



SUPPORTING THE CHILD CARE WORKFORCE

TEXAS WORKFORCE COMMISSION WORKFORCE FORUM

MAY 14, 2024

SPEAKERS

Texas Workforce Commission

- Bethany McKee
Special Projects Program Specialist, Child Care & Early Learning Division

Heart of Texas Workforce Development Board, Inc.

- Erin Doshier
Workforce Grants & Initiatives Manager
- Rhonda Leslie
Early Education Apprenticeship Mentor

The University of Texas Health Science Center Houston

- Dr. Tracy Anne Jones
Assistant Director, Texas School Ready

TWC CHILD CARE INDUSTRY SUPPORT INITIATIVES

Revenue Building	Business Support	Workforce Support
Pre-K Partnerships	Shared Services Alliances	ECE Registered Apprenticeships
Shared Services Alliances	Skills for Small Businesses	Professional Development Scholarships
Texas Child Care Availability Portal		Shared Services Alliances
		Skills for Small Business

PRESCHOOL DEVELOPMENT GRANT BIRTH THROUGH FIVE

Activity 1

- Update Comprehensive Statewide B-5 Needs Assessment

Activity 2

- Update Comprehensive Statewide B-5 Strategic Plan

Activity 3

- Maximize Parent and Family Engagement in the B-5 System

Activity 4

- Support the B-5 Workforce and Disseminate Best Practices

Activity 5

- Support Program Quality Improvement

Activity 6

- Subgrants to Enhance Quality and Expand Access to Existing and New Programs and/or Systems Enhancement

ACTIVITY 4: WORKFORCE PIPELINE PROJECTS

Key Projects

- Local Educational Agency (LEA) and Institution of Higher Education (IHE) Early Childhood Landscape Analysis
 - Find the Landscape Analysis and Summary [online](#)
- High School Career and Technical Education (CTE) Supports
 - “[Earning a Child Development Associate \(CDA\) Through Career and Technical Education \(CTE\)](#)”
 - Career Pathways Information
- Credit Pathways
 - Work sessions
 - Course buyouts
- Registered Apprenticeship Program Planning and Implementation Grants

REGISTERED APPRENTICESHIP PROGRAMS

Planning and Implementation Grantees

Camp Fire First Texas

Collin County Community College

Dallas College

Heart of Texas Workforce Development Board, Inc.

South Texas College

The University of Texas Health Science Center at Houston



PAID JOB

Apprentices earn while they learn from day one



EDUCATION

Structured learning and on-the-job training help apprentices advance professionally



CREDENTIALS

Upon completion apprentices receive a national, industry recognized credential



EARLY EDUCATION **APPRENTICESHIP**

Pathways for aspiring educators in the Heart of Texas

A proud partner of the  **AmericanJobCenter** network

The Heart of Texas Workforce Board, Inc. is an equal opportunity employer/programs and auxiliary aids and services are available upon request to include individuals with disabilities. TTY/TDD via RELAY Texas service at 711 or (TDD) 1-800-735-2989 / 1-800-735-2988 (voice).

Workforce Solutions for the Heart of Texas

Our Model & Inspiration



Workforce Solutions for the Heart of Texas

Identifying & Selecting RAP Model

- Camp Fire – Texas' 1st child care RAP
 - Forum presentation 3 years ago
 - Lyn Lucas Consulting.
- TWC Planning Grant – December 2021
 - ARPA funding
 - 1 year of planning and program design
- Explored the designs and best practices of early education apprenticeships across the country
- Lots of research
- Department of Labor regional representative



Identifying and selecting RAP model



Traditional Time-based Model

- requires the apprentice to complete a specific number of on-the-job (OJT) and related-technical-instruction (RTI) hours

Competency-based Model

- requires the apprentice to demonstrate competency in the defined subject areas and requires OJT and RTI

Hybrid Model

- requires the apprentice to complete a minimum number of OJT and RTI hours and demonstrate competency in the defined subject areas

