

**Training Webinar:
Innovative Approaches to Workforce Development Pt. 1**

National Community Action Partnership

April 16, 2025

2:00pm ET / 1:00pm CT / 12:00pm MT / 11:00am PT

Disclaimer

This presentation is supported by Grant Number 90ET0502 from the ACF Office of Community Services, Community Services Block Grant within the Administration for Children and Families, a division of the U.S. Department of Health and Human Services. Neither the Administration for Children and Families nor any of its components operate, control, are responsible for, or necessarily endorse this presentation (including, without limitation, its content, technical infrastructure, and policies, and any services or tools provided). The opinions, findings, conclusions, and recommendations expressed are those of the author(s) and do not necessarily reflect the views of the Administration for Children and Families and the ACF Office of Community Services, Community Services Block Grant.

Agenda

- Welcome
- CEM Project Overview
- Approach and Timeline
- Promising Practices
- Wayne Metro Community Action Agency – Leap to Teach Presentation
- Upcoming Tools and Resources

Project Overview

Purpose

“The Collaborative on Economic Mobility is intended to highlight emerging and promising practices in economic mobility for low-income communities and to expand the capacity of the Community Action network to deliver services that promote economic mobility.”

What is Economic Mobility?

“The measure of how an individual or family’s economic well-being changes over time. The movement of an individual from a lower economic level to a higher economic level refers to upward mobility. The movement from a higher economic level to a lower economic level refers to downward mobility.”

Key Focus Areas

Community
Asset Building

Innovative
Community
Programs and
Organizations

High-Quality
Education

Two-Generation
and Whole
Family
Approaches

Workforce
Development

Approach & Timeline

Phase 1 (October 2023 – September 2024): Research Methodology & Planning

- Research on barriers to economic mobility and promising practice models to advance economic mobility

Phase 2 (October 2024 – September 2026): Implementation & Evaluation

- Development and dissemination of Training and Technical Assistance (T/TA) Tools and Resources related to key promising practice models and gather data on impact of tools and resources

Promising Practices

Workforce Development

- Sector-based approaches that align training programs with the specific needs of key industries experiencing growth
- Employer engagement and demand-driven strategies
- Hands-on experience and mentorship opportunities
- Integration of technology and digital literacy initiatives
- Entrepreneurship and small business development

Pre-Apprenticeships

- Program or set of strategies that is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program (RAP).
- Pre-apprenticeships are usually taught by other journeyman instructors and provide hands-on training to simulate real world experiences and feed into apprenticeship programs.
- Pre-Apprentice programs can provide helpful services like:
 - OSHA 10 Certification
 - CPR Certification
 - Math Tutoring
 - Soft Skills/ Professional Skills

Wayne Metropolitan Community Action Agency Presentation



Learn and Earn Apprenticeship Program

**Innovative Approaches to
Workforce Development**

April 16, 2025

LEAP TO TEACH

Learn and Earn Apprenticeship Program



Monique Martin-Johnson
Program Manager, Leap to Teach Program




Wayne Metropolitan Community Action
Agency

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Leap To Teach Program Overview
- Identified Needs & Goals
- Funding & Partnerships
- Implementation
- Challenges
- Successes
- Advice




KEY FOCUS AREAS

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Learn
- Earn
- Apprenticeship
- Program



PROGRAM OVERVIEW

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Address the Teacher shortages
- Create career pathways
- Promote value in the teaching Profession
- Supportive Services
- Community Impact



IDENTIFYING THE NEED

LEAP TO TEACH

Learn and Earn Apprenticeship Program




PROGRAM GOALS

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Private Funders
- Recognized investment value
- Measured impact
- Strong Partnerships



FUNDING

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Paid Tuition, Books & Materials
- Free laptop
- Monthly Stipend
- Mentor Teacher
- Program Coordinator



