

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

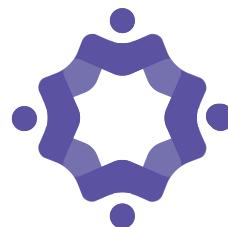


Welcome



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



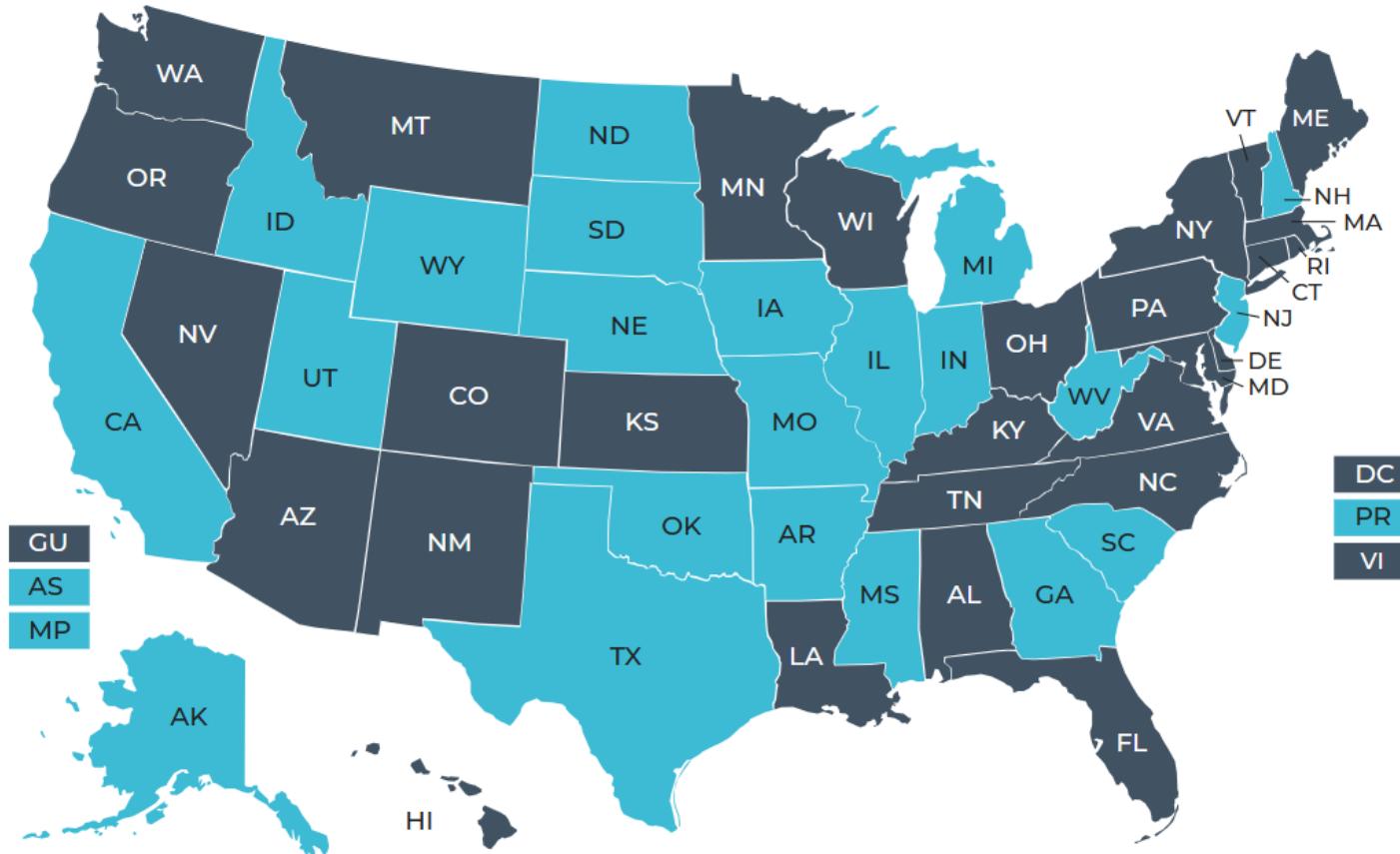
Quality &
Safety



Credentials



U.S. Apprenticeship System



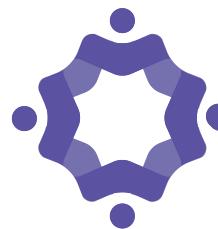
State Apprenticeship Agency (SAA)

29 states & territories

US Department of Labor Office of Apprenticeship (OA)

