



VCCICC NEWS

Annual Report FY 2009

(July 1, 2008-June 30, 2009)

Congratulations to VT Child Care Professionals!

The VT Child Care Industry and Careers Council recognized the successful completion for the trade of **Child Care Development Specialist** for 4 apprentices from July 1, 2008 to June 30, 2009, for a total of 47 that have completed since the Program was launched in 2000.

Those who complete the Program are qualified for Level IIIa on the Career Ladder through the Northern Lights Career Development Center.

41 apprentices are currently enrolled in the training program.

Many thanks go to the Apprenticeship Mentors for providing guidance and encouragement for professional development on the job!



History of VCCICC

Development for the VT Child Care Apprenticeship Program began in 1998, when the potential for grant funding was announced through the US Department of Labor.

Community members, rallied through the efforts of the State of VT Child Development Division, began work to bring the training program to VT. The Program was launched in 1999, with the VT Child Care Industry & Careers Council (VCCICC) being formed as a not for profit organization. The purpose was to implement and oversee the Child Care Apprenticeship Program. Our first round of apprentices completed in March of 2003.

Accessing the resources of public dollars and achieving not for profit status through the IRS, allowed the Industry and Careers Council to pursue additional funding through grant proposals to various foundations. This funding allowed the Apprenticeship Program to continue past the pilot phase. To date, VCCICC has brought \$1,963,390.63 into the professional development system!

For more information, please visit our website at www.vtchildcareindustry.org or contact us at (802) 985-2700

The mission of the VT Child Care Industry and Careers Council is to support Vermont's children, families, communities, schools and businesses by promoting the highest quality child care for young and school age children through the recruitment, development, mentoring and retention of qualified child care professionals.

CHANGE FOR CHILD CARE FUNDRAISER!

VCCICC held our first public fundraiser, collecting change from April 1-30, 2009. Over \$1,400.00 was raised to support the Child Care Apprenticeship Program.

VCCICC NEWS

Annual Report FY 2009 (July 1, 2008-June 30, 2009)

VT Child Care Industry and Careers Council Board of Directors

Officers

Ann Ross, President
Local 693 Plumber and Pipefitters

Linda Clark, Secretary
Administrative Assistant B
Child Development Division

Heather Mattison, Treasurer
Consumer Education and Referral Consultant
Department for Children and Families

Board Members

Judy Bergeron
Director, Nadeau's Playschool, Williston

Kimberly Keiser
Regional Technical Assistant, National Child Care
Information Center

Pat Nagy
Director, State Apprenticeship Council

Suzy Remington
Children's Librarian, Greensboro Bend

We said good-bye to long time Board Members and Advisors, **Dorothy Sawyer and Renee Vincent**. The VT Child Care Industry and Careers Council appreciates the time they devoted to our cause!

Thank You to Our Funders

State of Vermont, Child Development Division
Northern Lights Career Development Center
Northwestern Counseling and Support Services
Green Mountain Fund
VT Department of Labor
Franklin/Grand Isle Building Bright Futures Council



The **VT Child Care Apprenticeship Program (VCCAP)** is a training program that matches mentors (head teachers, assistant directors, program coordinators, directors, etc.) with less experienced staff (assistant teachers, individual aids, paraprofessionals, etc.) for formal training in the field of early education. VCCAP follows the tradition of registered apprenticeship, which combines supervised on-the-job training with 297 hours of formal training hours over a 2-year time period. These training hours include 6 tuition-free college courses (**18 credits!**) in the field of early care and education along with 4,000 hours of formal on-the-job training and educational scholarships for mentors.

The **VT Child Care Apprenticeship Program** is managed through the efforts of the VT Child Care Industry and Careers Council (VCCICC), a statewide, not for profit organization.

VCCICC blends state and federal funding, private foundation and community grants, to pay for the college courses that are offered to benefit the child care workforce. Courses are offered tuition-free, on a first come, first serve basis, after enrollment of the child care apprentices. Anyone working with young children, included but not limited to, family child care providers, assistant teachers, individual assistants, head teachers, after-school teachers and program directors are welcome to apply for enrollment in these classes. Course cycles are rotated around the state to provide access to higher education in various geographical areas.

Classes are currently offered in Burlington (2 cycles), St. Albans and Rutland, through Community College of VT.

Many thanks to Local 693, Plumbers and Pipefitters for their donation to the **Child Care Apprenticeship Endowment Fund**, housed at the VT Community Foundation.
Annual returns continue to roll back into the fund.

VCCICC NEWS

Annual Report FY 2009 (July 1, 2008-June 30, 2009)

On the Job Training for Afterschool and Early Childhood Professionals

The VT Child Care Industry and Careers Council supported our first successful 3 OJT participants in FY09. This Program is offered in partnership with the VT Department of Labor.

What is On the Job Training?

An opportunity:

- For part-time child care/afterschool and youth workers to develop their skills, focusing on specific daily activities
- For staff to receive support and positive feedback working with a more seasoned teacher in your program.
- To document 1000 hours of on the job training
- To use VCCICC Daily Activity Assessment Tool ©

Requirements? Its as easy as 1, 2, 3

- 1) Work time must be supervised
- 2) Time On the Job is coded
- 3) Trainees must see a pay increase at the end of the training

QUALITY INCENTIVE BONUSES FROM THE CHILD DEVELOPMENT DIVISION MAY BE AVAILABLE UPON COMPLETION OF THIS TRAINING PROGRAM.

