

Early Care and Education Registered Apprenticeships in Michigan



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EXECUTIVE SUMMARY

The COVID-19 pandemic shone a bright light on a crisis brewing for decades in Michigan. Child care employers closed or dramatically curtailing their operations because they could not recruit or retain skilled early educators. While the public health emergency for the virus has been lifted, the child care workforce crisis remains. Most early educators face significant barriers to becoming more highly skilled, including a lack of time (most work long hours and are raising families of their own) and/or financial resources, challenges in being able to take advantage of or navigate the higher education system without significant academic and nonacademic supports, limited resources for dual language learners, and a lack of financial assistance and adequate compensation for skills and competencies gained from their employers.

Registered apprenticeship is a time-tested, powerful workforce strategy in many sectors which, by design, can address the types of significant barriers and needs noted above.

Until relatively recently, apprenticeships haven't been widely used by the early care and education sector. By financing the attainment of a credential/degree, raising wages for competencies gained, and providing academic and nonacademic supports necessary for non-traditional adult learners and youth to be successful, early care and education (ECE) registered apprenticeships can become a crucial recruitment and retention strategy for the state's child care employers.



The Early Childhood Investment Corporation Child Care Innovation Fund prepared this first of its kind state of the state report on the status of ECE registered apprenticeship in Michigan (MI) for the Michigan Department of Education and the state's Caring for MI Future initiative.

The report identifies and provides an overview of the state's seven existing ECE registered apprenticeship sponsoring organizations. Current sponsoring organizations include: four Michigan Works! agencies, two Great Start to Quality Resource Centers, and one community-based organization.

The report discusses the integral roles the Michigan Department of Labor and Economic Opportunity Office of Employment and Training — Workforce Development (LEO-WD), the Michigan Works! Association and Network, and the Early Childhood Investment Corporation (ECIC) Child Care Innovation Fund are playing in the leadership, financing, implementation, and scale-up of ECE registered apprenticeship.

The report identifies opportunities, including the opportunity to capitalize on ECE apprenticeship design work that the Child Care Innovation Fund supported 11 teams of grantees to undertake late in 2022, to expeditiously expand the number of apprenticeship sponsoring organizations throughout Michigan.

Finally, the report makes the following recommendations:

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

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

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

INTRODUCTION

In recognition of the knowledge and abilities needed to be a highly skilled early educator, the early care and education (ECE) sector is moving to build a more credentialed workforce. Most early educators face significant barriers to pursuing credentials or college-level coursework, including a lack of time and/or financial resources, challenges in navigating the higher education system, limited resources for early educators who are dual language learners, and a lack of financial assistance and adequate compensation for skills and competencies gained from their employers. ECE registered apprenticeships encourage the attainment of a credential/degree and provide the array of academic and nonacademic supports necessary for nontraditional adult learners and youth to be successful.

The Early Childhood Investment Corporation (ECIC) was founded in 2005 to lead early childhood advocacy and system development in Michigan. Since its founding, ECIC has worked closely with child care employers and early educators across the state. In 2021, with a \$3 million seed investment from the W.K. Kellogg Foundation, ECIC created the Child Care Innovation Fund to collaborate with regional and community partners to pilot common-sense business, workforce, and financing solutions to expand equitable access to high-quality, affordable child care.

In 2022, the Innovation Fund became a public-private partnership with a \$12.9 million grant from the Michigan Department of Education invested as part of the Caring

\$12.9M

grant from Michigan Department of Education invested as part of the Caring for MI Future initiative.

\$4M

invested to expand access to ECE registered apprenticeships throughout Michigan.

for MI Future initiative. This grant invested \$4 million to expand access to ECE registered apprenticeships throughout Michigan.

Michigan's Caring for MI Future funding is scheduled to end in September 2024. With that in mind, ECIC has been working closely with national, state, and local partners to build shared knowledge, understanding, and commitment to action, so that all available federal and state resources for apprenticeship are more equitably available to the ECE sector. Our shared goal is that ECE registered apprenticeships will continue when Caring for MI Future funds end in September 2024, and as feasible, apprenticeships continue to expand to meet the needs of child care employers and early educators.

