

Maryland Rebuilds: Growing a Highly-Effective Child Care Workforce



Strategy Information Session
September 7, 2022

Presented By

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Agenda

Primary Resource: [Maryland Rebuilds Guidance Document](#)

- Welcome and Introductions
- Maryland Rebuilds: Grant Opportunity
- Six High-Leverage Strategies
- Growing a Highly-Effective Child Care Workforce
 - Focus Areas
 - Inspiration from the Field
 - Additional Readings
 - Potential Applicants
 - Funding for this strategy
- Key Dates and Support
- Q&A

Growing a Highly-Effective Child Care Workforce

Learn

Design and launch child care apprenticeship programs and other innovative initiatives to grow the pipeline of family home child care providers and other support staff through the following focus areas:

Growing a Highly-Effective Child Care Workforce : Focus Areas

- Develop a paid apprenticeship program aimed at recruiting and training individuals or groups of individuals to enter the child care workforce, with an emphasis on gaining clinical experience that builds representation across diverse communities and working with vulnerable populations;
- Develop and implement coursework that includes best practices when working with children with a developmental delay, disability or special need, as well as children who come from homes where English is not the primary spoken language and children experiencing homelessness;

Growing a Highly-Effective Child Care Workforce : Focus Areas

- Through financial incentives, provide a progression of training and professional development opportunities for caregivers, teachers, and child care providers to increase their effectiveness in supporting children's development and readiness for kindergarten through financial incentives and compensation improvements;
- Build programs to support individuals in changing careers and entering the education field; and/or
- Establish an alternative early childhood education teacher preparation program.

1

Early Childhood Education Apprenticeships: Why, What, and How

(National Center on Early Childhood Teaching and Learning)

Apprenticeships can offer:

- Reduced or free tuition
- Employer-sponsored time off for coursework and mentoring
- Guidance on entering and succeeding in higher education
- Compensation increases

Apprenticeship Components

- Employer involvement
- on-the-job learning
- related instruction
- rewards for skill gains
- Industry recognized credentials

2

The child care worker shortage is reaching crisis proportions nationally. Could Milwaukee provide the answer?

(The Hechinger Report)

- Dual enrollment program developed to create a pipeline of early childhood educators from the local community.
- The workforce program has the potential to produce graduates who are able to fill empty teaching positions in child care centers
- Experts say it's critical to address salary issues, or teachers will continue to leave the field, despite their training and qualifications.

3

Apprenticeships May Help Build the Child Care Workforce

(Marketplace)

- A growing number of states are now certifying apprenticeships in early childhood education.
- More than 350 people completed early childhood educator apprenticeships.
- In many programs Participants received stipends for finishing college coursework, free textbooks and computers.

Additional Readings

- [Teacher Turnover in Early Childhood Education \(Brown University\)](#)
- [How the Early Education Career Institute's ECE Apprenticeship Program is Helping Build a Better Future for Children and Childcare Providers \(Early Education Career Institute\)](#)
- [Policies, Initiatives, and Resources to Support the ECE Workforce \(Child Trends\)](#)
- [A Way Forward: Registered Apprenticeships and Advancing the Early Childhood Workforce \(Bipartisan Policy Center\) · Supporting the Child Care and Early Education Workforce \(Urban Institute\)](#)
- [Supporting the Child Care and Early Education Workforce \(Urban Institute\)](#)
- [To Maintain Teacher Diversity, Listen to Teachers of Color \(The Hechinger Report\)](#)

Potential Applicants

Learn

- Non-Profit Organizations
- Local Education Agencies (LEAs)
- Institutions of Higher Education (IHEs)
- Partnerships and collaborative entities are also encouraged to apply

Funding for this Strategy

Learn

- Amount available: \$11 Million
- Estimated number of grants awarded: 4-8
- Average range of award: \$500,000 - \$3 Million

Key Dates and Support

Learn

Next General Session: **September 8, 2022 at 1:00 PM**

Upcoming Strategy Session: **September 20, 2022, 1:00 PM**

Submission Deadline: **October 10, 2022 at 11:59 PM**

Support from MSDE

Individual Appointments

Grantee may schedule an individual appointment with MSDE staff at any time throughout the process by emailing Marylandrebuilds.msde@maryland.gov.

The Grantee sets the agenda. (Appointments are optional)

Contact

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Website

<https://earlychildhood.marylandpublicschools.org/MDRebuilds>

Strategy Session Dates

Strategy	Dates/times
Expanding Access to Quality Child Care	September 6 and September 19 from 10:00 – 11:00 a.m.
Early Learning Models of Excellence	September 6 and September 19 from 2:00 – 3:00 p.m.
Expanding Mental Health Supports and Services	September 7 and September 20 from 10:00 – 11:00 a.m.
Growing a Highly-Effective Child Care Workforce	September 7 and September 20 from 1:00 – 2:00 p.m.
Boosting Family Child Care	September 9 and September 21 from 10:00 – 11:00 a.m.
Advancing a Coordinated Prekindergarten Enrollment System	September 9 and September 21 from 1:00 – 2:00 p.m.

Questions?