

RAISING
CHILD CARE,
RAISING
AMERICA
MAY 19-22

Strengthening Educator Pipelines and Pathways via Apprenticeship

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COLORADO MESA
UNIVERSITY
TECH

Today's Journey

- **Welcome**
- **Centering**
- **Assumptions > Wrong Path**
- **Strategies**
- **Wrap Up**

Center and Refocus

- **Comfortable Seat**
- **Roll Shoulders**
- **Gently Roll Neck**
- **4 Square Breath**
- **Cross Midline**
 - **Opposite Hand to Knee**
 - **Change**
- **Bounce Legs**
- **Roll Feet**



Who Are We?

- **Administrative**
 - **Government, School District, College**
- **Workforce Partner**
 - **Director, Teacher, Mentor, Owner**
- **Apprenticeship Program**
- **Other**

Who Are We?

- **How many know what a Registered Apprenticeship requires?**

Quick Summary

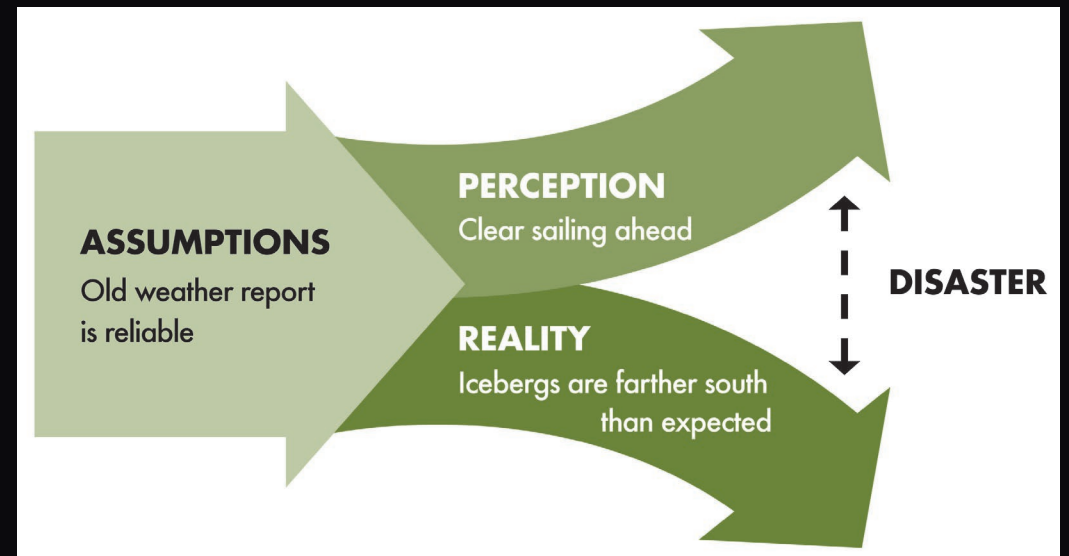
- **Interested Person + Mentor Teacher + Workforce Partner/Placement**
- **Required Instructional Training – RTI**
- **On the Job Training – OJT - paid**
- **Competency or Time Based**
- **2 required wage increases – Mid and End**

Outcomes

- 1. Discuss areas for increasing recruitment/retainment***
- 2. Identify local resources.***
- 3. Create a 1st step for change***

Assumptions > Wrong Path

What did you assume about me?



Tammie Vail Shoultz-McCole MA Ed

- Earth Warrior/Yoga Instructor
- Physical Disability/Challenge
- Family Child Care
- Blended Family
- Advocate for Animals
- Child Neuro Divergent
- 12 years to earn BA



Turn and Chat

- **Chat with a person near you**
- **Discuss some assumptions regarding ‘Workforce Shortage’**
- **Share**

Attracting What We Already Had

- **Caucasian**
- **Lower to Middle Income family**
- **Female**
- **English**
- **20% drop 1 semester**
- **26% drop career training CDA**
- **55% did not return**
- **FFN did not lead to FCCH/Center**

The
AHA!
Moment



Had to Change



I SEE THE KIDS IN THE STREET, WITH NOT ENOUGH TO EAT
WHO AM I TO BE BLIND, PRETENDING NOT TO SEE THEIR NEEDS

IF YOU WANNA MAKE THE WORLD A BETTER PLACE
TAKE A LOOK AT YOURSELF AND THEN MAKE A CHANGE

1st – Build Stronger Relationships

**DEIA - Diversity, Equity, Inclusion, and Access
+ Belonging**

What would Belonging look like?