The Child Care Innovation Fund prepared this first of its kind state of the state report on the status of ECE registered apprenticeships in Michigan for the Michigan Department of Education and the state's Caring for MI Future initiative to contribute the achievement of that goal.

RESEARCH APPROACH

To inform this report, ECIC's Child Care Innovation Fund reviewed existing information and resources from the U.S. Department of Labor, national organizations, and other states regarding best practices for registered apprenticeship and ECE registered apprenticeship, specifically.

Interviews were held with the state's existing sponsoring agencies/intermediaries for ECE registered apprenticeship. Documents related to the establishment and implementation of ECE registered apprenticeship related were reviewed, where available.

Outreach was conducted to all Michigan Works! agencies to understand the status of ECE registered apprenticeship in their region, including an assessment of current interest in becoming a sponsoring/intermediary agency.

Additional pertinent data and information, including documentation of all available federal and state funding sources, were gathered from meetings with key partners.

Key partners engaged included:

- The Michigan Department of Education
- The Michigan Licensing and Regulatory Affairs – Child Care Licensing Bureau
- Michigan Department of Labor and Economic Opportunity Office of Employment and Training – Workforce Development
- The Michigan Works! Association
- The Michigan Association for the Education of Young Children – T.E.A.C.H Early Childhood® Michigan Scholarship Program
- Michigan Works! Apprenticeship Success Coaches and Business Service Specialists
- ECIC's Child Care Innovation Fund Design Grantees for ECE Registered Apprenticeship
- Technical assistance partners – Early Care and Education Pathways to Success (ECEPTS), YWCA of Kalamazoo, Kalamazoo Literacy Council, and Steepletown Neighborhood Services



REGISTERED APPRENTICESHIP

Registered apprenticeship is an employer-driven model which can be customized to meet the needs of specific businesses, like child care. The ECE occupations currently being apprenticed in Michigan include Child Care Development Specialist and/or Early Childhood Educator. Successful apprenticeships are based in collaboration among partners — employers, the public workforce system, higher education, community-based organizations, etc. The partnership works together to identify needed resources, design the program, and recruit apprentices.

All registered apprenticeship programs must designate a sponsor, an organization that takes responsibility for program administration to relieve employers of that burden. This is particularly important in the early care and education sector where most child care employers are under resourced, with limited capacity to take on additional responsibilities. All Registered Apprenticeship Programs Sponsors are registered through the U.S. Department of Labor.

Registered apprenticeships have five primary components:

- 1 Employer involvement:**
Employers agree to sponsor apprentices, support their on-the-job learning, reward their skills gains, and provide the opportunity to complete their credentials
- 2 Structured on-the-job learning:**
Apprentices' on-the-job learning is supported by a more experienced peer – usually a peer trained to act as a mentor or coach
- 3 Related instruction:**
Apprentices complete a Child Development Associate (CDA) Credential™ issued by the Council for Professional Recognition, or an associate degree from an institute of higher education
- 4 Rewards for skill gains:**
Apprentices are required to receive at least one wage increase at completion of the agreed-upon competency benchmark, e.g., completion of the CDA
- 5 Industry-recognized credential:**
Apprentices earn a nationally acknowledged credential affiliated with recognized industry standards when the apprenticeship is registered with the U.S. Department of Labor

APPRENTICESHIP PATHWAY TO THE CHILD DEVELOPMENT ASSOCIATE (CDA) CREDENTIAL

Below is an example of the apprenticeship pathway for an early educator in Michigan to earn their CDA and apprenticeship certificate.

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.

