



Indiana Early Learning Advisory Committee

Purdue University
Hanley Hall Rm 136
West Lafayette, IN

April 14, 2024
1:00 PM

Meeting Agenda

- ▶ Call to Order
- ▶ Approval of Agenda
- ▶ Chair's Report
- ▶ Out-Of-School Time Considerations
- ▶ Compensation Study Update
- ▶ Department of Workforce Development
 - ▶ Next Level Jobs
 - ▶ Employer Training Grant
- ▶ Department of Education
 - ▶ Registered Apprenticeship
 - ▶ KG Readiness Assessment/ISprout
- ▶ Adjournment



Chair's Report

Maureen Weber
ELAC Chairwoman

Out-Of-School Time Considerations

Courtney Hott
Director, ELAC

Consolidate into One Streamlined Set

Current State: Licensing rules cross multiple sections of administrative code, with requirements varying, sometimes dramatically, by provider type.

To provide families with a reasonable assurance of the health and safety of any licensed provider, the proposed recommendations establish:

- A consistent, streamlined standard of practice in most regulatory categories (e.g., staff qualifications, discipline guidance, feeding practices, etc.)
- Distinctions in a limited number of regulatory categories in which the number of children served (e.g., group sizes) or the type of structure (e.g., background checks for all individuals living in a residential setting, certain facilities requirements of a non-residential structure, etc.) require it
- Organization around a core, easier-to-follow and maintain outline, which incorporates other standards wherever possible (e.g., CACFP, fire code) and serves as the foundation (Level 1) to the proposed quality rating and improvement system

Considerations

Recommendation	Discussion
Supervision	Students can take themselves to the restroom during school day but not after hours
Playground Equipment	Equipment may be deemed safe during school day but not meet provider criteria set forth
Caregiver qualifications	Options for progressing toward diploma, ensure competencies are specific to either age or role. More specific on HS students caring for children
Groupings	Assigning caregivers specific students fluctuates a lot, consider assigning by group
Ratio	OST programs don't always use classrooms
Technology/Screen time	Programs may be coding or technology specific creating an issue with the 2 hour time limit, also consider enforceability
Restrooms	Restroom stalls in schools have latching devices on them
Documentation	Updating to include technology advances

Compensation Study Update

Courtney Hott
ELAC Director

SEA 2: Compensation Study

Partnering with
TalentFirst out of
Michigan

Utilizing data from
national and state
sources, including cost
of care surveys

Dashboard and full
report will be available
online in October



Department of Workforce Development

Claire Berger
Regional Director

EARLY EDUCATION EDUCATOR INFORMATION



INDIANA DEPARTMENT OF
WORKFORCE
DEVELOPMENT

*CLAIRE BERGER, Office of Work-Based
Learning and Apprenticeship, DWD*

Office of Work-Based Learning and Apprenticeship (OWBLA)

Comprehensive *Work-Based Learning* Programs

RAP

U.S. DOL
REGISTERED
APPRENTICESHIP

PRE

CERTIFIED
PRE-
APPRENTICESHIP

SEAL

STATE
CERTIFIED



Definitions

Registered Apprenticeship (RAP)

- ❖ A structured talent development strategy that combines on- the-job learning, classroom learning, and mentorship to train individuals to be experts in their field. Programs are well-defined and documented and are approved by the U.S. Department of Labor (U.S.DOL).

Pre-Apprenticeship (Pre-RAP)

- ❖ A training model designed to assist individuals who do not possess minimum requirements for selection into an apprenticeship program to meet the minimum selection criteria established in a program sponsor's apprenticeship standards. At least one documented partnership with a Registered Apprenticeship program must be involved. Formal instruction will introduce participants to the competencies, skills, and materials used in one or more apprenticeable occupations.

State Earn and Learn (SEAL)

- ❖ An industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential. SEAL programs are certified by the State.



Employer
Involvement



Structured
On-the-Job
Learning



Related
Instruction



Rewards for
Skill Gains



National
Occupational
Credential

Five Core Components of
Registered Apprenticeship

Possible Funding for ECE Training

Next Level Jobs:

- ❖ **Employer Training Grant (Employer Application)** The Employer Training Grant (ETG) program offsets the cost employers assume when training employees in high-priority, high-demand jobs in the following industry sectors:



Advanced
Manufacturing



Building &
Construction



Health &
Life Sciences



IT & Business
Services



Transportation &
Logistics



Agriculture

Possible Funding for ECE Training

Next Level Jobs: Employer Training Grant (Employer Applies)

- ❖ Employers can be reimbursed up to \$5,000 for each new or current employee who is trained and retained for 6 months, up to \$50,000 per employer.
- ❖ New employees must receive a minimum wage of \$17 per hour. Existing employees must receive a minimum 3% wage increase upon training completion.
- ❖ Newly-trained employees must be retained for at least 6 months from the start of training.
- ❖ Employers can use training on DWD's eligible training provider list or third-party providers. Training must yield a Certificate or be Specialized Company Training.
- ❖ Training plan must outline occupational skills training of which is a minimum of 40 hours and aligns with an approved occupation within the targeted sectors

