

# EARLY CARE AND EDUCATION REGISTERED APPRENTICESHIPS ROUNDTABLE

MAY 23, 2023



# WELCOME & THANK YOU!

Early Care and Education Apprenticeships  
(ECE RAPs) Roundtable

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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



Poll #1

01

## **INTRODUCTION TO ECIC's CHILD CARE INNOVATION FUND**

Impact & What we've Learned

02

## **ECE RAPs SPONSORING AGENCIES AND PANEL DISCUSSION**

Who they are & What they've Learned



Poll #2 and Q&A Session

03

## **ECE RAPs STATE PARTNERS**

Recommendations & Actions



Q&A Session and Poll #3

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

We have a vision... that all young children and their families in Michigan thrive.

- 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



# 0

# 1

## 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

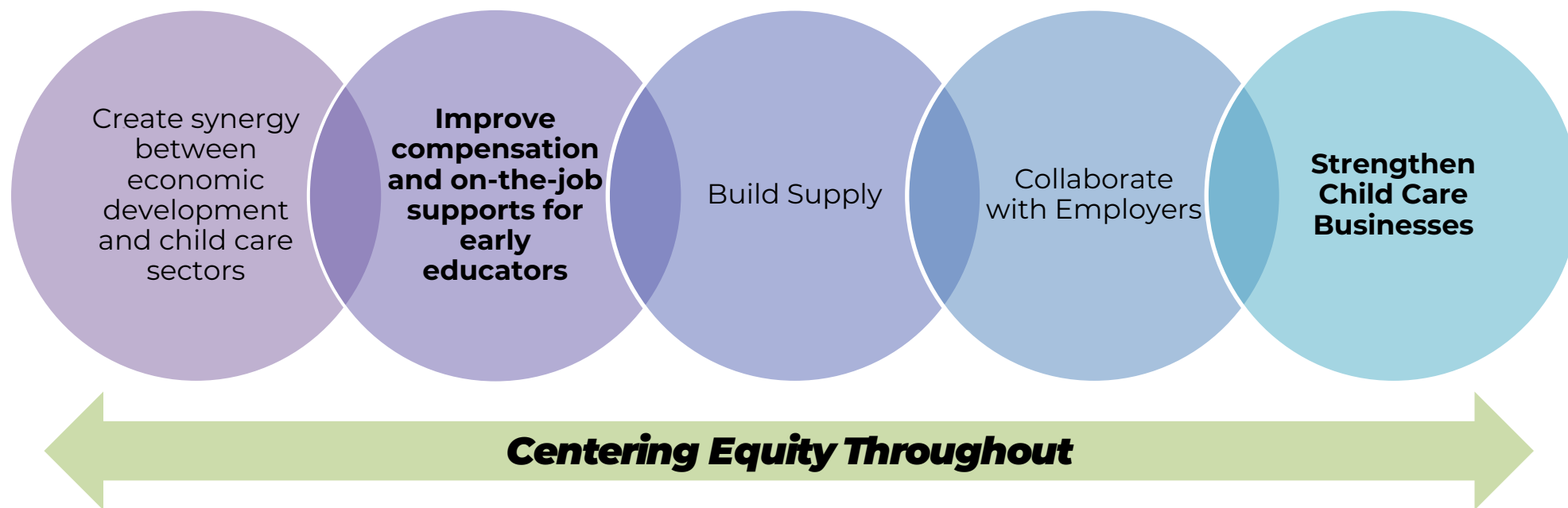




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# Child Care Innovation Fund Priorities



# Apprenticeship Partnership Model



# 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 results in one or more nationally recognized credentials. Programs are designed to ensure full proficiency.

2023 ECE RAP Report

# Understanding Our Impact



## Early Care and Education Registered Apprenticeships in Michigan



April 2023 ECE Registered Apprenticeships in Michigan Report

1

Report is available at <https://www.ecic4kids.org/child-care-innovation-fund-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/>

# 0

# 1

## What We've Learned

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





# 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

Grand Rapids Community College,  
Kellogg Community College,  
and other institutions of higher  
education in Michigan acting as  
apprenticeship partners, provide  
nine credits 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

