

**THE EARLY CHILDHOOD
CAREER LADDER
PROGRAM**

Registration & Outcomes for Spring 2018



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The Early Childhood Career Ladder Program: Registration & Outcomes for Spring 2018

This report summarizes the first round of registration for DC 1707 Local 205 (DC 1707) and Day Care Council of New York's (DCCNY) Early Childhood Career Ladder (ECCL) program and the outcomes of that registration process. It also provides descriptive information on the timeline and steps for registration completion, as well as the different levels of interest and participation from eligible workers. This first round of registration occurred in fall 2017 for students interested in coursework and programs in the spring 2018 semester. This report also provides descriptive information for this cohort.

Background

New York City provided \$2.5 million to fund a multi-year education and training initiative as a part of the recently settled labor contracts between the City, DC 1707, the Council of Supervisors and Administrators (CSA), and DCCNY. DCCNY worked with both DC 1707 and CSA to develop two separate career ladder programs. DC 1707 and DCCNY launched their Early Childhood Career Ladder (ECCL) program this past fall 2017. CSA's career ladder program will be launching in spring 2018.

This was a unique opportunity for collaboration between management (DCCNY) and labor (DC 1707 and CSA). The career ladder gives early childhood teachers, aspiring teachers, and directors the chance to further their careers by providing opportunities for continuing education and upward economic mobility. This brief focuses on DCCNY and DC 1707's ECCL program for teachers and aspiring teachers.

Program Description & Eligibility Criteria

The goal of the ECCL program is to improve the quality of care and education that low-income children receive by increasing the number of certified teachers in the child care field. Only DC 1707 Local 205 union members who have been working at a DCCNY-represented child care center or program for at least 12 months (including their probationary period) are eligible.

The following are the core components of the ECCL program:

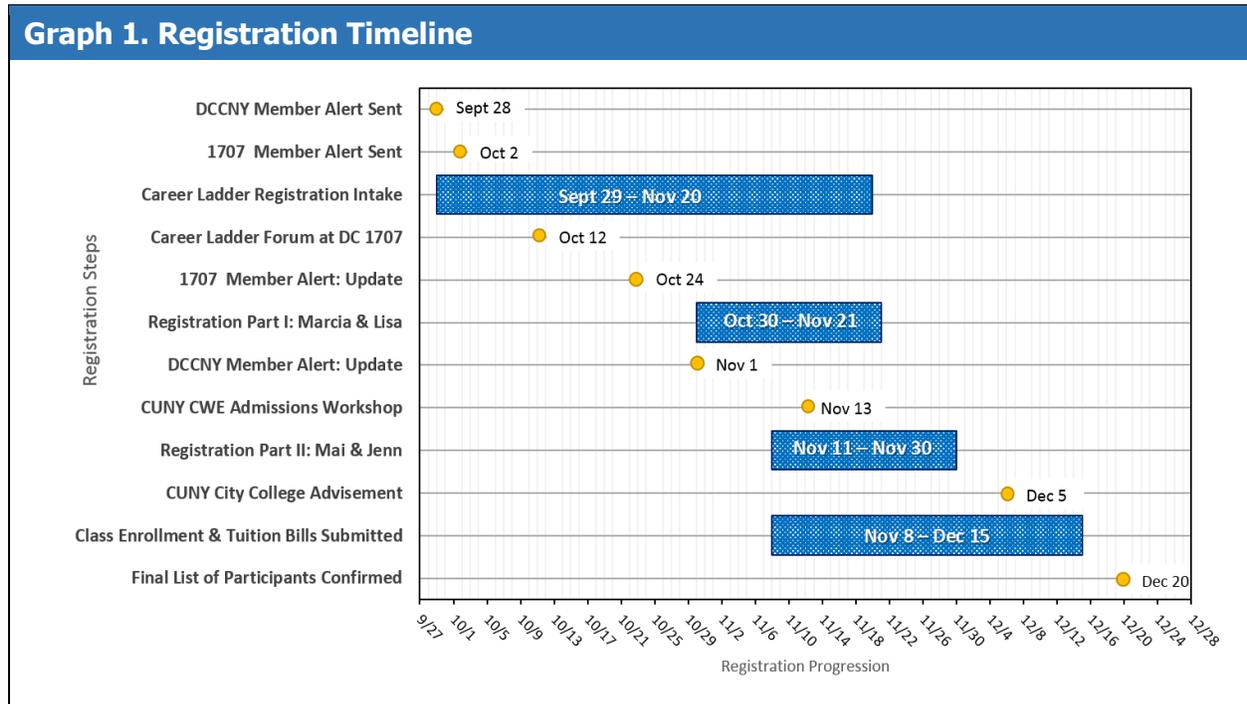
- Financial assistance for tuition and required fees for up to six (6) credits per year for early childhood education coursework at the City University of New York (CUNY) rate. For the 2017-2018 academic school year, the New York State resident rate is \$285 for undergraduate students and \$440 for graduate students.
- Freedom to attend any NYS accredited college or university in New York City
- Upfront payment for the initial semester of the program, and reimbursement in the following semesters
- \$400 to cover the costs of textbooks, test preparation programs, and exam fees (reimbursement only)
- Two (2) year commitment to working in a DCCNY represented child care center or program as a DC 1707 union member
- Child Development Associate's (CDA) credential program at Bronx Community College (BCC) for 50 students per academic year, which includes both DC 1707 and new students entering the child care field.

Registration Process

DCCNY and DC 1707 announced the launch of the ECCL program in late September and early October 2017. DCCNY sent out an email blast (member alert) and a paper mailing to all Sponsoring Boards, Executive Directors, and Education Directors of DCCNY-represented child care centers and programs. DC 1707 also did a paper mailing and email blast to their union members. Both DCCNY and DC 1707 advertised this career development opportunity on their respective websites. After the initial mailings, registration followed the steps outlined below.

