



U.S. DEPARTMENT OF LABOR

# ETA VISION 2030

## WORKFORCE CONVENING

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SECTOR STRATEGIES IN THE CARE ECONOMY

MAY 17, 2023

# Overview

- Trends and challenges in Early Childcare and Education and Health Care
  - Changes during and after the pandemic
  - Impacts and equity
- Discussion
  - Successful strategies
  - Advantages of sector strategy partnerships
  - Equity and access
  - Plug into this work and support career pathways
  - Maximize funding opportunities



# Executive Order on Increasing Access to High-Quality Care and Supporting Caregivers

## HIGHLIGHTS

- Reducing child care costs for families
- Making Head Start and child care more accessible
- Improved wages for Head Start teachers
- Increasing rates for child care
- Improved access to mental health supports for workforce

# CARE WORKFORCE TRENDS & CHALLENGES

- High-quality care is labor intensive and requires skilled workers.
- Persistent gaps between the cost of providing care and the price families can pay remain.
- Child care prices grew by 26 percent and some types of long-term care grew 40 percent in the last decade.
- Without access to care, families forgo care altogether, seek lower quality options, juggle unconventional shifts at work, reduce paid work hours, or drop out of the labor force.
- In recent years, more than half of the long-term care workforce and nearly 20 percent of the child care workforce turn over each year.
- The care workforce remains 8 percent smaller than before the COVID-19 pandemic.

Source: Executive Order on Increasing Access to High-Quality Care and Supporting Caregivers