Workforce Solutions for the Heart of Texas

Our Educational Partner



- Established working relationship
- Trades Pre-Apprenticeship program
- Associates degree in early childhood education
- Nationally Accredited (NAEYC) early learning program
- Four-Star rated Texas Rising Star provider





Our Employer Partners

Child Care Services
Contractor crucial
for recruiting
employers

- Already had established, trusted relationships with 90% of all regulated early learning programs in the region
- HOT leads the state with the highest percentage of Texas Rising Star-certified programs, 83%

Finding employer
partners

- Coffee chats with providers
- MCC and Board websites
- Apprenticeship Advisory Committee
- Presented at Week of the Young Child and TXAEYC Conferences

Three- and Four-
Star Texas Rising
Star providers only

- Visited directors in person providers across 6 counties
- Host-site agreements
- Commitment to built-in wage increases (2%-5% including a mid-year raise)

Early Education Apprenticeship Planning & Implementation Grants

- TWC Planning Grant and Implementation Grant
- 1-year of planning was crucial to the project's success
- We needed every minute
- MCC, CCG, the Board, Apprenticeship Committee all instrumental in building the structure of the RAP
- Apprenticeship Advisory Committee
 - Gave feedback on the planning
 - Sounding board for ideas

Early Education Apprenticeship Planning & Registering the RAP

RAP sponsor - MCC

Ratio of Mentors to Apprentices

- Traditionally 1:1
- DOL representative very helpful
- Received DOL waiver for 2:1

Tuition Partners

- TXAEYC scholarships

Planning and paperwork took the longest time

DOL approval was only a matter of weeks!

2nd RAP in early education in Texas!

Early Education Apprenticeship Implementation



Hired 2 full-time mentors



Assessed Classrooms

Purchased needed equipment/supplies
Child Care Quality (CCQ) and Child Care
Matching (CCM) funds



Assessed Needs

Purchased laptops for apprentices
Funded a Technology Lending Library at MCC
for apprentices: laptops, styluses, and hotspots



Assessed Progress

Beginning and end of the year
Scores and confidence improved
remarkably



Tracking

On-the-job-learning competencies
Wages



Sustainability

Cooper Foundation
Workforce Board

Early Education Apprenticeship

Positive Impacts



Early Education Apprenticeship

The Learning Never Stops!

Flexibility is important.

Aligning on-the-job-learning with classroom learning is crucial.

Structuring OJL into smaller units helps with knowledge retention.

Partnerships are invaluable.

Directors support their teachers, realize the project is important and worth their worth the time.

Early Education Apprenticeship

Apprentices need extra support and wrap-around services to be successful.

Short semester summer classes are not ideal for Apprentices.

“Our motivation to keep going is the children, young women, and families that the project benefits.”

Julie Talbert, Manager of Child Care
Workforce Solutions for the Heart of Texas



Texas Early Childhood
Professional Development System

What is TECPDS?

**How can Boards
leverage TECPDS to
support the
workforce pipeline?**

Learning Objectives – What is TECPDS?

- Understand the benefits and uses of a TECPDS account
- Learn about key components and resources available on TECPDS to support Career Advancement
- Learn how Boards can leverage TECPDS to support the workforce pipeline



TECPDS

Trainer Registry

Registered Trainers

Professionals are approved to provide training to childcare staff.

Non-Registered Trainers

Administrators can use the free Certificate Generation Tool.

Workforce Registry

Serves as an online portal for teachers and directors to track their education experience and professional development.

Provides professional development reports.

Benefits of a TECPDS Account

- ✓ Free account acts as a repository for professional development records
- ✓ Integrated with other professional development systems to automatically transfer training
- ✓ Easily create reports to document professional development and career pathways/advancement
- ✓ A wealth of trainings, webinars, and how-to guides to learn how to make the most of the system
- ✓ An easy to use certificate generation tool that anyone can use for free to award training certificates directly into users accounts and email

