

# Building Bright Futures: Growing a Trained and Educated Early Childhood Workforce Through Apprenticeships

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Smart Start Conference  
April 27, 2023



# Presenters

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**Marsha Basloe**  
Facilitator



**Morgan Ford**  
Program Director  
Building Bright Futures (NCBCE)

**Megan Johnson**  
Program Manager  
Building Bright Futures (NCBCE)



**Charlie Milling**  
ApprenticeshipNC Consultant  
NC Community College System



**Valerie Williams**  
Family and Consumer Sciences  
Education Consultant  
NC Department of Public Instruction



**Whittney Harris**  
Workforce Development Specialist  
Surry-Yadkin Works

**Madison Triplett**  
Yadkin County Schools Pre-K  
Pre-Apprentice  
Surry-Yadkin Works

# Our Goals for Today

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- Learn about NCBCCE and its new ECE apprenticeship
- Learn about ApprenticeshipNC
- Understand CTE and pre-apprenticeships
- See collaborative efforts on behalf of the ECE workforce

# Let's Hear From Our First Panelists...

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## **Morgan Ford**

Program Director

North Carolina Business Committee for Education (NCBCE)

## **Megan Johnson**

Program Manager

North Carolina Business Committee for Education (NCBCE)



The North Carolina Business Committee for Education (NCBCE) is a **business-led, education non-profit** 501(c)(3) that operates out of the NC Office of the Governor.

NCBCE works to make the critical connection between North Carolina ***employers*** and ***education systems*** through **work-based learning**.

North Carolina Business Committee for Education

<https://ncbce.org/>

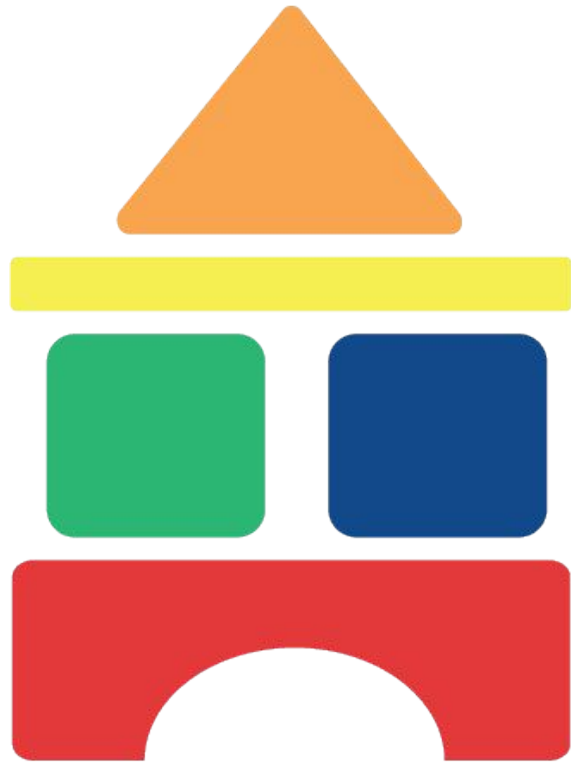
# What We Do

- Provide **work-based learning** opportunities for students across North Carolina.
- Help businesses and the NC school system **engage with their communities**.
- Help businesses to **create a talent pipeline**.

# iNCBCE

Invest • Inspire • Innovate





BUILDING

BRIGHT

FUTURES

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NC Apprenticeships In Early Childhood



# Overview

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- The early child care workforce is in **CRISIS** mode
- NCBCCE received a grant from DHHS/DCDEE to pilot pre-apprenticeships and apprenticeships in Early Childhood Education across the state
- Includes **financial support, guidance, and resources** to participating students and centers
- Our goal is to work with 3-5 pilot programs and 75 pre-apprentices and 200 apprentices
- Timeline: January 1, 2023 – December 31, 2024

# Goals

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- Elevate this **important** profession
- Increase the pipeline of educators
- Provide opportunities to continue education and enhance career growth
- Eliminate the financial burden associated with advanced education and training



# Program Support



Students, educators, and child care providers who are part of a **registered pre-apprenticeship or apprenticeship program** can receive financial support and resources for:

- Wraparound services such as transportation costs, materials and supplies
- 50% of pre-apprenticeship & apprenticeship wages
- Career awareness and professional development
- Mentors and cohorting
- Resources and materials



Want to make a difference in the lives of young children?

