

**Early Learning
Coalition**
OF PINELLAS COUNTY

Workforce Programs

Naptime News

January 2022



Goals

- Recruit early educators to the field and reduce staff vacancy rates among Pinellas County providers.
- Increase educational attainment and proficiency of early educators and directors.
- Retain qualified professionals who have already achieved career pathway goals and remain employed.
- Increase access to high-quality early learning through staff development.

Recruit

Community Jobs Board

Engage Early Educators

- Provider Stipends
- Screening & Training
- Teacher Onboard Bonus

Summer Internships

Marketing Campaign

Upskill

Professional Development
Assistance Program
Scholarships & Navigation

Professional Development
Institute
Connecting the Dots- Child
assessment, MMCI/RQII,
Looking Beyond Behaviors, etc.

NCDA QUEST

Leadership QUEST

TEACH

DCF/DOE/ELFL

Retain

Elevate Early Educators 2.0

- Provider compensation commitment
- Tiered retention incentives based on Career Pathways
- Conscious Discipline Training
- Be Well Benefits
- Leadership Conference

Workforce Support



New Hire

Engage

Now with \$500 bonus to director!

- \$500 90-Day Bonus
- Fingerprinting and Background Screening
- 40 Clock hours + Literacy Courses
- Exams

6 Months Employment

Elevate + Quest + PDAP

- \$1000 Elevate Enrollment Bonus
- Complete Core Foundations Courses
- Sign up for Quest (CDA) program
- TEACH Contract Bonuses \$\$\$

National CDA

Elevate + PDAP

- \$1500 Annual Bonus
- Sign up for ECE AS program at SPC
- TEACH Contract Bonuses \$\$\$

AS Degree

Elevate + PDAP

- \$3000 Annual Bonus
- Sign up for ECE BS program at SPC
- TEACH Contract Bonuses \$\$\$

BS Degree

Elevate

- \$6000 Annual Bonus



Extra Elevate Payment in June! + \$500 for PDAP Participants!

Now with \$2500 Center Bonus!



Early Learning Coalition
OF PINELLAS COUNTY

Qualifying Providers

- Licensed Child Care Center, Family Child Care Home, Large Family Child Care Home or License-Exempt Faith Based Provider
- Active School Readiness Contract
- Participate in SR Program Assessment
- Located in Pinellas County