26 states & territories

10



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



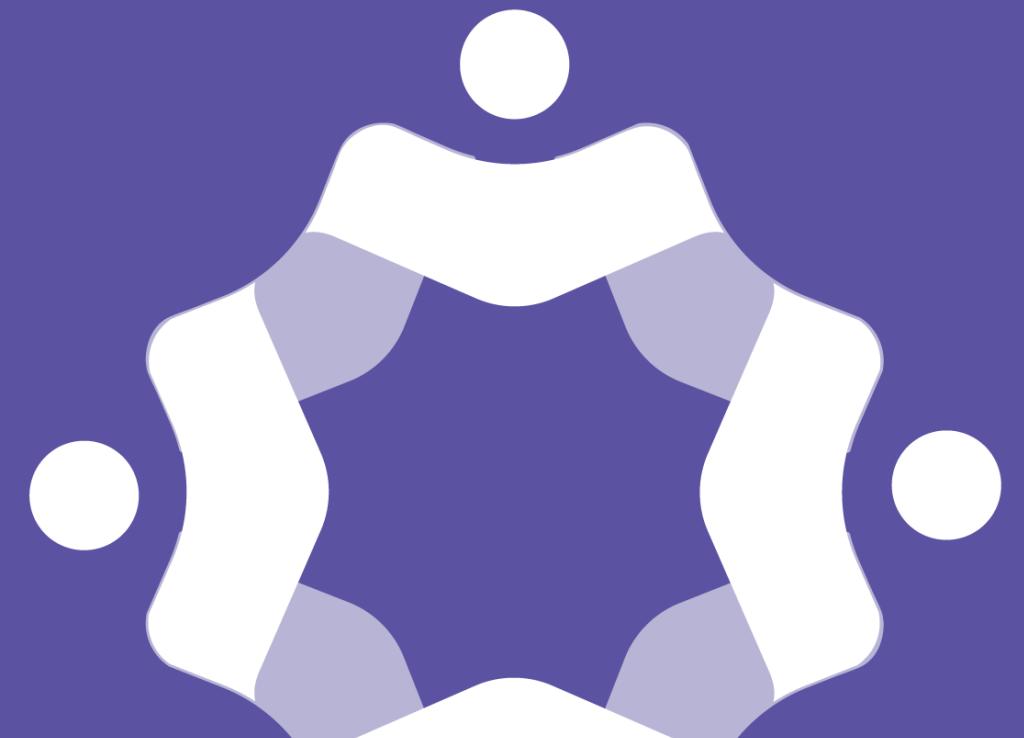
Audience Question

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



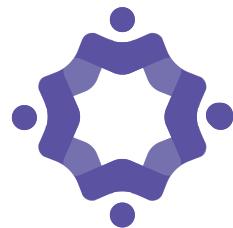


The Cost of Registered Apprenticeship in ECE



RA Investment

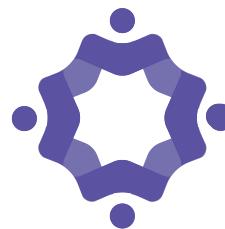
- Initial Setup and Administrative Costs
- Training and Education
- Wages and Benefits
- Materials and Equipment
- Recruitment



Return on Investment (ROI) for Registered Apprenticeship

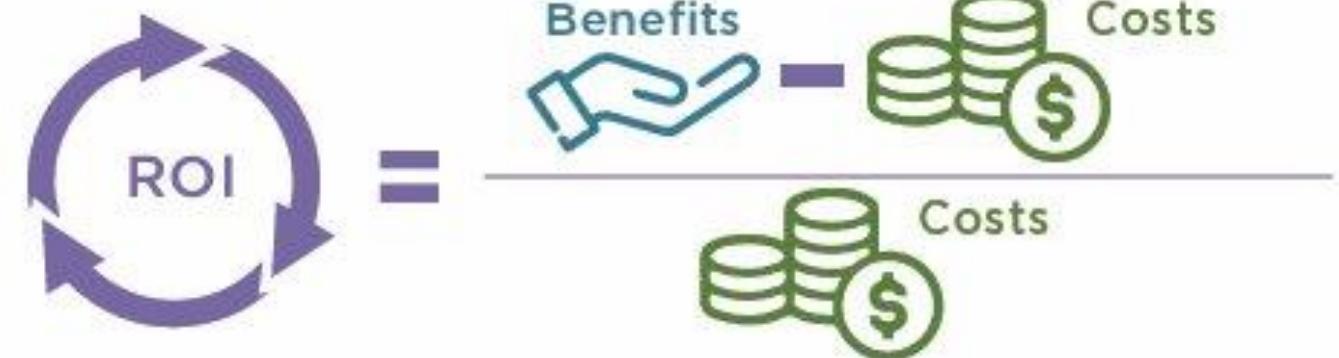
- Reduced staff turnover
- Enhanced skilled workforce
- Increased employee engagement
- Improved work culture





