



LIEUTENANT GOVERNOR RACHEL HUNT

CO-CHAIR
NC TASK FORCE ON CHILD CARE AND
EARLY EDUCATION

SENATOR JIM BURGIN

CO-CHAIR
NC TASK FORCE ON CHILD CARE AND
EARLY EDUCATION

MEMBER INTRODUCTIONS & UPDATES

- QUICKLY SHARE NAMES AND ORGANIZATIONS
- IF THIS IS YOUR FIRST MEETING, PLEASE SHARE:
 - NAME
 - TITLE
 - ORGANIZATION
 - YOUR WHY FOR BEING INVESTED IN CHILD CARE AND EARLY EDUCATION

MEETING CADENCE & ATTENDANCE

- MEETS MONTHLY THROUGH JUNE 2025
- EVERY OTHER MONTH THEREAFTER (AUGUST, OCTOBER, DECEMBER)
- NEXT MEETING:
 - MONDAY, JUNE 2, 2025 | ALBEMARLE BUILDING, DOWNTOWN RALEIGH

WORKING GROUP STRUCTURE & TIMING

- WORKING GROUPS:
 - WORKFORCE COMPENSATION & SUPPORTS
 - CHILD CARE FOR PUBLIC SECTOR WORKERS
 - CHILD CARE FINANCE & FUNDING
- WORKING GROUPS TO BEGIN MEETING AFTER JUNE 2025
- PLEASE SELECT A PREFERRED WORKING GROUP

CONFLICT OF INTEREST POLICY

IN ACCORDANCE WITH THE **STATE GOVERNMENT ETHICS ACT**, IT IS THE DUTY OF EVERY COMMITTEE MEMBER TO AVOID BOTH CONFLICTS OF INTEREST AND THE APPEARANCE OF CONFLICTS OF INTEREST. IF ANY COMMITTEE MEMBER HAS ANY KNOWN CONFLICT OF INTEREST OR IS AWARE OF FACTS THAT MIGHT CREATE THE APPEARANCE OF SUCH CONFLICT, WITH RESPECT TO ANY MATTERS COMING BEFORE THE COMMITTEE TODAY, PLEASE IDENTIFY THE CONFLICT OR THE FACTS THAT MIGHT CREATE THE APPEARANCE OF A CONFLICT TO ENSURE THAT ANY INAPPROPRIATE PARTICIPATION IN THAT MATTER MAY BE AVOIDED. IF AT ANY TIME, ANY NEW MATTER RAISES A CONFLICT DURING THE MEETING, PLEASE BE SURE TO IDENTIFY IT AT THAT TIME.

DEEP DIVE: CHILD CARE FOR THE PUBLIC SECTOR WORKFORCE

- USE POST-ITS TO WRITE DOWN BIG IDEAS, POSSIBLE RECOMMENDATIONS
- LEAVE POST-ITS HERE AT END OF MEETING

CONVERSATION: CREATING CHILD CARE FOR PUBLIC EMPLOYEES THROUGH PUBLIC-PRIVATE PARTNERSHIP

REV. JACKIE WHITFIELD

RACHEL GROSSMAN-ZACK

DIRECTOR

LOCKHART CHILD DEVELOPMENT CENTER

THERESA ROEDERSHEIMER (MODERATOR)

EXECUTIVE DIRECTOR

NC EARLY CHILDHOOD FOUNDATION



SHORT BREAK

10 MINUTES

PRESENTATION: CHILD CARE AS A PUBLIC WORKER BENEFIT

SHANE FOX
MANAGER
TOWN OF BLOWING ROCK

Blowing Rock Academy







Agenda outline:

- The Approval Process TC and Public
 - Why? What? How? Where?
- Outcomes "Fox Den"
 - Current Status SUCCESS!!!
 - Retention and more...
 - Recruitment
- Questions?





"Selling" it to the Town Council and the Public

(Winter Retreat 2023)



WHY are we talking Childcare?