Key Components that Support Career Advancement and Pathways



Career Pathways in Education



Career Pathway Refinement

ALTERNATIVES

Practice-Based
IHE-Based

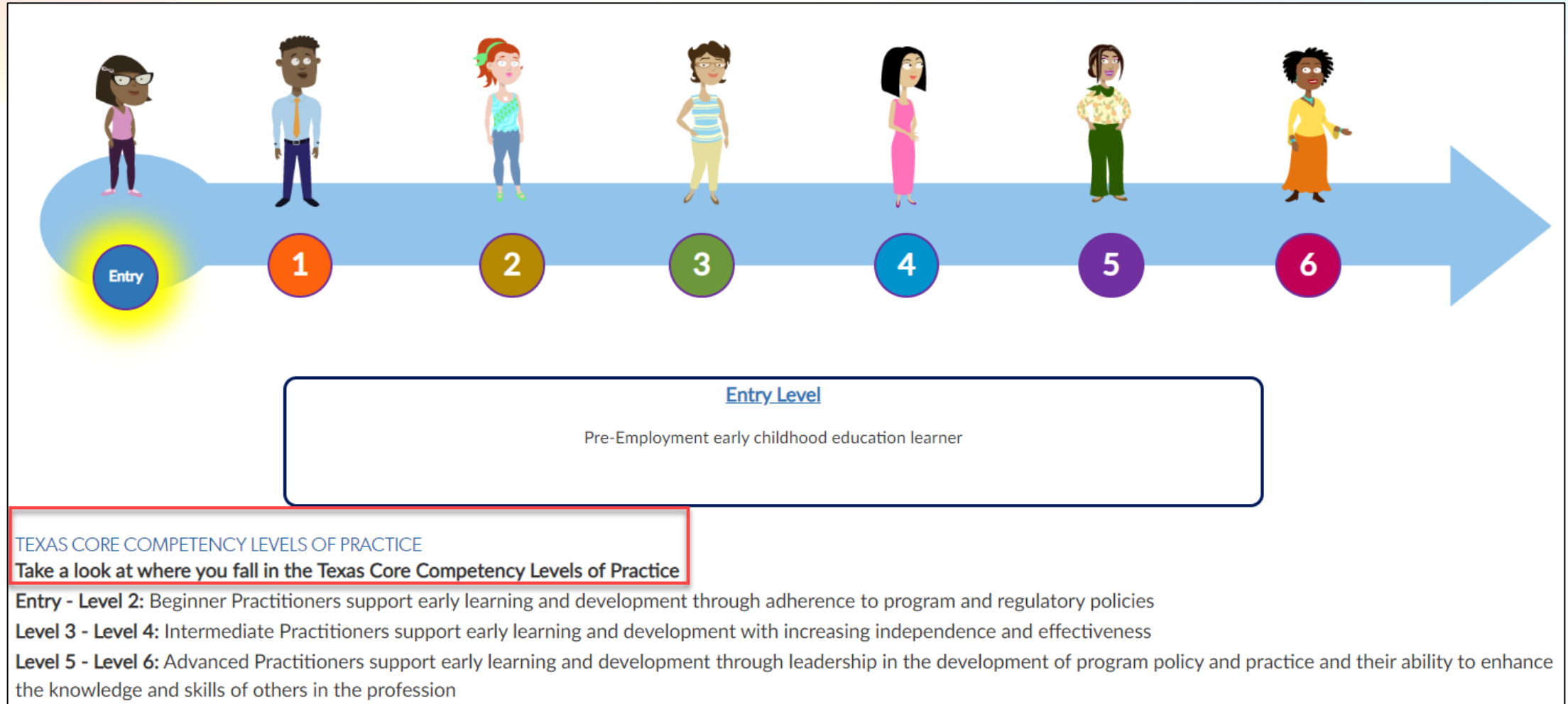
ADDITIVE

**Anyone can begin
at entry level and
still achieve a Level
6, via practice-
based or IHE
pathway**

TRANSITIONAL

**Entry Level and
Transition Level
provide
opportunities for
further growth**

Career Pathway Level and Level of Practice



Alignment with Levels of Practice

Entry - Level 2: Beginner Practitioners support early learning and development through **adherence to program and regulatory policies**

Level 3 - Level 4: Intermediate Practitioners support early learning and development with **increasing independence and effectiveness**

Level 5 - Level 6: Advanced Practitioners support early learning and development through **leadership in the development of program policy and practice and their ability to enhance the knowledge and skills of others in the profession**



Entry Level

Hannah is a current high school student who loves working with children! She will be graduating high school with their diploma soon.

