EARLY CARE AND EDUCATION
REGISTERED APPRENTICESHIPS
ROUNDTABLE

MAY 23, 2023
WELCOME & THANK YOU!
Early Care and Education Apprenticeships (ECE RAPs) Roundtable
Let’s get started!

Housekeeping

- Today’s Webinar is scheduled to last up to 2 hours
- The Webinar is being recorded and will be shared with those in attendance (including slides)
- All participants will be muted throughout
- Submit all questions through the Q&A button
- Questions submitted here can be viewed and upvoted
AGENDA

01 Poll #1

INTRODUCTION TO ECIC's CHILD CARE INNOVATION FUND
Impact & What we've Learned

02 Poll #2 and Q&A Session

ECE RAPs SPONSORING AGENCIES AND PANEL DISCUSSION
Who they are & What they've Learned

03 Q&A Session and Poll #3

ECE RAPs STATE PARTNERS
Recommendations & Actions

04 CLOSING & CONTACT INFORMATION
ECIC's Child Care Innovation Fund Presenters

Joan Blough
Senior Director, Child Care Innovation Fund

Misti Conley-Rogers
Project Manager, Innovation and Policy
Poll #1

Learning from You!

Early Childhood Investment Corporation
• Created in 2005 to be a statewide leader in early childhood, ECIC collaborates to:
  • Increase public and private investment in the earliest years
  • Elevate issues affecting young children and their families
  • Continuously improve Michigan’s comprehensive early childhood system, ensuring every child has the opportunity to succeed in school and in life.

• In order to make this vision a reality, we work to ensure:
  • Race, culture and community are celebrated assets in a young child’s life
  • Our work is informed by research and driven by the voices of diverse populations to achieve equitable outcomes for all children
  • Collaboration is central to our work, and we strive to co-create knowledge and innovation for the field
Purpose of ECIC’s Child Care Innovation Fund

• Collaborate with regional and community partners to pilot common-sense business and financing solutions for child care.

• Invest in innovations designed to benefit employers, working families, child care business owners and early educators.

• Educate and advocate for scaling proven child care solutions across Michigan
Child Care Innovation Fund Priorities

Create synergy between economic development and child care sectors

Improve compensation and on-the-job supports for early educators

Build Supply

Collaborate with Employers

Strengthen Child Care Businesses

Centering Equity Throughout
Apprenticeship Partnership Model

- **SPONSORING ORG PARTNER(S)**: Holds program registration & secures funding.
- **STATE & FEDERAL AGENCIES (DOL)**: Provides federal & state standards.
- **COMMUNITY ORG PARTNER(S)**: Provides non-academic support to remove barriers.
- **WORKFORCE SYSTEM**: Provide industry and/or workforce specific expertise.
- **EMPLOYER PARTNER(S)**: Provides on-the-job training & employment in an ECE classroom.
- **TRAINING PARTNER(S)**: Provides certification pathway & academic ECE classes.
- **FUNDING PARTNER(S)**: Provides funding for apprenticeship program.

Early Childhood Investment Corporation | 052323
Early Care and Education Registered Apprenticeships (ECE RAPs)

WHAT ARE THE COMPONENTS OF REGISTERED APPRENTICESHIPS?

Employer involvement
Employers agree to sponsor apprentices, support their on-the-job learning, reward their skill gains, and provide the opportunity to complete their credentials.

Structured-on-the-job training
Apprentices’ on-the-job learning is supported by a more experienced peer – usually a peer trained to act as a mentor or coach.

Related instruction
Apprentices complete a Child Development Associate (CDA) Credential issued by the Council of Professional Recognition, or an associate degree from an institute of higher education.

Rewards for skill gains
Apprentices receive progressive increases in wages as they gain competencies and skills.

National Credentials
Registered apprenticeship programs result in one or more nationally recognized credentials. Programs are designed to ensure full proficiency.
Understanding Our Impact

CONTENTS
• Info on Registered Apprenticeships Model
• ECE RAPs Pathway
• Statewide Coverage and Opportunity
• Supporting ECE RAPs
• Challenges
• Recommendations

LOCATING THIS REPORT
ECIC Website: https://www.ecic4kids.org/child-care-innovation-fund-impact/
What We’ve Learned

The ECE RAPs that ECIC has been funding recognize the importance of an integrated apprenticeship approach, including:

- The five primary components of registered apprenticeship programs
- Shared business solutions for child care employers to ensure the collective success of their programs and apprentices
- On-the-job supports and wrap around services, to support apprentice success with academic and non-academic resources and services
- Strategies to significantly improve the wages and benefits of early educators
2023 ECE RAP Report

Apprenticeship Pathway to the Child Development Associate (CDA) Credential

1. Engage in On the Job Learning
   - 32 minimum hours per week participating in on the job learning with their child care employer

2. Complete CDA Requirements
   - 120 educational hours completed
   - 480 hours of experience working with children in a licensed child care facility, to earn a CDA.
   - Apprentices must receive at least one wage increase during the apprenticeship. Ideally, apprentices will receive more than one wage increase as key milestones are achieved, such as the completion of the CDA.