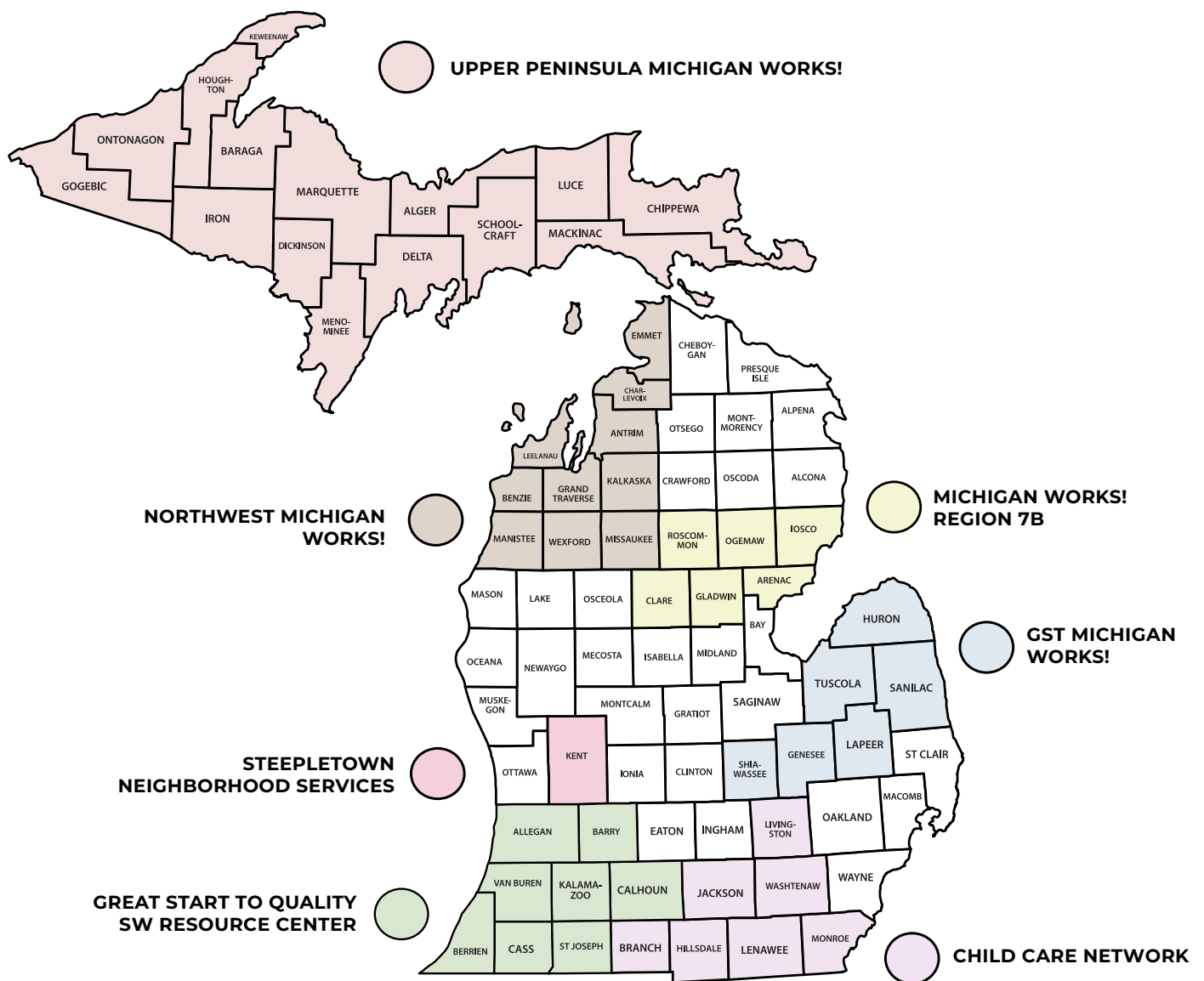
2,000 hours of learning

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.

MICHIGAN'S EARLY CARE AND EDUCATION REGISTERED APPRENTICESHIP SPONSORING AGENCIES

Michigan currently has seven early care and education registered apprenticeship sponsoring agencies. Basic information about each sponsoring agency is included below. Three sponsoring agencies are ECE-focused organizations, the remainder are Michigan Works! Agencies.

EARLY CARE AND EDUCATION SPONSORING AGENCIES



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

Apprenticeship Attributes

Active since 2023

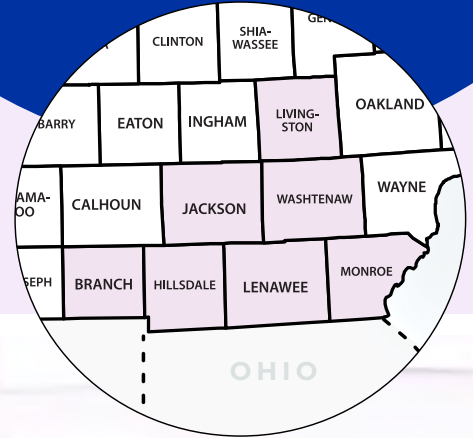
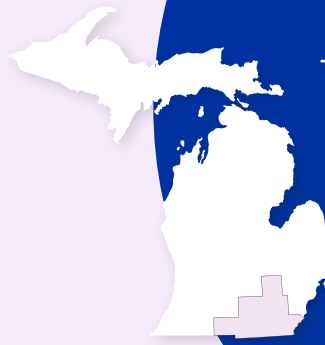
CDA & Apprenticeship
Certificate

