

EARLY CHILDHOOD WORKFORCE CONNECTOR

Connecting the Dots: Strategies for Effective Integration in Workforce Development and Apprenticeship Programs

Presented by:

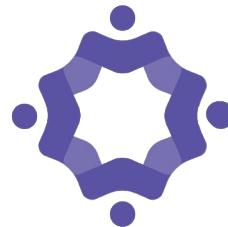
Tracey Carey, Executive Director of Midwest Urban Strategies



Agenda



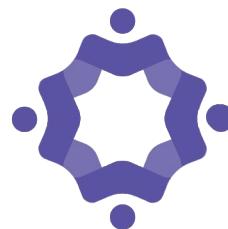
- RA Refresh/Level Set
- Introduction to the Public Workforce System
- Exploring Funding Sources and Strategies to Achieve Success



Midwest Urban Strategies



- A consortium of workforce boards from across the Midwest
- Advance innovation and best practices through intentional collaboration
- Design, test, and implement workforce strategies and practices

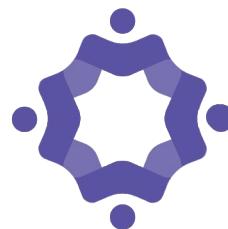


ECWC Intermediary Organizations



Collaborative Partners

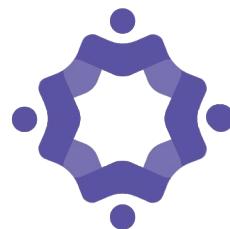




Early Childhood Workforce Connector

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





Audience Poll

How familiar are you with Early Childhood Education (ECE) Registered Apprenticeship programs?

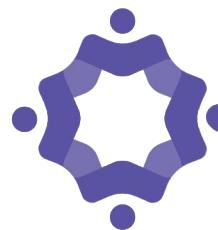
- I'm involved in one right now!
- I'm aware but don't have any direct experience.
- Not much but I would like to know more!



Registered Apprenticeship



*Registered Apprenticeship is an **industry-driven, high-quality** career pathway where employers can **develop** and prepare their **future workforce**, and individuals can obtain **paid work experience, classroom instruction**, and a portable, **nationally-recognized credential**.*

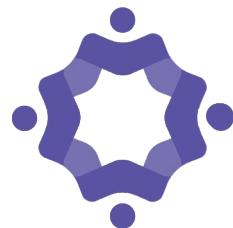


Registered Apprenticeship Comparison

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			✓

Early Childhood Education Registered Apprenticeship





Why Registered Apprenticeship in ECE?



