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# Leveraging Funding to Support and Sustain Home Visiting: Session 3

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February 7, 2022





# Welcome!

Introductions- please share your name, county, and role.

If you could compete in one winter Olympics sport, what would it be? (or: what's your favorite to watch?)



Alpine Skiing



Biathlon



Bobsled



Cross-Country Skiing



Curling



Figure Skating



Freestyle Skiing



Men's Ice Hockey



Women's  
Ice Hockey



Long Track  
Speedskating



Luge



Nordic Combined



Short Track  
Speedskating



Skeleton

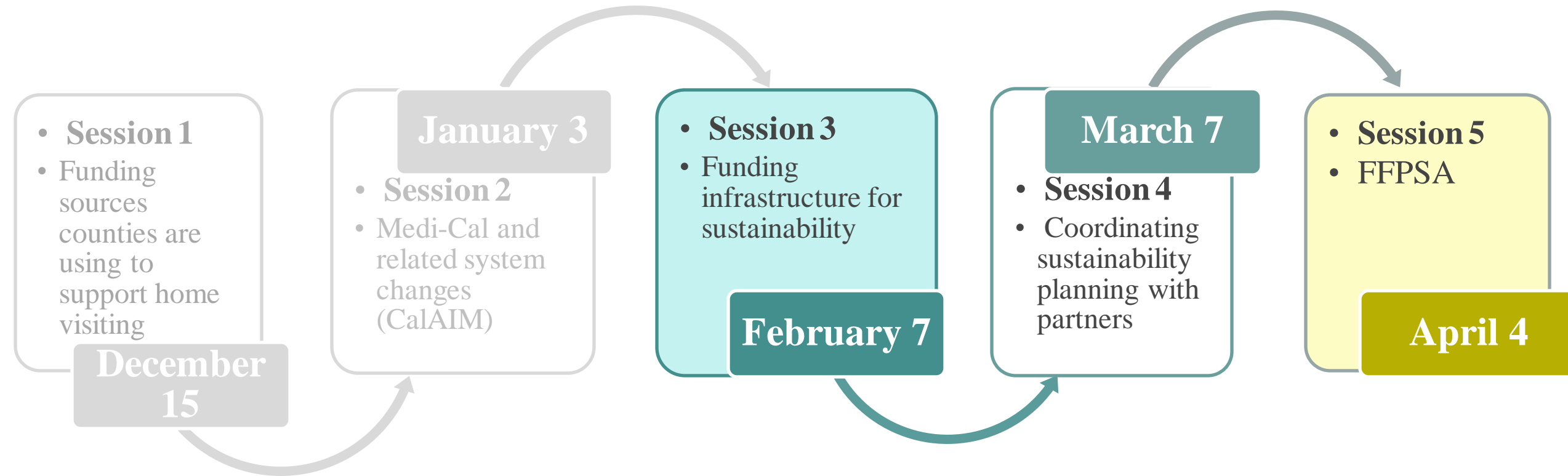


Ski Jumping



Snowboarding

# Leveraging Funding TA Roadmap





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# Funding Infrastructure for Sustainability

- Spotlight: Ellen Cervantes, Vice President and COO, Child Care Resource Center, LA and San Bernardino Counties
  - Novel partnerships for workforce development
- Fiscal mapping
- Discussion



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# Novel Partners for Workforce Development