**BUILDING BRIGHT FUTURES**  
NC Apprenticeships In Early Childhood

**Early Childhood APPRENTICESHIPS**

Enroll in an apprenticeship and be eligible for educational and other financial support!

**Why Apprenticeship?**

- Pursue a degree **at no cost** while working paid hours in a child care center
- Gain valuable hands-on experience
- Receive **FREE** professional development and enrichment activities (training, field trips, conferences, speakers)
- Earn industry-recognized credentials
- Receive personalized coaching
- Earn transferable credit toward a Bachelor's Degree in Early Childhood

**Earn While You Learn!**

Learn more about careers & educational pathways in early childhood  
[www.nccep.org/building-bright-futures](http://www.nccep.org/building-bright-futures)



# Benefits



## STUDENTS

- Personalized coaching through mentorships and cohorting
- Stipends for transportation, materials, supplies
- Eligibility to receive tuition waiver in aligned curriculum (pre-apprentice)
- Transferable credit to earn a Bachelor's Degree (apprentice)
- Gain valuable hands-on experience

## BUSINESSES

- Access to well-educated, highly trained employees
- Stipends for wages, mentoring, training, and professional development for participants
- Potential to earn higher star rating
- Ability to meet current and future staffing needs
- Opportunities for current staff to continue education

# Requirements

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Participants must:

- ✓ Be part of a registered pre-apprenticeship or apprenticeship in early childhood education
- ✓ Register with NC BCE regarding reporting and funding requests
- ✓ NO age or economic requirements

# Collaboration

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- ApprenticeshipNC
- NC Department of Public Instruction (DPI)
- NC Department of Health and Human Services (DHHS), Division of Child Development and Early Education (DCDEE)
- Local school districts and community colleges
- Child care centers
- Smart Start/NC Partnership for Children
- Workforce groups and local government
- Research and policy organizations



# Let's Hear From Our State Partners...

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**Charlie Milling**  
ApprenticeshipNC  
NC Community College System



**Valerie Williams**  
Office of Career and Technical Education  
NC Department of Public Instruction



# Lack of Quality Childcare Options Can Lead To....

- “It’s harder to convince business and industry to set up shop in our county because we don’t have good childcare options for their employees.” – County Commissioner
- Statewide Economic Impact – (ECEPTS State-Wide Study on Impact of Early Care and State Economy)
  - \$1.8 billion annual cost to business due to absenteeism and turnover among working parents
  - \$8 billion annual cost to economy in lost earnings, revenue and productivity