Possible Funding for ECE Training

Next Level Jobs:

- ❖ **Workforce Ready Grant (Individual Application)** A grant program that covers the tuition and fees of qualifying certificate training programs across Indiana in the following high-demand industry sectors:



Possible Funding for ECE Training

Next Level Jobs: Workforce Ready Grant (Interested Individual Applies)

- ❖ Qualified applicants fill out the inquiry form with the following information:
 - ❖ Location
 - ❖ Education level
 - ❖ Which high-growth field they are interested in
 - ❖ Preferred class delivery method (online, F2F, day, night, etc.)
- ❖ Once the application is submitted, applicant will be contacted by Regional WorkOne.
- ❖ Applicant will contact training provider to see if they need to fill out the FAFSA.
- ❖ Regional WorkOne representative will enroll applicant in qualifying certificate program at the approved training provider.
- ❖ All training programs must be listed on INTraining.

Possible Funding for ECE Training

Apprenticeships Building America Grant (for registered apprenticeships)

- ❖ Federal apprenticeship grant awarded to the Office of Work-Based Learning and Apprenticeship.
- ❖ OWBLA sub-granted the funding to 11 of the 12 [Regional Workforce Boards](#).
 - ❖ Region 12 EmployIndy did not participate.
- ❖ **Purpose:** Expand RAPs in target sectors such as manufacturing, healthcare, technology, education and construction.
 - ❖ Funding for participant support services, related technical instruction and on-the-job learning.
 - ❖ How funds are distributed in each category is up to each Region.
 - ❖ Dollar amount per recipient is also up to the Regions.

Possible Braiding of Funding

Licensed or Registered Provider in Indiana

- ❖ T.E.A.C.H. Scholarship; individual can apply multiple times for continued education; AND
- ❖ Employer Training Grant; AND
- ❖ Workforce Ready Grant; AND
- ❖ ABA grant to offset the cost of individual's participation (talk to your local Work One representative), **for registered apprenticeships**;
 - ❖ Example:
 - Employee who works below the hours required for T.E.A.C.H. - AND/OR –
 - Employee who gets paid above the maximum salary allowed by T.E.A.C.H.
- ❖ WIOA dollars for qualifying participants.

*****All grant funding dependent on individual eligibility and funding availability**

Possible Braiding of Funding

All Eligible Employers (Other Than Licensed/Registered)

- ❖ Employer Training Grant; AND
- ❖ Workforce Ready Grant; AND
- ❖ ABA grant to offset the cost of individual's participation (talk to your local Work One representative), **for registered apprenticeships**; AND
- ❖ WIOA dollars for qualifying participants.

*****All grant funding dependent on individual eligibility and funding availability**

Your “Why” and Goals



**STRONGER
RECRUITMENT
PIPELINE**



**SKILLING UP
NEW
EMPLOYEES**



**ADVANCING SKILLS OF
EXISTING EMPLOYEES**



**PROVIDE PROMOTIONAL
CAREER PATHWAYS TO
EMPLOYEES**



**HIGHER
RETENTION RATES**



**OTHER:
WHAT ARE YOURS?**

Contact Information:

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Employer Training Grant

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Workforce Ready Grant

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Department of Education

Kelli Servizzi
Director of Kindergarten Readiness

Charity Coppola
Kindergarten Readiness Specialist

Introduction: Indiana's Early Childhood Education (ECE) Teacher Registered Apprenticeship

Indiana Department of Education
Office of Kindergarten Readiness

May 14, 2024

 [@EducateIN](https://twitter.com/EducateIN)



REGISTERED APPRENTICESHIP PURPOSE

Indiana's Early Childhood Educator apprenticeship program is meant to provide increased entry points into the field and strengthened career pathways for early childhood educators by leveraging new competency-based, job-embedded workforce models to make ECE careers more attractive for students.

REGISTERED APPRENTICESHIP COMPONENTS

Related Instruction

- The formal education associated with the occupation.

On-The-Job Training

- The applied learning component of performing a specific job.

Employment

- Earning a wage while learning to do a job more independently. Wage increases as skills and competencies increase.



REGISTERED APPRENTICESHIP COMPONENTS

Related Instruction

Indiana's Early Childhood Education registered apprenticeship program has three tiers of related instruction. At each level, apprentices are working towards earning a credential or degree.



THE MODEL

ECE 1	ECE 2	ECE 3
<p>Available to high school juniors and seniors enrolled in their school's Early Childhood CTE pathway.</p> <p>Related instruction includes a combination of high school courses, dual credit, and dual enrollment with Ivy Tech Community College and Ball State University.</p> <p>Apprentices are working toward earning their CDA.</p>	<p>Available to students who completed level 1 and to ECE professionals who have previously earned a CDA or equivalent post-secondary credits</p> <p>Apprentices are working toward earning their Associate's degree in Early Childhood Education.</p>	<p>Available to students who completed level 1 and 2 and to ECE professionals who have previously earned an Associate's degree.</p> <p>Apprentices are working toward earning their Bachelor's Degree in Early Childhood Education with P-3 licensure.</p>

REGISTERED APPRENTICESHIP COMPONENTS

On-the-Job Learning

With an employer partner, the concepts taught in class are applied in an early learning environment. A mentor is assigned to supervise, provide guidance and support, and monitor apprentice mastery of program competencies.