# Early Care & Education Apprenticeships

## Example of a Successful Partnership

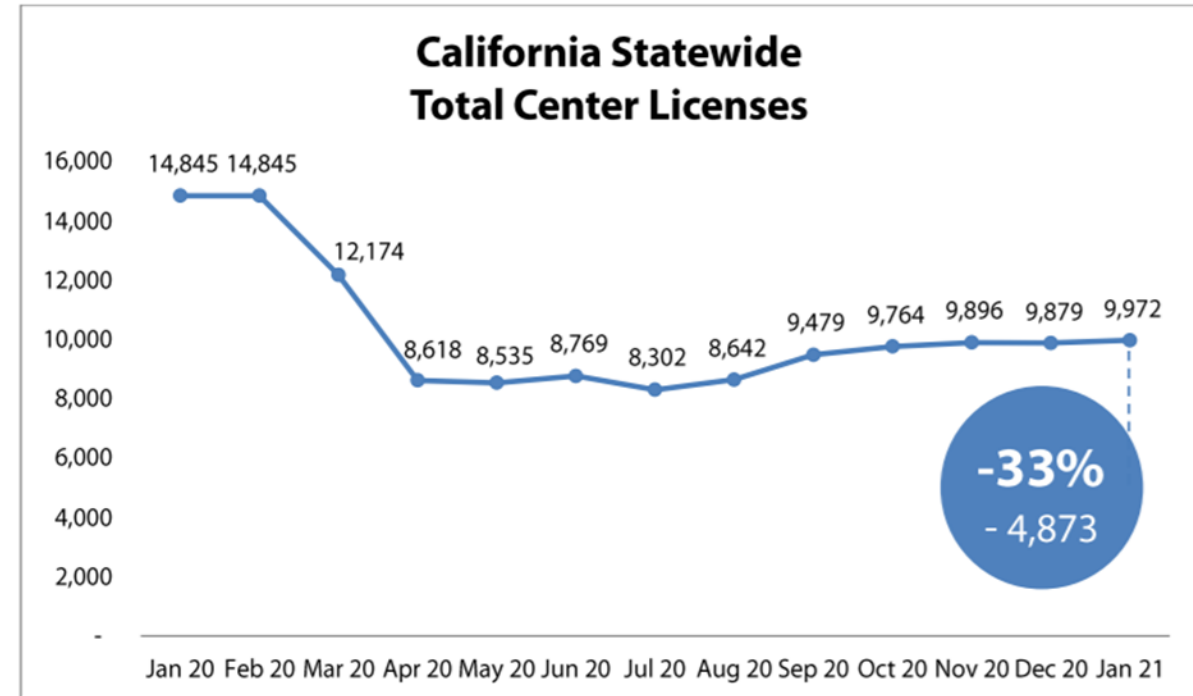
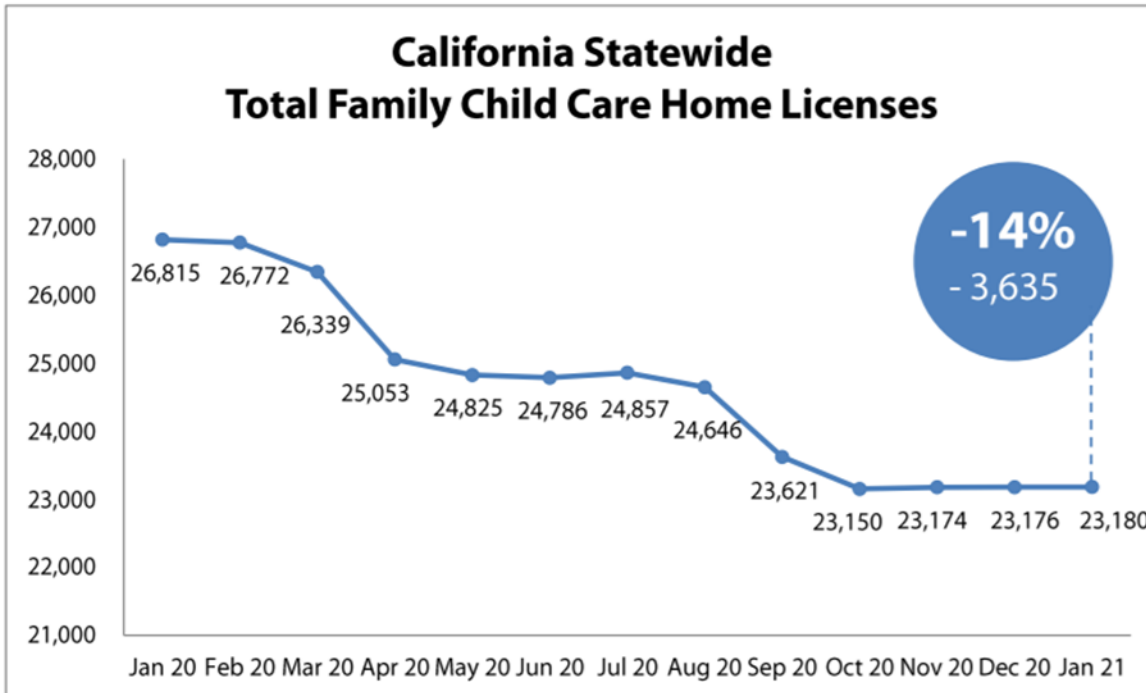
CCRC cultivates child, family and community well-being.