Inclusion is different from Belonging



DEIA+Belonging

- Hidden differences leads to lack of belonging
 - What might we not see/know?



We don't know what we don't know - Socrates



Do I See 'Me' in this Career?

- **Entry Level Staff See Themselves in Workforce:**
 - **Workplace**
 - **Mentor Teacher/ Coach**
 - **Apprenticeship Staff**
 - **Education Trainer**
 - **Business Owner**
 - **Decision Maker/Advocate/Policy Maker**
- **Pair-share some strengths in your community**

2nd - Career Interest to Professional Investment

- **How do we recruit and retain?** (*us centered-control*)
- **Change view to Wii FM questions (youth/adult) -**
What's In It For Me - I want to have..
 - **What do people want to see during their career pathway journey?**
 - **What is their natural genius?**

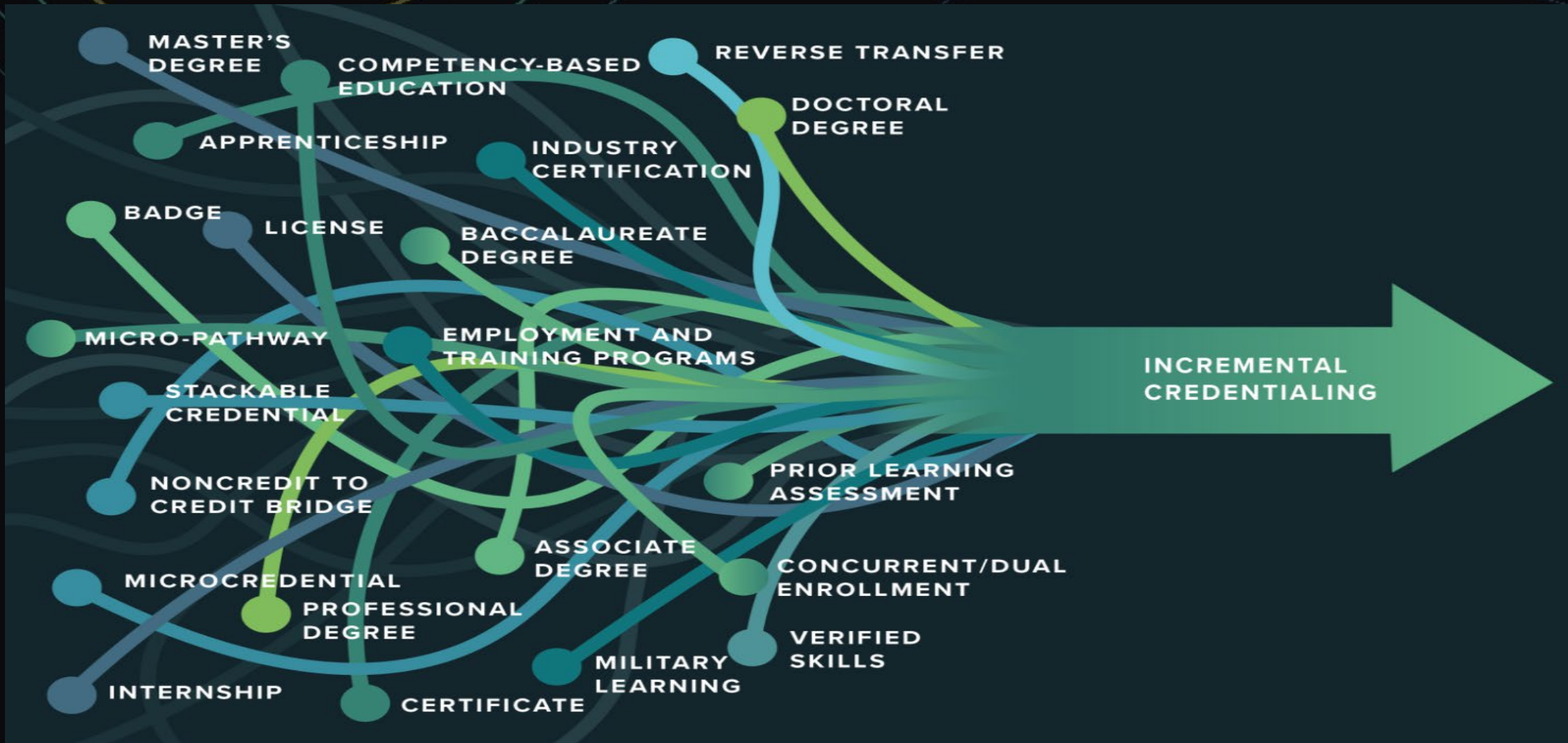
Pathways Leading to Success

- **Equity**
- **Transparency**
- **Trust**
- **Quality**
- **Persistence to Completion**
- **Assessment to Validate**
- **Workforce Development via Competencies**
- **Cost**
- **Learn and Earn**

Engagement – Credential as You Go



Many Access Points/No Ladders



Early Childhood Education Stackable Certificates and Degrees

Wage \$28K-35K

Assistant Teacher Certificate

Required Courses:

- 3 EDEC Courses = 9 Credits

Accepted industry credentials:

- CDA (6 credits)
- EQIT (3 credits)
- Pyramid Plus (3 credits)

Estimated Cost for Colorado Residents: \$1857.60 (After COF)

Skills:

- Patience
- Passion for Teaching
- Flexibility
- Creativity
- Organization

9 Credits

Wage \$29K-42K

Early Childhood Teacher Certificate

Additional Required Courses:

- 3 EDEC Courses = 7 Credits

Estimated Cost for Colorado Residents: \$1444 (After COF)

Skills:

- Communication
- Curriculum
- Observation
- Problem Solving
- Guidance Skills
- Ethics
- Growth and Development

Assistant Teacher Certificate (9 Credits)

16 Credits

Wage \$35K-52K

Early Childhood Director Certificate

