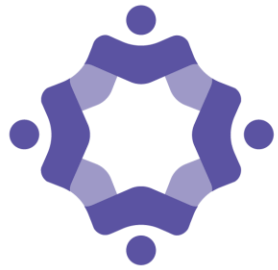
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## Thank you!





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Q & A



# 2024

## Early Educators Leadership Conference

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

OCTOBER 16-19, 2024

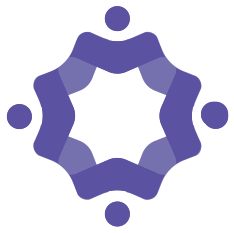
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for  
PROFESSIONAL  
RECOGNITION

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

**Empowering the ECE Workforce  
through RA Partnerships with  
Education Institutions**

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

**Pathways and Opportunities:  
Exploring Careers in Early Childhood  
Education and Embracing Registered  
Apprenticeship**

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



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