Hannah just moved from another country. She is in the process of verifying her international transcripts and completing a GED program at a local adult learning center.



Level One

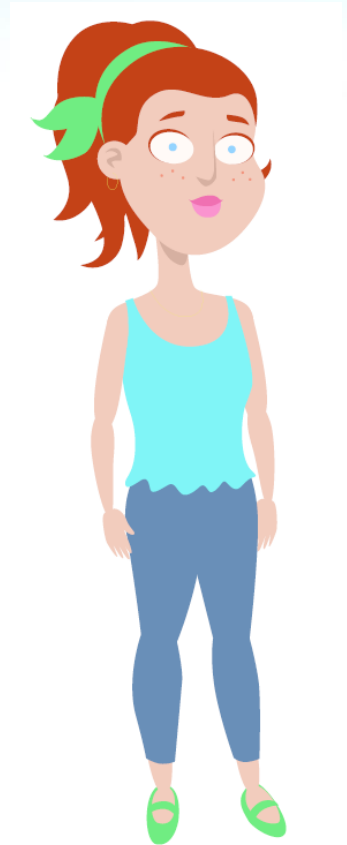
Marcus has a high school diploma and is interested in becoming an early childhood teacher.

Marcus has completed his GED and has been working in a home-based childcare in his neighborhood for several years.



Level Two

Emme has a high school diploma and works as an assistant teacher at a childcare center. She earned the **Practitioner Core Competency Area Exam Micro-Credential** this year, and she wants to grow her knowledge of working with young children before enrolling in an early childhood certification program.



Texas Core Competencies for Early Childhood Practitioners Badges

Core Competency Area 1:

Child Growth and Development

Core Competency Area 2:

Responsive Interactions and Guidance

Core Competency Area 3:

Learning Environments, Planning Framework, Curriculum, and Standards

Core Competency Area 4:

Supporting Skill Development

Core Competency Area 5:

Observation and Assessment

Core Competency Area 6:

Diversity and Dual Language Learners

Core Competency Area 7:

Family and Community Relationships

Core Competency Area 8:

Health, Safety, and Nutrition

Core Competency Area 9:

Professionalism and Ethics

Level Three

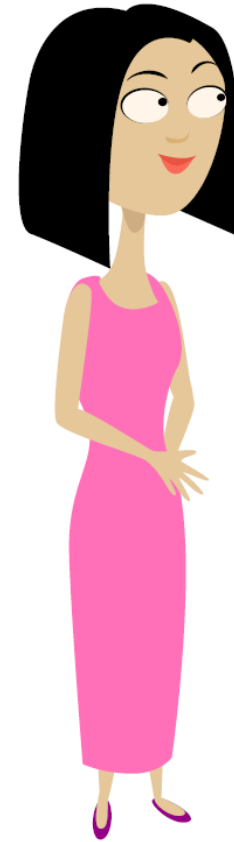
After finishing their GED program and earning the Texas Core Competency course badge, Andrea has decided to pursue an ECE certificate! They like this idea because they can work fulltime as they earn micro-credentials through the TSR Comprehensive program.

Andrea earned their diploma and completed the Texas Core Competency course badge. They love learning about children and is enrolled at the community college to pursue a degree in Child Development.