Additional Required Courses:

- 5 EDEC courses = 15 Credits

Accepted industry credentials:

Aim4Excellence (3 credits)

Estimated Cost for Colorado Residents: \$3096 (After COF)

Skills:

- Knowledge in Childcare Rules and Regulations
- Collaboration
- Communication
- Employee Recruiting
- Supervisory
- Administrative

Assistant Teacher Certificate (9 Credits)

Early Childhood -Teacher Certificate (16 Credits)

30 Credits

Wage \$38K-56K

Associate of Art, Liberal Arts, Early Childhood Education

Additional Required Courses:

- 1 EDEC Courses and 12 General Education Courses =

Estimated Cost for Colorado Residents: \$11,652 (After COF)

Skills:

- Creativity/Innovation
- Decision making
- Data Analysis
- Management

Assistant Teacher Certificate (9 Credits)

Early Childhood -Teacher Certificate (16 Credits)

Early Childhood -Directors Certificate (30 Credits)

60 Credits

Wage \$41K-75K

Bachelor of Arts (BA) Early Childhood Special Education-Licensure/Early Childhood Education Inclusive-non-Licensure

Additional Required Courses:

- 3 General Education Courses
- 18 program specific requirements

Estimated Cost for Colorado Residents: \$21,496 (After COF)

Skills:

- Information Research
- Facilitation of Learning
- Policy Development

Assistant Teacher Certificate (9 Credits)

Early Childhood -Teacher Certificate (16 Credits)

Early Childhood Directors Certificate (30 Credits)

Associate of Art-Liberal Arts, Early Childhood (60 Credits)

122 Credits

Credit for Prior Learning/Work Experience

State/National Certificate > Portfolio > Submit > Earn College Cr

- **Council for Professional Recognition – CDA Certificate**
 - **EDEC 101 Intro and EDEC 102 Intro Lab (6 cr)**
- **Expanding Quality Infants and Toddlers EDEC 113 Infant Toddler (3 cr)**
- **Colorado Pyramid/Pyramid Plus (45 hour) >>EDEC 103 Guidance (3 cr)**
- **Aim for Excellence >>EDEC 264 Administration (3 cr)**
- **NEW – Workforce Experience of 3 or more years – 101/103/113/126/127**