Advance knowledge, skills, and credentials
for ECE professionals



Support services for apprenticeship



Commitment to equal opportunity for all

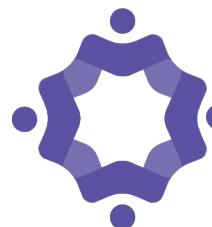


Profitable career pathways in ECE



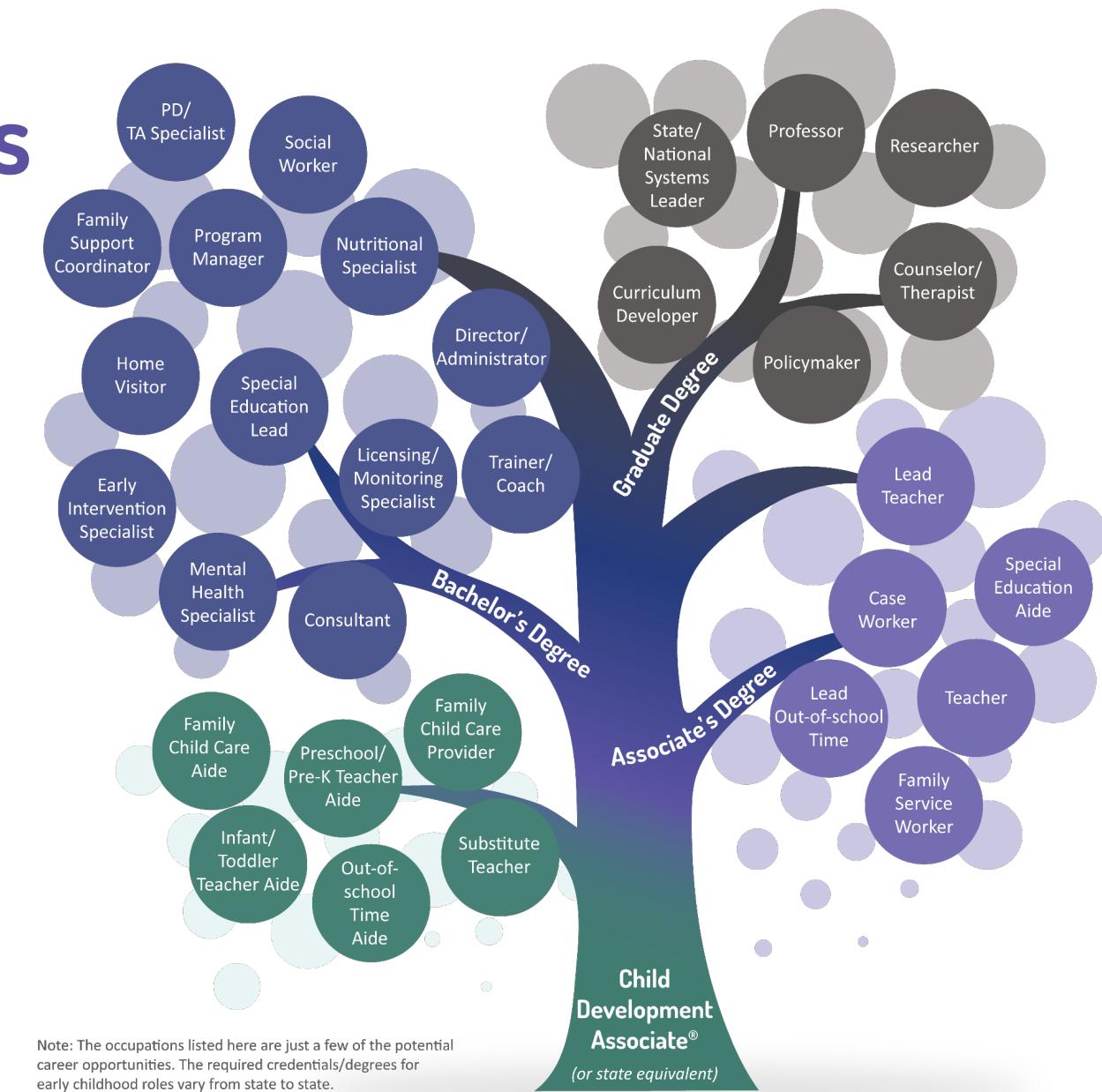
Access to **funding**

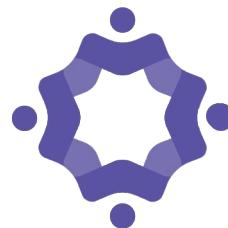




Career Opportunities

- Multiple entry points for RA
 - Jumpstart careers
 - Further professional development
 - Pathways to sustainable careers in ECE
- Potential credential attainment, such as the CDA
- Opportunities for academic degrees, such as an associate's or bachelor's degree



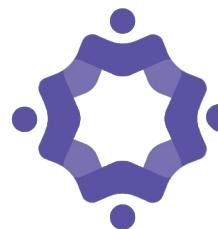


The Cost of Registered Apprenticeship in ECE



RA Investment

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



Audience Poll

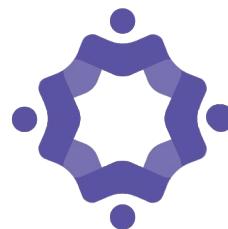
How familiar are you with the public workforce system?

- Very familiar – I work with it on a regular basis
- I've heard of it, but I don't really understand how it can help me.
- I'm not familiar with it.



The Public Workforce System





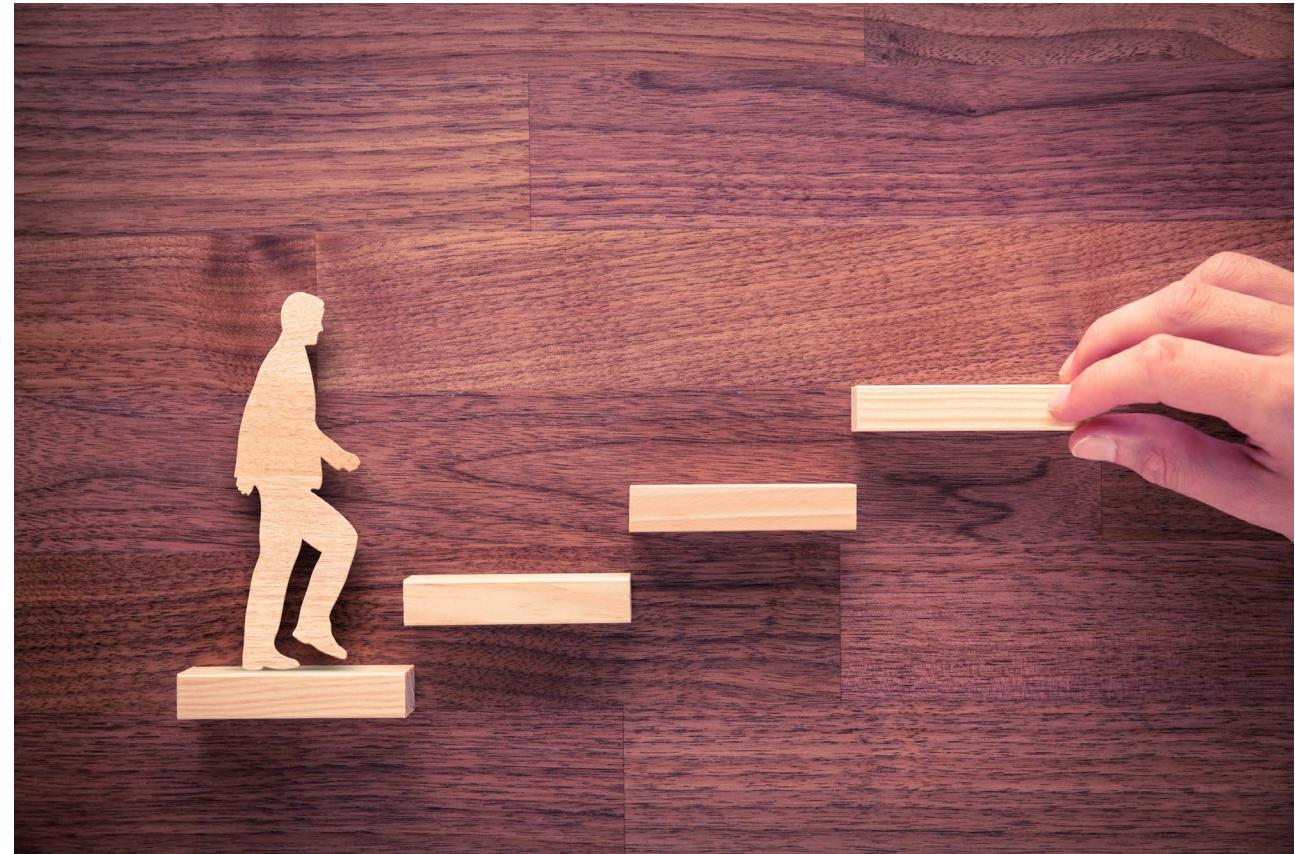
DOL: The Workforce Innovation and Opportunity Act (WIOA)