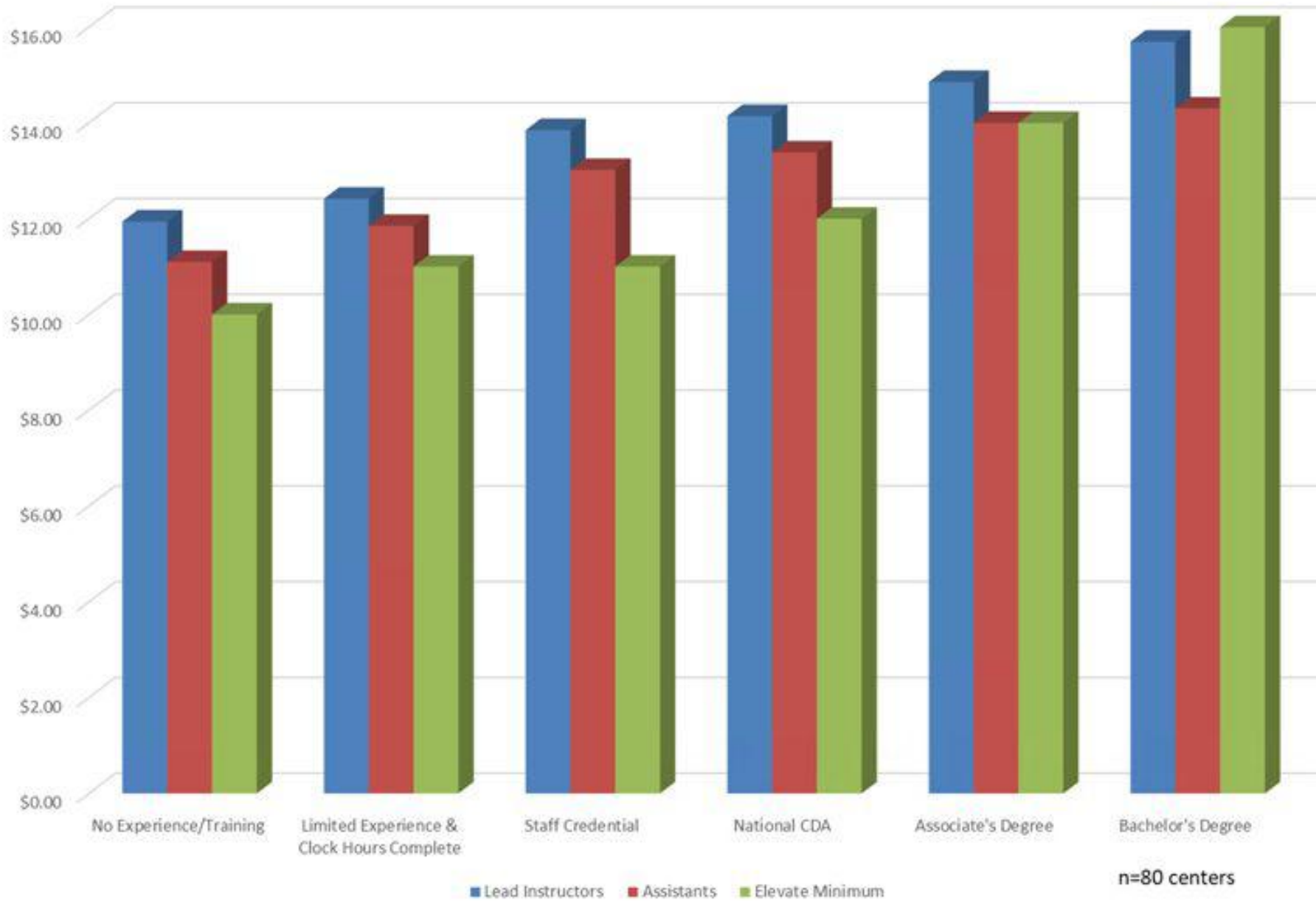


Engage and Minimum Hourly Wage

Florida Early Learning and Afterschool Career Pathway	21/22	22/23
Foundations	\$11	\$12
ECE I (NCDA)	\$12	\$13
ECE II (AS Degree)	\$14	\$15
ECE III (BS Degree)	\$16	\$17

***The Engage and Elevate minimum hourly wage must be met for all instructional staff in order for a Provider to be eligible to participate.

Average Hourly Rate



Engage Early Educators

PROVIDER

- Level II Background Screening Reimbursement
- 40-Clock Hours + 15 Hour Intro Courses Reimbursement
- Clock Hour Competency Exams Reimbursement
- First Aid/CPR Certification Reimbursement
- \$500 Retention Bonus to Director
- LMS Onboarding Training (center-specific)

INSTRUCTOR

- \$500 Onboard Bonus
- Intro to PDAP/Quest
- Intro to Elevate



Email Engage@ELCPinellas.org to get started!

