

**PROGRAM
HIGHLIGHTS
AND EVENTS:
CHILDCARE
APPRENTICESHIP**

CHILDHOOD DEVELOPMENT ASSOCIATE REGISTERED APPRENTICESHIP

The Full Employment Council (FEC) developed and implemented a Child Development Associate Apprenticeship Program, building on their success with apprenticeship programs. The Childhood Development Associate Registered Apprenticeship Training Program was funded by a \$2.7 million grant from the Office of Higher Education and Workforce Development, utilizing American Rescue Plan Act (ARPA) funds. FEC managed this program in both the Kansas City region and the St. Louis region, representing a large and geographically diverse area. This was the first workforce partnership to involve St. Louis and Kansas City regions.

FEC has a history of being a trailblazer in apprenticeship. In 2016, FEC, with the Department of Labor, created the first apprenticeship outside of construction in Missouri. Missouri now ranks third in the nation in the number of apprentices. Workforce development in childcare is a critical issue. Low entry level wages and lack of defined career ladders leads to a lack of interest and increased turnover in the childcare sector. The childcare sector is extremely important as a career growth sector, but also as a support sector to other business sectors in the region. Research performed by Kids WIN Missouri shows a huge demand for childcare slots to allow parents to work across business sectors. There is a shortage of slots across age groups: 75% shortage for infants 0-2 years, 48% shortage for 3-5-year-old Pre-K, and 20% shortage for 3-5-year-old children. The Kansas City region needs an estimated 62,000-plus open slots to answer the region's enormous need for quality childcare. The U.S. Chamber of Commerce estimated in 2021 that Missouri loses over \$1.3 billion annually from accessibility, quality, and cost-related hurdles to childcare. With childcare unavailable, parents (primarily women) can't afford to work, while local businesses in the Kansas City region have 85,000 unfilled job openings.

Women head of household tend to have lower socio-economic status and prospects, and this is particularly pronounced for Black and Latino women head of household. To address the

structural inequity FEC created the Child Development Associate Apprenticeship Program to increase the wages of childcare workers by creating professional pathways through apprenticeship and certifications.

The Childcare Development Associate Apprenticeship program provides on-the-job training, following the apprenticeship model of an industry driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.

To address the need for more childcare workers, increase the number of slots, and retain childcare workers, FEC requires employers to agree to pay a minimum of \$15.00/hour and, upon completion of the Apprenticeship Program, increase the wage to at least \$16.30/hour. In addition, as part of the grant, employee participants receive regular incentives and supportive services while earning their CDA, including monetary incentives and a computer for their certification classwork. These incentives and supportive services help with retention in employment and the continuing education program.

FEC supported 298 apprentices in the program in the Kansas City and St. Louis areas. Participating employers include:



- Emmanuel Family and Child Development
- Early Start
- Brighton Learning Center
- Each One Teach One
- Just Like Family Child Care
- Nutrition and Child Services Agency - Mini Campus
- YMCA
- Kids In Christ
- Operation Breakthrough
- YMCA (St. Louis)
- Urban League of St. Louis

SUCCESS STORY

Alexandra Riley


CDA Apprenticeship



Social media post celebrating Youth Apprenticeship Week

 **Full Employment Council, Inc.** 1,745 followers 2mo • 

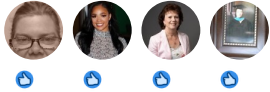
We hope you've enjoyed learning about Youth Apprenticeship during the first ever Youth Apprenticeship Week. To wrap up the celebration, FEC would like you to meet one of our Success Stories in our Childhood Development Associate (CDA) Apprenticeship, and one the many faces of Youth Apprenticeship . Alexandra Riley works at Just Like Family Child Care, and she was interested in the Childhood Development Associate Apprenticeship. Congratulations to Alexandra Riley for pursuing your CDA, and we thank her for her hard work! The CDA Apprenticeship has 166 youth and adult participants in Kansas City and St. Louis.

[#YAW2024](#) [#ApprenticeshipUSA](#) [#KCJobs](#)



 M4ary E. Sexton and 3 others  1 repost

Reactions



EMPLOYER COLLABORATIONS: CDA PROGRAM

The partnership with Emmanuel Family and Child Development Center was created to hire new CDA Apprentices at the center and develop them through on-the-job learning and classroom training. Emmanuel Family Child Development has been around since 1986, serving the urban core of Kansas City's families with children. It is designated as an accredited HeadStart and Pre-K Co-operative site. The early childhood development center has the capacity to serve 370 children and provides outstanding early childcare services and education. The partnership with Emmanuel Family and Child Development Center allows for the apprentices to train for one full year, and encompasses 337.50 hours of classroom training and 2000 hours of on-the-job learning. The first cohort of 10 apprentices started in August 2023. To date, we have 31 apprentices who were hired and registered by FEC, who serves as the intermediary with Department of Labor Office of Apprenticeship.

One of the challenges in this sector has been the pay rate offered by employers, leading to retention issues and lack of interest when compared with other higher paying industries. Employers in this industry also lacked the funding to hire workers at \$15 per hour, when their incumbent is making \$13 per hour or less.

