

**Buncombe County FY2019 Strategic Partnership Grants  
Application Summary Sheet**

|                     |                                                                                                               |
|---------------------|---------------------------------------------------------------------------------------------------------------|
| <b>Project</b>      | <b>Early Childhood Workforce Development Program: A Pathway for Employment &amp; Professional Development</b> |
| <b>Organization</b> | <b>Buncombe Partnership for Children</b>                                                                      |

|                               |           |                                                  |                           |
|-------------------------------|-----------|--------------------------------------------------|---------------------------|
| <b>Amount Requested</b>       | \$242,415 | <b>Strategic Priority or Sustainability Goal</b> | Early Childhood Education |
| <b>New or Renewal Request</b> | New       | <b>Area Served</b>                               | Districts 1, 2 and 3      |

|                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Organization Description</b> | <ul style="list-style-type: none"> <li>Buncombe Partnership for Children (BPFC) develops, invests in and partners with community organizations to provide programs that: improve the quality of early care &amp; education; increase access to affordable, high quality early care education; expand early literacy opportunities; provide family support; and support children's healthy development. The organization led the local 2,000 Days campaign and as a result, our community understands that the time between birth and kindergarten is critical for setting the foundation for children's lifelong success. BPFC expanded access to subsidized child care through the NC Pre-K Program serving 427 children and contribute over \$1 M to child care subsidies. BPFC's work with the Adverse Childhood Experience Learning Collaborative helped us bring resiliency training to over 300 early educators.</li> </ul> |
| <b>Key Steps</b>                | <ul style="list-style-type: none"> <li>Recruit job seekers wishing to enter the early childhood field from high school early childhood career and technical education programs, GO employment programs, current A-B Tech students, and underemployed community members.</li> <li>Individualized job coaching, paid training, and opportunities to put training and higher education coursework into practice during substitute teacher placement.</li> <li>Substitute early education teachers while also serving as a community learning lab for project teachers.</li> </ul>                                                                                                                                                                                                                                                                                                                                                    |
| <b>People Served</b>            | <ul style="list-style-type: none"> <li>Teachers will be recruited with an emphasis on individuals from under resourced neighborhoods, high school students in early childhood Career and Technical Education programs and the College to Career Promise program.</li> <li>Early childhood programs, currently experiencing an unprecedented shortage of qualified early education teachers.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Outcomes</b>                 | <ul style="list-style-type: none"> <li>Projected outputs:<br/>50 participants trained<br/>40 participants placed as substitute teachers<br/>At least 10 early childhood programs served</li> <li>Projected outcomes:<br/>80% of (16 of 20) teachers in cohort 1 will reach level 3 proficiency by June 30<br/>60% of teachers (30 of 50) in the program will continue employment in the field on June 30<br/>90% of facilities will report higher program staffing stability based on a year-end survey<br/>25% of the teachers in cohort 1 (5 of 20) will receive offers of full-time employment</li> </ul>                                                                                                                                                                                                                                                                                                                      |

|                                                                                                                                                                                            |                             |                                  |                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------|--------------------------------|
| <b>Budget</b>                                                                                                                                                                              |                             |                                  |                                |
| <b>Amount Funded FY2018</b>                                                                                                                                                                | n/a                         | <b>Increase Request</b>          | n/a                            |
| <b>Administrative Budget</b>                                                                                                                                                               | 8% (from 2016 IRS Form 990) | <b>Total Organization Budget</b> | \$5,187,929 (projected FY2019) |
| <b>Other Funding Sources:</b> Grants, Individual donations, Government funding, Private foundation grants, Program Interest Income, Corporate Sponsorships, Professional Services Contract |                             |                                  |                                |

|                                                                              |
|------------------------------------------------------------------------------|
| <b>Strengths</b>                                                             |
| SMART Outcomes (specific, measurable, achievable, realistic and, time-bound) |
| Innovative and/or creative program design                                    |
| Thoughtful plan to sustain project for future years                          |

# Early Childhood Workforce Development Program: A Pathway for Employment & Professional Development

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*FY2019 Strategic Partnership Grants*

## ***Buncombe Partnership for Children***

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F: 828-285-9933

## ***Amy Barry***

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# Application Form

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## Question Group

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### Project Name\*

Name of Project.

Early Childhood Workforce Development Program: A Pathway for Employment & Professional Development

### Amount Requested\*

\$242,415.00

## PROJECT NARRATIVE

### Area Served\*

Which areas of the County will be served by this project? Which Commissioner District(s) will be served?

A Buncombe County Commissioner district map is available at [THIS LINK](#).