Impacts of ROI Beyond the ECE RA Program

- Program sustainability
- Community benefits
- Multiplier effect



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

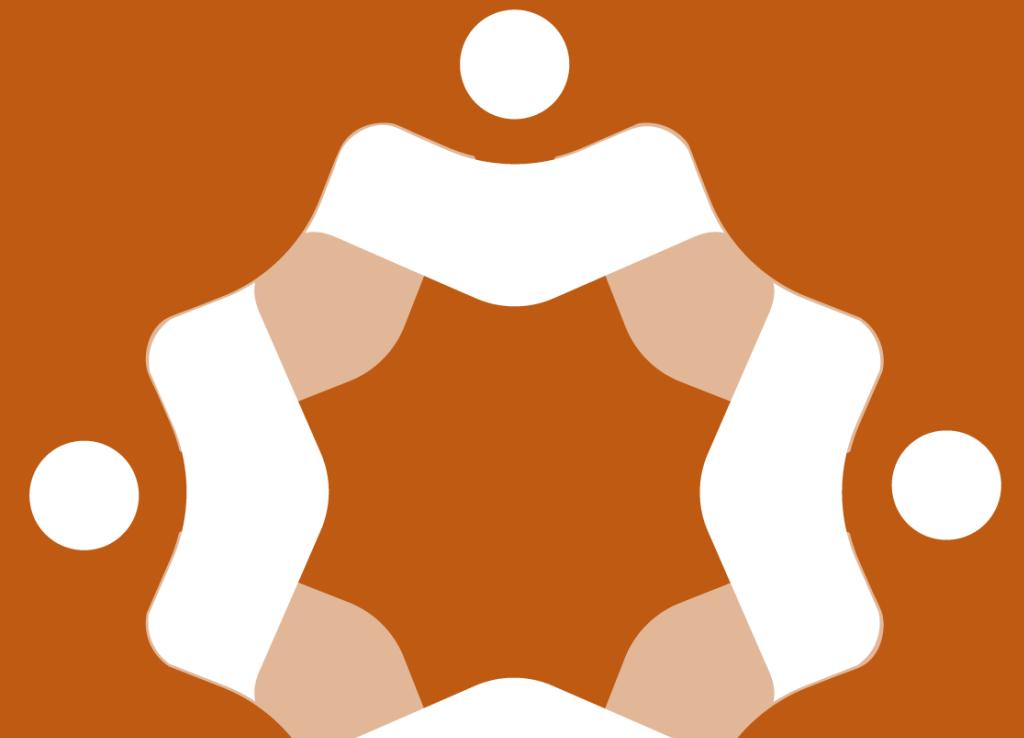
Audience Poll

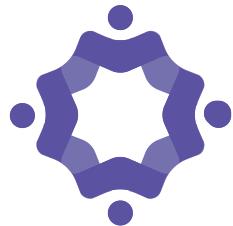
Which of the following funds do you feel you have the clearest understanding of?

- Federal
- State
- Local
- None of the above



Accessing Diverse Funding Streams





Types of Funding

Federal

State

Local



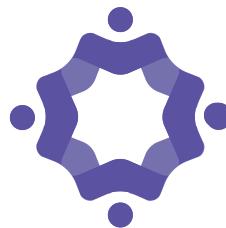
DOL: Federal Funding to Support RA

RA Funding Opportunities	Agency
<ul style="list-style-type: none">• 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