Bilingual English/Spanish

High School

Jr or Sr Year - 16 years+

- **1st year > 12 College Cr > Assistant Teacher Tech Cert**
- **2nd year > 25 College Cr > Teacher Tech Cert**
- **60+ Hours Field Experience**
- **120 Training Certificate for CDA - Apply 480 hours**
- **Optional: Create CDA Portfolio**
- **Credits High School Graduation + .5 Engl cr**
- **Colorado Teacher Level 1 – PDIS**
- **Adding: Pre-Apprenticeship**

3rd - Understand Barriers

- **Barriers Beyond DEIA**
 - **Middle/High School Teachers**
 - **Lack of understanding of Career Pathway**
 - **Personal life experience**
 - **What others have you seen?**



Whose Voice is Missing

Expand Stakeholders - Partners


- **Family, Friend, Neighbor**
- **Family Child Care Homes**
- **Centers - Public/Private/Non-Profit**
- **Government Child Care**
- **Early Head Start/Head Start**
- **High School - CTE Teachers - Home Ec/Edu**
- **Who else is invested in early care/education?**

Relationships lead to identifying hidden needs

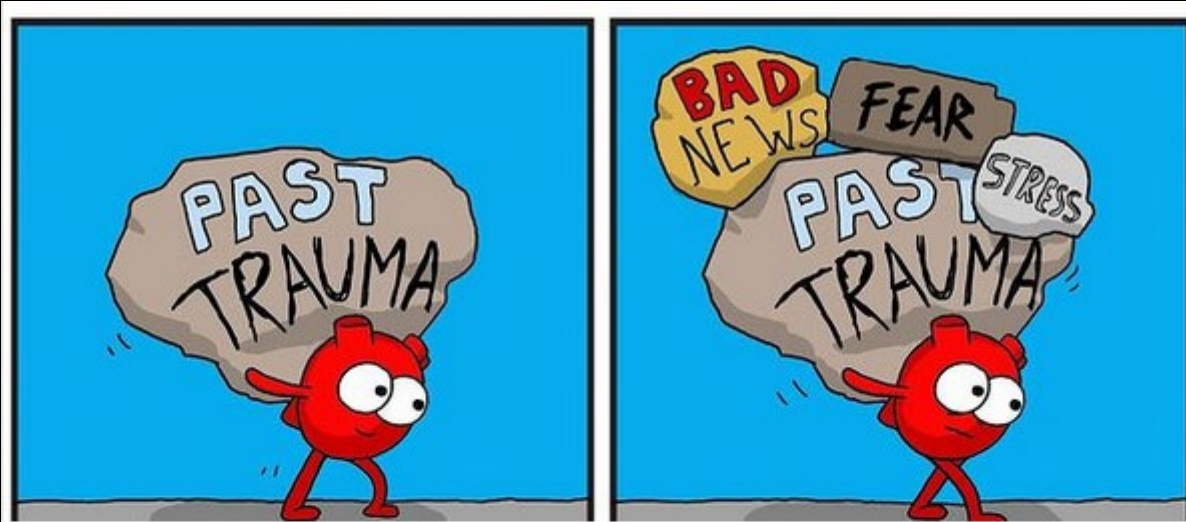
No Group Think and Consider Times

Barriers Let's Get Real

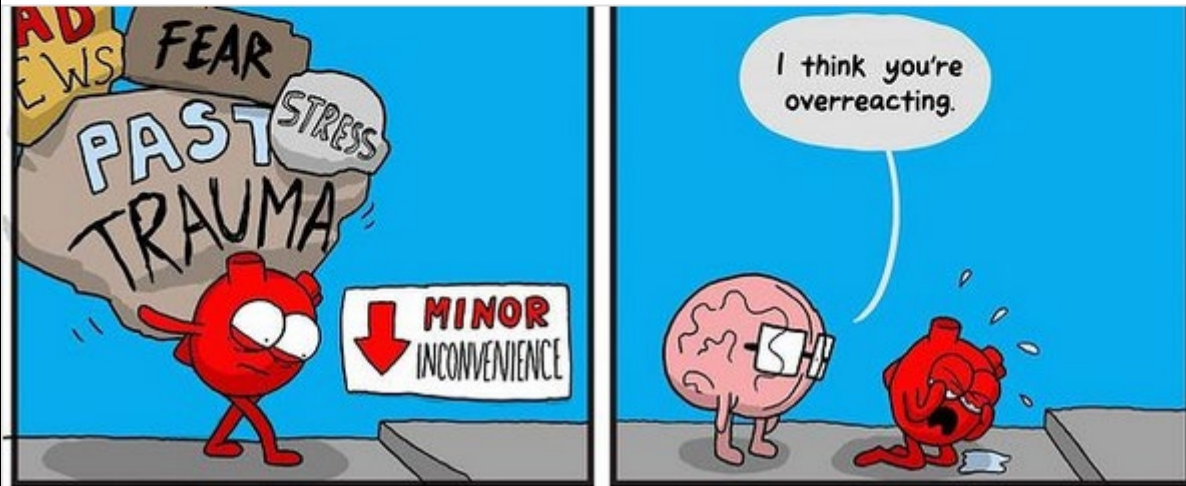
- A person is not able to fully separate their personal needs/life from their professional needs/life.
- How many of you have heard “Leave your personal life at home?”



No, I can't leave my personal probelms at the door



Instagram



[Linktr.ee/theAwkwardYeti](https://linktr.ee/theAwkwardYeti)

Maslow's Hierarchy of Needs -

Reflect on a time when you:

- were hangry?
- did not get enough sleep?
- had a family seriously ill?
- were going to have to change where you live?
- had been stress out and people were asking you to make more decisions?
- felt like an outsider or had imposter syndrome?
- spoke to someone who did not understand your language?



4th - Wrap Around Supports

- What are Wrap Around Services?
- Assumed lack of need



What is Privilege?



What is Privilege?

- **Everyone in the video took a step back**
- **That is where we find the need**

Wrap Around Supports

- **Turn and Chat**
 - **Services in your area?**