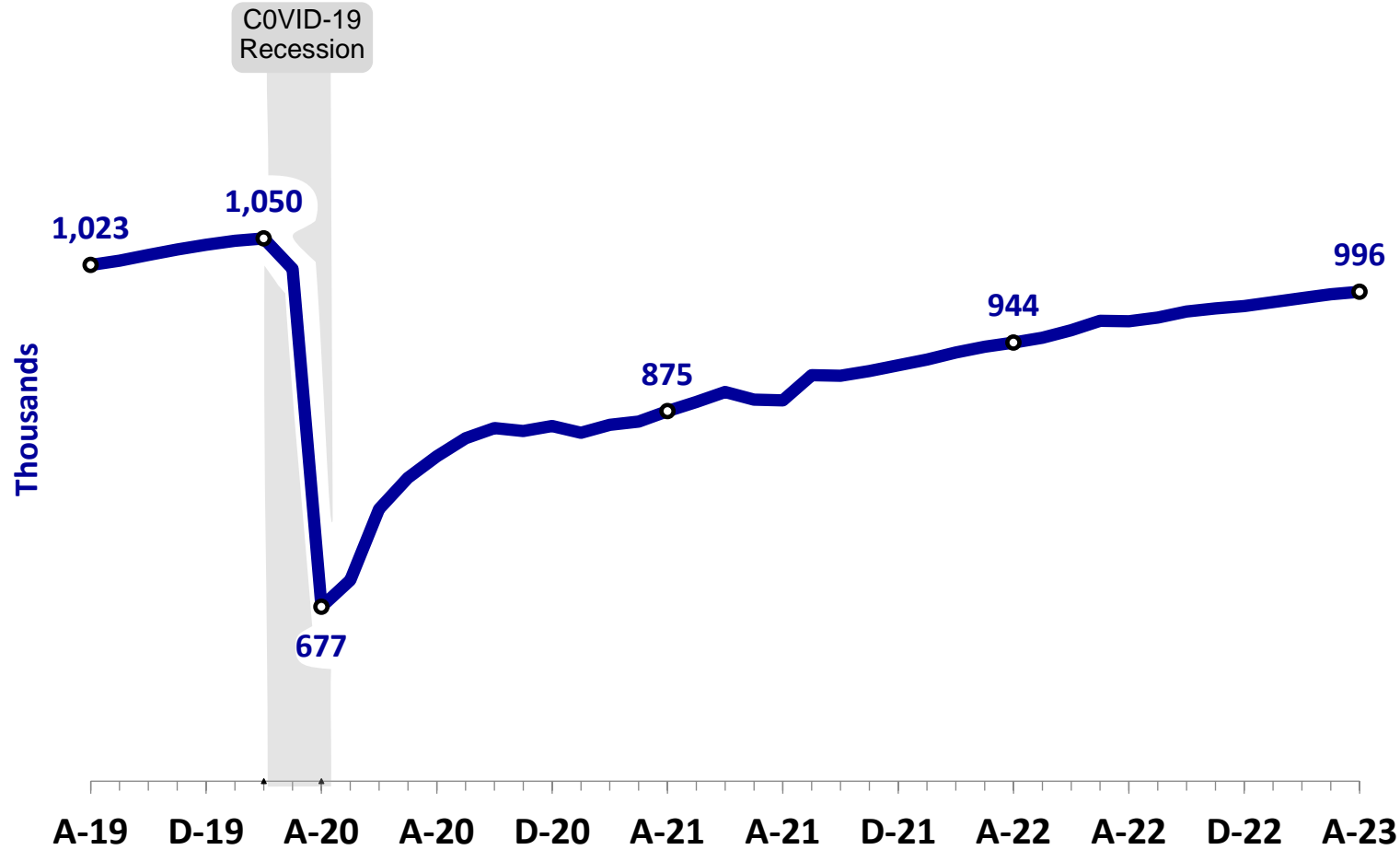


ADMINISTRATION FOR  
**CHILDREN & FAMILIES**  
Early Childhood Development

# EARLY CARE AND EDUCATION WORKFORCE SHORTAGES

## Child care employment

Seasonally adjusted, August 2019 – April 2023



Source: ASPE graphic of data from the U.S. Department of Labor Bureau of Labor Statistics



ADMINISTRATION FOR  
**CHILDREN & FAMILIES**  
Early Childhood Development



# COVID Child Care Investments

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## Workforce Compensation

States are investing resources to **address low wages and increase compensation** for the child care workforce.

**50  
STATES**

50 states and DC are offering retention bonuses, recruitment bonuses, and/or stipends to child care workers.



**650,000  
CHILD CARE  
WORKERS**

650,000 child care workers received some form of increased compensation.

# ACF ECE Workforce Policy Guidance

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- **Child Care:** Using Child Care Development Fund (CCDF) to Improve Compensation for the Child Care Workforce: [CCDF-ACF-IM-2022-02](#)
- **Head Start:** Strategies to Stabilize the Head Start Workforce [ACF-IM-  
HS-22-06](#)
- **Preschool Development Grants:** Increasing Support for the Early Childhood Workforce [PDGB-5-ACF-IM-2022-01](#)
- [Dear Colleague Letter](#) on New Federal Opportunities to Bolster the ECE Workforce highlighting FY23 funds