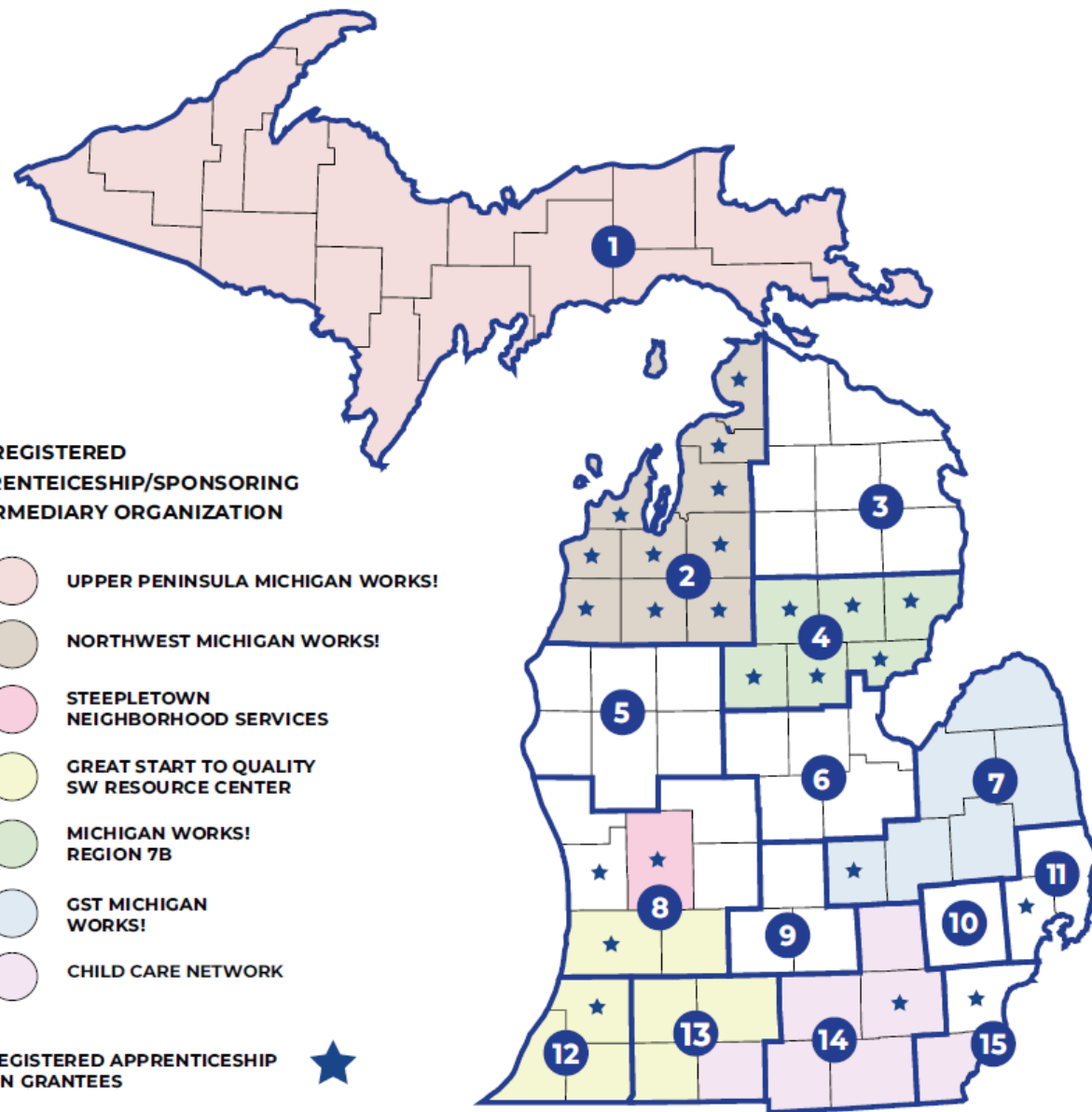
## STATEWIDE MICHIGAN WORKS! AGENCIES

- 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

## ECE REGISTERED APPRENTICESHIP/SPONSORING INTERMEDIARY ORGANIZATION

-  UPPER PENINSULA MICHIGAN WORKS!
-  NORTHWEST MICHIGAN WORKS!
-  STEEPLETOWN NEIGHBORHOOD SERVICES
-  GREAT START TO QUALITY SW RESOURCE CENTER
-  MICHIGAN WORKS! REGION 7B
-  GST MICHIGAN WORKS!
-  CHILD CARE NETWORK