"Childcare is not a family issue, it is a business issue. It affects <u>How</u> we work, <u>When</u> we work, <u>Why</u> we work and could also influence <u>Where</u> we work. Employers that provide high-quality childcare will not only differentiate themselves from the competition but will foster unbelievable retention." (Harvard Business Review-2021)

We have needs now..... It is time to get creative

When we talk Childcare –



2 Main Issues:

- Lack of Childcare "no spots"
 - Over 2,000 children less than 700 spots Watauga
 - 2 year plus waiting lists we have 6 without care now
- Cost of Quality Childcare
 - Childcare is more than in-state tuition App State
 - \$10K a year for childcare ASU \$8K

WHAT can we do to assist?

of Blowing 1889 1889 to the Carolina

(Think outside the box)

Blowing Rock Academy

Blowing Rock Academy – outside the box!

- Town of Blowing Rock employees
 - Children of employees, grandparents, etc.
 - Not for the public
- Park and Recreation Oversight
 - Afterschool
 - Summer Camp
 - examples of success (Full waiting lists)
- Charge 50% of the market rate...can we?
 - Yes, NCGS 160A-162 Compensation and Benefits

Blowing Rock Academy - outline

- Start with two FT Employees (Director and one FT Staff with PT help)
- Start with 6-8 children
- Could have up to 20 Children (Sq ft)
- Initial costs after fees will be around \$100K annually
 - We will reduce loss per kids with more kids...
 - We spend almost \$2M (insurances, 401k, pension)

Where can we do this??

- Location is key needs to be close
- Town owned Community Building
 - Underutilized
 - Total rent avg. \$2,150 a year
- Renovations required
 - \$60K-80K in upfit costs



Ok, we do this, what will <u>happen?</u>

ROI or Outcomes...

Blowing Rock Academy – Outcomes??

- Retention of Employees
 - Peace of mind children on-site
 - Boosts morale and Increase productivity and Higher quality of work
 - Decrease in absenteeism
 - Encourage families "families first" employees will stay
 - Smoother transition after maternity leave
 - Relieves financial burden
- Recruitment of Employees
 - Tells the labor pool we care about our employees
 - Will improve recruitment ability
- Recruitment and Retention Police costs



We did it!!

First Year Outcomes....

Fox Den – Current Status

- Opened doors March 2024
- Open 6:30am 5:30pm M-F
- Started with 6 kids March 2024
- 12 Kids today!
- \$400 Month per child (second is \$200)
- 2025-2026 budget \$120K loss
 - Police, Fire, Training, etc.



Fox Den – Current Status

- Fox Den Employees
 - Two FT Employees Masters Degrees
 - Full Benefits for FT
 - 4 PT Employees Teachers, ASU, etc.
 - Applications are plenty
 - 5 Star Center!!!





Retention and Other Items...

- Staff morale
 - Lunch-time! Birthdays...(walking distance)
 - Mothers nursing and more babies are on the way!
- Absenteeism
 - Winter weather delayed but not closed
 - Flexibility in childcare drop-off, etc.
- 12 kids = \$1M in Salaries and Benefits
 - Police, Fire, PW, Admin, etc.



Recruitment

- Who so far?
 - Police, Fire, Public Works, etc.
 - Levels Police Chief to Sanitation
 - Applications for jobs that we do not currently have openings.
 - We are fully staffed...



SOME OF YOUR BENEFITS

- Town owned and operated child care facility for children 6 weeks 5 years, as well as summer camp and afterschool programs for older children
- Extra pay for Associate, Bachelors and Masters degrees
- Medical, vision, and dental insurance
- LGERS retirement/401k with 5% Town contribution
- Extra duty opportunities
- Take home car
- Career advancement and many training opportunities
- 12 days paid holiday, 16 hours of community service leave, 12 days sick leave with 10 days of vacation leave increasing each 3 years

SPECIALIZATION

- Investigations
- Field Training Officer
- SWAT Team
- Bike Patrol
- General & Specialized Instructor

INTERESTED?

You can apply, do a ride along, or learn more by visiting us at Blowing Rock PD at 143 Park Avenue, Blowing Rock Or give the PD a call at (828) 295-5212 (Press 2 for Administration)



Pictures (Before and After)













Questions??