3. Apply to Start the CDA Award Process
   - When the CDA coursework and work experience are complete, apprentices must apply to the Council for Professional Recognition to start the CDA award process. This process requires that an apprentice identifies and contacts a CDA Professional Development (PD) Specialist who will agree to conduct a CDA Verification Visit. The apprentice must submit the CDA application and assessment fee, which is currently $425. (Apprentices can apply for a T.E.A.C.H Early Childhood® Michigan Scholarship to cover this cost.)

4. Earn Apprenticeship Certificate
   - 9 credits provided toward an associate degree for CDA completion
   - 2,000 hours of learning to earn the nationally recognized apprenticeship certificate, the apprentice completes at least 2,000 hours of learning (including all hours associated with the CDA), on-the-job learning skills, and competency development, reflective supervision, and paid work experience.
ECE REGISTERED APPRENTICESHIP
PROGRAM COVERAGE AND OPPORTUNITY

STATEWIDE MICHIGAN WORKS! AGENCIES

1. UPPER PENINSULA MICHIGAN WORKS!
2. NORTHWEST MICHIGAN WORKS!
3. MICHIGAN WORKS! NORTHEAST CONSORTIUM
4. MICHIGAN WORKS! REGION 7B CONSORTIUM
5. MICHIGAN WORKS! WEST CENTRAL
6. GREAT LAKES BAY MICHIGAN WORKS!
7. GST MICHIGAN WORKS!
8. WEST MICHIGAN WORKS!
9. CAPITAL AREA MICHIGAN WORKS!
10. OAKLAND COUNTY MICHIGAN WORKS!
11. KINEXUS
12. MICHIGAN WORKS! SOUTHWEST
13. MICHIGAN WORKS! SOUTHEAST
14. SOUTHEAST MICHIGAN COMMUNITY ALLIANCE & DETROIT EMPLOYMENT SOLUTIONS CORPORATION
Great Start to Quality Southwest Resource Center

Apprenticeship Partners

- Edison Neighborhood Career Pathway
- Kalamazoo Literacy Council
- Goodwill
- T.E.A.C.H Early Childhood® Michigan Scholarship Program – Michigan AEYC
- Youth Opportunity Unlimited
- Pulse at the W.E. Upjohn Institute for Employment Research
- Stryker-Johnson Foundation
- ECIC’s Child Care Innovation Fund
- Michigan Works! Southwest and Kinexus
- Early Learning Neighborhood Collaborative (ELNC) Kalamazoo

Apprenticeship Attributes

Active since 2018
CDA & Apprenticeship Certificate

Nine credits toward an associate degree
67 child care employers
(Includes two state funded pre-k programs)
Apprenticeship Attributes

Active since 2019
CDA & Apprenticeship Certificate
Nine credits toward associate degree
Integrating Pre-apprenticeship step into pathway
10 child care employers

Steepletown Neighborhood Services

Apprenticeship Partners

- Education Beyond the Classroom, LLC
- Grand Rapids Community College
- West Michigan Works!
- Early Learning Neighborhood Collaborative Grand Rapids
- Vibrant Futures
- Sparta Adult Education
- Kent Resource Center
- ECIC’s Child Care Innovation Fund
Child Care Network

Apprenticeship Partners

- Michigan Works! Southeast
- Monroe County Business Alliance
- Southeast Michigan Community Alliance
- Washtenaw Community College

Apprenticeship Attributes

Active since 2023

CDA & Apprenticeship Certificate

Four child care employers
Michigan Works! — Networks Northwest

**Apprenticeship Partners**
- Northern Michigan Community Action Agency (NMCAAN)
- Northwest Ed Services
- Northwestern Michigan College
- North Central Michigan College
- Northwest Regional Child Care Coalition

**Apprenticeship Attributes**
- Active Since 2022
- One employer, 36 locations
- CDA, AA, & Apprenticeship National Credential
- Two registered apprenticeship occupations
  - Early Childhood Educator and Childcare Development Specialist
- Multiple online education paths through NMC & NCMC
- Youth Career Pathway
Apprenticeship Attributes

Active since 2021
AA & Apprenticeship Certificate online program at Mott Community College

Two child care employers

GST Michigan Works!