Four child care employers

Child Care Network

Apprenticeship Partners

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



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

Apprenticeship Attributes

Active since 2021

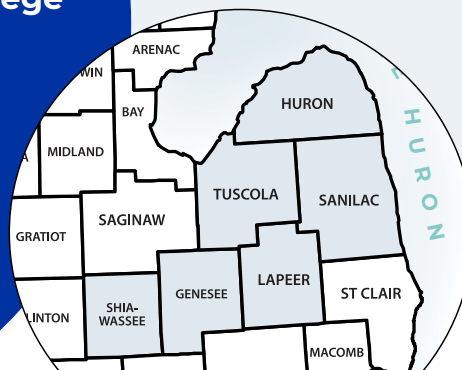
AA & Apprenticeship Certificate online program at Mott Community College

Two child care employers

GST Michigan Works!

Apprenticeship Partners

- Mott Community College
- Child care employers

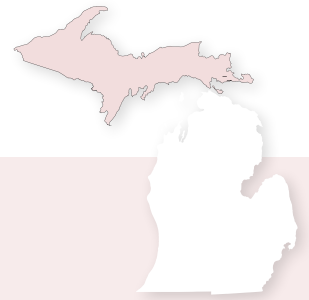
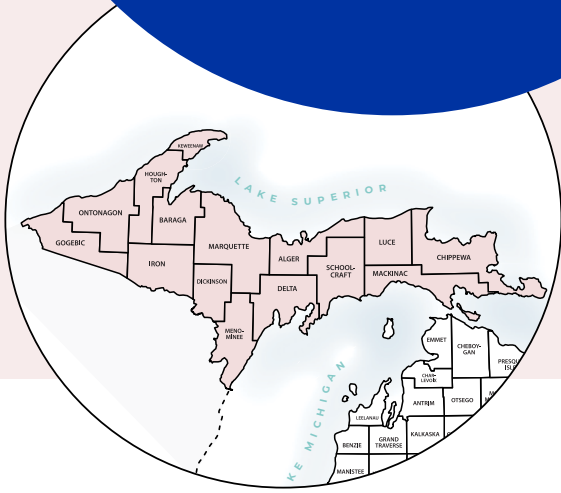


Apprenticeship Attributes

Active since 2021

CDA or AA & Apprenticeship Certificate
Includes youth apprenticeship pathway

12 child care employers
(Includes six school districts)



Upper Peninsula Michigan Works!

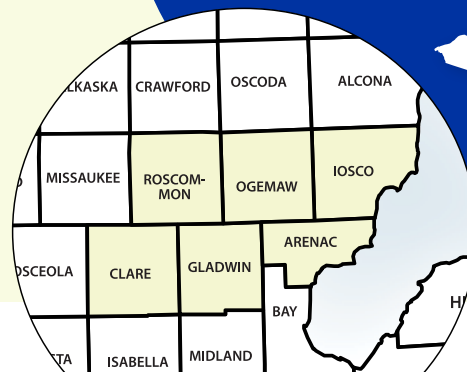
Apprenticeship Partners

- 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

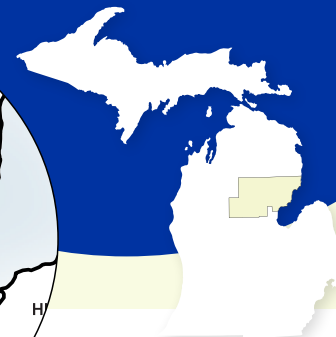


Apprenticeship Attributes

Active since 2023

CDA or AA & Apprenticeship Certificate
(Includes youth apprenticeship)