GUIDED EXERCISE: IDENTIFYING CHILD CARE RESOURCES & INNOVATIONS FOR THE PUBLIC SECTOR

RHONDA RIVERS

OWNER / OPERATOR LEAFSPRING SCHOOLS

CHAIR
NC CHILD CARE COMMISSION



LUNCH

30 MINUTES

DEEP DIVE: EARLY CARE & EDUCATION WORKFORCE

- USE POST-ITS TO WRITE DOWN BIG IDEAS, POSSIBLE RECOMMENDATIONS
- LEAVE POST-ITS HERE AT END OF MEETING

CONVERSATION: TEACHERS ON ENTERING AND WORKING IN EARLY CARE & EDUCATION

ANGELA HARRIS

CENTER AT FIRST PRESBYTERIAN

SHARLENE MORRING JOY BREWINGTON

CHILD DEVELOPMENT CHILD DEVELOPMENT CENTER AT FIRST PRESBYTERIAN CHURCH OF RAI FIGH CHURCH OF RAI FIGH

JORDAN CHILD AND CENTER

CHARLECIA WILLIAMS

JORDAN CHILD AND FAMILY ENRICHMENT FAMILY ENRICHMENT CENTER

ERICA PALMER SMITH (MODERATOR)

EXECUTIVE DIRECTOR NC CHILD

PRESENTATION: EARLY CARE & EDUCATION APPRENTICESHIPS THROUGH BUILDING BRIGHT FUTURES

MORGAN FORD

PROGRAM DIRECTOR
NC BUSINESS COMMITTEE FOR EDUCATION





Registered Apprenticeship in Early Childhood Education

May 5, 2025



MORGAN FORD

Program Director, *Building Bright Futures*North Carolina Business Committee for Education (NCBCE)

Office of the Governor



Since 1983, the **NORTH CAROLINA BUSINESS COMMITTEE FOR EDUCATION (NCBCE)** has been NC's workforce and education non-profit that operates out of the Office of the Governor, connecting NC businesses with educators and students through work-based learning experiences.





- ✓ Technical assistance
 - Guidance on best practices
 - Tools and helpful information
 - Connections with other programs
- ✓ Enrichment and professional development opportunities
 - Online and in-person events
 - Mentoring community of practice
- ✓ **Financial support** for wages, programs, wraparounds, and mentors

Apprenticeship

Apprenticeships are rigorous and respected programs overseen by both the US Department of Labor and ApprenticeshipNC. They are employer-driven and customizable, but are based on national standards.

- Apprenticeships include:
 - ✓ Supplemental Instruction
 - ✓ On-the Job Learning Competency Checklist and Mentor Guidance
 - ✓ Progressive Wage Scale
- Apprentices are:
 - Paid employees at a child care center (incumbent or new hires)
 - At least 16 years old
 - Legally able to work in the US
 - At any level of education or experience in the field
- Pre-Apprenticeship is an optional component for youth and adults:
 - Shorter and more limited
 - Prepares student for apprenticeship, allowing them to explore a career
 - Serves as recruiting and training tool for employer
 - Unlocks the NC Youth Tuition Waiver at NC community colleges





Building Bright Futures

PILOT PROGRAM: January 1, 2023 - December 31, 2025

DCDEE asked NCBCE to develop and scale a program to support early childhood education apprenticeships in NC.



Create a talent pipeline for employers and a **supportive career track** for our future educators—increasing the early child care workforce and supporting NC's growing workforce



Elevate the profession with opportunities for more education and professional enrichment



Break down barriers and reduce or eliminate costs to participants



Share experiences and gather best practices to guide the future of ECE apprenticeships and create statewide quality models



Provide more opportunities for high quality, affordable, and accessible child care for NC's children and families





Building Bright Futures

BBF developed a successful system of support and collaboration in NC, including guidance, education, financial support, and tools/resources for participants.