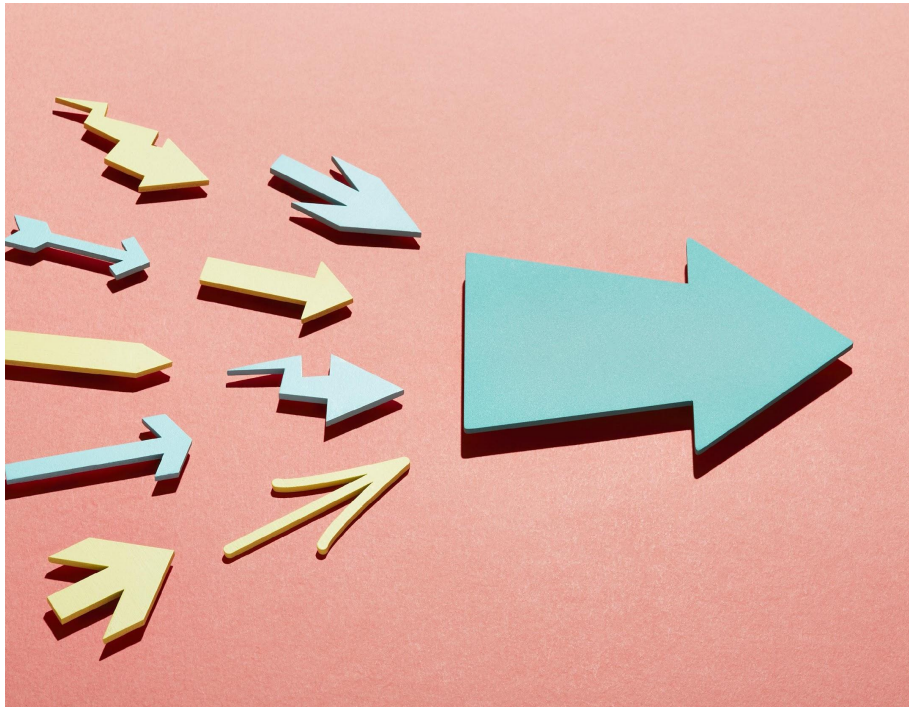


# Apprenticeships & ECE Classroom

- New teachers often paired with Lead Teachers for training
- Many skill sets learned via On-the-Job
  - 12 steps to change a diaper
- Opportunity for mentorship
- Star rating and credentialing require that ECE teachers get “skilled up”



# Quality Begets Quality



Strong correlation between the quality of the teacher and the outcome of the ECE program

Partnership to Advance Youth Apprenticeship (2000)

# Pre-Apprenticeship to Apprenticeship Model in NC

## Pre-Apprenticeship Apprenticeship

- AKA Youth Apprenticeship
- Pre-Apprenticeship starts in High School
- Apprenticeship begins in either in High School or post-High School graduation

# Current Participating Apprenticeship Programs

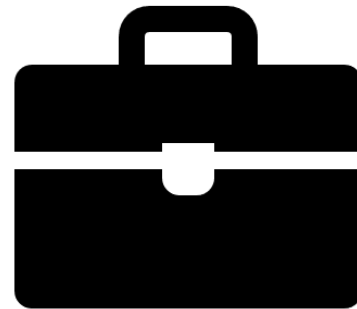
- Southwestern Child Development Commission (13 Western Most Counties)
- Irene Wortham Center (Buncombe County)
- Verner Center for Early Learning (Buncombe)
- Madison County Schools Early Childhood Education (Madison County)
- McDowell County Head Start (McDowell County)
- Quality Child Care Center (Stanly County)
- Richfield Child Development Center (Stanly County)
- All Star Learning Center (Stanly County)
- Charlotte Bilingual School (Charlotte-Mecklenburg)
- Providence Preparatory School (Charlotte-Mecklenburg)
- Guilford Child Development (Guilford County)
- Mountain Pilot Child Enrichment Center (Stokes County)
- Polk County Schools (Polk County)

# Registered Apprenticeship Components

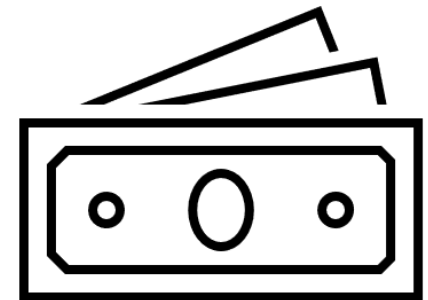
**Related  
Instruction**



**On the Job  
Training**



**Wages**







# Southwestern Child Development Commission



## COMMUNITY COLLEGE RELATED INSTRUCTION:

A.A.S. IN EARLY CHILDHOOD EDUCATION W/

TRI-COUNTY CC  
SOUTHWESTERN CC  
HAYWOOD CC  
A-B TECH CC



## ON THE JOB LEARNING TASKS:

COMPLETE 32 POINT COMPETENCY CHECKLIST UNDER SUPERVISION OF LEAD TEACHERS, SPECIALISTS, AND MENTORS

CREATION AND MAINTENANCE OF A PROFESSIONAL PORTFOLIO



## WAGES:

PROGRESSIVE WAGE SCALE WITH FLEXIBILITY TO INCLUDE COLA AND MERIT INCREASES

CAN INCLUDE WAGE SUPPLEMENTS

Occupation: Early Childhood Educator

# Southwestern CDC Braided Funding



- T.E.A.C.H. Scholarship
- NC Community College Tuition Waiver
- Dogwood Health Trust Grant Funds
- NC Expansion Funding