Level Four

With her high school diploma and Practitioner Core Competency Area Exam Micro-Credential, Anna was able to enroll in a CDA program to advance her career. She would now like to pursue the **Texas Core Competency Teacher Certification, Level I.**



Texas Early Childhood Educator Credential

- The Texas Early Childhood Educator Credential is in development, and the first of its kind in Texas!
- A statewide credential focused on early childhood education
- Leveled I-III, based on the Texas Core Competencies for Practitioners
 - Focused on Beginner, Intermediate, Advanced levels of practice
- Research is currently underway to build this evidence-based teaching certificate, portable through Texas

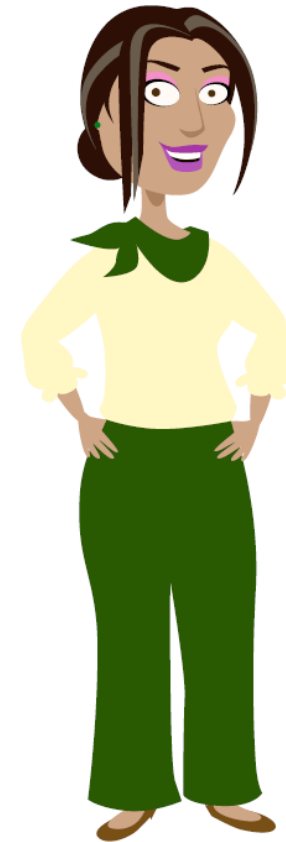
Texas Early Childhood Educator Competency Credential

- Based on the demonstration of mastery in a specific skill or competency
- A badge is linked to mastery of an individual competency
- A micro-credential is awarded after earning all badges in a core competency area
- Certification is awarded by earning all micro-credentials



Level Five

Winnie earned her GED and Texas Core Competency course badge. Given her love of learning through college lectures, she's continued to pursue an Associate's Degree and has 9 credit hours in early childhood education courses.



Level Six

Jasmine earned her GED and Texas Core Competency Badge. She's using her experience from a registered apprenticeship program and Associate's Degree to succeed in coursework earning a Bachelor's Degree.



Transition Level

Carolyn is currently at a level 6 and would like to use their progress toward becoming a coach, rather than certified early childhood teacher. They realize they enjoy working with the adults who nurture children every day!



PRACTITIONER CAREER PATHWAY LEVELS

REQUIREMENTS

Entry: Pre-employment
early childhood learner

High School Diploma OR Equivalent
9 Texas Core Competencies for Practitioners Badges
Progress toward ECE Certificate OR Progress toward Texas Core Competency Teacher Certification I OR 3+ ECE Credit Hours
Completed ECE Certificate OR Completed Texas Core Competency Teacher Certification I OR 6+ ECE Credit Hours
Completed Texas Core Competency Teacher Certification II OR Associate's Degree (9+ EC Credit Hours OR ECE Certificate)
Completed Texas Core Competency Teacher Certification III OR Bachelor's Degree (12+ EC Credit Hours)

Transition: Into content specialization in the classroom or into other EC roles

	1	2	3	4	5	6
High School Diploma OR Equivalent	Y	Y	Y	Y	Y	Y
9 Texas Core Competencies for Practitioners Badges	-	Y	Y	Y	Y	Y
Progress toward ECE Certificate OR Progress toward Texas Core Competency Teacher Certification I OR 3+ ECE Credit Hours	-	-	Y	Y	Y	Y
Completed ECE Certificate OR Completed Texas Core Competency Teacher Certification I OR 6+ ECE Credit Hours	-	-	-	Y	Y	Y
Completed Texas Core Competency Teacher Certification II OR Associate's Degree (9+ EC Credit Hours OR ECE Certificate)	-	-	-	-	Y	Y
Completed Texas Core Competency Teacher Certification III OR Bachelor's Degree (12+ EC Credit Hours)	-	-	-	-	-	Y

Summary of Professional Development

SUMMARY OF PROFESSIONAL DEVELOPMENT

Here is a summary of your professional development hours you have entered.

