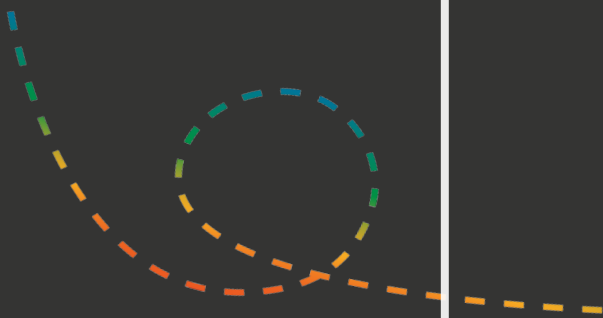




EARLY CHILDHOOD EDUCATION: EMPLOYER RECRUITMENT AND RETENTION RESOURCES

A Michigan Guide



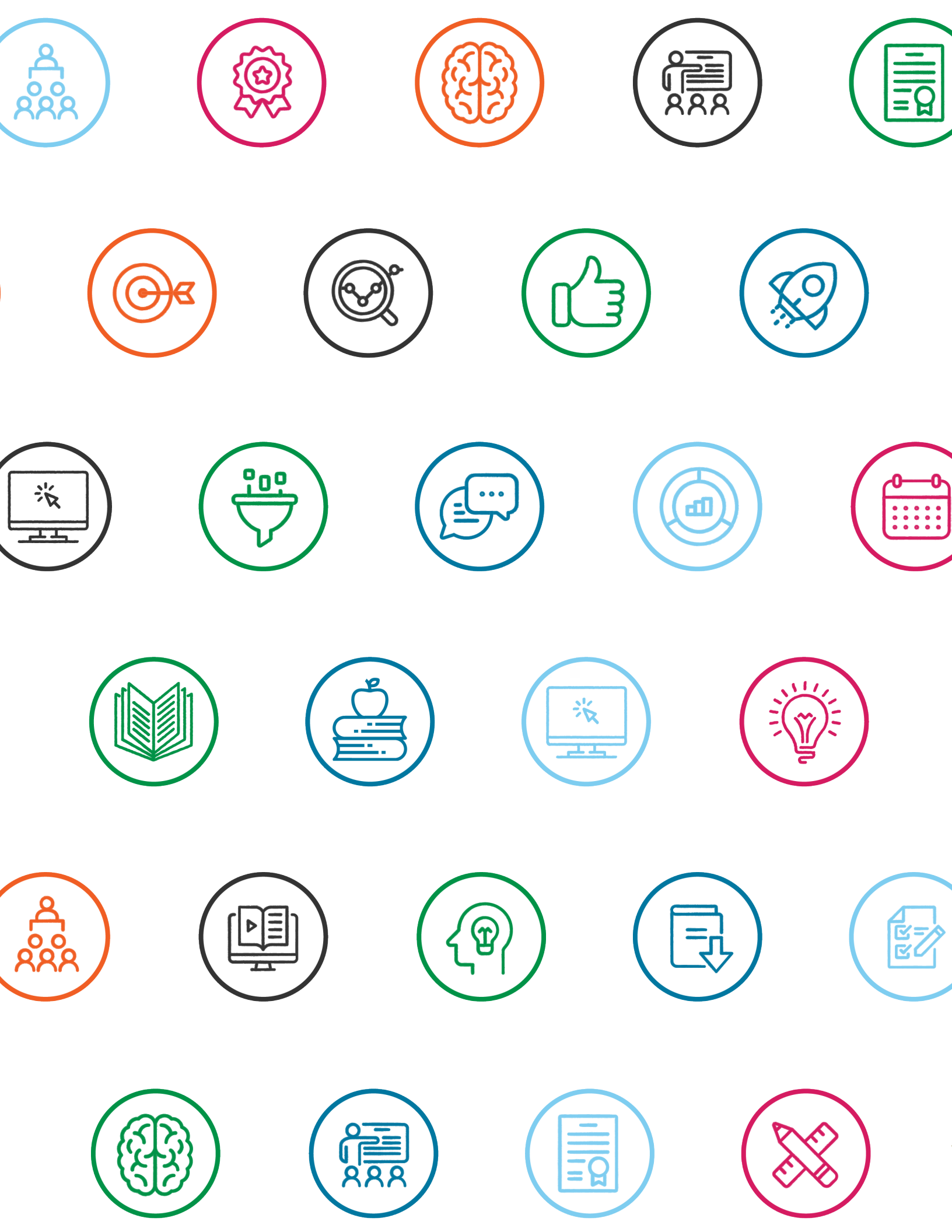


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You and your team started down the path of early childhood education because you had a passion for nurturing young minds. If you have been involved in child care and education for any length of time, you know that a strong child care program begins with a **strong team**.