Educating the employers about apprenticeship and the earn-while-learning model of work has helped to overcome the challenges and objectives of the program, which is to develop teachers who will grow within their jobs with the employer at the center of the training. The funding been a great help for the employers such as Emmanuel Family and Child Development Center to hire the new workers for \$15 per hour minimum, and to provide the progression of wages while training the new workers.



CASS COUNTY CHILDCARE SUMMIT

Hosted by WCAA, Funded by FEC

July 9

More than 100 people attended the Cass County Childcare Summit at Centerview in Raymore, Mo., organized by West Central Missouri Community Action Agency.

It was a day filled with insightful discussions, networking opportunities, and valuable resources for individuals who live and work in Cass County. Attendees were able to connect with other professionals, learn from industry experts, and exchange ideas on how to expand childcare capacity and accessibility.

The day included a keynote address, breakout tracks, lunch and a collaborative session.

Tracks included:

- Local businesses, employers, government, community organizations, funding/philanthropic entities, including panelist Rohina Behrmann, FEC Director of Employer Development/Special projects
- Childcare providers and educators, including panelist Clyde McQueen, FEC President/CEO

This was a unique opportunity to collaborate and grow together.



CHILD DEVELOPMENT APPRENTICESHIP PROGRAM

August 9, 2024 at the University of Central Missouri
Innovation Center Campus

The University of Central Missouri – Lee’s Summit joined forces with the Full Employment Council to host an Aug. 6 event focusing on the Child Development Apprenticeship Program. Childcare educators and childcare providers heard Rohina Behrmann, FEC Director of Business Development/Special Projects, provide an overview of this successful program, including how qualified employees can earn incentives for participation in the FEC’s Childhood Development Associate (CDA) Registered Apprenticeship Training Program.

Behrmann provided an overview of the program and attested to how important childcare is to the strength of the region’s workforce. She shared the example of the mismatch in the number of available jobs to the amount of available childcare in Cass County, Mo.

The CDA Apprenticeship Program is designed to improve retention of workers in the childcare field. The program is funded by a grant from the Office of Higher Education and Workforce Development and works with childcare providers in the Kansas City and St. Louis regions. It provides professional development for workers at participating employees, helps to reduce staff turnover and therefore make childcare more widely available.

Employee participants may also be eligible for support services, such as help with transportation costs, uniforms, or additional educational resources such as a laptop for CDA training.

Childcare providers attending the Lee’s Summit event included Boone Preschool Blue Springs, Blue Springs School District, Independence School District, Our Lady of the Presentation Early Childhood Center and Raytown School District.

An event flyer with a teal and yellow background. At the top left is the University of Central Missouri logo (Workforce and Professional Education). At the top right is the Full Employment Council logo (Kansas City & Vicinity, Eastern Jackson County Workforce Development Board). The main text reads: "Join us to learn how your qualified company and employee(s) can earn incentives for fully participating in the Child Development Associate Apprenticeship Grant." Below this are two circular images: one of a man with a child playing with a toy car, and another of a woman holding a clipboard. The event details are: "AUGUST 6 1 - 2PM MISSOURI INNOVATION CAMPUS Refreshments provided". A "Scan to Register" button with a QR code is present. At the bottom, it says "QUESTIONS? | 660-543-6622 workforce@ucmo.edu". A small disclaimer at the very bottom states: "The Full Employment Council is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via the Missouri Relay Service at 711."/>

UNIVERSITY OF CENTRAL MISSOURI
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KANSAS CITY & VICINITY EASTERN JACKSON COUNTY
WORKFORCE DEVELOPMENT BOARD WORKFORCE DEVELOPMENT BOARD

Join us to learn how your qualified company and employee(s) can earn incentives for fully participating in the Child Development Associate Apprenticeship Grant.

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CHILDCARE PROVIDER ROUNDTABLE, MARCH 2024



The FEC invited several local childcare providers to an Employer Roundtable to discuss the Child Development Apprenticeship Program on Wednesday, March 13.

FEC CEO Clyde McQueen gave an overview of the program and how it fits into FEC's commitment to build and support the local workforce through supporting the childcare system. The FEC program is a beta program that is testing best practices in training and retention within the Childcare sector. The program is working with nonprofit and private childcare providers in Kansas City and St. Louis, Mo.

The Childhood Development Associate (CDA) Registered Apprenticeship Training Program, funded by a grant from the Office of Higher Education and Workforce Development, is the first in the state and will provide professional development for workers at participating employers, helping to reduce staff turnover and therefore make childcare more widely available.

The apprentices participating in the program may also be eligible for support services, such as help with transportation costs, uniforms, or additional educational resources such as a laptop for CDA training. Represented providers included Emmanuel Family and Child Development Center, Just Like Family Childcare, YMCA of Greater Kansas City Head Start, Mini Campus, Starting Early, Kansas City Public Schools, Operation Breakthrough, Brighton Learning Centers, and Each One Teach One Learning Center.

Deborah Mann, Executive Director of Emmanuel Family and Child Development Center, was able to share some of the best practices to maximize the benefits of the apprenticeship program for the center's employees. FEC staff members Shelley Penn (Senior Vice President/Chief Operations Officer), Rohina Behrmann (Director Business Development/Special Projects), Andrea Robins (Managing Director Planning, Compliance and Partnership Systems) and Latoya Jordan (Career Placement Specialist) also provided insight into the benefits and successes of the program and provided information about additional FEC resources for employers.

