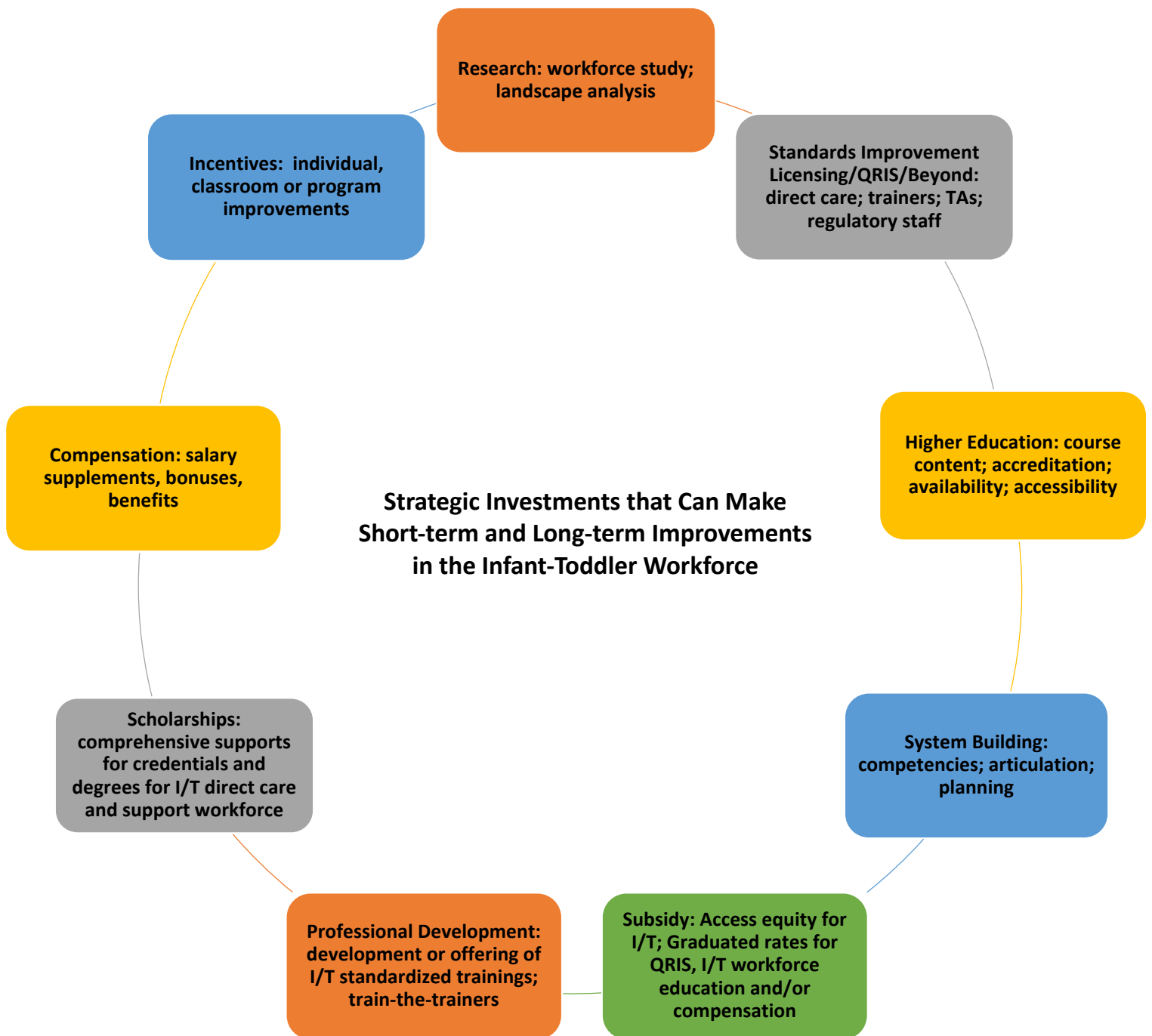




CCDBG: Real Opportunities to Improve the Infant-Toddler Workforce

Overview: CCDBG and TANF transfer dollars can improve the development, education, compensation and retention of the infant-toddler workforce and the system that supports it by enacting new policies and/or by new or increasing investments using dollars available from Subsidy, the Quality Set Aside and the Infant-Toddler Set Aside that are focused on:

- Strategic one-time infrastructure improvements, short term projects and/or long term ongoing systemic programs and
- The I/t direct care workforce as well as the support workforce.



Selected State Examples

Higher Education: North Carolina has had insufficient infant toddler coursework in its higher education system. The state's infant-toddler specialists have had to go across the country to earn advanced professional development through PITC. In addition, directors and teachers who want to learn more about infants and toddlers have not had an in-state higher education resource. Through a partnership between UNC Greensboro, the Division of Child Development and Early Education (DCDEE) and the T.E.A.C.H. Early Childhood Program, a new 6-course graduate certificate, Leadership in Infant-Toddler Learning (LITL) program. This articulates into the Master's degree and is available online, so anyone in the state can participate. CCDBG funds are supporting the costs of the instructors for the beginning cohort, to get it started and the T.E.A.C.H. scholarships. The first cohort has been admitted and starts in the fall. (Catherine Scott-Little, UNC-Greensboro, mccottl@uncg.edu)

Scholarships: T.E.A.C.H. Early Childhood® Scholarships offer comprehensive supports for completion of coursework leading to credentials and degrees. Scholarships often cover most of the costs of tuition, books, travel and paid release time and also offer compensation awards based on completion of a specified amount of coursework. In FY17 88% of states used Quality Set Aside and/or Infant Toddler Set Aside dollars to support all or part of the cost of the program. 42% of recipients working in classrooms or settings with children under two. (Sue Russell, T.E.A.C.H. Early Childhood® National Center, suer@teachecnationalcenter.org)

Compensation: Iowa uses the Infant-Toddler Set Aside to support the Child Care WAGE\$ salary supplement program for infant and toddler teachers in the 10 poorest counties who work in programs that enroll children receiving child care assistance. This funding is to support retention, educational gains and better compensation for this workforce. (Dara Madigan, Iowa Association for the Education of Young Children, daram@iowaaeyc.org)

System Building: Wisconsin used Quality Set Aside dollars to support a statewide effort to improve regional articulation agreements between two and four year schools. Through a grant given to the Wisconsin Early Childhood Association, regions were offered the opportunity to host regional higher education Summits and work toward crafting robust articulation agreements to support workforce educational advancement. An example of some of the successes was the development of new articulation agreements between the College of Menomonie Nation and Lac Courte Oreilles Ojibwa Community College (LCOOCC), the University of Wisconsin Whitewater and Lac Courte Oreilles Ojibwa Community College (LCOOCC) and the University of Wisconsin Green Bay and Northeast Wisconsin Technical College. (Jeanette Paulson, Wisconsin Early Childhood Association, jpaulson@wisconsinearlychildhood.org)

Professional Development: In Minnesota, the Infant Toddler Specialist Network at the Center for Inclusive Child Care is funded with CCDBG Quality Set Aside dollars. This network of specialists are highly trained and endorsed through state organizations. They provide coaching and support to licensed child care providers, both center and homes, who want to improve their quality. Specialists are trained to be reliable on both the CLASS infant and CLASS toddler assessments. (Cindy Croft, Center for Inclusive Child Care, croft@csp.edu)