

**Early Learning
Coalition**
OF PINELLAS COUNTY

Workforce Programs

2023/2024

Recruit

Community Jobs Board

Engage Early Educators

- Provider Stipends
- Screening & Training
- Teacher Onboard Bonus

Upskill

Professional Development
Assistance Program
Scholarships & Navigation

Professional Development
Institute

NCDA QUEST

Leadership QUEST

TEACH

DCF/DOE/ELFL

Retain

Elevate Early Educators 2.0

- Provider compensation commitment
- Tiered retention incentives based on Career Pathways



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.

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



Workforce Support



New Hire

Engage

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

6 Months Employment

Elevate + Quest + PDAP

- **\$300 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**



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Engage and Minimum Hourly Wage

| Florida Early Learning and Afterschool Career Pathway | 23/24 | 24/25 |
|---|-------|-------|
| Foundations | \$13 | \$14 |
| ECE I (NCDA) | \$14 | \$15 |
| ECE II (AS Degree) | \$16 | \$17 |
| ECE III (BS Degree) | \$18 | \$19 |

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

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

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

Foundation
(formerly Tier 1)

☆ **Complete one of these:**

- ☆ **Child Care Facility** (DCF Part I and II) courses and 5 clock hours of approved Early Literacy and Language Development or Emergent Literacy for VPK Instructors
- ☆ **Family Child Care Homes** (DCF Family Child Care Home Training and 5 clock hours of approved Early Literacy and Language Development or Emergent Literacy for VPK Instructors)
- ☆ **School-Age** (DCF Part I and II courses)
- ☆ **Introductory Child Care Training** (OEL Approved)

ECE I/ASE I
(formerly Tier 2)

☆ **Attain Florida Staff Credential by completing one of the following:**

- ☆ National Early Childhood Credential (includes National Child Development Associate – CDA)
- ☆ Formal Educational Qualification
- ☆ Birth through Five Child Care Credential (FCCPC, ECPC or CACC)
- ☆ School-Age Child Care Credential (FCCPC or SAPC)

ECE II/ASE II
(formerly Tier 4)

☆ **Achieve:**

- ☆ Associate degree or higher in field*
- ☆ or
- ☆ Associate degree with at least 21 Early Childhood Education/Child Development, Early Education or Youth Development credits from US Department of Education accredited institutions.

ECE III/ASE III
(formerly Tier 5)

☆ **Achieve:**

- ☆ Bachelor's degree or higher in field*
- ☆ or
- ☆ Bachelor's degree with at least 36 Early Childhood Education/Child Development, Family and Child Sciences, Elementary Education or Youth Development credits from US Department of Education accredited institutions.

*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 + \$1500 completion bonus (from TEACH)



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.





- *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 | \$300 | N/A | OTO | - |
| Elevate ECE I (NCDA)* | \$300 | 1500 | 5 years | +\$0.72 |
| Elevate ECE II (AS Degree) | \$300 | 3000 | no limit | +\$1.40 |
| Elevate ECE III (BS Degree) | \$300 | 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.



So you have someone who wants to sign up...

Engage or Elevate

- Director should reach out to Kristen at engage@elcpinellas.org to sign up the school for the Workforce Initiatives.
- Sign MOU
- Complete Interest Forms for each employee.

Quest

- Reach out to providertraining@elcpinellas.org

PDAP

- Reach out to Amanda at pdap@elcpinellas.org to get started.

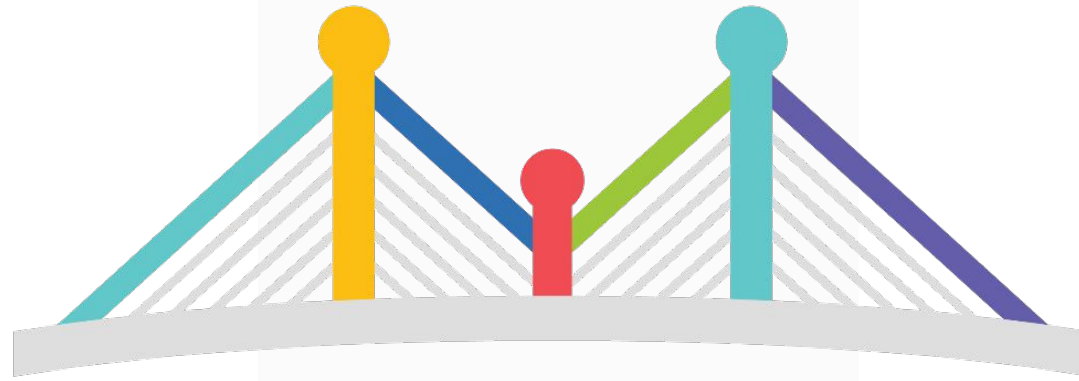




NEXT STEPS

1. Interested in the workforce programs? Email engage@elcpinellas.org
2. Register for Elevate via WebAuthor and complete interest form.
3. Upon approval, instructional staff will receive detailed instructions on **Pathway registration** and earning the **\$300 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?