# National ECE Workforce Center

Initial Supports in Year 1





# Care Economy Presenters

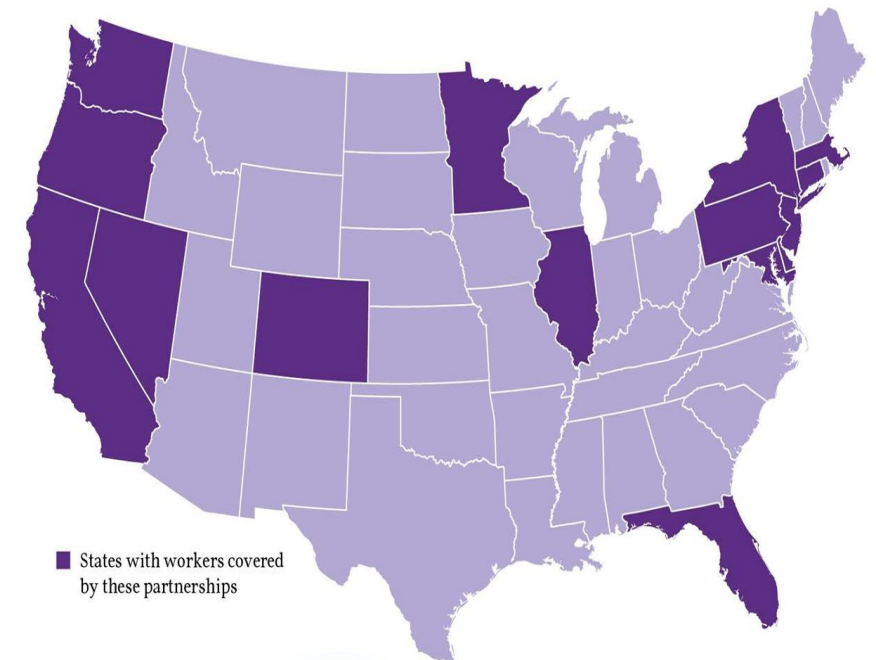
- Danielle Copeland  
Interim Executive Director, Health Career Advancement Program (HCAP)
- Daniel Bustillo  
Deputy Executive Director, 1199SEIU Training and Employment Funds
- Laura Hopkins  
Executive Director, SEIU Healthcare
- Randi Wolfe, Ph.D.  
Executive Director, Early Care & Education Pathways to Success Organization
- Teresa Collins  
Executive Director, District 1199C Training & Upgrading Fund

# Healthcare Career Advancement Program (H-CAP)

- National labor-management organization that works with SEIU local union, employer partners and workers to design healthcare workforce development programs and policies that advance job quality and equity
- Support national network of labor-management training partnership across the healthcare industry
- Serves as a national industry intermediary contractor on healthcare apprenticeship
- Launched an innovative, The Center for Advancing Racial Equity and Job Quality in Long-Term Care, a national hub for workforce policy and fostering narrative change in long-term care.

## About H-CAP

H-CAP is a national labor/management organization promoting innovation and quality in healthcare career education



# H-CAP - Our Numbers and Reach

More than 1,000  
employers

550,000 workers with access  
to training through  
partnerships

15 states, plus Washington  
D.C.

15 affiliated funds/projects

More than 150,000 workers  
enrolled in some form of  
training

# 1199 SEIU Employment and Training Funds: Our Partnerships

Organized Labor	Healthcare Employers	Education Institutions
<b>450,000</b> Union members	<b>650 +</b> Employers	<b>350 +</b> Partner colleges
<b>275,000</b> Eligible for TEF services	<b>1,600 +</b> Facilities	<b>1,300 +</b> Education institutions
	<b>30%</b> Acute, primary, or ambulatory care facilities	
	<b>54%</b> Long-term care facilities	
	<b>16%</b> Home care agencies	

# Since Founding

**1.6 million** healthcare workers enrolled in workforce development services

**439,000**

healthcare workers earned an allied health degree credential.

**261,000**

workers received foundational education such as high school equivalency or college prep.

**218,000**

healthcare workers retrained through skills enhancement.

**46,000**

students have gone to school to become Registered Nurses.

**30,000**

community residents have entered the workforce through the Employment Center.

**13,000**

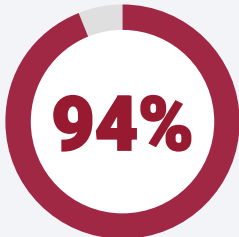
healthcare workers received assistance with obtaining US Citizenship.