# Why is this important at this time?

- The field is experiencing a staffing crisis



Data Source:

California Department of Social Services, Child Care Licensing Division





# Childcare worker shortage

California lost about 27,800 childcare workers between February and April of 2020 — or roughly a third of its workforce — according to data from the Bureau of Labor Statistics.

California's childcare workforce is still 10% smaller than it was before the pandemic, as low wages contribute to acute staffing shortages.

<https://infogram.com/childcare-work-pay-by-age-ca-1h7k230xw1w9g2x>

The chaos of COVID has made finding staff for child care centers, and family childcare business difficult to find or keep.



# Benefits of Apprenticeships to the ECE Workforce

- The ECE workforce is primarily low-income women of color, who cannot afford to take time off work to take college courses
- Many of whom lost their business or jobs during the pandemic
- Educational requirements for quality childcare include either an associate degree or bachelor's degree in child development
- The Apprenticeship model enables people to earn their college credits AND continue to work while being supported by mentors and people in their learning cohort.



# Components of a successful apprenticeship

- **COMMUNITY COLLEGE PARTNER.** It is critical to have a community college involved so that participants achieve their child development units.
- **COHORT LEARNING.** Apprentices take the classes together, at a site off campus
- **EMPLOYER.** For on-the-job training and willingness to hire
- **PAID ON-THE-JOB TRAINING.** This is a requirement for an apprenticeship, the component for skill-based learning, and ability to earn while learning
- **COMPETENCY BASED**
- **ACHIEVE AN INDUSTRY RECOGNIZED CREDENTIAL**



# Pathway of Apprenticeships

- Registered with the State and Federal Departments of Labor. The following are all registered programs
- On Job Training Program
  - Example: Family Child Care Apprenticeship
  - Participants own their own business
- Pre-Apprenticeship
  - Learning the skills needed before joining an Apprenticeship
  - Many be only a few months long
- Apprenticeship
  - Has the components noted above, results in an industry recognized credential





# ECE Challenges

- Who is the employer? Most people who wish to be employed in ECE may not yet be employed in the field.
- Family Child Care providers own their own business, a challenge for the on-the-job-training component where we must show an increase in compensation
- People who are employed by a center may not be able to get the time off work to attend classes
  - Center directors in our area have commented that when they help their staff get more classes or achieve a higher-level credential, they lose them to their local school district
- ECE is not seen as “high road” field or as leading to a higher paying job in the future; funders are reluctant to invest in them
- Local community colleges may not be familiar with ways they can maximize existing funds for the classes



# Home Visitation Apprenticeship

- It began with an idea and a vision
- The importance of lived experience
- The importance of enabling low-income women interested in a career in early care and education to succeed
- The importance of teaching the skills needed to have a choice in career
- Achieve college credits, business knowledge, and on the job training that allows one to choose between becoming a home visitor, start their own family child care business or work in a child care center.



# Background

- The ECE Home Visitor Apprenticeship is registered with the US-DOL and the California Division of Apprenticeship Standards.
- The pilot project is partially funded with a 3-year CA Apprenticeship Initiative (CAI) grant from the CA Community Colleges Chancellor's Office.
- Population: Unemployed parents and others interested in working with families
- Overview: Designed to develop culturally responsive, well-trained professionals to work as community-based home visitors. Apprentices complete six college courses and paid on-the-job training in childcare, community outreach, and home visiting.



# The missing piece: On-The-Job-Training \$\$

- Current funding for Home Visiting in LA County:
  - 1<sup>st</sup> 5 Select Home Visiting
  - DPH Nurse Family Partnership
  - TANF funds to the county, LA DPSS funds to Department of Public Health
  - Department of Mental Health PEI
- These funders ONLY fund full-time staff
- Foundation funding – good for pilots, may not be sustainable
- Existing funders would not give us additional funding for apprenticeship On- the-Job-Training





# The Solution: Los Angeles County WDB

**America's Job Center of California (AJCC):** Provides comprehensive services to both job seekers employers seeking qualified candidates for their current or upcoming openings with the goal of increasing the prosperity of workers and employers.