Steps for ECCL Program Registration:

1. Sign up and attend Registration Part I at DC 1707 offices with co-directors Marcia Hunte (DC 1707) and Lisa Caswell (DCCNY)
 - a. Learn about ECCL program components and requirements
 - b. Complete the ECCL Registration Form
 - c. Sign ECCL Program Agreement Form
 - d. Make an appointment for Registration Part II
2. Complete Registration Part II at DCCNY offices with researchers Mai Miksic (DCCNY) and Jennifer Meyer (DCCNY)
 - a. Confirm successful completion of ECCL Registration form and signed Agreement Form
 - b. Complete Informed Consent process for program evaluation research, including Pre-program Survey, if applicable
 - c. Obtain ECCL Program Award Letter and directions for course registration
3. Submit proof of course enrollment and tuition/fee bill to Marcia Hunte, Lisa Caswell, or Mai Miksic



Registration Outcomes

Table 1 provides a summary of the registration attrition rates. The greatest attrition occurred between Registration Part I and Part II (38%) and between Expected Enrollment and Actual Enrollment in Coursework (37%). While the attrition rates may seem high, the reasons for attrition have been identified and there are plans to streamline the registration process in the future.

Table 1. Registration Attrition Rates						
Registration Stage	Initial Interest	Attended Orientation	Registration Part I	Registration Part II	Expected Enrollment	Enrolled
Number (#) DC 1707 Workers	82	57	48	30	27	17
Attrition Rate	30%	16%	38%	10%	37%	
**Overall Registration Attrition Rate: 79% (Not including new CDA students)						

The high number of individuals attending CUNY colleges was partially the result of the strong partnerships developed between DCCNY, DC 1707, and the academic partners at CUNY. This partnership included City College, Center for Worker Education (CWE), Bronx Community College, and the CUNY Bursar's Office.

Table 2. University & Program Registration Outcomes			
DC 1707 Degree Programs	# of Students	Bronx Community College CDA	# of Students
Brooklyn College (CUNY) – M.S. Ed.	1	DC 1707 Students	2
City College (CUNY) – M.S. Ed.	8	New CDA Students	48
CWE / City College (CUNY) – B.S.	1		
Hunter College (CUNY) – M.S. Ed.	1		
Touro College – M.S. Ed.	1		
Concordia College – M.S. Ed.	1		
Test Preparation Program (Name TBD)	2		
Total ECCL Participants	15	Total ECCL CDA Participants	50

Of the DC 1707 participants (n=17), 12 participants received upfront scholarships to cover their tuition and fees. One participant, who is attending Concordia College, will apply for reimbursement after she completes her spring 2018 coursework. This is due to the fact that there was not sufficient time for setting up a third-party payment system for Concordia College. Because only two (2) DC 1707 union workers signed up for the CDA program at BCC, the rest of the participants in the CDA program are new students hoping to obtain their first early childhood education professional credential.

Table 3. Spring 2018 Career Ladder Costs		
Type of Cost	Number (#) of Participants	Anticipated Cost
Tuition & Fees Payments (Paid Upfront)	12	\$25,339.15
Tuition Reimbursement (Anticipated)	1	\$2,733.45
Test Preparation Programs (Anticipated)	2	\$800
Bronx Community College CDA Program (Paid Upfront)	50	\$100,000
Total Cost	65	\$128,872.60

ECCL Spring 2018

Participants' Background & Experience

As a part of the evaluation of the ECCL program, participants were asked to complete a pre-program survey upon registration. Completion of the survey was entirely voluntary and anonymously collected. Data from the new CDA students have not been received yet, but will be released soon.

The demographic indicators below show that the average participant was a woman of color, in her mid-to-late career, who has substantial experience working in child care, and is working toward her Master's Degree. Under the current union contract, the average DC 1707 Local 205 group teacher with at least 5 years of experience will see a yearly salary increase of almost \$5,000 when they obtain their Master's Degree and State certification. The ECCL program has provided the financial support that workers need to achieve their dreams. As one participant, currently employed as an Assistant Teacher, described:

"Going into the semester to have the bill already paid, it's like 'wow' you don't have this feeling of 'how am I going to pay for the semester, will they drop my classes?' It relieves the anxiety of having to pay. Now that I've been in the classroom for 5 years, when I'm finished I'll stay in the classroom another year and then look for something in management or become an education director."

Highest Level of Education		Tenure w/ Current Employer		Current Job Title	
BA/BS	79%	Less than 2 years	12%	Assistant Teacher	41%
Some college	14%	2-5 years	47%	Group Teacher	53%
No Response	7%	5-10 years	24%	Teacher Aide	6%
		10+ years	12%		
		Unknown	6%		
Total	100%	Total	*100%	Total	100%
Years Child Care Experience		Gender		University Degree	
2-5 years	14%	Female	93%	M.S. Ed.	92%
5+ years	86%	No Response	7%	B.S.	8%
				<i>(CDA & Test Prep. Excluded)</i>	
Total	100%	Total	100%	Total	100%
Age Category		Race		Household Income	
18-25	7%	African American	43%	\$15,000 - \$24,999	14%
26-35	7%	Asian	7%	\$25,000 - \$44,1000	7%
36 - 45	7%	Hispanic/Latino	29%	\$25,000 - \$44,999	71%
36-45	21%	Multiracial	14%	\$45,000 - \$64,999	7%
46-55	36%	No response	7%		
56+	14%				
No response	7%				
Total	*100%	Total	100%	Total	*100%

**Percentages may not add up to 100% due to rounding*

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is a collaboration between