PROGRAM PERKS

LEAP TO TEACH

Learn and Earn Apprenticeship Program

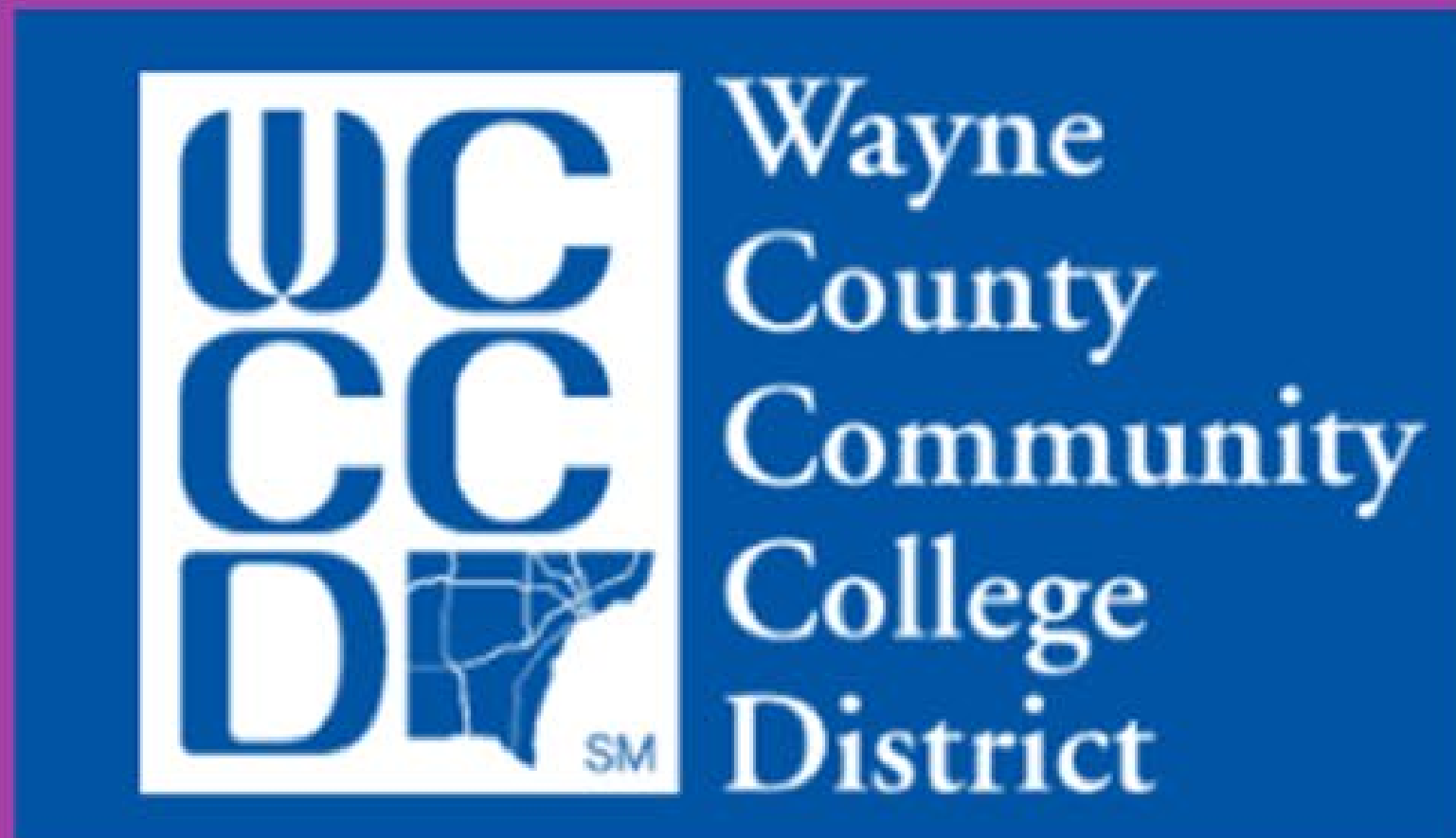
- Highschool Diploma or Equivalency.
- Comprehensive background check.
- Pass physical, drug & TB screenings.



PROGRAM REQUIREMENTS

LEAP TO TEACH

Learn and Earn Apprenticeship Program



**Educational
Partnership**

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Role
- Collaborative Agreements
- Practicum Experience
- Mentor Teachers
- Stipends for Mentors
- Employment opportunity