Workforce Innovation & Opportunity Act (WIOA)

LA:RISE

Person-Paying Support (PPS) Program

Youth@Work Program

County Youth Bridges Program (CYBP)

CORE Program

General Relief Youth Employment Program (GYEP)

Title V Program

INVEST

Transitional Subsidized Employment (TSE) Program



## Workforce Development Adult & Community Service (WDACS)

- WDACS became the Workforce Development Board partner
- Antelope Valley AJCC was awarded an Innovation Fund \$310,000 to support the Home Visitor Apprenticeship (HVA)
- AJCC works with apprentices to determine their eligibility for other workforce support, secures the funding for the individual, uses Innovation grant funds for those who aren't eligible for any other fund.





# The future is partnerships

- Early Care & Education Pathways To Success(ECEPTS) provides project leadership, program design guidance and technical assistance.
- Antelope Valley College provides academic coursework and support.
- Child Care Resource Center(CCRC) and Antelope Valley Partners for Health(AVPH) provide training, coaching and program coordination.
- WDACS and Antelope Valley AJCC provide subsidized wages for a portion of the hands-on training. In addition, supportive services and follow-up services are provided.



# Success! In the words of participants

- I had always wanted to continue my education but was fearful because I hadn't been in college in over eight years. Over the next few weeks with support from family, supervisors and mentors, my Professors, and the Apprenticeship ladies I began to realize that it wasn't as scary as I had thought. This experience has been amazing for me.
- I personally love how the classes have a connection to our work environment and has helped me in my work areas. We get to see firsthand how a home visit is conducted and how the parent educator guides the parents to make a connection with their child.
- I have been able to meet and interact with phenomenal live wire individuals. The apprentices that were select for this program have been very caring to me and one another. I can tell that we all want to see each other succeed.



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# Discussion

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# Discussion: Funding Infrastructure for Sustainability

- What are your funding infrastructure strengths?
- What are areas of opportunity for your county to build funding infrastructure for sustainability?
- What resources and information do you need to make decisions or find your starting point to build funding infrastructure for sustainability?

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# Fiscal Mapping

- Offers a systematic way to analyze where funds originate and are allocated, what services or programs they support, and what specific populations they serve.
- Provides an understanding of:
  - Resources, programs, and funders involved
  - How funding streams operate
  - Opportunities for alignment

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# Fiscal Mapping (continued)

- A fiscal map outlines the financial and programmatic picture, including currently available resources, and highlights gaps or duplications in funding
- Serves as a way for program administrators and policymakers to better leverage current funding streams to support aligned goals, direct funding to programs, and create opportunities for innovative payment and program models