My Validated Training Hours by Learning Format

	Past 12 Months	Past 5 Years	Career
Training/Workshop	0.00	0.00	0.00
Webinar	0.00	0.00	0.00
Professional Learning Community (PLC)	0.00	0.00	0.00
Individualized Coaching/Mentoring	0.00	0.00	0.00
Conference	0.00	0.00	0.00
Learner Managed Online Module	0.00	0.00	0.00
Learner Managed Self-Study	0.00	0.00	0.00
Unspecified/Unknown	0.00	0.00	0.00
TOTAL	0.00	0.00	0.00

My Training Hours by Learning Format

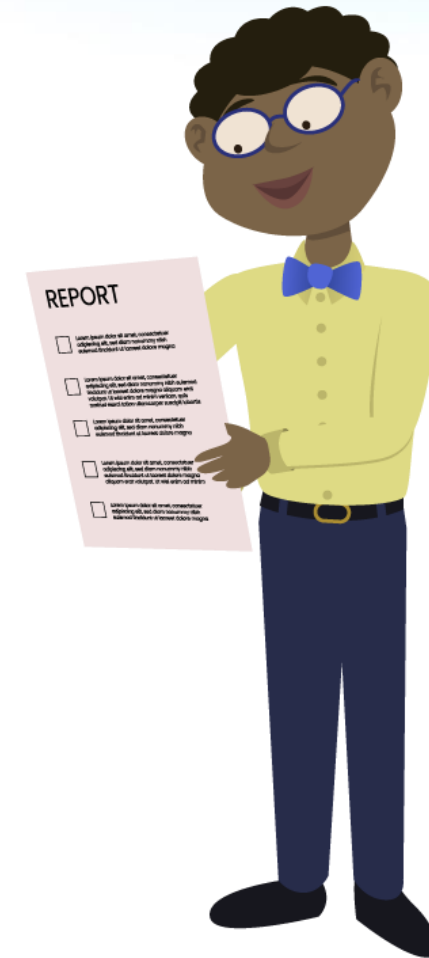
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Conference	0.00	0.00	0.00
Learner Managed Online Module	0.00	0.00	0.00
Learner Managed Self-Study	0.00	0.00	0.00
Unspecified/Unknown	0.00	0.00	0.00
TOTAL	0.00	0.00	0.00

SUMMARY OF EARLY CHILDHOOD SPECIALIZATIONS

Credential/Certification	Credentialing Agency	Date Issued	Expiration Date	Upload Certificate	Status	Validator	Date Validated
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Career Pathway Tool – Review of Updates

- ✓ Pick your pathway
- ✓ More interactive in style
- ✓ Ability to skip through sections
- ✓ Visual career pathway level
- ✓ Visual career pathway profile
- ✓ Professional development training hours summary
- ✓ Years of experience
- ✓ List of specialized knowledge-based endorsements



How Subject Matter Experts can Support Career Pathways

- Understand career pathways
- Understand where key pieces of information are provided
- Support users on the best ways to connect to resources
 - Boards can set up "informational sessions" (with training hours offered) on the career pathways
 - These sessions can provide information to those currently in the field looking to advance or to LEAs to help high school students understand the field and their options after graduation
 - Boards can go over different roles, scenarios, and what, if any, steps in education or experience educators or students may need to take.
 - Building on that, the sessions could include resources and initiatives to assist attendees

Program and Provider Resources on Career Pathways

Career Advancement

- Career Pathways
 - Practitioners
 - Trainers
 - Coaches coming soon!
- Profile Reports
 - Individual
 - Program

User Resources

- How-to Guides
- Texas Core Competencies
- Webinars and Presentations
- PD Self-Assessments
- Checklists
- Links to resources outside of CLI