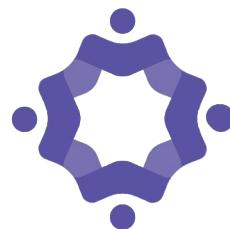
Services are for:

- Employers
- Workers
- Adults & youth

Services include:

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

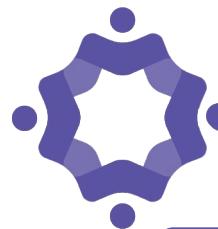




Workforce Development Board Services



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



Public Workforce Ecosystem

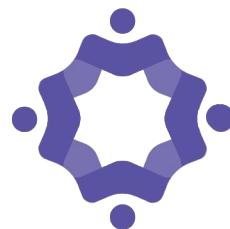
American Job Centers

- Community/Technical Colleges
- Training Providers
- Community Based Organizations (Support Services)
- Employers



Exploring Funding Sources and Strategies to Achieve Success





State Example: Missouri

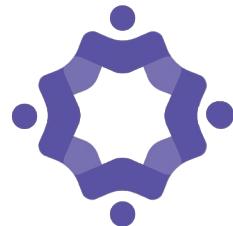
Kansas City: ECE RAP Intermediary & Group Sponsor

- 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





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

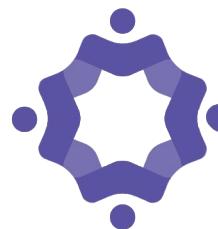
Kentucky Department of Education

Kentucky Career Center

Kentucky Chamber

Early Childhood Workforce Connector

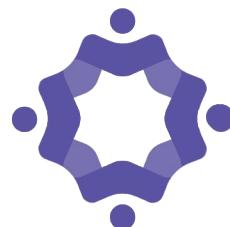
Prichard Family Friendly Certificate
Program



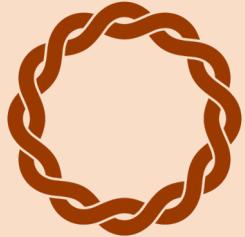
Collaborative Relationships

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



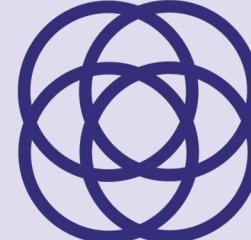


Braid, Blend, and Layer Funding for Success



Braid

Funding sources remain separate



Blend

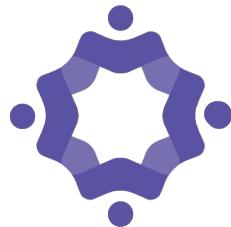
Various funding sources consolidated into one fund



Layer

Stacking multiple funding sources on top of each other

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



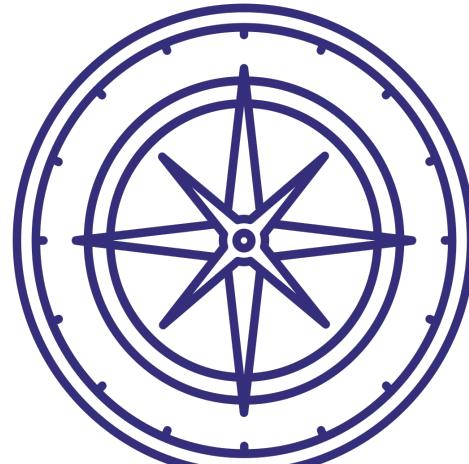
Navigating Challenges

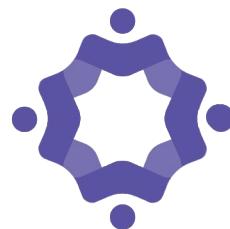
Understanding
complexity

Administrative
load

Maintaining
compliance

Ensuring optimal
use of funds





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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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