Apprenticeship Partners

- Mott Community College
- Child care employers
Apprenticeship Attributes

Active since 2021
CDA or AA & Apprenticeship Certificate
Includes youth apprenticeship pathway
12 child care employers
(Includes six school districts)

Upper Peninsula Michigan Works!

Apprenticeship Partners

- Baraga-Houghton-Keweenaw Child Development Board (nine childcare facilities in Upper Peninsula's Copper County)
- Grover Daycare and Preschool in Marquette
- Sault Ste. Marie Co-op Preschool
- Bay Mills Community College
Michigan Works!
Region 7B Consortium

Apprenticeship Partners

- CTE-Bay-Arenac ISD
- Clare Gladwin RESD
- Iosco RESA Tech Center
- COOR ISD
- School districts
- Related training instruction providers
- Local economic development organizations

Apprenticeship Attributes

Active since 2023
CDA or AA & Apprenticeship Certificate
(Includes youth apprenticeship)

58 child care employers
Learning from You!

Poll #2
Sponsoring Agency Presenters

Tara Dwyer  
Moderator  
Registered Apprenticeships Program Director, ECEPTS

Dick Bulkowski  
Director, Steepletown/Early Learning Center

Karla Mancini  
Community Programs Director, Child Care Network

Pam O'Laughlin  
Chief Operations Officer, Michigan Works! Region 7B

Amy Lason  
Great Start to Quality Coach/CDA/Apprenticeship Support Staff, Great Start to Quality Southwest Resource Center

Evelyn Szpliet  
Regional Director of Apprenticeship Services, Networks Northwest

Brian Sarvello  
Apprenticeship Manager, Upper Peninsula MI Works!
Learning from Experience!

Sponsoring Agency Panel
Answering your Questions
State Partner Presenters

Joan Blough
Senior Director, Child Care Innovation Fund

Lisa Brewer-Walraven
Director, Office of Great Start Child Development and Care, MDE

Robin Zeiter
Professional Development Specialist, Office of Great Start, MDE

Kelsey Laird
Director of Professional Programs, Michigan Association for the Education of Young Children (MiAEYC)

Ryan Hundt
Chief Executive Officer, Michigan Works! Association

Kevin Chau
Apprenticeship Specialist, Workforce Development – State Apprenticeship Expansion Employment & Training, Michigan Department of Labor and Economic Opportunity
Recommendations 1 – 3

1. **Strengthen the implementation of the existing seven ECE registered apprenticeship programs**
   - Offer one-time scale-up grants and cohort-based technical assistance
   - Support the development of regional financing plans that maximize all available public workforce and early childhood resources

2. **In areas of the state with “ready” ECE apprenticeship designs complete the process of designing and registering the apprenticeship**
   - Offer a second design grant and intensive technical assistance
   - Identify a sponsoring agency and apprenticeship partnership
   - Support the development of regional financing plans to maximize all available public workforce and early childhood resources

3. **Offer design grants to all Michigan Works! agencies not covered in recommendation 1 and 2 above to complete the process of designing and registering an ECE apprenticeship with their regional apprenticeship partners**
   - Provide design grant and intensive technical assistance
   - Identify a sponsoring agency and apprenticeship partnership
   - Support the development of a regional financing plan to maximize all available public workforce and early childhood resources
Grantmaking and Technical Assistance

Invited to Apply for Design Grant Round II

- MI Works Entities without established ECE Registered Apprenticeship Programs as identified below:
  - Capital Area MI Works!
  - Detroit Employment Solution Corporation
  - MI Works! Northeast Consortium
  - MI Works! Southwest
  - Oakland County MI Works!
  - Southeast Michigan Community Alliance
  - West MI Works! (outside of Kent County)

Invited to Apply for Scale Up Grant

- Steepletown Neighborhood Services
- Great Start to Quality Southwest Resource Center
- Networks Northwest
- Child Care Network
- Michigan Works! Region 7B Consortium
- GST Michigan Works!
- Upper Peninsula MI Works!
Recommendation 4

Continue and strengthen collaboration among the Michigan Departments of Education, Labor and Economic Opportunity and Licensing and Regulatory Affairs Child Care Bureau, the Michigan Works! Association and the Early Childhood Investment Corporation — Child Care Innovation Fund

- Identify and maximize all available public workforce and early childhood resources for equitable and sustained ECE registered apprenticeship expansion
Recommendation 5

5. Continue state efforts to realize more effective, long-term compensation strategies for early educators and include the recognition of apprenticeship certification on the ECE Career Pathway in MiRegistry.
• Michigan’s professional workforce registry for ECE and OST; launched in May 2018
• Collects and tracks data including employment, education, credentials, wage and retention information to inform workforce policy decisions
• Approves trainers and course content to support workforce professional development
• Awards Career Pathway Level
Career Pathway for Early Childhood and Out of School Time Professionals

