

## CHILDHOOD DEVELOPMENT ASSOCIATE REGISTERED APPRENTICESHIP

### Childcare Crisis

The nation is currently facing a childcare shortage. The lack of quality, affordable childcare providers creates a significant barrier to employment in Missouri.

#### Challenge 1

The Kansas City region needs an estimated 62,000-plus open slots to answer the region's enormous need for quality childcare.

#### Challenge 2

The U.S. Chamber of Commerce estimated in 2021 that Missouri loses over \$1.3 billion annually from accessibility, quality, and cost-related hurdles to childcare.

#### Challenge 3

With childcare unavailable, parents (primarily women) can't afford to work.

#### Challenge 4

Meanwhile, local businesses in the Kansas City region have 85,000 unfilled job openings.



Pictured, from left to right: Clyde McQueen (President and CEO, FEC); Julie Carter (Interim Director, Office of Higher Education and Workforce Development), Frank White (Jackson County Executive); Bridgett Williams (Executive Director of Heavy Constructors Association/Chairperson of Economic Development of Kansas City and Full Employment Council Board Member); Jamie Johnson (Missouri State Legislature Representative); Deidre Anderson (CEO of EarlyStart); Robert Hughes, Jr. (President of Universal Management Company and Interim Chairman of Full Employment Council Board); and Joe Reardon (President & CEO of the Greater KC Chamber of Commerce).

The FEC, in partnership with the Greater KC Chamber of Commerce, Head Start, the Office of Higher Education and Workforce Development, St. Louis Urban League, the Department of Elementary and Secondary Education Office of Early Learning; the Greater KC Chamber of Commerce, and Head Start announced the development of a Childhood Development Associate Registered Apprenticeship Training Program, funded by a \$2.7 million grant from the Office of Higher Education and Workforce Development. The funding will support at least 250 new childhood development associates, which will create an increase in available slots for childcare in the Kansas City, Missouri, and St. Louis, Missouri regions.

### Starting EARLY Professional Development Pathways

#### Program Goal

Early childhood educators are developed through access to equitable professional development opportunities that raise the standard of practice within the field.



#### CORE OBJECTIVE

- Provide multiple pathways for professional development to meet the diverse needs of early childhood educators.
- Remove structural barriers.
- Reduce turnover, and improve retention.
- Expand available childcare slots.



#### 1 PRE-PROFESSIONAL CAREER EXPLORATION

Summer engagement experiences for middle and high school students to increase youth exposure to ECE.



#### 2 COMMUNITY/HIGH SCHOOL CDA

Entry level industry recognized credential for early care and education.



#### 3 REGISTERED APPRENTICESHIP

Learn while you earn model for CDA and AA completion with graduated compensation



#### 4 STACKABLE CREDENTIALS

Continuing education and/or credit bearing course bundles providing ongoing skill building.

### Prospective Career Pathway for Early Childhood Educators-Center-based\*

#### ECE Professional Workforce Continuum

There are a variety of jobs within the field of early childhood care and education that rely on the development of a highly skilled workforce.



#### 1 SUPPORT TEACHER

Salary Range: \$33,200 - \$38,400



#### 2 TEACHER ASSISTANT INFANT/TODDLER LEAD TEACHER

Salary Range: \$35,200 - \$39,500 (Pre-K) \$36,400-\$45,500 (IT)



#### 3 PRE-K LEAD TEACHER LEAD TEACHER CERTIFIED

Salary Range: \$37,400 - \$46,800 \$43,500 - \$ 54,000 (Cert.)