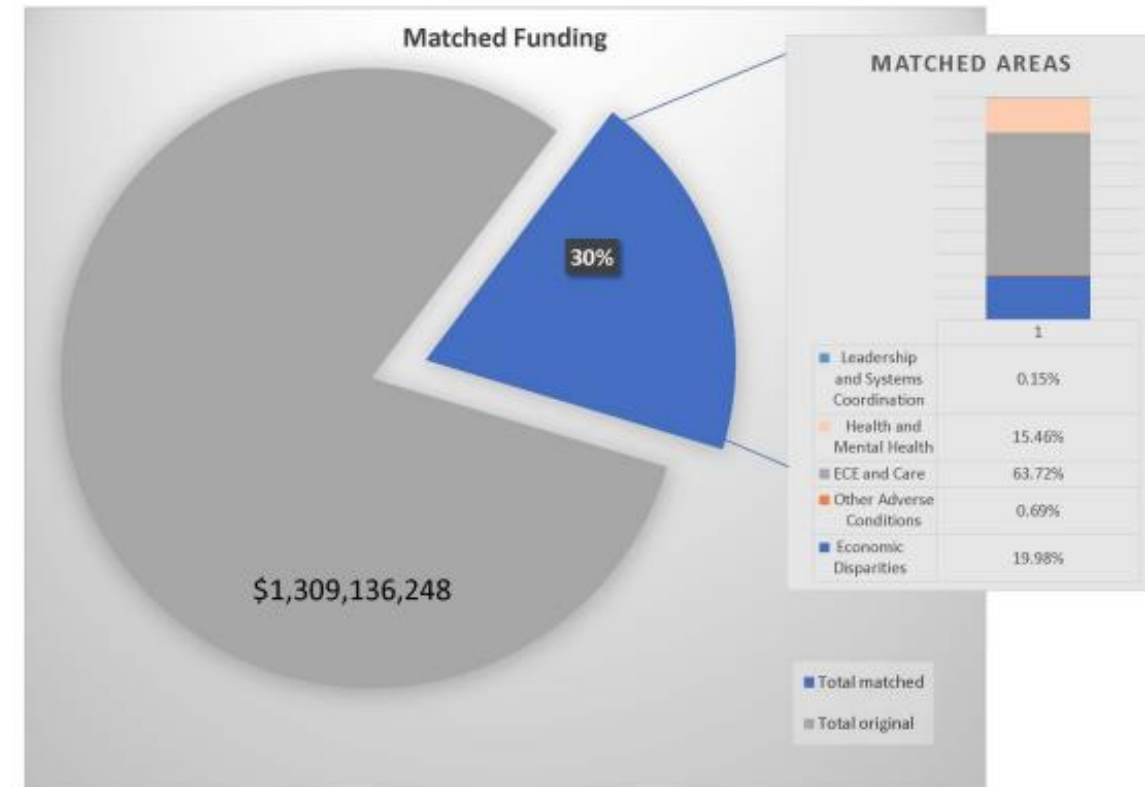
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# Fiscal Mapping Tool

Program/ Service	Program Description/ Purpose of Funding	Administrative Agency	Provider of Service	Funding Source	Amount	Funding directed towards?	Numbers Served	Total	Notes
(title)	(short description)	(who contracts or grants the funding)	(who is the recipient of the funding)	Medicaid (State/ Fed portions)		EPSDT state plan services	Amount of people served		

# Fiscal Mapping Examples

- [Fiscal Mapping for Early Childhood Services: How-To Guide and Data Collection Tool \(Center for Health Care Strategies\)](#)
- [Children's Funding Project Fiscal Map Directory](#)



Priority Area	Number Strategies in Each Priority Area	Strategies with Existing Public Funding Streams	Funding Amount
Economic Disparities	6	1	\$78,500,000
Other Adverse Conditions	6	3	\$2,722,856
Early Childhood Care and Education	11	9	\$250,347,675
Health and Mental Health	14	5	\$60,732,975
Parenting Supports	9	0	\$0
Language Access	2	0	\$0
Leadership and Systems Coordination	7	1	\$575,865
<b>TOTAL</b>	<b>55</b>	<b>19</b>	<b>\$392,879,371</b>