Florida Early Learning and Afterschool Career Pathway

Certificates, Credentials, and Degrees

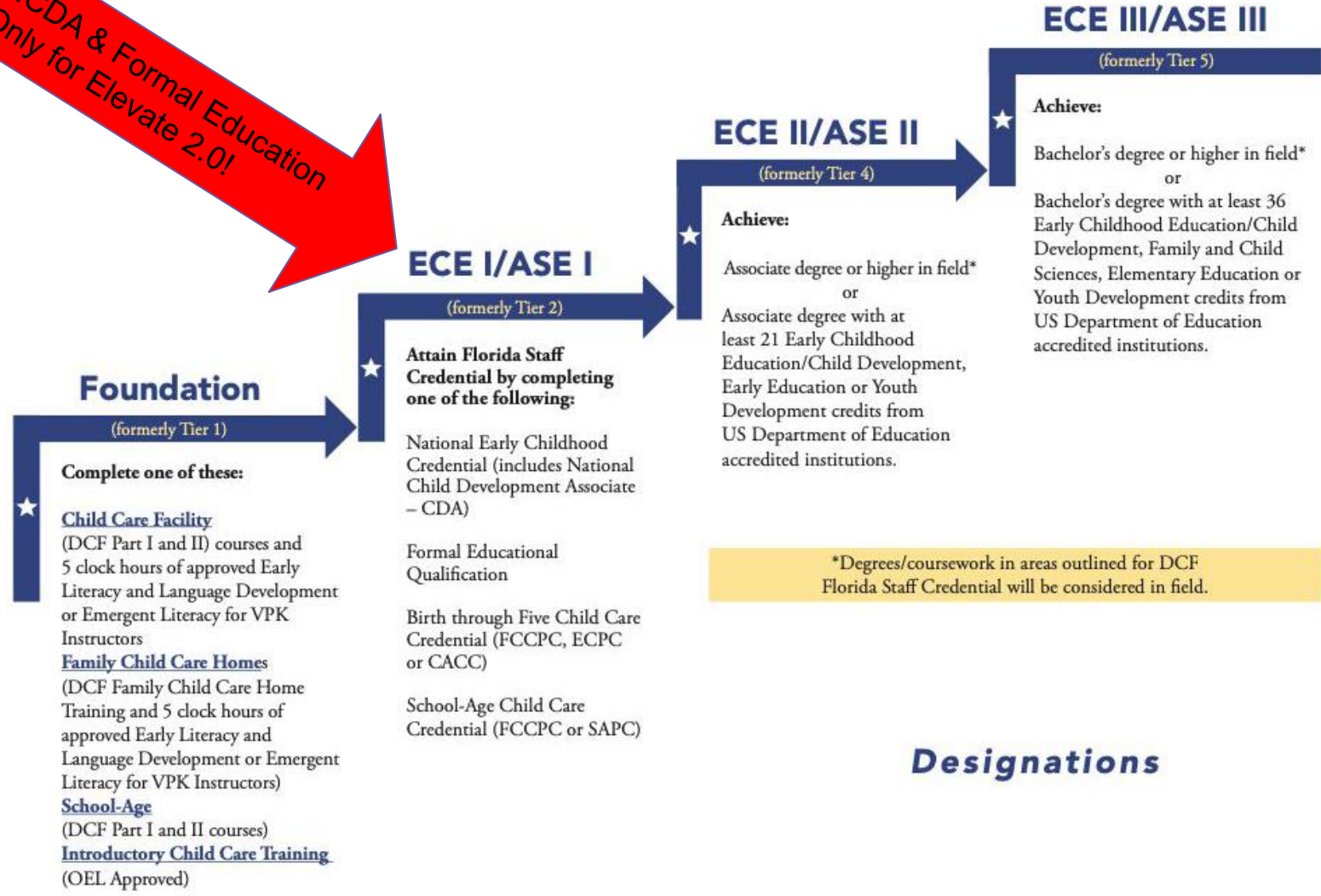
**NCDA & Formal Education
Only for Elevate 2.0!**

Specialized Education & Training

☆ Specializations are reflected on the educator's registry record and can be added to any of the designations (ECE, ASE, I, II, III).

Articulating credentials to college credits is subject to institutional review but may occur at any level along the pathway.

Specializations



*Degrees/coursework in areas outlined for DCF Florida Staff Credential will be considered in field.

Designations

CORE TRAINING REQUIREMENTS Required to Earn Registry Designations

- Florida Early Learning and Developmental Standards approved training
- Florida Core Competencies for Early Childhood Educators approved training
- Trauma Informed Care for Child Care Professionals (TICC) Training

ECE = Early Childhood Educator
ASE = Afterschool Educator

Quest- Child Development Associate (AKA **National CDA**)

- 120 Hours of Targeted Instruction (exemption opportunities for previous training)
- On-the-Job Training (OJT) via coaching and mentorship,
- Implementation Materials & Training Stipends
- Blended face-to-face (synchronous) or online (asynchronous) format
- Two age-appropriate tracks: **Infant/Toddler** or **Preschool** CDA endorsement.
- Technical support - certification processes
- Leveraging of TEACH dollars to cover all fees + \$250 completion bonus
- **Now with Technology Stipend to cover purchase of a laptop!**



Professional Development Assistance Program

Participants...

- have the opportunity to pursue **formal education** using the TEACH scholarship without the out of pocket expenses (participant and sponsor percentages funded by the PDAP – release time is the responsibility of the sponsoring center).
- may be eligible for bonuses as they meet educational goals.
- will receive an advisor to support them at every step of their educational journey.