The program is open to residents throughout Buncombe County including Districts 1, 2 and 3. Program participants will be recruited by program partner, Green Opportunities (GO), from the Edington Center neighborhood and the broader community covering all districts. In addition we will be targeting students from High School Early Childhood Career and Technical Education programs - Asheville High, District 1; Erwin High, District 2; Reynolds High, District 3; and T.C. Roberson High, District 3. A-B Tech, another program partner, will provide early childhood education courses on their campus located in District 1 and may offer classes at convenient community locations such as the YWCA and Green Opportunities.

### Organization Description\*

Tell us about your organization. What is your mission? Highlight two or three key facts and accomplishments that best define your organization.

Our mission is to strengthen the capacity of educators, families and the community to build a strong foundation for children's learning and development beginning at birth.

Buncombe Partnership for Children (BPFC) develops, invests in and partners with community organizations to provide programs that: improve the quality of early care & education; increase access to affordable, high quality early care education; expand early literacy opportunities; provide family support; and support children's healthy development. We led the local 2,000 Days campaign and as a result, our community understands that the time between birth and kindergarten is critical for setting the foundation for children's lifelong success. We expanded access to subsidized child care thru our NC Pre-K Program serving 427 children and contribute over \$1 M to child care subsidies. Our work with the Adverse Childhood Experience Learning Collaborative helped us bring resiliency training to over 300 early educators.

## Strategic Priority\*

Which of the following priorities best reflects the primary goal of your project?

Buncombe County Commissioners are dedicated to strengthening the quality of life for everyone by setting new fiscally, socially and environmentally responsible goals that will guide decisions and improve our community for future generations. The Board has committed to strategic priorities as a guide to shape partnerships and investments of resources to insure a healthy, safe, well-educated, thriving and sustainable community.

Details about the Strategic Priorities are available at [THIS LINK](#).

Early Childhood Education

## Strategic Priority - Other Sustainability Goal

If you selected "Other Sustainability Goal" from the list of Strategic Priorities, please list it here.

Details about the Sustainability Goals are available at [THIS LINK](#).

## Shared Vision\*

What critical community problem or challenge are you hoping to improve through this project?

With a significant shortage of qualified early educators, our county faces a workforce crisis with the demand for teachers and substitutes. There is a downward trend in the number of people entering the early education field. Early childhood education is not seen as a viable career path given the low wages and lack of professional recognition, which contribute to high levels of staff turnover. Recent center closures point to the fact that we do not have the qualified workforce to fill vacant positions. In addition, this year we were unable to expand classrooms in our NC Pre-K Program due to the shortage of qualified teachers. While we need a number of new people to enter the field, research shows the strong correlation between highly educated teachers and positive child outcomes.

## Key Steps\*

How will the project work? What are specific activities and milestones that your project entails?

This project will recruit job seekers wishing to enter the early childhood field from high school early childhood career and technical education programs, GO employment programs, current A-B Tech students, and underemployed community members. Project teachers will receive individualized job coaching, paid training, and opportunities to put training and higher education coursework into practice during substitute teacher placements. Project teachers can move up a career ladder, from entry level through certificate and degree programs. As teachers move along this continuum, compensation will increase as higher levels of training and education are achieved. The project will fill a substantial need in Buncombe County for substitute early education teachers while also serving as a community learning lab for project teachers. This project will grow and strengthen the early childhood workforce as well as addressing the staffing needs of local early childhood programs.

## People Served\*

Who are the members of our community this project will serve? How many people will be served? Include demographics, including age, area median income, race, neighborhood and/or school.

This project will serve members of our community from all parts of Buncombe County. Teachers will be recruited with an emphasis on individuals from under resourced neighborhoods, high school students in early childhood Career and Technical Education programs and the College to Career Promise program, and A-B Tech students not currently working in the early education field. We anticipate recruiting 50 teachers who are 18-30 years of age, racially and ethnically diverse, of low socio-economic status, and currently underemployed. This project will also serve Buncombe County's early childhood programs, currently experiencing an unprecedented shortage of qualified early education teachers. The availability of substitute teachers will allow programs to stabilize staffing patterns, release full-time teachers to attend higher education classes or professional development, and prevent classroom closure due to lack of substitute coverage for full-time teaching staff.

## Partners\*

Which other organizations are you working with to reach your goals? What other local organizations provide similar services or serve similar beneficiaries, and how do you work together?

A-B Tech's Early Childhood Department will provide support for project teachers enrolled in A-B Tech courses, maintain open communication with project staff regarding student support needs and learning opportunities in substitute placements. A-B Tech faculty will connect students enrolled in early childhood classes and high school students enrolled at A-B Tech as part of the College to Career Promise program to this project to gain valuable work experience in early childhood classrooms as substitutes. GO will recruit job seekers looking to enter the field. They will provide case management services for teachers experiencing barriers to employment, access to workforce development funding, and expertise in general workforce development. The project's Workforce Development Coordinator will serve as a link between partnering agencies. While Goodwill and GO provide job training programs, they do not offer a pathway for teachers in state licensed early education programs.

