WE ARE BUILDING OUR OWN WORKFORCE—YOU CAN TOO!

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Welcome and Introductions

Sharon Price, Head Start Director

Melissa Tibbs, Director of Planning
The purpose of this training is to demonstrate to early childhood administrators and professionals how to effectively and efficiently develop their own workforce.
Four Word Frenzy!

How would you describe your agency using just four words?
You Know That Old/New Saying...

“Everything is fine when it is fine.”

“Well, when it isn’t fine, it’s time to REDEFINE!”
Community Action Council is an economic and workforce development agency...that operates Head Start.
In 2013, we developed Employment and Child Care Opportunities (ECCO) program to directly respond to three significant barriers experienced by individuals and families living in or near poverty:

• High cost of child care
• To address the lack of marketable vocational and soft skills
• To increase the number of opportunities for sustainable employment
2013

January 29, 2013

Child care assistance programs to be dramatically cut in Kentucky

By Beth Musgrave - bmusgrave@herald-leader.com

February 21, 2013

KY Policy Blog

Child Care Cuts Part of Broader Underinvestment in Early Learning

By Anna Baumann
April 8, 2013

Recent cuts to Kentucky's Child Care Assistance Program (CCAP) and Kinship Care are part of a broader set of cuts to child care and early childhood education programs. Despite solid evidence that we actually need more investment in these areas.

April 8, 2013

March 2013

April 7, 2016

Looking for a job? Schools need drivers, cafeteria workers, custodians

June 13, 2018

Fayette school bus drivers will get extra pay for perfect attendance
11-month comprehensive job skills training program for participants to receive a Child Development Associate

• 480 hours of volunteerism in ECE classrooms

• Coursework in life management topics such as financial literacy; workplace communications strategies, and computer skills

• 5 hours a week of one-on-one assistance to complete the CDA requirements

• Additional certifications: Food Handler; Blood Borne Pathogen

• Enrollment in other Council programs, such as Financial Literacy
ECCO Through the Years

To date the Council has graduated over 79 ECCO participants, resulting in 72 CDA’s and 7 CDL’s. The average annual increase of salary is over $8,500. The return on investment to the community is over $1,200,000.
How Does ECCO+ Benefit Our Program?

- Increases the professionalism of early childhood education
- Increases the level of supervision in the classrooms (volunteerism)
- Impacts our QRIS NAEYC accreditation
- Head Start Program Performance Standards
How Does ECCO+ Benefit Our Parents?

• It is estimated that nearly $29 billion in wages are lost each year by working families because of a lack of access to high-quality, affordable childcare.

• Increase skill levels and competencies, leading to employment and increased economic mobility for the entire family.

• Connections with current Council partners such as local school systems for employment; connections to programs that offer resume building and interview preparation.
How Does ECCO+ Benefit the Community?

- Fayette County can expect to save approximately $11,000 in tax revenue typically used for special education services.

- Introduces highly-qualified school and passenger bus drivers to the workforce, addressing the current local and nationwide shortage.

- Support and build a trained and competent workforce.
So, How Do We Make This work?

Our organization is designed as a matrix organization—we do not operate in “silos.”

The Head Start Director and CSBG Director work collaboratively and very few staff are paid from a single federal funding source.

ECCO+ leverages the resources and expertise of Head Start (OHS funds) and Family Development Staff (CSBG funds)!
So, How Can We *Really* Make This Work?

Let’s Talk Head Start and CSBG!

What does federal funding look like at your community action agency?
4 Things To Do To Get Started!

1. Assess your workforce need
2. Talk budget—Very little in overhead costs and all are allowable and allocable for Head Start and CSBG!
3. Plan the Program—What model and credential works best for your families and community?
4. Plan to obtain grant funding to build capacity and community support!
Learn From Us—Our Lessons Learned

Excellent for Head Start Five Year Goals

Develop realistic goals and outcomes
• Start small, prepare for growth
• Build all information and follow-up (“homework”) in to the on-site schedule
• 12-week model works well for us!
• Family success may mean they move on to other employers

• Essential to evaluate Head Start program impact on the community
• Leveraged programming
• Cultivate new partnerships between school districts, early childhood entities and the business sector
Start with what you know!