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



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

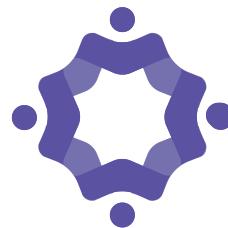
- Scholarship
- Salary Supplement

ECE Scholarships

- Access to higher education

ECE Tuition Assistance

- Offset ECE coursework and credentialing costs



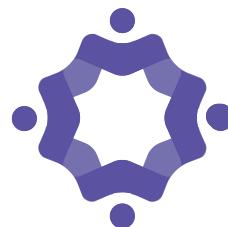
Local Funding for RA and ECE

Local Government Programs

Community Based Organizations

Educational Institutions and Consortia

Private Sector Contributions



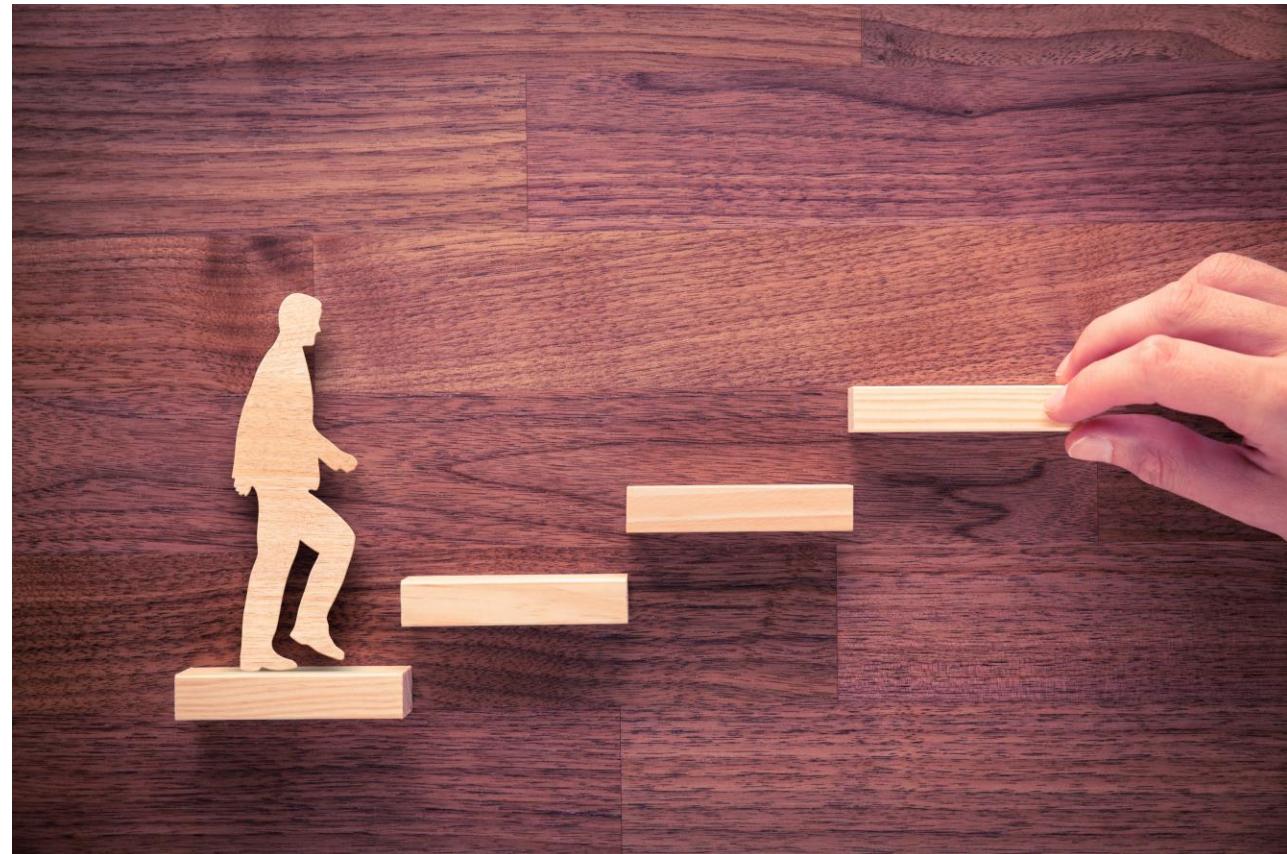
DOL: The Workforce Innovation and Opportunity Act (WIOA)

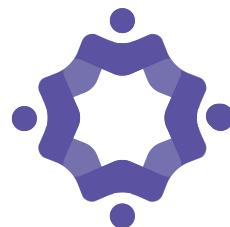
Services are for:

- Employers
- Workers
- Adults & youth

Services include:

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





Applying for Funding



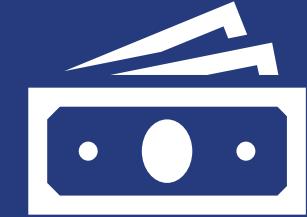
Understand the
funder's goals



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

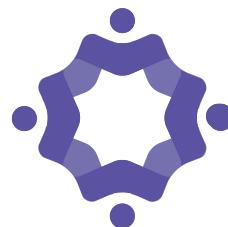
How familiar are you with combining different funding sources to support ECE programs?

- 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.