#### 4 PROGRAM DIRECTOR EDUCATION MANAGER

Salary Range: \$60,000-\$78,800 (PM) \$60,200-\$65,500 (EM)

\*Information is based on federal employment criteria for Head Start and Early Head Start program staff

"Addressing the shortage of childcare professionals will enable more parents to apply for the jobs that exist. More childcare professionals increase childcare capacity, enabling potential and existing employees to have the opportunity to apply for more jobs, work a variety of job shifts, and pursue skill-training programs. This interstate initiative is a win-win for the State of Missouri, the cities of Kansas City and St. Louis, and most of all, the parents and employers in our state." - Clyde McQueen, President and CEO, Full Employment Council



# CHILDHOOD DEVELOPMENT ASSOCIATE APPRENTICESHIP PROGRAM

**Success Stories about collaboration, participant experience, outreach, and outcomes.** The partnership with Emmanuel Family and Child Development Center was created to hire new Childhood Development Associate Apprentices. Emmanuel Family and Child Development Center has been in business since 1986 serving the urban core of Kansas City's families with children and is designated as an accredited HeadStart and Pre-K cooperative site. The center has a capacity to serve 370 children and the ability to provide outstanding early childcare services and education. The partnership with Emmanuel Family and Child Development Center allows for the apprentices to train for one year and encompasses 337 hours of classroom training and 2000 hours of on-the-job learning. The first cohort of ten apprentices started on 8-7-23 followed by another five that started on 8-21-23.



**FOR IMMEDIATE RELEASE**

**The Full Employment Announces Development of New Childcare Associate Apprenticeship**

*\$2.7 million grant will fund at least 250 new apprentices to address the region's childcare crisis*

KANSAS CITY, MO – The Full Employment Council, in partnership with the Greater KC Chamber of Commerce, Head Start, the Office of Higher Education and Workforce Development, St. Louis Urban League, the Department of Elementary and Secondary Education Office of Early Learning; the Greater KC Chamber of Commerce, and Head Start announced the development of a Childhood Development Associate Registered Apprenticeship Training Program, funded by a \$2.7 million grant from the Office of Higher Education and Workforce Development.

Through a system partnership with the Greater KC Chamber of Commerce and Head Start, “These apprenticeships will afford Missourians the opportunity to earn while they learn and will grow a number of slots for childcare placement because of the increase in skilled workers,” said Julie Carter, interim director of the Office of Higher Education and Workforce Development. The funding will support at least 250 new childhood development associates, which will create an increase in available slots for childcare in the Kansas City, Missouri, and St. Louis, Missouri regions.

Dr. Dred Scott, a former educator who now serves as the president of the Civic Council of Greater Kansas City, noted that the value of early childhood education can have a lifetime impact. Chairman of the Board of Directors for the Full Employment Council, Robert Hughes, also stressed the value of a systems-based approach that includes support services such as childcare, transportation, and housing.

“Kansas City is undergoing tremendous growth,” said Executive Director of Heavy Constructors Bridgett Williams, who also serves as the Chairperson of Economic Development of Kansas City and a Full Employment Council Board Member. “But one of the areas we are extremely deficient in is childcare.” She stated the recent construction project of the new KCI terminal underscored the need for reliable, quality, affordable childcare, as well as childcare that offers extended hours for parents who don’t work a traditional 9-to-5, particularly for single parents.

“We see this as a way to create a defined career pathway for childcare professionals that will attract more persons to the field to help address the childcare shortages we continuously experience,” said Clyde McQueen, President and CEO of the Full Employment Council.

- The Kansas City region needs an estimated 62,000-plus open slots to answer the region’s enormous need for quality childcare.
- The U.S. Chamber of Commerce estimated in 2021 that Missouri loses over \$1.3 billion annually from accessibility, quality, and cost-related hurdles to childcare.
- With childcare unavailable, parents (primarily women) can’t afford to work, while local businesses in the Kansas City region have 85,000 unfilled job openings.

The Full Employment Council is the managing entity of the public workforce system in the Kansas City region, as well as the Eastern Jackson County region. It is a business-led private, non-profit corporation whose mission is to obtain public and private sector employment for the



unemployed and the underemployed residents of the Greater Kansas City area. For more, visit [www.feckc.org](http://www.feckc.org), or contact Samantha Kilgore via phone at 816-679-0496, or email, at [skilgore@feckc.org](mailto:skilgore@feckc.org). To coordinate an interview with Clyde McQueen, please contact Jondenna Johnston at 816-691-2256, or email at [jjohnston@feckc.org](mailto:jjohnston@feckc.org).