▪ **Now with \$500 PDAP Participant Bonus!**





- *Elevate Early Educators 2.0* - Provide **semi-annual retention bonuses** to early education instructors in School Readiness programs based upon attainment of Career Pathways; prioritize providers serving 50%+ School Readiness
- Participation is not guaranteed. Program capacity is limited based on the availability of funding.

Level	Enrollment Bonus Minimum 6 months continuous employment	Annual Wage Supplement Minimum 12 months continuous employment	Time Limit	Additional Hourly Benefit
Foundations	\$1000	N/A	OTO	-
Elevate ECE I (NCDA)*	\$1000	1500	5 years	+\$0.72
Elevate ECE II (AS Degree)	\$1000	3000	no limit	+\$1.40
Elevate ECE III (BS Degree)	\$1000	6000	no limit	+\$2.88

*ECE I participants must have NCDA or formal education equivalent to qualify. Assistance is available to FCCPC or ECCPC instructors to obtain their NCDA.



Qualifying Instructors

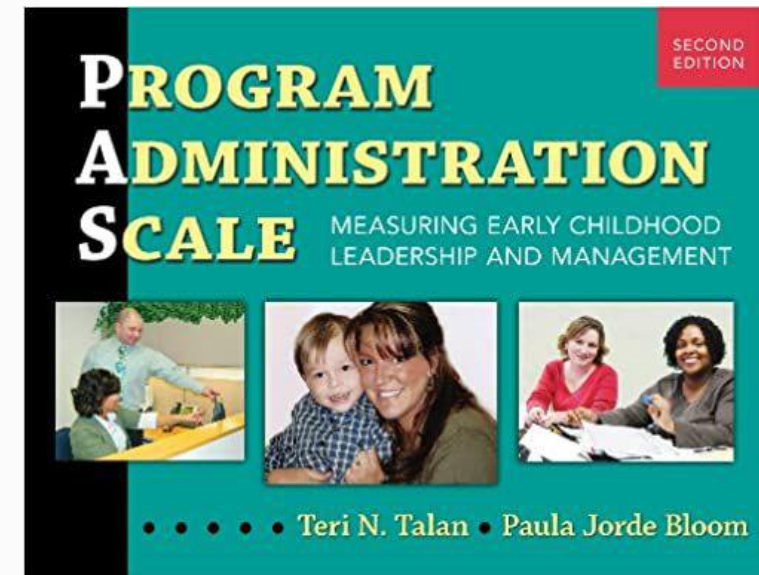
- Full-time (>20 hours) employment at qualifying SR provider
- Provide direct care for children ages birth to five years
- Maintained continuous employment at the same provider for at least six months.
- **Now with an extra Elevate payment in June!**
- **Center enrollment bonus of \$2500!**



Coaching

- Support in the recruitment and retention of new staff
- Navigation of the available Workforce Programs for each staff member
- Coaching Support around the Program Administration Scale
- Development of site-specific Onboarding Training through LMS license
- Assistance in the acclimation and onboarding process for new staff
- Introduction to CLASS for new staff members

If interested, please apply for the Workforce Initiatives by reaching out to engage@elcpinellas.org



Be Well Stipend

- Support providers in preventing burnout among teachers.
- Grants to providers for healthcare insurance, mental health counseling, or Employee Assistance Program (EAP) subscriptions.
- May opt to enroll in a Professional Employer Organization (PEO) services that includes EAP.
- Up to \$50 per staff member

Applications will be available starting in February 2022

Early Learning Leadership Conference

- Carolyn Jens, found of Child Care Biz Help, consults with centers across the nation to help them strategize on growing their business, retaining employees, recruitment, and business operations.
- Content for leaders around recruitment and retaining of staff
- Content for leaders around budgeting and keeping up with the increase of labor costs
- Participants will receive workbook and copy of Carolyn's book P.R.O.F.I.T.S
- Offer of follow-up individualized consultation
- Saturday March 26th