- Includes sequential levels foundational through professional along with corresponding career possibilities
- MiRegistry members are awarded a Career Pathway Level based on their training, education, and credentials that are verified in MiRegistry
- The Career Pathway is a tool to help individuals identify goals and possible employment opportunities as part of their professional journey
**Career Pathway**  
for Early Childhood and School Age Professionals

### Foundational Levels

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<tr>
<th>Level</th>
<th>Requirements</th>
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<tr>
<td><strong>F1</strong></td>
<td>Obtained membership in MiRegistry</td>
</tr>
<tr>
<td><strong>F2</strong></td>
<td>60 unduplicated training hours aligned to the Core Knowledge and Core Competencies (CKCC) - Birth to Five or School Age</td>
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| **F3** | 6 semester (9 term) credit hours in ECE / CD or child related-field  
* 90 unduplicated training hours aligned to the Core Knowledge and Core Competencies (CKCC) - Birth to Five or School Age |

Training Hours must be approved and obtained within three years. Approved training hours include those offered through miregistry.org and/or those bearing State Continuing Education Clock Hours (SCECH), or Continuing Education Units (CEU).
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<tr>
<th>PROFESSIONAL LEVELS</th>
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<tr>
<td><strong>P1</strong></td>
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<tr>
<td>* 12 semester (18 term) credit hours in ECE / CD or child-related field</td>
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<tr>
<td>* Valid CDA Credential</td>
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<td>* Valid MI-YDA</td>
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<tr>
<td>* Montessori Credential</td>
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<tr>
<td>* Valid Michigan Association for Infant Mental Health Infant Family Associate Credential</td>
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<tr>
<td><strong>P1+</strong></td>
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<tr>
<td>* ECE Registered Apprenticeship Completion Certificate with CDA</td>
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<th><strong>Pathway A</strong></th>
<th><strong>Pathway B</strong></th>
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<tr>
<td><strong>P2</strong></td>
<td></td>
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<tr>
<td>* Associate Degree in ECE / CD</td>
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<tr>
<td>* 60 semester (90 term) credit hours with at least 18 semester (27 term) credit hours in ECE / CD</td>
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<tr>
<td><strong>P2+</strong></td>
<td></td>
</tr>
<tr>
<td>* ECE Registered Apprenticeship Completion Certificate with AA in ECE / CD</td>
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| **P3**  |
| * Bachelor Degree in ECE / CD or Teacher Certification (withZA, ZS, ZN, or ZO) |
| * Bachelor Degree or higher in a related / unrelated field with 30 semester (45 term) credit hours in ECE / CD |
| **P4**  |
| * Master Degree in ECE / CD |
| **P5**  |
| * Ed.D. or Ph.D. in ECE / CD, teaching and learning, educational leadership, or educational administration with a minimum of 36 semester (54 term) credit hours in ECE / CD |
| * Ed.D. or Ph.D. in a child-related field |

* NOTE: Child-related field is defined by child care licensing.
T.E.A.C.H. Early Childhood®
Michigan

- T.E.A.C.H. is a national scholarship initiative that ties education, compensation and retention together.
- T.E.A.C.H. Michigan is administered by the Michigan Association for the Education of Young Children and is funded by the Michigan Department of Education.
- The T.E.A.C.H. model is cost sharing between scholarship recipients, employers, and the funding source. Scholarship models vary dependent upon employment status, program restrictions, and income eligibility.
Scholarships available

Support for one course (3 or 4 credit ECE course)
CDA training for college credit
CDA Assessment and Renewal
MI-YDA Credential and renewal
High School CDA or MI-YDA support
Associates Degree coursework
Bachelor’s Degree coursework
Master’s Degree coursework
Beyond tuition...

- Comprehensive Student Supports
- Increased Compensation Tied to Education and Retention
- Support Navigating Higher Education Systems, Financial Aid, Academic and Career Advising
- Reduced Turnover
- Recruitment Strategy
- Highly Qualified Staff
Learn more

www.miaeyc.org/teach
Answering your questions
Poll #3

Learning from You!
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Early Childhood Investment Corporation | 05.23.23
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Relevant Resources & Links


• MI Works! Apprenticeship Success Coordinators Listing: https://www.michigan.gov/leo/bureaus-agencies/wd/apprenticeships/michigan-works-apprenticeship-success-coordinators


Miregistry Career Pathway for Early Childhood and School-Age Professionals

MIAEYC, T.E.A.C.H Early Childhood Michigan