*Pictured, from left to right: Clyde McQueen (President and CEO, FEC); Julie Carter (Interim Director, Office of Higher Education and Workforce Development), Frank White (Jackson County Executive); Bridgett Williams (Executive Director of Heavy Constructors Association/Chairperson of Economic Development of Kansas City and Full Employment Council Board Member); Jamie Johnson (Missouri State Legislature Representative); Deidre Anderson (CEO of EarlyStart); Robert Hughes, Jr. (President of Universal Management Company and Interim Chairman of Full Employment Council Board); and Joe Reardon (President & CEO of the Greater KC Chamber of Commerce).*







# Community/Events

Advertising Deadline Noon Tuesday  
 News Deadline 5 p.m. Monday  
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## St. Louis, KC Organizations Partner with MDHEWD to Address Childcare Crisis

More than \$3 million in funding available for childcare apprenticeship program

Organizations from St. Louis and Kansas City have partnered with the Missouri Department of Higher Education and Workforce Development (MDHEWD) to address the shortage of childcare workers in the state.

The Urban League of Metropolitan St. Louis, YWCA Metro St. Louis, and Full Employment Council, through \$3.3 million in funding from MDHEWD's Office of Apprenticeship and Work-Based Learning (OAWBL), have created the "Interstate Partnership Agreement" to serve hundreds of apprentices that pursue a career as a childcare worker.

The goal of the Childhood Development Associate Registered Apprenticeship Training Program is to provide more than 250 Missourians with an apprenticeship in the childcare industry throughout the Kansas City, St. Louis and southwest areas of the state.

"Missouri is ranked third in new apprentices, and we strive to keep delivering opportunities for our citizens to earn a paycheck while also training for a career," said Julie Carter, director of the Office of Workforce Development. "This apprenticeship program will help address the shortage of childcare workers and give more Missouri families access to quality



Clyde McQueen, president/CEO, Full Employment Council.

childcare slots, directly related to the shortage of childcare professionals. Concurrently, we have 85,000 job openings in our region. Addressing the shortage of childcare professionals will enable more parents to apply for the jobs that exist. More childcare professionals increase childcare capacity, enabling potential and existing employees to have the opportunity to apply for more jobs, work a variety of job shifts, and pursue skill-training programs. This interstate initiative is a win-win for the State of Missouri, the cities of Kansas City and St. Louis, and most of all, the parents and employers in our state."

The St. Louis area (St. Louis City, St. Louis County, St. Charles County, and Jefferson City) has 716 licensed childcare programs and 123,554 children under 6 years old with working parents, according to Child Care Aware of Missouri.

YWCA Metro St. Louis' Early Education Program serves 1,229 children and their families through Prenatal Services, Early Head Start and Head Start, and is directly impacted by the shortage of qualified staff. This shortage of roughly 22% directly impacts the program's ability to meet the demand for childcare — and is what led to the development of a pre-credentialing program to identify individuals who are interested in serving young children and their families in the St. Louis region.

"We created a solution to our problem because one did not exist elsewhere," said Stacy Johnson, YWCA chief program officer and Head Start director. "Our Successful Pathways apprenticeship leverages several YWCA services so that a candidate is fully supported during the time they are in our program. We're so pleased to be invited into this pilot and are grateful for the additional exposure it will provide as we try to attract more childcare professionals to the region and the state."

"Successful Pathways" is a U.S. Department of Labor Registered Apprenticeship Program and a pre-credentialing program designed to prepare a future professional for a Child Development Associate (CDA) credential — the most widely recognized credential in early childhood education, and a key steppingstone on the path of career advancement.

"Solutions and success will come more quickly when we join forces to solve a problem in a crisis — and this problem is a national crisis. I am proud of our team, our region and our state for the innovation and the alignment that can be held up as an example across the country," said Dr. Cheryl Watkins, president and chief executive officer at YWCA Metro St. Louis.