# Who We Serve

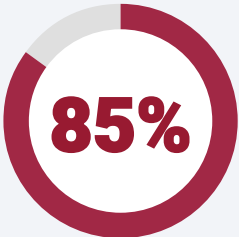
TEF serves a diverse group of members



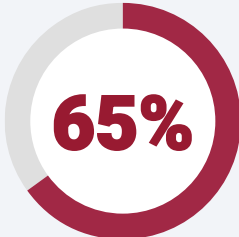
Average age



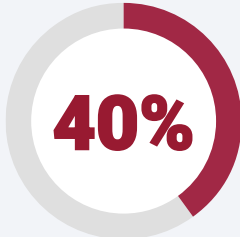
Over the age of 25



Identify as women



Foreign born

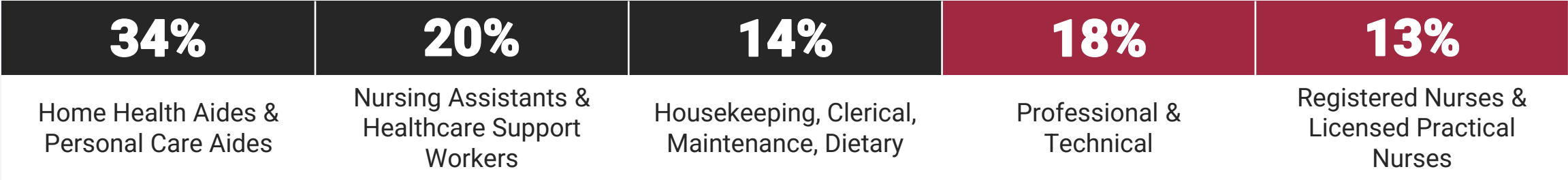


English as a second language



# Job Categories

**70%** of the workers we serve are in entry-level or lower-wage-earning positions





## Org Type

501(c)(3) & Taft-Hartley Trust Fund

## What We Do

Leverage a dynamic **Labor & Management partnership** to build a diverse & skilled healthcare workforce through innovative **training, education & career development.**

## Our Partners



## Funding Sources

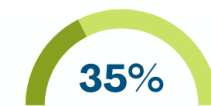
1. Healthcare Employers
2. Grants



Federal Grants



State Grants



Private Foundation Grants



Other



Specialty Certification



Support & Resources



Career Navigation



Professional Development



Tuition assistance



Responsive programming

**Current Healthcare Workers**



Medical / Pharmacy  
Apprenticeships



Intro to Healthcare Employment &  
Apprenticeship Program (IHAP)

**New Healthcare Workers**



Behavioral Health  
Apprenticeships



Certified Nursing Assistant  
(NA-C)

# Early Care & Education Pathways to Success (ECEPTS)

To advance the rigorous **PROFESSIONAL DEVELOPMENT** and **ECONOMIC WELL-BEING** of those who teach, nurture, and support young children and families.



# Early Care & Education Pathways to Success (ECEPTS)





# Early Care & Education Pathways to Success (ECEPTS)



WHY  
APPRENTICESHIP  
FOR ECE?

**TEACHER QUALITY**

leads to . . .

**BETTER CHILD OUTCOMES**

**APPRENTICESHIPS**

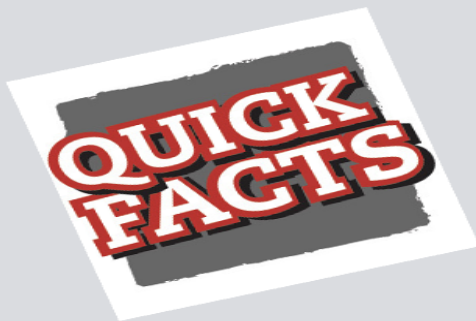
lead to . . .

**BETTER TEACHER QUALITY**



# Early Care & Education Pathways to Success (ECEPTS)

21



- **LAUNCHED IN 2019**
- **SPONSORED PROGRAMS**
  - 5 REGISTERED APPRENTICESHIPS
  - 1 REGISTERED PRE-APPRENTICESHIP
  - 1 REGISTERED OJT PROGRAM
  - YOUTH APPRENTICESHIP
- **SECTOR INTERMEDIARY**
  - 325+ ACTIVE PARTICIPANTS
  - 15 RAPs IN 8 COUNTIES
  - 35+ EMPLOYER PARTNERS
  - 13 COMMUNITY COLLEGES