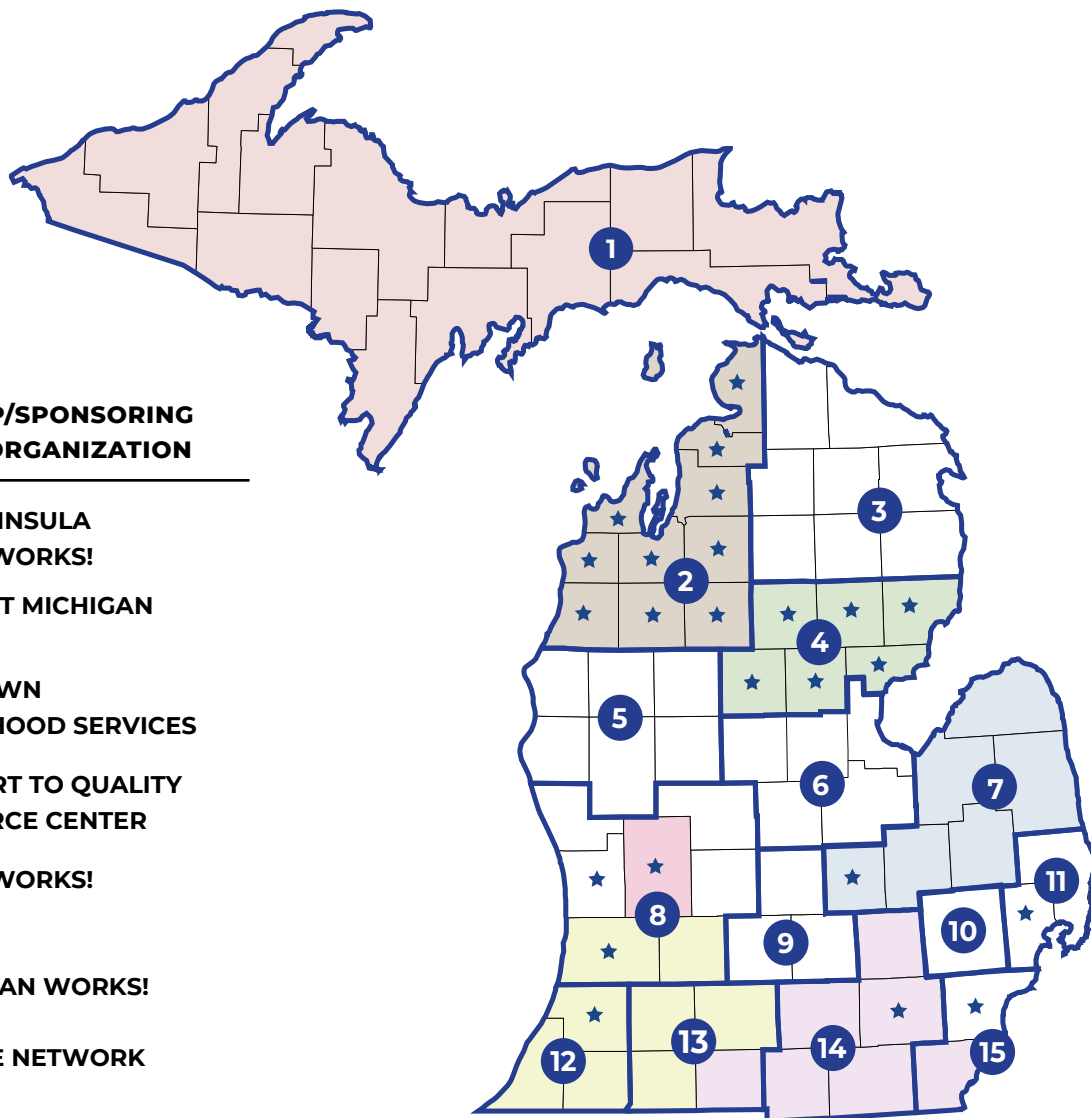
58 child care employers



ECE REGISTERED APPRENTICESHIP PROGRAM COVERAGE AND OPPORTUNITY

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



STATEWIDE MICHIGAN WORKS! AGENCIES

- | | |
|---|--|
| 1 UPPER PENINSULA MICHIGAN WORKS! | 9 CAPITAL AREA MICHIGAN WORKS! |
| 2 NORTHWEST MICHIGAN WORKS! | 10 OAKLAND COUNTY MICHIGAN WORKS! |
| 3 MICHIGAN WORKS! NORTHEAST CONSORTIUM | 11 MACOMB-ST. CLAIR MICHIGAN WORKS! |
| 4 MICHIGAN WORKS! REGION 7B CONSORTIUM | 12 KINEXUS |
| 5 MICHIGAN WORKS! WEST CENTRAL | 13 MICHIGAN WORKS! SOUTHWEST |
| 6 GREAT LAKES BAY MICHIGAN WORKS! | 14 MICHIGAN WORKS! SOUTHEAST |
| 7 GST MICHIGAN WORKS! | 15 SOUTHEAST MICHIGAN COMMUNITY ALLIANCE & DETROIT EMPLOYMENT SOLUTIONS CORPORATION |
| 8 WEST MICHIGAN WORKS! | |

SUPPORTING EARLY CARE AND EDUCATION REGISTERED APPRENTICESHIP

Michigan Department of Labor and Economic Opportunity Office of Employment and Training – Workforce Development (LEO-WD)

Since 2019, the United States Department of Labor has awarded the Michigan Department of Labor and Economic Opportunity – Workforce Development (LEO-WD) more than \$27 million in Apprenticeship Expansion Grants to expand and diversify registered apprenticeships. These awards have embedded registered apprenticeships into how services are delivered at the local level.

In partnership with the Labor Department’s Office of Apprenticeship, the State of Michigan has contributed to apprenticeship expansion through the support of (1) sector partnerships; (2) employer incentives; (3) the establishment of the Apprenticeship Learning Network; and (4) the launch and implementation of

the Apprenticeship Success Coordinator function within the Michigan Works! System, all cultivating new registered apprenticeship opportunities across the state.

For more information about funding opportunities available for registered apprenticeship programs, visit the Department of Labor and Economic Opportunity resources page to access the Michigan RAP Braided Funding and Co-enrollment Matrix.

\$27 million

awarded in Apprenticeship Expansion Grants to expand and diversify registered apprenticeships.



THE MICHIGAN WORKS! ASSOCIATION