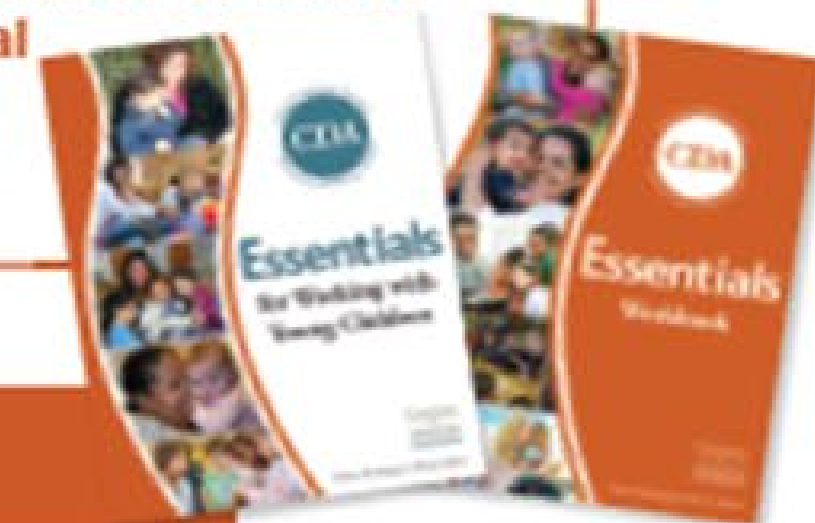
**Childcare
Partnerships**

CDA Credentialing Process Overview



Step 1 Anytime before application	Step 2 Within three years before application	Step 3 Within six months before application
<ul style="list-style-type: none"> Minimum of high school diploma/GED or enrolled in a high school career and technical program* 120 hours of education in 8 Subject Areas 	<ul style="list-style-type: none"> 480 hours of experience 	<ul style="list-style-type: none"> Professional Portfolio (PP) completed by Candidate Family Questionnaires (FQ) gathered by Candidate
Step 4 Application	Step 5 Within 6 months of Council approval of completed application	Step 6 After Verification Visit and CDA Exam
<ul style="list-style-type: none"> Candidate must identify a CDA Professional Development Specialist that meets the setting and language of application Candidate sends to the Council: <ul style="list-style-type: none"> - Application - Fee Candidate receives approval that application is complete and fee has been processed 	<ul style="list-style-type: none"> Verification Visit conducted by CDA Professional Development Specialist (chosen by Candidate): <ul style="list-style-type: none"> - Review of PP, FQs, transcripts/Certificates - Observation - Reflective Dialogue Candidate takes CDA Exam at a local PearsonVUE testing center 	<ul style="list-style-type: none"> Professional Development Specialist sends Verification Visit scores to the Council online Pearson VUE sends exam scores to the Council online Council awards or denies Credential

*Enrolled in a family and consumer sciences education program in the area of Early Childhood Education/Child Development



LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Coaching Experience
- Employment Services
- Northstar Digital Literacy




SUPPORTIVE SERVICES

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- MI Registry-Health & Safety/Transportation
- Food Handlers Card
- First Aid/ CPR/AED
- HighScope
- Preservice



TRAININGS

LEAP TO TEACH

Learn and Earn Apprenticeship Program



- Essential Computer Skills
- Essential Software Skills
- Using Technology in Daily Life




**DIGITAL LITERACY
SKILLS**

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Resume Development
- Applications
- Interview Skills
- Job Retention
- NextJob Access
- Community Resources
- 1:1 Employment Coaching




EMPLOYMENT SERVICES

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- Address financial challenges and needs
- Assist with budgeting & money management
- Access to services to reduce debt & build positive credit.



FINANCIAL COACHING

LEAP TO TEACH

Learn and Earn Apprenticeship Program

Total Participants:112

- 93% education completion rate
- 35% Head Start Parents
- 74% earned or in process of earning CDA
- 68 Gained Employment
- 6 Promoted from Teach Assistant to Teacher
- 55 participated in Match Savings
- 3 Obtained AA in Early Childhood Education



PROGRAM STATS

LEAP TO TEACH

Learn and Earn Apprenticeship Program

- **First Year**
- **Adjustments**
- **Challenges**
- **Covid Pivots**
- **Lessons Learned**
- **Registered Apprenticeship Efforts**



PROGRAM JOURNEY

LEAP TO TEACH

Learn and Earn Apprenticeship Program



SUCCESS STORY



LEAP TO TEACH

Learn and Earn Apprenticeship Program



CELEBRATE SUCCESS!



LEAP TO TEACH

Learn and Earn Apprenticeship Program

Get Paid to Learn!



LEARN

Become an Early Childhood Educational Professional by completing free coursework leading to a Child Development Associate credential.

& EARN

480 hours of experience working with children in a center-based Wayne Metro Head Start classroom and a monthly stipend.

APPRENTICESHIP

Opportunities are designed to mentor candidates through the credentialing process with guidance from a workforce development coach.