Your ability to recruit and retain high-quality staff is an essential part of providing exceptional care for young children, but the cost of employee turnover can add up.

There is a high national turnover rate for early childhood education. According to the Michigan Association for the Education of Young Children (Michigan AEYC), employee turnover costs include expenses such as classroom coverage, administrative time for job posting, interviews, new employee orientation and classroom training. All this boils down to about \$5,000 to replace one employee. Think of what your business could do with that \$5,000 per person if you didn't have to spend it on employee turnover.





This booklet offers resources and practical strategies to help you build a dedicated and highly skilled team, which ultimately enhances the quality of your operation and ensures the well-being of the children in your care.





Attracting, credentialing and retaining highly qualified child care staff and teachers is a significant challenge, but **you are not alone** — **resources and training are available to help**.

An **Early Care and Education Registered Apprenticeship Program (ECE-RAP)** offers a high-quality career pathway where employers can develop their current and future workforce and child care staff and teachers can obtain paid work experience, classroom instruction, mentorship and two nationally recognized credentials.

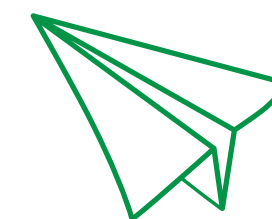
PROGRAM BENEFITS:

-  **Employer Driven** — This employer-driven model can be customized to meet the specific needs of your child care business.
-  **Employee Retention** — Most employers experience reduced turnover costs and increased employee retention.
-  **Low to No Cost** — Many employers are eligible for incentives and most child care staff and teachers can achieve their credentials at very low or no out-of-pocket costs.
-  **National Credentials** — Structured on-the-job training is combined with related instruction toward a Child Development Associate Credential or associate degree and a nationally recognized apprenticeship certificate.

-  **Support** — Access to academic and nonacademic support for the apprentice ensures timely completion of their credential.
-  **Business Sustainability** — The program helps streamline workforce development practices and improves business operations.

An ECE-RAP acts as a great retention tool for child care employers, offering an additional professional development opportunity for your team.

Click [here](#) to learn more about the program.





TEACH Early Childhood® MICHIGAN is a statewide scholarship program administered by the **Michigan Association for the Education of Young Children**. It is designed to help child care center teaching staff, preschool teachers, family child care providers, group home owners, center directors, early childhood professionals and administrators meet their professional development goals while continuing their current employment in regulated early childhood and school-age care settings. It allows early childhood educators to pursue a credential or degree with little to no cost to the educator or their employer.

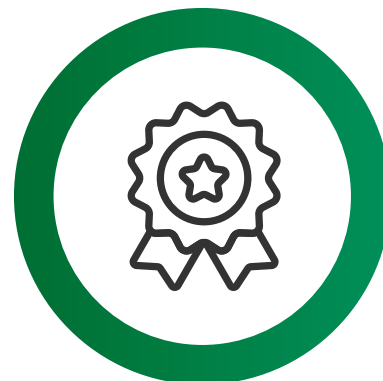
The program addresses two major challenges in the early education and care field — **low wages and high turnover**. The scholarship helps increase compensation and the retention of skilled teachers.

The education level of child care providers is one of the most critical indicators of the quality of a child’s experiences in child care. By sponsoring employees on a TEACH scholarship, employers enhance their recruitment and retention efforts while elevating their quality of care.

INCREASE YOUR RETENTION RATES

Let’s talk about how the TEACH program helps **increase your retention rates**.

- **Invest In Your Staff** — You can demonstrate a commitment to your employees’ professional growth and career advancement by supporting them in furthering their education. This helps foster a sense of loyalty and job satisfaction, leading to higher retention rates.



- **Career Path Development** — TEACH scholarships provide a clear career path for employees, outlining achievable educational goals and corresponding compensation increases. This motivates staff to remain with your child care center.

INCREASE STAFF QUALIFICATIONS

TEACH helps your team **level up their skills in a couple of different ways**:

- **Enhanced Early Learning Outcomes** — Higher-educated staff are better equipped to provide high-quality early learning experiences. TEACH scholarships encourage employees to pursue additional qualifications, which in turn leads to more positive outcomes for the children in your care.
- **Professional Development** — The program offers opportunities for continuous learning and skill development, ensuring your staff stays up to date with the latest early childhood education best practices.

INCREASE STAFF COMPENSATION

The TEACH program can help you **recruit and retain high-quality staff**.