# New Orleans Inventory of Public Investments in Children & Youth - 2021

## Total Investments in Children and Youth Ages 0-24

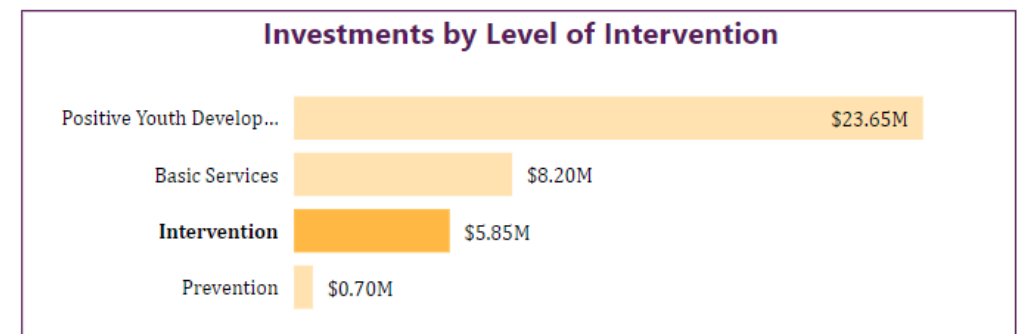
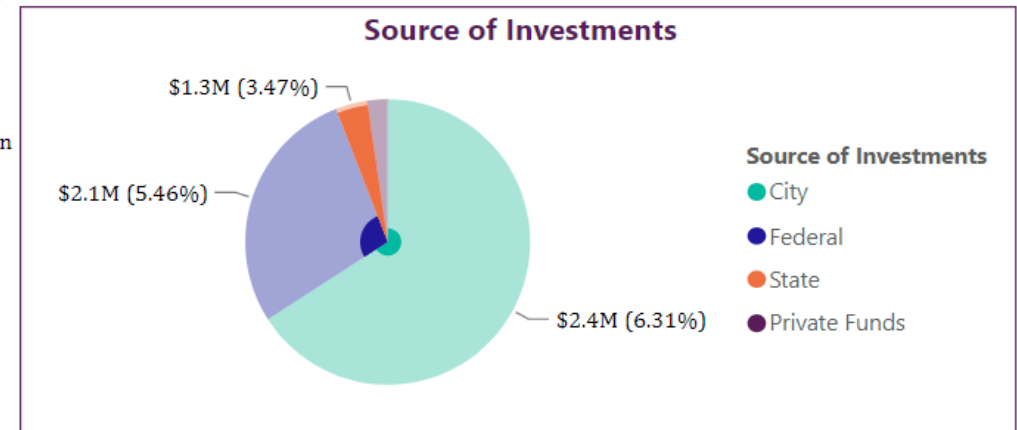
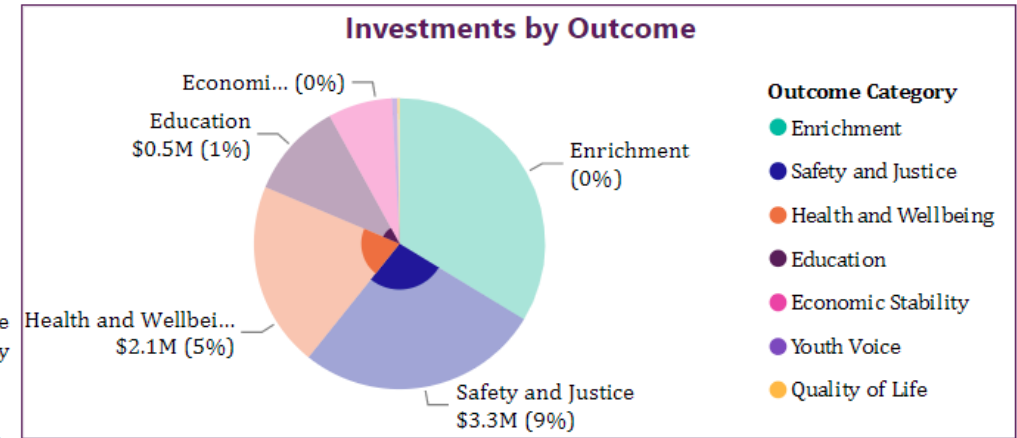
\$6M

This fiscal map is a comprehensive analysis of public investments in youth and children in New Orleans. This resource will assist city leaders to identify and align spending with priorities. In addition, non-profits, residents, and community groups are encouraged to use the resource to better understand the City's public investments in youth and children.

Through a data-driven process, the Mayor's Office of Youth and Families worked with City agencies and departments to obtain fiscal data related to youth and children services. Fiscal data was categorized into outcome categories, levels of intervention, and eligible services to provide a more detailed analysis.

The data in this map includes general fund expenditures, state and federal grants, and some miscellaneous sources of funding. It is important to note that due to the COVID-19 pandemic, the City was forced to make significant reductions in the 2021 budget. As a result, overall spending on youth and children decreased compared to 2020.

Funding Stream Name	Original Granting Agency	Program Description	FY21 Appropriation Amount
Harrah's Funding for NOLA-PS Programs	City Council	Center for Resilience	\$500,000
Harrah's Funding for NOLA-PS Programs	City Council	Office of Student Support	\$500,000
Human Trafficking Victim Assistance Program	Department of Justice	This program also allows for screening for human trafficking and trauma	\$136,536
Intensive In-Home Community and Supervision program	Office of Juvenile Justice	This program reduces the reliance on detention and out-of-home	\$100,000
<b>Total</b>			<b>\$5,853,811</b>



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# Thank You!

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