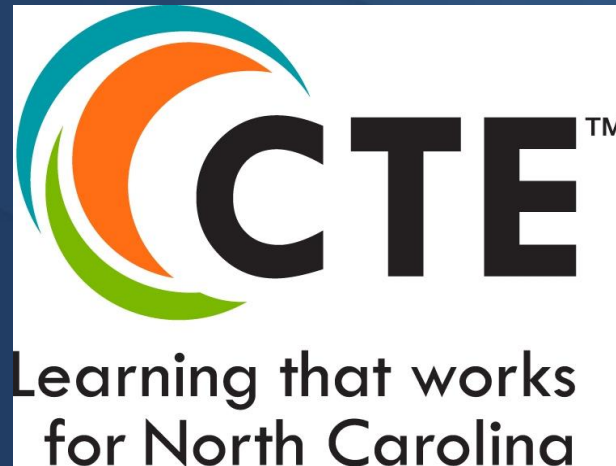
## Result

Professional Early Childhood Education Teachers on par or exceed any other professional teacher (i.e. K-12, College Professor)

# Career and Technical Education

**Valerie Williams**

Family and Consumer Sciences  
Education Consultant



# What is CTE

Career Technical Education (CTE) provides students of all ages with the academic and technical skills, knowledge, and training necessary to succeed in future careers and to become lifelong learners.

CTE prepares these learners for the world of work by introducing them to workplace competencies and makes academic content accessible to students by providing it in a hands-on context.

# FAMILY & CONSUMER SCIENCES



*Creating Healthy & Sustainable Families*

**Family and Consumer  
Sciences is the  
workforce behind the  
workforce.**

An interdisciplinary field that explores basic human needs, individual well-being, family strengths, community vitality, and their interrelationships.

Cutting across these core concepts are themes of capacity building, global interdependence, resource development and sustainability, technology, and wellness.

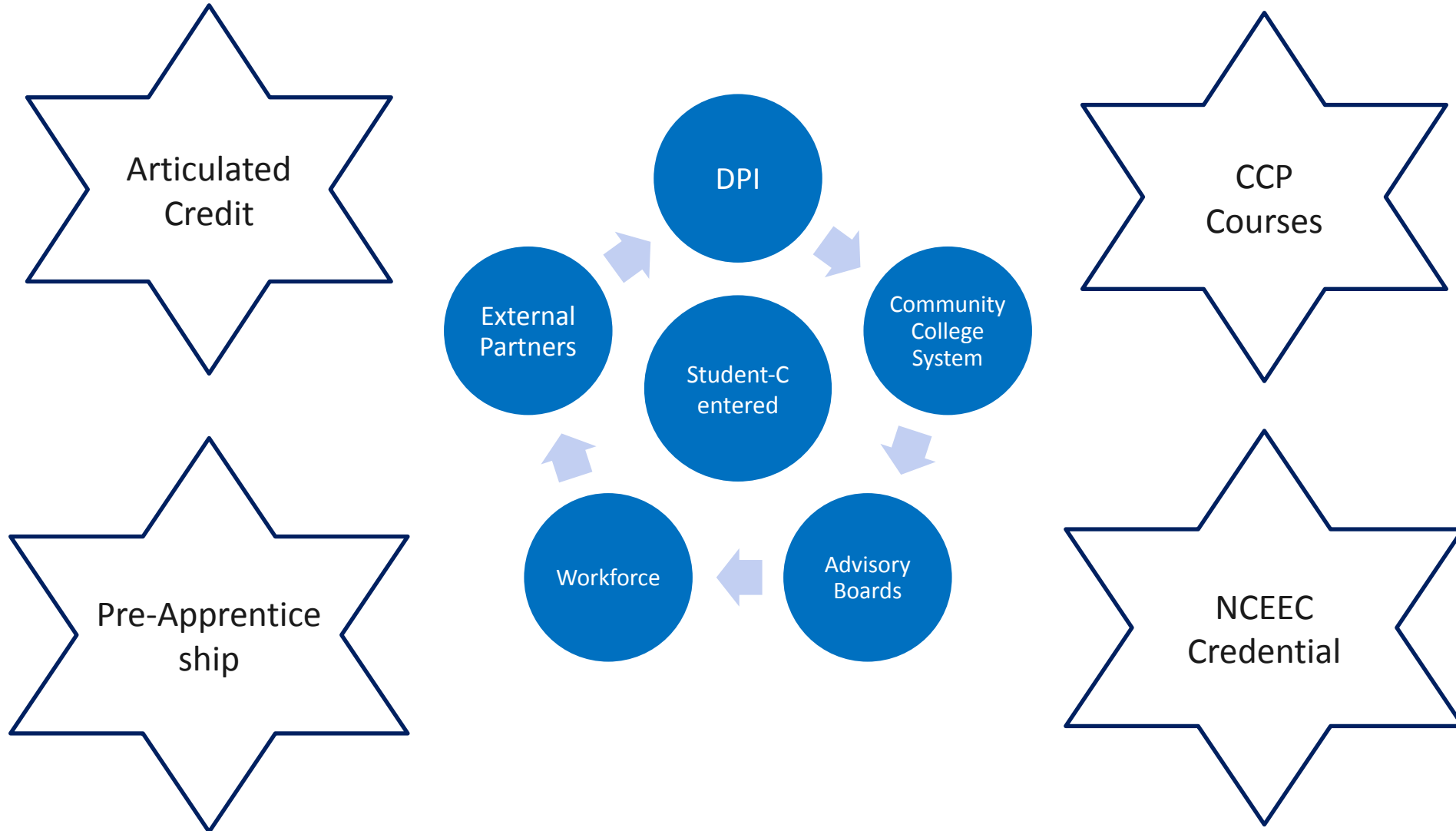
# Child Development/ Early Childhood Education