- **Competitive Wages** — By sponsoring employees, you can offer competitive compensation packages to attract and retain top talent.
- **Return on Investment** — Investing in your staff’s education pays off in the long run. Higher-qualified employees are equipped to be more efficient, reduce turnover costs and contribute to a positive workplace culture.

SCHOLARSHIPS IN THE PROGRAM

When it comes to your team’s education and professional development, there is no one-size-fits-all. The TEACH program offers a number of different scholarships based on each employee’s need or area of interest.

Opportunities include:

- [CDA training and assessment scholarships](#)
- [MI-YDA training and assessment scholarship](#)
- [Scholarships to complete Infant Toddler Caregiver and Program Administrator qualifications](#)
- [Associate degree scholarships](#)
- [Bachelor’s degree and teacher certification scholarships](#)
- [Master’s degree scholarships](#)

LEARN MORE

By participating in the TEACH program, your child care center can become a leader in the early childhood field, attracting and retaining exceptional staff while providing the highest-quality care for young children.

To learn more about TEACH and how to become a sponsoring employer, visit the [Michigan AEYC website](#).

Click [here](#) more about TEACH.





The **Michigan AEYC Early Foundations Program** is a virtual cohort for early childhood educators who are new to the profession or in a new position. It focuses on the innovative learning and collaborative growth of child development.

Participants gain immediate skills needed to feel supported and be successful in the classroom even before achieving a CDA or degree. **There is a four-month training and support cycle that includes:**

- **Virtual coaching**
- **Individualized support**
- **A cohort training model**
- **A flexible schedule**
- **A Welcome to the Profession kit**

Program directors enrolling new staff in the program benefit by reducing pre-service and in-classroom onboarding time.

ELIGIBILITY REQUIREMENTS

Participants must meet all of the following eligibility requirements:

1. **Staff without a CDA or degree** in early childhood education/child development.
2. **Staff who are in their first two years** of employment in a licensed child care program OR who have been in their **position/role less than two years.**

3. **Participants must be able to maintain an openness** to new ideas, a willingness to think differently and a dedication to doing what is best for young children.

PROGRAM INFORMATION

Participants in the Early Foundations Program can expect the following:

- Complete a **four-month training and support cycle.**
- **Two hours of training per month** on topics such as principles of child development/and learning, strengthening relationships with families, positive guidance and more.
- **Scheduled virtual coaching and individualized support.**
- **Additional coaching and support** upon request.

Participants will be able to schedule their training and coaching sessions for times that fit their schedule.

Click [here](#) to learn more about the Early Foundations Program.

The **Michigan AEYC Director Network** is a virtual cohort for program directors, center directors, assistant directors and owners of early childhood development centers. Participants meet with the facilitator and their fellow participants in real time for part of the cohort. There is also self-paced work participants complete on their own time. It also includes an exploration of key leadership topics. From achieving work-life balance to understanding employee personality types and navigating human interaction, the cohort ensures directors are equipped with practical knowledge and skills.

The network focuses on one specific topic each month. Participants have the unique opportunity to get coaching on personalized topics relevant to their needs. By completing the training, participants can earn **MiRegistry training credit.**

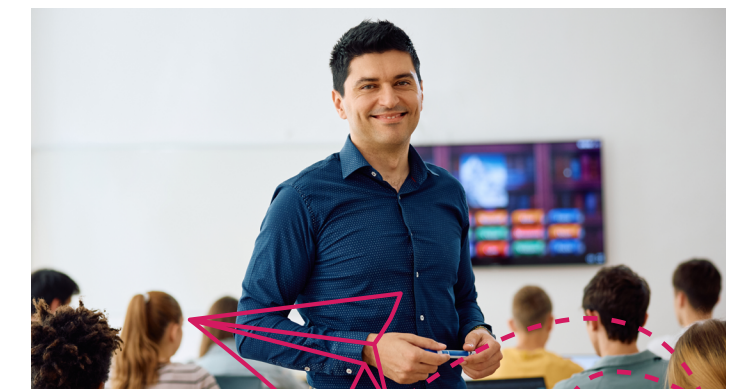
MONTHLY TRAINING OUTLINE SAMPLE

The following outline shows a sample of the week-by-week training a participant could expect in the program:

- **Week One** — Start with a welcome video from the cohort facilitator introducing the month's theme with either a short TED talk, relevant video, article or thought-provoking question. There is less than half an hour of commitment conducted outside the classroom at each participant's own pace.

