

# EARLY CHILDHOOD WORKFORCE CONNECTOR

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

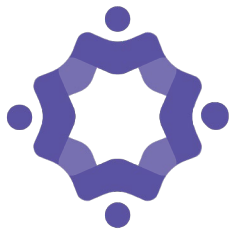
Presented by:

Tracey Carey, Executive Director of Midwest Urban Strategies



# Agenda

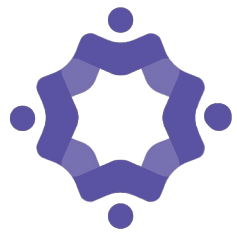
- RA Refresh/Level Set
- Introduction to the Public Workforce System
- Exploring Funding Sources and Strategies to Achieve Success



# Midwest Urban Strategies



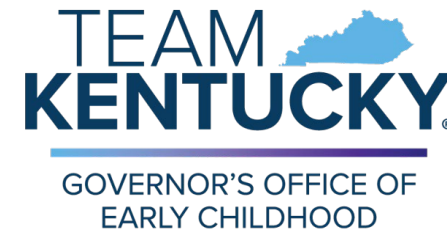
- A consortium of workforce boards from across the Midwest
- Advance innovation and best practices through intentional collaboration
- Design, test, and implement workforce strategies and practices

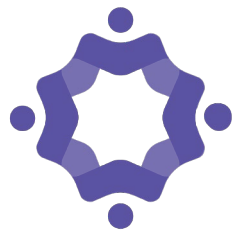


# ECWC Intermediary Organizations



## Collaborative Partners

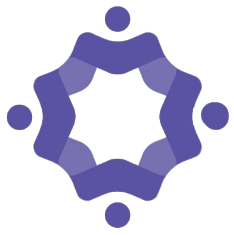




# Early Childhood Workforce Connector

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!

