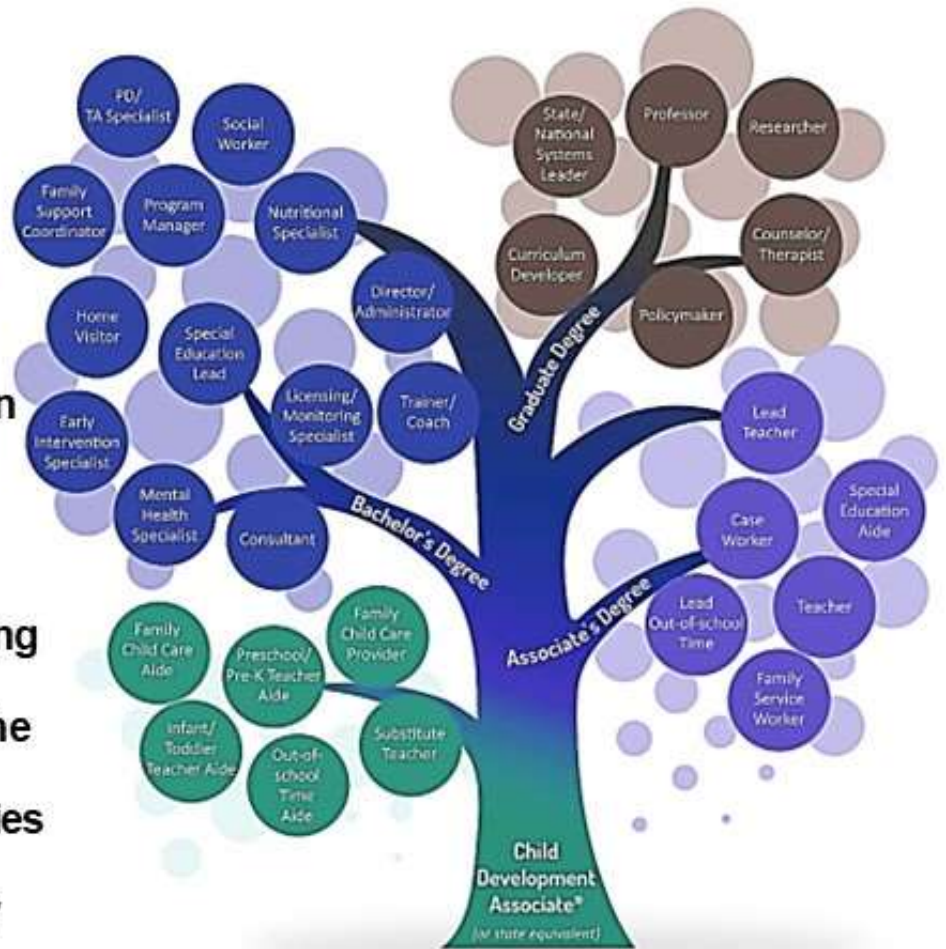




## Community Connection Services Apprenticeship Programs Help You Grow!

Early childhood education is crucial for children's development and a cornerstone for healthy communities. It plays an essential role in supporting families and the local workforce. As shown in the image on the right, there are numerous opportunities to work in the early childhood field. Our Early Childhood Registered Apprenticeship (RA) programs provide multiple entry points and pathways to these sustainable careers.



**Start Here!**

CCSI Childhood Development Specialist Apprenticeship Programs can jump-start careers, further professional development, and lead to various professions in early childhood.

**Funding is Available:**

T.E.A.C.H. (Teacher Education and Compensation)

The Workforce Innovation and Opportunity Act (WIOA) through CareerSource

**EARN AS YOU LEARN**

Find more information about how Community Connection Services can help you.



**Connect with US!**  
[www.ccsifl.org](http://www.ccsifl.org)  
[Darryl.Clare@ccsifl.org](mailto:Darryl.Clare@ccsifl.org)



# Community Connection Services Childcare Development Apprenticeship

**A Hands-on Approach for Early Childcare Professionals**

## **Application Instructions**

Dear Community Connection Childcare Development Apprenticeship Candidate:

***Make sure you complete this 6 step Application Process!***

1. Fill out the DOE State form and send it to me. (If you already filled out the form go to step number 2).
2. Register online in([www.employflorida.com](http://www.employflorida.com))
3. Go to (<https://careersourcesouthwestflorida.com/training-opportunities/>)
4. Complete the interest form and submit your information.
5. Wait to receive a call from a CareerSource representative within 2 business days.
6. If you have not heard from a CareerSource representative within 2 business days, call Africa Newby at (239) 931-8200 extension 1129.

She will then screen them and send your individual case file to a case manager who will then start their eligibility process with a personal interview.

Please complete this format so that you will be able to participate in the Childcare Development Apprenticeship for the Next Session.