Michigan Works!, the first statewide unified workforce development system in the country, serves as the lead partner for LEO-WD. The Michigan Works! network is composed of 16 independent agencies that share collective branding and work together to develop strategies to strengthen and grow Michigan's workforce. These 16 agencies were formed under Public Act 7 as special district units of government. Some Michigan Works! agencies use subcontractors to deliver services, such as Workforce Intelligence Network (WIN), the subcontractor for Southeast Michigan Community Alliance apprenticeships.

Each Michigan Works! agency is governed by at least one board, which is responsible for establishing funding priorities. Implementation of the registered apprenticeship program varies by Michigan Works! agency. Four additional Michigan Works! agencies serve as sponsoring organizations for ECE registered apprenticeships, and others indicated interest during research for this report.

Michigan Works! agencies are well positioned to support the expansion of ECE registered apprenticeships as leaders in workforce solutions and the lead partner in managing federal and state apprenticeship funding in Michigan. They offer a variety of services and programs as sponsoring intermediaries or partners and are crucial to the success of any ECE registered apprenticeship.

Michigan Works! agencies are highly skilled in braiding federal and state funds to meet the needs of employers and apprentices. For example, the UPWARD Talent Council funds ECE apprenticeships with dollars from their LEO-WD State Apprenticeship Expansion Grant, a CDA Assessment Scholarship through the Teacher Education and Compensation Help (T.E.A.C.H) Early Childhood Michigan Scholarship Program, and additional UPMW funding sources. This is especially true if an apprentice is eligible for Workforce Innovation and Opportunity Act funding (WIOA). It is vital for child employer partners and community-based ECE sponsoring intermediaries to work collaboratively with regional Michigan Works! agencies to realize our goal of more equitable and sustainable financing.



ECIC'S CHILD CARE INNOVATION FUND

The Child Care Innovation Fund prioritizes investments in innovations designed to improve compensation and on-the-job supports for the early care and education workforce. Among the Fund's first grantees were two of Michigan's ECE registered apprenticeship programs. These unique models offer candidates the opportunity to earn two nationally recognized credentials in early care and education while earning a competitive wage.