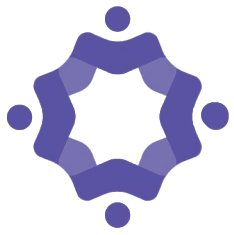


# Registered Apprenticeship



*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**.*





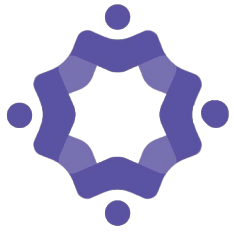
# Registered Apprenticeship Comparison

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



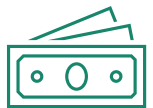
**Support services** for apprenticeship



Commitment to **equal opportunity for all**

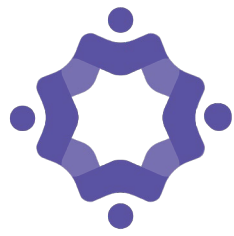


**Profitable career pathways** in ECE



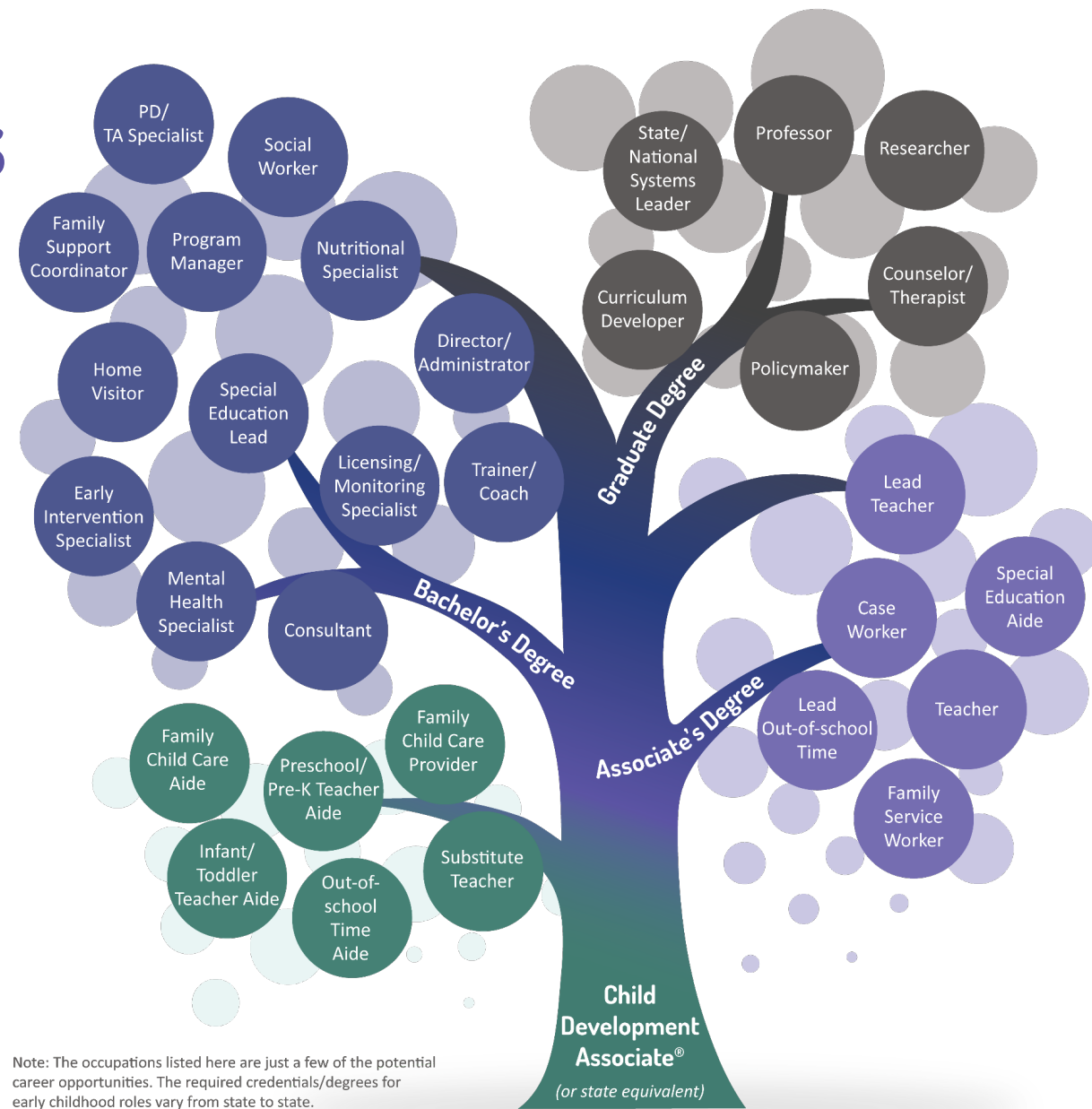
Access to **funding**

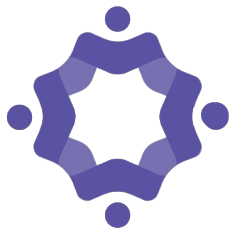




# Career Opportunities

- 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



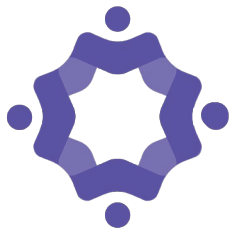


# The Cost of Registered Apprenticeship in ECE



## 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?**

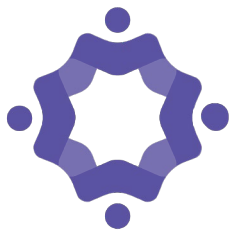
- Very familiar – I work with it on a regular basis
- I've heard of it, but I don't really understand how it can help me.
- I'm not familiar with it.





# The Public Workforce System





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

## Services are for:

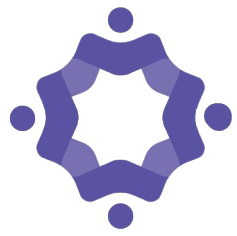
- Employers
- Workers
- Adults & youth

## Services include:

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



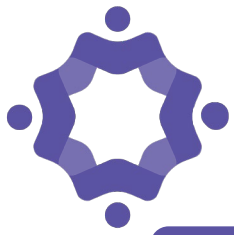




# Workforce Development Board Services



- 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

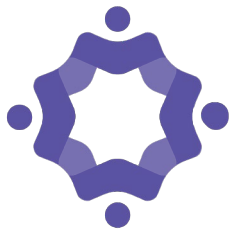
## American Job Centers

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



# Exploring Funding Sources and Strategies to Achieve Success





# State Example: Missouri

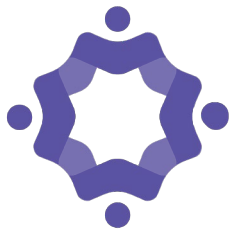
## Kansas City: ECE RAP Intermediary & Group Sponsor

