



## FAQ- Child Care Excellence Academy

We are excited to announce the launch of the Child Care Excellence Academy (CCEA). The CCEA is a 5-month paid training program for people who are interested in becoming a child care professional. The CCEA is a full time (40 hours a week), \$17 an hour paid program that includes early childhood training, project hours, wraparound support, career pathway planning, classroom hours, all requirements to earn a Child Development Associate (CDA) Credential, and employment matching for each trainee to a licensed child care center. Below you will find answers to frequently asked questions.

**Q:** Do I need to have a High School Diploma or GED to be accepted in this training program?

**A:** While it is required to have a High School Diploma (HSD) or General Education Diploma (GED) to earn a CDA Credential, you are not required to have a diploma at the start of the CCEA. However, you will have to show evidence that you will have completed all requirements to earn a HSD or GED by September 27<sup>th</sup>, 2024, if you have not already earned one.

**Q:** If I have worked in child care, can I still participate in this training series?

**A:** Yes, but you cannot have worked in a licensed child care program for the last 6 months and must have less than 1 year of experience in a licensed child care setting.

**Q:** Do I need to purchase any materials or supply while in this program?

**A:** All necessary materials to complete the CCEA will be supplied to each trainee. This includes a computer, necessary computer applications and course materials.

**Q:** Will I be eligible for other benefits while in this paid training program?

**A:** Trainees will not be considered an employee and will not be eligible for any benefit packages (i.e. Medical, dental, vision, paid time off, holiday pay, etc.). However, when a trainee is matched to a child care program, the trainee will become an employee of that program and eligible for employment package that the child care program offers for the number of hours you work in the center. Those packages vary by child care program.

**Q:** Will this training series be offered in-person, remote or hybrid?

**A:** The CCEA will primarily be in-person. However, there may be some training modules that can be completed at home. When a trainee is matched to a licensed child care program, there will be classroom hours that are mandatory for completion of the CCEA and to earn a CDA. Most of the training and project hours will be in-person. All of the classroom hours are only available in-person.

**Q:** Once I am matched to a licensed child care program, am I an employee of that center?

**A:** Yes, the center will agree to hire you as an employee. However, you will still be required to attend all training days and complete all project activities in order to remain the CCEA. You will be paid directly from the child care program with a rate of pay no less than \$17 an hour.

**Q:** How does payment work?

**A:** The time spent in training, project activities and with our case managers will be paid as a stipend with a flat-rate of \$17. Taxes will not be deducted up front from this stipend. All stipend funding received from The Children's Cabinet is taxable income and you will receive a 1099 form from The Children's Cabinet for your taxes.

The hours spent working in the licensed child care program that a trainee is matched to will be paid directly from the child care program. This income will be taxed and subject to any other program deductions.

For more information on table income, please speak with a tax expert. You can also visit the link to learn more. <https://www.irs.gov/publications/p525>

**Q:** Do I get to choose the child care program I am matched with?

**A:** Yes, each trainee will make an employment selection using a list of partner child care programs and interview with the director. As long as the licensed child care program has elected to participate in the CCEA by hiring employees that are available based on the training schedule, willing to provide a high quality experience for employees and children, and has signed an agreement with the Children's Cabinet, a trainee can interview with the program of their choosing.

If you have any additional questions, you can email  
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