We started ECCO with the CDA certification because we are leading authorities on early childhood education.

We added CDL once we had completely established and tested the first component of our program.

We later included CNA because of existing partnerships with local colleges and universities and because of an unmet need for this type of curriculum, particularly in our rural communities!
Capture Your Data and Highlight It!

Since its inception in 2014 a total of 72 individuals have received their CDA and 7 individuals obtained their CDL!

79 individuals have increased their earnings by at least $8,500.

So far the total return on investment to the community is over $1,200,000!
And THAT is what we share with our legislators!

ECCO+ and Head Start exemplifies what community action agencies should be sharing with their elected officials.

Head Start and CSBG are raising the economy of the community they are elected to serve!
How Else Do We Make This Work?

We show off what we are accomplishing!

We highlight our outcomes by:

• Tailoring our Head Start and Agency Annual Report;
• Writing Op-Eds in the local paper;
• Invest in widely-circulated publications.
We Are Proud of the Impact of Our Work

As one of the largest non-profit organizations in Central Kentucky, Community Action Council is committed to developing civic capital and promoting involvement by identifying and capitalizing on the assets, leadership, and talents present within the community.

Community Action Council is a private, non-profit organization that studies the causes and effects of poverty in our communities and works toward solutions. Community Action Council addresses poverty in Central Kentucky through service delivery, community involvement, and advocacy. Each year we work alongside more than 30,000 people who are seeking economic security and a chance to achieve self-sufficiency.

To learn more about Community Action Council and to help us continue the fight against poverty, visit www.commaction.org.
...and our Materials Showcasing our Outcomes!

**ADVANCES IN WORKFORCE DEVELOPMENT: ECCO AND ECCO PLUS**

The Council continues to experience success with its innovative Employment and Child Care Opportunities (ECCO) program. In ECCO, parents enrolled in the Head Start program had the opportunity to study and work toward a Child Development Associate (CDA) credential—a key credential for career advancement in early childhood education, recognized nationwide—while receiving comprehensive, high-quality education for their children at no cost.

Since its inception in 2014, a total of 55 individuals have received their CDA through the ECCO program, and 49 have obtained employment in the field. On average, successful graduates of ECCO see an increase in earnings of $8,500 annually, and the program represents a return on investment to the community of over $800,000.

In the near future the Council intends to expand the ECCO program to include additional career tracks. One of the most promising possibilities is the field of commercial driving. Several Central Kentucky school districts, as well as child development programs such as Head Start, are in dire need of qualified drivers in order to provide safe, efficient transportation services for children. Nationwide, commercial driving is a high-demand field that typically pays a living wage.

In 2016 the Council piloted a workforce training program to prepare candidates to earn a Commercial Drivers License (CDL). Participants completed a 16-week commercial driving training program, including both coursework and vehicle experience. At the program’s conclusion, five of six candidates completing the program obtained a CDL with Passenger (P) and School Bus (S) endorsements and the majority became successfully employed soon afterward in commercial driving or a related occupation.

While the graduates of the pilot CDL program were not Head Start participants, the Council envisions expanding this model to integrate Head Start services and provide additional employment readiness supports such as soft skills training, financial literacy training, and resume preparation. Under the name ECCO Plus, the proposed program would also capitalize on the Council’s child development expertise to highlight aspects of commercial driving most relevant to transporting young children, such as pupil management and the accommodation of passengers with disabilities.

With ECCO Plus, the Council hopes simultaneously to address the community’s need for school transportation services and to support the efforts of Head Start parents to increase their earning potential.
The Time To Protect Your Program is When it is Not at Risk!

We made it a priority to focus on:

• Meeting community need
• Leveraging our expertise with existing or new resources
• Demonstrating to the community that Head Start is about what is accomplished with a FAMILY—not just the children!
How Much Has This Program Cost Head Start?

The answer is...very little. The costs are already part of your program’s structure. The biggest cost is deciding to be intentional.
Let’s Share!

How are you developing your workforce?