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

## St. Louis: Economic Development Solutions

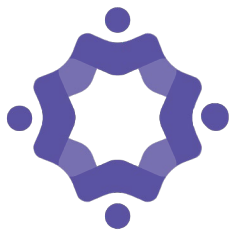
- Integrating childcare sites into facilities across the city to expand access to childcare
- Collaborating with The Workforce Board, Urban League, YWCA





## 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

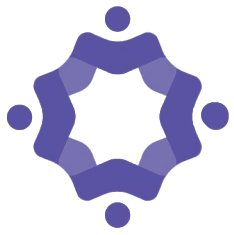
Kentucky Career Center

Kentucky Chamber

Early Childhood Workforce Connector

Prichard Family Friendly Certificate  
Program



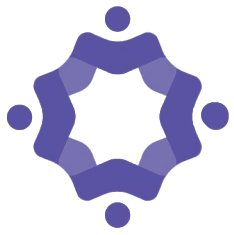


# Collaborative Relationships

- 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





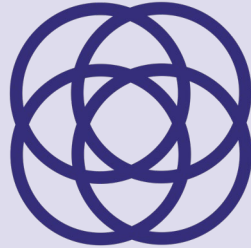


# Braid, Blend, and Layer Funding for Success



## Braid

Funding sources remain separate



## Blend

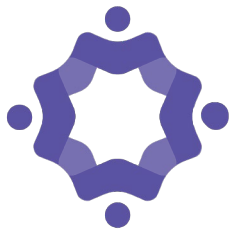
Various funding sources consolidated into one fund