These models recognize the importance of an integrated apprenticeship approach, including:

- The five primary components of registered apprenticeship programs, noted above
- Shared business solutions for groups of child care employers to ensure the collective success of their programs and apprentices
- On-the-job supports and wrap around services, provided by an array of community partners, to support apprentice success with academic and non-academic resources and services
- Strategies to significantly improve the wages and benefits of early educators

ECIC's Child Care Innovation Fund has established funding relationships with five of the seven ECE apprenticeship sponsoring organizations in Michigan. The Innovation Fund designs and provides technical assistance to these partners. The fund works closely with state and national organizations and initiatives, for whom expansion of ECE registered apprenticeship is a priority, to inform its work. The Innovation Fund is considered a subject matter expert in early care and education quality and workforce strategies, including ECE registered apprenticeship.

In October 2022, ECIC's Child Care Innovation Fund awarded Caring For MI Future Apprenticeship Design Grants to 11 teams from across the state. [See the table on Page 18 for additional information about these teams.](#) Teams received a small grant and expert consultation to assist them with the design of a customized apprenticeship pathway for their areas of the state. The designs of these grantees could be capitalized to support the expansion of ECE registered apprenticeship in regions where no program currently exists.

11

teams from across the state were awarded ECIC's Child Care Innovation Fund Grant

As a public-private partnership, the Innovation Fund is well positioned to procure and provide technical assistance to ECE apprenticeship sponsoring agencies and partnerships, with the goal of assuring all ECE registered apprenticeship programs use an integrated apprenticeship approach that is sustainable in the long term.

TABLE – CHILD CARE INNOVATION FUND: ECE APPRENTICESHIP DESIGN GRANTEES

LEAD ORGANIZATION	TEAM MEMBERS
Networks Northwest*	<ul style="list-style-type: none"> • Northwest Michigan Community Action Agency • Northwestern Michigan College
Michigan Works! Region 7B*	<ul style="list-style-type: none"> • Great Start to Quality Eastern Resource Center • Mid-Michigan College
Midland County Education Service Agency	<ul style="list-style-type: none"> • Midland County Great Start Collaborative • Midland Area Community Foundation
Memorial Healthcare Foundation	<ul style="list-style-type: none"> • Heritage Hollow • Baker College — Owosso
Everybody Ready	<ul style="list-style-type: none"> • Workforce Intelligence Network • Detroit SOARS and Brightmoor Quality Initiative
Wayne Metropolitan Community Action Agency	<ul style="list-style-type: none"> • Michigan Head Start Association • The Order of the Fishermen
Focus: HOPE	<ul style="list-style-type: none"> • Michigan Educators Apprenticeship & Training Association • Detroit Public Schools Community District
Poverty and Social Reform Institute (Leaps and Bounds Family Services)	<ul style="list-style-type: none"> • Child Source, LLC • Michigan Works! Macomb/St. Clair*
Global Educational Excellence	<ul style="list-style-type: none"> • Leap Montessori • Synthesis Education Consulting
Grand Rapids Early Discovery Center	<ul style="list-style-type: none"> • Steepletown Neighborhood Services • First Steps Kent
Tri-Cities Family YMCA	<ul style="list-style-type: none"> • Ottawa Area ISD • Grand Haven Area Community Foundation/Tri Cities College Access Network

Legend: * = Michigan Works! Agency

CHALLENGES TO EARLY CARE AND EDUCATION (ECE) APPRENTICESHIP EXPANSION: ECE WAGES AND COMPENSATION

Low wages, compensation disparities, and lack of advancement opportunities in early care and education are ongoing challenges for the sector, with women of color (regardless of educational attainment) being disproportionately under compensated.

The average hourly wage of an early educator working in child care in Michigan is \$11.54. The typical funding model for a child care business contributes to child care employers having limited to no resources to support adequate wages or wage gains for early educators who obtain credentials or degrees.