 - **Connected or Fragmented?**
 - **How do people find out?**

CMU Tech EDEC Apprenticeship

- **Build in time to Apprenticeship Specialist schedule to connect**
- **List of resources – more than ‘Call them’ = Warm Hand Off**
 - **Food**
 - **Clothing**
 - **Housing**
 - **Scholarships**
 - **Child Care**
 - **Transportation**
 - **Translation**
 - **Computer**
 - **Education – trade CDA and Formal**

Bank Street Fellowship - Learning

Action Research

- **Why are people not entering & persisting apprentices, mentor teachers, workforce partners?**
- **What needs are not been met?**
- **Why are they not sharing challenges?**
- **How can we get them to share?**
- **What supports are needed?**
- **Why are they not following through getting services?**

2022-2024 Relationships > Completers

- **29 Workforce Partners**
- **28 Mentor Teachers**
- **32 Apprentices**
 - **earned college credit**
 - **earned CDA**
- **14 Apprenticeship Completers**

2022-2024 Funding

- **453,000.00+** to assist Centers/FCCH
 - Reimbursed part of wages
 - Stipends Mentor Teachers/Apprentices
 - Classroom Supplies
- **\$27,000.00+** to assist Apprentices
 - College Courses
 - Credit for Prior Learning
 - Council for Professional Recognition – CDA
- **\$178,950.00+** Outside Funding for Wrap Around

Future

- **Changes in Funding – cut 50%**
- **Continue to support Existing & Recruit new Workforce Partners/Mentors/Apprentices**
 - **Focus on High School and Recent High School Graduates**
 - **Adults both new and currently working in ECE**
 - **NEW – Pre-Apprenticeship**
- **Scholarship supports College Courses, Credit for Prior Learning, CDA**

Change = First Step

- **Turn and Chat**

- **What is a first step you can take regarding one of the following:**

- 1) Building Relationships/Belonging**

- 2) Shifting Career Interest to Professional Investment**

- 3) Understanding Barriers**

- 4) Wrap Around Supports**

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Thank You

Please fill out our survey.



Go Make that Change

MAN IN THE MIRROR

MICHAEL JACKSON