- Outreach and education to NC stakeholders and employers in collaboration with partners
- Financial support to participants
 - 50% wage match for on-the-job learning hours worked by each apprentice
 - Mentors stipends and online community of practice
 - Wraparounds transportation, additional child care costs, materials and supplies, etc.
 - **Program** onboarding, technology, cohorting software, etc.
- Technical assistance
 - Development of career pathways
 - Connecting participants
 - Professional development and enrichment opportunities
- Development of statewide options



Statewide Impact

APPRENTICES

378 - Currently Active

57 - Completers

PRE-APPRENTICES

11 - Currently Active

61 - Completers

REACH

66 - NC Counties Served

279 - Child Care Locations

Data as of April 2025

Multiple Credential and Degree Pathways

- NC Early Childhood Credential Lead Teacher*
- Child Development Associate (CDA)
- Certificate (e.g., Infant/Toddler, Preschool)
- Associate Degree**
- Bachelor's Degree**
- NC Early Childhood Director/Administrator *In development*
- Adults on the Autism Spectrum In development with the Autism Society of NC (ASNC)

*High school statewide program – NC Department of Public Instruction

Employers

- Urban and Rural Communities
- Small- to Medium-Sized Employers
- 3-4-5 Star Facilities

Apprentices

- New hires and incumbent workers
- Ages 17-69, with majority age 21-30

^{**}AA and BA statewide programs – Early Years

Benefits of Apprenticeship



✓ Highly Skilled and Qualified Workforce

- O Application of classroom instruction
- O On-the-job learning under the guidance of a mentor

✓ Valuable Credentials and Degrees

- O Course credits, credentials, certificates, & degrees
- O Industry-recognized and portable apprenticeship credentials

✓ Long-Term Support for Employers

- O Talent pipeline of passionate and dedicated educators
- O Higher retention rates and return on investment
- O Relationship building with key stakeholders and other ECE professionals
- O Opportunities to expand and improve care for children and families

✓ Financial Support and Incentives

- O Community college tuition waiver & scholarships (e.g., TEACH)
- O Grant programs BBF, NCCL, and others

Opportunity for Growth in NC

With the momentum gained through the **Building Bright Futures** program and its partnerships, NC is poised to be one of the leading states in workforce development in early childhood education apprenticeships.

- The demand is there: NC educators want to upskill and pursue advanced education and experience in the field.
- Registered Apprenticeship is a successful tool for recruiting and retaining high-quality and dedicated professionals, creating a long-term talent pipeline for employers.
- This **supportive career pathway framework** provides flexible options and much-needed support and motivation for new and experienced professionals. NCCL will help draw youth to the field.
- **Continued collaboration** among ECE and workforce partners is key to providing a robust and supportive apprenticeship system.
- Statewide group programs will help create a standard for success and supportive options for all NC employers NC.
- Additional support is needed for both participants and the statewide systems and programs supporting ECE apprenticeship. Current BBF funding levels allow only a fraction of the support that was provided in the pilot:
 - O 220 apprentices with a long waitlist
 - O Lower financial supports for participants
 - O Enrichment and professional development activities limited
 - O Support staff needed for system implementation

www.buildingbrightfuturesnc.org







MORGAN FORD

Program Director, Building Bright Futures

North Carolina Business Committee for Education (NCBCE)

Office of the Governor

morgan.ford@nc.gov





SHORT BREAK

10 MINUTES

PANEL: TRAINING & RETAINING THE EARLY CARE & EDUCATION WORKFORCE

ALISON KEISLER

NC DHHS
DIVISION FOR CHILD
DEVELOPMENT &
EARLY EDUCATION

KIMBERLY MALLADY

NC DHHS
DIVISION FOR CHILD
DEVELOPMENT & EARLY
EDUCATION

DR. KRISTI SNUGGS

EARLY YEARS

VALERIE WALLACE

WAYNE
PARTNERSHIP FOR
CHILDREN

MICHAEL LEIGHS (MODERATOR)

DEPUTY SECRETARY FOR OPPORTUNITY & WELLBEING NC DEPARTMENT OF HEALTH & HUMAN SERVICES

GUIDED EXERCISE: REFLECTIONS & RECOMMENDATIONS

RHONDA RIVERS

OWNER / OPERATOR LEAFSPRING SCHOOLS

CHAIR
NC CHILD CARE COMMISSION

CLOSE

- REMINDER: LEAVE POST-IT NOTES AND NOTECARDS ON TABLE FOR STAFF
- NEXT MEETING:
 - MONDAY, JUNE 2, 2025 | 10:30 AM 2:30 PM | ALBEMARLE BUILDING