## Personnel\*

Who is responsible for the project? Briefly describe project leaders and the role each will play in the project. How do these leaders reflect the population or community that you serve?

The project will be led by BPFC's Child Care Resource & Referral (CCR&R) program. CCR&R functions as primary support for early education teachers, administrators, and programs through coaching, technical assistance, and professional development offerings. For this project, the CCR&R Director will supervise a Workforce Development Coordinator (1.0 FTE) and an Operations Assistant (0.5 FTE). The Workforce Development Coordinator will be responsible for recruiting, training and individualized professional coaching of teachers. The coordinator will build connections between project staff, teachers, and other community programs to assess and respond to local workforce needs. The Operations Assistant will be responsible for: regulatory compliance, teacher placement in early childhood programs requesting substitute providers, billing for substitute time, and teacher payroll.

## Success\*

How will you measure results? What will success look like? How will you document the impact of your project? Include whether there is a model that serves as basis for project design.

In creating this project, we have looked at for-profit models and publicly-funded models, specifically, Washington states' Department of Early Care and Education Substitute Pool. Our model is a hybrid, building on the local need for substitutes and increasing the quality of the early childhood workforce. Our career pathway model has six levels. Living wage pay begins at the first level and includes compensation for training.

Projected outputs:

- 50 participants trained
- 40 participants placed as substitute teachers
- At least 10 early childhood programs served

Projected outcomes:

- 80% of (16 of 20) teachers in cohort 1 will reach level 3 proficiency by June 30
- 60% of teachers (30 of 50) in the program will continue employment in the field on June 30
- 90% of facilities will report higher program staffing stability based on a year-end survey
- 25% of the teachers in cohort 1 (5 of 20) will receive offers of full-time employment

## Funding\*

What is your plan for finding the balance of the project budget? What is your funding timeline and what are your other sources of support?

In-kind staff supervision and training offerings for levels 1 and 2 will be provided by current CCR&R staff. Fiscal oversight will be provided by BPFC Finance and Contracts Manager. Participating child care facilities will pay \$9 per hour to BPFC for the use of substitutes, which will help offset the cost of providing living wage compensation. Accessing existing workforce development funds, GO will recruit and provide supports to individuals that remove barriers to employment, such as transportation, case management, cost of books, etc. GO will also provide limited apprenticeship opportunities and payment of 50% of the hourly substitute wages to the project for qualified dually-enrolled individuals.

## Sustainability\*

How will this project be maintained? Please describe funding sources and how you plan to sustain the project in future years.

BPFC, GO, and A-B Tech will continue to support the program after the first year. Teachers dually-enrolled with GO will access GO economic development grant supports. Partial reimbursement payments from child care facilities using the substitute services will continue to offset hourly wage costs. We will increase the center hourly reimbursement rate after the first year to offset a larger share of the cost. Businesses will be approached for financial support and sponsorships by BPFC's Fund Development Coordinator. Additional grants will be sought to sustain and potentially expand the program as a regional model. Work is currently underway with partners at Land of Sky Council and A-B Tech to have early childhood education recognized as a viable career pathway for future workforce development funding at the state level.

## ATTACHMENTS

## Project Budget\*

Download the budget form at [THIS LINK](#).

Complete the budget form for this project and the overall organization.

Save it to your computer, then upload it.

strategic-partnership-grants-FY2019-budget-template.xlsx

## Financial Statements\*

Upload a copy of the most recently completed financial statements.

All financial statements must be audited, reviewed or compiled by a certified public accountant and include a full balance sheet, income statement, and cash flow statement.

If your organization does not have financial statements, briefly state the reason.

Full Audit 2016.pdf

## IRS Form 990\*

Upload a copy of the 990 nonprofit tax reporting form that you most recently completed.

If your organization does not have a 990, briefly state the reason.

BCPFC 2016 FORM 990 FOR PUBLIC DISTRIBUTION.pdf

## Board of Directors List\*

Upload a current list of your organization's Board of Directors.

If your organization does not have a board of directors, briefly state the reason.

BPFC BOD 17-18.docx

## Authorized Signatory

By typing in below the name of the authorized signatory and date of submittal, you acknowledge that your governing body has authorized this application, that it is true and current to your knowledge. As a condition of any grant awarded, this organization will provide all information in the manner described in the contract to be executed between the organization and Buncombe County or its designee, including program and financial reporting.

**Name & Date**

Amy Barry February 9, 2018