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According to a 2021 report from the U.S. Chamber of Commerce, childcare issues result in an estimated \$1.35 billion loss annually for Missouri's economy.

"This historic partnership is critical and gives us an opportunity to address a very real and challenging crisis in early childhood education over a longer term," said Michael P. McMillan, president and chief executive officer of the Urban League of Metropolitan St. Louis. "The ability to create a pipeline of highly trained educators ready to go into the classroom and impact learning for our children is priceless."

The Kansas City area (Cass, Clay, Jackson, Platte, and Ray counties) has 414 licensed childcare programs and 82,172 children under 6 years old with working parents, according to Child Care Aware of Missouri.

"Our mutual objectives are to facilitate a career pathway for early childhood development professionals," said Clyde McQueen, president and chief executive officer of the Full Employment Council.

"Currently, in the Kansas City region, we have a shortage of more than 62,000 childcare



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# Department of Higher Education and Workforce Development

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June 27, 2023

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"Our mutual objectives are to facilitate a career pathway for early childhood development professionals," said Clyde McQueen, president and chief executive officer of the Full Employment Council. "Currently, in the Kansas City region, we have a shortage of more than 62,000 childcare slots, directly related to the shortage of childcare professionals. Concurrently, we have 85,000 job openings in our region. Addressing the shortage of childcare professionals will enable more parents to apply for the jobs that exist. More childcare professionals increase childcare capacity, enabling potential and existing employees to have the opportunity to apply for more jobs, work a variety of job shifts, and pursue skill-training programs. This interstate initiative is a win-win for the State of Missouri, the cities of Kansas City and St. Louis, and most of all, the parents and employers in our state."

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For more information about the Urban League of Metropolitan St. Louis, visit [ulstl.com/](https://www.ulstl.com/#/) (<https://www.ulstl.com/#/>).

For more information about Full Employment Council, visit [feckc.org](https://www.feckc.org/) (<https://www.feckc.org/>).

For more information about YWCA Metro St. Louis, visit [ywcastl.org](https://www.ywcastl.org/) (<https://www.ywcastl.org/>).



## Partnership to give kids educational head start

More early childhood educators needed



PHOTO BY WILEY FRISCH / ST. LOUIS AMERICAN

Ronda Bowen-Walters, master teacher at the Jennings Urban League Head Start site, and her students were in attendance at the Urban League of Metropolitan St. Louis headquarters on Tuesday to celebrate a partnership that will create apprenticeships for people seeking careers in early childhood education.

By Alvin A. Reid  
St. Louis American

Preparing Black preschool students for the education they will need to succeed as adults is imperative in Missouri and throughout the nation.

While parents and families seek opportunities to help their children begin learning at a young age, many times there aren't enough teachers to fill the need - especially in underserved communities.

The "Interstate Partnership Agreement" announced on Tuesday at the Urban League of Metropolitan St. Louis headquarters on North Kingshighway partners the local Urban League chapter, YWCA Metro St. Louis, The Full Employment Council of Kansas City, and Missouri

"School readiness is so important for our children so they can know what they are competing against."

- Gwendolyn Diggs, Urban League Head Start and Early Head Start president

Department of Higher Education and Workforce Development (MDHEWD) to address the shortage of childcare workers in the state.

Through \$3.3 million in grants from the MDHEWD's Office of Apprenticeship and Work-Based

Learning (OAWBL), hundreds of apprenticeships will be funded for people seeking a career as an early childhood educator.

"School readiness is so important for our children so they can know what they are competing against," said Gwendolyn Diggs, Urban League Head Start and Early Head Start president.

"We want to give them the advantage. We want to give them the edge."

The will is there but many times the early childhood education teachers are not.

According to a 2022 survey of 7,500 early childhood educators from the National Association for the Education of Young Children, four of five childcare centers in America are understaffed.