ECE REGISTERED APPRENTICESHIP DESIGN GRANTEES



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# 02

## 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

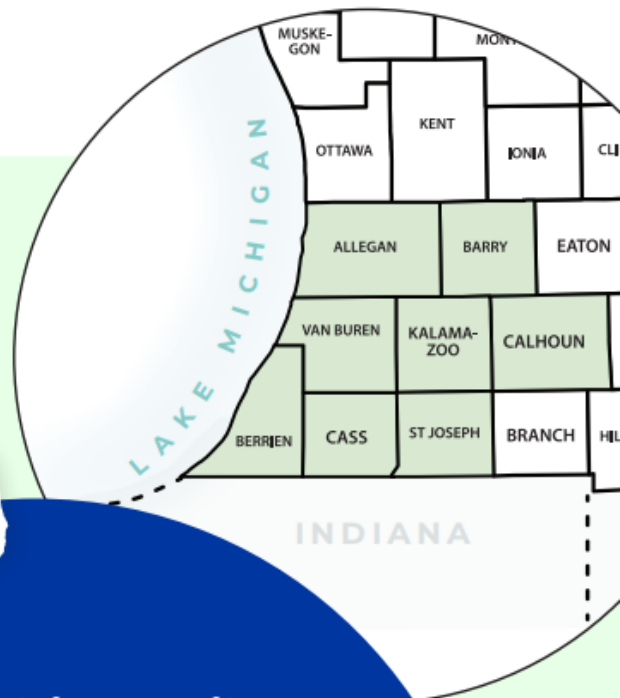
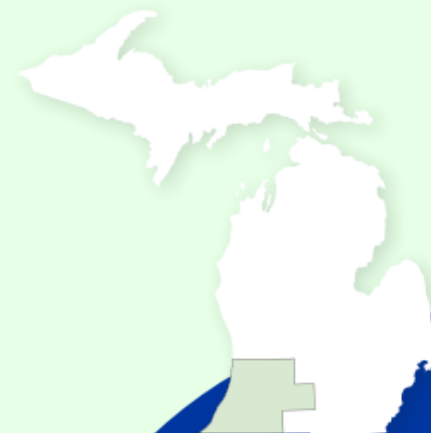
### Apprenticeship Attributes

**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

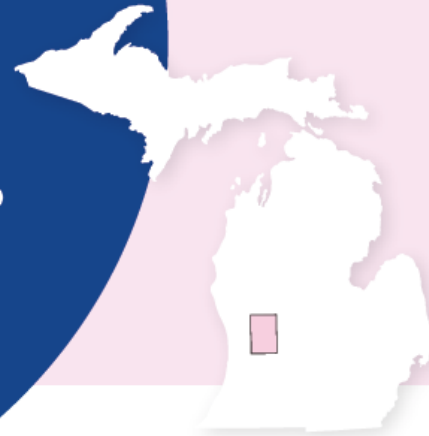
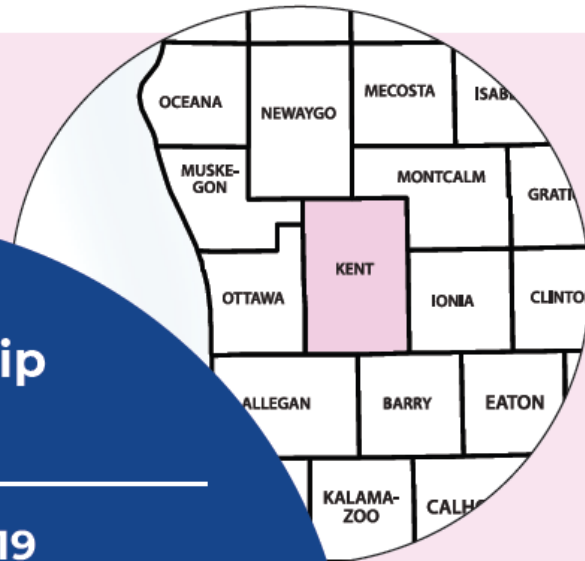
Active since 2019

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

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# 02

## Child Care Network

### Apprenticeship Partners

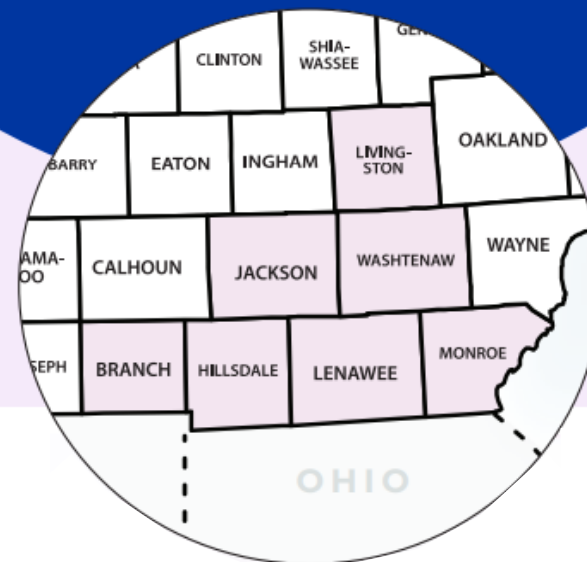
- Michigan Works! Southeast
- Monroe County Business Alliance
- Southeast Michigan Community Alliance
- Washtenaw Community College

## Apprenticeship Attributes

Active since 2023

CDA & Apprenticeship  
Certificate

Four child care employers





# 02

## Michigan Works! — Networks Northwest

### Apprenticeship Partners

- Northern Michigan Community Action Agency (NMCAA)
- 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**