***If you have any additional questions, please feel free to contact me:***

***Dr. Darryl Clare***

***Community Connection Services, Inc. Phone: (239) 645-2217***



**COMMUNITY CONNECTION SERVICES**  
CONNECTING RESOURCES TO EMPOWER COMMUNITIES



**COMMUNITY CONNECTION SERVICES**

Connecting Resources to Empower Communities

# CCSI Childcare Development Apprenticeship Program

**Community Connection Services, Inc.**

**501 C3, Non-profit**

Darryl K. Clare, Program Director

[Geo\\_doctor@msn.com](mailto:Geo_doctor@msn.com)

239.645.2217

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### Attachments

- Resumes for proposal program staff
- Applicant nonprofit status documentation

## **A. Narrative**

We are establishing a unique partnership with the Florida Department of Education Apprenticeship program, CareerSource of Southwest Florida, the City of Fort Myers among others, to provide apprenticeship/job preparation services for people who reside in Lee and Collier County, Florida. Our research indicates that the demand for uniquely trained and qualified applicants in the field of childcare development and early childhood education is currently unmet in the county and across the nation. By joining forces, by creating a collaboration of supportive organization, if you will, our community-driven partnerships are proposing to level the playing field for residents wanting to work hard to develop their academic, social, collaborative and communications skills through the CCSI Apprenticeship program. Those completing the program of education and on the job training (OJT) will gain access to the ability to run a daycare center or create a daycare center of their own.

Over the course of the next 3 years, we project a demand well more than 600 positions in industry that would benefit from the services to be provided by CCSI. In year one, our goal is to prepare as many as 50 students followed by year two when grow to 140 students followed by year three where we expect a consistent flow of 200 students per completing the program and finding gainful employment. With the support of local, state, and federal funding as well as philanthropic help, CCSI plans to provide a noticeably clear beacon of hope and a pathway to economic empowerment while creating significant social change.

## **B. Company Background**

Community Connections Services Inc. (CCSI) is a 501 C3 nonprofit educational services organization launched in 2012 to serve as the backbone organization for the Lee County Career Pipeline Initiative (CPI), a groundbreaking initiative involved in the education of a struggling youth population. Our goal is to provide clear and effective solutions that empower clients to make sustainable life changes. Serving as a neighborhood hub, Community Connection Services, Inc. (CCSI) brings together and manages the most proven and innovative mentoring, tutoring and empowerment programs available.

In March 2015 CCSI set out to prove free lunch students that were failing math or reading could, given the proper learning environment, motivation, process, and tools would embrace the requirements associated with academic excellence resulting in dramatically improved comprehension, above grade level test results and greater understanding of the power of education.

Upon completion of our pilot 12-week program 100% of the students having taken both the pre and post assessment exams (based on the **Texas** assessment) were above grade level for Texas and well above grade level for Florida.

We partnered with Education Nation, a well-known and respected supplemental education provider based out of Ft. Myers to manage the pre and post testing, reporting and teacher selection. Working together we applied an adapted version of the 5 pillars of success originated by the Harlem Children's Zone.

### **"The Academy's 5 Pillars"**

1. An extended school day and year
2. The use of data to drive instruction
3. Devotion to high-quality human capital
4. A culture of elevated expectations (sounds simple, but the most critical component)
5. Small group team training (A CCSI innovation)

Over the course of the two-year tutorial program, we learned that children have a tremendous capacity to learn and excel given the opportunity, and proper motivation. During the second year, the program was selected by the City of Fort Myers for implementation at the STARS Community Center Complex. We are now a hybrid delivery program and we make our class time and locations available and convenient to our students.



## **The Problem**

Over 1.2 million youth drop out of school annually in the United States, which translates to a staggering one student every 26 seconds or 7,000 students a day<sup>1</sup>. The situation among the nation's at-risk youth is saddening. According to America's Promise Alliance, one in four African American and one in five Latino students still attend high schools where graduating is not the norm<sup>2</sup>. Truancy and the failure to complete high school have long-lasting and devastating consequences for these young people and for their communities, including increased violence, higher crime rates, and greater juvenile delinquency.

Furthermore, this systemic under education has been a problem in Lee County for well over a decade. Those graduating school and entering the work force or secondary education require remedial education to move forward. For this reason, among others, local employers cannot fill all the skilled occupations positions they need to continue to grow.

### **About Lee County, Florida**

Situated on the southwest coast of Florida, Lee County has a youth population (ages 12 to 18) of approximately 48,970, most are minority members (55.4%) and from economically distressed families (69.4%). Among the 19,500 students (about the seating capacity of Madison Square Garden) enrolled in public high schools in Lee County, only half of the senior class is expected to graduate in June 2016. Within Lee County, the demographic profile of minority youth mirrors the risk factors typically associated with youth violence at the individual/peer, family, school, and community levels<sup>3</sup>.

