



# Building and Supporting Indiana's Workforce

Maureen Weber, President & CEO, Early Learning  
Indiana

Erin Kissling, Chief Learning Officer, Early Learning  
Indiana

Courtney Hott, Director, Early Learning Advisory  
Committee

Dr. Kelli Servizzi, Director of Kindergarten Readiness,  
Indiana Department of Education

# Agenda

- ▶ Current Indiana Landscape
- ▶ Early Learning Advisory Committee Roadmap
- ▶ Next Level Jobs and Educator Requirements
- ▶ Early Childhood Education Teacher Registered Apprenticeship
- ▶ Enabling a Capable Workforce
- ▶ Questions





# Current Indiana Landscape

---

**Maureen Weber**

President & CEO, Early Learning Indiana



# Early Learning Advisory Committee (ELAC) Roadmap

---

Courtney Hott  
ELAC Director

# Indiana's Priorities

- 1. Improve learning and kindergarten readiness
  - KG Readiness Assessment (IKRA)
  - QRIS Refresh
  - Curriculum
- 2. Increase the supply and sustainability of high-quality providers
  - Encourage new job-embedded training models
  - Increase reimbursement rates
  - Engage more LEA's in our On My Way Pre-K Program

# Indiana's Priorities

- 3. Increase affordability for families, particularly vulnerable families
  - Increase eligibility for vouchers
  - Improve business sector support (tax credits, tri-share, etc)
- 4. Improve and increase system capacity
  - Modernize regulatory environment
  - Focus on systems level improvements vs new programming

# Next Level Jobs & Educator Requirements

---

Courtney Hott  
ELAC Director

# Indiana's Next Level Jobs Expansion

- Next Level Jobs (NLJ) provides free training to Hoosiers through a grant to obtain certificates in high wage, high demand and or high value career fields
- Indiana expanded NLJ in 2023 to cover Early Learning certificates





# Innovation in Educator Requirements

- Indiana is exploring new training models for educators, focusing on creating a career lattice with multiple on and off ramps
  - Competency based credentials
  - Microcredentials
  - Registered apprenticeships
  - Job embedded training

# ECE Registered Apprenticeship

---

**Dr. Kelli Servizzi**

Director of Kindergarten Readiness, IDOE

# Early Childhood Education Teacher Registered Apprenticeship



**INDIANA  
EARLY CHILDHOOD  
EDUCATION**  
REGISTERED TEACHER  
APPRENTICESHIP PROGRAM



The Early Childhood Education Registered Teacher Apprenticeship Program is designed to provide increased entry points into the field and strengthen the career pathways for educators by leveraging competency-based, job-embedded workforce models for students. Participating students can earn credentials and degrees through supported on-the-job training and paid work experience, mentorship with professionals, and related training and coursework.

# ECE RAP Model

ECE 1	ECE 2	ECE 3
<p>Available to high school juniors and seniors enrolled in their school's Early Childhood CTE pathway.</p> <p>Related instruction includes a combination of high school courses, dual credit, and dual enrollment with a higher education partner</p> <p>Apprentices are working toward earning their CDA.</p>	<p>Available to students who completed level 1 and to ECE professionals who have previously earned a CDA or equivalent post-secondary credits</p> <p>Apprentices are working toward earning their Associate degree in Early Childhood Education.</p>	<p>Available to students who completed level 1 and 2 and to ECE professionals who have previously earned an Associate degree.</p> <p>Apprentices are working toward earning their Bachelor Degree in Early Childhood Education with P-3 licensure.</p>



# **Enabling a Capable Workforce**

---

**Erin Kissling**

Chief Learning Officer, Early Learning Indiana

## Ensuring a Capable Workforce

---

Classroom team members have the greatest impact on a child's early learning journey. Everyday interactions with caring, responsive adults build the foundational relationships needed for deep learning.



## Instructional Framework

---

Through scaffolded experiences, participants explore concepts, engage in structured skill-building activities and then apply their knowledge in a live classroom setting alongside an experienced educator and with the support of an expert coach.



EXPLORE



PRACTICE



APPLY



## Charting a New Path

To strengthen classroom support preparation, ELI designed a training robust in substance, achievable in a few short months, affordable, relevant and efficient. The 13-week program features a competency-based learning experience that combines online instruction with real-classroom application to empower professionals to grow their practice and become more effective in their role, all while earning a salary.



**Program rigor and work-based format leads to deeper learning** and greater overall effectiveness



**Streamlines the learning experience** by combining online instruction with hands-on application



**Program cost is lower than market alternatives** and participants benefit from earning a wage as they go





# Scope and Sequence

---



**Orientation:**

- Introduction to program format, participant expectations and online learning environment
- Foundational health and safety practices
- Ethical practice standards



**UNIT 1: Health, Safety and Nutrition**

- Empowering children to be healthy and safe
- Responsive H/S practices

---

**Relationships:**  
Foundations of building strong relationships



**UNIT 2: Relationships, Routines and Environments**

- Developing consistent routines and predictable learning environments
- Engaging environment and materials

---

**Relationships:**  
Supportive adult/child interactions



**UNIT 3: Child Growth and Development**

- Supporting growth and development
- Active classroom engagement
- Conducting objective observations

---

**Relationships:**  
Supporting children's social emotional development



Powered by Early Learning Indiana

## Earning the Credential

---

- At the end of each unit, participants complete an application assignment and a skills demonstration observed by the cooperative teacher.
- Program concludes with an online competency-based exam of about 80 questions that typically takes about an hour to complete. Exam is available in Spanish and additional languages as needed.

The Classroom Ready program credential can be used toward credit-based programs at Purdue Global or Ivy Tech.



Participants in the two-year program will build their identity as a strong instructional leader by learning to optimize classroom practices through coaching and cultivating curiosity.

### **KEY TOPICS WILL INCLUDE:**

- Managing change
- Coaching to empower educators
- Increasing data literacy
- Creating peer networks
- Fostering communication and conflict resolution
- Building educator resilience





A photograph of a diverse group of people in a meeting or classroom setting. In the foreground, a woman with dark curly hair is smiling and raising her right hand. To her left, another woman is looking towards the camera. In the background, other people are visible, some smiling. The entire image is overlaid with a semi-transparent teal color.

# Moderated Questions





# Questions from the Audience

# Contact Information

- ▶ **Maureen Weber**

- ▶ [maureenw@earlylearningindiana.org](mailto:maureenw@earlylearningindiana.org)

- ▶ **Erin Kissling**

- ▶ [erink](mailto:erink)

- ▶ **Courtney Hott**

- ▶ [courtney.hott@fssa.in.gov](mailto:courtney.hott@fssa.in.gov)

- ▶ **Dr. Kelli Servizzi**

- ▶ [kservizzi@doe.in.gov](mailto:kservizzi@doe.in.gov)