# 02

## 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



- 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

# 02

## 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

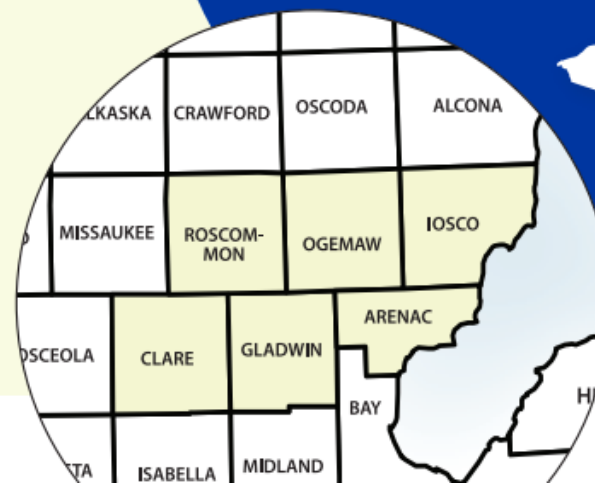
### Apprenticeship Attributes

Active since 2023

CDA or AA & Apprenticeship  
Certificate

(Includes youth apprenticeship)

58 child care employers





**Poll #2**

**Learning from You!**



# 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!



Sponsoring  
Agency  
Panel

# Learning from Experience!



# Answering your Questions



# State Partner Presenters



**Joan Blough**  
Senior Director, Child  
Care Innovation Fund



**Lisa Brewer-Walraven**  
Director, Office of  
Great Start Child  
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**Robin Zeiter**  
Professional  
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Great Start, MDE



**Kelsey Laird**  
Director of  
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Michigan Association  
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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

# 03

## 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!

# 0

# 3

## Recommendation 4



- 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

# 03

## 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

## *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

**F1**

**\* Obtained membership in MiRegistry**

**F2**

**\* 60 unduplicated training hours aligned to the Core Knowledge and Core Competencies (CKCC) - Birth to Five or School Age**

**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).



## Career Pathway

***for Early Childhood and School Age Professionals***

## PROFESSIONAL LEVELS

P1	<ul style="list-style-type: none"><li>* 12 semester (18 term) credit hours in ECE / CD or child-related field</li><li>* Valid CDA Credential</li><li>* Valid MI-YDA</li><li>* Montessori Credential</li><li>* Valid Michigan Association for Infant Mental Health Infant Family Associate Credential</li></ul>	
P1+	* ECE Registered Apprenticeship Completion Certificate with CDA	
Pathway A		Pathway B
P2	<ul style="list-style-type: none"><li>* Associate Degree in ECE / CD</li><li>* 60 semester (90 term) credit hours with at least 18 semester (27 term) credit hours in ECE / CD</li></ul>	<ul style="list-style-type: none"><li>* Associate Degree in a child-related field</li><li>* 60 semester (90 term) credit hours with at least 18 semester (27 term) credit hours in a child-related field OR with Montessori Teaching Credential</li></ul>
P2+	* ECE Registered Apprenticeship Completion Certificate with AA in ECE / CD	
P3	<ul style="list-style-type: none"><li>* Bachelor Degree in ECE / CD or Teacher Certification (with ZA, ZS, ZN, or ZO)</li><li>* Bachelor Degree or higher in a related / unrelated field with 30 semester (45 term) credit hours in ECE / CD</li></ul>	<ul style="list-style-type: none"><li>* Bachelor Degree in a child-related field</li><li>* Bachelor Degree or higher in an unrelated field with 30 semester (45 term) credit hours in a child-related field OR with Montessori Teaching Credential</li></ul>
P4	<ul style="list-style-type: none"><li>* Master Degree in ECE / CD</li></ul>	<ul style="list-style-type: none"><li>* Master Degree in a child-related field</li></ul>
P5	<ul style="list-style-type: none"><li>* 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</li></ul>	<ul style="list-style-type: none"><li>* Ed.D. or Ph.D. in a child-related field</li></ul>

NOTE: Child-related field is defined by child care licensing.

Learn More





Michigan Association for the  
Education of Young Children



# 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](http://www.miaeyc.org/teach)



# Answering your questions



**Poll #3**

**Learning from You!**

# ECIC Child Care Innovation Fund Contact Information



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## Relevant Resources & Links

- ECIC Child Care Innovation Fund’s “Early Care and Education Registered Apprenticeships in Michigan” Report: <https://www.ecic4kids.org/child-care-innovation-fund-impact/>
- US DOL toolkit link: [doleta.gov/oa/employers/appreticeship\\_toolkit.pdf](https://doleta.gov/oa/employers/appreticeship_toolkit.pdf)
- MI Works! Apprenticeship Success Coordinators Listing: <https://www.michigan.gov/leo/bureaus-agencies/wd/apprenticeships/michigan-works-apprenticeship-success-coordinators>
- MI Works! Business Service Leads Map: [Michigan Works Business+Service+Leads+Map\\_6.9.21+\(updated+June+15+2022\).pdf](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