Reports

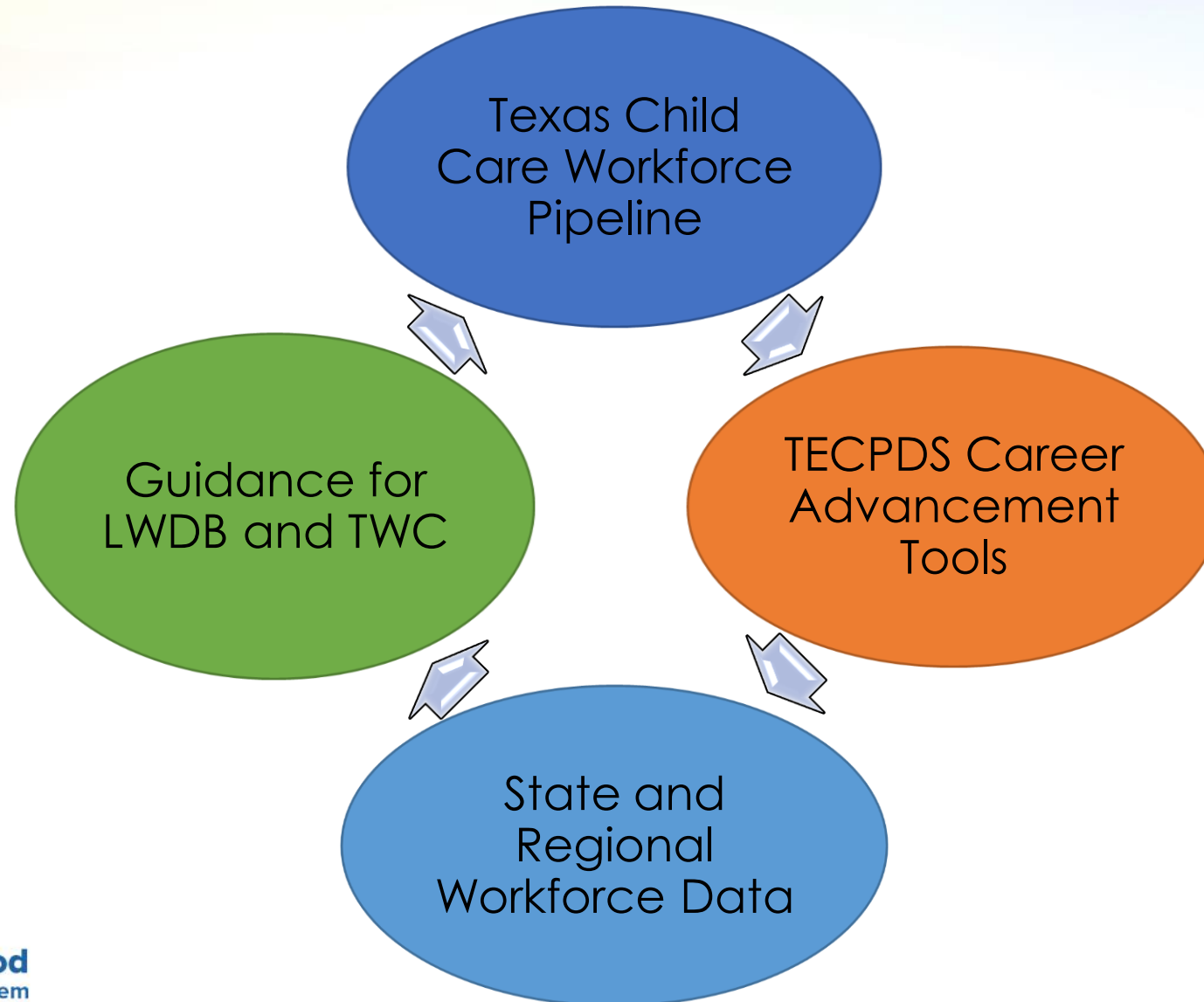
- Career Pathways
 - Self-Reported
 - Verified
- Professional Development Profile Reports

Career Pathway Resources on TECPDS

- [How to Guides](#)
 - Step by step instructions
 - Video demonstrations
 - Printable PDF
- [Webinars and Presentations](#)
 - Orientations
 - Lunchtime Learning Session
 - [Texas Rising Star Online CLI Engage Courses](#)
- [TECPDS for Texas Rising Star](#)
 - Checklist
- [Getting Started](#)
 - Links to all things TECPDS



How does TECPDS help stakeholders like you?



CONTACT AND LEARN MORE



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Visit the TWC Child Care & Early Learning Program website

Heart of Texas Workforce Development Board, Inc.

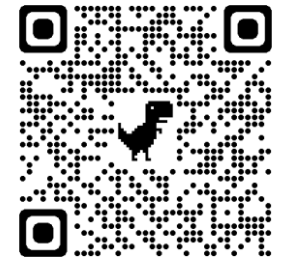
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Visit the Workforce Solutions Heart of Texas website



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