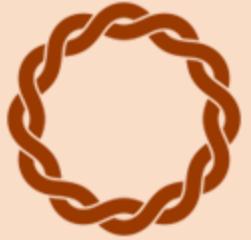


Combining Funds for ECE RA



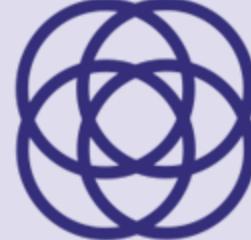


Braid, Blend, and Layer Funding for Success



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

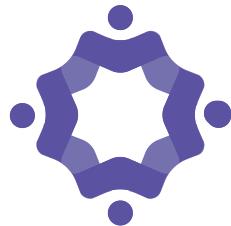
Kentucky Department of Education

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

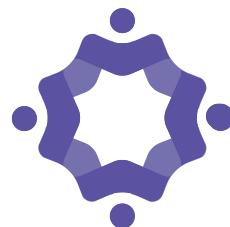
I am aware of tools and resources that are available for support successful funding strategies.

- 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

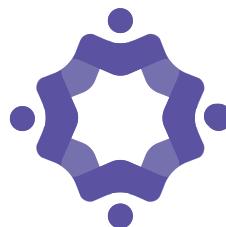
Choose your funding strategies

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

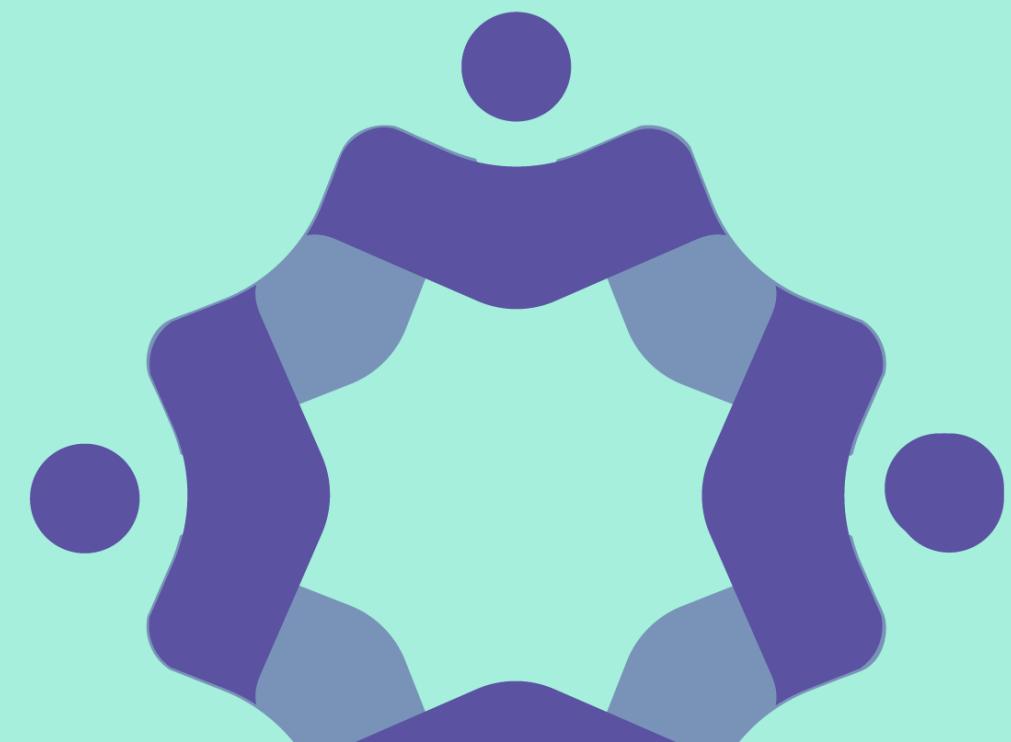
Network and Advocacy Groups

- 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

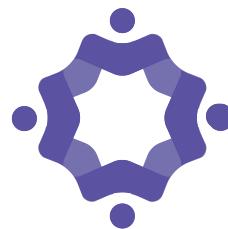
Curriculum & Development

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



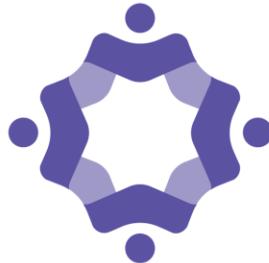
Translation services



Connect with Us!

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

Thank you!



EARLY CHILDHOOD
WORKFORCE
CONNECTOR

COUNCIL
for
PROFESSIONAL
RECOGNITION



Q & A



2024

Early Educators Leadership Conference

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

OCTOBER 16-19, 2024



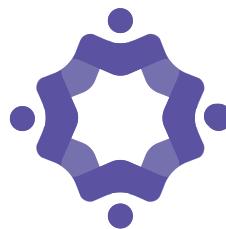
COUNCIL
for
PROFESSIONAL
RECOGNITION

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

**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



Join the new...

Council Alumni Network

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!

Learn More & Join Here:

councilcan.org