Registration will be available starting in February 2022

CAROLINE JENS
P.R.O.F.I.T.S



CHILDCARE SUCCESS
FORMULA

Conscious Discipline Training

- Conscious Discipline® is a comprehensive classroom management program and a social-emotional curriculum. It is based on current brain research, child development information, and developmentally appropriate practices. Conscious Discipline® has been specifically designed to make changes in the lives of adults first.
- Self-paced, online, training modules
- Age-group specific training for Infant/Toddler and Preschool teachers
- Participants will receive \$200 in support materials to implement Conscious Discipline techniques in the classroom

Registration will begin the week of February 28th



Infant Capacity Building

- Support to centers in opening classrooms to serve infants/toddlers
- Support to Family Child Care Homes who want to become Large Family Child Care Homes and specialize in Infant/Toddler Care
 - Ratio of 2 adults to 8 children under 24 months
- Up to \$15,000 per Provider or Classroom

Applications will be released via eNews on 1/31/22. If you have any questions, please contact Zoe Turner at zturner@elcpinellas.org



Marketing Campaign

The Early Childhood Public Awareness Campaign is intended to reach early learning professionals, families, parents, and other early learning advocates.

Focus of campaign:

- Raise awareness of the importance of high-quality early learning
- Educate families on the available early learning services and programs in the community
- Recruit qualified early learning professionals to the child care industry

Summer Internships

- Paid one-month internships for recent graduates interested in the field
- Coverage of onboarding costs, i.e. Background Screening
- Bonus paid to Director or other specified Intern Lead at site
- Coaching support provided to intern and director/intern lead

More information will be available March 2022

Workforce Grant Enhancements

- **Engage** Sign-On Bonus from \$250 to **\$500**
- **Engage** Director Staff Retention Bonus **\$500**
- **Engage** Site-Individualized Onboarding Training
- **Elevate** Registration/Pathway Registration Bonus from \$300 to **\$1000**
- **Elevate** extra payment in June
- Provider Workforce Initiative Registration Bonus **\$2500** (centers only)
- **PDAP** Participant Bonus **\$500**
- **Quest** Technology Stipend
- Coaching/TA Support
- Summer Internships
 - Paid Internships for June
 - Director/Intern Lead Bonus
- Leadership Conference with Individual Consultation
- Be Well Stipend
- Conscious Discipline Training
- Marketing Campaign
- Infant Capacity Building

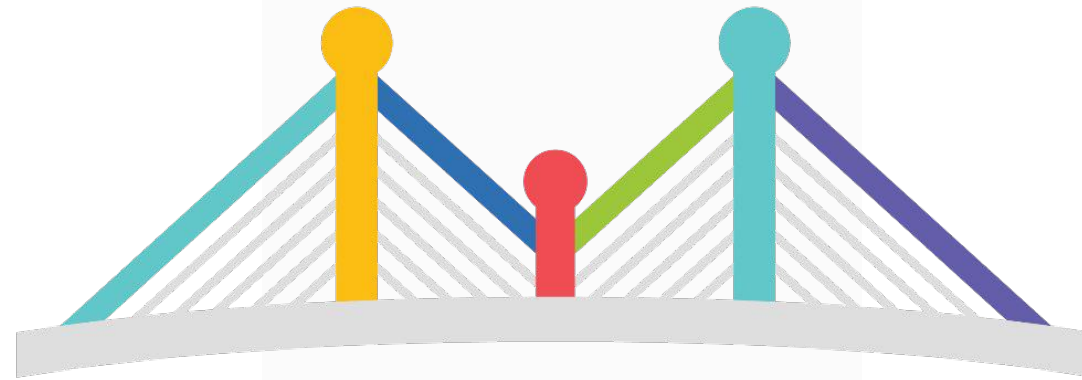




NEXT STEPS

1. Interested in the workforce programs? Email engage@elcpinellas.org
2. Sign MOU and complete Interest Form for all staff.
3. Upon receipt, instructional staff will receive detailed instructions on **Pathway registration** and earning the **\$1000 Elevate Enrollment bonus**.
4. If you have new staff, Engage reimbursement/bonus forms will be sent to you as well.
5. An advisor/coach will reach out and assist with education goals and enrollment
6. The **Elevate Enrollment** process will begin.
7. You and/or your staff will be on the way to earning **\$1500 - \$6000 in annual supplements!**

*Current participants will be receiving follow-up information as needed. Please direct questions to engage@elcpinellas.org.



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Thank you for your time and attention!

Questions?