PROGRAM

Provides access to supportive services aimed at fostering professional recognition leading to a direct pipeline to employment opportunities.

This program is made possible through the generous support of:

W.K Kellogg Foundation.

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waynemetro.org/leaptoteach/
facebook.com/waynemetro

gateway.waynemetro.org/cp/

SCAN TO APPLY



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313-324-7912

Tools and Resources

APPROACHES TO WORKFORCE DEVELOPMENT PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE

This guide is designed to accompany the webinar on Innovative Approaches to Workforce Development, exploring Pre-Apprenticeships and Registered Apprenticeships as pathways to economic mobility. Dive deeper into Apprenticeship pathways, action steps, and resources to enhance your understanding and implementation of these workforce programs in your community.

CHECK IT OUT HERE:
[HTTPS://TINYURL.COM/2UF75YP3](https://tinyurl.com/2UF75YP3)



INNOVATIVE APPROACHES TO WORKFORCE DEVELOPMENT PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar on Innovative Approaches to Workforce Development focusing on Pre-Apprenticeships and Registered Apprenticeships as pathways to economic mobility. These programs are key to shaping a brighter future not only for individuals but for the entire community.

In today's rapidly evolving job market, workforce development is key to building strong, resilient families and fostering long-term economic growth. It goes beyond simply filling job vacancies, it's about creating meaningful career pathways that drive long-term economic growth. By investing in education and training, we empower individuals to:

- **Increase Earning Potential:** Skilled workers command higher wages, improving financial stability.
- **Enhance Job Security:** In-demand skills provide resilience in an evolving changing job market.
- **Contribute to Community Prosperity:** A skilled workforce attracts businesses, driving growth and strengthening local economies.
- **Break Cycles of Poverty:** Access to quality training creates opportunities for upward mobility.

WEBINAR HIGHLIGHT

Discover the latest trends and promising strategies for advancing economic mobility through innovative workforce development by watching the recording of 'Innovative Approaches to Workforce Development Pt. 1'!

[WATCH HERE](#)

To accompany the webinar recording, the slides are available below.

[VIEW HERE](#)

INNOVATIVE APPROACHES TO WORKFORCE DEVELOPMENT PT. 2

Wednesday, May 21, 2025

2:00pm ET/1:00pm CT/12:00pm PT



Join NCAP to gain insight into the emerging trends and promising practices for advancing economic mobility through innovative workforce development strategies.

Participants will learn from the successes and challenges of local Community Action Agencies who have implemented innovative workforce development strategies and will have the opportunity to identify actionable strategies that can be replicated and adapted to meet the unique needs of their own local community.

[REGISTER HERE TODAY!](#)

<https://tinyurl.com/CEMWrkFrc2>



FRESH FINDS

LEARN

EXPAND

IMPLEMENT

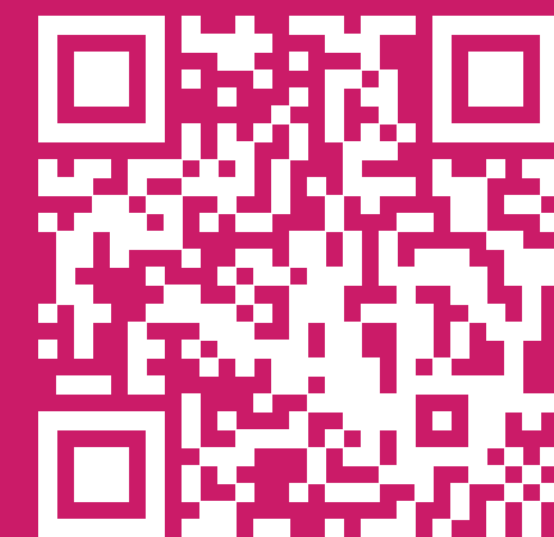
Are you interested in expanding the capacity of your organization to implement innovative programs and services?

Are you interested in improving outcomes for the individuals, families, and communities in your service area?

Are you interested in learning from the experiences of other community leaders across the country?



Sign up for the National Community Action Partnership's new "Fresh Finds" newsletter and be the first to know about new tools, resources, and training opportunities!



tinyurl.com/FreshFinds25

We want to hear from you!

We would love to hear about your experience in today's training webinar. Please take a moment to complete the webinar survey.



<https://tinyurl.com/InnovationWkFrc>