- **Week Two** — This is a 1½-hour session where participants meet as a cohort. They participate in a training and have time to reflect on the content and address any issues that a director would bring to the table.
- **Week Three** — Start with a video asking a thought-provoking question. This requires a commitment of less than half an hour and allows participants to engage at their own pace in a flexible, self-guided format.
- **Week Four** — Start with a video asking an applicable question with a reminder for personalized coaching as needed. There is less than a half an hour of commitment conducted on their own time at each participant's own pace.

Click [here](#) to learn more about the Director Network.





As you think about recruiting early childhood development teachers or staff, it is never too early to consider partnering with high schools offering career and technical education programs. There are many benefits to these partnerships.

ADDRESSING THE CHILD CARE WORKFORCE SHORTAGE

By providing high school students with hands-on experience, child care centers can help fill staffing gaps and create a more sustainable workforce.

Developing a Skilled Workforce

You can focus your partnership on developing students' early childhood education skills and knowledge, ensuring that our future educators are better equipped for the field.

Creating Career Pathways

Partnering with schools can help students envision a career in early childhood education and provide clear pathways for advancement and higher education.

Strengthening Community Collaboration

Partnerships can foster stronger connections among child care centers, schools and the community, leading to improved outcomes for children and their families.



PARTNERSHIP OPPORTUNITIES

Here are a couple of different types of collaborations to consider as you think about what the best fit is for you.

- **High School Career and Technical Education Partnerships** — These usually offer cooperative education placements in child care centers. Students earn required hours of experience for earning a CDA or MI-YDA credential. They are also a great way to provide mentorship and support for high school students.
- **Community College Partnerships** — These usually offer dual-enrollment options for high school students. They can also provide professional development opportunities for child care staff. These types of partnerships are a great way to develop early childhood education programs that meet the needs of the local workforce.

Strong partnerships with high schools, ISDs and community colleges can create a robust pipeline of talented early childhood educators, improve the quality of care for children and strengthen the overall early childhood education system.

Click [here](#) to learn more about high school career tech education.



MiRegistry is Michigan’s statewide training and trainer approval system. It promotes quality professional development opportunities for the early childhood and school-age workforce.

MiRegistry is a great all-in-one tool for trainers. They can use it to gain approval for, schedule and promote training, as well as utilize online registration and attendance verification.

The system supports the use of the **Organization Profile** for two separate but equally important organization types — **Direct Care Programs** (child care centers and home-based providers) and **Training Sponsor Organizations** (professional associations, colleges/universities, ISDs, direct care programs).

Here is how easy type can use MiRegistry.

Direct Care Programs

- View, manage and track staff training logs.
- Access staff qualification and training reports.
- Utilize data to support staff with professional development training.

Training Sponsor Organizations

- Gain approval for, schedule and promote training.
- Utilize online registration and attendance verification.

GET THE SUPPORT YOU NEED

MiRegistry is an excellent tool to **support your business or organization**. You can use it to track staff completion of licensing and Great Start to Quality training requirements. It is also a way to facilitate training for your staff or for public training events. For organizations that offer training, it is also recommended to set up a Training Sponsor Organization Profile to schedule training and publicly display events on the MiRegistry Statewide Training Calendar.

Direct Care Programs also benefit by having a single, comprehensive source for tracking employee data and to help staff understand, plan and reach their career pathway goals.

Setting up an Organization Profile is free! You can support your staff and manage your records all in one place.

Click [here](#) to learn more about MiRegistry.



Beyond these programs are numerous other resources to support your child care business or organization.

RECRUITMENT RESOURCES

Job boards are a great place to post open positions and recruit top talent. **Some job boards to consider posting to are:**

Michigan AEYC Job Board

Click [here](#) to learn more.

Great Start to Quality Job Board

Click [here](#) to learn more.





ADDITIONAL RESOURCES

STAFF PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Conferences, training and online learning are all great options for providing your staff with additional professional development opportunities.

Michigan AEYC Conferences & Trainings

— There are a variety of conferences to enhance your staff's understanding of early childhood education. All Michigan AEYC conferences and trainings are MiRegistry-approved.

Click [here](#) to learn more.

Michigan AEYC Knowledge Center — Offers online learning for statewide, regional and virtual trainings and events. All trainings on the Knowledge Center are MiRegistry-approved.

Click [here](#) to learn more.

Michigan Virtual — Provides a wide range of flexible and affordable professional development courses, coaching and resources to support early childhood educators in enhancing their skills and knowledge. To find MiRegistry-approved Michigan Virtual offerings, search the course catalog by filtering by MiRegistry under Course Partner.

Click [here](#) to learn more.