Registered apprenticeship programs have historically been designed around higher-paying industries. Though there are some limited efforts underway to address early care and education wage gaps, the field's persistently low wages restrict access to potential funding opportunities. For example, the Going PRO Talent Fund has a scoring rubric that penalizes applicants if an apprentice is not paid at least \$18.50/hour. This policy is intended to reward and expand industries with well-paid jobs, which disadvantages a high-need, but currently low-paying industry such as child care.

Compensation requirements established by the U.S. Department of Labor require that as an apprentice acquires defined and measurable skills and competencies, an increase in compensation is to take place. A progressive wage schedule is highly recommended and requires at least one increase in wages during the apprenticeship, ideally when key milestones are achieved, such as completion of the CDA. An apprentice

is also required to participate in on-the-job-learning at least 32 hours per week, which meets some employer-established requirements that benefits be offered. Currently, most child care employers do not offer benefits.

To support the equitable and sustainable expansion of registered apprenticeships, it will be critical to identify compensation strategies for early educators and to include apprenticeship certification on the ECE Career Pathway in miregistry.

\$11.54

Average hourly wage of an early educator working in child care in Michigan



CHALLENGES TO ECE APPRENTICESHIP EXPANSION: UNCOORDINATED AND INSUFFICIENT FINANCING



The funding available to Michigan’s current sponsoring agencies currently varies depending on whether the sponsoring agency is a Michigan Works! agency or an ECE organization. Challenges to accessing funding that were identified during the preparation of this report include: lack of staff capacity to apply for funds; understanding the different funding opportunities within the public workforce sector and/or the early care and education sector; and knowing how and where to apply.

Michigan Works! entities also noted they do not have a dedicated funding source for crucial aspects of registered apprenticeship, such as:

- Outreach and engagement of child care employers, which by its nature is most effective when it occurs onsite at the child care employer, is hands-on, keeps the paperwork burden for the child care employer to a minimum, and is employer centric. This is challenging for many regions that have hundreds of child care employers. Based on experience to date, child care employers (particularly smaller child care centers or group homes) will need significant outreach to participate.
- Required wage increase(s) for apprentices.
- Incentives for child care employers to defray the cost, broadly defined, of their participation, including funding to financially reward early educators who act as “mentor teachers” for apprentices

Michigan Works! agencies shared stories of the impact limited funding can have on their ability to fully engage with child care employers in their areas. For example, Networks Northwest is the sponsoring agency for 58 other occupations in their region.

The Child Care Innovation Fund has learned from our investments that the creation and facilitation of employer networks can enhance the success of the apprenticeship effort, with employers having the opportunity to collaborate on shared business solutions that improve working conditions.

To support equitable and sustainable expansion, a coordinated financing plan might be created by each region, so child care employers and apprentices have the full benefit of both public workforce funding and relevant ECE funding regardless of which entity serves as their sponsoring organization.

Finally, even when all available federal and state workforce resources are maximized, ECE apprentices often need additional academic and nonacademic services to maintain employment and complete their credentials in a timely manner. The importance of the apprenticeship partnership toward realizing these goals cannot be overstated, especially for adult learners entering the field without a high school diploma or GED.

CONCLUSIONS AND RECOMMENDATIONS

Child care employers and early educators experience systemic challenges that make the intentional, collaborative expansion and financing of ECE registered apprenticeships necessary.

To realize both equitable and sustainable expansion, ECIC's Child Care Innovation Fund offers the following recommendations:

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

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

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

ACKNOWLEDGEMENTS

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Child Care Innovation Fund



STATE AND REGIONAL PARTNERS

- The Michigan Department of Education
- The Michigan Licensing and Regulatory Affairs – Child Care Licensing Bureau
- Michigan Department of Labor and Economic Opportunity Office of Employment and Training – Workforce Development
- The Michigan Association for the Education of Young Children – T.E.A.C.H Early Childhood® Michigan Scholarship Program
- The Michigan Works! Association
- Michigan Works! Apprenticeship Success Coaches and Business Service Specialists

ECIC'S CHILD CARE INNOVATION FUND TECHNICAL ASSISTANCE PARTNERS FOR EARLY CARE AND EDUCATION REGISTERED APPRENTICESHIP

- Early Care Education Pathways to Success (ECEPTS)
- Great Start to Quality Southwest Resource Center
- Steepletown Neighborhood Services
- YWCA of Kalamazoo
- Kalamazoo Literacy Council