Child Development  
 15,542 students  
 73 public school units

Early Childhood Education I  
 3,114 students  
 46 public school units

Early Childhood Development and Services (EACH)			
Foundational Prerequisite Option(s)	Prerequisite Option(s)	Concentrator Option(s)	Career Pathway Major Options
N/A	FE60 Child Development	FE11 Early Childhood Education I	FE12 Early Childhood Education II WB37 CTE Advanced Studies HUMA WB38 CTE Apprenticeship HUMA WB39 CTE Internship HUMA WB40 CTE Entrepreneurial Experience HUMA Cooperative Education

# Relationships Matter





**Valerie Williams**

Family and Consumer Sciences Education Consultant

Career and Technical Education

NC Department of Public Instruction

[Valerie.Williams@dpi.nc.gov](mailto:Valerie.Williams@dpi.nc.gov)

# Let's Hear From Participants...

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**Whittney Harris**

Workforce Development Specialist  
Surry-Yadkin Works

**Madison Triplett**

Early Childhood Education Pre-K Pre-Apprentice  
Surry-Yadkin Works

**Angela Mondragon**

Apprentice Mentor





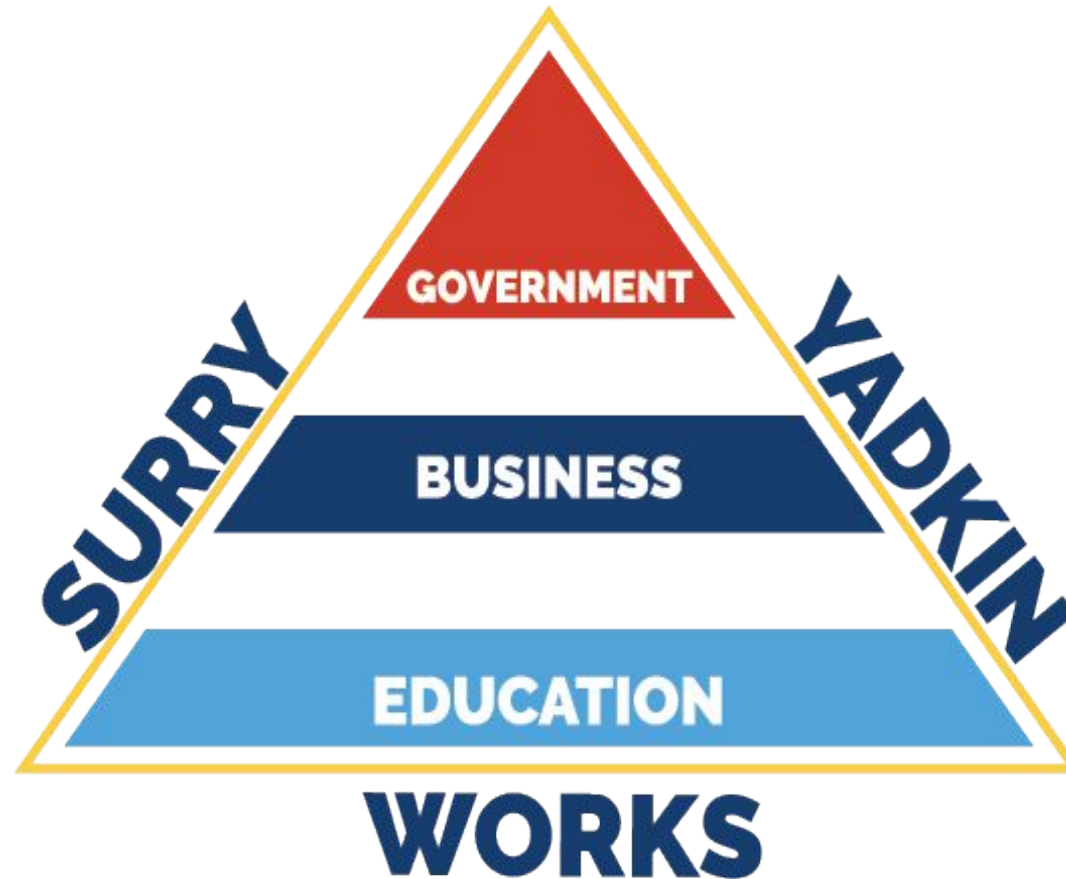
**Surry - Yadkin  
WORKS**

**Driving Our Future  
Workforce**

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# Connecting All Three



# Meet Our Team



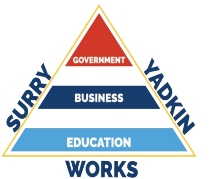
**Crystal Folger-Hawks**  
Program Director



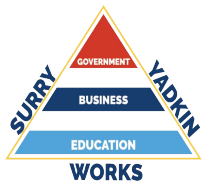
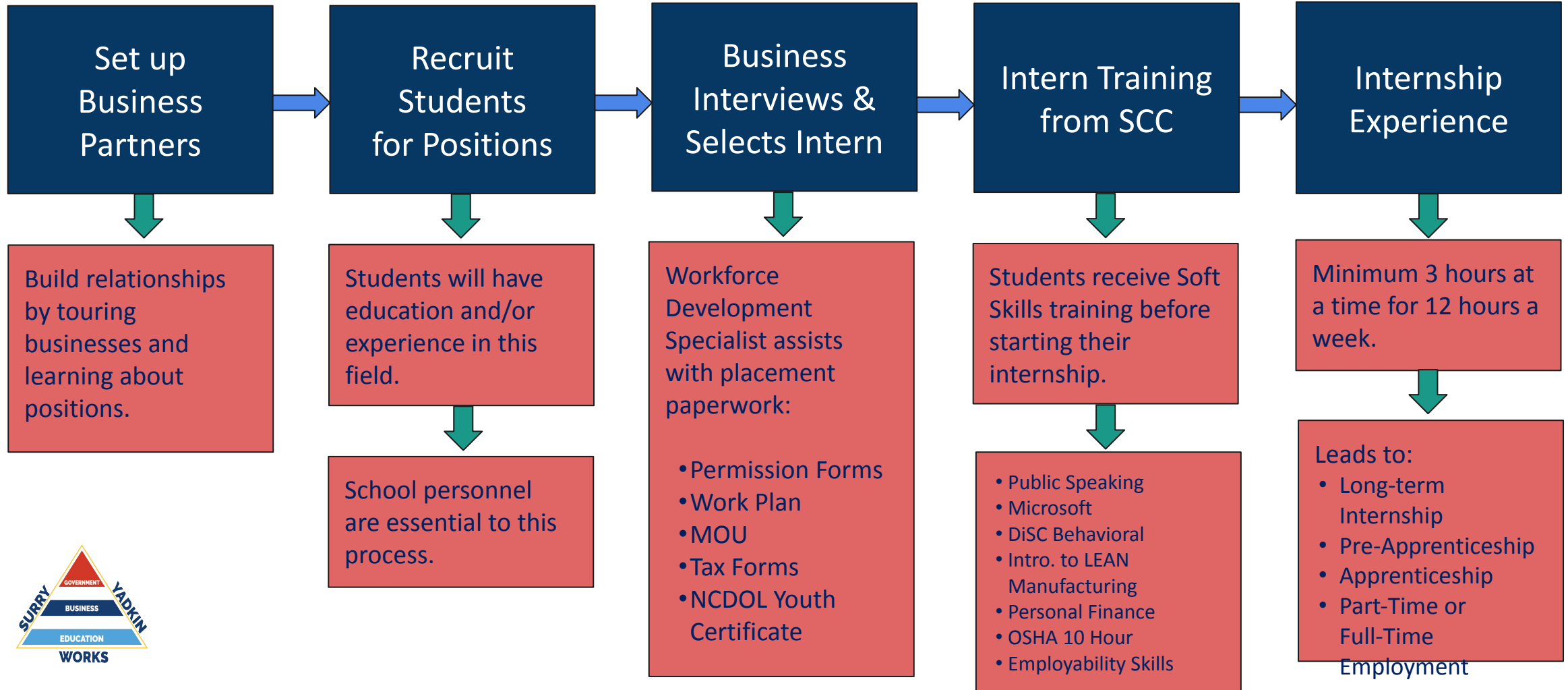
**Whitney Harris**  
Workforce Development  
Specialist