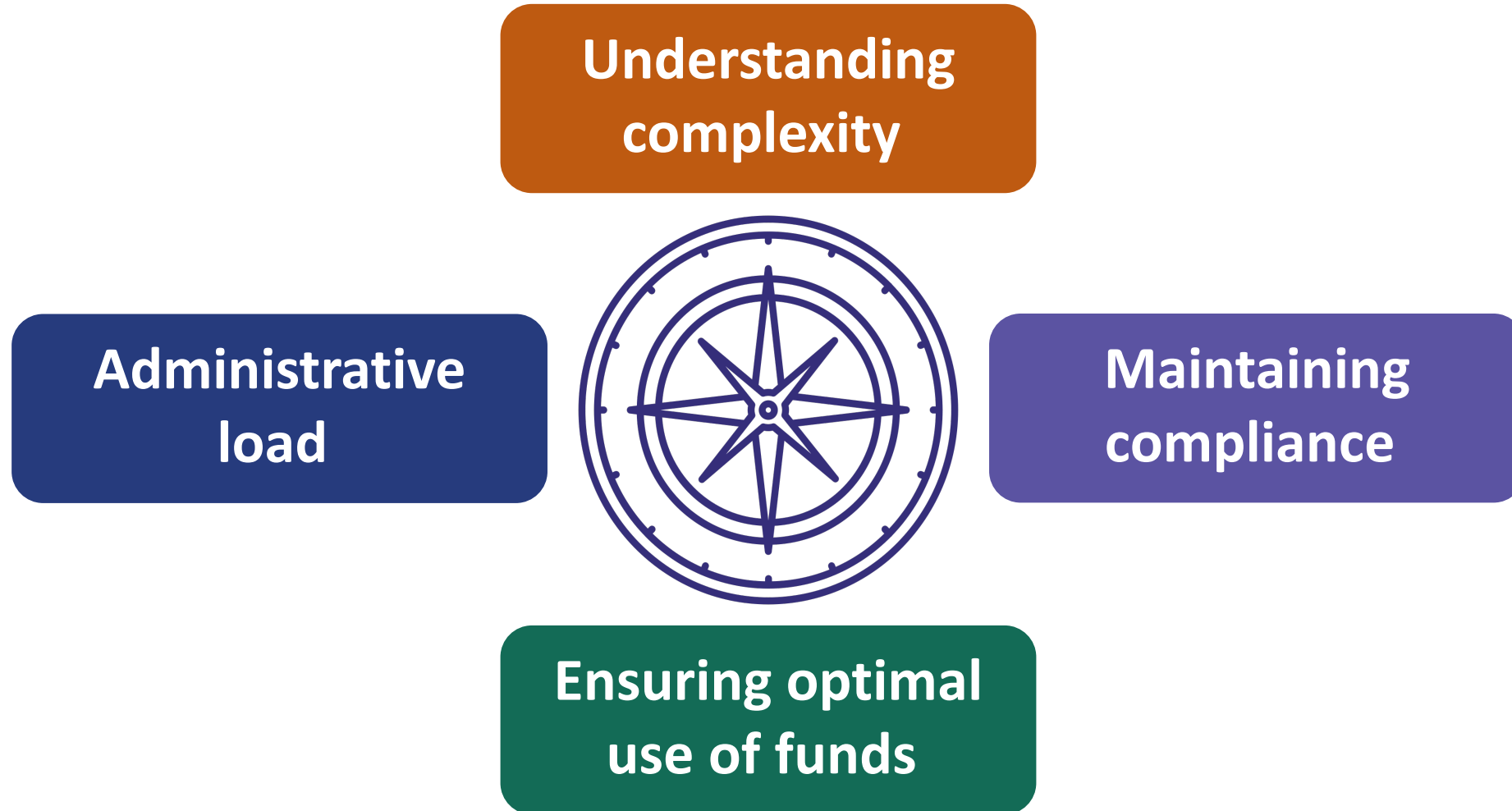
## Layer

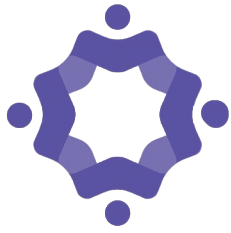
Stacking multiple funding sources on top of each other

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



# Navigating Challenges





# Connect with Us!



[ECWConnector.org](https://ECWConnector.org)



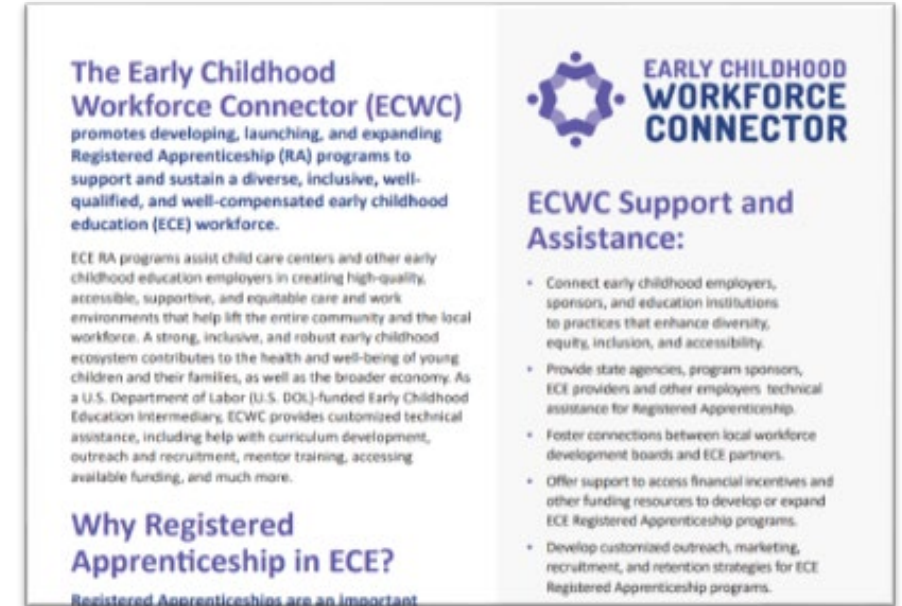
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