Kalamazoo County Early Childhood Education Pre-Apprenticeship and Apprenticeship Program
Why Early Childhood Education?

✓ In demand industry?
Every industry supported by child care industry

INDUSTRY TRENDS – Kalamazoo County
• Professional and business services employment in the Kalamazoo area has increased every year since 2010, adding 3,200 jobs over this period to 17,300 in 2016.

✓ Employer Need
✓ Stackable credentials
PARTNERS

Employers
◦ Child Care Resources
◦ Kalamazoo County Ready 4’s
◦ Kalamazoo Regional Educational Service Agency
◦ Mt. Zion Baptist Church
◦ New Genesis, Inc.
◦ YWCA of Kalamazoo

Workforce Development
◦ Michigan Works! Southwest
◦ Youth Opportunities Unlimited

Education Providers
◦ Child Care Resources
◦ Kalamazoo RESA/Education for Employment (CTE)
◦ Kellogg Community College
◦ Youth Opportunities Unlimited

US Department of Labor
Kalamazoo Promise
Kalamazoo County Early Childhood Education Apprenticeship Program

**Level 1A: School-to-Registered Apprenticeship**

Knowledge and Comprehension
Goal: Start CDA Education and Pre-Employment Skill Development
- 270 hours total
  - Work experience (Paid/Unpaid) - 216 hours
  - Intro to Education - 54 hours
  - Employability Skills - Incorporated into Education hours

**Level 1B: Pre-Apprenticeship**

Knowledge and Comprehension
Goal: Start CDA Education and Pre-Employment Skill Development
- 200 hours total
  - Work experience (Paid) - 150 hours
  - Intro to Education - 20 hours
  - Employability Skills - 30 hours

**Level 1C: Direct Entry into Apprenticeship**

Goal: Expands Number of Individuals Eligible for Apprenticeship and Expedites Placement with Employer
- Zero hours total prior to Level 2
  - Work experience - 150 hours added to total hours of related employment in Level 2
  - Intro to Education - 20 hours added to Level 2 CDA Education Component
  - Employability Skills - 30 incorporated into Employment and Education hours (Total of 200 hours)

**Level 2: Development**

Knowledge and Comprehension
Goal: Earn CDA
- 700 hours total
  - Work experience - 320
  - Portfolio - 60
  - Education-Child Care Resources - 144
    - CPR-8
    - Understanding Principles of Child Development and Learning - 20
    - Supporting Children's Social and Emotional Development - 18
    - Advancing Children's Physical and Intellectual Development - 18
    - Observing and Recording Children's Behavior - 18
    - Plan a Safe and Healthy Learning Environment - 14
    - Building Productive Relationships with Families - 18
    - Maintaining a Commitment to Professionalism - 18
    - Managing an Effective Program - 12

* Up to 270 hours of the 700 hours in Level 2 may be earned at Level 1A and up to 200 of the 700 hours may be earned at Level 1B

**Level 3: Achieving**

Application and Some Analysis
Goal: Earn ECA Certificate
- 1300 hours total
  - Professional Development
  - Reflective Supervision
  - Training
  - Work experience
    - Understanding Principles of Child Development and Learning - 200
    - Supporting Children’s Social and Emotional Development - 200
    - Advancing Children's Physical and Intellectual Development - 200
    - Observing and Recording Children's Behavior - 200
    - Planning a Safe and Healthy Learning Environment - 100
    - Building Productive Relationships with Families - 200
    - Maintaining a Commitment to Professionalism - 100
    - Managing an Effective Program - 100
Child Development Associate (CDA) Credential

- Nationally recognized certification
- 480 hours of experience working with children
- 120 clock hours of educational training
- Educational training can be obtained at community colleges or through other training organizations
Child Development Associate (CDA) Certification

Minimum of 120 educational hours in the following areas:

- Understanding Principles of Child Development and Learning - 20
- Supporting Children's Social and Emotional Development - 18
- Advancing Children's Physical and Intellectual Development - 18
- Observing and Recording Children's Behavior - 18
- Planning a Safe and Healthy Learning Environment - 14
- Building Productive Relationships with Families - 18
- Maintaining a Commitment to Professionalism - 18
- Managing an Effective Program - 12
T.E.A.C.H. Early Childhood® MICHIGAN addresses two major challenges in the early education and care field – low wages and high turnover.

**T.E.A.C.H. Eligibility Requirements:**

- Work a minimum of 20 hours per week in a licensed child care center, group home or registered family home
- Earn $17.00 or less per hour
- Remain employed for at least 6 months after receipt of CDA credential

**Scholarship Supports:**

- 85% of the cost of one CDA credential
- A bonus of $200 or $300 after receipt of CDA credential
- A formal observation by a Professional Development Specialist
- An online test taken at a Pearson Vue Testing site
Over 40 Competencies:

- Career Pathway Development
- Workplace Communication
- Leadership and Self-Development Competencies
- Life Survival Skills
- Job Retention
- Personal Skills

The above competencies may be covered in education component and/or work experience component.