# Early Care & Education Pathways to Success (ECEPTS)

## **ECE PRE-APPRENTICESHIP**

- Courses or training necessary to qualify for employment

## **ECE TEACHER APPRENTICESHIPS (STACKABLE)**

- Earn Associate Teacher Permit
- Earn Associate's Degree and Teacher Permit
- Earn Bachelor's Degree and Master Teacher/Site Supervisor Permit

## **EXPANDED LEARNING PROGRAM LEADER**

- Earn 48 degree-applicable credits and Teacher Permit

## **FAMILY CHILD CARE ON-THE-JOB TRAINING PROGRAM**

- Earn Associate Teacher Permit plus training on emergency preparedness and small business administration

## **HOME VISITOR APPRENTICESHIP**

- Earn Associate Teacher Permit + training on family support and parenting education

## **YOUTH APPRENTICESHIP IN CAREERS WITH CHILDREN & FAMILIES**

- Pre-apprenticeship | Associate Teacher Apprenticeship | Teacher Apprenticeship



# District 1199 C Training & Upgrading Fund

- Created in 1974 by collective bargaining agreements between District 1199C of the National Union of Hospital & Health Care Employees and 11 Philadelphia hospitals, the Training Fund) has grown to include more than 64 acute care hospitals, long term care and behavioral health facilities, and homecare agencies.
- A uniquely designed labor management partnership, the Training Fund broke new ground at its founding with a commitment to serve both union members and the community and has honored this commitment over the last four decades by serving more than 100,000 students.
- Today, the Training Fund serves over 4,000 students annually at the 35,000-square foot Breslin Learning Center in Center City Philadelphia.

# About Us

- ❑ Lead intermediary and technical assistance provider for healthcare, behavioral health and early childhood education
- ❑ Currently have over 750 apprentices, 98% are minorities or foreign-born, the majority are women.
- ❑ Established a statewide “umbrella” Registered Apprenticeship Program (RAP) for early childhood education (ECE) professionals
- ❑ Established six regional hubs across Pennsylvania
- ❑ Created a statewide technical assistance (TA) network
- ❑ Named Pennsylvania’s 2018 Outstanding Non-Traditional Registered Apprenticeship Program Sponsor by the Department of Labor & Industry

# Despite COVID Restrictions:

The staff remained engaged and leveraged technology to use creative means to engage CareerLink clients and community members and successfully trained:

- 542 Certified Nursing Assistants and Temporary Nursing Assistants
- 352 Nurse Aides Upgraded their skills with Micro Credentials
- 17 on-site Nurse Aide Mentors

# Programs and IHE Partners

26

## APPRENTICESHIP

- 8 Healthcare Apprenticeships
- 4 Behavioral Health Apprenticeships
- 3 ECE Apprenticeships