Job Function 2: Plans and implements intentional, developmentally, culturally, and linguistically appropriate learning experiences

2.1 Collaborates with other early childhood educators in the development and implementation of early learning activities

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2.2 Provides supports to help ensure children engage in activities with small groups and whole group

2.2 Ensures individual activities are created based on child's unique development determined by anecdotal notes and assessments

2.2 Creates a schedule with an age-appropriate balance of individual, small group, and whole group activities and includes scaffolding for each child to support success to attain next skill level

REGISTERED APPRENTICESHIP COMPONENTS

Employment

Apprentices earn a wage as they are engaged in on-the-job learning. Wages increase as apprentices demonstrate mastery of competencies and earn credentials.



WAGE PROGRESSION EXAMPLE



REGISTERED APPRENTICESHIP IMPLEMENTATION

- The ECE Registered Apprenticeship program will begin piloting in the 24-25 school year and expand statewide in 25-26
 - Level 1 of the apprenticeship program will pilot in six districts throughout the state in 24-25 and twelve districts in 25-26.
- Any early childhood employers interested in participating in level 1 (CDA) or level 2 (A.A.) should reach out to IDOE's Office of Kindergarten Readiness.



REGISTERED APPRENTICESHIP IMPLEMENTATION

Initial Steps for Employers

- Complete Employer Acceptance Agreement
- Develop internal, employer-specific apprenticeship policies
- Select apprentices (new hires or existing employees) according to HR policies and defined apprentice selection procedures
- Identify apprentice mentor(s)
- Support apprentices in arranging RTI registration and schedules
- Share apprentice information with intermediary for entry into RAPIDS.



Any questions?



THANK YOU!

Understanding and Supporting Kindergarten Readiness

May 2024



MEASURING KINDERGARTEN READINESS



Improve Learning & Readiness for Kindergarten

ELAC Priority 1: Build and deploy an assessment system that effectively measures all domains of early learning across the birth-to-five system.

- IDOE procured a vendor to develop a new system of measuring and supporting kindergarten readiness:
 - Children ages 2 and under (available January 2025)
 - Preschool children ages 3-5 (available July 2024)
 - Kindergarten students (available July 2024)

DEFINING KINDERGARTEN READINESS

Improve Learning & Readiness for Kindergarten

ELAC Priority 1: Define kindergarten readiness and refresh early learning standards to align to this definition.

- Kindergarten readiness is achieved when children are prepared in all domains of early learning, and families, schools, and communities collaborate to positively impact educational outcomes.
- Indiana Early Learning Standards were formally adopted by SBOE in June 2023, in alignment with this definition.



WHY MEASURE SKILLS IN **EARLY LEARNING?**

- Provides ability to measure and compare individual child outcomes over time
- Provides early indicators for children “at-risk” of not meeting proficiency in literacy and math at later stages
- Provides data for educators and families to target student supports



ISPROUT

Children are evaluated in all eight domains of early learning, providing the most in-depth picture of developmental level, strengths, and areas of need.

- **Ages 2 and under:** Educator observations
 - Opt-in begins October 2024
- **Preschool students ages 3-5:** Direct skill measurement by educators based on ongoing observations of children's typical daily routines and activities
 - Currently used for federally-required reporting for children ages 3-5 with exceptional needs
 - Opt-in for preschool students ages 3-5 begins May 2024

KINDERGARTEN READINESS

Administered once in the first six weeks of kindergarten. Includes direct assessment items and educator-led activities.

Children are assessed in all eight domains.



NEXT STEPS

1 Opt-in for Expansion of ISPROUT & New KRA

2 Deployment: Training, Rosters, Administration

3 New Indicator on Indiana GPS Dashboard



COMMUNICATION TO SCHOOLS & PROVIDERS

What does this look like?

- IDOE & OECOSL provide webinars, live Q&As, office hours, and Indiana Learning Lab sessions to support implementation.
- Information about professional development, opt-in expectations, and other supports are also provided by IDOE & OECOSL.



ROLLOUT OVERVIEW

Opt-in Process

May 2024

- Schools/providers may begin opting in to administer the KRA for kindergarten students and ISPROUT for preschool students ages 3-5.

October 2024

- Schools/providers may begin opting in to administer ISPROUT to children age 2 and under.



INDIANA GPS **VISUALIZATION & ANALYTICS**



When the Indiana GPS dashboard was first launched in 2022, Kindergarten Readiness was highlighted as an aspirational, benchmarked indicator.

- Indiana's new KRA will be used to demonstrate the percentage of students who have the skills necessary to be considered ready to start kindergarten or ready to start with support.
- The first KRA data will be available on Indiana GPS in early 2025.

THANK YOU!

Public Comment

Adjourn

Information regarding today's meeting, including slides and materials, can be found at <https://www.in.gov/fssa/carefinder/advisory-groups/early-learning-advisory-committee/elac-committee-meetings/>

Next Business Meeting:

- Date: July 9, 2024
- Location TBD



Thank you