ADDITIONAL FINANCIAL INCENTIVES AVAILABLE FOR THOSE WORKING IN BEFORE AND AFTERSCHOOL PROGRAMS!

TUITION FREE COLLEGE COURSES!!

The following courses were held, with a total of 148 students earning 3 credits for each course successfully completed!

Fall 2008

Curriculum Development
Burlington and Newport

Communication in the ECE and AS Workplace
Burlington

Leadership, Mentoring and Supervision
Morrisville

Spring 2009

Infant Toddler Development and Care
Burlington

Program Management
On line

Summer 2009

Communication in the ECE and AS Workplace
St. Albans and Rutland

Development of the Young Child: Ages 3-8
Burlington

Leadership, Mentoring and Supervision
Hybrid

Thank you to our partnership with Community College of VT and the various site coordinators and office staff who welcomed our students and helped them navigate the higher education system!

Mentor Training

Four sessions of our Introduction to Mentoring training were held in Waterbury, Williston, St. Albans and Rutland, for 33 seasoned professionals, looking to continue their own professional development. This opportunity was open to others outside apprenticeship.

Thank you to community partners Child Care Resource (Williston), Northwestern Counseling and Support Services (St. Albans) and Good Shepherd's Little Lambs (Rutland) for providing training space at no charge.

VCCICC NEWS

Annual Report FY 2009 (July 1, 2008-June 30, 2009)

Certificates of Proficiency for High School Students

The Vermont Child Care Industry and Careers Council, Inc. (VCCICC) works in partnership with the State of Vermont and is eager to assist students in human service programs to achieve Certificates of Proficiency. In June 2005, the first technical education students received their Certificates. A total of 20 students in the 2008-2009 school year were recognized for their achievements. Participating schools included Stafford Technical Center (Rutland), Hartford Area Career and Technical Center (White River Jct.), Patricia A. Hannaford Career Center (Middlebury), and River Bend Career Center, Bradford.

These Certificates are based on national standards and developed and administered in partnership with Vermont child care employers, independent industry representatives, and career and technical centers. The Child Care Industry and Careers Council provides materials, works with the instructor, the on-site supervisor of the student, the independent assessors and the State of Vermont to award these highly meaningful Certificates. The process meets the gold standard for quality of certificates of this type as defined by the U.S. Department of Education and meets the requirements of 2006 Perkins legislation.

Many thanks to the technical center instructors and Independent Assessors for their work in building the next generation of trained child care workers!



VCCICC continues to support the work of the Kids Are Priority One Coalition as one of the six co-sponsoring organizations.

The Kids Are Priority One Coalition is Vermont's statewide early childhood coalition. Since 2000, it has brought together organizations, businesses and individuals who are committed to ensuring that all Vermont's children get a good start.

For more information and to join with 450+ Vermonters, join the Coalition at www.kidsarepriorityone.org



On the Job Trainees are in place at...

Starksboro Cooperative Preschool (Addison County) and
Home Away From Home in Manchester Center (Bennington County)



VCCICC NEWS

Annual Report FY 2009 (July 1, 2008-June 30, 2009)

Where are our Registered Apprentices?

Addison County	Bristol Family Center (3) Discovery Hill Family Child Care, New Haven (1) Tots On The Go Family Child Care, Ferrisburgh (1)
Bennington County	Home Away From Home, Manchester Center (1)
Chittenden County	Burlington Children's Space (2) Carolyn's Red Balloon Enrichment Center, Colchester (2) Charlotte Children's Center (1) Children's Preschool and Enrichment Center, Essex Junction (1) Early Years Child Development Center, Colchester (2) Frog and Toad Child Care and Learning Center, Colchester (2) Hand in Hand Creative Learning Center, Essex Junction (1) Milton Family Community Center (1) Nadeau's Playschool, Williston (3) St. Michael's College Early Learning Center (1)
Franklin County	Countryside Children's Center, Fairfax (1) Franklin Northeast Supervisory Union, Enosburg (2) Franklin West Supervisory Union, Fairfax (1) Y's Time Children's Center, St. Albans (1)
Grand Isle County	Champlain Islands Parent Child Center, South Hero (1) Learning Adventure, Grand Isle (1)
Lamoille Valley	Appletree Learning Center, Stowe (3)
Orleans County	Irasburg Village School (1) St. Paul's School, Barton (1)
Rutland County	Vermont Achievement Center, Rutland (1)
Washington County	Hunger Mountain Children's Center, Waterbury (2) Turtle Island Children's Center, Montpelier (1) Woodbury Elementary School (1)
Windsor County	4 Corners Children's Center, Hartland Four Corners (1)
<p>Visit their individual web pages for profiles and information on each participating employer!</p> <p>http://www.vtchildcareindustry.org/vccap/participants/current-participants-list.html</p>	

Income Sources for FY09

Grants \$152,525.00	Miscellaneous \$2,132.00
Assessment Income \$10,657.85	Books and Materials \$1,527.00
Outside Donations \$4,385.80	Administrative Grant Income \$683.75
Registration Fees \$2,714.60	Interest \$157.16

Total: \$174, 783.16

VT Child Care Industry and Careers Council
145 Pine Haven Shores Road
Suite 2001
Shelburne, VT 05482

Because Every New Teacher Deserves a Mentor!

FY09 Annual Report