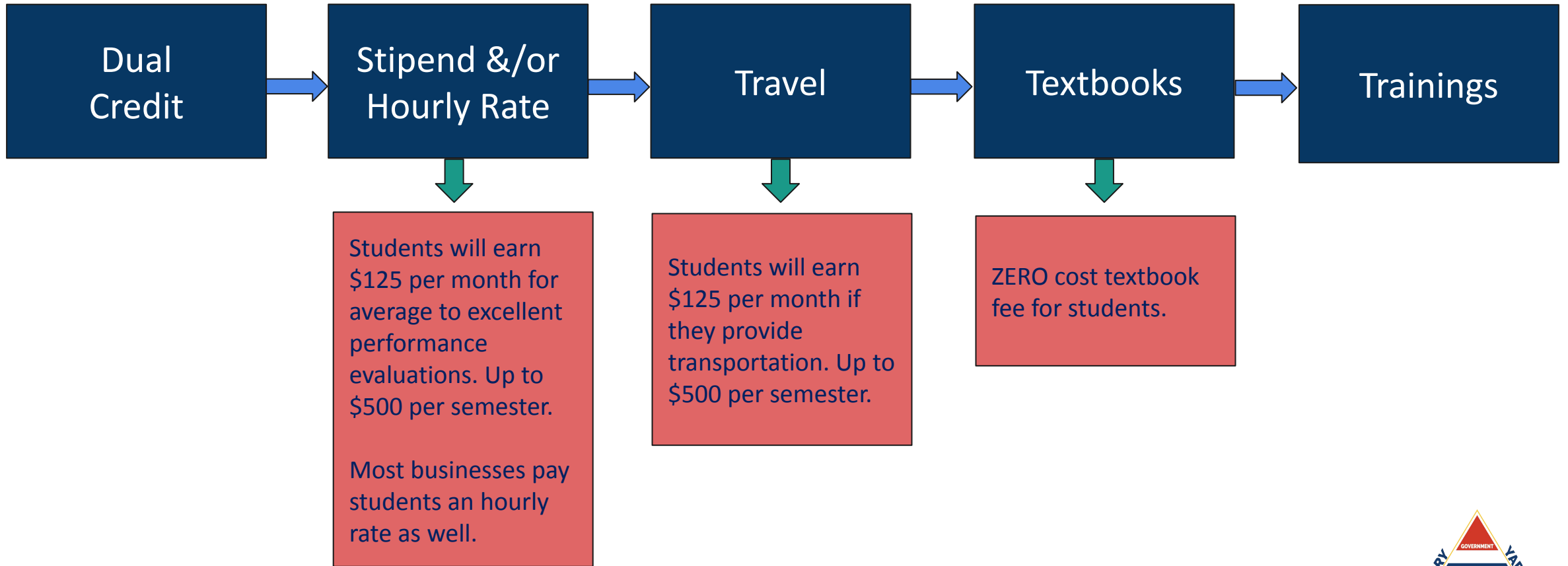
**Sable White**  
Workforce Development  
Specialist