See HEAD START, B2

## PEOPLE ON THE MOVE

### Paris Forest named a senior director at Boeing

Paris Forest is now the IT sr. director of corporate functions and systems at The Boeing Company, serving



Paris Forest

as the Business Success Leader for corporate communications, Law and Global Compliance, Corporate Audit, Global Enterprise Sustainability, Government Operations, Security & Fire Protection, Executive Flight Operations and

Global Real Estate and responsible for the modernization of all associated technology platforms and software services.

### Val Joyner named director of communications

Val Joyner was recently named director of communications for St. Louis Housing Authority. Her key responsibilities include the strategic



Val Joyner

development and implementation of the SLHA's internal and external communications and community relations. She previously served as the first civilian public information officer for the St. Charles County Police Department and the

Greater St. Louis Major Case Squad. Joyner holds a master of legal studies from Washington University School of Law, a master of arts in communications from the University of Missouri - St. Louis, and a bachelor of arts in mass communications from Xavier University of Louisiana.

### Stayton elected to special school district board

Educator Carmen Stayton has been elected to the board of education for the Special School District of St. Louis County.



Stayton has been an educator since starting her career in 2009. She has taught in Jennings, Kansas City, and Special School districts. She also served as dean of students at South



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Photo by Wiley Price / St. Louis American

Gwendolyn Diggs, Urban League Head Start and Early Head Start president, said an apprentice program designed to create early childhood teachers will help give more students "the advantage they need."

## Head Start

Continued from B1

"We have to have the adults in place so kids can come in and take a seat," said Diggs.

The St. Louis Urban League Head Start and Early Head Start programs are receiving \$826,747 through the partnership, and the YWCA St. Louis Head Start program is receiving \$303,000.

"We struggle and stretch to meet the needs of our parents and of employers," said YWCA Metro St. Louis president and CEO Cheryl Watkins.

"This is a very exciting step that will help hundreds, if not thousands, of families gain access to Head Start. This is a real solution to a pressing problem."

Head Start is a national anti-poverty program for children from families living below the national poverty line. It focuses on providing preschool for 4-year-olds and support for their families. Its services are now being offered to children under 4 and their families. The services, which range from home visits to infant and toddler care, are known as Early Head Start.

The Urban League Head Start serves about 800 children ages 6 weeks

to 5 years and provides center-based operations at eight locations from 7:30 a.m. to 5:30 p.m.

YWCA is the largest provider of Head Start services in St. Louis and St. Louis County, serving more than 1,000 preschool-aged children and more than 200 infants and toddlers at nine Early Childhood Education Centers and 12 Child Care Partner Centers.

It was recently recognized by the National Head Start Association as a National Program of Excellence, and is the only program in Missouri (and one of 13 nationally) to receive the five-year accreditation.

Mike McMillan, Urban League of Metropolitan St. Louis president and CEO, called Head Start "one of the foundational programs of this organization, not only locally but nationwide."

"Head Start can help families afford to put their children in childcare and get them ready for school. It is one of the most well respected and universally supported governmental programs."

Clyde McQueen, Full Employment Council Kansas City CEO, said helping create new early childhood education teachers is an essential part of the partnership.

"This is about entrepreneurial opportunities. It is also about finding a meaningful way to instruct our children while parents are working."

The national Head Start office is also dedicated to ensuring its teachers and support staff realize the importance of diversity and inclusion.

It has an online webinar series that promotes anti-bias and anti-racism strategy and "also complement Head Start's history of anti-racism in action."

Topics for the four-part series include: Exploring terminology and engaging in challenging conversations about racism; Discussing children's understanding of race and identity development; Developing anti-bias teaching practices; Examining principles and policies for human resource systems that honor diversity, equity, and inclusion; and Exploring intersections of health and racial equity to support the wellness of children, families, and staff.

To view the webinar, visit [www.eclkc.ohs.acf.hhs.gov](http://www.eclkc.ohs.acf.hhs.gov)

For more information on the Urban League Head Start and YWCA Metro St. Louis respective programs, please visit [www.ulstl.com/head\\_start](http://www.ulstl.com/head_start) or [www.ywcastl.org](http://www.ywcastl.org).