



Child Care Excellence Academy

FAQ- CHILD CARE PROGRAM

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 with little or no experience. The CCEA is a full time hybrid 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. We are seeking child care centers to partner with us by employing trainees based on a seriated training schedule. Below are frequently asked questions for partnership details and requirements.

Q: Can a trainee work full time if matched to my center?

A: No, the trainee has a prescribed training schedule. Once matched to the center, the trainee will be available for an 8-hour shift on Monday, Wednesday and Friday weekly. Beginning week 5, the trainee will be available to work Monday, Wednesday, Thursday and Friday weekly, as Tuesday's will continue to be training and project work days.

Q: Are there any specific qualifications required to become a Licensed Child Care Partner?

A: The Licensed Child Care Center must complete an application indicating interest to be a Child Care Center partner. The Center must have a star-rating of 2 or higher by QRIS and/or have dedicated internal coaching and quality improvement processes in place. The center must also sign a Memorandum of Agreement (MOA) before the placement of a trainee that includes partnership details that promote a positive experience for the trainee.

Q: Is there a cost to participate in the CCEA program?

A: There is no cost to be a partner of the program. However, the trainee will be paid by the child care center a minimum \$14 dollars an hour for the days working at the child care center. The Children's Cabinet will provide a bridge payment of \$3.00 per hour worked in the child care center to ensure the trainee is earning a minimum of \$17 an hour throughout the 5-month program. Upon completion of the program, the child care center must agree to pay the employee a minimum of \$17 an hour.

Q: Will there be any on-going financial support to sustain \$17 an hour once the trainee completes the CCEA?

A: No, at the time of completion, the child care center will be responsible to provide a minimum of \$17 an hour for a intermediately trained employee holding a CDA Credential.

Q: Are there any financial incentives for child care centers to participate in the CCEA program?

A: Yes. In addition to incentivizing the trainee to work in the child care center through bridge payments, each center will receive a placement bonus of \$1,000 for each trainee they hire. This placement bonus will be issued to the child care center once the trainee completes the CCEA.

Q: How are trainees matched with child care centers?

A: During the first three weeks of the CCEA, we will share programmatic philosophy and operational standards about each child care center partner and take trainees on a tour of those facilities. Once a trainee identifies child care centers they are interested in, we help facilitate an interview with the Director(s). The Director makes the final selection knowing that this trainee will come with an array of supports to help that trainee acclimate to the child care center expectations. The trainee will also receive coaching, navigate professional goals and acquire resource needs to promote success for each trainee in child care employment.

Q: What happens if a trainee I hire through the CCEA program does not work out?

A: While we will work hard to make the best match before placement, we understand there may be times when an employment match may not work out. A trainee may decide to find another child care center and remain in the CCEA. Additionally, a child care center may request to have a trainee matched to another center. In those cases, we would pay a prorated placement bonus to the initial child care center and provide the remaining bonus to the secondary child care center. However, we have specialists available to navigate the needs of the child care center and/or the trainee and support retention.

Q: What are the expectations for child care centers regarding trainee supervision and mentorship?

A: The Extension Trainer/Coaching team will provide on-site coaching and mentoring in the classroom. The expectation for the child care center is to allow the trainee to step out of the classroom periodically to receive immediate feedback on classroom interaction/implementation skills. We understand the need for the employee to be in the classroom with their students, so this would be limited but a critical piece of equipping educators while topics are relevant.

Q: What kind of support services are offered to trainees during the program? (e.g., childcare assistance, transportation)?

A: The trainees will have a professional pathway specialist who assists with career goals and educational opportunities that align with those goals. The trainee will also have a

wraparound specialist who provides an initial resource-need assessment and will help acquire any support the trainee is in need of to be successfully employed.

Q: Will the trainee have a completed background check and be able to work in a classroom alone at the time of being matched to my center?

A: Each trainee will need to be matched to a child care center before they can submit a background check to Child Care Licensing. The trainee will not be able to work in a classroom without supervision until the background check is complete and approved, per child care licensing regulations. [NRS 432A.170](#)

Q: If I have a new child care employee that needs training, can they join this paid training program?

A: No. This training is not designed to train individuals currently working in early childhood education. The goal is to draw new employees to the early childhood field who are seeking a career pathway. However, you can connect new employees with Spiral Up by contacting Danielle Pertile at DPertile@unr.edu.

Q: Can I use the trainee as a floater?

A: The trainee can float in classes that serve the age of children based on the CDA program they select. If the trainee selects a 0-2 year old CDA specialization, then he or she can float in classes with children within that age range. If the trainee selects a 3-5 year old CDA specialization, then he or she can float in classes with children within that age range. The CDA requires a minimum of 480 hours working with the age of children determined by the specialty that is selected in order to earn the CDA Credential.

Q: Will the trainee be eligible for other benefits while in this paid training program?

A: Trainees will not be considered an employee of The Children's Cabinet 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 center, the trainee will become an employee of that center and eligible for the employment package that the child care center offers based on the number of hours worked in the center. Those packages vary by child care center.

If you have any additional questions, you can email ExcellenceAcademy@ChildrensCabinet.org