These include history of poverty, teenage pregnancy, chronic truancy, high-risk behaviors, association with delinquent peers, and poor grades in school. Research shows that when risk factors a youth is exposed to cross multiple domains, like the target population of youth within Lee County, the likelihood of delinquency increases at an even greater rate (Wasserman et al., 2003).

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<sup>1</sup> **11 Facts About High School Dropout Rates**. National Center for Education Statistics. Retrieved from: <https://www.dosomething.org/facts/11-facts-about-high-school-dropout-rates>

<sup>2</sup> **Dropout Crisis Facts**. America's Promise Alliance. Retrieved from: <http://www.americaspromise.org/dropout-crisis-facts>

<sup>3</sup> **A study group comprised of nearly 40 experts convened by the US Department of Justice Office of Juvenile Justice and Delinquency Prevention (OJJDP) identified four domains for risk and protective factors.**

### **C. Program Overview**

The proposed CCSI *Apprenticeship Program* will target the youth and adult community in Lee and Collier Counties actively seeking opportunities to better their lives by learning a certified skill and building a career path. As we start our program development, we have chosen occupations in which there is great demand, potential for upper middle-income wages and the ability to dramatically change the fortunes of individuals and their families.

In 2013, Success Academy in New York City, students showed low school engagement with attendance rates of just 73% and 75%, respectively, compared to 93% of all high school students in Lee County. Students who are interested in enrolling in our apprenticeship career development program will undergo an application, orientation, and screening process prior to being considered for selection into the program. The process will ensure that students selected are fully aware of the variety of future career paths available that will provide an ability to meet the demand by current and future employers. We plan to help each student develop their individual entrepreneurial career path if so desired. Most importantly, this career path vocational programs have been designed to specifically guarantee a sustainable and scalable program when our success is thoroughly attained.

By facilitating and leading the cross-sector partnerships needed to address the multi-faceted needs of Lee County's next generation of middle class and above work force and as a member agency of a well-established collaborative implementation team, CCSI is responsible for ensuring the following activities and projects are accomplished on time and in accordance with Career Source of Southwest Florida, Department of Education and the Department of Labor regulations to transform instruction and support within a job training job related curriculum process:

- Coordinating with DOE and Department of Labor to modify curriculum to meet the needs of this unique market
- Identifying and recruiting new community partners as needed
- Developing specific measurement metrics and reporting systems designed to track implementation and outcome measures
- Planning for initiative expansion and sustainability following initial testing and dissemination of lessons learned



CCSI will implement a program that will provide persons with evidence-based life skills support services to address the unhealthy behaviors that are too often prevalent and ensure they reap the benefits of this career opportunity as needed.

CCSI is introducing a multi-partner effort to enhance traditional vocational programs with rigorous, experiential vocation, entrepreneurial, and eventual high-tech courses that will enable apprenticeship graduates continue their training while employed and become certified or create a small business of their own. CCSI and its collaborating partners believe firmly that their ground-breaking effort, applied to the county's struggling youth will make positive and dramatic changes in the lives of these youth, in the culture of the programs they attend, and in the communities in which they reside within the two years of implementation.

As such, CCSI will establish a set of training partner expectations to actively work toward designing, launching, and sustaining a Career Pipeline Initiative, if you will. The role of each collaborating partner is as follows:

- The Department of Education has been supportive by offering structural and organizational advice and we are confident that will continue. DOE has information concerning funding sources for this apprenticeship effort and it is this information that will ensure a successful training effort resulting in a sustainable, scalable program moving forward.
- Apprenticeship Program instructors and coordinator, with support from direction from CCSI, manage the communications to all Apprenticeship Program students, parents, and community organizations. This includes social media communications that target students, instructors, and parents; a direct email marketing campaign to educate parents and the community about our new Apprenticeship Program instructional and support services; documentation for all prospective students; and promotion of key influencers in the community to support the Apprenticeship Program transformation (e.g., local businesses, community-based organizations, churches, sororities, fraternities, etc.).



#### D. Project Cost per Participant

CCS CHILDCARE DEVELOPMENT APPRENTICESHIP PROGRAM				
ESTIMATED PROGRAM COST (4,000 HOUR PROGRAM)				
Payment Schedule	Due at Time of Registration	YEAR 1 (2,000 hours OJT 144 hours Classroom)	YEAR 2 (2,000 hours OJT 144 hours Classroom)	Grand Totals
Instructor (hours 288)	\$0.00	\$2,900.00	\$2,900.00	\$5,800.00
Commencement Fee	\$0.00	\$0.00	\$300.00	\$300.00
Literature	\$0.00	\$112.50	\$112.50	\$225.00
Background Screening/Fingerprinting	\$85.00	\$0.00	\$0.00	\$85.00
Uniforms	\$0.00	\$40.00	\$40.00	\$80.00
<b>Estimated Total Per Enrollment Period</b>	<b>\$0.00</b>	<b>\$3,052.50</b>	<b>\$3,352.50</b>	<b>\$6,490.00</b>

## ATTACHMENTS

