



GROWING AND SUPPORTING THE EARLY CHILDHOOD WORKFORCE IN KENTUCKY

STRONG START

FEBRUARY 24, 2022

Growing and Supporting the Early Childhood Workforce in Kentucky



Promote Greater Collaboration

Emphasize Quality and Continuous Improvement

Ensure More Children Have a Strong Start

Growing and Supporting the Early Childhood Workforce in Kentucky

High Quality Child Care

Builds the workforce of today and tomorrow

Supports working families

Ensures children have a strong start in school and in life

Helps grow Kentucky's economy



Kentucky Leads the Way

Promote Greater Collaboration

- Leverage partnerships and expertise
- Easy access to information and resources
- \$12m scholarship investment
- Localized professional learning opportunities

Emphasize Quality and Continuous Improvement

- Respond to needs of practitioner and employer
- \$2m to grow Apprenticeship Portfolio
- Developed State-Approved Director/Administrator Apprenticeship
- Revised Standards and unifying training

Ensure More Children Enter Kindergarten Prepared

- Encourage and support innovation
- Invest in building a better system
- Enhanced Early Childhood Institute with multiple targeted sessions



Innovation in the Field-A Registered Apprenticeship

What is an Apprenticeship?

1. Work-based earn and learn model that meets national standards
2. Provides career pathways for practitioners in the field as well as those just entering the workforce, and a means to a broader opportunity for those looking to expand their careers
3. Includes mentor and coaching supports, progressive wages increases, and incentives
4. Results in an industry recognized credential

How does it grow Kentucky's Early Childhood Workforce?

1. Produces highly skilled workers who are fully competent in all aspects of an occupation, including knowledge, skill, and proficiency of the job
2. Allows employers to design their training program tailored to the company's needs
3. Fulfills a strategic data-driven solution for employer's workforce development needs
4. Realign the education system to meet the needs of the business



Innovation in the Field: A Registered Apprenticeship

- + Increases Knowledge Transfer
- +Positive Impact on Loyalty, Productivity and Profitability
- +Stabilizes the Workforce Pipeline
- +Shows \$1.46 Return on Every \$1.00 Spent
- +91% Remain with Employer Post Apprenticeship Completion
- +Promotes Equity and Diversity in the Workplace
- +Attracts New Professionals into the Field



National Occupational Credential

- Registered Apprenticeship programs result in a nationally-recognized credential – a 100% Guarantee to employers that apprentices are fully qualified for the job they trained for.
- Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential



Questions?

Kentucky Governor's Office of Early Childhood

Brenda.Hagan@ky.gov

Amanda.Adkins@ky.gov

Ask



\$6.5m Allocation-ADVOCATE WITH YOUR LEGISLATOR

- Governor allocated \$6.5
- Did not show up in House Budget
- Today-Please Plug!
- More Information-Please Reach Out amy.neal@ky.gov/859.802.6647
- Would go a long way to ensure more children have a strong start in school and in life