## IHE PARTNERS

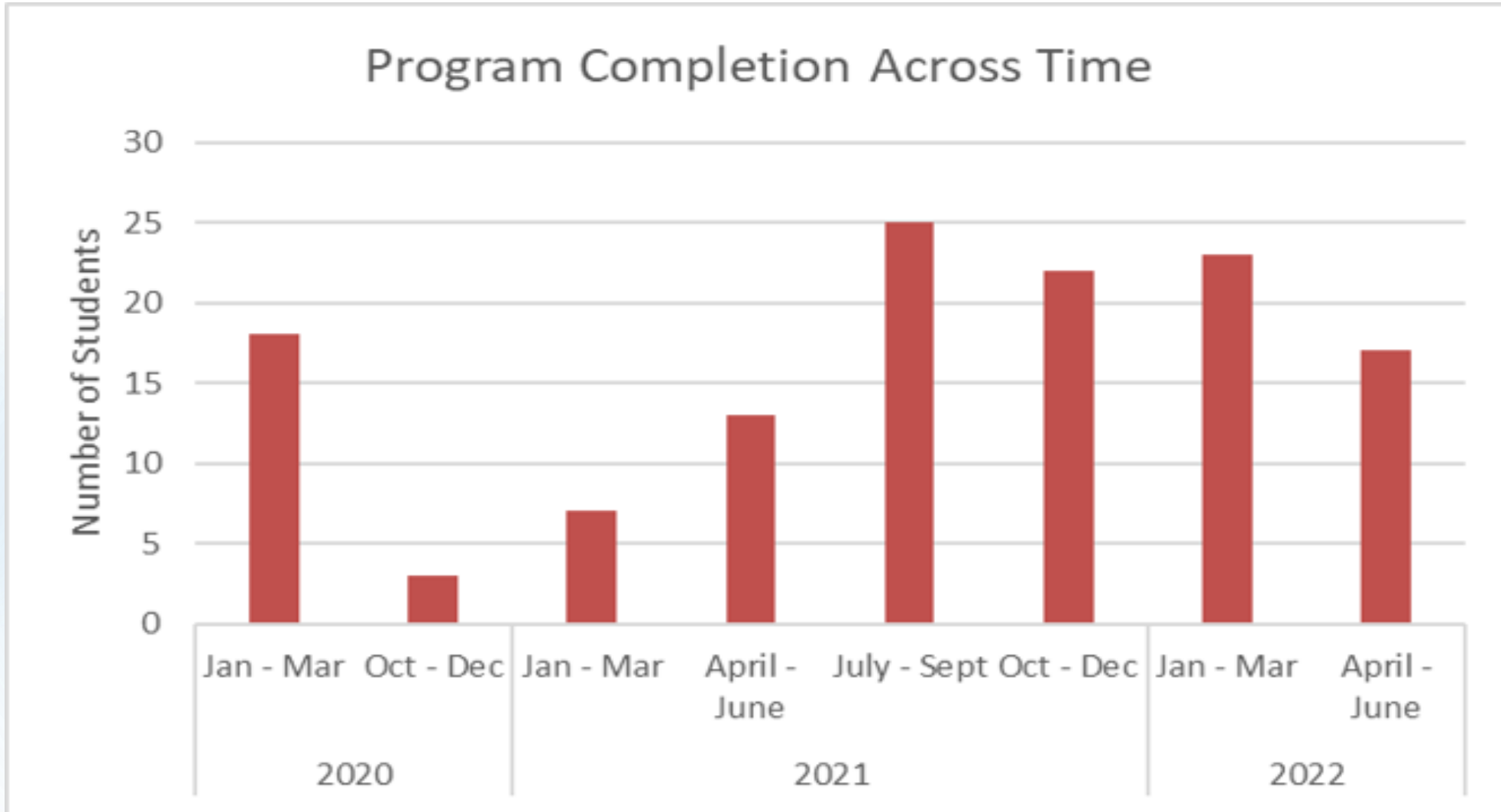
- College Unbound
- Delaware State University/Delaware Community College System
- Esperanza
- University of Maryland Eastern Shore
- Community College of Philadelphia
- Health and Technology Training Institute
- Peirce College



# Snapshot of NA Training: July 2020 - Today

	Total Number of Students	New Normal HHA to NA	DCWG at the Training Fund
<b>Enrollment</b>	196	63	35
<b>Program Completion</b>	135	48	21
<b>% Program Completion</b>	69%	75%	60%
<b>Passed NA Competency Exam</b>	67	25	7
<b>Passed NA Skills</b>	3	1	0
<b>Passed NA Written</b>	26	11	4
<b>Schedule for Competency Exam</b>	9	2	7

# Completion Over Time



# Employment Prior to Training

<b>Employment Status at Enrollment</b>	<b>Number of Students</b>
1199C Union Member with Training Fund benefit	12
1199C Union Member without Training Fund benefit	1
Employed and NOT an 1199C Union Member	46
Unemployed	38
Unknown	16

**Join us  
for:**

**Ideas into Action – Putting it  
all Together to Further Refine  
Your Own Sector Initiatives**

**3:00pm – 5:00pm today!**

**Potomac V-VI, Ballroom Level**