# How is Surry-Yadkin Works Different?



# Students Learn and Earn





# Early Childhood Apprenticeships



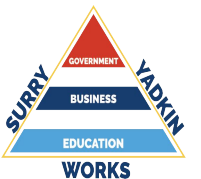
**Madison Triplett**

Early Childhood Pre-Apprentice  
Yadkin County Schools Pre-K



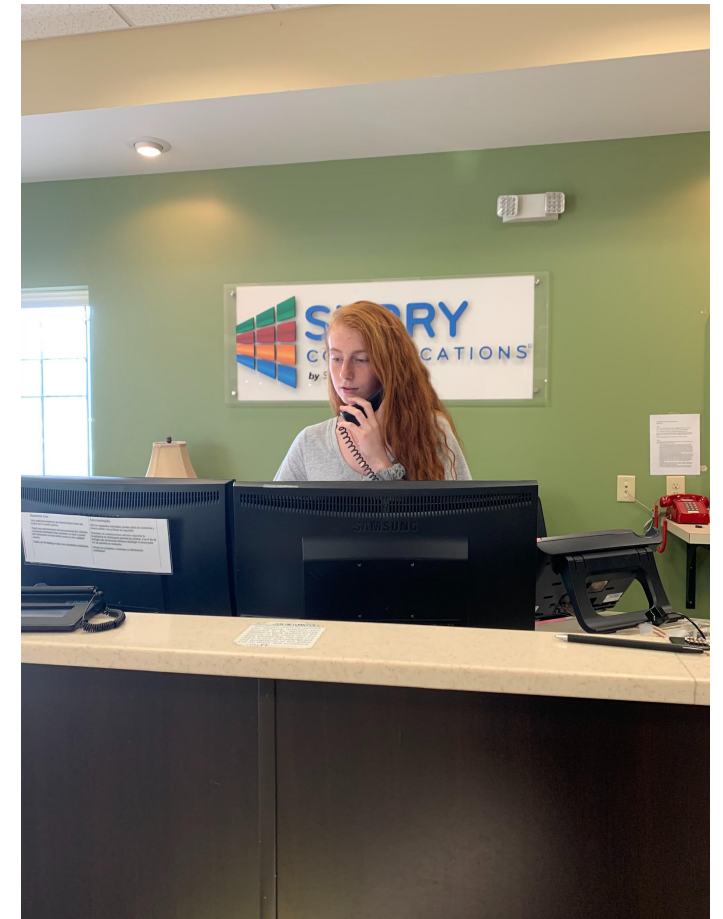
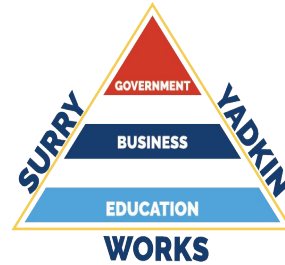
# Early Childhood Apprenticeship Business Partners

- Yadkin County Schools
- Surry County Schools
- Mount Pilot Enrichment Center
- Central Methodist Childcare





# Surry-Yadkin Works is for ALL Students and ALL Businesses





# The Possibilities Are Endless

Internships

Pre-Apprenticeships

Apprenticeships

Part-Time Positions

Full-Time Positions

Surry-Yadkin Economic Development!

# For More Information

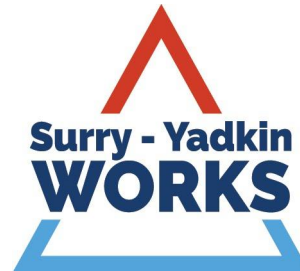
**SurryYadkinWorks.org**

<https://www.surryyadkinworks.org/program-information.html>

**Contact:** Crystal Folger-Folger Hawks, Whitney Harris, or Sable White

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**Driving Our Future Workforce**

# Highlights

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- This is an **urgent time** for building our workforce in NC.
- **Early exposure** to the field is critical.
- Education about **career pathways** helps students understand the breadth of work being done and options for future advancement.
- Creating a registered apprenticeship program is a **simple process**.
- Take advantage of the Federal, state, local, and community **funding opportunities** to help defray costs.
- **Building Bright Futures** has a **network of supports**, including value-added experiences.

# Question & Answer Session

# For More Information

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**Megan Johnson**

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[www.ncbce.org/building-bright-futures](http://www.ncbce.org/building-bright-futures)